# Proposed **Constitutional Amendments**

## Constitutional Amendment 1

**Submitted by the Ethnic Diversity Standing Committee**

**Article: Introduction**
**Section: Names & Object**
**Subject: Integrating the B.C. Anti-Racism Act as a Guiding Lens for HEU**

**HEU Will:** That the HEU constitution be amended by adding the following statement to the constitution's objects or guiding principles (or other appropriate section as determined by the constitutional committee):

The Hospital Employees Union shall apply an anti-racism lens, informed by the principles and objectives of British Columbia's Anti-Racism Act, in its governance, policies, bargaining, representation, education, communication, elections, committee work, financial decision-making, hiring, procurement, member engagement, and all other functions of the union. The union shall strive to identify and remove systemic barriers, promote equitable participation and outcomes, and foster an inclusive and accessible organization for all members.

**Because:** Systemic racism continues to create barriers to equity, participation, leadership opportunities, and fair treatment within workplaces and organizations.

The Hospital Employees Union is committed to equity, diversity, inclusion, accessibility, reconciliation, and human rights in representing its members and governing the union.

The principles contained within British Columbia's Anti-Racism Act provides a framework for identifying, preventing, and addressing systemic racism through accountability, transparency, and continues improvement.

Embedding an anti- racism lens into the constitution demonstrates HEU's commitment to advancing equitable outcomes in all aspects of the union 's work.

This amendment does not make HEU subject to Anti-Racism Act as though it were a provincial public body. Rather, it voluntarily adopts the act's principles as government framework to strengthen accountability and ensure anti-racism is embedded throughout the union's work. The amendment aligns with HEU's existing commitments to equity while providing a constitutional foundation that future policies, strategic plans, education, and decision-making can consistently build upon. It also positions HEU as a leader in modelling the same anti-racism practices it advocates for with employers across British Columbia.

This wording is broad enough to influence all areas of HEU's operations while showing the union flexibility in how it implements the framework over time.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 2

**Submitted by the Comox Local**

**Article: Introduction**
**Section: Names and Objects**
**Subject: This union shall continue to use the name Hospital Employees' Union**

**HEU Will:** This union shall continue to use the name Hospital Employees' Union, the associated logo and initials HEU to identify itself in the Province of British Columbia and shall not change its name, the associated logo and initials HEU.

**Because:** The Hospital Employees' Union (HEU) has a proud history in the Province of British Columbia and has represented health care workers in B.C. since its founding in 1944 at Vancouver General Hospital.

Initially representing hospital workers, HEU has expanded to represent workers in other health care sectors including long-term care, community social services and community health. With the various collective agreements HEU participates in and facilitates such as its hallmark Facilities Bargaining Association collective agreement, Community Bargaining Association collective agreement, Community Living Services collective agreement, General Service collective agreement and a variety of independent collective agreements, HEU members continue to be some of the best paid and protected health care workers in Canada.

HEU has lobbied government and achieved significant victories for health care workers -- not only for workers in British Columbia but for all Canadian health care workers, including the 2007 Supreme Court of Canada landmark decision that ruled against the BC Liberals' Health and Social Services Delivery Improvement Act (Bill 29)." The Supreme Court's decision proclaimed that collective bargaining is a constitutional right in Canada and is protected by the Canadian Charter of Rights and Freedoms.

To change the name of the Hospital Employees' Union is not in the best interest of the union, its members, or the general public that looks to HEU members for the provision of health care in B.C.

The cost of rebranding would be significant as a major public relations campaign would be needed to win the hearts and minds of the public and members.

Granted, HEU represents more than hospital employees, but the brand has been firmly established in British Columbia for over four generations. Since it's inception in 1944 HEU has been attributed with significant victories in British Columbia and Canada for health care workers. Changing the name of the union would, over time, weaken and dilute that attribution. New to British Columbia health care unions such as, Service International Employees Union health care are attempting to gain a foothold in British Columbia and for HEU to weaken it's brand with a name change would be detrimental to HEU's dominance as the primary health care worker union in British Columbia. This amendment was conceived of and is attributed to Shannon Labbe, a 33-year-long HEU member from Comox local, Comox, B.C. on Vancouver Island.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 3

**Submitted by the Pink triangle Standing Committee**

**Article:**
**Section:**
**Subject: Integrating the BC Anti-Racism Act as Guiding Lens for HEU**

**HEU Will:** Amend the HEU constitution by adding the following statement to the constitution's objects or guiding principles (or other appropriate section as determined by the constitutional committee):

The Hospital Employees' Union shall apply an anti-racism lens, informed by the principles and objectives of British Columbia's Anti-Racism Act, in its governance, policies, bargaining, representation, education, communications, elections, committee work, financial decision-making, hiring, procurement, member engagement, and all other functions of the union. The union shall strive to identify and remove systemic barriers, promote equitable participation and outcomes, and foster an inclusive and accessible organization for all members.

**Because:** Systemic racism continues to create barriers to equity, participation, leadership opportunities, and fair treatment within workplaces and organizations.

The Hospital Employees' Union is committed to equity, diversity, inclusion, accessibility, reconciliation, and human rights in representing its members and governing the union.

The principles contained within British Columbia's Anti-Racism Act provide a framework for identifying, preventing, and addressing systemic racism through accountability, transparency, and continuous improvement.

Embedding an anti-racism lens into the constitution demonstrates HEU's commitment to advancing equitable outcomes in all aspects of the union 's work.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 4

**Submitted by the Provincial Executive**

**Article: 1 – Name & Objects**
**Section:**
**Subject: Change the name of the union to the Healthcare Employees' Union**

**HEU Will:** Amend the Constitution to:

- Change the name of the union from the Hospital Employees' Union to the Healthcare Employees' Union; and

- Update all references to the Hospital Employees' Union throughout the constitution and by-laws accordingly.

The amended language would read:

ARTICLE 1 – NAME & OBJECTS

This union shall be known as the Healthcare Employees' Union in the Province of British Columbia and shall consist of any number of locals.

**Because:** This proposed draft amendment would give effect to recommendation 3A of the Constitutional Review Committee, which recommends changing the union's name from Hospital Employees' Union to Healthcare Employees' Union.

The Hospital Employees' Union has grown since its inception in 1944 to represent health care workers across the full continuum of care, including long-term care, community health, home support and other health care settings.

The name Hospital Employees' Union no longer reflects the diversity of HEU's membership or the breadth of workplaces in which members provide care.

A name that reflects the union's broader membership would be more inclusive of HEU members and better position the union for the future.

Membership focus groups generally agreed that the current name no longer reflects who HEU members are or where they work.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 5

**Submitted by the Provincial Executive**

**Article: Preamble, Articles 1 and 3**
**Section:**
**Subject: Rewrite the Preamble, Name and Objects in plain language**

**HEU Will:** Amend the constitution to:

- Relocate the preamble from Article 3 so that it appears before Article 1;
- Rewrite the preamble, name and objects in plain language;
- Remove duplication between the preamble and the objects; and

- Adopt the revised wording set out below.

The new language would read:

Preamble

HEU acknowledges with gratitude that our members work on the traditional, ancestral, and unceded territory of First Nations who have cared for and nurtured these lands from time immemorial. HEU acknowledges the inherent rights of First Nations.

We also acknowledge the pervasive and ongoing harms of colonialism faced by Indigenous Peoples, including forced removal and dispossession of the land. These harms also include the widespread systemic racism against Indigenous peoples as users, patients, and staff in B.C.'s healthcare system. We are committed to confronting and healing the systemic racism underlying this system in our provision of healthcare services. We commit to the frameworks of the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission's calls to action, and the National Inquiry into Missing and Murdered Indigenous Women and Girls.

The headquarters is in the greater Vancouver area, British Columbia, on the territory of the xʷməθkʷəy̓əm (Musqueam), Skxwú7mesh (Squamish) & Səl̓ílwətaʔ (Tsleil-Waututh) peoples.

Article 1- Name

The organization is called the Hospital Employees' Union.

Article 3 - Objects

The objects of this union are:

- To unite healthcare workers so that, through the collective power of an engaged and mobilized membership, we secure and defend what is conducive to our common interests.

- To embrace the concept of equality of treatment for all with respect to wages, benefits, and job opportunities.

- To defend and preserve the right of all persons to high-quality public universal healthcare.

We, the Hospital Employees' Union, believing it to be the right of those who toil to enjoy to the fullest extent the highest standard of living compatible with life within Canada, and the right of all within Canada to enjoy high quality health care, and appreciating the very great benefits to be derived through uniting ourselves together for mutual protection and advancement, do hereby adopt the following rules for the government of this union.

**Because:** This proposed draft amendment would give effect to recommendation 1A of the constitutional review committee, which recommends rewriting the preamble, name and objects in plain language, removing duplication and improving their organization.

The Constitutional Review Committee heard that members find the Constitution difficult to navigate and understand.

The current preamble, name and objects contain outdated language and unnecessary duplication.

The proposed amendment improves readability while preserving the intent of these provisions.

The amendment incorporates the constitutional review committee's recommendations respecting reconciliation with Indigenous Peoples.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 6

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

**Article: 1) 5**
**Section: C**
**Subject: Subject Increase the number of members represented at convention**

**HEU Will:** Amend Article 5 section C, to allow more members to attend convention. The new language should read:

Local Representation: locals as hereafter described in this constitution are allowed the following representation to the convention of this union namely:

50 members or less, two delegates

51 members to 99, three delegates

100 members to 200, four delegates

201 members to 500, six delegates

Two additional delegates for each 200 members or major fraction there of.

**Because:** This will allow a greater representation of small- to mid-sized locals and create fewer barriers for member participation. It also removes penalization when smaller locals merge as they lose representation at convention.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 7

**Submitted by the FHA Support Services Local**

**Article: 2**
**Section: A**
**Subject: Political Education & Political Action Fund**

**HEU Will:** Amend the constitutional cap governing allocated funds between biennial conventions to increase the maximum allowable limit for communication, mobilization, and political action campaigns from $375,000 to $500,000.

**Because:** The current funding cap severely restricts the union 's capacity to deploy competitive, modern public campaigns during a period of rapidly rising inflation, escalating advertising costs, and shifting digital media landscapes. Protecting public health care from privatization, defending Medicare, and pushing back against anti-union legislation require financial agility and robust resources.

Just as past conventions successfully updated Article 2 to increase strike pay and modernize internal financial structures when shifting economic realities demanded it, increasing this funding limit ensures our financial by-laws stay aligned with the immediate operational needs required to protect our members and our public health care system.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 8

**Submitted by the Fort St. John Local**

**Article: 2**
**Section: A**
**Subject: Initiation Fees**

**HEU Will:** Insert this language after the first paragraph: Updated information from the union about a local's new members shall be forwarded quarterly to each local secretary. This will aid with local building efforts so that the executive of each local will connect with the newly hired dues-paying members.

**Because:** The system in place is currently not working for local building. The health authority is not practicing what is required for the locals to run smoothly. It is not clear how many new members are hired. Often the local gets told that newly hired members have quit or moved. The local is often not aware of newly hired members to begin with. This can impact our numbers to report to the community labour council, and subsequent affiliation payments.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 9

**Submitted by the Little Mountain Local**

**Article: 2: Initiates fees , Dues and Temporary dues increases**
**Section: A**
**Subject: Union Dues Reduction**

**HEU Will:** Amend Article 2 by lowering union dues to 1.8 per cent of a member's gross salary.

**Because:** The HEU needs to reduce the financial burden on union members.

HEU members should keep a greater portion of their earnings to keep up with inflation, drastically rising costs of living.

HEU members will have more quality time with their families instead of working two jobs to cope up with the needs of their family.

HEU membership has grown with many new members, and as a result the union 's revenue has increased through dues collected from both existing and new members.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 10

**Submitted by the Provincial Executive**

**Article: 2**
**Section: A**
**Subject: Remove Political Action Spending Limit**

**HEU Will:** Delete Article 2, Section A.

**Because:** In 2017, the BCNDP government amended the Elections Act to eliminate donations from corporations and unions to provincial political parties, candidates and constituency associations.

After those changes to provincial legislation, the union has adapted its political action strategy and remains in compliance with legislation.

Budget allocations are decided by the Provincial Executive through the annual budget for each fiscal year, this budget is reported to locals, and this reporting requirement is captured elsewhere in this constitution and by-laws.

The requirement to report audited financial statements to convention meets the intent of this section and is captured elsewhere in this constitution and by-laws and in policy, and support for locals is currently provided through the local project fund.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 11

**Submitted by the Royal Columbian Local**

**Article: 2**
**Section: A**
**Subject: Removal of dues on meal allowances**

**HEU Will:** Amend union dues to be 2.1 per cent of a member's gross salary, except that dues shall not be collected on overtime pay and meal allowances.

**Because:** Meal allowances are obtained through overtime per the FBA collective agreement (Article 21.07). Since this is related to overtime, they should not have dues collected on them, similar to how overtime does not have dues collected.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 12

**Submitted by the Provincial Executive**

**Article: 2**
**Section: A, B, C, D, E**
**Subject: Consolidate existing provisions relating to initiation fees, dues and funds**

**HEU Will:** Amend the constitution to:

- Consolidate various existing provisions relating to funds and finances of the union currently found in Article 2.

- Make minor changes to the structure of these provisions to enhance clarity and accessibility.

Position the newly combined provisions in an appropriate part of the constitution, to be determined after the close of the 2026 biennial convention having regard to other constitutional amendments passed at convention.

Empower the Provincial Executive to make a final determination regarding the implementation of the proposed amendments, including with regard to the positioning, naming and numbering of provisions.

The new language/re-organization (with article and sectioning renumbering as required) would read:

Article OR Section (X):

Initiation Fees, Dues and Funds

Section (X)

Initiation fee: The initiation fee for the admittance of all new and former members shall be five dollars per Member and shall be deducted from the new member's paycheque at the time of the first deduction for union dues.

Section (X)

Dues: Union dues shall be 2.1 per cent of the gross salary except that dues shall not be collected on overtime pay.

Permanent, full-time non-active members of the union who are also members of the Hospital Employees' Union staff union on unpaid leave or absence shall not have voice, vote, or eligibility to run for office.

Section (X)

Temporary dues increases: Temporary dues increases may be approved by the Provincial Executive or by individual locals. A temporary dues Increase levied by individual locals shall be subject to the approval of the Provincial Executive, and shall only be applicable to the membership of such individual locals.

Section (X)

Special dispensation: Except by special dispensation consisting of a two-thirds affirmative vote of the Provincial Executive, all membership dues, initiation fees and temporary dues increases shall be paid through membership check-off.

Section (X)

Professional Association: The union shall not refund any portion of union dues to members of the union who are also members of professional associations.

Section (X)

Rebates and local project fund: Dues rebates shall be payable to Locals on the following basis:

Local Members Rebates Per Month

- Less than 50 members $100
- Between 51-79 members $150
- Between 80-119 members $225
- Between 120-150 members $275
- Greater than 150 members $1.85 per dues paying member

The Provincial Executive will establish each fiscal year an amount not to exceed $100,000 to fund Local projects, campaigns and local membership building.

Locals may make application to the Provincial Executive for access to this fund.

The Provincial Executive will monitor the use of the fund and the local shall be accountable for such usage.

The Provincial Executive shall report the expenditures from the fund on the annual audited financial statements.

Section (X)

Strike/job action fund: This fund shall be used for all pre-strike/job action and strike/job action related activities, including mobilization around ratification votes. All interest earned on these funds shall remain in the strike/job action fund.

The Provincial Executive shall be authorized access to the fund for the purpose of investments in HEU offices. Any funds accessed must have a term which provides for a repayment on demand at current interest rates within a reasonable period of time, if the strike/job action fund requires the funds. Funds accessed will not exceed 65 per cent of the strike/job action fund.

Section (X)

Political education and political action fund: Between one biennial convention and another, the Provincial Executive shall be authorized to allocate an amount up to, but not exceeding, $375,000 for member

education and mobilization for the purpose of engaging in election campaigns in support of politicians who support the aims and objectives of the Hospital Employees' Union, for example:

- To fight anti-union campaigns and legislation;
- To defend against attacks on Medicare;
- To prevent the erosion of health and social services;
- To protect against the exploitation of workers.

The Provincial Executive shall report at each convention as to where these monies have been spent.

A political action fund will be established for locals to access for the purpose of political action; and this fund will be accessible by application to the Provincial Executive.

**Because:** These provisions govern the collection, allocation and use of union funds. Bringing these provisions together would give members a single, coherent section dealing with union finances.

The best placement of this new section within the full constitution can only be assessed once other possible amendments from the 2026 convention are ratified and incorporated into the text. At that point, the Provincial Executive can assign this new section its own Article and Section numbering, as appropriate.

This proposed draft amendment would give effect to recommendation 2B of the constitutional review committee.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 13

**Submitted by the Kamloops/Thompson Local**

**Article: 2**
**Section: A,C,E**
**Subject: Review and Reduction of Union Dues Rate**

**HEU Will:** Resolution to Review HEU Dues Structure and Consider Reducing the Rate to 1.75%

**Because:** HEU currently collects dues at 2.1 per cent of members' gross pay, which is higher than many comparable public-sector unions in British Columbia.

Other union s, such as the BC General Employees' Union and similar public-sector unions have dues rates typically ranging from 1.5 to 2 per cent, and aligning HEU's dues with these standards could reduce financial pressure on members while maintaining strong union operations.

Transparency, member engagement, and fiscal accountability are essential to building confidence in the union 's financial decisions; and members have the right to propose and debate internal union policy changes, including the structure and level of dues.

The HEU should conduct a comprehensive review of its current dues structure, including a comparison with other public-sector unions and a detailed assessment of HEU's financial requirements

This review should be reported back to the membership in clear, accessible language, with an opportunity for members to provide feedback.

The HEU Provincial Executive should consider reducing the dues rate from 2.1 to 1.75 per cent, or to a level that aligns with current public-sector union standards, while ensuring the union remains financially sustainable.

Any proposed changes to the dues rate should be presented to members for democratic approval through the appropriate constitutional mechanisms (e.g., convention vote, referendum, or member meeting, as applicable).

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 14

**Submitted by the Prince Rupert Local**

**Article: 2**
**Section: A: Initiation Fees:**
**Subject: SUBJECT: INITIATION FEES**

**HEU Will:** Insert the following language after the first:

Updated information about the local's new members from the union shall be forwarded quarterly to each local secretary. This will aid with local building efforts so that the executive of each local can connect with newly hired dues-paying members.

**Because:** The system in place is currently not working for local building. The health Authority is not practicing what is required for the locals to run smoothly. It is not clear how many new members are hired. Often the local gets told that newly hired members have quit or moved. The local often is not aware of the newly hired member to begin with. This can impact our numbers to report to the community labour council, and subsequent affiliation payments.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 15

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

**Article: 2 (page 5)**
**Section: B**
**Subject: Local Rebates**

**HEU Will:** Amend the local rebates to reflect the increased costs of running locals.

**Because:** Even with the small- and mid-sized local supplement, the current rebate structure doesn't provide small- or mid-sized locals with opportunities for further member engagement and educational opportunities.

The new rebates would be:

- Less than 50 members would receive $200
- Between 51-100 would receive $300
- Between 101-200 would receive $400
- Greater than 201 would receive $400, plus $1.85 per additional dues paying members.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 16

**Submitted by the Armstrong Local**

**Article: 2 (page 5)**
**Section: B**
**Subject: Local Rebates**

**HEU Will:** Amend the local rebates to reflect the increased costs of running locals.

The new rebates would be:

- Less than 50 members would receive $200
- Between 101-200 would receive $400
- Greater than 201 would receive $400, plus $1.85 per additional dues paying members.

**Because:** Even with the small- and mid-sized local supplement, the current rebate structure doesn't provide small- or mid-sized locals with opportunities for further member engagement and educational opportunities.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 17

**Submitted by the Haven Hill Local**

**Article: 2**
**Section: B**
**Subject: Union Rebates Increase**

**HEU Will:** Amend the constitution to increase rebate amounts, so they keep pace with inflation and the rising cost of operating locals.

The new language would read:

Local members Rebates Per Month

- Less than 50 members, $150 per month
- Between 51 - 79 members, $250 per month
- Between 80 - 119 members, $300 per month
- Between 120-150 members, $400 per month
- Greater than 150 members, $400 per month plus, $2.00 per additional union member

**Because:** Even with the small- and mid-sized local supplement, the current rebate structure doesn't provide small- or mid-sized locals with opportunities for further member engagement and educational opportunities.

Current rebate levels do not reflect rising member wages, inflation, and the costs of running a local. Rebates need to be increased since they haven't been updated in over 14 years.

Adequate rebates will strengthen locals' ability to represent members and build a more active and informed union.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 18

**Submitted by the Noric House Local**

**Article: 2 (page 5)**
**Section: B**
**Subject: Local Rebates**

**HEU Will:** Amend the local rebates to reflect the increased costs of running our locals.

The rebates would be:

- Less than 50 members, $200
- Between 51-100, $300
- Between 100-200, $400
- Greater than 201, $400 plus $1.85 per additional dues paying members

**Because:** The current rebates doesn't allow small, mid sized locals enough resources even with the small- and mid-sized local supplement for further education and member engagement.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 19

**Submitted by the We Three Villages Local**

**Article: 2**
**Section: B**
**Subject: Increase rebates**

**HEU Will:** Increase rebates as follows:

- Less than 50 members, $150

- Between 51 - 80 members, $200
- Between 81 - 120 members, $300
- Between 121 - 250 members, $400
- Greater than 250 members, $400 plus $1.85 each member thereafter

**Because:** This would allow smaller locals to access more resources and participate in more local building.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 20

**Submitted by the Provincial Executive**

**Article: 2 and 25**
**Section: F, G, H**
**Subject: Consolidate existing provisions relating to membership in the union**

**HEU Will:** Amend the Constitution to:

Consolidate existing provisions relating to membership in the union by combining Articles 2(F), 2(G), 2(H) and 25.

Make minor changes to the structure and wording of these provisions to enhance clarity and accessibility.

Remove outdated practices that are no longer in effect.

Position the newly combined provisions in an appropriate part of the Constitution, to be determined after the close of the 2026 Biennial Convention having regard to other constitutional amendments passed at Convention.

Empower the Provincial Executive to make a final determination regarding the implementation of the proposed amendment, in whole or in part, including with regard to the positioning, naming and numbering of provisions.

The new language would read:

Article OR Section (X):

Membership in the Union

Section (X)

Eligibility for membership: Subject to the constitution and by-laws, any employee employed in hospital, medical or related work may apply for membership in the Hospital Employees' Union.

Section (X)

Members in good standing: A member in good standing shall have all rights and privileges of membership in the union.

Members in good standing shall include members who:

- Have signed the union application form and pay dues, or non-dues paying members that have not yet ratified their first collective agreement, and have not had their membership revoked;
- Have been suspended or terminated by their employer, until they have exhausted all avenues of recourse;
- Are on leave for union business;
- Are on maternity, paternity, adoption leave;
- Are unable to work due to an injury or illness for which a Workers' Compensation Board claim has been accepted, or is under appeal;
- Are on unpaid leave of absence for a period of six months;
- Are on long-term disability and non-working members receiving a Workers' Compensation Board pension for an indefinite period;
- Are holding elected office who the union actively assisted in seeking elected office, not to exceed a period of five years;
- Are on extended leave of absence, not exceeding five years, who have been seconded to work for a provincial and/or federal representative who was supported by HEU in seeking elected office; and
- Are on unpaid leave of absence for the purpose of caring for an ill, injured or disabled family member.

The following non-dues paying members shall be considered members in good standing for the first six months of absence from work:

- Members on unpaid leave of absence; and
- Members on layoff.

