

CONSTITUTIONAL AMENDMENTS AND RESOLUTIONS
Adopted at HEU'S 34th Biennial Convention
October 20 – October 25, 2024

CONSTITUTIONAL AMENDMENTS

Constitutional Amendment 1

Submitted by the Provincial Executive

Article: Names and Objects, Preamble
Section: Names and Objects, Preamble
Subject: Indigenous Land Acknowledgement

HEU Will:

Amend the “Names and Objects” and “Preamble” to acknowledge Indigenous people who lived and continue to live on the land prior to Canada’s colonial history.

Because:

Since the release of the 2015 Truth and Reconciliation Commission’s final report, offering land acknowledgements and reflecting on our history is commonplace in important institutional documents.

The new language would read:

NAMES & OBJECTS

This Union shall be known as the Hospital Employees’ Union in the Province of British Columbia and shall consist of any number of Locals. The objects of this Union shall be to unite and associate together all workers employed primarily, but not exclusively, in health care, medical or related work for the purpose of securing concerted action in whatever may be regarded as conducive to their best interests, and in so doing to embrace the concept of equality of treatment for all with respect to wages and job opportunities, recognizing their obligation to provide high quality services, and to defend and preserve the right of all persons to high standards of medical and hospital treatment. The Union is committed to working on reconciliation with Indigenous Peoples based on the recognition of rights, respect, cooperation and partnership. We acknowledge the work of reconciliation must draw from Indigenous communities’ voices, including the frameworks of The United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission's Calls to Action, and the National Inquiry into Missing and Murdered Indigenous Women and Girls.

PREAMBLE

HEU acknowledges with gratitude that our members work on the traditional, ancestral, and unceded territory of First Nations who have cared for and nurtured these lands from time immemorial. HEU acknowledges the inherent rights of First Nations. We also acknowledge the pervasive and ongoing harms of colonialism faced by Indigenous Peoples, including forced removal and dispossession of the land. These harms also include the widespread systemic racism against Indigenous peoples as users, patients, and staff in BC's healthcare system. We are committed to confronting and healing the systemic racism underlying this system in our provision of healthcare services.

We, the Hospital Employees' Union, believing it to be the right of those who toil to enjoy to the fullest extent the highest standard of living compatible with life within Canada, and the right of all within Canada to enjoy high quality health care, and appreciating the very great benefits to be derived through uniting ourselves together for mutual protection and advancement, do hereby adopt the following Rules for the government of this Union.

Constitutional Amendment 14

Submitted by the Provincial Executive

Article: 5

Section: J (Proposed new)

Subject: Emergency Resolutions

HEU Will:

Amend Article 5 to allow for emergency resolutions at Convention by adding a new Section J as below, and re-lettering the current Section J and all subsequent lettered Sections under Article 5 to the following letter.

Because:

The Constitution currently lacks a clear procedure for submitting and processing emergency resolutions at the Convention. The proposed new language will provide clarity and procedural certainty relating to emergency resolutions.

The new language would read:

Section J

EMERGENCY RESOLUTIONS: A resolution relating to a specific matter or incident that occurred after the resolution submission deadline may be submitted to the Provincial

Executive for consideration as an emergency resolution. The Provincial Executive shall determine by majority vote whether the criteria for an emergency resolution are met. If the criteria are not met, the submitter shall be informed, and no further steps shall be taken under this Section. If the criteria are met, the Provincial Executive shall refer the emergency resolution for consideration by the Resolutions Committee. If the Resolutions Committee, in its discretion, adds the emergency resolution to the orders of the day, the Resolutions Committee shall provide Delegates with a copy of the emergency resolution, and the Delegates shall then decide, by a two-third (2/3) majority vote, whether to accept the emergency resolution for debate. If the Delegates vote to accept the emergency resolution for debate, the Resolutions Committee shall ensure that if a debate occurs, it will occur at least two (2) hours after said vote.

Constitutional Amendment 21

Submitted by the Provincial Executive

Article: 6

Section: A - Provincial Executive Officers

Subject: Convention forums

HEU Will:

Amend Article 6 Section A by deleting the word “evening” on page 18, third paragraph from the bottom, when regarding an evening forum, and replace with “a candidate’s” forum.

Because:

Deleting the word “evening” allows those planning the convention more flexibility with the agenda and allows delegates to have a free evening. This year one of the forums has moved to the morning instead of the evening.

The new language would read:

Each candidate for provincial office may address the Convention delegates for a maximum of five (5) minutes plus a moderated question and answer period at a candidate's forum. An additional one (1) minute is available for the delegate to include a territorial acknowledgement of Indigenous lands.

Constitutional Amendment 30

Submitted by the Young Workers Standing Committee

Article: 6

Section: H

Subject: Change age threshold for young workers

HEU Will:

Amend the current age threshold for young workers from 33 to 35 years old as contained in Article 6 Section H, with immediate effect.

Because:

In the current era, young professionals face significant challenges when it comes to securing employment in unionized positions. The point of entry for young workers into active union participation often coincides with the current age limit or approaches it closely. Therefore, young workers-led initiatives frequently remain unfinished or encounter ineffective implementation as their members age out. Provincial CUPE divisions like Newfoundland and Labrador, Alberta, Manitoba, and Quebec have already established a maximum age of 35 years for young workers. HEU also submitted a resolution in CUPE National Convention 2023 to raise the current age threshold for young workers from 30 to 35 for CUPE National Young Workers.

The new language would read:

Section H:

ELECTION CAUCUS FOR DIVERSITY VICE PRESIDENT – YOUNG WORKERS: For the purposes of the caucus held for the DVP – Young Workers pursuant to Article 6, Section G, the caucus will be limited to those delegates who are 35 years of age or younger on the last scheduled day of convention.

Constitutional Amendment 47

Submitted by the Prince George Local

Article: 13

Section:

Subject: New Equity Standing Committee

HEU Will:

Add an Older Persons Committee as an Equity Standing Committee.

Because:

We have forgotten about our senior brother and sisters. There are so many different equity standing committees but unfortunately nowadays our senior brother and sisters are now working past 60 and even 70-plus years. There are so many senior brother and sisters that our union has forgotten that we too have opinions and concerns.

The mandate of the Older Persons Advisory Committee is to advise the union on enhancing access and inclusion for older persons and to fully participate in governing our union.

Multiple identities intersect to make us who we are and experiences differ depending on factors such as gender, disability, 55-plus workers, race, ethnicity, sexuality, and gender identity.

The new language would read:

HEU shall establish seven (7) Equity Standing Committees from within the membership:

- 1) Indigenous Peoples
- 2) Ethnic Diversity
- 3) Pink Triangle
- 4) People with Disabilities
- 5) 2-Spirit, Women & Non-Binary
- 6) Young Workers
- 7) Older Persons

Constitutional Amendment 63

Submitted by the Provincial Executive

Article: 16

Section: E – Trustees

Subject: Signing Officers

HEU Will:

Add language to indicate that trustees cannot be signing officers due to potential conflicts of interest

Because:

The union has encountered issues with signing officers and we want to clarify the language.

The new language would read:

Section E

TRUSTEES:

The Trustees shall have general supervision over the property of the Local subject to such instructions as they may from time to time receive. They shall examine the books of the Local quarterly and report to the Financial Secretary. They shall see that the Secretary-Treasurer deposits all money belonging to the Local into a Credit Union or Chartered Bank as the Local may designate. They shall perform such other duties as the Provincial Executive, the Local or the Constitution may direct. On an annual basis the Local Trustees complete a survey of the Local's finances and present the findings of this survey to the Membership at the Local meeting. The survey will be designed to assist in a positive manner as a way of assisting in reporting the finances of the Local to the Membership.

Trustees should not be signing officers due to conflict of interest.

All cheques must be signed by the Secretary-Treasurer (Or Treasurer) and countersigned by one of the signing officers. There shall be no more than four signing officers, and all signing officers must be members of the local executive.

Spouses, partners and members of the same immediate family, or members of the same household, or members residing at the same address, cannot both be signing officers. Only one can be a signing officer.

Constitutional Amendment 64

Submitted by the Provincial Executive

Article: 19

Section: All

Subject: Substantial Revision of Article 19

HEU Will:

Substantially revise Article 19 to clarify and enhance existing procedures; accommodate the introduction of the Code of Conduct for the Provincial Executive and the position of Ethics Commissioner; and address various ambiguities and deficiencies in the current language.

Proposed amendments would, among other things:

- limit the possibility that the complaint and trial process will be used for improper purposes.
- provide a process for complaints that, in substance, relate to Provincial Executive Members' conduct in their capacity as Provincial Executive Members.
- highlight and encourage mediation or other alternative dispute resolution procedures.

