

SOLIDARITY

for the win!

HEU CONVENTION 2022

Proceedings

HEU CONVENTION 2022

OCT. 16-21, 2022 • HYATT REGENCY VANCOUVER

Hospital Employees' Union
Thirty-Second Biennial Convention
October 17 – 21, 2022

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**Hospital Employees' Union
Thirty-Third Biennial
Virtual Convention
October 17 – 21, 2022**

Solidarity for the Win!

GENERAL PROCEEDINGS

Monday, October 17, 2022

Called to order at 9:05 a.m.

Barb Nederpel, President, was in the Chair.

The President welcomed all delegates to the 33rd Biennial Convention.

**Indigenous Welcome, Chamiya (Janis)
Campbell, Squamish Nation**

Presentation of the audio recording of Asani's rendition of "O Canada".

Entertainer Khari Wendell McClelland performed "Solidarity Forever".

An expression of gratitude and appreciation was given by Patrick Fung to all the HEU members working at Little Mountain Place Care Facility.

A moment of silence was observed to honour all HEU members who have passed away.

CONVENTION AGENDA

MSC To receive the agenda

Betty Valenzuela, Financial Secretary read aloud the HEU Equity Statement.

Ombudsperson, Mary-Ann Johnson reviewed key points of the "HEU Policy and Procedure Designed to Protect Human Rights and Encourage Mutual Respect".

CONVENTION COMMITTEES

Members of the Constitutional Amendments, Resolutions, Credentials, Tabulations, and Sergeant-at-Arms Committees were introduced. (See Appendix A.)

MSC To adopt the appointment of Convention Committees

1ST REPORT OF THE CREDENTIALS COMMITTEE

603 registered delegates
26 staff
8 guests

MSC To adopt the 1st Report of the Credentials Committee

The President introduced the Provincial Executive.

**Adjournment for break at 10:15 a.m.
Reconvened at 10:30 a.m.**

REPORT OF THE PRESIDENT

Barb Nederpel presented the President's report.

MSC To receive the Report of the President

**Adjournment for lunch break at 12:00 p.m.
Reconvened at 1:30 p.m.**

REPORT OF THE FINANCIAL SECRETARY

Betty Valenzuela presented the Financial Secretary's report.

MSC To receive the Report of the Financial Secretary

REPORT OF THE PROVINCIAL TRUSTEES

Talitha Dekker presented the Provincial Trustees' Report.

MSC To adopt the Trustees' Report

CONSTITUTIONAL AMENDMENTS COMMITTEE

Barb welcomed the Constitutional Amendments Committee. Greg McCann, the Chair, introduced himself, followed by the Committee. (See Appendix A.)

MSC To refer Constitutional Amendments 43 and 44 to the Resolutions Committee

MSC To refer Constitutional Amendment 47 to the next Facilities Bargaining Committee

Constitutional Amendment 36

Submitted by the Provincial Executive

Article: 21
Section: J
Subject: Rules of Order

HEU Will:

Amend Article 21, Section J, Subsection 4), with immediate effect, as follows:

4) Speeches shall be limited to three (3) minutes. An additional one (1) minute is available for the delegate to include a territorial acknowledgement of Indigenous lands.

Because:

Providing delegates with the opportunity to provide a territorial land acknowledgement will reinforce our union's work around Truth and Reconciliation.

MSC Concurrence

Constitutional Amendment 3

Submitted by the Provincial Executive

Article: 6
Section: A
Subject: Provincial Executive Officers

HEU Will:

Amend the list of Provincial Executive Officers contained in Article 6, Section A, with immediate effect, as follows:

PROVINCIAL EXECUTIVE: The Officers of the Union shall be:

- PRESIDENT
- SECRETARY-BUSINESS MANAGER
- FINANCIAL SECRETARY
- 1ST VICE-PRESIDENT
- 2ND VICE-PRESIDENT
- 3RD VICE-PRESIDENT
- SENIOR TRUSTEE
- SENIOR TRUSTEE – ELECT
- TRUSTEE
- REGIONAL VICE-PRESIDENTS:
 - FRASER (3 representatives)
 - INTERIOR (3 representatives)
 - NORTHERN (2 representatives)
 - VANCOUVER COASTAL (3 representatives)
 - VANCOUVER ISLAND (2 representatives)
- DIVERSITY VICE-PRESIDENTS:
 - INDIGENOUS PEOPLES (1 representative)
 - ETHNIC DIVERSITY (1 representative)
 - PINK TRIANGLE (1 representative)
 - 2-SPIRIT, WOMEN & NON-BINARY (1 representative)
 - PEOPLE WITH DISABILITIES (1 representative)
 - YOUNG WORKERS (1 representative)
 - ~~YOUNG WORKERS' REPRESENTATIVE (1 representative)~~

Because:

The Constitution and By-Laws were amended to designate young workers as an Equity Standing Committee. This amendment brings the list of positions in line with this change by including Young Workers in the list of DVPs that also correspond to Equity Standing Committees.

MSC Concurrence

RESOLUTIONS COMMITTEE

Barb welcomed the Resolutions Committee. Belina Fernandez, the Chair, introduced herself, followed by the Committee. (See Appendix A.)

MSC To refer Resolutions 82-103 to the appropriate bargaining conference

**Adjournment for break at 3:05 p.m.
Reconvened at 3:30 p.m.**

Solidarity Greetings

**Candace Rennick, Secretary Treasurer,
CUPE National**

CONTINUATION OF RESOLUTIONS

MSC To refer Resolution 66 to Constitutional Amendments Committee

Resolution 21

Submitted by the Provincial Executive

Subject: Care Can't Wait

HEU Will:

Continue to campaign for better working and caring conditions in seniors' care through this union's Care Can't Wait campaign including:

- Common standards for wages and benefits across B.C.'s long-term care and assisted living sector through a province-wide collective agreement;
- Limiting the construction of new long-term care and assisted living capacity to public and non-profit operators;
- Strengthening transparency and accountability requirements for care home operators who receive provincial funding;
- Ending subcontracting for care and support services as a condition of funding; and
- Continuing the levelling up of wages in seniors' care until common standards are established.

Because:

HEU's Care Can't Wait campaign seeks to improve the conditions of care for seniors and other who require long-term care and assisted living;

Caring conditions are working conditions;

Through its Care Can't Wait Campaign over the last six years, HEU has successfully secured additional funding for long-term care workers as well as stronger successorship language in the Labour Relations Code to protect workers' wages, benefits and union membership against contract flips;

The COVID-19 pandemic demonstrated how seniors' care had been weakened by the

privatization policies of the BC Liberal government which resulted in a fragmented sector with little accountability and widely varying wages and working conditions;

Importantly, these laws and regulations meant that many operators were no longer party to the Facilities collective agreement which had until 2002 ensured that common wages and benefits were paid to the vast majority of workers in provincially funded long-term care sites regardless of ownership;

In 2020, B.C.'s seniors' advocate outlined that for-profit employers provided less care than they were funded to provide, while non-profit operators delivered more;

In a later study published in 2021, the seniors' advocated linked some of the biggest COVID-19 outbreaks in long-term care to for-profit operators and to a lack of paid sick leave;

In response to the Provincial Health Officer's Order limiting workers to a single site to prevent infection spread, wages were raised across the sector to the higher Facilities rate of pay;

The failure to level up wages would have had a dramatic impact on the economic security of workers forced to work at more than one site, and would have resulted in a deeper health crisis at sites operated by low wage employers;

While levelled up wages must continue and be expanded to include standardized benefits and working conditions, low wage operators currently receiving more than \$160 million in annual subsidies for these wages must also be held to account through a review of overall funding and of profit margins in the sector.

In the 2020 provincial election and in the subsequent mandate letters from the Premier to the Health Minister, the BC NDP government has committed to restoring standard wages and benefits in seniors' care, to bring in stronger measures to make care home operators more accountable for the funding they receive, and to fund new capacity in the public and non-profit sector; and

HEU's Care Can't Wait campaign will continue to press government to deliver on these key commitments to seniors and workers with the goal of achieving a high quality and sustainable system of seniors' care in the future.

MS Concurrence

MSC Previous Question

MSC Main Motion, Concurrence

Performance by Khari Wendell McClelland.

Adjournment at 4:07 p.m.

TUESDAY, October 18, 2022

Called to order: 9:00 a.m.

Barb Nederpel, President was in the Chair.

2nd REPORT OF THE CREDENTIALS COMMITTEE

607 Registered delegates
53 staff
1 Guest

MSC To adopt the 2nd Report of the Credentials Committee

REPORT OF THE SECRETARY-BUSINESS MANAGER

Meena Brisard presented the Secretary-Business Manager's report.

MSC To receive the Report of the Secretary-Business Manager.

Barb stepped down from the Chair. Bill McMullan, 1st Vice President assumed the Chair.

CONTINUATION OF RESOLUTIONS

Resolution 4

Submitted by the Indigenous Peoples Standing Committee

Subject: Territorial acknowledgement markers in HEU offices

HEU Will:

Construct a permanent territorial acknowledgement marker in a prominent location at each regional office, that acknowledges the traditional First Nation

territory in B.C. that the office is on (unless there is a disagreement between First Nation groups about the territory).

Because:

HEU is committed to supporting the calls to action of the Truth and Reconciliation Commission of Canada.

A permanent marker will complement HEU's existing practice of including territorial acknowledgements in meetings and correspondence as per Article 1 in HEU's Constitution and Bylaws.

Unlike other areas in Canada, in B.C. the land is unceded First Nations territory. Unceded means that First Nations Peoples in B.C. never ceded or legally signed away their lands to the Crown or to Canada. Wherever you are located, you will need to research the lands you are on.

MSC Concurrence

Resolution 3

Submitted by the Indigenous Peoples Standing Committee

Subject: Education on the Sixties Scoop and aboriginal child welfare

HEU Will:

Include information on the Sixties Scoop in education to members.

Because:

HEU is committed to member education about Indigenous issues.

The Sixties Scoop, a term coined by Patrick Johnston, author of the 1983 report Native Children and the Child Welfare System, refers to the mass removal of Aboriginal children from their families into the child welfare system, in most cases without the consent of their families or communities.

Child apprehension became viewed as successor to the residential school system and as a new form of "cultural genocide". Under article 2(e) of the U.N. Convention on Genocide (1948), "forcibly transferring children of the group to another group" constitutes genocide when the intent is to destroy a culture.

The Sixties Scoop occurred primarily as an extension of the racist policies against Indigenous communities meant to assimilate Indigenous children into Western society and strip them from their culture and communities, causing significant intergenerational impacts that continue to be felt today. Indigenous children are still overrepresented in the child welfare system today. In the current era, the "Sixties Scoop" has merely evolved into the "Millennium Scoop".

MSC Concurrence

Resolution 29

Submitted by the 2-Spirit, Women and Non-binary Committee

Subject: Street Safety

HEU Will:

Write to the Union of BC Municipalities (UBCM) to ask member cities to ensure adequate street lighting around hospitals and care homes;

Ensure Joint Occupation & Health Safety Committees (JOHSC) are aware of the safe lighting requirements in the Occupational Health and Safety regulations; and

Encourage the development of safe-walk programs through JOHSCs at health care sites.

Because:

Health care workers often start and end shifts late in the evening and early in the morning.

Health care sites can be in poorly lit neighborhoods that make going to the bus stop or a parking spot unsafe.

Health care workers are already at risk sometimes in their jobs, but that does not mean it should be dangerous for them to get home safe at the end of their shifts.

