

# minutes

OF THE 2018 ANNUAL CONVENTION



HEALTH SCIENCES ASSOCIATION  
The union delivering modern health care

# Health Sciences Association of British Columbia 2018 Annual Convention Minutes

April 27 and 28, 2018  
The Hyatt Regency  
655 Burrard Street, Vancouver, BC

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## Friday, April 27, 2018 – Morning Session

Val Avery, President, welcomed delegates, guests and staff to HSA's 47<sup>th</sup> Annual Convention, called the meeting to order, began the proceedings at 8:35 a.m. and introduced Roberta Price, Elder for Critical Research in Health and Healthcare Inequities (CRiHHI) School of Nursing, University of British Columbia, to bring greetings.

Avery introduced the following guests:

### **GUESTS**

- Leanne Alfaro, Director, Health Sciences Association of Alberta
- Janet Campbell, Executive Assistant, BC Association of Speech/Language Pathologists & Audiologists
- Sarah Charles, CAOT-BC Service Coordinator, Canadian Association of Occupational Therapists
- Jerry Earle, President, Newfoundland & Labrador Association of Public & Private Employees
- Rick Gambrel, Executive Director, British Columbia Psychological Association
- John Hardie, Director of Member Services, Hospital Employees' Union
- Natalie Horejda, Chair, Board of Governor, Health Sciences Association of Saskatchewan
- Louise Kallhood, Provincial Manager, BC Association of Medical Radiation Technologists
- Lee Manning, Executive Director, Manitoba Association of Health Care Professionals
- Bob Moroz, President, Manitoba Association of Health Care Professionals
- Judy Sheeshka, Chair, Board of Directors, Dietitians of Canada
- Trudy Thomson, Vice-President, Health Sciences Association of Alberta
- Karen Wasylenko, President, Health Sciences Association of Saskatchewan
- Shelley Wiggins, 3rd Vice President, Manitoba Government and General Employees' Union

Avery then called upon Brendan Shields, music therapist at Richmond Hospital, 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.

304	Delegates
6	Non-voting members
40	Staff
14	Guests
<hr/>	
364	<b>TOTAL</b>

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

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

Avery then advised that Gena Walton, Region 9, and Tammam El-Khodor, Region 4, will act as the Ombudspersons for the 2018 Convention. HSA staff support for the ombudspersons is Tonie Beharrell.

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 advised that this year there will be pro and con microphones and explained the process of speaking at the microphones.

### **RULES OF ORDER**

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

### **AGENDA**

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

### **MINUTES FROM THE 2017 CONVENTION**

M/S    Motion:                      **To accept the minutes of the 2017 Annual**  
   **Convention**  
           Delegate Vote:                 **Carried**

Avery reviewed the Business Arising document and explained this document outlines the resolutions passed at the 2017 Convention and encouraged members to review the document. Avery then highlighted two areas with continuing interest to members.

1. Education to Members
2. Child Care

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, Secretary-Treasurer
- Joseph Sebastian, Region 4
- John Christopherson, Region 5
- Nancy Hay, Region 6
- Jas Giddha, Region 7
- Kevin Towhey, Region 8
- Janice Morrison, Region 9, Vice-President
- Mandi Ayers, Region 10

Avery then welcomed new members attending convention from new certifications.

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

### **PRESIDENT'S REPORT**

Avery presented the President's report.

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

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

Avery introduced the following guests:

### **GUESTS**

- Reid Johnson, Past President of HSA
- Rhiannon Bray, Labour Relations Officer, Professional Employees Association
- Larry Brown, President, National Union of Public and General Employees
- Ryan Gorder, Senior Manager, Meyers Norris Penny LLP
- Ariel Hegedus, Director At Large: Promotion, BC Therapeutic Recreation Association
- Chris Losito, National Representative, Canadian Union of Public Employees
- Jennifer Whiteside, Secretary-Business Manager, Hospital Employees' Union
- Troy Clifford, National Servicing Representative, Canadian Union of Public Employees

### **RESOLUTIONS COMMITTEE REPORT**

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

- Nancy Hay, Director – Region 6
- Becky Packer, Region 1
- Christine Ambrose, Region 2
- Alwyn Chan, Region 3
- Mohammad Kazemian, Region 4
- Carla Gibbons, Region 5
- Tara Chen, Region 6
- Ron Regier, Region 7
- Cherylee Hale, Region 8
- Brianna Hawkins, 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 Resolutions Committee Report.

