

minutes

OF THE 2025 ANNUAL CONVENTION



HEALTH SCIENCES ASSOCIATION
The union delivering modern health care

Health Sciences Association of British Columbia 2025 Annual Convention Minutes

April 9, 10 and 11, 2025
Vancouver Hyatt Regency Hotel

Wednesday, April 9, 2025 – Morning Session

WELCOME AND LAND ACKNOWLEDGMENT

Kane Tse, President, welcomed delegates and staff to HSA's 54th Annual Convention and called the convention to order at 10:03 a.m. Tse 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. We are gathered here representing HSA members who work across the unceded lands of approximately 198 distinct and diverse Indigenous nations on the lands colonially referred to as British Columbia. We are grateful to the traditional stewards of the lands and waters for their role in caretaking and fighting for the land from which we all benefit.

Tse thanked the Left Coast Labour Chorus for the energetic start. The chorus, formed in September 2014, has over 30 singers who merge their voices and activism in their music.

INDIGENOUS OPENING

Tse introduced Alec Dan from the Musqueam Nation. Alec Dan brought greetings, shared information about his background, first nation history and shared a welcome song and greetings with delegates.

Tse thanked Alec Dan then introduced Elder Ann Seaweed. Elder Ann is a member of HSA's Indigenous Circle and of the Kwakwaka'wakw and Sto:lo First Nations who will be providing blessings throughout convention and is also supporting our ombudsperson team as an Elder.

Elder Ann brought greetings, shared her thoughts around intention and safety and shared drumming and singing to open convention. She then invited delegates to reach out to her throughout the proceedings if they needed assistance.

Tse thanked Elder Ann, reviewed procedures around health and safety and the digital check in procedure that's in place with Regional Safety Officers.

Shannon Chartier, Convention Registrar, delivered the credentials report.

CREDENTIALS REPORT

446	Delegates
17	Non-voting delegates
72	Staff
7	Guests

542 TOTAL

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

GUIDING PRINCIPLES OF SOLIDARITY

Tse reviewed the Guiding Principles of Solidarity and provided an overview of how these principles were developed using best practices. Ombudspersons are attending events solely in the role of an ombudsperson in order to devote their attention to the role. Tse then advised that Adrienne Cafariello, Ann Seaweed, Zahra Lalani, Leslie Louie, Arsalan Butt, Gabriel Torrealba, Luita Siep and Irene Goodis will act as the Ombudspersons for the 2025 Convention with support by external counsel Ritu Mahil.

Tse said the commitment to ensuring a harassment-free workplace to our staff is taken seriously and will not tolerate disrespectful or harassing treatment of staff. He also reported that Ombudspersons available for HSA staff are Katie Sharp, Chrissy Taylor and Tara Locke.

Tse pass the chair to Andrew Duarte, Director, Region 1 who introduced the Executive Committee.

EXECUTIVE COMMITTEE

The Executive Committee delivered a statement from the assessment conducted following HSA's 2024 annual convention to address concerns.

- Kane Tse, President
- Jing-Yi Ng, Vice-President
- Brooke Carter, Secretary-Treasurer

Duarte passed the chair back to Tse.

RULES OF ORDER

Tse reviewed the rules of order, the process for pro and con microphones, the availability of mobility microphones and the Convention Support Team to assist delegates throughout convention.

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

CONVENTION AGENDA

Tse reviewed a proposed change to the order of the agenda to allow Premier Eby to speak.

M/S Motion: **To adopt the 2025 Convention Agenda**
Delegate Vote: **Carried**

VOTING PROCEDURE

Tse advised that voting will be conducted by hand and electronically by Lumi Global, if needed. Lumi played a video demonstrating the use of the electronic device and conducted a test vote.

Tse welcomed guests.

GUESTS

- Jerry Earle, President, Newfoundland and Labrador Association of Public and Private Employees (NAPE)
- Sandra Mullen, President, Nova Scotia Government and General Employees Union (NSGEU)
- Sussanne Skidmore, President, BC Federation of Labour (BCFED)
- Leanne Alfaro, Vice-President, Health Sciences Association of Alberta (HSAA)
- DJ McMillan, Central District Board Member, Health Sciences Association of Alberta (HSAA)
- Sam Cameron, Chartered Professional Accountant, MNP LLP

Tse then introduced parliamentarian, Justin Schmid.

PARLIAMENTARIAN

Justin Schmid reviewed the rules of orders and the procedures for HSA's Convention.

Tse thanked Schmid and outlined the chairing procedures. Delegates provided feedback last year that they appreciated seeing other Board members chair convention last year. The Convention Chair duties will be shared among Board members who volunteered.

MINUTES FROM THE 2024 CONVENTION

M/S	<u>Motion:</u>	To accept the minutes of the 2024 Annual Convention
	<u>Delegate Vote:</u>	Carried

BUSINESS ARISING

Tse advised that the Business Arising Report is available in print at registration and on HSA's Website. The report provides information about action taken and underway on resolutions carried at Convention 2024.

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

Tse then welcomed two new groups. The people in these groups are members of the health care team who were denied the protections and benefits of a collective agreement until they worked with HSA to gain the right to be in a union.

NEW GROUPS

- Indigenous Patient Navigators at Vancouver Coastal Health
- Pharmacy Residents across the province

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, Secretary-Treasurer
- Jing-Yi Ng, Region 3, Vice-President
- Laura Greenwood, Region 4
- Carla Gibbons, Region 5
- Nicole McIntosh, Region 6
- Sarah Kooner, Region 7
- Caroline Widgiz, Region 8
- Kathy Anderson, Region 9
- Candis Johnson, Region 10

Tse then passed the chair to Jing-Yi Ng, (Vice-President, Director - Region 3), who introduced Kane Tse to deliver the President's Report.

PRESIDENT'S REPORT

Tse presented the President's report.

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

Ng turned the chair back to Tse. Tse thanked Ng, asked the Board to stand down and called upon the Finance Committee to deliver its report.