- clarify the narrow purpose of a preliminary review and the limited role of the Independent Reviewer.
- incorporate provisions relating to the Standing Disciplinary Panel (currently Article 20) into the body of Article 19.
- clarify the conflict-of-interest provisions and provide a mechanism for enforcement.
- clarify the expenses provision to specifically address (i) what expenses are not covered, and (ii) when expenses may be assessed against a Local or individual.
- address concerns relating to quorum when one or more individuals must recuse themselves due to a conflict of interest.
- promote plain language and accessibility by removing the phrase “charge” and replacing with “complaint” throughout the Article.
- rename the Article from “Charges, Trials & Penalties” to “Complaints & Dispute Resolution”.

Because:

The Article 19 process must align with the Code of Conduct for the Provincial Executive and the Ethics Commissioner. Complaints against the Provincial Executive were previously covered by Article 19, and there has been an increase in number of the complaints against PE members in the last two years. This new version of Article 19 will allow HEU to more clearly define the complaints process and investigation of complaints. It also redefines the scope of Article 19 to member-to-member complaints. Due to the substantial changes in this section, this will be presented simply as old language and new language.

The new language would read:

**ARTICLE 19
Complaints and Dispute Resolution**

Preamble:

“It is the duty of each member to abide by the Union’s Constitution and By-Laws, to uphold the Oath of Obligation, and, in the case of elected officers, to uphold the Installation of the Officers Oath. HEU subscribes to the democratic principles of industrial unionism.”

The purpose of Articles 19 and 20 is to provide members in good standing with an internal process to have complaints dealt with in a fair and impartial manner, consistent with the principles of natural justice. These procedures are intended to foster and maintain the solidarity necessary to further the interests of the Union through the ability to correct or address the behaviour of members who commit an offense under the Constitution. They are not intended to be used for political gain or to resolve interpersonal conflict which is not substantially rooted in one of the Offenses identified in this Article.

Section A

OFFENSES:

- (1) Any Member of the HEU who acts in a manner detrimental to the welfare or interests of the Union by engaging in any of the following conduct is guilty of an offense against the Constitution and By-Laws:
- a. work in the interests of a rival union;
 - b. sponsor or advocate decertification of an HEU bargaining unit;
 - c. be in a legal strike position and cross the picket line, or be paid by the employer not to participate in strike action, or perform paid work for the employer, unless required to do so by law, or to otherwise impede or act in opposition to the lawful strike or other collective actions of the Union;
 - d. cross a picket line that is endorsed by HEU;
 - e. misappropriate the property and/or assets of the Union, or commit a fraudulent or dishonest act against the Union;
 - f. without lawful excuse, refuse or fail to pay Dues, Initiation or Temporary Dues Increases in three (3) or more consecutive months;
 - g. discriminate against a Member contrary to the Human Rights Code;
 - h. without lawful excuse, violate the confidentiality of union meetings, union and membership information, or publish or circulate false reports or misrepresentations;
 - i. fail without good cause to appear and present evidence after filing a complaint, or where there is a finding that the complaint was brought maliciously or in bad faith; or
 - j. otherwise engage in serious misconduct detrimental to the welfare or interests of the Union, its Locals, or its Members.

Section B

MAKING A COMPLAINT:

- (1) A member in good standing who believes that a member or officer of the Union has committed an offence under Section A may file a complaint with the Office of the President no later than 90 days after the date on which the person making the complaint (the “complainant”) knew or ought to have known of the action or circumstances giving rise to the complaint.
- (2) A complaint must be made in writing and must include the following:
- a. name, address, telephone number, email, and signature of the person making the complaint;
 - b. member named in the complaint (the “respondent”);
 - c. each allegation on which the complaint is based, including the offense or offenses alleged to have been committed;
 - d. the facts being relied on that support each allegation so that the respondent can understand and defend against the complaint; and
 - e. whether the complainant has personal knowledge of the facts alleged and if not, the source of the complainant’s information.
- (3) The President may prescribe a standard form in which complaints must be made, and such form may contain requirements additional to those listed in Subsection (2)

above.

- (4) The President may designate another person to fulfill the role of the President in respect of a complaint under this Article.
- (5) The President or their designate may refuse to receive a complaint that, in the opinion of the President or their designate, does not sufficiently satisfy the above requirements, and may at any time require that a complainant submit a new or revised complaint that does.
- (6) The President or their designate may refuse to receive multiple complaints concerning substantially the same matter, in which case the President or their designate:
 - a. must proceed with the first complaint received; and
 - b. may expand or otherwise modify the first complaint received, including by adding allegations, complainants or respondents.

Section C

MEDIATION AND ALTERNATIVE DISPUTE RESOLUTION:

- (1) Despite any procedural requirements of this Article, the President or their designate may at any time encourage the informal resolution of a complaint, and may make available:
 - a. mediation; or
 - b. another form of alternative dispute resolution, such as:
 - i. culturally appropriate approaches, including facilitation by an Indigenous Elder; or
 - ii. other transformative or restorative justice approaches.
- (2) The President or their designate may suspend any time limits under this Article while reasonable efforts are being made under Subsection (1) above.

Section D

INITIAL ASSESSMENT OF COMPLAINTS:

- (1) When the President or their designate receives a complaint naming anyone other than a member of the Provincial Executive as respondent, they must process the complaint in accordance with the remainder of this Article.
- (2) When the President or their designate receives a complaint naming a member of the Provincial Executive as respondent, they must refer the complaint to the Ethics Commissioner, and the Ethics Commissioner must make a final determination as to whether the complaint would be more appropriately dealt with under:

- a. the remainder of this Article, in which case the President or their designate must process the complaint accordingly; or
- b. the Code of Conduct for the Provincial Executive, in which case the Ethics Commissioner must process the complaint accordingly, and the remainder of this Article does not apply in respect of the complaint.

Section E

PRELIMINARY REVIEW OF COMPLAINTS:

- (1) In this Section, “Independent Reviewer” means a person appointed by the President or their designate to conduct a preliminary review in accordance with Subsection (3) below.
- (2) When the President or their designate receives a complaint other than a complaint referred to in Subparagraph D(2)(b), the President or their designate must, within 30 days:
 - a. notify the respondent and provide them with a copy of the complaint;
 - b. inform the complainant and respondent (the “parties”) regarding next steps in the complaint process; and
 - c. refer the complaint to an Independent Reviewer for a preliminary review.
- (3) A preliminary review must be for the sole purpose of determining whether a complaint should proceed to trial, and must be limited to:
 - a. reviewing the text of the complaint; and
 - b. where necessary and appropriate, contacting the complainant to seek additional information or clarification regarding the complaint.
- (4) An Independent Reviewer may determine that a complaint should proceed to trial only if, after a preliminary review, the Independent Reviewer is of the opinion that:
 - a. the allegations contained in the complaint, if proven, could amount to an offense under Section A; and
 - b. there is no reason for which the complaint should not proceed to trial.
- (5) Reasons for which a complaint should not proceed to trial may include the following:
 - a. there are insufficient reasonable grounds for concluding that an offense has been committed;
 - b. the complaint is frivolous, vexatious, or not made in good faith;
 - c. the complaint would be more appropriately addressed through another process;
 - d. the complaint, in substance, is being addressed or has already been addressed through another process;
 - e. the complainant has failed or refused to
 - i. provide a complaint that sufficiently satisfies the requirements of Section B; or
 - ii. cooperate sufficiently during a preliminary review;

- f. the complainant wishes to withdraw the complaint; or
- g. the complaint, in substance, is not primarily with respect to an offense listed in Section A.

Section F

REPORTING TO THE PROVINCIAL EXECUTIVE:

- (1) After completing a preliminary review of a complaint, the Independent Reviewer must provide the President or their designate with a written report containing:
 - a. a copy of the complaint on which the report is based;
 - b. the Independent Reviewer's determination as to whether the complaint, in whole or in part, should proceed to trial;
 - c. the reasons for that determination; and
 - d. any other information or recommendations that the Independent Reviewer finds appropriate.
- (2) When the President or their designate receives a written report under Subsection (1) above, they must table a copy of the report at the next meeting of the Provincial Executive, or as soon as practicable thereafter.
- (3) If at any time a complaint is withdrawn or informally resolved:
 - a. the President or their designate must inform the Provincial Executive at the next meeting of the Provincial Executive; and
 - b. no further steps under this Article may be taken in respect of the complaint.