Access to parking from the work site can be quite a distance when the employer does not provide enough parking for staff

MS Concurrence

MSC Previous Question

MSC Main motion, Concurrence

Resolution 78

Covers: Resolution 73

Submitted by the Young Workers' Standing Committee

Subject: Housing Affordability and Tenants' Rights

HEU Will:

Call on the provincial government to recognize Tenants Unions and their right to collectively bargain with landlords.

Lobby the provincial government to end the ability of landlords to discriminate against pet owners.

Call on the provincial government to outlaw the ability to evict or end a tenancy for the purpose of repairs or renovations.

Call on the provincial government to give tenants the right to put in a first offer when residential buildings go up for sale, and create loan programs and support for conversion of buildings to co-ops.

Call on the provincial government to ensure all tenants have a chance to dispute their eviction, and create a provincial record of an eviction.

Lobby the provincial government to limit rent increases to once every twelve months, regardless of whether there has been a change of tenant.

Because:

Safe and affordable housing is affirmed by the United Nations Human Rights Commissioner to be a basic human right;

Strong tenant protections are already in place in other jurisdictions, such as Ontario, where there are laws in place to ensure that tenants can dispute their eviction; and

Housing affordability disproportionately affects women and other equity-seeking groups

MS Concurrence

MSC To refer back to the Resolutions Committee to add the following after the words "discriminate against", "Indigenous and racialized folks, families, Persons with Disabilities, 2SLGBTQIA+, as well as"

Resolution 75

Submitted by the Pink Triangle Standing Committee

Subject: Safe and Affordable Housing

HEU Will:

Lobby and support efforts for safe and affordable housing for members of the 2SLGBTQIA+ community, in particular for 2SLGBTQIA+ seniors, including but not limited to queer community-specific housing.

Because:

Many areas in BC are considered to be some of the most expensive places to live in relation to people's income.

The 2SLGBTQIA+ and other marginalized communities are vulnerable to discrimination in employment and housing, which increases their housing insecurity.

The 2SLGBTQIA+ community, including seniors of the community, may be more likely to be lower income, to not have had employment with pensions, may be reluctant to enter into seniors housing units due to valid fears of dismissal and discrimination and needing to "go back into the closet".

MSC Concurrence

Resolution 53

Submitted by the People With Disabilities Committee

Subject: Alternative alcohol-free and substance-free social space - Convention

HEU Will:

Provide an inclusive alternative alcohol free and substance-free social space available during every HEU Convention, starting with the 2024 HEU Convention;

Ensure this space is an alcohol-free and substance-free space which is open prior to the start of Convention each day; and

Ensure this space is available throughout Convention and into the evenings for the duration of all HEU events scheduled during the evening.

Because:

HEU needs to be inclusive and enable the full participation of all delegates so they can have a space that is an alcohol-free place to socialize during convention to ensure they are able to fully participate; and

Many HEU Convention social events include alcohol and some delegates may not be comfortable being around alcohol and its consumption, and there needs to be other options available for people to socialize safely.

MS Concurrence

MSC Previous Question

MSC Main motion, Concurrence

**Adjournment for break at 11:01 a.m.
Reconvened at 11:17 a.m.**

GUEST SPEAKER

Clayton Thomas-Müller, is a Cree activist and writer from Canada, most noted for his memoir *Life in the City of Dirty Water*.

**Adjournment for lunch break at 12:00 p.m.
Reconvened at 1:30 p.m.**

Barb Nederpel, President was in the Chair.

Performance by Malina Dawn.

SOLIDARITY GREETINGS

Laird Cronk, President, BC Federation of Labour

Barb stepped down from the Chair. Charlotte Millington, 2nd Vice President assumed the Chair.

**CONTINUATION OF CONSTITUTIONAL
AMENDMENTS**

Constitutional Amendment 7

Submitted by the Provincial Executive

Article: 6
Section: H
Subject: Provincial Executive Officers

HEU Will:

Amend Article 6, Section H, with immediate effect, as follows:

Section H

ELECTION CAUCUS FOR DIVERSITY VICE-PRESIDENT -- YOUNG WORKERS:

REPRESENTATIVE: For the purposes of the caucus held for the DVP – Young Workers pursuant to Article 6, Section G, the caucus will be limited to those delegates ~~The Young Workers' Representative shall be elected at Convention by a Young Workers' Caucus of delegates who are 33 years of age or younger. This election will be held prior to the general election. This election shall be done by requesting Delegates who qualify under this Section go into caucus for the purpose of choosing their nominee(s). For the purposes of this section, delegates who are 33 years of age or younger on the last scheduled day of convention. are eligible to participate in the caucus and stand for election to this position. Two (2) alternate nominees shall be elected for the Young Workers' Representative position, with Alternate #1 receiving the highest amount of votes and Alternate #2 receiving the Article 6 next highest amount of votes. In the event the Young Workers' Representative is unable to complete the term of office, the vacancy shall be filled by Alternate #1, or in the event that Alternate #1 is unable to fill or complete the term of office, by Alternate #2.~~

Because:

This amendment is consequential to the proposed amendment changing the Young Workers' Representative to DVP-Young Workers.

The new language would read:

The new Section H will read:

ELECTION CAUCUS FOR DIVERSITY VICE-PRESIDENT -- YOUNG WORKERS: For the purposes of the caucus held for the DVP – Young

Workers pursuant to Article 6, Section G, the caucus will be limited to those delegates who are 33 years of age or younger on the last scheduled day of convention.

MSC Concurrence

Constitutional Amendment 13

Submitted by the Provincial Executive

Article: 7
Section: K
Subject: Duties of Provincial Executive Officers

HEU Will:

Amend the Constitution and By-Laws by deleting Article 7, Section K (Young Workers' Representative), to be effective immediately.

Because:

This amendment is consequential to the proposed amendment changing the Young Workers' Representative to DVP-Young Workers.

MSC Concurrence

Constitutional Amendment 21

Submitted by the Provincial Executive

Article: 13
Section:
Subject: Equity Standing Committees

HEU Will:

Amend Article 13 as follows:

HEU shall establish six (6) Equity Standing Committees from within the Membership:

1. Indigenous Peoples
2. Ethnic Diversity
3. Pink Triangle
4. People with Disabilities
5. 2-Spirit, Women & Non-Binary
6. Young Workers

These Standing Committees shall seek to increase the involvement of their Members throughout the many integrated programs of the Union and propose and advise on programs to eliminate discrimination

and inequality within the Union and the workplace.

HEU Equity Standing Committees **will be represented wherever possible on members elected as HEU representatives to Provincial and National Committees and Working Groups by the corresponding DVP and the DVP** will be automatically entitled to participate in conferences that are organized by their respective **Provincial or National Committee or Working Group** if their attendance is requested/required.

There shall be a report on the work of the Standing Committees at each Biennial Convention.

All Equity Standing Committees shall report to the membership via newsletter, the Guardian or HEU website, their activities on a yearly basis.

Because:

It is important to connect the new DVP positions with equity solidarity work occurring in the broader labour movement and to coordinate this work between the PE and the ESCs.

MS Concurrence

MSC Previous Question

MSC Main motion, Concurrence

Constitutional Amendment 9

Submitted by the Provincial Executive

Article: 6
Section: K
Subject: Provincial Executive Officers

HEU Will:

Amend Article 6, Section K as follows:

Section K

COMMITTEES: The Provincial Executive may appoint any special or sub-committee to facilitate the transaction of the Union business. The Committee on Labour Relations shall be established for the purpose of handling employee relations matters including staff bargaining and other related matters. The Membership of the Committee on Labour Relations shall consist of the President, 1st Vice-President, 2nd Vice-President, 3rd Vice-President, Financial Secretary, Senior Trustee and Secretary-Business Manager.

Minutes of all meetings of special or sub-committees of the Provincial Executive shall be provided to all Members of the Provincial Executive within one (1) month of the meeting.

The Provincial Executive shall provide each Local with a copy of all Collective Agreements and Contracts negotiated on their behalf (or awarded by third parties) with Hospital Employees' Staff Union Members and elected representatives as soon as these become finalized.

A sub-committee of the Provincial Executive shall be established to deal with the equity issues. ~~Each Equity Standing Committee shall have one (1) representative, with voice and vote, on this Committee.~~ **The committee membership will include all Diversity Vice-Presidents.** The purpose of the sub-committee shall be to make recommendations to the Provincial Executive on matters relating to equity as outlined in Article 13.

Because:

DVPs are also members of their respective Equity Standing Committees as per Article 7, Section J.

MSC Concurrence

Constitutional Amendment 14

Submitted by the Provincial Executive

Article: 8
Section: A
Subject: Election of Delegates to National & Provincial Conventions

HEU Will:

Amend Article 8, Section A as follows:

THE B.C. FEDERATION OF LABOUR CONVENTIONS: ~~Provincial Executive Members are entitled to automatic Delegate status to the B.C. Federation of labour. The remaining Delegates for the B.C. Federation of Labour Convention shall be selected as follows:~~

~~0-250~~
~~Members Selected on a rotational basis in alphabetical order 32-33-251-350~~

Members.....	1 Delegate
351-450 Members.....	2 Delegates
451-600 Members.....	3 Delegates
601-800 Members.....	4 Delegates

801–1,000 Members.....	5 Delegates
1,001–1,200 Members.....	6 Delegates
1,201–1,400 Members.....	7 Delegates
1,401–1,600 Members.....	8 Delegates
1,601–1,800 Members.....	9 Delegates
1,801 Members and over.....	10 Delegates

Provincial Executive Members and HEU Members who represent HEU on B.C. Federation of Labour committees are entitled to automatic Delegate status to the B.C. Federation of Labour's conventions. The remaining Delegates for the B.C. Federation of Labour's conventions shall be divided proportionately among the five (5) Regions.

Because:

This brings the selection/allocation criteria for delegates to BC Federation of Labour conventions in line with the process used for the conventions of the Canadian Union of Public Employees and the Canadian Labour Congress. This process will also allow for the consideration of equity representation in selecting delegates rather than just local size.

MS Concurrence

MSC Previous Question

MSC Main motion, Concurrence

A moment of silence was held for the RCMP officer who was killed today.

Performance by Marie Hui.

The President announced that during the Diversity Vice-Presidents' elections tomorrow, we will be holding several workshops for delegates to attend.

The At-Large candidates' forum will be held this evening at 7:00 p.m.

REGIONAL CAUCUSES – ELECTIONS

The delegates will now go into their respective caucuses to elect their Regional Vice-Presidents and all the results will be announced tomorrow morning.

The convention was adjourned at 3:25 p.m.

WEDNESDAY, October 19, 2022

DIVERSITY VICE-PRESIDENT ELECTIONS AND VARIOUS WORKSHOPS

Indigenous Peoples DVP Elections

Advancing Anti-Racism & Indigenous Cultural Safety in Health Care, Harmony Johnson

Creating a Shared Vision for HEU, Khari Wendell McClelland

**Adjournment for break at 10:00 a.m.
Reconvened at 10:15 a.m.**

Young Workers DVP Elections

Bystander Intervention Training, Adrienne Smith

Local Building Workshop

**Adjournment for a lunch at 11:45 a.m.
Reconvened at 12:45 p.m.**

Pink Triangle DVP Elections

How to Run a Local Meeting Workshop
Regency Ballroom

Bystander Intervention Training, Adrienne Smith

**Adjournment for break at 2:15 p.m.
Reconvened at 2:30 p.m.**

People with Disabilities DVP Elections

Local Building Workshop

Anti-Racism & Indigenous Cultural Safety in Health Care, Harmony Johnson

**Adjournment for break at 4:00 p.m.
Reconvened at 4:45 p.m.**

Ethnic Diversity DVP Elections

How to Run a Local Meeting Workshop

Stories through Dance, Madelaine McCallum

**Adjournment for break at 6:15 p.m.
Reconvened at 6:30 p.m.**

2-Spirit, Women, Non-Binary DVP Elections

THURSDAY, October 20, 2022

Called to order: 9:00 a.m.

