

minutes

OF THE 2019 ANNUAL CONVENTION



HEALTH SCIENCES ASSOCIATION
The union delivering modern health care

Health Sciences Association of British Columbia 2019 Annual Convention Minutes

April 4 and 5, 2019
The Hyatt Regency
655 Burrard Street, Vancouver, BC

Thursday, April 4, 2019 – Morning Session

Val Avery, President, welcomed delegates, guests and staff to HSA's 48th Annual Convention, called the meeting to order, began the proceedings at 8:33 a.m. and 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 Josef Rieder and Jeanne Meyers, Convention Registrars, to deliver the report of the Credentials Committee.

Avery reviewed the Diversity Awareness and Anti-Harassment Statement and advised that Cayce Laviolette, Region 6, and Sharon Sawyer, Region 8, will act as the Ombudspersons for the 2019 Convention. HSA staff support for the ombudspersons are Tonie Beharrell and Jessica Derynck.

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.

288	Delegates
4	Non-voting members
45	Staff
10	Guests

347 **TOTAL**

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

Avery thanked McCormack and introduced the following guests:

GUESTS

- Christine Bradstock, CEO, Physiotherapy Association of BC
- Larry Brown, President, National Union of Public and General Employees
- Kay Chan, Canadian Association of Occupational Therapists – BC Chapter
- Shannon Daub, BC Director, Canadian Centre for Policy Alternatives
- Tanya Fawkes-Kirby, BC Managing Director, Canadian Association of Occupational Therapists – BC Chapter
- John Hardie, Director of Membership Services, Hospital Employees' Union
- Cindy Luo, President BC Branch, Canadian Society of Hospital Pharmacists

PRESIDENT'S REPORT

Avery presented the President's report.

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

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

Avery introduced the following guests:

GUESTS

- Ryan Gorder, Partner and Business Advisor, MNP
- Gareth Lancaster, Senior Accountant, MNP

ELECTIONS COMMITTEE REPORT

Nancy Hay (Director - Region 6), Co-Chair of the Elections Committee, reviewed the Election Committee's responsibilities, the election process for Regional Directors and introduced the Elections Committee:

- Joseph Sebastian, Director - Region 4, Chair
- Miriam Sobrino, staff support

As Joseph Sebastian is a presidential candidate, the subcommittee for election of the President is Nancy Hay, Director-Region 6, and Anne Davis, Director- Region 1.

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

- Region 1 – Becky Packer acclaimed
- Region 3 – Cheryl Greenhalgh re-elected
- Region 5 – Carla Gibbons elected
- Region 7 – Jas Giddha re-elected
- Region 9 – Brittany Sanders acclaimed

Hay then reviewed the election process for election of the President and the Trial Committee.

The first call for nominations for President was made in January, 2019 and two candidates were nominated:

1. Joseph Sebastian
2. Val Avery

Nancy Hay then made the second call for nominations for election of the President. There were no further nominations.

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

Avery thanked Hay, asked the Board to stand down, called the Resolutions Committee to deliver its report and introduced a guest.

GUEST

- Arial Hegedus, BC Therapeutic Recreation Association

RESOLUTIONS COMMITTEE REPORT

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

- Cherylee Hylands, Director – Region 8
- Becky Packer, Region 1
- Christine Ambrose, Region 2
- Alwyn Chan, Region 3
- Ella Chrobak, Region 4
- Carla Gibbons, Region 5
- Tara Chen, Region 6
- Ron Regier, Region 7
- Carol Blake, 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 Motion: **To accept the Resolutions Committee Report**
Delegate Vote: **Carried**

Resolution #17– Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association increase the amount of funding for all scholarships and bursaries by 50%; and

BE IT FURTHER RESOLVED: That HSA will increase scholarships and bursaries for full time studies to \$1,500 (from \$1,000); and

BE IT FINALLY RESOLVED: That HSA will increase scholarships and bursaries for part time studies to \$750 (from \$500).