FINANCE COMMITTEE REPORT

Brooke Carter (Secretary-Treasurer, Director – Region 2), Chair of the Finance Committee, introduced the members of the Finance Committee:

- Andrew Duarte, Region 1
- Kathy Anderson, Region 9
- Kelsey Oxley, Member at Large, Region 6
- Cathy Davidson, staff support

Carter introduced Sam Cameron, Chartered Professional Accountant at MNP LLP, to deliver the Auditor's report for the year ending December 31, 2024.

M/S	<u>Motion:</u>	To accept the 2024 Audited Financial Statements
	<u>Delegate Vote:</u>	Carried

Carter then delivered the Finance Committee report and 2025 Budget, answered questions from delegates and, on behalf of the committee, moved and seconded the reports.

M/S	<u>Motion:</u>	To accept the 2025 Budget
	<u>Delegate Vote:</u>	Carried

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

M/S Motion: **To appoint MNP LLP as the Union's auditors until
2026 annual convention**
Delegate Vote: **Carried**

Tse thanked the Finance Committee, made several announcements and adjourned for lunch.

ADJOURNMENT

Tse adjourned at 12:24 p.m. and advised convention would reconvene at 2:00 p.m.

Wednesday, April 9, 2025 – Afternoon Session

Tse called convention to order at 2:01 p.m. and asked the Elections Committee to deliver its report.

GUESTS

- Meena Brisard, Senior Manager Human Resources, Surrey Police Service
- Rob Ashton President, President, International Longshore & Warehouse Union (ILWU)

ELECTIONS COMMITTEE REPORT

Candis Johnson (Director - Region 10), Chair of the Elections Committee, reviewed the Election Committee's responsibilities and introduced the committee members.

- Nicole McIntosh , Director - Region 6
- Caroline Widgiz, Director - Region 8
- Miriam Sobrino, staff support

Johnson reviewed the process of voting for the President, one-member one-vote, as carried by resolution in 2024 and delivered the Elections Committee report.

There were two by-elections for the Board of Directors:

- Carla Gibbons, Region 5 (balance of 2025)
- Laura Greenwood, Region 4 (until end of Convention 2026)

The results for elections for the HSA Board of Directors in Regions 1, 3, 5, 7, 9 were:

- Region 1 – Matthew Miller, acclaimed
- Region 3 – Jing-Yi Ng, acclaimed
- Region 5 – Lisa Daechsel, elected
- Region 7 – Sarah Kooner, elected
- Region 9 – Gina Sanche, elected

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

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

Johnson introduced Meena Brisard, Electoral Officer. Brisard thanked Johnson and made the 3rd and final call for nominations for President. There were no further nominations and nominations were closed.

Candidates:

1. Don Mabon, Region 2
2. Sarah Kooner, Region 7
3. Kevin Towhey, Region 3
4. Kane Tse, Region 5
5. Matt Wenman, Region 2

Brisard explained the process of the Presidential Election to take place on Friday and made the draw for the speaker order which will take place on Thursday:

1. Kane Tse
2. Don Mabon
3. Matt Wenman
4. Sarah Kooner
5. Kevin Towhey

Brisard then explained the process that candidates use for campaigning, that the method of voting will be ranked voting and will be conducted by Simply Voting. Brisard passed the chair back to Tse who asked the Resolutions Committee to deliver its report.

RESOLUTIONS COMMITTEE REPORT

Jing-Yi Ng (Vice-President, Director - Region 3), Chair of the Resolutions Committee, introduced the members of the committee:

- Jing-Yi Ng, Chair, Vice-President, Director – Region 3
- Sarah Kooner, Director – Region 7
- Morag Kydd, Region 1
- Marc Dickson, Region 2
- Livia Davies, Region 3
- Tanya Dunne, Region 4
- Lisa Daechsel, Region 5
- Melissa Bourcier, Region 6 - absent
- Kelsey Oxley, Region 6
- Penny Regier, Region 7
- Tiger Ye, Region 8
- Mike Tyson, Region 9
- Michelle Collinson, Region 10
- Miriam Sobrino and Rosemary DeYagher, staff support

Ng 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 report of the Resolutions Committee**
 Delegate Vote: **Carried**

Resolution #23 – Constitution

HSA WILL: change the word “chief” to “lead” in the following sections of the HSA Constitution:

- Article 12, Section 1. (a) and (b)
- Article 12, Section 2.
- Article 12, Section 4 (1.), (2.), (3.), and (4.)

M/S Motion: **To adopt Resolution #23**
 Delegate Vote: **Carried**

Resolution #17 – Constitution

HSA WILL: amend Article 7, Section 4 of the HSA Constitution from:

“The Board of Directors may submit its own resolutions to Convention” to:

“The Board of Directors, Standing, and Special Committees may submit their own resolutions to convention.”

M/S	<u>Motion:</u>	To adopt Resolution #17
	<u>Delegate Vote:</u>	Carried

Resolution #16 – Constitution

HSA WILL: amend Article 10 Section 5 (b) of the HSA Constitution by striking "(At the close of nominations, balloting shall be conducted for a period of at least 35 days)" and Add to Article 10 Section 5 the following:

(c) The Board of Directors shall establish a process for election to fill such vacancies. Election shall be by secret ballot and requires a majority vote; and

HSA WILL: renumber the current Article 10(5)(c) to Article 10(5)(d).

M/S	<u>Motion:</u>	To adopt Resolution #16
	<u>Delegate Vote:</u>	Carried

Resolution Composite #119 – Governance (covers 120 and 121)

HSA WILL: forward proposed constitutional amendments to the 2026 Convention to expand the Board of Directors by one seat by adding an elected member of the Board of Directors who will be a representative of equity-seeking members.