Barb Nederpel, President was in the Chair.

Another moment of silence was held for RCMP Constable Shaelyn Yang.

REPORT OF THE FIVE (5) REGIONAL CAUCUSES:

Karen Ranalletta, HEU's Elections Officer announced the members elected as Regional Vice-Presidents (See Appendix B).

MSC To receive the report on the election of Regional Vice-Presidents and alternates

REPORTS OF THE DIVERSITY VICE-PRESIDENT CAUCUSES:

Karen Ranalletta, HEU's Elections Officer announced the members elected as Diversity Vice-Presidents (See Appendix B).

MSC To receive the report on the election of Diversity Vice-Presidents and alternates

3rd REPORT OF THE CREDENTIALS COMMITTEE

608 registered delegates
52 staff
4 guests

MSC To adopt the Report of the Credentials Committee

GUEST SPEAKER

Karen Ranalletta, President, CUPE BC

COMMENCEMENT OF NOMINATIONS AND ELECTIONS OF PROVINCIAL EXECUTIVE

Karen Ranalletta, President of CUPE BC will be our Elections' Officer. Karen gave instructions on the election process.

President:

Nominations were declared open for the position of full-time President.

Results were announced (see Appendix B).

Barb Nederpel declared elected as President.

Financial Secretary:

Nominations were declared open for the position of full-time Financial Secretary.

Results were announced (see Appendix B).

Betty Valenzuela declared elected as Financial Secretary.

Vice-Presidents:

Nominations were declared open for the position of 1st Vice-President.

Results were announced (see Appendix B).

Bill McMullan declared elected as 1st Vice-President.

**Adjournment for a break at 11:00 a.m.
Reconvened at 11:15 a.m.**

CONTINUATION OF NOMINATIONS AND ELECTIONS OF PROVINCIAL EXECUTIVE

Karen Ranalletta was in the Chair.

Nominations were declared open for the position of 2nd Vice-President.

Results were announced (see Appendix B).

Charlotte Millington declared elected as 2nd Vice-President.

Nominations were declared open for the position of 3rd Vice-President.

Results were announced (see Appendix B).

Donovan Adlam declared elected as 3rd Vice-President.

Trustees:

Nominations were declared open for the position of Senior Trustee-Elect.

Results were announced (see Appendix B).

Christopher Batting declared elected as Senior Trustee-Elect.

Nominations were declared open for the position of Trustee.

Results were announced (see Appendix B).

Olivia Burgon declared elected as Trustee.

Provincial Executive Alternates:

Nominations were declared open for the position of Provincial Executive Alternates.

Results were announced (see Appendix B).

The following were declared elected as Provincial Executive Alternates:

1. **Jesse Winfrey**
2. **Catherine Black**
3. **Stephen Ariss**
4. **Barbara Clark**
5. **Terri-Lynne Huddleston**
6. **Ethel Purugganan**
7. **Olga (Graciela) Torres-Andino Jr.**

Karen Ranallatta stepped down from the Chair. Barb Nederpel, President thanked Karen for being our Elections' Officer.

**Adjournment for lunch break at 12:00 p.m.
Reconvened at 1:30 p.m.**

Barb Nederpel, President was in the Chair.

MS To refer all remaining resolutions to the incoming PE and focus on the Constitutional Amendments for the remainder of Convention

MSC Previous Question

MSD Main motion, to refer all remaining resolutions to the incoming PE and focus on the Constitutional Amendments for the remainder of Convention

Barb stepped down from the Chair. Bill McMullan, 1st Vice President assumed the Chair.

CONTINUATION OF RESOLUTIONS

Resolution 63

Submitted by the Provincial Executive

Subject: Small and Mid-size Local Supplement

HEU Will:

Establish a Small and Mid-size Local Supplement for Locals of 500 members or less ("Local Supplement");

Locals with 500 members or less can apply for the Local Supplement annually by June 30 for an amount of \$1,500 to supplement funds they receive through the dues rebate;

The Local Supplement will be implemented for the calendar year 2023, with the first application date being June 30, 2023 for the 2023 Local Supplement;

The Local Supplement is intended to assist small and mid-sized locals with ongoing costs which exceed the funds available to them through their monthly dues rebate;

The Local Supplement recognizes that larger locals benefit from economies of scale not available to smaller and mid-sized locals;

The Local Supplement is available to Locals who identify a need for the supplement and must be applied

for on an annual basis by the prescribed deadline;

The Local Supplement is not an accrued benefit and will not be provided retroactively; and

The application guidelines will be developed by the Financial Secretary in consultation with the Trustees in accordance with this resolution and adopted by the Provincial Executive.

Because:

Some Locals are finding that their dues rebate is not covering ongoing costs while other Locals are accumulating large cash reserves based on their dues rebate;

Increasing the dues rebate will further benefit larger locals with cash reserves while providing a relatively modest benefit to small and mid-sized locals;

At the same time, some locals may not be engaged in activities that require additional resources including additional funds;

By providing for an annual application process, Locals of 500 members or less will be required to identify the need for additional funds on a regular basis. Some may determine that they do not require additional funds in a given year, but may apply in the following year if those circumstances change. It also recognizes that the level of activity in a local may rise and fall; and

The Local Supplement is estimated to cost up to \$390,000 on an annual basis, the equivalent of an estimated 28% increase to the dues rebate but distributed to benefit smaller or mid-sized locals.

MS Concurrence

MSC Previous Question

MSC Main Motion, Concurrence

Resolution 5

Covers: Resolution 2

Submitted by the Provincial Executive

Subject: Access to clean drinking water in rural and Indigenous communities

HEU Will:

Lobby for access to clean drinking water in rural and Indigenous communities.

Because:

Canadian jurisdictions lack adequate laws and regulations for rigorous drinking water standards;

These standards may not adequately distinguish between potable and drinking water;

Prime Minister Justin Trudeau's government promised action on providing clean drinking water in 2016 and 2018, yet this issue still affects many communities (currently 29); and

Canada's continued failure to provide clean drinking water in many Indigenous and rural communities, despite its economic resources and access to sources of fresh water, is unacceptable.

MS Concurrence

MSC Previous Question

MSC Main Motion, Concurrence

Resolution 55

Submitted by the People With Disabilities Committee

Subject: Substance Free Policy

HEU Will:

Create a policy which states that members may not use substances, including alcohol, on Convention floor or at any other HEU meetings or education event; and

Ensure that there is a safe inclusive environment for members with addiction challenges, ensuring full participation while actively conducting union business, at all HEU events such as HEU Convention, Winter/Summer School, Equity Conference and education training.

Because:

The union needs to be fully inclusive of those in addictions recovery, and

Alcohol or other substances should not be consumed during HEU Convention, HEU training, HEU Summer/Fall school, or HEU equity conference.

MS Non-Concurrence

MSC Refer back to the Resolutions
Committee for further clarification

Bill McMullan stepped down from the Chair.
Charlotte Millington, 2nd Vice President
assumed the Chair.

CONTINUATION OF CONSTITUTIONAL AMENDMENTS

Constitutional Amendment 42

Submitted by the Provincial Executive

Article: 26
Section:
Subject: Honourary Members

HEU Will:

Amend Article 26 to include “Victor Elkins” and “Ken
Robinson” under the category of “Presidents”.

Because:

Brothers Victor Elkins and Ken Robinson
demonstrated their commitment to the HEU
membership through their service in the role of
President.

The new language would read:

Presidents

- Alex Patterson
- George Wilson
- Hector Carden
- John Fleming
- W.D. (Bill Black)
- Gordon (Gordie) MacPherson
- Bill McDonald
- Fred Muzin
- Ken Robinson
- Victor Elkins

MSC Concurrence

Constitutional Amendment 41

Submitted by the Grange Local

Article: 23
Section: G
Subject: Death Benefit By-Laws/No
Beneficiary

HEU Will:

Reimburse burial expenses of a deceased member
from any benefits accruing from the Member's death.

Because:

Cheque payable to the member's estate require
additional cost.

Burial expenses incurred directly benefits the
member. Family members/close friends will have an
easier time making arrangements knowing that
these expenses will be reimbursed.

The new language would read:

Amend Article 23, Section G by adding the following:

Except when a family member or close friend of the
member can show proof of burial expenses with the
member's death certificate. Then the Financial
Secretary may approve the reimbursement.

MSC Non-Concurrence

Constitutional Amendment 8

Submitted by the Provincial Executive

Article: 6
Section: I
Subject: Provincial Executive Officers

HEU Will:

Amend Article 6 Section I by replacing “nine (9)” with
“eleven (11)”.

Because:

The number of PE members required to call a
special meeting has been increased to reflect the
increase in the number of PE positions with the
addition of DVPs.

MSC Concurrence

Constitutional Amendment 15

Submitted by the Yaletown Local

Article: 9
Section: A(2)
Subject: Local Representation at Facilities Bargaining Conference

HEU Will:

Increase delegate attendance by 50% for larger locals.

Because:

Numbers are too low for larger locals. Would help having more voices.

The new language would read:

50% more.

MSC Non-Concurrence

Constitutional Amendment 31

Submitted by the Provincial Executive

Article: 16
Section: C
Subject: Duties of Local Officers

HEU Will:

Amend Article 16, Section C Secretary-Treasurer as follows:

Section C
SECRETARY-TREASURER: The Secretary-Treasurer shall keep a correct, full and impartial account of the proceedings of each regular meeting and Local Executive Meeting, and forward copies of these minutes, bearing the signatures of both the Secretary-Treasurer and the Chairperson of the Local, to the Provincial Office, Burnaby Site, and the Regional Office. The Secretary-Treasurer shall also receive and deposit in a Credit Union or Chartered Bank as the Local may designate, all monies received from the Provincial Office, Burnaby Site, and shall pay all bills sanctioned by the Local, by cheque and/or other methods. The Secretary-Treasurer shall keep an accurate account, and forward a quarterly financial statement, which has been ~~audited~~ reviewed by the Local Trustees, to the Financial Secretary. In the absence of both the Chairperson and the Vice Chairperson, the

Secretary-Treasurer shall convene the Local meeting and shall have a Chairperson elected pro tem.

Because:

Local Trustees are not auditors. Auditors belong to a professional association. Audit means a thorough review of the accounts by a qualified accountant.

The new language would read:

Section C
SECRETARY-TREASURER: The Secretary-Treasurer shall keep a correct, full and impartial account of the proceedings of each regular meeting and Local Executive Meeting, and forward copies of these minutes, bearing the signatures of both the Secretary-Treasurer and the Chairperson of the Local, to the Provincial Office, Burnaby Site, and the Regional Office. The Secretary-Treasurer shall also receive and deposit in a Credit Union or Chartered Bank as the Local may designate, all monies received from the Provincial Office, Burnaby Site, and shall pay all bills sanctioned by the Local, by cheque and/or other methods. The Secretary-Treasurer shall keep an accurate account, and forward a quarterly financial statement, which has been reviewed by the Local Trustees, to the Financial Secretary. In the absence of both the Chairperson and the Vice Chairperson, the Secretary-Treasurer shall convene the Local meeting and shall have a Chairperson elected pro tem.

