

**PROUD
STRONG
UNITED**

HEU CONVENTION 2024

Candidate Biographies



Donovan Adlam
Pronouns (he/him)

Position running for: 1st Vice-President and Diversity Vice-President – People with Disabilities

Bio: I have served as Steward, Lead Steward, Vice-Chair, and Occupation Health and Safety (OH&S) representative at my local. But my two years on the Provincial Executive (PE) as 3rd Vice President (VP) has been my biggest time of learning and growth.

Biggest achievement: Because of my advocacy for EDMP stewards they now have the right to serve on the PE. In my two years I have consistently brought your voice to the table and would continue to do so

If you vote for me, I promise to always answer your phone calls and emails and continue to advocate powerfully for you.



Statement: I believe it's time for change because what's important to our members has changed in the past five years. Sometimes when an organisation has too many goals it misses them all.

My first focus will always be to strongly advocate for members who call, email or approach me to have their needs met, particularly in three areas:

Bargaining - Wages

We need more money. It's just that simple. I will strive to ensure that HEU is ahead of the curve when we bargain and that wages are priority #1.

Lobbying - Housing

When we lobby, I will ensure that the runaway prices and lack of availability of housing are always first at the table.

Advocacy - Disabilities

I am autistic, and my wife is blind. I am intimately familiar with both visible and invisible disabilities and the struggles we who are disabled go through every day. Invisible disabilities are at times not taken seriously or acknowledged, while those with visible disabilities may face judgment.

My focus in this area will be to eliminate the provision of notes for our protected class under human rights. We are the only class that needs a doctor's note to prove what we already know. I will hold both HEU and other parties accountable on this issue.

Local/work site: Children's Hospital / PHSA (Amalgamated)

Job title: Carpenter

HEU member since: 2008

Provincial Executive experience: two years

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Vice-Chair

Other HEU activities:

- HEU Committee on Labour Relations

Rafael Almazan

Pronouns (he/they/them)

Position running for: Diversity Vice-President – Young Workers

Bio: I am Rafael; a dedicated health care worker. A young worker in a private sector long-term care. A proud gay person of colour. A second generation Filipino-Canadian. A passionate labour activist.

My union activism started when my coworker and I organized to re-unionize our site during the onset of the COVID-19 pandemic. It was an empowering labour movement to create a work environment where workers are treated with integrity and respect. This labour action comes along in creating a safe space, enforcing members' rights and improving the work environment.



Statement: I was elected to chair our newly established local in my mid 20s; now going on to my fourth term. This was uncharted water alongside braving the epidemic scare in labour challenges and difficulties. I didn't walk alone. We built strong local leaders. We endure. We overcome.

When my activism was ignited, the rest was history. From drafting a collective agreement in bargaining, to upholding members' rights as shop steward, to creating a safe space as a local chair, to community involvement through the labour council, to equity committee to support diversity, inclusion, equity and accessibility work.

I have participated in a number of workshops, labour management, conferences, a convention, and campaigns. What I bring to the table is my commitment, compassion, dedication, fairness, and transparency.

I am interested in the position of HEU young workers diversity vice-president.

I aim to create a safe space where young workers can be actively involved without any barriers to participation and thrive in diversity.

I would like to develop an easy access support & resources tool that inspires and empowered young workers.

I would like to further mentor members at grassroots in building a strong locals that hone local leaders that strengthen an equitable union might.

Local/work site: Lynn Valley Local/Lynn Valley Care Centre

Job title: Health Care Aide

HEU member since: 2020

Provincial Executive experience: 0

Union and local activities:

- Chief shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Bargaining committee
- Site Representative
- Labour Management committee
- Labour Council delegate

Other HEU activities:

- Vancouver & District Labour Council delegate-
- HEU Young Workers Equity Standing Committee member
- HEU Convention delegate 2022, 2024
- HEU Equity Conference-participant 2023
- HEU Vancouver Coastal Regional delegate 2022, 2023
- HEU Pink Triangle Equity Standing Committee-participant 2023
- HEU Ethic Diversity Equity Standing Committee-participant 2023
- B.C. Federation Young Worker Causes member
- B.C. Federation 2SLGBTQIA+ Worker Causes member
- B.C. Federation/CLC Political Action-participant 2024
- CUPE B. C. Premier Young Workers Town Hall-participant 2024
- HEU Summer School-participant 2023
- CLC Winter School-participant 2022
- HEU Red Dress Event-volunteer 2023
- HEU Vancouver Pride Parade-participant 2023
- HEU Delta Pride Booth-volunteer 2023
- HEU Care Can't Wait-participant & volunteer
- HEU Votes-participant & volunteer

Che Baines

Pronouns (they/them)

Position running for: Diversity Vice-President – Young Workers

Bio: My name is Che Baines and I come from the Coast/VRC local on Musqueam, Salish and Tsleil-Waututh lands.

I currently serve on my local executive as vice chairperson, shop steward and occupational health and safety worker representative.

I sit on the Indigenous Peoples' standing committee and am the alternate young workers' diversity vice president (DVP). Outside of HEU, I am a part of the VDLC Young Workers caucus and a student at the CLC Labour College of Canada. I have a long history of community organizing across Canada and in Australia, most recently on the organizing committee for the second ever Surrey Dyke March.



Statement: I hope to be elected as young workers' DVP because I believe that young workers deserve a strong voice and a full seat at the table. We are the future of HEU and the labour movement at large and I hope to be able to move us into that future.

I believe that I am uniquely situated to represent the diversity within young workers as a young, queer, disabled, two-spirit, Indigenous worker. The future is not only young but diverse.

If elected, my goals would be to develop programs to develop young workers into activists, to advocate for more opportunities for young activists and to ensure that all actions the Provincial Executive takes considers the impact those actions would have on young workers.

I would also bring to the PE table issues that deeply affect young workers (such as affordable housing and mental health care access) and work to move HEU to action to reduce their impact on all members and the communities they come from.

I am a long-time passionate activist and I want to put the skills I have learned to work for HEU. I hope to take my place within its leadership as young worker's DVP.

Local/work site: Coast/VRC Local / Coast Resource Centre

Job title: Homelessness Outreach Worker

HEU member since: 2022

Provincial Executive experience: 0

Union and local activities:

- Shop Steward
- OH&S Steward/Representative
- Local Vice-Chair; Local Secretary-Treasurer
- Local Secretary
- Picket Captain
- Bargaining Committee

Other HEU activities:

- Indigenous Peoples' equity standing committee, alternate young worker's diversity vice-president

Darlene Bown

Pronouns (her/them)

Position running for: Diversity Vice-President – Pink Triangle

Bio: My name is Darlene Bown and I have had the privilege of being on the provincial executive (PE) as South Island regional vice-president for two years and as the diversity vice-president for these past two years.

I am always available to engage with our members and meet them where they're at by listening to them and learning their needs or suggestions be it in person, email, phone or at an event.

My presence at the PE table is to bring the voices of our members forward with honesty, integrity and with the focus on their needs.



Statement: My name is Darlene Bown, I identify as queer and neurodivergent, and I'm married with two stepsons (Tsm'syen Nation). I believe that we need to meet our members where they're at and that means your DVP needs to be your voice at the PE table.

My strength as an activist is my unwavering dedication and advocacy to champion the rights and dignity of 2 SLGBTQIA+ members by fighting for equity and justice. Empowering others to inspire them and support them to help them find their voices and embrace their identities.

Fearless leadership while taking on challenges, organizing events and mobilizing others to join us.

Compassionate listening which offers safe space to share members stories.

Educating others to raise awareness to dispel misconceptions and promote understanding and acceptance.

Collaborative spirit to build bridges with our membership and beyond to amplify the impact of our work.

As an activist, my dedication and fierce advocacy is my unwavering commitment to our 2SLGBTQIA+ members to be a beacon of hope and inspiration to all.

The HEU strategic directions plan for the next five years shows our future direction and the resolutions we submitted to HEU convention shows we're ready to do this work together.

Local/work site: Island Health/RJH Local

Job title: Perioperative Aide

HEU member since: 1988

Provincial Executive experience: Four

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Secretary-Treasurer
- Local Secretary
- Local Treasurer
- Local Trustee
- Local Warden
- Local Conductor
- Picket Captain

Other HEU activities:

- Delegate Victoria Labour Council
- BC Federation of Labour 2SLGBTQIA+ Caucus
- CUPE National Pink Triangle Committee
- BC Fed Constitutions Committee
- BC Island Health Employee Resource Group 2SLGBTQIA+
- Canadian Labour Congress Solidarity and Pride Caucus
- OHS steward, Shop Steward

Olivia (Ola) Burgon
Pronouns (she/her)
Position running for: Financial Secretary

Bio: A visionary leader for HEU's future.

As a dedicated HEU member since 2005 and current trustee on the provincial executive, I am committed to advancing the financial health and welfare of our union.

My tenure has been marked by a deep commitment to transparency, equity, and member support, ensuring that every decision I make prioritizes the needs and well-being of our union members.

Statement: Proven advocacy, leadership and commitment has yielded tangible benefits:

Disaster Relief Fund:

Established to aid members affected by floods and wildfires.

Local rebate supplement: boosted engagement among smaller locals.

Bursary committee: secured educational bursaries for members and their families.

Champion for Fair Wages:

Understanding members' financial struggles, I will advocate fiercely for better wages as financial secretary. My commitment to restoring unjustly taken funds and addressing financial challenges is personal—I share your struggles.

Transparent and Equitable Leadership:

Transparency and fairness are the cornerstones of my approach. I am committed to consistently addressing issues within our union, ensuring that all members are treated equitably. My dedication to diversity, equity, and inclusion is unwavering, exemplified by my attendance at the Surrey Pride Gala and my selection to the Riverview Hospital (“səmiqwəʔelə”) Redevelopment Advisory Group.

Investing in Our Future:

My vision for the HEU is one of collective strength and solidarity. As a young, energetic leader with extensive experience, I am dedicated to our union's collective strength and solidarity. Together, we can ensure financial stability, foster stronger relationships with the government, and secure a brighter, more equitable future for all HEU members. Your trust in me is a commitment to a united, prosperous union.



Local/work site: Queen's Park Local / Queen's Park Care Centre

Job title: Rehabilitation Assistant

HEU member since: 2005

Provincial Executive experience: Two

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Secretary-Treasurer
- Local Secretary
- Local Treasurer
- Local Trustee

Other HEU activities:

- Trustee on the HEU Provincial Executive – Two Years
- Local Chairperson – Six Years
- Secretary-Treasurer – Three Years
- Trustee on Local Executive - Three Years
- Shop Steward/Acting Lead Steward - Four Years
- LMM Worker Rep- Four Years
- OH&S JOHSC Member - Worker Rep Four - Years
- FBA Bargaining Committee First Alternate
- Additional Committee work:
 - New Westminster and District Labour Council Delegate
 - Provincial Allied Health Strategic Plan Advisory Network (PAHSPAN) delegate
 - CUPE National Childcare Committee Member
 - CUPE National Convention Delegate
 - B.Cc Federation of Labour Convention Delegate
 - Labour Heritage Board Member
 - HEU bargaining Conference Delegate
 - HEU Biennial Convention Delegate
 - HEU Bursary Committee
 - HEU Regional Meetings
 - SæmiqWæ?elə/Riverview Public Advisory Group (Re-development), Mental Health Advocate
 - Facilitator at Table Officers Training
 - Organized Pension Seminars at Local

Anna Caldwell

Pronouns (she/her)

Positions running for: Regional Vice-President – Vancouver Island

Bio: My name is Anna; I am a mother to ten (three adopted) and a grandma to eight!

In my spare time I enjoy spending time with family, cooking, traveling and the outdoors.

I have a strong work ethic and live my life with integrity. With my lived experiences, both in my personal and professional life, and a focus on advocacy and inclusion, I have a lot to offer.

