

minutes

OF THE 2023 ANNUAL CONVENTION



HEALTH SCIENCES ASSOCIATION
The union delivering modern health care

Health Sciences Association of British Columbia 2023 Annual Convention Minutes

April 19, 20, and 21, 2023
Vancouver Hyatt Regency Hotel

Wednesday, April 19, 2023 – Morning Session

Kane Tse, President, welcomed delegates, guests and staff to HSA's 52nd Annual Convention and acknowledged the convention is taking place on the unceded territories of the Coast Salish and the nations of the Musqueam, Squamish, and Tsleil-Waututh First Nations, where we are gathered.

Tse provided an update on a racist incident that occurred at the Hyatt Regency Vancouver in the February with the BC Association of Aboriginal Friendship Centres. HSA President Kane met with the Hyatt's General Manager and expressed HSA's deep disappointment in the hotel's response to the incident. Shortly after, the Hyatt issued a full apology, which included a plan for education for all staff, and a refund to the BC Association of Aboriginal Friendship Centres for their financial loss from withdrawing their event from the hotel. HSA received confirmation from the BCAAFC that the apology was accepted, and thanked HSA for its support.

Tse advised that HSA is meeting in this hotel knowing that the work on achieving reconciliation is a long and difficult one, and that actively working towards reconciliation requires personal reflection and acknowledgement of the part we play in systemic racism, and also demands that we speak up, take action, and actively support those who continue to suffer from anti-Indigenous racism.

Tse then informed delegates of the COVID-19 safety plan that is in place, that a prayer and quiet rooms are available during convention and then explained that the voting system for this convention will be by a show of hands and conducted electronically, if needed. Tse then asked Julien Bodart from Lumi Global to explain the process and conduct test votes.

Shannon Chartier, Convention Registrar, delivered the credentials report.

CREDENTIALS REPORT

| | |
|-----|--------------------|
| 367 | Delegates |
| 6 | Non-voting members |
| 0 | Observers |
| 70 | Staff |
| 0 | Guests |

443 TOTAL

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

DIVERSITY AWARENESS AND ANTI-HARASSMENT STATEMENT

Tse reviewed the Diversity Awareness and Anti-Harassment Statement and advised that Pam Hosie, Region 2, Luita Siep, Region 7, Jai Turcotte, Region 2, Helen Wong, Region 6, and alternate Nadine Blake, Region 8, will act as the Ombudspersons for the 2023 Convention delegates. Support for the Ombudspersons is independent Legal Counsel, Dana V. Kiefer, Associate, Lawson Lundell LLP.

Tse said the commitment to ensuring a harassment-free workplace for HSA staff is taken seriously and disrespectful or harassing treatment of staff will not be tolerated. Ombudspersons available for HSA staff on Wednesday are Sharon Geoghegan and Tara Locke, on Thursday, Graeme Johnston, Monivoi Vataiki, and on Friday, John Hindle and Ashley Lopez.

RULES OF ORDER

Tse reviewed the rules of order and introduced Lyle Kanee, Arbitrator and Mediator, acting as neutral chair for the appeals proceedings and Frank Anderson, BCGEU, acting as parliamentarian for the convention.

| | | |
|-----|-----------------------|------------------------------------|
| M/S | <u>Motion:</u> | To adopt the Rules of Order |
| | <u>Delegate Vote:</u> | Carried |

CONVENTION AGENDA

| | | |
|-----|-----------------------|--|
| M/S | <u>Motion:</u> | To adopt the 2023 Convention Agenda |
| | <u>Delegate Vote:</u> | Carried |

Tse passed the chair to Lyle Kanee to conduct the Article 15 proceedings.

ARTICLE 15 COMPLAINT DECISION APPEAL

Lyle Kanee, Arbitrator and Mediator, outlined the procedures to hear the appeals and conducted the two appeal proceedings.

The first leave to appeal was submitted by Joseph Sebastian.

Lindsay Waddell, legal counsel for the Hearing Panel, provided an overview of the Article 15 complaint regarding the appeal. Kanee provided a chronological history of the activity and read Mr. Sebastian's appeal letter. Members were provided with the Hearing Panel decision documents, given 30 minutes to review them, followed by a 10-minute question period per the Rules of Order.

| | | |
|-----|-----------------------|---------------------------------|
| M/S | <u>Motion:</u> | To Grant Leave to Appeal |
| | <u>Votes:</u> | In favour 115 31.94% |
| | | Opposed 245 68.06% |
| | <u>Delegate Vote:</u> | Defeated |

Kanee turned the chair back to Tse. Tse made several announcements and adjourned for lunch at 12:25 p.m. and advised the convention would reconvene at 1:30 p.m.

Wednesday, April 19, 2023 – Afternoon Session

Tse called convention to order at 1:42 p.m. and introduced Elder Alec Dan of the Musqueam nation to welcome delegates to the unceded territories of the Musqueam, Squamish, and Tsleil Watuth people.

Tse then turned the chair to Lyle Kanee to conduct the second Appeal Hearing.

ARTICLE 15 COMPLAINT DECISION APPEAL

The second leave to appeal was submitted by Jaskaran Giddha.

Waddell provided an overview of the Article 15 complaint regarding the appeal. Kanee provided a chronological history of the activity and read Mr. Giddha's appeal letter. Members were provided with the Hearing Panel decision documents, given 30 minutes to review them, followed by a 10-minute question period per the Rules of Order.

| | | | |
|-----|-----------------------|---------------------------------|------------|
| M/S | <u>Motion:</u> | To Grant Leave to Appeal | |
| | <u>Votes:</u> | In favour | 146 40.67% |
| | | Opposed | 213 59.33% |
| | <u>Delegate Vote:</u> | Defeated | |

Kanee turned the chair back to Tse.