Section (X)

Associate members: Following the six month period as a regular member, the following shall be considered associate members:

- Members on unpaid leave of absence; and

- Members on layoff status.

An associate member shall be entitled to attend and have voice at local meetings.

Associate members shall have all the privileges of membership other than the right to vote and shall be ineligible to represent the union as an officer or delegate. Associate members shall not be required to pay dues.

An associate membership shall not exceed one year. However, providing the Provincial Executive gives special dispensation by a two-thirds vote, membership may be extended beyond one year.

Section (X)

Retired members: Retired members may represent their locals as delegates to labour councils and other community organizations to which their local belongs and may serve on non-employer committees at the discretion of the local membership.

**Because:** Articles 2(F), 2(G), 2(H) and 25 define who may become or remain a member of the union and set out different categories of membership. Bringing these provisions together would give members a single, coherent section dealing with membership status.

Removing unnecessary language and rationalizing the order of the various provisions would make this section easier to navigate and understand.

The organization of retired members described in Article 25, Section A no longer reflects the current structure or practices of the union.

The existing requirements respecting written notification, local meeting attendance and annual dues are outdated and create unnecessary barriers to participation.

The best placement of this new section within the full constitution can only be assessed once other possible amendments from the 2026 convention are ratified and incorporated into the text. At that point, the Provincial Executive can assign this new section its own article and section numbering, as appropriate.

This proposed draft amendment would give effect to recommendation 2A and 3B of the constitutional review committee.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 21

**Submitted by the Coast/VRC Local**

**Article: 2 – Initiation Fees, Dues and Temporary Dues Increases**
**Section: Proposed New Section I**
**Subject: Automatic Provincial Funding Allocation for Multi-Site Locals (Worksite Engagement)**

**HEU Will:** Amend Article 5 by adding a new section, Section P, immediately following the existing provisions to guarantee full wage loss protection for casual workers and members holding multiple concurrent unionized positions.

**Because:** Clearly defining "multi-site" by physical facility count and a strict 20-kilometer distance threshold removes all subjective interpretation or discretionary veto power from the provincial office, effectively eliminating bureaucratic gatekeeping. The current discretionary local project fund penalizes locals that maintain healthy financial balances by denying them additional funding, creating an unfair system where financially responsible locals are restricted from expanding member outreach. Furthermore, multi-site locals face ongoing, predictable logistical expenses that should not rely on an arbitrary provincial approval process; an automatic subsidy ensures stable, uninterrupted representation.

Locals spanning significant distances face severe operational hurdles, where the accumulated cost of fuel, heavy highway traffic, wear-and-tear, and hours of travel time should never become a barrier to proper union representation. Members working at distant secondary worksites pay identical provincial dues and deserve equitable, face-to-face access to their elected local leadership, regardless of the physical distance between facilities. Providing an automatic allocation allows the union to actively combat geographic isolation and ensure every member feels supported.

The new language should read:

Section I – Provincial multi-site travel subsidy framework

The provincial office shall automatically allocate a dedicated annual budget of $2,000 per qualifying multi-site local specifically to cover the cost of lost wages (paid union release time), travel, and mileage expenses for local executive officers or shop stewards conducting essential on-site membership engagement and site visits. This funding shall be independent of, and separate from, the discretionary local project fund. Eligibility shall be strictly self-qualifying and non-discretionary, governed by the following framework:

- Objective eligibility criteria: A local automatically qualifies for this funding if it meets at least one of the following criteria based on employer-designated worksite registries:

    a) The local represents members across three or more distinct physical facility addresses; OR

    b) The local represents members at secondary or multiple facility locations situated 20 kilometers or more apart from one another or from the local's primary worksite.

- Non-discretionary allocation: Financial standing, local savings, or existing local rebate balances shall not be used by the provincial office as a basis to restrict, deny, or delay the release of this dedicated $2,000 allocation. If a local meets the objective criteria above, funding must be granted.

- Site visit rotation: The local executive will independently draft an annual site-visit calendar prioritizing remote, secondary, or isolated facilities facing structural barriers to regular executive contact.

- Direct billing/reimbursement: Travel expenses (including mileage, transit, and per diems) alongside wage replacement costs will be billed directly to the provincial office under the designated multi-site local fund until the annual $2,000 cap is reached.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 22

**Submitted by the St. Vincent's Local**

**Article: 2 – Initiation Fees, Dues and Temporary Dues Increases**
**Section: Proposed New Section I**
**Subject: Automatic Provincial Funding Allocation for Multi-Site Locals (Worksite Engagement)**

**HEU Will:** Amend Article 2 by adding a new section, Section I (or next sequential letter), to establish a permanent, non-discretionary provincial multi-site travel subsidy framework.

**Because:** Clearly defining "multi-site" by physical facility count and a strict 20-kilometer distance threshold removes all subjective interpretation or discretionary veto power from the provincial office, effectively eliminating bureaucratic gatekeeping. The current discretionary local project fund penalizes locals that maintain healthy financial balances by denying them additional funding, creating an unfair system where financially responsible locals are restricted from expanding member outreach. Furthermore, multi-site locals face ongoing, predictable logistical expenses that should not rely on an arbitrary provincial approval process; an automatic subsidy ensures stable, uninterrupted representation.

Locals spanning significant distances face severe operational hurdles, where the accumulated cost of fuel, heavy highway traffic, wear-and-tear, and hours of travel time should never become a barrier to proper union representation. Members working at distant secondary worksites pay identical provincial dues and deserve equitable, face-to-face access to their elected local leadership, regardless of the physical distance between facilities. Providing an automatic allocation allows the union to actively combat geographic isolation and ensure every member feels supported.

The new language should read:

Section I – Provincial multi-site travel subsidy framework:

The provincial office shall automatically allocate a dedicated annual budget of $2,000 per qualifying multi-site local specifically to cover the cost of lost wages (paid union release time), travel, and mileage expenses for local executive officers or shop stewards conducting essential on-site membership engagement and site visits. This funding shall be independent of, and separate from, the discretionary

local project fund. Eligibility shall be strictly self-qualifying and non-discretionary, governed by the following framework:

- Objective eligibility criteria: A local automatically qualifies for this funding if it meets at least one of the following criteria based on employer-designated worksite registries:

a) The local represents members across three or more distinct physical facility addresses; OR

b) The local represents members at secondary or multiple facility locations situated 20 kilometers or more apart from one another or from the local's primary worksite.

- Non-discretionary allocation: Financial standing, local savings, or existing local rebate balances shall not be used by the provincial office as a basis to restrict, deny, or delay the release of this dedicated $2,000 allocation. If a local meets the objective criteria above, funding must be granted.

- Site visit rotation: The local executive will independently draft an annual site-visit calendar prioritizing remote, secondary, or isolated facilities facing structural barriers to regular executive contact.

- Direct billing/reimbursement: Travel expenses (including mileage, transit, and per diems) alongside wage replacement costs will be billed directly to the provincial office under the designated multi-site local fund until the annual $2,000 cap is reached.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 23

**Submitted by the Provincial Executive**

**Article: 3, 17 and 18**
**Section:**
**Subject: Rewrite the Union Member and Officer Oaths in plain language**

**HEU Will:** Amend the constitution to:

- Strike Article 3 as it is outdated and duplicative;

- replace the current officer installation oath in Article 17 with a plain language oath; and

- replace the current union member oath in Article 18 with a plain language oath.

The new language would read:

ARTICLE 17

Union Officer Oath

Union officers will take this oath when they are elected. Those with a conscientious objection to oath-taking may substitute the word "affirm" for pledge throughout:

I,_____ , sincerely pledge (or affirm) that I will truly and faithfully and to the best of my ability perform my duties, as an officer of this union. I will promote the harmony and preserve the dignity of its sessions both by my counsel and example.

I further pledge (or affirm) that, at the close of my official term, I will promptly return any monies or property of the Union in my possession to my successor in office.

ARTICLE 18

Union Officer Oath

All new members of the union will take this oath at their first local meeting, orientation meeting, or union-sanctioned event:

I promise to support and comply with the constitution of this union, to work to improve the economic and social conditions of other members and other workers, to defend and work to improve the democratic rights and liberties of workers and that I will not purposely or knowingly harm or assist in harming another member of the union.

**Because:** This proposed draft amendment would give effect to recommendation 1B of the constitutional review committee, which recommends rewriting the union member and union officer oaths in plain language so they can be more easily understood.

The current union member and officer oaths use language that is outdated and difficult to understand.

Rewriting the oaths in plain language will improve accessibility while preserving their intent.

The proposed amendment maintains the commitments expected of members and officers while using clearer, more inclusive language.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 24

**Submitted by the Fort St. John Local**

**Article: 4**
**Section: *Also see Article 14 Section C – Local By-Laws**
**Subject: Eligibility for Office**

**HEU Will:** Ensure 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 the member has attended a total number of meetings equal to at least 50 per cent of the regular local meetings, held by the local in the twelve month period prior to nomination and has paid all union fines, dues and temporary dues increases.

New members who have attended 50 per cent of local meetings since being hired are also eligible. If a meeting is called and there is no quorum, the members attending can count such meetings in their total number of meetings attended during the twelve month period. This provision does not apply to newly certified members

In the case of a member being seconded to temporarily work at a different local than their original local or being permanently transferred to a different local, the member can count attendance at regular monthly meetings at the former local towards fulfilling these eligibility requirements. This shall be limited to counting only one meeting per month towards eligibility. Members who have permanently transferred can only be delegates from the local at which they work. Members who are being seconded temporarily can be delegates from their original or seconded local.

Notwithstanding the foregoing, a member in good standing who submits written notification of legitimate absence, through sickness or having to work a shift, or on vacation, and on approval of the local executive, shall be credited with attendance, to the limit of two such meetings in the twelve month period, prior to nomination, insofar as the member's right to hold office, or to run as a delegate to biennial conventions.

This letter of notification must be in the local's possession within ten days after the affected meeting. Any member absent due to union business shall be considered as having attended the meeting.

Further, notwithstanding the foregoing, a member maybe a delegate to the regular convention of this union, providing the local to which the delegate is attached has been in existence less than twelve months.

An eligible member who is absent for cause and not at the regular monthly meeting for nomination who is willing to run for office must indicate their willingness in writing to the local executive prior to nomination. A text message and/or email will be accepted as a written request. In the election of local officers, if a position is vacant and no eligible member is willing to accept nomination, then that position may be filled by acclamation or by election.

A nomination cannot be accepted for an ineligible member for a position (insert new language) nor act as a delegate of a local or of the union or run as a delegate to biennial conventions ...where an eligible member is nominated and accepted (additional new language added) in the event where there are no members in good standing who put their names forth, locals should still be represented by a delegate(s) from their local.

**Because:** This new language removes potential barriers for participation. In regards to Convention Article 5 dictates numbers of delegates, and all locals should be able to fill all spots available to each local.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 25

**Submitted by the FHA Support Services Local**

**Article: 4**
**Section: Also see Article 14 Section C – Local By-Laws**
**Subject: Eligibility for Office**

**HEU Will:** Formally amend the constitutional attendance provisions to explicitly recognize verified virtual and hybrid attendance as equal to in-person attendance for the purposes of meeting the 50 per cent eligibility threshold required to run for local office or serve as a convention delegate . Concurrently, increase the maximum number of allowable credited absences for documented sickness, family care responsibilities, or conflicting work shifts from two meetings per year to four meetings per year.

**Because:** Our current by-laws create systemic, arbitrary barriers that disproportionately exclude night-shift workers, single parents, members with chronic health conditions, and those working across geographically distributed or multiple health care sites. Just as past conventions updated Article 4 to adapt to changing realities -- protecting members during a lack of quorum, accommodating worksite transfers, and transitionally allowing digital notices instead of paper letters -- embracing virtual validation and expanding credited absences is the next logical step to ensure true equity, modern accessibility, and robust democratic engagement across our entire membership.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 26

**Submitted by the Prince Rupert Local**

**Article: 4**
**Section: insert to paragraph 7**
**Subject: Eligibility for Office**

**HEU Will:** Amend Article 4 eligibility for office by inserting the new language below in paragraph seven:

*Also see Article 14 Section C – local By-Laws.

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 the member has attended a total number of meetings equal to at least 50 per cent of the regular local meetings, held by the local in the twelve month period prior to nomination and has paid all union fines, dues and temporary dues increases.

New members who have attended 50 per cent of local meetings since being hired are also eligible. If a meeting is called and there is no quorum, the members attending can count such meetings in their total number of meetings attended during the twelve month period. This provision does not apply to newly certified members.

In the case of a member being seconded to temporarily work at a different local than their original local or being permanently transferred to a different local, the member can count attendance at regular monthly meetings at the former local towards fulfilling these eligibility requirements. This shall be limited to counting only one meeting per month towards eligibility. Members who have permanently transferred can only be delegates from the local at which they work. Members who are being seconded temporarily can be delegates from their original or seconded local.

Notwithstanding the foregoing, a member in good standing who submits written notification of legitimate absence, through sickness or having to work a shift, or on vacation, and on approval of the local executive, shall be credited with attendance, to the limit of two such meetings in the twelve month period, prior to nomination, insofar as the member's right to hold office, or to run as a delegate to biennial conventions.

This letter of notification must be in the local's possession within 10 days after the affected meeting. Any member absent due to union business shall be considered as having attended the meeting.

Further, notwithstanding the foregoing, a member may be a delegate to the regular convention of this union , providing the local to which the delegate is attached has been in existence less than twelve months.

An eligible member who is absent for cause and not at the regular monthly meeting for nomination who is willing to run for office must indicate their willingness in writing to the local executive prior to nomination. A text message and/or email will be accepted as a written request. In the election of local officers, if a position is vacant and no eligible member is willing to accept nomination, then that position may be filled by acclamation or by election.

A nomination cannot be accepted for an ineligible member for a position (insert new language) nor act as a delegate of a local or of the union or run as a delegate to biennial conventions…where an eligible member is nominated and accepted. (Additional new language added) In the event where there are no members in good standing who put their names forth, locals should still be represented by a delegate(s) from their local.

**Because:** This new language removes potential barriers for participation. In regards to convention Article 5 dictates numbers of delegates, and all locals should be able to fill all the spots available to each local.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 27

**Submitted by the Pro Vita Villa Carital Local**

**Article: 4**
**Section: N/A**
**Subject: Convention delegate eligibility- Multi sites local**

**HEU Will:** Amend Article 4 to allow new site members within a multi-site local to be elected and hold executive positions, as well as run as convention delegates without meeting the current 50 per cent eligibility requirement, provided they meet all other constitutional and local bylaws.

**Because:** This change recognizes union activism and participation towards eligibility, specifically for members of a newly adopted site into a multi-site local. It will encourage new multi-site members to become more involved, develop leadership skills and strengthen member engagement. It will also ensure solidarity, particularly within the multi-site local.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 28

**Submitted by the UBC Local**

**Article: 4**
**Section: n/a**
**Subject: Eligibility for Office**

**HEU Will:** Make a priority to review the requirements of the eligibility of members for office who should be actively involved in the local.

**Because:** Some union members sign the local meeting attendance book and leave the meeting, only for the sole purpose of meeting eligibility requirements to attend conventions and conferences but not the actual local union meeting.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 29

**Submitted by the Pink triangle Standing Committee**

**Article: 4**
**Section:**
**Subject: Credentials**

**HEU Will:** Change the article to read that any member in good standing can be elected to local executive positions and to be delegates to the biennial convention.

**Because:** It has been identified as a barrier to participation, particularly by members of equity-deserving identities that compound with the intersections of those identities, and therefore maintaining those barriers are a violation of the human rights code.

HEU is the only union in B.C. to have strict participation rules for members to run for their local executive, or to be selected as delegate to the union's conventions.

The parameters around which a member can be excused from a local meeting are restricted to only two times in a year, and do not reflect:

- Other forms of union engagement;
- Other barriers to meeting attendance that are outside of the member's control (i.e., disabilities, family responsibilities, other non-union employment or responsibilities); and
- Those reasons are subjective to the local executive who might use them more restrictively.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 30

**Submitted by the Provincial Executive**

**Article: 4**
**Section:**
**Subject: Allow delegate vacancies to be filled by otherwise ineligible members**

**HEU Will:** Amend the constitution to:

- Allow delegate positions to be filled by otherwise ineligible members when no eligible members are willing.

- In the event that this amendment is adopted in addition to any other amendment to Article 4, the Provincial Executive shall be empowered to combine the amendments and re-structure the Article as it sees fit, including with regard to the positioning, naming and numbering of provisions.

The new language would read:

Article 4

Eligibility for Office

* Also see Article 14 Section C-Local Bylaws

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 the member has attended a total number of meetings equal to at least 50 per cent of the regular local meetings, held by the local in the twelve month period prior to nomination and has paid all union fines, dues and temporary dues increases. New members who have attended 50 per cent of local meetings since being hired are also eligible. If a meeting is called and there is no quorum, the members attending can count such meetings in their total number of meetings attended during the 12-month period. This provision does not apply to newly certified members.

In the case of a member being seconded to temporarily work at a different local than their original local or being permanently transferred to a different local, the member can count attendance at regular monthly meetings at the former local towards fulfilling these eligibility requirements. This shall be limited to counting only one meeting per month towards eligibility. Members who have permanently transferred can only be delegates from the local at which they work. Members who are being seconded temporarily can be delegates from their original or seconded local.

Notwithstanding the foregoing, a member in good standing who submits written notification of legitimate absence, through sickness or having to work a shift, or on vacation, and on approval of the local executive, shall be credited with attendance, to the limit of two such meetings in the 12-month period, prior to nomination, insofar as the member's right to hold office, or to run as a delegate to biennial conventions.

This letter of notification must be in the local's possession within 10 days after the affected meeting. Any member absent due to union business shall be considered as having attended the meeting.

Further, notwithstanding the foregoing, a member may be a delegate to the regular convention of this union, providing the local to which the delegate is attached has been in existence less than 12 months.

An eligible member who is absent for cause and not at the regular monthly meeting for nomination who is willing to run for office must indicate their willingness in writing to the local executive prior to nomination. A text message and/or email will be accepted as a written request. In the election of local officers or delegates, if a position is vacant and no eligible member is willing to accept nomination, then that position may be filled by acclamation or by election. A nomination cannot be accepted for an ineligible member for a position where an eligible member is nominated and accepted.

**Because:** On the current wording of Article 4, a Local could only send convention or bargaining conference delegates who meet the general eligibility criteria. In the case where a local's entitlement to delegates is greater than the number of eligible members willing to serve as a delegate, the local would be unable to fill the remaining delegate positions with "otherwise ineligible" members, meaning the local's representation would be diminished.

Conventions and bargaining conferences are important networking and learning opportunities for all activists and can inspire deeper commitments to the union. On the current wording, locals who wish to mentor and encourage newer activists are limited in their ability to make space.

This proposed draft amendment would give effect to aspects of recommendation 3D of the constitutional review committee, which reads in part as follows:

...[T]he committee recommends proceeding with amendments that reduce barriers to participation where consensus exists. This includes aligning the Article 4 eligibility requirement for delegates to bargaining conferences and convention with the rule that applies to local elections: where no eligible member is willing to fill a vacancy, the position is opened to members who do not meet the eligibility requirement.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 31

**Submitted by the Provincial Executive**

**Article: 4**
**Section:**
**Subject: Expressly enable human-rights-based accommodations and reorganize provision for clarity and accessibility**

**HEU Will:** Amend the constitution to:

- Reorganize and simplify the language of Article 4.
- Add new language to expressly enable human-rights-based accommodations.
- In the event that this amendment is adopted in addition to any other amendment to Article 4, the Provincial Executive shall be empowered to combine the amendments as appropriate, including with regard to the positioning, naming and numbering of provisions.

The new language would read:

ARTICLE 4

Eligibility for Office

General eligibility requirement:

To be eligible to hold office or be a delegate, a member must:

- Have attended at least 50 per cent of regular local meetings held in the 12-month period before the election; and

- Have paid all dues and fines levied by the union.

Exceptions and clarifications:

The general eligibility requirement above is subject to the following exceptions and clarifications:

- New members hired less than one year before an election must have attended at least 50 per cent of regular local meetings held since the date they were hired.

- Members who are unable to attend a regular local meeting due to other union business shall be credited with attendance.

- Members who are unable to attend a regular local meeting due to sickness, vacation, or having to work a shift shall be credited with attendance for a maximum of two meetings in the 12-month period before the election, provided they notify the local executive in writing within 10 days of the missed meeting.

- Requests for further accommodation shall be considered by the union on a case-by-case basis in accordance with union policy and human rights principles.

- Members who attend a regular local meeting shall be credited with attendance even if quorum is not reached.

- The attendance requirement does not apply to members of new locals created less than one year before the election.

Where members are temporarily seconded or permanently transferred to a different local:

- Those members shall be credited with attendance for meetings attended at their original local, up to a maximum of one meeting per month.

- Temporarily seconded members may serve as a delegate from either their original or seconded local.

- Permanently transferred members may only serve as a delegate from the local at which they currently work.

In the case of an election for a local officer position:

- If only one eligible member is seeking election, they shall be acclaimed.

- If no eligible members are seeking election, members who are otherwise ineligible may seek election, and if only one such member seeks election, they shall be acclaimed.

- Members seeking election at a local meeting must declare their intention either:

    - In person at the appropriate local meeting; or

    - in writing (including text message or email) to the local executive in advance of the appropriate local meeting.

Eligibility requirements and procedures for local elections may be modified by local by-laws adopted and approved in accordance with Article 14, Section C.

**Because:** Article 4 is confusing, poorly organized, and difficult to navigate.

The current wording of Article 4 is silent on the union's legal obligation to accommodate members whose inability to satisfy eligibility criteria might be connected to a personal characteristic protected under the B.C. Human Rights Code – for example, physical or mental disability; family status (including child and elder care); religious belief, etc.

This proposed draft amendment would give effect to aspects of recommendation 1 and recommendation 3D of the constitutional review committee.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 32

**Submitted by the Community Services 1998 Local**

**Article: 5**
**Section: A**
**Subject: Convention**

**HEU Will:** Change the frequency of convention from every even year (every two years) to every four years and be virtual, at a time and date selected by the Provincial Executive, with accommodation for those that may need it in person. If ratified, also remove paragraph two and three of Section A.

**Because:** HEU spends an excessive amount of money on biennial conventions, so this will save our union money and give the executive more time to work on union issues.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 33

**Submitted by the Community Services 1998 Local**

**Article: 5**
**Section: A**
**Subject: Convention Structure**

**HEU Will:** Change the structure of convention so that a minimum requirement of two thirds of the total time must be allotted for voting on resolutions and amendments, to ensure delegates maximize the amount of time that they have on the most important issues.

**Because:** The delegates now only vote on a small amount of resolutions and amendments as these items are not allotted enough time. Speeches and workshops take up the majority of time when it should be the other way around.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 34

**Submitted by the Coast/VRC Local**

**Article: 5**
**Section: C**
**Subject: Electronic Voting Options and Proportional Representation for Amalgamated and Multi-Site Locals**

**HEU Will:** Amend Article 5, Section C by adding a new paragraph at the end of the section to explicitly permit secure electronic secret ballot elections and proportional delegate allocation for amalgamated and multi-site locals.

**Because:** Amalgamated and multi-site locals face immense geographical and logistical barriers when trying to bring members together across completely different facilities, shifts, and employers to vote in traditional, in-person delegate elections.

Requiring traditional, physically localized voting or manual balloting disenfranchises vast portions of the membership who work remote shifts or across distinct job sites, severely limiting democratic participation.

