



HEU POLICIES AND PROCEDURES MANUAL

REVISED JUNE 2022

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SECTION 1: WORKPLACE ISSUES

APPRENTICESHIP PROGRAM

- HEU, in conjunction with the BC Federation of Labour, will bring all pressure to bear on the provincial government to reinstate the Apprenticeship Program in its entirety.

(23 BC 10-02) (24 BC 10-04)

- HEU will continue to raise the awareness of the apprenticeship and trades crisis in BC with our members, and the HEU will propose the formation of a policy table with HEABC and the government.

HEU will investigate the ways and means of forming an Industry Training Organization (ITO) jointly with the public sector employers, trade unions, and standardization and licensing which in turn has the potential to provide apprenticeship training.

HEU will lobby the government to restore a balance of equal part representation in governance structure for trades training that makes labour a full and equal partner in the development of training policies and priorities.

(25 BC 10-06)

- HEU will lobby the Provincial Government to provide training to B.C. youth for trades, skilled labour, so we can invest in and employ our own youth.

(PE 06-13)

BENCHMARK REVIEWS

- HEU will negotiate benchmark reviews and wage adjustments for specific HEU jobs and/or job families based on the following criteria:

No benchmark reviews will be negotiated without the funding attached. The funding will be used to address:

- significant retention and recruitment issues;
- changes in scope and complexity of jobs with regionalization;

- training, technical qualifications and/or professional certification requirements that are not appropriately recognized in the existing benchmarks;
- increases in job responsibility and changes in scope of practice;
- lead hand training and supervisory responsibilities

(WP 06) (22 BC 10-00)

CLASSIFICATIONS

- When changes in benchmarks and classifications are necessary, the affected disciplines will have prior direct input into their development.

(22 BC 10-00)

HOURS OF WORK

- Where applications for Extended Hours are approved by the Local and the regional office, a reply is mandatory within thirty (30) days of receipt.

(19 BC 10-94)

- With regard to workers requesting to work extended hours, the change can be made with seventy-five per cent (75%) of the affected permanent full time and part time members voting for it.

(25 BC 10-06)

INFORMATION TECHNOLOGISTS

- HEU will press the HEABC for implementation of the recommendations contained in the Review of Hospital Information Technology Job Classification, which are:
 - Build on the nature of emerging technology (i.e. distributed systems, client/server) to migrate work, skills and responsibility away from the technical focus of information technology departments and toward end user department staff and managers;

- Establish a process to ease the transition for clerical workers to move into entry level IT positions including regional co-ordination of appropriate qualifications, training programs, etc.;
- Support help desk and other entry level staff to move into more senior information technology roles based on a regionally developed and standardized set of career paths and training options relevant to each specific job title;
- Facilitate a process at the regional level to support Information Technology managers to more effectively utilize the HEU's classification system and the posting and selection provisions of the collective agreement to help accomplish points 1, 2, and 3 above;
- Establish a process between union and management to make it easier for IT managers to use unionized employees as a practical alternative to engaging contractors, including the potential creation of a regional pool of IT staff;
- Establish a process to review HEU/HEABC IT related benchmarks; and
- Develop a regional retention and recruitment strategy.

(PE 12-99)

JOB SHARING

- HEU supports the expanded rights for workers in all job share agreements as follows:
 - Employee initiated
 - Request denials are grievable with onus on the Employer to demonstrate inability to accommodate
 - Every arrangement identifies job title, location and individuals covered
 - Details are guided by interests of the involved employees subject to the collective agreement. Rights are neither gained nor lost, except that benefits are maintained at 100%
 - Partner opportunities are posted, and awarded to the most senior capable applicant
 - Employees can revert to their previous position with no loss of status or seniority at any time, and can transfer to a fully comparable position if the arrangement is cancelled, and

- Total vacation is defined by the senior partner, and each partner is entitled to a pro-rated portion, applying their personal seniority for scheduling purposes.

(PE 02-98)

NEGOTIATIONS - ONE CONTRACT FOR ALL

- HEU opposes the wage inequities and supports the principle of all health care workers' wages being at least equal to the Master Collective Agreement.

(15 BC 02-86)

- HEU will lobby the provincial government to bring all commercial service contracts employing HEU members throughout the province back into one master agreement.

(20 BC 09-96) (PE 09-19)

- HEU will continue to bargain and campaign for the establishment of a single master agreement for wages, benefits and working conditions for HEU members and other health services and support workers.

(32 BC 11-21)

OCCUPATIONAL HEALTH AND SAFETY

- Health and safety on the job is an individual's right and not a privilege granted to the employee by the Employer.

(15 BC 02-86)

- HEU will promote the development and implementation of preventative programs in the health care industry and strive for higher standards of health and safety in the workplace.

(15 BC 02-86)

- HEU will lobby to require Worksafe BC to provide full disclosure of workers' rights in the information package; and that a workers' advocate be available to assist with the day to day requirements of claimants when there is a need for those unable to cope with these tasks.

(PE 11-99)

- HEU opposes mandatory testing (of patients carrying blood borne diseases) and continues to advocate for strong preventative occupational health and safety policies and practices to protect health care providers.

(22 BC 10-00)

- HEU advocates for the implementation of a No Manual Lift policy in all health care facilities.

(22 BC 10-00) (Revised PE 09-18)

- HEU will lobby government, Health Authorities and regulatory bodies to ensure:

- Codes and regulations are being adhered to.
- Work skill requirements are maintained and enhanced.
- Retention of qualified and experienced in house personnel for the safe and efficient maintenance and operations of BC health care infrastructures.

This campaign will include all HEU certifications in all sectors.

(25 BC 10-06)

- HEU will lobby the government to change the Workers Compensation Act which limits the duration of temporary and permanent disability benefits based on age.

(PE 06-13) (31 BC 11-18) (PE 09-19)

- HEU will lobby employers to address the impact of shift work on health care workers' circadian rhythms and health, particularly for workers who already suffer under heavy workloads and understaffing.

(29 BC 11-14) (Revised PE 09-18)

- HEU will engage WorkSafeBC in discussions to eliminate the use of the BMI (body mass index) scale, as proof of "pre-existing condition" to deny claims.

(PE 03-15)

- HEU will continue to lobby the provincial government, health employers and WorkSafeBC for system-wide policies that address unacceptably high injury rates in health care;

- HEU will press the provincial government, health authorities and all health care employers to develop and fund a comprehensive violence prevention strategy to protect health care workers and the implementation of code white protocols;

- HEU will invest in effective and ongoing health and safety campaigns.

■ HEU will:

- Continue to advocate for laws to hold employers responsible for violence at the workplace.

(32 BC 11-21)

- HEU will lobby B.C. Fed and other affiliated unions to take the position that ICBC and WorkSafeBC fully cover, support and fund the GRTW process.

(PE 10-16)

- HEU will lobby the provincial government and the WCB to implement all of the recommendations of the Patterson Report, New Directions: WCB Review 2019, thereby ensuring the workers' compensation system provides fair compensation and meaningful rehabilitation services and that injured workers are treated with the dignity and respect they deserve.

(32 BC 11-21)

- HEU will lobby the government for changes to the Workers' Compensation Act and the Occupational Health and Safety Regulation to strengthen both the role and authority of joint health and safety committees and worker representatives.

(32 BC 11-21)

- Lobby the government to extend the presumption for PTSD and mental health injury to include all workers.

(32 BC 11-21)

- HEU will lobby the government and the WCB to apply a gender-based analysis+ (GBA+) to all aspects of the workers' compensation system.

(32 BC 11-21)

PACIFIC BLUE CROSS

- HEU will lobby Pacific Blue Cross and all benefit providers to change their policy of non-coverage of treatment while a member is awaiting a WCB appeal decision.

(27 BC 10-10)

PHARMACARE FORMULARY

- HEU will lobby for more medications to be covered by the Fair Pharmacare formulary. HEU will also lobby to ensure more HEU members' claims are accepted and not denied because of the forms, exclusions, or technicalities.

(PE 03-15) (Revised PE 09-18)

SENIORITY

- In negotiating with employers who are amalgamating, consolidating or transferring services, the Union will press for full recognition for all seniority hours, subject to the yearly maximum limited to that which a full-time worker could accumulate.

(PE 11-96) (Revised PE 09-99)

- After transfer to Union coverage, the employee should be given full recognition of his/her seniority and service with the Employer.

Before transfer, however, the excluded employee does not have any seniority and cannot use his/her years of service with the Employer to outbid a Union member.

(PE 05-97)

- Even if there is no Collective Agreement requirement obligating the employer, in the event that a facility or service is closing or downsizing significantly, the Union will press other employers for full recognition for all service and seniority hours subject to the yearly maximum.

(PE 07-00)

- HEU regional seniority (based on Health Authority regions) will be pursued to protect HEU members' rights.

(PE 04-02) (WP 09)

VACCINE

- The Hospital Employees' Union supports the immunization of health care workers and initiatives to improve voluntary update of the influenza vaccine.

(PE 11-00)

VOLUNTEERS

- HEU's perspective on volunteers is based on experiences in the workplace, and influenced by the fact that the union is itself a volunteer organization. Each year thousands of HEU members volunteer in a variety of capacities to meet the needs of members. HEU will continue to develop the means to achieve even greater membership involvement to help build a stronger union.

HEU encourages its members to become active in volunteer capacities in achieving progressive social change in their communities. In the Union's vision of a fairer, more progressive society, working people should be encouraged and be able to volunteer to build a sense of community and the capacity for collective action in the locales where they live.

Within the workplace, and the broad health care setting, HEU members recognize that volunteers play an important role in the delivery of health care. But pressures from ongoing health care funding cuts and bad employer practices frequently lead to tension on the job and a blurring of appropriate roles and responsibilities.

Services within the broad health care setting provided by volunteers shall complement but not duplicate the work performed by front line care-givers, in which volunteers add something extra in their roles.

Employers cannot be allowed to replace or displace staff, or fill vacant positions with volunteers. Nor can employers be allowed to use volunteers as providers of ongoing services. An essential job on a continuing basis should be a bargaining unit position. If volunteer activity illustrates an ongoing need, then the work should become paid work.

HEU is opposed to excessive volunteer requirements that are:

- Prerequisites for health care training programs;
- A condition of qualifying for or receiving social assistance;
- Part of the curriculum for high school community awareness programs.

WORKING FROM HOME (TELEWORK)

- A telework agreement may be terminated by the employee or the Union by providing 30 days-notice to the Employer or the Employer providing 90 days-notice to the employee and the Union. On termination of the agreement the employee has the right to return to their position at the workplace.

If there is down time of greater than one (1) hour due to equipment failure, the employee can elect to use up accrued banked time or a Leave of Absence or return to their employers' place of work.

The Employer shall be responsible for all additional costs to the employee related to telework.

The project to be reviewed in six (6) months and that the number of days worked at home and at work must be mutually agreed to by Employer, employee and Union.

Definitions

The following definitions shall be included in any telework agreement:

Telework	is the scheduled performance of work during regular working hours by an employee from a telework place.
Official Workplace	is the location where the employee would ordinarily work if there were no telework situation. The employee's official workplace continues to be the official workplace business address.
Tele-Workplace	is the location at which the employee and the workplace where the employee will work as mutually agreed by the employer, the employee and the union. For WCB purposes, the telework place is the "place of employment".

Telework Must Be Voluntary

- Telework may only be initiated by the employee(s). Participation in any telework arrangement shall be by mutual agreement and outlined in a written Memorandum of Agreement between the employer and HEU.

- A telework agreement may be terminated by the employee, or the union by providing 30 days' notice to the employer, or by the employer providing 90 days' notice to the employee and the union. On termination of the agreement, the employee has the right to return to their position at the workplace.

Collective Agreement Rights Protected

- Telework shall not affect the terms and conditions of employment of any employee and the provisions of the collective agreement and relevant legislation continue to apply to an employee who teleworks.
- For WCB purposes, the Industrial Health and Safety Regulations of the Workers' Compensation Board that form part of the Collective Agreement apply equally to any telework agreement.
- Telework shall not affect the employment status of an employee. In other words, telework in or of itself will not prevent a person from remaining or becoming an employee.

No One Stays at Home - No One is Isolated

- The number of days worked at work and at home shall be mutually agreed between the employer, the employee and the union.
- Details of the telework arrangements, including telework place address and telephone/modem numbers are to be recorded in -the fully endorsed telework agreement prior to telework commencing. A copy of the signed agreement and all attachments must be provided to HEU.

Shifts

- The employer, the employee and the union will mutually set the hours of work which will comply with all the provisions of the Collective Agreement. The details of the employees' shifts shall be attached to the telework agreement.
- Any regular shift changes shall be approved by written agreement by all parties and attached to the telework agreement.

Capacity to Perform

- Where an employee engaged in a telework agreement is unable to perform their regular duties due to failure of equipment provided by the employer or power failure at the telework place of a period of time greater than one (1) hour, the teleworker shall have the option of using accrued bank time, taking an unpaid leave of absence, or performing the work at the employer's Official Workplace with no loss of pay for travel time.

Dependent Care

- The Employee acknowledges that telework is not a substitute for dependent care. Nothing in the telework agreement limits the employees' rights to the leave provisions in the Collective Agreement, particularly special leave.

Employer's Responsibilities

- The employer is responsible to provide and maintain the equipment and supplies necessary to telework as itemized in the telework agreement. Such equipment and supplies shall remain the property of the employer and it is the employer's responsibility to pick up the equipment in the event the telework agreement is terminated.
- The employer shall ensure the telework place is adequately equipped and maintained from a health and safety point of view.
- The employer shall ensure that the telework arrangement is consistent with all municipal or regional district bylaws and regulations.
- The employer shall be responsible for all additional costs to the employee related to telework (e.g.: hydro, phone, telework place redesign).
- The employer will take measures to ensure confidentiality of health records.
- Any agreement will be reviewed by the parties within six (6) months.

(PE 06-09)

- All efforts shall be provided to offer a safe work environment for those that wish to work on site but some members may wish to work from home and telework arrangements need to be considered when appropriate for the type of work ensuring staff are connected to support while working from home.

(32 BC 11-21)

WORKLOAD

- HEU will lobby for safe patient staffing ratio for all shifts.

(19 BC 10-94) (27 BC 10-10)

- HEU strongly urges the government to increase funding to meet workload demand including through increased staffing levels.

(22 BC 10-00) (31 BC 11-18) (Revised PE 09-19)

- HEU will put more resources to workload campaigns; and
HEU will provide more funding for training new members so they know their rights.

(26 BC 11-08)

WORKSITE UNION OFFICES

- HEU will lobby the employer to secure on-site union office space, EDMP office space where applicable by the collective agreement, and easily accessible union boards for all Locals at their worksites.

(15 BC 02-86) (Revised PE 09-18)

YOUTH EMPLOYMENT PROGRAMS

- HEU will support provincial and federal youth employment programs provided all the provisions of the Collective Agreement are met.

(PE 03-88)

SECTION 2: LABOUR MOVEMENT

BC FEDERATION OF LABOUR

- HEU supports all boycotts and hot edicts as specified by the BC Federation of Labour.

(PE 03-88)

LABOUR HISTORY

- HEU will instill the importance of the history of labour.

MAY DAY

- HEU will urge all its members to actively participate in organizing May Day marches, rallies, public meetings and/or other forms of May Day actions throughout BC including unionized, non-unionized workers, Social Justice, immigrant and other progressive organizations on May 1. On May 1st of each year, HEU will put forward on International Worker's Day a pro-working class program of increased investment in public health care, education, social housing, old-age care and will vigorously oppose the corporate neo-liberal agenda of privatization.

(PE 03-11)

PICKET POLICY

- HEU has taken the position that it is inappropriate for its members to cross picket lines and is committed to the policy of the BC Federation of Labour to honor all legally established picket lines.

(PE 03-88)

PUBLIC SECTOR UNION ALLIANCE

- HEU shall establish maximum co-operation among health care workers and their Unions in defense of health care and collective bargaining.

(17 BC 10-90)

- The Provincial Executive will work with progressive health care unions to protect the jurisdiction of bargaining unit work thereby protecting HEU jobs; and failing cooperation in this matter, that HEU is to put pressure on them through the use of labour councils, the BC Federation of Labour, the Canadian Labour Congress and/or any other means available.

(19 BC 10-94)

- HEU will initiate a Public Sector Common Front to include all unions and bargaining associations in health care, education, government services and related, to coordinate defence of public services and opposition to government cuts and privatization in all forms, including the coordination of bargaining.

(29 BC 11-14)

SUCCESSORSHIP

- HEU will work with the BC Federation of Labour to demand successorship protection for all public and private sector workers as a matter of public policy.

(21 BC 10-98)

- HEU will put pressure on the government to close loopholes and strengthen successorship rights for employees whose jobs may be lost due to union-busting efforts such as contract flipping and rebranding.

(32 BC 11-21)

UNION RAIDING

- HEU will lobby the Government to change the Labour code to reduce the ability of unions, or other associations, to raid other unions.

(28 BC 11-12)

SECTION 3: PUBLIC POLICY/SOCIAL JUSTICE

AGING OUT OF FOSTER CARE

- HEU will lobby the BC government to provide support for teens aging out of Foster Care by providing support after a foster care child turns 19 when required.

(PE 10-16)

AGING OUT OF SPECIAL NEEDS DESIGNATIONS

- HEU will lobby the BC provincial government to provide support for young adults with special needs over 19 that would still benefit from the support of youth care workers and other services.
(PE 10-16)

ANTI-BULLYING DAY

- HEU will help to promote and advocate for Anti Bullying day (April 14).
(27 BC 10-10) (28 BC 11-12)

BANKS

- Tax all banks operating in Canada at a reasonable rate, force the banks to reinvest in Canadian communities, and hold Canadian banks accountable to the public.
(21 BC 10-98)

BASIC SKILLS PROGRAMS

- HEU will Work with the Canadian Union of Public Employees (CUPE) and BC Federation of Labour (BC Fed) to make sure that the labour market transfers to the province are spent on training and basic skills programs that meet the needs of workers.

HEU will work with CUPE and the Canadian Labour of Congress (CLC) to lobby the federal government to restore funding for literacy programs.

(26 BC 11-08)

BC FERRIES

- HEU demands that all contracts for the construction and decommissioning of BC ferries be awarded to BC shipyards.

(23 BC 10-02)

CANADIAN BROADCASTING CORPORATION (CBC)

- HEU will work with the Canadian Labour Congress, the BC Federation of Labour and the “Friends of the CBC” to lobby the federal government to restore the funding cuts to the CBC.

(21 BC 10-98)

CAPITAL PUNISHMENT

- The Hospital Employees’ Union opposes capital punishment in any jurisdiction given the systematic racial, economic, political and class bias inherent in its application and the proven unreliability in the justice of many convictions.

(22 BC 10-00)

CHILD CARE

- HEU supports the establishment of on-site non-profit day care centers for hospital employees.

(16 BC 10-88)

- HEU is committed to a child care agenda that:
 - Entitles all children to access quality early childhood experiences and programs, regardless of their family’s economic or employment status.
 - Honors and respects the diversity of BC’s children, families and communities.

- Places child care within a comprehensive family policy, which includes extended parental leave and progressive family/work policies.
- Offers families choices from a range of coordinated, quality child care programs and services.
- Expands public responsibility for child care beyond a targeted approach.
- Provides a new, comprehensive funding approach that supports affordable, accountable and financially sustainable child care services, and offers caregivers wages, benefits and working conditions that reflect the value of their work.
- Moves child care from the current user fee system to one funded, like other public programs, through the tax system; and

■ HEU will:

- Continue to support the \$10 a day childcare initiative to keep the government on track in implementing affordable childcare; and
- Call on the government to increase new childcare spots to accommodate everyone who needs affordable day care.

(PE 09-99) (32 BC 11-21)

■ HEU will lobby the provincial and municipal governments for more affordable publicly funded summer child care programs for older children.

HEU will support campaigns with our Coalition partners to stop the privatization or P3 schemes of child care services; and

HEU will continue to find and support campaigns with our Coalition partners to stop the privatization of P3 schemes of child care services, including construction and equipping of new facilities.

(27 BC 10-10)

■ HEU will continue to lobby both provincial and federal governments for a universal childcare program

(29 BC 11-14)

EMPLOYMENT INSURANCE

- HEU will promote the extension of the Employment Insurance Program and oppose cuts in conjunction with other trade unions and organizations.

(15 BC 02-86) (17 BC 10-90) (PE 06-07)

- HEU supports the increase of the number of paid weeks of maternity leave and lost wages under the Maternity Leave Plan of EI.

(17 BC 10-90) (PE 06-07)

- HEU demands that the federal government immediately increase the portion of the unemployed getting EI from the current level.

(21 BC 10-98) (PE 06-07)

- HEU, through the CLC, will lobby the federal government to allot some of the Employment Insurance surplus for the use of Palliative Care Leave, as suggested by Senator Carstairs' Committee Report, "End of Life".

(22 BC 10-00) (PE 06-07)

ENVIRONMENT

- HEU is committed to legislation that shall prohibit industrial pollution, untreated or primary treated sewage, into our oceans, lakes and rivers by industry, towns, villages, cities or individuals.

