

minutes

OF THE 2017 ANNUAL CONVENTION



HEALTH SCIENCES ASSOCIATION
The union delivering modern health care

Health Sciences Association of British Columbia 2017 Annual Convention Minutes

April 7 and 8, 2017
The Hyatt Regency
655 Burrard Street, Vancouver, BC

Friday, April 7, 2017 – Morning Session

Val Avery, President, welcomed delegates, guests and staff to HSA's 46th Annual Convention, called the meeting to order, began the proceedings at 8:30 a.m. and welcomed Alec Dan of the Musqueam First Nation who performed a welcome song.

Avery then called upon Lucy Thomas, Vice President, Music Therapy Association of BC and Brendan Shields, music therapist at Richmond Hospital, to lead in the singing of "O Canada".

Avery introduced the following guests:

GUESTS

- Elisabeth Ballermann, Secretary-Treasurer, NUPGE
- Sarah Slocombe, BC Service Coordinator, Canadian Association of Occupational Therapists
- Christie Bradley, Canadian Association of Occupational Therapists
- Sonya Kupka, Regional Executive Director, Dietitians of Canada, BC Region
- Emily Mlieczko, Executive Director, Early Childhood Educators of BC
- Lee Manning, Executive Director, Manitoba Association of Healthcare Professionals
- Bob Moroz, President, Manitoba Association of Healthcare Professionals
- Mike Parker, President, Health Sciences Association of Alberta
- Bert Blundon, Newfoundland & Labrador Association of Public & Private Employees
- Rick Gambrel, Executive Director, British Columbia Psychological Association
- Jessie McNeil, Manitoba Government and General Employees' Union
- Troy Clifford, Trustee, Joint Health Sciences Benefit Trust
- Farhan Shaheen, Chartered Accountant, Meyers Norris Penny LLP

CREDENTIALS REPORT

Avery called upon Pattie McCormack, on behalf of Wendy Scarrett, Convention Registrar, to deliver the report of the Credentials Committee.

297	Delegates
25	Staff
12	Guests
1	Non-voting members

335	TOTAL
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M/S	<u>Motion:</u>	To accept the Credentials Report
	<u>Delegate Vote:</u>	Carried

Avery thanked McCormack and reviewed the Diversity Awareness and Anti-Harassment Statement.

Avery reminded delegates that this meeting is a workplace for HSA staff and the terms of the Union's Anti-Harassment Statement Policy apply here while we conduct the business of the union. Avery then advised that Kane Tse, Region 5, and Fabiola Toyota, Region 10, will act as the Ombudspersons for the 2017 Convention. HSA staff support for the ombudspersons is Tonie Beharrell.

RULES OF ORDER

M/S Motion: **To accept the Rules of Order**
 Delegate Vote: **Carried**

AGENDA

M/S Motion: **To accept the Agenda**
 Delegate Vote: **Carried**

MINUTES FROM THE 2016 CONVENTION

M/S Motion: **To accept the minutes of the 2016 Annual**
 Delegate Vote: **Convention**
 Carried

Avery introduced the following guest:

GUEST

- Paul Faoro – President, CUPE BC

Avery reviewed the Business Arising document and explained the process of implementing resolutions from the 2016 Convention and encouraged members to review the document. Avery then highlighted three issues:

1. Continuing work on the steward portal
2. Rape kit availability in BC communities
3. Members' video contest highlighting the role of HSA member disciplines in modern health care

The winning video was played with the other two videos to be played later during convention. Avery called upon members, Kathleen Lee, Janice Morrison and Stephanie Tarasoff to come forward to be acknowledged on behalf of the members who created the videos and accept their prizes.

- First Prize – Jaki Thornhill and colleagues, Dieticians
- Second Prize – Greg Rollins, Respiratory Therapy
- Third Prize – Sean Spina and colleagues, Pharmacy

Avery then acknowledged members lost this year and asked delegates to join in a moment of silence in their honour.

Avery introduced the members of the Health Sciences Association of British Columbia Board of Directors (the Board):

- Anne Davis, Region 1
- Derrick Hoyt, Region 2
- Cheryl Greenhalgh, Region 3
- Joseph Sebastian, Region 4
- John Christopherson, Region 5, Secretary-Treasurer
- Nancy Hay, Region 6
- Marg Beddis, Region 7
- Kevin Towhey, Region 8
- Janice Morrison, Region 9, Vice-President
- Mandi Ayers, Region 10

Avery turned the chair over to HSA's Vice-President, Janice Morrison. Morrison introduced Val Avery to deliver the President's report.