I believe our members deserve to work in an environment that fosters diversity and equity along with strong leadership.

My goal is to promote solidarity among our brothers and sisters.

Statement: I have two and a half decades of experience working in health care, from the front lines as a health care assistant in the intensive care unit, to managing group homes. I have also fostered 50 children over 11 years and for the last nine years I have been a home share provider.

In 2022, I got involved with my local, became a shop steward and headed the Christmas Mustard Seed Food Drive. Over the past two and a half years I have taken multiple courses through HEU including Shop Steward level 2, Lead Steward, Transforming Workplace Conflict, Table Officers training and much more.

In January, I was elected to be the chairperson for the Victoria General Hospital Local and it has been an honour. It has been my privilege to represent our members and ensure their voices are heard.

I'm eager to take my experience and dedication to the next level and to champion for our members as a driving force for positive change. I am committed to being a responsive and accessible leader, always available to listen, support and advocate for our members.

I believe our members need and deserve an executive that is transparent and driven to provide unity, teamwork and solidarity for the future of HEU.



Local/work site: Victoria General Local / Victoria General Hospital

Job title: Health Care Assistant

HEU member since: 2014

Provincial Executive experience: 0

Union and local activities:

- Shop Steward
- Local Chair

Other HEU activities:

Lisa Crema

Pronouns (she/her)

Position running for: Regional Vice-President – North

Bio: I am a proud life skills support worker at Iris House Residence, serving people with severe and persistent mental illness.

I have had a natural inclination towards caring for others from a young age. I was deeply influenced by my parents and grandparents, who instilled values of empathy, integrity, and hard work.

Statement: My passion in life is helping people in our community access the health care and services they need, adequate housing to keep them safe, and supporting them to be independent in the most dignified way possible.



I am very persuasive when advocating for people who are unable to do this for themselves. To always act in good faith with integrity and honesty.

As you can imagine, these are transferable principles to my union roles. Our members face different challenges, but they deserve respect, dignity, and fair treatment and I am forever the advocate at heart.

I represent members as a steward and JOHS member under the collective bargaining agreement, though I have represented on the facilities bargaining association as well. I am a leader with my other passion, a sustainable environment, as the co-chair of both the HEU and CUPE national environment committees.

I have been honoured to serve as your north regional vice-president for the last eight years where my goal has been to bring people together in solidarity to effect meaningful change and build stronger locals. I'm proud of all we have accomplished together.

To continue to inspire and drive positive change advocating for fairness and equal rights.

Local/work site: Prince George Local/Iris House

Job title: Life Skills Support Worker

HEU member since: 2003

Provincial Executive experience: Eight

Union and local activities:

- Shop Steward
- OH&S Steward/Representative
- Local Treasurer
- Local Trustee

Other HEU activities:

- HEU Environment Subcommittee
- CUPE National Environment Committee
- B.C. Federation Climate Justice and Jobs Standing Committee

Talitha Dekker
Pronouns (she/her)
Position/s running for: Undeclared

Bio: I have an extensive background in finance in IHA where my attention to detail helps support British Columbians, and these transferable skills are valuable in my trustee and policy work.

I am also proud to be the first HEU member elected as trustee for the largest union in Canada, the Canadian Union of Public Employees, with the responsibility of overseeing the accountability of a \$404 million general fund budget, on behalf of 700,000 members. When not working in my regular job, I am passionate about travelling the world, on a budget of course, learning different cultures, languages and history.



Statement: I have been focused on the financial strength and transparency of our great union, long before being elected as trustee in 2016. The financial health of our union ensures that we have the resources to build our members' strength to stand up for their rights, and accountability is critical to our democratic organization.

Since 2018, I have also been a trustee on the Board of the Municipal Pension Plan and have recently received my Masters of Trust Management Standards (MTMS) certificate. Having an HEU member with this level of training and experience on the MPP board ensures that your best interests are always represented. I wholeheartedly believe that every HEU member deserves, after dedicating their work life to taking care of British Columbians, to retire with dignity. Unfortunately, many are left behind. This is one of the key reasons why I am so dedicated to fighting for our members' economic security through standardization and parity across the health care sector.

With all that, my favorite part of my role is sharing my knowledge with newly elected HEU secretary-treasurers, ensuring they learn the skills to run a financially strong and responsible local. I look forward serving you, the members. In solidarity.

Local/work site: Kamloops/Thompson Local / Shali Mall

Job title: Patient Relations Finance Clerk

HEU member since: 2005

Provincial Executive experience: Eight

Union and local activities:

- Local Chair
- Local Secretary
- Local Treasurer
- Local Trustee
- 2014-2016 alternate to the Provincial Executive
- in 2016 called up to 3rd VP, in 2016 – present Trustee
- Senior Trustee-Elect
- Senior Trustee

Other HEU activities:

- 2013 and 2017 - Financial agent for local NDP provincial candidate
- 2019 – Present - HEU member on the CUPE National Advisory Committee on Pensions
- 2019 – Present - Appointed by HEU as trustee to the Board of the Municipal Pension Plan
- 2021 – Present Elected CUPE National Trustee, representing B.C., AB and YT
- 2021 – Present Treasurer of the Kamloops and District Labour Council
- 2021-2023 - Labour Council delegate on the Board of United Way of BC
- 2023 – Present United Way of BC Grant reviewer
- CLC Labour Council Officers training
- CLC Women in Leadership course
- CLC Bargaining course
- CLC Parliamentary Procedures and Public Speaking course
- CLC Human Rights course
- HEU FBA education fund member
- HEU Bursary committee
- Committee on Labour Relations

Sandra De Paz
Pronouns (she/her)
Position running for: Regional Vice-President – Fraser

Bio: Hi, my name is Sandra De Paz from the Fleetwood Local, and I am a care aide for 32 years.

I have been an active member of the union since 1998. I have been a chief shop steward, and I am currently a chairperson for several years. I help the NDP in my area by making calls, knocking on doors, scrutinizing and voting time, driving people to the election places, distributing flyers, etc. I also was involved in the LPN's Against BCNU raiding.

My hobbies are cooking, dancing, travelling, spending time with my grandchildren and my 101-year-old mom.



Statement: If I get the opportunity to be elected, I would like to put my knowledge forward to help locals get more involved in our union by organizing them and encouraging their members to participate and not to be afraid to speak up from your heart.

To take all the opportunities our union gives us to be educated and make us more understanding of our rights and responsibilities as union members. Maybe the way to keep our union strong is through participation and support for our union leaders, who fight for us every day to make sure our work is being recognized by the employers and government.

We, as a union, can make changes and big differences in our health care system, but the only way to do it is to stick together and fight. In the next couple of years, I would like to see bigger changes in our union like small locals in convention, wage conference having equal representation and more younger workers involved as they are and will be the future of our union. I would also like to see more people of colour sitting in our Provincial Executive as well as people with disabilities.

Local/work site: Fleetwood Local/Fleetwood Care Facility

Job title: Care Aide

HEU member since: 1998

Provincial Executive experience: 0

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair

Other HEU activities:

- OH&S subcommittee

Christine Edgecombe

Pronouns (she/her)

Position running for: Diversity Vice-President – People with Disabilities

Bio: As the HEU diversity vice-president for people with disabilities, I am running for re-election. I have been committed to advocating for members regarding accessibility, inclusion and equity, recognizing that disability can affect anyone at anytime.

I have challenged existing policies to ensure they consider the impact on people with disabilities. As a vocal advocate for those who may not disclose their disability, ensuring that accommodations are available to all who need them has been important to me.

Mental health is a crucial aspect of disability that I have brought into focus, advocating for better support and resources within HEU.



Statement: As your diversity vice-president for people with disabilities, I am dedicated to fostering an environment within HEU where member feels valued, supported, and empowered to contribute.

Throughout my tenure, I have actively addressed numerous barriers to inclusion and accessibility that affect members with disabilities. Ensuring accessibility for all members, whether they have visible or invisible disabilities. I am committed to advocating for inclusive policies and practices within HEU.

Accessibility isn't only about physical accommodations; it's also about creating an environment where everyone feels valued and empowered to participate fully.

HEU's strategic plan underscores the commitment to building a strong, inclusive union. As your diversity vice-president for people with disabilities, I am determined to uphold these principles by advocating for policies and initiatives that promote accessibility, inclusion, and equity for all members.

As your diversity vice-president, I will strive to:

- Advocate for disability rights within HEU, ensuring that policies and practices are inclusive and equitable.
- Address the barriers that hinder participation for members with disabilities, championing accessible processes and accommodations.
- Collaborate to ensure mental health support for members' well-being.

“Together, let's take one step, one stair, one sidewalk at a time towards greater accessibility and inclusivity within HEU.”

Local/work site: CMHA Fraser Local/ CMHA Vancouver Fraser (Get Set & Connect)

Job title: Mental Health Worker

HEU member since: 2013

Provincial Executive experience: Two

Union and local activities:

- Chief Shop Steward
- Shop Steward
- Occupational Health & Safety (OH&S) Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Conductor
- B.C. Federation Accessibility Workers Co-Chair
- CUPE National Person with Disabilities Caucus

Other HEU activities:

- Occupational, Health and Safety subcommittee
- People with Disabilities Standing Committee since 2018

Jovito Espinoza

Pronouns (he/him)

Positions running for: 1st Vice-President, 2nd Vice-President, 3rd Vice-President, Trustee, Regional Vice-President – Vancouver Coastal. Diversity Vice-President – Ethnic Diversity and Diversity Vice-President – People with Disabilities

I have served as shop steward, occupational health and safety representative, local chair, local vice-chair and local secretary-treasurer.

Biggest achievement: With a background in patient care and supply chain, I have developed a deep understanding of the challenges and rewards of health care work. My passion for our members' rights and concerns drives me to actively participate in union activities, striving to enhance the well-being of my colleagues and the patients we serve.

I am proud to contribute to a collaborative and supportive health care environment.

As a dedicated member of the Hospital Employees Union, I bring a wealth of experience and a strong commitment to advocating for fair wages, safe working conditions, and quality patient care.

Statement: I am seeking election to the Hospital Employee's Union (HEU) 2024-2026 provincial executive because I am deeply committed to advocating for the rights and welfare of all health care workers. Over the past decade, I have witnessed firsthand the dedication and resilience of our members, and I am passionate about ensuring their voices are heard and their needs are met.

In my current role on our local executive, I have gained valuable experience in navigating complex health care systems, advocating for policy changes, and fostering inclusive work environments. I have successfully led initiatives that improved working conditions, enhanced staff training programs, and promoted mental health and well-being among employees.

If elected, I will prioritize transparent communication, equitable treatment, and professional development opportunities for all members. I will work tirelessly to address issues such as staffing shortages, workplace safety, and fair compensation.

My vision is to build a stronger, more united union where every member feels valued and



supported. I believe that together, we can drive positive change and ensure a brighter future for all health care workers. Your trust and support will enable me to bring about meaningful improvements and represent your interests with integrity and dedication.

Thank you for this opportunity.

Local/work site: PHSA (Amalgamated) Local / BC Children's and Women's Hospital

Job title: Distribution Attendant

HEU member since: 2014

Provincial Executive experience: 0

Union and local activities:

- Shop Steward,
- OH&S Representative,
- Local Chair,
- Local Vice-Chair
- Local Secretary-Treasurer

Other HEU activities:

- Resolutions Committee,
- People with Disabilities Committee,
- Political Action Subcommittee,
- Men's Subcommittee

Belina Fernandez
Pronouns (she/her)

Positions running for: Diversity Vice-President – 2-Spirit, Women, Non-Binary

Bio: Belinda is a dedicated advocate for diversity and inclusion.

With a strong background in community organizing and a commitment to social justice, she serves as the current co-chair of the 2-Spirit, Women, and Non-Binary Committee.