HSA WILL: involve its equity committees and caucuses, members, as well as consult other unions and organizations that have formal equity representation on their elected governance structures, to draft policies related to election of the Board of Directors member who will be a representative of equity-seeking members. This consultation will include development of recommendations including, but not limited to

- Candidate eligibility requirements
- Method of election (e.g. representative election by caucus and/or equity committee members, membership-wide election)
- Length of term
- Director responsibilities

M/S	<u>Motion:</u>	To refer Resolution #119 back to the Resolutions Committee with instructions
	<u>Delegate Vote:</u>	Carried

A delegate challenged the chair on his ruling and requested an electronic vote.

Tse turned the chair to Ng, who invited the delegate and the chair to state their positions before conducting a vote by delegates.

M/S	<u>Motion:</u>	To uphold the decision of the chair
	<u>Delegate Vote:</u>	Defeated

M/S Motion: **To refer Resolution #119 back to the Resolutions Committee with instructions, vote conducted electronically**
Delegate Vote: **Defeated**

M/S Motion: **To adopt Resolution #119**
Delegate Vote: **Carried**

Resolution #116 – Governance

HSA WILL: make changes to Article 15, specifically how the appeals process is carried out, so the appeals trial and membership voting is removed from convention to some other platform and acknowledge that the appeals processes does not belong at convention.

M/S Motion: **To adopt Resolution #116**
Delegate Vote: **Carried**

Resolution #20 – Constitution

HSA WILL: amend Article 8 – Board of Directors to add the following section:

“Section 12. Misconduct

Notwithstanding any other provision in this Constitution, in the case of misconduct, as defined below, by a Regional Director, the Board of Directors may, by a two-thirds majority or greater:

- (a) prohibit a Regional Director from attending meetings of the Board of Directors due to misconduct;
- (b) suspend a Regional Director from office for a period of 3 months due to misconduct;
- (c) place conditions and/or restrictions on a Regional Director’s ability to communicate directly, interact with, or attend meetings with Union staff; and
- (d) place conditions and/or restrictions on a Regional Director’s ability to communicate directly, interact with, or attend meetings with members.

In this section, “misconduct” includes but is not limited to the following:

- (a) Failure to take the Oath of Office in verbal and written form within one month following the Annual Convention or of being appointed or elected, as per Article 8, Section 11 to their position.
- (b) Behaviour which has been found by an independent investigator to be contrary to HSA’s Constitution, policies, and all applicable laws and/or poses a potential legal, financial, or reputational liability to the Union if no action is taken.
- (c) Bullying and/or harassing behaviour including: calling someone derogatory names, harmful hazing or initiation practices; vandalizing or damaging personal belongings, work area, or work product; spreading malicious rumours (regardless of whether they are believed to be true), including making, or continuing to make, unfounded accusations; and personal attacks, including making frivolous, vexatious, or bad faith complaints.
- (d) With the exception of (a), any allegations of misconduct must be referred to an independent investigator for expeditious adjudication. All parties must participate in the

M/S Motion: **To adopt Resolution #13**
 Delegate Vote: **Defeated**

Tse thanked the Resolutions Committee, asked them to stand down and invited Elder Ann Seaweed to offer reflections, blessings and a song to close the day.

ADJOURNMENT

Tse thanked Elder Ann, made several announcements, adjourned convention at 3:59 p.m. and announced it would reconvene Thursday, April 10 at 8:30 a.m.

Thursday, April 10, 2025 – Morning Session

Ng called the meeting to order at 8:33 a.m. and invited Shannon Chartier, Convention Registrar, to deliver the Credentials Report.

CREDENTIALS REPORT

263	Delegates
12	Non-voting delegates
50	Staff
2	Guests

327 TOTAL

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

Ng invited Elder Ann to share opening greetings.

Elder Ann welcomed delegates and shared her story of receiving gifts in the early morning and for members to hold shoulders with the members next to them. Elder Ann then shared a story from her village and then a prayer.

Ng thanked Elder Ann and invited the Political Action Committee to deliver its report.

GUESTS

- Andrea Burton, CEO, Physiotherapy Association of BC
- Sarah Erdelyi, Provincial Manager, Canadian Association of Medical Radiation Technologists (CAMRT-BC)
- Dr. Ingo Schmidt, Associate Professor, Labour Studies, Athabasca University

POLITICAL ACTION COMMITTEE REPORT

Candis Johnson (Director - Region 10), Chair of the Political Action Committee, introduced the committee members and delivered the committee's report:

- Sarah Kooner, Director - Region 7
- Tonya Harford, Region 3
- David Mullally, Region 5
- Kieran Shoker, Region 10
- David Bieber and Nicole Seguin, staff support

Ng commented that there had been three consecutive speakers at the pro and con microphones and motioned to cease or continue debate.

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| M/S | <u>Motion:</u> | To cease debate on the report of the Political Action Committee |
| | <u>Delegate Vote:</u> | Carried |
| M/S | <u>Motion:</u> | To accept the report of the Political Action Committee Report |
| | <u>Delegate Vote:</u> | Carried |

Ng thanked Johnson and the Political Action Committee and invited the Occupational Health and Safety Committee to deliver its report.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE REPORT

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

- Andrew Duarte, Director - Region 1
- Laura Greenwood, Director - Region 4
- Samantha Carroll, Region 2
- Sherie McKinney, Region 8
- Olga Zakaryan, Region 4
- Farzad Kasad and Mike Wisla, staff support

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| M/S | <u>Motion:</u> | To cease debate on the report of the Occupational Health and Safety Committee |
| | <u>Delegate Vote:</u> | Carried |

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

DAVID BLAND MEMORIAL AWARD

Ng advised that every year we recognize an activist whose commitment to occupational health and safety and taking action, on behalf of HSA members, has stood out for their colleagues by presenting The David Bland award. This year's recipient is Karen Pott, Occupational Therapist in the Alder Neuropsychiatry Long Term Stabilization Unit at St. Vincent's Hospital, Langara site in Vancouver.

Karen has spent the last twelve years supporting her HSA colleagues and her colleagues have noted her achievements in the areas of Violence Prevention, Mental Health and Committee Service. Karen's work in violence prevention, notably her work in developing interdisciplinary care plans and processes for adults with aggressive/challenging behaviours that center on the client and the safety needs of staff, has been singled out by her coworkers.