PRESIDENT'S REPORT

Avery presented the President's report.

M/S	<u>Motion:</u>	To accept the report of the President
	<u>Delegate Vote:</u>	Carried

Morrison turned the chair back to Avery. Avery thanked Morrison, asked the Board to stand down, called the Elections Committee forward to deliver its report and introduced guests.

GUESTS

- Victor Elkins, President, Hospital Employees Union
- Jennifer Whiteside, Secretary-Business Manager, Hospital Employees Union
- Donisa Bernardo, Financial Secretary, Hospital Employees Union

ELECTIONS COMMITTEE REPORT

Mandi Ayers (Director - Region 10), Chair of the Elections Committee, reviewed the Election Committee's responsibilities, the election process and introduced the Elections Committee:

- Cheryl Greenhalgh, Director - Region 3
- Joseph Sebastian, Director - Region 4
- Miriam Sobrino, staff support

Ayers then delivered the Elections Committee report. The results for elections for the HSA Board of Directors in Regions 1, 3, 5, 7, and 9 were:

- Region 1 – Anne Davis returned by acclamation
- Region 3 – Cheryl Greenhalgh returned by acclamation
- Region 5 – John Christopherson re-elected
- Region 7 – Jas Giddha elected (absent)
- Region 9 – Janice Morrison returned by acclamation

Ayers acknowledged Marg Beddis, retiring Director, Region 7, for the tremendous service she has provided over the past ten years.

Ayers made the 2nd call for nominations for President. There were no further nominations and the candidates are:

1. Joseph Sebastian
2. Derrick Hoyt
3. Val Avery
4. Kevin Towhey

M/S Motion: **To accept the report of the Elections
Committee**
 Delegate Vote: **Carried**

Avery thanked the Elections Committee members, asked them to stand down and called the Resolutions Committee to come forward to deliver its report.

RESOLUTIONS COMMITTEE REPORT

Janice Morrison (Vice-President, Director - Region 9), Chair of the Resolutions Committee, introduced the members of the committee:

- Kevin Towhey, Director – Region 8
- Michael Stewart, Region 1
- Christine Ambrose, Region 2
- Alwyn Chan, Region 3
- Mohammad Kazemian, Region 4
- Ramzan Anjum, Region 5
- Tara Chen, Region 6
- Osman Azad, Region 7
- Terri Russell, Region 8
- Edie Elias, Region 9
- Candis Johnson, Region 10
- Miriam Sobrino and Rosemary DeYagher, staff support

Morrison delivered the Resolutions Committee report, reviewed the order of resolutions and, on behalf of the committee, moved and seconded the Resolutions Committee Report.

M/S Motion: **To accept the Resolutions Committee Report**
 Delegate Vote: **Carried**

Resolution #31 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to lobby the government to designate early intervention services as critical and to fund them adequately and equitably.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #24 – Governance

THEREFORE BE IT RESOLVED: That Saturday afternoon of Convention be scheduled for speakers; and

THEREFORE BE IT FURTHER RESOLVED: That Saturday afternoon speakers be replaced by resolution voting if resolution voting is not complete.

M/S	<u>Motion:</u>	Of non-concurrence
	<u>Delegate Vote:</u>	Carried

Avery thanked the Resolutions Committee, asked them to stand down and called the Finance Committee to come forward to deliver its report.

FINANCE COMMITTEE REPORT

John Christopherson (Secretary-Treasurer, Director - Region 5), Chair of the Finance Committee, introduced the committee members:

- Cheryl Greenhalgh, Director - Region 3
- Marg Beddis, Director - Region 7
- Cathy Davidson, HSA Controller, staff support

Christopherson then introduced the Union's auditor, Farhan Shaheen, from Meyers, Norris & Penny LLP and asked Shaheen to present the auditor's report for the year ending December 31, 2016. Christopherson delivered the Finance Committee Report, reviewed the financial statements and then, on behalf of the committee, moved and seconded the motion.

M/S	<u>Motion:</u>	To accept the 2016 Audited Financial Statements
	<u>Delegate Vote:</u>	Carried

Christopherson delivered the 2017 budget report, answered questions and moved and seconded the report.