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

#### **Resolution #40 – Health Services (covers Resolution #41)**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) advocate and lobby the Provincial Government for mental health services for children and youth.

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

#### **Resolution #66 – Political Action**

THEREFORE BE IT RESOLVED: That Health Sciences Association (HSA) lobby all levels of government to improve transit across the lower mainland.

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

#### **FINANCE COMMITTEE REPORT**

Cheryl Greenhalgh (Secretary-Treasurer, Director - Region 3), Chair of the Finance Committee, introduced the committee members:

- John Christopherson, Director - Region 5
- Mandi Ayers, Director - Region 10
- Cathy Davidson, HSA Controller, staff support

Greenhalgh then introduced the Union’s auditor, Ryan Gorder, from Meyers, Norris & Penny LLP and asked Gorder to present the auditor’s report for the year ending December 31, 2017. Greenhalgh delivered the Finance Committee Report, reviewed the financial statements and then, on behalf of the committee, moved and seconded the motion.

M/S     Motion:                         **To accept the 2017 Audited Financial Statements**  
             Delegate Vote:                    **Carried**

Greenhalgh delivered the 2018 budget report, answered questions and moved and seconded the report.

M/S     Motion:                         **To accept the 2018 Budget Report**  
             Delegate Vote:                    **Carried**

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

#### **Resolution #23 – Finance**

THEREFORE BE IT RESOLVED: That Meyers Norris Penny LLP be confirmed as the union’s auditor until the year 2019 Annual Convention

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

## **Resolution #20 – Finance (covers Resolution #21)**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) reverse its policy of a complete ban of union funds spent on alcohol.

BE IT FURTHER RESOLVED: That HSA allow responsible and moderate consumption of alcohol at HSA sponsored events by limiting the amount of alcohol provided to members and guests purchased with union funds.

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

Avery thanked the Finance Committee, asked the committee to stand down, called the Board forward and introduced guest speaker Rod Mickleburgh.

### **GUEST SPEAKER**

**Rod Mickleburgh**  
**Author of *On the Line: A History of the***  
***British Columbia Labour Movement***

Avery thanked Mickleburgh for his address to convention, asked the Board to stand down and called upon the Resolutions Committee to come forward to continue with resolutions. Avery then introduced guests.

### **GUEST**

- Ella Chrobak, Treasurer, British Columbia Ultrasonographers' Society

## **Resolution #22 – Finance**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) investigate the possibility of paying stewards a stipend from HSA for steward work; and

BE IT FURTHER RESOLVED: That a recommendation on an appropriate amount be provided at the next Convention.

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

## **Resolution #3 – Communications**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to highlight the work of HSA professions by developing media campaigns.

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

## **Resolution #1 – Communications**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will pursue avenues to increase the profile and numbers of Speech Language Pathologists working in acute care.

M/S     Motion:                     **Of non-concurrence**

Delegate Vote:        **Carried**

Avery thanked the Resolutions Committee, asked the committee to stand down, made several announcements, adjourned the meeting for lunch at 11:51 a.m. and announced the meeting would reconvene at 1:30 p.m.

**Friday, April 27, 2018 – Afternoon Session**

Avery called the meeting to order at 1:31 p.m. and introduced guests.

**GUESTS**

- Karen Ranalletta, General Vice President, Canadian Union of Public Employees BC
- Sussanne Skidmore – Executive Vice President, BC Government & Service Employees' Union

Avery then welcomed Irene Lanzinger, President of the BC Federation of Labour, to introduce guest speaker, Hon. Adrian Dix, Minister of Health.

