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Arniel (Nildo) Abella

Position running for: Undeclared

Pronouns: he/him
Local/worksite: Kelowna Local / Kelowna General Hospital
Job title: Nursing Assistant II
Land acknowledgement: We acknowledge that we are located on the traditional, ancestral, and unceded territory of the Syilx Okanagan people.

Statement

I am very thankful and grateful for to all my brothers and sisters in our union for trusting me and believing in our HEU. Now I am very excited and passionate to seek a position as officer in our union. This year marks my 26th plus year of service in the Interior Health Authority.

It is my pleasure to serve and help people when in need to the best of my ability. I can share my work experiences to my fellow co-workers and provide them guidance and directions that could improve their life at work. I strongly believe that showing compassion and care to others would make a great difference to their lives.

During Covid times I remember there were only five executive union local officers standing and active. I was one of them moving forward to help our local union be access to our local members. I also helped them bring their voices to the management and get the fairness and equality they deserved. I strongly believe my dedication is to serve and care for the members, understanding in time their needs. I am hoping that you well help me to run and vote for my ideas this election time. Thank you very much.

Biography

- HEU member since 2000
- Presently co-chair, Ethnic Diversity Committee
- Member of Constitution and By-Laws Committee
- Presently senior trustee in our local
- 1 year trustee North Okanagan Labour Council
- 4 years as alternate member on Provincial Executive
- 3 years as local trustee
- 3 years as local conductor
- 3 years as local warden
- HEU delegate for bargaining conference November 2024
- HEU delegate for North Okanagan Labor Council
- HEU delegate for British Columbia Federation of Labour
- HEU delegate for Canadian Union of Public Employees

Christopher Batting

Position running for: 1st Vice-President

Pronouns: he/him/his

Local/worksite: VGH Local / Vancouver General Hospital

Job title: Housekeeper

Land acknowledgement: I live, work, and play on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səlilwətaɬ (Tsleil-Waututh) Nations, specifically, in the area called K'emk'emeláy, which means "place of the maple trees."

Statement

I have always been driven by a strong urge to help. Supporting HEU members and Provincial Executive members is second nature to me. Getting to know those you work around so you can better anticipate their needs is important to me. Sometimes it can be small, like seeing that they need an item that they don't have and getting it for them, or listening intently, so that you might offer information or advice to aid them.

I look forward to supporting the members of the Provincial Executive, and having a positive impact on HEU and its members.

Biography

I have been an HEU member for 20 years working in housekeeping and laundry, and have graduated from UNBC with a undergraduate degree in Political Science. I started as a shop steward in 2015 and attended my first HEU Convention in 2016.

At the 2018 Convention, members from my local pushed me to run for a position, and I got second alternate to the PE. In October of 2020 I was called up to the PE as 3rd Vice-President and have enjoyed my time serving as a PE member. I have been known to dance at conventions.

HEU member since: 2006

Provincial Executive experience: Five years

Union and local activities

- Shop Steward
- Local Trustee
- Local Warden

Other HEU activities

- Gobal Justice & Peace Subcommittee to the Provincial Executive 2018: primary focus was clean drinking water in Canadian communities
- Provincial Executive Committee on Labour Relations 2021: helped bargain a contract with HEU staff union (PEA/HESU) and was involved in hiring the Secretary-Business Manager

Allen Beasley

Position running for: Trustee

Local/worksite: Victoria General Local / Victoria General Hospital

Job title: Supervisor Material Porter

Land acknowledgement: We respectfully acknowledge that we live, work and play on the unceded traditional territories of the Lekwungen peoples of the Esquimalt, Songhees and WSANEC Nations.

Statement

Fellow HEU delegates, I'm Al Beasley, and I am asking for your support to serve on the HEU Provincial Executive.

I have been a proud HEU member for over 35 years and have spent my career working in a variety of support service roles at Island Health, including food services, housekeeping, transport, and portering. Those experiences have given me a strong understanding of the challenges our members face every day.

Throughout my union journey, I have served as shop steward, chief shop steward, conductor, and now as local trustee. These roles have taught me the importance of listening, standing up for members, and ensuring our union remains accountable and transparent.

I believe our strength comes from our members, and every voice deserves to be heard. If elected, I will work to strengthen communication between the Provincial Executive and the membership, promote responsible stewardship of union resources, and advocate for fair working conditions, respect, and opportunities for all HEU members.

I'm not seeking this position for recognition — I am seeking it because I believe in serving our members and helping build a stronger, more united union. I would be honored to earn your trust and your vote.

Thank you for your support.

Biography

I have proudly been an HEU member for more than 35 years. During my career with Island Health, I've worked in many support service roles, giving me firsthand understanding of the challenges our members face every day.

Serving as a shop steward, chief shop steward, conductor, and a local trustee has allowed me to stand up for my coworkers and help make a difference. I believe our union is strongest when

members are involved and work together. Outside of work, I enjoy spending time with family and friends, getting outdoors, and giving back to my community.

HEU member since: 1991

Union and local activities

- Local Trustee

Other HEU activities

- 90s Gorge Local Conductor, shop steward, and chief shop steward
- 2026 VGH local trustee, and also helped with the strike action

Landon Beggs

Position running for: Undeclared

Local/worksite: Victoria General Local / Victoria General Hospital

Job title: Building Automation Technician

Statement

I want to build a strong membership through improved financial support when taking job action, alongside financial education to support members in their daily lives. I want to see a truly member-driven union rather than one driven by leadership or politics.

From my experience on the bargaining committee, I noticed a major divide within our union. Different job classifications often feel like HEU isn't addressing their issues, and when one classification sees an improvement, others are outraged as to why theirs didn't.

If we are to fight for a better wage and recover from the 2004 cutbacks, we need all classifications united, and the financial structure must allow those living paycheck to paycheck to afford going on strike for the wages we deserve.

I am a very analytical and critical person. I am open-minded and driven by logic, which allows me to understand others' perspectives and stand up and fight for them when necessary. Together, we can bridge our divides and build a union powerful enough to win what we are truly worth.

Biography

A dedicated father of three, I bring a strong technical background as a Building Automation Technician, 3rd Class Power Engineer, and Red Seal Millwright, paired with CAPM and FMP credentials. These certifications include training in business finance, leadership, and facilities organizational managment equipping me with an analytical perspective to evaluate complex issues.

Committed to representation, I have proudly served my local as a shop steward, trustee, treasurer, and 2025 provincial bargaining committee member. I am dedicated to bringing transparency, financial accountability, and fierce advocacy to the provincial executive, working tirelessly to unite our membership and protect our collective agreements.

HEU member since: 2019

Union and local activities

- Shop Steward
- Local Treasurer
- Local Trustee

- Picket Captain
- Bargaining Committee

Catherine Black

Position running for: President

Pronouns: she / her

Local/worksite: Tri-Port Local / Port McNeill Hospital

Job title: Admitting clerk and health records

Statement

I have been on the HEU PE two terms as RVP for North Island. I was a trustee for one term also. I have been an Island Heath employee since 2012. I have been retrained and taken a job in admitting from cooking due to a workplace injury. I have seen the gaps in the union relating to members as I am a member first. I have had to navigate many obstacles to get where I am today.

I will work hard to make changes in so many ways, with truth being my goal and members' voices and concerns most important. I look forward to answering any questions you have for me. I am asking for your vote for President of HEU 2026.

Biography

I am a lifelong advocate for union rights and women's rights and have been since the 80s. I have been on several union executives in my lifetime. Always working hard to keep members' rights and concerns as my main focus, I believe in truth and transparency at all times even though it may not be the answer we like.

HEU member since: 2012

Provincial Executive experience: Six years

Union and local activities

- Lead Shop Steward
- Local Chair
- Local Secretary-Treasurer

Other HEU activities

- People with Disabilities
- Women's

Janet Boisvert

Position running for: Regional Vice President, Interior

Pronouns: she/her

Local/worksite: Arrow Lakes Local / Arrow Lakes Hospital

Job title: Cook

Statement

Our local is small and we are in a very rural area. I hope to be able to make more connections with larger locals so that we can offer more opportunities to our members. I feel very fortunate to have the opportunity to run for Regional Vice President and I am very excited to see what the future holds.

Biography

I have been a proud member of HEU for four years. This is my first experience as a union member and I feel very strongly about encouraging members to get involved. I feel fortunate to be able to learn from and support my colleagues with their challenges and successes. Being reasonably new to this union I look forward to a new opportunity to become more involved.

HEU member since: 2022

Union and local activities

- Shop Steward
- OH&S Steward/Representative
- Local Vice-Chair
- Local Trustee

Other HEU activities

- Attended bargaining conference
- Took Mental Health First Aid workshop

Darlene Bown

Position running for: Pink Triangle Standing Committee Diversity Vice-President

Pronouns: they/them

Local/worksite: RJH Local / Island Health

Job title: Peri Operative Aide

Land acknowledgement: I would like to respectfully acknowledge the traditional, unceded territories of the Lekwungen speaking people, known today as the Songhees and Esquimalt first nations on whose homelands I live and raise my family on. As an ally, I am committed to ending systemic racism and actively supporting ongoing reconciliation.

Statement

Over the next two years, my vision is for a stronger, more inclusive, and member-focused union that actively addresses barriers, discrimination and hatred.

To support the PTSC with its outreach and engagement and to work to ensure every member feels heard, respected and supported and empowered.

I will work to strengthen DEIA leadership, educate and engage our members, and advocate fearlessly for the needs of our diverse membership.

Through compassion, courage, and dedicated action, we can build a union where inclusion is not just a goal, but a lived reality for all members.

At the Diversity Vice President joint meetings those meetings build on collaboration, shared responsibilities and mutual respect and support all HEU members.

I have had the privilege to be your DVP on the PE this past term and I'm asking you for your support to bring your voices forward again, with honesty, integrity and with the focus on our members' needs.

My strength as an activist is my unwavering dedication and advocacy to champion the rights and dignity of 2SLGBQTIA+ members by fighting for equity and justice.

Empowering others with a collaborative spirit helps them find there voices and breaking barriers so we can build bridges together.

Biography

Hello, I identify as queer and neurodivergent, and I'm married with two stepsons (Tsm'syen Nation) and we have two dogs and we love the outdoors.

As a Diversity Vice-President and longtime activist, I bring lived experience and authentic leadership to advocating for our members' needs, amplifying diverse voices, working together on identifying barriers and removing them and replacing them with DEIA solutions. Together we're building a more inclusive membership where everyone is valued, supported and welcomed in HEU.

HEU member since: 1988

Provincial executive experience: Six years

Union and local activities

- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Co-chair
- Local Secretary-Treasurer
- Local Secretary
- Local Treasurer
- Local Trustee
- Local Warden
- Local Conductor
- Picket Duty 2026 RJH/VGH BCNU Strike

Other HEU activities

- Delegate to Victoria Labour Council
- BC Federation of Labour 2SLGBQTIA+ caucus
- CUPE National Pink Triangle Committee
- CLC Solidarity and Pride caucus
- HEU Mental Health and Wellness Committee
- HEU appeals panel
- HEU Constitutional Amendments Review Committee

Hillary Budzinski-Stead

Position running for: Regional Vice-President, North

Pronouns: she/her/hers

Local/worksite: South Peace Local / Rotary Manor

Job title: Health Care Aide

Land Acknowledgement: I respectfully acknowledge that I am privileged to live, work, and love on Treaty 8 Territories and the traditional home of the Cree, Dane-Zaa, Sikanni, Saulteau, and Slavey First Nations peoples. I am grateful to all the traditional Knowledge Keepers, Elders, and ancestors who have lived, gathered, and stewarded these lands for generations.

Statement

Every local's number one issue is member engagement. As one of your Northern Vice Presidents, my goal is to help your locals foster meaningful member engagement by giving members a safe space to share their concerns and contribute to our union.

I believe that a strong union is built on active participation, open communication, and mutual respect. We want members across the region to feel informed and involved.

Members from the north face very unique challenges. We deserve strong voices to stand up for our concerns, rights, and communities.

With me as your VP, I would work to increase local outreach, listen to members, support their initiatives, and advocate for their priorities. I want to bring your voices and stories to the forefront of our union.

In doing this, we can strengthen our collective voice, build more engaged locals and a united union.

Within my local executive, I started out as a Trustee then became the Secretary. This year I had the privilege of acting as the Chairperson. Being a leader, empowering and educating members is what brings me the greatest joy in all my roles. I would love to take that a step further as your Regional Vice-President.

Biography

When I moved up to Dawson Creek, I moved with the intention of getting involved in our union. I felt that no one deserves to have their rights violated and I wanted to ensure that the people violating those rights are held accountable.

Quickly becoming a Shop Steward, and eventually becoming Lead, I found my niche within our union. Over the last three years, I have been attending conferences and workshops, showing up for picket lines and rallies, strengthening not only my skills as an advocate but also my passion towards helping others and building a better future for ourselves.

HEU member since: 2021

Union and local activities

- Lead Shop Steward
- Shop Steward
- Local Chair
- Local Vice-Chair
- Local Secretary
- Local Trustee
- JOHS Committee

Other HEU activities

- Regional Violence Prevention Committee

Ola Burgon

Position running for: Financial Secretary

Pronouns: she/her/elle

Local/worksite: Queen's Park Local / Queen's Park Care Centre

Job title: Rehabilitation Assistant

Land Acknowledgement: With gratitude, I have the privilege to live work and play on the unceded and unsurrendered lands of the Halkomelem-speaking peoples, including the Qayqayt First Nation. They are one of the only Nations without a land base in Canada.