Karen accepted the award, thanked her colleagues and was humbled and grateful.

Ng passed the chair to Carter, thanked the Occupational Health and Safety Committee and invited the Resolutions Committee to continue with resolutions.

Resolution #112 – Governance (covers 113, 114, 115)

HSA WILL: explore and adopt a process by which HSA will post Board of Director meeting minutes after each meeting so that they are freely available to all members, including the possibility of creating a member portal if needed.

M/S Motion: **To adopt Resolution #112**
 Delegate Vote: **Carried**

Resolution #148 – Governance (covers 149, 150, 151, 152 and 153)

HSA WILL: allocate a minimum of 75% of the daily agenda time, each day of Convention, to committee reports and resolution debate and voting, beginning with Convention 2026.

M/S Motion: **To adopt Resolution #148**
 Delegate Vote: **unable to determine**

M/S Motion: **To adopt Resolution #148, vote conducted**
 Delegate Vote: **electronically**
 Carried

Carter thanked the Resolutions Committee and introduced guest speaker, Jim Stanford.

GUEST SPEAKER

Jim Stanford
Economist
Centre for Future Work

Carter thanked Stanford and invited the Resolutions Committee to continue with resolutions.

Resolution #84 – General

HSA WILL: lobby government for a thorough review and audit of HEABC's conduct with regard to this and their bargaining practices.

M/S Motion: **To call the question**
 Delegate Vote: **Carried**

M/S Motion: **To adopt Resolution #84**
 Delegate Vote: **Defeated**

Resolution #51 – Finance

HSA WILL: stop charging union dues on overtime hours; it be resolved that HSA implement a dues increase of 0.15% to offset the reduction in annual revenue from eliminating union dues collected on overtime hours.

Carter paused the debate on resolution #51 and asked delegates to make note of their position at the microphones to be continued after the Presidential Candidates statements session. Carter thanked the Resolutions Committee and passed the Chair to Meena Brisard, Lead Electoral Officer.

PRESIDENTIAL ELECTION – CANDIDATES’ STATEMENTS

Brisard reviewed the order of candidates for President and invited the candidates, and any nominators, to deliver their five-minute statements.

1. Kane Tse
2. Don Mabon
3. Matt Wenman
4. Sarah Kooner
5. Kevin Towhey

Brisard thanked the candidates, reviewed the process for voting in HSA’s first, one-member one-vote election, announced the voting platform will open Thursday, April 10 at Noon and close Friday, April 11 at Noon. Brisard then advised the Presidential Election results will be announced Friday afternoon, thanked the delegates and passed the chair back to Carter.

Carter thanked Brisard and invited the Resolutions Committee to continue with resolutions.

Resolution #51 – Finance

HSA WILL: stop charging union dues on overtime hours; it be resolved that HSA implement a dues increase of 0.15% to offset the reduction in annual revenue from eliminating union dues collected on overtime hours.

M/S	<u>Motion:</u>	To call the question
	<u>Delegate Vote:</u>	Carried

M/S	<u>Motion:</u>	To adopt Resolution #51
	<u>Delegate Vote:</u>	Defeated

GUEST

- Anthony Glavin, Legal Counsel, Koskie Glavin Gordon

ADJOURNMENT

Carter thanked the Resolutions Committee, made several announcements, advised the convention would reconvene at 1:30 p.m., and adjourned at 11:58 a.m.

Thursday, April 10, 2025 – Afternoon Session

Johnson called the convention to order at 1:36 p.m. and explained some changes to the Election platform and passed the chair to Tse.

Tse made a few announcements and called upon the Committee on Equity and Social Action to deliver its report.

REPORT OF THE COMMITTEE ON EQUITY AND SOCIAL ACTION

Nicole McIntosh (Director - Region 6), Chair of the Committee on Equity and Social Action, introduced the committee members and delivered the committee's report.

- Carla Gibbons, Co-chair, Region 5 Director
- Teresa Forbes, Region 2
- Tanisha Bors, Region 4
- Louise Vaile, Region 9
- Nadia Santoro, staff support

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

INDIGENOUS CIRCLE

Tabitha Aleck (Region 1), Chair of the Indigenous Circle, introduced the circle members and delivered their report.

- Lloyd McDames, Region 10
- Aimee Chevrier, Region 8
- Ann Seaweed, Elder, Region 1
- Jeane Steil, Region 1
- Anna Gillmeister, Region 7
- Carmen Hanson, Region 6
- Heather Williams and Jody Olsson, staff support

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

Tse thanked the Indigenous Circle and invited the Education Committee to deliver its report.

REPORT OF THE EDUCATION COMMITTEE

Caroline Widgiz (Director - Region 8), Chair of the Education Committee, introduced the committee members and delivered the committee's report.

- Carla Gibbons, Region 5 Director
- Dawn-Marie Goodmurphy, Region 1
- Lara Seguin, Region 3

HSA WILL: protect members from discrimination, harassment, or sanctions from employers or the Union on prohibited grounds and ensure members can engage in the Union's democratic processes in good faith without fear of retaliation; and advocate for the BC Federation of Labour (BC Fed), National Union of General and Public Employees (NUPGE), Labour Councils, and Canadian Labour Congress (CLC) to commit to this work.

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| M/S | <u>Motion:</u> | To call the question |
| | <u>Delegate Vote:</u> | Carried |
| M/S | <u>Motion:</u> | To adopt Resolution #31 |
| | <u>Delegate Vote:</u> | unable to determine by show of hands |
| M/S | <u>Motion:</u> | To adopt Resolution #31, vote conducted electronically |
| | <u>Delegate Vote:</u> | Defeated |

Extraordinary Resolution #1

HSA WILL: donate \$5000 to the BC Flying Squad Against Transphobia to support workshops in the 7 "hot spot regions" outlined in their 2025 report to support this important work heading into the federal election

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

Resolution #246 – Recruitment and Retention

HSA WILL: form a caucus or working group to explore the unique challenges of rural and remote areas of BC with regards to recruitment and retention to inform HSA on how to best advocate for these regions.