MINUTES FROM THE 2022 CONVENTION

| | | | |
|-----|-----------------------|--|--|
| M/S | <u>Motion:</u> | To accept the minutes of the 2022 Annual Convention | |
| | <u>Delegate Vote:</u> | Carried | |

GUEST

- Leanne Alfaro, Vice-President, Health Sciences Association of Alberta

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

- Andrew Duarte, Region 1
- Brooke Carter, Region 2
- Jing-Yi Ng, Region 3, Secretary-Treasurer
- Alexandra Thomson, Region 4
- Jill Slind, Region 5
- Nancy Hay, Region 6
- Sherry-Lee Lewis, Region 7
- Heath McLeod, Region 8
- Janice Morrison, Region 9, Vice-President
- Mandi Ayers, Region 10

Tse welcomed HSA's newest members from Baptist Housing in Kelowna and the Canadian Mental Health Association in the Cowichan Valley.

Tse then passed the chair to Mandi Ayers, (Vice-President, Director – Region 10), who introduced Kane Tse to deliver the President’s Report.

PRESIDENT’S REPORT

Tse presented the President’s report.

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

BUSINESS ARISING

Tse provided an update on the work arising from resolutions passed by delegates to the 2022 convention and advised delegates the Business Arising Report was available in the Convention kit.

M/S Motion: **To accept the Business Arising report**
 Delegate Vote: **Carried**

Ayers turned the chair back to Tse. Tse thanked Ayers and introduced guests.

GUESTS

- Siobhan Vipond, Executive Vice-President, Canadian Labour Congress
- Burt Blundon, President, National Union of Public and General Employees
- Jason MacLean, Secretary-Treasurer, National Union of Public and General Employees
- Neil Adolph, Provincial Director, Labour Participation, United Way, BC

Tse introduced guest speaker Bert Blundon, President of the National Union of Public and General Employees.

GUEST SPEAKER

Bert Blundon
President
National Union of Public and General Employees

Tse thanked Blundon for bringing greetings on behalf of the National Union of Public and General Employees (NUPGE) and introduced guests.

GUESTS

- Hermender Singh Kailley, Secretary-Treasurer, BC Federation of Labour
- Jaime Matten, Executive Director, BC Federation of Labour

ADJOURNMENT

Tse made several announcements, adjourned convention at 4:28 p.m. and announced it would reconvene Thursday, April 20 at 8:30 a.m.

Thursday, April 20, 2023 – Morning Session

Kane Tse called the meeting to order at 8:37 a.m. and invited Shannon Chartier, Convention Registrar, to deliver the Credentials Report.

CREDENTIALS REPORT

| | |
|-----|--------------------|
| 382 | Delegates |
| 7 | Non-voting members |
| 42 | Staff |
| 9 | Guests |

440 TOTAL

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

Tse thanked Chartier and introduced guest speaker Dr. Dorothy Christian.

GUEST SPEAKER

Dr. Dorothy Christian
Associate Director of Indigenous Policy and
Pedagogy in SFU Graduate and Postdoctoral Studies
Member of the Secwepemc and Syilx Nations

Tse thanked Dr. Christian for her comments, asked the Board to stand down and then asked Mandi Ayers, Chair of the Resolutions Committee, to come forward to deliver the committee's report.

GUESTS

- Karen Ranalletta, President, CUPE BC
- Bert Blundon, President, NUPGE

RESOLUTIONS COMMITTEE REPORT

Mandi Ayers (Vice-President, Director - Region 10), Chair of the Resolutions Committee, introduced the members of the committee:

- Jill Slind, Director - Region 5
- Andrew Duarte, Director - Region 1
- Jade Stuart, Region 2
- Robyn Kennett, Region 3
- Laura Greenwood, Region 4
- Anne Hahr, Region 5
- Nicole McIntosh and Marina Moskaleva, Region 6
- Sherry Lewis, Region 7
- Laurie Golemiac, Region 8
- Gina Sanche, Region 9

- Jenn Hiscock, Region 10
- Miriam Sobrino and Rosemary DeYagher, staff support

Ayers delivered the Resolutions Committee report, reviewed the initial 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**

GUEST

- Leanna Alfaro, Vice-President, HSAA (HSA Alberta)

Resolution #81 – Governance

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) will add a land acknowledgement to HSA’s Constitution and do so with Indigenous consultation.

M/S Motion: **To adopt Resolution #81**
 Delegate Vote: **Carried**

Resolution #96 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the federal and provincial governments in support of the recommendations contained in the *Closing Gaps, Reducing Barriers: Expanding the Response to the Toxic Drug and Overdose Crisis* report by the BC Select Standing Committee on Health.

M/S Motion: **To adopt Resolution #96**
 Delegate Vote: **Carried**

Resolution #83 – Health Human Resources

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the ministries of health and advanced education to continue to expand training opportunities for all health science professionals, including radiation therapists, and social services professionals, within the province.

M/S Motion: **To adopt Resolution #83**
 Delegate Vote: **Carried**

Tse thanked Ayers and asked the Women’s Committee to deliver its report.

WOMEN’S COMMITTEE REPORT

Jill Slind (Director - Region 5), Chair of the Women’s Committee, introduced the committee members and delivered the committee’s report:

- Nancy Hay, Director - Region 6
- Teresa Forbes, Region 2
- Neilofur Akhtar, Region 6 (absent)

- Caroline Widgiz, Region 8
- Sarah Chapple and Ashley Lopez, staff support

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

Tse asked Ayers to continue with presentation of resolutions for debate.

Resolution #21 – Education

THEREFORE BE IT RESOLVED: That Health Sciences Association hold a Domestic Violence Workshop at least yearly.

M/S Motion: **To adopt Resolution #21**
Delegate Vote: **Carried**

Resolution #49 – General

THEREFORE BE IT RESOLVED: That Health Sciences Association stop funding the “Be More” program.