Statement

My Commitment to You:

- Radical Transparency
- Publish annual plain language financial summaries
- Full compensation disclosure of HEU executive officers

Real Member Engagement:

- Create member-friendly dashboards where union members can access their information
- Explore e-transfer setup for member reimbursement - manual cheques take too long and members need money now!

Strong Accountability:

- PE Trustees will have access to any financial documents requested within a timely manner.
- Support independent reviews/audits with results shared with members
- Coverage for the financial secretary during time off, and mentorship opportunities. Trustees gain experience and it gives more oversight to the unions finances.
- Approved donations and investments will be included in Action Agenda

Ethical, Prudent Stewardship:

- Prioritize spending that directly benefits members, including investing in more servicing reps to be there when members need them.
- Apply a values-based lens to investments and contracts
- Protect reserves while planning responsibly for bargaining and advocacy

What Will Be Different:

- No closed books, information will be accessible/understandable
- No surprises or excuses; concerns get timelines, answers, and outcomes.
- Advocate to update the Travel Policy into more reasonable terms

How I'll Stay Connected:

- Regular Financial Secretary Office Hours
- A dedicated email + online form for financial questions
- Finance Q+A section in "The Guardian"

Biography

Transparency and accountability are more than campaign promises, they require systems that ensure every member's dues are managed responsibly.

We must modernize how our union serves members. Many members are balancing multiple jobs, families and demanding schedules. Our union should make participation easier, not harder. Expanding digital services, exploring direct deposit for reimbursements, and reducing unnecessary administrative delays so members can access the support they need, efficiently.

I will advocate for financial oversight so trustees have meaningful access to financial information they need. Financial stewardship should never rest with one person alone. Strong governance comes from collaboration and informed decision-making.

HEU member since: 2005

Provincial Executive experience: Four years

Union and local activities

- Lead Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Secretary-Treasurer
- Local Treasurer
- Local Trustee

Other HEU activities

- Senior Trustee-elect on the Provincial Executive
- Trustee on the Provincial Executive
- Senior Trustee for the BC Federation of Labour
- SHARE Investor summit
- Labour Management Meeting (LMM) worker rep
- OH&S JOHS Committee member rep
- FBA Bargaining Committee first alternate
- New Westminster and District Labour council delegate
- Provincial Allied Health Strategic Plan Advisory Network (PAHSPAN) committee member
- CUPE National Childcare committee member

- CUPE National Convention Delegate
- BC Federation of Labour Convention delegate
- BC Labour Heritage Centre Board of Directors
- Səmiqʷəʔelə (formerly “Riverview hospital”) Re-development Public Advisory Committee (in partnership with BC Housing and the Kwikwetlem First Nation).
- Facilitator at Table Officers Training
- HEU Constitutional Amendments Committee member
- HEU Bursary Committee
- HEU Disaster Relief Fund committee
- HEU regional meetings (Fraser, Interior and Coastal)
- HEU bargaining conference delegate
- HEU Biennial Convention delegate
- HEU Equity Conference delegate
- CLC Summer School participant
- Organized pension seminars at local
- Lobbying the government for better health care (Care Can't Wait campaign)

Anna Caldwell

Positions running for: Member at Large, and Regional Vice-President Vancouver Island

Pronouns: she/her/hers

Local/worksite: Victoria General Local / Victoria General Hospital

Job title: Health Care Assistant

Land acknowledgement: I acknowledge with respect that I live, work and play on the traditional territory of the T'Sou-ke Nation, whose relationships with this land continue to this day.

Statement

I am an advocate, organizer, and leader seeking a second term on the Provincial Executive of the Hospital Employees' Union. With almost three decades of frontline healthcare experience, I understand the realities and challenges our members face because I continue to work alongside them every day.

Serving on the Provincial Executive has strengthened my commitment to representing members with integrity, fairness, and accountability. I believe leadership is about listening, building trust, and standing up for members, even when the conversations are difficult. Every decision I make is guided by what is best for our members and our union.

My approach is simple: I lead by example, I treat everyone with respect, and I believe every member deserves to be heard. I am passionate about supporting locals, mentoring activists, and helping members navigate challenges with confidence and compassion.

Unity is the foundation of a strong union. By working together, respecting one another, and focusing on our shared goals, we can continue to build an organization that empowers every member.

I will continue advocating for fairness, strengthening our union, and ensuring every member knows they have someone who will listen, speak up, and always put members first.

Biography

I have nearly 30 years of health care experience, including 14 years with the Hospital Employees' Union, working in acute care. I have worked in long-term care and managed group homes. For 25 years, I have cared for children and families, adopting three and providing Home Share for adults with disabilities.

I advocate for members both at work and in the community, tackling difficult conversations and standing up when needed. It has been an honor and privilege to serve a two-year term as South

Island Regional Vice President, and I remain committed to listening, collaborating, and being accessible to our locals.

HEU member since: 2014

Provincial Executive experience: Two years

Union and local activities

- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Trustee
- Local Conductor
- Strike committee

Other HEU activities

- OH&S Steward
- Shop Steward
- Bottom Line conference
- Labor Management Meetings (local)
- BC Federation Conference
- Co Chair Island Regionals
- Summer School
- CUPE National Conference
- CUPE Health and Wellness committee
- HEU Chair for Health and Wellness Subcommittee
- Provincial Executive South Island RVP
- Table Officer Training
- Getting involved
- Transforming Workplace Conflict
- Lead Shop Steward Training
- Truth and Reconciliation training
- Disability Justice Workshop
- Solidarity Summit
- Human Rights and DTA training

Crystal Chambers

Position running for: Regional Vice-President, Fraser

Pronouns: she/her

Local/worksite: Maplewood House Local / Maplewood House

Job title: Health Care Assistant

Land acknowledgement: I would like to acknowledge that my workplace is located on the traditional, ancestral, and unceded territory of the Stó:lō people, specifically the Semá:th (Sumas) and Máthxwi (Matsqui) First Nations. We are grateful to live, learn, and work on these lands, and we respect the longstanding relationships that Indigenous Nations have to this territory.

Statement

I am a proud Care Aide, union activist, private-sector healthcare worker, and single mom who believes in the power of compassion, advocacy, and solidarity. Within HEU, I have served as Local Chairperson, Vice Chairperson, Lead Shop Steward, and currently serve on the Provincial Executive Housing Sub-Committee.

One of the greatest influences in my life has been raising my transgender child. That experience has deepened my commitment to inclusion, respect, and standing up for those whose voices are too often unheard.

I am seeking the position of HEU Regional Vice President because I believe our union is strongest when every member feels seen, supported, and empowered. Every member deserves strong representation, practical support, and leaders who understand the realities of frontline work.

As a private-sector Care Aide, I understand the challenges of bargaining, contract administration, and protecting members' rights. My union experience has shown me that our greatest strength is our members.

If elected, I will lead with integrity, collaboration, and accountability. I will work to strengthen our collective voice, mentor future activists, protect our rights, and ensure every member — regardless of sector, worksite, or background — knows they belong.

I would be honoured to earn your trust, your support, and your vote.

Biography

I am a proud Care Aide, union activist, and single mom who believes in the power of compassion, advocacy, and community. Within HEU, I have served as Local Chairperson, Lead Shop Steward,

and private sector bargaining committee, attended numerous union workshops, and currently serve on the PE Housing Sub-Committee.

Outside of work, I chair an Air Cadet Squadron Sponsoring Committee and lead a group supporting at-risk women and youth. Raising my transgender child has been one of my greatest gifts, helping me grow, learn, and better understand the importance of inclusion, equity, and standing up for the 2SLGBTQIA+ community.

HEU member since: 2018

Union and local activities

- Lead Shop Steward
- Local Chair
- Local Vice-Chair
- Bargaining Committee

Other HEU activities

- Housing subcommittee

DJ Angelo Clemeno

Position running for: Regional Vice-President, Vancouver Coastal

Pronouns: he/him

Local/worksite: Coast/VRC Local / Coast Mental Health

Job title: Mental Health Worker

Land acknowledgement: I respectfully acknowledge that I live, organize, and serve on the unceded, traditional, and ancestral territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səlilwətaɬ (Tsleil-Waututh) Nations. As health care workers, we commit to confronting colonial harm, upholding the Truth and Reconciliation Commission's Calls to Action, and supporting Indigenous leadership across our union and communities.

Statement

Mabuhay and warm union greetings across our region!

I am seeking my first entry-level position on the Provincial Executive to bring an energetic, grounded frontline perspective to leadership.

My approach is simple: approachable, humorous and supportive with members, yet firm and uncompromising when confronting employers. I do not play politics or seek the spotlight. I focus on the quiet, grounded work that delivers real results on the shop floor — that is real talk. True leadership is not about personal credit; it is about serving, supporting and empowering you.

My top priority is building strong, united locals across the Vancouver Coastal region — especially for smaller departments, multi-site workers and members who feel disconnected from our union. Having navigated both CBA and FBA agreements, I will seamlessly collaborate with our servicing team to guide locals, mentor alternates, ensure timely check-ins, resolve conflicts and assist with solidarity events so no site ever feels isolated.

The spotlight always belongs to our members. Having experienced the challenges across our locals, I offer my own experience to provide the tools, clear communication and confidence needed to fix issues together.

Together, we can build an inclusive, educated and fearless union: putting members first through RECOGNITION , RESPECT and ACTION.

Biography

I worked as a CMHW and RCA while studying RPN at Douglas College. My advocacy began in the Philippines as an activist law student, AKBAYAN youth chair/organizer. As a tech enthusiast and

entrepreneur supporting local poor vendors back home, I bring diverse skills to amplify member voices.

Grounded in activism, I serve as an experienced CBA/FBA shop steward, EDMP trainee, mental health advocate, active VDLC delegate and local chair. Though many know me as a DJ, they know I am a supportive brother offering energy to those needing help, now bringing this my drive to serve on the PE table.

HEU member since: 2013

Union and local activities

- Lead Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Co-chair
- Local Secretary-Treasurer
- Local Trustee
- Local Warden
- Local Conductor
- EDMP Steward
- Alternate Regional Vice-President - Vancouver Coastal

Lisa Crema

Position running for: Regional Vice-President, North

Pronouns: she/her

Local/worksite: Prince George Local / Iris House

Job title: Life skills support worker

Land acknowledgement: We respectfully acknowledge the unceded ancestral lands of the Lheidli T'enneh, on whose land we live, work and play.

Statement

I am proud to stand as a candidate for Regional Vice-President, North Region. For the past 10 years, I have been actively involved in our union, serving in a variety of leadership and representative roles dedicated to supporting members and strengthening our collective voice.

In addition, I am honored to serve on the Provincial Executive as Regional Vice-President where I have had the opportunity to represent members' interests, contribute to strategic decision-making, and help shape the future of our union.

These experiences have given me a well-rounded understanding of the challenges and opportunities facing our members at every level of the organization. I believe in transparent leadership, open communication, and ensuring every member has a strong voice in our union.

If elected as Regional Vice-President, North Region, I will continue to advocate for our members, strengthen engagement across the region, support local leadership, and work tirelessly to protect and advance the rights, health, safety, and well-being of all members.

I respectfully ask for your support and your vote. Together, we can build a stronger, more united future for the North Region.

Biography

My union journey began at the local level, where I served as both Treasurer and Trustee, Currently, I serve as a Shop Steward, advocating for members in the workplace and ensuring their rights are protected. I am also the JOHSC (Joint Occupational Health and Safety Committee) Co-Chair, working collaboratively to promote safe and healthy workplaces for all members.

In addition, I am honored to have served on the Provincial Executive as Regional Vice-President where I have had the opportunity to represent members' interests, contribute to strategic decision-making, and help shape the future of our union.

HEU member since: 2001

Provincial Executive experience: Ten years

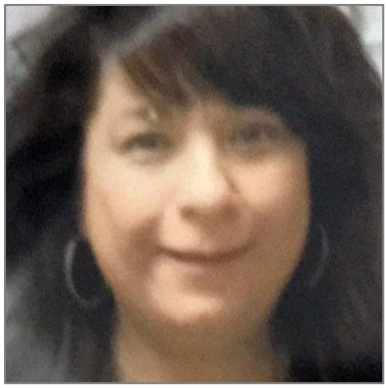
Union and local activities

- Shop Steward
- OH&S Steward/Representative
- Local Treasurer
- Local Trustee
- Local Warden
- Local Conductor

Other HEU activities

- Climate Justice Co-chair

Ayse Dallaire



Position running for: Trustee

Local/worksite: Kamloops/Thompson Local / Hybrid/RIH

Job title: Virtual Care Coordinator

Land scknowledgement: The traditional, ancestral, and unceded territories of the Dãkelh Dené, Ktunaxa, Nlaka'pamux, Secwépemc, St'át'imc, syilx, and Tŝilhqot'in Nations, where we live, learn, collaborate and work together.

Statement

I am seeking the opportunity to serve as a Trustee on the Provincial Executive because I believe in accountability, transparency, and responsible stewardship of our union's resources. With 38 years of experience in healthcare and a strong commitment to union activism, I understand the importance of protecting the interests of our members and ensuring our organization remains strong for the future. I would be honoured to contribute my experience, integrity, and dedication in support of our union and its members.