M/S	<u>Motion:</u>	To accept the 2017 Budget Report
	<u>Delegate Vote:</u>	Carried

M/S	<u>Motion:</u>	Appoint Meyers, Norris Penny LLP to be the Union's auditor until 2018 annual convention
	<u>Delegate Vote:</u>	Carried

M/S	<u>Motion:</u>	To accept the Finance Committee Report
	<u>Delegate Vote:</u>	Carried

Avery thanked the Finance Committee and asked Morrison, Chair of the Resolutions Committee, to come forward and continue with Resolutions pertaining to finance. Avery then introduced the following guests.

GUESTS

- Aaron Ekman, Secretary-Treasurer, BC Federation of Labour
- Reid Johnson, Past President, HSA

Resolution #11 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) investigate a strategic partnership with a mental health charity; and

BE IT FURTHER RESOLVED: That HSA consider the Canadian Mental Health Association B.C (CMHA BC) as one possible partnership due to the level of programs, advocacy and support for children, youth, families, and adults.

M/S	<u>Motion:</u>	Concurrence as amended
	<u>Delegate Vote:</u>	Carried

Avery thanked the Finance committee, asked them to stand down and called the Board forward.

GUEST SPEAKER

Paul Faoro
President, CUPE BC

Avery thanked Faoro for his address, asked the Board to stand down and called the Resolutions Committee to continue with resolutions pertaining to finance.

Resolution #12 – Finance

THEREFORE BE IT RESOLVED: That all members attending union functions on regular days off shall be granted union paid time in lieu.

M/S	<u>Motion:</u>	Of non-concurrence
	<u>Delegate Vote:</u>	Carried

Resolution #13 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) change its dues structure to one that only pays dues on regular work hours; and

BE IT FURTHER RESOLVED: That this change take place according to the Collective Agreement after the 60 day ratification which should be given immediately following Convention.

M/S	<u>Motion:</u>	Of non-concurrence
	<u>Delegate Vote:</u>	Carried

Resolution #14 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) incorporate onsite childcare at its annual Convention; and

BE IT FURTHER RESOLVED: That HSA explore the possibility of providing childcare opportunities for members attending regional meetings and other training and education events where appropriate and possible.

M/S Motion: **Referred back to the Resolutions Committee**
 Delegate Vote: **Carried**

Avery introduced the following guest:

GUEST

- Graeme Johnston, President, BC Ferry and Marine Workers' Union

Resolution #1 – Communications (covers Resolution #2)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to support public awareness of all professions in HSA, including those which may not have widespread recognition.

M/S Motion: **Of concurrence as amended**
 Delegate Vote: **Carried**

Resolution #32 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) advocate and lobby the Ministry of Children and Family Development to increase funding to allow inclusive access to quality childcare spaces.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #33 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) work with its affiliates to lobby the provincial government to increase funding specific to early years mental health services to include the hiring of skilled clinicians with expertise working with children aged 0-5 years.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #29 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the government and Health Authorities to develop and implement alternative equipment loan strategies to adequately meet the needs of all clients in BC.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #46 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) review the budget and consider hiring more Labour Relations Officers (“LROs”) to assist members.

M/S	<u>Motion:</u>	Of non-concurrence
	<u>Delegate Vote:</u>	Defeated

M/S	<u>Motion:</u>	In favour of resolution #46
	<u>Delegate Vote:</u>	Carried

Resolution #48 – Member Services

THEREFORE BE IT RESOLVED: That HSA provide more in-depth training for local stewards to take on the case load.

M/S	<u>Motion:</u>	Of concurrence
	<u>Delegate Vote:</u>	Carried

Avery thanked the Resolutions Committee, made several announcements, adjourned the meeting for lunch at 11:56 a.m. and announced the meeting would reconvene at 1:30 p.m.

Friday, April 8, 2017 – Afternoon Session

Avery called the meeting to order at 1:34 p.m. and introduced guest speaker, Irene Lanzinger.

GUEST SPEAKER: Irene Lanzinger, President
BC Federation of Labour

Irene Lanzinger then introduced Judy Darcy.

GUEST SPEAKER Judy Darcy
NDP MLA, New Westminster, BC
Official Opposition Health Critic

Judy Darcy then introduced John Horgan.

GUEST SPEAKER John Horgan
Leader, BC NDP
Leader of the Official Opposition

Avery thanked Irene Lanzinger, Judy Darcy and John Horgan for their addresses to convention, asked the Political Action Committee to come forward and deliver its report and introduced guests.