M/S Motion: **To adopt Resolution #49**
Delegate Vote: **Defeated**

Resolution #104 – Justice, Equity, Diversity, and Inclusion (covers 105)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to show solidarity with Women-Life-Freedom movement; and HSA continue to work with our allies and federal government to condemn the Iranian regime.

M/S Motion: **To adopt Resolution #104**
Delegate Vote: **Carried**

Resolution #132 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association hold a public-facing awareness campaign about believing women in pain.

M/S Motion: **To adopt Resolution #132**
Delegate Vote: **Carried**

Resolution #100 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”), through the BC Federation of Labour and the Canadian Labour Congress (“CLC”), lobby the provincial and federal governments to remedy the lack of availability, and address the lack of funding for administration for abortion services; and

BE IT FURTHER RESOLVED: That HSA, through the CLC, lobby the federal government to follow through with their platform commitment to develop an information portal on sexual and reproductive health and rights.

M/S Motion: **To adopt Resolution #100**

Delegate Vote: **Carried**

Tse thanked the Women’s Committee, turned the chair to Ayers, Vice-President, and asked the Elections Committee to deliver its report.

ELECTIONS COMMITTEE REPORT

Nancy Hay (Director - Region 6), Chair of the Elections Committee, reviewed the Election Committee’s responsibilities and introduced the committee members.

- Brooke Carter, Director - Region 2
- Alexandra Thomson, Director - Region 4
- Samuel Hyman and Pattie McCormack, staff support

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

- Region 1 – Andrew Duarte acclaimed
- Region 3 – Jing-Yi Ng acclaimed
- Region 5 – Jill Slind acclaimed
- Region 7 – Sarah Kooner elected
- Region 9 – No nominations were received, and a by-election will be conducted

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

The first call for nominations for President was made January 12, 2023, and one candidate was nominated:

1. Kane Tse, Region 5

Hay made the 2nd call for nominations for President. There were no further nominations.

Hay then explained the process for election of the Trial Committee.

Ayers thanked Hay and the Elections Committee and asked Jenn Hiscock, Resolutions Committee member, to present Resolutions pertaining to elections.

Resolution #10 – Constitution (covers 11, 12, 13)

THEREFORE BE IT RESOLVED: That Article 10, Section 2 of the Health Sciences Association (“HSA”) constitution which states “The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even-numbered years.”

be replaced with:

“The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even numbered years. A Regional Director may serve a maximum of 3 consecutive full terms.”

M/S Motion: **To refer Resolution #10 back to the Resolutions Committee with instructions**
Delegate Vote: **Carried**

Resolution #14 – Constitution (covers 15)

THEREFORE BE IT RESOLVED: That Article 9, Section 1 of the HSA constitution which states “The term of office is two years. The President is elected at the Annual Convention in odd numbered years.” be replaced with: “The term of office is two years. The President is elected at the Annual Convention in odd numbered years. A President may serve a maximum of 3 consecutive full terms.”

M/S Motion: **To adopt Resolution #14**
Delegate Vote: **Defeated**

Resolution #55 – Governance (covers 56, 57)

THEREFORE BE IT RESOLVED: That the presidential election be moved to an online format following the commencement of Convention in order to allow for 1 member 1 vote. The online system could allow presidential candidate information and recordings of debates at convention to be posted and viewed by all members.

M/S Motion: **To adopt Resolution #55**
Delegate Vote: **Carried**

Resolution #75 – Governance

THEREFORE BE IT RESOLVED: The Health Sciences Association (“HSA”) review and revise Article 15 of the constitution with the input from but not limited to: Board, staff, legal counsel (inner and/or outside), Trial Committee members, past complainants and others that have been involved with the process; and

BE IT FURTHER RESOLVED: The HSA complete the revision to be voted on by members at the 2024 Convention.

M/S Motion: **To adopt Resolution #75**
Delegate Vote: **Carried**

Resolution #53 – Governance (covers 54)

THEREFORE BE IT RESOLVED: When registration for Convention (annual or special) closes, Health Sciences Association (“HSA”) will identify the number of unfilled potential delegate seats within each Region.

BE IT FURTHER RESOLVED: That the HSA Board of Directors establish an equitable process for determining how unfilled delegate seats will be awarded and present the constitutional language changes in a resolution to the 2024 Convention.

M/S Motion: **To adopt Resolution #53**
Delegate Vote: **Carried**

Resolution #74 – Governance

THEREFORE BE IT RESOLVED: That steward elections be held every two years; and

BE IT FURTHER RESOLVED: That steward elections allow for remote (electronic) voting.

M/S Motion: **To adopt Resolution #74**

Ayers informed delegates she was unable to determine the vote outcome by show of hands, and asked for an electronic vote to be conducted.

M/S Motion: **To adopt Resolution #74**
Delegate Vote: **Defeated**

Ayers turned the chair back to Tse and continued with resolutions.

Resolution #98 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will lobby the provincial government to improve provincial health care coverage for gender-affirming care, based on the Yukon Territories’ framework adopted in 2021 and ensure adequate training for medical professionals; and

BE IT FURTHER RESOLVED: That the HSA will advocate, with allied movements where appropriate, for additional unrestricted resources for gender-affirming care for those requiring access to care at an older age and in remote and Northern communities: e.g. transportation and accommodation costs.

M/S Motion: **To adopt Resolution #98**
Delegate Vote: **Carried**

Resolution #95 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the Ministry of Health and Ministry of Transportation/Infrastructure to improve transportation in BC’s multiple health regions so that equitable access to dialysis is available, and special consideration is given to programs in rural areas requiring intercity transportation; and

BE IT FURTHER RESOLVED: That HSA lobby the Ministry of Health and Ministry of Transportation/Infrastructure to consult with the renal programs in BC’s health regions to develop a transportation network that meets the needs of all dialysis patients.