Section G

PROCESSING BY THE PROVINCIAL EXECUTIVE:

- (1) After receiving an Independent Reviewer's report under Subsection F(2), the Provincial Executive must:
 - a. refer the complaint, in whole or in part, for trial;
 - b. dismiss the complaint, in whole or in part;
 - c. divert the complaint, in whole or in part, to another process that, in the opinion of the Provincial Executive, would be more appropriate for addressing the substance of the complaint; or
 - d. direct the President or any other person to seek to resolve the complaint in accordance with Section C, failing which the Provincial Executive must refer, dismiss or divert the complaint in accordance with Subparagraphs (a) through (c) above.
- (2) For clarity, the Provincial Executive is not bound by any determination or recommendation made in an Independent Reviewer's report.

- (3) Once the Provincial Executive takes an action under Subsection (1) above, the President or their designate must, as soon as practicable:
 - a. inform the parties in writing of such action; and
 - b. provide the parties with a copy of the Independent Reviewer's report.
- (4) Despite Subparagraph (3)(b) above, the copy of the Independent Reviewer's report provided to the parties may be anonymized, redacted, or provided only in summary form where, in the opinion of the President or their designate, to do so would be necessary and appropriate to:
 - a. protect the integrity of proceedings;
 - b. protect the confidentiality or wellbeing of a person directly or indirectly involved in the complaint; or
 - c. comply with the Union's legal obligations.
- (5) The contents of an Independent Reviewer's report must not be relied upon for any purpose at trial or in any proceeding other than an appeal under Subparagraph Q(3)(b) or (c).

Section H

REFERRAL FOR TRIAL:

- (1) In Sections H through M, "complaint" means a complaint or part of a complaint referred for trial under Subparagraph G(1)(a).
- (2) When the Provincial Executive refers a complaint for trial, the Provincial Executive must refer it either to a Standing Disciplinary Panel as provided for in Section I or to a Trial Panel as provided for in Section J.
- (3) In making a referral under Subsection (2) above, the Provincial Executive must consider whether the complaint:
 - a. is limited to the Local level or relates to Local members who are seriously disruptive to the functioning of the Local; or
 - b. extends beyond the Local level.

Section I

STANDING DISCIPLINARY PANEL:

- (1) The Provincial Executive shall establish a Standing Disciplinary Panel consisting of three (3) Members and three (3) alternates.
- (2) The Standing Disciplinary Panel shall include some regional representatives but shall not include members of the Provincial Executive or their alternates.

- (3) Upon referral of a complaint to the Standing Disciplinary Panel from the Provincial Executive, the Panel's hearing process and rules and procedures shall be the same as those of a Trial Panel except as necessarily modified by this Section.
- (4) The Standing Disciplinary Panel shall have the authority to issue those penalties it considers just and appropriate in the circumstances, but it shall not have the power to expel from the Membership.

Section J

TRIAL PANEL:

- (1) As soon as practicable after the referral of a complaint to a Trial Panel, the Secretary-Business Manager or a designate shall:
 - a. prepare a list of the Local Officers in good standing who are working in the Locals in the region within which the respondent works; and
 - b. consecutively draw, at random, the names of nine (9) such Local Officers, who shall constitute the pool of potential Trial Panel members.
- (2) The complainant and respondent shall each have the right to challenge two (2) Local Officers in the pool of potential Trial Panel members.
- (3) The first three (3) Local Officers to have their names drawn and remain unchallenged shall constitute the Trial Panel, and the following two (2) shall serve as alternates.
- (4) The Secretary-Business Manager or a designate shall appoint one of the three (3) Local Officers on the Trial Panel to act as Chairperson.

Section K

TRIAL PROCESS

- (1) The Trial Panel shall convene a hearing within fourteen (14) days of its establishment, or as soon as practicable thereafter.
- (2) The Trial Panel shall ensure that the complainant and respondent receive at least seven (7) days' written notice of the hearing date, time and location.
- (3) Both the complainant and respondent shall have the opportunity to present their evidence (including any relevant witnesses or documents) and arguments, and to cross-examine the other's witnesses.
- (4) The Trial Panel shall proceed to hear the complaint as follows:
 - a. the complainant may make an opening statement;
 - b. the respondent may make an opening statement;

- c. the complainant shall, in every case, proceed first and present all the evidence in support of the complaint, subject to the right of the respondent to cross-examine witnesses;
- d. the respondent may then present all the evidence in response to the complaint, subject to the right of the complainant to cross-examine witnesses;
- e. the complainant may make a closing statement;
- f. the respondent may make a closing statement.

(5) The Trial Panel shall have the authority to maintain order during the hearing, and to ensure that proceedings are dealt with in an expeditious and fair manner.

Section L

RULES AND PROCEDURES:

- (1) The Trial Panel process is intended to be expeditious and informal.
- (2) The Trial Panel must encourage the parties to engage in mediation if the parties have not yet done so.
- (3) The Trial Panel may establish its own rules and procedure for a hearing, and may:
 - a. decide where the hearing will be held and when;
 - b. grant postponements or adjournments;
 - c. refuse the right to attend the hearing to any person who is not implicated directly by the complaint;
 - d. proceed in the absence of the complainant or respondent if they have been duly notified that the hearing was to be held;
 - e. allow for either party to be represented by counsel of their own choosing and at their own cost;
 - f. ask questions of the witnesses, the complainant or the respondent; and
 - g. dictate such other rules and procedures as will further the objective and intent of a fair, expeditious and informal hearing process.

Section M

DECISIONS:

- (1) The Trial Panel must issue a written decision in response to the complaint.
- (2) If the complaint is allowed in whole or in part, the Trial Panel must decide on the penalty to be imposed.

Section N

PENALTIES:

- (1) The Provincial Executive, a Trial Panel or, subject to Section I, a Standing Disciplinary Panel, may impose penalties on any Member found to have committed an offence, including one or more of the following:
- a. written reprimand;
 - b. suspension from office and/or membership and its rights and privileges, for a specified period of time;
 - c. removal from office;
 - d. denial of the right to hold office in the Union or Local for a specified period of time;
 - e. expulsion from membership;
 - f. denial of membership and its rights and privileges;
 - g. fines;
 - h. where a Member without lawful excuse has refused, failed or neglected to pay a lawful Temporary Dues Increase, in each instance a doubling of the Temporary Dues Increase;
 - i. in the case of an offence described at Subparagraph (A)(1)(c), one or both of the following:
 - i. a fine up to and including the equivalent of one hundred percent (100%) of net daily earnings for each day that the person acted in the manner described;
 - ii. denial, suspension or revocation of Membership;
 - j. such other penalties or actions that the Provincial Executive, a Trial Panel, or a Standing Disciplinary Panel may deem just and reasonable in the circumstances.

Section O

EMERGENCY SUSPENSION:

- (1) Where in the opinion of the Provincial Executive, a Member engages in egregious activities which jeopardize or are seriously detrimental to the interests or welfare of the Union, the Provincial Executive may immediately discipline such Member.
- (2) Discipline imposed under Subsection (1) above shall remain in effect until a determination has been rendered by a Trial Panel convened in accordance with this Article.
- (3) A Trial Panel convened under this Section shall hold a hearing within fourteen (14) days of the imposition of discipline under Subsection (1) above, or as soon as practicable thereafter.

Section P

EXPENSES:

- (1) The Union shall reimburse the reasonable expenses of the participants to attend the hearing, including loss of wages.

- (2) For clarity, the Union shall not reimburse any expenses incurred in relation to legal advice or representation.
- (3) The Provincial Executive may assess a Local or individual(s) for any or all expenses of a hearing where in the opinion of the Provincial Executive it is just and appropriate to do so.
- (4) Situations in which expenses may be assessed include, without limitation:
 - a. where a complaint is found to be malicious;
 - b. where conduct in the complaint process is found to be in bad faith; or
 - c. where an appeal is filed and the original decision is upheld.

Section Q

APPEALS:

- (1) The Provincial Executive must establish a Standing Appeal Panel consisting of three (3) members of the Provincial Executive.
- (2) Members of the Standing Appeal Panel must not participate in or be present for any proceeding, deliberation or decision of the Provincial Executive in respect of any complaint under this Article.
- (3) Any party dissatisfied with
 - a. a final decision of a Trial Panel or Standing Disciplinary Panel;
 - b. a decision of the Provincial Executive under Subparagraph G(1)(b) to dismiss a complaint; or
 - c. a decision of the Provincial Executive under Subparagraph G(1)(c) to divert a complaint to another process, may file an appeal with the Office of the President within fourteen (14) days of receipt of the decision.
- (4) An appeal must be made in writing and must specify the grounds of appeal and all supporting documents.
- (5) The President may prescribe a standard form in which appeals must be made, and such form may contain requirements additional to those listed in Subsection (4) above.
- (6) The President or their designate may refuse to receive an appeal that, in the opinion of the President or their designate, does not sufficiently satisfy the above requirements, and may at any time require that an appellant submit a new or revised appeal that does.