Biography

With 38 years of experience in healthcare, throughout my career I have been committed to supporting quality patient care in my professional work. I have been an active union advocate, dedicated to representing members, promoting fairness in the workplace, and strengthening the collective voice of healthcare workers.

I have worked across a wide range of roles, beginning in residential care in food services and administration, then moving into print shop and document services supporting acute care, and now working in virtual care.

HEU member since: 1988

Union and local activities

- Shop Steward
- Local Vice-Chair
- Local Co-chair
- Local Secretary
- Local Trustee
- Picket Captain;
- I have attended many events and education in my time with HEU

Other HEU activities

- Bargaining Demand Committee

Vasyl Davydenko

Positions running for: President, Financial Secretary, 1st Vice-President, 2nd Vice-President, 3rd Vice-President, Trustee, Senior Trustee-Elect

Local/worksite: Shuswap Local / Shuswap Lake General Hospital

Job title: Cleaner

Land acknowledgement: I respectfully acknowledge that I live and work on the traditional, ancestral, and unceded territory of the Secwépemc Nation

Statement

Why am I running for the Provincial Executive? Our Union is not weak; we have made it weak by surrendering accountability to a centralized system. I am running to rewrite the rules from within and return genuine authority to HEU members.

A strong Union cannot exist without active, self-governing Locals. Centralized power is sustained by centralized control of money. Therefore, constitutional and financial reforms are inseparable chapters of the renewal our Union now needs.

If elected, I will fight for structural accountability: an independent administrative audit, a permanent Budget Committee, and bi-annual financial assemblies where Locals directly approve strategic expenditures and investment priorities before implementation. Experts may advise, but Locals must decide and the centre must execute.

Our collective capital must strengthen members' economic security. I will advocate for investments that create lasting value, including housing initiatives for members and retirees, while eliminating automatic funding to outside political organizations and challenging spending that delivers no measurable benefit to the shop floor.

Unity cannot require intellectual obedience. The Provincial Executive must be a place to know, speak, organize, vote, and act strictly in the interests of the members who built this Union.

Biography

My name is Vasyl Davydenko. I work as a cleaner at Shuswap Lake General Hospital and serve my community as a Poverty Legal Advocate's Intake Coordinator for low-income individuals.

With a professional background in law and history, combined with military service in Ukraine, I deeply understand accountability, rules, and frontline reality. My union activism started early as a student union leader. I am a man of contracts who believes in action over words.

Outside of work, I am passionate about history, composing my own music, and community advocacy. I bring resilience, honesty, and a sharp legal mind to the HEU.

HEU member since: 2022

Union and local activities

- Shop Steward
- Local Vice-Chair

Talitha Dekker

Position running for: Alternate

Pronouns: she/her/hers

Local/worksite: Kamloops/Thompson Local / (IHA) 2005 Sahali Centre Mall

Job title: Income Assessment Rate Setting clerk

Land acknowledgement: I respectfully acknowledge that I live on the ancestral lands of the Tk'emlups te Secwepemc, the traditional and unceded territory of the Secwepemc.

Statement

I have long focused on the financial strength of HEU in my previous positions on the Provincial Executive as senior trustee and currently as 2nd VP. I have also seen amazing younger members step up to serve HEU in a positive way in whatever capacity and am encouraged to know that the union has a bright future ahead.

Serving the union is at times a frustrating job, because change doesn't happen overnight. It is also a satisfying job, because one is able to make a difference in members' lives. The main focus should always be to be a positive influence and be the best you can be. Nothing is better than coming to a consensus after a healthy debate when making decisions. I would be honoured to be your alternate to the PE so I can step up when called and have my past experience be of service to others.

Biography

I can list numerous things from past and current union positions I held on the PE, but would rather look forward. Past experience is great, but doesn't really reflect where the person is now.

I am a casual employee at Interior Health and am representing HEU on the Board of the Municipal Pension Plan. I believe that every HEU member deserves to retire with a pension and will not be happy until that is a reality. I hold a Master of Trust Managment Standards certificate. I am passionate about travelling the world and learning about different cultures and food (definitely food).

HEU member since: 2005

Provincial Executive experience: Ten years

Union and local activities

- Local Chair
- Local Secretary

- Local Treasurer
- Local Trustee
- Various CLC courses
- HEU Bursary Committee
- FBA Education Fund member

Other HEU activities

- 2019 - present: member of the CUPE National Advisory Committee of Pensions
- 2019 - present: appointed by HEU as Trustee to the Board of the Municipal Pension Plan
- 2021 - 2025: elected national trustee to CUPE National, representing BC, AB and YT
- 2021 - present: Treasurer of the Kamloops and District Labour Council
- Numerous years on the Pensions and Retirement subcommittee
- 2022 - present: member of the Committee of Labour Relations

Jovito Espinoza

Position running for: Undeclared

Pronouns: he/him

Local/worksite: PHSA (Amalgamated) Local / BC Children's & Women's Hospital

Job title: In-Hospital Replenishment Supervisor Analyst

Land acknowledgement: We respectfully acknowledge that we are gathered on the unceded traditional territories of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səlilwətaɬ (Tsleil-Waututh) Nations.

We recognize that these Nations have stewarded these lands, waters, and resources since time immemorial, maintaining deep cultural, spiritual, and historical connections to this territory. We honor their enduring presence, resilience, and contributions, and acknowledge the ongoing impacts of colonization.

As we gather this week, we commit to listening, learning, and working together in the spirit of truth, reconciliation, respect, and meaningful action to support Indigenous rights, self-determination, and justice.

Statement

I am running for a position on the Provincial Executive for the 2026–2028 term because I believe our union is strongest when every member is heard, respected, and empowered. Since becoming an HEU member in 2014, I have dedicated myself to building a stronger, more UNITED union through leadership, advocacy, and meaningful action.

As Secretary-Treasurer of the PHSA Amalgamated Local and HEU's People with Disabilities Diversity Vice President, I have worked tirelessly to advance equity, accessibility, and inclusion. Beyond HEU, I proudly serve on the BC Federation of Labour Accessibility Workers Caucus, the BC Federation of Labour Human Rights Committee, and the CUPE National People with Disabilities Committee, advocating for workers and strengthening human rights across the labour movement.

I have championed resolutions that improve accessibility, expand educational opportunities, strengthen equity committees, and create safer, more inclusive spaces for all members. As a healthcare worker at PHSA, I understand the challenges members face and the importance of leaders who listen, collaborate, and deliver results.

Moving forward, I will continue leading with integrity, compassion, and determination. Together, we will build a stronger, more united HEU where every member belongs, every voice matters, and every worker has the opportunity to succeed together.

Biography

Jovito Espinoza is an In-Hospital Replenishment Supervisor with the Provincial Health Services Authority at BC Children's Hospital and a dedicated union activist with the Hospital Employees Union (HEU) since 2014.

He currently serves as HEU's People with Disabilities Diversity Vice President, advocating for accessibility, equity, and inclusion for all members. Jovito also represents workers on the BC Federation of Labour Accessibility Workers Caucus and Human Rights Committee, and serves on CUPE National's People with Disabilities Committee.

Passionate about social justice and disability rights, he works to strengthen worker representation, advance human rights, and create more inclusive workplaces across British Columbia.

HEU member since: 2014

Provincial Executive experience: Two years

Union and local activities

- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Co-chair
- Local Secretary-Treasurer
- Local Secretary
- Local Treasurer
- Local Trustee
- Local Warden
- Local Conductor
- HEU Co-Facilitator, HEU Votes advocate

Other HEU activities

- Men's Subcommittee (Mental Health & Wellness)
- 2022 HEU Convention Resolutions Committee
- People with Disabilities Equity Standing Committee
- 2025-26 Constitutional Review Committee

Kori Evans

Position running for: Regional Vice-President, North

Pronouns: she/her

Local/worksite: Prince Rupert Local / Prince Rupert Hospital

Job title: Patient Porter

Land acknowledgement: I live work and play on the unceded territories of the Tsimshian people

Statement

I wish to put my name forward as RVP of the Northern region. I believe in strong locals, and I believe every member should feel included and supported to voice their own ideas and have input on how our union is managed. I am third generation born and raised in the north. I understand the unique challenges we face. I promise to be a voice for all members and I look forward to taking this next step with you.

Biography

I have been an active HEU member since 1994. In the 32 years at Northern Health I have worked in many different departments: dietary, laundry, housekeeping, CSR, lab, and most recently the OR as a patient porter. I love my job as a porter. I am able to connect with people daily, whether it's HEU members or people in my community. I am a mother of four adult children and I live in a very pet friendly home. I love gardening, baking, and DYI projects.

HEU member since: 1994

Union and local activities

- Lead Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Trustee
- Local Warden
- Local Conductor
- Co-chair JOHSC
- 1st alternate RVP North 2024-2026

Other HEU activities

- North Coast and Haida Gwaii Labour Council Delegate

- North Coast and Haida Gwaii Labour Council 3 year trustee term ending 2028
- North Coast and Haida Gwaii Labour Council political action committee
- 2026 PE Climate Change subcommittee
- 2025-2026 Psychological health and safety Northern Health working group representative for HEU

Brent Fast

Position running for: Financial Secretary

Pronouns: he/him

Local/worksite: Royal Columbian Local / Royal Columbian Hospital

Job title: Electronic Instrument Controls Technician II

Land acknowledgement: I'd like to acknowledge that I live, work, and play on the unceded traditional territory of the Coast Salish (Kwantlen, Katzie, Semiahmoo, Tsawwassen, Hul'q'umi'num', Musqueam, Tsleil-Waututh, and Squamish) peoples. We are fortunate to be here. We share in the responsibility to act as stewards for the land and care for its resources.

Statement

Hello fellow HEU members,

While working as the Royal Columbian Local's Treasurer, I sought to ensure that all details of transactions were accounted for and clear for future reference. I ensured that Trustees were aware of items of concern or confusion for maximum transparency, aiming to be ready for their questions. I will keep you informed of our standings, seek answers for questions I can't respond to, and support locals while abiding by our Constitution and Bylaws.

I seek to join the Provincial Executive to ensure that our union dues are used sensibly. I will be looking for what waste we can reduce and how to reinvest into better practices. I look forward to the opportunity to help HEU push for environmentally sustainable and socially beneficial practices in BC, Canada, and around the world.

I am a university continuing education graduate in Bookkeeping for Small Business. My experience in maintenance work, project management, and as a former director treasurer of a non-profit section show I will bring a rounded (while fresh) perspective to HEU's Provincial Executive.

I commit to the responsible stewardship of HEU's finances in order to maintain accountability and improve operations for our members' benefit.

Biography

Positions held:

- RCH Local Secretary, former Treasurer
- 2024 HEU Convention
- Facilities Bargaining Conference Delegate

Training:

- Table Officers Training April 2025
- Bookkeeping for Small Business Certificate, UFV
- 2024 HEU Convention courses
- Advocating for Public Solutions in Health Care
- Bargaining Basics
- Climate and Labour

Volunteer Experience:

- Strata Council Treasurer
- Former Treasurer for the International Society of Automation, BC Section

Interests:

- Sustainability-based ideas and technologies
- Free and Open-Source Software

I commit to the responsible stewardship of HEU's finances in order to maintain accountability and improve operations for our members' benefit.

HEU member since: 2023

Union and local activities

- Local Secretary
- Local Treasurer
- Picket Captain

Other HEU activities

- I was ready for Essential Services Scheduling Committee and Strike Pay Committee during 2026 Job Action; no action occurred at RCH.

Belina Fernandez

Position running for: 2 Spirit, Woman and Non-Binary Diversity Vice-President

Pronouns: she/her/hers

Local/worksite: Victoria General Local / Victoria General Hospital

Job title: Health Care Assistant

Land acknowledgement: I respectfully acknowledge with gratitude the beautiful & traditional territories of the Lekwungen People, who are now known today as the Esquimalt, Songhees, and Saanich First Nations, colonial name " Victoria City, BC". I solemnly pledge as a guest to this land that I will protect, respect, and give thanks to all who worked hard before my time: the elders, chiefs, and Indigenous people who preserved this land where I am a guest.

Statement

I am seeking re-election as Diversity Vice-President for 2 Spirit, Woman, and Non-Binary because I believe equity, safety, justice, and inclusion must remain in our union. My commitment to this work began when I became involved in HEU's Diversity, Equity, and Inclusion initiatives. As a member of the DEI Working Group, I travelled throughout British Columbia, meeting, listening to members' experiences, and ensuring members' voices were heard and reflected in our union's work.

My equity journey started as an Ethnic Diversity alternate, where I learned the importance of representation and member engagement. I was then elected to serve two terms as Chair/Co-Chair of the 2 Spirit, Women, and Non-Binary Equity Committee before being elected Diversity Vice-President. During these leadership roles, I advocated for meaningful change and worked to strengthen equity, safety, and justice for members across our union. I helped advance initiatives and resolutions that are now HEU policy and will do more.

As a graduate of the CLC Labour College of Canada, Cohort 11 (Diploma 2022–2024), I strengthened my leadership, advocacy, and organizing.

I'm a woman of action with results. With your support, I will amplify members' voices, equity, and inclusion. Helping build a stronger, united, and equitable HEU.

Biography

I began my HEU activism as a Local Shop Steward, building my skills through HEU education and member advocacy.

As a member of the Diversity, Equity, and Inclusion Working Group, I travelled across British Columbia, listening to members and ensuring their voices were heard.