M/S Motion: **To adopt Resolution #95**
Delegate Vote: **Carried**

Resolution #130 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association work with the BC Federation of Labour (“BCFL”) to lobby the BC Government to prohibit the sale of tobacco products where a pharmacy is located and put forward this resolution to the 2024 BCFL Convention.

M/S Motion: **To adopt Resolution #130**

Delegate Vote: **Tse informed delegates he was unable to determine the vote outcome by show of hands, and asked for an electronic vote to be conducted.**

M/S Motion: **To adopt Resolution #130**
Delegate Vote: **Carried**

Tse thanked Ayers and the Resolutions Committee and asked the Finance Committee to deliver its report.

FINANCE COMMITTEE REPORT

Jing-Yi Ng (Secretary-Treasurer, Director - Region 3), Chair of the Finance Committee, introduced the Finance Committee:

- Jing-Yi Ng, Director - Region 3
- Jill Slind, Director - Region 5
- Janice Morrison, Director - Region 9
- Tonya Harford, Region 3
- Cathy Davidson, HSA Controller, staff support

Ng then introduced the Union's auditor, Kyle Pettie, Audit Manager of MNP LLP and asked Pettie to present the Auditor's Report for the year ending December 31, 2022.

Ng, on behalf of the committee, moved and seconded the report.

M/S Motion: **To accept the 2022 Audited Financial Statements**
Delegate Vote: **Carried**

Ng delivered the Finance and Budget reports, answered questions and on behalf of the committee, moved and seconded the reports.

M/S Motion: **To accept the 2023 Budget Report**
Delegate Vote: **Carried**

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

Resolution #36 – Finance

THEREFORE BE IT RESOLVED: That MNP LLP be confirmed as the union's auditor until the year 2024 Annual Convention.

M/S Motion: **To adopt Resolution #36**
Delegate Vote: **Carried**

Tse thanked Pettie, Ng and the Finance Committee, made several announcements, adjourned the meeting at 12:05 p.m. and advised delegates the meeting would reconvene at 1:30 p.m.

Thursday, April 20, 2023 – Afternoon Session

Kane Tse called the meeting to order at 1:39 p.m. and introduced guest speaker Hermender Singh Kailley, Secretary-Treasurer, BC Federation of Labour.

GUEST SPEAKER

**Hermender Singh Kailley
Secretary-Treasurer
BC Federation of Labour**

Tse thanked Kailley, introduced a guest and asked the Racial Justice Committee to deliver its report.

GUEST

- Sarah Erdelyi, Provincial Manager, Canadian Association of Medical Radiation Technologists

RACIAL JUSTICE COMMITTEE

The Racial Justice Committee members introduced themselves and delivered the committee's report:

- Rachel Walls, Region 1, Co-chair
- Tammam El-Khodori, Region 4 (absent)
- Natasha Lee, Region 5 (absent)
- Maha Elashi, Region 6, Co-chair
- Jing-Yi Ng, Secretary-Treasurer, Director - Region 3
- Kane Tse, President ex-officio
- Simran Ahmed and Ashley Lopez, staff support

| | | |
|-----|-----------------------|---|
| M/S | <u>Motion:</u> | To accept the report of the Racial Justice Committee |
| | <u>Delegate Vote:</u> | Carried |

Tse thanked the Racial Justice Committee for the committee's inaugural report to convention and asked Ayers, Chair of the Resolutions Committee, to continue with resolutions.

Resolution #106 – Justice, Equity, Diversity, and Inclusion

THEREFORE BE IT RESOLVED: That HSA will develop a data collection mechanism to find out how many grievances involve instances of racism and related discrimination (for example, having a section or checkbox in the grievance submission form where members can indicate if the grievance is related to racism and related discrimination).

| | | |
|-----|-----------------------|---------------------------------|
| M/S | <u>Motion:</u> | To adopt Resolution #106 |
| | <u>Delegate Vote:</u> | Carried |

Resolution #108 – Justice, Equity, Diversity, and Inclusion

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) will undertake a process to identify and address systems of discrimination, oppression, and racism within its own policies, practices, and procedures; and

BE IT FURTHER RESOLVED: That HSA will encourage chapters to undertake their own processes with guidance from HSA to identify and address systems of discrimination, oppression, and racism to create more inclusive and supportive workplaces.

M/S Motion: **To adopt Resolution #108**
 Delegate Vote: **Carried**

Resolution #107 – Justice, Equity, Diversity, and Inclusion

THEREFORE BE IT RESOLVED: That Health Sciences Association revise its definition of “family” in order to be more inclusive (with consideration to all equity seeking groups) as it pertains to important features of union inclusion.

M/S Motion: **To adopt Resolution #107**
 Delegate Vote: **Carried**

Resolution # 69 – Governance (covers 70, 71)

THEREFORE BE IT RESOLVED: That in the spirit of decolonization and accessibility, that Health Sciences Association will research, report, and recommend an alternative to Bourinot’s Rules of Order that incorporate common language and collaborative rather than exclusionary pathways to decision making.

M/S Motion: **To adopt Resolution #69**
 Delegate Vote: **Carried**

Resolution #109 – Justice, Equity, Diversity, and Inclusion

THEREFORE BE IT RESOLVED: That the Health Sciences Association will, with the BC Federation of Labour and the Canadian Labour Congress, call upon the provincial and federal governments to commit to completing the remaining Calls to Action of the Truth and Reconciliation Commission.

M/S Motion: **To adopt Resolution #109**
 Delegate Vote: **Carried**

Resolution #102 – Justice, Equity, Diversity, and Inclusion

THEREFORE BE IT RESOLVED: That Health Sciences Association explore providing members with mobility concerns or health issues an alternate mode of transportation in order to participate in rallies and marches associated with Convention or other HSA events.

