**Resolution #4: Ban HEU Staff from Attending HEU Convention**

**Subject:** Prohibition of HEU Staff Attendance at HEU Conventions Due to Conflict of Interest

**HEU Will:**

1. **Prohibit Attendance**: Ban all HESU staff and employees from attending the HEU convention in any official or unofficial capacity, including as guests, observers, or support staff.
2. **Clarify Union Membership Conflict:** Recognize that HEU staff belongs to another union and that their participation in HEU conventions constitutes a conflict of interest, especially concerning the election of HEU leadership, which directly negotiates their collective bargaining agreement.
3. **Promote Member Representation**: Ensure that all duties related to supporting convention committees are fulfilled by HEU members, empowering rank-and-file members and fostering genuine member-driven union processes.
4. **Enhance Staff Focus**: Direct HEU staff representatives to concentrate on grievance handling, workplace representation, and other essential duties for which they were hired, thus improving service delivery to the membership.

**Because:**

1. **Conflict of Interest:** Allowing HEU staff to attend the convention while belonging to another union creates a conflict of interest in electing leadership responsible for negotiating their wages and working conditions.
2. **Resource Disparity:** HEU staff receives salaries and benefits more than double those of many HEU members. Their participation in conventions undermines equal representation and democratic decision-making.
3. **Technological Influence:** Modern communication devices like Smartphone’s enable staff to influence proceedings through text messages and attending social events , replicating the impact of being physically present on the convention floor.
4. **Union Best Practices:** Several other unions have implemented similar bans to maintain democratic integrity, accountability, and transparency in their conventions.
5. **Member Empowerment:** With 60,000 members to choose from, the funds can be allocated to support member participation, strengthening the democratic process.