From 1995 to 2002, Belina served on the board at Migrant BC and the Law Society of BC. Known for her exceptional ability to organize and engage, Belina's approach and deep understanding of intersectionality makes her an ideal candidate for the position of DVP. She is committed to fostering an inclusive environment where every member feels valued and empowered.



Statement: I am Belina Fernandez, and I am running for the position of diversity vice-president representing 2-spirit, women and non-binary members. My advocacy and community organizing experience has equipped me to serve our diverse membership effectively. As the co-chair of the 2-Spirit, Women, and Non-Binary Committee from 2020 until 2025, I work to ensure every voice is heard and valued.

My past roles, including being a board member at Migrant BC and a volunteer with the Law Society of BC, have given me a deep understanding of the challenges faced by women and non-binary people. I am dedicated to addressing these challenges with empathy and swift action.

I excel at listening attentively, understanding members' needs and concerns, and taking immediate action. I believe in the union's vital role in promoting social justice and equity and will foster an inclusive and supportive environment for all members.

My vision for the union is to ensure that all members are heard and valued regardless of their background or identities. I am committed to being a voice for 2-spirit, women, and non-binary individuals, ensuring our union is a place where everyone feels empowered and united. I humbly ask for your support.

Local/work site: Victoria General Local / Victoria General Hospital

Job title: Health Care Assistant

HEU member since: 2013

Provincial Executive experience:

Union and local activities:

Other HEU activities:

- 2-Spirit, Women & Non-Binary committee Co-Chair 2022-2025
- Environment subcommittee
- Retirement and Pension committee
- Resolution committee chair 2022
- Diversity, Equity and Inclusion Working Group
- Member facilitator
- Labour College of Canada 2023-2024
- First DVP Alternate; Ethnic Diversity

Oliva Foss

Pronouns (she/her)

Position running for: Diversity Vice-President – Young Workers

Bio: I have been an HEU member for less than four years.

I was uneducated when it came to unions and the work they do. Other members encouraged me to get involved in my local, so I was elected as trustee and began dipping my toes further in the union pool.

After attending the Young Workers class at CLC I saw what a difference other's my age can make when they step up to the plate and fight for their voices to be heard.

I have been to more HEU events and was able to attend a national convention.



Statement: Other HEU members and I hosted a CNOY event in our community and asked our local to be our main sponsor. We were able to promote HEU and the Care Can't Wait Campaign on event day.

I often volunteer in the community for public events, whether it involves working with children and seniors or feeding whoever passes by. I am an active participant in Quesnel's Annual Red Dress Day, usually working with other agencies to set up the event. We also promote HEU at our local Pride events. My local also recently selected me to go to the community bargaining conference in November.

I want to be nominated as the young worker's diversity vice-president because I want to be able to provide answers for those who don't know where to start when it comes to union activism. I know what it is like to start at the bottom and not have a clue which direction to turn. I want to be part of the voice that changes stigmas around unions and what they do for their members, and I want to be a voice for other young workers who may need encouragement and a helping hand getting involved.

Local/work site: Quesnel Local/Amata Transitions House and Society

Job title: Outreach Coordinator

HEU member since: 2020

Provincial Executive experience:

Union and local activities:

- Local Trustee

Other HEU activities:

- Joint Health and Safety Committee
- HEU Working Housing Group
- HEU Convention
- CUPE National Convention
- Two Northern Regional meetings
- CLC Winter School-Young Workers
- B.C. Federation of Labor Regional Conference

Bonnie Hammermeister

Pronouns (she/her)

Position running for: Regional Vice-President – Fraser

Bio: I have been a long-time activist at the Surrey local, the second largest local in B.C., holding many executive positions, including lead shop steward, and chairperson for the last six years. And I have had the support of my local as the shop steward enforcing members' rights as my full-time job. I also have been a JOSH member for 14 years and a delegate to the labour council.



Statement: I am a proud health care aide and HEU member for almost 30 years, and it feels like I have seen and done it all.

But one of the roles I am most proud of is to have been your Fraser regional vice president for the last four years. I have seen such incredible changes in locals.

Through sharing my experience and knowledge with the locals I represent and the new skills I continue to learn, I have seen many locals become stronger and new activists stepping up like never before.

I support members in every way to ensure that their voices are heard on the shop floor by standing up for their collective agreement rights and as their advocate at the provincial executive table.

And where I have seen the most success is where the local executives work together in solidarity and have each other's backs all for the common goal of protecting our members. They serve as an inspiration to us all.

This is the principle I hold dearly at the provincial executive.

I believe the more we are unified, we can and will make our locals and union stronger. We all win.

Local/work site: Surrey Local/Carelife Fleetwood

Job title: Health Care Assistant

HEU member since: 1996

Provincial Executive experience: Four

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Secretary
- Local Trustee
- Local Warden
- Local Conductor

Other HEU activities:

- Lead Shop Steward – One and a half years
- Shop Steward 16 years
- OH&S Steward 15 years
- Fraser RVP 2021 to Current
- Local Chairperson 2019 to Current
- Local Vice-Chair 2 years
- Local Secretary 1 year
- Local Trustee 1 year
- Local Warden 1 year
- Local Conductor 1 year
- OH&S Conferences
- Labour Management Committee (Local)
- Dedicated Shop Steward Training
- Fraser Regional Meetings
- Provincial Executive Occupational Committee
- Metro Vancouver Alliance
- CUPE National Women's Conference
- CLC Convention -Montreal Biennial Conventions
- Bargaining Conferences
- 2018 Mental Health Workshop
- FBA Repatriations
- B.C. Federation Conference
- B.C. Federation Conventions
- HEU Equity Conference
- Spring Regional Meetings
- Summer School
- CUPE National Conventions
- Provincial Executive Pensions Committee

- CLC Winter School
- Health and Safety Appointments (local)
- Table Officers
- Occupational Conference- Patient Care

Phil Henderson

Pronouns (he/him)

Position running for: Regional Vice-President – Vancouver Island

Bio: I am a chef for Island health. I enjoy the opportunity every day to feed my residents quality food! I am passionate about food. I love taking the time at home to feed my family! My time off, is consumed by experimenting with the many aspects of food.

My time as a union member coincides with the birth of my daughter. As she has grown, so has my passion for working with the union. I have instilled upon her the necessity of knowing the rights as a worker.

Statement: While I have been a long-time union member, it has only been three years that I have been involved with the provincial executive. I have had the privilege of representing the North Island for HEU for the past three years.



My day-to-day interaction with members reminds me frequently of the privilege that I have. The ability for members to reach out to me with a question, a concern or a need. Allow me to do the best I can to assist them in any way possible! I don't always talk a lot during meetings; however, I am always listening - as noted by the committees I am on.

My passion within the union is for health and safety. There is nothing I will not do to support my members both with their mental and physical safety. I thank you for reading this post. I hope you will allow me to continue my journey supporting members mental health and safety.

Local/work site: Park Local/Eagle Park

Job title: Chef

HEU member since: 2006

Provincial Executive experience: Three

Union and local activities:

- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair

- Local Trustee
- Local Conductor
- Bargaining Committee

Other HEU activities:

- JOSH committee
- HEU JOSH subcommittee
- HEU representative on CUPE JOSH committee

Terry-Lynne Huddleston

Pronouns (she/her)

Position running for: Diversity Vice-President – People with Disabilities

Bio: I am a passionate advocate for public education, health and senior care, and a dedicated leader with extensive board governance experience. I served three terms as a school trustee, and also held positions on various provincial and national boards. Meeting with government officials is crucial to advocacy work.

I am known for my strategic vision and ability to engage diverse stakeholders, ensuring all voices are heard in decision-making processes. With a passion for advocacy and a deep understanding of governance best practices, I have contributed to policy formulation and ensured fiduciary responsibilities were met.



Statement: As a dedicated advocate for workers' rights and community wellbeing, I am committed to fostering solidarity and empathy in our health care system.

My approach is rooted in collaboration, ensuring that every voice is heard and valued. Together, we can create a more equitable environment where all workers are supported and empowered. I am dedicated to advocating for policies that prioritize the health and dignity of our workers and our communities.

I stand for transparency, accountability and a shared vision for the future. With your support, we can strengthen our union and ensure that our collective efforts lead to meaningful changes for all.

Let's work together to build a brighter, more inclusive future. We do this by continuing to offer educational programs and workshops and other training opportunities for our members. This will not only benefit individual union members, but also contribute to the overall strength and effectiveness of the labour movement by ensuring a skilled and knowledgeable workforce.

We also do this through our collective bargaining and ensuring that the constitution and bylaws of the Hospital Employees' Union are fair and equitable for all our members.

Let us embrace solidarity, not just in words, but in our actions.

Local/work site: Prince Rupert Local/Acropolis Manor

Job title: Reception/Administrative Support

HEU member since: 2010

Provincial Executive experience: Two

Union and local activities:

- Shop Steward
- OH&S Steward/Representative
- Local Secretary
- JOSCO Co-Chair
- Local Labor Council Representative
- Labour Council President
- B.C. Federation of Labour Executive Council
- EDMP Steward Training
- Labour Council Representative

Other HEU activities:

- HEU People with Disabilities Committee - 2023- present
- HEU People with Disabilities Committee Co-Chair 2022-2023
- EU Global Justice and Peace Sub-Committee Co-Chair 2019-2022
- HEU Constitutional Amendments Committee Secretary- Convention 2021
- HEU Constitutional Amendments Committee Secretary- Convention 2022
- Provincial Executive Alternate

Courtney Knott

Pronouns unspecified

Positions running for: Diversity Vice-President – Indigenous Peoples, Regional Vice-President – Vancouver Coastal, Diversity Vice-President – Ethnic Diversity, Diversity Vice-President – People with Disabilities, Diversity Vice-President – Pink Triangle, Diversity Vice-President – 2-Spirit, Women, Non-Binary, Diversity Vice-President – Young Workers, President, Financial Secretary, 1st Vice-President, 2nd Vice-President, and 3rd Vice-President

Bio: I am a new health care aide (HCA), but I have worked as a dietary aide in a different care home for a few years to gain an understanding of how it is for HCA workers and to decide if I wanted to become one myself. I also have some family members that have worked as HCAs and nurses. I want to gain more experiences as an HCA then later work to become a nurse to one day work with my people on a reservation to build their trust and respect.

My job site is great, but there are new changes that need to be done to make things manageable for everyone.

Statement: I'm currently a trustee with Kiwanis Care Centre, but I would like to apply for other openings that will further my involvement with health care employees and residents. I want a good balance of communication and teamwork that would make work environments less stressful.

It would be nice to have more multi-cultural workshops, especially Indigenous culture, since most people only know or have heard a few things through books or stereotypes, and for many English is their second language.

I recently got my OFA 2 and am now working toward other certificates to further my skills and become a better HCA so that I can one day be a nurse or on another health care field career path.

It would be nice to have a voice for the Indigenous, for those both on and off reservations, as they have limited or different types of health care and treatments that they can access.

I may not have experience in provincial executive roles, but I do know what needs to be done and the changes that are needed for a healthy work and life for health care workers and residents.

People may talk about stuff, but not everyone makes things happen. But I can.



Local/work site: Kiwanis New Westminster Local/Kiwanis Care Centre

Job title: Health Care Aide

HEU member since: 2022

Provincial Executive experience: 0

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Co-chair
- Local Secretary-Treasurer
- Local Secretary
- Local Treasurer
- Local Warden
- Local Conductor
- EDMP Steward
- Picket Captain
- Bargaining Committee

Other HEU activities:

Lisa Kreut
Pronouns (she/her)
Position running for: 1st Vice-President

Bio: As chair of the VGH Local, I bring extensive leadership experience and a deep commitment to worker solidarity.