M/S Motion: **To adopt Resolution #102**
 Delegate Vote: **Carried**

Resolution #110 – Justice, Equity, Diversity, and Inclusion

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will explore having processes to respond effectively to grievances dealing with racism and related discrimination through consultation with specialized staff position(s) to respond to these

grievances or allowing affected members to consult with a committee of diverse HSA members (such as the Racial Justice Committee) to get a second opinion.

M/S Motion: **To adopt Resolution #110**
Delegate Vote: **Carried**

Resolution #30 – Finance

THEREFORE BE IT RESOLVED: That the union research, determine and report back to members on how much money regular shifts and overtime shifts are providing to the union to help determine in future conventions if it is reasonable for overtime shifts to no longer have paid union dues.

M/S Motion: **To adopt Resolution #30**
Delegate Vote: **Carried**

Resolution #31 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association no longer collect dues from overtime wages.

M/S Motion: **To adopt Resolution #31**
Delegate Vote: **Tse informed delegates he was unable to determine the vote outcome by show of hands, and asked for an electronic vote to be conducted.**

M/S Motion: **To adopt Resolution #31**
Delegate Vote: **Defeated**

Resolution #29 – Finance

THEREFORE BE IT RESOLVED: That the per diem rates be increased to:

- Breakfast: 25.00
- Lunch: 30.00
- Dinner: 35.00

to accommodate the market increases in food.

M/S Motion: **To adopt Resolution #29**
Delegate Vote: **Carried**

Tse thanked Ayers and the Resolutions Committee and called on the Political Action Committee to deliver its report.

POLITICAL ACTION COMMITTEE

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

- Heath McLeod, Director – Region 8
- Julie Paquette, Region 6
- Sonia Bilkhu, Region 7
- Kieran Shoker, Region 10

- Nicole Seguin and Pattie McCormack, staff support

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

Tse thanked the Political Action Committee and asked Ayers to continue with resolutions.

Resolution Composite #2 – Political Action (covers 140, 141, 142, 143)

THEREFORE BE IT RESOLVED: That the Health Sciences Association (HSA) work with the National Union of Public and General Employees (NUPGE), the BC Federation of Labour (BCFL) and the Canadian Labour Congress (CLC) to lobby all levels of government to develop a comprehensive housing strategy that would include affordable housing for different income levels, regulated rentals, vacancy control and review policies related to real estate investments across BC; and

BE IT FURTHER RESOLVED: That HSA work with the NUPGE, BCFL, and labour councils to lobby the provincial and municipal governments and BC Housing to have viable long term housing plans in place for the residents of tent cities, before dismantling said tent cities.

M/S Motion: **To adopt Resolution Composite #2**
 Delegate Vote: **Carried**

Resolution #127 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association work with the BC and Canadian Health Coalitions to encourage the BC government to maintain its opposition to paid plasma and in doing so increase the number of publicly-funded voluntary blood plasma donation sites to increase voluntary blood and blood plasma donations.

M/S Motion: **To adopt Resolution #127**
 Delegate Vote: **Carried**

Resolution #139 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) encourage the provincial government to continue increasing public sector surgical and imaging capacity, as well as scaling up public solutions, as part of helping to shift away from private medical imaging and surgical centres that undermine public health care.

BE IT FURTHER RESOLVED: That HSA will work with the BC Health Coalition on this issue.

M/S Motion: **To adopt Resolution #139**
 Delegate Vote: **Carried**

Resolution #6 – Communications

THEREFORE BE IT RESOLVED: That a “Resolution Report” is created and distributed in January of each year; and

BE IT FURTHER RESOLVED: That the report include information about what resolutions were passed the year prior and the status of each resolution.

M/S Motion: **To adopt Resolution #6**
Delegate Vote: **Carried**

Resolution #63 – Governance

THEREFORE BE IT RESOLVED: To increase word limit of resolutions from 150 to 250 words.

M/S Motion: **To adopt Resolution #63**
Delegate Vote: **Defeated**

Resolution #65 – Governance (covers 66 and 67)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) adopt modern language used in proposal submission; and

BE IT FURTHER RESOLVED: That HSA modernize the process of submitting proposals to an online form that explains in simplified language so as not to exclude members from contributing.

M/S Motion: **To adopt Resolution #65**
Delegate Vote: **Carried**

Resolution #68 – Governance

THEREFORE BE IT RESOLVED: That Health Sciences Association mandate a Regional Director must complete site visits or attend chapter meetings (virtually or in-person) at least once per year, per site within their district.

M/S Motion: **To adopt Resolution #68**
Delegate Vote: **Defeated**

Resolution #157 – Strategic Planning

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (“HSABC”) develop and provide to Delegates before convention each year, an annual Service Plan that:

- Sets out the priorities of the Board for the next two years
- Identifies specific objectives and performance measures, including performance targets that are based on the strategic priorities as outlined in the Strategic Plan; and
- Compares actual results with targets identified in the previous years’ Service Plan.

M/S Motion: **To adopt Resolution #157**
Delegate Vote: **Defeated**

Tse thanked the Resolutions Committee and asked the Committee on Equality and Social Action to deliver its report.

REPORT OF THE COMMITTEE ON EQUALITY AND SOCIAL ACTION

Heath McLeod (Director - Region 8), Chair of the Committee on Equality and Social Action, introduced the committee members and delivered the committee’s report:

- Alexandra Thomson, Director - Region 4
- Robyn Kennett, Region 3
- Gina Choe, Region 5
- Suzanne Lauzon Region 8 (absent)
- Nadia Santoro and Pattie McCormack, staff support

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

Tse thanked McLeod and the Committee on Equality and Social Action and asked Ayers to continue with resolutions.

Resolution #103 – Justice, Equity, Diversity, and Inclusion

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) explore opportunities to work with the BC Federation of Labour, labour councils, and through NUPGE and the CLC, for HSA members to access training and education opportunities for equity-deserving members to run for political office and develop their leadership skills.