I served as a Member Facilitator, two consecutive terms as Chairperson/Co-Chair with DVP of the 2SWNB Equity Committee, and was elected Alternate for Ethnic Diversity Vice-President to prepare for greater leadership.

A Labour College of Canada graduate (Diploma 2022–2024), I bring proven leadership, grassroots engagement, and a strong commitment to equity, justice, inclusion, and member-driven action throughout HEU.

HEU member since: 2013

Provincial Executive experience: Two years

Union and local activities

- Lead Shop Steward

Other HEU activities

- 2019 - 2022 Diversity, Inclusion and Equity (DEI) Working Group member representing Vancouver Island
- 2020 - 2022 Member Facilitator
- 2020 - 2022 HEU Subcommittee for Retirement and Pensions
- 2022- 2024 HEU Subcommittee for Environment.
- 2022 - 2024 Elected Alternate for Ethnic Diversity Equity Commitee HEU 2022 Biennial Convention
- 2019 - 2022 Elected Chairperson, 2 Spirit Women and Non-Binary Equity Committee
- 2022 Elected Chairperson, HEU Biennial Convention for Resolutions Commitee
- 2020 - 2024 Graduated (Diploma) from Labour College of Canada (LCC), a program of the Canadian Labour Congress (CLC)
- 2020 – 2023 Elected Chairperson, 2 Spirit Woman and Non-Binary Equity Committee
- 2023 - 2025 Elected Co-Chair with DVP 2 Spirit, Woman and Non-Binary Equity Commitee
- 2024 - 2026 Elected Diversity Vice President (DVP) for 2 Spirit, Woman and Non-Binary (2SWNB) Equity Commitee, HEU Biennial Conventions
- 2024 - 2027 PE Housing Subcommittee
- 2024 - 2026 Standing Committee for CUPE Women and Racial Equity Committee
- 2024 - 2026 Standing Committee for BC Federation Women and Racial Equity Committee
- 2024 - 2026 Member, CLC Gender Justice - Women's Equality
- 2026 to present, Member, Victoria Labour Council representing Women & Racial Justice.

Tracey Gauchi

Position running for: Various

Pronouns: she/her

Local/worksite: Surrey Local / Central City

Job title: OR Booking Clerk

Land acknowledgement: I am grateful to live work and play on the unceded territories of the Coast Salish Peoples, including the Semiahmoo, Katzie, Kwikwetlem, Kwantlen, Qayqayt and Tsawwassen Nations.

Statement

Over these next two years I hope to bring positive change. This is something that I have been passionate about for years. I promise to represent all.

Biography

I have been an HEU member since 1990. I have held various positions over the years. I am looking at making a real difference in members lives.

HEU member since: 1990

Union and local activities

- Lead Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Co-chair
- Local Secretary-Treasurer
- Local Secretary
- Local Treasurer
- Local Trustee
- Local Warden
- Local Conductor

Other HEU activities

- Was on the PWD Committee for 2 terms

Nardia Hamilton

Position running for: Regional Vice-President, Fraser

Local/worksite: Suncreek Village Local / Suncreek Village

Job title: Recreational Aide

Land acknowledgement: I respectfully acknowledge that I'm on the traditional, ancestral, and unceded territories of the Coast Salish peoples, including the Katzie, Kwantlen, and Semiahmoo First Nations.

Statement

I am running for the Provincial Executive to bring experienced, frontline leadership to the governance of our union. Working as a Recreation Aide for over five years, I live the daily realities of workload strains and safety crisis alongside you.

My experience as a Shop Steward and a Local Chairperson in the private sector has given me a deep, practical understanding of union operations, contract enforcement, and dealing with challenging employers. I know firsthand the specific vulnerabilities of our private sector members, and my vision is to bridge the gaps between sectors to ensure equal solidarity, protection, and bargaining power for all.

Over the next two years, I will advocate for transparent communication from the provincial level down to the shop floor, swifter grievance resolution, and relentless pressure on employers regarding staff safety and retention. I possess the proven leadership, institutional knowledge, and frontline passion required to serve you effectively on the Executive. Together, we can build a stronger, more unified HEU. I would be honoured to have your support.

Biography

I am running for the Provincial Executive to build a transparent, responsive union. As a Recreation Aide with over five years of experience, a Shop Steward, and a private sector Local Chairperson, I know our daily workload and safety challenges firsthand. My leadership proves I can stand up to corporate operators, enforce agreements, and handle complex union business.

On the Provincial Executive, I will use this vital sector expertise to prioritize clear communication, fast grievance resolution, and aggressive advocacy. Let's tackle burnout and ensure every member feels safe and valued.

HEU member since: 2020

Union and local activities

- Lead Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Warden
- Local Conductor
- Bargaining Committee

Raymond Hamm

Positions running for: President, 1st Vice-President, 2nd Vice-President, 3rd Vice-President, Senior Trustee-Elect, Trustee, Regional Vice-President Interior, People with Disabilities Diversity Vice-President

Pronouns: he, him

Local/worksite: Kelowna Local / Kelowna General Hospital

Job title: Designated Shop Steward Kelowna

Land acknowledgement: I am privileged to work, live and play on the traditional, ancestral, and unceded territory of the Syilx Okanagan people.

Statement

If I was given the privilege to represent our union, my key goals would be to increase transparency, member engagement, inclusiveness and a sense of belonging. I greatly respect a person's right to self identify with the view that this enriches our society.

The diversity of cultures included in our membership is an opportunity for all of us to learn from each other and build greater strength and unity. Through this diverse, yet united membership we need to demand higher wages, more union dues returning to our locals for member engagement, and leadership that forms meaningful relationships with our members across the province.

I believe positive change is needed through the careful collaboration of those elected to represent the HEU for the next two years. If elected, it will be my priority to listen and be accessible to our members and tackle the issues with integrity, sensitivity, common sense and an innovative approach.

Biography

I am grateful to serve the HEU in my current capacity as the Kelowna Designated Shop Steward and Vice Chair of our local. It is an honour to run for the position of President to lead our union at the provincial level.

I have dedicated my life's work to being in service to others, as a firefighter and Lieutenant in the fire service for nearly 20 years, alongside 26 years as a Nursing Assistant / Care Aide for Interior Health. I have developed solid leadership skills that focus on inclusivity, compassion, teamwork and accountability.

HEU member since: 2000

Union and local activities

- Lead Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Vice-Chair
- Local Warden

Bonnie Hammermeister

Position running for: Regional Vice President, Fraser

Pronouns: she/her

Local/worksite: Surrey Local / Annex Building Surrey Memorial Hospital

Job title: Health Care Assistant / Lead Designated Shop Steward

Land acknowledgement: I live, work and play on the Territory Lands of Coast Salish, Semiahmoo, S'o'lh Temexw (Sto:lo), Kwantlen, Nuxwwsa'7aq (Nooksack) Nation Peoples.

Statement

I am a proud health care assistant and an HEU member for 31 years, and it feels like I have seen and done it all.

But one of the roles I am most proud of is to have been your Fraser Regional Vice-President for the last five years. I have seen such positive changes in locals. My goal is to have the locals grow and gain the knowledge they need to succeed!!

Through sharing my experiences and knowledge with the locals I represent and the skills I continue to learn, I have seen stronger activists stepping up to make changes in their locals and community.

I support all members in every way to ensure that their voices are heard on the shop floor by standing up for their collective agreement rights and as their advocate at the PE Table.

I have seen the most success where the local executives work together in solidarity and have each other's backs all for the common goal of protecting our members.

They serve as an inspiration to us all!

I believe the more we are unified, we can and will make our locals and union stronger!

We Fight, We Win!!

Biography

I have been a long-time activist at the Surrey Local, the second largest local in BC, holding many executive positions, including Dedicated Shop Steward for 4 years and currently. I have had the support of my local as the Shop Steward, enforcing members' rights as my full time job. I've also been the Fraser RVP since 2021 and I have loved my job as RVP supporting all my locals.

HEU member since: 1996

Provincial Executive experience: Five years

Union and local activities

- Lead Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Secretary
- Local Trustee
- Local Warden
- Local Conductor
- Picket Captain
- Dedicated Shop Steward

Other HEU activities

- Health Care Issues Committee National CUPE
- Lead Shop Steward 4 years
- Dedicated Shop Steward 2022 till current
- OH&S Steward 17 years
- Fraser RVP 2021 to current
- OH&S Conferences
- Labour Management Meetings (Local)
- Dedicated Shop Steward Training
- Fraser Regional Meetings (Leading)
- Provincial Executive Occupational Committee
- Pension Committee
- Metro Vancouver Alliance
- CUPE National Women's Committee
- CUPE National Health Care Issues Committee 2 years till current
- CLC Conventions Montreal, Winnipeg
- Bargaining Conferences
- 2018 Mental Health Workshop
- FBA Repatriations at Surrey Memorial Hospital (organized)
- BC Federation Conferences
- BC Fed Conventions
- HEU Equity Conferences
- Spring Regional Meetings
- Summer School Harrison Hot Springs, Kamloops.
- CUPE National Conventions

- CLC Winter School
- Health and Safety Appointments for SMH Local
- Table Officers
- Occupational Conferences, Patient Care
- Strike Captain, 2026
- Care Can't Wait Campaign 2023 and 2026

Phil Henderson

Position running for: Regional Vice President, Vancouver Island

Pronouns: he/him

Local/worksite: Park Lodge Local / Eagle Park

Job title: Cook

Land acknowledgement: I acknowledge, that I live, work and play In the unceded land of the Haida nation, home of the pentlatch people!

Statement

I am truly grateful for the confidence that the North Island locals have shown me in the last five years. To say the least, we have gone through some very trying times, and as we look at the future there are many choices that we as union advocates have to decide.

I have always been very passionate about the health and safety of our members. I also had the opportunity to take a mental health and psychological safety course. Because of my opportunity, I am grateful to follow up with the mental health supports. After the last five or six years in the healthcare industry I am more than happy to support anyone in going forward.

Biography

I have been a chef in LTC for 20 years. I have held multiple roles in my locals. I still love to cook and experiment in the kitchen, even after cooking all day at work. I am also a movie nerd, and love chucking sharp things at a target in my backyard with my daughter. As I am not a young man, I still love to pick up a good book, as opposed to scrolling a good book. I have had the pleasure to serve and support the locals in my area for the terms I have supported!

HEU member since: 2006

Provincial Executive experience: Five years

Union and local activities

- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Warden
- Local Conductor
- Bargaining Committee

Other HEU activities

- Co-chair of the HEU health and safety committee
- HEU representative on the CUPE national health and safety committee

David Hennessey

Position running for: Financial Secretary

Pronouns: he/him

Local/worksite: Kelowna Local / Kelowna General Hospital

Job title: Nursing Assistant / EVS Supervisor

Land acknowledgement: We acknowledge that Kelowna is located on the traditional, ancestral, unceded territory of the syilx/Okanagan people. The syilx Nation, including Westbank First Nation and the Okanagan Indian Band, comprises six communities north of what is now the border between Canada and the US and a confederated tribe south of the border. We also respectfully acknowledge the many other Indigenous nations represented among Kelowna's population.

Statement

I am honoured to seek your support for the position of HEU Financial Secretary.

I hold a degree in Economics and an MBA, and before entering healthcare I built my career in finance, gaining experience in financial analysis, budgeting, governance, strategic planning, and accountability. Combined with five years of service on my local executive as Chair, Vice-Chair, Conductor, Warden, and Shop Steward, I offer both professional financial expertise and a strong commitment to union values.

I've spent my career working with numbers, but I've chosen to dedicate it to working for people. I understand both the financial decisions made in the boardroom and the realities faced by frontline healthcare workers.

If elected, I will champion transparency, responsible financial stewardship, and open communication. I will work to modernize financial reporting through digital tools that improve efficiency, accessibility, and transparency, while strengthening HEU's long-term financial future through sound governance.

My commitment to you is simple: I will always be transparent, accessible, responsive, and accountable. I will visit locals across British Columbia, attend member meetings, and listen to your ideas and concerns.

Together, we can build a stronger HEU through transparency, accountability, and trust.

Transparency • Accountability • Accessibility

Biography

David Hennessey is the Chair of the HEU Kelowna Local. He has served on the local executive for five years in leadership roles including Chair, Vice-Chair, Conductor, Warden, and Shop Steward.

David is passionate about advocating for members, strengthening local engagement, and supporting education and leadership development. He holds a degree in Economics and an MBA and worked in finance before moving to Kelowna to work in healthcare. David is committed to strong governance, transparency, and financial accountability.

Outside the union, he enjoys spending time with his three children, mentoring others, and building stronger, more connected workplaces.

HEU member since: 2020

Union and local activities

- Shop Steward
- Local Chair
- Local Vice-Chair
- Local Warden
- Local Conductor
- Picket Captain
- Bargaining Committee

Brandon Houston

Position running for: Regional Vice-President, Vancouver Coastal

Pronouns: he/him

Local/worksite: St. Paul's Local / PHC

Job title: mw5

Land acknowledgement: I acknowledge that I live on the unceded territories of the Semiahmoo first nation.

Statement

Brandon Houston started his journey in activism from an early age, volunteering in the DTES through grassroots organizations supporting members of the under housed community. In 2016 he got a job at VGH and started attending union meetings as part of the former local 7 Shining Stars, at the time under Sodexo in the private sector.

