

Regional Directors' Roles and Responsibilities

HSA provides an important experience for members in a democratic organization. Serving as a Regional Director in the union is especially rewarding. It involves commitment, working closely with other members and being active as trade unionists. It is a role crucial to promoting the well-being of HSA members.

HSA's ten Regional Directors are elected from their respective regions. Together with the President (elected at Convention), they compose the Board of Directors.

The Board of Directors is directed by HSA conventions, governs the union, and sets the financial, strategic and policy direction for HSA between conventions. A Regional Director's duties include those listed in Article 10, Section 7 of the HSA Constitution.

Regional Directors advocate on behalf of the membership and respond to the concerns of members. They chair regional meetings. They are expected to communicate, in writing, to the members of their region at least quarterly.

A Director's ultimate responsibility is to create and foster solidarity within the Union - with the Board of Directors, with the staff, and with the membership. A Director must act as a responsible employer representative and treat employees respectfully and fairly.

Board Directors support Board decisions outside of the Board caucus and maintain Board confidentiality. A Director must act in accordance with democratic processes, using the best knowledge available, and, while being true to Union principles, make decisions in the best interests of the membership. A Director must serve with unconflicted loyalty to the membership, as a whole, and not with any personal or group-specific interests.

All Regional Directors either chair or participate on HSA committees, both those entrenched in the Constitution – such as the Finance Committee - and those established to assist the implementation of the union's policies.

Subject to the President's approval, Regional Directors represent the union in its relations with other organizations, at provincial, national or international levels; in relations with local, provincial and federal governments, and with other unions and community groups.

Regional Directors meet regularly, at least quarterly for two days. These meetings are in person at HSA's New Westminster office, by telephone conference call, or via a virtual platform.

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While the union provides wage replacement at Board Directors' regular rate of pay for shifts missed due to participation in meetings related to their role on the Board, as well as reimbursement for associated travel, accommodation, and dependent care costs, Board

Directors also devote considerable volunteer time to the position to allow for material review, responding to emails, and periodic evening meetings held by conference call.

Board Directors are expected to attend every meeting unless there is a compelling reason for missing a meeting. They are expected to review and respond to requests and correspondence that are sent via email, voice or hard copy media as promptly as possible.

Part-time and casual members who serve as Regional Directors are treated as though they are full-time members for purposes of Paid Union Leave. They should book off time from their regular schedule, equivalent to days they attend official meetings of the Board.