GUESTS

- Lee Loftus, President, BC and Yukon Territory - Building and Construction Trades Council
- Jim Chorostecki, Executive Director, BC Federation of Labour

POLITICAL ACTION COMMITTEE

Anne Davis (Director - Region 1), Chair of the Political Action Committee, introduced the committee members and delivered the committee's report:

- Nancy Hay, Director - Region 6
- Fatemah Ghanipour, Member-at-Large - Region 3
- Linda Thoreson, Member-at-Large - Region 5
- Val Barker, Member-at-Large - Region 6
- Carol Riviere and Pattie McCormack, staff support

M/S Motion: **To accept the report of the Political Action Committee**
Delegate Vote: **Carried**

Avery asked Morrison, Chair of the Resolutions Committee, to come forward and present resolutions pertaining to political action.

Resolution #57 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will continue to work with members to use all available labour relations avenues to address excessive workloads; and

BE IT FURTHER RESOLVED: That HSA will lobby the provincial government to provide the funding required to provide adequate staffing levels in health care and community social services; and

BE IT FINALLY RESOLVED: That HSA will encourage members to support candidates and parties in the upcoming 2017 provincial election that commit to funding adequate staffing levels to provide quality care and services in health care and community social services.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #58– Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will encourage members to support candidates and parties in the upcoming provincial election who value the work of public sector workers and who commit to free collective bargaining for these workers.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #59– Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to work with allied organizations to pressure the provincial government to develop and implement a poverty reduction plan; and

BE IT FURTHER RESOLVED: That HSA encourage members to support candidates and parties in the upcoming 2017 provincial election who commit to implementing a poverty reduction plan for BC.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Avery thanked the Political Action Committee for their work, asked them to stand down and introduced guest speaker Seth Klein.

GUEST SPEAKER: **Seth Klein, BC Director**
 Canadian Centre for Policy Alternatives

Avery thanked Seth Klein for his address to convention and called the Women’s Committee to come forward to deliver its report and introduced guests.

GUESTS

- Malcolm Ashford, Executive Director, BC Society of Laboratory Science
- Lawrence Wright, President, BC Society of Laboratory Science

WOMEN'S COMMITTEE REPORT

Mandi Ayers (Director - Region 10), Chair of the Women's Committee, introduced the committee members and delivered the committee's report:

- Anne Davis, Director – Region 1
- Stasia Hasumi, Member-at-Large – Region 1
- Osita Hibbert, Member-at-Large – Region 3
- Madhu Maharaj, Member-at-Large – Region 4
- Leila Lolua and Sharon Geoghegan, staff support

M/S Motion: **To accept the report of the Women's
Committee**
 Delegate Vote: **Carried**

Avery asked Morrison, Chair of the Resolutions Committee, to come forward and present the resolutions pertaining to the Women's Committee.

Resolution #8 – Equality and Social Action

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") invite representatives from Vancouver Rape Relief & Women's Shelter, and other organizations affected by the policy, to speak to their own work prior to making decisions regarding donations and support for public education/coalition work.

M/S Motion: **Referred back to Resolutions Committee**
 Delegate Vote: **Carried**

Avery thanked the Women's Committee members, asked them to stand down and called upon the Resolutions Committee to continue with resolutions.

Resolution #22 – Governance

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") hold a referendum of the membership as a whole to determine if we should change from the current delegate only voting process for president to a one member one vote process; and

BE IT FURTHER RESOLVED: That the results be reported back to the 2018 Convention, with appropriate changes to the Constitution, if necessary.

M/S Motion: **Of concurrence**
 Delegate Vote: **Defeated**

Resolution #49 – Member Services

THEREFORE BE IT RESOLVED: That a greater attempt is made to ensure that the same Labour Relations Officer ("LRO") services each chapter; and

BE IT FURTHER RESOLVED: That new LROs are brought up to speed more quickly on on-going chapter issues; and

BE IT FINALLY RESOLVED: That stewards are made aware of their servicing LRO.

M/S Motion: **Of concurrence**

Delegate Vote: **Carried**

Avery made several announcements, adjourned the meeting at 4:52 p.m. and advised the convention would reconvene Saturday at 8:30 a.m.

Saturday, May 8, 2017 – Morning Session

Janice Morrison, Vice-President, called the meeting to order at 8:36 a.m.