Brandon moved to St. Paul's and took a part time line where he became a shop steward and battled with management in Sodexo for many years, making gains through the grievance process.

He also took part in rallies for the Make it Public campaign, to bring back members who were decimated in the early 2000s by the Liberal government. When Bill 47 was put in place, Brandon joined St. Paul's local as a shop steward and trustee on the executive.

Armed with the FBA, Brandon continued to fight for members through the grievance process. Brandon now sits as chairperson of St. Pauls local. He is also a designated shop steward, a member of the executive of the Vancouver District Labour Council and a committee member of the B.C. services project. Brandon would like the opportunity to represent members on the PE.

Biography

Brandon Houston is the proud Chairperson of St. Paul's local, and a labour and grassroots activist for almost a decade. Brandon looks to continue to advocate for membership by seeking election to the Provincial Executive.

HEU member since: 2016

Union and local activities

- Lead Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Trustee

- Local Warden
- Bargaining Committee

Other HEU activities

- Political action subcommittee.
- Labor adjustment committee new St. Paul's B.C. service transfer committee
- Violence prevention committee.

Terri-Lynne Huddlestone

Position running for: Trustee

Pronouns: she/her

Local/worksite: Prince Rupert Local / Prince Rupert

Job title: Reception - Admin Support

Land acknowledgement: I live in Prince Rupert on the unceded and traditional territory of the Ts'msyen Nation and respectfully am grateful for their enduring stewardship of these lands and waters and recognize their deep cultural, historical, and ongoing connection to this territory.

Statement

This is a season of change for our union — one that continues to bring new members, new opportunities, and the need for fresh perspectives. I believe my leadership experience, governance knowledge, and financial expertise would allow me to make a meaningful contribution as an HEU Trustee.

As current Senior Trustee on my HEU local executive, and as a former Board of Education School Trustee, where I proudly served three terms over 10 years representing my community, I have developed a strong understanding of fiduciary responsibility, ethical decision-making, and accountable governance ensuring that public resources are managed responsibly and transparently.

My former career, which spanned over 16 years in financial services including the credit union system, has provided me extensive experience in financial oversight, compliance, risk management, and adherence to policies, regulations, and fiduciary standards. These skills are especially valuable in fulfilling the important responsibilities of an HEU Trustee.

I believe in working collaboratively, listening respectfully, and making informed decisions that reflect the best interests of our members. I would be honoured to serve on the Provincial Executive and work alongside the team to strengthen our union, safeguard its resources, and help build a strong future for all HEU members.

Biography

I have been working with my health authority for nearly two decades. I am an engaged and committed member of my local and HEU, contributing in a variety of elected and appointed capacities.

Through my community and union involvement I have gained extensive experience serving on boards and committees across the country, strengthening my governance, advocacy, and relationship-building skills.

I am committed to strengthening public services, with a particular focus on seniors' care. I value collaboration, transparency, and inclusive leadership, and I am passionate about mentoring others, supporting member engagement, and helping develop future union leaders while strengthening our union.

HEU member since: 2018

Union and local activities

- Shop Steward
- OH&S Steward/Representative
- Local Secretary
- Local Trustee
- Local Representative to the North Coast and Haida Gwaii Labour Council
- Labour Council President

Other HEU activities

- Currently I am a member of the HEU People with Disabilities Equity Standing Committee
- Previously I was also elected as an alternate to the Provincial Executive several years ago
- I have served on the HEU Global Justice and Peace Committee and was Co-Chair
- I also served on the HEU Constitutional Amendments Convention Committee as Secretary
- BCFED Executive Council - Labour Council Representative
- BCFED Resolutions Committee

Roopkamal Kaur

Position running for: Young Workers Diversity Vice-President

Local/worksite: Kelowna Local / Kelowna General Hospital

Job title: Cleaner

Land acknowledgement: I respectfully acknowledge that I am gathered on the ancestral, traditional, and unceded territory of the Syilx Nation.

Statement

I am proud to put my name forward as a candidate for the HEU Young Workers position at the November 2026 Convention. As a young worker, I understand how important it is to have strong representation that truly listens and speaks up for our concerns.

Over the past three years working in health care, I have seen the dedication and resilience of frontline workers. At the same time, I have also seen the challenges young workers face, such as limited opportunities, lack of clear communication, and feeling unheard. I believe these issues deserve attention and action.

If elected, I will work to ensure that young workers have a voice at the table. I will advocate for fairness, better opportunities for growth, and a respectful and inclusive work environment. I am committed to listening to your concerns, sharing your ideas, and standing up for what matters most to us.

Together, we can build a stronger union that supports and empowers young workers today and in the future.

Biography

My name is Roopkamal Kaur, and I have been working as a cleaner with HEU for the past three years. Through my work, I have gained firsthand experience of the challenges faced by frontline and young workers in healthcare.

I am dedicated, hardworking, and passionate about creating a supportive and respectful workplace for everyone. I believe in teamwork, open communication, and standing together to build a stronger and more inclusive union for all members.

HEU member since: 2023

Union and local activities

- Shop Steward
- Local Trustee

Lisa Kreut

Position running for: Vice-President

Pronouns: she/her

Local/worksite: VGH Local / Vancouver General Hospital, Banfield Pavilion

Job title: Inventory Technician

Statement

I am seeking re-election to Provincial Executive because I believe our union is strongest when we act with courage, integrity, and a shared sense of purpose.

Throughout my union work, I have tried to listen carefully, speak honestly, and treat every member with dignity. I have also worked to remain independent of internal camps and personalities. Our members need leaders who can disagree without becoming divided, who can build trust across differences, and who remember that our real strength comes from standing together against the forces that weaken public services, undermine workers, and divide our communities.

As a frontline health care worker, Provincial Trustee, former Local Chair, community organizer, and Labour College graduate, I bring practical experience, persistence, and a commitment to democratic leadership. I believe leadership means making space for others, sharing information, supporting local activists, and ensuring members have a meaningful voice in the decisions that affect them.

I want to help build an HEU rooted in equality, solidarity, accountability, and care. We will not always agree, but we can choose to meet one another in good faith and keep our attention on the common fight. That is how we build a stronger union.

Biography

Lisa Kreut is a frontline health care worker, Provincial Trustee, and former four-term Local Chair at VGH. She co-chairs HEU's International Solidarity and Migrant Workers Committee and is a graduate of the Labour College of Canada.

Lisa has organized around workplace democracy, human rights, accessibility, public health care, and solidarity across unions and communities. She believes strong provincial leadership means listening to members, sharing power, supporting local activists, and ensuring every worker has a meaningful voice in our union. Lisa brings experience, persistence, and a commitment to building an HEU that is democratic, inclusive, and ready to fight.

HEU member since: 2009

Provincial Executive experience: Four years

Union and local activities

- Shop Steward
- Local Chair
- Local Vice-Chair
- Local Trustee
- Local Warden
- Local Conductor
- Bargaining Committee
- BCFed Human Rights Committee rep, BCFed Future of Work and AI Committee rep

Other HEU activities

- DVP: Two spirit, women and non-binary committee
- Co-chair: International Solidarity and Migrant Worker Rights Committee
- Pink Triangle Standing Committee Member
- Occupational Subcommittee Member

Leanne La Guardia

Position running for: Undeclared

Pronouns: she/her

Local/worksite: PHSA (Amalgamated) Local / BC Children's & Women's Hospital

Job title: In Hospital Replenishment Shipper & Receiver

Land acknowledgement: I acknowledge that I live, work and play on the traditional, ancestral, and unceded territory of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səl̓ílwətaɬ (Tsleil-Waututh) Nations.

Statement

Being part of the Provincial Executive has strengthened my commitment to serving our members and our union. It has given me the opportunity to work alongside dedicated activists from across the province, learn from their experiences, and support members when possible. Whether answering questions, sharing resources, advocating for members, or creating opportunities for engagement, I value every chance to make a positive difference.

One initiative I'm especially proud of with the help of the Young Worker Committee is helping introduce Zoom Jams as a low-cost, accessible way to connect members across the province. These virtual sessions have expanded outreach by giving members the opportunity to participate, ask questions, share ideas, and stay engaged regardless of location. It has been rewarding to see other committees adopt similar initiatives.

I'm passionate about building a stronger union through engagement, communication, and active listening. I believe every member deserves to feel heard, respected, and included. I would be honoured to continue serving on the Provincial Executive, building on the progress we've made while exploring new ways to engage members, strengthen our union, and ensure every voice is heard. Our collective strength comes from standing together — when we are united, we are unstoppable.

Biography

My name is Leanne La Guardia, and I work in In-Hospital Replenishment at BC Children's & Women's Hospital. I am proud to have served as the Young Worker Diversity Vice President.

Through my union work, I enjoyed bringing a young worker perspective to organize online get-togethers, in-person events, and community engagement opportunities that help connect members and build a stronger union.

Outside of my union work, you'll usually find me reading, spending time with my family and dogs, playing Pokémon GO, or watching sports. I enjoy bringing people together and creating meaningful connections both inside and outside the workplace.

HEU member since: 2019

Provincial Executive experience: Two years

Union and local activities

- Local Secretary-Treasurer

Other HEU activities

- HEU Young Worker Committee
- BCFED Young Worker Committee
- CUPE Young Worker Committee

Kaitlynn Larner

Position running for: Regional Vice-President, Interior

Pronouns: her
Local/worksite: Cranbrook Local / FW Green Home
Job title: Staffing clerk

Statement

I am running for Regional Vice-President because I believe our union belongs to its members. As a healthcare Staffing Services Clerk, I know firsthand the intense pressures we face daily. Our union must be fiercely accountable to the people it represents, and it must stand as an unyielding advocate against the employer to drastically better our working conditions.

For too long, frontline workers have carried the heaviest burdens while feeling disconnected from leadership. If elected, my top priority will be transparency. I will ensure that every member has a voice, every concern is heard, and leadership is fully answerable to you.

But accountability is only half the battle; we must also be bold. We need a leadership team that does not back down when negotiating with the employer. I will passionately advocate for safer staffing ratios, fair compensation, and the workplace respect we have rightfully earned.

I am not afraid to challenge management to secure the protections we deserve. Together, we can build a stronger, more transparent, and more aggressive union that truly fights for its members. I would be honoured to have your vote.

Biography

As a Staffing Services Clerk, I manage the vital logistics of scheduling to keep clinical teams supported and operations running smoothly. Driven by a passion for fairness and community, I also serve as a dedicated union steward advocating for the rights, safety, and well-being of my fellow healthcare workers.

To balance the fast-paced demands of my career and advocacy, I prioritize intentional self-care and spend time connecting with animals, which keeps me grounded. I strive to bring dedication, empathy, and positive change to both my workplace and the broader community.

HEU member since: 2021

Union and local activities

- Shop Steward
- Local Secretary

Jessica Lavergne

Position running for: People with Disabilities Diversity Vice-President

Pronouns: she/her

Local/worksite: PHSA (Amalgamated) Local / BC Cancer

Job title: Secretary

Land acknowledgement: I acknowledge that as a third generation settler, I am privileged and grateful to work on the unceded territory of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səl̓ílwətaɬ (Tsleil-Waututh) Nations.

Statement

I'm a person with multiple disabilities, both invisible and visible.

My passion is disability justice, progressing this cause forward, as well as supporting, advocating for, and defending people with disabilities. I champion this work in my everyday life, whether personally when visiting businesses or advocating for my own accommodations at work or Union events, assisting others I see struggling, or fighting for our member's rights on-the-job and with the Employer. I take every opportunity I can to join in learning and growing my knowledge, or furthering disability-related conversation and educating others whenever the opportunity arises.

Mental Health, Trauma Informed Practice and workplace accommodations under the Human Rights Code are three incredibly important matters near and dear to my heart.

As I once did, too many suffer in silence, scared of being judged, marginalized, not believed, invalidated, discriminated against, labelled, harmed, traumatized, or maybe even worried they will lose family, friends or possibly their employment if they self-identify, or express their struggles and needs, as a person with disabilities. It doesn't have to be this way, I promise… and you're not alone.

Thank you for considering me for this important role, supporting and advocating for our members with disabilities.

Biography

I'm currently filling a temporary position as an HEU Enhanced Disability Management Program (EDMP) Steward and also sit on our Local's executive as the Vice-Chair Person for a second term. I have served as a Shop Steward for approximately five years with a term as a full-time Dedicated Shop Steward.

I'm honored to be a sitting member of HEU's People with Disabilities Equity Standing Committee and currently first alternate to the DVP and co-chair. I've been a Medical Secretary since 2011.

HEU member since: 2010

Union and local activities

- Lead Shop Steward
- Shop Steward
- Local Vice-Chair
- EDMP Steward
- Local Site Rep

Other HEU activities

- PWD ESC member, First Alternate to DVP and Co-Chair.

Maria Lugs

Position running for: Regional Vice-President, Vancouver Coastal

Pronouns: she/her

Local/worksite: Richmond Local / Minoru Residence

Job title: personal care aide / health care assisant

Land acknowledgement: I acknowledge that I live and work on the unceded territories of the Coast Salish peoples, the Musqueam, Tsleil-Waututh, and Squamish Nations.

Statement

My name is Maria Lugs. I have been a care aide for 23 years and an HEU member since 2003. I have been a shop steward for Richmond Local since 2013 and a regional vice-president since 2022. Since 2010, I have served as trustee, vice-chairperson, chairperson, chief shop steward and JOHS Committee member.

