

# minutes

OF THE 2016 ANNUAL CONVENTION



HEALTH SCIENCES ASSOCIATION  
The union delivering modern health care

# Health Sciences Association of British Columbia 2016 Annual Convention Minutes

May 6 and 7, 2016  
The Hyatt Regency  
655 Burrard Street, Vancouver, BC

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## ***Friday, May 6, 2016 – Morning Session***

Val Avery, President, welcomed delegates, guests and staff to HSA's 45<sup>th</sup> Annual Convention, called the meeting to order, and began the proceedings at 8:33 a.m. by calling upon music therapists Gemma Isaac and Brendan Shields to lead in the singing of "O Canada".

## **CREDENTIALS REPORT**

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

284	Delegates
23	Staff
8	Guests
3	Non-voting members

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318 **TOTAL**

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

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 Stasia Hasumi, Region 1, and Sean McKibbin, Region 7, will act as the Ombudspersons for the 2016 Convention. HSA staff support for the ombudspersons is Tonie Beharrell.

## **RULES OF ORDER**

M/S	<u>Motion:</u>	<b>To accept the Rules of Order</b>
	<u>Delegate Vote:</u>	<b>Carried</b>

## **AGENDA**

M/S	<u>Motion:</u>	<b>To amend the Agenda</b>
		The agenda was reordered to present the Resolutions Committee report before the Finance Committee report
	<u>Delegate Vote:</u>	<b>Carried</b>

M/S	<u>Motion:</u>	<b>To accept the amended Agenda</b>
	<u>Delegate Vote:</u>	<b>Carried</b>

## **MINUTES FROM THE 2015 CONVENTION**

M/S    Motion:                    **To accept the minutes of the 2015 Annual  
Convention**  
          Delegate Vote:                **Carried**

Avery reviewed the Business Arising document and explained the process of implementing resolutions from the 2015 Convention and encouraged members to review the document.

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
- Anita Bardal, Region 6
- Marg Beddis, Region 7
- Allen Peters, 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.

Morrison requested a motion to accept the President's report.

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

Morrison turned the chair back to Avery. Avery thanked Morrison and introduced guests.

## **GUESTS**

- Giovanna Boniface, Managing-Director, Canadian Association of Occupational Therapists
- Larry Brown, Secretary-Treasurer, NUPGE
- Michael Clarke, Executive Vice-President, BCGEU
- Paul Faoro, President, CUPE, BC
- Gemma Isaac, President, Music Therapy Association of BC
- Nicole Matichuk, Canadian Association of Occupational Therapists
- Farhan Shaheen, Chartered Accountant, Meyers Norris Penny LLP

- Cindy Stewart, Past President, Health Sciences Association of BC
- Evan Stratichuk, Board Member, Health Sciences Association of Alberta

Avery then acknowledged retiring members and asked Reid Johnson, Past President, Health Sciences Association of BC to come forward in recognition of his work in the labour movement and offered sincere wishes in his retirement. Avery then asked the Board 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:

- Mandi Ayers, Director - Region 10
- Joyce Pielou, Region 1
- Karen Hamilton, Region 2
- Alwyn Chan, Region 3
- Sukhdeep Parihar, Region 4
- Ramzan Anjum, Region 5
- Val Barker, Region 6 (regrets)
- Tara Witham, Region 6
- Jas Giddha, Region 7
- Dean Avender, Region 8
- Edie Elias, Region 9
- Sheila Anderson, 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 report of the Resolutions Committee.

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

### **Resolution #42 – Health Services**

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) lobby the provincial and federal governments and the College of Physicians and Surgeons to address shortfalls in the care of complex patients.

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

### **Resolution #46 – Health Services**

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) continue to lobby the provincial government and the Health Authorities to provide adequate home care supports including all activities of daily living (“ADLs”) and instrumental activities of daily living (“IADLs”) that are needed for seniors and people to live safely and with dignity in their own homes.