- (7) When the President or their designate receives an appeal under Subsection (3) above, they must forward the appeal to the Standing Appeal Panel as soon as practicable.
- (8) Upon receipt of an appeal, the Standing Appeal Panel must:
 - a. provide the other party or parties with a copy of the appeal;
 - b. provide the other party or parties with at least seven (7) days to file a written response; and
 - c. proceed to hear the appeal and render a written decision as soon as practicable.
- (9) Subject to the requirements of Subsection (8) above, the Standing Appeal Panel may control its own process and may, in its discretion, conduct an appeal hearing in person, by tele-conference, by videoconference, or based only on the written materials provided.
- (10) An appeal hearing is not a new trial.
- (11) The Standing Appeal Panel may uphold the decision under appeal, reverse the decision under appeal, or render any other decision that, in the opinion of the Standing Appeal Panel, would be just and appropriate.
- (12) The Standing Appeal Panel must provide a copy of its decision to the parties and to the President or their designate, and the President or their designate must inform the Provincial Executive of the outcome of the appeal at the next meeting of the Provincial Executive, or as soon as practicable thereafter.
- (13) A decision of the Standing Appeal Panel is final and not subject to further appeal.

Section R

CONFLICT OF INTEREST, RECUSAL AND DELEGATION:

- (1) The procedures and requirements set out in this Article are subject to the following.
- (2) For the purposes of this Article, a person is deemed to be in a conflict of interest in respect of a complaint if the person:
 - a. is a complainant or a respondent;
 - b. is a witness to a material fact or event; or
 - c. otherwise has or could reasonably be perceived as having a conflict of interest or bias in respect of the complaint.
- (3) Where there is disagreement or uncertainty about whether a person is in a conflict of interest in respect of a complaint, the question must be referred as follows for a final determination on an expedited basis:
 - a. in the case of a member of the Provincial Executive, to the Ethics Commissioner;
 - b. in the case of any other person, to the President or their designate.
- (4) A person who is in a conflict of interest in respect of a complaint:

- a. must not serve on, advise or assist a Trial Panel, Standing Disciplinary Panel or Standing Appeal Panel convened in respect of the complaint;
 - b. must not participate in or be present for any proceeding, deliberation or decision of the Provincial Executive in respect of the complaint; and
 - c. must recuse themselves from all matters relating to the complaint, including all duties and procedures under this Article.
- (5) Where the recusal of a member of the Provincial Executive could reasonably result in the inability of:
- a. the Provincial Executive to achieve quorum; or
 - b. a Standing Appeal Panel to be properly constituted, the President must appoint the highest-ranking Alternate Executive Member who is not in a conflict of interest to fulfill the role of the recused member under this Article.
- (6) Where the President is in a conflict of interest in respect of a complaint, the role of the President under this Article must be fulfilled by the first of the following who is not in a conflict of interest:
- a. 1st Vice-President;
 - b. 2nd Vice-President;
 - c. 3rd Vice-President;
 - d. Secretary-Business Manager;
 - e. Assistant Secretary-Business Manager.
- (7) Where the Secretary-Business Manager is in a conflict of interest in respect of a complaint, the role of the Secretary-Business Manager under this Article must be fulfilled by the Assistant Secretary-Business Manager.
- (8) Subject to Subsections (6) and (7) above, the President or Secretary-Business Manager may delegate their respective powers and duties under this Article to any person who is not in a conflict of interest.

Section S

REPORTING TO CONVENTION:

- (1) The President must submit a written report to each Convention containing:
 - a. a summary of complaints and determinations made under this Article; and
 - b. any advice or recommendations for improving the text or operation of this Article.
- (2) A report under Subsection (1) above must not contain personal or identifying information about any individual involved in a complaint.

Constitutional Amendment 66

Submitted by the Provincial Executive

Article: 20

Section: All

Subject: Repurposing Article 20 to enshrine Code of Conduct for Provincial Executive and Ethics Commissioner

HEU Will:

Move the substance of the existing Article 20 (Standing Disciplinary Panel) under the proposed Article 19 (Complaints and Dispute Resolution) and devote Article 20 to the establishment of the Code of Conduct for the Provincial Executive and the position of Ethics Commissioner.

Add language on the Provincial Executive Code of Conduct & Ethics Commissioner.

Because:

Along with the edits to Article 19, these amendments to this Article help to clarify the Constitution and By-Laws.

The new language would read:

Article 20 **Provincial Executive Code of Conduct & Ethics Commissioner**

1. The Provincial Executive must adopt and maintain a Code of Conduct for the Provincial Executive (“Code of Conduct”).
2. The Code of Conduct must, at a minimum:
 - a. establish and describe common standards of conduct and a set of expectations for the Provincial Executive.
 - b. provide for the appointment of an Ethics Commissioner to receive and process complaints alleging a violation of the Code of Conduct; and
 - c. prescribe a range of sanctions and remedies that the Ethics Commissioner may impose, without appeal, when they are satisfied that a violation of the Code of Conduct has occurred.
3. The Code of Conduct must be interpreted and given effect in a manner consistent with the requirements of procedural fairness and natural justice.

Constitutional Amendment 67

Submitted by the Provincial Executive

Article: 21

Section: All, J (18)

Subject: Equity & Clarity Concurrence/Non-Concurrence

HEU Will:

Remove the language around concurrence and non-concurrence to simplify the process for delegates.

Because:

The current process is confusing to delegates to vote on a recommendation rather than the resolution itself.

The new language would read:

The Committees will make a recommendation to the delegates of concurrence or non-concurrence on the amendment or resolution. However, the delegates will vote on the amendment or resolution itself.

Constitutional Amendment 70

Covers 69, 71, and Resolution 155

Submitted by the Chetwynd Local

Article: 23

Section: D

Subject: Death benefits

HEU Will:

Pay \$500 more than the max Canada Pension Plan death benefit.

Because:

Most funerals home costs are more than \$5000 just for the basic service cost. That cost is before the cost of a luncheon, priest/pastor, and the church/hall rental.

The new language would read:

BENEFITS: The Benefit for members will be \$500 more than the maximum Canada Pension Plan (CPP) Death Benefit or \$3000, whichever is greater.

RESOLUTIONS

Resolution 3

Covers 1

Submitted by the Menno Home Local

Subject: Red Dress Alert

HEU Will:

With the support of Indigenous communities, advocate to all levels of government for the permanent implementation of a “Red Dress Alert” system, based on the model of the Amber Alert system to alert the public and mobilize emergency services in the event that Indigenous women, girls, and gender-diverse individuals are reported missing, abducted or at similar risk of harm.

Because:

HEU is committed to the Truth and Reconciliation Commission of Canada: Calls to Action, and the 41st Call to Action includes the inquiry and remedies for the disproportionate victimization of Indigenous women and girls;

It is in agreement with HEU’s Policies and Procedures resolution to support the Red Dress Campaign;

It is in agreement with HEU’s Policies and Procedures resolution to demand the government recognize and investigate the disproportionate amount of violence perpetrated on Indigenous women; and

It is in agreement with HEU’s Policies and Procedures resolution to demand the federal government work with Indigenous People’s organizations and emergency services across the country to implement plans of action that would include identifying and implementing appropriate and effective protocols for action on missing person cases consistent with the specific risks to Indigenous women and girls.

Resolution 5

Submitted by the VGH Local

Subject: Lead Shop Steward

HEU Will:

Replace the term "Chief Shop Steward" with "Lead Shop Steward" in all Union documents and communications.

Update the Union's bylaws, policies, and procedures to reflect this change.

Ensure that all training materials and resources for Union Members and staff are revised to incorporate the new terminology.

Communicate this change to all Union Members and stakeholders to promote awareness and understanding of the reasons behind the change.

Because:

The term "Chief" holds significant cultural meaning for Indigenous peoples, and its use in Union documents as a title may be considered culturally insensitive.

It is important to promote inclusivity and cultural sensitivity within our Union to ensure all Members feel respected and valued.

Using a term that is culturally neutral, such as "lead," can help foster a more inclusive environment.

Resolution 52

Submitted by the Dogwood Local

Subject: E-transfer Abuse

HEU Will:

- Lobby the federal government to create a law on e-transfer harassment;
- Ask Canadian Labour Congress and CUPE National to support these efforts.

Because:

There is a rise in e-transfer harassment. Thirty eight percent (38%) of women have experienced verbal abuse on line.

Resolution 77

Submitted by the Provincial Executive

Subject: the Philippines

HEU Will:

Lobby the federal government to support our sister unions in the Philippines in their struggle against government corruption, anti-union activity and ENDO contracting.

Because:

HEU condemns this practice.