CREDENTIALS REPORT

Morrison called upon Pattie McCormack, on behalf of Wendy Scarrett, Convention Registrar, to deliver the report of the Credentials Committee.

301	Delegates
28	Staff
32	Guests
1	Non-voting members

362 **TOTAL**

M/S	<u>Motion:</u>	To accept the Credentials Report
	<u>Delegate Vote:</u>	Carried

ELECTION OF PRESIDENT

Morrison called upon Mandi Ayers, Chair of the Elections Committee, to come forward and outline the process for the election of President. Ayers then introduced Andy Ross, Chief Electoral Officer, to conduct the election of President.

Ross announced the 1st and 2nd call for nominations had been made and that there were four nominations. Ross made the 3rd and final call for nominations. There were no further nominations.

The candidates for President are:

1. Joseph Sebastian
2. Derrick Hoyt
3. Kevin Towhey
4. Val Avery

Each candidate delivered their candidate speech. Ross asked the Balloting Committee to come forward and the sergeants-at-arms to tile the doors. Ross thanked the candidates for their addresses to the delegates, conducted the first ballot and advised the vote results would be announced immediately after the count.

Ross called for the doors to be untilled and turned the chair back to Morrison, Vice-President.

Morrison thanked the delegates and called the Occupational Health and Safety Committee to deliver its report and turned the chair back to Avery.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE REPORT

Marg Beddis (Director - Region 7), Chair of the Occupational Health and Safety Committee, introduced the committee members:

- Derrick Hoyt, Director – Region 2
- Brenda Hauck, Member-at-Large – Region 2
- James Rudek, Member-at-Large – Region 4
- Carol Bourque, Member-at-Large – Region 10
- David Durning (retired staff), Geri Grigg and Karen Hodgson staff support

Beddis and the committee members delivered the OH&S Committee report.

M/S	<u>Motion:</u>	To accept the Occupational Health and Safety Committee Report
	<u>Delegate Vote:</u>	Carried

DAVID BLAND MEMORIAL AWARD

Beddis presented the David Bland Memorial Award to Brenda Hauck, Medical Radiation Technologist, Saanich Peninsula Hospital and Karen Hamilton, Computed Tomography Technologist, Saanich Peninsula Hospital. Brenda and Karen accepted their award and talked about their occupational health and safety work at their worksite and other worksites on Vancouver Island.

ELECTION RESULTS

Avery turned the chair over to Janice Morrison, Vice President, who called upon Andy Ross, Chief Electoral Officer, who announced the presidential election results:

Eligible ballots issued	301
Ballots cast	291
Spoiled	1
Total valid ballots	290
Votes required to win	146

<u>Results:</u>	
Derrick Hoyt	24
Joseph Sebastian	29
Kevin Towhey	39
Val Avery	198

Ross declared Val Avery elected President.

Val Avery thanked the delegates for their trust and confidence and pledged to represent all members and their professions and work hard with the Board of Directors and staff to create the best opportunities to serve patients and clients in a way that they deserve.

Mandi Ayers, Chair of the Elections Committee, thanked Andy Ross for his work on the election and turned the Chair back to Val Avery.

Avery called upon Janice Morrison, Chair of the Resolutions Committee, to continue with resolutions pertaining to Occupational Health and Safety.

Resolution #51– Occupational Health and Safety

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) provide support for frontline workers by petitioning the government for increased resources for treatment of Post Traumatic Stress Disorder (“PTSD”); and

BE IT FURTHER RESOLVED: That WorkSafeBC be lobbied to recognize and accept claims for PTSD as an occupational disease related to employment.

M/S Motion: **Of concurrence as amended**
 Delegate Vote: **Carried**

Resolution #52– Occupational Health and Safety

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) work through the Joint Occupational Health and Safety (“JOHS”) Committees at Community Social Services Bargaining Association worksites to create comprehensive plans for Violence Prevention in mental health and addictions treatment programs.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #53– Occupational Health and Safety

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to work with the Canadian Mental Health Association to deliver training in Mental Health First Aid to members, including but not limited to, Enhanced Disability Management Program (“EDMP”) representatives.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #54– Occupational Health and Safety

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”), through the site JOHS committees continue to advocate Employers to ensure all the requirements of the OH&S Regulation are met:

- Mandatory training of new JOHS Committee members within six months of being elected to the Committee; and
- Mandatory evaluations by the co-chairs of JOHS Committees to ensure their effectiveness; and
- Worker representation on investigations of incidents and potential incidents.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Avery thanked the OH&S Committee, asked committee members to stand down and called on the Education Committee to deliver its report.