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

## **GUESTS**

- Doson Chua, President, Canadian Society of Hospital Pharmacists (BC Branch)
- Troy Clifford, Trustee, Joint Health Science Benefit Trust, CUPE National Representative, Health Sector Coordinator-BC

### **Resolution #32 – Governance**

THEREFORE BE IT RESOLVED: At the beginning of official Health Sciences Association (“HSA”) events, the facilitator or chairperson offer an appropriate territorial acknowledgement (e.g., “I wish to acknowledge the traditional and unceded Indigenous territories of the Coast Salish peoples, in particular the Squamish, Musqueam, and Tsleil-Waututh First Nations on whose territory we gather.”)

BE IT FURTHER RESOLVED: At special events such as convention, HSA arrange to have a formal welcome from a local Indigenous Elder.

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

### **Resolution #34 – Governance**

THEREFORE BE IT RESOLVED: That when a resolution is defeated two (2) consecutive years there be a moratorium on the same resolution being brought forward for two (2) years.

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

### **Resolution #35 – Governance**

THEREFORE BE IT RESOLVED: That after every four speakers on a resolution, the question be called to determine if the members would like to continue the debate.

BE IT FURTHER RESOLVED: That a simple majority vote be required.

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

### **Resolution #1 – Communications**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to vigorously promote all professions in HSA, including the radiation therapy profession, in any future advertising campaigns.

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

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

## **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 auditors, Ryan Gorder and Farhan Shaheen, from Meyers, Norris & Penny LLP and asked Ryan Gorder to present the auditor's report for the year ending December 31, 2015.

M/S	<u>Motion:</u>	<b>To accept the 2015 Audited Financial Statements</b>
	<u>Delegate Vote:</u>	<b>Carried</b>

Christopherson delivered the 2016 budget report, answered questions and moved the report.

M/S	<u>Motion:</u>	<b>To table the 2016 Finance and Budget Report</b>
	<u>Delegate Vote:</u>	<b>Carried</b>

Avery asked Morrison, Chair of the Resolutions Committee, to come forward and continue with Finance Resolution #20, Dues Increase.

## **GUESTS**

- Ron Ohmart, Past Executive Director, Health Sciences Association of BC

### **Resolution #20 – Finance**

THEREFORE BE IT RESOLVED: That in order to provide optimal services and support for the Health Sciences Association ("HSA") membership, that HSA members' dues be increased by 0.25%.

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

Avery made several announcements, adjourned the meeting for lunch at 12:17 p.m. and announced the meeting would reconvene at 1:30 p.m.

**Friday, May 6, 2016 – Afternoon Session**

Avery called the meeting to order at 1:37 p.m. and introduced Jim Sinclair, guest panel moderator on the topic of political action. Sinclair introduced the guest panelists:

**GUEST PANEL:**

- Jim Sinclair, Past President, BC Federation of Labour (moderator)
- Larry Brown, Secretary-Treasurer, NUPGE
- Irene Lanzinger, President, BC Federation of Labour
- Joey Hartman, President, Vancouver and District Labour Council

Avery thanked the guest panel speakers and asked the Finance Committee to return and continue with the Finance report.

M/S    Motion:                    **To bring back the tabled 2016 Finance and Budget Report**  
          Delegate Vote:                **Carried**

M/S    Motion:                    **To accept the 2016 Budget Report**  
          Delegate Vote:                **Carried**

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

Avery asked the Chair of the Resolutions Committee to come forward and continue with resolutions pertaining to Finance.

**Resolution #19 – Finance**

THEREFORE BE IT RESOLVED: That Meyers Norris Penny LLP be confirmed as the union's auditor until the year 2017 Annual Convention.

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

**Resolution #26 – Finance**

THEREFORE BE IT RESOLVED: That during rotating strikes strike pay be increased, preferably to 100%.

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

**Resolution #24 – Finance**

THEREFORE BE IT RESOLVED: That severance packages received by retirees no longer be subject to Health Sciences Association ("HSA") union dues deductions upon retirement.

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

## **Resolution #25 – Finance**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) members attending union functions on regular days off shall be granted union paid time in lieu.