I am seeking your support because our union grows stronger when every voice is represented. Running is not about holding a title; it is about bringing forward the lives and experiences of frontline workers and ensuring equity for all members.

As a migrant worker, I understand the barriers many members face: discrimination, precarious work, limited opportunities and sacrifice. This experience has shaped my commitment to a union that is inclusive, courageous, and rooted in solidarity.

As your regional vice-president, I have worked with local leaders to strengthen engagement and build solidarity. Leadership means listening, organizing, educating, and empowering members to become active in our union. I will continue advocating for migrant justice, equity, anti-racism, leadership development, safe workplaces, and stronger locals. Building an HEU that reflects its diversity and determination of its membership is my priority. I would be honoured to earn your trust, support, and vote.

Biography

Union activism has become a real passion of mine. I make a point of showing up to rallies to support fellow union members; there is nothing quite like standing shoulder to shoulder with people fighting for the same things you believe in.

What keeps me coming back is seeing the members I serve standing united, working collaboratively towards shared goals and building real solidarity. I also love learning and educating, taking every chance I get to educate myself and others further about our union, its history and how we can keep it strong.

HEU member since: 2003

Provincial Executive experience: Four years

Union and local activities

- Lead Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Trustee

Other HEU activities

- International Solidarity and Migrant Workers Subcommittee member

Karrie McCaig

Position running for: 2-Spirit, Woman, Non-Binary Diversity Vice-President

Pronouns: she/her

Local/worksite: Noric House Local / Noric House

Job title: Long-term care aide

Land acknowledgement: I respectfully acknowledge that I live, work and play on the traditional, ancestral, and unceded territory of the Sylix/Okanagan people. I am grateful to be a guest on this beautiful land and I commit to learning, listening, and deepening my understanding of its history and culture.

Statement

Being a Feminist advocate has been a driving force within me for as long as I can remember, and when I attended my first equity conference, I knew this was my calling. With my second term on the 2SWNB ESC as Co-Chair and 1st Alternate 2SWNB DVP I have had the privilege to work alongside some amazing feminist advocates, and my heart is bursting as we see our hard work coming to fruition that will very soon be available as a support to our members in need.

I am ready to sit at the PE table and be that voice of the 2-Spirit, Woman, Non-Binary Equity Committee and all members, and to work alongside the other DVPs supporting our 2-spirit, woman and non-binary members not only within our union but our communities as well.

If I have learned anything over the years, it's that history has a pattern of repeating itself and brave feminist leaders before us have made so many gains that we cannot take for granted, we need to keep fighting for a better future so we don't go back! We can't go back! I am dedicated to that!

Biography

I enjoy life in Vernon with my husband, about to celebrate our 25th anniversary with our two adult sons. We have also opened our home and welcomed over 30 international students.

I've been an HEU member since 1997 at the Noric House local, providing compassionate seniors' care while promoting members' health and safety.

Having grown from a shy, supporting from-the-sideline voice to one that pushes through tough conversations with the goal of being a positive, supportive advocate and ally, I believe all members deserve and have the right to a safe and inclusive workplace supporting equity and diversity.

HEU member since: 1997

Union and local activities

- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Trustee
- NOLC delegate, 1st Alternate 2SWNB DVP

Other HEU activities

- Co-Chair 2-Spirit, Woman, Non-Binary ESC

Kim McIlravey

Position running for: Regional Vice-President, Interior

Pronouns: she/her

Local/worksite: 100 Mile Local

Job title: Care aide

Land acknowledgement: I acknowledge the ancestral & stolen lands of the Secwepemc Peoples, where I am honored to be able to live work and play.

Statement

I believe that working as a team gets US further to a result and more strongly united. I am learning every day, not only for myself but for others, to create safe spaces as well as to help everyone. If I don't know the answer or process, I will find out, to ensure we get it right. I love seeing the progress made within the locals as well as the union as a whole, and how we can all build on it to succeed as activists.

Biography

A little about myself: I am a Mom first and foremost, and Mimi to 8 of the cutest Grandbabies. I have been a care aide for 21 years, within HEU for the last 13 years, UFCW 1518 before that for 7 years. I have held the chair position at my local for the last 4 years, stewarding for a combo of both unions for 11 years. I sit on our local's JOHS committee. Elected RVP interior for the last 2 years. I also hold experience in municipal government, where I represented the Village of Clinton. I also volunteered for Army Cadets 2887 RMRCAC. I believe in doing what is right, not what others think. I make decisions on information not facts. I am an honest, kindhearted person who is willing to learn every day and apply those principles to everything I do. I believe I still have a lot more to do as the Interior RVP for the TCS, as I was just getting started.

HEU member since: 2013

Provincial Executive experience: Two years

Union and local activities

- Chair
- Lead steward
- JOHSC Rep alternate
- Site rep

Other HEU activities

- Pensions and retirement committee
- IP

William (Bill) McMullan

Positions running for: Financial Secretary, 1st Vice President

Pronouns: he/him

Local/worksite: Kardel Local / Amelia House

Job title: Community Support Worker

Land acknowledgement: I acknowledge with gratitude that I live, work, and learn on the traditional territory of the Lək̓ʷəŋən peoples, known today as the Songhees and Xwsepsum (Esquimalt) Nations, and the W̱SÁNEĆ peoples, whose historical and ongoing relationships with these lands and waters continue today.

Statement

I am a proud Hospital Employees' Union (HEU) member dedicated to fighting for safe, fair, and equitable workplaces. My activism stems from the belief that strong healthcare services rely entirely on the well-being of the workers who provide them.

Day in and day out, I see the struggles my colleagues face with understaffing, burnout, and rising costs. This firsthand experience fuels my commitment to be a vocal advocate for solidarity and systemic change.

In my workplace, I serve as a bridge between my peers and our union leadership. I prioritize listening to members' concerns, educating them on collective bargaining rights, and ensuring our voices are heard at every decision-making level.

For me, union activism is not just about contracts and grievances; it is about dignity, respect, and social justice. I actively champion diversity, inclusion, and mental health support, ensuring no worker feels isolated or left behind. By organizing, mobilizing, and standing on the front lines, I work to protect public healthcare and advance the labor movement. I am deeply committed to building a stronger, more united HEU that empowers every member to stand up for their rights and community.

Thank you for all your dedication and being here.

Biography

A resilient and visionary advocate, I am an out and proud gay man who has dedicated decades to advancing Diversity, Equity, and Inclusion (DEI). My lifelong commitment to community action began with critical frontline assistance at AIDS Calgary. As a survivor of childhood abuse, I transformed personal trauma into deep empathy, fueling my mission to build safer, more inclusive spaces for all.

Beyond my professional and advocacy triumphs, my most cherished and proudest achievement is being a devoted father to my two wonderful children, who inspire me daily to leave behind a more equitable, loving world.

HEU member since: 2003

Provincial Executive experience: 14 years

Union and local activities

- Lead Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Secretary-Treasurer
- Local Trustee
- Picket Captain
- Bargaining Committee
- Labour Management Committee

Other HEU activities

- Political Action Committee
- Committee on Labour Relations or COLR
- CUPE National Political Action Committee
- Member of the EOC, Formerly the Men's Committee, part of the Vice Presidents committee assisting the President.

Shannon McNulty

Position running for: Regional Vice-President, Interior

Pronouns: he/him

Local/worksite: Kootenay Range Local / 4th street

Job title: Residential care worker

Land acknowledgement: I acknowledge I work, live and play on the traditional, ancestral and unceded territory of the Ktunaxa peoples. I have respect for the Indigenous peoples' relationship with the land and thank them for their stewardship past, present and future. I am committed to learning about the histories, cultures and contributions of their communities and to support meaningful reconciliation.

Statement

I am honoured to put my name forward for the position of Regional Vice-President, Interior. As an active and committed HEU member, I believe in the strength of our union and the importance of advocating for our members with integrity, respect and accountability.

I am committed to listening to members, representing their voices and working collaboratively to address the issues that matter most in our workplaces. I understand the challenges facing healthcare workers and am dedicated to promoting fairness, safe working conditions and meaningful member engagement.

If elected I will be approachable, transparent, and committed to building strong members, locals and fellow leaders. A goal for my term if elected will be to assist the locals with their elections and maintaining the integrity of the elections by following HEU's by-laws and constitution.

It would be a privilege to serve as your Regional Vice-President and I respectfully ask for your support. Together, we can continue to strengthen our union and advocate for the rights and well being of all HEU members.

Biography

I am a dedicated Residential Care Worker in the Community Social Services Sector and HEU member. As a HEU leader in our local, I have advocated for our members, strengthened member engagement and promoted fair, respectful workplaces. I believe every member should be heard and represented.

I got involved with the union when I saw no one in our local was standing up for our members – first as a CUPE member and then with HEU. I then helped rebuild our local after we merged with two CUPE locals, first as local Chair and now Secretary Treasurer.

HEU member since: 2022

Union and local activities

- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Secretary-Treasurer

Jenifer McQuary

Position running for: Regional Vice-President, Interior

Local/worksite: Columbia View Lodge Local / Interior health

Job title: Care aide

Statement

My name is Jenifer, and I am proud to be a candidate for Regional Vice-President for the Interior Region. I have been a dedicated member of the Hospital Employees' Union for 17 years and an active union advocate for the past 10 years.

I have worked to support members, promote workplace safety, and ensure workers' voices are heard. My experience includes serving as Local Chair for six years, Occupational Health and Safety (OHS) representative for two years, Joint Occupational Health and Safety Committee member for two years, Lead Steward, Steward for three years, and Member Advocate for 10 years.

These roles have given me extensive experience in member representation, leadership, problem-solving, and collective action. I have had the privilege of helping members navigate workplace challenges, advocating for fair treatment, and working collaboratively to improve working conditions.

I am passionate about building a strong, inclusive union that empowers members and protects the rights, safety, and well-being of all workers. If elected as Regional Vice President, I will bring my experience, commitment, and dedication to serving the members of the Interior Region and ensuring their concerns are represented at every level of our union.

Biography

- Chair - 6 years
- Lead shop steward 3 years
- OH&S 2 years
- JOHSC 2 years
- 17 years HEU member
- 10 yrs as an active HEU member

HEU member since: 2009

Union and local activities

- Lead Shop Steward
- OH&S Steward/Representative
- Local Chair

Karen Mcveigh

Positions running for: Regional Vice-President Vancouver Coastal, 3rd Vice-President, Pink Triangle Committee Diversity Vice-President

Pronouns: he/she

Local/worksite: Dogwood Local / Dogwood care home

Job title: Care aide

Statement

I have been a care aide for 32 years. I enjoy my job. The job has changed so much over my time, as HEU members have gone though good and bad times. I learned a lot when I did bargaining in 2014. My time on the PE was a big learning curve. I enjoy helping the members, and learning from them.

I am running again to continue the work I started. I believe in this union.

Biography

I have been a care aide for 32 years at the same place. I have been the chair for a very long time. I was on the 2014 Bargaining Committee. I was RVP from 2018 to 2024, where I enjoyed working with the members.

I have been the rep on coastal violence prevention, where I helped get violence training into the FBA. I've also been working on getting a policy on domestic violence for staff — it has been a long haul and we are almost there. I work at Dogwood where three years ago we merged three sites for a new building. I enjoyed my time on the PE and I did learn a lot.

HEU member since: 1991

Provincial Executive experience: Six years

Union and local activities

- Lead Shop Steward
- OH&S Steward/Representative
- Local Chair
- Bargaining Committee
- HEU rep on Vancouver coastal health violence prevention committee

Other HEU activities

- Was co-chair of Pink Triangle for 10 years.

- HEU rep on CUPE National Pink Triangle for 4 years
- Women's Committee
- Nursing subcommittee
- BCFED LGBT rep for one term
- Bargaining 2014
- Resolutions Committee at Convention 2000
- On the Constitutional Review Committee

Tammy Meise

Position running for: Regional Vice-President, North

Pronouns: she/her

Local/worksite: Prince George Local / Community

Job title: EDMP advocate

Land acknowledgement: I acknowledge I am on the lands of the Lheidli T'enneh people. With great honor I live, work, play and collaborate together.

Statement

I promise to bring a voice to the table for the North. To collaborate with locals so that all Northern members have input in the issues that affect them. To bring those issues to the PE table and be the voice for the North.

I have now served my first term as one of the Northern RVPs. I believe there is much more to be done at the PE level for our Northern communities. I would be honoured to serve another term as one of the Northern RVPs and bring our issues to the table.

Biography

My passion is what brought the first Red Dress Campaign, followed by forming the PG Red Dress non-profit society, leading to the MMIP monument and Red Dress Alert announcement.

I am proud Métis woman. Serving my first term as RVP, I feel it is important that our Northern members have adequate representation at the PE table. I understand the unique struggles in the North and I am willing to be that voice.

HEU member since: 2002

Provincial Executive experience: Two years

Union and local activities

- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Co-chair
- Local Warden
- Local Conductor
- EDMP Steward

Other HEU activities

- Occupational subcommittee

Crystal Miller

Position running for: Regional Vice-President, Vancouver Island

Pronouns: she/her

Local/worksite: Tri-Port Local / Port McNeill Hospital

Job title: Environmental Support Service Supervisor

Land acknowledgement: My name is Crystal Miller. I am proud to be a member of the Namgis First Nation, born and raised in Alert Bay, on the lands and waters of the Kwakwaka'wakw people. I offer my respect and gratitude to the Elders, knowledge keepers, and Indigenous communities who have cared for these lands since time began. As we gather as HEU members, let us carry forward the values of respect, solidarity, equity, and reconciliation in the work we do together. Gilakas'la

Statement

I am running for Regional Vice-President because I believe in the strength, resilience, and collective voice of HEU members. For more than 15 years, I have worked alongside healthcare workers and understand the challenges members face every day. From staffing pressures and workplace safety concerns to the need for respect and recognition for the important work we do.