(17 BC 10-90)

- HEU supports ecological groups and governments engaged in the fight for the preservation of the world's rainforests.

(17 BC 10-90)

- HEU opposes any new power generation projects in the United States that could negatively impact air quality in British Columbia.

(23 BC 10-02)

- HEU will lobby the federal government to enact a Clean Water Policy that reflects the right to a clean, safe, publicly-funded water supply, and that right persist in perpetuity.

(26 BC 11-08)

- HEU will oppose the expansion of the Kinder Morgan pipeline.

(PE 06-13)

- HEU will lobby the provincial and federal government to ban hydraulic fracturing (fracking) until a thorough investigation with reliable and independent information on the cumulative effects of fracking on the environment and on the Treaty rights and inherent rights of First Nations is completed.

(PE 03-15)

- HEU will lobby employers to provide recycling areas and containers and composting.

(PE 09-19)

- HEU will:

- Lobby the federal and provincial governments to immediately address the climate crisis and commit to:
 - Reaching net-zero emissions by 2050 by implementing bold emission targets for 2030, 2040, 2050 with detailed plans, accountability measures and annual reporting on how to achieve the emission targets.
 - Regulating greenhouse gas pollution from major industrial polluters, specifically the oil and gas sector.
 - Phase out fossil fuel subsidies and end investments into new fossil fuel projects.
 - Investing in national and provincial clean energy strategies that moves our economies to net-zero while creating good, family supporting jobs in a diverse range of sectors including publicly owned renewable energy and infrastructure, building retrofits, forestry, agriculture, and electric public transportation.
 - Applying an equity lens and analysis to climate change implementation of net-zero economic strategies to ensure the needs of vulnerable communities are met in adaptation actions.

- Develop and implement an equitable and inclusive just transition plan in partnership with First Nations, labour, communities to ensure people and communities have the infrastructure, resources and training to fully participate in a net-zero economy.
- Investing in public health and community social services required to support communities impacted by the devastation of the climate crisis such as floods, wildfires, and droughts.
- Supporting and investing in building communities' climate preparedness and adaptive capacity strategies
- Investing in low carbon footprint jobs in the arts, culture, tourism, and education.
- Conduct an internal HEU sustainability audit to track greenhouse gas emissions produced in operation of buildings, events such as education, conferences and conventions, with a report to be presented to the 2024 HEU Convention.
- Develop and offer a climate change in the workplace and the community course that will provide HEU membership with education on the impacts of climate change, emerging sustainability issues and how to take action to fight climate change.

(32 BC 11-21)

- Support lobbying efforts to reduce the use of glyphosate herbicide spraying by forestry companies in B.C.

(32 BC 11-21)

FEDERAL GOVERNMENT AGENDA

- HEU will work with CUPE, the BC Federation of Labour, the Canadian Labour of Congress and others to press for significant amendments to Bill C-36, the proposed anti-terrorism legislation, including a more accurate definition of terrorism.

(PE 11-01)

- HEU will:

- work with our allies in the labour, community, and social justice movements to ensure all workers have the right to free collective bargaining and the right to strike and to end the assault on collective bargaining and unions;
- work with our allies in the labour, community, seniors, and social justice movements to stop the changes to the Old Age Security and Guaranteed Income Supplement programs and to work towards a secure and dignified retirement for all;
- work with our allies to stop the attacks on the environment, women's rights and human rights;
- work with our allies for an Employment Insurance program that meets workers' needs;
- work with our allies in the labour, community, and other social justice movements to promote alternatives to the conservative political agenda.

(PE 06-13)

GLOBAL JUSTICE AND PEACE

- HEU is opposed to world-wide nuclear weapons testing.

(16 BC 10-88)

- HEU supports a new defense policy with the goal of world peace and disarmament.

(17 BC 10-90)

- HEU supports all countries engaging in their bid for democracy.

(17 BC 10-90)

- Each HEU Local is encouraged to link in solidarity with a struggling independent Union in one of the third world countries to provide support and encouragement to them as well as to learn ourselves from their struggles.

(19 BC 10-94) (21 BC 10-98)

- HEU will continue to educate its members through the Guardian, other publications and Union Education programs about the issues involved in consumer based campaigns and encourage members to take part in consumer-based campaigns against multinational corporations that exploit workers in their greedy pursuit of profits.

(21 BC 10-98)

- HEU's education programs will continue to help create the awareness and connections that are needed to build global cooperation among Unions by ensuring that the education curriculum has an International Solidarity component wherever possible.

(21 BC 10-98)

- HEU renews its support for Cuba against attacks led by the United States, and will continue to develop solidarity ties to the National Union of Health Workers.

(21 BC 10-98)

- HEU will continue, through our International Solidarity efforts, support for our specific projects with the Movement of Working and Unemployed Women of Nicaragua and the Association of Women in Solidarity of Guatemala, and to support other organizations like Co-Development Canada, the Trade Union Group and the Maquila Solidarity Network, who work to improve conditions for workers.

(21 BC 10-98)

- HEU calls on the government of Canada to commit resources to Colombian civil society that seek a lasting building of the social, economic and cultural rights of the Colombian people.

(23 BC 10-02)

- HEU supports requirements for companies to disclose the names and addresses of all manufacturing facilities making apparel products sold in Canada by instituting simple changes to the labeling regulations under the Textile Labelling Act.

(BC 10-02)

- HEU endorses and encourages its members to actively participate in the "No Sweat" campaign of the CLC, UNITE, Maquila Solidarity Network, Oxfam Canada, and Students Against Sweatshops-Canada, lobbying public institutions to adopt "No Sweat" purchasing policies.

(BC 10-02)

- HEU reaffirms the Union's commitment to participate in global justice and peace campaigns, and urges the Canadian government to advance diplomatic interventions directly and through the United Nations to strengthen and enforce international covenants and laws, prosecute war criminals, actively encourage democracy, free elections and

respect for human rights, and other measures explicitly designed to promote peace and non-violence around the world.

(24 BC 10-04)

- HEU's Global Justice Committee will be renamed the Global Justice and Peace Committee, and initiate a program to educate the Union's membership about peace and engage in activities to support anti-war efforts,
 - HEU will press the federal government to support United Nations Resolutions on the Middle East and other conflicts to redirect military spending toward humanitarian relief and to reassert Canada's role as international peacekeepers as embraced by the Canadian people.
 - HEU will urge the federal government to call for an immediate negotiated cease fire in all conflict zones to be monitored by the United Nations.
 - HEU will endorse, support, and participate in activities and events designed to build support for peaceful solutions to armed conflict.

(25 BC 10-06)

- The Hospital Employees' Union will:
 - Condemn the repression of human rights and trade union rights in the Philippines; and
 - Support Filipino unions in their fight to realize an end to the killing and repression of trade unionists in the Philippines; and
 - Demand that the Canadian government link its foreign aid to the Philippines to support for human rights; and
 - Join with the Philippines-Canada Task Force on Human Rights (PCTFHR) in calling on the Canadian government to hold a Parliamentary Hearing on the human rights situation in the Philippines. (26 BC 11-08)

- HEU will support and advocate for:
 - An end to Canadian occupation of foreign countries;
 - A return to Canada's traditional role as peacekeepers, reconstruction agents, and brokers of diplomatic resolution to conflict;

- Bringing Canadian troops home from Afghanistan because we believe they are there to support the USA “war on terrorism” and not to advance democracy and women’s right as claimed;
- Redirecting excessive military budgets to healthcare, education, a clean environment, housing and a living wage for all Canadians;
- Solidarity with workers around the world who are struggling for their own rights, and with those in BC and Canada who want our foreign and domestic policies to reflect our nation’s highest ideals;
- Protecting human rights and liberties, and revoking anti-democratic legislation such as Canada’s Anti-Terrorism Act (Bill 36 enacted in 2001) and the impact of the USA PATRIOT Act Canadian citizens;
- Replacing ethnic, racial and religious profiling and stereotyping with policies that promote dignity, economic justice and respect; and
- Securing the safety of all Canadians by becoming a country that defends social and economic justice around the world and respects the rights of other countries.

(26 BC 11-08)

■ HEU will commit to the following action plan on Haiti:

- Press the Canadian government for substantial aid for economic development and social programs in Haiti, and that such programs respect the sovereignty of the government of Haiti,
- Demand a withdrawal of the foreign police and military presence from Haiti,
- Support the Haitian government’s call that the United Nations-sponsored military presence in Haiti (MINUSTAH) be replaced with a mission for social and economic development,
- Promote visits of delegations aimed at learning more about Haiti, Canada’s role there, and offering support to trade unions as well as other social organizations concerned with human and social rights.

(26 BC 11-08)

■ HEU condemns the illegal detention and torture of the 43 Filipino Health Workers, the impunity and extrajudicial killings of human rights activists and disappearances;

HEU stands in solidarity with the peace-loving Filipino people, calling for the new president of the Republic of the Philippines to:

- immediately and unconditionally release the 43 Health Workers who were illegally arrested in Morong and are currently illegally detained in Camp Bagong Diwa
- drop all false charges
- hold to account all the government officials involved in the illegal arrest, detention and torture of the 43 including those who have responsibility over the military and police forces directly involved in the incident

HEU supports the campaign of the legal defense of the 43 and undertakes advocacy work and mobilizations, material and moral support.

HEU will explore a “Health Worker to Health Worker Solidarity Exchange” to learn and support each other in the fight to defend public health services and ways HEU members can support their defense of health and human rights in the Philippines in partnership with COMMEND and CHD.

(PE 03-09)

- HEU will reaffirm HEU’s commitment to global justice, peace and international solidarity.
 - Build on the HEU Global Justice and Peace committee’s ongoing projects with Codev Canada, the Honduran Women’s Collective and the Central American Women’s Network in Solidarity with Maquila Workers.
 - Support ongoing solidarity campaigns with CUPE National and workers and human rights organizations in areas like Burma, Central America, Columbia, Honduras, Haiti, the Philippines and South Africa.
 - Engage our membership around current grassroots struggles for democracy in the Middle East and workers mobilizing around financial austerity measures in Europe.
 - Carry out an education and awareness campaign with HEU members about the situation facing workers in Palestine.
 - Make the links between international solidarity and social, economic and climate justice around the world.

(28 BC 11-12)

■ Mandate the Provincial Executive to review with the Global Solidarity and Peace Committee HEU's international solidarity and development work with goal of ensuring that the union's efforts in this area are as effective as possible;

- Include in the scope of this review the union's response to urgent action requests, funding of ongoing projects and agencies, responses to international disaster relief appeals and member education; and
- As a key objective of this review, identify ways for the union to increase engagement of members on global development and peace issues while also leveraging our resources to maximize our effectiveness.

(PE 10-16)

HIV/AIDS

■ HEU is opposed to compulsory testing for AIDS.

(16 BC 10-88)

■ HEU will campaign to stop insurance companies from denying insurance coverage (whole life, mortgage, disability, travel) to persons living with HIV/Aids and other relevant health conditions.

(27 BC 10-10)

■ HEU will continue to support the work of CUPE, the CLC and allies in the labour movement and the community on HIV/AIDS to:

- Promote universal access to drugs and treatment for all those living with HIV/AIDS.
- Educate members on the issues faced on a daily basis by members, patients and clients living with HIV/AIDS.
- Work towards eliminating the stigma suffered by those living with this chronic illness.
- Build community awareness aimed at improving the lives of those who are living, working and surviving with this chronic illness.

(PE 06-13)

■ HEU will call on the provincial and federal government to enact legislation requiring that the insurance industry restore the ability of people living with HIV to qualify for insurance

coverage based on their individual health status rather than declaring them ineligible - including but not limited to: life insurance, mortgage insurance, disability insurance (short and long term), and travel insurance.

(29 BC 11-14)

HOUSING

- HEU supports the reinstatement of a rent control program.

(15 BC 02-86)

- HEU demands of the provincial and federal governments, the installation of a comprehensive program of building quality, affordable public housing within BC.

(15 BC 02-86)

- HEU endorses the call of the Tenants' Rights Action Coalition for municipalities to permit livable secondary suites in all neighborhoods and the legalization of suites.

(21 BC 10-98)

- HEU will lobby the federal government to ensure that Health Canada re- assess its priorities and establish programs for housing that improves the health outcomes for all Canadians, and will lobby the provincial government to reinstate funding for social housing and co-op housing.

(23 BC 10-02)

- HEU demands that the BC Government starts implementing an affordable housing strategy which:

- Significantly increases the number of social and affordable housing units in BC,
- Ensures developers provide adequate housing with every housing development in BC.

(26 BC 11-08)

- HEU will lobby the provincial and federal governments to initiate a massive program of building accessible, affordable, quality, safe, environmentally healthy, family friendly housing for Canadians and to also provide affordable housing by;

- Controlling the amounts landlords can increase rents on vacancies and implementing regulations to prevent bidding wars on rentals;
- Increasing the construction of new rental buildings, including affordable housing for independent seniors and young families;
- Preventing the destruction of lower income housing for a purely for profit basis to provide housing for high income earners; and
- Have the rental assistance program gross income cap raised to reflect the rapidly increasing rental fees.

(BC 2016) (31 BC 11-18)

- HEU will lobby the federal and provincial governments to build more affordable, safe rental units; and to have rental assistance gross income cap raised to reflect increasing rental rates.

(32 BC 11-21)

- HEU will create a working group of members who experience housing precarity and tenants which will meet a minimum of three times a year to actively work with organizations and individuals supporting or experiencing homelessness and report back to the Provincial Executive on housing issues.

(32 BC 11-21)

- HEU will:

- Support the efforts of people organizing tent cities by identifying non-profits and our own members helping homeless communities, finding out what their needs are and working in solidarity with their efforts.

(32 BC 11-21)

HUMAN RIGHTS COALITION

- HEU will support the principles of the BC Human Rights Coalition and retain its membership.

(PE 09-86)

HUMAN RIGHTS COMMISSION

- HEU condemns Gordon Campbell's Liberal government for eliminating the BC Human Rights Commission and introducing Bill 53. HEU further demands the immediate reversal of these decisions, and that any changes to human rights legislation should follow full, meaningful and accessible public hearings.

(23 BC 10-02) (PE 03-11)

- HEU will lobby Federal and Provincial governments to reinstate the Human Rights Commission.

HEU will work with the BC Federation of Labour and the Canadian Labour Congress to lobby the Federal government to pass a law which will require all provinces and territories to have a Human Rights Commission and a human rights tribunal.

(26 BC 11-08)

- HEU will continue to partner with CUPE National and lobby the federal government to sign on in support internationally making safe and clean drinking water and sanitation a human right.

(PE 03-11)

JUST RECOVERY FROM COVID-19

- HEU will:
 - Continue to advocate for a just recovery from COVID-19 centred on economic justice, stronger public services, equity for women, racialized people and marginalized communities, and stronger workers' rights;
 - Campaign for higher taxes for corporation and the ultra-wealthy including taxes on pandemic profits as part of this recovery strategy;
 - Provide members with information and tools to combat alarmist right-wing messaging about government spending and debt; and
 - Campaign to protect improvements to workers' economic security gained during the pandemic.

(32 BC 11-21)

INFRASTRUCTURE FUNDING

- HEU will strongly support the BC NDP implementation of the Community Benefits Agreement framework for the construction of public infrastructure including roads and bridges and potentially hospitals and other health infrastructure.

(PE 09-19)

INTERNET ACCESS

- HEU will:
 - Advocate to close the digital divide by lobbying for universal and affordable broadband access;
 - Lobby the CRTC to recognize universal broadband access as a basic right and key public policy objective; and
 - Call on the federal government to keep its promises to build out broadband infrastructure including more robust public investment in these services.

(32 BC 11-21)

LIVING WAGE

- HEU believes that all workers deserve living wages and safe working conditions. The rapid deterioration of wages and working conditions in health care, caused by contracting out, hurts workers, families, communities, patients and the health care system as a whole, with consequences that include:
 - Family disruption as parents are focused to take two or more jobs to meet basic needs;
 - Personal hardships such as poor living conditions, inadequate nutrition and emotional stress;
 - Child poverty;
 - Recruitment and retention problems that lead to short staffing and insufficient training;

- Compromised patient and worker safety;
- Fragmented health care teams that prevent nursing staff from communicating directly with support staff;
- Reduction in local economic and community activity, as workers' buying power is diminished and their free time is eroded; and
- The exploitation of new immigrants and other vulnerable populations who make up the majority of contracted-out workers in this sector. (PE 2008)

- HEU will continue to fund and support the work of the coalition and the living wage campaign through our membership, staff and financial resources.

(PE 03-11)

- HEU will reaffirm our commitment to continue to put substantial resources into the Living Wage Campaign.

(PE 10-16)

MINIMUM WAGE

- The HEU supports, by way of letter to the government and a lobby of members of the legislative assembly, the immediate increase of the minimum wage to BC Federation policy and that this rate should have a COLA clause attached to it so that non-union workers will receive an automatic increase each year based on the increase in cost of living.

(19 BC 10-94)

- HEU will fight to raise the minimum wage to allow for a reasonable standard of living, and opposes any two-tier minimum wage system.

(23 BC 10-02)

- HEU will support the call to have all workers be covered under minimum wage legislation, with no exclusions.

(PE 09-19)

PENSIONS

■ Joint trusteeship

HEU endorses the principle that workers must have greater control over their Pension Plan, and will press for a form of joint trusteeship of the Pension plan that provides maximum control over any surplus for Plan members and minimizes the risk of any unfunded liabilities on Plan members. Any proposal for joint trusteeship will not be endorsed by HEU until there has been full and complete discussion by the Provincial Executive and ratification by the HEU membership. (PE 03-99)

■ Plan Investments

HEU does not support using members' pension funds to invest in public/private partnerships. Instead, the Hospital Employees' Union supports using members' pension funds to invest in social partnerships that build up publicly owned and publicly operated infrastructure like public long-term care facilities or public hospitals.

(PE 06-02)

■ Municipal Pension Plan

HEU will go on record as opposing increased premium costs and/or the elimination of extended health, dental and medical services plan for retirees; and

The HEU policy is that the extended health, dental and medical services plan be maintained for future retirees and without increasing the cost to these retirees; and

The HEU will undertake to campaign to the employers in the plan to provide whatever funding is necessary to maintain these benefits; and

The HEU encourages other unions in the Municipal Pension Plan to do the same.

(25 BC 10-06)

■ Canada Pension Plan

HEU will lobby the federal government to increase the Canada Pension Survivor benefit from the present \$2500 (twenty-five hundred dollars) to \$5000 (five thousand dollars).

(26 BC 11-08)

- When the Union negotiates employer contributions into a pension plan, the preferred option is to enroll the members into an existing Defined Benefit Plan. Whenever possible, the plan will be the CUPE-SEIU Multi Sector Pension Plan.

(PE 10-08)

■ **Defined Benefit Pensions**

HEU will:

- Publically defend defined benefit pension plans including the Municipal Pension Plan (MPP);
- Continue to educate HEU members and their families on the value and details of the MPP;
- Explore ways and means to provide a pension for the significant number of HEU members without any pension plan.

(28 BC 11-12)

- HEU will press the provincial government to sign on to the CPP expansion as they committed to do in June 2016; and

Campaign with CUPE and the rest of the labour movement for further improvements to CPP and to other income benefits targeted at retired persons, to ensure retirement security for union and non-union workers alike.

(PE 10-16)

POVERTY

- HEU demands that the federal and provincial governments actively combat poverty by ensuring adequate funding to provide realistic assistance rates, greater accessibility to needed benefits, a higher minimum wage, positive training and job creation and universal access to education and health care.

(21 BC 10-98)

■ HEU will:

- Call on the provincial government to raise disability rates; and

- Call on the provincial government to raise social assistance rates.

(32 BC 11-21)

- HEU will call on the provincial and federal government to implement a livable universal basic income for all people living in Canada.

(32 BC 11-21)

PRIVATIZATION

- HEU is totally opposed to the principles of deregulation, free trade agreements and privatization.

(PE 01-87) (16 BC 10-88)

- HEU will actively participate in the CUPE National campaign against public-private partnerships and will press the Provincial government to reject the dangerous option of public-private partnerships and the loss of public control.

(21 BC 10-98)(PE 06-09)

- HEU will call on the federal government to abandon its Canada Infrastructure Bank which relies on expensive private financing and potential privatization of public services as a means of building and operating critical public infrastructure projects. Instead, HEU supports a framework that gives local and provincial government's access to lower cost public financing for these projects.

(31 BC 11-18)

- HEU demands that the provincial government keep BC Hydro publicly owned and operated.

(23 BC 10-02)

- HEU opposes privatization or deregulation, in whole or in part, any of the assets or operations of BC Hydro.

(23 BC 10-02)

- HEU opposes any private ownership, maintenance or repair of BC's highways, and also opposes the charging of tolls for highway use, since this only represents another form of inequitable taxation.

(23 BC 10-02)

- HEU condemns the efforts of corporate privatizers to impose a hit list hiring ban against working people.