MSC Concurrence

Constitutional Amendment 23

Covers: Constitutional Amendment 25

Submitted by the Chilliwack Amalgamated Local

Article: 14
Section: D
Subject: Terms of Local Officers

HEU Will:

Lower Quorum for regular monthly meetings by 20%

Because:

A lower quorum would protect a locals requirements for decision making and the business of the local. Our local, and we assume many other locals, are struggling to get and maintain quorum at monthly meetings. Even holding meetings through ZOOM

and in person, it is a struggle to assemble and maintain quorum, so that official business can be conducted in a timely manner.

The new language would read:

The quorum for Local meetings shall be as follows:

- a) fifty (50) or less, quorum of four (4)
- b) one hundred and seventy-five (175) or less, quorum of six (6)
- c) one hundred and seventy-six (176) to three hundred (300), quorum of seven (7)
- d) three hundred one (301) to five hundred (500), quorum of twelve (12)
- e) five hundred one (501) to one thousand (1,000), quorum of sixteen (16)
- f) one thousand one (1,001) and over, quorum of twenty (20).

MS Non-Concurrence

MSC Previous Question

MSC Main Motion, Non-Concurrence

Constitutional Amendment 24

Submitted by the White Rock Local

Article: 14
Section: D
Subject: Local Meetings and Quorum

HEU Will:

Offer a way for locals struggling with engagement and meeting attendance to still be able to function effectively, pass motions and make decisions.

Because:

Locals holding monthly meetings and working diligently to attract attendance at local meetings should still be able to make decisions and pass motions, in order to be effective and continue to service the membership.

The new language would read:

Insert paragraph after point F) as follows:

A local who has made all reasonable efforts to reach quorum at local meetings and fails to do so for three (3) consecutive months may submit a written request to the Provincial Executive for a temporary exemption from the quorum requirement.

A 2/3 majority vote from the local will be required to pass motions and make decisions

MS Non-Concurrence

MSC Refer back to the committee with no instructions

Constitutional Amendment 22

Submitted by the Provincial Executive

Article: 14
Section: A
Subject: By-Laws Covering Locals

HEU Will:

Amend Article 14 Section A – Name and Composition of Local as follows:

Section A

NAME AND COMPOSITION OF LOCAL: The name and composition of each local shall be determined by the Provincial Executive, in consultation with the members of the Local, within 90 days of certification or establishment of the local by other means, **or within 180 days if a group of newly certified workers may be merged with an existing local.** Within 90 days of the determination of the name and composition of the local, all the necessary information for the local to establish its financial accounts at credit union, bank, or community savings will be provided to the local by the Financial Secretary.

Because:

Ninety days is often not enough time to consult with members of the new Local and the Provincial Executive when a merger with an existing local is under consideration.

The new language would read:

Section A

NAME AND COMPOSITION OF LOCAL: The name and composition of each local shall be determined by the Provincial Executive, in consultation with the members of the Local, within 90 days of certification or establishment of the local by other means, or within 180 days if a group of newly certified workers may be merged with an existing local. Within 90 days of the determination of the name and composition of the local, all the necessary information for the local to establish its financial accounts at credit union, bank, or community

savings will be provided to the local by the Financial Secretary.

MSC Concurrence

Constitutional Amendment 2

Submitted by the Provincial Executive

Article: 5.1
Section:
Subject: Temporary Measures to Address Covid-Related Impacts on 32nd Biennial Convention

HEU Will:

Amend the Constitution and By-Laws by deleting Article 5.1 in its entirety.

Because:

This constitutional amendment is a temporary measure to address the specific circumstances of the 32nd Biennial Convention. It is no longer required.

MSC Concurrence

Performance by Kendall Gender.

**Adjournment for break at 3:30 p.m.
Reconvened at 3:50 p.m.**

Bill McMullan, 1st Vice President was in the Chair.

CONTINUATION OF CONSTITUTIONAL AMENDMENTS

Constitutional Amendment 12

Submitted by the Tri-Port Local

Article: 7
Section: I
Subject: RVP-Travel

HEU Will:

Amend Article 7, I to increase the number of local visits by the RVPs.

Because:

Locals need more support than once a year.

The new language would read:

REGIONAL VICE-PRESIDENTS: Regional Vice-Presidents represent their regional membership as well as the membership as a whole and shall perform such duties as may be assigned by the Provincial Executive.

Regional Vice-Presidents will be allowed to visit locals up to 4 times per year when invited by the local.

MS Non-Concurrence

MSC To refer back to the Resolutions Committee to change the language to read: "Regional Vice-President shall visit locals a minimum of four times per year when invited by the local

Constitutional Amendment 11

Submitted by the Provincial Executive

Article: 7
Section: G
Subject: Duties of Provincial Executive Officers

HEU Will:

Amend Article 7, Section G Trustees as follows:

Section G
TRUSTEES: The Trustees shall have general supervision over the property of the Union, subject to such instructions as they may from time to time receive. They shall see that the Financial Secretary deposits all money belonging to the Union in such Credit Union or Chartered Bank as the Union may designate. They shall perform such other duties as the Provincial Executive, the Union or the Constitution may direct. They, as well as the Financial Secretary, shall review and recommend all financial donations to the Provincial Executive. The Trustees and the Financial Secretary will be responsible for the selection of the annual bursaries. Trustees shall review ~~and monitor all~~ Local quarterly reports **as directed by the Financial Secretary** and report inconsistencies or concerns to the Financial Secretary.

Because:

This provision is unworkable in our large and modern union with more than 280 locals filing four quarterly reports a year. The financial secretary should be able to rely on Trustees to review quarterly reports in situations where particular oversight is required.

The new language would read:

Section G

TRUSTEES: The Trustees shall have general supervision over the property of the Union, subject to such instructions as they may from time to time receive. They shall see that the Financial Secretary deposits all money belonging to the Union in such Credit Union or Chartered Bank as the Union may designate. They shall perform such other duties as the Provincial Executive, the Union or the Constitution may direct. They, as well as the Financial Secretary, shall review and recommend all financial donations to the Provincial Executive. The Trustees and the Financial Secretary will be responsible for the selection of the annual bursaries. Trustees shall review Local quarterly reports as directed by the Financial Secretary and report inconsistencies or concerns to the Financial Secretary.

MS Non-Concurrence

MSC To refer back to the Resolutions Committee with instructions to keep the existing language but remove the word “all” in the last paragraph

Bill McMullan stepped down from the Chair.
Barb Nederpel assumed Chair.

CONTINUATION OF RESOLUTIONS

Resolution 25

Covers: Resolution 8

Submitted by the Provincial Executive

Subject: Abortion access after Roe vs. Wade

HEU Will:

Affirm that sexual and reproductive health care including abortion is a fundamental part of our public health care system;

Lobby the provincial government to increase access to abortion services by strengthening access in rural

and remote communities;

Lobby the provincial government to implement free and universally accessible contraception;

Lobby the provincial government to make sexual and reproductive health care more trans- and gender-inclusive;

Lobby the provincial and federal governments to support initiatives to assist undocumented persons and U.S. citizens in accessing abortion services in Canada; and

Work in solidarity with U.S. unions in their efforts to reverse anti-choice legislation.

Because:

The U.S. Supreme Court decision reversing Roe v. Wade has wide-ranging implications for the reproductive health care available to women, the poor, racialized communities and trans- and gender diverse populations in the U.S.;

The fight for reproductive justice is also being waged in Canada, where access to abortion services is a significant challenge in many parts of the country including in rural, remote and Indigenous communities;

Many HEU members are engaged directly in providing or supporting reproductive health care including abortion services within our health care system; and Ensuring access to inclusive reproductive health care including abortion services will save lives and promote social and economic justice.

MS Concurrence

MSC Previous Question

MSC Main Motion, Concurrence

Resolution 62

Submitted by the Provincial Executive

Subject: Per diems

HEU Will:

Increase per diem rates as follows: Full-day rate \$85, in-town/partial rate \$42.50. These new rates will take effect November 1, 2022.

Because:

The rates were last increased in 2016.

MSC Concurrence

Composite Resolution 1

Covers: Resolutions 12, 13, and 17

Subject: Lobby for mental health care coverage under MSP

HEU Will:

Lobby the provincial government to provide timely access to all necessary mental health supports including psychological and psychiatric care to everyone covered by MSP; and

Further lobby that mental health care needs to be focused on wellness promotion and prevention, with seamless and integrated care and equitable access to culturally safe care.

Priority should be given to Indigenous health and wellness programs, and to supporting youth to adulthood programs and services.

MS Concurrence

MSC Previous Question

MSC Main Motion, Concurrence

Resolution 78

(Returned from Referral)

Covers: Resolution 73

Submitted by the Young Workers' Standing Committee

Subject: Housing Affordability and Tenants' Rights

HEU Will:

Call on the provincial government to recognize Tenants Unions and their right to collectively bargain with landlords.

Lobby the provincial government to end the ability of landlords to discriminate against **Indigenous and racialized folks, families, Persons with**

Disabilities, 2SLGBTQIA+, as well as pet owners.

Call on the provincial government to outlaw the ability to evict or end a tenancy for the purpose of repairs or renovations.

Call on the provincial government to give tenants the right to put in a first offer when residential buildings go up for sale, and create loan programs and support for conversion of buildings to co-ops.

Call on the provincial government to ensure all tenants have a chance to dispute their eviction, and create a provincial record of an eviction.

Lobby the provincial government to limit rent increases to once every twelve months, regardless of whether there has been a change of tenant.

Because:

Safe and affordable housing is affirmed by the United Nations Human Rights Commissioner to be a basic human right;

Strong tenant protections are already in place in other jurisdictions, such as Ontario, where there are laws in place to ensure that tenants can dispute their eviction; and

Housing affordability disproportionately affects women and other equity-seeking groups.

MS Concurrence, as amended

MSC Refer to back to the Resolutions Committee to change the reference to pets

Solidarity Greetings

Mark Hancock, President, CUPE National

Convention was adjourned at 5:11 p.m.

FRIDAY, October 21, 2022

Called to order: 9:00 a.m.

Barb Nederpel, President was in the Chair.

MS To adjust the agenda to remove all remaining keynote speakers and instead work on Constitutional Amendments and Resolutions

MSC Previous Question

MSD Main Motion, to adjust the agenda to remove all remaining keynote speakers and instead work on Constitutional Amendments and Resolutions

4th REPORT OF THE CREDENTIALS COMMITTEE

600 registered delegates
35 staff
10 guests

MSC To adopt the Report of the Credentials Committee

A video was presented on the 20 year fight against privatization.

GUEST SPEAKER

John Horgan, Premier of British Columbia

**Adjournment for break at 10:06 a.m.
Reconvened at 10:32 a.m.**

CONTINUATION OF RESOLUTIONS

Resolution 32

Submitted by the Provincial Executive

Subject: Repatriation

HEU Will:

Continue to campaign for the repatriation of all contracted out workers in health care including those employed at Public-Private Partnership (P3) hospitals and other settings.