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

Resolution #24 – General

THEREFORE BE IT RESOLVED: That the Chair automatically test the house after three consecutive speakers at the PRO microphone when there are no speakers at the CON microphone or after every fifth speaker in other situations.

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

Resolution #1 – Constitutional

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) Constitution Article 7 Convention, Section 5(c) Delegate Status at Convention, be amended by replacing the words “at least four weeks” with the words “not less than six weeks”.

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

Resolution #2 – Constitutional

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) Constitution Article 8 Board of Directors, Section 8 Electronic Communication, be amended by replacing the words “facsimile machine” with the word “email”.

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

Resolution #3 – Constitutional

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) Constitution Article 8, Board of Directors, Section 10(a) Staff, be amended by replacing the words “hire employees necessary to carry out the affairs of the Union” with the words “ensure that employees are hired, as necessary, to carry out the affairs of the Union.”

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

Resolution #4 – Constitutional

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) Constitution Article 12 Stewards, Section 2(a) Term of Office and Election, be amended by replacing the words “one year” with the words “two years” and Article 12 Stewards, Section 2(b) Term of Office and Election be amended by replacing the word “annually” with the words “every two years”.

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

Resolution #5 – Constitutional

THEREFORE BE IT RESOLVED: That Article 14, Section 3 of the Health Sciences Association (“HSA”) Constitution be changed to read (a) Members shall be provided with all the negotiated changes prior to voting on any proposed Collective Agreement.

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

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

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

FINANCE COMMITTEE REPORT

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

- Nancy Hay, Director - Region 6
- Mandi Ayers, Director - Region 10
- Cathy Davidson, HSA Controller, staff support

Greenhalgh then introduced the Union's auditors, Ryan Gorder and Gareth Lancaster, from Meyers, Norris & Penny LLP and asked Gorder to present the auditor's report for the year ending December 31, 2018. 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 2018 Audited Financial Statements**
Delegate Vote: **Carried**

Greenhalgh delivered the 2019 budget report, answered questions and moved and seconded the report.

M/S Motion: **To accept the 2019 Budget Report**
Delegate Vote: **Carried**

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

Resolution #16 – Finance

THEREFORE BE IT RESOLVED: That Meyers Norris Penny LLP be confirmed as the Union's auditor until the year 2020 Annual Convention.

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

Resolution #14– Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") will eliminate mandatory shared accommodation and will allow HSA members the choice to have a single room, without the requirement to produce a medical note, or the choice to share a room.

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

Resolution #15 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) reimburse members to a maximum of \$360 per 24 hour period for all forms of dependent and elder care (travel costs, hotel costs, hourly rate).

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

Avery thanked the Finance Committee and the Auditors, asked them to stand down and asked the Resolutions Committee to continue with its report and introduced a guest.

GUEST

- Diane Wood, BC Federation of Retired Union Members, BC Forum

Resolution #49 – Member Services

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) invest in the smooth functioning of union business at the local chapter level by hiring more Labour Relations Officers.

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

Resolution #52 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) investigate negotiating discounted group rates for various insurance types (home/auto/travel/rental) as an optional benefit of union membership.

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

Resolution #53 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) *explore the cost of* funding for one iPad or equivalent *device* per chief steward to use to conduct union business.

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

Resolution #30 – Governance (covers #31)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to hold young workers forums to continue to build on young worker engagement within HSA.

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

Resolution #32 – Governance (covers #33)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) explore the creation of a Young Workers Committee, with mandate and complete details of the size, composition, and cost requirements presented at the 2020 Annual Convention.

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 11:57 a.m. and announced the meeting would reconvene at 1:30 p.m.

Thursday, April 4, 2019 – Afternoon Session

Avery called the meeting to order at 1:34 p.m. and called the Education Committee to deliver its report.