(23 BC 10-02)

- HEU opposes any attempt by the BC government to contract-out public services that could put the personal information of British Columbians within the reach of the USA PATRIOT Act through contracts with US based corporations or their Canadian subsidiaries, and urges that Canadian government to call upon the US government to ensure that the USA PATRIOT Act not apply to any US corporations that conduct business in Canada.

(24 BC 10-04)

- HEU will speak out publicly and at all levels of government about access to water being a human right and the need to protect water as a public asset; and

HEU will work with community partners, labour groups and other movements to campaign and ensure the public is aware of the dangers of water privatization; and

HEU will work with CUPE National and the Canadian Labour Congress and call upon and lobby municipal and provincial government to reject a P3 (public private partnership) model for the delivery of water services; and

HEU will work with CUPE, the Council of Canadians' and other allies in the campaign for a National Water Policy that: creates national clean drinking water standards, commits federal funding for municipalities and First Nations communities to upgrade public water utilities and bans the bulk export of water.

(27 BC 10-10)

- HEU will reaffirm its support for postal employees in stopping the contracting out of postal services.

(PE 10-16)

PRO BONO LEGAL CLINICS/LEGAL AID SERVICES

- HEU will work together with organizations and get involved in campaigns to stop the cuts of legal funding to pro bono clinics and legal aid services.

(PE 03-11)

- HEU will lobby provincial and federal government to increase funding to Legal Aid.

(29 BC 11-14)

PUBLIC SCHOOL EDUCATION

- HEU supports the restoration of adequate funding and autonomy to local school boards with the power to tax industrial and commercial property.

(15 BC 02-86)

- HEU will lobby the Provincial Government to put unionism on the school curriculum and lobby the BC Fed, the CLC and other progressive Unions to develop union friendly education programs and pressure Provincial Ministries of Education to present a fair and balanced image of unions and labour history.

(22 BC 10-00)

- HEU supports the Canadian Federation of Students in their demands for a progressive reduction in post-secondary tuition fees by 5% in each academic year, increased provincial funding, additional fully funded seats dedicated to students unable to pay, and a restored and expanded grants program; and calls on the federal government to restore federal funding for post-secondary education by increasing transfer payments by at least \$3.7 Billion (1993 levels) and to negotiate a national agreement on standards of quality, accessibility and mobility.

(23 BC 10-02)

PUBLICLY-OPERATED INTERCOMMUNITY BUS NETWORK

- HEU will:
 - Lobby the federal and provincial governments to put a priority on establishing a province-wide, publicly owned and operated intercommunity bus network.

(32 BC 11-21)

RETIREES

- HEU WILL lobby the Provincial Government for full medical and dental benefits after retirement.

(27 BC 10-10)

- HEU Provincial Executive will stand up for the rights of retirees.

(PE 10-16)

SAFE SUPPLY

- HEU will:

- Support Vancouver's Safer Supply statement and support access to safe drugs for everyone.

(32 BC 11-21)

SEX WORK

- HEU will:

- Publicly support the decriminalization of sex work and the efforts of workers in the sex trades to organize and unionize for rights in their workplace.

(32 BC 11-21)

SUSTAINABLE AGRICULTURE AND AQUACULTURE

- HEU will lobby the federal and provincial government to clean up the fish farm Industry and start to implement on-land fish farms. (PE 09-19)

TAXATION

- HEU will work with our allies in the labour movement and organizations like the Canadian Centre for Policy Alternatives to fight for a fair and progressive taxation system that will:
 - Increase tax rates on top incomes;
 - Reverse the race to the bottom with corporate tax cuts;
 - Eliminate unfair tax preferences,
 - Close tax loopholes and access to tax havens;
 - Apply financial activities or transactions taxes;
 - Introduce an inheritance tax on large estates;
 - Start to introduce smart-and progressive-green taxes, diverting revenues from green taxes to progressive green tax refunds.

(PE 06-13)

TECHNOLOGICAL CHANGE

- HEU endorses the CLC objectives on technological change through:
 - education of its members on the impact of technological change and labour's demands for reducing its harmful effects,
 - creating awareness in our local communities through the development of a labour strategy to protect existing jobs and create new jobs,
 - lobbying the provincial government to legislate a shorter work week, mandatory advance notice of technological change, benefit and pension reform, Employer paid retraining and Union control over the introduction of technology, and
 - increasing our awareness and understanding of the new technology so that the Union can negotiate its introduction from a position of knowledge.

(15 BC 02-86)

TRADE

- HEU calls for the federal government to demand fair trade agreements that contain language that holds countries responsible for unfair trade subsidies, that lack fair labour laws, pay minimal wages, have no universal health care or social benefits, and will take necessary actions to prevent any future trade agreements that attack our standard of life.

(17 BC 10-90)

- HEU will continue to oppose the anti-social justice policies of the WTO, GATS, AGP, World Bank and the International Monetary Fund.

HEU will request that CUPE National demand that the Government of Canada hold public hearings on free trade agreements with the Canadian public, from coast-to-coast, before any further participation on the WTO/GATS/AGP negotiations.

(22 BC 10-00)

- HEU opposes any agreement that undermines Canadian's ability to manage our forests and wood industry in the interests of Canadians.

(23 BC 10-02)

- HEU will work with CUPE, the CLC, and allies in the labour and community movement, like the Council of Canadians, to stop the Canadian government participation in the negotiation of the Trans-Pacific Partnership (TPP).

(PE 06-13)

VIOLENCE - ZERO TOLERANCE

- HEU never has and never will condone violence in the fight for our contract, Medicare, our community and social justice.

(PE 05-02)

VOTING ON MINORITY RIGHTS

- HEU demands that the Provincial and Federal governments not subject inherent human rights to majority votes.

(24 BC 10-04)

WAGE CONTROLS

- HEU is opposed to wage controls.

(17 BC 10-90)

WOMEN'S & MEN'S RESOURCE CENTRES

- HEU will work with the BC Federation of Labour and other like-minded community groups to lobby the Provincial Government to reinstate funding to all Women's and Men's Resources Centers.

(PE 03-11)

SECTION 4: EQUITY AND HUMAN RIGHTS

2-SPIRIT, WOMEN & NON-BINARY

- HEU supports the right of women to choose on abortion.

(PE 01-84) (13 BC 09-82)

- HEU supports the principle of equal pay for work of equal value.

(15 BC 02-86) (16 BC 10-88) (17 BC 10-90) (21 BC 10-98)

- HEU supports full funding and access for all medical services relating to reproductive health.

(17 BC 10-90)

- HEU shall work with coalitions to achieve pay equity for all workers in the province of BC through collective bargaining and legislation.

(17 BC 10-90) (21 BC 10-98) (Consolidated PE 03-00)

- HEU demands that the BC government pass pay equity legislation and will play an active role in the community-based pay equity coalition fighting for a pay equity law in BC.

(22 BC 10-00)

- HEU will continue to support the work of BC WeCan Campaign – an International social movement to change attitude and behavior to end violence against women.

(PE 03-11)

- HEU will work in coalition with other organizations and non-profit organizations to achieve equal opportunity to access legal services in the legal justice system.

(PE 03-11)

- HEU will work with the BC Federation of Labour Women’s Rights Committee, the Abortion Rights Coalition and other pro-choice and social justice groups to oppose Private Members’ bills which would recriminalize abortion.

(PE 06-13)

- HEU will continue to advocate on behalf of women to stop the underfunding and closure of “safe houses” for women and for core funding to be provided by government.

(PE 06-13)

- HEU will continue to lobby the provincial and federal governments to call for a national and international public inquiry into the missing and murdered women on the Vancouver Downtown Eastside.

(PE 10-16)

- HEU will lobby the federal and provincial government to increase funding to women's centres across the province.

(29 BC 11-14)

HEU will reaffirm our commitment to lobby and stand behind the continuing investigation of the murdered and missing women on the Downtown Eastside.

(PE 10-16)

- HEU will lobby the Provincial/Federal government with the BC Fed to put in the Labour Code paid special leave of five days for victims of domestic violence.

(31 BC 11-18) (PE 09-19)

- HEU will:

- Call on the national and provincial government to ratify ILO C190 (Violence and Harassment Convention)
- Call on the national and provincial governments to ratify ILO R206 (Violence and Harassment Recommendation)

(32 BC 11-21)

- HEU will:

- Support universal access to contraception for everyone by supporting no-cost prescription contraception for all of British Columbia.

(32 BC 11-21)

2SLGBTQ+

- HEU is committed to combating discrimination against lesbian, gay bi-sexual, transgender and two spirited persons in the legal system, immigration system, education system and in the media.

(18 BC 10-92) (20 BC 09-96)

- Lobby the Health Minister to request mandatory support for awareness raising campaigns and advocacy efforts including initiatives to combat homophobia and transphobia in the healthcare system. Lobby to ensure that 2SLGBTQ+ people have access to mental wellness care that meets the unique needs of each individual and develop a campaign to support staff and family members of 2SLGBTQ+ seniors in care facilities.

(32 BC 11-21)

- HEU opposes the use of provocation in the Criminal Code as grounds for a defense in homophobic and transphobic hate crimes.

(23 BC 10-02)

- HEU will condemn federal government, lobby Health Canada and work with Social Justice and political parties, and with other unions, to amend the regulations and policies that prohibit gay and bi-sexual men and trans and non-binary individuals from donating blood and making it difficult for them to be bone marrow and organ donors.

(PE 03-11) (28 BC 11-12)

- HEU will join other unions, advocacy groups and social justice organizations in calling on Canadian Blood Services to end its discriminatory blood donation ban that is applied to gay and bi-sexual men and trans and non-binary individuals in certain circumstances.

(31 BC 11-18)

- HEU will lobby the provincial and federal governments to fully fund the cost of sex reassignment surgeries, hormone treatments, and procedures necessary to undergo gender transition.

(29 BC 11-14)

- HEU will lobby all B.C. Health Authorities to support the Qmunity Aging Out Program.

(29 BC 11-14)

- HEU recognizes the need to support equity seeking groups and to regularly update policies and practices in order to continue to be a welcoming place for all union members.

HEU supports trans* and transgender workers, and respects all forms of gender identity.

HEU will not donate money to organizations who discriminate against trans* and transgender individuals or groups. An organization that does not, or refuses to, provide services to trans* and transgender individuals, is considered by the Hospital Employees' Union to be discriminatory.

HEU will encourage organizations who are trans* exclusionary to change their practices, and will encourage affiliates to donate their dollars to trans* inclusive organizations.

(PE 12-15)

- HEU will not support charities that deny access to or do not support LGBTQ+ people.

(PE 10-16)

- HEU will lobby CUPE National, labour affiliates, municipal, provincial and federal governments for the use of a global acronym – LGBTQ2S+ - to be adopted in all legal language related to human rights.

(PE 10-16)

- HEU will lobby the provincial government to cover the full cost of transgender medical care and gender affirming products; and

Also lobby the provincial government to update Pharmacare to better address the needs of transgender people.

(PE 10-16)

- HEU will not support charities that deny access to or do not support LGBTQ+ people.

(PE 10-16)

- HEU will write a letter or lobby the Provincial Government, Health Minister, Health Authorities to put an education program on LGBTQ++ for workers in health care and to bring aging out education to all workers with seniors in long-term care.

(PE 09-19)

- Lobby the Health Minister to request mandatory reviews of health authorities' intake forms to include sexual orientation and gender identity.

(32 BC 11-21)

- HEU will work with CUPE National to offer our perspective of what we accomplished as a contributing story towards the development of a national LGBTQ++ Museum.

(PE 09-19)

- HEU will join the BC Fed to lobby the Federal Minister responsible for Seniors to look at housing for the LGBTQ++ community in long-term care, and for LGBTQ++ inclusiveness training for all health care professions and occupations.

(PE 09-19)

- Lobby the federal government to ensure that funding for woman's transition houses and services for women fleeing violence are not provided to any groups which exclude trans women, 2SLGBTQ+ people, or to any group whose activities or care mandate is opposed to human rights.

(32 BC 11-21)

- Lobby the provincial government to recognize that multiple marginalized communities face additional barriers to maintaining good mental health and increase accessibility to resources that support 2SLGBTQ+ people at greatest risk for mental health issues.

(32 BC 11-21)

ETHNIC DIVERSITY

- HEU is against racism in the workplace and in the community.

(17 BC 10-90) (21 BC 10-98)

- HEU will lobby the Federal Government, through the CLC, to stop deportations, and provide for the unconditional acceptance of refugees in Canada, by upholding the 1951 Geneva Convention on Refugees as the minimum set of standards by granting permanent residence.

(21 BC 10-98)

- HEU will lobby the Federal Government, through the CLC, to withdraw restrictions that make it difficult for people to qualify to immigrate to Canada under the family class, and to abolish the head tax and landing fee for new immigrants and refugees.

(21 BC 10-98) (PE 06-07)

- The HEU will:

- Lobby the federal and provincial governments to standardize employment contracts for domestic workers, to maintain contact with domestic workers, secure authorization from individual workers to provide their contact names and numbers to advocacy groups, and to ensure domestic workers are fully aware of their rights under employment standards, and
- Continue to work with domestic workers' associations and support campaigns that pursue better wages and working conditions for domestic workers and live-in caregivers.

(26 BC 11-08)

- HEU condemns the replacement of Union workers with temporary foreign workers.

HEU will actively organize and defend the rights of all health care workers, including temporary foreign workers.

The HEU will:

- Lobby the federal and provincial governments to closely monitor temporary foreign worker programs, and use the existing immigration programs that offer Canadian citizenship to those workers wishing to live and work in Canada; and
- Lobby the federal and provincial governments to ensure temporary foreign workers currently in Canada are guaranteed safe and healthy working conditions, fair compensation and expanded access to Canadian social benefit programs and the right to apply for permanent residency upon arrival; and
- Work with the BC Federation of Labour and the Canadian Labour Congress to evaluate the use of temporary foreign worker programs.

(26 BC 11-08)

- HEU will coordinate with the BC Federation of Labour and the CLC to lobby the federal and provincial governments to monitor and evaluate the use of temporary foreign worker programs, and make use of existing immigration programs that offer Canadian citizenship to those workers wishing to live and work in Canada; and; will in conjunction with the BC Fed and the CLC lobby the federal and provincial governments to ensure that temporary foreign workers currently in Canada are guaranteed safe and healthy working conditions, fair compensations and expanded access to Canadian social benefit programs and the right to apply for permanent residency upon arrival.

(PE 03-11)

- HEU will work with the BC Federation of Labour and the Canadian Labour Congress to lobby the Federal government to reduce the application fee for family reunification for no more than \$500 for adults and \$250 for children.

(26 BC 11-08)

- HEU will lobby government to both provincial and federal levels:

- For full and permanent immigration status for migrant workers; and
- To make changes to the Agricultural Worker Program to make it easier for these workers in Canada to apply for permanent residency

(PE 09-19) (32 BC 11-21)

- HEU will lobby the federal government to remove the one year cap that has been implemented when considering time in Canada for permanent residency and Canadian citizenship.

(PE 09-19)

- HEU will lobby the Provincial Government to provide equal pay for equal work to guest workers.

(PE 10-13)

- HEU will, through CUPE and the CLC:

- Lobby the federal government to implement a program to educate temporary foreign workers on their rights as workers in Canada.
- Continue to advocate for changes to the TFW program that will promote transparency and safety for these workers.
- Continue to highlight to the general public the abuse and exploitation that corporations exert on TFWs.
- Explore ways of organizing these vulnerable workers, since they are required to pay EI premiums and CPP premiums, which they can never access.

(29 BC 11-14)

- HEU will lobby all levels of government to create a centralized office responsible for the evaluation of foreign credentials.

(29 BC 11-14)

- HEU will support Migrante BC's work in outreach, advocacy and organizing migrant workers that are employed through the Temporary Foreign Workers Program including low-skilled occupations, agricultural work and as live-in caregivers.

HEU will explore community partnership with Migrante BC to highlight migrant workers' issues in adherence to labour and employment standards and the right to recognize, and share information about issues, gatherings and events to learn and support each other in the struggle for migrant rights and labour rights.

HEU will call for ratification of the:

- International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families

- International Convention Concerning Decent Work for Domestic Workers Bill C 189

(PE 03-15)

- HEU will lobby the federal government to extend the travel loan payback exemption to all refugees, not just Syrian refugees.

(PE 10-16)

- Lobby the federal government to eliminate interest charges and to extend the repayment period for the travel loan that the Canadian government charges refugees for the costs of their travel to get here.

(32 BC 11-21)

- HEU will lobby the provincial government to;

- Create a registry of recruiters and employers so there is a way to monitor temporary foreign workers' working conditions;
- To allow Temporary Foreign Workers to access skills training, upgrading and development;
- To allow Temporary Foreign Workers to work with migrant groups to freely seek employment rights and complaints office accessibility; and
- End the four-year restriction on work permits and the four-year ban on re-entry.

(PE 10-16)

- HEU will lobby the Minister of Immigration, Refugees and Citizenship to immediately suspend the Safe Third Country Agreement in support of the human rights of asylum-seeking people.

(PE 09-19)

- HEU will:

- Lobby the provincial government through the Parliamentary Secretary for Anti-Racism Initiatives to provide ongoing funding that supports anti-racism and anti-religious based hate crimes work in B.C. communities.
- Advocate for the provincial government to implement race-based data collection in B.C. in accordance with the BC Human Rights Commissioner's Report recommendations of September 2020.

- Lobby the federal and provincial and other levels of government to demand legislation that protects from hate crimes, redress legislation and other policies and practices that perpetuate IBPOC (Indigenous, Black, People of Colour) racism and other forms of hatred, especially during this pandemic.
- Continue to promote and educate to condemn racism and discrimination as not welcome in our society. Racism and physical attack on Asians and people of color have spread with the Covid-19 pandemic - Government should act. Expand public outreach; promote tolerance and counter hate.

(32 BC 11-21)

INDIGENOUS RIGHTS

- HEU supports land claims negotiations with the First Nations of BC and supports the concept of aboriginal title.

(17 BC 10-90)

- HEU supports this nation of peoples in their request for self-government and control of the lands and resources promised to them.

(19 BC 10-94)

- HEU respects and recognize the autonomy of each First Nation in determining whether or not to participate in the treaty process.

(20 BC 09-96)

- HEU recognizes that a First Nations member can only speak for their own nation and cannot and will not speak on behalf of those nations to which they do not belong.

(20 BC 09-96)

- HEU supports the position that a referendum is not required to settle First Nations' land claims, but that these are fundamental human rights issues.

(21 BC 10-98)

- HEU supports First Nations equity hiring policies for governments.

(21 BC 10-98)

- HEU demands the Government of British Columbia assure that children who are in natural/adopted/permanent families that are dependent on the Ministry of Human Resources receive funding equal to that received by families providing foster care through the Ministry of Children and Family Development.

(26 BC 11-08)

- HEU will lobby the Federal government to establish a task force dedicated to recognizing and investigating the disproportionate amount of violence perpetrated on First Nations women, and solving the many cases of missing First Nations' women across Canada.

(26 BC 11-08)

- HEU will lobby the federal and provincial governments to expedite the treaty process in British Columbia.

(26 BC 11-08)

- HEU will urge the Federal Government to work with Indigenous people's organizations and police forces across the country to implement plans of action that would include identifying and implementing appropriate and effective protocols for action on missing person cases consistent with the specific risks to indigenous women and girls; and

HEU will urge the Federal Government to ensure adequate, sustained and multiyear funding to culturally appropriate services needed to prevent violence against Indigenous women, establish a national hotline and registry so that police and frontline organizations across Canada have comprehensive and up-to-date information on reports of missing women, and educate police, justice officials and others to ensure effective action is taken to stop violence against women.

(27 BC 10-10)

- HEU will become a witness and sign on to the Canadian Human Rights Tribunal case (@www.fnwitness.ca) that was filed alleging that the Government of Canada has a longstanding pattern of providing less government funding for child welfare services to First Nations children on reserves than is provided to non-Aboriginal children.

(PE 03-11)

- HEU will lobby the Government of Canada to properly and adequately fund the foster child system for Aboriginal children in Canada.

(PE 03-11)

- HEU will urge all levels of government to support and implement Jordan’s Principle – which is a child first principle to resolve jurisdictional disputes within, and between governments, regarding payment for government services provided to First Nations children.

Under this principle, where a jurisdictional dispute arises between two government parties, or between two departments or ministries of the same government, regarding payment for services for a Status Indian child which are otherwise available to other Canadian children, the government or ministry department of first contact must pay for the services without delay or disruption.

The paying government party can then refer the matter to jurisdictional dispute mechanisms.

(PE 03-11)

- HEU will:

- Lobby the federal and provincial government to stop hydro-fracking on or near First Nations reserves, and
- Lobby the federal and provincial governments to ensure a mandatory consultation process with First Nations for any mining and exploration projects that are on or near First Nations reserves.

(28 BC 11-12)

- HEU will lobby the federal and provincial governments to develop a coordinated and comprehensive national plan of action to end all forms of violence against aboriginal women and girls.

(PE 06-13)

- HEU will continue to support and lobby for a comprehensive investigation into murdered and missing aboriginal women.