Our current policy and procedures state we have to put pressure on the government to close loopholes and strengthen the rights of employees whose jobs may be lost to ENDO (contract flipping).

Resolution 85

Covers 117

Submitted by the 2-Spirit, Women and Non-Binary Standing Committee

Subject: Gender Neutral Washrooms at Union Events

HEU Will:

Ensure all washrooms are gender neutral at all Union events and Conventions, where possible, and provide an option to access single-user washrooms for those who prefer additional privacy.

Because:

Providing inclusive facilities is essential for the dignity and comfort of all Members and gender-neutral washrooms ensure accessibility for transgender and non-binary individuals; Women often have to wait longer to access washrooms, creating an inequity; and access to single-user washrooms provides privacy and comfort for those who need it; and our Union is over 80% women, highlighting the importance of equitable washroom access.

Resolution 86

Covers 118

Submitted by the 2-Spirit, Women and Non-Binary Standing Committee

Subject: Single Occupancy Accommodation at Union Events

HEU Will:

Provide single occupancy accommodation at all events, aligning with, or commitment to, gender diversity and inclusivity.

Because:

Ensuring gender-inclusive and feminist spaces is essential for fostering diversity and inclusion within our Union and offering single occupancy accommodation acknowledges and respects diverse gender identities and ensures safety and comfort for all Members.

Resolution 90

Submitted by the Ethnic Diversity Standing Committee

Subject: HEU Foundational Multi-Lingual Video Series with Content Open to All Members (no signature, no barriers)

HEU Will:

Allyship: Multi-lingual recorded (listen at work/home, listen, take notes) content regarding HEU, Constitution, Access to other Education and Union Opportunities, Rights;

Submit questions in your own language to be answered;

Help people learn English to improve communication, practice, participation, culture;

Education Week - right to proper education to help people, all unions to join forces, longer segments; and

HEU members with English as another language:
People here should be able to learn English here.

Because:

People are scared to face employer if english is an additional language. They breakdown in tears trying to get their point across.

Health care needs people with additional languages to support patients, and HEU needs Shop Stewards who can figure out what the member needs and means.

Increase access for people within community because we have so much ethnic diversity.

RESOLUTIONS ADOPTED BY THE PROVINCIAL EXECUTIVE
As referred by HEU'S 34st Biennial Convention
October 20 – October 25, 2024

Resolution 7

Submitted by the Armstrong Local

Subject: Increase care hours from the current 3.36 hours of direct care daily

HEU Will:

Lobby the provincial government to increase care hours for all health care settings.

Because:

Our patients, clients and residents deserve dignified, respectful and complete care. The current allotted time doesn't meet the needs for the complexity of the residents/patient's needs. The complexity of the needs when people are being admitted to long term care is increasing, along with more mental health considerations and aggressive behaviors.

Resolution 8

Submitted by the Burnaby Local

Subject: Long-term disability

HEU Will:

Lobby the appropriate regulatory Authorities and Trust to have the age limit and restrictions on long-term disability plan changed so that Members can access benefits beyond 65 years of age.

Because:

The number of workers continuing to work after 65 years is increasing, and MPP and CPP does not provide enough income.

Resolution 12

Submitted by the Cowichan Valley Local

Subject: Provincial Rural Retention Incentive

HEU Will:

Continue to lobby the provincial government to expand the Provincial Rural Retention Incentive (PRRI) specifically to sites that have been approved for the rural remote recruitment incentive (RRRI).

Because:

It is important to draw new employees to sites that are struggling with staffing shortages. It is equally important to support and recognize the effort of existing staff and work with those sites on the (RRRI) program.

Resolution 14

Submitted by the Lions Gate Local

Subject: Staffing levels

HEU Will:

Push all levels of government to increase and sustain staffing levels in health care.

Because:

Having low staff numbers increases workload, causing our members workplace burnout which is affecting both their mental and physical health.

Resolution 18

Submitted by the Normandy Local

Subject: One Master Agreement

HEU Will:

Lobby the provincial government to bring all private facilities employing HEU members throughout the province back into one master collective agreement.

Because:

Having one master agreement for all HEU members would foster equality and one interpretation of the agreement throughout the province. To have over 150 HEU collective agreements creates division among HEU Members. Each employer has their own interpretation which creates confusion among HEU Members.

Resolution 22

Covers 32

Submitted by the Provincial Executive

Subject: Agency Care Staff

HEU Will:

Continue to lobby government to eliminate the use of health care agency staff and increase regular in-house staffing.

Because:

The use of health care agency staff undermines the provision of safe, quality care and draws critical staffing resources away from the public system.

Continuity is the foundation of providing good care and consistent, ample staffing is essential.

The provincial government is taking steps to reduce the reliance on agency staff.

Actions like the expansion of 'Go Health' the provincial travel resource program that supports rural and remote communities, and placing a moratorium on any new agency contracts help, but more needs to be done.

In-house staffing must be increased to ensure agency staff are not needed.

Resolution 23

Submitted by the Provincial Executive

Subject: Care Can't Wait

HEU Will:

Continue to campaign for better working and caring conditions in seniors' care through this union's Care Can't Wait campaign including:

- Restoring standard wages, benefits and working conditions in seniors' care by returning government-funded long-term care and assisted living to the Facilities sub-sector;
- Limiting the construction of new long-term care and assisted living capacity to public and non-profit operators;
- Strengthening transparency and accountability requirements for care home operators who receive provincial funding; and
- Ending subcontracting for care and support services as a condition of funding.

Because:

In 2019, the union secured important changes to the Labour Relations Code which provided successorship protection across health care. These provisions effectively ended the practice of contract flipping in long-term care – a practice which robbed workers of collective agreement gains and union membership and resulted in serious disruptions to continuity of care for seniors.

In 2020, HEU negotiated a comprehensive labour agreement as part of the Single-site Order, including levelled-up wages, which now puts an estimated \$195 million annually into workers' wages.

However, there remains a gap in benefits and pensions in the long-term care sector.

Achieving a single collective agreement for all HEU members will provide a level playing field for working and caring conditions in hospitals, care homes, and community settings.

Resolution 24
Covers 11, 13, 33

Submitted by the Provincial Executive

Subject: Dental plan coverage

HEU Will:

Lobby the federal and provincial governments to continue to improve access and increase the number of procedures covered by Medical and Dental plans for retirees and low-income members.

Because:

The current dental program covers 155 of the 2500+ procedures dentists provide. Medical procedures aren't always covered by the Medical Services Plan (MSP). MSP does not provide coverage for the following:

- Services that are deemed to be not medically required, such as cosmetic surgery;
- Dental services, except as outlined under benefits;
- Routine eye examinations for persons 19 to 64 years of age;
- Eyeglasses, hearing aids, and other equipment or appliances;
- Prescription drugs (see Pharmacare).
- Acupuncture, chiropractic, massage therapy, naturopathy, physical therapy and non-surgical podiatry services (except for MSP beneficiaries receiving supplementary benefits);
- Preventive services and screening tests not supported by evidence of medical effectiveness (for example, routine annual "complete" physical examinations, whole body CT scans, prostate specific antigen (PSA) tests);
- Services of counsellors or psychologists; and
- Medical examinations, certificates or tests required for:
 - driving a motor vehicle
 - employment
 - life insurance
 - school or university
 - recreational and sporting activities
 - immigration purposes

Resolution 25

Submitted by the Provincial Executive

Subject: Dental plan coverage

HEU Will:

Lobby for governments to improve the conditions or streamline the process for dentists/dental professionals to join the Canadian Dental Care Plan.

Because:

Only 30% of BC dental professionals, as of July 2024, have joined the Canadian Dental Care Plan due to the complications to enroll, the lack of clarity regarding how much a patient pays, and the rules.

Resolution 26

Submitted by the Provincial Executive

Subject: Shingles Vaccine

HEU Will:

Lobby the government to cover the cost of the shingles vaccine.

Because:

The cost of the vaccine is unattainable to many people, putting them at risk of shingles infection. It is a preventative measure for people who are at high risk due to stressful work situations.

Resolution 28

Submitted by the Royal Columbian Local

Subject: Apprenticeship Program

HEU Will:

Modernize the current resolutions to reflect the following:
Lobby the provincial government to:

- Recognize that the current NDP Government has improved access to Labour input regarding Trades and Apprenticeships in British Columbia through the creation of the Skilled Trades BC. However, gaps remain;
- Expand the current 12 Certified Skilled Trades to include the following Trades: Elevator Constructors and Mechanics, Boilermakers, Machinist, Tool and Die Makers, Carpenters, Ironworkers and Tower Crane Operators;
- Increase funding for certified skilled trades to provide training to equity seeking groups;
- Encourage the Health Authorities and HEABC to work closely with Skilled Trades BC to promote apprenticeships to address recruitment and retention issues in health care;
- Encourage Health Authorities and HEABC to hire Red Seal Cooks and promote apprenticeship within the food and nutrition department; and
- Commit to no contracting out for Trades and Maintenance.