Utilizing modern, secure electronic secret ballot elections provides a fair, accessible, and inclusive alternative that ensures every member in good standing can safely and privately cast their vote, regardless of their work location or schedule.

In amalgamated locals, a single large facility or acute care site naturally holds a massive voting majority, which frequently results in candidates from smaller community sites, group homes, or distinct bargaining units being entirely shut out of convention representation.

Establishing a clear system for electronic voting, combined with the ability to allocate delegate seats proportionally by site or employer, protects minority site voices, increases voter turnout, and ensures that elected convention delegations truly reflect the full diversity of the entire Amalgamated membership.

The new additional language should read:

Section C – Local representation:

...delegates must be eligible pursuant to Article 4. At the discretion of the local executive, delegate elections may be conducted using a secure electronic secret ballot system rather than traditional in-person balloting. This electronic option is highly recommended for amalgamated and multi-site locals to ensure maximum membership accessibility.

To ensure fair and balanced representation across diverse membership bases, amalgamated or multi-site locals shall have the authority to allocate credentialed delegate seats proportionally among its various sites, sectors, or employers, as determined by approved local by-laws or local executive policy. All electronic secret ballot elections for convention delegates shall be determined by a plurality vote of the members casting ballots within their respective allocated site, sector, or employer.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 35

**Submitted by the Haven Hill Local**

**Article: 5**
**Section: C**
**Subject: Increase the number of members represented at HEU's Convention**

**HEU Will:** Amend Article 5, Section C, to allow more members to attend the convention. The new language should read:

Local Representation

Locals, as hereafter described in this constitution, are allowed the following representation to the convention of this union, namely:

- 50 members or fewer, two delegates
- 51 members to 99, three delegates
- 100 members to 200, four delegates

- 201 members to 500, six delegates

- Two additional delegates for every 200 members or a major fraction thereof.

**Because:** This will allow for greater representation of small- to mid-sized locals and create fewer barriers to member participation. It also removes penalization when smaller locals merge, as they lose representation at the convention.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 36

**Submitted by the MPA Six Links Local**

**Article: 5**
**Section: C**
**Subject: Conventions - Local Representation (Addition)**

**HEU Will:** Amend Article 5, Section C to explicitly permit amalgamated and multi-site locals the option to conduct delegate elections via a secure, electronic secret ballot system, and to establish a proportional delegate allocation model to ensure balanced representation across all sites and sectors within the local.

**Because:** Amalgamated and multi-site locals face immense geographical and logistical barriers when trying to bring members together across completely different facilities, shifts, and employers to vote in traditional, in-person delegate elections.

Requiring traditional, physically localized voting or manual balloting disenfranchises vast portions of the membership who work remote shifts or across distinct job sites, severely limiting democratic participation. Utilizing modern, secure electronic secret ballot elections provides a fair, accessible, and inclusive alternative that ensures every member in good standing can safely, and privately cast their vote, regardless of their work location or schedule.

In amalgamated locals, a single large facility or acute care site naturally holds a massive voting majority, which frequently results in candidates from smaller community sites, group homes, or distinct bargaining units being entirely shut out of convention representation. Establishing a clear system for electronic voting, combined with the ability to allocate delegate seats proportionally by site or employer, protects minority site voices, increases voter turnout, and ensures that elected convention delegations truly reflect the full diversity of the entire amalgamated membership.

The new additional language would read:

...delegates must be eligible pursuant to Article 4. At the discretion of the local executive, delegate elections may be conducted using a secure electronic secret ballot system rather than traditional in-person balloting.

This electronic option is highly recommended for amalgamated and multi-site locals to ensure maximum membership accessibility. To ensure fair and balanced representation across diverse membership bases, amalgamated or multi-site locals shall have the authority to allocate credentialed delegate seats proportionally among its various sites, sectors, or employers, as determined by approved local by-laws or local executive policy.

All electronic secret ballot elections for convention delegate shall be determined by a plurality vote of the members casting ballots within their respective allocated, site, sector, or employer.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 37

**Submitted by the Noric House Local**

**Article: 5**
**Section: C**
**Subject: Increase the number of members represented at convention**

**HEU Will:** Amend Article 5 section C, to allow more members to attend convention.

The new language should read:

Local Representation

Locals as hereafter described in this constitution are allowed the following representation to the convention of this union namely:

- 50 members or less, two delegates
- 51 members to 99, 3 delegate 100 members to 200, four delegates
- 201 members to 500, six delegates
- Two additional delegates for each 200 members or major fraction thereof.

**Because:** This will allow greater representation of small- to mid-sized locals and create fewer barriers for member participation. This will also allow for mentorship of smaller locals at convention.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 38

**Submitted by the St. Vincent's Local**

**Article: 5**
**Section: C**
**Subject: Electronic Voting Options and Proportional Representation for Amalgamated and Multi-Site Locals**

**HEU Will:** Amend Article 5, Section C by adding a new paragraph at the end of the section to explicitly permit secure electronic secret ballot elections and proportional delegate allocation for Amalgamated and multi-site locals.

**Because:** Amalgamated and multi-site locals face immense geographical and logistical barriers when trying to bring members together across completely different facilities, shifts, and employers to vote in traditional, in-person delegate elections.

Requiring traditional, physically localized voting or manual balloting disenfranchises vast portions of the membership who work remote shifts or across distinct job sites, severely limiting democratic participation.

Utilizing modern, secure electronic secret ballot elections provides a fair, accessible, and inclusive alternative that ensures every member in good standing can safely and privately cast their vote, regardless of their work location or schedule.

In amalgamated locals, a single large facility or acute care site naturally holds a massive voting majority, which frequently results in candidates from smaller community sites, group homes, or distinct bargaining units being entirely shut out of convention representation.

Establishing a clear system for electronic voting, combined with the ability to allocate delegate seats proportionally by site or employer, protects minority site voices, increases voter turnout, and ensures that elected convention delegations truly reflect the full diversity of the entire Amalgamated membership.

The new additional language would read:

Section C – Local representation

…delegates must be eligible pursuant to Article 4. At the discretion of the local executive, delegate elections may be conducted using a secure electronic secret ballot system rather than traditional in-person balloting.

This electronic option is highly recommended for amalgamated and multi-site locals to ensure maximum membership accessibility. To ensure fair and balanced representation across diverse membership bases, amalgamated or multi-site locals shall have the authority to allocate credentialed delegate seats proportionally among its various sites, sectors, or employers, as determined by approved local by-laws or local executive policy.

All electronic secret ballot elections for convention delegates shall be determined by a plurality vote of the members casting ballots within their respective allocated site, sector, or employer.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 39

**Submitted by the We Three Villages Local**

**Article: 5**
**Section: C**
**Subject: Delegate Representation at Convention**

**HEU Will:** Amend Article 5, Section C to allow more members at convention beginning in 2028.

The new language would read:

- 50 members or less, two delegates
- 51-99 members, three delegates
- 100 to 199 members, four delegates
- 200 to 500 members, six delegates
- Two additional delegates for each additional 200 members or major fraction thereof.

**Because:** This will allow greater representation of small to mid-sized locals and create fewer barriers for member participation. It also removes penalization when smaller locals merge, as they lose representation at convention.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 40

**Submitted by the Boundary Local**

**Article: 5**
**Section: E**
**Subject: Consolidation of Equity Standing Committees into a Single Social Justice committee**

**HEU Will:** Amend the constitution and by-laws to consolidate the existing six equity standing committees into a single social justice committee responsible for promoting equity, diversity and inclusion within the union, co-ordinating advocacy and ensuring representation of all equity seeking groups.

**Because:** HEU is a union and we should all stand together. We should not be separatist within our own membership. HEU fights for all peoples' rights in many issues. Separate committees creates division. We are the most diverse and inclusive union in the country, let us now push and HEU agenda forward together.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 41

**Submitted by the CMHA Fraser Local**

**Article: 5**
**Section: E**
**Subject: Equity Standing Committee Delegates**

**HEU Will:** Selected equity standing committee members shall be deemed to be delegates to convention with all rights and privileges.

**Because:** Equity standing committee members should have full access to the convention as delegates, promoting the democratic process and ensuring that barriers are removed to ensure a more equitable and inclusive union is available for all members.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 42

**Submitted by the Older Persons Standing Committee**

**Article: 5**
**Section: E**
**Subject: Equity Standing Committee Delegates**

**HEU Will:** Amend to read two representatives selected by each of the equity standing committees.

**Because:** This will allow more visible representation from the equity groups and eliminate barriers to participation at convention.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 43

**Submitted by the Overlander Local**

**Article: 5**
**Section: E**
**Subject: Social Justice Committee**

**HEU Will:** Amend Article 5, Section E to consolidate all existing equity standing committees into one social justice committee.

**Because:** A union is strongest when members work together toward common goals. A single social justice committee will reduce administrative duplication, strengthen the committee, make more efficient use of union resources, encourage collaboration across equity-seeking groups, and provide opportunities for all members to participate in advancing equity and social justice, regardless of whether they identify with a specific equity-seeking group.

The new language should read:

The union shall establish one social justice standing committee. The committee shall assume the mandates and objectives of the former equity standing committees and shall include structured representation from the equity-seeking groups recognized in the constitution and by-laws. The committee shall advance equity, diversity, inclusion, accessibility, anti-racism, reconciliation, and social justice on behalf of the union.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 44

**Submitted by the People with Disabilities Standing Committee**

**Article: 5**
**Section: E**
**Subject: Constitutional Amendment for HEU To Make All ESC Members Automatic Delegates to HEU Convention**

**HEU Will:** Make all equity standing committee members (ESC) automatic delegates to HEU convention, who are not elected to attend through their locals.

**Because:** This furthers HEU's diversity, equity, inclusion and accessibility work.

HEU has placed great importance on the ESCs and having all ESC members as automatic delegates to convention reinforces their importance.

HEU convention is the largest gathering of HEU members and this provides a unique opportunity for ESC outreach to reach a large number of members in one setting.

Those on the people with disabilities (PWD) ESC have limitations due to disabilities so having the whole PWD ESC attend convention allows for greater participation in leading outreach. This will share the PWD ESC's work among more individuals and recognizes intersectionality for those on other ESCs who have disabilities.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 45

**Submitted by the People with Disabilities Standing Committee**

**Article: 5**
**Section: E**
**Subject: Equity Standing Committee Delegate**

**HEU Will:** Automatically designate all members of each equity standing committee members as delegates to attend HEU biennial convention if not elected/selected through their local, with full rights and privileges, including but not limited to speaking rights, voting rights, and participation in caucus meetings.

**Because:** Inclusion of all equity standing committee members as delegates to HEU conventions through the allocation of delegate seats specifically designated members of equity standing committees will ensure all members of equity standing committees within our union are granted the opportunity to attend HEU convention to represent the interests and perspectives of their respective committees and communities, advocating for equity, diversity, and inclusion in all aspects of union activities.

HEU would ensure that appropriate accommodations and support are provided to facilitate the participation of equity standing committee members in the union convention, including but not limited to travel expenses, lodging arrangements, and accessibility accommodations.

Promoting diversity, equity, and inclusion is a core value of HEU, and ensuring representation of diverse voices and perspectives at union conventions is essential for fostering a more inclusive and equitable union, and all members of equity standing committees possess valuable insights and experiences that contribute to meaningful discussions and decisions at union conventions.

The new language should read:

Automatically designate all members of each equity standing committee members as delegates to attend HEU biennial conventions, if not elected/selected through their local, with full rights and privileges, including but not limited to speaking rights, voting rights, and participation in caucus meetings.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 46

**Submitted by the MPA Six Links Local**

**Article: 5**
**Section: N/A**
**Subject: Convention - New Section P**

**HEU Will:** Amend Article 5 by adding a new section to guarantee full wage loss protection for casual workers and members holding multiple concurrent or dual unionized positions across HEU-represented sites, ensuring equitable compensation during the biennial convention, union business, workshops, or Provincial Executive-mandated training.

**Because:** More and more HEU members are working dual unionized positions or multiple concurrent jobs across different bargaining associations -- such as the Community Bargaining Association (CBA) and the Facilities Bargaining Association (FBA) -- simply to manage inflation, pay their bills, and survive the high cost of living.

The Finance Department's current practice of limiting union leave wage loss to just one single local, site, or position forces multi-site and dual-position members to absorb heavy financial losses by sacrificing the vital income from their second HEU job.

Casual workers face a unique systemic barrier under current leave practices because they often do not have a pre-scheduled employer shift weeks or months in advance to apply for union leave against, resulting in a total denial of wage loss.

This financial penalty builds a systemic barrier that actively discourages dedicated members from participating in supreme union governance, attending essential educational workshops, or completing vital training mandated by the Provincial Executive.

Members are unfairly forced to choose between working to cover their household expenses or participating in important union business, which directly harms local representation and stunts leadership development.

To ensure true fairness, equity, and inclusion, the union must fully protect a member's complete livelihood by reimbursing all scheduled hours lost across all concurrent HEU-represented positions and dual unionized sites, and by establishing a fair averaging formula for casual shifts.

The new language would read:

Section P - Casual and multi-position wage loss protection

- Multi-position and dual-site protection: Where an elected delegate or member in good standing holds concurrent positions, works a dual unionized schedule, or works across more than one HEU-represented local, site, or collective agreement (including but not limited to concurrent CBA and FBA positions), the union shall fully compensate the member for all combined unionized wages and scheduled hours lost workshop, or Provincial Executive mandated training. The member shall be entitled to submit separate union leave claims for each respective position or site, provided the combined total does not exceed actual regular hours lost.

- Casual component: Where a casual delegate or member does not have a pre-scheduled employer shift during the dates of the approved union business, their union leave wage compensation shall not be denied. Instead, their wage loss shall be calculated and paid based on their average daily hours worked over the previous four pay periods prior to the event, ensuring full and equitable financial protection.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 47

**Submitted by the St. Vincent's Local**

**Article: 5**
**Section: Proposed New Section P**
**Subject: Casual and Multi-Position Wage Loss Protection**

**HEU Will:** Amend Article 5 by adding a new section, Section P, immediately following the existing provisions to guarantee full wage loss protection for casual workers and members holding multiple concurrent unionized positions.

**Because:** More and more HEU members are working dual unionized positions or multiple concurrent jobs across different bargaining associations -- such as the Community Bargaining Association (CBA) and the Facilities Bargaining Association (FBA) -- simply to manage inflation, pay their bills, and survive the high cost of living.

The finance department's current practice of limiting union leave wage loss to just one single local, site, or position forces multi-site and dual-position members to absorb heavy financial losses by sacrificing the vital income from their second HEU job.

Casual workers face a unique systemic barrier under current leave practices because they often do not have a pre-scheduled employer shift weeks or months in advance to apply for union leave against, resulting in a total denial of wage loss.

This financial penalty builds a systemic barrier that actively discourages dedicated members from participating in supreme union governance, attending essential educational workshops, or completing vital training mandated by the Provincial Executive.

Members are unfairly forced to choose between working to cover their household expenses or participating in important union business, which directly harms local representation and stunts leadership development.

To ensure true fairness, equity, and inclusion, the union must fully protect a member's complete livelihood by reimbursing all scheduled hours lost across all concurrent HEU-represented positions and dual unionized sites, and by establishing a fair averaging formula for casual shifts.

The new language would read:

Section P – Casual and multi-position wage loss protection

- Multi-position and dual-site protection: Where an elected delegate or member in good standing holds concurrent positions, works a dual unionized schedule, or works across more than one HEU-represented local, site, or collective agreement (including but not limited to concurrent CBA and FBA positions), the provincial union shall fully compensate the member for all combined unionized wages and scheduled hours lost across all such positions for the duration of the approved convention, union business, workshop, or Provincial Executive-mandated training. The member shall be entitled to submit separate union leave claims for each respective position or site, provided the combined total does not exceed actual regular hours lost.

- Casual Component: Where a casual delegate or member does not have a pre-scheduled employer shift during the dates of the approved union business, their union leave wage compensation shall not be denied. Instead, their wage loss shall be calculated and paid based on their average daily hours worked over the previous four pay periods prior to the event, ensuring full and equitable financial protection.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 48

**Submitted by the VGH Local**

**Article: 6**
**Section: L**
**Subject: Election of Provincial Officers and Term Limits**

**HEU Will:** Amend Article 6, Section L to establish a maximum of two consecutive terms for the Provincial Executive officers.

Required that after service two consecutive terms, the individual must remain out of that office for a minimum of two full terms before becoming eligible to seek election to the same position again.

No member shall serve more that two consecutive terms in the office for a Provincial Executive officer position. Following completion of the two consecutive terms, the member shall be ineligible to seek election to the same office until two full terms have lapsed.

**Because:** Leadership renewal brings fresh ideas, perspectives and innovation to the union.

Opportunities to serve in the leadership positions should be available to all members and future generations of HEU members.

Regular leadership succession encourages member engagement and leadership development throughout the union.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 49

**Submitted by the Boundary Local**

**Article: 6**
**Section: A**
**Subject: Removal of 6 Equity Vice-Presidents and replace with a single V-P**

**HEU Will:** Remove the six diversity vice-presidents and replace with one equity vice-president to chair the single social justice committee.

**Because:** The executive is large and reverting back to an executive without the six vice-presidents will eliminate the possibility of a supportive voting block to push their committee objectives to the forefront. It will also reduce the costs to the union of the committees being chaired and run.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 50

**Submitted by the Overlander Local**

**Article: 6**
**Section: A**
**Subject: Election of President and Financial Secretary**

**HEU Will:** Amend the constitution to replace the current convention delegate voting process for the election of the president and financial secretary with a direct vote by all members in good standing, conducted through a secure and accessible voting system.

**Because:** The union's highest elected officers should reflect the will of the entire membership. Electing the president and financial secretary through a province-wide vote of all members in good standing, promotes democratic participation, equal representation, and accountability.

The new language should read:

The president and financial secretary of the HEU shall be elected by a majority vote of all members in good standing through a secure and accessible voting system administered by the union. The election shall be held no later than 90 days prior to the opening of Convention and shall be overseen by an independent elections officer.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 51

**Submitted by the People with Disabilities Standing Committee**

**Article: 6**
**Section: A**
**Subject: Current Language DIVERSITY VICE-PRESIDENTS:**

**HEU Will:** Amend Article 6, Section A to change the current language for diversity vice-presidents:

- Indigenous Peoples (one representative)
- Ethnic Diversity (one representative)

- Pink Triangle (one representative)
- 2-Spirit, Women and Non-binary (one representative)
- People With Disabilities (one representative)
- Young Workers (one representative)

To this proposed language for diversity vice-presidents:

- Indigenous Peoples (one representative)
- Ethnic Diversity (one representative)
- Pink Triangle (one representative)
- 2-Spirit, Women and Non-binary (one representative)
- People With Disabilities (one representative)
- Young Workers (one representative)
- Older Workers (one representative)

**Because:** Older workers bring significant experience, mentorship, historical knowledge, and advocacy to the union.

Representation at the Provincial Executive level strengthens equity-seeking groups and ensures their voices are included in union governance and decision-making.

The creation of new provincial equity standing committees reflects the evolving diversity and needs of the membership.

Establishing diversity vice-president representation for future equity committees creates fairness, consistency, and inclusive governance across all equity groups.

All equity-seeking groups deserve meaningful representation within the leadership structure of the union.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 52

**Submitted by the Prince Rupert Local**

**Article: 6**
**Section: A**
**Subject: Subject: Diversity Vice Presidents:**

**HEU Will:** Amend Article 6, Section A to change the current language for diversity vice-presidents:

- Indigenous Peoples (one representative)
- Ethnic Diversity (one representative)
- Pink Triangle (one representative)
- 2-Spirit, Women and Non-binary (one representative)
- People With Disabilities (one representative)
- Young Workers (one representative)

To this proposed language for diversity vice-presidents:

- Indigenous Peoples (one representative)
- Ethnic Diversity (one representative)
- Pink Triangle (one representative)
- 2-Spirit, Women and Non-binary (one representative)
- People With Disabilities (one representative)
- Young Workers (one representative)
- Older Workers (one representative)

**Because:** Older workers bring significant experience, mentorship, historical knowledge, and advocacy to the union.

Representation at the Provincial Executive level strengthens equity-seeking groups and ensures their voices are included in union governance and decision-making.

The creation of new provincial equity standing committees reflects the evolving diversity and needs of the membership.

Establishing diversity vice-president representation for future equity committees creates fairness, consistency, and inclusive governance across all equity groups which all equity-seeking groups deserve meaningful representation within the leadership structure of the union.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 53

**Submitted by the Saanich Local**

**Article: 6**
**Section: A**
**Subject: Election of Provincial Executive Officers by All Members**

**HEU Will:** Amend the constitution to change the process of electing the Provincial Executive officers of the HEU from a delegate-based vote at convention to a direct vote by all members of the province in good standing through a secure, accessible voting system.

**Because:** It is undemocratic and inequitable that our Provincial Executive is elected by a small number of delegates at convention, rather than the full membership who fund the position through union dues.

The current model creates a system where only approximately one per cent of the membership decides who becomes our Provincial Executive. A direct election would ensure all members have a voice in choosing their representatives and it would enhance engagement, transparency and accountability.

By moving to a system where all members can vote for the executive, HEU would align with democratic principles and follow the example of the other two largest health care unions in British Columbia -- the Health Sciences Association (HSA) and The BC Nurses Union (BCNU). If HSA and BCNU members can elect their executive directly, there is no reason HEU members, who fund the largest public sector health care union in B.C., should be denied the same right.

The new language should read:

Article 6 – Section A

The executive members of the HEU shall be elected by a majority vote of all members of the province in good standing, through a secure, accessible voting process administered by the union.

The union shall ensure equal access to campaigning and communication tools for all executive candidates. Voting shall occur at least 60 days prior to the start of convention. The election shall be overseen by an independent elections officer, and results shall be certified and published by all members.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 54

**Submitted by the Victoria General Local**

**Article: 6**
**Section: A**
**Subject: Election of HEU President and Financial Secretary by All Members**

**HEU Will:** Amend the constitution to change the process of electing the president and financial secretary of the HEU from a delegate-based vote at convention to a direct vote by all members in good standing through a secure and accessible voting system.

**Because:** The president and financial secretary are the two most senior full-time elected officers in the union, each receiving a salary and total compensation package of approximately $250,000 annually. These positions exercise significant authority over the direction, administration, and finances of the union. It is undemocratic and inequitable that these positions are elected by a small number of delegates at convention, rather than by the full membership who fund these positions through union dues.

Under the current model, only approximately one per cent of the membership determines who holds these offices. A direct election would ensure all members have a voice in choosing their highest representatives and those responsible for overseeing union finances, and it would enhance engagement, transparency, and accountability.

Additionally, the current structure significantly favours incumbents. Sitting officers benefit from years of fully paid travel, access to staff, and opportunities to visit locals which, while part of their official duties, also provide visibility and indirect campaigning. Challengers are generally limited to campaigning during the few days of convention, creating a substantial imbalance and discouraging participation.

There is also concern that internal political considerations may influence which members are selected as convention delegates, and who receives access to opportunities such as BC Federation of Labour representation, CUPE National delegations, education, and special events. This further concentrates political influence and discourages new leadership voices.

Moving to a system where all members can vote for the president and financial secretary would align the union with democratic principles and follow the example of other major health care unions in British Columbia:

- The Health Sciences Association), which elects senior officers through a one-member, one-vote system; and

- The BC Nurses' Union, whose constitution provides for a province-wide vote of all members for the office of President.

These unions have recognized that broad democratic participation strengthens legitimacy, improves accountability, and increases engagement among the membership. If members of these unions can elect their senior officers directly, there is no reason HEU members should be denied the same right, particularly for the positions responsible for overall leadership and financial stewardship.