As an HEU member, Shop Steward, Joint Occupational Health and Safety Steward, Local Chair, and union leader, I have had the privilege of standing beside members, listening to their concerns, and advocating for their rights. These experiences have shown me that leadership is about service, accountability, and being present when members need support.

I want to bring my experience, my commitment to equity and reconciliation, and my understanding of frontline work to the role of Regional Vice-President. I believe every member deserves to be heard, respected, and represented.

I am running to strengthen connections between members and leadership, support safe and inclusive workplaces, and help build a stronger HEU where all members feel valued and empowered.

Gilakas'la

Biography

Crystal Miller is a proud member of the Namgis First Nation, born and raised in Alert Bay, and a dedicated HEU member for over 15 years. She has served Island Health in frontline and leadership roles, beginning her career in housekeeping, food services, and as a cook.

Crystal has held roles as Shop Steward, Joint Occupational Health and Safety Steward, Local Chair, and executive member. She is committed to strong member representation, safer workplaces, equity, reconciliation, and ensuring every member's voice is heard.

HEU member since: 2009

Union and local activities

- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Co-chair
- Local Secretary-Treasurer
- Local Trustee
- EDMP Steward
- Indigenous Peoples Committee

Other HEU activities

- OH&S sub committee
- Indigenous Peoples Committee

Barbara Nederpel

Position running for: President

Pronouns: she/her/they

Local/worksite: Kamloops/Thompson Local / Royal Inland Hospital

Job Title: Health Records Clerk

Statement

The past two years show what HEU members can accomplish together: gains at the bargaining table, strong governance, staying focused on what matters to our members through every challenge thrown our way.

Our work isn't finished. Employers keep piling pressure on health care workers, and affordability remains a daily fight for members. They deserve more, and they're demanding it. The next two years are our opportunity to mobilize members and get them ready to act, equipped with the history, tools, and education to understand their power and role in this movement, while respecting our members' democratic rights.

That's why my focus is building a stronger HEU: local development support, direct and open communication with members, developing new conflict resolution pathways, creating safer, inclusive spaces, and ensuring our union reflects the diversity and strength of our workers.

Strong members build strong locals. Strong locals build a strong union. Together, we'll keep modernizing how we organize, communicate, and support each other, grounded in the solidarity and values that have always defined our movement.

This takes experience, knowledge, and drive to fight alongside you to protect public health care, build worker power, and make sure HEU’s collective voice is loud as hell.

Biography

I was elected HEU President in 2018 as the union's first woman president. An HEU member since 2006, I worked as a Licensed Practical Nurse, care aide, and health records clerk at Royal Inland Hospital in Kamloops — frontline experience that grounds everything I do.

My roots run deep in the broader labour movement, built on staunch trade union values and a commitment to members' democratic right to decide their future. As President, I've led HEU through a global pandemic, historic bargaining, modernizing the union, strengthening local leadership, and expanding member education — building a stronger, more engaged membership.

HEU member since: 2006

Provincial Executive experience: 14 years

Union and local activities

- Lead Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair;Local Treasurer
- Bargaining Committee
- LPN Campaign

Other HEU activities

- 2018 – Present: HEU President
- 2016 - 2018: First Vice-President
- 2014 - 2016: Second Vice-President
- 2012 - 2014: Regional Vice-President
- Facilities Bargaining Association Committee 2014, 2018, 2022, 2025
- B.C. Federation of Labour Officer: 2018 – Current
- B.C. Federation Women and Gender Rights Co-Chair
- B.C. Fed OHS Co-Chair
- CUPE National Executive Board Director, 2018 - 2025
- CUPE National Women's Committee
- CUPE National OHS Committee
- CUPE National Health Care Issues Committee
- CUPE National Safer Safes Working Group
- Canadian Labour Congress Women's Committee
- B.C. Health Coalition Co-Chair 2018 - 2022
- Kamloops and District Labour Council President 2014 - 2018
- B.C. NDP Treasurer, Regional Rep, Member at Large, Constituency President 2016 - Current
- HEU Constitutional Review Committee
- HEU Safer Spaces Working Group
- Community Savings Credit Union Board Member

Courtney Parobec

Positions running for: Trustee, 3rd Vice President, Regional Vice-President, Vancouver Island

Pronouns: she/her

Local/worksite: Victoria General Local / Victoria General Hospital

Job title: Pharmacy Assistant

Land acknowledgement: I respectfully acknowledge that Victoria General Hospital is located on the traditional and unceded territory of the lək^{w}əŋən (Lekwungen) peoples, including the Songhees and Esquimalt Nations, as well as the traditional lands of the W̱SÁNEĆ peoples. I honour their ongoing connection to these lands, waters, and community, and express my gratitude to the traditional keepers of this land since time immemorial.

Statement

I have over 20 years of pharmacy experience, including 18 years with Island Health, giving me insight into challenges members face in our workplaces.

I began attending local union meetings and becoming more involved because I believe every member deserves an informed, compassionate voice. I am committed to fairness, transparency, respect, accountability, and clear communication.

My priority is timely, compassionate support for members whose ability to work is affected by injury or illness. Healthcare workers who have devoted years to caring for others deserve dignity, meaningful representation, appropriate accommodation, and support through recovery, return to work, or short- and long-term leave.

This issue is personal to me. I have experienced how quickly a sick bank can be depleted when an unexpected condition or surgery arises, particularly before parental leave. No member should face financial uncertainty while healing.

I will advocate for stronger income protection, including exploring short-term disability coverage or paid leave while members wait for medical EI benefits. I want members to feel supported when they need it most.

I would be proud to bring perspective, experience, and commitment to the Provincial Executive.

Biography

I earned my Pharmacy Technician certificate in 2003 and have worked in retail pharmacies in Manitoba, Alberta, and with Island Health. Over the past 18 years, I've worked at seven Island Health sites and have spent the last 12 years at Victoria General Hospital Pharmacy.

I believe in fairness, transparency, and respect, and have always advocated for my co-workers. Outside of work, I volunteer with animal rescues, sing with the Sooke Community Choir, and previously served as a Sea Cadet Officer. I'm actively taking HEU courses and am committed to expanding my knowledge to better represent and support HEU members.

HEU member since: 2008

Baljit Sandhu

Position running for: Regional Vice-President, Interior

Pronouns: he/him

Local/worksite: Vernon Local / Vernon Jubilee Hospital

Job title: HCA

Land acknowledgement: I live play and work on the traditional and unceded territory of the Syilx (Okanagan) people.

Statement

As a member of the Provincial Executive and Regional Vice-President, I remained fully accessible to every local throughout the year, ensuring leaders and members always had direct support. This commitment to being present and responsive helped create strong momentum across the region, and more of my locals held elections this year than ever before. This milestone reflects growing engagement, confidence, and stability within our union family.

I worked closely with locals to build strong, effective executive teams by providing guidance on governance, roles, and sustainable leadership practices. I supported outreach efforts that strengthened member participation, encouraged connection, and built unity at the grassroots level. When challenges arose, I helped locals resolve issues through best practices and proper process ensuring fairness, transparency, and long-term stability.

My leadership is grounded in strong organizational skills, effective communication, and a deep dedication to social justice. I believe communication is the key to success; it is how we build trust, solve problems, and move forward together.

I believe deeply in the power of unity. A union united is unstoppable. Our strength comes from standing together, supporting one another, and speaking with one voice. When we are united, our power is unmatched.

Biography

I am a dedicated union leader and community builder with over a decade of service advancing worker rights and strengthening local governance. As a long-time Shop Steward, five-term Local Chairperson, and Regional Vice President since 2022, I bring deep experience in advocacy, collaboration, and strategic leadership.

I have served four terms on HEU's Ethnic Diversity Committee, supported major rallies including the Vernon laundry privatization campaign, and facilitate the Getting Involved course to empower new members. Beyond union work, I am committed to growing cricket in Canada through inclusive programming, community engagement, and strong organizational leadership.

HEU member since: 2012

Provincial Executive experience: Four years

Union and local activities

- Lead Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Trustee
- Local Warden
- Local Conductor
- Picket Captain

Other HEU activities

- Ethnic Diversity Committee for four terms

Lynn Serhan

Position running for: Indigenous Peoples Committee Diversity Vice-President

Pronouns: she/her

Local/worksite: Armstrong Local / Pleasant Valley Manor

Job title: LTCA

Land acknowledgement: I acknowledge that I work live and look after the land I am a part of. I live on the territory of the Splatsin people in the Okanagan Nations.

Statement

I am blessed to listen the stories that are told by the Elders and my relations, learning my culture, language, about the land and all that it gives us. Mother Earth looks after us, but we have to take care of what we are given. We are the caretakers for the next generation.

I would be honoured to be re-elected to the position of Indigenous Peoples Diversity Vice-President. I have served in this position for the last two terms. The DVPs have traveled though the regions, developing relationships and listening to the members concerns. I want to continue with this important work and keep building, as the barriers still exist.

We are all leaders in whatever way we chose to be and should be lifted to our position of choice whether it is in the local, community, or PE table. Equity is for all and is achievable together, and HEU is leading us in a good way.

Our leadership is representing us in a good equitable way, but there is much work still to be done. I ask the questions at the table for our voices to be heard. I represent voices with passion, with each of you beside me.

Biography

Courses and other experience:

- Shop Steward Level 1 and 2
- Lead Shop Steward
- Occupational Health and Safety
- Demystifying Classifications
- Know And Enforce Your Rights
- Workplace Mental Health
- Bystander Intervention
- Staying Steady Through COVID
- CLC Winter School

- Summer School
- Facilitated diversity, equity and inclusion table talk including affinity space and Indigenous workshop
- EDMP assessment
- Equity Conference
- CUPE Indigenous safety consultation
- Karios training
- National CUPE convention
- B.C. Federation convention
- Regional meetings
- Diversity Equity Inclusion Working Group
- Member of NOLC
- Member of Constitutional Review committee

Hobbies: beading, making ribbon skirts and moccasins, camping, fishing, hiking, kayaking, gardening, learning about plants or healing, grounding.

HEU member since: 2004

Provincial Executive experience: Four years

Union and local activities

- Lead Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Treasurer
- Local Trustee
- Picket Captain

Other HEU activities

- Indigenous Peoples Committee
- CUPE National Indigenous Peoples Council
- BCFED Indigenous Peoples Caucus
- Pensions subcommittee
- Constitutional Review Committee
- DEI Working Group

Shivonne St Pierre

Position running for: Regional Vice President, Fraser

Pronouns: she/her

Local/worksite: Menno Home Local / Menno Place

Job title: Healthcare Aide

Land acknowledgement: With acknowledgement that she lives, works on and benefits from the occupation of the unceded land of the S'ólh Téméxw (Stó:lō), Semiahmoo, Kwantlen, and Nuxwsa'7aq (Nooksack) peoples.

Statement

Serving as your Fraser Regional Vice-President has been one of the most meaningful times I have experienced. Although this role has given me the opportunity to advocate for our members, it is the Locals of the Fraser Region that have shaped my understanding of what union leadership truly means. Every Local has its own history, culture, challenges, and victories. No two are alike, and that diversity is one of our greatest assets.

Our Locals are living, organic organizations, built by members who are experts in their workplaces and communities. Meaningful decisions at the Provincial Executive can only be made when we listen to those voices, respect those differences, and recognize that one solution rarely fits every Local.

I am deeply grateful for the trust you have placed in me and for the generosity with which you have shared your knowledge, experiences, and perspectives. You have strengthened my understanding of healthcare, labour, and the importance of union solidarity.

If given the opportunity to continue serving as your Fraser Regional Vice President, I will remain committed to listening first, advocating with integrity, and ensuring the voices of our Locals continue to guide the decisions that shape the future of our union.

Biography

As a Care Aide, political activist, disabled member of the 2SLGBTQIA+ community, and Political Science graduate, I believe meaningful change is built through working-class solidarity, strong Local leadership, and empowered members.

After organizing my workplace under HEU in 2022, I was grateful to serve as Shop Steward, Chairperson, Workshop Facilitator, Provincial Executive member, and HEU Representative to the Fraser Valley Labour Council. Most importantly, I am incredibly thankful for the HEU members who

supported me through my ongoing recovery from long-term illness as my care providers, fellow patients and friends. You continue to guide, inspire and motivate me.

HEU member since: 2022

Provincial Executive experience: Two years

Union and local activities

- Shop Steward
- Local Chair
- Local Vice-Chair

Other HEU activities

- Political Action Subcommittee Co-Chair 2023-2026
- Member Workshop Facilitator 2023-2026
- Persons with Disabilities Committee Alt 2022-2024

Tina Thiessen

Position running for: Regional Vice-President, Fraser

Pronouns: she/her

Local/worksite: Chilliwack Amalgamated Local / Chilliwack General Hospital

Job title: Area Supply Attendant

Land acknowledgement: I acknowledge that I am a settler and grateful to live, work and play on the traditional, ancestral and unceded lands of the Stolo people, particularly the Aitchelitz, Cheam, Kwaw-kwaw-a-pilt, Shxwha:y, Tzeachten, Yakweakwioose First Nations and home of the Chilliwack Métis Association.