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

Avery thanked the Finance Committee for their work, asked them to stand down and called the Political Action Committee forward to deliver its report.

## **POLITICAL ACTION COMMITTEE**

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

- Cheryl Greenhalgh, Director - Region 3
- Stasia Hasumi, Member-at-Large - Region 1
- Linda Thoreson, Member-at-Large - Region 5
- Neelam Mann, Member-at-Large - Region 7
- Carol Riviere and Pattie McCormack, staff support

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

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

## **Resolution #60 – Political Action**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the federal government (through its affiliation with the National Union of Public and General Employees (“NUPGE”) and the Canadian Labour Congress (“CLC”)) to increase the length of medical EI benefits.

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

## **Resolution #61 – Political Action**

THEREFORE BE IT RESOLVED: That in the period leading up to the provincial election, Health Sciences Association (“HSA”) will make it a priority to inform our members about issues affecting them and our communities; and

BE IT FURTHER RESOLVED: That HSA will encourage our members' active participation in the election campaign, including voting.

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



### **Resolution #62 – Political Action**

THEREFORE BE IT RESOLVED: That the Political Action Fund be increased from 0.5% of Health Sciences Association's ("HSA's") total revenue to 0.75% of HSA's total revenue during provincial election years.

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

### **Resolution #63 – Political Action**

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") will work with labour and other public healthcare supporters to pressure government to:

- a) prohibit expansion of private, for-profit surgical clinics;
- b) prohibit any public funding of for-profit clinics, including through health authority contracts;
- c) ensure for-profit clinics submit to all oversight mechanisms applied to public facilities and to regular audits of clinic billing practices; and
- d) expand publicly funded and delivered surgical programs.

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

### **Resolution #64 – Political Action**

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") lobby the federal government through the National Union of Public and General Employees ("NUPGE") and the Canadian Labour Congress ("CLC") to follow through on its campaign promise and work with the provinces to develop accessible publicly-funded, affordable childcare programs.

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

### **Resolution #65 – Political Action**

THEREFORE BE IT RESOLVED: that Health Sciences Association ("HSA") continue to lobby the federal and provincial governments (through its affiliation with the National Union of Public and General Employees and the Canadian Labour Congress) to provide supports to Syrian refugees.

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

Avery thanked the Political Action Committee, asked them to stand down 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**

Anita Bardal (Director - Region 6), Chair of the Committee on Equality and Social Action introduced the committee members:

- Derrick Hoyt, Director - Region 2
- Erin Seatter, Member-at-Large - Region 5

- Nancy Hay, Member-at-Large – Region 6
- Gena Walton, Member-at-Large - Region 9
- Bill Hannah and Pattie McCormack, staff support

Nancy Hay presented the Committee on Equality and Social Action's report to the delegates.

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

Avery asked Morrison, Chair of the Resolutions Committee, to come forward and present resolutions pertaining to the Committee on Equality and Social Action.

### **Resolution #15 – Equality and Social Action**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) review the 94 calls to action issued by the Truth and Reconciliation Commission of Canada (“TRCC”) and find ways to support them in the union's policy and practice, and educate members about the issues.

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

### **Resolution #16 – Equality and Social Action**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) work with other provincial, regional and community organizations that are similarly vested in housing issues to engage the BC government in an ongoing dialogue aimed at increasing funding towards safe and affordable housing for those in need.

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

### **Resolution #17 – Equality and Social Action**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) investigate conducting a voluntary survey of the membership to learn the ethnicity and any other information about members that the Board of Directors might need to inform a good diversity strategy.

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

### **Resolution #18 – Equality and Social Action**

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) provide accessible gender neutral restrooms and other facilities at Union functions, where possible.

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

Avery thanked the Committee on Equality and Social Action, made several announcements, adjourned the meeting at 4:59 p.m. and advised the convention would reconvene Saturday at 8:30 a.m.

## ***Saturday, May 7, 2016 – Morning Session***

Avery called the meeting to order at 8:35 a.m. and introduced guests.

