

# Proposed Constitutional Amendment #1

Submitted by: [Insert Local Name]

Article: 6

Section: A

Subject: Election of HEU President and Financial Secretary by All Members

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## HEU Will:

Amend the Constitution to change the process of electing the President and Financial Secretary of the Hospital Employees' Union from a delegate-based vote at Convention to a direct vote by all members in good standing through a secure and accessible voting system.

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## Because:

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

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

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

There is also concern that internal political considerations may influence which members are selected as Convention delegates, and who receives access to opportunities such as BCFED

representation, CUPE National delegation, education, and special events. This further concentrates political influence and discourages new leadership voices.

Moving to a system where all members can vote for the President and Financial Secretary would align the Union with democratic principles and follow the example of other major health care unions in British Columbia:

- The Health Sciences Association (HSA), which elects senior officers through a one-member, one-vote system; and
- The BC Nurses' Union (BCNU), whose Constitution provides for a province-wide vote of all members for the office of President.

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

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**The new language would read:**

**Article 6 – Section A (Amended):**

The President and Financial Secretary of the Hospital Employees' Union shall be elected by a majority vote of all members in good standing, through a secure and accessible voting process administered by the Union.

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

**Effective Date:**

This amendment shall take effect immediately upon adoption by Convention and shall apply to the next election of the President and Financial Secretary, notwithstanding any past practice, timelines, or procedures that would otherwise delay implementation.

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**COMMITTEE**

Non-Concurrence       Concurrence

**CONVENTION**

Non-Concurrence

Concurrence

## **Proposed Constitutional Amendment #2**

**Article:** 6

**Section:** L

**Subject:** Term Limits for President and Financial Secretary

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### **HEU Will:**

Amend Article 6, Section L of the Constitution and By-Laws to establish term limits for the President and Financial Secretary to a maximum of four consecutive two-year terms, totaling eight years.

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### **Because:**

Establishing term limits helps ensure that leadership positions remain open to new voices, ideas, and perspectives. HEU represents more than 60,000 members across the province — a membership rich with experience, skill, and leadership potential. Regularly opening opportunities for new individuals to serve strengthens democracy within the union and reflects the diversity of its members.

Incumbents in senior leadership roles have significantly greater access and visibility among locals in the years leading up to elections, including opportunities to visit locals in an official capacity. While these duties are part of the role, they can create an advantage not available to new candidates. Term limits help maintain fair and open democratic competition by ensuring regular opportunities for leadership renewal.

Long tenure in any leadership role can, over time, reduce accountability and limit opportunities for new leadership to emerge. Limiting service to eight years promotes transparency, prevents complacency, and helps ensure leadership remains responsive to the needs of a growing and evolving membership.

The positions of President and Financial Secretary are among the most influential in the union and carry significant responsibility under the PEA collective agreement. Given the importance of these roles, it is reasonable and responsible to ensure that qualified members have regular opportunities to serve. Leadership renewal supports confidence, fairness, and trust in the democratic process.

Many unions, non-profit organizations, and public institutions have successfully implemented term limits as a governance best practice, recognizing that regular leadership turnover strengthens accountability, reduces the concentration of authority, and encourages broader participation.

Addressing the President and Financial Secretary together recognizes that both positions operate under the same collective agreement governing benefits, raises, and employment conditions. Applying term limits to both roles ensures consistency, fairness, and balanced oversight within the union's leadership framework.

This amendment strengthens HEU's democratic values by promoting leadership renewal, equal opportunity, and accountability, while ensuring that positions of significant responsibility remain accessible to the full membership.

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## **The new language would read:**

### **Section L – Terms of Office**

1. The term of office for the President and Financial Secretary shall be two (2) years.
  2. No individual shall serve more than four (4) consecutive terms in either role, totaling eight (8) years.
  3. For the purpose of calculating eligibility under this section, all consecutive terms served prior to the adoption of this amendment shall be counted.
  4. Any individual who, at the time this amendment comes into effect, has already served eight (8) or more consecutive years in the position of President or Financial Secretary shall not be eligible to stand for that office again without first being out of that office for at least one full term.
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**Concurrence:**

**Non-Concurrence:**

## **Proposed Constitutional Amendment #3**

**Article:** Political Education and Political Action Fund

**Subject:** Elimination of Political Action Funding

**Submitted by:** [Your Name / Local #]

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### **Rationale**

HEU was founded as a collective organization representing all members, regardless of political affiliation. In recent years, substantial funds have been allocated to political action rather than direct member support. This practice has contributed to concerns among members regarding neutrality, accountability, and the use of union dues.