(28 BC 11-12) (29 BC 11-14) (PE 09-19)

- HEU will continue to lobby the federal and provincial government to enact a plan that ensures that First Nations peoples living on reserve have safe and easy access to healthy clean drinking water, and HEU will lobby the federal and provincial government that any such plan enacted must keep the water systems public and not-for-profit.

(29 BC 11-14)

- We want HEU to declare September 30th as Orange Shirt Day annually and to commit to raise awareness of the effects of the residential school system and the legacy it left behind.

(29 BC 11-14)

- HEU will support the CUPE Red Dress Campaign and promote it within the HEU membership.

(PE 10-16) (PE 09-19)

- HEU will reaffirm our commitment to lobby the federal and provincial governments to ensure First Nation peoples and all areas have clean and safe drinking water.

(PE 10-16) (31 BC 11-18)

- HEU will endorse the Truth and Reconciliation Commission's recommendations; Create concrete opportunities to educate HEU's Provincial Executive, members and staff on the TRC's work and on the broader legacy of residential schools; and

Specifically seek opportunities to work with First Nations and allies on improving access to health services and improving health outcomes for aboriginal people.

(PE 10-16)

- HEU will lobby the federal and provincial governments to recognize National Aboriginal Day on June 21 as a holiday.

(31 BC 11-18)

- HEU will lobby the federal and provincial governments for education in primary and high schools about the history of Indigenous people and the impact of colonization.

(PE 09-19)

- HEU will lobby the federal and provincial government for education for Indigenous People's generations that lost their traditions, culture and language as a result of elders not wanting to share and also the children taken away from their families and placed with other families with different cultures.

(32 BC 11-21)

- HEU will advocate for full federal government compliance with the January 2016 Canadian Human Rights Tribunal decision which found that the Canadian government has failed to provide equitable funding for First Nations child welfare and failing to provide equitable services and supports, all which are to be afforded by Jordan's Principle.

(32 BC 11-21)

- HEU will support the Red Dress Campaign and encourage all HEU locals to participate in this annual event held May 5 (National Day of Awareness) or October 4 (National Day of Action).

(32 BC 11-21)

- HEU will lobby the provincial government to implement all 24 recommendations of the In Plain Sight report.

(32 BC 11-21)

- HEU will ensure that the BC government & First Nations Health Authority follows Recommendation 17 from the, In Plain Sight report stating: That the B.C. government and FNHA demonstrate progress to culturally safe mental health and wellness and substance use services.

(32 BC 11-21)

- HEU will continue to lobby for and stand behind the murdered and missing women investigation.

(32 BC 11-21)

- HEU will continue to lobby the Federal and Provincial Government to:

- fulfill their promise to ensure Indigenous People and all areas have clean and safe drinking water;
- to fund and create the water infrastructure that will lead to the end of boil water advisories in Indigenous communities; and
- to ensure that the Indigenous Peoples have the knowledge and training on how to operate and maintain the plants to get the clean water and for the equipment to be functional and repaired.

(32 BC 11-21)

- HEU will call on the government to:

- implement the 94 calls to action and specifically, 71-76 of the Truth and Reconciliation Commission of Canada missing children and burial information;
- educate all Canadians on the history of residential schools and the impact they have had on people; and
- honour the missing and murdered children of residential schools

(32 BC 11-21)

■ HEU will:

- Stand in solidarity with the victims, survivors and family members of the residential school system.
- Demand justice and accountability for the missing and unidentified children of the residential schools in Canada.
- Lobby the Government of Canada and the Roman Catholic Church and all other churches and organizations involved with operating residential schools to be accountable for their actions and urge them to seek justice for the victims and families, for these crimes of gross violation and genocide.

(32 BC 11-21)

PEOPLE WITH DISABILITIES (PWD)

- HEU will lobby and call on the BC Federation of Labour to lobby the BC Provincial Government to abolish the current policy of mandatory I.Q. testing for developmentally challenged individuals.

(26 BC 11-08)

- HEU will lobby employers to improve their hiring practices, by considering abilities of workers, not disabilities; and

HEU will lobby employers to review their workplaces to ensure accessibility for workers with disabilities.

(26 BC 11-08)

- HEU will work with the BC Federation of Labour and other like-minded community groups to lobby the Provincial Government to re-instate critical funding for equipment and technology to help people with disabilities in British Columbia move, communicate, hear, and speak. (27 BC 10-10)

- HEU WILL work with the BC Federation of Labour and other like-minded community groups to lobby the Provincial Government and health authorities to reinstate and maintain funding for much needed Day Programs for people with disabilities.

(27 BC 10-10)

- HEU will lobby for improvements to the Social Security Tribunal system for people trying to appeal decisions on their ineligibility for the Canada Pension Disability Benefit Disability Program.

(PE 03-15)

- HEU will lobby the provincial government to reverse its changes to the Disability Bus Pass program implemented in February 2016. Lobby the provincial government to give an increase above the poverty line in disability assistance to people with disabilities.

(PE 10-16)

DIVERSITY, EQUITY AND INCLUSION IN HEALTH CARE

- HEU will Advocate for and promote the collection of data to advance diversity, equity, and inclusion in healthcare workplaces.

(29 BC 11-14)

SECTION 5: HEALTH CARE & SENIORS CARE

BLOOD WATCH

- HEU strongly oppose any attempt to allow private blood brokers to take over the role of Canadian Blood Services (CBS) and lobby the federal and provincial governments to disallow private blood brokers.

(PE 10-16)

BREAST CANCER

- HEU will lobby federal and provincial governments for the increase in research funding towards a cure for breast cancer.

(20 BC 09-96)

CONTRACTING OUT AND PRIVATIZATION IN HEALTH CARE

- HEU will actively lobby government to curtail/eliminate private-for-profit companies in health care.

(21 BC 10-98)

- HEU opposes the leasing of equipment and services by the Employer when, and only when, the lease agreement takes away the ability of our members to service the equipment and/or prevents our members from keeping current with changing technologies and skill sets.

(PE 12-99)

- HEU will continue to work with our social justice partners to resist public-private partnerships, particularly in seniors' care and laboratory services.

(22 BC 10-00)

- HEU reaffirms its opposition to privatization and downsizing of long-term care, home support, mental health and other health services.

(23 BC 10-02)

- HEU reaffirms its commitment to end the contracting out of services within the health care system and to return the contracted services, jobs, and workers back into the public health care system and by continuing to organize these workers.

(25 BC 10-06)

- HEU will build networks with the BC NDP and the Federal NDP with the intent to strengthen public policy for health care and long-term care; and

HEU works towards training health care advocates to work in coalitions to defend a public Medicare system; and

HEU will continue to lobby for an end to this government's P3 corporate agenda and stop the closure of publicly funded care beds; and

HEU will continue to work alongside other Unions and like-minded groups to protect our work from takeover by private companies.

(PE 10-13)

- HEU will continue to campaign to stop any more expansion of privatization to our public health care system and HEU will support campaigns and legal challenges to private clinics and the health care system.

HEU will work with our allies to conduct a public and membership education campaign as a top priority throughout the province, on the constitutional challenge on public, universal health care launched by Dr. Brian Day of the Cambie Surgery Centre.

HEU will commit resources to support the BC Health Coalition and the Canadian Doctors for Medicare as intervenors in the case and encourage locals to make financial donations on behalf of the local and through fundraising efforts

HEU will lobby the provincial government in the BC Supreme Court case and federal government in the likely subsequent Canadian Supreme Court case to protect the Canada Health Act.

(29 BC 11-14)

- HEU will continue to support the legal advocacy and related campaigns of the BC Health Coalition related to the Cambie Clinic court challenge to the fundamental principles of public health care.

(32 BC 11-21)

- HEU will continue to campaign and lobby against contracting out surgical procedures to private for-profit clinics by health authorities, WorkSafeBC and ICBC, including support for these practices by underwriting capital costs; Campaign and lobby against the B.C. government's proposal for three-day stays in private facilities that would lead to a for-profit hospital sector; Campaign and lobby with other unions and advocacy groups, including B.C. Health Coalition, for the B.C. government to scale up proven public sector solutions, such as specialized surgical centres, province-wide; and Campaign and lobby the federal government to aggressively enforce the Canada Health Act, and to make public delivery of surgical services a condition of future funding under a renewed Health Accord with the provinces and territories.

(PE 10-16)

- HEU will support campaigns to bring HEU work back to HEU, including private caregivers doing HEU work, excluded managers doing HEU work, excluded project positions and trades/plant work being done by non-union trades.

(29 BC 11-14)

- HEU will lobby the government to repeal Bill 29.

(PE 09-19)

- HEU will:

- Continue to lobby health authorities and provincial BC NDP government to bring back the contracted support services into the public service, as they promised during the provincial election.
- Continue to support and help in all activities such as Make it Public campaign, town hall meetings, road side rallies, etc. to pressure the health authorities and local government until workers become public health care workers under HEU.

(32 BC 11-21)

DENTAL CARE

- HEU supports a Universal Dental Care for all.

(31 BC 11-18)

FEE FOR SERVICE MEDICINE

- That HEU advocate that physicians and all other health care providers in Canada be paid on a salary basis and lobby the provincial and federal governments to create more clinics and facilities where teams of health care providers including physicians be paid on a salary basis and encourage the BC Federation of Labour, Labour Councils and the CLC to do the same.

(19 BC 10-94)

FOUNDATIONS

- HEU re-affirm its position that we do not support or promote private fundraising for health care, including corporate campaigns or donations, health care foundations.

(PE 05-97)

HEALTH ACCORD

■ HEU will demand that the federal government:

- Create a healthcare infrastructure fund that stipulates public non-profit financing, ownership, management and operation;
- Promote public sector solutions to shorten wait times;
- Implement a Federal/Provincial/Territorial strategy to reduce healthcare associated infections with dedicated funding for microbiological cleaning standards, more in-house cleaning staff, lower hospital occupancy, and mandatory public reporting;
- Create a pan-Canadian continuing care program (residential and home and community care), with dedicated transfers financed from general revenues, Canada Health Act standards plus minimum staffing and non-profit delivery;
- Promote primary care reform, with funding and regulation, based on the community health center model;
- Invest in aboriginal health and meet the goals of the Kelowna Accord, improve water quality on reserves, and cover shortfalls in the Non-Insured Health Benefits Program;
- Implement a National Pharmaceutical Strategy agreed to in the 2004 Health Accord and establish a national pharmacare program;
- Support employment equity and ethical recruitment, and include the full spectrum of health care workers in a pan-Canadian health human resources strategy.

(28 BC 11-12)

■ HEU will continue to campaign with labour and community allies for a renewed Health Accord between the federal and provincial/territorial governments that;

- Includes a fair contribution by the federal government to the provinces/territories that better reflects the cost-shared nature of medicare in Canada;
- Ties federal funding to public delivery of services and aggressive enforcement of the Canada Health Act;
- Includes a national seniors' strategy with increased investments to not-for-profit and public long-term care and home care for our seniors; and
- Establishes a national universal and public pharmacare drug plan.

(PE 10-16)

HEALTH CARE RESTRUCTURING

■ HEU demands, before changes are implemented in health care, that the Provincial government:

- Consult with all groups,
- Ensure adequate facilities are established and staffed in the community to ensure proper services are maintained,
- Provide free adjustment programs and retraining for all health care workers, and
- Guarantee that Union certification is transferred into any new or existing facilities to which these services are transferred.

(18 BC 10-92) (PE 06-07)

■ HEU's position on public-private partnerships in lab restructuring is:

- That HEU continue to press for the complete elimination of the private for profit sector from health care lab work. In the interim, that HEU only be supportive of a public-private arrangement which boxes in and gradually eliminates the private labs.
- That HEU press for all health care facilities to move from private labs to public labs.
- That HEU continue to press for the reform of the public sector lab management.
- That HEU seek to represent/organize private lab workers to provide them with union protection and employment security.
- That HEU pressure the government to allow facilities to open public sector satellite labs in the community.

(PE 11-97)

■ HEU supports comprehensive federal legislation and federal/provincial initiatives (health information systems and health records) that protect privacy, enhance the principles of Medicare (especially public control), and improve citizens' health status.

(21 BC 10-98)

■ HEU will participate in Employer restructuring initiatives as follows:

- Provincial and Regional Offices offer Locals education and advice at cross Local meetings, steward courses, Summer School, etc. to help Locals decide on when to participate in employer committees, workshops, questionnaires, etc.
- The Provincial Executive and staff encourage Locals to develop Union strategies and proposals when openings for progressive change appear and/or to respond to employer initiatives
- That HEU withdraw our participation from employer initiatives when it becomes apparent that:
 - An existing, changed or new service will be delivered in the Private/for profit sector; or
 - The health status or quality of care for people will decline; or
 - Any Unionized health care worker will be laid off after all labour adjustment efforts; or
 - Employers do not allow workers to follow the work; or
 - Discipline, suspension or dismissal of any unionized worker will result.

(21 BC 10-98)

■ HEU calls for returned funding for delisted health care services, including chiropractic, physiotherapy, massage therapy, podiatry, optical and naturopathy for all people in BC.

(23 BC 10-02)

■ HEU demands that the BC government ensures equality, fairness and access to services to all residents of BC, including rural areas.

(23 BC 10-02)

■ HEU will campaign with its coalition partners for positive reforms that strengthen public health care and work to move public opinion in favor of these reforms and against privatization.

HEU will strengthen its ability to involve members on these issues through a plan of political action and education.

HEU will identify and commit resources to targeted local anti-privatization campaigns that involve HEU members at the community level.

HEU encourages broader participation by members in the regional health coalitions and within the British Columbia Health Coalition.

HEU will work closely with CUPE on health care campaigns and political action.

HEU will feature local campaigns as a key agenda item at regional meetings of the Union.

HEU's Provincial Executive will commit resources on an ongoing basis to support these efforts at the provincial and community level.

(25 BC10-06)

HOME SUPPORT FOR SENIORS AND CAREGIVERS

- HEU will lobby the provincial government to provide at-home support to seniors and their families that are caring for them, with the priority of allowing seniors to stay in their homes and be cared for under the public health care system; and do this by providing supports such as assistive devices, grants for adapting current homes, and/or building additions to care for family members and home support workers to assist both seniors with disabilities and their caregivers.

(PE 10-16)

- HEU will lobby for better incentives for stay-at-home caregivers caring for seniors.

(32 BC 11-21)

LONG TERM CARE / RESIDENTIAL CARE / COMMUNITY CARE

- HEU will:
 - Work with community allies, seniors and families to have government implement key recommendations of the Ombudspersons' report;
 - Highlight the links between declining seniors' care and improper staffing, contracting out, contract flipping, privatization and de-accreditation;
 - Raise the profile of HEU members in their community and the work that they do for seniors.

(28 BC 11-12)

- HEU will continue to campaign and lobby for improved staffing levels in residential care; continue to campaign to reduce and eliminate the privatization and contracting out of residential care services and infrastructure; Lobby for meaningful successorship protections that protect workers and ensure continuity of care; Provide sufficient resources to support its “Care Can’t Wait” campaign through 2017; and campaign to make seniors’ care a vote determining issue in the May 2017 election.

(PE 10-16)

MEDICAL CANNABIS

- HEU will support the provincial and federal governments’ transition to implement cannabis legislation to offer it for medicinal purposes, support research and development for use in disorders, and support its implementation into health care.

(31 BC 11-18)

MEDICARE

- HEU will advocate for a national home care program to be an integral part of publicly funded Medicare services; specifically,
 - A program that is based on the five (5) principles of Medicare; that is single payer, has a single point of access and provides a continuum of prevention and treatment service,
 - A program where pharmaceuticals, supplies and equipment are provided to users in the same as they are provided in acute care,
 - A program that ensures wages, benefits and employment security are at parity with the acute care sector,
 - A program where funding is in addition to existing health care funds, with a moratorium on any further cuts to acute and long term care until a national home care program is built up; and

- Existing and new home care programs include services provided by LPNs, rehabilitation assistants, counselors, home maintenance workers, in addition to the current services and teams.

(21 BC 10-98)

- HEU will continue to lobby to fix health care by activating a political lobbying campaign through the Locals as well as the Provincial Executive demanding that the Federal government increase funding for Canada's national treasure (public and universally accessible health care system) by a full fund 50/50 funding as a first step to rebuilding this system.

We will continue with our demand to fix health care by campaigning with our activists' social partners and allies to prevent the growth of private, for-profit health care services and to fight for a National Home Care program to provide an integrated approach (blended care) for the desperately needed care and to reduce the cost of acute care.

(22 BC 10-00)

- HEU will demand that the BC government take whatever measures are necessary to prevent and reverse double billing for health care services.

(22 BC 10-00)

- HEU will work with our social justice coalition partners to demand that the Federal government protect our public health care system and modernize Medicare by:
 - Legislating and providing the necessary funding for a National Pharmacare Act
 - Promoting and funding community health centres; utilizing a multi-disciplinary team of health care providers on salary, to include physicians, registered nurses, licensed practical nurses, social workers, physiotherapists, activity aides, etc. working to their full scope of practice.
 - Enforcing the spirit and intent of the Canada Health Act by ensuring that double billing is effectively prevented; and
 - HEU will work with CUPE National to take whatever action is necessary to defend Medicare - public education, media, rallies, demonstrations, days of action, civil disobedience, up to and including a general strike.(22 BC 10-00)

MENTAL HEALTH

- HEU demands that the BC government restores funding to provide;
 - Specialized training to physicians to be successful in diagnosing mental health issues and educating about mental illness and make this a requirement of their education program.
 - The right to be diagnosed at no cost to themselves in a timely and accessible manner and a funded treatment plan to promote positive mental health and to pave the way for a rich and fulfilling life in the community.
 - Adequate mental health facilities to provide proper treatment for persons with mental health issues.
 - Adequate mental health services and manageable caseloads for Case Managers and mental health workers.

(31 BC 11-18)

- Vocational Rehabilitation Programs whether the end results provide skills to pursue full or part time employment that would best be suited to the needs of the individuals with mental health issues.
- Where needed, assistance for individuals living with a mental illness to live a rich, independent, productive and fulfilling a life as possible. (Example: life skills programs and day programs.)

(26 BC 11-08)

- HEU will lobby provincial and federal governments for inclusion of all mental health services, including outpatient services, as publicly funded and publicly delivered and lobby the provincial government to create addiction and mental health treatment centers throughout the province, not just for Lower Mainland residents.

(PE 10-16)

- HEU will continue to support HEU members on mental health issues by;
 - Educating Shop Stewards on mental health illness and issues.
 - Providing resources for a campaign to raise the issue of mental health in the workplace, which would include providing education tool kits on specific mental health issues at the workplace. The campaign would support members to recognize and understand mental

health issues, and offer the necessary tools to deal with mental health issues in the workplace.

(PE 10-16)

- HEU will lobby the provincial government and the HEABC for more mental health education for front-line workers.

(32 BC 11-21)

- HEU will:

- Lobby the government to ensure affordable, adequate and appropriate mental health resources and services are made readily available and easily accessible for health care workers.
- Lobby the government to extend the COVID-19 presumption to cover PTSD and mental health injury resulting from workers testing positive for COVID-19 and/or working in a COVID-19 outbreak site.

(32 BC 11-21)

- HEU will:

- Lobby the Provincial Government to implement recommendations laid out in the report *A Pathway to Hope: A roadmap for making mental health and addictions care better for people in British Columbia*.

(32 BC 11-21)

PHARMACEUTICAL/DISPENSING FEES

- HEU will join with our partners in the Canadian Health Coalition and other unions in campaigns to lobby the federal government to implement a comprehensive, national Pharmacare program without delay.

(21 BC 10-98) (31 BC 11-18) (Revised PE 09-19)

- HEU calls for the repeal of Bill C-91 (drug patent law) and the subsequent Bill S-17 which have served to escalate pharmaceutical costs in the health care system, and will lobby the federal government to introduce a national drug plan with economies of scale achieved

through bulk purchasing and reference based drug pricing similar to the system in British Columbia.

(23 BC 10-02)

PRIMARY MULTIDISCIPLINARY CARE

- HEU supports long term, ongoing funding for community health centers in BC that:
 - Are publicly funded and administered;
 - Are accountable to communities and the population they serve through elected boards;
 - Provide a range of integrated health and social services;
 - Are staffed by multi-disciplinary staff, all on a salaried basis;
 - Are open twenty-four (24) hours/day;
 - Provide all services at no cost; and
 - Are staffed by unionized workers with wages and benefits equal to the acute care sector.

(21 BC 10-98)

- HEU demands that the Ministry of Health:
 - Increase funding and staffing levels immediately in residential care to provide quality programs of physical/mental care, social and recreational activities;
 - Provide funds for new facilities run only by non-profit societies or by Health Authorities directly;
 - Enact legislation and regulations to cover the expanding supported housing/congregate care sector;
 - Set up clear contracts with agencies/societies that will increase staffing levels, increase training for staff, outline the services provided, and control how operating funds are used;
 - Provide adequate staff and penalties to enforce legislation and regulations;
 - Provide whistle blower protection for workers in long term care.