REPORT OF THE EDUCATION COMMITTEE

Jas Giddha (Director - Region 7), Chair of the Education Committee, introduced the committee members and presented the committee's report:

- John Christopherson, Director – Region 5
- Nicole McIntosh, Member-at-Large – Region 6
- Deb Cline, Member-at-Large – Region 7
- Osman Azad, Member-at-Large – Region 7
- Colette Barker and Sharon Geoghegan, staff support

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

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

Resolution #9 – Education

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) offer advanced steward training workshops that develop effective communication skills and further enhance steward knowledge of stage 3 grievances and labour-related issues.

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

Resolution #7 – Communications

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) provide resources to develop protocols and guidelines for local Chapters to use social media platforms safely, securely, and within existing HSA privacy policy.

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

Resolution #8 – Communications

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) campaign to engage members in stewardship at worksites where steward positions are chronically unfilled and provide resources to assist local chapters in promoting union-related work.

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

Avery thanked the Education Committee for its work, asked the committee to stand down, called the Political Action Committee to deliver its report and introduced a guest.

GUEST

- Trevor Davies, BC Secretary-Treasurer, Canadian Union of Public Employees

POLITICAL ACTION COMMITTEE

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

- John Christopherson, Director – Region 5
- Osita Hibbert, Member-at-Large – Region 3
- Tamman El Khodor, Member-at-Large – Region 4
- Sherri Lewis – Member-at-Large, Region 7
- Carol Riviere, Jaime Matten 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 #55 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the provincial government to reinstate free annual eye exams to all residents registered with MSP of BC.

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

Resolution #56 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the federal government to include allied health professionals, with identified shortages in under-served rural communities, to be eligible for Canada student loan forgiveness; and

BE IT FURTHER RESOLVED: That HSA lobby the provincial government to include more allied health professions to be eligible for BC loan forgiveness program (including medical radiation technologists).

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

Resolution #60 – 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**
 Delegate Vote: **Carried**

Resolution #62 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby government, post-secondary institutions, and health authorities to provide funding to support practicum students’ additional expenses, including travel and accommodation, associated with rural and northern practicum placements.

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

Resolution #63 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) publicly affirm the United Nations Declaration on the Rights of Indigenous Peoples and provide financial support and resources to Indigenous nations in BC (i.e., Wet’suwet’en) who are occupying their lands/territories and are challenging Governments in court; and

BE IT FURTHER RESOLVED: That HSA, in collaboration with Indigenous nations in BC, provide paid education opportunities for members focusing on aboriginal health issues, rights of indigenous peoples and indigenous teachings and practice.

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

Resolution #65 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the provincial government to increase the number of post-secondary education programs and seats available to train health science professionals in BC., and

BE IT FURTHER RESOLVED: That HSA explore strategies for working with health authorities in northern and rural communities to increase pressure on the Ministry of Advanced Education to increase training programs and spots outside the Lower Mainland and Lower Island.

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

Avery thanked the Political Action Committee for its work, asked them to stand down and called the Resolutions Committee to continue with resolutions.

Resolution #6 – Constitutional

THEREFORE BE IT RESOLVED: That Article 9, Section 1 of the Health Sciences Association (“HSA”) Constitution which states: "The term of office is two years. The President is elected at the Annual Convention in odd numbered years." be replaced with:

"The term of office is two years. The President is elected at the Annual Convention in odd numbered years. A President may serve a maximum of 3 consecutive terms."

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

Resolution #23 – General

THEREFORE BE IT RESOLVED: Speakers to a resolution be limited to two minutes at the microphone.

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

Resolution #20 – General

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) endeavor to approve member applications to events in a timely fashion and that notice is given a minimum six weeks in advance to ensure time off from work and dependent care is in place.

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

M/S Motion: That Health Sciences Association (“HSA”) endeavor to approve member applications to events in a timely fashion and that notice is given a minimum six weeks in advance to ensure time off from work and dependent care is in place.
Delegate Vote: **Carried**

Resolution #36 – Health Services

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

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

Resolution #37 – Health Services

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

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

Resolution #38 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) advocate for and lobby the Ministries of Health, Education and Children and Family Development to develop and resource a proactive and coordinated approach to serving children based on their function needs.