Many members believe that resources should be prioritized toward strengthening workplace representation, improving wages and working conditions, and providing tangible benefits that directly support members in their workplaces.

Political neutrality also protects the union and its members by ensuring that HEU can effectively advocate for members under any government, regardless of party, and reduces the risk of political retaliation or reduced influence during changes in government.

Funds currently allocated to political action could instead support expanded steward programs, enhanced workplace representation, education, and member advocacy. Investing directly in member services fulfills the union's core purpose of representing, supporting, and protecting members.

Redirecting these funds toward representation and member services would strengthen transparency, accountability, and member trust, while ensuring that dues are used primarily for collective workplace benefit.

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### **Proposed Changes**

#### **Section A – Elimination of Political Action Funding**

All funds currently allocated to the Political Education and Political Action Fund shall be discontinued.

Funds previously allocated for this purpose shall be redirected toward member representation, including the establishment and support of full-time steward positions, education programs, advocacy, and other initiatives that directly benefit HEU members.

#### **Section B – Implementation of Expanded Steward Program**

HEU shall develop and implement a program to expand steward and workplace representation capacity across healthcare facilities, prioritizing sites based on member density, geographic distribution, and demonstrated need.

This program shall improve accessibility, responsiveness, and timely support for workplace issues affecting members.

Implementation of this program shall begin within one fiscal year of adoption of this amendment.

### **Section C – Coordinated Advocacy**

Where political or legislative advocacy is necessary to advance the interests of members, HEU shall prioritize coordinated advocacy through broader labour organizations, including the BC Federation of Labour, in order to ensure collaborative, transparent, and non-partisan representation on issues affecting workers collectively.

### **Section D – Transparency and Accountability**

HEU shall establish a mechanism to oversee the transition of funds and the implementation of expanded representation programs.

The union shall provide regular, publicly accessible financial reports to the membership detailing expenditures related to advocacy, representation, and member services.

Regular reporting to the membership on outcomes and effectiveness of redirected funds shall be required.

### **Section E – Member Information and Political Neutrality**

HEU leadership may provide information and educational materials to help inform members about political and workplace issues but shall not direct union funds toward supporting or opposing any specific political party or candidate.

HEU shall prioritize grassroots organizing, workplace education, and member engagement as the primary means of strengthening the union.

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## **Conclusion**

Eliminating the Political Action Fund and redirecting those resources toward member representation and services strengthens HEU's commitment to transparency, accountability, and effective workplace advocacy.

This amendment ensures that union dues are used primarily to support members in their workplaces, strengthens trust within the membership, and reinforces the principle that HEU exists first and foremost to represent, support, and protect its members.

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**Concurrence:**

**Non-Concurrence:**

## **Proposed Constitutional Amendment #4**

Submitted by: [Insert Local Name]

Article: 5

Section: E

Subject: **Consolidation of Equity Committees**

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### **HEU Will:**

Amend the Constitution and Bylaws to consolidate the existing Equity Standing Committees into a single **Social Justice Committee** responsible for promoting equity, diversity, and inclusion within the union, coordinating advocacy, and ensuring representation of all equity-seeking groups.

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### **Because:**

The current structure of multiple separate equity committees can lead to duplication of efforts, fragmented reporting, and inefficient use of resources. A unified committee would strengthen coordination, improve collaboration, and allow for a more strategic and effective approach to advancing equity and social justice within the union.

Maintaining six separate committees requires additional administrative support, meeting costs, travel expenses, staff coordination, and reporting processes. Consolidating these committees would reduce overhead and allow more union resources to be directed toward member education, advocacy, training, and direct support rather than maintaining parallel structures.

In many cases, the issues addressed by different equity committees overlap significantly, including workplace discrimination, accessibility, harassment, and fairness in hiring and promotion. Addressing these issues through a unified committee encourages shared strategies, reduces duplication, and strengthens collective advocacy.