**GUEST SPEAKER**

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

Avery thanked Adrian Dix and Irene Lanzinger, asked the Board to stand down and called the Woman's Committee 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
- Val Barker, Member-at-Large – Region 6
- Sherry Lewis, Member-at-Large – Region 7
- Carol Bourque, Member-at-Large – Region 10
- Sharon Geoghagen, 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 #18 – Equality of Social Action**

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") will promote Tampon Tuesday to our members; and

BE IT FURTHER RESOLVED: That HSA will encourage HSA chapters to participate in the awareness campaign and to collect and donate these products; and

BE IT FINALLY RESOLVED: That HSA will participate in campaigns to draw attention to the need for these products to be readily available in school and workplace washrooms.

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



## **Resolution #19 – Equality of Social Action**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) stop funding the “Be More Than a Bystander” program; and

BE IT FURTHER RESOLVED: HSA donate a minimum of \$6000 annually to feminist women’s shelters and rape-crisis centres.

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

Avery thanked the Women’s Committee for its work, asked the committee to stand down and asked the Board of Directors to come forward.

### **GUEST SPEAKER**

**Larry Brown, President**  
**National Union of Public and General Employees**

Avery thanked Larry Brown for the support NUPGE has provided to us over the years. Avery then asked the Board to stand down and called upon the Education Committee to deliver its report.

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

John Christopherson (Director - Region 5), Chair of the Education Committee, introduced the committee members and presented the committee’s report:

- Derrick Hoyt, Director – Region 2
- Madhu Maharaj, Member-at-Large – Region 4
- Deb Cline, Member-at-Large – Region 7
- Dean Avender, Member-at-Large – Region 8
- Colette Barker and Sharon Geoghegan, 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 #15– Education**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) develop an education plan at the chapter level and via web cast, for general members, to raise awareness of basic union principles and of resources and programs at HSA.

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

### **Resolution #27– Governance (covers Resolution #28)**

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) continue to provide education and activities geared towards continual engagement of young workers; and

BE IT FURTHER RESOLVED: That HSA *explore the creation of* a Young Workers Committee to be able to build on this work and create future opportunities.

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

#### **Resolution #69 – Political Action**

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) support young HSA members to participate in the BC Federation of Labour’s Young Workers’ Committee and conferences.

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

#### **Resolution #14 – Education**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will *explore holding* a Young Workers’ forum annually.

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

#### **Resolution #25 – Governance**

THEREFORE BE IT RESOLVED: that unfilled Delegate seats be offered to smaller Chapters within each Region; and

BE IT FINALLY RESOLVED: Health Sciences Association (“HSA”) Board of Directors establish an equitable process for determining how unfilled Delegate seats will be awarded prior to next Convention.

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

#### **Resolution #26 – Governance**

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) Regional Director will provide a quarterly report to members via email, outlining all committees the Regional Director is a part of and which events the Regional Director has attended on behalf of the Union; and

BE IT FURTHER RESOLVED: That the Regional Director report on his or her attendance at meetings for those committees and Board of Director meetings in a format of number of meetings attended in relation to number of meetings held.

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

#### **Resolution #32 – Governance**

THEREFORE BE IT RESOLVED: That the number of Members-at-Large per region are increased to accommodate for at least one young worker representative in each region.

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

Avery made several announcements, adjourned the meeting at 4:54 p.m. and advised the convention would reconvene Saturday at 8:30 a.m.

**Saturday, April 28, 2018 – Morning Session**

Val Avery called the meeting to order at 8:37 a.m.

**CREDENTIALS REPORT**

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

332	Delegates
6	Non-voting members
18	Staff
4	Guests

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360 **TOTAL**

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

Avery thanked McCormack and called upon the Committee on Equality and Social Action to come forward to deliver its report.