Because:

As a result of years of campaigning and political action, this union has turned the tide on privatization by reuniting thousands of contracted out HEU members with the rest of the health care team;

This success is the result of years of organizing, bargaining, campaigning and political action by a generation of health care workers;

The job is not yet complete with most contracted out housekeepers and dietary workers at P3 hospitals and hospital buildings not yet repatriated;

There are important exceptions including workers at North Island Hospital and the Patient Care Tower at Royal Jubilee, so the momentum is there to repatriate other workers at P3 sites;

In addition, many other privatized health care workers in areas like laundry, security and transcription are subject to low wages and lack job security; and

Reversing privatization benefits our health care system by promoting decent, stable work and reducing turnover. Because privatization has disproportionately impacted women and racialized workers with low wages and insecure employment, reversing privatization also contributes to social equity within our health care workforce.

MS Concurrence

MSC Previous Question

MSC Main Motion, Concurrence

Performance by Amarae of Light singing Bread & Roses.

PRESENTATION OF THE CONVENTION AWARDS

The 2022 Mary LaPlante Sisterhood Award was presented to Lisa Kreut.

The 2022 Social Justice Award was presented to Maryann Pyne.

The 2022 Disability Rights Award was presented to Donna Racette.

The 2022 Indigenous Reconciliation Award was presented to Tammy Meise.

PRESENTATION OF THE CONVENTION GAVEL

The 2022 HEU Convention Gavel was presented to Little Mountain Local to acknowledge and celebrate work they have done during COVID-19.

CONTINUATION OF RESOLUTIONS

Resolution 80

Submitted by the Young Workers' Standing Committee

Subject: Provincial Post-Secondary Education

HEU Will:

Lobby the provincial government for a progressive model of post-secondary education and training that is accessible and affordable for all by:

- Immediately freezing and progressively reducing to zero domestic and international tuition fees at public colleges, institutions and universities to lessen the financial burden on students, their families and communities.
- Tying the funding model to inflation, accounting for regional educational and labour market needs, and ending reliance on the revenue generated by international students.
- Increasing opportunities for innovative free and low-cost programs and paid practicums as well as non-repayable grants and bursaries for in-demand health care occupations to strengthen the health care system.
- Support organizations and campaigns striving to achieve a progressive model of post-secondary education.

Because:

- Tuition fees have doubled over the past 20 years because of the reduction in public funding to B.C. post-secondary institutions.
- The average student graduates with \$35,000 of debt, and students have to balance paying off major debts along with the rising cost of living.
- Numerous high and middle income countries provide

free or nominal fee post-secondary education including Ireland, Denmark, Finland, Iceland, Norway, Sweden, Germany, Switzerland, Austria, Spain, Belgium, Brazil, Mexico, Argentina, Cuba, Ecuador, Venezuela, and Chile

- High cost puts access to education and training out of reach for many, especially lower income people and equity-seeking groups. This is particularly the case for health care-related programs, creating a barrier that prevents new entrants from going into in-demand health care work.

- Health care is facing a major shortage of workers and the health care workforce is aging and retiring - we need to recruit skilled workers to strengthen the health care system.

- Health care is an ever evolving practice and workers should be able to access ongoing education and skills training to advance their knowledge, improve their practice, and achieve career mobility.

- There is a direct increase to international tuition fees as public funding has decreased, making our current system disproportionately reliant on international students to fund our public post-secondary system. With a properly funded system, international students can be treated fairly as a large number remain in B.C. to work and ultimately settle as permanent residents.

- Investing in education is also investing in a healthy, strong and resilient society and economy.

MS Concurrence

MSC To refer back to the Resolutions Committee to remove all references to international students

Resolution 79

Submitted by the Young Workers' Standing Committee

Subject: Federal Post-Secondary Education

HEU Will:

Lobby the federal government to take responsibility for accessible and affordable post-secondary education by:

- Creating a Ministry of Advanced Education that will work with provincial and territorial governments to create a national Post-Secondary Act. This Act will establish a framework for federal funding and ensure that funding earmarked for post-secondary education is only applied to post-secondary education spending. The Post-Secondary Act should be modeled after the Canada Health Act.
- Increasing access for Indigenous learners with an immediate investment into the Post-Secondary Student Support Program (PSSSP) of \$7.27B over 5 years as

well as ongoing annual increased funding to ensure access for Indigenous students.

- Maintaining the Canada Student Grants and increasing the funding annually towards non-repayable student financial assistance.
- Eliminating interest on Canada Student Loans.
- Supporting organizations and campaigns striving to achieve a progressive model of post-secondary education.

Because:

- The current policy on post-secondary education is 20 years old and outdated.
- The federal government is responsible for providing post-secondary education funding to provinces and territories as well as for funding Indigenous learners.
- Federal funding for post-secondary education is transferred within the Social Transfer to provinces and territories. There are no rules that ensure funding earmarked for post-secondary education is restricted to post-secondary education spending, allowing provinces and territories to reallocate funds to other areas of spending.
- In 2008, the federal government increased post-secondary funding to provinces and the BC government actually decreased funding to post-secondary education and spent that funding in other areas.
- The Assembly of First Nations identified the need for 78,000 graduates to close the attainment gap between non-Indigenous and Indigenous learners. Closing the gap requires 80% more funding than is currently provided for Indigenous learners.
- Non-repayable financial assistance helps learners get into post-secondary education by addressing the high upfront costs. It also helps learners to stay in and complete their studies. The current federal government has committed their current funding to the end of 2023 only and the continuation of funding past 2023 is uncertain.
- Eliminating interest on Canada Student Loans will reduce massive and on-going student debt.

MSC Concurrence

Resolution 24

Submitted by the Provincial Executive

Subject: Public health care delivery, extra-billing, and patient privacy

HEU Will:

Continue to support the B.C. government's legal defense of the Medicare Protection Act through financial support to pro-medicare intervenors should Dr. Brian Day and Cambie Surgeries be granted leave to appeal by the Supreme Court of Canada in their ongoing legal challenge against extra-billing prohibitions;

Continue to support the enforcement by government of the Medicare Protection Act including through amendments made to the legislation through Bill 92 which include stronger enforcement against extra-billing and which were brought into force by the current government;

Urge government to adopt stronger measures and if necessary, make appropriate changes in legislation, regulation, or policy to ensure that new care delivery modalities such as virtual care are compliant with the Medicare Protection Act and that patient medical information is safeguarded; and

Promote the public delivery of health care in existing and new settings and platforms.

Because:

The B.C. Court of Appeal's recent dismissal of Dr. Day's appeal in his legal case against extra-billing prohibitions and public health insurance is a key victory for our public health care system, and HEU's continuing support for the B.C. government's legal protection of these fundamental medicare principles through support for pro-medicare intervenors in the case been key to these successes;

There are continuing challenges to medicare principles in the development of new virtual platforms where billing practices have been referred to the Medical Services Commission for review by the health minister; and

An additional concern is whether the protection of patient information collected in the course of virtual care is adequately protected through current privacy legislation.

MSC Concurrence

GUEST SPEAKER

Hon. Jennifer Whiteside, Minister of Education and Child Care

**Adjournment for lunch break at 12:12 p.m.
Reconvened at 1:30 p.m.**

Barb Nederpel was in the Chair.

MSD Refer all remaining resolutions to the incoming Provincial Executive

GUEST SPEAKER

Hon. Adrian Dix, Minister of Health

Barb stepped down from the Chair. Bill McMullan, 1st Vice President assumed the Chair.

CONTINUATION OF CONSTITUTIONAL AMENDMENTS

Constitutional Amendment 32

Submitted by the Provincial Executive

Article: 19
Section: A, B, C, D and E
Subject: Charges, Trials and Penalties

HEU Will:

Amend Article 19 by adding the language underlined below and deleting the language struck through below.

"It is the duty of each member to abide by the Union's Constitution and By-Laws, to uphold the Oath of Obligation, and, in the case of elected officers, to uphold the Installation of the Officers Oath. HEU subscribes to the democratic principles of industrial unionism."

The purpose of ~~the procedures provided for under~~ Articles 19 and 20 is to provide members in good standing with an internal process to have ~~complaints~~ charges dealt with in a fair and impartial manner. These procedures are ~~necessary~~ intended to foster and maintain the solidarity necessary to further the interests of the Union through the ability to correct or address the behaviour of ~~discipline~~ members who commit an offence under the Constitution. They are not intended to be used for political gain or to resolve interpersonal conflict which does not have foundation in one of the "Offenses" identified in this Article.

Section A

CHARGES: A Member in good standing who considers that a Member or Officer has committed an offence against the Constitution may file a charge with the Office of the President of the Union.

If the President is the person making the charge (the "complainant"), or is the person being charged (the "respondent"), ~~the First Vice President will assume all the duties assigned to the President by this article. then the duties will be assumed by the~~ highest-ranking of the First, Second, or Third Vice-President who is not themselves a complainant or respondent. If none of the First, Second, or Third Vice- President is both able and eligible to assume the duties assigned to the President by this Article, then the duties will be assumed by the Secretary- Business Manager or their delegate.

Any member of the Provincial Executive who is charged, who makes a charge, or has a conflict of interest with regard to a member who is charged or making a charge, must recuse themselves from all proceedings under Article 19, including Membership in the Standing Appeal Panel.

Section B

OFFENSES: Any Member of the HEU who acts in a manner detrimental to the welfare or interests of the union is guilty of an offense against the Constitution and By-Laws. Specifically, it is an offense to:

- a. violate the Constitution contrary to the oath of installation to Office or initiation to the Union;
- b. work in the interests of a rival union;
- c. sponsor or advocate decertification of an HEU bargaining unit;
- d. be in a legal strike position and cross the picket line, or be paid by the employer not to participate in strike action, or perform paid work for the employer, unless required to do so by law, or to otherwise impede or act in opposition to the lawful strike or other collective actions of the Union;
- e. cross a picket line that is endorsed by HEU
- f. misappropriate the property and/or assets of the Union, or commit a fraudulent or dishonest act against the Union;
- g. without lawful excuse, refuse or fail to pay Dues, Initiation or Temporary Dues Increases in three (3) or more consecutive months;
- h. discriminate against a Member contrary to the Human Rights Code;
- i. without lawful excuse, violate the confidentiality of union meetings, union and membership information, or publish or circulate false reports or misrepresentations; or
- j. fail without good cause to appear and present evidence after filing charges, or where there is a finding that the charges were brought maliciously or in bad faith;
- k. otherwise engage in conduct detrimental to the welfare or interests of the Union, its Locals, or its Members.

Section C

FORM OF CHARGES: All charges must be set out in writing and delivered to the Office of the President of the Union no later than ninety (90) days after the date on which the person making the charge knew or ought to have known of the action or circumstances giving rise to the charge. The form of ~~complaint~~ charge must include:

1. Name, address, telephone number, email, and signature of the person making the charge (the complainant);
2. Member named in the charge (the respondent);
3. Each allegation on which the charge is based, including the parts of the Constitution alleged to have been violated;
4. ~~All~~ The facts being relied on that support each allegation so that the respondent can understand and defend the charges;
5. Whether the complainant has personal knowledge of the facts alleged and if not, ~~from~~ where the source of the Complainant's information was derived; and
6. The penalty sought by the complainant.