Consolidating these committees would also strengthen the union's ability to advocate for members and hold employers accountable to existing legal and contractual obligations related to discrimination, accessibility, and respectful workplaces, rather than duplicating work already mandated through legislation and collective agreements.

A single Social Justice Committee would provide clearer reporting, measurable outcomes, and improved transparency and accountability to the membership. Bringing diverse perspectives together within one committee would foster solidarity and collaboration while ensuring that equity-seeking groups retain a meaningful voice through structured representation.

A unified structure would also provide long-term flexibility, allowing the union to respond to emerging social justice issues and evolving member needs while maintaining equity as a central priority.

**Union resources are funded by member dues, and it is essential that those resources be used as effectively and efficiently as possible to protect members' interests, strengthen advocacy, and support the core work of the union.**

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## **The new language would read:**

### **Article 5 – Section E (Amended):**

The Equity Standing Committees shall be consolidated into a single Social Justice Committee responsible for promoting equity, diversity, and inclusion within the union.

The Social Justice Committee shall incorporate the mandates and objectives of the former Equity Standing Committees, provide coordinated advocacy and reporting on equity-related issues, and ensure participation and representation of all equity-seeking groups.

The Social Justice Committee shall include structured representation from equity-seeking groups as defined in the bylaws.

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#### COMMITTEE

Non-Concurrence       Concurrence

#### CONVENTION

Non-Concurrence       Concurrence

## **Proposed Constitutional Amendment #5**

**Submitted by:** [Insert Local Name]

**Article:** 6

**Section:** [New Section – Provincial Executive Meeting Transparency]

**Subject:** Reciprocal Reporting and Transparency for the Provincial Executive

### **Intent:**

To strengthen transparency, accountability, and communication between the Provincial Executive and HEU Locals through clear and consistent reporting practices.

### **HEU Will:**

Amend the Constitution to establish a reciprocal and transparent reporting process between the Provincial Executive and HEU Locals.

### **Because:**

Transparency and accountability are fundamental principles of a democratic union; and

Locals are required to submit minutes, financial reports, and quarterly Trustee Reports to the Provincial Executive, while equivalent reporting from the Provincial Executive to Locals is not consistently provided; and

Timely access to summarized minutes, financial information, and reports enables Locals and members to understand decisions, participate meaningfully in governance, and prepare for conventions and other union business; and

Modern digital recording and electronic distribution methods allow such information to be shared efficiently and at reasonable cost while respecting legal, privacy, and labour relations obligations.

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### **The new language would read:**

#### **Section [New]: Provincial Executive Transparency**

1. All meetings of the Provincial Executive shall be audio recorded in full.
2. A transcript of each meeting shall be prepared within a reasonable timeframe and reviewed for accuracy.
3. Summarized minutes of each meeting shall be prepared and distributed electronically to all Locals within fourteen (14) days of the meeting. Such minutes shall include, at minimum:

- a. Motions presented and their disposition;
  - b. Decisions made;
  - c. Financial matters considered; and
  - d. Significant policy or operational matters affecting the membership.
4. A transparency report shall accompany the summarized minutes identifying any material edits, redactions, or omissions made to the transcript or minutes and the general reasons for such edits.
  5. Quarterly Trustee Reports submitted by Locals to the Provincial Executive shall be circulated electronically to all Locals within a reasonable timeframe following submission, together with the quarterly Trustee Report of the Provincial Executive.
  6. Distribution of minutes and reports shall be conducted in a manner that ensures accessibility to all Locals and may be shared by Locals with their membership.
  7. Nothing in this section shall require the disclosure of information that is legally privileged, confidential under applicable law, related to personnel matters, labour relations strategy, or other matters where disclosure would reasonably be expected to cause harm to the union or its members. Limited redaction may be applied where necessary; however, transparency shall remain the guiding principle.
  8. The requirements of this section shall be implemented using reasonable and cost-effective methods, including digital recording and electronic distribution, and shall take effect no later than two (2) months following adoption, or by the first regular meeting of the newly constituted Provincial Executive, to allow time to establish procedures and systems required for implementation.
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#### **COMMITTEE**

Concurrence  Non-Concurrence

#### **CONVENTION**

Concurrence  Non-Concurrence

# Proposed Constitutional Amendment #6

## HEU Staff Wage Parity, Transparency, and Contract Alignment

Submitted by: [Your Local Name]