The new amended language should read:

Article 6 – Section A

The president and financial secretary of the HEU shall be elected by a majority vote of all members in good standing, through a secure and accessible voting process administered by the union.

The union shall ensure equal access to campaigning and communication tools for all candidates. Voting shall occur at least 60 days prior to the start of convention. The election shall be overseen by an independent elections officer, and results shall be certified and published to all members.

This amendment would be effective immediately upon adoption by convention and shall apply to the next election of the president and financial secretary, notwithstanding any past practice, timelines, or procedures that would otherwise delay implementation.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 55

**Submitted by the VGH Local**

**Article: 6**
**Section: A - Election of Provincial Executive Officers**
**Subject: Election of Provincial Executive Officers**

**HEU Will:** Amend Article 6, Section A to require that all HEU members in good standing be entitled to vote directly for the Provincial Executive officer positions through a union-wide membership vote. Plus, replace the current process whereby only delegates attending convention elect Provincial Executive officers.

**Because:** Provincial Executive officers represent all HEU members and should therefore be elected by all HEU members.

One member, one vote is a fair and democratic principle that ensures every member has an equal voice in selecting the union 's leadership.

Direct elections increase accountability and transparency within the union.

The proposed new wording should read:

Article 6, Section A - Provincial Executive officers

The Provincial Executive officer positions shall be elected by a direct vote of all HEU members in good standing through a union-wide election process.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 56

**Submitted by the FHA Support Services Local**

**Article: 6**
**Section: A&D**
**Subject: Provincial Executive Officers**

**HEU Will:** Amend Article 6, Section A (paragraphs four and five) and Section D (paragraph two) to establish strict single-position limits, eliminate structural conflicts of interest involving full-time paid releases, mandate a definitive 30-day timeline for distributing executive voting records to locals, and enforce a regional by-election mechanism for unfulfilled provincial vacancies.

The specific constitutional text changes shall be implemented as follows:

- Article 6, Section A, Paragraph 4 shall be amended to read: The issues regarding policy and contract negotiations voted on, and the way our Provincial Executive have voted, shall be compiled in an official voting record and distributed electronically to all local executives within thirty days of any provincial executive meeting, and made securely accessible to the general membership.

- Article 6, Section A, Paragraph 5 shall be amended to read: Any one member is only eligible to hold one Provincial Executive position concurrently, and shall not concurrently hold any local executive position, local officer position, or permanent staff servicing position within the HEU. Furthermore, no member of the Provincial Executive shall simultaneously hold a full-time paid local union position that is funded through employer-paid union leave, including but not limited to local chairperson, lead shop steward, or any similar position requiring full-time release from regular employment duties. Any member elected or appointed to the Provincial Executive who holds such a position must resign from the full-time paid local union position prior to assuming office on the Provincial Executive. Failure to comply or subsequent acceptance of such a role shall result in automatic forfeiture of the Provincial Executive position. No regular local member shall concurrently hold a local executive position and a staff servicing position within the union.

- Article 6, Section D, Paragraph 2 shall be amended to read: In the event the regional vice-president is unable to complete the term of office, the vacancy shall be filled by alternate one, or in the event that alternate one is unable to fill or complete the term of office, by alternate two. In the event that neither alternate can fulfill the term, the Provincial Executive shall, in conjunction with the locals in the affected region, initiate a regional caucus by-election within sixty days to fill the vacancy for the remainder of the term.

**Because:** It eliminates real and perceived conflicts of interest. Concentrating province-wide governance, budget oversight, and full-time paid local operational roles (funded through employer-paid union leave) in the same individual compromises independent decision-making. Explicitly separating these roles ensures objective stewardship of union resources.

It establishes a strict separation of governance and operations. Restricting both Provincial Executive officers and grassroots local members from simultaneously holding an elected leadership office and a staff servicing role ensures absolute clarity of duty, prevents the consolidation of positional influence, and stops activist burnout.

It fosters democratic renewal and broader participation. Enforcing a "one person, one role" limit across all layers of the HEU structure means vacancies must be filled by new faces, opening up critical leadership,

mentorship, and development opportunities for a wider diversity of members on the shop floor while protecting the rights of members to hold standard, unpaid local roles.

It guarantees true democratic transparency. Replacing the current vague directive that voting records be "made available" with a mandatory, electronic 30-day distribution timeline ensures that local executives have the exact information they need to keep the membership informed and engaged.

It secures regional continuity. The current rules leave a geographic region completely voiceless at the provincial table if the elected regional vice-president steps down and both alternates are unavailable. Triggering a mandatory 60-day regional by-election ensures operational continuity and safeguards local representation during critical bargaining cycles.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 57

**Submitted by the Saanich Local**

**Article: 6**
**Section: D**
**Subject: Election of Regional Vice-Presidents**

**HEU Will:** Amend the constitution to change the process of electing HEU regional vice-presidents (RVPs) from a delegate-based vote at convention to a direct vote by all members of their region in good standing through a secure, accessible voting system.

**Because:** It is undemocratic and inequitable that our RVPs are elected by a small number of delegates at convention, rather than the regional membership they serve.

The current model creates a system where only approximately one per cent of the membership decides who becomes our RVPs. A direct election would ensure that members within that region have a voice in choosing their representation and it would enhance engagement, transparency and accountability.

By moving to a system where regional members can vote for their RVP, HEU would align with democratic principles and follow the example of the other two largest health care unions in British Columbia: the Health Sciences Association (HSA) and the BC Nurses Union (BCNU). If HSA and BCNU members can elect their RVPs directly, there is no reason HEU members, who fund the largest public sector health care union in B.C. should be denied the same right.

The new amended language should read:

Article 6 – Section D

Each HEU RVP shall be elected by a majority vote of all members within their region in good standing, through a secure, accessible voting process administered by the union.

The union shall ensure equal access to campaigning and communication tools for all candidates. Voting shall occur at least 60 days prior to the start of convention. The election shall be overseen by an independent elections officer, and results shall be certified and published by all members.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 58

**Submitted by the Fort St. John Local**

**Article: 6**
**Section: D (added after paragraph 1)**
**Subject: Provincial Executive Officers**

**HEU Will:** HEU will implement a term-limit policy of up to a maximum of three terms (two years each) consecutively served.

**Because:** The concept of serving up to six years, with three terms of two years each, means that regional vice-presidents (RVPs) can serve a maximum of six years consecutively in office, with each term lasting two years.

After each two year term, the RVP will have the option to seek re-election for subsequent terms, until they reach the total limit of six years. This structure provides for leadership continuity, while still adhering to the term limit policy allowing for potential re-election and continuity of leadership within the defined time frame.

This policy aims to promote mentorship, turnover, prevent consolidation of power, and bring fresh perspective into leadership roles over time. It encourages leadership accountability and ensure that leadership rules are accessible to a wider range of members over the long term.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 59

**Submitted by the Fort St. John Local**

**Article: 6**
**Section: D (for insertion to existing language)**
**Subject: Provincial Executive Officers: Regional Vice Presidents North**

**HEU Will:** Promote fairness in representation of two regional vice-presidents (RVPs) for the north with one for the northeast and one for the northwest.

**Because:** Having two north RVPs representing a vast region like northern British Columbia implies a need for these individuals to be representative of their respective areas. This representation typically means they should understand the unique needs, challenges, and opportunities specific to different parts of northern B.C.

Wherever possible, representatives should be elected from the respective areas in which they will serve.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 60

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

**Article: 6**
**Section: D (page 21, second paragraph) & G**
**Subject: RVP and DVP alternates to be called up to replace when appointed delegate are unable to attend all meetings or events**

**HEU Will:** Amend Article 6, Section D so that the new language will read HEU will call up alternate one then alternate two when the regular member is unable to attend any/all meetings or events. It will be required that diversity vice-presidents (DVP) and regional vice-presidents (RVP) give advanced notification whenever possible to allow for arrangements to be made for alternates to be called up.

**Because:** Currently, DVP alternates are not called up for meetings or events when a DVP is unable to attend, leaving this representation unfilled and with no voice, as a result. The reasoning is the same for RVPs, when they are unable to attend a meeting or event that leaves their region without a voice or representation.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 61

**Submitted by the Noric House Local**

**Article: 6**
**Section: D (page 21, second paragraph) & G**
**Subject: RVP and DVP alternates to be called up to replace when appointed delegates are unable to attend meetings or events**

**HEU Will:** Call up alternates number one then number two when the regular member is unable to attend any/all meetings or events. It will be required that diversity vice-presidents (DVPs) and regional vice-presidents (RVPs) give advanced notifications, whenever possible, to allow for arrangements to be made for alternates to be called up.

**Because:** Because currently DVP alternates are not called up for meetings or events when they are unable to attend, this creates barriers for learning opportunities and experience, so calling up alternates will maintain the ESC's representation. The same is true for RVPs, when they are unable to attend an event, leaving their region without representation.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 62

**Submitted by the Prince Rupert Local**

**Article: 6**
**Section: D: Regional Vice Presidents Added after paragraph 1**
**Subject: SUBJECT: Provincial Executive Officers**

**HEU Will:** HEU will implement a term limit policy of up to a maximum of three terms of two years each, consecutively served.

**Because:** The concept of serving up to six years with three terms of two years each means that regional vice-presidents (RVPs) can serve a maximum of six years consecutively in office with each term lasting two years.

After each two-year term, the RVP will have the option to seek re-election for subsequent terms until they reach the total limit of six years. This structure provides for leadership continuity while still adhering to the term limit policy allowing for potential re-election and continuity of leadership within the defined time frame.

This policy aims to promote mentorship, turnover, prevent consolidation of power, and bring fresh perspective into leadership roles over time. It encourages leadership accountability and ensure that leadership rules are accessible to a wider range of members over the long term.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 63

**Submitted by the Older Persons Standing Committee**

**Article: 6**
**Section: G**
**Subject: Diversity Vice - Presidents**

**HEU Will:** Diversity vice-presidents (DVPs) shall be elected at convention by a caucus of delegates who identify with the equity group corresponding to one of the recognized Provincial equity standing committee DVP positions. These elections will be held prior to the general elections.

This shall be done by requesting delegates present from each designated equity group to go into caucus for the purpose of choosing their nominee(s).

Two alternative nominees shall be elected for each DVP position, with alternate one receiving the highest amount of votes and alternate two receiving the next highest amount of votes.

In the event the DVP is unable to complete the term of office, the vacancy shall be filled by alternate one, or in the event that alternate one is unable to fill or complete the term of office, by alternate two.

For any newly established provincial equity standing committee recognized under the constitution or by the Provincial Executive, a corresponding DVP position shall automatically be created and elected at the immediate convention upon the establishment of that committee.

This amendment shall take effect immediately upon adoption in order to permit the election of a DVP representing the older persons committee at the 2026 convention.

**Because:** Older workers bring significant experience, mentorship, historical knowledge, and advocacy to the union.

Representation at the Provincial Executive level strengthens equity-seeking groups and ensures their voices are included in union governance and decision-making.

The creation of new provincial equity standing committees reflects the evolving diversity and needs of the membership.

Establishing automatic DVP representation for future equity committees creates fairness, consistency, and inclusive governance across all equity groups.

All equity-seeking groups deserve meaningful representation within the leadership structure of the union.

The older persons committee should have the opportunity to elect a DVP at the 2026 convention immediately following adoption of this amendment.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 64

**Submitted by the People with Disabilities Standing Committee**

**Article: 6**
**Section: g**
**Subject: Amend Article 6, Section G**

**HEU Will:** Amend Article 6, Section G so that diversity vice-presidents (DVPs) shall be elected at convention by a caucus of delegates who identify with the equity group corresponding to one of the recognized provincial equity standing committee DVP positions. These elections will be held prior to the general elections.

This shall be done by requesting delegates present from each designated equity group to go into caucus for the purpose of choosing their nominee(s).

Two alternative nominees shall be elected for each DVP position, with alternate one receiving the highest amount of votes and alternate two receiving the next highest amount of votes.

In the event the DVP is unable to complete the term of office, the vacancy shall be filled by alternate two, or in the event that alternate one is unable to fill or complete the term of office, by alternate two.

For any newly established provincial equity standing committee recognized under the constitution or by the Provincial Executive, a corresponding DVP position shall automatically be created and elected at the immediate convention upon the establishment of that committee.

This amendment shall take effect immediately upon adoption in order to permit the election of a diversity vice-president representing the older persons committee at the 2026 convention.

**Because:** Older workers bring significant experience, mentorship, historical knowledge, and advocacy to the union.

Representation at the Provincial Executive level strengthens equity-seeking groups and ensures their voices are included in union governance and decision-making.

The creation of new provincial equity standing committees reflects the evolving diversity and needs of the membership.

Establishing automatic DVP representation for future equity committees creates fairness, consistency, and inclusive governance across all equity groups.

All equity-seeking groups deserve meaningful representation within the leadership structure of the union.

The older workers committee should have the opportunity to elect a DVP at the 2026 convention immediately following adoption of this amendment.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 65

**Submitted by the Older Persons Standing Committee**

**Article: 6**
**Section: H**
**Subject: Election Caucus for Diversity Vice - President**

**HEU Will:** For the purposes of the caucus held for the election of the young workers committee diversity vice-president (DVP) position pursuant to Article 6, Section G, the caucus will be limited to those delegates who are 35 years of age or younger on the last scheduled day of convention.

Amend Article 6, Section H election caucus for the purposes of the caucus held for the election of the older workers committee DVP position pursuant to Article 6, Section G the caucus will be limited to those delegates who are 55 years of age or older on the first scheduled day of convention 2026.

**Because:** Older workers bring significant experience, mentorship, historical knowledge, and advocacy to the union.

Representation at the Provincial Executive level strengthens equity-seeking groups and ensures their voices are included in union governance and decision-making.

The creation of new provincial equity standing committees reflects the evolving diversity and needs of the membership.

Establishing automatic DVP representation for future equity committees creates fairness, consistency, and inclusive governance across all equity groups.

All equity-seeking groups deserve meaningful representation within the leadership structure of the union.

The older workers committee should have the opportunity to elect a DVP at the 2026 convention immediately following adoption of this amendment.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 66

**Submitted by the People with Disabilities Standing Committee**

**Article: 6**
**Section: H**
**Subject: Amend Article 6, Section H**

**HEU Will:** For the purposes of the caucus held for the election of the young workers committee diversity vice-president (DVP) position pursuant to Article 6, Section G, the caucus will be limited to those delegates who are 35 years of age or younger on the last scheduled day of convention.

For the purposes of the caucus for the purposes of the election of the older workers committee DVP position pursuant to Article 6, Section G the caucus will be limited to those delegates who are 55 years of age or older on the first scheduled day of convention 2026.

**Because:** Older workers bring significant experience, mentorship, historical knowledge, and advocacy to the union.

Representation at the Provincial Executive level strengthens equity-seeking groups and ensures their voices are included in union governance and decision-making.

The creation of new provincial equity standing committees reflects the evolving diversity and needs of the membership.

Establishing automatic DVP representation for future equity committees creates fairness, consistency, and inclusive governance across all equity groups.

All equity-seeking groups deserve meaningful representation within the leadership structure of the union.

The older workers committee should have the opportunity to elect a DVP at the 2026 convention immediately following adoption of this amendment.

This adds the older workers DVP position to the Provincial Executive structure in Article 6, Section A.

Creates a DVP position for the older workers committee to be elected at the 2026 Convention.

Ensures future provincial equity standing committees automatically receive DVP representation without requiring separate constitutional amendments each time.

Provides for immediate implementation upon adoption of the amendment.

Promotes equitable and consistent representation within the union's governance structure.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 67

**Submitted by the Overlander Local**

**Article: 6**
**Section: L**
**Subject: Consecutive Term Lengths**

**HEU Will:** Amend Article 6, Section L of the constitution to establish consecutive term limits for the president and financial secretary to a maximum of four consecutive terms or eight 8 years total.

**Because:** The union is strengthened when leadership is periodically renewed. Consecutive term limits encourage fresh perspectives, foster the development of future leaders, and provide opportunities for new voices and experiences to help guide the union in meeting the changing needs of its membership.

The new language should read:

Service as president or financial secretary shall be limited to four consecutive terms. A member who has reached the consecutive term limit shall not be eligible for immediate re-election to the same office but may seek election again after one full term has elapsed. All other officers shall expire at the close of convention at which their successors are elected and qualified.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 68

**Submitted by the City Centre Care Local**

**Article: 6**
**Section: New Section--O**
**Subject: Term Limits for Provincial Executives**

**HEU Will:** Add a new section, Section O, to the end of Article 6 containing the following:

No member of the provincial executive may serve more than three terms in direct succession for a maximum of six years. A member of the provincial executive who has served three terms must wait out one term of two years before they are eligible to be elected again.

The Provincial Executive elected at the 2026 convention shall be treated as having been elected for the first time for the purposes of this section.

**Because:** HEU's democracy has been in a deleterious state for some time. We have some Provincial Executive members who have been re-elected over and over with no sign of fresh faces coming in. Decisions are made by a small clique with little input from the membership.

Introducing term limits would help resolve this issue by encouraging turnover in the provincial executive. It would also encourage executives to prepare succession plans for the future leadership of the union. Most importantly, this proposal would stimulate a much-needed discussion about how best to enhance union democracy.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 69

**Submitted by the Noric House Local**

**Article: 7**
**Section: H & J**
**Subject: Alternate RVP and DVP training**

**HEU Will:** HEU will bring in regional vice-president and diversity vice-president alternates for the training purposes with the rest of the Provincial Executive when they begin their term of office or as offered through out the term.

**Because:** This will create initial learning opportunities for alternates when the Provincial Executive is onboarded after convention, allowing alternates to more confidently step into meetings or events when called up.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 70

**Submitted by the Kamloops/Thompson Local**

**Article: 7 Duties of Provincial Executive Officers**
**Section: F**
**Subject: Cheques & Payments from Provincial Head Office**

**HEU Will:** Allow members to choose to have e-transfers, direct deposits of money, along with email rather than paper mail.

**Because:** We understand that HEU wants to support other unions but it's not a fiscally responsible way to spend the union's money, especially in this day and age.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 71

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

**Article: 7**
**Section: H & J**
**Subject: HEU will bring in RVP and DVP alternates Training**

**HEU Will:** HEU will bring in regional vice-president and diversity vice-president alternates for the training purposes with the rest of the Provincial Executive when they begin their term of office or as offered throughout the term.

**Because:** This is for mentoring purposes alternates to be brought in to participate and take part in the initial learning opportunities when the Provincial Executive is onboarded after convention. This will allow for more unity within the group and easier flow when the regular member is unable to attend a meeting so that the alternate is better able to step into the position with less hiccups and challenges.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 72

**Submitted by the Prince Rupert Local**

**Article: 8**
**Section: NEW SECTION E: Annual Regional Meetings;**
**Subject: ELECTION OF DELEGATES TO NATIONAL, PROVINCIAL & REGIONAL CONVENTIONS**

**HEU Will:** If determined that a local is unable to send a delegate or alternative to an annual regional meeting, then these unused invitations would be offered to other members from locals within the same region to attend.

**Because:** We know how expensive and logistically complicated the annual regional meetings can be, and the sharing of delegate invitations could increase local participation in the event. Smaller locals in the rural areas around the province may benefit from continued networking and local building.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 73

**Submitted by the Fort St. John Local**

**Article: 8**
**Section: New Section E: Annual Regional Meetings**
**Subject: Election of Delegates to National, Provincial, & Regional Conventions**

**HEU Will:** If determined that a local is unable to send a delegate or alternative to an annual regional meeting, then these unused invitations would be offered to other members from locals within the same region to attend.

**Because:** We know how expensive and logistically complicated the annual regional meetings can be, and the sharing of delegate invitations could increase local participation in the event. Smaller locals in the rural areas around the province may benefit from continued networking and local building.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 74

**Submitted by the Provincial Executive**

**Article: 8, 10, 15**
**Section:**
**Subject: Consolidate various existing provisions relating to Elections**

**HEU Will:** Amend the Constitution to:

- Consolidate various existing provisions relating to Elections.
- Make minor changes to the structure and wording of these provisions to enhance clarity and accessibility.
- Position the newly combined provisions in an appropriate part of the Constitution, to be determined after the close of the 2026 Biennial Convention having regard to other constitutional amendments passed at Convention.

Empower the Provincial Executive to make a final determination regarding the implementation of the proposed amendments, including with regard to the positioning, naming and numbering of provisions.

The new language/re-organization (with article and sectioning numbering as required) would read:

Article OR Section (X):

Elections: Locals Officers, Bargaining Committee Members, and Delegates

Note that pursuant to recommendation 2D of the constitutional review committee, the preceding Section 15A would be incorporated into a separate provision relating to “Local By-Laws and Governance."

Local Elections:

Section (X)

Nomination and election of local officers:

- The nomination and election of officers shall take place no later than April 30 in the calendar year, by secret ballot. The method of conducting the elections shall be decided by a majority vote of the membership, as determined by the local by-laws or at any meeting with quorum that provides for 30 days’ notice of election; or as prescribed by the Provincial Executive.

- The timelines in Article 15, Section B, Subsection (a) above do not apply to newly organized locals within the first 12 months of their establishment.

Section (X)

Members seeking election at a local meeting must declare their intention either:

- in person at the appropriate local meeting; or

- in writing (including text message or email) to the local executive in advance of the appropriate local meeting.

Section (X)

Scrutineers: Prior to the election, and with the approval of the meeting, the chairperson shall appoint non-candidate scrutineers to take charge of the ballot box, count the ballots and report results to the chairperson.

Section (X)

Electioneering: Only information electioneering shall be used in any local election. The method and medium of this information shall be restricted within the confines of each local, as determined in the local by-laws, or as agreed to by the membership at a previous meeting with quorum that provides for 30 days notice of the election. Any violation of this clause shall nullify the violating candidate’s eligibility.

Section (X)

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 annual general meeting the trustee receiving the highest number of votes shall serve a two-year term, the other shall serve a one-year term. At each succeeding annual general meeting, two trustees shall be elected, the one receiving the higher number of votes to serve the two-year term.

Bargaining Committee Elections:

Section (X)

X(1) Facilities sector bargaining committee: A Facilities sector bargaining committee shall be elected to negotiate the bargaining proposals formulated by the Facilities bargaining conference.

The Facilities sector bargaining committee shall be composed of 10 members who shall be elected from the delegates in attendance at the Facilities bargaining conference, plus the provincial president, secretary-business manager and the financial secretary.

Delegates wishing to be elected to the Facilities sector bargaining committee may post a picture with their name, length of membership in the union, positions held and in what facility, on the kiosk provided by the provincial office; all pictures to be taken by provincial office staff; and may be involved in a question and answer period, time and place to be set up by the provincial executive. (Please also see Article 6, Section A.)

Elections for the bargaining committees shall be on an individual basis. On the initial ballot, if a 50 per cent plus one majority of all the ballots cast is not attained, then a second ballot shall be conducted among the three candidates receiving the highest number of votes; if a 50 per cent plus one majority is not attained on the second ballot, then a third ballot shall be conducted between the two candidates receiving the highest number of votes on the second ballot.

Upon the completion of the election of the bargaining committee members, one election shall be held to select ten alternate bargaining committee members who shall be the 10 candidates receiving the 10 highest number of votes. These alternates shall be known as alternates one to 10.

Bargaining committee vacancies shall be filled by these alternates commencing with bargaining committee alternate one in ascending order to bargaining committee alternate ten.

X (2) Provincial Executive candidates for Facilities bargaining committees: Members of the Provincial Executive other than the provincial president, the secretary-business manager and the financial secretary, shall have the same opportunity to run for election to the Facilities bargaining committee as the other delegates in attendance at their bargaining conference.