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| M/S | <u>Motion:</u> | To call the question |
| | <u>Delegate Vote:</u> | Carried |
| M/S | <u>Motion:</u> | To adopt Resolution #246 |
| | <u>Delegate Vote:</u> | Carried |

Kooner passed the chair to Tse.

Resolution #245 – Recruitment and Retention

HSA WILL: continue to lobby the BC government for those professions that are short staffed and find ways to recruit and retain them.

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| M/S | <u>Motion:</u> | To adopt Resolution #245 |
| | <u>Delegate Vote:</u> | Carried |

Resolution #22 – Constitution

HSA WILL: amend Article 12, Section 2 of the HSA constitution to prescribe that a chapter meeting be held for the purpose of nominating stewards as from:

"Article 12, Section 2. Term of Office and Election

(a) The term of office is one year.

(b) A Chapter meeting for the purpose of electing Stewards shall be held annually. Steward elections must be held prior to the deadline set by the Board of Directors. Any member is eligible to stand for election.

(c) Meetings to elect Stewards shall be called with sufficient notice for members to attend.

(d) The Chapter meeting shall also elect or determine the manner of election where applicable of the Assistant Chief Steward(s).

(e) If a Chapter is left without any Steward because its stewards are unable to complete the term of office, it may hold an emergency election to replace the absent steward(s), and notify the HSA office of this change."

to:

Article 12 – Stewards

Section 2. Term of Office and Election

(a) Steward elections must be held prior to the deadline set by the Board of Directors. The manner of election shall be determined by the Chapter.

(b) The term of office is one year.

(c) A Chapter meeting for the purpose of nominating Stewards shall be held annually. Any member in the chapter in good standing is eligible to stand for election.

(d) Meetings to nominate Stewards shall be called with sufficient notice.

(e) If a Chapter is left without any Steward because its stewards are unable to complete the term of office, it may hold an emergency election to replace the absent steward(s) and notify the HSA office of this change.

M/S Motion: **To table Resolution #22 until Friday**
Delegate Vote: **Defeated**

M/S Motion: **To call the question**
Delegate Vote: **Carried**

M/S Motion: **To adopt Resolution #22**
Delegate Vote: **unable to determine by show of hands**

M/S Motion: **To adopt Resolution #22, vote conducted electronically**
Delegate Vote: **Defeated**

GUEST

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

Resolution #18 – Constitution

HSA WILL: amend Article 7, Section 4. (d) of the HSA constitution to replace "150" with "250."

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

Resolution #19 – Constitution

HSA WILL: amend Article 7, Section 5 (e) to replace “two” with “five.”

M/S Motion: **To call the question**
Delegate Vote: **Carried**

M/S Motion: **To adopt Resolution #19**
Delegate Vote: **Carried**

Resolution #255 – Solidarity (covers 256, 257, 258, 259)

HSA WILL: commit to protecting and representing members who face repercussions for engaging in respectful dialogue regarding topics that may have discourse (i.e. political issues, racial justice issues, decolonization, and reconciliation) inclusive to the workplace, and HSA events, as well as extending its commitment to better understand and support cultural safety for members who are advocating for these topics on a local and international scale.

M/S Motion: **To adopt Resolution #255**
Delegate Vote: **Carried**

Resolution #53 – Finance (covers 54, 55, 56)

HSA WILL: donate \$25,000 on behalf of its members to MSF Canada to help support their work providing urgent care for people in need of healthcare worldwide.

M/S Motion: **To cease debate on Resolution #53**
Delegate Vote: **Carried**

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

Resolution #57 – Finance

HSA WILL: donate \$25,000 to World Central Kitchen to support their mission of providing food relief to those in need.

M/S Motion: **To cease debate on Resolution #57**
Delegate Vote: **Carried**

M/S Motion: **To adopt Resolution #57**
Delegate Vote: **Carried**

Tse invited Elder Ann to provide closing greetings. Tse made several announcements, adjourned the meeting at 5:04 p.m. and advised convention would reconvene Friday, April 11 at 8:30 a.m.

Friday, April 11 – Morning Session

Tse called the meeting to order at 8:35 a.m. and invited Shannon Chartier, Convention Registrar, to deliver the Credentials Report.

CREDENTIALS REPORT

260	Delegates
11	Non-voting delegates
43	Staff
4	Guests

318 TOTAL

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

Tse thanked Chartier and invited Elder Ann to present opening greetings.

Elder Ann brought opening greetings and shared a story and song with delegates.

Tse thanked Elder Ann and invited Carter to address a finance question from the first day. The detailed financial statements are available to all members by request.

Tse then introduced guest speaker Jason MacLean

GUEST SPEAKER

Jason MacLean
Secretary-Treasurer
National Union of Public and General Employees
(NUPGE)

Tse thanked Jason MacLean and introduced Premier David Eby.

GUEST SPEAKER

Hon. David Eby
Premier of British Columbia
MLA Vancouver-Point Grey, New Democratic Party

Tse thanked Premier Eby and passed the chair to Johnson.

ELECTIONS UPDATE

Johnson provided an update to delegates for the election of President due to a technical error by the supplier, Simply Voting. Support was provided and the issues were resolved. The voting period was extended to 1:00 p.m.

Tse thanked Johnson and introduced guests.

GUESTS

- Hon. Jennifer Whiteside, MLA New Westminster, Minister of Labour

- Cameron Hick, Ministerial Advisor, BC Ministry of Labour
- Andrew Ledger, Health Sector Coordinator, CUPE
- Karen Ranalletta, President of CUPE's British Columbia and Yukon Division
- Arjin Too, Senior Ministerial Advisor, Citizens' Service, Government of BC
- Hon. Jessie Sunner, MLA Surrey-Newton, Minister of Post-Secondary Education and Future Skills

Tse passed the chair to Laura Greenwood (Director - Region 4) and invited the Women's Committee to deliver its report.