Because:

It matters that young people and equity-seeking groups are given the opportunity to secure rewarding careers that provide economic benefits to all Employers as well as all residents of the Province of B.C.

Skilled trades are essential for a functioning society and are needed to ensure our publicly funded spaces are safe, functional and well maintained. Skilled trades are desperately needed to build the spaces to house people employed in our hospitals and care homes. It needs to be recognized that a lack of skilled trades will hinder the growth of our economy. At the RCH Local we have the Public Private Partnership (P3) project manager from Penticton sitting in our buildings on a maintenance contract. Maintenance is regularly done by ESC, Eaton, Houle, CDC, Ainsworth, Traine. and many others.

We know that they wanted to contract out all trades and maintenance at RCH and it was only the change in Government that saved our jobs in 2018.

Vote for this resolution for HEU to strengthen trades apprenticeships to build the workforce we need to keep our Trades and Maintenance in the public system.

We are experiencing the inability to hire specialized workers now and are forced to contract out maintenance that should be done in house.

Resolution 30

Submitted by the Surrey Local

Subject:

Lobby for all HEU Members covered by the HEU Health Services and Support Facilities Subsector

HEU Will:

Lobby for increasing staff in this subsector.

Because:

- Health Care involves a multidisciplinary team where each role is vital for comprehensive patient care. Health Care workers such as porters, health care assistants, rehabilitation assistants, food service workers, maintenance workers, lab assistants, unit clerks, housekeeping aides and many more;
- Many HEU health care professions are facing shortages;
- HEU Health Care Workers played essential roles in supporting the health care system and ensuring the smooth operation of the health care facilities; and
- Adequate funding can provide better working conditions, continuing education opportunities and mental health support, improving job satisfaction and reducing turnover rates.

Resolution 31

Submitted by the Surrey Local

Subject: Support for Mental Health

HEU Will:

Lobby the provincial government to demand more support on mental health.

Because:

Health Care Workers are the front liners during COVID and can easily affect their mental well being. Members are anxious and need more support like others.

Resolution 34

Submitted by the VGH Local

Subject: ADHD and Autism Access and Assessment

HEU Will:

Advocate for policies and practices that increase access to Attention Deficit Hyperactivity Disorder and Autism assessments for all individuals, particularly those from underserved and marginalized communities.

Collaborate with health care providers, educational institutions, and government agencies to remove barriers to assessment and ensure timely diagnoses.

Raise awareness among Union Members about the importance of ADHD and Autism assessments and the resources available to support individuals with these conditions.

Lobby for legislative changes at the local, provincial, and federal levels to increase funding and support for ADHD and Autism assessment services.

Because:

Early and accurate assessment for ADHD and Autism is crucial for providing appropriate support and interventions that can significantly improve the quality of life for individuals with these conditions.

Many individuals face barriers to accessing timely and affordable assessments, leading to delayed diagnoses and support.

Increased access to assessments can promote better understanding and acceptance of neurodiversity in the workplace and beyond.

Supporting members with ADHD and Autism aligns with the Union's commitment to diversity, equity, and inclusion.

Resolution 35

Covers 16

Submitted by the Young Workers Standing Committee

Subject: Health Care Facilities

HEU Will:

- Work with all Health Authorities to ensure that an outbreak is declared for all communicable diseases.
- Give those who have signs and symptoms of these communicable diseases a reasonable amount of time to recover, with coverage under Workers' Compensation Board.

Because:

With our current process, diseases which include COVID-19 but not limited to, are not being considered an outbreak, which is leaving vulnerable workers, family, friends, residence, clients at risk of contracting such communicable diseases. The more times these diseases are contracted the higher the chance of forming a lifetime complex health issue that isn't covered under the Workers' Compensation Board because no "outbreak" is declared.

Resolution 36

Submitted by the Yucalta Local

Subject: Care Aide to Patient Ratio

HEU Will:

Create a care aide to patient ratio.

Because:

Safety, prevent burnout and provide the amount of care the residents deserve.

Resolution 38

Submitted by the Menno Home Local

Subject: Reproductive Rights

HEU Will:

Demand the provincial government implement paid leave for all workers regardless of gender, in the event of pregnancy loss, without stipulation or limitation on the length of pregnancy, including loss due to termination and elective abortion.

Because:

It is in agreement with HEU's Policies and Procedures resolution to support the right of people to choose abortion;

It is in agreement with HEU's Policies and Procedures resolution to affirm that sexual and reproductive health care including abortion is a fundamental part of our public health care system;

It is in agreement with HEU's Policies and Procedures resolution to make sexual and reproductive health care more trans and gender inclusive;

Although government bereavement leave covers the loss of a child, it does not provide for pregnancy loss, stillbirth, miscarriage, termination or abortion;

The federal government has introduced legislation affording federally regulated workers paid leave after pregnancy loss;

Canada's EI program provides minimal, conditional, benefits for bereaved parents experiencing pregnancy loss;

HEU's membership identifies as over 85% women and roughly 25% of pregnancies end in miscarriage, signifying a health issue that will affect large numbers of our members; and

Regardless of how many weeks one is pregnant before the loss occurs, pregnancy loss can be a tragic event with debilitating mental and physical effects.

Resolution 40

Submitted by the Provincial Executive

Subject: Implementation of the Patterson Report

HEU Will:

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

Because:

Janet Patterson was given a broad mandate to review the policies and practices for assisting injured workers to return to work, modernizing the WCB culture to a more worker-centred approach, improving case management and managing the WCB surplus.

Her review recommended focusing on shifting the WCB to a more worker-centric system giving workers the respect and dignity they deserve.

Resolution 41

Submitted by the Provincial Executive

Subject: Mental Health First Aid

HEU Will:

Ensure that the Mental Health First Aid course is available to every HEU JOSH Committee member and dedicated shop steward.

Because:

Workplace hazards such as unsafe work, workload, violence, bullying and harassment, and workplace conflict can have a significant impact on workers' mental health and wellbeing.

The COVID-19 pandemic, wildfires, heat domes, floods, and the opioid crisis are all contributing to higher levels of stress and tension in our members' workplaces.

Additional training is important for HEU members to learn how to recognize signs that a person may be experiencing a decline in their mental well-being or a mental health crisis.

Resolution 42

Submitted by the Provincial Executive

Subject: Paid Leave

HEU Will:

Lobby the provincial government to mandate fifteen (15) paid leave days per year for all workers, ensuring that all workers have the necessary time to recover from health issues exacerbated by the climate crisis, such as those caused by fires, floods, and smoke. These paid leave days would include coverage for personal sickness, injury or emergency, as well as family emergencies and responsibilities.

Because:

The increasing frequency and severity of climate-related events, such as wildfires, floods, and heavy smoke, pose significant health risks to workers. Non-union and low-income workers, who often lack adequate sick leave, are particularly vulnerable as they may feel compelled to work while ill, jeopardizing their health and safety. Providing 15 paid leave days for all workers will enable them to take the necessary time to recover from illnesses or emergency without financial hardship, thus promoting a healthier workforce and mitigating the adverse health impacts of climate-related disasters. This policy is essential to ensure all workers have the support they need to maintain their health in an era of increasing climate instability.

Resolution 43

Submitted by the Provincial Executive

Subject: Presumptive coverage for psychological injury for all workers

HEU Will:

Lobby the government to amend the Workers Compensation Act Section 135 as follows:

- Replace term “mental disorders” with “psychological injury” to capture full range of injuries;
- Eliminate the higher standard of “predominately caused by work” workers must meet to show their psychological injury is caused by work;

- Ensure the employer exemption only applies to good faith efforts to lawfully manage the workplace; and
- Expand the options for a diagnosis to include a general practitioner.

Because:

In 2018, amendments were made to the Workers Compensation Act including a presumption for psychological injury for workers who experienced a work-related traumatic event or events for a limited list of eligible occupations.

Initially, only correctional officers, sheriffs, firefighters, police and emergency medical assistants were offered presumptive coverage.

In 2019, presumption was expanded to include nurses, health care aides, wildland firefighter, and dispatchers. While we applaud the government for these changes, HEU believes presumptive coverage needs to be expanded to all workers.

Experiencing a traumatic event can happen to any worker at any time, so the worker's occupation should not determine how the system will treat them. And the system should treat all workers the same when it comes to mental disorders arising from traumatic events.