### **GUESTS**

- Meara Brown, BC Association of Speech/Language Pathologists & Audiologists

### **CREDENTIALS REPORT**

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

287	Delegates
26	Staff
21	Guests
5	Non-voting members

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

Avery thanked McCormack and asked Janice Morrison, Chair of the Resolutions Committee, to present an extraordinary resolution.

### **EXTRAORDINARY RESOLUTION - Fort McMurray Wildfire**

THEREFORE BE IT RESOLVED: That Health Sciences Association make a monetary donation of \$5,000 to the Canadian Red Cross on behalf of our members to the Fort McMurray wildfire relief fund.

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

Avery thanked Morrison, Chair of the Resolutions Committee, and asked the Women's Committee to come forward to deliver its report.

### **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
- Marcela Navarro, Member-at-Large – Region 2
- Fatemah Ghanipour, Member-at-Large – Region 3
- Leila Lolua and Karin Herbert, 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 #49 – Health Services**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”), lobby for rape kits and appropriately trained staff to administer the kits in all BC hospitals; and

BE IT FURTHER RESOLVED: That HSA lobby for an appropriate level of funding for women’s anti-violence and sexual assault services.

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

Avery thanked the Women’s committee, asked them to stand down and called upon the Occupational Health and Safety Committee to come forward.

### **GUESTS**

- Lech Jaworski, Publisher at Latarnik, SA

### **OCCUPATIONAL HEALTH AND SAFETY COMMITTEE REPORT**

Allen Peters (Director - Region 8), Chair of the Occupational Health and Safety Committee, introduced the committee members:

- Joe Sebastian, Director – Region 4
- Osita Hibbert, Member-at-Large – Region 3
- Madhu Maharaj, Member-at-Large – Region 4
- Sheila Anderson, Member-at-Large – Region 10
- David Durning and Karin Herbert, staff support

Peters delivered the OH&S Committee report.

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

### **DAVID BLAND MEMORIAL AWARD**

Avery took the chair and presented the David Bland Memorial Award to Allen Peters. Peters is the first two-time recipient of this award. Peters accepted his award and talked about the importance of the award in honoring David Bland.

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

### **Resolution #57 – Occupational Health and Safety**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) through the BC Federation of Labour work on initiatives to expand the role of worker representatives in incident investigations.

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

### **Resolution #58 – Occupational Health and Safety**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) launch a Mental Health Campaign with the following goals to:

1. raise awareness about workplace causes of mental injury;
2. pursue measures to prevent mental injury, including working to have all employers adopt the CSA National Standard on Psychological Health and Safety;
3. continue to support members experiencing mental illness and injury.

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

### **Resolution #59 – Occupational Health and Safety**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) support the BC Federation of Labour campaign to rewrite the WCB Violence Regulation.

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

Avery thanked the OH&S committee for their work, asked them to stand down and asked the Resolutions Committee to continue with the resolutions

### **Resolution #9 – Constitution**

THEREFORE BE IT RESOLVED: That the Union’s convention be held biennially.

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

### **Resolution #10 – Constitution**

THEREFORE BE IT RESOLVED: That a position of OHS chief steward be created within the constitution as a leadership position to coordinate all OHS steward activities within each chapter; and

BE IT FURTHER RESOLVED: That the Health Sciences Association (“HSA”) Constitution be amended to permit such a position and additional duties to be described; and

BE IT FINALLY RESOLVED: That the constitution amendments read- additions or amendments will be in brackets.

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

## **GUESTS**

- Stephanie Smith, President, BCGEU

### **Resolution #36 – Governance**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) ask its members for bargaining proposals before entering into any in depth discussions with the employer.

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

M/S    Motion:                    **In favour of Resolution #36**  
          Delegate Vote:            **Carried**

### **Resolution #37 – Governance**

THEREFORE BE IT RESOLVED: To allow for fair representation on all committees; when electing Members at Large from each Region, one member should come from a hospital setting (acute) and one from a community based setting (non-acute) whenever possible.