However, upon election to the bargaining committee, these members of the Provincial Executive must relinquish their position on the Provincial Executive.

Section (X)

X (1) Community Health and Community Social Services sector bargaining committees: Community Health Sector and Community Social Services bargaining committees shall be elected to negotiate the bargaining priorities formulated by their respective bargaining conferences.

Each bargaining committee shall be composed of two members who shall be elected from the delegates in attendance at the sector’s bargaining conference, plus the secretary-business manager or designate.

Delegates wishing to be elected to the bargaining committee may make a personal biography/statement available to the other delegates and have an opportunity to briefly address the conference in advance of the elections.

Upon the completion of the election of the bargaining committee members, one election shall be held to select two alternate bargaining committee members. These alternates shall be known as alternates one and two and will fill bargaining committee vacancies in ascending order.

X(2) Provincial Executive candidates for bargaining committees: Members of the Provincial Executive other than the Provincial president, the secretary-business manager and the financial secretary, shall have the same opportunity to run for election to their respective Community Health or Community Social Service sector's bargaining committee as the other delegates in attendance at their sector's bargaining conference.

However, upon election to the bargaining committee, these members of the provincial executive must relinquish their position on the provincial executive.

Section (X)

Independent sector bargaining committees: Independent bargaining committees shall be elected to negotiate the identified bargaining priorities that are formulated with consideration to the decisions of the most recent independent sector bargaining conference and other membership meetings; combined with canvassing the membership of the specific bargaining unit(s). The secretary-business manager or designate will determine the structure and composition of each independent bargaining committee within the following guidelines:

- No bargaining committee shall have fewer than two elected members, in addition to the secretary-business manager or designate;

- The secretary-business manager or designate shall be the official spokesperson;

- Bargaining committees and negotiating structures may combine multiple certifications, bargaining units and employers, as may be strategically advantageous to the bargaining process; and

- Members wishing to be elected to their independent bargaining committees may make a personal biography/statement available to the other members covered by the negotiations.

Section (X):

First Nations sector bargaining committees: First Nations bargaining committees shall be elected to negotiate the identified bargaining priorities that are formulated with consideration to the decision of the most recent First Nations sector bargaining conference and the other membership meetings; combined with canvassing the membership of the specific bargaining unit(s). The secretary-business manager or designate determine the structure and composition of each First Nations bargaining committee with the following guidelines:

- No bargaining committee shall have fewer than two elected members, in addition to the secretary-business manager or designate;

- The secretary-business manager or designate shall be the official spokesperson; and

- Bargaining committees and negotiating structures may combine multiple certifications, bargaining units and employers as may be strategically advantageous to the bargaining process.

Members wishing to be elected to their First Nations bargaining committees may make a personal biography/statement available to the other members covered by negotiations.

Delegate Elections:

Section (X)

BC Federation of Labour's conventions: Provincial Executive members and HEU members who represent HEU on BC Federation of Labour committees are entitled to automatic delegate status to the BC Federation of Labour's conventions. The remaining delegates for the BC Federation of Labour's conventions shall be divided proportionately among the five regions.

Section (X)

Canadian Union of Public Employees' conventions: Provincial Executive members and HEU members who represent HEU on Canadian Union of Public Employees' national committees are entitled to automatic delegate status to the Canadian Union of Public Employees' conventions. The remaining delegates for the Canadian Union of Public Employees' conventions shall be divided proportionately among the five regions.

Section (X)

Canadian Labour Congress' conventions: Provincial Executive members and HEU members who represent HEU on the Canadian Labour Congress national committees or working groups, subject to the criteria in the following paragraph, are entitled to automatic delegate status to the Canadian Labour Congress' conventions. The remaining delegates for the Canadian Labour Congress shall be divided proportionately among the five regions.

In the selection of delegates to the Canadian Labour Congress, priority will be given to locals affiliated to a labour council. The delegate's activity in the labour council, including those with automatic status and where geographically practical, will be given consideration by the local and the Provincial Executive in the selection of delegates. The same criteria as under Article 4 in the constitution and by-laws will be used for attendance at labour council meetings, where it is at all possible.

Section (X)

General: For the purpose of defining membership, the dues check-off list and the list of members on long-term disability shall constitute a local's membership size.

The union shall reimburse to the full amount, all lost wages incurred by delegates to these conventions, pay the registration fee and shall provide a per diem for each delegate as per regular union policy.

**Because:** Election-related provisions are currently dispersed throughout the constitution, including Article 4. Consolidating them into a single section would provide members with a clear, logical overview of nomination, election and vacancy procedures at both the provincial and local levels.

Removing unnecessary language and rationalizing the order of the various provisions would make this section easier to navigate and understand.

The best placement of this new section within the full constitution can only be assessed once other possible amendments from the 2026 convention are ratified and incorporated into the text. At that point, the Provincial Executive can assign this new section its own article and section numbering, as appropriate.

This proposed draft amendment would give effect to recommendation 2E of the constitutional review committee.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 75

**Submitted by the Kelowna Local**

**Article: 10**
**Section: 1(a)**
**Subject: Increase bargaining committee alternate list size**

**HEU Will:** Increase the bargaining committee alternates from ten members who shall be elected from the delegates in attendance at the Facilities bargaining conference to fifteen.

**Because:** Increasing the bargaining committee size from ten to fifteen will mean the union will require additional alternates to be ready and available.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 76

**Submitted by the Kelowna Local**

**Article: 10**
**Section: n/a**
**Subject: Increase bargaining committee alternate list size**

**HEU Will:** Increase the bargaining committee alternates from ten members who shall be elected from the delegates in attendance at the Facilities bargaining conference to fifteen.

**Because:** Increasing the bargaining committee size from ten to fifteen will mean the union will require additional alternates to be ready and available.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 77

**Submitted by the Kelowna Local**

**Article: 10**
**Section: n/a**
**Subject: Increase bargaining committee size**

**HEU Will:** Increase the bargaining committee from ten members who shall be elected from the delegates in attendance at the Facilities bargaining conference to fifteen.

**Because:** Our union has grown and added more locals. This will provide a better coverage of our growing union and better represent our membership.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 78

**Submitted by the Victoria General Local**

**Article: 11**
**Section: H**
**Subject: One Member, One Vote**

**HEU Will:** Amend Article 11, Section H to:

- Affirm the principle of one member, one vote in ratification voting;
- Strengthen consistency, transparency, and accountability in voting processes; and
- Provide for verification and appropriate oversight measures to ensure confidence in ratification results.

**Because:** HEU members rely on a ratification process that is fair, transparent, and accessible to all.

As voting methods evolve, it is important to ensure that processes remain clear, consistent, and well-supported, particularly for members who may work in more than one position or location.

Providing clear guidance and reasonable safeguards will:

- Support equal participation for all members;
- Strengthen trust and confidence in outcomes; and
- Ensure that ratification results are accurate and reliable.

The new language should read:

Voting entitlement

- Each member in good standing shall be entitled to cast one (1) vote in any ratification vote.
- Where a member works in more than one position, worksite, or local, procedures shall ensure that the member is able to participate fully while voting only once.

Membership verification

- The union shall maintain a verified list of eligible members for each ratification vote, based on membership in good standing as of a defined eligibility date.
- Reasonable measures shall be implemented to ensure that each member is provided with a single voting opportunity and to minimize the possibility of duplicate voting.

Oversight of voting process

- Ratification votes shall be conducted with appropriate oversight to ensure compliance with constitutional requirements and to support confidence in the process.
- Such oversight may include the use of an independent scrutineer or other impartial processes, as determined by the union.

Verification of results

- Following the close of voting and prior to finalizing results, the union shall undertake a verification process to confirm the accuracy and integrity of the vote.
- This process shall include reasonable steps to identify and address any duplicate or irregular voting activity.

Reporting

- A summary of the ratification vote, including total ballots cast and confirmation that verification procedures have been completed, shall be made available to the membership, consistent with ballot secrecy.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 79

**Submitted by the Overlander Local**

**Article: 11**
**Section: H (a)**
**Subject: Ratification Vote Entitlement**

**HEU Will:** Amend Article 11, Section H to affirm that each member in good standing receives only one ballot for ratification votes.

**Because:** Ratification votes should be conducted on the principle of one member, one vote. Limiting each member in good standing to a single ballot, regardless of employment at multiple worksites, protects the integrity of the democratic process and ensures all members' votes have equal value.

The new language should read:

Every member in good standing will be entitled to one ballot, regardless of how many locals the member works for, to vote on the proposed terms of settlement. Where a vote is conducted in person and wherever practical, eligible members on all shifts will be provided with an opportunity to cast a ballot.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 80

**Submitted by the Campbell River Local**

**Article: 11**
**Section: H**
**Subject: Voting**

**HEU Will:** Strike the following language:

Voting: Eligible in each local shall vote individually on the proposed terms of the settlement. Where a vote is conducted in person and wherever practical, eligible members on all shifts shall be provided with an opportunity to cast a ballot.

Instead, the language shall read: Voting eligible members shall vote on the terms of the settlement only once, regardless of working at multiple sites.

**Because:** This gives some members an advantage over others with having multiple votes. It needs to be one vote per member.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 81

**Submitted by the Campbell River Local**

**Article: 11**
**Section: H**
**Subject: Voting Ratification of Proposed Terms of Settlement**

**HEU Will:** Strike the following language from Article 11 Section H:

For provincial of multi-site votes, a membership decision shall prevail:

- By two thirds of the eligible locals voting in the majority, and

- By fifty per cent of all eligible voting members voting in the majority.

The new language shall read:

Membership decision: The decision to ratify or reject a tentative agreement shall be made by a majority of the ballots cast.

**Because:** The super majority requirement of two thirds of the locals voting in the majority is unnecessary and confusing to members.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 82

**Submitted by the Provincial Executive**

**Article: 11**
**Section: H**
**Subject: Remove requirement for approval by two-thirds of locals**

**HEU Will:** Amend Article 11, Section H to remove the requirement that, for provincial or multi-site votes, two-thirds of eligible locals must vote in favour.

The new language would read:

Section H

Voting – Ratification of Proposed Terms of Settlement:

Voting: Eligible members in each local shall vote individually on the proposed terms of settlement. Where a vote is conducted in person and wherever practical, eligible members on all shifts shall be provided with an opportunity to cast a ballot.

Eligibility: At the time of ratification, the union will establish what format the secret ballot will take and communicate that to the members. This could include the expanded use of advance polls and the use of new technologies. The union will ensure that every voting member casting a ballot is eligible to vote.

Secret Vote: All voting on proposed terms of settlement shall be by secret ballot, conducted in accordance with established balloting procedures. Only the official ballot shall be used for voting.

Count and Report: On a date arranged in conjunction with the Provincial Office, Burnaby site, the scrutineers shall claim the ballots, count the vote and telephone the result to the Provincial Office, Burnaby site.

Return of Ballots: A written confirmation, signed by the scrutineers and the secretary or chairperson of the local, shall be mailed to the Provincial Office, Burnaby site, immediately following the vote.

Membership decision: The decision to ratify or reject a tentative agreement shall be made by a majority of the ballots cast.

**Because:** HEU has a higher requirement to ratify provincial or multi-site votes than any other public sector union, whereby in addition to 50 per cent of HEU members, two-thirds of locals must also ratify in the majority.

Administering this accurately and fairly requires that each member be able to cast a ballot in a local where they are an eligible member.

When some HEU members work at more than one local, those members are eligible to vote in more than one local.

In the 2025 Facilities Bargaining Association ratification vote, members casting more than one ballot was a cause of controversy and confusion, which impacted trust in the ratification outcome.

This two-thirds requirement remains a barrier to moving to only one vote per eligible member, and removing the requirement will simplify the voting process and increase transparency.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 83

**Submitted by the Kamloops/Thompson Local**

**Article: 12 – Strike/Job Action**
**Section: B – Voting**
**Subject: Election and Ratification Transparency**

**HEU Will:** Require independent verification and detailed reporting of Provincial Executive elections, constitutional votes, and collective agreement ratification votes.

The new language would read:

All Provincial Executive elections, constitutional amendment votes, and collective agreement ratification votes conducted electronically or centrally shall include independent third-party auditing and verification procedures.

HEU shall publish:

- total ballots cast;
- eligible voter totals;
- turnout percentages, spoiled or rejected ballot totals where applicable; and
- final certified vote totals.

Local-level aggregate turnout information shall also be provided, where feasible.

**Because:** Transparent voting processes are essential to member confidence and democratic legitimacy.

Independent verification improves trust in election and ratification outcomes.

Members deserve access to meaningful participation and turnout information.

Transparent reporting strengthens accountability and organizational integrity.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 84

**Submitted by the Community Services 1998 Local**

**Article: 12**
**Section: D**
**Subject: Strike/targeted pay**

**HEU Will:** Add targeted strike pay for when HEU cannot cross another union's picket line in the amount of $200 each day for a minimum of four hours of picketing each day.

**Because:** It is not written in our constitution that we will receive targeted strike pay for another unions picket line. Being that it is not our job action, we should not lose money supporting another union.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 85

**Submitted by the Overlander Local**

**Article: 12**
**Section: D**
**Subject: Increase Strike Pay**

**HEU Will:** Amend Article 12, Section D to increase the strike pay from $500 each week to $600 each week

**Because:** During a period of rising inflation and increasing costs of living, members should not be discouraged from exercising their right to take job action due to financial hardship. The current strike pay of $500 per week does not provide sufficient income replacement to help members meet their basic financial obligations while participating in a legal strike.

The new language should read:

In the event of an authorized strike/job action, the HEU shall pay a minimum of $600.00 each week.

In order to be entitled to this pay, a member must fulfill at least 20 hours of strike/job action or picket duties spread over five shifts or an equivalent time subject to local scheduling requirements.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 86

**Submitted by the UBC Local**

**Article: 12**
**Section: D**
**Subject: Strike / Job Action**

**HEU Will:** Increase the minimum strike pay to $800 each week.

**Because:** Cost of living is high now and the $500 each week will cause hardship to members.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 87

**Submitted by the Kamloops/Thompson Local**

**Article: 13**
**Section: 4-Jan**
**Subject: ARTICLE 13 Equity Standing Committees**

**HEU Will:** Amend Section 13 so that:

- The union shall dissolve all existing equity standing committees.
- All funds, assets, and resources previously allocated to the equity standing committees shall be reallocated to establish and maintain a tiered educational structure.
- The tiered educational structure shall be designed to provide equitable access to educational opportunities for all members of the union.

- The implementation and oversight of this structure shall be carried out in accordance with policies and procedures approved by the union's governing body.

**Because:** For years, the equity standing committees have provided valuable contributions, but their structure limits participation to a select few. True equity means that every member no matter their background, region, or classification should have the opportunity to learn, grow, and take part in equity education.

By dissolving the existing committees and reinvesting those funds into a tiered education structure, we are expanding access rather than reducing it.

This model ensures that equity and inclusion are not confined to specific committees, but become part of the everyday experience of every HEU member.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 88

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

**Article: 13**
**Section:**
**Subject: Rebranding the name for the 2 spirit, Women, Non-Binary Committee**

**HEU Will:** Change and adjust the name for the equity group 2-Spirit, Women, Non-Binary Committee name to 2 -Spirit and Women and Non-Binary Committee. This will be adjusted in any/all reference made to this equity standing committee. This will become effective moving forward and completed by the next equity conference in 2027.

**Because:** There have been numerous equity standing members that have raised concern that they misunderstood and no longer felt that they were represented within the equity standing committee.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 89

**Submitted by the Young Workers Standing Committee**

**Article: 13**
**Section: A, B & C**
**Subject: Equity Standing Committees - ESC and JESC**

**HEU Will:** Amend the following sections under Article 13 – Equity standing committees (ESCs) and joint equity standing committees (JESCs).

Under Section B and Section C, all references to meeting(s) shall be defined as two. consecutive days.

In Section A, under elections, each ESC includes seven members -- four elected and three appointed.

Under committee elections:

- The elected seats on the committees are selected by the committee's respective caucus at the HEU's biennial equity conference. In total, 28 committee spots (four spots for each of the seven committees) are elected.

- Four alternate seats for each committee are also elected at the equity conference. Alternates are called up to fill in if there is an absence by one of the committee members.

Under committee appointments:

- Three of the seven seats on each equity standing committee are appointed after the equity conference by expression of interest, reviewed and chosen by the equity office and the administrative committee.

- Members who run for an elected spot during the equity conference can also be considered for an appointment.

- Appointed seats are chosen to ensure that committees have intersectional representation (overlapping equity group identities), representation from different health care sectors, and geographic regions that are less-represented.

Under Section B of ESC meetings:

- There shall be a minimum of four equity standing committee (ESC) meetings per year with a minimum of at least two of these in person.

- The committees may call a special meeting with approval from the administrative committee at the request of the chairperson(s) or diversity vice-president when requested by the majority of the committee members as confirmed in writing.

Under Section C of JESC meetings, all committees and alternates shall meet together a minimum of two times per term in a JESC meeting, with a minimum of at least one of these meetings in person.

**Because:** Currently meetings that are being attended by the equity committees are being organized by policy interpretation and can be changed with out notice. These meetings need the protection of the constitution to ensure the work of all the committees. This work is protected by the union for our members as voted positions.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 90

**Submitted by the Community Services 1998 Local**

**Article: 13**
**Section: N/A**
**Subject: 2-Spirit, Women & Non-Binary**

**HEU Will:** Change the name back to Women's Committee.

**Because:** Women have fought for years to be heard and seen. We would like the focus to be on women's issues and rights. Non-Binary and 2-Spirit are most welcome, as are all who identify as women.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 91

**Submitted by the Fort St. John Local**

**Article: 13**
**Section: N/A**
**Subject: Equity Standing Committees**

**HEU Will:** Establish seven equity standing committees from within the membership.

**Because:** The numbers listed in the body of the paragraph -- six -- conflict with the number of committees listed -- seven.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 92

**Submitted by the Noric House Local**

**Article: 13**
**Section: N/A**
**Subject: Rebranding the name for the 2-Spirit, Woman, Non-Binary Committee**

**HEU Will:** HEU will change and adjust the name for the equity group 2-Spirit, Women, Non-Binary Committee name to 2 Spirit and Women and Non-Binary Committee. This will be adjusted in any/all reference made to this equity standing committee. This will become effective moving forward and completed by the next equity conference in 2027.

**Because:** Many members have raised concern that they are misunderstood and no longer felt that they were included within the equity standing committee.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 93

**Submitted by the Older Persons Standing Committee**

**Article: 13**
**Section: n/A**
**Subject: Equity Standing Committees**

**HEU Will:** Amend Article 13 to read that HEU shall establish seven equity standing committees.

**Because:** HEU should properly reflect the number of current equity standing committees.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 94

**Submitted by the Older Persons Standing Committee**

**Article: 13**
**Section: n/A**
**Subject: Equity Standing Committees**

**HEU Will:** Change the name of the Older Persons Committee to Older Workers committee.

**Because:** The new name would better represent the membership we are advocating for.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 95

**Submitted by the Prince Rupert Local**

**Article: 13**
**Section: N/A**
**Subject: Subject Equity Standing Committees**

**HEU Will:** Establish seven equity standing committees from within the membership.

**Because:** The numbers listed in the body of the paragraph -- six -- conflict with the number of committees listed -- seven.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 96

**Submitted by the Provincial Executive**

**Article: 13 (Equity Committees) and 25 (Retired Members)**
**Section:**
**Subject: Consolidate various existing provisions relating to committees**

**HEU Will:** Amend the constitution to:

- Consolidate various existing provisions relating to union committees.
- Make minor changes to the structure and wording of these provisions to enhance clarity and accessibility.
- Position the newly combined provisions in an appropriate part of the constitution, to be determined after the close of the 2026 biennial convention having regard to other constitutional amendments passed at convention.

Empower the Provincial Executive to make a final determination regarding the implementation of the proposed amendments, including with regard to the positioning, naming and numbering of provisions.

The new language/re-organization (with article and sectioning renumbering as required) would read:

Article OR Section X:

Equity Standing Committees

Section (X)

Equity standing committees: HEU shall establish seven equity standing committees from within the membership:

- Indigenous Peoples
- Ethnic Diversity
- Pink Triangle
- People with Disabilities
- 2-Spirit, Women & Non-Binary
- Young Workers
- Older Persons

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 provincial and national committees and working groups by the corresponding diversity vice-president (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:** These provisions establish member bodies with ongoing roles within the union. Bringing these provisions together would give members a single, coherent section dealing with union committees.

Removing unnecessary language and rationalizing the order of the various provisions would make this section easier to navigate and understand.

The best placement of this new section within the full constitution can only be assessed once other possible amendments from the 2026 convention are ratified and incorporated into the text. At that point, the Provincial Executive can assign this new section its own article and section numbering, as appropriate.

This proposed draft amendment would give effect to recommendation 2C of the constitutional review committee.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 97

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

**Article: 14**
**Section: D**
**Subject: Quorum at local meetings**

**HEU Will:** Adjust the quantity of members required at local meetings in small- to medium-sized sites needed in order to meet quorum. The new language should read:

- Same
- Same
- Quorum of nine to seven
- Quorum of 15 to nine
- Quorum of 20 to 15

- Quorum of 25 to 20

**Because:** This will support small- and medium-sized locals that have been chronically struggling with gaining quorum to do the work of the local the last few years since COVID-19.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 98

**Submitted by the Armstrong Local**

**Article: 14**
**Section: D**
**Subject: Subject Quorum at local meetings**

**HEU Will:** Adjust the quantity of members required at local meetings in small- to medium-sized sites needed in order to meet quorum. The new language should read:

- Same
- Same
- Quorum of nine to seven
- Quorum of 15 to nine
- Quorum of 20 to 15
- Quorum of 25 to 20

**Because:** This will allow a larger representation of small- to mid-sized locals and create less barriers for member participation.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 99

**Submitted by the Kamloops/Thompson Local**

**Article: 14**
**Section: D**
**Subject: By-Laws Covering Locals**

**HEU Will:** Amend the quorum numbers for local meetings to a reasonable number for all locals.

**Because:** To allow the locals do the business of the local.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 100

**Submitted by the We Three Villages Local**

**Article: 14**
**Section: D**
**Subject: Quorum**

**HEU Will:** Adjust the required quorum for local meetings beginning January 2027. The new language would read:

- 50 or less, quorum five
- 51-200, quorum six
- 201-300, quorum eight
- 301-400, quorum nine
- 401-500), quorum 10
- 501-1,000, quorum 15
- 1,001-1,500, quorum 20
- 1,500 and over, quorum 25

**Because:** This would make it easier for locals to achieve quorum for decision-making purposes.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 101

**Submitted by the Noric House Local**

**Article: 15**
**Section: B (a) & E**
**Subject: Local 2-year terms for executives effective January 1st 2028**

**HEU Will:** Amend Article 15, Sections B and E to allow for election terms of two years for locals.

**Because:** This minimizes disruptions to small- and mid-size locals that often have the same members in these roles and gives members the time in the positions to gain more confidence. This would also align local executives with the Provincial Executive.

The new language could read:

Section B

Nomination and election of officers: Thee nomination and election of officers shall take place no later than April 30 in even numbered years, by secret ballots, online voting or acclamation.