(21 BC 10-98)

- HEU will lobby employers, health authorities and the government to properly fund long term and home care, with this lobby to include the following:
 - Full input from support staff in determining levels of care;
 - Levels of care reviewed more often;
 - Levels of care should reflect the needs of the residents by applying a provincial highest standard to the staff-to-patient ratios which all residents need and deserve;
 - Workload difficulties addressed and eliminated with full input from support staff;
 - Annual scrutinizing of budgets by the province's auditor to ensure public funds are spent on the public need;
 - That the government make it mandatory at for-profit facilities where public funding is provided that a government and worker appointee sits on the board;
 - That the government appoint a worker representative to all non-profit long-term care boards; and
 - That the Provincial Executive provide the necessary budget to the long-term care lobby.

(22 BC 10-00)

- HEU supports the concepts of assisted living, home care and aging-in-place only when these services are provided through publicly funded, non-profit models where seniors receive the appropriate level of care for their needs, without regard to their ability to pay.

(23 BC 10-02)

SUBSTANCE USE & CRIMINAL JUSTICE

- HEU will lobby both the Federal and Provincial governments to enhance harm reduction measures as follows:
 - Provide further funding for needle exchange programs to ensure there are services available twenty-four (24) hours a day, seven (7) days per week in each Health Region.
 - Fully fund a medically supervised drug dispensation system pilot project.

- Support the concept of at least one (1) integrated service agency for IDU's (injection drug users) per Health Region which would include as a minimum a "safe environment" for users to get off the street to receive resources for harm reduction, including safer sex and safe injecting techniques, peer counselling, information about social services and needle exchange.
- Implementation of sentencing options such as "drug courts" provided there are detoxification and treatment facilities available.
- Increase and fully fund detoxification and accompanying treatment services throughout the province.
- Establish a Substance Use Commission with the responsibility to develop a strategic plan for reducing the negative consequences of drug use.
- The purchase, possession and consumption of illicit substances for adult personal use will be addressed as a health and social issue.

(22 BC 10-00)

- Support the call for the Federal government to launch a criminal investigation into opioid marketing practices by Big Pharma and to put court settlement monies back into health care to treat addictions, provide education, and towards other programs that address the opioid crisis

(31 BC 11-18) (Revised PE 09-19)

USER FEES

- HEU is opposed to user fees for all medical/dental related services.

(16 BC 10-88)

SECTION 6: HEU INTERNAL POLICIES AND PROCEDURES

ACCESS FOR PEOPLE WITH DISABILITIES

- It is HEU policy that all of its offices be accessible to people with challenges and have appropriately designated parking and that all ratification, strike vote and special report meetings be held at sites accessible to people with challenges whenever possible.

(19 BC 10-94) (22 BC 10-00)

- HEU shall accommodate disAbled Members so they can participate fully in HEU sponsored functions

(21 BC 10-98)

- All HEU events will be accessible to people with disAbilities to such extent that a person's dignity is not affected.

(22 BC 10-00)

- HEU's Summer School will be organized and designed to accommodate members with visible and /or invisible disAbilities, and the disAbilities Committee will have input into the need to Summer School to address these issues.

(22 BC 10-00)

- HEU events and Local meetings must be held at accessible venues with the disAbled person's dignity taken into consideration. If unable, then the Duty to accommodate budget must reflect this.

(22 BC 10-00)

- HEU will maintain an updated version of the PWD venue accessibility checklist and make it available to any member upon request.

(31 BC 11-18) (Revised PE 09-19)

- HEU will accommodate disabled members so they can participate fully in HEU sponsored functions providing hybrid or other options if possible.

(32 BC 11-21)

CAMPAIGN STRATEGIES

- Monies are available to the Locals for fight back campaigns through the Local Projects and Campaign Funds;
 - Locals must make application providing details and supporting information to back up their application;
 - Under the Local Project Policy, the individual Local or clusters of Locals must also support the campaign financially and work with social justice partners to raise funds;
 - The criteria for financial assistance will be considered based on the actual campaigns expenditures (lost wages, per diems and dependant care will NOT be paid); and
 - The Financial Secretary has the authority to approve applications in part or in full and the Provincial Executive will be given regular monthly reports and review of the applications out of the fund.

(PE 02-02)

- Where it is supported by the Provincial Executive and local activists, HEU will start and support regional action groups of Provincial Executive members, Local leaders and staff to mobilize and carry out effective campaigns when faced with further serious threats to our members and to public health care delivery.

(24 BC 10-04)

- HEU will institute a campaign to establish solidarity committees in every Local of the Union. The purpose of these committees is to mobilize support from HEU members for union battles and those struggling against oppression.

(24 BC 10-04)

CLEAR LANGUAGE /LITERACY

- HEU will:
 - Adopt clear language principles in communication with our members;
 - Make it a priority to review and rewrite all HEU application forms for conferences, conventions and courses;

- Provide instructions on how to write in clear language, including writing resolutions and constitutional amendments;
- Use simple visual tools and promote the use of clear language in all Union education, workshops, conferences, meetings and all other HEU events; and
- Work with member facilitators and staff from the Canadian Union of Public Employees (CUPE), Canadian Labour Congress (CLC), and BC Federation of Labour (BC Fed) to put on Clear Language Workshops.

(26 BC 11-08)

- HEU will encourage and support members and staff to take clear language courses provided by the CLC, BC Federation of Labour and CUPE.

(PE 06-13)

COMMUNICATIONS

- Regular reports of Provincial Executive business will be provided to the Secretary-Treasurer and Chairperson of each Local.

(15 BC 02-86)

- Service Reps and Directors will communicate more quickly and efficiently with all Locals regarding any changes or alterations concerning any existing practices pertaining to Union function that will directly affect members.

(PE 03-15)

- HEU will in collaboration with HEU locals, conduct a communications strategy review, including the review of the systems in place in the HEU mailroom, and encourage members to move away from paper mail outs.

(PE 10-16)

CUPE NATIONAL

- HEU (The BC Health Services Division of CUPE) accepts jurisdiction for CUPE Locals/members wishing to transfer to HEU under the provisions of the CUPE Constitution.

(PE 09-96)

- HEU will further its relationship with CUPE and the House of Labour as follows:
 - Reaffirm HEU's commitment to be an active member in the House of Labour, particularly in light of the upcoming fight for working people in British Columbia;
 - Express concern about the fiscal arrangement between CUPE and HEU and continue to press CUPE on our issues directly linked to these fiscal arrangements;
 - HEU Locals will strengthen our ties with other CUPE Locals, District Councils and the CUPE BC Division.

(22 BC 10-00)

- Accord between the Hospital Employees Union and the Ontario Council of Hospital Unions (CUPE)

The Hospital Employees Union (HEU) and the Ontario Council of Hospital Unions (OCHU) are activist organizations which represent healthcare workers.

We have a common interest in defending and expanding the national Medicare system.

We have a common interest in resisting the privatization of delivery of health care services and the contracting-out of healthcare support services in our respective provinces.

We have a shared interest in advocating for and defending the interests of our members working in diverse occupations.

We have a desire to learn from one another and to share our experience, strategies and materials.

Specifically:

- We will connect activists and staff working on issues we have in common. By teleconference, videoconference and meeting directly, as is appropriate.
- We will work together to enhance national coordination of health sector bargaining, by encouraging CUPE to hold annual meetings of its health sector service division and bargaining councils.
- We will share materials, legal decisions, campaign information and educational resources.

- We will deepen the work we do on behalf of lpn/rpn's, tradespersons, paramedical employees, clerical employees, food service, environmental service and support service members by learning from one another's work for these members.
- HEU's five occupational subcommittees, patient care, patient care technical, clerical, trades and maintenance and support will be utilized to exchange information between the parties and then used to communicate that work to HEU's membership.
- We will share the work we do with our respective provincial healthcare coalitions concerning our campaigns to defend Medicare and to oppose the privatization of health care service delivery and to oppose the contracting-out of support services.

(PE 04-10)

- Provincial Executive Subcommittee and HEU Equity Standing Committee members who are elected as HEU representatives to National Committees and Working Groups will be automatically entitled to participate in conferences that are organized by their respective National Committee or Working Group.

(24 BC 10-04)

- An HEU member attending a CUPE National Committee, working group or CUPE National Executive Board business will receive the CUPE National per diem rate.

(PE 01-09)

- HEU representation on CUPE National committees

In order to ensure accountability and a direct link between the Provincial Executive and HEU representatives on CUPE National committees, the following will apply to all CUPE National committees other than CUPE National equity committees and the CUPE National Young Worker's Committee.

- The Provincial Executive will elect/select HEU representatives from the Provincial Executive to sit on all CUPE National committees other than equity and young worker's.
- The President will work with the Provincial Executive and the CUPE National President to ensure CUPE's diversity objectives are taken into consideration
- The Provincial Executive will elect/select alternates from the Provincial Executive for each national committee
- The President will advise the CUPE National President in writing of the HEU representatives and their alternates for national committees

- The Provincial Executive will respect and endorse the selection
- If an HEU representative on a CUPE National committee is no longer a member of the Provincial Executive they will be replaced on the committee by an alternate or, if an alternate is not available, by a current member of the Provincial Executive.

(PE 05-13)

■ HEU representation on CUPE National equity committees and working groups

In order to ensure accountability and a direct link between the Provincial Executive and HEU representatives on CUPE National equity committees and working groups, the following will apply:

- The HEU equity standing committees will elect/select a representative and an alternate from their committee to represent HEU on the appropriate CUPE National committee
- Their selections will be communicated to the HEU President
- The President will advise the CUPE National President in writing of the HEU representatives and their alternates for CUPE National equity committees
- The President will work with the equity standing committees and the CUPE National President to ensure CUPE's diversity objectives are taken into consideration
- If an HEU representative on a CUPE National equity committee is no longer a member of the HEU equity standing committee they will be replaced on the committee by an alternate, or if an alternate is not available, by a current member of the equity standing committee
- HEU representatives on CUPE National equity committees will be in touch with the HEU President prior to their committee meetings and will report to the Equal Opportunities Committee (EOC) and their equity standing committee following their committee meetings.

(PE 05-13)

■ HEU representation on CUPE National Young Worker's Committee

In order to ensure accountability and a direct link between the Provincial Executive and the HEU representative on the CUPE National Young Worker's Committee, the following will apply if there is no Provincial Executive member eligible to sit on the committee:

- The HEU Young Worker's PE sub-committee will elect/select a representative and an alternate from their committee to represent HEU on the CUPE National Young Worker's Committee
- Their selections will be communicated to the HEU President
- The President will advise the CUPE National President in writing of the HEU representative and their alternate for the CUPE National Young Worker's Committee
- The President will work with the HEU Young Worker's PE sub-committee and the CUPE National President to ensure CUPE's diversity objectives are taken into consideration
- If the HEU representative on the CUPE National Young Worker's Committee is no longer a member of the HEU Young Worker's PE sub-committee they will be replaced on the committee by an alternate, or if an alternate is not available, by a current member of the HEU Young Worker's Committee
- The HEU representative on the CUPE National Young Worker's Committee will be in touch with the HEU President prior to their committee meetings and will report to the Provincial Executive through the HEU Young Worker's PE sub-committee following their committee meetings.

(PE 05-13)

DEPENDANT CARE WHILE AT UNION FUNCTIONS

- HEU strongly encourages all members to play an active role in the Union. HEU recognizes that our members have family responsibilities that they balance with work and union activity. This Dependant care policy is one way to help with that balance and eliminate some of the barriers that prevent members with family responsibilities from participating fully in their Union.
 - This policy applies to participation at all provincially sponsored HEU functions.
 - Wherever possible and where there is sufficient need, HEU will provide quality, on-site childcare.
 - HEU will reimburse receipted off-site dependant care costs, over and above the cost of normal expenses incurred for work, at the current minimum wage per hour, to a maximum of \$160 per family for a continuous 24 hour period.

- For the purposes of dependant care while participating in union functions, a dependant is either a member's own or their spouse's children, if they are under the age of 16 and reside with the member full or part time.
- Also, a dependant may be any person, regardless of age, who is Dependant on the member's care because they are mentally or physically challenged, or parents, grandparents and elder relatives requiring the member's assistance in day-to-day living.
- A spouse includes common-law and same sex partners.
- Reimbursement will not be made to a member's spouse or to a parent or sibling of the Dependant or to a person living at the same address.
- In recognition of unique dependant care and special care needs, exceptional circumstances will be considered.

Procedure:

- A Dependant Care Cheque Requisition form must be completed in-full and submitted as part of the member's expense claim in order to receive reimbursement,
- The form must include the care giver's name and address and a signed receipt must be attached,
- The names and ages of dependants must be listed, including their relationship to the member,
- There will be no cash reimbursement of dependant care expenses,
- In order to comply with Canada Revenue Agency regulations the Dependant Care Cheque Requisition form must be signed by the member as being accurate,
- A T4A form will be provided to the member at the end of the year as dependant care reimbursement must be declared as income; and
- Requests for reimbursement for exceptional circumstances must be made to the Financial Secretary. The member will be notified within 72 hours if the request is denied and of their right to appeal. The member may appeal to the Provincial Executive and the member will be notified of the PE decision within 24 hours of the last day of the meeting.

(17 BC 10-90) (PE 06-91) (PE 09-97) (Revised and consolidated PE 07-03)

(24 BC 10-04) (27 BC 10-10)

DIVERSITY, EQUITY AND INCLUSION

- Members who are serving as temporary staff members and who are participating in equity activities in the Union shall be able to continue their equity involvement while on a temporary assignment with HEU, providing this involvement does not interfere with servicing assignments.

(20 BC 09-96) (PE 02-98)

- HEU will consider the impacts on and involvement of women and members of equity-seeking groups when planning, implementing and evaluating all campaigns and activities and:

HEU will include a diversity of voices in all activities and events.

(29 BC 11-14)

- That HEU adopt as policy, following each Convention and/or Bargaining Conference, that within one hundred and twenty (120) days, an educational session on equity and equity related issues be conducted for all elected Provincial Executive/Provincial Bargaining Committee Members.

(22 BC 10-00)

- HEU will develop a component of the education programs for Introductory Shop Stewards, Advanced Shop Stewards, Chief Shop Stewards, Table Officers and the Provincial Executive to reaffirm our commitment to education and to give Shop Stewards and the Provincial Executive the skills to recognize and deal with issues surrounding homophobia and transphobia.

(18 BC 10-92) (20 BC 09-96)

- HEU will Mandate the PE to dedicate resources to furthering the work on resolution 75 by developing a plan based on the following:
 - Broad consultation across the union to review the role of equity in how HEU operates;
 - Recommendations regarding structural changes that support broader equity at all levels in the union will be brought to the next convention;
 - Mandatory annual equity training will continue to be provided for the PE.

(PE 10-16)

- HEU will send representatives from the Equity seeking groups within our Union to conferences as deemed reasonable by the Provincial Executive.

(20 BC 09-96)

- The Union will hold a regular conference on equity issues to facilitate the election of standing committees.

(20 BC 09-96) (Revised PE 09-19)

- HEU will work with the Equity Committees to develop and implement a leadership program that would demonstrate the role of leaders, provide training on how to run effective meetings, how to handle conflict resolution and how to plan for future equity goals and events.

(33 BC 11-08)

- HEU will adopt the following statement on Diversity, Equity and Inclusion:

We must build a Union for all our members.

HEU's Statement on Diversity, Equity and Inclusion

Since 1944, the Hospital Employees' Union has advocated for better working and caring conditions, defended public health care, and stood against privatization. We have a long history as a strong, democratic, progressive, socially conscious union committed to social justice and advancing labour and human rights on a local and global level. We identify and challenge historical and systemic inequities and hear, respect, serve, empower and advocate for, each and every member. Together we fight for fairness, solidarity, equity, inclusion, and understanding, knowing that our members' economic security depends on our success.

Privatization, attacks on workers' rights, and the devaluing of our members' work have undermined the dignity and security of our members. These forces have reshaped the union and at times threatened to undermine our solidarity. We understand that equity and inclusion are intrinsically linked and that an injury to one is an injury to all. And we know that building a powerful and inclusive union requires acknowledgment and understanding of the structures that oppress workers. Sexism, racism, colonialism, homophobia, transphobia, ageism, and ableism have no place in our union.

We see HEU as a union for everyone. And we know that equity is a critical part of union life and work and must be embedded into all our practices. We are committed to resisting oppression and to building an economically and socially just society. We work hard every

day to ensure that all members are heard, represented and able to contribute fully to their workplace, communities, and union.

We believe that our union is strongest when its leadership is inclusive and reflects the full diversity of the membership. Because it is so important for diverse voices, perspectives and lived experiences to be engaged in the work of the union, we commit to including underrepresented groups when determining the union's leadership composition and mandate at the provincial, regional and local levels.

To ensure that HEU events are inclusive and barrier-free, we actively seek out varied perspectives and consider the complexity of the different realities, lifestyles and availability of our members and employees when determining how we work, plan, deliver and evaluate our communications, campaigns, events, education, services, and activities.

In keeping with our history, when we know better, we do better. And despite our significant progress over the last 75 years, we know we can do better still. That's why our promise to our current and future members is that we will continue to work to advance the union's goals and objectives and power our solidarity through diversity, equity and inclusion (DEI). We promise to ensure ongoing DEI education for both leadership and members, and ongoing resources for embedding effective DEI practices into every aspect of our work. We promise transparency and accountability to you, our members, as evidenced by seeking and providing regular communications on our progress.

At HEU, we recognize that we all have unique lives and experiences. We respect our differences and appreciate our interdependence. We know that diversity makes us stronger collectively when all voices are encouraged, heard and valued. That's why we believe that no matter who you are, or what your role is in our union, you belong with us.

(31 BC 11-18)

Diversity, Equity and Inclusion Consultation and Implementation Project, PE Composition (Phase I)

- HEU will establish a two-phase diversity, equity and inclusion (DEI), consultation, assessment and implementation project. In phase I, the union will strike a DEI working group with a mandate to consult broadly with members regarding the question of representation of equity-seeking groups on the Provincial Executive and make recommendations for constitutional and policy changes to the 2020 HEU biennial convention. The DEI working group will be comprised of:
 - One member from each Equity Standing Committee
 - One member from the Young Workers' Committee

- One member from each region (Fraser, Interior, North, Vancouver Coastal, Vancouver Island)
- The Provincial Executive representatives to the Equal Opportunities Committee (two)

The DEI working group will be properly resourced and have access to subject matter experts so the committee can complete its work. It will meet at least three times in each year, and in between meetings will consult broadly with the membership, HEU's Equity Standing Committees, HEU's Young Workers' Committee, and the Provincial Executive.

The DEI working group will report its findings to the HEU Provincial Executive in advance of the 2020 biennial convention. The working group report and recommendations will be issued directly to the 2020 convention.

(R10 BC18)

Diversity, Equity and Inclusion Consultation and Implementation Project (Phase II)
(Please refer to policy on Page 83 and 84)

- HEU will implement a Phase II of the diversity, equity and inclusion project that is renewed with a fresh mandate and terms of reference to be adopted at the 2020 HEU biennial convention;

Continue the work of transforming our union into a fully inclusive organization by making recommendations to the 2022 HEU biennial convention on matters including but not limited to:

- A broad governance review beyond the composition of the Provincial Executive;
- Identifying and initiating plans to dismantle barriers to equity and inclusion at the local level;
- Actively working toward leadership development at all levels of the union that includes training on how to apply a diversity, equity and inclusion lens; and
- Assessing the ongoing impacts of precarious work on our members and how that should be factored into the union's approach to diversity, equity and inclusion.
- Ensure that Phase II of the diversity, equity and inclusion consultation, assessment and implementation project to be properly resourced, including access to subject matter experts.

(31 BC 11-18)

- HEU will direct the Provincial Executive to ensure sufficient resources for 2019 and 2020, in order to support the work of the Diversity, Equity and Inclusion (DEI) working group;
 - Schedule a meeting of all HEU’s Equity Standing Committees within a reasonable timeframe after HEU’s Equity Conference;
 - Provide HEU’s Equity Standing Committees with DEI training, with a focus on understanding intersectionality; and
 - Ensure that HEU’s Equity Standing Committees and HEU’s Provincial Executive meet jointly with the DEI Working Group prior to the 2020 biennial convention to receive its report and recommendations.

(31 BC 11-18)

Diversity, Equity and Inclusion Consultation and Implementation Project (Phase II)

- HEU will implement Phase II of the union’s Diversity, Equity and Inclusion Project as mandated by Resolution 12 at the 31st Biennial Convention.

The objective of Phase II of the DEI project is to develop recommendations for the 33rd Biennial Convention scheduled for 2022 that continue the work of transforming our union into a fully inclusive organization by focusing on the following goals:

- A broad governance review beyond the composition of the Provincial Executive;
- Identifying and initiating plans to dismantle barriers to equity and inclusion at the local level;
- Actively working toward leadership development at all levels of the union that includes training on how to apply a diversity, equity and inclusion lens; and
- Assessing the ongoing impacts of precarious work on our members and how that should be factored into the union’s approach to diversity, equity and inclusion.
- The union will undertake the following work and report to the 33rd Biennial Convention on its progress and any further recommendations to advance the union’s DEI work:
- Survey Locals and individual members to identify barriers to participation by equity group members that could be addressed through further constitutional and policy changes.