BE IT FURTHER RESOLVED: The alternates should also represent both settings.

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

Val thanked the Resolutions Committee and introduced guest speaker, Kat Lanteigne.

**GUEST SPEAKER:**                    **Kat Lanteigne**  
  **Executive Director and Cofounder**  
  **Blood Watch**

Avery thanked Kat Lanteigne for addressing the delegates on this important topic and asked the Resolutions Committee to present an extraordinary resolution.

### **EXTRAORDINARY RESOLUTION - Banning Paid Plasma**

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) work with allied organizations to urge the BC government to enact legislation banning all paid-blood product donations in BC; and

BE IT FURTHER RESOLVED: That HSA work with NUPGE and other national allies to urge the federal government to legislate a national ban on all paid-blood product donations.

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

Avery thanked the Resolutions Committee for their work, asked them to stand down and called upon Marg Beddis, Chair of the Elections Committee, to deliver its report and conduct the Trial Committee election.

Avery reported out on the complaint filed under Article 15 of the Union's Constitution received in 2015.

## **ELECTIONS COMMITTEE REPORT**

Marg Beddis (Director - Region 7), Chair of the Elections Committee, reviewed the Election Committee's responsibilities, the election processes and introduced the second member of the Elections Committee:

- Cheryl Greenhalgh, Director - Region 3
- Miriam Sobrino, staff support

Beddis then delivered the Elections Committee report. The results for elections for the HSA Board of Directors in Regions 2, 4, 6, 8 and 10 were:

Region 2 – Derrick Hoyt re-elected  
Region 4 – Joseph Sebastian re-elected  
Region 6 – Nancy Hay elected  
Region 8 – Kevin Towhey elected  
Region 10 – Mandi Ayers returned by acclamation

Avery requested a motion to accept the Elections Committee report and asked Beddis to conduct the Trial Committee election.

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

## **TRIAL COMMITTEE ELECTION**

Beddis outlined the election process and proceeded with the Trial Committee election. Members nominated for the 2016 Trial Committee:

1. Ron Regier
2. Debra Gillespie
3. Katie Sharp
4. Sheila Anderson
5. Alyson Horvat
6. Brenda Kuntz
7. Louise Vaile
8. Marcela Navarro
9. Teresa Forbes

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

Avery made announcements, adjourned the convention at 12:01 p.m. and advised the meeting would reconvene at 1:30 p.m.



## **Saturday, May 7, 2016 – Afternoon Session**

Avery called the meeting to order at 1:35 p.m. and called Marg Beddis, Chair of the Elections Committee, to deliver the Trial Committee election results:

### **TRIAL COMMITTEE ELECTION RESULTS**

1. Ron Regier
2. Debra Gillespie
3. Katie Sharp
4. Sheila Anderson
5. Alyson Horvat

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

Avery thanked Beddis, the Elections Committee and the Balloting Committee for their work and then called the Education Committee forward to deliver its report.

### **REPORT OF THE EDUCATION COMMITTEE**

Marg Beddis (Director – Region 7), Chair of the Education Committee, introduced the committee members and presented its report:

- Anita Bardal, Director - Region 6
- Brenda Kuntz, Member-at-Large - Region 6
- Ron Regier, Member-at-Large - Region 7
- Nicole Strong, Member-at-Large - Region 8
- Bill Hannah, Leila Lolua and Karin Herbert, staff support

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

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

#### **Resolution #11 – Education**

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) investigate increasing the number of scholarships and bursaries that they offer to their members and their families.

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

#### **Resolution #12 – Education**

THEREFORE BE IT RESOLVED: That each chapter be given a chance to attend a day-long chapter specific workshop for all stewards; and

BE IT FURTHER RESOLVED: That all stewards be approved for union paid leave as part of normal functioning of a union; and

BE IT FINALLY RESOLVED: That the agenda items be selected by the local chapter.