REPORT OF THE WOMEN'S COMMITTEE

Caroline Widgiz (Director - Region 8), Chair of the Women's Committee, introduced the committee members and delivered the committee's report.

- Kathy Anderson, Director - Region 9
- Neetha James, Region 6
- Sonia Bilkhu, Region 7
- Laurie Golemic, Region 8
- Sarah Chapple, staff support

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

Greenwood thanked the Women's Committee and invited the Resolutions Committee to continue with resolutions.

Resolution #73 – Finance

HSA WILL: provide one paid day a month for Regional Directors.

M/S	<u>Motion:</u>	To call the question
	<u>Delegate Vote:</u>	Carried

M/S	<u>Motion:</u>	To adopt Resolution #73
	<u>Delegate Vote:</u>	Carried

Resolution #90 – Governance (covers 91)

HSA WILL: immediately implement the three consecutive term limit to include the years already served by current Board members as part of their three-term limit, applying retroactively to their previous terms of service.

M/S	<u>Motion:</u>	To call the question
	<u>Delegate Vote:</u>	Carried

M/S	<u>Motion:</u>	To refer Resolution #90 to the Board of Directors with instructions
	<u>Delegate Vote:</u>	Defeated

M/S	<u>Motion:</u>	To call the question
	<u>Delegate Vote:</u>	Carried

M/S Motion: **To adopt Resolution #90**
Delegate Vote: **Defeated**

Resolution #63 – Finance

HSA WILL: make the members whole by increasing the 7.5 hour of available bank time to the total hours of the shift that members work. This way they can take a full day off.

M/S Motion: **To call the question**
Delegate Vote: **no vote was conducted**

A delegate challenged the chair on providing answers to points of information after the questions was called. Greenwood passed the chair to Ng.

M/S Motion: **To uphold the decision of the Chair to allow points of information to continue**
Delegate Vote: **Defeated**

Ng passed the chair to Greenwood,

M/S Motion: **To call the question**
Delegate Vote: **Carried**

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

Greenwood passed the chair to Tse who introduced guests new to the convention this afternoon.

GUESTS

- Paul Finch, President, BC General Employees' Union (BCGEU)
- Barb Nederpel, President, Hospital Employees' Union (HEU)

Resolution #184 – Health Human Resources

HSA WILL: lobby the BC provincial government and health authorities to immediately begin phasing out the use of private for-profit health worker agencies, and to take immediate action to solve the public health worker shortage crisis; and

HSA WILL: forward this resolution to the BC Federation of Labour Convention.

M/S Motion: **To call the question**
Delegate Vote: **Carried**

M/S Motion: **To adopt Resolution #184**
Delegate Vote: **Carried**

Tse thanked the Resolutions Committee and asked the Election Committee to conduct the Trial Committee election.

TRIAL COMMITTEE ELECTION

Candis Johnson (Director - Region 10), Chair of the Elections Committee, outlined the election process, reviewed the Trial Committee's responsibilities and conducted the Trial Committee election. Members nominated for the 2025 Trial Committee:

1. Jay Sy, Region 7
2. Mikela Fong, Region 7
3. Rachel Avila, Region 7
4. Lara Seguin, Region 3
5. Amber Bacic, Region 7
6. Arsalan Butt, Region 5
7. Chrissy Simon, Region 1
8. Jill Slind, Region 5
9. Shauna Ryall, Region 7
10. Emily Wriglesworth, Region 5
11. Deena Khouri, Region 5

Johnson made the second and final call for nominations and there were no further nominations.

The nominees accepted their nominations and addressed convention in reverse order of the nomination.

Johnson asked the Convention Support Team to tile the doors and the vote was conducted electronically.

TRIAL COMMITTEE ELECTION RESULTS

Candidate	Votes	%	Rank
Amber Bacic (7)	326	76.89	1
Jay Sy (7)	325	76.65	2
Mikela Fong (7)	325	76.65	2
Chrissy Simon (1)	279	65.80	4
Arsalan Butt (5)	270	63.68	5
Jill Slind (5)	265	62.50	6
Shauna Ryall (7)	256	60.38	7
Deena Khouri (5)	247	58.25	8
Rachel Avila (7)	245	57.78	9
Emily Wriglesworth (5)	218	51.42	10
Lara Seguin (3)	212	50.00	11

HSA HEALTH SCIENCES ASSOCIATION
The union delivering modern health care

Johnson announced the members elected to the 2025 Trial Committee:

1. Amber Bacic, Region 7
2. Jay Sy, Region 7
3. Mikela Fong, Region 7
4. Chrissy Simon, Region 1

5. Arsalan Butt, Region 5
6. Jill Slind, Region 5
7. Shauna Ryall, Region 7

Johnson asked the Convention Support Team to untile the doors and passed the chair to Tse. Tse congratulated the newly elected Trial Committee members and administered the oath of office, and, on behalf of the Elections Committee, moved and seconded a motion to destroy all ballots held since last Convention.

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

Tse thanked the Elections Committee and introduced Minister Josie Osborne.

GUEST SPEAKER

Hon. Josie Osborne
Minister of Health
MLA Mid Island-Pacific Rim, New Democratic Party

Tse thanked Minister Osborne and asked the Resolutions Committee to continue with resolutions.

Resolution #25 – Constitution

HSA WILL: transition into using the Indigenous spelling when referring to Indigenous Nations in its communications; and

HSA WILL: have a two-year transition period of writing the colonially-spelt names in brackets following the Indigenous spelling, before fully transitioning to solely using the Indigenous spelling.

M/S	<u>Motion:</u>	To adopt Resolution #25
	<u>Delegate Vote:</u>	Carried

Resolution #224 – Political Action

HSA WILL: develop and implement an education campaign, prior to the announcement of the next federal election, to inform members about the importance of protecting public healthcare from privatization, the harm privatization causes to patients and workers, and how federal party policies and platforms impact public healthcare, helping members make informed voting decisions.

