**CONSTITUTIONAL AMENDMENT #6**

**Submitted by:** [Your Local Name Here]

**Article 6 – Provincial Executive**
**New Section (proposed placement following Section G – Remuneration of Paid Officers)**
**Subject:** Exclusive Bargaining Authority for HESU Collective Agreement

**HEU Will:**

Amend Article 6 of the Constitution and By-Laws by adding a new section after Section G.1 to ensure that only the elected HEU Bargaining Committee in place at the time of expiry of the HEU staff (HESU) collective agreement shall negotiate that agreement.

The amendment will prohibit the HEU President, Financial Secretary, Secretary-Business Manager, and any other member of the Provincial Executive from participating in the negotiation or approval process of the HESU contract, due to the conflict of interest arising from the linkage between staff wages and officer salaries.

**Because:**

The President and Financial Secretary’s salaries are directly tied to the HEU staff wage scale. This linkage is confirmed in Article 6, Section G.1 of the Constitution, which states:

“The President and Financial Secretary shall receive salaries equivalent to the highest salary paid to a staff member within the bargaining unit, as outlined in the collective agreement between HEU and its staff union.”

Any involvement of these officers in HESU bargaining constitutes a structural conflict of interest, as they would be in a position to influence their own compensation. Similarly, members of the Provincial Executive, who work closely with paid officers and benefit from related allowances or per diems, should not be part of this process.

The elected HEU Bargaining Committee, chosen by members across diverse locals and workplaces, is best positioned to conduct these negotiations independently, impartially, and in a manner that reflects the interest of the membership without bias.

**The New Section Would Read:**

**6.H – Bargaining of HEU Staff (HESU) Collective Agreement**
Notwithstanding any other provision in this Constitution, negotiations for the HEU staff (HESU) collective agreement shall be conducted solely by the elected HEU Bargaining Committee that is in place at the time of contract expiry.

No member of the Provincial Executive, including the President, Financial Secretary, or Secretary-Business Manager, shall serve on, participate in, or influence any part of the negotiation or approval process related to the HESU collective agreement.

This section is intended to ensure neutrality and to prevent any real or perceived conflict of interest resulting from officer compensation being derived directly or indirectly from the staff agreement.

**COMMITTEE RECOMMENDATION:**
☐ Non-Concurrence  ☐ Concurrence

**CONVENTION ACTION:**
☐ Non-Concurrence  ☐ Concurrence