**REPORT OF THE COMMITTEE ON EQUALITY AND SOCIAL ACTION**

Kevin Towhey (Director - Region 8), Chair of the Committee on Equality and Social Action introduced the committee members:

- Mandi Ayers, Director – Region 10
- Jed Whitehouse, Member-at-Large – Region 1
- Osita Hibbert, Member-at-Large – Region 3
- Louise Vaile, Member-at-Large – Region 9
- Colette Barker, Bill Hannah and Pattie McCormack, staff support

Kevin Towhey 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 equality and social action.

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

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) conduct a vote at Convention to choose a charity from a list provided by the Board to be voted on annually.

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

Avery thanked the Committee on Equality and Social Action, asked the committee to stand down and called upon the Political Action Committee to come forward to deliver its report.

## **GUESTS**

- Stephanie Smith, President, BC Government & Service Employees' Union
- Trevor Davies, Secretary-Treasurer, Canadian Union of Public Employees BC

## **POLITICAL ACTION COMMITTEE**

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

- Jas Giddha, Director – Region 7
- Donna Barker, Member-at-Large – Region 6
- Osman Azad, Member-at-Large – Region 7
- Carol Riviere and Pattie McCormack, staff support

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

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

### **Resolution #63 – Political Action (covers Resolution #64)**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to advocate for affordable and accessible childcare that was promised to BC families.

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 government *through the National Union of Public and General Employees and the Canadian Labour Congress* to increase the length of time for Medical EI coverage.

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

### **Resolution #67 – Political Action**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby government *with its affiliates* to assist families with a universal child care program and affordable elder care; and

BE IT FURTHER RESOLVED: That *HSA lobby* government *with its affiliates* to create more spaces and facilities for these groups.

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

## **Resolution #68 – Political Action**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to educate members about issues relating to discrimination and assist them in mitigating any form of oppression in the workplace.

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

Avery thanked the Political Action Committee, asked the committee to stand down, called the Resolutions Committee to continue with resolutions and introduced guests.

## **GUEST**

- Bert Blundon, Secretary-Treasurer, Newfoundland and Labrador Association of Public & Private Employees’

## **Resolution #27 – Governance (covers Resolutions #28) – referred back**

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) continue to provide education and activities geared towards continual engagement of young workers; and

BE IT FURTHER RESOLVED: That HSA *create* a Young Workers Committee to be able to build on this work and create future opportunities.

M/S	<u>Motion:</u>	<b>Refer back to the Resolutions Committee</b>
	<u>Delegate Vote:</u>	<b>Defeated</b>

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

Avery turned the chair over to Cheryl Greenhalgh, Secretary-Treasurer, to address convention from the floor.

Greenhalgh turned the chair back to Avery. Avery then asked Morrison, Chair of the Resolutions Committee to continue with resolutions.

## **Resolution #4 – Constitution**

THEREFORE BE IT RESOLVED: That Article 7, Section 6 of the Health Sciences Association (“HSA”) Constitution be amended to state “Members of the Board of Directors and Members-at-Large are automatic delegates. Directors-elect and members of committees reporting to Convention are entitled to attend and participate with voice but no vote in the Convention, unless they are otherwise attending as duly eligible and elected Delegates.”

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

## **Resolution #5 – Constitution**

THEREFORE BE IT RESOLVED: That Article 9, Section 2 of the Health Sciences Association (“HSA”) Constitution be amended by substituting the current “(a) To be

eligible, nominees must have been a member of the union for at least one year immediately prior to election.” with  
“(a) To be eligible for election, a member must be in continuous good standing for twelve (12) months prior to nomination. Continuous good standing means no interruptions in active membership in the Union because of suspension, expulsion, withdrawals, failure to pay fines or assessments to the Union.

Furthermore, in order to be eligible for election, the nominee must have attended a minimum of 50 per cent of the chapter meetings held in their chapter in the twelve (12) months prior to nomination. Any member may be exempted from the attendance requirement of this Article if they were unable to attend fifty per cent (50%) of said meetings because of illness, regular employment, or any other good cause.