- Compile demographic data on members, local and provincial union leadership, and staff to measure progress. Set and promote equity targets on internal union committees.
- Develop a union-wide learning plan (members, local executives, P.E., staff) on DEI principles and on navigating union structures and processes.
- Develop DEI tools for member activists to create community, solidarity and safety for members from equity groups and from the broader membership.
- Further develop the union orientation and onboarding program for new members with a strong inclusion component that can be delivered by local executive/stewards.
- Identify potential leaders from equity groups and assist them to seek leadership roles and succeed in these positions, by planning leadership pathways, supporting learning and growth of members from equity groups and other forms of mentorship.
- Review role descriptions and terms of reference for committees. Embed “inclusion” and build cultural competencies.
- Build strength and promote networking for equity group members by finding opportunities for collaboration within the labour movement.

(32 BC 11-21)

Diversity, Equity and Inclusion Consultation and Implementation Project (Phase II) - Constitutional Review

- HEU will Undergo a review of the union’s Constitution and By-laws with a DEI lens with the aim of identifying barriers to participation by equity groups and young workers.

The Constitutional Review Committee will be established by the Provincial Executive and include members from equity groups, young workers and the Provincial Executive and supported by subject matter experts, and by a survey of locals and members to identify barriers to participation that could be addressed through constitutional changes.

The Constitutional Review Committee will report its recommendations and progress directly to the 33rd Biennial Convention.

(32 BC 11-21)

DONATION BINS

- HEU will set up collection bins at the HEU Convention and Conferences for donations of warm clothes, socks, toques, and toiletries to designated organizations, like women's centers and/or to organizations that provide services to groups like people with disabilities.

(29 BC 11-14)

EDUCATION OF HEU MEMBERS

- HEU will provide guidance for new certifications in the form of orientation packages that will "walk them through" the Union; from filing grievances, to Local activists' responsibilities, to understanding Convention.

(19 BC 10-94)

- HEU is willing and supports being part of any initiative to make presentations to graduating classes on the value of Unions, and to lobby the provincial government that labour education be part of the school curriculum.

(PE 10-96)

- The Hospital Employees' Union will endorse other labour studies programs, occupational health and safety courses and the home study course offered by the Labour College of Canada.

All labour courses within Canada endorsed by HEU shall be paid to a maximum of five hundred (\$500) dollars per member, per year for registration costs for members to attend labour study courses.

- The registration fees shall be paid by the member and the receipts submitted to the Financial Secretary for reimbursement.
- Members who do not attend the course will be responsible for the cancellation fee unless there is a reasonable explanation.

(PE 06-96) (Revised PE 05-99) (22 BC 10-00) (PE 03-17)

- HEU will add a component on Childcare issues to its Union Activism course and other Education courses as HEU deems appropriate.

(27 BC 10-10)

- HEU will recognize that the position of assistant secretary is an executive position that requires education equal to the secretary portion of the secretary-treasurer position.

(27 BC 10-10)

- HEU will offer addiction education as part of Shop Steward training, beginning in 2013.

(28 BC 11-12)

- HEU will reinstate Summer School to provide members with in depth education on various social justice issues.

(29 BC 11-14)

- HEU will develop a course focusing on Shop Steward recruitment and education of Local Executives on how to engage member involvement at the local level.

(29 BC 11-14)

- HEU will increase mailing of posters and information in regards to harassment and bullying, offer educational courses to members on how to cope with this on site and offer educational courses on employee's rights and resources/support services

(PE 03-15)

- HEU will develop in a cost effective and systematic manner, online learning and information independently, or in partnership with other unions, to help strengthen and develop activists.

(PE 10-16)

- HEU will continue to provide education on Domestic Violence at Work for stewards, members and will expand this education to be offered to servicing staff as well.

(31 BC 11-18)

- HEU will hold Table Officer training after the last day of local elections in April.

(31 BC 11-18)

ELECTRONIC FORMS

■ HEU will provide user-friendly, electronic fillable forms on the HEU website, including:

- Convention Constitutional Amendments and Resolutions
- Bargaining Demands
- Educational workshops and other applications

(PE 09-19)

ENHANCED DISABILITY MANAGEMENT PROGRAM

■ The Enhanced Disability Management Program, as negotiated in the FBA collective agreement, is intended to provide support for workers who are injured, disabled or ill to return to work or remain at work through customized disability management programs.

Recruitment of Stewards

The program is delivered by 18 EDMP stewards who are recruited and trained from the HEU membership subject to the following:

- EDMP stewards are assigned regionally by health authority with the exception of the affiliate EDMP steward who represents members in affiliate sites on a provincial basis, excluding Vancouver Island, which will have steward services provided by the central Island EDMP steward;
- They are recruited through the posting of an expression of interest EOI and subject to ratification by the Provincial Executive;
- An EOI will be posted every March. Candidates that meet the threshold requirements for the position will be required to attend a workshop to evaluate their skill level. Vacant EDMP steward positions will be filled by candidates deemed qualified within their region/health authority. An orientation session will be offered to newly appointed EDMP stewards;
- Candidates deemed qualified who are not appointed to an EDMP position will be placed on an alternate list and will be called up in the event an EDMP steward vacates a position in between the annual EOI posting. If the alternate list is exhausted for a particular region and health authority before the March EOI posting, an EOI will be

posted in the affected region/health authority. The alternate list will be voided and re-populated each year following the EOI.

- Current EDMP stewards can re-apply on the annual EOI posting after their two year appointment is completed, however they will only be considered for re-appointment and placement on the alternate list if no qualified candidates have applied in the region/health authority that they work in.
- EDMP stewards are released from their industry positions on a full-time basis (as is the case with labour relations shop stewards at many sites) per the December 2013 letter of agreement between the FBA and HEABC outlining the funding arrangement.
- The number of EDMP stewards will be adjusted according to the needs of the program and the budget available.
- Should an EDMP steward resign during their term, they would then be required to re-apply during an EOI in order to be reconsidered for an EDMP position.

Duties

The duties and qualifications of EDMP stewards are listed on the EOI. Due to the full time nature of the role EDMP stewards are advised not to take on a full time role on their local executive. They may take on a less demanding role.

An EDMP steward may not act as a labour relations steward during their term.

If an EDMP steward is elected to a position on the provincial executive or the bargaining committee they will resign their position as EDMP steward.

EDMP Stewards are full members of HEU and can participate in all union functions, meetings, events including labour council.

Term

The term of an EDMP steward will be two (2) years. Terms of stewards will be staggered so that there is always at least one experienced steward in each region.

(PE 02-16)

EXCLUDED HEU STAFF / FULL TIME OFFICERS' VACATIONS

- All non-contract staff and full-time elected officers must supply all their vacation schedule by March 31st of each year to ensure that vacation hours will be depleted by December 31st of the same year.

(PE 12-01)

- The Union has successfully negotiated excellent vacation language in our Collective Agreement. We believe that it is imperative that people take vacation on a regular basis, to relax, renew, regenerate, and have personal time. We believe that the full-time officers are entitled to and must actively schedule vacation each and every year for them. Accumulated vacation time also becomes a liability for the Union, and it is not prudent accounting practices to carry this liability year after year. Therefore, the following policy will be applied:

The elected full-time officers of the Union shall make every possible effort to use their annual vacation allotment.

Arrangements will be made by the Committee on Labour Relations, in advance for coverage, where necessary, developing members who have been elected into positions that cover the full-time officers.

Vacation schedules will be given to the Committee on Labour Relations no later than April 30th of each year. If vacation time is not taken by December 31st of each year, it shall be paid out on the first pay period after January 1st each year. Carry-over of vacation time will not be permitted, unless the time is booked in the existing year and carries into the New Year.

Under extraordinary circumstances, (i.e. time is scheduled for the month of December and legislation came down that would harm the Union, medical emergency) vacation can be rescheduled into the New year, by written request to the Committee on Labour Relations, and must be taken as soon as possible in the New Year. The Committee on Labour Relations shall vote and approve the request in writing and report the decision to the Provincial Executive.

(PE 09-06)

EXPENSES, TRAVEL AND PER DIEM

- Expense claims will only be paid for the current year and six (6) months in any previous fiscal year, effective March 1, 2000.

(PE 12-99)

- HEU will reimburse members up to full-time hours per shift only, regardless of where they are delegated from, providing the site is an HEU certification and the members will provide proof of loss of shift.

(25 BC 10-06)

- The policy of per diem will be the same for all of the membership including the Provincial Executive; and

This fair and equitable policy will be effective November 10, 2008.

(26 BC 11-08)

- Increase mileage so it is always the same as the CRA's allowable rates per kilometer.

(30 BC 11-16)

- Increase per diem rates as follows: full day rate \$75.00, in town/partial rate \$37.50; and this new rate will take effect starting the second day after Convention 2016.

(30 BC 11-16)

- Members who attend a Union sponsored event are expected to travel home upon adjournment wherever possible. When members choose to drive, any added costs over the cost equivalent of airfares; such as hotels, per diems, wages, etc. will not be the responsibility of HEU.

Any special circumstances will be referred to the Financial Secretary.

(PE 04-02)

- The HEU travel policy will be sixty kilometers or ninety minutes to be entitled to accommodation.

(26 BC 11-08)

- Members travelling from out of town for a union event are expected to be able to arrive at the venue at a reasonable time the evening before when the event is scheduled to begin the following morning.

If the members would require time off the day before from a scheduled shift (either a full shift or part of a shift) they may request union leave for the reasonable amount of time needed for travel.

For events scheduled to begin in the evening, members are expected to arrive in sufficient time to register and check-in to their hotel. Should the time to travel to the event require leave from a shift (or part thereof) they should request union leave.

Members are expected to travel home at the end of an event on the same day if they are able to reach their home at a reasonable hour. If that is not possible, the member may apply for union leave for all or part of a shift (as appropriate) for the reasonable amount of time needed for travel on the following day.

The Financial Secretary has discretion to deal with special circumstances.

Note: Where possible, if the following day is not a scheduled day of work, members should travel home even if they do not arrive until later in the evening. For example, if a member is flying home to Campbell River and taking a cab from the airport and will be home before midnight, they should do so. However, if a member is flying to Prince George and faces an hour drive from the airport in unsafe weather conditions at night, they should instead return home the following day.

Per the Rest Day Policy, rest days will not apply to travel days unless a full day of travel is required.

(PE 01-19)

- Accommodations will be provided for **ALL** HEU Delegates when attending the BC Federation of Labour, CUPE National, and CLC Conventions when held in Vancouver.

Because HEU delegates are expected to attend evening sessions/forums/committee meetings/caucus at conventions. This would allow members to network with other unions and members and become more engaged with being an activist.

All delegates are encouraged to use public transit to and from such conventions. All delegates will be entitled to “out of town” per diem.

(PE 05-15) (Revised PE 06-19)

- HEU will provide all details on expense statement, i.e., mileage to and from all functions (per diems, parking, travel expenses). All notable and differences from expense vouchers submitted must be clearly explained.

(31 BC 11-18)

FINANCIAL ASSISTANCE - GUIDELINES FOR MEMBERS TERMINATED / SUSPENDED FOR POLITICAL PROTESTS

■ Criteria for Financial Support:

- Cases to be reviewed on an individual basis;
- Review of circumstances involved;
- Review of length of suspension (for suspended members) for a minimum of three (3) days;
- Investigate opportunities of future employment;
- Consider members ability to mitigate income assistance;
- Review with staff the ability to be reinstated/suspension removed
- Review of any violent behavior;
- Funds will be returned to the strike fund from any grievance settlement;
- Financial Secretary will report to the Trustees and full reports to the Provincial Executive;
- Each claim will be kept in confidence; and
- Every possible effort to re-employ members in the industry through the grievance process will be made.

■ Funding Guidelines:

- Up to two (2) months strike and dependant pay (providing the care conforms to the strike/picket pay policy) will be paid;
- Pay will continue if a member gains casual or part-time employment up to the amount of strike/picket pay;

- Funding will cease upon member finding comparable employment;
- Financial assistance will be paid from the Strike Fund;
- Claims paid will be non-taxable;
- Financial Secretary and Provincial Trustees will approve expenditures; and
- Provincial Office has the ability to recover monies under special circumstances.

(PE 02-02)

FIRST NATIONS HIRING

- HEU will consult with First Nations members on existing barriers to employment as servicing representatives and that HEU develop and implement a plan to eliminate or, at the very least, minimize these barriers.

(26 BC 11-08) (Revised PE 09-18)

FULL PARTICIPATION

- Members that are “No Show” to HEU events, and do not contact the Union to cancel, will not be considered for future HEU educational opportunities or opportunities to attend external conferences such as the BC Federation of Labour or CUPE for a period of one (1) year;

Members attending Union sponsored events will be teamed up as a “buddy system” with a Provincial Executive member or another member;

Members may apply for special dispensation to the Financial Secretary or designate.

(PE 05-01) (Revised PE 03-03)

- Delegates are required to confirm full participation in the entire Convention or HEU sponsored event, with the exception of other events at which the member is representing HEU;

Members are expected to attend all sittings of Convention sessions, (all Conventions, not just HEU) regardless of their work schedule;

Attendance to social evening events is encouraged;

Members attending Conferences or Conventions will be teamed up as a “buddy system” with a member of the Provincial Executive;

Wages and per diems will not be paid to members who do not attend without a valid reason;

If a member shows up late and/or leaves early this policy shall also apply;

Members attending functions must be prepared to report to the membership on the events which they attended as a means of being accountable to the membership;

The representing Local will be advised if members violate this policy; and

Members may apply for special dispensation to the Financial Secretary or designate.

(PE 03-03)

- Members accused of violating HEU “no show” policies shall be given full disclosure of the accusations against them, and an opportunity to defend themselves before any decisions are made, and that a full investigation be conducted before any subsequent punishment is given out.

(24 BC 10-04)

GENDER NEUTRAL WASHROOMS

- HEU shall provide when possible, non-gender specific washroom facilities with appropriate signage at HEU events such as conventions and conferences.

(PE 03-11)

GREENING THE UNION

- HEU is committed to using recycled paper and paper products wherever possible.

(17 BC 10-90)

- HEU will initiate an Environmental Action Plan that includes:

- Green contract language
- Local workplace environment committee
- Green procurement policy
- Public water use forever
- Recycling/waste diversion
- Green meeting principles

(26 BC 11-08)

- HEU should become a bottled water free environment whenever possible.

HEU should develop green education workshops to empower our members.

HEU will be a progressive leader in promoting and creating a healthy environment. We want HEU to continue to green all aspects of its daily operations, conferences, conventions and provincial and regional offices; and

All subcommittees will receive education on running green meetings including conference calls, webex, and paperless meetings.

HEU will make every effort to establish a system of green communication to the local officers and executive members; and will offer the “receivers” option of getting mail electronically. That way it saves paper.

HEU will work toward and implement the use of video conferencing and teleconferencing at regional meetings, subcommittee meetings, PE meeting; and other HEU related business wherever possible.

(PE 03-11)

HEU CONVENTION / HEU BARGAINING CONFERENCES

- All HEU delegates wishing to stay in hotels during Convention will have the cost paid by Provincial Office.

(16 BC 10-88)

- All HEU delegates wishing to stay in hotels during bargaining conference will have the cost paid by Provincial Office.

(17 BC 10-90)

- The Sergeant-at-Arms Committee shall maintain the integrity of the tiled doors when in effect.

(18 BC 10-92)

- The Resolutions Committee and Constitutional Amendments Committee will circulate or verbally list the order in which they intend to bring Resolutions and Amendments to the floor, at a minimum at the first appearance of each Committee, each day of Convention subject to change depending upon changing circumstances.

(19 BC 10-94)

- That the order in which proposed Resolutions and Constitutional Amendments and Bargaining Demands are presented, will be given to the delegates as soon as possible.

(20 BC 09-96) (PE 01-98) (PE 02-98)

- Identical submissions to HEU Biennial Conventions and Bargaining Conferences will be printed only once in the delegates' packages, with the names of each Standing Committee or Local who made the submissions listed in alphabetical order.

Submissions to HEU Biennial Conventions and Bargaining Conferences that are similar, but not identical, will continue to be printed separately.

(21 BC 10-98)

- HEU will streamline the election of the 10 members of the Facilities Bargaining Association Provincial Bargaining Committee by eliminating the requirement for unsuccessful candidates to be re-nominated for each ballot.

(PE 10-13) (Revised PE 09-18)

- HEU will avoid holding convention on Halloween – hold it before or after Halloween.

(PE 10-16)

HEU POLICY AND PROCEDURE DESIGNED TO PROTECT HUMAN RIGHTS AND ENCOURAGE MUTUAL RESPECT

- Mutual respect must be the basis of interaction among members and staff of the Hospital Employees' Union at all times, but particularly at HEU Conventions, HEU Conferences and other HEU sponsored events and in day-to-day interaction between members and staff.

The Hospital Employees' Union will neither tolerate nor condone behavior that is likely to undermine the dignity or human rights of an individual either during working sessions or during social activities.

In order to ensure an environment that is supportive of mutual respect and fair treatment, the Provincial Executive has established the following policy and procedure. It defines what is unacceptable behavior and sets out a complaint procedure to effectively deal with violations of the policy.

Protecting the human rights, prevent bullying and encouraging mutual respect of our sisters and brothers is fundamental in ensuring a strong and united Union. This policy enshrines the anti-bullying and harassment protections of the Workers' Compensation Act and OH&S policies and the anti-discrimination protections of the BC Human Rights code.

Under the Workers' Compensation Act, bullying and harassment includes any inappropriate conduct or comment by a person towards a worker (includes a member at an HEU event) that the person knew or reasonably ought to have known would cause that person to be humiliated or intimidated.

Under the BC Human Rights code discrimination is prohibited on the following grounds: race, place of origin, color, religion, age, sex, sexual orientation, marital status, family status, disability, and conviction for which a pardon has been granted.

Harassment based on the grounds includes:

- Verbal abuse or threat;
- Unwelcome remarks, jokes, innuendos or taunting about a person's body, attire, age, marital status, ethnic or national origin, religion, sex, etc.
- Displaying of pornographic, racist or other offensive or derogatory pictures;
- Practical jokes which cause awkwardness or embarrassment;
- Unwelcome invitations or other requests, whether indirect or explicit, or intimidation;
- Leering or other gestures;

- Condescension or paternalism which undermines self-respect;
- Unnecessary physical contact such as touching, patting, pinching, punching; and
- Physical assault.

Note: This policy applies to HEU members and to HEU staff during HEU Conventions, HEU conferences and other HEU-sponsored events.

This policy applies to day-to-day interactions between HEU members and HEU staff.

This policy does not apply to HEU members in the workplace (please refer to your Collective Agreement for provisions that apply to HEU members).

This policy is supplementary to and does not supersede the parties' obligations under the HEU/Unifor-W 468 Collective Agreement or under the HEU Constitution and By-Laws.

SCOPE

The underlying goal of this policy is to protect human rights, eliminate bullying and encourage mutual respect at all times. The underlying approach is a problem solving one to resolve disputes in a mutually satisfactory manner.

PROCEDURES

Any HEU member or HEU staff member at a Union sponsored event who believes that she/he has been subjected to behavior that is discriminatory or bullying and harassing contrary to this policy may access this procedure.

Confidentiality is a vital part of this process. It is a requirement of this policy that all parties respect the confidentiality of the process.

A complainant, respondent or a witness who is part of this process is exercising her/his legitimate rights. It is a serious violation of this policy if there is any retaliation against a complainant, respondent or a witness for having initiated or participated in a complaint.

First Step: Direct Discussion

Where the complainant feels safe she/he can discuss their concern directly with the person (the respondent) in an effort to resolve the concern.

Second Step: Informal Complaint

If the complainant does not believe that the matter has been satisfactory resolved through direct discussion or the First Step did not occur, she/he may contact the

Ombudsperson to make an informal complaint. The Ombudsperson shall advise the complainant of the merits of the complaint and possible courses of action. All discussions are without prejudice and will be treated with complete confidentiality.

Third Step: Mediation

If the complainant and the Ombudsperson believe that the matter can be satisfactorily resolved through mediation the Ombudsperson shall contact the respondent regarding the possibility of mediating the matter. All discussions in mediation are without prejudice and will be treated with complete confidentiality.

Fourth Step: Formal Complaint

If the matter does not proceed to mediation or is not resolved at mediation the complainant may file a formal complaint to the Complaints Investigator in writing outlining the details of the alleged violation of HEU's policy to protect human rights, prevent bullying and encourage mutual respect. This complaint should be filed within six (6) months of the most recent incident(s) giving rise to the complaint. Upon receipt of the formal complaint, the Complaints Investigator shall notify the respondent in writing within fourteen (14) days.

The Complaints Investigator shall meet with the complainant and respondent as expeditiously as possible to hear and investigate the complaint. The Complaints Investigator may make an effort to achieve a resolution of the complaint at any time. Both parties are entitled to be accompanied by representatives and are entitled to call witnesses.

Within sixty (60) days of the conclusion of the investigation the Complaints Investigator shall report on the results of the investigation, including any recommendations for action. The recommendation(s) will not include discipline.