M/S Motion: **To adopt Resolution #103**
 Delegate Vote: **Carried**

Resolution #1 – Climate Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) encourage all HSA committees to include and address climate change within their committee work.

BE IT FURTHER RESOLVED: That all HSA members be encouraged to include and address climate change in their union work and commitments.

M/S Motion: **To adopt Resolution #1**
 Delegate Vote: **Carried**

Resolution #144 – Research

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will identify a mechanism through which to survey HSA membership to determine the housing circumstances for members and how many members are at risk of attrition from their region or from health care employment related to housing concerns; and

BE IT FURTHER RESOLVED: That this data be collected in such a way as to reflect the demographic and career stage of HSA members in order to identify future retention and recruitment concerns.

M/S Motion: **To adopt Resolution #144**
 Delegate Vote: **Carried**

Resolution #156 – Steward Resources

THEREFORE BE IT RESOLVED: That Health Sciences Association conduct a review of the CMET program and determine a clear strategic direction for the program that ensures the program has meaningful and attainable goals; and

provincially. A former member of the unions Board of Directors, she was dedicated to the occupational health and safety of her HSA colleagues, and indeed all workers. Beddis served to mentor, to educate and to lead and left a health and safety legacy for all HSA members.

Tse reported that, in addition to recognizing her work with the David Bland award, the Board of Directors had created a Marg Beddis Scholarship to support an HSA member to participate in annual week-long CLC Winter School programming for an HSA member pursuing union education in political action or occupational health and safety advocacy.

Paul Dayfoot, Marg Beddis' husband, accepted the award. and commented she would be very proud to receive the award and that he was very grateful that HSA dedicated a scholarship in her name.

Resolution #124 – Occupational Health and Safety

THEREFORE BE IT RESOLVED: That that Health Sciences Association of BC investigate the effect the separation of the Lab and Medical Imaging Joint Occupational Health and Safety Committees (JOHS) from each other and from the JOHS Committee for the rest of the hospital has on the Lab and MI worker reps and on the functioning of the three JOHS Committees in small hospitals.

M/S Motion: **To adopt Resolution #124**
 Delegate Vote: **Carried**

Resolution #123 – Occupational Health and Safety

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the provincial government and the WCB to amend the Occupational Health and Safety Regulation to obligate the employer to have at least one certified mental health first aid attendant at each work site where an Occupational First Aid attendant is required.

M/S Motion: **To adopt Resolution #123**
 Delegate Vote: **Carried**

Resolution #135 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the government to have WCB wage coverage be increased to 100% throughout the claim and, that upon return to work, employees have vacation entitlement as if they worked while off on an accepted WCB claim.

M/S Motion: **To adopt Resolution #135**
 Delegate Vote: **Carried**

ADJOURNMENT

Tse made several announcements and adjourned the convention at 4:53 p.m. Tse announced the convention would reconvene Friday, April 21 at 8:30 a.m.

Friday, April 21, 2023 – Morning Session

Kane Tse called the meeting to order at 8:47 a.m., conducted a test vote, and invited Shannon Chartier, Convention Registrar, to deliver the Credentials Report.

CREDENTIALS REPORT

379 Delegates
6 Non-voting members
45 Staff
5 Guests

435 TOTAL

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

Tse thanked Chartier and turned the chair to Ayers, Vice-president, Director – Region 10. Ayers introduced guest speaker Lily Chang, Secretary-Treasurer, Canadian Labour Congress.

GUEST SPEAKER

Lily Chang
Secretary-Treasurer
Canadian Labour Congress

Ayers thanked Chang for her address to convention, informed delegates that Chang had been appointed by the Board of Directors to conduct the election of President, and turned the chair to Nancy Hay, Chair of the Elections Committee.

ELECTION OF PRESIDENT

Nancy Hay (Director – Region 6), Chair of the Elections Committee, outlined the process for the election. Hay then turned the chair to Lily Chang, Electoral Officer, to conduct the election of the President.

Chang announced the 1st and 2nd call for nominations had been made and that there was one nomination. Chang made the 3rd and final call for nominations. One nomination was made from the floor.

Nominations were closed and the candidates for President are:


1. Kane Tse, Region 5
2. Hannah Allen, Region 4

Each candidate addressed delegates. Chang thanked the candidates for their addresses to the delegates, asked the sergeants-at-arms to tile the doors, and conducted the vote.

ELECTION RESULTS

Chang announced the results of the first ballot:

| Election of president | | | |
|-----------------------|-------|------------|--|
| Candidate | Votes | Percentage | |
| Hannah Allen | 97 | 26.50 | |
| Kane Tse | 269 | 73.50 | |

 **HEALTH SCIENCES ASSOCIATION**
The union delivering modern health care

Chang declared Kane Tse elected President of HSA, and invited him to address the delegates.

Kane Tse thanked the delegates, expressed his honour to be re-elected to represent members and shared his thoughts on continuing in the role of HSA President.

Hay then asked the Trial Committee to deliver its report.

TRIAL COMMITTEE

Candis Johnson, Region 10, Chair of the Trial Committee, introduced members of the Committee and thanked them for their work.

- Anne Davis, Region 1 (absent)
- Jeff Lee, Region 4
- Lisa Daechsel, Region 5
- Penny Regier, Region 7
- Cherylee Hylands, Region 8
- Kieran Shoker, Region 10

Johnson delivered the committee's report explaining how the work of the Trial Committee is conducted and provided an update on the Trial Committee work.

Complaints 1, 2, and 3

There were three complaints, involving six Complainants, heard together at a January 2022 hearing. The Committee reported at the 2022 Convention that the Hearing Panel's written decision was pending. Its decision was subsequently published in July 2022.

Complaint 4

A complaint involving seven complainants was heard at a December 2022 hearing. The Hearing Panel's decision was published in that same month.