In the case of an incumbent candidate, the requirement to attend a minimum of 50 per cent (50%) of their home chapter meetings is waived.”

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

A standing count was requested. The count was conducted by the Balloting Committee and the results were announced.

**Standing Count Results for Constitutional Resolution #5:**

Votes required to carry	168
Ballots cast	252
In favour	167
Against	85

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

A motion was put forward to amend the Agenda to move the Trial Committee Election to the afternoon to allow attendance at the Day of Mourning event.

M/S    Motion:                    **To amend the agenda**  
          Delegate Vote:            **Carried**

**GUEST**

- Paul Faoro, President, Canadian Union of Public Employees BC

Avery asked Morrison, Chair of the Resolutions Committee, to continue with resolutions.

**Resolution #6 and #9 - Constitution**

M/S    Motion:                    **To Table**  
          Delegate Vote:            **Carried**

## Resolution #7 – Constitution

THEREFORE BE IT RESOLVED: That Article 10, Section 3(c) of the Health Sciences Association (“HSA”) Constitution be amended by substituting the language:

“This nomination shall be in writing, signed by both nominators. The nomination must be accompanied by a written consent signed by the nominee, together with a suitable black and white photograph and a statement of not more than 300 words.”

with:

(c) This nomination shall be in writing, signed by both nominators. The nomination must be accompanied by a written consent signed by the nominee, together with a suitable photograph and a statement of not more than 300 words.

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

## Resolution #8 – Constitution

THEREFORE BE IT RESOLVED: That Article 10, Section 4 of the Health Sciences Association (“HSA”) Constitution which states:

“(a) At least 50 days before Annual Convention the Union office will mail the ballots, ballot envelopes and postage-paid return envelopes, together with the candidate’s photo and statement, to each member within the Region.

(b) Members must mark their ballots, place them in the ballot envelope, place the ballot envelope in the return envelope, on which they must print their name. If the return envelope does not have the printed member’s name, the ballot will be declared invalid.

(c) Ballots must be returned to head office within the time limits prescribed by the Board of Directors.

(d) Regional Directors take office at the conclusion of the Convention in the year in which they are elected.”

be replaced with:

“Section 4. Election of Regional Directors

The Board of Directors shall establish a process for the election of Regional Directors. Election of Regional Directors shall be by secret ballot and requires a majority vote.

Regional Directors take office at the conclusion of the annual Convention in the year in which they are elected.”

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

Avery thanked the Resolutions Committee, asked the committee to stand down, made several announcements, adjourned the meeting for lunch at 11:21 a.m. and announced the meeting would reconvene at 1:30 p.m.



## ***Saturday, April 28, 2018 – Afternoon Session***

Avery called the meeting to order at 1:30 p.m., introduced guests and asked the Occupational Health and Safety Committee to come forward to present its report.

### **GUEST**

- Paul Finch, Treasurer, BC Government & Service Employees' Union

### **DAVID BLAND MEMORIAL AWARD**

Anne Davis (Director - Region 1), Chair of the Occupational Health and Safety Committee presented the David Bland Memorial Award to Linda Bessant-Ferri, a Children's Activity Worker at the Victoria Women's Transition House Society. Linda accepted her award and talked about the awareness of Occupational Health and Safety and looks forward to continuing this important work.

### **GUESTS**

- Hon. Harry Bains, Minister of Labour, MLA Surrey-Newton, New Democratic Party
- Michael Cheevers, Ministerial Assistant, New Democratic Party

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

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

- Joe Sebastian, Director – Region 4
- Brenda Hauck, Member-at-Large – Region 2
- James Rudek, Member-at-Large – Region 4 (absent)
- Larry Bryan, Member-at-Large – Region 5
- Geri Grigg and Karen Hodgson, staff support

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

Avery thank the Occupational Health and Safety Committee, asked the committee to stand down and called Cheryl Greenhalgh, Chair of the Elections Committee to deliver its report.