**Article:** New (proposed) Article 24

**Section:** A–E (proposed new)

**Subject:** Staff Wage Parity and Alignment with Membership Agreements

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### HEU Will:

Adopt a new Article 24 establishing principles of wage parity, transparency, and alignment between the compensation and bargaining timelines of HEU staff and the members they serve, by:

1. Requiring that any across-the-board general wage increase (GWI) negotiated for HEU members be applied on the same effective dates and by the same percentage to HEU staff salary scales;
  2. Aligning the expiry date of HEU staff collective agreements, where practicable, with the expiry of the Facilities Bargaining Association (FBA) collective agreement, unless otherwise approved by Convention;
  3. Establishing reporting requirements to ensure transparency and accountability to the membership regarding staff compensation practices.
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### Because:

HEU staff are funded by members' dues and play a significant role in supporting bargaining, contract administration, organizing, education, and communication with members; and

HEU staff, while represented by a separate bargaining unit, regularly attend local meetings, participate in ratification processes, and communicate bargaining information, and are therefore often perceived by members as representatives of Provincial Office; and

Members have a legitimate interest in ensuring that staff compensation practices and bargaining timelines remain aligned with the outcomes and realities experienced by the membership; and

Applying the same general wage increases promotes solidarity, transparency, and fairness, while maintaining clear and predictable financial planning; and

Clear constitutional direction reduces the risk of real or perceived conflicts of interest and strengthens confidence in union governance; and

**The principles of solidarity, fairness, and responsible stewardship of member dues should guide not only our bargaining with employers, but also how our union manages its own compensation practices.**

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### **The New Language Would Read:**

#### **Article 24 — Staff Compensation Parity and Bargaining Alignment**

##### **Section A — Definitions**

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1. “Staff” means employees of HEU whose compensation is funded by HEU and who are not paid as HEU bargaining-unit members under an external employer’s collective agreement.
  2. “General Wage Increase (GWI)” means an across-the-board percentage wage increase applied to all members within a bargaining unit’s wage schedule.
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##### **Section B — Staff General Wage Increase Parity**

1. At each date on which HEU members receive a General Wage Increase under a HEU-negotiated provincial or sectoral collective agreement, HEU staff salary scales shall be adjusted by the same percentage and effective date, unless otherwise approved by Convention.
2. This provision applies only to across-the-board increases and does not restrict:
  - step progression;
  - promotions or reclassifications;
  - pay equity adjustments required by law; or
  - corrections of classification errors.
3. Staff General Wage Increases shall not exceed those negotiated for members for the same period, except where approved by a two-thirds (2/3) vote of Convention.

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**Section C — Alignment of Collective Agreement Expiry**

1. HEU shall seek, where practicable, to align the expiry date of staff collective agreements with the expiry date of the Facilities Bargaining Association collective agreement.
2. Existing agreements remain in force until expiry, and alignment shall be implemented at the next renewal where practicable.

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**Section D — Transparency and Reporting**

1. The Financial Secretary shall annually report to Locals on:
  - staff and members' General Wage Increases by percentage and effective date; and
  - any approved exceptions to parity and the reasons for those exceptions.
2. Reports shall be made accessible to Locals through regular union communications.

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**Section E — Effective Date**

This Article takes effect upon adoption and applies to the first General Wage Increase negotiated after adoption or at the commencement of the next staff collective agreement, whichever occurs first.

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**COMMITTEE**

Concurrence  Non-Concurrence

**CONVENTION**

Concurrence  Non-Concurrence

# **Constitutional Amendment #7**

Submitted by: [Your Local Name]

Article: 6

Section: [New Section — proposed addition]

Subject: Conflict of Interest – **Prohibition of Dual Roles Between Provincial Executive and Servicing Positions**

HEU Will:

Amend the Constitution and By-Laws to add a new section prohibiting any member from simultaneously holding an elected position on the Provincial Executive and any servicing or employer-paid union leave position.