Section E

Terms of officers: The terms of elected officers shall expire immediately following the installation of officers at the biennial general meeting at which their successors are elected and qualified. Providing however, that at the local meeting called for the purpose of elections, the senior trustee receiving the highest number of votes shall serve a four-year term. All other officers shall serve a two-year term. At each succeeding biennial general meeting held in even numbered years, two trustees shall be elected, the one receiving the highest number of votes to serve a four-year term.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 102

**Submitted by the Armstrong Local**

**Article: B (a) and E**
**Section: B**
**Subject: Local 2-year terms for executive effective January 1st, 2028.**

**HEU Will:** Amend Article 15, Sections B and E to allow for election terms of two years for locals.

**Because:** This aligns with the Provincial Executive and would allow local executive members to have a longer opportunity to access training and develop confidence in the role. As well, it would minimize costs for training and disruptions to local operations.

The new language could read:

Section B

Nomination and election of officers: Thee nomination and election of officers shall take place no later than April 30 in even numbered years, by secret ballots, online voting or acclamation.

Section E

Terms of officers: The terms of elected officers shall expire immediately following the installation of officers at the biennial general meeting at which their successors are elected and qualified. Providing however, that at the local meeting called for the purpose of elections, the senior trustee receiving the highest number of votes shall serve a four-year term. All other officers shall serve a two-year term. At each succeeding biennial general meeting held in even numbered years, two trustees shall be elected, the one receiving the highest number of votes to serve a four-year term.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 103

**Submitted by the Vanderhoof Local**

**Article: 15**
**Section: B**
**Subject: Nomination & Election of Local Officers**

**HEU Will:** Amend Article 15 by changing the language "needs to be done every calendar year" to "every one to two years."

**Because:** Much of the first year in office is spent before training, and you don't know how to accomplish the things you want to do.

Consistency with experienced leadership would foster trust among the members.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 104

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

**Article: 15**
**Section: B (a) and E**
**Subject: Local 2-year terms for executive effective January 1st, 2028.**

**HEU Will:** Amend Article 15, Sections B and E to allow for election terms of two years for locals.

**Because:** This aligns with the Provincial Executive and would allow local executive members to have a longer opportunity to access training and develop confidence in the role. As well, it would minimize costs for training and disruptions to local operations.

The new language could read:

Section B

Nomination and election of officers: Thee nomination and election of officers shall take place no later than April 30 in even numbered years, by secret ballots, online voting or acclamation.

Section E

Terms of officers: The terms of elected officers shall expire immediately following the installation of officers at the biennial general meeting at which their successors are elected and qualified. Providing however, that at the local meeting called for the purpose of elections, the senior trustee receiving the highest number of votes shall serve a four-year term. All other officers shall serve a two-year term. At each succeeding biennial general meeting held in even numbered years, two trustees shall be elected, the one receiving the highest number of votes to serve a four-year term.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 105

**Submitted by the We Three Villages Local**

**Article: 15**
**Section: B (a) and E**
**Subject: Local 2 year terms for executive effective January 1/2028**

**HEU Will:** Amend Article 15, Sections B and E to allow for election terms of two years for locals.

**Because:** This aligns with the Provincial Executive and would allow local executive members to have a longer opportunity to access training and develop confidence in the role. As well, it would minimize costs for training and disruptions to local operations.

The new language could read:

Section B

Nomination and election of officers: Thee nomination and election of officers shall take place no later than April 30 in even numbered years, by secret ballots, online voting or acclamation.

Section E

Terms of officers: The terms of elected officers shall expire immediately following the installation of officers at the biennial general meeting at which their successors are elected and qualified. Providing however, that at the local meeting called for the purpose of elections, the senior trustee receiving the highest number of votes shall serve a four-year term. All other officers shall serve a two-year term. At each succeeding biennial general meeting held in even numbered years, two trustees shall be elected, the one receiving the highest number of votes to serve a four-year term.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 106

**Submitted by the Campbell River Local**

**Article: 15**
**Section: E**
**Subject: Terms of Local Officers**

**HEU Will:** Amend Section E so that the language will read:

Terms of Officers: The terms of the elected officers shall expire immediately following the installation of officers at the biennial (every second year) general meeting, at which their successors are elected and qualified. Each elected officer will serve a two-year term.

**Because:** This will allow newly voted-in officers a chance to get their feet on the ground and build experience and continuity. It will also align with the two-year elected terms of officers on the Provincial Executive.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 107

**Submitted by the Haven Hill Local**

**Article: 15**
**Section: E**
**Subject: Local 2-year terms for executive effective January 1st, 2028.**

**HEU Will:** Make the terms of elected officers expire immediately following the installation of officers at the biennial general meeting at which their successors are elected and qualified. Providing that at the local meeting called for elections the senior trustee receiving the highest number of votes shall serve a four-year term. The others shall serve a two-year term.

At each succeeding biennial general meeting held in even numbered years, two trustees shall be elected, the one receiving the highest number of votes to serve the four-year term.

**Because:** This aligns with the Provincial Executive and would allow local executive members more time to access training and develop confidence in the role. This would also minimize costs for training and disruptions to local operations.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 108

**Submitted by the Laurel Place Local**

**Article: 15**
**Section: E**
**Subject: Terms of Local officers - Maintain the term of officers of two years**

**HEU Will:** To established a two-year term of office for all local officers, effective the next regular local elections following adoption of this resolution.

**Because:** This will provide continuity and stability in local leadership, strengthen member representation and support effective administration of local business.

A two-year term provides local officers with sufficient time to develop their skills, implement local mandates and complete long-term initiative on behalf of members.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 109

**Submitted by the Kamloops/Thompson Local**

**Article: 15**
**Section: Nomination & Election of Local Officers**
**Subject: Provincial Executive Term Limits**

**HEU Will:** Amend the constitution to limit members from continuously holding Provincial Executive positions for more than three consecutive elected terms without a break in service

The new language would read:

No member may serve on the Provincial Executive for more than three consecutive elected terms, regardless of position held.

Following three consecutive terms on the Provincial Executive, the member must remain off the Provincial Executive for at least one full, elected term before being eligible to seek election again.

**Because:** Long-term concentration of leadership positions can lead to institutional entrenchment.

Leadership renewal strengthens democracy, accountability, and member engagement.

Rotating leadership opportunities encourages broader participation and fresh perspectives.

Temporary breaks from executive office help prevent consolidation of influence within a small group of individuals.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 110

**Submitted by the VGH Local**

**Article: 17 Installation, 18 Obligation**
**Section: n/a**
**Subject: Installation and Obligation**

**HEU Will:** Amend the installation of officers and the oath of obligation to ensure the wording complies with the HEU's values of inclusion and diversity, and with the Canadian Charter of Rights and Freedoms and the B.C. Human Rights Code.

**Because:** The current oath language uses the word pledge, which may conflict with the beliefs of some members whose faith or conscience prohibits oath-taking.

Allowing members to substitute affirm for pledge ensures that all members, regardless of religion or personal conviction, can serve in elected roles without discrimination or barrier.

The amendment strengthens the union 's commitment to equality , inclusion, and respect for diversity by affirming the right of all members to participate fully in HEU's democratic processes.

The change modernizes the oath in line with Canadian legal and human-rights standards, which universally provide for affirmation as an alternative to oath-taking.

The new language should read:

Article 17

Installation

(The newly elected officer shall take their places in front of the chairperson.)

Chairperson or installing officer: Fellow members, I invite you to make the following obligation. Those with a conscientious objection to oath-taking may substitute the word "affirm" for "pledge" throughout:

I, _____, sincerely pledge (or affirm) that i shall truly and faithfully and to the best of my ability perform the duties of my office for the ensuring term as prescribed in the constitution and by-laws of the union and, as an officer of the Union, shall at all times endeavor, both by my counsel and example, to promote the harmony and preserve the dignity of its sessions.

I further pledge (or affirm) that, at the close of my official term, I shall promptly deliver any monies or property of the union in my possession to my successor in office.

Article 18

Initiation

Chairperson: Will the conductor please bring forward new applicants for memberships?

Obligation

Chairperson: I invite you to make the following obligation, those with a conscientious objection to oath-taking may substitute the word "affirm" for "pledge" throughout.

I _____, in the presence of these witnesses, do hereby pledge (or affirm) that I shall abide by the constitution and by-laws of the union, and shall not divulge proceedings which the meeting has identified as confidential at the meetings.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 111

**Submitted by the Chilliwack Amalgamated Local**

**Article: 19**
**Section: A, B, C**
**Subject: Conflict and dispute resolution**

**HEU Will:** Amend the language to include local executive, and hold to the same standard.

**Because:** Under the current resolution system, it can be difficult for members to have a neutral person from the Provincial Executive assist with conflict resolution, especially if the chair person is the source of conflict and holds a position on the Provincial Executive. HEU needs a fair, impartial system to assist members with conflict resolution, and local executives held to the same standard as a Provincial Executive member.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 112

**Submitted by the Menno Home Local**

**Article: 19**
**Section: N/A**
**Subject: Charges, Trials and Penalties Reform**

**HEU Will:** Amend Article 19, which reads:

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 provide members in good standing with an internal process to have complaints dealt with in a fair and impartial manner. These procedures are necessary to foster and maintain the solidarity necessary to further the interests of the union through the ability to 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.

By adding the new language here:

Where a disciplinary provision is capable of more than one interpretation, the interpretation that best preserves democratic participation, freedom of discussion, procedural fairness, and the rights of members shall be preferred.

The purpose of discipline under this constitution shall be corrective and restorative rather than punitive wherever possible. In determining an appropriate response to misconduct, consideration shall be given to education, mediation, reconciliation, restoration of working relationships, and the prevention of future harm before punitive measures are imposed.

**Because:** The union's disciplinary process should protect both accountability and democratic participation.

Constitutional provisions should be interpreted in a manner that preserves members' rights whenever reasonably possible.

Open discussion and respectful disagreement are essential to a healthy democratic union.

Discipline should strengthen the union by correcting behaviour rather than simply punishing members.

Education, mediation, and reconciliation often resolve conflicts more effectively than punitive measures alone.

Restorative approaches help rebuild trust, preserve solidarity, and maintain productive working relationships.

Punitive discipline should be rare and reserved for situations where all other corrective measures have been exhausted.

A fair, transparent, and restorative disciplinary process increases members' confidence in the union's governance.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 113

**Submitted by the Menno Home Local**

**Article: 19**
**Section: Sec B, Sub Sec K**
**Subject: Clarifying the Standard for Union Discipline**

**HEU Will:** Amend Article 19, Section B, Subsection K by striking out "...conduct detrimental to the welfare or interests of the union, its locals, or its members."

This language is replaced with "...conduct that intentionally and materially interferes with the lawful operations, collective bargaining activities, democratic processes, legal obligations, or fiduciary responsibilities of the union, its locals or its members."

**Because:** Disciplinary provisions should be clear, specific, and consistently applied.

The current wording is broad and open to subjective interpretation.

Democratic unions are strengthened by open debate, criticism, and member participation.

Discipline should address conduct that causes real harm to the Union's operations, not legitimate disagreement.

The proposed wording establishes an objective standard based on intentional and material interference.

The amendment protects both the Union's effective operation and members' democratic rights.

Constitutional discipline should be reserved for conduct that demonstrably undermines the union's lawful functions.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 114

**Submitted by the Cowichan Valley Local**

**Article: 21**
**Section: (J)(3)**
**Subject: Artificial Intelligence - New Language**

**HEU Will:** Require delegates to convention and bargaining conferences to refrain from utilizing artificial intelligence (AI) to craft, produce or present their remarks. Speakers may refer to notes to recall specific points but shall not read AI created speeches directly from media devices or written documents.

**Because:** HEU encourages members to find and share their voice and to speak from the heart in safety and support.

The use of artificial intelligence (AI) and cloud-based, AI prompting directly contravenes Article 18, Induction Oath of Obligation which reads "I shall abide by the constitution and by-laws of the union and shall not divulge proceedings which the meeting has identified as confidential at its meetings.

An AI prompt asking to form an opinion and creating speaking notes on a constitutional or bargaining matter becomes native to the global AI cloud and breaks the confidence of the convention or bargaining conference.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 115

**Submitted by the Menno Home Local**

**Article: 21**
**Section: B**
**Subject: Rules of Order Reform**

**HEU Will:** Where the constitution reads:

Speaking: Every member while speaking shall adhere to the question under debate, avoid all personalities and indecorous language, as well as any reflection on the union or any member thereof.

Strike out "...personalities and indecorous language, as well as any reflection on the union or any member thereof" and replace it with "...personalities, indecorous language or reflection on any individual member of the union. Members may, in good faith, voice dissent of union policies, positions and business as is necessary to facilitate democratic discourse in union sessions.

**Because:** Healthy democratic unions depend on members being able to openly debate union policies, positions, and decisions.

Respectful dissent strengthens accountability, transparency, and informed decision-making.

Members should be free to express good-faith disagreement without fear of violating the constitution.

Meeting rules should protect members from personal attacks while preserving vigorous debate on union business.

The current prohibition on reflection on the union may unintentionally discourage legitimate criticism and democratic participation.

Distinguishing criticism of union business from criticism of individual members provides greater clarity and fairness.

This amendment maintains standards of respectful conduct while affirming members' right to participate fully in democratic discussion.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 116

**Submitted by the Finnish Care Local**

**Article: 22**
**Section: E**
**Subject: HEU workshop/ education**

**HEU Will:** Pay the members to attend education/workshops in their scheduled day off in compensation of the amount of time off.

**Because:** This encourages the member to learn and gain knowledge through education and involved in the workshops conducted by HEU.

Members refused to sign up to attend the workshop especially when it is scheduled in their day off. However, it can encourage them to attend if they get paid.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 117

**Submitted by the Normandy Local**

**Article: 22**
**Section: C**
**Subject: Constitutional Amendment**

**HEU Will:** Increase number of members to 175 or less so that the new language reads:

Locals of 175 members or less wishing to affiliate or are affiliated to their local labour council shall have their per capita paid by the provincial office, Burnaby site.

**Because:** Small- and medium-size locals do not have enough rebates to pay for the per capita.

One of the requirements for locals to attend BC Federation of Labour, CUPE National and Canadian Labour Congress conventions is to be affiliated with a local labour council, so HEU should be inclusive.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 118

**Submitted by the Laurel Place Local**

**Article: Death Benefit Fund**
**Section: N/A**
**Subject: Death Benefit**

**HEU Will:** Increase death benefits from $2,500 to $5,000.

**Because:** The current HEU death benefit of $2,500 no longer reflects the rising costs of funeral services, cremation, burial and other end-of-life expenses faced by member's families.

Inflation and increasing cost of living have significantly reduced by the value of benefit since it was established.

The death benefit is important expression of solidarity and support for members and their loved ones during a time of grief and financial hardship.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 119

**Submitted by the Cowichan Valley Local**

**Article: 22 (J)(3)**
**Section: New Additional Language**
**Subject: Artificial Intelligence**

**HEU Will:** Delegates will refrain from utilizing artificial intelligence to craft, produce or present their remarks. Speakers may refer to notes to recall specifics but shall not read speeches directly from media devices or written documents.

**Because:** HEU encourages members to find and share their voice and to speak from the heart in safety and support.

The use of artificial intelligence (AI) and cloud-based, AI prompting directly contravenes Article 18, Induction Oath of Obligation which reads "I shall abide by the constitution and by-laws of the union and shall not divulge proceedings which the meeting has identified as confidential at its meetings.

An AI prompt asking to form an opinion and creating speaking notes on a constitutional or bargaining matter becomes native to the global AI cloud and breaks the confidence of the convention or bargaining conference.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 120

**Submitted by the Cowichan Valley Local**

**Article: 22 - Miscellaneous - New Section "F"**
**Section: Regional Meetings**
**Subject: Regional Meetings**

**HEU Will:** The union will utilize remote teleconferencing technologies to hold on-line regional meetings during each calendar year to address constructional and membership issues affecting the HEU.

Meetings will be designed to engage all members in all sectors with the Provincial Executive, provincial sub-committees, and be specific to HEU-wide initiatives and education. Historic delegate entitlements for in-person regional meetings will be respected.

**Because:** Regional meetings costs have escalated.

Not all locals can fully participate in-person due to their size, union release complications, travel distances and conditions.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 121

**Submitted by the Kelowna Local**

**Article: 23**
**Section: D**
**Subject: Increase payable death benefit**

**HEU Will:** Increase the payable death benefit to $1,000 from the current $500 benefit.

The benefit for members will be $1000 more than the maximum Canada Pension Plan (CPP) death benefit or $3,500, whichever is greater.

**Because:** We are living in an increasingly more expensive world these days. A traditional burial or cremation now exceed $5,000 which is financial taxing at the time of a passing on remaining family.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 122

**Submitted by the Fort St. John Local**

**Article: 25**
**Section: A: (New Language added after existing language)**
**Subject: Retired Members**

**HEU Will:** The five dollar payment to the union would additionally qualify these retired members to be mailed a copy monthly of the Guardian magazine.

**Because:** These members who may have been active previously within their locals would like to stay connected. The beneficial networking from retirees to the local executive is unmeasurable.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 123

**Submitted by the Prince Rupert Local**

**Article: 25**
**Section: (A) (New language after existing language)**
**Subject: Retired Members**

**HEU Will:** The five dollar payment to the union would additionally qualify these retired members to be mailed a copy monthly of the Guardian magazine.

**Because:** These members who may have been active previously within their locals would like to stay connected. The beneficial networking from retirees to the local executive is unmeasurable.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 124

**Submitted by the Provincial Executive**

**Article: 26 and 27**
**Section:**
**Subject: Relocate honorary membership and union recognition provisions from the Constitution to policy**

**HEU Will:**

Amend the Constitution to:

- Remove Article 26 respecting honorary members;
- Remove Article 27 respecting the Mary LaPlante Sisterhood Award; and
- Address honorary membership and HEU awards and recognition programs through policies approved by Provincial Executive.

**Because:** This proposed draft amendment would give partial effect to recommendation 4A of the constitutional review committee, which identifies honorary membership and union awards as matters that may be more appropriately addressed through policy.

HEU recognizes members and others through several awards, but only the Mary LaPlante Sisterhood Award is currently established in the constitution.

Honorary membership and union awards can be appropriately established and administered through policy, consistent with the constitution's primary role as HEU's governance framework.

Relocating these provisions will allow Provincial Executive to establish a consistent policy framework for awards and recognition without diminishing their importance or purpose.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 125

**Submitted by the Laurel Place Local**

**Article: 28 Benefits**
**Section: 28.01, 28.02, 28.03, 28.06**
**Subject: Universal 100% Employer - Paid Healthcare Benefits across all sectors**

**HEU Will:** HEU will prioritize bargaining and political lobbying and achieve 100 per cent employer-paid, health benefits for all members, eliminating sub-standard coverage differences between the public and private health care sectors.

**Because:** Workers in private, contracted-out and long-term sectors face lower benefit coverage compared to public sectors.

Out of pocket cost for prescription, dental, vision care and mental health services create financial hardship considering the high cost of living.

Equal work deserves equal protection and benefits.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 126

**Submitted by the Little Mountain Local**

**Article: 28 ( New)**
**Section: A**
**Subject: Quarterly Report on Excluded Employees**

**HEU Will:** Add a new Article 28 - Quarterly Reporting of Excluded Employees, to read as follows:

Article 28

Quarterly reporting of excluded employees

Section A - Quarterly report

The Provincial Executive shall receive a quarterly report listing all excluded employees employed by the Hospital Employees' Union.

Following review by the Provincial Executive, the report shall be distributed electronically to every local within 30 days following the end of each fiscal quarter.

The report shall contain, at a minimum, the following information for each excluded employee:

- Full legal name
- Position title
- Date of Hire
- Department or division
- Primary duties and functions
- Employment status (permanent full-time, permanent part-time, temporary, term, or contract);
- Annual salary including any salary adjustment made during the reporting period;
- Any taxable allowance or vehicle allowance paid by the Union;
- Any bonus incentive, or performance-based compensation paid during the reporting period
- The effective date of any promotion, reclassification, transfer, or termination.

The report shall also include:

- The total number of excluded employees;
- Any newly created excluded positions and the rationale for their creation;
- Any elimination excluded position; and
- The total annual salary expenditure for all excluded employees.

The report shall become an official record of the union and shall be made available electronically to every local executive.

This article shall be implemented to the fullest extent permitted by applicable law.

**Because:** Union members have the right to know how membership dues are spent and how the union's excluded workforce is structured.

Quarterly reports will:

- Improve transparency and accountability;
- Provide locals with timely information regarding administrative staffing;
- Enable delegates and local executives to make informed decisions regarding governance and budgeting;
- Promote confidence that union resources are being managed responsibly; and
- Ensure that significant staffing changes are communicated consistently throughout the province.

Review by the Provincial Executive prior to distribution will ensure the report is complete and accurate before it is disseminated to all locals.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 127

**Submitted by the Pinegrove Local**

**Article: 30**
**Section: N/a**
**Subject: Special leave**

**HEU Will:** Change how members can only accumulate special leave hours but can't really use them because of the stated coverage of special leave.

**Because:** Most the HEU members are immigrants in this country, and they have no family, or are just starting by themselves. They don't have house of their own, and are just renting.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 128

**Submitted by the Morgan Place Local**

**Article: 31**
**Section: 11**
**Subject: Increasing Unused Sick Leave Payout upon Retirement to 85%.**

**HEU Will:** Negotiate to amend the collective agreement language so that upon a member's retirement, they shall be compensated for all accrued and unused sick leave at a rate of 85 per cent of their then current salary, an increase from the current 50 per cent payout rate.

**Because:** Increasing the unused sick leave retirement payout to 85 per cent rewards dedication by ensuring that members who responsibly preserve their sick leave throughout their careers are no longer undervalued by the current 50 per cent cap.

This adjustment properly recognizes accumulated sick time as a vested, earned financial benefit upon retirement while simultaneously boosting retention by creating a powerful incentive for long-term staff dedication and excellent attendance across facilities.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 129

**Submitted by the Kamloops/Thompson Local**

**Article: 5.14: Dedicated Shop Stewards.**
**Section: 14**
**Subject: All Dedicated Shop Stewards to have the same wage**

**HEU Will:** Amend the wages for all dedicated shop stewards to be equitable and meet the industry standards.

**Because:** Shop stewards do important work and need to be paid accordingly.

Based on 2026 data, the average gross salary for a dedicated shop steward in British Columbia is approximately $107,417 per year, which translates to an hourly rate of roughly $52.

This figure reflects full-time, experienced, union representatives or specialized stewards, rather than part-time volunteer shop stewards.

Salary breakdown (2026)

- Average annual salary - $107,417

- Average hourly wage - $52

- Average annual bonus - $23,954

- Entry level (one-three years) - approximately $60,212 per year

- Senior level (eight-plus years) - approximately $120,245 per year

Key factors for B.C. stewards

- Location: Salary levels can vary, with higher costs of living in areas like Vancouver often impacting union compensation structures.

- Compensation structure: Dedicated stewards are often paid directly by the union (using union dues) rather than the employer, particularly when they are working full-time on union business.

  - Collective agreements: Wages for union stewards are generally governed by the specific collective agreement of their union (e.g., BC General Employees' Union, Health Employers Association of British Columbia, Compensation Employees' Union).

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 130

**Submitted by the Little Mountain Local**

**Article: Constitutional Amendments Throughout the Constitution and By-Laws**
**Section: Multiple Articles**
**Subject: :Consequential Changes Following the Elimination of the Secretary-Business Manager and Assistant Secretary-Business Manager Positions.**

**HEU Will:** Direct the constitutional committee to make all consequential amendments necessary throughout the constitution and by-laws to implement the constitutional amendment eliminating the offices of secretary-business manager and assistant secretary-business manager.

These consequential amendments shall include, but are not limited to:

- Removing all references to the offices of secretary-business manager and assistant secretary-business manager.

- Replacing references to the secretary-business manager with the president where the reference pertains to leadership, governance, representation, reporting, administration of union affairs, or other executive responsibilities.