With a background in human rights advocacy and community organizing in Vancouver's downtown east side, I have demonstrated my dedication to supporting marginalized communities.

I have expertise in mediating interpersonal conflicts, experience at the bargaining table, and leading grassroots campaigns within the union. This highlights my ability to foster a collaborative environment.

I have served as diversity vice-president, provincial executive alternate, and am a recipient of the Mary LaPlante Sisterhood Award. I am committed to advancing members' rights and well-being as first vice-president.

Statement: I am running for the position of first vice-president because I believe in the transformative power of collective action and the importance of a unified, resilient union.

As chair of the Vancouver General Hospital local, I have witnessed the challenges we face and the strength we possess when we stand together. My commitment to worker solidarity, human rights advocacy, and community organizing fuels my passion to serve and champion our shared values.

Our union stands at a pivotal moment, requiring experienced and dedicated leadership to navigate the complexities of today's labour landscape. With my experience at the bargaining table, I have successfully negotiated improved working conditions for our members. My roles as diversity vice-president and alternate to the provincial executive have given me a comprehensive understanding of our union's structure and the diverse needs of our members.

My organizing work in Vancouver's downtown east side highlights my dedication to fostering unity and inclusivity. My background in conflict resolution uniquely positions me to build solidarity and unite our members. As first vice-president, I will continue to advocate for solidarity and equitable treatment for all. Together, we can create a stronger, more inclusive union that stands up for the rights and wellbeing of every member.



Local/work site: VGH Local / Vancouver General Hospital

Job title: Inventory Technician

HEU member since: 2009

Provincial Executive experience: Two

Union and local activities:

- Shop Steward
- Local Chair
- Local Vice-Chair
- Local Trustee
- Local Warden
- Local Conductor
- Bargaining Committee

Other HEU activities:

- Occupational Subcommittee
- Pink Triangle Committee
- CLC Solidarity and Pride Committee
- Two-Spirit, Women and Non-binary Committee
- B.C. Federation of Labour Gender Justice Committee
- Mary LaPlante Sisterhood Award
- Labour College of Canada
- Labour Council
- Alternate to the Provincial Executive
- Summer Institute for Union Women, Facilitator

Leanna La Guardia

Pronouns (she/her)

Position running for: Diversity Vice-President – Young Workers and Trustee

Bio: Being active in my union local and a member of the young worker committee has been immensely rewarding. I've embraced the chance to advocate for my peers and help shape our future. Balancing this commitment with quality time spent with my family is important to me, as their support is invaluable.

I participate in as many union events as possible, believing in the power of collective action and solidarity. These experiences not only enrich my professional life but also strengthen my personal connections, reinforcing the importance of community and mutual support in all aspects of life.



Statement: Being a young worker in the union presents unique opportunities and challenges. In a field dominated by experienced professionals, young workers can bring fresh perspectives and innovative ideas. This vitality can be pivotal in addressing the evolving needs of both patients and staff.

One way to enhance the union is by leveraging technology to improve communication and organization. Young workers, often more tech-savvy, can introduce and manage digital platforms for efficient information dissemination and feedback collection. This ensures that all members, regardless of age or tech proficiency, stay informed and engaged.

Fostering intergenerational collaboration is crucial. Young workers can learn from the experiences of senior counterparts, while sharing their insights on current trends and best practices. This mutual respect and knowledge exchange strengthens the union's collective expertise.

Finally, emphasizing inclusivity and diversity within the union can attract a broader range of members. By promoting a culture of respect and equality, young workers can help create a more supportive and cohesive environment, ultimately making the union more resilient and effective in championing the rights and welfare of all hospital employees.

I hope I can lead the way as the young worker diversity vice-president and bring everyone together as a union.

Local/work site: PHSA (Amalgamated) Local / B.C. Women's & Children's Hospital

Job title: In hospital Replenishment Shipper and Receiver

HEU member since: 2018

Provincial Executive experience: 0

Union and local activities:

- Local Secretary-Treasurer
- Local Secretary
- Local Treasurer

Other HEU activities:

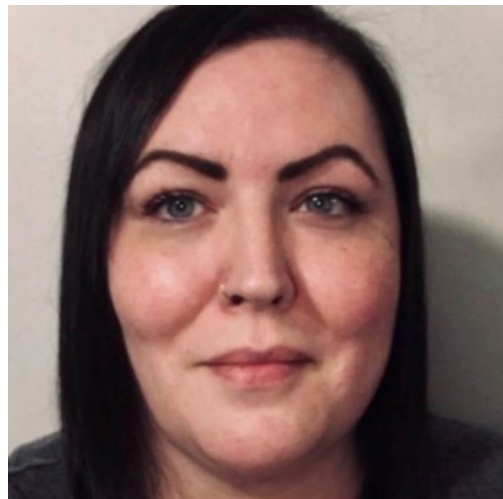
- Currently active in the current young worker committee

Jessica Lavergne

Pronouns (she/her)

Position running for: Diversity Vice-President – People with Disabilities

Bio: My name is Jessica Lavergne and I currently hold a position as a full-time dedicated shop steward with PHSA Amalgamated Local and held a term as our local's vice-chairperson. I'm currently a member of the HEU's People with Disabilities Standing Committee. I've held a frontline clerical role as a health care worker since 2011 and have been a shop steward since 2021.



Statement: I am a person with disabilities.

My passions are disability justice and progressing this cause forward as well as supporting and advocating for people with disabilities.

I do this work in my everyday life whether personally when visiting businesses, advocating for my own accommodations, assisting others I see struggling, or fighting for our members' rights on the job and with the employer. I take every opportunity I can to join in learning or furthering conversations related to disabilities and educating others whenever the opportunity arises.

My hope is for HEU to grow even further in their diversity equity and inclusion work and become a world leader and innovator in the cause of disability justice, leading by example and fueled by passion for the rights of its members but also those experiencing the same marginalization in the world around us.

I bring my experience as a person with visible and invisible disabilities and commit to sharing my experiences but, most importantly, listening to and sharing the experiences of others so their voices, hopes and dreams for those with disabilities can be heard.

Local/work site: PHSA (Amalgamated) Local / Children's and Women's Hospital

Job title: Dedicated Shop Steward

HEU member since: 2011

Provincial Executive experience: 0

Union and local activities:

- Chief Shop Steward
- Shop Steward
- Local Vice-Chair
- Site Rep

Other HEU activities:

- People with Disabilities Standing Committee

Stacia Leyes
Pronouns (she/her)
Position running for: 3rd Vice-President

Bio: I am a dedicated local chair and member of the OH&S committee, serving as a shop steward with unwavering commitment.

A lifelong activist, I have a strong union upbringing deeply rooted in the principles of equity and strength. My passion for workers' rights and safety has made me a prominent figure in advocating for positive change within my community and beyond. My leadership and dedication reflect my enduring commitment to justice and equity for all.



Statement:

Dear HEU Members,

I'm reaching out to ask for your support for the 2024-2026 provincial executive. My goal is to strengthen our union through a focus on education, inclusivity, and activism. Over the years, I have diligently developed the skills necessary to advocate effectively for you.

I have completed key HEU and CUPE courses, including Free Your Voice, implementing the Anti-Racism Strategy, and Transforming Workplace Conflict. My involvement in the CUPE International Women's conference and community politics workshops has deepened my commitment to equity. Currently, I'm enhancing my leadership skills at the Canadian Labour College.

In my role as chair of our local and as a member of the occupational health and safety (OH&S) committee, I've gained valuable experience in leadership and health and safety advocacy. Serving as an alternate for the equity standing committee - 2-spirit, women, and bon-binary has furthered my understanding of the unique challenges faced by our diverse membership.

My upbringing, rooted in strong union values and activism, drives my dedication to solidarity and collective action. Together, let's build a stronger, more inclusive union.

Thank you for your support. In solidarity.

Stacia Leyes

Local/work site: Shaughnessy Loca/George Derby Centre

Job title: Recreation Programmer

HEU member since: 2021

Provincial Executive experience: 0

Union and local activities:

- Shop Steward
- OH&S Steward/Representative
- Local Chair

Other HEU activities:

- Alternate for the Equity Standing Committee - 2-Spirit, Women, and Non-Binary

Maria Lugs

Pronouns (she/her)

Position running for: Regional Vice-President – Vancouver Coastal

Bio: My name is Maria Lugs. I have been a personal care aide for 21 years.

Currently, I am the chairperson of Richmond local and one of the dedicated shop stewards as well. I have been a union activist since 2012 and I have held local executive positions such as a trustee, vice-chairperson, as well as being a chief shop steward and joint occupational safety & health committee member.

I am passionate about my role as a shop steward and a chairperson of my local. Working closely with my members is very rewarding. Promoting diversity, equity and inclusion is very important to me.



Statement: My name is Maria Lugs, currently I am a regional vice-president (RVP) for the Vancouver Coastal region. I've been a union activist since 2012 and have held several positions in the executive body. Since I became a regional vice-president, I have taken that commitment passionately to a different level (regional). Being able to work with locals and build good relationships and bring solidarity to each local is a huge accomplishment. It is my way of giving back to our union/organization.

I take a lot of pride in my work, and I know there is always more work to be done. This will be particularly busy year for HEU, and I want to continue the local building and member engagement, so our union is stronger and united. Proud to shout out "SOLIDARITY". I ask for your support in the upcoming Convention 2024. Furthermore, I continuously strive to make positive changes that will be beneficial to our membership. My vision for the next two years is to continue imparting knowledge to our local membership about HEU achievements. I am very passionate, honest, friendly, respectful and willing to help in any way that I can.

Local/work site: Richmond Local/Minoru Residence

Job title: Personal Care Aide

HEU member since: 2003

Provincial Executive experience: two and a half

Union and local activities:

- Shop Steward
- Local Chair

Other HEU activities:

- B.C. Federation Political Action

Karrie McCaig

Pronouns (she/her)

Positions running for: Diversity Vice-President – 2-Spirit, Women, Non-Binary

Bio: HEU member for over 27 years all at the Noric House local, providing compassionate seniors' care while promoting members' health and safety.

Raising our two sons, ages 18 and 20, with my husband of 22 years and 13 years of hosting exchange students, we love living in the Okanagan where we mostly enjoy relaxing at the lake.

Active at the local level for so long it blends together. I have grown so much - especially in the past two years taking my shy, supporting-from-the-sideline voice to one that pushes through tough conversations with the goal of being a positive, supportive ally.



Statement: Dedicated HEU member since 1997, I am now ready to step up as a candidate for two-spirit, women non-binary diversity vice-president. I am passionate about womens' rights, health and safety, especially empowering young workers, grassroots and new members.

Currently serving as local chair at Noric House, I'm a long-term care aide by profession, committed to supporting HEU members through many years as shop steward, the joint occupational health and safety committee and as a delegate on the North Okanagan Labour Council, advocating for member rights, safety, inclusivity and diversity. I have shown HEU solidarity by collaborating with our sister local on a successful Care Can't Wait campaign and with member engagements, supporting and sharing knowledge.

With a background as trustee, vice-chair, and with the past four years as local chair, I bring extensive union leadership experience. As a two-spirit, woman, and non-binary committee member and six-time convention delegate, I've navigated both challenges and triumphs over my two-year journey with HEU.

Known for my supportive voice behind the scenes and now stepping forward to amplify concerns and advocate at the provincial level, I am ready to collaborate with the Provincial Executive and grassroots members to drive meaningful change and to continue the hard work.

Local/work site: Noric House Local / Noric House

Job title: Long Term Care Aide

HEU member since: 1997

Provincial Executive experience: 0

Union and local activities:

- Shop Steward
- Occupational Health & Safety Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Trustee

Other HEU activities:

- Two-Spirit, Women, and Non-Binary Committee

Bill McMullan

Pronouns (he/him)

Positions running for: 1st Vice-President

Bio: My grassroot skills began with AIDS Calgary back in the 90s. Using them again at a small local in community social services sector.