Statement

I love my union.

I love the HEU and am grateful for the opportunity to be a member of this union family.

I believe and accept that I am called to serving others, be that in my immediate family, my community and all the extensions of it.

I also believe that I am called to serving the HEU and its members, and given the opportunity I will serve you to the very best of my abilities.

Biography

I am here to serve all HEU members but especially the HEU members in the Fraser Region. I have been voluntold many times, which in the long run I am grateful for, as these experiences are exactly what I needed to step up to the plate that I now stand on.

So as an experienced, HEU educated member of the HEU family, I serve my community and all the extensions of it. I believe that I am called to serving the HEU, and given the opportunity I will serve you to the very best of my abilities.

HEU member since: 2011

Provincial Executive experience: One year

Union and local activities

- Lead Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair

- Local Vice-Chair
- Local Secretary
- Local Trustee
- Local Warden
- Local Conductor
- Essential Services Committee - PHSA - 2022-2025

Other HEU activities

- Retirement and Pensions Subcommittee
- 2-Spirit, Women and Non-binary Committee
- The Climate Change Subcommittee

Ranjit Uppal

Position running for: Undeclared

Pronouns: she/her

Local/worksite: PHSA (Amalgamated) Local / Children's & Women's Hospital

Job title: OR Booking/Slating Clerk

Land acknowledgement: I acknowledge that I live on the unceded territory of the Coast Salish people, specifically the Kwantlen, Katzie, Semiahmoo and Tsawassen First Nations, and I work on the Musqueam, Squamish and Tseil-Waututh Nations.

Statement

Serving on the Provincial Executive has shown me exactly what our union can accomplish when we stand together. Like any new role, there have been learning curves and significant bumps along the way as I learned the duties and responsibilities of being a Regional Vice-President. Those experiences have made me a stronger advocate, a better listener, and a more effective leader.

This past year also tested me personally. Going through a divorce while simultaneously managing a heavy workload taught me what it truly means to lean on others and strengthened my resolve. No member should ever have to face difficult times alone.

I've stood beside a member rebuilding her life after a devastating loss and watched her return to work with her dignity intact. I've also helped another member fight for — and win — the job classification she rightfully deserved through the grievance process. These are more than stories — they're proof of what we achieve when we stand together.

If re-elected, I will continue to show up, listen, advocate fiercely, and lead with integrity, compassion, and respect. Every member deserves to be heard and represented.

Because a union that fights for one of us fights for all of us.

United we will succeed!

Biography

I am the Chairperson of PHSA Amalgamated Local and currently serve as a full-time Dedicated Shop Steward. With previous experience as Vice Chair and Joint Occupational Health and Safety Committee (JOHSC) Representative, I bring extensive knowledge in workplace advocacy, member support, health and safety, and labour relations.

I am committed to representing members with integrity, fostering respectful and inclusive workplaces, and promoting meaningful engagement through strong leadership and collaboration.

My roles have strengthened my skills in communication, problem-solving, and collective representation, while reflecting my dedication to fairness, accountability, and empowering the voices of those I represent.

HEU member since: 1997

Provincial Executive experience: Two years

Union and local activities

- Lead Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair

Other HEU activities

- Diversity: Persons of Colour Committee
- 2 Spirit, Women, Non-Binary Committee
- CUPE National Literacy and Essential Skills Committee

Betty Valenzuela

Position running for: Financial Secretary

Pronouns: she/her

Local/worksite: VGH Local / Vancouver General Hospital

Job title: Health Records clerk

Land acknowledgement: I live in Richmond which is situated on the unceded territories of the Musqueam, Salish and Tsleil-Waututh Nations.

Statement

I serve our members with humility and deep gratitude as we navigate our way through exceptionally trying times, especially the current geopolitical turmoil, which has impacted our global economies.

BC and HEU members face economic challenges. That means we need to manage the union's financial resources more diligently than ever.

My experience over the past eight years puts me in a strong position to continue that work. My financial discipline has been tried, tested and proven.

We need to work together, celebrate our differences, recognize our weaknesses, and build on our strengths. Solidarity is a word I often use when talking about trade unionism. It's not just a word to me; it's a way of life, and it's deeply embedded in my soul; shared responsibility, standing together, lifting each other up.

As your Financial Secretary, I pledge to continue managing members' union dues with prudence, honesty, integrity, and accountability. I will continue to defend universal health care by fighting privatization and repatriating private sector long term care into the FBA. I commit to protecting the environment and uphold the truth and reconciliation calls to action. Thank you for the privilege of serving you. I ask for your support. Maraming Salamat.

Biography

I have proudly served as HEU's Financial Secretary since 2018, becoming the union's first woman of color elected to the position.

Since I love working with numbers, I pursued a university degree in Business Administration major in accounting (Philippines). I am also passionate about social justice and human rights. As a leader, I advocate for better wages, benefits, and family supporting jobs.

Our rank and file members today will be our activists tomorrow and our leaders of the future. That can only happen if our members and locals are given the educational opportunities, tools to learn, grow and be successful.

HEU member since: 1998

Provincial Executive experience: 12 years

Union and local activities

- Shop Steward
- Local Secretary-Treasurer
- Local Trustee
- Bargaining Committee

Other HEU activities

- Financial Secretary (8 years)
- PE Candidates training with Ethics Commissioner (July 2026 via Zoom)
- Secretary Treasurer 11 years (Vancouver General Hospital)
- Dedicated Shop Steward 11 years
- Senior Trustee (5 years)
- Committee on Labour Relations (8 years)
- Bursary Committee (12 years)
- FBA Bargaining Committee (8 years)
- Admin Committee (8 years)
- Union Protein Project (4 years)
- BC Forum (8 years)
- BC Fed Executive Council (8 years)
- Secretary/Treasurer Cordova House (2 years)
- CUPE/HEU Global Justice Committees (4 years)
- Advisory Committee (EFAP) Employee Family Assistance Program – (8 years)
- Bachelor in Business Administration, major in accounting (Philippines) 4 years university study
- Finance Manager, Vancouver Aboriginal Friendship Centre (16 years)
- Various accounting and finance positions with City of Vancouver and Vancouver Coastal Health (4 years)
- Trustee, Vancouver Municipal and Regional Employees Union (1 year)

Megan Wadham

Position running for: 1st Vice-President

Pronouns: she/her

Job title: HCA

Local/worksite: Menno Home & Apartments and Menno Locals / Menno Home and Menno Hospital

Land acknowledgement: I acknowledge that I live, work and learn on the traditional, ancestral and unceded territories of the Semá:th (Sumas) and Máthxwi (Matsqui) First Nations who are part of the Stó:lō Nation.

Statement

I am seeking election to the Provincial Executive of HEU because I am loyal to our union and committed to advocating for our members. I am honest and dependable; I believe in representing members with integrity, fairness, and respect.

As a person with a disability, I understand the importance of accessibility, inclusion, accommodation, and ensuring that every worker is treated with dignity. My lived experience strengthens my commitment to representing members whose voices are too often overlooked.

Our members face increasing challenges, including heavy workloads, staffing shortages, workplace safety concerns, discrimination, and the need for fair wages and respect. I believe strong, engaged leadership is essential to ensuring that the concerns and experiences of all members are heard and acted upon.

If elected, I would listen carefully to members and work collaboratively with locals and fellow Executive members. I would advocate for meaningful improvements in our workplaces, and the protection of rights we have fought hard to achieve. I believe every member deserves to feel represented, supported, and connected to their union.

I want to help build a stronger, more united, and inclusive HEU. I would be honoured to serve our membership with loyalty, honesty, dedication, respect, and determination.

Biography

I am an HCA in LTC in Abbotsford, a job I truly love. In 2022, I unionized Menno Home and helped to create an amazing local that I am incredibly proud of. I have enjoyed the education and support that HEU has provided for myself and my locals.

I am a Mum of two fantastic kids and two fur babies, and I love to read and knit. My favourite thing to do is watch my son play hockey and my daughter perform in Drag and Burlesque shows.

HEU member since: 2015

Union and local activities

- Menno Home – Local Chair, Local Vice Chair, Local Secretary, Lead Shop Steward, OH&S Steward (Co-Chair), and our local's Disability Rep
- Menno Hospital – Local Chair, Local Treasurer, Lead Shop Steward, OH&S Steward (Co-Chair)
- Fraser Valley Labour Council Treasurer (5 years)
- Member of SARA for Women

Other HEU activities

- Constitutional Amendments Committee 2024

Nat Wansink

Position running for: Pink Triangle Equity Standing Committee Diversity Vice President

Pronouns: he/ him

Local/worksite: Prince George Local / Iris House

Job title: Life Skills Worker

Land acknowledgement: I humbly acknowledge that I am a settler descendant who currently resides as an uninvited guest on the traditional unceded lands of the Lheidli T'enneh people, which means the people of the two rivers because it is at the confluence of the Lechacko and Nechacko rivers in what is colonially known as as Prince George. I recognize that the effects of colonization are not only historical, but ongoing, and that decolonization is a lifelong process that is both external through acts of reconciliation as well as internal and personal through connection to the land and its people.

Statement

As a member of the Pink Triangle Committee for the last two years I feel that I've made valuable contributions to the committee both in discussions and about the direction of the committee. I bring a passion for justice that those who know me can attest to, and a deeply vested interest to learn and understand other's perspectives and experiences as well.

I've learned so much from my fellow union activists, and I cannot overstate the value of these connections to me. I would be honoured to be able to continue working with them, and to represent them and the 2SLGBTQIA+ community as the Diversity Vice-President.

I am eager to continue to build and grow those connections, and to make new ones within HEU and the queer activist community. I want to hear more about your experiences, your thoughts, and your needs as a member of your community and union so that I can represent you to my best ability on the provincial executive. Now more than ever we need to grow and strengthen our connections to each other, to continue to show up for one another, and to work together towards building a more just and equitable future.

Biography

I've been a member since 2022, but didn't become active in my local until the fall of 2023. Since then I have served on my local executive as Warden, became a Shop Steward, worker rep (and now co- chair) for my worksite JOHSC, as well as a member of the Pink Triangle Equity Standing Committees, a member facilitator, and I was selected to be a part of the Constitutional Review Committee. I have also taken up organizing my local's engagement with Pride events in Prince George, and had the fortune to host the Pink Triangle Committee at Pride this year.

HEU member since: 2022

Union and local activities

- Shop Steward
- OH&S Steward/Representative
- Local Warden
- Member facilitator

Other HEU activities

- I'm a member of the Pink Triangle Equity Standing Committee, as well as the Constitutional Review Committee.

Krista Zdrill

Position running for: Trustee Elect/Trustee

Pronouns: she/her

Local/worksite: We Three Villages Local / Smith Creek Village

Job title: Care Aide

Land acknowledgement: I live work and play on the ancestral lands of the Syilx People. These lands are unceded and should be treated with reverence when used by non indigenous peoples.

Statement

I want to serve as a trustee because I believe strong leadership and thoughtful decision-making can make a meaningful difference in our locals and our union. I am committed to ensuring that every member and local has access to a safe, inclusive, and supportive environment where reports can be viewed transparently.

As a trustee, I would listen to members and ensure that the papers filed are in accordance with HEU policies. I promise to work collaboratively to address challenges and look for ways to streamline procedures. I value transparency, accountability, and responsible stewardship of resources, and I am committed to making decisions that put members first.

I believe locals and their members are the most important investments we can make in the future. By serving as a trustee, I hope to advocate for quality representation and reporting of quarterly reports, and to help create opportunities that allow every member to participate to the best of their abilities. I am eager to contribute my time, dedication, and passion to strengthen our union and help shape a positive future for all members.

Biography

Passionate, curious, and always ready for a new challenge, I enjoy learning, growing, and making meaningful connections. I value authenticity, kindness, and a good sense of humour. Whether I'm exploring new experiences, tackling creative projects, or spending time with the people I care about, I bring enthusiasm and a positive outlook. I believe in working hard, staying true to myself, and making the most of every opportunity that comes my way.

HEU member since: 2019

Union and local activities

- Lead Shop Steward
- Local Chair
- Picket Captain

Other HEU activities

- Constitutional Ammendments and 2SWNB

PE candidate training

Candidates who attended the training sessions

Arniel (Nildo) Abella
Christopher Batting
Allen Beasley
Landon Beggs
Catherine Black
Janet Boisvert
Darlene Bown
Ola Burgon
Anna Caldwell
Crystal Chambers
Lisa Crema
Ayse Dallaire
Rosalyn Danga
Vasyl Davydenko
Talitha Dekker
Jovito Espinoza
Brent Fast
Belina Fernandez
Bonnie Hammermeister
Phil Henderson
Terri-Lynne Huddlestone
Roopkamal Kaur
Lisa Kreut
Leanne La Guardia
Kaitlynn Larner
Jessica Lavergne
Maria Lugs
Kim McIlravey
William (Bill) McMullan
Shannon McNulty
Jenifer McQuary
Karen McVeigh
Tammy Meise
Crystal Miller
Barbara Nederpel
Courtney Parobec
Baljit Sandhu
Lynn Serhan
Shivonne St Pierre
Tina Thiessen
Ranjit Uppal
Betty Valenzuela
Krista Zdrill