Section D

PRELIMINARY PROCEDURES

When a charge is received by the Office of the President, the President must, as soon as reasonably practicable, appoint an Investigator to provide a preliminary assessment of the charge. The Investigator may be anyone who, in the opinion of the President, is sufficiently removed from the substance of the charge as to be impartial, and may include an officer or employee of the Union. In conducting a preliminary assessment, the Investigator may take any action that the Investigator deems reasonable and necessary for the fair and expeditious processing of the charge, including but not limited to:

- a. Contacting the complainant to request clarification or further information;
- b. Contacting the respondent to request information relating to the allegations contained in the charge;
- c. Requesting that the complainant provide the Investigator with an amended charge addressing any deficiencies existing in the original charge, including deficiencies in the form of the charge;
- d. Accepting an amended charge for processing under this provision as if it were an original charge duly filed with the Office of the President.

If the investigator considers it appropriate to do so, they may at any stage offer the parties an opportunity to meet to resolve the issue informally prior to the investigator delivering their findings and recommendations to the President. Upon conclusion of the Investigator's preliminary assessment, the Investigator must deliver to the

President a report setting out the Investigator's findings and recommendations on the following questions:

- a. Whether the form of the charge is sufficiently complete;
- b. Whether the allegations contained in the charge could, if proven, constitute a violation of the Constitution and By-Laws;
- c. Whether the charge, in whole or in part, should proceed under this provision or instead be summarily dismissed;
- d. Whether the charge (i) is limited to the Local level and/or relates to Local members who are seriously disruptive to the functioning of the Local, or (ii) extends beyond the Local level;
- e. Whether the charge should be referred to a Trial Panel as provided for in Article 19 or a Standing Disciplinary Panel as provided for in Article 20.

If the Investigator's report recommends that the charge, in whole or in part, should proceed under this provision, then the President may, where appropriate, appoint a Mediator or Restorative Justice Facilitator. The Mediator may be anyone, other than the Investigator, who in the opinion of the President is sufficiently removed from the substance of the charge as to be impartial. The Mediator must encourage the complainant and respondent to participate in an informal process aimed at resolving the charge by mutual agreement. Restorative justice will only be recommended where the complainant requests it and the respondent acknowledges wrongdoing and seeks to take responsibility. If the charge remains unresolved after reasonable efforts by a Mediator, or if no Mediator is appointed because the Investigator's report recommends that the charge should be summarily dismissed in its entirety, then the President must table the Investigator's report at the next meeting of the Provincial Executive. Members of the Standing Appeal Panel must not participate in any Provincial Executive discussions or decisions regarding the charge. The Provincial Executive may accept or reject, in whole or in part, the Investigator's findings and recommendations, and must make a final determination on all questions addressed in the Investigator's report. In making its determination, the Provincial Executive may take any action that the Investigator may take under this provision.

Section E

NOTICE OF CHARGES:

At any point after a charge is received by the Office of the President, the President may contact the respondent to notify them of the charge and provide information regarding the processing of charges under this provision.

If the Provincial Executive determines that a charge will proceed under this provision, the Provincial Executive must forward a copy of the charge to the respondent and confirm whether the charge is being dealt with by a Trial Panel or a Standing Disciplinary Panel.

~~The President of the Union shall at this stage appoint an independent investigator to review the complaint to determine that the form of the charge is complete.~~

~~The independent investigator may recommend to the Provincial Executive to dismiss the charge if the allegation(s) could not, even if proved, be a violation of the Constitution and By-Laws.~~

~~The Provincial Executive may or may not accept the recommendation and may invite the complainant to address the recommendation before making a decision.~~

~~Where the independent investigator is satisfied that the charge could, if proved, constitute a violation of the~~

~~Constitution and By-Laws, the complaint shall be tabled at the next session of the Provincial Executive.~~

~~Where the complaint is brought to the Provincial Executive on the basis of the independent investigator's conclusion that the charge could, if proved, constitute a violation of the Constitution and By-Laws, the President shall appoint a mediator who will urge the complainant and respondent to participate in that process to endeavor to resolve the complaint. The independent investigator will not be appointed as mediator.~~

~~Members of the Standing Appeal Panel of the Provincial Executive shall not participate in any Provincial Executive discussions or decisions regarding the charges filed with the Office of the President.~~

Section D

METHOD OF RESOLVING THE CHARGE:

~~An independent investigator's recommendation that the charge could, if proved, constitute a violation of the Constitution and By-Laws, will also address the question of:~~

~~1. Whether the charge is a dispute that is limited to the Local level and/or relating to Local members who are seriously disruptive to the function of the Local, or~~

~~Alternatively, whether the charge is a dispute that extends beyond the Local level.~~

~~The Provincial Executive may or may not accept a conclusion that the charge relates to the Local level, or alternatively extends beyond the Local level, and may in its sole discretion refer the charge to either a Standing Disciplinary Panel as provided for in Article 20 or a Trial Panel as provided for in Article 19.~~

Section E

NOTICE OF CHARGES: ~~The Provincial Executive shall forward a copy of the form of the charge to the Respondent and shall confirm whether the charge is being dealt with by a Trial Panel or a Standing Disciplinary Panel.~~

Because:

These updates to the Article 19 process are designed to:

- Provide consistency by using the term “charges” rather than charges and “complaints”
- Provide for a longer list of officers who can handle a charge if the President or First Vice-President finds themselves in conflict
- Clarify the role of the Investigator, and provide them with the ability to seek clarification of the charge by corresponding with the parties and amending the charge accordingly.
- Provide an opportunity for the parties to meet and resolve the dispute before the Investigator's report is submitted.
- Require the Investigator to also recommend to Provincial Executive whether the charge should be heard by a Standing Disciplinary Panel or Trial Panel.
- Ensure that charges that are substantially complete can be processed under this article.
- Clarify that a mediator can be made available to work with the parties early in the process to attempt to resolve the charge, and in addition provide a restorative justice alternative where appropriate.
- Provide for earlier notice of the charge to the respondent.
- Simplify some of the language in the Article.

The new language would read:

“It is the duty of each member to abide by the Union's Constitution and By-Laws, to uphold the Oath of Obligation, and, in the case of elected officers, to uphold the Installation of the Officers Oath. HEU subscribes to the democratic principles of industrial unionism.”

The purpose of Articles 19 and 20 is to provide members in good standing with an internal process to have charges dealt with in a fair and impartial manner. These procedures are intended to foster and maintain the solidarity necessary to further the interests of the Union through the ability to correct or address the behaviour of members who commit an offence under the Constitution. They are not intended to be used for political gain or to resolve interpersonal conflict which does not have foundation in one of the Offenses identified in this Article.

Section A

CHARGES: A Member in good standing who considers that a Member or Officer has committed an offence against the Constitution may file a charge with the Office of the President of the Union.

If the President is the person making the charge (the “complainant”), or is the person being charged (the “respondent”), then the duties will be assumed by the highest-ranking of the First, Second, or Third Vice- President who is not themselves a complainant or respondent. If none of the First, Second, or Third Vice- President is both able and eligible to assume the duties assigned to the President by this Article, then the duties will be assumed by the Secretary-Business Manager or their delegate.

Any member of the Provincial Executive who is charged, who makes a charge, or has a conflict of interest with regard to a member who is charged or making a charge, must recuse themselves from all proceedings under Article 19, including Membership in the Standing Appeal Panel.

Section B

OFFENSES: Any Member of the HEU who acts in a manner detrimental to the welfare or interests of the union is guilty of an offense against the Constitution and By-Laws. Specifically, it is an offense to:

- a. violate the Constitution contrary to the oath of installation to Office or initiation to the Union;
- b. work in the interests of a rival union;
- c. sponsor or advocate decertification of an HEU bargaining unit;
- d. be in a legal strike position and cross the picket line, or be paid by the employer not to participate in strike action, or perform paid work for the employer, unless required to do so by law, or to otherwise impede or act in opposition to the lawful strike or other collective actions of the Union;
- e. cross a picket line that is endorsed by HEU
- f. misappropriate the property and/or assets of the Union, or commit a fraudulent or dishonest act against the Union;
- g. without lawful excuse, refuse or fail to pay Dues, Initiation or Temporary Dues Increases in three (3) or more consecutive months;
- h. discriminate against a Member contrary to the Human Rights Code;
- i. without lawful excuse, violate the confidentiality of union meetings, union and membership information, or publish or circulate false reports or misrepresentations; or
- j. fail without good cause to appear and present evidence after filing charges, or where there is a finding that the charges were brought maliciously or in bad faith;

- k. otherwise engage in conduct detrimental to the welfare or interests of the Union, its Locals, or its Members.

Section C

FORM OF CHARGES: All charges must be set out in writing and delivered to the Office of the President of the Union no later than ninety (90) days after the date on which the person making the charge knew or ought to have known of the action or circumstances giving rise to the charge. The form of charge must include:

1. Name, address, telephone number, email, and signature of the person making the charge (the complainant);
2. Member named in the charge (the respondent);
3. Each allegation on which the charge is based, including the parts of the Constitution alleged to have been violated;
4. The facts being relied on that support each allegation so that the respondent can understand and defend the charges;
5. Whether the complainant has personal knowledge of the facts alleged and if not, the source of the Complainant’s information; and
6. The penalty sought by the complainant.

Section D

PRELIMINARY PROCEDURES

When a charge is received by the Office of the President, the President must, as soon as reasonably practicable, appoint an Investigator to provide a preliminary assessment of the charge. The Investigator may be anyone who, in the opinion of the President, is sufficiently removed from the substance of the charge as to be impartial, and may include an officer or employee of the Union. In conducting a preliminary assessment, the Investigator may take any action that the Investigator deems reasonable and necessary for the fair and expeditious processing of the charge, including but not limited to:

- a. Contacting the complainant to request clarification or further information;
- b. Contacting the respondent to request information relating to the allegations contained in the charge;
- c. Requesting that the complainant provide the Investigator with an amended charge addressing any deficiencies existing in the original charge, including deficiencies in the form of the charge;
- d. Accepting an amended charge for processing under this provision as if it were an original charge duly filed with the Office of the President.

If the investigator considers it appropriate to do so, they may at any stage offer the parties an opportunity to meet to resolve the issue informally

prior to the investigator delivering their findings and recommendations to the President.

Upon conclusion of the Investigator's preliminary assessment, the Investigator must deliver to the President a report setting out the Investigator's findings and recommendations on the following questions:

- a. Whether the form of the charge is sufficiently complete;
- b. Whether the allegations contained in the charge could, if proven, constitute a violation of the Constitution and By-Laws;
- c. Whether the charge, in whole or in part, should proceed under this provision or instead be summarily dismissed;
- d. Whether the charge (i) is limited to the Local level and/or relates to Local members who are seriously disruptive to the functioning of the Local, or (ii) extends beyond the Local level;
- e. Whether the charge should be referred to a Trial Panel as provided for in Article 19 or a Standing Disciplinary Panel as provided for in Article 20.

If the Investigator's report recommends that the charge, in whole or in part, should proceed under this provision, then the President may, where appropriate, appoint a Mediator or Restorative Justice Facilitator. The Mediator may be anyone, other than the Investigator, who in the opinion of the President is sufficiently removed from the substance of the charge as to be impartial. The Mediator must encourage the complainant and respondent to participate in an informal process aimed at resolving the charge by mutual agreement. Restorative justice will only be recommended where the complainant requests it and the respondent acknowledges wrongdoing and seeks to take responsibility. If the charge remains unresolved after reasonable efforts by a Mediator, or if no Mediator is appointed because the Investigator's report recommends that the charge should be summarily dismissed in its entirety, then the President must table the Investigator's report at the next meeting of the Provincial Executive.

Members of the Standing Appeal Panel must not participate in any Provincial Executive discussions or decisions regarding the charge.