Resolution 44

Submitted by the Provincial Executive

Subject: WorkSafe

HEU Will:

Lobby WorkSafeBC to amend the language in 4.81 of the Occupational Health & Safety Regulation (OHSR) to include illicit drugs, smoke or residue in any form or capacity.

Because:

Current WorkSafe language does not include illicit drugs/substances and or smoke residue from illicit drugs.

Resolution 45

Submitted by the Provincial Executive

Subject: WorkSafe Compensation Act 21 General Duties of Employers

HEU Will:

Lobby the employer to reinsure and reimpose the policy section 21 of the WorkSafe Compensation Act 21 General Duties of Employers.

1) Every employer must – B (1) are made aware of all known or reasonably foreseeable health or safety hazards to which they are likely to be exposed by their work. Regarding substance use in facilities to alert systems so the employee can easily identify the hazards.

Because:

Employees should have the right to know any possible exposure to hazardous substances.

Resolution 49

Submitted by the 2-Spirit, Women and Non-Binary Standing Committee

Subject: Access to Public Washrooms

HEU Will:

Strongly support initiatives to increase the availability of safe, clean, and accessible public washrooms in our community and advocate for policies and funding at local, regional and national levels to ensure the provisions, and maintenance of public washrooms for all.

Because:

Access to public washrooms is essential for public health, dignity, and inclusivity, and the lack of public washrooms is crucial for hygiene, ensuring that women and menstruating individuals can manage their health with dignity.

Resolution 50

Submitted by the Armstrong Local

Subject: Safe Drinking Water

HEU Will:

Lobby the federal, provincial, municipal governments for safe drinking water for all communities.

Because:

Safe drinking water is life and everyone deserves access to clean drinking water.

Resolution 51

Submitted by the Chilliwack Amalgamated Local

Subject: Femicide

HEU Will:

Lobby the federal government to make femicide as a punishable criminal offence

Because:

Femicide discriminates towards women and girls. Too many women, mothers, sisters, daughters are killed in this country with very little punishment towards the offender and this needs to change.

Resolution 59

Submitted by the Menno Home Local

Subject: Bystander Prevention Training

HEU Will:

Lobby the provincial government to have Be More Than a Bystander training as developed by the Ending Violence Association of B.C. provided to all public sector health care employees, and will lobby the provincial government to update the Workers Compensation Act and regulations to include a requirement for all employers to include

Be More Than a Bystander training as developed by the Ending Violence Association of B.C. as part of their safety onboarding process.

Because:

It is in agreement with HEU's Policies and Procedures resolution of zero tolerance for violence and harassment;

Bullying, harassment, sexual harassment, abuse, and hatred continue to exist in our workplaces; and

Employers are expected to take all available actions to provide safe workplaces and to combat the culture of silence that lets these types of abuse flourish.

Resolution 60

Submitted by the Menno Home Local

Subject: Climate Change

HEU Will:

Lobby the provincial government and the regional Health Authorities to provide resources and funding for the creation of additional permanent, long term community warming shelters and cooling centres; and to provide staffing with appropriately qualified professionals experienced in managing community members with high health needs including the elderly, and persons with mental health and substance use disorders.

Because:

It is in agreement with HEU's Policies and Procedures resolution to lobby all levels of government to immediately address the climate crisis, to invest in public health and community social services required to support communities impacted by the devastation of the climate crisis, to support and invest in building communities' climate preparedness and adaptive capacity strategies;

It is in accordance with the HEU Strategic Directions 2023-2028 guidelines to fight for more sustainable communities and lead in advocating for action on climate change and environmental protection; and

The current practice of providing temporary funding from the province to shelter providers through the local government for the provision of temporary, just-in-time warming and cooling facilities during extreme-temperature weather events places unreasonable pressure on local government resources and creates unnecessary financial and other

liabilities for local governments.

Resolution 67

Covers Resolutions 58 and 82

Submitted by the Provincial Executive

Subject: 2SLGBTQIA+ Rights

HEU Will:

Support the continuation of Sexual Orientation and Gender Identity (SOGI) inclusive education in all levels of schooling; and will demand that the provincial government protect 2SLGBTQIA+ youth, and in particular trans students, from discriminatory legislation, school boards, parent and teacher committees, municipal committees and all other organizations and policies which may seek to:

- Diminish sex and gender education and any other forms of Diversity, Equity and Inclusion (DEI) education, into an opt-in program.
- Restrict, censor or eliminate online resources for sexual identity, gender orientation and other DEI education, such as with Bill S-210
- Remove children's right to change their name and pronouns at school freely and without parental consent,
- Remove trans youth's right to participate in sports in gender-affirming ways
- And will stand in solidarity with the parents, teachers, administrators and students as they
- Advocate for, defend, and expand their rights to SOGI-inclusive and DEI-based education.

Because:

It is consistent with HEU's Policies and Procedures resolution to combat discrimination against lesbian, gay, bi-sexual, transgender and two-spirited persons;

It is consistent with HEU's Policies and Procedures resolution to support awareness for raising campaigns and advocacy efforts to combat homophobia and transphobia;

Provincial governments have introduced policies in recent months which prevent trans youth from accessing gender-affirming care, exploring their gender safely at school, participating in sports, and having their name and pronouns affirmed by their school communities; and

Extremist political and cultural figures have been pushing to pass dangerous legislation like Bill S-210 without consideration for the human rights and privacy violations it would entail.

Resolution 72

Submitted by the Provincial Executive

Subject: Federal Election Strategy

HEU Will:

Develop a proactive election strategy that explores options available under current election laws to maximize our union's goals.

Because:

In accordance with HEU's Policies and Procedures resolutions to promote alternatives to the conservative political agenda;

In accordance with HEU's Policies and Procedures resolutions to implement a member-to-member political engagement campaign to support the New Democratic Party in the federal election; and

It is consistent with HEU's 2023-2028 Strategic Directions political action goal of making HEU voices heard at the ballot box and continuing to be at the forefront of political action.

Resolution 79

Submitted by the Provincial Executive

Subject: Water

HEU Will:

Demand that we put a stop to the exploitation by multi-national corporations and pollution by industry. HEU calls for the federal government to stop selling our water.

Because:

One in four people in the world today does not still have clean drinking water.

In its policy and procedures, HEU has to speak out publicly and at all levels of government about access to water being a human right and the need to protect water as a public asset.

In our strategic direction document, it says that environmental racism puts Indigenous communities in harm without access to clean drinking water.

Resolution 92

Submitted by the Fleetwood Local

Subject: Chief Steward/Shop Steward

HEU Will:

Roll out responsibilities of Chief Shop Steward and Shop Steward with more adequate information about the responsibilities.

Because:

The HEU Constitution does not describe the role of Chief Shop Steward, more clarification is needed.

Resolution 111

Submitted by the PHSA (Amalgamated) Local

Subject: Sharps containers at Union Events

HEU Will:

Provide sharps containers at all Union events, including at HEU provincial office and all outside venues in which Union events are held, ensuring easily accessible and safe disposal of sharps for all attendees requiring the use of sharps for medical purposes, and promoting their importance and awareness of the availability and location of the sharps containers.

Because:

Individuals with certain medical conditions require the use of sharps to manage their health effectively and supporting those with disabilities in managing their health needs responsibly aligns with HEU's DEI principles and their commitment to promoting diversity, equity and inclusion. HEU is committed to supporting the health, safety and well-being of all its members and attendees at Union events and providing sharps containers at union events promotes safe disposal of sharps, thus helping to prevent health and safety risks and promoting a safe environment for all attendees.

Resolution 120

Submitted by the Provincial Executive

Subject: Convention Packages

HEU Will:

Ensure participants at Convention have the option to choose a digital information package rather than a paper binder.

Because:

HEU Conventions use hundreds of thousands of sheets of paper and there is a huge amount of waste associated with this.

By allowing the option of a digital delegate package we can cut down on this waste and financial cost.

Resolution 121

Submitted by the Provincial Executive

Subject: HEU Education for Allyship

HEU Will:

Provide educational opportunities for members to understand allyship and how to expand allyship amongst other equity-deserving groups.

Because:

Members need to better understand how to leverage their privilege to safely support and advocate for those who stand furthest from justice.

Resolution 122

Submitted by the Provincial Executive

Subject: Increasing HEU Education Bursaries

HEU Will:

- Review the bursary program to consider increasing the amounts offered to students and Members; and
- Review the application process for HEU members to ensure the process is clear and minimizes the time and effort required by applicants.

Because:

- Although tuition increases have been limited to 2% per year in B.C., it remains expensive to attend post-secondary institutions;
- Associated costs, such as books, housing and transportation have become increasingly expensive for students and their families; and
- HEU grants range from \$350 to \$1000 per student and involve a lengthy application process.