The Complaints Investigator shall forward a copy of the report to the complainant, the respondent and the Administrative Committee. If appropriate, the Administrative Committee will forward the report to the Provincial Executive.

The Provincial Executive will take such action that it considers necessary to uphold the HEU's policy designed to protect human rights and encourage mutual respect.

Please Note: Allegations of violations of this policy are treated very seriously. There is a requirement for Provincial Executive members and staff to report allegations of a violation of this policy to the Co-coordinator of Human Resources or their designate.

The Provincial Executive has, by motion, made it clear that HEU considers serious violations of this policy are covered by Article 19 (Emergency suspension and Expenses) of the HEU Constitution and By-Laws.

(PE 09-89) (21 BC 10-98) (PE 06-01) (Updated 01-04) (PE 09-04)

(PE 03-11) (PE updated 05-14)

JOB OPPORTUNITIES FOR MEMBERS

- Any HEU member working for HEU must be on Union leave or equivalent.

(PE 08-91)

- Those members on Union leave who are injured must apply for WCB through HEU and they are maintained on Union leave until they return to work.

(PE 04-91)

- HEU will establish a program to properly train members to fill staff vacancies. The training program include working alongside experienced representatives so they can gain the knowledge prior to posting into a position with a servicing load and educational steps which allow the trainees to progress to higher levels of servicing.

(18 BC 10-92)

- New procedures will be put into place for new staff such as orientation and information manuals containing all relevant information.

(19 BC 10-94)

- HEU's Annual Job Posting Guidelines are:

- That the Annual Job Posting re-emphasize that this is not an ongoing opportunity, but an annual opportunity;
- That the notice to short-listed members state explicitly that this is not an ongoing opportunity;
- That the first supervisory meeting with members called in on the Annual Job Posting re-emphasize that this is not an ongoing opportunity and that selection does not mean that they are qualified;

- That all short-listed members participate in a debriefing meeting within a three (3) month period prior to the next Annual Job Posting with anecdotal notes taken;
- That the practice of offering non-short-listed members an opportunity to meet and discuss any concerns should continue with anecdotal notes taken; and
- That the option of creating some permanent relief representative positions should be examined as a complement to the Annual Job Posting relief.

(PE 03-00)

LABOUR COLLEGE, CLC

- HEU members who are successful applicants to attend the Canadian Labour Congress Labour College, may access funding support from HEU.

HEU will allocate a maximum of \$5,000.00 annually to support HEU Labour College participants.

The Administration Committee will review requests from HEU Labour College participants and make a recommendation on distribution of funds to the PE.

HEU members, seeking to access HEU funding, must complete an application form indicating:

- How their participation in Labour College will enhance their involvement with HEU,
- Other sources of funding, such as their local labour council, and
- Personal commitment, such as use of vacation leave, to cover lost wages.

(PE 12-09)

LABOUR COUNCILS

- HEU will endeavor to affiliate on a Local by Local basis at all Labour Councils.

(PE 03-88) (16 BC 10-88)

- HEU will actively seek out non-affiliate Locals to encourage their affiliation and participation.

(23 BC 10-02)

- The HEU Constitution provides that locals of one hundred (100) members or less who wish to affiliate or who are affiliated to their local labour council shall have their per capita paid by the Provincial Office.

Locals will pay the per capita each month directly to the labour councils.

Locals will send a completed Per Capital Cheque Reimbursement form, with a receipt from the Labour Council, to the Provincial Office for reimbursement.

(PE 04-13)

- HEU will explore through the office of the Financial Secretary ways to encourage locals to affiliate with the Vancouver District Labour Council/CLC Labour Council in their areas including possible financial aid to locals over 100 members.

(29 BC 11-14)

LOCAL AGREEMENTS & MOAs

- HEU WILL ensure that between official bargaining of our Collective Agreement, that any local agreements or Memorandums of Agreements that affect the rights of our membership, must have enhanced consultation with membership.

(34 BC 10-10)

LOCAL MINUTES

- Where geographical factors would otherwise be prohibitive, a copy of the main site's Local minutes will be forwarded to the remote site's representative.

(22 BC 10-00)

LOCAL PROJECT FUND

■ The HEU Constitution and By-Laws provide that Locals can apply to the Provincial Executive for financial assistance for Local projects and campaigns. The policy for the Local Project Fund is as follows:

- Locals can make application to the Provincial Executive for funding assistance for Local projects and/or campaigns.
- Locals and the Provincial Office work jointly on the designing, monitoring and funding of the Local project and/or campaign.
- Locals are responsible for preparing a full and comprehensive report which details the project which includes the goals and objectives, specific time limits and a proposed budget.
- Locals are accountable to the Provincial Executive on completion of the Local project and/or campaign by reporting the results, both achievements and shortcomings.
- Efforts will be made to accommodate as many Locals as possible.
- Multiple applications from a Local will be considered if special circumstances exist.
- Locals should consider a financial commitment; i.e. cost sharing basis to assist the suggested project and/or campaign.
- Applications will be considered based on specific Local needs that do not duplicate existing services, precedent setting issues affecting the Local and/or initiatives that benefit the Union province-wide.
- Locals may access the fund for Local building and membership mobilization providing a full proposal for the project and/or campaign has been submitted with the application.
- All Local projects and/or campaigns must receive prior formal approval from the Provincial Executive before commencing.

(PE 06-96)

■ Local Building Campaign by the Provincial Executive will be an ongoing campaign, with focus being placed on rendering more assistance to Locals having trouble resolving issues in their Local. This Local campaign will be shown as a separate line item in all future budgets, providing sufficient funding to assist Locals in the building process.

(22 BC 10-00)

LOCAL RESTRUCTURE

- The Provincial Executive confirms that “virtual” moves will result in no change to local structure at this time and affected members will remain in their current locals and;

HEU will work with employers to ensure that affected members’ dues are rebated to the appropriate local.

(PE 03-11)

- The Provincial Executive confirms that as a general principle employees physically transferred from one location to another will become members of the existing local in their new work location

The Provincial Executive will consider exceptions to this general principle on a case by case basis.

(PE 03-11)

MARKETING

- During HEU sponsored events, members or staff will not promote/support independent, individual private selling of products or services, without consultation and the approval of the Administrative Committee.

(PE 08-97)

MENTORSHIP PROGRAM FOR NEWLY ORGANIZED LOCALS

- HEU will ensure all newly organized locals are properly set up and the Officers are confident in the operation of their local; and

HEU will help mentor new executives, trustees & stewards on proper policy procedure.

(27 BC 10-10)

MERGERS OF LOCALS

- Past eligibility will be credited to members running for office for merging Locals.

(PE 04-97)

- In the case of Local mergers crossing HEU regional boundaries, the new Locals will be placed in the region where the majority of members are currently located.

(PE 03-98)

- Locals of fifty (50) or fewer Members that are newly certified with HEU will be required to merge with an existing Local or Locals within two (2) years of achieving a contract under HEU. Such Locals shall have the ability to consider a variety of merger partners and maybe excluded from merging by the Provincial Executive where it can be shown that reasonable efforts have been made by both partners to make the merger work, but that the Locals being considered for merging are fundamentally incompatible.

Locals of fifty (50) or fewer Members will be required to merge as per the existing policy unless there are compelling reasons to show that suitable merger partners cannot be found despite Local building assistance by the Provincial Executive and reasonable efforts being made by the Locals.

The Provincial Executive shall provide assistance to Locals already merged where problems exist in order to build Local strength. Where it can be demonstrated that reasonable efforts have been made to make the effort work, but that the merged Locals are fundamentally incompatible, the Provincial Executive will dissolve the merger after no less than a two (2) year trial period.

The issue of merging concerns will be one of the top priorities for the Provincial Executive.

(22 BC 10-00)

- The guiding principles for remote sites (multi-site certifications) be that each site under fifty-one (51) Members join a geographically appropriate Local, subject to concurrence with the legal department, and to change should the requirement of Membership under fifty-one (51) change by the Provincial Executive or policy.

(PE 07-01)

- A financial accounting, reflecting the status on the effective day of the merger, shall be prepared and audited by the trustees of each merging local. Copies shall be provided to the local membership and the Financial Secretary.

Copies of all merger agreements shall be provided to the Financial Secretary.

Merging locals are required to combine bank accounts and all locals must have only one bank account.

The local rebate calculation will be adjusted in the month following Provincial Executive approval of the merger agreement and deposited in the new local bank account.

The decision as to the disposition of pre-merged locals' capital assets such as computers and photocopiers will be determined by the pre-merged locals.

(PE 05-11)

- HEU policy permits dissolving merged locals: Where it can be demonstrated that reasonable efforts have been made to make the effort work, but that the merged locals are fundamentally incompatible, the Provincial Executive will dissolve the merger after no less than a two year trial period.

Merged locals are required to combine bank accounts at the time of merger.

This policy applies if demerging locals are unable to reach a fair agreement acceptable to both locals.

When merged locals are dissolved the current local bank account will be divided among the demerging locals based on the average number of dues paying members in the previous six months as determined by the finance department.

Significant changes in the number of members or other extenuating circumstances in the previous six months will be taken into consideration when calculating the division of the current bank account.

Mediation will be offered to locals unable to reach agreement when dealing with complicated issues arising from demerging locals and dividing assets.

(PE 05-11)

NON-PARTICIPATING LOCALS

- HEU will survey locals that don't participate in conventions, conferences, or regional meetings.

(PE 03-15)

OCCUPATIONAL CONFERENCES

- HEU will restructure Occupational Conferences into a forum for building solidarity, identifying occupational specific issues, mobilizing members and enforcing collective rights outside of the bargaining process.

(29 BC 11-14)

ORGANIZING MODEL OF TRADE UNIONISM

- HEU continues to promote the "Organizing Model" of trade unionism among members and staff at Local, regional and provincial levels while recognizing that this model is a long term goal, and one which cannot completely replace traditional approaches to servicing.

(19 BC 10-94)

PEANUT FREE ENVIRONMENT

- A person with a peanut allergy may experience a range of symptoms if they come into contact or ingest peanuts. This depends on the severity of the person's allergy and how they have been exposed to peanuts. Symptoms may range from a skin reaction, such as hives or eczema, to anaphylaxis, which is a potentially fatal constriction of the airways and swelling of the throat. With a severe allergy, a person that ingests peanuts must receive treatment immediately to prevent a fatality.

To prevent exposure to peanuts, the HEU has made their offices "peanut-free workplaces". This means that you should not bring or consume peanut products at HEU offices and HEU sponsored events.

Staff with event organizing functions should ensure that we always communicate this policy to attendees of HEU sponsored events.

(Reaffirmed PE 08-16)

POLITICAL ACTION

- HEU encourages and supports our members and other progressive, pro-labour people interested in running for municipal elections.

(23 BC 10-02)

- HEU will encourage HEU locals across the province to show interest and support for the NDP candidates in the upcoming Provincial election.

(26 BC 11-08)

- At this time HEU will reaffirm its support for the New Democratic Party at both the Provincial and Federal level, because they do support HEU's aims and objectives as per our policy on Political Action

(PE 03-11)

- HEU will commit to organizing a member to member campaign to educate members of the impact that the federal government has had on our union, our work, and our values, and to educate members about who the candidates are in their specific ridings, encourage members to volunteer for and donate to their local NDP candidate, and to get out to vote in elections.

(29 BC 11-14)

- HEU will continue to support the Federal New Democratic Party because of their strong support and environmental justice, workers' rights and electoral reform, and implement a member-to member engagement campaign to support the NDP in the federal election expected in 2019.

(PE 09-19)

PREFERRED NAME/PRONOUNS ON UNION APPLICATION FORMS

- HEU will create a space on name tags used at HEU events for people to write their pronouns or place the pronoun on name tags and provide a field for name/pronouns on Union application forms.

(PE 10-16)

PROVINCIAL EXECUTIVE

Clothing allowance

- In order to more effectively perform their public Provincial Executive responsibilities, PE members are entitled to an annual clothing allowance equivalent to staff entitlement in the HEU/PEA HESU collective agreement.

(PE 08-13)

Email policy

■ General Principles

The use of e-mail and other electronic tools for communication are now accepted practice. Along with this practice is a responsibility and a liability. HEU, as an organization and as an employer, is responsible for such legal issues as harassment claims, defamation claims, and unauthorized disclosure of confidential information and infringement of copyright material.

- Electronic tools (including smart phones, internet access and e-mail) must not be used to download, store, transmit or post pornographic, profane, sexually explicit, obscene discriminatory, false, derogatory, defamatory, threatening or otherwise offensive materials.
- HEU will not tolerate the use of the electronic tools to send, post or store offensive remarks about race, religion, ethnicity, sex, sexual orientation or disability, or any other prohibited ground of discrimination
- E-mail must not be used to duplicate or transmit copyright material without the copyright owner's written permission.
- The Provincial Executive should not send confidential information through the Internet to unauthorized persons and organizations.
- The e-mail system must not be used for any illegal or unethical activity or any activity that could adversely affect the union.

It should be noted that the Union owns the e-mail accounts and all data communicated through them. This policy will be reviewed and updated to ensure it is current with any changes in the law.

Violations to this policy will be subject to discipline under the constitution and By-Laws. Provincial Executive Internal Communications.

Members of the Provincial Executive receive an extremely high number of emails each day. Email can be a great tool for communicating information, but it is a tool that is not good at conveying tone or intent. The following “email etiquette” tips are to help senders and receivers manage the information they receive and avoid common email pitfalls.

“Reply All”

- In most cases replying to the sender alone is your best course of action.
- Use the “reply all” button only when compiling results requiring collective input or if you have something to add, other than “thanks” or “me too” or “LOL”.
- Ask yourself if everyone on the recipients list needs the information in your message. For example, the results on a strike notice vote can be forwarded to everyone afterwards using a single email – thereby avoiding 23 “reply all” emails during the voting process.

Sending or copying emails

- Send or copy to only those PE members that need to know the information.
- If you are asking someone to take some action or respond, put them in the “to” line. Otherwise, anyone who is being copied on an email as an FYI, should be listed in the “cc” line. This allows recipients of the email a quick way of knowing how to prioritize their emails and action items.
- We all come across interesting things we want to share with others. Before sending it by email, consider whether it would be better to share the information face-to-face – particularly where you want additional discussion on the topic being shared.

Tone

- This is one of the great challenges of email. Care must be taken both when sending an email message, and when reading it. Try not to be too harsh if there's a chance that you might have misinterpreted the sender's meaning.

- One problem with email is missed signals - the written message doesn't come with facial expressions or gestures that you would get in a face-to-face meeting, and there's no tone of voice to interpret as you could over the telephone.
- Remember to be polite. Terseness can be misinterpreted.

(PE 08-13)

Home internet charges

- Provincial Executive members will be provided with a monthly internet allowance of up to \$50.00 because they are required to use the internet to fulfill their Provincial Executive responsibilities and are expected to be reachable on email by HEU officers, staff and members.

(PE 01-03)

- The address of the Provincial Executive member should be the same as on the internet invoice in case the invoice name is not the same.

(PE 03-17)

Hotel internet charges

- When Provincial Executive members are travelling on union business and are required to use internet to fulfill their Provincial Executive responsibilities, hotel internet charges will be claimed and reimbursed as expenses. PE members will use free hotel wireless service whenever possible in order to minimize these expenses.

(PE 12-09)

Housing and Transportation Expenses for Full Time Out of Town Officers

- In order to ensure that there are no barriers to participation of members from across the province in seeking an elected full-time position within the union, HEU will reimburse full-time out-of-town officers who maintain a permanent out-of-town residence, the cost of reasonable accommodation near the Provincial Office for the length of their elected term.

There will be no limit on the number of years that an elected full-time out-of-town officer would be eligible for coverage under this policy.

The Union will reimburse each elected full time out of town officer, who maintains a permanent residence in their home town, the cost of reasonable accommodation, based on their needs.

These specific needs will be based on factors such as family unit characteristics or physical abilities. The average market rent for vacant apartments in Burnaby, New Westminister and Vancouver, as per the *CMHC Annual Market Report for the Vancouver Census Metropolitan Area* will serve as a guideline when applying this policy.

A determination as to what constitutes the cost of reasonable accommodation will be made by the Coordinator of Finance and the trustees. If the officer receives rental income from their permanent residence the compensation from the union for accommodation in the Vancouver area will be reduced by the amount of that rental income.

In addition, the Union will reimburse each elected full-time out-of-town officer for up to 24 round trips per year (on a pro-rated basis) between their permanent residence and the Provincial Office. The trips can be taken by the full-time officer or a family member. The cost will not exceed the maximum allowable price of a round trip airfare.

(PE 04-19)

Maintenance of Policy and Procedures Manual

- HEU will authorize the Provincial Executive to update the Policy and Procedure Manual by archiving items that are outdate, no longer applicable, or refer to organizations, campaigns, and programs that no longer exist; and maintain an archive of such policies and procedures in the HEU Provincial Office.

(PE 10-16)

Meetings

- Provincial Executive meetings are open to the membership to attend without voice or vote, as follows:
 - That this be at no cost to the Hospital Employees' Union for the members to attend;

- The Provincial Executive meeting agenda to be available through a section on the Web site, or on request;
- A calendar of dates will be prepared and that an event be planned on a regular basis for members to come and meet the Executive on adjournment of regular meetings;
- Areas of a confidential nature shall be considered “in camera” and not available to the membership;
- Members that wish to attend an Executive meeting should pre-register by phone, email, fax or drop in at the Provincial Office;
- Members that drop in without pre-registering would also be entitled to attend providing space/seating is available;
- Members attending Provincial Executive meetings be limited to one (1) day;
- Every effort will be made to accommodate members or guests with disAbilities;
- Information will be circulated to the Locals that the Provincial Executive is available and that there be equal access to all Locals, if possible;
- Serious consideration will be given to having Provincial Executive meetings out of town in budget discussions;
- This process will be reviewed in six (6) months.

(PE 10-01)

- PE members, who have shown an interest in being on a committee or attending a conference, will be given the opportunity to give a one minute speech to explain their interest in the committee or conference and the skills or experience they bring to the committee or conference that would benefit the HEU with their participation.

(PE 01-09)

■ PE attendance at local meetings

Local invitations for PE members to attend local meetings:

If a local executive wishes to invite a PE member other than their Regional Vice Presidents to attend their local meeting they will contact the President or Financial Secretary.

Annual local election meetings:

Provincial Executive members may attend local membership meetings to prepare for local elections, local nomination meetings and when local elections are held to assist locals with electing their local executives.

Invitations from local executives are not required for PE to attend these meetings and PE will have voice at the meeting.

PE expenses for these meetings will be the responsibility of the provincial office.

PE members will notify the local chair or secretary treasurer and the appropriate servicing representative in advance that they will be attending the local election meeting.

PE members attending local election meetings will submit a written report on the meeting including the election results, key issues raised by the membership at the meeting and any follow up required.

Provincial issues, campaigns or initiatives:

From time to time the Provincial Executive will decide it is important for PE members to attend local meetings to report on particular issues, such as bargaining or other significant events in the union or to report on and/or mobilize members around campaigns or initiatives.

Invitations from local executives are not required for PE to meetings on these occasions and PE will be given time on the agenda for their report.

PE expenses for these meetings will be the responsibility of the provincial office.

PE members will notify the local chair or secretary treasurer and the appropriate servicing representative in advance whenever they will be attending a local meeting for these purposes.

PE members attending these local meetings will submit a written report on the meeting including the membership response to the campaign or initiative, key issues raised by the membership at the meeting and any follow up required.

Local Building:

As part of an agreed upon local building plan, an RVP doing local building with a local executive is entitled to attend that local's meetings and will have voice at the meetings.

Invitations from local executives are not required for PE to meetings on these occasions and PE will have voice at the meeting.

The RVP will notify the local chair or secretary treasurer and the appropriate servicing representative in advance whenever they will be attending a local meeting for these purposes.

PE expenses for these meetings will be the responsibility of the provincial office.

The RVPs will submit regular written reports on local building with local executives.

General:

As per the HEU Constitution and Bylaws, the Secretary Business Manager, President and Financial Secretary may attend any local meetings or events to carry out the business of the union.

Provincial Executive members will defer to servicing representatives on any questions relating to servicing or collective agreement issues and will forward servicing issues to the appropriate servicing representative or director.

Servicing representatives will defer to the Provincial Executive member on constitutional issues.

In preparation for attending local meetings, PE members will consult with the appropriate servicing representative about current local issues.

The President may assign provincially elected Vice-Presidents to attend local meetings and the Financial Secretary may assign Trustees to attend local meetings.

Provincially elected Vice-Presidents will consult with the President and Trustees will consult with the Financial Secretary about their attendance at local meetings.

Provincial Executive members will advise the administrative committee (by emailing the Coordinator of Policy and Planning) whenever they are booked off to attend local meetings.

PE members will submit written reports whenever they attend a local meeting.

Locals will be advised of this policy.