- Replacing references to the secretary-business manager with the financial secretary where the reference pertains to financial administration, operational administration, staff supervision, record keeping, or other administrative responsibilities.

- Updating committee memberships, signing authorities, vacancy provisions, election procedures, reporting requirements, any other constitutional provisions affected by the elimination of these offices.

- Making any grammatical, numbering, cross-reference, and formatting changes required to ensure the constitution and by-laws remain internally consistent.

The constitutional committee shall have no authority to make substantive policy changes beyond those necessary to give full effect to this constitutional amendment eliminating.

**Because:** The secretary-business manager and assistant secretary-business manager are referenced throughout numerous articles of the constitution and by-laws.

Removing these offices requires consequential amendments to maintain consistency, eliminate obsolete language, ensure the constitution accurately reflects the responsibilities assigned to the president and financial secretary without altering the intent of the convention.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 131

**Submitted by the Indigenous Peoples**

**Article: new**
**Section: N/A**
**Subject: Integrating the BC Anti-Racism Act as a Guiding Lens for HEU**

**HEU Will:** Integrate the B.C. Anti-Racism Act as a guiding lens for HEU.

**Because:** Systemic racism continues to create barriers to equity, participation, leadership opportunities, and fair treatment within workplaces and organizations.

The Hospital Employees Union is committed to equity, diversity, inclusion, accessibility, reconciliation, and human rights in representing its members and governing the union.

The principles contained within British Columbia's Anti-Racism Act provides a framework for identifying, preventing, and addressing systemic racism through accountability, transparency, and continues improvement.

Embedding an anti- racism lens into the constitution demonstrates HEU's commitment to advancing equitable outcomes in all aspects of the union's work.

This amendment does not make HEU subject to Anti-Racism Act as though it were a provincial public body. Rather, it voluntarily adopts the act's principles as government framework to strengthen accountability and ensure anti-racism is embedded throughout the union's work. The amendment aligns with HEU's existing commitments to equity while providing a constitutional foundation that future policies, strategic plans, education, and decision-making can consistently build upon. It also positions HEU as a leader in modelling the same anti-racism practices it advocates for with employers across British Columbia.

This wording is broad enough to influence all areas of HEU's operations while showing the union flexibility in how it implements the framework over time.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 132

**Submitted by the People with Disabilities Standing Committee**

**Article: n/a**
**Section: n/a**
**Subject: Adopting the BC Anti-Racism Act as a Guiding Lens for HEU**

**HEU Will:** Adopting the B.C. Anti-Racism Act as a guiding lens for HEU.

**Because:** Systemic racism continues to create barriers to equitable participation, representation, and outcomes for Indigenous, racialized, and equity-deserving members within workplaces and unions.

The HEU is committed to advancing equity, diversity, inclusion, accessibility, and reconciliation in all aspects of its work, including governance, bargaining, representation, education, and member engagement.

British Columbia's Anti-Racism Act provides a framework for identifying, addressing, and preventing systemic racism through accountability, transparency, and ongoing systemic change.

Adopting an anti-racism lens across all union functions strengthens HEU's ability to reflect its membership, remove systemic barriers, and support meaningful equity outcomes.

HEU should adopt the principles and objectives of British Columbia's Anti-Racism Act as a guiding lens for all union activities, including but not limited to governance, policies, bargaining, representation, education, communications, elections, committee work, financial decision-making, hiring, procurement, and member engagement.

HEU should commit to identifying and addressing systemic barriers within its structures and practices, and to promoting equitable participation and outcomes for Indigenous, racialized, and equity-deserving members across the union.

HEU should incorporate this anti-racism lens into relevant policies, strategic planning processes, education programs, and decision-making frameworks in a manner consistent with the union's constitution and values.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 133

**Submitted by the People with Disabilities Standing Committee**

**Article: n/a**
**Section: n/a**
**Subject: HEU committee on mental health and substance use**

**HEU Will:** Establish a committee on mental health and addictions.

**Because:** Mental health and substance use issues affect individuals and communities worldwide.

There is a need for dedicated efforts to address mental health and addiction challenges comprehensively and effectively.

A committee focusing specifically on mental health and addictions within our organization can enhance awareness, support, and resources for those affected.

The HEU should establish a mental health and addictions subcommittee (MHAS) to address mental health and addiction-related issues within our organization and the broader community.

The MHAS shall consist of dedicated members representing diverse backgrounds and expertise, including but not limited to mental health professionals, addiction specialists, community advocates, and individuals with lived experience.

The primary objectives of the MHAS shall include:

- Increasing awareness and understanding of mental health and addiction issues;
- Advocating for policies and initiatives that promote mental health and addiction prevention, treatment, and support;
- Providing resources, support, and referrals for individuals within our organization and the community affected by mental health and addiction challenges;
- Collaborating with local organizations, health care providers;
- Promoting government agencies to address mental health and addiction needs effectively; and

- Promoting destigmatization and creating a supportive environment for individuals seeking help for mental health and addiction concerns.

The MHAS shall meet regularly to discuss ongoing initiatives, plan events, share resources, and address emerging issues related to mental health and addictions.

The MHAS shall report its progress, findings, and recommendations to the HEU leadership regularly.

The HEU shall allocate appropriate resources, including but not limited to funding, staff support, and administrative assistance, to enable the MHAS to fulfill its mandate effectively.

This resolution shall take effect immediately upon the passing of the vote for this resolution.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 134

**Submitted by the People with Disabilities Standing Committee**

**Article: n/a**
**Section: n/a**
**Subject: HEU Mental Health Awareness and Wellness Toolkit Campaign**

**HEU Will:** Implement a mental health awareness and wellness toolkit campaign.

**Because:** Health care workers continue to experience increasing levels of workplace stress, burnout, compassion fatigue, moral distress, psychological injury, bullying ,violence, and trauma that affect their mental health and well-being.

Mental health is an essential component of workplace health and safety, and reducing stigma encourages members to seek support without fear of discrimination or judgment.

HEU has an important role in educating, supporting, and empowering members, locals, and activists by providing accessible resources that promote psychological health, resilience, peer support, and awareness of available services.

HEU should develop a comprehensive mental health awareness and wellness toolkit and campaign with a diversity, equity, inclusion, and accessibility (DEIA) lens for members, locals, and committees.

The toolkit should include, where appropriate:

- Information on recognizing the signs and symptoms of stress, burnout, compassion fatigue, moral distress, and psychological injury;

- Trauma-informed and culturally safe mental health resources;
- Information on psychological health and safety in the workplace;
- Resources specific to health care workers and other HEU members;
- Guidance on accessing community supports, employee assistance programs, crisis services, and union resources;
- Materials to assist locals in promoting mental health awareness events and campaigns;
- Information for stewards and local officers on supporting members experiencing mental health challenges while respecting privacy and confidentiality; and
- Digital and printable resources that are accessible, inclusive, and available to all members.

HEU should consult with members, equity committees, individuals with lived experience, mental health professionals, and relevant community organizations in the development of the toolkit to ensure it reflects principles of equity, accessibility, cultural humility, and trauma-informed practice.

Mental health challenges among health care workers have increased significantly due to workload pressures, staffing shortages, workplace violence, and exposure to traumatic events. While HEU provides education in many areas, there is an opportunity to create a coordinated, union-wide campaign that equips locals and members with practical, accessible resources.

A mental health awareness and wellness toolkit would provide consistent information, reduce stigma, encourage early intervention, and help build psychologically safer workplaces while supporting members in advocating for improved working conditions.

This resolution is broad enough to gain support from convention delegates while giving HEU flexibility to determine the specific format and content of the campaign. It also aligns with HEU's commitments to workplace health and safety, member education, equity, and wellness.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 135

**Submitted by the People with Disabilities Standing Committee**

**Article: n/a**
**Section: n/a**
**Subject: HEU Website Accessibility, Equity, and Inclusion Review**

**HEU Will:** Conduct a website accessibility, equity, and inclusion review.

**Because:** The HEU website is a primary source of information, education, services, and engagement for members across the province.

Members access the website using a wide variety of devices, technologies, languages, and accessibility supports, and barriers to access can prevent equitable participation.

The principles of diversity, equity, inclusion and accessibility (DEIA), anti-racism, and universal design should be reflected in all member-facing communications and digital resources.

Improving accessibility and user experience benefits all members, including persons with disabilities, Indigenous members, racialized members, 2SLGBTQIA+ members, older workers, young workers, and members whose first language is not English.

HEU should conduct a comprehensive review of its website through a DEIA lens, including consultation with the standing equity committees, members with lived experience, and accessibility experts where appropriate.

The review should include, but not be limited to:

- Compliance with recognized digital accessibility standards (such as web content accessibility guidelines);
- Intuitive navigation and improved user experience;
- Plain language and inclusive content;
- Compatibility with assistive technologies;
- Culturally responsive and representative imagery and content;
- Multilingual accessibility where feasible; and
- Opportunities to improve members' ability to locate resources, education, services, and union information efficiently.

The Provincial Executive should receive a report on the findings and recommendations, along with an implementation plan and timeline for identified improvements.

HEU's website is often the first point of contact for members seeking representation, education, convention information, committee resources, and support.

An accessible, inclusive, and user-friendly website demonstrates HEU's commitment to equity and ensures all members can participate fully in their union regardless of ability, language, culture, age, or technology.

Conducting a DEIA-informed review will help remove barriers, improve member engagement, and ensure HEU's digital presence reflects the union 's values of equity, inclusion, accessibility, and anti-racism.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 136

**Submitted by the People with Disabilities Standing Committee**

**Article: n/a**
**Section: n/a**
**Subject: Integrating the BC Anti-Racism Act as a Guiding Lens for HEU**

**HEU Will:** Integrating the B.C. Anti-Racism Act as a guiding lens for HEU.

**Because:** Systemic racism continues to create barriers to equity, participation, leadership opportunities, and fair treatment within workplaces and organizations.

The Hospital Employees Union is committed to equity, diversity, inclusion, accessibility, reconciliation, and human rights in representing its members and governing the union.

The principles contained within British Columbia's Anti-Racism Act provides a framework for identifying, preventing, and addressing systemic racism through accountability, transparency, and continues improvement.

Embedding an anti- racism lens into the constitution demonstrates HEU's commitment to advancing equitable outcomes in all aspects of the union's work.

The HEU Constitution should be amended by adding the following statement to the constitution's objects or guiding principles (or other appropriate section as determined by the constitutional committee):

The Hospital Employees Union shall apply an anti-racism lens, informed by the principles and objectives of British Columbia's Anti-Racism Act, in its governance, policies, bargaining, representation, education, communication, elections, committee work, financial decision-making, hiring, procurement, member engagement, and all other functions of the union. The union shall strive to identify and remove systemic barriers, promote equitable participation and outcomes, and foster an inclusive and accessible organization for all members.

This amendment does not make HEU subject to Anti-Racism Act as though it were a provincial public body. Rather, it voluntarily adopts the act's principles as government framework to strengthen accountability and ensure anti-racism is

embedded throughout the union's work. The amendment aligns with HEU's existing commitments to equity while providing a constitutional foundation that future policies, strategic plans, education, and decision-making can consistently build upon. It also positions HEU as a leader in modelling the same anti-racism practices it advocates for with employers across British Columbia.

This wording is broad enough to influence all areas of HEU's operations while showing the union flexibility in how it implements the framework over time.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 137

**Submitted by the People with Disabilities Standing Committee**

**Article: n/a**
**Section: n/a**
**Subject: Review of HEU Financial Practices Through a DEIA and Accessibility Lens**

**HEU Will:** Review HEU financial practices through a DEIA and accessibility lens.

**Because:** Meaningful participation in union activities—including conventions, conferences, education programs, committee work, governance, and leadership opportunities—is fundamental to a strong and democratic union.

Financial barriers, including lost wages, childcare, elder care, travel, accommodation, accessibility-related expenses, and other out-of-pocket costs, can prevent members from participating fully in union activities.

These financial barriers disproportionately impact members from equity-deserving groups, including Indigenous members, racialized members, members with disabilities, 2SLGBTQIA+ members, women, young workers, older workers, members in precarious employment, rural and remote members, and members with caregiving responsibilities.

HEU is committed to advancing diversity, equity, inclusion, and accessibility (DEIA) and recognizes that equitable participation requires identifying and removing systemic barriers to engagement and leadership.

The Hospital Employees' Union should conduct a comprehensive review of its financial practices, policies, reimbursement processes, and participation supports through a DEIA lens to identify systemic financial barriers that limit member participation.

The review should include consultation with the equity standing committees, locals, and members to better understand the financial barriers experienced by diverse member groups.

Recommendations arising from the review should prioritize equitable access to union participation by considering measures that reduce financial hardship, improve accessibility, and support meaningful participation for all members while maintaining responsible fiscal stewardship.

HEU's strength depends on the voices and participation of all members. However, financial hardship continues to be one of the most significant barriers preventing members from attending union events, serving on committees, participating in education, and seeking leadership opportunities. A DEIA lens recognizes that financial barriers are not experienced equally.

Members from equity-deserving groups -- including those with disabilities, caregivers, low-income members, rural and remote members, and members facing systemic inequities -- may incur additional costs that make participation particularly difficult. Reviewing HEU's financial practices through a DEIA framework will help identify policies and processes that unintentionally create inequitable outcomes and support the development of more inclusive practices.

By removing financial barriers, HEU can strengthen member engagement, broaden representation, foster leadership from underrepresented groups, and ensure that all members have an equitable opportunity to participate in the democratic life of their union.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 138

**Submitted by the Richmond Local**

**Article: N/A**
**Section: N/A**
**Subject: Transparency**

**HEU Will:** Amend the constitution to require annual disclosure of the top three provincial officers' total compensation. Include all salaries, honorariums, stipends, and allowances in this financial disclosure. Publish this information annually to all members in good standing through official union communication channels.

**Because:** Transparency and accountability are foundational pillars of a democratic and member-driven union. Members have a right to know exactly how their hard-earned dues are allocated. Disclosure strengthens internal trust, promotes fiscal responsibility, and aligns with modern governance standards.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 139

**Submitted by the Surrey Local**

**Article: N/A**
**Section: N/A**
**Subject: Mandatory Vote Transparency**

**HEU Will:** Amend the constitution to require publication of:

- Total ballot cast, votes per candidates or option, spoiled ballots and turnout percentage for all election and ratification votes;

- Release of official result within 48 hours of certification; and

- Standardized reporting format accessible to members.

**Because:** Transparent reporting strengthen confidence in union democracy and reflect modern expectation for open governance.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 140

**Submitted by the Little Mountain Local**

**Article: 6 and 7**
**Section: Article 6, Sections A, B and C; Article 7, Sections A,B,C and F**
**Subject: Eliminate the Secretary-business Manager and Assistant Secretary-Business Manager positions**

**HEU Will:** Amend the constitution and by-Laws to eliminate the positions of secretary-business manager and assistant secretary-business manager, effective at the close of biennial convention following adoption of this amendment through the following changes:

- Amend Article 6, Section A by removing Secretary-Business Manager.
- Delete Article 6, Section B in its entirety.
- Delete Article 6, Section C in its entirety.
- Delete Article 7, Section A in its entirety.
- Delete Article 7, Section B in its entirety.

- Transfer the constitutional responsibilities of these positions as follows:

a) President

- Becomes the union's chief administrative officer
- Serves as the union's official spokesperson
- Coordinates and administers the business of the union under the direction of convention and the provincial executive
- Reports to Convention on the business of the union between conventions
- Continues all existing constitutional duties of the president

b) Financial Secretary

- Assumes responsibility for the administrative and operational functions formerly assigned to the Secretary-Business Manager
- Supervises the administration of the union finances and operations
- Oversees staff appointments and administration, subject to Provincial Executive approval
- Performs any additional administrative duties assigned by the Provincial executive
- Continues all existing constitutional duties of the Financial Secretary

Any remaining references throughout the constitution and by-laws to the secretary-business manager or assistant secretary-business manager shall be replaced, where appropriate, by the president or financial secretary consistent with this amendment.

**Because:** The secretary-business manager and assistant secretary-business manager positions duplicate administrative and executive functions that can be effectively carried out by the elected president and financial secretary.

Eliminating these positions will:

- Reduce the union's administrative and salary costs.
- Streamline the executive structure.
- Increase accountability by placing executive leadership responsibilities directly with elected constitutional officers.
- Allow more union resources to be directed toward member representation, bargaining organizing, strike preparedness education, and local support rather than executive administration.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 141

**Submitted by the Provincial Executive**

**Article: 14 and 15**
**Section: C, B and E**
**Subject: Default to Two-year Terms for Local Executives, effective 2028**

**HEU Will:** Default to local elections every two years, effective 2028, by amending Article 15, Sections B and E; and Article 14, Section C.

Noting portions which would come into effect on January 1, 2028, the new language will read:[MR1.1]

ARTICLE 15

Nomination and Election of Local Officers

Section A

Local officers: The officers of the local shall consist of chairperson, vice-chairperson, secretary-treasurer, assistant secretary, conductor, warden, three trustees and, in the event of merged locals, such other local officers that ensure worksite executive representation.

Individual locals may vary their executive structure subject to prior approval of the Provincial Executive.

*Also see Article 14 – Section C.

Section B

NOMINATION & ELECTION OF OFFICERS:

The new language will read:[NM2.1][MR2.2]

Effective January 1, 2028:

- The election of officers by secret ballot shall take place biennially no later than April 30 in every even-numbered year, unless a local's by-laws call for annual elections, in which case they shall take place no later than April 30 in every calendar year.

- The method of conducting the elections shall be decided by a majority vote of the membership, as determined by the local by-laws or at any meeting with quorum that provides for 30 days' notice of election; or as prescribed by the Provincial Executive.

c) The timelines in Article 15, Section B, Subsection (a) above do not apply to newly organized locals within the first 12 months of their establishment.

Section C

Scrutineers: Prior to the election, and with the approval of the meeting, the chairperson shall appoint non-candidate scrutineers to take charge of the ballot box, count the ballots and report results to the chairperson.

Section D

Electioneering: Only information electioneering shall be used in any local election. The method and medium of this information shall be restricted within the confines of each local, as determined in the local by-laws, or as agreed to by the membership at a previous meeting with quorum that provides for 30 days' notice of the election. Any violation of this clause shall nullify the violating candidate's eligibility.

Section E

Terms of Officers: The terms of the elected officers shall expire immediately following the installation of Officers at the meeting at which their successors are elected and qualified.

The terms of all Officers elected in 2027 shall expire in 2028.[MR3.1]

Effective January 1, 2028: [NM4.1]

If a local's by-laws call for annual elections:

- the trustee who receives the highest number of votes shall serve a two-year term; and
- all other officers, including any trustee who does not receive the highest number of votes, shall serve a one-year term.

If a local's by-laws do not call for annual elections:

- the trustee who receives the highest number of votes shall serve a four-year term; and
- all other officers, including any trustee who does not receive the highest number of votes, shall serve a two-year term.

If an elected officer is unable or unwilling to complete their term, the local shall hold an election as soon as practicable and the candidate who receives the most votes shall serve the remainder of the term.

For clarity, an incumbent officer may seek election to a vacant position and shall only be required to forfeit their existing position in the event they are successful.

ARTICLE 14

By-Laws Covering Locals

Section C

Local by-laws: Each local may adopt its own by-laws, which must be approved by the Provincial Executive and cannot conflict with the HEU constitution and by-laws.

Local by-laws may include:

- A minimum of four membership meetings a year.
- A local executive structure of fewer than the number of Officers as required in Article 15, Section A, and whether or not to elect alternates in case of vacancies. No member shall hold more than one office, except where the local has fewer than five members. [NM5.1][MR5.2][MR5.3]
- A requirement that elections for local executive officer positions be held annually.
- The method for nominations, campaigns and elections of local executive officers.
- Eligibility requirements, if more than the Article 4 requirement.
- The method of filling vacancies that occur between elections.
- A steward structure.
- A requirement to adopt an annual budget detailing how rebates and any other income will be spent for meetings, travel, honorariums, education, donations and other costs.

**Because:** Becoming a local officer requires a member to review a lot of information and attend training. A one-year term is a short time to learn the requirements of the position and begin to fill the role before going into an election again, and a longer term would support local leaders to settle into their roles and make best use of this training.

A two-year term will allow locals to focus on building the local between elections; and

Changing bank signing officers is cumbersome, and reducing the frequency to two years would reduce delays due to signing officer updates.

Even if some members are not able to commit to a two-year term (or four-years for a senior trustee), the option to step down when needed would still be available, and this draft prescribes a process for those vacated positions to be filled.

Locals that prefer to retain a one-year term (or two-years for a senior trustee) may still do so simply by amending their local by-laws.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 142

**Submitted by the Kamloops/Thompson Local**

**Article: 6 Provincial Executive Officers**
**Section: N/**
**Subject: Qualifications for the Office of Financial Secretary**

**HEU Will:** Hire an external applicant as treasurer with a formal education in accounting which allows HEU to access a broader and more diverse pool of highly qualified candidates with demonstrated executive experience.

The treasurer / secretary treasurer shall be selected as an external hire and shall not be a current employee or internal member of HEU at the time of appointment or election

**Because:** A union treasurer should ideally be an accountant because the role is fundamentally about financial stewardship, legal compliance, and member trust, all of which align closely with professional accounting skills.

Unions manage complex and regulated finances. Unions don't just collect dues. They manage operating budgets, strike funds, benefit plans, legal expenses, and reserves. These funds are often subject to labour laws, reporting requirements, and internal by-laws. An accountant is trained to:

- Keep accurate and auditable records
- Apply proper accounting standards
- Ensure funds are tracked and restricted appropriately

This reduces the risk of errors that could expose the union to legal or regulatory trouble.

This will foster greater transparency and accountability to members. Union money belongs to the members. An accountant brings:

- Clear financial statements that members can understand
- Proper segregation of duties and internal controls
- Confidence that reports reflect reality, not guesswork.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 143

**Submitted by the Kamloops/Thompson Local**

**Article: 14 By-Laws Covering Locals**
**Section: N/A**
**Subject: Local Meetings**

**HEU Will:** Hire a servicing representative who lives in Kamloops to support the Kamloops Thompson local.

**Because:** The local is growing in membership and it's increasing difficult to get support from Kelowna. This would help the membership and local, and promote and foster a better understanding and support for the union.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 144

**Submitted by the Kamloops/Thompson Local**

**Article: 6 PROVINCIAL EXECUTIVE OFFICERS**
**Section: N/A**
**Subject: Voting for PE**

**HEU Will:** Allow all member to vote in person or electronically for the Provincial Executive.

**Because:** It strengthens democratic legitimacy and accountability.

It increases participation and member engagement.

It improves equity, inclusion, and accessibility.

Electronic voting can meet democratic and legal standards.

It enhances trust and reduces conflict.

All HEU members should be allowed to vote for the provincial executive, in person or electronically, because it strengthens union democracy, increases participation, and ensures fair and inclusive representation. Leaders who govern on behalf of the entire membership should be chosen by the full membership, not just those able to attend convention. Accessible voting builds legitimacy, trust, and accountability by ensuring every member has an equal voice in choosing their leadership.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 145

**Submitted by the Little Mountain Local**

**Article: 6 (New Section)**
**Section: New Section following Article 6,Section K**
**Subject: Member Governance of the Provincial Executive**

**HEU Will:** Amend Article 6 by adding the following new section:

Member Governance

The Provincial Executive prior shall be composed solely of elected officers who are active members of the HEU and who meet the eligibility requirements established by this constitution.

Employees of HEU, whether excluded or bargaining unit employees, shall not be members of the Provincial Executive and shall not exercise the authority or decision-making powers of the Provincial Executive except where expressly authorized by this constitution.