Many HEU activists can relate to those unique challenges for us to be creative and develop member engagement skills.

These skills I enjoy sharing while training newly elected table officers as a vice-president. I have been the 1st vice president for the last two terms and I'm proud to support our president in our collective vision for the union and proudly representing HEU in the broader labour movement.



Statement: I'm Bill McMullan, and I am dedicated to being a dependable and loyal advocate for HEU members.

My priority is to deeply engage with you to understand your perspectives and represent your views and values effectively. Your needs and rights are at the foremost of all my efforts.

See, with me being an extrovert, I thrive behind-the-scenes. Supporting and lifting others means to grow our movement as a mentor to several RVP's I strive to be available and supportive without being overbearing in their efforts to build locals.

I have been known to use humour, humility, and our shared values to create a productive and cohesive environment. I believe that the power of teamwork and solidarity is the only way to make progress and inspire activists to stand up for their rights.

My experience as a gay man who has faced discrimination, adversity, and violence gives me an empathetic perspective which shapes my commitment to inclusivity with our union.

With many years on the provincial executive, I bring invaluable historical context on the decision-making process. I am committed to leading with integrity, understanding and steadfast education to union principles, ensuring every member's voice is heard and valued.

Local/work site: Kardel Local/Amelia House

Job title: Residential Support Worker

HEU member since: 2003

Provincial Executive experience: Twelve

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Secretary-Treasurer
- Local Trustee
- Picket Captain
- Labour Management

Other HEU activities:

- CUPE National - Political Action
- Environmental committee
- Men's committee
- Four years as equity opportunity committee or EOC for ten years and intimately in Bolger with the diversity equity inclusion project for four years prior to the creation of the six diversity vice-president positions on the provincial executive.

Karen McVeigh

Pronouns (he/she)

Position running for: Vancouver Coastal Regional Vice-President

Biography: I was on the Pink Triangle Committee for over ten years as well as being the chair.

I have served on the CUPE Pink Triangle committee, the B.C. Federation OH&S committee and as a LGBTQ representative, and as a delegate on the Vancouver labour council and women's committee.

I also serve on the Coastal violence prevention committee.

Statement: Why do I want to be re-elected?

I have learned a lot this year helping locals with very difficult problems including my own local which went from being small to doubling its size. I have learned how hard it is to get people involved and about being a team. I want to help members.

There is a lot of work to be done at the local level. The locals are the most important part of the union. I enjoy standing up and meeting members as we learn from each other.

My vision is to have working locals where everyone is treated the same. I am passionate about that and believe in it. I have attention deficit hyperactivity disorder (ADHD) but I don't let that stop me. I believe that will help me as a regional vice-president in the health care system.

I look forward to meeting you. We are a team. I am here for you.

Local/work site: Dogwood Local / Dogwood care home

Job title: Care Aide

HEU member since 1993

Provincial Executive experience: six years

Union and local activities:

- Chief Shop Steward
- OH&S Steward/Representative
- Local Chair



- Local Warden
- Local Conductor
- Picket Captain

Other HEU activities:

Tammy Meise

Pronouns (she/her)

Positions running for: Diversity Vice-President – 2-Spirit, Women, Non-Binary

I have served as a shop steward, local chair, local vice-chair, local co-chair, local warden and EDMP steward.

Bio: My passion is what brought the first Red Dress campaign, followed by forming the Prince George Red Dress Nonprofit Society, leading to the Murdered and Missing Indigenous Women monument and the Red Dress Alert announcement.

I am a proud Metis woman. I have worked with Indigenous and two-spirited women for over 20 years. I have advocated for all members rights throughout the years.

It is important to me that all members are treated with dignity and respect. I have been active within my local for over 15 years and within my community. I believe that there is much more work to be done for members.

Statement: My plan is to bring the issue of women, two-spirit and non-binary to the forefront.

To collaborate with other subcommittees and all members of the union to ensure everyone has a voice. I believe every member brings something of value to the committee.

To be inclusive so that all members have input in the issues that affect them, I would facilitate town hall meetings, have a table at regional meetings, and conduct surveys. I will ensure any ideas or concerns shared with the committee are brought to the provincial executive's attention.

I believe that the policies and constitutions of this union are the cornerstones to ensuring members' rights are upheld.

When I am elected, I promise to be a voice for you.

Local/work site: Prince George Local/Davis Drive Facility

Job title: Life Skill Support Worker

HEU member since: 2002



Provincial Executive experience: 0

Union and local activities:

- Shop Steward
- Local Chair
- Local Vice-Chair
- Local Co-Chair
- Local Warden
- EDMP Steward

Other HEU activities:

Roxane Miller
Pronouns (she/her)
Position running for: Regional Vice-President – North

Bio: I have lived in Terrace B.C. for 17 years with my husband.

Living here has afforded me the opportunity to do things that I love, like camping, kayaking and generally just spending time in this beautiful area.

I have also sat as president for our local nonprofit pottery studio and have since built a small studio in my garage.

I am trained as a Red Seal chef and enjoy most things artistic.

Statement: So much effort, time and dedication has gone into fighting for our rights as workers. It feels extremely important to continue this work.

The world is a quickly changing place and there must be people standing up and continuing to push for improvements for working people and working conditions.

I want to make changes and hold employers to the highest standards possible so that employees have the best working life and quality of life possible. I believe that there are leaps and bounds to be made in the way corporations are ran and there are antiquated policies and procedures that need to be eliminated or improved upon.

Fear based leadership has no place anymore in 2024 and cost of living is astronomical. I want to drive real change in these areas as well as fighting for equal pay for marginalized groups of people. Everyone should be able to work full time AND afford to live.

I love strength in numbers and the community that comes with being part of something so powerful; well ran, organized and inclusive revolution is the future of unions in this drastically changing world. Together, we can plan and execute what we want!

Local/work site: Terrace Local/Stepping Stones Building

Job title: Staffing Clerk

HEU member since: 2023



Provincial Executive experience: 0

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Trustee

Other HEU activities:

Charlotte Millington
Pronouns (she/her)
Position running for: 1st Vice-President

Bio: Charlotte Millington is a dedicated and experienced labour activist currently serving as the 2nd Vice-President.

A social justice advocate since her teens, her activism crosses four provinces. With certificates in mental health first aid and disability management from Pacific Coast University, Charlotte is well-equipped to advocate for members' needs.

She is actively involved in numerous committees, including the CUPE National Committee on Privatization and the Provincial Executive (PE) Environmental Subcommittee.

Conversant in five languages, Charlotte's diverse skill set and commitment to workers' rights make her a strong candidate for 1st vice-president. She is currently enrolled in labour studies at McMaster's University.

Statement: I am Charlotte Millington, and I am honoured to be running for 1st vice-president of the Hospital Employees Union (HEU). As your current 2nd vice-president, I have successfully advocated for affordable housing, workplace safety, and mental health support, leading to significant improvements for our members.

My involvement in the CUPE national committee on privatization and PE. Environmental subcommittee has equipped me with the skills to address our union's complex challenges. Serving on the Victoria labour council and United Way South Vancouver Island has strengthened my community ties and broadened my impact.

With a certificate in mental health first aid and another in disability management from Pacific Coast University, I bring practical experience and academic expertise to my role. Currently, I am completing my certificate in Labour Studies at McMaster's University, ensuring I remain at the forefront of labour issues.

My vision is one of solidarity and empowerment. I aim to create a union where every member feels supported and our collective voice drives positive change. By prioritizing housing, wages, workplace safety, and mental health support, we can build a stronger, more resilient union. Together, we achieve more. I humbly ask for your vote to continue this crucial work.



Local/work site: RJH Local / Royal Jubilee Hospital

Job title: Dedicated Shop Steward

HEU member since: 2008

Provincial Executive experience: Six

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Secretary-Treasurer
- Local Secretary
- Local Trustee
- Local Conductor
- EDMP Steward
- Picket Captain
- Bargaining Committee
- Union Counsellor

Other HEU activities:

- Current 2nd Vice-President of HEU
- CUPE National Committee on Privatization
- PE Environmental Subcommittee
- Full-Time Dedicated Shop Steward
- Joint Occupational Health & Safety Committee Member
- Health and Safety Steward
- HEU Representative on Victoria Labour Council
- HEU Representative on United Way South Vancouver Island
- VLC Women's Committee
- VLC Political Action Committee
- Workplace Culture Council
- Union Counsellor

Cora Mojica

Pronouns (she/her)

Position running for: Diversity Vice-President – Ethnic Diversity

Bio: My name is Cora Mojica, vice chair of VGH local. I have been secretary-treasurer for three years and chairperson for 12 years of my previous local.

I have also been a Sodexo bargaining committee member for four years in a row and attended the CUPE National, B.C. Federation, CLC and HEU conventions.

In 2018, I was the recipient of the Social Justice Award.

I am part of the living wage working group and various HEU campaigns including Care Can't Wait, Shoelace, Make it Public and petition signing.



I am active in providing support in the community as well as volunteer during municipal, provincial and federal elections (NDP).

Statement: I am humbled and honoured to be elected as one of the diversity vice-presidents at the 2022 convention.

Thank you all for giving me the opportunity and chance to represent us people of colour. Two years as the diversity vice-president it is not enough as there is a lot of work to be done.

Equity is the issue of our time.

We experience and face hate, discrimination, racism and bullying in our workplaces and communities everyday of our lives. These are the reasons why I get involved in the union.

I am passionate about fighting for diversity, equity, inclusion and accessibility - to uphold our collective bargaining rights and safety at work - to be the voice and speak up about injustices.

I am passionate about telling stories and learning from them, being heard and not pushed back, but pushing forward. Finding ways/means to dismantle any barriers that prevent members' participation.

Encouraging new and young members to be active in their sites/locals and mentor new activist to have the knowledge, skills and trainings too become future leaders. Being

involved in grassroots, communicating, connecting, working together to build a strong, vibrant union for all members, next generations to come.

Friends, I hope I can count on you.

Thank you. Salamat. Peace solidarity.

Local/work site: VGH Local / Vancouver General Hospital

Job title: Dietary Aide

HEU member since: 2005

Provincial Executive experience: Two

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Secretary-Treasurer
- Picket Captain
- Bargaining Committee

Other HEU activities:

- Diversity Vice-President Ethnic Diversity
- B.C. Federation Representative for Racial Equity and Justice Caucus Group
- CUPE National Racial Justice Committee Member
- B.C. Migrant
- Ethnic Diversity Standing Committee
- Diversity Equity Inclusion Working Group
- Equal Opportunity Committee
- Occupation Support PE Subcommittee
- Constitutional Amendments committee

Barbara Nederpel
Pronouns (she/her)
Position running for: President

Bio: I bring extensive experience from the local level to the bargaining table to the Provincial Executive (PE), navigating our union's biggest challenges and achieving historical gains.

My strong ties to the B.C. Federation, CUPE National, and Canadian Labour Congress ensure HEU is a powerhouse in the labour movement. This unprecedented collaboration was key in our last public sector bargaining success. I have also been highly dedicated to creating a restorative system of accountability and conflict resolution that preserves our solidarity and ensures that members are always at the centre of everything we do.



Statement: Since becoming president, my goals have been to modernize our union, enhance resources and education needed to support our activists, and create spaces where all members feel welcome, safe and part of something bigger. This work is well on its way and has unstoppable momentum.

But the current global political climate has sharply shifted, dividing the working class with rhetoric and misinformation. We can't risk our rights being rolled back again.

Until convention, my focus is on electing a worker-friendly government to make the advancements we deserve and protecting our gains. The upcoming bargaining round and legislative session are critical to addressing wage and benefit disparities impacting the economic security of every, single HEU member.