REPORT OF THE EDUCATION COMMITTEE

Nancy Hay (Director – Region 6), Chair of the Education Committee, introduced the committee members and presented the committee’s report:

- Marg Beddis, Director – Region 7
- Donna Barker, Member-at-Large – Region 6
- Ron Regier, Member-at-Large – Region 7
- Sherry-Lee Lewis, Member-at-Large – Region 7
- Gena Walton, Member-at-Large – Region 9
- Bill Hannah, Leila Lolua and Karen Rose, staff support

M/S Motion: **To accept the report of the Education
Committee**
 Delegate Vote: **Carried**

Avery asked Janice Morrison, Chair of the Resolutions Committee, to come forward and continue with resolutions pertaining to Education.

Resolution #3 – Education

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) develop an on-line bank of education modules that can be used by stewards wishing to provide education opportunities to members at their sites e.g. at chapter meetings; and

BE IT FURTHER RESOLVED: That HSA develop a series of short on-line modules on topics commonly encountered by stewards.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #4 – Education

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) revise the selection criteria for scholarships and bursaries to equally treat applicants for any post-secondary institutions, regardless of province.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #5 – Education

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will establish training opportunities for Chief Stewards;

BE IT FURTHER RESOLVED: That HSA will implement training opportunities as soon as possible.

M/S Motion: **Of concurrence as amended**
 Delegate Vote: **Carried**

Resolution #6 – Education

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) develop an education course to equip members with accurate knowledge regarding the history of the Union movement and the specific history of the HSA.

BE IT FURTHER RESOLVED: That HSA devote staffing and financial resources to enable members to participate in the course and organize them into social justice activism.

M/S Motion: **Of non-concurrence**
 Delegate Vote: **Carried**

Avery thanked the Education Committee, asked them to stand down and called the Resolutions Committee forward to continue with resolutions.

Resolution #20 – Governance

THEREFORE BE IT RESOLVED: That a term limit of no more than three (3) consecutive terms be served by any President or Director; and

BE IT FURTHER RESOLVED: That any changes to the Constitution be made to reflect this change in policy.

M/S Motion: **Of Concurrence**
 Delegate Vote: **Defeated**

Resolution #19 – Governance

THEREFORE BE IT RESOLVED: That Article 10, Section 6 of the Constitution be reviewed with a view to reflecting a more attainable recall procedure in cases where the Regional Director is not upholding his/her Constitutional duties.

M/S Motion: **Of concurrence as amended**
 Delegate Vote: **Carried**

Avery thanked the Resolutions Committee members, asked them to stand down and asked Mandi Ayers, Chair of the Elections Committee, to come forward to conduct the Trial Committee election.

TRIAL COMMITTEE ELECTION

Ayers outlined the election process and proceeded with the Trial Committee election. Members nominated for the 2017 Trial Committee:

1. John Hindle, Region 7
2. Vikki Tellier, Region 1
3. Debra Gillespie, Region 2
4. Sarah Humphries, Region 1
5. Arsalan Butt, Region 5
6. Sheila Anderson, Region 10
7. Marg Beddis, Region 7
8. Chelsea Kirkpatrick, Region 2
9. Stasia Hasumi, Region 1
10. Ron Regier, Region 7

All nominees accepted their nominations and spoke to convention. Ayers asked the sergeants-at-arms to tile the doors and ballots were collected by the Balloting Committee. Ayers then asked for the doors to be untiled and announced the election results will be reported in the afternoon and turned the chair back to Avery.

Avery asked Janice Morrison, Chair of the Resolutions Committee, to come forward and continue with resolutions.

Resolution #42 – Member Engagement (covers Resolutions #43 and #44)

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) continue to dedicate the necessary resources and funding that would continue to allow this valuable collaborative working relationship between HSA staff and members to continue to build on the foundation of the member engagement.

M/S	<u>Motion:</u>	Of concurrence
	<u>Delegate Vote:</u>	Carried

Resolution #45 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association update the on-line contract interpretation manual to align with the most current information and develop a process to maintain that information going forward.