### **ELECTIONS COMMITTEE REPORT**

Cheryl Greenhalgh (Director - Region 3), Chair of the Elections Committee, reviewed the Election Committee's responsibilities, the election process and introduced the Elections Committee:

- Anne Davis, Director - Region 1
- Miriam Sobrino, staff support

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

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

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

### **TRIAL COMMITTEE ELECTION**

Greenhalgh outlined the election process and proceeded with the Trial Committee election. Members nominated for the 2018 Trial Committee:

1. Heather Maschek, Region 8
2. Jennifer Hiscock, Region 10
3. Ron Regier, Region 7
4. Fabiola Toyata, Region 10
5. Brent Erskine, Region 10
6. Alexandria Walenciak, Region 1

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

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

### **Resolution #11 – Constitution**

THEREFORE BE IT RESOLVED: That the current language of Article 10, Section 6 of the Health Sciences Association (“HSA”) Constitution be replaced with the following language:

#### Article 10 – Regional Directors, Section 6 – Recall of Regional Directors

Recall of a Regional Director requires written petition by 25% of the members of that Region, delivered to the Board of Directors within 45 days from the date of the first signature. For the purposes of this provision, the size of the region’s membership is determined by the number of people within the region paying dues in the month prior to the month of the petition.

Upon receipt of the petition, the Board of Directors will confirm whether the petition satisfies the requisite number of petitioners to warrant the recall of the Regional Director. Should the Board of Directors so confirm that the recall is warranted, the recall will take effect immediately upon such confirmation. No recall petition shall be acted on if it is delivered within six months of the end of the Regional Director’s term.

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

A standing count was requested. Avery asked the sergeants-at-arms to tile the doors, the count was conducted by the Balloting Committee and the results were announced.

**Standing Count Results for Resolution #11:**

Votes to carry	163
Ballots cast	244
In favour	150
Against	94

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

Avery asked for the doors to be untiled and asked Morrison to continue with resolutions.

**Resolution #13 – Constitution (covers Resolution #29)**

THEREFORE BE IT RESOLVED: That Article 7, Section 5 of the Health Sciences Association (“HSA”) Constitution be amended by adding:

“(e) Chapters who have elected their complete delegate entitlement can elect up to 2 additional members as alternates in the event a (the) registered delegate(s) is (are) unable to attend.”

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

**Resolution #20 – Finance (covers resolution, #21) – referred back**

THEREFORE BE IT RESOLVED: That Health Sciences Association’s (“HSA’s”) *spending policies be amended to allow for the purchase of alcohol for the purposes of public relations activities and welcoming non-HSA guests.*

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

**Resolution #30 – Governance**

THEREFORE BE IT RESOLVED: That every Health Sciences Association (“HSA”) member will have the opportunity to cast their vote on union dues changes through individual balloting (including electronic mail).

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

**Resolution #33 – Governance**

THEREFORE BE IT RESOLVED: That a 3 consecutive term limit be introduced for Health Sciences Association (“HSA”) Regional Directors.

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

**Resolution #35 – Governance (covers Resolution #36 and #37)**

THEREFORE BE IT RESOLVED: That the Health Sciences Association will change the process of electing the President at Convention, and move to a process that allows each member to cast a ballot to elect their President by direct democracy, one member, one vote.

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

#### **Resolution #34 – Governance**

THEREFORE BE IT RESOLVED: That a three consecutive term limit be adopted for the position of Health Sciences Association (“HSA”) president.

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

#### **Resolution #38 – Governance**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) steward elections be held every 2 years to allow stewards more time to function in their role.

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

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

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) work with the provincial government to review and expand the Child and Youth with Special Needs (“CYSN”) criteria to meet the needs of children with a broader range of disabilities.

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

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

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to advocate and lobby the Ministry of Children and Family Development and the provincial government to designate early intervention services as critical and provide financial resources for consistent, attainable and quality early intervention.