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

### **Resolution #13 – Education**

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) Education Committee develop an educational fund (other than the scholarships) to which members can apply for financial assistance when applying for courses to maintain their competencies.

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

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

### **GUESTS**

- Victor Elkins, President, HEU

### **EXTRAORDINARY RESOLUTION – Anti-Raid Resources**

THEREFORE BE IT RESOLVED: That immediately following Convention, Health Sciences Association (“HSA”) continue to take the necessary steps to protect all members and strike a multi-disciplinary task force dedicated to our anti-raid campaign for all members; and

BE IT FURTHER RESOLVED: That HSA commit the necessary resources to defend the union and members from hostile raiding, including the recruitment, training and support of a team of HSA members for member-to-member engagement.

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

### **Resolution #38 – Governance**

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) executive council form a committee of HSA members to examine alternate methods of voting for the president which would allow more members to vote for their president; and

BE IT FURTHER RESOLVED: that the committee present a recommendation on changing the procedure of electing the president to the 2017 Annual Convention.

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

### **Resolution #39 – Governance**

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) release the Resolution Committee recommendation reasonings normally spoken at convention before each resolution prior to convention.

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

### **Resolution #40 – Governance**

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) Elections Committee investigate some form of voter accountability for presidential elections that would account for each delegates vote; and

BE IT FURTHER RESOLVED: That there be a penalty for a delegate’s failure to vote in a presidential election without good cause; and

BE IT FINALLY RESOLVED: The system developed to add accountability to delegates for the election process not infringe on the secrecy of the vote.

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

### **Resolution #41 – Governance**

THEREFORE BE IT RESOLVED: That delegates plan to stay to the end of the convention; and

BE IT FURTHER RESOLVED: That delegates be given time and take the time needed to consider each resolution; and

BE IT FURTHER RESOLVED: That members leaving early complete a formal process to be excused; and

BE IT FINALLY RESOLVED: That Health Sciences Association (“HSA”) monitor delegate attendance to ensure union business is completed before delegates leave.

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

### **Resolution #5 – Communications**

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) will invest money in media advertising over the year leading up to the May 2017 BC provincial election, highlighting and reminding BC voters of the provincial government's failure to adequately fund the public services they rely on.

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

### **Resolution #27 – General**

THEREFORE BE IT RESOLVED: That Health Sciences Association (HSA) members be presented with the details of a new contract and be given two (2) weeks to consider how they want to vote to be able to make an informed decision.

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

### **Resolution #28 – General**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) consult with unions that will likely be affected by a picket line placed by HSA members with the intent of establishing new strike pay policies with those unions with the following main goal: That strike pay during a general strike with a picket line will not be paid by the unions honouring that picket line, but instead the strike pay will be paid for proportionally by the unions representing the striking members.

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

### **Resolution #50 – Health Services**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) become an active participant with groups that partner with the Early Years Office (“EYO”) in developing comprehensive quality plans to ensure early intervention programs are inclusive for children with developmental concerns to aid in mitigating future developmental challenges thus reducing strain on health, education, judicial and community service systems.

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

### **Resolution #43 – Health Services**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the provincial government to ensure that BC families have equitable access to required equipment for children at no cost, in order to participate in activities of daily living.

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

### **Resolution #44 – Health Services**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) advocate and lobby Ministry of Children and Family Development for increased funding to allow for equitable access to Supported Child Development Program services.

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

#### **Resolution #45 – Health Services**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) advocate and lobby Ministry of Children and Family Development (Children and Youth with Special Needs) to increase funding for respite through the At Home Program.

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

#### **Resolution #47 – Health Services**

THEREFORE BE IT RESOLVED: That HSA lobby the provincial government and the Health Authorities to expand outpatient services to provide adequate care post acute and subacute care in a timely manner.

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

#### **Resolution #48 – Health Services**

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) lobby the provincial government to address the gaps in publicly funded mental health services, both inpatient and outpatient, for the older adolescent population between the ages of seventeen and nineteen.

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

#### **Resolution #52 – Member Services**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) actively engage Translink in discussions about providing a discount to members.