M/S	<u>Motion:</u>	Of concurrence
	<u>Delegate Vote:</u>	Carried

Resolution #41 – Member Services

THEREFORE BE IT RESOLVED: That an online stewards forum be created as a mechanism for education and problem solving of issues; and

BE IT FURTHER RESOLVED: That forum questions be responded to by a Labour Relations Officer on a daily basis.

M/S	<u>Motion:</u>	Of non-concurrence
	<u>Delegate Vote:</u>	Carried

Avery made announcements, adjourned the convention at 11:55 p.m. and advised the meeting would reconvene at 1:30 p.m.

Saturday, April 8, 2017 – Afternoon Session

Avery called the meeting to order at 1:35 p.m. and introduced guests.

GUESTS

- Stephanie Smith, President, BCGEU
- Reid Johnson, Past President, HSA

Avery then introduced guest speaker Elisabeth Ballermann.

GUEST SPEAKER – Elisabeth Ballermann Secretary-Treasurer, NUPGE

Avery thanked Elisabeth Ballermann for her address and called upon Mandi Ayers, Chair of the Elections Committee, to announce the Trial Election results.

TRIAL COMMITTEE ELECTION RESULTS

1. John Hindle, Region 7
2. Sheila Anderson, Region 10
3. Marg Beddis, Region 7
4. Stasia Hasumi, Region 1
5. Ron Regier, Region 7

M/S Motion: **To destroy all ballots since last convention**
 Delegate Vote: **Carried**

Avery thanked Ayers and the Balloting Committee for their work and called the Committee on Equality and Social Action to come forward to deliver its report.

REPORT OF THE COMMITTEE ON EQUALITY AND SOCIAL ACTION

Derrick Hoyt (Director - Region 2), Chair of the Committee on Equality and Social Action introduced the committee members:

- Mandi Ayers, Director – Region 10
- Devy Tiku, Member-at-Large – Region 5
- Neelam Mann, Member-at-Large – Region 7 (absent)
- Dean Avender, Member-at-Large – Region 8
- Bill Hannah and Pattie McCormack, staff support

Derrick Hoyt presented the Committee on Equality and Social Action's report to the delegates.

M/S Motion: **To accept the report of the Committee on**
 Delegate Vote: **Equality and Social Action**
 Carried

Avery thanked the Committee on Equality and Social Action, asked them to stand down and called upon the Resolutions Committee to come forward and continue with Resolutions.

Resolution # 8 – Equality and Social Action (referred back)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) invite representatives from Vancouver Rape Relief & Women’s Shelter to discuss the BC Federation of Labour policy recommending that affiliated unions not donate to Vancouver Rape Relief because of its policy of excluding trans women from accessing services.

M/S Motion: **Of non-concurrence as amended**
 Delegate Vote: **Carried**

Resolution # 14 – Finance (referred back)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) explore ways of providing child care options to support members’ participation in HSA events, including annual convention, regional meetings and workshops. The options to be considered should include, but not be limited to, onsite childcare, and providing a recommended list of qualified care providers.

M/S Motion: **Of concurrence as amended**
 Delegate Vote: **Carried**

Resolution #23 – Governance

THEREFORE BE IT RESOLVED: That Health Sciences Association will explore the possibility of creating a young workers committee; and

BE IT FURTHER RESOLVED: That HSA will hold a focus group or workshop with at least 1-2 young workers from each region to gather information and make recommendations regarding structure, purpose and activities of such a committee; and

BE IT FINALLY RESOLVED: That the findings of this focus group or workshop will be made available and presented for consideration at the next annual Convention in 2018.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #21 – Governance

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) implement a pro/con microphone system at Convention.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #27 – Health Human Resources

THEREFORE BE IT RESOLVED: That Health Sciences Association continue to promote and lobby for a decrease in the gaps in health care and social services in BC; and

BE IT FURTHER RESOLVED: That HSA also lobby for the government to increase awareness and education about health care in BC.

M/S Motion: **Of concurrence as amended**
Delegate Vote: **Carried**

Resolution #28 – Health Human Resources

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) examine attitudes amongst physiotherapy students and new graduates regarding working in public practice, including their reasons for entering or leaving public practice work, and report back to the membership no later than December 31, 2017.

M/S Motion: **Of non-concurrence**
Delegate Vote: **Carried**

Resolution #36 – Labour Relations

THEREFORE BE IT RESOLVED: That the union develop a change management strategic plan for any major changes that affect health human resources for our members.

