**Proposed Constitutional Amendment #1**

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

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

**HEU Will:**

Amend the Constitution to change the process of electing the President 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, accessible voting system.  
  
**Because:**

The President is the most senior elected officer in the Union, with a salary and total compensation package of approximately $250,000–$300,000 annually. It is undemocratic and inequitable that this position is elected by a small number of delegates at Convention, rather than the full membership who fund the position through union dues.

This current model creates a system where only approximately 1% of the membership decides who becomes President. A direct election would ensure all members have a voice in choosing their highest representative, and it would enhance engagement, transparency, and accountability.

Additionally, the current structure significantly favours the incumbent. The sitting President benefits from two years of fully paid travel, access to staff, and opportunities to visit Locals — which, while officially part of the job, also function as indirect campaigning. Challengers are limited to campaigning during the few days of Convention, which creates a significant imbalance and discourages participation.

There is also concern that internal political considerations may influence which members are selected as Convention delegates, and who receives access to key opportunities such as BCFED representation, CUPE National delegation, education, and special events. This further concentrates political power and discourages new leadership voices.

By moving to a system where all members can vote for the President, the Union would align with democratic principles and follow the example of **the other two largest health care unions in British Columbia**:

* **The Health Sciences Association (HSA)**, which transitioned to a one-member, one-vote system under Article 9, Section 3 of its Constitution; and
* **The BC Nurses’ Union (BCNU)**, whose Constitution (Article 5.01) provides for a province-wide vote of all members for the office of President every three years.

These unions have recognized that broad democratic participation strengthens legitimacy, improves accountability, and increases engagement among the membership. If HSA and BCNU members can elect their Presidents directly, there is no reason HEU members — who fund the largest public sector union in BC — should be denied the same right.

**The new language would read:**

**Article 6 – Section A (Amended):**  
The President of the Hospital Employees’ Union shall be elected by a majority vote of all members in good standing, through a secure, accessible voting process administered by the Union.

The Union shall ensure equal access to campaigning and communication tools for all presidential 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.

**COMMITTEE**  
☐ Non-Concurrence  ☐ Concurrence

**CONVENTION**  
☐ Non-Concurrence  ☐ Concurrence