M/S	<u>Motion:</u>	To refer Resolution #224 back to the Resolutions Committee with instructions
	<u>Delegate Vote:</u>	Defeated

M/S	<u>Motion:</u>	To call the question
	<u>Delegate Vote:</u>	Carried

M/S	<u>Motion:</u>	To adopt Resolution #224
	<u>Delegate Vote:</u>	Carried

Tse thanked the Resolutions Committee, made several announcements, advised convention would resume at 1:30 p.m., and adjourned at 12:03 p.m.


Friday, April 11 – Afternoon Session

Johnson called the meeting to order at 1:41 p.m. and invited Meena Brisard to share the Presidential election results.

ELECTION OF PRESIDENT RESULTS


Brisard explained the process for voting and the changes for the new, one-member one-vote election and announced the results of the first ballot.

Election of President – Round 1		
Sarah Kooner	1244	38.4%
Kane Tse	705	21.8%
Kevin Towhey	520	16. %
Don Mabon	417	12.89 %
Matt Wenman	345	10.6%




Brisard announced the results of the second ballot.

Election of President – Round 2		
Sarah Kooner	1376 (+132)	42.62
Kane Tse	769 (+64)	23.77
Kevin Towhey	568 (+48)	17.55
Don Mabon	518 (+101)	16.01



Brisard announced the results of the third ballot.

Election of President – Round 3		
Sarah Kooner	1626 (+250)	50.26
Kane Tse	821 (+52)	25.37
Kevin Towhey	784 (+216)	24.23



Brisard declared Sarah Kooner elected President of HSA and invited her to address the delegates.

Sarah Kooner thanked delegates and expressed her honour to be elected to represent members in the role of HSA President. Kooner thanked Kane Tse for his true dedication during his term as President. Kooner commented that in this moment each of the delegates are a part of history for HSA's first one-member one-vote process and looks forward to representing delegates.

Johnson thanked Kooner for her address to convention and passed the chair back to Tse.

Tse thanked Johnson, offered his congratulations to Kooner and asked the Resolutions Committee to continue with resolutions.

Resolution #207 – Labour Relations (covers 208)

HSA WILL: disclose its recent settlement agreement regarding the use of agency workers, as such agreements should not be kept secret. And all past and future settlement agreements that affect the HSPBA or infringe upon the collective bargaining rights of members must be consulted with members and fully disclosed. This ensures accountability, fairness and transparency in union operations.

M/S	<u>Motion:</u>	To adopt Resolution #207
	<u>Delegate Vote:</u>	Carried

Resolution #203 – Joint Health Science Benefits Trust

HSA WILL: *recommend the JHSBT HSA trustees advocate for the JHSBT to* establish a requirement to provide a transparent way to allow for feedback and adjustments of the benefits package, to have a requirement of the committee to create potential options on changes to the benefits package every contract year, ~~and allow the membership to vote on proposed changes accordingly;~~ *and*

HSA WILL: survey the membership on proposed changes to help inform the JHSBT HSA trustees.

M/S	<u>Motion:</u>	To adopt Resolution #203
	<u>Delegate Vote:</u>	Carried

Resolution #26 – Equity, Diversity and Inclusion

HSA WILL: lobby the provincial government to expand the definition of “immediate family member” in the Employment Standards Act to add the Family Member Regulation additional definition clause of: (c) whether or not related to an employee by blood, adoption, marriage or common law partnership, an individual with a serious medical condition, as described in section 52.1(2) or 52.11(4) of the Act, who considers the employee to be, or whom the employee considers to be, like a close relative.

M/S	<u>Motion:</u>	To adopt Resolution #26
	<u>Delegate Vote:</u>	Carried

Resolution #36 – Education (covers 37)

HSA WILL: include education specific to antisemitism as part of its anti-racism training and education (either separate from or adapted to be included within current anti-racism education offerings); and

HSA WILL: ensure that this education is vetted by an appropriately representative group of Jewish HSA members with different backgrounds/affiliations (to avoid tokenism and promote proportional representation of a minority group).

M/S	<u>Motion:</u>	To cease debate on referring Resolution #36 to the Board of Directors with instructions
	<u>Delegate Vote:</u>	Carried
M/S	<u>Motion:</u>	To refer Resolution #36 to the Board of Directors with instructions
	<u>Delegate Vote:</u>	unable to determine by show of hands
M/S	<u>Motion:</u>	To refer Resolution #36 to the Board of Directors with instructions, vote conducted electronically
	<u>Delegate Vote:</u>	Defeated
M/S	<u>Motion:</u>	To call the question
	<u>Delegate Vote:</u>	Carried
M/S	<u>Motion:</u>	To adopt Resolution #36
	<u>Delegate Vote:</u>	Defeated

Resolution #136 – Governance

HSA WILL: move convention to every other year cycle.

M/S	<u>Motion:</u>	To cease debate on Resolution #136
	<u>Delegate Vote:</u>	Carried
M/S	<u>Motion:</u>	To adopt Resolution #136
	<u>Delegate Vote:</u>	Defeated

Resolution #206 – Labour Relations

HSA WILL: remove the requirement that members must file a grievance against their employer in regards to lack of education funding and administer the provincially directed education funds to members as per previous guidelines.

M/S	<u>Motion:</u>	To cease debate on Resolution #206
	<u>Delegate Vote:</u>	Carried
M/S	<u>Motion:</u>	To adopt Resolution #206
	<u>Delegate Vote:</u>	Defeated

Resolution #260 – Solidarity

HSA WILL: support union organizing and sectoral bargaining across all industries.

M/S	<u>Motion:</u>	To adopt Resolution #260
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Delegate Vote: **Carried**

Resolution #126 – Governance (covers 127 and 128)

HSA WILL: no longer have the Resolution Committee make a recommendation nor give a rationale on the resolutions submitted to Convention.

M/S Motion: **To cease debate on Resolution #126**
 Delegate Vote: **Carried**

M/S Motion: **To adopt Resolution #126**
 Delegate Vote: **Defeated**

Tse passed the chair to Johnson.