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

#### **Resolution #53 – Member Services**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) actively engage with rec centers and gyms to offer discounts to HSA members.

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

#### **Resolution #54 – Member Services**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) investigate creating a searchable database of anonymized resolved grievances and arbitration decisions and make it available for stewards.

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

### **Resolution #55 – Member Services**

THEREFORE BE IT RESOLVED: That forms provided on the Health Sciences Association (“HSA”) website such as expense claim forms and grievance forms be modified so that they can be filled electronically.

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

### **Resolution #56 – Member Services**

THEREFORE BE IT RESOLVED: That chief stewards are provided with the tools necessary to facilitate efficient, effective and confidential communication.

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

### **Resolution #51 – Labour Relations**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to advocate for members’ rights to recuperate from illness without interference by employers.

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

### **Resolution #2 – Communications**

THEREFORE BE IT RESOLVED: Updates be provided to members when significant progress has been made for these ongoing resolutions; and

BE IT FURTHER RESOLVED: Updates be provided to members no less than annually on all ongoing resolutions; and

BE IT FINALLY RESOLVED: These updates be provided from ongoing resolutions dating back to the two previous Conventions.

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

### **Resolution #3 – Communications**

THEREFORE BE IT RESOLVED: That all future marketing campaigns have member input before being released to the media to avoid any objectionable or embarrassing material being released.

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

### **Resolution #4 – Communications**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) use a method to prevent search engines from indexing the parts of the HSA website that provide steward lists and steward contact information, essentially keeping that information out of search engine results.

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

**Resolution #8 – Communications**

THEREFORE BE IT RESOLVED: That more articles in The Report will be relevant for members in the Health Services & Support Community Subsector Association contract.

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

**Resolution #29 – General**

THEREFORE BE IT RESOLVED: That if the BC Nurses' Union issues 72 hour strike notice that the Health Sciences Association Board of Directors meet with the leadership of the Hospital Employees' Union and the BC Federation of Labour to issue notice that we consider this an unsanctioned picket line and grant our members the right to cross the line to avoid any and all loss of wages in support.

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

**Resolution #31– General**

THEREFORE BE IT RESOLVED: That Health Sciences Association continue to challenge the raiding by BC Nurses' Union ("BCNU") and continue to challenge BCNU's labour practices through the BC Labor Board; and

BE IT FURTHER RESOLVED: That HSA continue to support the inclusion of RPNs under its governance; and

BE IT FINALLY RESOLVED: That HSA continue to work to ensure BCNU is not welcome in the house of labour as long as the raiding continues.

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

**Resolution #6 – Communications**

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") consider alternate methods other than TV commercial airtime to create public awareness of HSA and the professions we represent; and

BE IT FURTHER RESOLVED: that advertising on YouTube and other social media outlets using Geotagging for British Columbia, is considered over conventional TV airtime.

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

## Resolution #7 – Communications

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) consider a video contest with an appealing cash reward(s) as an option to spread public awareness; and

BE IT FURTHER RESOLVED: That the videos in the contest be eligible for prizes, and highlight HSA member roles in patient care or roles in the modern Health Care Team.

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

M/S	<u>Motion:</u>	<b>In favour of Resolution #7</b>
	<u>Delegate Vote:</u>	<b>Carried</b>

Avery thanked the Resolutions Committee for its hard work and asked the committee to stand down. Avery then called upon retiring directors, Allen Peters and Anita Bardal, to acknowledge their service and thank them for the outstanding work and contributions they have made over the past years.

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

Anne Davis	Region 1
Cheryl Greenhalgh	Region 3
John Christopherson	Region 5
Marg Beddis	Region 7
Janice Morrison	Region 9

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

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

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 Gemma Isaac, Brendan Shields and Maryann Burrows (volunteer).

M/S	<u>Motion:</u>	<b>To adjourn the 2016 Convention</b>
	<u>Delegate Vote:</u>	<b>Carried</b>

The convention adjourned at 3:57 p.m.