Regardless of who forms government, we have work ahead. Our strength as a union depends on our ability to act collectively. Everyone wants better working conditions and we need to engage with members where they are at before we can mobilize them to take action. That means we need more training and opportunities for deep internal organizing at every level, using modern tools and ideas, to build a union that is relevant and responsive to every member.

That's how we build worker power.

Local/work site: Kamloops/Thompson Local / Royal Inland Hospital

Job title: Health Records Clerk, Care Aide and LPN

HEU member since: 2006

Provincial Executive experience: 12

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Treasurer
- Bargaining Committee

Other HEU activities:

- 2018 - Present HEU President
- 2016 - 2018: First Vice-President
- 2014 - 2016: Second Vice-President
- 2012 - 2014: Regional Vice-President
- Facilities Bargaining Association Committee 2014, 2018, 2022
- B.C. Federation of Labour Officer: 2018 - Current
- B.C. Federation Women and Gender Rights Co-Chair
- B.C. Fed OHS Co-Chair
- CUPE National Executive Board Director, Regional Vice-President for BC and the Yukon
- CUPE National Women's Committee
- CUPE National OHS Committee
- CUPE National Safer Safes Working Group
- Canadian Labour Congress Women's Committee
- B.C. Health Coalition Co-Chair 2018 - 2022
- Kamloops and District Labour Council President 2014 - 2018
- B.C. NDP Treasurer, Regional Rep, Member at Large, Constituency President 2016 - Current
- BC NDP Candidate 2017
- HEU Constitutional Review Committee
- HEU Safer Spaces Working Group

Nicole Pepper

Pronouns (she/her)

Positions running for: Regional Vice-President – Vancouver Coastal

Bio: In 2024, I proudly celebrate 19 years at Vancouver General Hospital, with the last five years working alongside with B.C. Transplant working with Living Kidney Donors.

We all play bigger roles than our position titles – we encourage, we empower and lift each other up.

As a long-standing activist and the current re-elected secretary-treasurer for one of the largest HEU locals in B.C., I am no stranger to helping our members.

Whether it is just listening to their stories, their experiences, sharing resources for education or occupational health and safety or helping with organizing.

Statement: My motto that I live by each day is: to do at least one random act of kindness per day, that can include a smile or opening the door for someone.

I look forward to a new opportunity to help support my fellow brothers and sisters as a servicing representative for Vancouver Coastal. Thank you.

Local/work site: VGH Local / Vancouver General Hospital

Job title: Booking Clerk/Secretary

HEU member since: 2005

Provincial Executive experience: 0

Union and local activities:

- Shop Steward
- OH&S Steward/Representative
- Local Secretary-Treasurer
- Local Secretary
- Local Trustee
- Picket Captain



Other HEU activities:

- Housing Working Group
- Red Dress event
- FBA Repatriation
- Vancouver District Labour Council Delegate (Two years)
- Highlighted in the 2023 Guardian for Volunteer Work
- Care Can't Wait Campaign
- Labour Day with New Westminster and Vancouver Labour Councils
- Living Wage campaign
- NDP local campaign

Dane Philpott
Pronouns (he/him)
Position running for: 3rd Vice-President

Bio: I am an openly gay man with coexisting mental health conditions. I am living with a major depressive disorder with moderate anxiety. I am passionate about mental health and improving mental health supports for all members.

I am a hard worker, good listener and team player. I am an open book and enjoy speaking with and learning from all members.

I want to help to continue to advance HEU's DEI work with the establishment of a mental health and substance use subcommittee.

I have been happily married to my husband for three years.



Let's get to work!

Statement: Well, I probably said a lot of what I want to accomplish above but I would love to have more of an opportunity to be involved in the work of the Provincial Executive (PE) and our union.

I want to represent all members equally but also all equity deserving groups. I personally belong to the People with Disabilities and Pink Triangle equity groups, but I want to help advance our union's DEI work for all equity groups. I may not have any experience being on the PE, but I have learned a lot from members and myself since our last convention and I want to put what I've learned into action to advance our union's objectives.

Please come talk to me and ask me questions at Convention. I look forward to seeing everyone again after two years!

Local/work site: RJH Local / Royal Jubilee Hospital

Job title: Health Care Assistant

HEU member since: 2013

Provincial Executive experience: 0

Union and local activities:

- Shop Steward
- OH&S Steward/Representative
- Local Vice-Chair

Other HEU activities:

- HEU Men's subcommittee
- HEU Co-Chair People with Disabilities Standing Committee

Ethel Purugganan
Pronouns (they/them)

Position running for: Trustee, Regional Vice-President – Vancouver Coastal

Bio: I am a proud Indigenous member of the Cordillera Autonomous Region of the Philippines, born and raised in Kalinga province.

I graduated with a Bachelor of Arts with a major in philosophy from the University of Santo Tomas and an undergraduate of Law from San Beda University. We migrated in 1991 and accredited as grade 12 in Canada.

My passions for social justice and human rights have urged me to pursue criminology at Douglas College but being new to Canada and being a working student had a toll on me. I worked and earned 20 years experience in payroll, staffing and human resources in unionized settings.



Statement: Witnessing and experiencing firsthand how employers violate the collective agreement sparked the fire of activism in me. I reached out to my local officers, but to no avail. I searched and registered to all workshops offered by HEU, B.C. Fed and CLC. It is in these workshops that my eyes were opened, and that fire of activism is now forever burning. I learned how to fight not only for myself but most importantly for all union members.

In a small beginning from my local to the HEU at large, I became involved in HEU events, conferences, meetings, community and other labour group events.

I am passionate about social justice, human rights, DEI and helping HEU members by always making myself available to everyone as well as to be the bearer of truth and transparency.

Help me get the vote and I will be your voice and force to be reckoned with at the provincial executive table.

Local/work site: Normandy Local/Arbutus Care Centre

Job title: Clerk V Payroll and Human Resources

HEU member since: 2009

Provincial Executive experience: 0

Union and local activities:

- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Labour Management Committee

Other HEU activities:

- HEU DEI Working Group Representing Vancouver Coastal
- HEU Pink Triangle Equity Standing Committee Member and 1st alternate
- HEU 2 Spirit, Women, and Non-Binary Equity Standing Committee participant
- HEU Ethnic Diversity Equity Standing Committee participant
- B.C. FED Convention delegate
- B.C. FED 2SLGBTQIA+ Workers Caucus member
- B.C. FED Racial Equity and Justice Caucus member
- B.C. Labour Flying Squad Against Transphobia participant
- CUPE Convention delegate
- CUPE Racialized Workers Caucus Participant
- CUPE National Pink Triangle Caucus Participant
- CLC Convention Delegate
- CLC Solidarity and Pride Caucus participant
- CLC Workers of Colour Caucus participant
- B.C. FED Lapu-Lapu Day booth volunteer
- Vancouver and New Westminster Labour Council Labour Day volunteer
- HEU Red Dress Event volunteer
- HEU Vancouver Pride parade participant
- HEU Delta Pride booth volunteer
- HEU Care Can't Wait Campaign booth volunteer

Donna Racette

Pronouns (she/her)

Position running for: Diversity Vice-President – People with Disabilities

Bio: As an individual with both visible and invisible disabilities, I am a dedicated advocate and active member, committed to supporting the union's causes from within and in the broader community. I am friendly, transparent, kind, loyal, compassionate, caring, supportive, passionate and always curious.

I possess the skill to transform challenges into opportunities aiding others through influence and dedication. In 2022, I was honoured with the Blue Poppy award for HEU.

Personal experiences include EDMP steward, care aid, paramedic and lots of PWD committee work. I am always involved with community engagements -especially organizing the Labour Day celebrations in Fruitvale.



Statement: Mental health and addictions are critical areas of concern. I am committed to advocating for diversity, equity and inclusion. With equity that ensures a decent standard of living for the disabled and calls for substantial increases to CCP Disability and OAP. We need more resources for PWD.

I believe HEU must lead and connect with members within the communities we serve. It is part of our identity!

I will advocate for our members and all individuals with disabilities without judgment or prejudice but with passionate acceptance and understanding. Compassion, acceptance, understanding and assistance in finding solutions are crucial to address the rapidly increasing prevalence of these disabilities. Aligned with goals, I will actively pursue avenues to advance an issue or set of issues brought to me from our members, demonstrating my dedication through consistent action. I would also like to transform the stigma associated with disabilities. I am convinced that we can achieve this by educating our members and their communities!

The stigma attached to disabilities has long existed and it is the time for a change. LET'S BE THAT CHANGE! For experience and accountability, vote for me, Donna Racette! Together we can walk the walk!

Local/work site: Columbia View Lodge Local / Columbia View Lodge

Job title: Care Aide

HEU member since: 1998

Provincial Executive experience: 0

Union and local activities:

- Chief Shop Steward
- Shop Steward
- Local Chair
- Local Vice-Chair
- Local Co-Chair
- Local Secretary-Treasurer
- Local Treasurer
- Local Warden
- EDMP Steward

Other HEU activities:

- PWD committee for three terms
- CLC Trustee
- EDMP Steward

Irene Rillera

Pronouns (she/her)

Position running for: Trustee, Regional Vice-President – Vancouver Coastal

Bio: I was born and raised in the summer capital of the Philippines, Baguio. My ancestry is one of the many Indigenous people from Abra.

I am a graduate of computer technology at data centre Philippines and an undergraduate of Bachelor of Science in pharmacy at Saint Louis University. A passionate team leader in the food service.

I came to Canada in 2007 under the caregiver program then changed careers to be a dietary aide in 2012. My passion for health care didn't stop, so I went back to school, took a health care assistant program and graduated on the dean's list at Capilano University in 2015.



Statement: The lack of transparency and accountability from previous local executives ignited my activism and that turned into fire as a chairperson for four years and shop steward for five years.

Whenever I represent members, I witness how they are afraid to speak and fight for their rights. It's time to put an end to members walking on eggshells when dealing with the employer. I would like to see that our organization will live up to what it embodies - a social justice union.

My goal is defending the members' rights and making their voices the core of solidarity. I will persevere to have a union where there is fairness and equality, making sure that transparency and accountability is in place at all costs.

It's now time to stand up for not only what we want, but for what is truly just. Walk beside me as we make a stronger union.

Local/work site: BCC Local / Berkley Care Centre

Job title: Health Care Assistant

HEU member since: 2012

Provincial Executive experience: 0

Union and local activities:

- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Secretary-Treasurer
- Local Secretary
- Local Trustee
- Bargaining Committee
- Values Ambassador
- MSIP Peer Mentor

Other HEU activities:

- VCH Psychological Health and Safety Committee – HEU Worker Representative 2020 to present
- Bargaining Conference delegate
- CUPE Conference delegate
- HEU Convention delegate
- B.C. FED Political Action participant
- Vancouver Pride parade participant 2019, 2022, 2023
- New Westminster Labour Council volunteer 2023
- Delta Pride event volunteer 2023
- Care Can't Wait Campaign volunteer (North Van) 2023
- HEU Red Dress event volunteer 2021, 2023
- Pink Triangle Committee Assistant Secretary 2022
- Regional Vice-President 2nd Alternate – Vancouver Coastal Region 2022 - 2024

Tanja Robertson
Pronouns (she/her)
Position/s running for: Undeclared

I have served as local secretary-treasurer.

Bio: Our local is small. I took over the secretary-treasurer position at the beginning of this year. Attending this year's convention will help me perform my role more effectively.

Statement: I want to learn to help my local team better.

Local/work site: Magnolia Gardens Local / Magnolia Gardens

Job title: Care Aide

HEU member since: 2022

Provincial Executive experience: 0

Union and local activities:

- Local Secretary-Treasurer

Other HEU activities:



Daryl Roche

Pronouns (he/him, they/them)

Position running for: Regional Vice-President – Vancouver Coastal

Bio: A systems administrator for over 13 years with Provincial Health Services Authority (PHSA).