M/S Motion: **Of concurrence**
Delegate Vote: **Carried**

Resolution #37 – Labour Relations

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) utilize the processes established in our collective agreements to ensure members are appropriately classified and compensated for their expertise; and

BE IT FURTHER RESOLVED: That HSA develop a media campaign to increase public awareness and support of the specialized expertise and work HSA members perform.

M/S Motion: **Of concurrence**
Delegate Vote: **Carried**

Resolution #50 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association work with the BC Federation of Labour and the Canadian Labour Congress to expedite the appeal process for LTD claims that are declined.

M/S Motion: **Of non-concurrence**
Delegate Vote: **Carried**

Resolution #38 – Labour Relations

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) strongly encourage the Employer to honour the spirit of the Collective Agreement language related to special leave benefits.

M/S Motion: **Of concurrence**
Delegate Vote: **Carried**

Resolution #40 – Labour Relations

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby and strongly encourage the Employer to honour the Collective Agreement and to consult with and involve members and their supervisors in different departments prior to making changes to the existing administrative processes.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #39 – Labour Relations

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) develop a better action plan for an effective process to deal with member grievances so that they are resolved in a timely manner.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #16 – General

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to fund and support the anti-raid campaign to defend against BC Nurses’ Union raiding practices of all HSA members; and

BE IT FURTHER RESOLVED: that HSA continues to challenge BCNU’s labour practices through all available channels; and

BE IT FINALLY RESOLVED: That HSA continue to work to ensure BCNU is excluded from the House of Labour as long as raiding continues.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #17 – General

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) establish a policy clarifying that members are not required to respect or honour any picket lines of any union that is engaged in raiding activities of other unions.

M/S Motion: **Of non-concurrence**
 Delegate Vote: **Carried**

Resolution #18 – General

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will, with the permission of the chief/assistant chief steward, post their photographs alongside their contact information on the HSA site steward list.

M/S Motion: **Of non-concurrence**
 Delegate Vote: **Carried**

Resolution #55 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will lobby the government for truly affordable childcare.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #30 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) work together with the College of Occupational Therapists of BC (“COTBC”) and the Canadian Association of Occupational Therapists (“CAOT”) to increase awareness of services available for the people of BC; and

BE IT FURTHER RESOLVED: That HSA work together with COTBC and CAOT to increase access for patients and clients to occupational therapy services.

M/S Motion: **Of non-concurrence**
 Delegate Vote: **Carried**

Resolution #34 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) work with the BC Federation of Labour and other affiliates to advocate for a review of the At Home Program for children with complex and/or medical needs to ensure that these resources and supports are adequately funded and accessible to the families that need them.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Resolution #35 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to lobby the government and health authorities to include assistance with Instrumental Activities of Daily Living (“IADL”), e.g. assistance with shopping, meal preparation and laundry to home care support services, so seniors and people with disabilities with no family and support can remain at home safely and with dignity.

M/S Motion: **Of concurrence**
 Delegate Vote: **Carried**

Pursuant to the Rules of Order, the balance of resolutions, 7, 9, 10, 15, 25, 26, 56, 60, and 61, will be referred back to the Board at their next meeting.

Avery thanked the Resolutions Committee for their work, asked them to stand down and called the Board of Directors to the podium.

Avery then called upon retiring director, Marg Beddis to acknowledge her service and thanked Beddis for the outstanding work and contributions she has made over the past ten years.

Avery acknowledged the Regional Directors who are continuing in the second year of their term.

Derrick Hoyt	Region 2
Joseph Sebastian	Region 4
Nancy Hay	Region 6
Kevin Towhey	Region 8
Mandi Ayers	Region 10

Avery then congratulated and introduced the Regional Directors beginning a new, two year term.

Anne Davis	Region 1
Cheryl Greenhalgh	Region 3
John Christopherson	Region 5
Jas Giddha	Region 7 (absent)
Janice Morrison	Region 9

Avery expressed thanks to HSA staff and called the staff to the front to join her on the stage. Avery then thanked the Hyatt Regency Hotel staff, HSA delegates in representing their members and the staff of MediaCo.

The Board and staff joined the delegates in the singing of Solidarity Forever, led by music therapists, Brendan Shields and Katherine Deane, President, Music Therapy Association of BC

M/S	<u>Motion:</u>	To adjourn the 2017 Convention
	<u>Delegate Vote:</u>	Carried

The convention adjourned at 3:55 p.m.