The Provincial Executive may accept or reject, in whole or in part, the Investigator's findings and recommendations, and must make a final determination on all questions addressed in the Investigator's report. In making its determination, the Provincial Executive may take any action that the Investigator may take under this provision.

Section E

NOTICE OF CHARGES:

At any point after a charge is received by the Office of the President, the President may contact the

respondent to notify them of the charge and provide information regarding the processing of charges under this provision.

If the Provincial Executive determines that a charge will proceed under this provision, the Provincial Executive must forward a copy of the charge to the respondent and confirm whether the charge is being dealt with by a Trial Panel or a Standing Disciplinary Panel.

MSC Concurrence

Constitutional Amendment 33

Submitted by the Finnish Care Local

Article: 19
Section: K - Point b. and c.
Subject: Penalties

HEU Will:

Amend Article 19 Section K - Penalties

Point b. Add specific period of time not less than 5 years.

Point d. Add specific period of time not less than 5 years.

Because:

If a member in good standing decides to file a charge after careful considerations, it signifies the severity of the case. The complainant should be reassured knowing that the respondent(s) will pay the consequence of their actions. This will remind members of the union to be mindful of their behaviours/actions because there are clear penalties. Union members have rights and privileges, but they also have obligations.

The new language would read:

Point b. suspension from the office and/or membership and its rights and privileges, **for a specified period of time not less than 5 years.**

Point d. denial of the right to hold office in the Union or Local **for a specified period of time not less than 5 years.**

MSC Non-Concurrence

Constitutional Amendment 39

Submitted by the City Centre Care Local

Article: 22
Section: New - Section F
Subject: Provide compensation for retirees - additional section

HEU Will:

Additional/Add Section F to Article 22 - Miscellaneous.

It states: Compensation for retirees from local funds.

Because:

Many Locals would like to provide retiring members with a parting gift to acknowledge their work/services in the local at any level.

Currently, the constitution is silent on the use of funds and members would like to allocate funds for this matter but are unable.

The constitution allows for bursaries, death benefits, labour council, educational programs & seminar & compensating time but not for the retirees.

The union should make them happy.

The new language would read:

Any member entering full retirement from working at a jobsite represented by a local, shall be entitled to an amount as determined at a monthly/general meeting of that local as a gift for their service to that local. The amount will be matched by the financial secretary's office for that particular year and will be divided among the retirees of that local.

MSC Non-Concurrence

Constitutional Amendment 16

Covers: Resolutions 17, 18, 19 and 20

Submitted by the Arrowsmith Local

Article: 12
Section: D
Subject: Strike/Job Action/Picket Pay

HEU Will:

Reduce the amount of Picket Pay to \$400.00 per week.

Because:

The decision made at the last Convention to increase picket pay by \$200.00 was made hastily without financial information being available to the members.

The new language would read:

In the event of an authorized strike/job action, the Hospital Employees' Union shall pay a minimum of four hundred dollars (\$400.00) per week.

MS Non-Concurrence

MSC To refer this resolution to the next convention

Constitutional Amendment 45

Covers: Resolutions 26, 27, 28, 29, and 30

Submitted by the Provincial Executive

Article: 15
Section: B(a) and E
Subject: Nomination & Election of Local Officers (Two-year Terms)

HEU Will:

Amend Article 15, Section B, Subsection (a) by replacing "the calendar year" with "odd-numbered years"

and

Amend Article 15, Section E, by changing the terms of Trustees by replacing the rest of Section E after "PROVIDED HOWEVER" with the following: "that at the Local meeting called for the purpose of elections, the Trustee receiving the highest number of votes shall serve a four-year term, the other shall serve a two-year term. For the purposes of implementing this provision, all Local Trustees' terms of office will be deemed to be expired at the Local meeting called for the purpose of elections in 2022, and three trustees will be elected, with the Trustee receiving the highest number of votes serving a four-year term, the other two serving two-year terms."

Because:

This would allow for Local executive members to have a two-year term, providing for a longer opportunity to access training and gain experience in the role, and minimize disruption for local operations.

The new language would read:

Section B

NOMINATION & ELECTION OF OFFICERS:

a) The nomination and election of Officers shall take place no later than April 30 in odd-numbered years, by secret ballot. The method of conducting the elections shall be decided by a majority vote of the Membership at the regular November meeting of their Local.

AND

Section E

TERMS OF OFFICERS: The terms of the elected Officers shall expire immediately following the installation of Officers at the Annual General Meeting at which their successors are elected and qualified, PROVIDED HOWEVER, that at the Local meeting called for the purpose of elections, the Trustee receiving the highest number of votes shall serve a four-year term, the other shall serve a two-year term. For the purposes of implementing this provision, all Local Trustees' terms of office will be deemed to be expired at the Local meeting called for the purpose of elections in 2023, and three trustees will be elected, with the Trustee receiving the highest number of votes serving a four-year term, the other two serving two-year terms.

MS Concurrence

MSC Previous Question

MSD Main Motion, Concurrence

Constitutional Amendment 11

(Returned from Referral)

Submitted by the Provincial Executive

Article: 7
Section: G
Subject: Duties of Provincial Executive Officers

HEU Will:

Amend Article 7, Section G Trustees as follows:

Section G

TRUSTEES: The Trustees shall have general supervision over the property of the Union, subject to such instructions as they may from time to time receive. They shall see that the Financial Secretary deposits all money belonging to the Union in such Credit Union or Chartered Bank as the Union may designate. They shall perform such other duties as the Provincial Executive, the Union or the Constitution may direct. They, as well as the Financial Secretary, shall review and recommend all financial donations to the Provincial Executive. The Trustees and the Financial Secretary will be responsible for the selection of the annual bursaries. Trustees shall review and monitor all Local quarterly reports ~~as directed by the Financial Secretary~~ and report inconsistencies or concerns to the Financial Secretary.

Because:

This provision is unworkable in our large and modern union with more than 280 locals filing four quarterly reports a year. The financial secretary should be able to rely on Trustees to review quarterly reports in situations where particular oversight is required.

The new language would read [in the last paragraph]:

The trustees shall review and monitor local quarterly reports and report inconsistencies or concerns to the Financial Secretary.

~~Section G~~

~~**TRUSTEES:** The Trustees shall have general supervision over the property of the Union, subject to such instructions as they may from time to time receive. They shall see that the Financial Secretary deposits all money belonging to the Union in such Credit Union or Chartered Bank as the Union may designate. They shall perform such other duties as the Provincial Executive, the Union or the Constitution may direct. They, as well as the Financial Secretary, shall review and recommend all financial donations to the Provincial Executive. The Trustees and the Financial Secretary will be responsible for the selection of the annual bursaries. Trustees shall review Local quarterly reports as directed by the Financial Secretary and report inconsistencies or concerns to the Financial Secretary.~~

MSC Concurrence, as amended

Constitutional Amendment 4

Submitted by the Provincial Executive

Article: 6
Section: A
Subject: Provincial Executive Officers

HEU Will:

Amend the following paragraph in Article 6, Section A, with immediate effect, as follows:

Each candidate for provincial office may address the Convention delegates for a maximum of five (5) minutes plus a moderated question and answer period at an Article 6 evening forum. **An additional one (1) minute is available for the delegate to include a territorial acknowledgement of Indigenous lands.**

Because:

Providing delegates with the opportunity to provide a territorial land acknowledgement will reinforce our union's work around Truth and Reconciliation.

MSC Concurrence

Constitutional Amendment 1

Submitted by the UBC Local

Article: 4
Section:
Subject: Eligibility for Office

HEU Will:

Make it a priority to review the requirements of the eligibility of members to hold position in the local office.

Because:

Some union members tend to attend their local union meetings, sign the attendance book and leave, only for the sole purpose of eligibility to attend conventions and conferences but not the actual local meeting.

The new language would read:

No union member shall be eligible to hold office in the union or in a local, nor act as a delegate of a local or of the union unless they have attended a total number of local meetings equal to at least 50%

of the regular local meetings and are actively involved in the local in the 12 months period prior to nomination.

MSC Non-Concurrence

Barb Nederpel thanked all the Unite Local 40 staff members at the Hyatt Regency and Fairmont Hotels for their hard work.

SOLIDARITY GREETINGS

Cherene Palmer, PEA-HESU President

**Adjournment for break at 3:24 p.m.
Reconvened at 3:45 p.m.**

Barb Nederpel, President was in the Chair.

INSTALLATION OF OFFICERS

Meena Brisard swore in the incoming Provincial Executive.

CONTINUATION OF RESOLUTIONS

Resolution 56

Submitted by the PHSa (Amalgamated) Local

Subject: Annotated Agreement

HEU Will:

Produce a new annotated Facilities Agreement.

Because:

The older one is out-of-date.

MSC Concurrence

Resolution 30

Submitted by the Ethnic Diversity Standing Committee

Subject: Use of Mother Tongue Language on Shift Breaks

HEU Will:

HEU will support members using/speaking their language or mother tongue during shift breaks without fear of reprisal from employers. HEU supports that workers come from diverse backgrounds and that English is often an additional language for workers.

Because:

Workplaces are staffed with diverse groups of people from diverse backgrounds and to be inclusive employers should support uses of a mother tongue on their shift breaks. Members see inconsistencies in reprisal practices from employers when members are speaking anything but English at work during shift breaks.

MS Concurrence

MSD To refer back to the Resolutions Committee to add “providing you do not gossip amongst other staff”

MSC Previous Question

MSC Main Motion, Concurrence

Resolution 16

Submitted by the Lions Gate Local

Subject: Opioid Crisis

HEU Will:

Lobby all levels of government to:

- prioritize the opioid crisis; and
- provide safe drug supply, affordable or free treatment and mental health beds.

Because:

No community is immune to this crisis.

Too many families have lost their loved ones too early.

The stats show these losses are increasing every year.

This is a silent burden on our health care system.

MS Concurrence

MSC Previous Question

MSC Main Motion, Concurrence

Barb Nederpel stepped down from the Chair.
Bill McMullan assumed the Chair.

Resolution 58

Submitted by the Provincial Executive

Subject: Building Local capacity

HEU Will:

Expand its support for Locals with the goal of increasing their capacity to engage members on the ground; collaborate with allies and coalitions in their communities; promote strong, resilient and diverse local executives; mentor future local leadership; and build stronger networks of stewards;

As part of these efforts, review the support locals receive through the Local Building Fund and other financial support, the Provincial Executive, advocacy and education programs, and networking and communication opportunities; and providing dedicated resources to assist locals who are facing organizational challenges.

Because:

The pandemic has strained HEU local executives as they have responded to an unprecedented crisis in their workplaces that caused uncertainty, anxiety and burnout for many front-line health care workers;

Many new and less experienced local executives are looking for the tools and support they need to build well-functioning locals;

Over the course of the pandemic, the union moved many of its education offerings, table officer training and other skills building opportunities to virtual platforms which resulted in increased accessibility for many;

In addition, the union provided locals with webinars and online documents and resources specifically aimed at helping local executives with the basic skills they need to operate their locals and run local meetings;

The union also provided direct financial support to locals through a Pandemic Fund to acquire technology to facilitate virtual meetings and

organizing; and

As the pandemic (hopefully) comes to an end, the union will have an opportunity to more fully engage locals at every level including through the promotion of stewards networks.

MS Concurrence

MSC Previous Question

MSC Main Motion, Concurrence

Bill McMullan stepped down from the Chair.
Barb Nederpel assumed the Chair

MSC To refer all remaining resolutions to the incoming Provincial Executive

Performance by Karima Essa.