When presented with the opportunity to work at PHSA, they were excited as they'd spent ten years as a patient at BC Children's Hospital.

They've volunteered in their community at Free Geek, a non-profit electronic upcycling organization. Most recently they have been volunteering as the president of the Paloma Housing Cooperative.

Their union volunteering started in 2020 as a shop steward and at Convention 2022 they were elected to be first alternate, regional vice-president, Vancouver Coastal for Louella Vincent.



Statement: I am Daryl Roche, running for regional vice-president (RVP), Vancouver Coastal. I have been involved with HEU for four years. I have visible and invisible disabilities.

My experience as the first alternate, RVP for Vancouver Coastal has only increased my desire to participate as a full member of the provincial executive.

As a member at large in my local executive, I've used my skills to improve communication with our membership and help our other local executive members leverage modern technology like QR codes. These skills were also used to get an additional workstation and phone added to our local office for when things get really busy. I help with planning and helping run our local's events and I also created a square for the HEU Red Dress quilt.

My work as a shop steward has really helped me understand more about the struggles our membership face and how much more we could be doing for them.

My experience with other non-profit organizations would also be an invaluable asset as they've taught me a lot about outreach, connecting with people on the ground to effect change, leadership, and fiduciary responsibility.

I am ready to work for our members, are you ready to vote?

Local/work site: PHSA (Amalgamated) Local / B.C. Children's Hospital Research

Job title: Systems Administrator

HEU member since: 2019

Provincial Executive experience: 0

Union and local activities:

- Shop Steward
- Member at Large

Other HEU activities:

- First Alternate, Regional Vice-President for Vancouver Coastal
- Regional Meetings
- Red Dress Quilt
- Transforming Workplace Conflict
- Demystifying Classifications Workshop
- Truth and Reconciliation Workshop
- Introduction to Equity Workshop
- Human Rights and Duty to Accommodate Workshop
- Intro Shop Steward Level 1
- Intro Shop Steward Level 2
- Equity Office Listening Sessions
- Education Refresh Focus Group

Baljit Sandhu
Pronouns (he/him)
Position running for: Regional Vice-President – Interior

Bio: I have been a dedicated advocate since becoming a member in 2011.

As a father of three amazing children - two of whom are also HEU members - my wife, an RN, and I set out to build a better health care system and world through politics.

Campaigning for the BC NDP was a family affair because we believe that electing a progressive, worker-friendly government was the way we could make a better life for our family.

With hard work and dedication, Harwinder was elected MLA in Vernon Monashee.



Statement: I can't tell you how excited I was to get the call up for regional vice-president mid way through this last term.

I was so proud to be elected as first alternate at our last convention, and when that call came, I immediately stepped up. You can imagine that I was starting one step behind, but I made every effort to get up to speed on my locals and how I could support them. I was able to draw from the successes we've achieved in our own local, where we went from struggling to get quorum and not enough stewards, to where we now where we have overflowing rooms and stewards. Building a united team of dedicated activists has been key.

My goal as regional vice-president has been do this on a larger scale by empowering members, fostering collaboration with locals and community partners, and championing diversity and inclusion in our union.

Though I feel like I was just getting started, I believe that I've helped make a difference in my region and at the Provincial Executive table. I would be honoured for your confidence to keep building stronger and better locals, better working conditions, and driving meaningful change for our members.

Local/work site: Vernon Local / Vernon Jubilee Hospital

Job title: Health Care Aide

HEU member since: 2011

Provincial Executive experience: One

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Trustee
- Local Warden
- Local Conductor

Other HEU activities:

- Four Terms on the ethnic diversity committee

Manoj Saxena

Pronouns (he/him)

Positions running for: Senior Trustee-Elect and Trustee

Bio:

- Name-Manoj Saxena
- Work Site – RJH
- Job - Medical Device Technician
- HEU member since July 1999
- Elected two years Trustee – 2024
- Men's Provincial Executive Subcommittee member 2024
- Joint Equity Standing committee member 2022
- Member story highlighted on HEU website 2022
- Participated in HEU Equity Conference 2022
- Provincial Executive Alternate-32nd Biennial Convention 2021
- Participated in HEU Convention Resolutions Committee 2021
- Delegate of Victoria Labour Council
- <https://www.facebook.com/203485052997041/posts/5339099356102226/?app=fbl>
- Ethnic Diversity committee member Island Health Workplace Culture Council member
- Elected Regional Councillor of Foresters Financial Victoria Region
- Host a Community Radio Show called “Bollywood India” on CFUV 101.9 FM
- Involved in volunteer activities



Statement: My motto in life is: where there is will there is a way! I am running for Provincial Executive because I want to make a difference in our members' lives. I will make sure that our accounting books are up to date without any error.

Local/work site: RJH Local/Royal Jubilee Hospital

Job title: Medical Device Technician

HEU member since: 1999

Provincial Executive experience: 0

Union and local activities:

- Shop Steward
- OH&S Steward/Representative

- Local Trustee
- Bargaining Committee
- VLC Delegate
- Education committee member

Other HEU activities:

- Ethnic diversity member
- Men's subcommittee member

Lynn Serhan

Pronouns (she/her)

Position running for: Diversity Vice-President – Indigenous Peoples

Bio: Courses I have taken, and other experience include:

- Shop Steward Level 1 and 2
- Chief Shop Steward
- Occupational Health and Safety
- Demystifying Classifications
- Know and Enforce your Rights
- Workplace Mental Health
- Bystander Intervention
- Staying Steady Through COVID
- CLC Winter School
- Summer School
- Facilitated Diversity
- Equity and Inclusion Table Talk Including Affinity Space and Indigenous Workshop
- EDMP Assessment
- Equity Conference
- CUPE Indigenous Safety Consultation
- Karios Training
- Diversity Equity Inclusion Working Group
- National CUPE convention
- B.C. Federation convention
- Attended regional meetings
- Member of NOLC



Hobbies and Interests: Listening to the stories from my Elders, learning about my culture, language, beading, ribbon skirts, spending time with my family sharing their dreams camping, fishing, kayaking and healing.

Statement:

I want to be elected as the Indigenous Peoples Diversity Vice-President (DVP). This position is a new one that was implanted last convention, and I had the honour to be elected last term and am seeking to be elected this term.

We have just started to build this position. We have traveled through the regions meeting members, developing relationships, and listening to the concerns in the regions.

The DVPs have done remarkable work and I see this work continuing and building on what has been accomplished so far. The barriers have been identified in each of the regions and they need to be brought to the table.

Everyone deserves to be in any position they want at the local or executive level. Equity is for everyone in this union, and it should be achievable for all.

The leadership should represent all the members in HEU. I have met allies from the Red Dress Society, CUPE, B.C. Fed and all the locals in the North, Fraser, Vancouver Coastal, Island and Interior regions. We have worked on the Red Dress quilt bringing locals together with members and clients to each create a square.

I bring the Indigenous Peoples voices to the table with passion. I'm your advocate.

Local/work site: Armstrong Local, Pleasant Valley Manor

Job title: Long-term Care Aide

HEU member since: 1999

Provincial Executive experience: Two

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Picket Captain

Other HEU activities:

- Indigenous Peoples committee
- National Indigenous Peoples caucus
- B.C. Federation Indigenous Peoples caucus

Barbara Shukin

Pronouns (she/her)

Position running for: Regional Vice-President – Interior

I have served chief shop steward, OH&S representative, local secretary, local chair, local secretary-treasurer and EDMP steward.

Biggest achievement: The Red Dress quilt building was one of my ideas to build solidarity across B.C. and to support our Indigenous members build awareness in the Missing and Murdered Women Inquiry.

I have brought affordable housing to the table many times at the PE. We are working together to put HEU back in the forefront when it comes to health care.

I work as part of an adult day program and when a new manager came in, she wanted to move us to the BCGEU. I really wanted us to stay in HEU, where I have been a member now for 30 years, because I think they wanted us in the GEU so they could move us to the CBA agreement and pay us less. I reached out to four other adult day program workers I knew, and they connected me to other workers. I'm so proud to say that I kept adult day services in HEU.

I cannot express my pleasure in meeting so many of our members and locals over the last term. They are the reason I do what I do. The connections we have made is beyond compare.

Our locals are becoming stronger than ever. Many have new executives and shop stewards. It is always great to see new people step forward to become active.

I have represented our members of the Interior at the Provincial Executive table to make sure our region is not forgotten. I have heard and listened to our members and done everything I can to support them.

Local/work site: F.W. Green Local / F.W. Green Memorial Home

Job title: Activity Worker

HEU member since: 1994

Provincial Executive experience: Three



Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Representative
- Local Chair
- Local Secretary-Treasurer
- EDMP Steward

Other HEU activities:

Jodie Sokol
Pronouns (she/her)
Position running for: Trustee

Bio: I have been an HEU member for 15 years. I was chair, vice-chair, conductor and warden of Noric Local.

I then moved to the Vernon Hospital in 2022 and have been in a secretary-treasurer position.

I started with HEU as a NA and support services and now have moved to staffing services where I have moved up into a supervisor position.

I am a wife and mother of three beautiful daughters and have lived in the Okanagan my whole life. I enjoy spending time with the family. I have applied for all HEU workshops and desire to learn more.



Statement: Dedicated HEU member since 2009. I have always put the members first and advocated for members' rights. I am currently serving as a secretary at the Vernon local.

With my job in staffing, I love working with numbers and making sure numbers balance. I am committed to helping keep HEU members money balanced and ensuring that it is used in the correct way.

I have also been dedicated in supporting members as a shop steward and I am a delegate for the North Okanagan Labour Council as well as being on a successful Care Can't Wait campaign with our local and sister local.

I am known for my ability to work well under pressure and for my extensive knowledge of the HEU policies and bylaws.

After going into my third time as a delegate for convention, I feel like now is the time to put all these strong qualities to use and step up on the Provincial Executive to bring positive change for the members.

Local/work site: Vernon Local/Vernon Jubilee

Job title: Staffing Supervisor

HEU member since: 2009

Provincial Executive experience: 0

Union and local activities:

- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair; Local Secretary-Treasurer
- Local Warden
- Local Conductor

Other HEU activities:

- Alternate for the 2-Spirit, Women and Non-Binary Standing Committee

Shivonne St. Pierre

Pronouns (she/her)

Position running for: Regional Vice-President – Fraser

Bio:

Hi, I'm Shivonne.

I am a third-generation union member, political activist, and strong believer in the power of working-class solidarity.

As a frontline health care worker, the 2020 pandemic inspired me to unionize my facility under HEU, and build a safer, healthier, and more inclusive workspace.

With a strong focus on inclusivity, I continue to work passionately every day to address the intersectional issues of race, gender, and economic inequality within the labour movement, striving to create a more equitable society for all.



Statement: Over the past three years, I have been privileged to serve as chair and vice-chair of my local and have focused on building member engagement, fueling radical optimism, and shaping my local into one that is truly representative of every member.

As a regional vice-president (RVP), my goal would be to help all locals find their passion, focus their goals, and create the opportunities needed for every member to become active and engaged. Engaged members bring diverse perspectives, ideas, and energy, which enriches our strategies and strengthens our bargaining. It ensures that decisions reflect the interests and concerns of the entire membership, fostering solidarity and resilience in the face of challenges. Robust member engagement not only drives meaningful change but also reinforces the fundamental principle that together, we are stronger and capable of achieving our shared objectives.

I will foster a culture where every local finds its unique passion and purpose. I will work to focus our goals, ensuring they reflect the aspirations and needs of every member, and I will work to create the positions, opportunities, and spaces necessary for every member to step up, get involved, and make a meaningful impact in their union.