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

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

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the government to enforce and enhance practice standards in residential care facilities across BC.

BE IT FURTHER RESOLVED: That HSA lobby the government to improve services in residential care facilities across the province and ensure fairness across facilities by allocating resources more equitably, providing medically necessary equipment and staffing appropriately.

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

## **Resolution #58 – Member Services**

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) establish a regional office in Victoria.

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

## **TRIAL COMMITTEE RESULTS**

Members elected for the 2018 Trial Committee:

1. Heather Maschek, Region 8
2. Jennifer Hiscock, Region 10
3. Ron Regier, Region 7
4. Fabiola Toyata, Region 10
5. Alexandria Walenciak, Region 1

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

Avery thanked Greenhalgh and the Balloting Committee and asked Janice Morrison, Chair of the Resolutions Committee, to continue with resolutions.

## **Resolution #61 – Occupational Health and Safety**

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) union apply pressure to the Health Authorities across British Columbia to implement the Psychological Health and Safety standards across all worksites in consultation with front line workers.

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

## **Resolution #62 – Occupational Health and Safety**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will request/lobby that WorkSafe BC include in its Bullying and Harassment policy, mandatory training for all *employers and employees*, so they can understand the dynamics of bullying and harassment, work to prevent it from occurring and know the steps that can be taken when necessary.

BE IT FURTHER RESOLVED: That HSA look into training *options* on Bullying and Harassment to educate its members in the hopes that it will prevent or stop bullying and harassment before it becomes a health and safety issue.

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

## **Resolution #53 – Labour Relations**

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

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

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

#### **Resolution #54 – Labour Relations**

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) continue to resource the work that is being done on excessive workload through policy grievances and other means to improve members’ working conditions.

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

#### **Resolution #55– Labour Relations**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) pressure the employers to keep to the grievance time lines in the collective agreement.

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

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

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to provide funding and support to build the member engagement and organizing team, and to ensure that members from different disciplines and regions are represented on the team.

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

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

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to lobby the government to support BC residents in funding and obtaining advanced medical equipment.

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

#### **Resolution #49 – Health Services**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) work with its affiliates to lobby the provincial government to provide adequate funding for assessment and interventions for children aged 6-12 with complex special needs.

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

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

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will advocate for the formation of a parent advisory group that will advise the Ministry of Children and Family Development on changes to the programs and the necessary funding that will support families and children, providing them with the services (therapy, nursing, respite, etc.), equipment, and communication devices that will better enable them to fully participate in their family, educational and community lives.

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

**Resolution #51 – Health Human Resources**

THEREFORE BE IT FURTHER RESOLVED: That Health Sciences Association (“HSA”) continue to lobby the government to increase access to quality training programs and to early intervention services to improve and uphold best practices for our children and families.

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

**Resolution #52 – Health Human Resources**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to raise awareness of staff shortages that lead to lengthy waitlist for BC residents; and

BE IT FURTHER RESOLVED: That HSA lobby government to work on solutions to resolve staff shortages at worksites, i.e. housing incentives, forgiveness loans, bonuses and other incentives to staff chronically vacant positions.

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

Avery thanked the Resolutions Committee, asked the committee to stand down and called the Board of Directors to come forward.

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
Mandi Ayers	Region 10

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
Jas Giddha	Region 7
Janice Morrison	Region 9

Region 8 is vacant and a by-election has been called.

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

Pursuant to the Rules of Order, the constitutional resolutions that were tabled or not dealt with by the Convention, 6, 9, 10 and 12, automatically die.

Pursuant to the Rules of Order, the balance of resolutions not dealt with by the Convention, 2, 17, 24, 31, 39, 42, 43, 48, 57, 59, 60, 66, 70, 71, 72 and 73 will be referred back to the Board at their next meeting.

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

M/S	<u>Motion:</u>	<b>To adjourn the 2018 Convention</b>
	<u>Delegate Vote:</u>	<b>Carried</b>

The convention adjourned at 3:54 p.m.