(PE 05-13)

Orientation

- BE IT RESOLVED that the President, first and second vice presidents will meet within 60 days after convention with the purpose of setting out vacation, coverage and other duties as may be assigned for the following year. This process will happen by January 31 in the non-convention years. The President will schedule orientation time for the first vice president, not to exceed five days, and this shall come out of the PE budget. If there is a change in the first vice president, due to resignation, etc., the President shall orient the new first vice president within sixty days.

(26 BC 11-08)

Personal development

- PE members will be entitled to spend \$2500.00 per term from their operating funds on training and personal development in order to effectively perform their duties and leadership responsibilities.

This amount will include all costs of the training including lost wages.

Appropriate training and personal development for PE members includes:

- Public speaking
- Communications
- Computer skills
- Leadership development
- Strategic planning
- Equity
- On-line labour studies courses

(PE 05-11)

Regional Vice-Presidents

- Regional Vice-Presidents are nominated by regional caucuses and are elected by the Convention to represent the membership as a whole. These positions are established to ensure that a member from each region sits on the Provincial Executive.

(PE 03-88) (16 BC 10-88)

- Delegates from the 5 regions vote in the region that is the location of their worksite.

(PE 10-08)

- If a Regional Vice-President is unable to attend a regular meeting of the Provincial Executive, an RVP alternate shall be called up to attend in their place.

- Regional Vice-Presidents are only replaced by their alternate if they will be absent the entire meeting
- Only regularly scheduled Provincial Executive meetings are covered by this policy
- Regional Vice-Presidents must give as much advance notice as possible to the Administrative Committee if they will be not be able to attend a Provincial Executive meeting
- An orientation binder will be distributed to all RVP Alternates
- Regular PE bulletins as well as a summary of decisions made at each Provincial Executive meeting will be forwarded to RVP alternates for information purposes
- To ensure there is no break in communications, alternates will provide a full report to their Regional Vice-President following the Provincial Executive meeting.
- RVP alternates are covered by the confidentiality provisions of the HEU Constitution & By-Laws and all other policies that apply to members of the Provincial Executive

(PE 04-13)

Single accommodation

- Because Provincial Executive members are regularly required to work in their hotel rooms to fulfill their responsibilities as members of the Provincial Executive, often working with confidential documents and materials;

- When Provincial Executive members require hotel accommodation greater than 60 kilometer distance to attend events organized by HEU or other organizations they shall be entitled to single accommodation or sharing upon request by the Provincial Executive member(s).
- The regular policy applies to PE when attending functions as a member.

(PE 12-09)

Smart phones and data plan

- Provincial Executive members are required to use an HEU issued smart phone and the HEU data plan.

Provincial Executive members will be required to check their email messages daily and notify Provincial Office staff if they will be unreachable.

(PE 08-12)

Subcommittees

- Establish a Policy Manual Committee comprising of three (3) members of the Administrative Committee and three (3) Provincial Executive members.
- Establish a Constitutional Review Committee comprising three (3) members of the Administrative Committee and four (4) Provincial Executive members.
- Guidelines for Provincial Executive Subcommittees

Goal:

In their advisory capacity to the Provincial Executive (PE), the subcommittees will promote a broader discussion of issues, providing relevant background information, and by undertaking activities in their area of work as approved in principle by the PE.

Composition:

- Subcommittees are comprised of two (2) members of the PE and five (5) rank-and-file HEU members.

- The President, Secretary-Business Manager and Financial Secretary are members of these subcommittees but will not be expected to attend meetings.
- Subcommittee members will be appointed after the Biennial Convention and their term will end at the conclusion of the following Biennial Convention.
- A staff advisor will be assigned to each subcommittee.

Role of Subcommittees:

- Investigate and advise the PE on current and on-going issues, campaigns of external organizations, campaign endorsements, donation requests and education materials and programs for HEU membership.
- May make recommendations to the PE to establish new policies and on actions the union can undertake to support these policies.
- May make recommendations to the PE on resolutions to the HEU Biennial Convention, CUPE National Convention, CLC Convention and BC FED Convention.
- Coordinate their work with other subcommittees in areas of overlapping or mutual interest, as required.

Co-Chairperson:

Subcommittees will have two (2) Co-Chairpersons, one (1) elected from the two (2) PE members appointed to the subcommittee and one (1) elected from the other subcommittee members.

The Co-Chairpersons' responsibilities include:

- Scheduling subcommittee meetings and preparing meeting agendas in consultation with the other subcommittee members and the staff advisor;
- Ensuring that all members receive adequate notice of meeting times and locations;
- Working with subcommittee members and the staff advisor to carry out the decisions of the subcommittee between meetings;
- Ensuring that minutes are taken, reviewed by subcommittee members after each meeting and submitted to the PE;
- Identifying subcommittee recommendations that require full PE consideration and approval; and

- Ensuring that a current listing of the names, Locals, home and work telephone numbers and addresses of each subcommittee member are provided to the President, Secretary-Business Manager, Financial Secretary and assigned staff.

Budget:

- Subcommittees should prepare a proposed work plan and budget and submit to the Administrative Committee.
- Budget proposals should be broken down between meeting expenses and action plans and each section should be as detailed as possible, along with justification for the expense.
- Recommendations will support the subcommittees' objectives for the fiscal year and can include member outreach, convention delegate engagement, special events such as conferences, development of educational materials, memorabilia and other costs. Unionized goods and services must be utilized where possible.
- Any recommendations made by the subcommittee, which requires that funds be spent, must be endorsed by the subcommittee by motion and be submitted to the Administrative Committee for consideration, preferably as part of the proposed work plan and budget.

Minutes:

- A subcommittee member will take minutes of all meetings.
- Minutes will be approved by the subcommittee members and then submitted to the PE.

Staff Role:

The Secretary-Business Manager will appoint a staff advisor to the subcommittee and/or assign other staff resources as required. Subcommittees do not direct staff, and they have other union assignments to carry out as well. If problems arise, a Co-Chairperson should raise them with the Secretary-Business Manager or their designate.

Staff are to be included in all subcommittee discussions unless instructed otherwise by the Secretary-Business Manager or their designate.

Staff responsibilities include:

Working with the Co-Chairpersons to ensure that all members receive adequate notice of meeting times and locations;

- Ensuring that meeting dates are coordinated with the Administrative Committee (through a designated excluded admin staff) to ensure the President, Secretary-Business Manager and Financial Secretary are aware of upcoming meetings, and to check for conflicts with the organizational planning calendar;
- Providing support and advice to the subcommittee by sharing information, expertise and coordinating resource requests of other staff and departments;
- Working with the Co-Chairpersons and subcommittee members to carry out the decisions of the subcommittee between meetings; and
- Providing support to the minute taker with the production and distribution of minutes.

Selection of Members and Alternates for PE Subcommittees:

- An expression of interest will be circulated to all Locals for members to put their names forward, and the members who applied will be appointed by the PE on the recommendation from the PE members of the subcommittee.
- Up to two (2) rank-and-file members who have applied may serve for a second consecutive term on the same subcommittee.
- Two (2) or more alternates will be appointed by the PE for each subcommittee.
- Alternates will attend meetings when current subcommittee members are not available to attend.
- Alternates are called up to the subcommittee as a permanent member when a subcommittee member has resigned from their position, or has missed two (2) meetings and/or upon review by the President it is determined that the member is unlikely to be able to participate on an ongoing basis.
- A member chosen as a subcommittee member cannot be an alternate to another committee, and
- Whenever possible, members cannot be selected to more than one subcommittee (excluding the PE).

Selection of PE Alternates for PE Subcommittees:

- At the time of the PE selection names will be put forward as Alternate #1 as is done for the membership.
- If Alternate #1 is not available, then the vacancy will be filled by an election of the full PE.

- If an Alternate to the PE is called up, they are not automatically appointed to the subcommittee position vacated by the previous PE member they are replacing.

Where feasible, there will be a meeting where all the newly appointed committees meet together with the PE to build a common understanding of the Union's goals and objectives for the following two years and facilitate the development of cohesive work plans.

(AMENDED PE 03-22)

- HEU will raise the maximum age limit of young workers from 30 to 33 years of age.

(PE 10-16)

Transition for full-time officers

- When a full time elected officer leaves office, HEU will continue to pay their salary for 10 working days to ensure an orderly transition back to the industry, to ensure the continuity of services and assist in orientation for the incoming officer ("the transition period").

All unused vacation leave accrued as a full time elected officer will be paid out, calculated as of the last official date in office. Where a full time elected officer has held office for 6 consecutive years or more, an amount equivalent to 40% of the unused sick leave accrued as a full time elected officer shall be paid out, calculated as of the last official date in office.

The transition periods referred to in this policy shall not generate further vacation or sick leave accruals.

At the discretion of the Provincial Executive, the transition period may be extended for a maximum of 10 working days ("the extended transition period"). However, the outgoing full time elected officer shall be paid at their industry rate of pay.

If the outgoing full time officer remains on the Provincial Executive in another capacity, any Provincial Executive duties undertaken during the transition and extended transition period shall be considered transition duties. Lieu days or replacement days shall not be provided for those days during the transition period where Provincial Executive functions are undertaken.

Where applicable, out of town living expenses will be continued until the end of the 30 day notice period for the termination of a rental lease.

Beyond the transition and extended transition period, above, and in accordance with Provincial Executive policy, any outgoing full time officer must have commenced work in an

industry line, and confirm their shift schedule(s), including days of work and hours of work, in order to be reimbursed for wages for performing Provincial Executive or other union-related duties.

(PE 08-13)

Unionized airlines

- The Provincial Executive will fly unionized airlines when on union business.

Recognizing there may be occasions where due to extraordinary circumstances like a family emergency, weather, etc. it is not possible to book unionized flights, the Provincial Executive will fly non-union airlines only when there is no other option available to permit the PE member to carry out their union responsibilities.

Provincial Office administrative staff will work with our travel agency to assist PE members who experience difficulty in finding unionized flights.

PE members who are required to fly non-union airlines will provide a written explanation to the Trustees outlining the reasons. Convenience, reduced book off time or cost savings are not valid reasons for choosing non-union airlines.

Trustees will report to the PE periodically on the use of non-union airlines.

(PE 04-10)

Voluntarily working in management positions

- HEU Provincial Executive members who are voluntarily working in a management position in the industry, even on a temporary basis, will be expected to immediately step down from the Provincial Executive for the remainder of their elected term.

(PE 03-02)

QUARTERLY REPORTS - SUSPENSION OF MONTHLY REBATES

- In accordance with the Constitution and Bylaws of the HEU, in particular Article 7, Section G and Article 15, Sections G and J; if any Local has fallen behind on the submission of three (3) or more consecutive Quarterly Reports, the PE, under the recommendation of the Trustees and the Financial Secretary, may suspend their monthly rebates until the matter is corrected.

(PE 06-10)

RECOGNITION OF SERVICE

- HEU recognizes the service of members who are on the Provincial Executive and HEU Bargaining Committees as follows:
 - All Provincial Executive members, upon completion of a full term, or on conclusion of multiple terms/years of continuous terms, whichever comes later, shall receive a plaque;
 - All elected bargaining committee members will receive Certificate of Appreciation upon completion of the bargaining process;
 - Members who have served on the Provincial Executive or on an HEU bargaining committee for a period of ten (10) years or longer will be presented with a special HEU memento;

(PE 06-15)

RECORDING MEETINGS

- A member may not tape or video record any part of the proceedings of any HEU function, without having first obtained authorization from the Administration Committee.
- Once authorized, the members at the meeting must be informed that the session is being recorded.

(PE 04-95)

REGIONAL MEETINGS

- HEU will establish a caucus of one (1) representative from each Local in each region, to meet a minimum of once every six (6) months wherever possible. Caucus meetings will be chaired by the Regional Vice-President or, in his/her absence, by an alternate from the region. These caucuses can call meetings within their respective regions as necessary, within an assigned budget.

(24 BC 10-04)

- HEU will:
 - Set dates 5 months prior to Regional Caucus meetings whenever possible;
 - Send out a call for agenda items to Locals in advance of the Regional Caucus Meeting;
 - Circulate the meeting agenda to Locals one month in advance where possible;
 - Make Equity materials such as Equity Kits including current membership of the Equity Standing Committees, available at Caucus meetings; and
 - We want delegates attending the Regional Caucus meetings to be able to express their opinion by moving, seconding and voting on motions, and results of such votes shall be reported to the Provincial Executive at their regular meetings.

(26 BC 11-08)

- The three (3) Vice-Presidents and the three (3) Trustees may attend one regional meeting other than their own, when invited and in consultation with the President.

(PE 03-09)

- A request for agenda items should be sent out prior to regional meetings and input from the locals should be part of the formal agenda.

(27 BC 10-10)

- HEU will structure regional meetings so that more time is allotted on the agenda for, but not limited to, the following:
 - Local building
 - Regional issues

- Member driven agenda items

(28 BC 11-12)

- HEU will provide, at the minimum, one continuous hour or more for delegates from the regions to have closed discussion with their Provincial Executive on each day of the Regional Meetings

(PE 10-16)

- HEU will have the Provincial Executive Trustees assist the local Secretary-Treasurers in maintaining the finances of the local, for those in need of assistance

(PE 10-16)

REST DAYS

- The rest day policy will be included in acceptance letters to delegates/participants.

(20 BC 09-96)

- The following is the HEU “Rest Day Policy.”

- Rest Day(s) date and hours must be included on this expense voucher
- Rest Day(s) are calculated on a “one day to one day” basis
- Members should NOT be accumulating single hours and then claiming for a replacement day off
- Members must take off the nearest scheduled work day adjacent to the Union sponsored event (ie: either before or after the event)
- Per diems are not paid on Rest Days
- This Rest Day Policy WILL NOT APPLY to travel days unless a full day of travel is required
- Since Union Leaves are not scheduled around STAT holidays, Rest Days will not be granted for STATs
- Rest Day(s) must be approved prior to taking the day.
- Any dispute as to the application of this policy shall be directed to the Financial Secretary.

- The application of this policy has been modified as the result of the decision of an arbitrator's ruling under the Facilities Collective Agreement grievance process.

(20 BC 09-96) (26 BC 11-08) (PE 01-09) (Revised PE 09-19)

SCENT FREE

■ Introduction

HEU is committed to providing a healthy and safe environment, specifically a scent free environment, for members and staff at all HEU functions and offices.

Many people experience unpleasant physical effects from scented products including skin irritation, nausea, difficulty breathing and severe migraines. Different people are affected by different products in different ways.

It is a serious health and safety hazard for many members to be exposed to scented products, including perfume, cologne, hair products, body or hand lotion, after shave, deodorant, laundry products, etc.

Exposure to scented products may prevent members from exercising their right to participate in union functions and events.

Application

- No HEU member, staff or visitor will be permitted to participate in HEU functions, events or meetings or attend at HEU offices if wearing scented products.
- HEU will inform all HEU staff, attendees to HEU conferences, conventions and meetings, and people using HEU facilities of the policy and its application.
- HEU will require that all staff refrain from wearing scented products while at work. If scent is detected and cannot be easily removed, staff will be sent home without pay to remedy the situation.
- Members will be advised of the policy and its application in advance of events by way of the Financial Secretary's expense letter. Members will be required to leave the event if scent is detected and cannot be removed and will not be permitted to return until the situation is remedied.

- Visitors to HEU offices will be advised in advance of the policy and its application by the HEU person organizing the meeting and will be required to leave if scent is detected and cannot be removed.
- Members or guests at HEU conventions, education sessions or conferences observed to be wearing scented products will be denied access or removed by the sergeant at arms until the scent is removed.
- Lost wages and/or per diem may be affected in the case of members required to leave events.

(PE 02-13)

SERVICING

- HEU will accommodate rural areas with adequate servicing representatives taking into consideration distance travelled or increasing service accordingly.

(22 BC 10-00)

- HEU will structure servicing representative assignments to ensure continuity, stability and consistency in servicing locals.

(28 BC 11-12)

SERVICING CONCERNS or COMPLAINTS

- If a Local or an individual member has a servicing concern the following procedure should be followed:
 - Raise the matter with the Servicing Representative,
 - If the matter is not satisfactorily resolved at that level, raise the matter with the appropriate Servicing Director,
 - If the matter is still not resolved, than a letter should be written to the Coordinator of Servicing, setting out the nature of the concern and the steps that have been taken to deal with the issue, and

- If the matter is still not resolved, then a letter should be written to the Secretary-Business Manager outlining concerns that have not been addressed.

SEXUAL MISCONDUCT AT UNION EVENTS

■ HEU will:

- Create a sexual misconduct policy to be reviewed at union events that covers issues of consent, harm reduction, intoxication, and community responsibility; and
- Provide workshops to address systemic issues around sexual violence and sexual misconduct; and
- Provide access to barrier prophylactics at no cost to members requiring housing for union events

(32 BC 11-21)

SMOKING

- Smokers at Conventions or Conferences are requested to stand away from doorways and entrances while smoking to allow those who must enter or leave to do so without having to inhale second hand smoke.

(22 BC 10-00)

SOCIAL EVENTS

- For events such as, but not limited to, local dinners, events, parties and socials etc. those Provincial Executive, members or staff assigned to attend by the appropriate body are covered by Union business.

(PE 03-03) (Revised PE 10-03)

- If Provincial Executive, members and staff represent the Hospital Employees' Union at social events, the price of the tickets are paid for by the Provincial Office for fundraising events.

Events such as, but not limited to, voluntary local dinners, events, parties and socials etc. are not covered by Union business, and HEU will not incur any cost/liability that may arise from attending these events.

(PE 03-03) (Revised PE 10-03)

STEWARDS

- HEU will adopt the following to address and deal with steward workload issues:
 - HEU will educate and inform steward and employers on the rights of the steward to time to complete obligations under the collective agreement,
 - Where locals are not able to ensure reasonable time for union activity, HEU as a priority, will move this issue quickly through the grievance process and if needed to hearing,
 - HEU Provincial Executive, through its leadership, will create a strategic policy dealing with this issue to ensure that it becomes a priority in the unions planning.

(27 BC 10-10)

- HEU will allocate resources to build a strong steward network based on the following:
 - steward education that builds our power;
 - development of a mentoring culture in recruiting, supporting, and retaining stewards; and
 - concrete projects that network stewards working under the same collective agreement within regions.

The progress of this work will be reported to the 2020 convention.

(31 BC 11-18)

STRATEGIC PLAN

- The Provincial Executive will oversee the development of a five (5) year strategic plan for the Union to defend public services, regain our right to free collective bargaining, take back control of the work floor and enforce our collective rights.

The 5 year strategic plan will build on the foundations of Strategic Directions Documents adopted by delegates to HEU conventions in 2010 and 2012.

- Building stronger locals
- Building unity across our sectors
- Building strength in the health care team
- Building strength in our diversity
- Building in the community
- Strengthen and support our stewards

The 5 year plan will consider the report and recommendations on Resolution 75-Building a Responsive Union and will continue that work to strengthen the union, increase membership participation and improve the members' experience.

The 5 year plan will include strategies to meet specific challenges and opportunities, such as upcoming federal and provincial elections and any further attempts to raid our members.

The overall 5 year plan and a 2 year action plan will be presented for discussion at HEU regional meetings in 2015.

(28 BC 11-14)

UNION DUES

- Union dues will be deducted from all overtime hours

(26 BC 11-08)

- HEU will continue to exclude union dues from severance pay, including retirement allowance and unused sick time.

(PE-03-09)

UNION LEAVE

- The leadership and staff of the HEU will apply maximum pressure to all health employers to ensure that members' rights to Union leave are honored; and

HEU will work to give as much notice of pending events and functions that require members to take Union leave.

Staff and leadership of HEU will apply maximum pressure to all employers to ensure that those on union leave are backfilled with qualified relief staff.

(26 BC 11-08)

UNION PROTEIN PROJECT

- HEU will commit to Protein for People and challenge HEU locals and regions and other unions to help promote Protein for People.

(PE 03-15)

UNIONISM

- HEU will use unionized businesses, services, trades, credit unions, and chartered banks, including travel and accommodations, whenever possible.

(14 BC 09-84) (15 BC 02-86)

VOTING

- HEU will streamline our voting procedures and methods by the use of any technology or system that is financially or logistically viable.

(29 BC 11-14)

WCB SUPPORT

- HEU will continue to invest in health and safety education advocacy and activism within the membership.

(PE 10-16)

- HEU will provide additional support to members denied WCB benefits, including help with review division appeals.

(31 BC 11-18) (Revised PE 09-19)

YOUNG WORKERS

- HEU will:

- Develop an outreach program designed specifically for young workers;
- Design Union education programs specific to young workers;
- Fund young workers to attend CLC, CUPE and BC Fed Young Workers' Conferences and education seminars;
- Actively recruit young workers as organizers; and
- Encourage Locals to seek out and mentor young workers in the workplace and give them exposure to as many Union events as possible such as conventions, wage policy conferences, occupational conferences, etc.

(26 BC 11-08)

In the event of a conflict between the Policy Manual and a decision of the Biennial Convention, FBA Bargaining Conference (formerly Wage Policy Conference) and/or Provincial Executive, the decision of the Biennial Convention, FBA Bargaining Conferences (formerly Wage Policy Conference) and/or the Provincial Executive shall prevail.