Resolution #100 – Governance

HSA WILL: provide full access to all of their policies to all members, and if needed for privacy or other reasons, create a member portal to facilitate access to these policies for members.

M/S Motion: **To adopt Resolution #100**
 Delegate Vote: **Carried**

Resolution #34 – Equity, Diversity and Inclusion

HSA WILL: develop formal partnerships with Indigenous-led organizations, including the First Nations Health Council (FNHC), the First Nations Health Authority (FNHA), and the Indian Residential School History and Dialogue Centre; and

HSA WILL: provide at least annual organization-wide communications on the union’s progress on reconciliation strategic priorities identified with the FNHC and FNHA and lobby the Ministry of Health and Ministry of Indigenous Relations and Reconciliation to health authorities to do the same; and

HSA WILL: provide education to members in partnership with the Indian Residential School History and Dialogue Centre on how the union can support reconciliACTION efforts within our union, and in the workplace.

M/S Motion: **To adopt Resolution #34**
 Delegate Vote: **Carried**

Resolution #221 – Occupational Health and Safety

HSA WILL: lobby the provincial government to amend section 135(2) of the BC Workers Compensation Act to include all workers of all health science and community service workers in presumptive coverage of psychological injury.

M/S Motion: **To call the question**
 Delegate Vote: **Carried**

M/S Motion: **To adopt Resolution #221**
 Delegate Vote: **Carried**

Resolution #243 – Recruitment and Retention

HSA WILL: advocate for policies that protect healthcare workers from job elimination due to Artificial Intelligence (AI) implementation by emphasizing the augmentation of human expertise, ensuring job retraining opportunities, and promoting a collaborative approach between AI systems and healthcare professionals.

M/S Motion: **To adopt Resolution #243**
 Delegate Vote: **Carried**

Resolution #30 – Equity, Diversity and Inclusion

HSA WILL: create a bank of resources (such as videos, infographics for Truth and Reconciliation) in consultation with the Indigenous Circle so that members are no longer tokenized, and members can draw on resources instead of having to speak alone.

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

Resolution #212 – Member Services

HSA WILL: review if more LROs are needed to service members; &/or provide more extended advanced steward training.

M/S Motion: **To adopt Resolution #212**
 Delegate Vote: **Carried**

Johnson passed the chair back to Tse and invited the Board of Directors, both departing and new to the stage.

BOARD OF DIRECTORS OATH OF OFFICE

Tse introduced the members of the Board of Directors, including incoming and outgoing directors.

New Directors:

- Matthew Miller, Region 1 (acclaimed)
- Lisa Daechsel, Region 5 (elected)
- Gina Sanche, Region 9 (elected)
- Laura Greenwood, Region 4 (byelection)

Returning Directors starting a new two-year term:

- Jing-Yi Ng, Region 3 (acclaimed)

Continuing Directors:

- Brooke Carter, Region 2
- Nicole McIntosh Region 6
- Caroline Widgiz, Region 8
- Candis Johnson, Region 10

New incoming President:

- Sarah Kooner, Region 7

Tse then acknowledged and thanked departing directors:

- Andrew Duarte, Region 1
- Carla Gibbons, Region 5
- Kathy Anderson, Region 9

The Board of Directors took the Oath of Office.

Tse asked the Ombudsperson representative to deliver a report on behalf of the Ombudspersons.

OMBUDSPERSONS REPORT

Adrienne Cafariello, Region 1, representing the Ombudspersons, thanked delegates, the Ombudsperson members and support staff for their service over Convention. Cafariello noted there were 21 concerns, 16 were resolved and 6 were outstanding.

Tse expressed thanks on behalf of the delegates to the Ombudspersons and passed the chair to Sarak Kooner.

President Sarah Kooner thanked delegates for their work, respectful debate and looks forward to working together in solidarity. Kooner passed the chair back to Tse.

Tse invited Elder Ann to share closing greetings.

GOOD AND WELFARE

Tse recognized HSA staff for their work, thanked Justin Schmid, Parliamentarian, the Hyatt Regency, Encore and Lumi teams for delivering all the technical aspects of the convention, ASL interpreters, 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 seriously and doing the hard work of governance.

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

Pursuant to the Rules of Order, resolutions not dealt with by the Convention, 1, 2, 3, 4, 5, 6, 7, 8, 9, 11, 12, 14, 15, 27, 28, 29, 33, 35, 38, 39, 40, 41, 42, 43, 44, 45 (covers 46, 47, 48, 49, 50), 52, 58, 59, 60 (covers 61), 62, 64, 65, 66, 67, 68, 69, 71, 72, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 85, 92, 93, 94, 95 (covers 96, 97, 98, 99), 101 (covers 102, 103, 104, 105, 106, 107), 108, 109 (covers 110, 111), 117, 118, 122, (covers 123, 124), 125, 129 (covers 130, 131), 133, 134 (covers 135), 137, 138, 139, 140, 141, 142 (covers 143), 144, 145, 146, 147, 154, 155, 156, 157, 158 (covers 159), 160, 161, 162, 163, 164, 165, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194 (covers 195), 196, 197, 198, 199, 200, 201, 202, 204, 205, 209, 210, 211, 213, 214, 215 (covers 216), 217, 218, 219, 220, 222, 223, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234 (covers 235), 236, 237, 238, 239, 240, 241, 242, 244, 247, 248, 249, 250, 251, 252, 253, 254, 261 (covers 262), 263 (covers 264), 265, 266, 267, 268, 269, 270, 273, 274, 275, 276, 277, 278 and 279 were referred back to the Board of Directors to be addressed at their next meeting. Constitutional resolutions 21 and 24 die on the floor.

ADJOURNMENT

M/S Motion: **To adjourn the 2025 Convention**
 Delegate Vote: **Carried**

Solidarity Forever played and delegates were invited to sing along to the music as convention adjourned.

The convention adjourned at 3:58 p.m.