Employees of the HEU shall provide professional advice, administrative support, operational assistance, legal and technical expertise, and such other services as directed by the Provincial Executive.

The Provincial Executive shall retain exclusive authority to:

- Establish the strategic direction of the union;
- Make policy decisions on behalf of the union between conventions;
- Approve budgets and financial priorities;
- Direct collective bargaining objectives and member campaigns;
- Supervise the affairs of the union as provided by this constitution; and
- Exercise all governance powers vested in the Provincial Executive by this constitution and by-laws.

Nothing is this new section shall prevent employees of the union from attending meetings of the Provincial Executive to provide reports, recommendations, technical advice, or administrative assistance at the invitation or direction of the Provincial Executive prior.

**Because:** The HEU is democratic member-led organization.

The Provincial Executive should consist exclusively of elected members who are directly accountable to the membership through the union's democratic processes.

Professional staff play an essential role in providing expertise, continuity, and administrative support. However, governance and decision-making authority should remain with elected representatives chosen by the membership.

Clarifying these respective roles will:

- Reinforce democratic accountability.
- Clearly distinguish governance from administration.
- Ensure that elected representatives retain responsibility for the direction of the union.
- Recognize the important advisory and operational role union employees while preserving member control of the organization.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 146

**Submitted by the Provincial Executive**

**Article: 6 and 7**
**Section:**
**Subject: Consolidate existing provisions relating to PE Officers and their duties**

**HEU Will:** 1-Amend the Constitution to:

- Consolidate various existing provisions relating to Provincial Executive officers and their duties.
- Make minor changes to the structure and wording of these provisions to enhance clarity and accessibility.
- Position the newly combined provisions in an appropriate part of the constitution, to be determined after the close of the 2026 biennial convention having regard to other constitutional amendments passed at convention.

Empower the Provincial Executive to make a final determination regarding the implementation of the proposed amendments, including with regard to the positioning, naming and numbering of provisions.

The new language would read:

Article OR Section X:

Provincial Executive

Section (X)

Provincial Executive Officers

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 (three representatives)
- Interior (three representatives)
- Northern (two representatives)
- Vancouver Coastal (three representatives)
- Vancouver Island (two representatives)
- Diversity vice-presidents:
- Indigenous Peoples (one representative)
- Ethnic Diversity (one representative)
- Pink Triangle (one representative)
- 2-Spirit, Women & Non-binary (one representative)
- People With Disabilities (one representative)
- Young Workers (one representative)

Duties of Provincial Executive Officers

President: The president shall:

- Be a full-time officer of the union,
- Preside at all meetings of the union, of the Provincial Executive and of the table officers,
- Call special meetings, if required,
- See to it that the policy and instructions of the biennial convention and of the Provincial Executive are carried out,
- Be empowered to order officers and committees to perform their duties strictly in accordance with the constitution and by-laws,
- Be a member of all committees appointed by the union and the provincial executive,
- Be a delegate to all provincial and national conventions,
- Be primarily responsible for communication with the membership,
- Be the liaison officer of the Provincial Executive in meetings with organizations,
- Give a full report of duties as listed at the union's biennial convention.

Section (X)

Secretary-business manager: The secretary-business manager shall:

- Be appointed by the Provincial Executive,
- Be the secretary and chief administrative officer of the union,
- Coordinate and administer the business of the union under the direction of the convention, the president and the Provincial Executive,
- Be a member of all committees appointed by the union and the Provincial Executive,
- Be the spokesperson for the union,
- Appoint all staff subject to the approval of the Provincial Executive,
- Be a delegate to all provincial and national conventions,
- Appoint all committees of the union except as otherwise provided under the constitution and by-laws or appointed by the Provincial Executive,
- Report to conventions the business of the union between conventions.

The assistant secretary-business manager shall assist the secretary-business manager in the business administration of the union and shall perform such other duties as the secretary-business manager may assign.

Section (X)

Financial secretary: The financial secretary shall be a full-time officer of the union. The primary responsibilities of this office are the financial affairs of the union. The financial secretary shall forthwith upon receipt deposit in a credit union or chartered bank all funds of the union which shall come to the financial secretary's hands, and pay all bills sanctioned by the union by cheque and/or other methods. Any expenditure for office furniture, equipment or building alterations to regional offices in excess of $3,000 shall be ratified by the Provincial Executive before payment. The financial secretary shall submit a quarterly financial report to the Provincial Executive.

The financial secretary shall investigate whenever it is reported that monies or property of the union have been misappropriated and may take whatever action is necessary to recover such monies or property.

Cheques/payments of an amount greater than $5,000 shall be signed or authorized by the financial secretary and countersigned or authorized by the president, senior trustee or 1st vice-president. However, in cases of emergency, any two of four signing officers shall be empowered to sign cheques/authorize payments. Cheques/payments of an amount less than $5,000 shall bear the signature of or be authorized by the financial secretary or president only.

The financial secretary, president, 1st vice-president and senior trustee shall be bonded.

In the event of the illness, resignation or death of the financial secretary, the Provincial Executive shall have the authority to make an appointment to fill that position from the Provincial Executive.

The financial secretary shall be a delegate to all provincial and national conventions.

The financial secretary shall, in conjunction with the Provincial Executive, ensure that the union has an annual operating budget. A copy of the annual budget shall be provided to each local as soon as it is adopted with in-depth explanations being available upon request.

The books of the union shall be audited each year by a registered firm of chartered accountants selected by the Provincial Executive and a copy will be sent to each local each year.

Section (X)

1st Vice-president: The 1st vice-president shall assist in keeping order; and, in the absence or request of the President, preside over meetings of the union, of the Provincial Executive and of the table officers and shall perform such other duties as may be assigned.

In the event of the resignation or death of the president, the 1st vice-president shall assume the duties of the president. In the event of illness of the president, the Provincial Executive may request that the 1st vice-president assume the duties of the president.

Section (X)

2nd and 3rd Vice-presidents: In cases where the 1st vice-president is performing the functions of the president, the 2nd and 3rd vice-presidents, respectively, shall assume the duties set out under the "1st Vice-President" and "2nd Vice-President" and perform such other duties as may be assigned.

Section (X)

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 local quarterly reports and report inconsistencies or concerns to the financial secretary.

Section (X)

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.

Section (X)

Diversity vice-presidents: Diversity vice-presidents (DVPs) represent members who identify with the corresponding equity group identified in Article 13 as well as the membership as a whole and shall perform such duties as may be assigned by the Provincial Executive. The DVP shall also be a member of the equity standing committee that corresponds to their DVP position.

Elections and Appointments:

Section (X)

Elections for Provincial Executive: All accredited delegates wishing to run for office on the Provincial Executive may post a picture with their name, length of membership in the union, positions held and in what local, on the kiosk provided by the provincial office. All pictures shall be taken by provincial office staff. Pictures of delegates wishing to run for office must be posted for a minimum of nineteen (19) hours before any nomination, election and installation of officers occurs.

All delegates who wish to run for provincial office shall be allowed to announce their intention to Locals via faxes, e-mail, phone messages and word of mouth. They may also submit their photograph, brief biographies and maximum 200 word candidate statement to the convention committee 90 days prior to convention. The convention committee will then send the candidate information in standard format to all the locals forty-five (45) days prior to convention.

Each candidate for provincial office may address the convention delegates for a maximum of five minutes plus a moderated question and answer period at a candidate’s forum. An additional one minute is available for the delegate to include a territorial acknowledgement of Indigenous lands.

The issues regarding policy and contract negotiations voted on, and the way our Provincial Executive have voted, will be made available to the membership.

The following shall be nominated and elected from the eligible accredited delegates attending the regular convention of the union, and in this order: president, financial secretary, 1st vice-president, 2nd vice-

president, 3rd vice-president, and three trustees. any one member is only eligible to hold one Provincial Executive position concurrently.

In the event that the senior trustee elect (four-year term) is elected to another position on the Provincial Executive, the election of a new senior trustee shall take place during the convention.

On the initial ballot, if a 50 per cent plus one majority of all the ballots cast is not attained, then a second ballot shall be conducted among the three candidates receiving the highest number of votes; if a 50 per cent plus one majority is not attained on the second ballot, then a third ballot shall be conducted between the two candidates receiving the highest number of votes on the second ballot.

A delegate who has been elected at a convention to the Provincial Executive in any position under Article 6 is not eligible at the same convention to run for election for another Provincial Executive position.

Section (X)

Election of regional vice-presidents: Regional vice-presidents (RVPs) shall be elected at convention in regional caucus prior to the general elections. This shall be done by requesting the delegates present from each designated region to go into caucus for the purpose of choosing their RVP. Two alternative nominees shall be elected for each RVP position, with RVP alternate one receiving the highest amount of votes and RVP alternate two receiving the next highest amount of votes.

Section (X)

Election of diversity vice-presidents: Diversity vice-presidents (DVPs) shall be elected at convention by a caucus of delegates who identify with the equity group corresponding to one of the six DVP positions. These elections will be held prior to the general elections.

This shall be done by requesting the delegates present from each designated equity group to go into a caucus for the purpose of choosing their DVP. Two alternative nominees shall be elected for each DVP position, with DVP alternate one receiving the highest amount of votes and DVP alternate two receiving the next highest amount of votes.

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 35 years of age or younger on the last scheduled day of convention.

Section (X)

Election of trustees: The first trustee elected shall serve a four-year term; the other two shall serve two-year terms. At each succeeding convention, two trustees shall be elected by separate ballots; the first trustee elected shall serve a four-year term.

Section (X)

Election of alternates: Upon the completion of the election of officers, one election shall be held to select eight alternate executive members who shall be the eight candidates receiving the eight highest number of votes. These alternate executive members shall be known as Provincial Executive alternates one to eight.

No member may be elected to more than one alternate position.

Section (X)

Appointment of secretary-business manager: The secretary-business manager shall be appointed by the Provincial Executive. Such appointment shall be ratified at the biennial convention of the union held immediately following the appointment. Such ratification shall be by secret ballot, at the time of election of Provincial Executive members at the biennial convention.

The assistant secretary-business manager shall be selected by the secretary-business manager and be subject to ratification by the Provincial Executive.

Term Length and Removal from Office:

Section (X)

Terms of office: The terms of the elected officers shall expire at the close of the convention at which their successors are elected and qualified.

Section (X)

Removal or suspension from office: Any Provincial Executive member or alternate who does not maintain eligibility for office at both Provincial Executive and local levels shall be removed from Provincial Executive office.

A Provincial Executive Member who voluntarily performs the duties of management for an HEU bargaining unit shall be removed from Provincial Executive office.

Any Provincial Executive Member who fails to attend three consecutive meetings of the Provincial Executive due to suspension or absence shall be replaced by the corresponding alternate Provincial Executive member either for the duration of the term or for the duration of the suspension or absence, whichever comes first.

Section (X)

Filling of vacancies:

General: Vacancies for elected Provincial Executive members other than regional vice-presidents and diversity vice-presidents shall be filled by the Provincial Executive alternates commencing with Provincial Executive alternate one and in ascending order to Provincial Executive alternate eight.

Vice-president: In the event that a vacancy occurs in a vice-president position, the vice-presidents shall move up in ascending order and the Provincial Executive alternate one shall become the 3rd vice-president.

Regional vice-president: In the event a regional vice-president is unable to complete the term of office, the vacancy shall be filled by the appropriate RVP alternate one, or in the event that RVP alternate one is unable to fill or complete the term of office, by RVP alternate two.

Diversity vice-president: In the event a diversity vice-president is unable to complete the term of office, the vacancy shall be filled by the appropriate DVP alternate one, or in the event that DVP alternate one is unable to fill or complete the term of office, by DVP alternate two.

Senior trustee: Should a vacancy occur in the senior trustee position, the senior trustee-elect shall become senior trustee and the Provincial Executive alternate one shall become trustee.

Trustee: Should a vacancy occur in a trustee position, the Provincial Executive alternate one shall become trustee.

Meetings, Committees and Duties of the Provincial Executive:

Section (X)

Provincial Executive - meetings: The Provincial Executive shall consist of the officers of the union as outlined in Article X, Section A.

The whole Provincial Executive shall meet a minimum of six times yearly, and if necessary shall meet at the call of the President. The President shall call a special meeting of the Provincial Executive if requested by eleven or more Provincial Executive Members.

Section (X)

Provincial Executive - quorum: Any fifteen members of the Provincial Executive shall constitute a quorum, and if there be no quorum present at the time and place appointed for such a meeting, the member or members in attendance may adjourn the meeting to another time and place. Ten days' notice thereof shall be given by the secretary-business manager to all members of the Provincial Executive.

Section (X)

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 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' Union 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. 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.

Section (X)

Assignment of regions: The Provincial Executive shall assign the various regions and where no region is assigned at the time of a convention, the Provincial Executive shall have the power between conventions to set up such a region, if in their opinion the organizing activity within the area warrants this. The Provincial Executive shall also have the power, in conjunction with the locals involved, to arrange for the selection of a regional vice-president for the balance of the term between conventions.

Section (X)

Responsibilities to regions and locals: Representatives from the region will be more accountable to all locals within their region, will give a report to all locals on business being presented at the Provincial Executive table, and must report back to specific locals when that local has submitted a specific concern.

At least one Provincial Executive member will attend a local meeting per year, apart from their own local, so members may familiarize themselves with their Provincial Executive.

**Because:** Articles 6 and 7 are closely related, with one identifying the Provincial Executive officers and the other describing their responsibilities. Combining them would eliminate unnecessary separation and allow members to easily identify each officer alongside their corresponding duties.

Removing unnecessary language and rationalizing the order of the various provisions would make this section easier to navigate and understand.

The best placement of this new section within the full constitution can only be assessed once other possible amendments from the 2026 convention are ratified and incorporated into the text. At that point, the Provincial Executive can assign this new section its own article and section numbering, as appropriate.

This proposed draft amendment would give effect to recommendation 2F of the constitutional review committee.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 147

**Submitted by the Provincial Executive**

**Article: 14, 15, 16**
**Section:**
**Subject: Consolidate various existing provisions relating to Locals**

**HEU Will:**

Amend the constitution to:

- Consolidate various existing provisions relating to union Locals.
- Make minor changes to the structure and wording of these provisions to enhance clarity and accessibility.
- Position the newly combined provisions in an appropriate part of the Constitution, to be determined after the close of the 2026 Biennial Convention having regard to other constitutional amendments passed at Convention.

Empower the Provincial Executive to exercise its judgment in making a final determination regarding the implementation of the proposed amendments, including with regard to the positioning, naming and numbering of provisions.

The new language/re-organization (with article and sectioning numbering as required) would read:

Article OR Section (X):

Local By-Laws and Governance

Local By-Laws, Meetings and Rules:

Section (X)

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.

Section (X)

Local by-laws: Each local may adopt its own by-laws, which must be approved by the Provincial Executive and cannot conflict with the HEU constitution and by-laws.

Local By-Laws may include:

- A minimum of four membership meetings a year.
- A local executive structure of fewer than the number of officers as required in Article 15, Section A, and whether or not to elect alternates in case of vacancies. No member shall hold more than one office, except where the local has fewer than five members.
- The method for nominations, campaigns and elections of local executive officers.
- Eligibility requirements, if more than the Article 4 requirement.
- The method of filling vacancies that occur between elections.
- A steward structure.
- A requirement to adopt an annual budget detailing how rebates and any other income will be spent for meetings, travel, honorariums, education, donations and other costs.

Section (X)

Local meetings and quorum: Each local shall hold regular meetings. Notice of such local meeting must be displayed on the local's notice board for a minimum of seven days in advance of the meeting.

Locals failing to call regular meetings as required under the constitution and by-laws for three successive months shall be put under trusteeship and administered by the provincial office, Burnaby site, until such

time as the Provincial Executive is satisfied that the provisions of the constitution and by-laws are followed.

Meetings may be suspended by the locals subject to the approval of the Provincial Executive with the exception of July, August and December meetings which require approval of a regular local meeting only.

The quorum for local meetings shall be as follows:

- 50 or less, quorum of five
- 175 or less, quorum of seven
- 176-300, quorum of nine
- 301-500, quorum of 15
- 501-1,000, quorum of 20
- 1,001 and over, quorum of 25

For the purpose of defining membership in this section, the dues check-off List shall constitute a local's membership total.

In the case of a member being seconded to temporarily work at a different local than their original local, that member shall have full voice and vote at meetings at the new local.

Local meetings may be held using electronic or virtual conferencing platforms at the expense of the local, or by a mix of virtual and in-person attendance provided the local has a clear process to conduct votes, record attendance, and monitor for quorum.

Section (X)

Union committees: Union committees shall consist of shop stewards' committee and any other committee deemed necessary by the local membership. Members of committees may be appointed by the executive and shall work under the direction of the elected local executive committee.

Section (X)

Guests or speakers: Guests or speakers other than Hospital Employees' Union members, retirees or representatives shall be invited to the regular meetings only on the approval of the local executive.

Section (X)

Local publications: Locals may establish publications; however, the use of the union's name and/or logo in such publications is subject to the approval of the Provincial Executive.

Section (X)

Quarterly report forms: In the event any local repeatedly fails to provide quarterly report forms without reason, the financial secretary, in consultation with the trustees, has the power to suspend monthly rebates until the matter is corrected.

Section (X)

Threat – assets, funds and records: Where an immediate and serious threat to the interest or welfare of the union occurs within a local including a serious breach of the constitution and by-laws, the business and affairs of such local may, by a two-thirds vote of the Provincial Executive, be brought under the exclusive control and direction of the Provincial Executive only for as long as such threat remains.

The assets, funds and records of the local shall at all times remain the property of the union.

Where an HEU local disbands, all funds and assets will be returned to the financial secretary of the union.

Local officers and their duties:

Section (X)

Local officers: The officers of the local shall consist of chairperson, vice-chairperson, secretary-treasurer, assistant secretary, conductor, warden, three trustees and, in the event of merged locals, such other local officers that ensure worksite executive representation.

Individual locals may vary their executive structure subject to prior approval of the Provincial Executive.

Section (X)

Chairperson: The chairperson shall preside at all regular and special meetings of the Local, call special meetings if requested by five per cent of the local membership (in no instance shall less than 10 members be empowered to call a special meeting) and perform such other duties as may of right pertain to this office. It shall be the chairperson's duty to see that all other officers perform their duties strictly in accordance with the constitution and by-laws. The chairperson shall also be ex-officio member of all committees.

Section (X)

Vice-chairperson (optional only with the approval of the local membership and the provincial executive): The vice-chairperson shall assist in keeping order, and in the absence of the chairperson preside over meetings of the local. The vice-chairperson shall assist the warden and see that no one enters the meeting who is not a union member. In locals of 200 members or more, the vice-chairperson of the local may be the coordinating officer between the shop stewards' committee and the local executive.

Section (X)

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.

Section (X)

Assistant secretary (optional only with the approval of the local membership and the provincial executive): The assistant secretary shall assist the secretary-treasurer in per-forming the duties set out under "Secretary-treasurer."

Section (X)

Trustees: The trustees shall have general supervision over the property of the local subject to such instructions as they may from time to time receive. They shall examine the books of the Local quarterly and report to the financial secretary. They shall see that the secretary-treasurer deposits all money belonging to the local in a credit union or chartered bank as the local may designate. They shall perform such other duties as the Provincial Executive, the local or the constitution may direct.

On an annual basis the local trustees complete a survey of the local's finances and present the findings of this survey to the membership at the local meeting.

The survey will be designed to assist in a positive manner as a way of assisting in reporting the finances of the local to the membership.

Trustees should not be signing officers due to conflict of interest. All cheques must be signed by the secretary-treasurer (or treasurer) and countersigned by one of the signing officers. There shall be no more than four signing officers, and all signing officers must be members of the local executive. Spouses, partners and members of the same immediate family, or members of the same household, or members residing at the same address, cannot both be signing officers. Only one can be a signing officer.

Section (X)

Conductor (optional only with the approval of the local membership and the provincial executive): The conductor shall conduct candidates through the initiation ceremony and perform such other duties as the union may direct.

Section (X)

Warden (optional only with the approval of the local membership and the provincial executive): The warden shall take charge of the door and prevent any non-members from entering the meeting unless requested otherwise by the chairperson. The warden shall record all members' attendance at the meetings.

Section (X)

Retirees: See Article 25, Section B

Section (X)

Officer vacancies: Should any officer fail to answer the roll call for three consecutive meetings without having a good excuse for these absences, or should any officer resign or in the event of the death of any officer, the office shall be filled at the next regular meeting of the local. The office of chairperson shall be filled by the vice-chairperson; all other vacancies shall be filled by election.

During the temporary absence of any officer, the chairperson shall appoint a local executive member to fill the vacancy. A local may elect up to five alternates to fill in for these periods of time.

Note that pursuant to recommendation 2(E) of the constitutional review committee, the preceding sections15B-D would be incorporated into a separate provision relating to "Elections".

**Because:** These provisions govern the structure, governance and administration of locals. Bringing these provisions together would give members a single, coherent section dealing with union committees, creating a more complete framework for local operations and reducing the need for cross-referencing.

Removing unnecessary language and rationalizing the order of the various provisions would make this section easier to navigate and understand.

The best placement of this new section within the full constitution can only be assessed once other possible amendments from the 2026 convention are ratified and incorporated into the text. At that point, the Provincial Executive can assign this new section its own article and section numbering, as appropriate.

This proposed draft amendment would give effect to recommendation 2D of the constitutional review committee.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**

## Constitutional Amendment 148

**Submitted by the Provincial Executive**

**Article: 14(C); with consequential amendment to Article 4**
**Section:**
**Subject: Limit eligibility criteria to only those found in Article 4**

**HEU Will:** Amend the Constitution to:

- Limit eligibility criteria to only those found in Article 4.
- Remove the possibility of Local By-Laws adding additional eligibility criteria.
- Remove the reference to Local By-Laws currently found at the top of Article 4.
- In the event that this amendment is adopted in addition to any other amendment to Article 14 or Article 4, the Provincial Executive shall be empowered to combine the amendments and re-structure the Articles as it sees fit, including with regard to the positioning, naming and numbering of provisions.

The new language would read:

ARTICLE 14

By-Laws Covering Locals

Section C

Local by-laws: Each local may adopt its own by-laws, which must be approved by the Provincial Executive and cannot conflict with the HEU constitution and by-laws.

Local by-laws may include:

- A minimum of four membership meetings a year.
- A local executive structure of fewer than the number of officers as required in Article 15, Section A, and whether or not to elect alternates in case of vacancies. No member shall hold more than one office, except where the local has fewer than five members.
- The method for nominations, campaigns and elections of Local executive officers.
- The method of filling vacancies that occur between elections.
- A steward structure.
- A requirement to adopt an annual budget detailing how rebates and any other income will be spent for meetings, travel, honorariums, education, donations and other costs.

With corresponding amendment to Article 4:

Article 4

Eligibility for Office

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 the member has attended a total number of meetings equal to at least 50 per cent of the regular local meetings, held by the local in the 12-month period prior to nomination and has paid all union fines, dues and temporary dues increases.

**Because:** The eligibility criteria found in Article 4 strike an appropriate balance between:

- encouraging active participation and meaningful engagement in the union; and
- promoting accessibility of opportunities for members to serve as union officers or delegates.

Allowing local by-laws to add additional eligibility criteria would impact this balance and diminish accessibility of opportunities within the union.

Members should be able to consult a single source for clear and comprehensive eligibility criteria.

**Committee Recommendation**

☐ **Adopt** ☐ **Defeat**

**Convention Decision**

☐ **Adopted** ☐ **Defeated**