Complaint 5

A hearing was held in January 2023 to hear a complaint filed by seven members against three Respondents. That Hearing Panel's written decision is pending. It will be part of the Trial Committee report at HSA's next Convention.

Complaint 6, 7, and 8

These three separate complaints are awaiting confirmation of a hearing date.

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

TRIAL COMMITTEE ELECTION


Hay outlined the election process and proceeded with the Trial Committee election. Members nominated for the 2023 Trial Committee:

1. Freda Otieno, Region 9
2. Mark Tazumi, Region 1
3. Shannon Ginter, Region 10
4. Anna Matthews, Region 7
5. Jeff Lee, Region 4
6. Allen Peters, Region 8
7. Lisa Daechsel, Region 5
8. Laura Greenwood, Region 4
9. Candis Johnson, Region 10
10. Michael Zeng, Region 7
11. Amanda Foster, Region 6
12. Tanya Dunne, Region 4
13. Lola Saidmuradova, Region 3

Hay made the final call for nominations. There were no further nominations. All nominees accepted their nominations and addressed convention. Hay asked the sergeants-at-arms to tile the doors and the vote was conducted electronically.

TRIAL COMMITTEE ELECTION RESULTS

| Election of Trials Committee | | | |
|------------------------------|-------|------------|--|
| Candidate | Votes | Percentage | |
| Mark Tazumi, Region 1 | 267 | 78.30 | |
| Freda Otieno, Region 9 | 261 | 76.54 | |
| Jeff Lee, Region 4 | 254 | 74.49 | |
| Candis Johnson, Region 10 | 226 | 66.28 | |
| Allan Peters, Region 8 | 195 | 57.18 | |
| Laura Greenwood, Region 4 | 190 | 55.72 | |
| Lola Saidmuradova, Region 3 | 160 | 46.92 | |
| Anna Matthews, Region 7 | 155 | 45.45 | |
| Lisa Daechsel, Region 5 | 150 | 43.99 | |
| Shannon Ginter, Region 10 | 146 | 42.82 | |
| Amanda Foster, Region 6 | 137 | 40.18 | |
| Tanya Dunne, Region 4 | 127 | 37.24 | |
| Michael Zeng, Region 7 | 119 | 34.90 | |

 **HEALTH SCIENCES ASSOCIATION**
The union delivering modern health care

GUEST SPEAKER

**Hon. Jennifer Whiteside
Minister of Mental Health and Addictions
MLA, New Westminster, New Democratic Party**

Tse thanked Whiteside and turned the chair to Ayers who made several announcements, adjourned the meeting at 12:11 p.m. and advised delegates the meeting would reconvene at 1:30 p.m.

Friday, April 21, 2023 – Afternoon Session

Kane Tse called the meeting to order at 1:33 p.m. and asked Ayers, Chair of the Resolutions Committee, to continue with resolutions.

Extraordinary Resolution #1

THEREFORE BE IT RESOLVED: that Health Sciences Association of BC (“HSABC”) prioritize rapidly resolving the failure of health authorities, including PHSA, to implement wage and premium increases ratified by HSPBA members in December 2022; and

BE IT FURTHER RESOLVED: That HSABC continue to inform members on progress and actions being undertaken to resolve it; and

BE IT FINALLY RESOLVED: That HSABC engage in actions such as public information campaigns at worksites and coordinated media campaigns to increase public awareness and support.

| | | |
|-----|-----------------------|---|
| M/S | <u>Motion:</u> | To adopt Extraordinary Resolution #1 |
| | <u>Delegate Vote:</u> | Carried |

Tse introduced guest speaker Hon. Adrian Dix, Minister of Health.

GUEST SPEAKER

Hon. Adrian Dix
Minister of Health
MLA Vancouver-Kingsway, New Democratic Party

Tse thanked Minister Dix for his address and inviting and answering delegates’ questions and then asked the Resolutions Committee to continue with resolutions.

Resolution #121– Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will explore establishing an on-line store, similar to the Hospital Employees Union “Boutique,” where HSA Members can purchase union-branded sustainably sourced clothing and other materials at low cost.

| | | |
|-----|-----------------------|---------------------------------|
| M/S | <u>Motion:</u> | To adopt Resolution #121 |
| | <u>Delegate Vote:</u> | Carried |

Extraordinary Composite Resolution #3

THEREFORE BE IT RESOLVED: That HSA immediately make a public statement condemning the attacks against unhoused people of the DTES, including a statement of support of HSA members who have publicly spoken out against these attacks, despite fear of repercussions from their employer, and that calls for notice to be provided to community service agencies before decampment plans are undertaken so that these agencies can prepare adequate supports and services.

BE IT FURTHER RESOLVED: That Health Sciences Association (“HSA”) lobby the government to make housing options available BEFORE shelter removal is approved; and

M/S Motion: **To adopt Extraordinary Composite Resolution #3**
Delegate Vote: **Carried**

Resolution #44 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association allocate additional funds to the bargaining and defense fund areas of the budget.

M/S Motion: **To adopt Resolution #44**
Delegate Vote: **Carried**

Resolution #41 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association members attending a full day of union business on a scheduled day off bank the amount of hours equivalent to their regularly scheduled day of work.

M/S Motion: **To refer Resolution #41 back to the Board of Directors**
Delegate Vote: **Defeated**

M/S Motion: **To adopt Resolution #41**
Delegate Vote: **Defeated**

Ayers turned the chair back to Tse.

Resolution #38 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association increase both the number and dollar amount of scholarship and bursaries from \$1500 for full time and \$750 for part time to \$2000 for full time and \$1000 for part time.

M/S Motion: **To adopt Resolution #38**
Delegate Vote: **Carried**

Resolution #153 – Steward Resources

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) supply the steward teams with ONE tablet per site to be shared amongst the stewards with a secure HSA internet connection, to comply with confidentiality concerns while performing steward tasks on the hospital computers owned by the employer.