Meena Brisard thanked all the HEU Staff for all their support and hard work preparing for this Convention. She also thanked Encore and Lumi staff; Unite Local 40 staff at the Hyatt Regency and Fairmont Hotels. A special thank you to the CUPE Local 1936 early childhood educators who have been taking care of our kids this week. And finally a thank you to all delegates and the Convention Committees for all their hard work this week.

**Biennial Meetings of
Oneight Holdings Ltd.**

Betty Valenzuela called the general meeting of Oneight Holdings Ltd. to order.

Report of the Secretary-Treasurer

Betty Valenzuela reported that there has been no activity since last Convention.

Adjournment at 5:00 p.m.

APPENDIX A
Convention Committees

Constitutional Amendments Committee

Name	Local
Satvir (Ruby) Bhandal	Richmond
Christina Bunyan	Malaspina Care Residence
Olivia Burgon	Queen' Park
Terri-Lynn Huddlestone	Prince Rupert
Greg McCann	VGH
Teresa Roe	Langley
Krista Zdrill	Village at Smith Creek
Olga Torres Andino	Kardel
Barbara Werk	Shorncliffe Local
Krista Zdrill	Village at Smith creek Local

Staff Advisors: Carol Kenzie and Alex Imperial

Admin Support: Tanya Schlueter

Resolutions Committee

Name	Local
Maria Batocabe	CSWU
Monica Chursinoff	South Similkameen
Barb Clark	Ashcroft
Jovito Espinoza	PHSA Amalgamated
Belina Fernandez	Victoria General
Kim Heaps	Arrowsmith
Ruth Mangrubang	Yaletown
Nicole Nellaney	Louis Brier
Jennifer Seaholm	Overlander

Staff Advisors: Juli Rees and Amy Zanidean

Admin Support: Aimee Cho

Credentials Committee

Name	Local
Veronica Almine	Delta
Marites Coloma	MPA Six Links
David Huespe	WHR Lower Mainland
Teresa McCoy	South Vancouver Island
Ashley Palmer	Armstrong
Tina Poitras	Willingdon
Karen Wargovcsik	South Peace
Nikki Zohner	Vernon

Staff Advisor: Nina Hansen and Kyra Sekhon

Sergeant-at-Arms Committee

Name	Local
Niki Bone	Kelowna
Marie Bradley	Prince George
David Johns	Surrey
Stuart MacInnis	Comox
Alex McLean	Village by the Station
Jenifer McQuary	Columbia View Lodge
Juling Rabaino	Laurel Place
Irene Rillera	KCC
Deva Wood	Beacon

Staff Advisors: Nina Rafols and Curtis Anshelm

Tabulations Committee

Name	Local
Victoria Ajayi	Little Mountain
Bonnie Ayap	Laurel Place
Glenowyn Carlson	522
Tanya Lemmon	FHA Support Services
Senora Navales	Lions Gate
Lisa Oliver	Buchanan
Julie Ovens	Chilliwack Amalgamated
Agnes Pecson	Pro Vita Villa Carital

Staff Advisors: Robbin Bennett and Gunwant Grewal

Admin Support: Diana Wilson

APPENDIX B
Elected Officers

2022 – 2024 Provincial Executive

Barb Nederpel	President
Betty Valenzuela	Financial Secretary
Bill McMullan	1 st Vice-President
Charlotte Millington	2 nd Vice-President
Donovan Adlam	3 rd Vice-President
Talitha Dekker	Senior Trustee
Chris Batting	Senior Trustee-Elect
Olivia Burgon	Trustee
Bonnie Hammermeister Diane Tomei Scott McKay	Regional Vice-Presidents Fraser
Monica Thiessen Barb Shukin Heidi Collins	Regional Vice-Presidents Interior
Lisa Crema Angela Sharf	Regional Vice-Presidents North
Louella Vincent Karen McVeigh Maria Luggs	Regional Vice-Presidents Vancouver Coastal
Phil Henderson Ian Smith	Regional Vice-Presidents Vancouver Island

Nominations and Elections of Officers

Election of President

		Vote 1
Charlotte Millington	accepted	118
Barb Nederpel	accepted	432
Jeanifer Decena	accepted	7
Donovan Adlam	accepted	39

Vote 1: 596 ballots cast

Barb Nederpel was declared elected President.

Election of Financial Secretary

		Vote 1
Betty Valenzuela	accepted	512
Karen Ferreria	accepted	81

Vote 1: 593 ballots cast

Betty Valenzuela was declared elected Financial Secretary.

Election of 1st Vice-President

		Vote 1
Charlotte Millington	accepted	199
William, (Bill) McMullen	accepted	251
Terri-Lynne Huddleston	accepted	13
Jesse Winfrey	accepted	30
Cindy Crawford	accepted	12
Barbara Clark	accepted	15
Donovan Adlam	accepted	58
Ethel Purugganan	accepted	13
Jeanifer Decena	accepted	8

Vote 1: 599 ballots cast

		Vote 2
Charlotte Millington		222

Bill McMullen	300
Donovan Adlam	79

Vote 2: 601 ballots cast

Vote 3

Charlotte Millington	251
Bill McMullen	347

Vote 1: 598 ballots cast

Bill McMullen was declared elected 1st Vice-President.

Election of 2nd Vice-President

Vote 1

Charlotte Millington	accepted	284
Jeanifer Decena	accepted	8
Terri-Lynne Huddleston	accepted	25
Jesse Winfrey	accepted	80
Cindy Crawford	accepted	9
Donovan Adlam	accepted	109
Barbara Clark	accepted	20
Ethel Purugganan	accepted	14
Karen Ferreria	declined	
Stephen Ariss	accepted	38
Olga Torres-Andino Jr	accepted	10

Vote 1: 597 ballots cast

Vote 2

Charlotte Millington	325
Jesse Winfrey	98
Donovan Adlam	173

Vote 2: 596 ballots cast

Charlotte Millington was declared elected 2nd Vice-President.

Election of 3rd Vice-President

Vote 1

Jesse Winfrey	accepted	134
Barbara Clark	accepted	27
Terri-Lynne Huddlestone	accepted	39
Donovan Adlam	accepted	223
Ethel Purugganan	accepted	25
Cindy Crawford	accepted	9
Jeanifer Decena	accepted	18

Olga Torres-Andino Jr	accepted	19
Christopher (Chris) Batting	accepted	51
Holly (Stephanie) Green	accepted	15
Stephen Ariss	accepted	38

Vote 1: 598 ballots cast

Vote 2

Jesse Winfrey	173
Donovan Adlam	342
Christopher (Chris) Batting	79

Vote 2: 594 ballots cast

Donovan Adlam was declared elected 3rd Vice-President.

Election of Senior Trustee-Elect

Vote 1

Catherine Black	accepted	120
Holly (Stephanie) Green	accepted	18
Jesse Winfrey	declined	
Karen Ferreria	declined	
Ranjeet Uppal	accepted	32
Barbara Clark	accepted	54
Barbara Owen	accepted	68
Olivia Burgon	accepted	32
Olga Torres-Andino Jr	accepted	25
Stephen Ariss	accepted	57
Terri-Lynne Huddlestone	accepted	38
Cindy Crawford	accepted	26
Christopher Batting	accepted	87
Ethel Purugganan	accepted	41

Vote 1: 598 ballots cast

Vote 2

Catherine Black	217
Barbara Owen	151
Chris Batting	215

Vote 2: 583 ballots cast

Vote 3

Chris Batting	331
Catherine Black	262

Vote 3: 593 ballots cast

Chris Batting was declared elected Senior Trustee-Elect

Election of Senior Trustee

Vote 1

Barbara Clark	accepted	58
Olivia Burgon	accepted	114
Nildo (Arniel) Abella	accepted	23
Cindy Crawford	accepted	16
Terri-Lynne Huddleston	accepted	43
Stephen Ariss	accepted	53
Jennifer Hutchinson	accepted	4
Barbara Owen	accepted	81
Ethel Purugganan	accepted	31
Tommy Liu	accepted	24
Catherine Black	accepted	112
Holly (Stephanie) Green	declined	
Lucie Jackson	accepted	16
Jeanifer Decena	accepted	2
David Blair	accepted	3
Ranjeet Uppal	accepted	23

Vote 1: 599 ballots cast

Vote 2

Olivia Burgon	227
Barbara (Barb) Owen	156
Catherine Black	205

Vote 2: 588 ballots cast

Vote 3

Olivia Burgon	344
Catherine Black	238

Vote 3: 582 ballots cast

Olivia Burgon was declared elected Trustee.

Election of Regional and Diversity Vice-Presidents and Alternates

Regional Vice Presidents (Alternate 1; Alternate 2)

Fraser:	Bonnie Hammermeister (Tina Thiessen; Jonathan Donaldson) Scott McKay (Ryan Parsons; Tina Poitras) Diane Tomei (Bonnie Ayap; Julie Ovens)
Interior:	Heidi Collins (Baljit Sandhu; Sara Olivier) Monica Thiessen (Kim McIlravey; Michelle Nelson) Barbara Shukin (Val Sailer; Marsha Wiebe)
North:	Angela Sharf (Kimberly Harker; Tracey Beckley) Lisa Crema (Michelle Jolley; Angie Bonazzo)
Vancouver Coastal:	Louella Vincent (Ruth Mangrubang; Jason Sullivan) Maria Lugs (Jovito Espinoza; Tyler Moore) Karen McVeigh (Darryl Roche; Irene Rillera)
Vancouver Island:	Ian Smith (Teresa McCoy; Barbara Riggs) Phil Henderson (Kim Heaps; Crystal Christiansen)

Diversity Vice-Presidents (Alternate 1; Alternate 2)

Indigenous People	Lynn Serhan (Teresa Roe)
Young Workers	Seyda Yalcin (Nicole Nellaney; Che Bains)
Pink Triangle	Darlene Bown (Ronald Larsen; Kevin Dickie)
People with Disabilities	Christine Edgecombe (Dane Philpott; Natasha (Tasha) Cox)
Ethnic Diversity	Cora Mojica (Belina Fernandez; Manoj Saxena)
Two-Spirit, Women and Non-Binary	Lisa Kreut (Samantha Cartwright; Judy Gicho)

Election of Provincial Executive Alternates

		<u>Vote 1</u>
Stephen Ariss	accepted	79
Nildo (Arniel) Abella	accepted	23
Cindy Crawford	accepted	19
Terri-Lynne Huddleston	accepted	48
Ethel Purugganan	accepted	42
Adri-Anne Kroll	declined	
Barbara Clark	accepted	50
Olga Torres-Andino Jr.	accepted	38
Jesse Winfrey	accepted	117
Jeanifer Decena	accepted	7
Catherine Black	accepted	85
Tommy Liu	accepted	22
Holly (Stephanie) Green	accepted	12
Lucie Jackson	accepted	10
Ranjeet Uppal	accepted	15
Maryann Pyne	accepted	17
Laurie Simpkins	accepted	9

Vote 1: 593 Ballots Cast

Newly Elected Provincial Executive Alternates:

- 1. Jesse Winfrey**
- 2. Catherine Black**
- 3. Stephen Ariss**
- 4. Barbara Clark**
- 5. Terri-Lynne Huddleston**
- 6. Ethel Purugganan**
- 7. Olga (Graciela) Torres-Andino Jr**
- 8. Nildo (Arniel) Albella**

Declared Elected as Provincial Executive alternates.