Resolution 123

Submitted by the Provincial Executive

Subject: Occupational Health and Safety

HEU Will:

Change the wording under Occupational Health and Safety Policies and Procedures from “HEU will lobby health care employers to provide debriefing for all employees who have experienced or witnessed serious traumatic events in the workplace, as soon as practicable.”

To “HEU will advocate that all health care employers provide mandatory debriefing and follow up for all employees who have experienced or witnessed serious traumatic events in the workplace, within 24 hours.”

Because:

Creating a mandatory timeline to follow up on traumatic events can minimize the psychological injuries.

Resolution 144

Submitted by the Provincial Executive

Subject: HEU support for enhancing B.C. renter protections

HEU Will:

Lobby the provincial government to:

1. Make changes to the Residential Tenancy Branch (the RTB) to extend the timeframe in which tenants need to vacate a home following the loss of an appeal;
2. Require the collection of and transparency in sharing data related to evictions in British Columbia;
3. Put caps on the amount of rent that can be increased between tenancies;
4. Increase the funding amount allocated to the Rental Protection Fund; and
5. Require all municipalities adopt renter protections similar to those found in the City of Vancouver's original 2022 Broadway Plan that ensures if an existing building is being replaced with a new rental building or is undergoing a major renovation that requires tenants to move out, tenants are eligible for some or all of the following protections:
 - i. Option to come back to a unit that is an appropriate size for their household and is at the same rent they are currently paying or a 20% discount to citywide average rents, whichever is lower;
 - ii. Option of a monetary rent top-up to avoid paying more in rent while tenants wait to come back to the new building;
 - iii. Financial compensation of between four to 24 months' rent based on how long a tenant has lived in their rental home, if they choose not to return to a unit;
 - iv. Payment of moving expenses at a flat rate depending on the current unit's size;
 - v. Help finding a new rental home that meets tenants needs; and
 - vi. Additional financial compensation and assistance, if tenants have a low income or face other barriers to housing.

Because:

Rental increases are tied to tenancies, not to units, this incentivizes evictions in order to increase revenues from monthly rents.

No-fault evictions are being utilized to evict tenants and subsequently increase rents.

According to the Rental Protection Fund webpage, BC has lost nearly 100,000 units renting below \$1,000 per month between 2016 and 2021, and this trend is continuing to worsen.

The Government of British Columbia doesn't collect or release data on evictions, only on disputes, which leaves considerable gaps in the public's understanding of the size and scope of evictions.

Resolution 145

Submitted by the Provincial Executive

Subject: HEU support for expanding lower-income and workforce housing supply in B.C.

HEU Will:

1. Lobby the provincial government to work with municipalities to incentivize the building of at least 25,000 units of non-market housing a year;
2. Lobby all levels of government to provide more funding for co-op housing in B.C. that:
 - i. increases the number of new co-op units by either constructing new co-ops or by adding more units to existing co-ops through redevelopment; and
 - ii. make use of any new co-op units constructed as swing housing stock when redeveloping co-ops to ensure existing co-op tenants are not displaced.
3. Advocate for the creation of a workforce housing working group, comprised of employers, government and health care unions to explore options for creating workforce housing for health care workers.
4. Lobby the provincial government to require all market developments allocate between 25 to 50 per cent of their total units as below-market value units.
5. Support housing for Indigenous People by calling on all levels of government to work together to co-fund and implement the Aboriginal Housing Management Association's (AHMA) 13 strategies that include:
 - i. developing Indigenous housing and support Indigenous home ownership;
 - ii. increasing supports to strengthen Indigenous housing providers and expertise;
 - iii. providing rent and affordable housing supports for Indigenous households;
 - iv. creating safe and supportive housing environments that embed culturally-appropriate services and cultural recognition, address barriers to housing faced by Indigenous people and modernize regulations governing Indigenous social housing; and
 - v. establishing a new fund as part of the National Housing Strategy for housing for Indigenous people living in urban, rural, remote, and northern settings.

Because:

We have a staffing crisis in health care that is inextricably tied to the high cost of living in this province, of which the cost housing is a core component;

Another core contributing factor to the housing crisis is the lack of housing stock;

Co-op housing provides an affordable option between renting or owning a home in B.C.;

Indigenous People disproportionately experience housing insecurity and homelessness; and

Some employers, including the University of British Columbia and Simon Fraser University, have created workforce housing as a way to offer more affordable housing for staff.

Resolution 146

Submitted by the Provincial Executive

Subject: HEU supports members in accessing or maintaining affordable housing

HEU Will:

Work directly with agencies that provides housing subsidies such as rent, damage deposits, hydro, moving expenses, etc. to connect to members who are experiencing housing challenges.

Because:

One in five HEU members polled by the union in October 2023 say they have lost their home or have become housing insecure in the last five years; and

Seven in ten HEU members polled by the union in October 2023 say they are concerned they will not be able to afford housing in the next two years.

PE Composite 1

To replace Resolutions 53, 54, 55, 56, 66, 74, 75, 76, 80, 83, and 84

Subject: Palestine

HEU affirms its solidarity with the Palestinian people in their struggle for justice, dignity, and self-determination. We support an immediate and lasting ceasefire, an end to the blockade of Gaza, and a just peace grounded in international law, human rights, and equality for all. We believe Canada has a responsibility to ensure that its policies, including arms trade and international cooperation, align with the principles of humanitarian law and accountability for war crimes.

HEU WILL:

Demand that the Municipal Pension Plan and the BC Investment Management Corporation immediately withdraw and divest from businesses that support or profit from the ongoing genocide in Palestine and other violations of human rights and international law, including operations in illegally occupied territories.

HEU WILL:

Establish an internal process to regularly review and report to the Provincial Executive, the ethical alignment of the union’s investments, funds, and business relationships, and adopt a policy of divestment from companies that knowingly and directly enable human rights violations, including those associated with prolonged military occupation, apartheid, and genocide.

PE Composite 2

To replace Resolutions 27, 37, and 69

Subject: Climate change and temperature regulations

HEU WILL:

- Lobby the provincial government to amend the Workers’ Compensation Act and associated regulations to establish enforceable maximum and minimum indoor temperature and humidity thresholds to protect workers from extreme heat and cold; and
- Advocate for amendments to the Employment Standards Act to provide additional, compensated breaks for workers exposed to extreme temperatures to prevent heat stress and related health issues; and
- Advocate for the provision of free, reliable, and clean public transit for workers during climate crises such as heatwaves, wildfires, and evacuations, to ensure safe and equitable access to and from workplaces.

Constitutional Amendment 9 (*referred by Amendments Committee*)

Submitted by the Indigenous Peoples Standing Committee

Article: 5

Section:

Subject: Indigenous elder/knowledge keeper at Conventions, conferences and large gatherings

HEU Will:

Invite and make every reasonable effort to ensure an Indigenous Elder/Knowledge Keeper is present at all large HEU functions, including but not limited to Provincial and National Conventions, major conferences, and significant organizational gatherings.

The Indigenous Elder attending HEU functions shall have the following roles and responsibilities:

- Facilitating an Opening Ceremony & Land Acknowledgement;
- Offer Cleansing (smudge, cedar brush, etc.) to any member who wishes to participate; (Designated space and times would be provided.)
- Providing cultural and emotional support to Indigenous members, offering guidance, wisdom, and assistance as needed;

In the event an Elder/Knowledge Keeper is not able to attend, the IP-ESC will offer Cleansing opportunities for members.

Because:

In many Indigenous cultures, it is customary to begin gatherings with a welcome and ceremony led by an Elder. By following this protocol, we show our commitment to honouring Indigenous traditions.

Incorporating Indigenous elders into union functions is crucial for fostering Truth and Reconciliation. Their inclusion brings diverse perspectives rooted in centuries of wisdom, culture, and tradition, enriching decision-making processes with holistic insights. By recognizing and respecting Indigenous knowledge systems within the HEU, it validates the union's role in shaping policies and practices that address historical injustices and systemic inequalities. Moreover, it signifies a commitment to creating inclusive spaces where Indigenous voices are heard and respected, thus promoting understanding, healing, and solidarity among all members. Ultimately, this integration serves as a meaningful step towards building bridges between Indigenous and non-Indigenous peoples, fostering mutual understanding, and advancing the journey towards reconciliation.

As per the Guiding Principles of the Truth and Reconciliation Final Report: "The perspective and understanding of Aboriginal Elders and traditional Knowledge Keepers of the ethics concepts and practices of reconciliation are vital to long term reconciliation."

By adopting this amendment, HEU commits to honoring Indigenous traditions and providing meaningful support to Indigenous members, fostering a more inclusive and respectful organizational culture.