M/S Motion: **To adopt Resolution #153**
Delegate Vote: **Defeated**

Resolution #40 – Finances

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) shall be directly billed by vendors or will provide Chapters access to an HSA or pre-paid credit card to fund Chapter meeting expenses; and

BE IT FURTHER RESOLVED: That stewards are held accountable and follow established reconciliation processes to ensure proper use of funds.

M/S Motion: **To adopt Resolution #40**
Delegate Vote: **Defeated**

Resolution #43 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association review the budget allocations for chapters and increase amounts to be equitably distributed amongst small and large chapters.

M/S Motion: **To adopt Resolution #43**
Delegate Vote: **Carried**

Resolution #76 – Governance

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC alternate holding Convention one year in-person and one year virtually.

M/S Motion: **To adopt Resolution #76**
Delegate Vote: **Defeated**

Resolution #148 – Steward Resources

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) create a searchable database of grievance language with examples and templates available for stewards on the portal.

M/S Motion: **To adopt Resolution #148**
Delegate Vote: **Carried**

Resolution #16 – Education

THEREFORE BE IT RESOLVED: That Health Sciences Association connect with the Lead Stewards to help organize more intakes and options for steward training to ensure everyone receives the support they need to do their job effectively.

M/S Motion: **To adopt Resolution #16**
Delegate Vote: **Carried**

Resolution #51 – General

THEREFORE BE IT RESOLVED: That the Union publish the statistical analysis of how many members represent rotational 24 hour shift workers, extended hour workers, and those who are daytime only workers in the annual report.

M/S Motion: **To adopt Resolution #51**
Delegate Vote: **Carried**

Tse asked the Education Committee to deliver its report.

REPORT OF THE EDUCATION COMMITTEE

Ayers (Vice-President, Director - Region 10), Chair of the Education Committee, introduced the committee members and presented the committee’s report:

- Heath McLeod, Director - Region 8
- Sam Carroll, Director - Region 2
- Tanisha Bors, Director - Region 4
- Laura Johnson, Region 1
- Sarah Chapple, Jennifer Brandt, Simran Ahmed and Tracey Frenette, staff support

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

Tse thanked Ayers and the Education Committee and asked Ayers to continue with resolutions.

Resolution #82 – Health Human Resources

THEREFORE BE IT RESOLVED: That Health Sciences Association will lobby the government to better allocate resources in order to recruit and retain healthcare workers in the province.

M/S Motion: **To adopt Resolution #82**
Delegate Vote: **Carried**

Resolution #18 – Education

THEREFORE BE IT RESOLVED: That Health Sciences Association provide more frequent opportunities for supervisors to attend the Supervisors in the Union Workshop virtually and in-person.

M/S Motion: **To adopt Resolution #18**
Delegate Vote: **Carried**

Resolution #115 – Member Services

THEREFORE BE IT RESOLVED: That the Joint Health Sciences Benefit Trustees be required to make a yearly report out to members on changes that have been brought forward, what they are doing with the trust, and how they are planning to move forward in the future.

M/S Motion: **To adopt Resolution #115**
Delegate Vote: **Carried**

Tse thanked the Resolutions Committee and asked the Board of Directors to come forward.

Pursuant to the Rules of Order, a motion was made to refer the balance of policy resolutions not dealt with by the Convention, EX2, 2, 3, 4, 5, 7 (covers 8, 9), 17, 19, 22, 24, 25, 26, 27, 28, 34, 35, 37, 39, 45 (covers 46), 47, 48, 50, 52, 58 (covers 59, 60, 61), 62, 64, 73, 77, 78 (covers 79), 80, 84, 90, 91, 92, 93, 94, 99, 101, 111, 112, 113, 114, 116, 117, 119, 120, 122, 125, 126, 128, 129, 131, 133, 136, 137, 138, 145 (covers 146, 147), 149, 150 (covers 151), 152, 154 and 155 were referred back to the Board to be addressed at their next meeting. Constitutional resolutions will die on the floor.

M/S Motion: **To refer outstanding resolutions to the Board of Directors**

Delegate Vote: **Carried**

Tse thanked Ayers and the Resolutions Committee for their work. Tse then expressed thanks and acknowledged the work of outgoing board members Becky Packer, Region 1, Jas Giddha, Region 7; recognized re-elected Directors Jing-Yi Ng, Region 3 and Jill Slind, Region 5. Tse then recognized two newly elected directors, Andrew Duarte, Region 1 and Sarah Kooner, Region 7 and continuing Directors Brooke Carter, Region 2, Alexandra Thomson, Region 4, Nancy Hay, Region 6, Heath McLeod Region 8, Mandi Ayers, Region 10. Finally, Tse recognized and thanked Janice Morrison for her many years of service in her roles as Director for Region 9, Vice-President and Secretary Treasurer and wished her well in her position as Mayor of Nelson, BC.

BOARD OF DIRECTORS OATH OF OFFICE

Kane Tse, President, and the new and returning Board of Directors took the Oath of Office.

GOOD AND WELFARE

Tse recognized HSA staff for their work, thanked Frank Anderson, Parliamentarian, the Hyatt Regency for providing a safe in-person convention, the Encore and Lumi teams for delivering all the technical aspects of the convention, the CART interpreters, and Tara Skobel and her team for providing childcare services.

Tse thanked the delegates for their hard work and full participation over the three days of convention, taking responsibilities so seriously and doing the union work.

Camilla Schroeder, Region 6, led the delegates in singing Solidarity Forever.

Tse informed delegates they would receive a convention evaluation form by email and encouraged them to provide feedback.

ADJOURNMENT

M/S Motion: **To adjourn the 2023 Convention**
 Delegate Vote: **Carried**

The convention adjourned at 3:57 p.m.