Proposed Constitutional Language:

## **CONFLICT OF INTEREST – DUAL REPRESENTATION PROHIBITED**

1. No member of the Hospital Employees' Union shall simultaneously hold an elected or appointed position on the Provincial Executive while serving in any servicing role or capacity that involves employer-paid union leave, staff representation, grievance handling, or similar duties carried out on behalf of the Union or the Employer.
2. Any member elected to the Provincial Executive who holds such a servicing position must resign from that servicing role prior to assuming office.
3. Members who are on full-time or part-time employer-paid union leave, or who are performing servicing duties as defined above, shall be ineligible to seek, hold, or continue to hold office on the Provincial Executive for the duration of such leave or duties.
4. Failure to comply with this provision shall result in automatic forfeiture of the Provincial Executive position.

Because:

1. Holding both a Provincial Executive position and a servicing role creates an inherent conflict of interest between the duties of governance and the obligations of representation. One role establishes policy, directs budgets, and oversees servicing operations, while the other carries out those policies. These functions must remain separate to ensure accountability and member confidence.
2. Allowing dual roles risks compromising the integrity and independence of both governance and servicing functions, concentrates authority, and reduces transparency.
3. Members must have confidence that leadership decisions are made without real or perceived conflicts of interest, favoritism, or personal financial benefit. The perception of

receiving both employer-paid union leave and union honorariums can undermine credibility and trust.

4. Clear ethical standards require that governance oversee servicing functions without participating directly in them.
5. Separation of roles encourages broader participation in union leadership, strengthens democratic processes, and protects the reputation of the union.
6. In practice, only larger locals typically have full-time servicing positions such as Chairs or Lead Shop Stewards. Implementing this separation of roles will not create a shortage of qualified individuals to perform servicing work. Where full-time union duties are required, those responsibilities can reasonably be carried out by Local Executive members or other trained representatives, rather than by members of the Provincial Executive.
7. Many large unions maintain similar constitutional safeguards to prevent conflicts of interest and to preserve members' confidence in their elected leadership.

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COMMITTEE

Concurrence       Non-Concurrence

CONVENTION

Concurrence       Non-Concurrence

# Proposed Constitutional Amendment #8

Submitted by: [Insert Local Name]

Article: 5 (or appropriate Article dealing with finances and reporting)

Section: [New Section]

Subject: **Mandatory Annual Disclosure of Compensation and Expenses for Senior Union Officers**

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HEU Will:

Amend the Constitution to require the annual disclosure to all members of the full salary, compensation, benefits, and expenses of the President, Financial Secretary, and Secretary-Business Manager, and to provide clear reporting of compensation for other full-time elected officers and senior appointed officials.

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Because:

1. Transparency and accountability are fundamental principles of good governance in democratic organizations. Members who fund the Union through their dues are entitled to clear and accessible information about how those funds are used.
  2. The President, Financial Secretary, and Secretary-Business Manager hold the most senior leadership positions in the Union and are entrusted with significant financial and administrative responsibilities. Providing full disclosure of compensation, benefits, and expenses strengthens member confidence in the Union's stewardship.
  3. Providing clear and accessible information directly to all members ensures equal access to information, particularly for members who are unable to attend Convention or review detailed financial materials presented there.
  4. Transparency supports member engagement and leadership development. When members have a clear understanding of the responsibilities and compensation associated with senior positions, it may encourage qualified and experienced members to seek elected or appointed roles.
  5. Many unions, professional associations, and public-sector organizations follow similar disclosure practices as a recognized standard of accountability and responsible governance.
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Proposed Constitutional Language:

Article [X] – Section [X] (New):

The Union shall publish annually, and distribute to all members in an accessible format, a report detailing:

1. The full salary and total compensation of the President, Financial Secretary, and Secretary-Business Manager, including all forms of remuneration, allowances, honoraria, and non-salary compensation;
2. All benefits, pension contributions, allowances, and other forms of compensation provided to those officers;
3. All expense reimbursements, travel expenses, and allowances paid to those officers;
4. The full salary and total compensation of other full-time elected officers, and salary ranges and compensation structures for senior appointed staff positions; and
5. A summary of significant expenditures sufficient to provide members with a clear understanding of the Union's major spending categories.

This report shall be provided to all members within ninety (90) days of the end of each fiscal year and shall be made accessible to the membership. Disclosure under this section shall be complete and shall not be subject to limitation or discretionary withholding.

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COMMITTEE

Non-Concurrence       Concurrence

CONVENTION

Non-Concurrence       Concurrence