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

Resolution #39 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) use its public platform to educate the general public on the need for increases in early intervention services and why these services are essential for BC’s future.

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

Resolution #40 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the provincial government to create an enduring fund for families specifically to help improve accessibility at home and accessibility in the family vehicle thus making it easier to care for their child and improve their quality of life.

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

Resolution #41 – Health Services

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) advocate for the provincial government to extend the period of \$22,000 early intervention funding for individuals with Autism Spectrum Disorder to include their sixth year (i.e. until their seventh birthday) so as to better support their transition from play-based kindergarten classrooms into more academic grade one classrooms.

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

Resolution #42 – Health Services

THEREFORE BE IT RESOLVED: The HSA lobby the provincial government to put in place more support services for youth with extra needs as they transition to adult services; and BE IT FURTHER RESOLVED: That these services be more accessible to parents, caregivers and frontline workers who provide support to these youth.

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

Resolution #43 – Health Services

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) lobby the provincial government for increased funding and resources to reduce wait times for Autism Spectrum Disorder (“ASD”) assessment in order to improve outcomes for children with ASD.

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

Resolution #44 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) advocate for improved access to supportive and social services for individuals with low adaptive skills.

participation in society is not restricted due to their inability to afford products which support their health and well-being.

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

Resolution #59– Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will lobby with its allies to make changes to the *Family Law Act* and Family Maintenance Enforcement Program (FMEP) to allow for greater accessibility to this service.

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

Resolution #46 Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will lobby the government and employers to ensure that Health Science professions *positions* are filled by staff qualified in these areas of expertise and not replaced by other professions that lack the specialized training.

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

Avery made several announcements, adjourned the meeting at 3:47 p.m. and advised the convention would reconvene Friday at 8:30 a.m.

Friday, April 5, 2019 – Morning Session

Janice Morrison called the meeting to order at 8:34 a.m.

CREDENTIALS REPORT

Morrison called upon Pattie McCormack, on behalf of Josef Rieder and Jeanne Meyers, Convention Registrars, to deliver the report of the Credentials Committee.

340	Delegates
5	Non-voting members
53	Staff
3	Guests

401 **TOTAL**

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

Morrison thanked McCormack and called Nancy Hay, Chair of the Elections Committee to come forward.

ELECTION OF PRESIDENT

Nancy Hay, Chair of the Presidential Election Committee, outlined the process for the election. Hay then introduced Andy Ross, Chief Electoral Officer, to conduct the election of the President.

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

The candidates for President are:

1. Val Avery
2. Joseph Sebastian

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

Ross called for the doors to be untiled and turned the chair back to Morrison, Vice-President, who introduced guests.

GUESTS

- Sarah Charles, Canadian Association of Occupational Therapists, BC Chapter
- Stephanie Smith, President, BC Government and Services Employees' Union

- Karen Sandhu, BC Society of Electroneurophysiology Technologists

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

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE REPORT

Derrick Hoyt (Director - Region 2), Chair of the Occupational Health and Safety Committee, introduced the committee members and delivered the committee’s report:

- Joe Sebastian, Director – Region 4
- Karen Sandhu, Member-at-Large – Region 4
- Donna Barker, Member-at-Large – Region 6 (absent)
- Laurie Golemic, Member-at-Large – Region 8
- Miriam Sobrino and David Durning, staff support

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

DAVID BLAND MEMORIAL AWARD

Derrick Hoyt (Director - Region 2), Chair of the Occupational Health and Safety Committee presented the David Bland Memorial Award to Shai Lal, Cytotechnologist at the Vancouver Cancer Center. Shai accepted the award, acknowledged this was a highlight in his life, thanked his region, the delegates at Convention and his steward team for the mentoring he received and advised he can only be as strong as the people around him.

Avery thanked the Occupational Health and Safety Committee, and asked Morrison, Chair of the Resolutions Committee, to continue with resolutions pertaining to Occupational Health and Safety.