Local/work site: Menno Home Local/Menno Place

Job title: Health Care Aide

HEU member since: 2022

Provincial Executive experience: 0

Union and local activities:

- Shop Steward
- Local Chair
- Local Vice-Chair

Other HEU activities:

- Political Action Subcommittee Co-Chair 2022-2024
- Member Facilitator (Shop Stewarding and Getting Involved) 2023 – present
- Persons with Disabilities Equity Standing Committee Alternate 2022-present
- Fraser Valley Labour Council delegate 2022 – present
- B.C. Flying Squad Regional Captain, Fraser Valley 2022 – present
- Abbotsford No Space for Hate - founding member 2022 – present
- Fraser Valley Human Dignity Coalition delegate 2021 – present
- SARA for Women delegate 2016 – present
- Winter School, Advanced Organizing – 2023
- Western Regional Summer Institute for Women – 2023
- CUPE National Women's' Conference – 2023
- HBA Political Science, Philosophy and Economics - Wilfrid Laurier University, University of Waterloo

Monica Thiessen
Pronouns (she/her/hers)
Position/s running for: Undeclared

Bio: I have been an active member of the Hospital Employees' Union for the past 24 years. I was hired by Interior Health in May 2000 and started a full-time line less than three weeks later.

I have been a long-term care aid, recreational aid, medical lab assistant and lab administrative assistant. I was a practicing lead shop steward for more than half of my 22 years as a shop steward. I believe in mentoring other members, speaking my voice and acknowledging the amazing work by other fellow activists.

I have been your Thompson Cariboo Shuswap regional vice-president since 2018.



Statement: My strive for HEU is to get it back to the members, the way that it used to be. Where members' wants, needs and achievements mattered. I want to continue to be that voice from the Interior, to be the spokesperson for the smaller, rural locals, the struggling locals, and the members that feel ignored and forgotten about. I am a member, just as the other 60,000 members are, and our opinions and voices matter.

I have given countless hours to activism and to building my role as the regional vice-president. I am a strong advocate and the co-chair for health care on the CUPE health care issues committee.

I pride myself on bringing our concerns to the other provinces and finding ways to protect health care in Canada, building on the suggestions put forward by our members. I believe in mentoring other activists to take the opportunities given, to better yourselves and your work sites, and to strive to make our union work for us.

I would love the opportunity to remain on the provincial executive in whatever capacity the members see fit. I have the knowledge, the experience and the drive to represent each and every one of us.

Local/work site: Shuswap Local/Shuswap Lake General Hospital

Job title: Medical Lab Assistant/Clerk

HEU member since: 2000

Provincial Executive experience: Five

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair
- Local Secretary-Treasurer
- Local Trustee
- Local Warden
- Local Conductor
- Picket Captain
- Labour management liaison at all SLGH Sites

Other HEU activities:

- Co-Chair CUPE health Care issues committee
- North Okanagan labour council
- Member facilitator
- Lobbyist/Pharmacare/Care Can't Wait

Diane Tomei
Pronouns (she/her)
Positions running for: Regional Vice-President – Fraser

Bio: I have been a pharmacy tech since 2001 and have been with Fraser Health since 2004.

I love helping members and being a leader and mentor for the next generation of activists. I'm a delegate on the Fraser Valley Labour Council and just finishing up my first term on the provincial executive (PE) as a regional vice-president.

In my downtime, I like going for motorcycle rides with my husband and we also like getting out on the water when we can.

Statement: I take my duty to uphold the constitution seriously even when it isn't what a member wants to hear. But it ensures that I'm always fair, consistent and accountable in my support for the local.



I can't believe my first term as a Fraser regional vice-president is almost up!

I joined HEU as a pharmacy tech in 2004 when the BC Liberals were doing their worst to HEU and was compelled to step up. Since then, I haven't stopped. From warden to chair to lead steward and more. I have proudly served on several HEU committees where I've shared my knowledge and developed new skills. Elected in 2021 to the FBA bargaining committee, I contributed to the most impactful collective agreement in our history.

I've been honoured to serve as your regional vice-president over the last two years. Even with my extensive union experience there was and still is much to learn. But my unwavering dedication to serving our members and ensuring their voices are heard is my driving force.

Our focus is always on our members and what you demand and deserve from your elected leadership!

Let's keep building our collective power together!

Local/work site: Chilliwack Amalgamated Local / Chilliwack General Hospital

Job title: Registered Pharmacy Technician

HEU member since: 2004

Provincial Executive experience: Two

Union and local activities:

- Chief Shop Steward
- Shop Steward
- Local Chair
- Local Vice-Chair
- Local Secretary-Treasurer
- Local Warden
- Local Conductor
- Bargaining Committee
- Labour Council Delegate

Other HEU activities:

- HEU Pensions Committee,
- Local Shop Steward Committee,
- Labour Management Committee,
- CUPE National Pensions Committee,
- FBA Bargaining Committee,
- Patient Care Technical Subcommittee Co-chair

Ranjit Uppal
Pronouns (she/her)
Position/s running for: Undeclared

Bio: Ranjit Uppal is a dedicated shop steward and JOHSC representative bringing over 28 years of experience to her role at B.C. Children & Women’s Hospital where she works as an OR booking clerk.



As the current chairperson of the Provincial Health Services Authority (PHSA) amalgamated local, Ranjit has demonstrated exceptional leadership and commitment to union members. Her deep dedication to her colleagues is evident in her proactive approach to advocacy and safety. Through her extensive experience and steadfast commitment, Ranjit continues to make significant contributions, fostering a collaborative and supportive work environment.

Statement: I am honoured to stand as a candidate for the executive committee, bringing over 28 years of dedicated service to B.C. Children’s & Women’s Hospital. As the current chairperson of the PHSA amalgamated, I have effectively led efforts to advocate for our members, ensuring their voices are heard and their needs are met.

My experience as a shop steward and joint occupational health & safety (JOHS) representative has deepened my understanding of workplace challenges and reinforced my commitment to safety and advocacy across all sectors.

My involvement as a former member of the persons of colour committee and my current participation in the two-spirit, non-binary, and women’s committees have enriched my perspective and strengthened my resolve to support diverse and inclusive representation. I believe in the power of solidarity and unity and am committed to fostering an environment of accountability and integrity. I am eager to hear your concerns and provide support at an executive level, working to address our collective needs and drive meaningful change. Together, with your support, we can build on our strengths, tackle emerging challenges, and achieve our shared goals. I look forward to contributing to our organization’s continued success and growth.

Local/work site: PHSA (Amalgamated) local / B.C. Children’s Hospital

Job title: OR Booking/Slating Clerk

HEU member since: 1997

Provincial Executive experience: 0

Union and local activities:

- Chief Shop Steward
- Shop Steward
- OH&S Steward/Representative
- Local Chair
- Local Vice-Chair

Other HEU activities:

Betty Valenzuela
Pronouns (she/her)
Position running for: Financial Secretary

Bio: Tried. Tested. True to the members. That's Betty Valenzuela.

I'm reoffering for financial secretary and humbly ask for your vote.

My leadership focus includes not only better wages and working conditions but also HEU's strong commitment to membership education and engagement.

No challenge is too great if we face it together in solidarity.

My approach is to build this cooperatively with our activists. Every day, local leaders connect with me, and we solve problems together.

Statement: It is you, the members. That's what my union activism is all about.

I humbly ask for your vote as financial secretary.

In 2018, when first elected financial secretary, the glass ceiling broke; the first worker of colour in the role. Many members have urged me to reoffer. I'm gratified to widen the circle of opportunity for all members to thrive in our diverse union.

HEU takes on every struggle for organized worksites. Better wages and benefits are needed to support our families and safety and dignity are just as important. I'm proud to be a part of our Provincial Executive, taking on the fight and it has been amazing to work with our new diversity vice-presidents. I'll work toward truth and reconciliation and fight against climate change.

Education and engagement are key, especially for locals with newly repatriated members.

The Covid-19 pandemic revealed our health care heroes and members go the extra mile. The fight for members' working conditions is the fight for better care.

Finally, as financial secretary, I pledge to manage members' union dues with prudence, honesty, integrity, transparency and accountability. Thank you for the privilege of serving you.



Local/work site: VGH Local/Vancouver General Hospital

Job title: Financial Secretary

HEU member since: 1998

Provincial Executive experience: Nine

Union and local activities:

- Shop Steward
- Local Secretary-Treasurer
- Local Trustee
- Bargaining Committee

Other HEU activities:

- Financial Secretary (since 2018)
- Secretary-Treasurer Vancouver General Hospital Local (11 years)
- Senior Trustee (Five years)
- Committee on Labour Relations (since 2018)
- Bursary committee (since 2014)
- Facilities Bargaining Association Education Fund (since 2018)
- Admin committee (since 2018)
- Union Protein Project (since 2022)
- B.C. Forum (since 2018)
- B.C. Fed Executive Council (since 2018)
- Bachelors in Business Administration, Philippines, major in Accounting, (Four years university study)
- Finance Manager, Vancouver Aboriginal Friendship Centre (16 years)
- Various Accounting/finance positions (City of Vancouver, Vancouver Coastal Health (1994-1998)
- Secretary Treasurer Cordova House local (Two years)
- CUPE/HEU Global Justice Committees (2014-2018)
- Trustee Vancouver Municipal and Regional Employees Union (1994-1995)
- Advisory Committee Employee Family and Assistance Program (2010 - 2018)

Louella Vincent
Pronouns (she/her)
Position running for: President

Bio: I'm Louella Vincent. I've been on the provincial executive (PE) for 22 years.

I'm always available to members – in person or by phone – local meetings, elections, picket lines, rallies etc.

My presence at the PE table is always with members in mind. Their suggestions and their needs are my focus.

I bring honesty, integrity and tenacity to see a tough subject through. I ensure no member's concern goes unheard.

I'm here – I want to be here – I'll make sure members get what they want and need. That is my promise to you – I will always speak up!!!



Statement: My name is Louella Vincent and I identify as Metis.

I believe that this union should be run by members for the members.

As President, I will be here doing what the members of this union direct me to do. Members need a president from the ranks of those who have lived experiences. I have been a single mom with two children barely surviving.

Existing by working three low-paying jobs with no pension, few benefits and child care not meeting my needs. No money for sports or vacations.

Members need a president who understands these things and will always be available to them. I have the skills to be president and have past lived experience of many members to keep me focused on what is important to them.

It will take a team working together to ensure the union is always working for the members towards a common goal of better wages, pensions, benefits and safety at work.

I believe in you – I ask you to believe in me. Vote for Louella Vincent a proven leader.

Local/work site: WHR Lower Mainland Local / Choices Day Program

Job title: Community Support Worker

HEU member since: 1992

Provincial Executive experience: 22

Union and local activities:

- Shop Steward
- OH&S Steward/Representative
- Local Vice-Chair
- Local Trustee
- Local Conductor
- Picket Captain
- Bargaining Committee
- Flying Picket Squad in 2007

Other HEU activities:

- Third Vice President: 2012-2014
- Trustee: 2008-2010
- Regional Vice President for Vancouver Coastal Region for 18 years
- President of (NWDLC) New West District Labour Council (65,000 members) Co – Chair of Indigenous committee, member of Community Social Action Committee
- HEU: Global Justice & Peace, Political Action Committees, Founding member of Living Wage Committee, Champion of Red Dress Campaign & Red Dress Alert System.
- B.C. Federation: Accessibility Caucus, Indigenous Caucus & Working Group, Human Rights Committee as President of NWDLC
- CUPE National: Global Justice, Childcare, Literacy Committees
- Director of Co-Development Canada, Member of Migrante BC, International Coalition for Human Rights in the Philippines (ICHRP) Canada Chapter. Amnesty International, Dr's Without Borders, Sit on Sit on Mayor's Council for Handy Dart, member of E Can Prevent Violence Against Women, member of Stand Up for Seniors Care