Resolution #54 – Occupational Health and Safety

THEREFORE BE IT RESOLVED: That Health Sciences Association’s (“HSA’s”) Board of Directors establish criteria for populating Health Authorities’ regional Psychological Health and Safety and Violence Prevention committees; and

BE IT FURTHER RESOLVED: That HSA provide training for HSA members to be effective advocates on these committees; and

BE IT FINALLY RESOLVED: That psychological health and safety and violence prevention continue to be included in HSA’s OHS steward training to ensure all HSA OHS stewards and joint committee members are able to support members in the workplace.

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

Resolution #51 – Occupational Health and Safety

THEREFORE BE IT RESOLVED: That Health Science Association OH&S stewards attend employer orientation sessions and orient young workers to their safety rights, responsibilities, reporting and following up mechanism.

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

Resolution #21 – Occupational Health and Safety

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) support education and research to help inform the overall public about the impact of cannabis use; and

BE IT FURTHER RESOLVED: That this education and research address the impacts of cannabis use on work, social, and family life.

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

M/S Motion: That Health Sciences Association (“HSA”) support education and research to help inform the overall public about the impact of cannabis use; and

BE IT FURTHER RESOLVED: That this education and research address the impacts of cannabis use on work, social, and family life.

Delegate Vote: **Carried**

Resolution #48 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) explore options to expand our Enhanced Disability Management Program (EDMP) Representatives’ role with education/training to increase mental health support to our members.

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

ELECTION RESULTS

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

Eligible ballots issued	340
Ballots cast	329
Spoiled	3
Total valid ballots	326
Votes required to win	164

Results:
Joseph Sebastian 87

Ross declared Val Avery elected President of HSA.

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

Resolution #61 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby relevant levels of government to drastically increase the number of safe medically supervised drug consumption sites in rural and urban areas throughout the province.

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

Resolution #50 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) take leadership around hosting and organizing special events throughout the year that engage members around health and wellness, for example, 30 day mindfulness challenges, hosting a yoga event and/or psychological wellness workshops.

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

M/S Motion: That Health Sciences Association (“HSA”) take leadership around hosting and organizing special events throughout the year that engage members around health and wellness, for example, 30 day mindfulness challenges, hosting a yoga event and/or psychological wellness workshops.
Delegate Vote: **Carried**

Resolution #27 – Governance

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) conduct a poll of currently subscribed members to the e-mail list in order to determine if they would like to be able to vote for the HSA President even if they are not at Convention; and

BE IT FURTHER RESOLVED: That the result of the poll should be reported back to Convention with direction to change the current election process to one-member one-vote if that is the will of the membership.

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

Cheryl Greenhalgh, Secretary-Treasurer, asked for a point of privilege to address convention from the floor. Greenhalgh shared a government announcement issued by the Ministry of Education, requiring all BC Public schools to provide free menstrual products for students in school washrooms by the end of 2019.

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

Resolution #28 – Governance (covers #29)

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") appoint a neutral chair to conduct the business of the Convention, commencing at the 2020 convention.

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

Resolution #34 – Governance

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") abolish policy statements 3.9, 3.10, and 3.12 of Board Policy 2.06 (Board of Directors) and review any other policy that prevents the free exchange of information from the Board to the members of the union.

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

Resolution #35 – Governance

THEREFORE BE IT RESOLVED: That HSA encourage steward elections be held in the fall (September-December) by sending out steward election packages earlier in the year (during August/September).

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

Resolution #18 – General (covers #19)

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") will research and implement a cost-effective, electronic, real-time voting system;

BE IT FURTHER RESOLVED: That this system will be implemented by the 2020 Convention.

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

Resolution #25 – General

THEREFORE BE IT RESOLVED: That the member servicing department produce a report on the number of departed/on-leave/new Labour Relations Officers for the past three years at every Convention.

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

Resolution #26 – General

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") permit distribution of topic-related handouts discussed at chapter meetings, for general information purposes only, but with a disclaimer.

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

Resolution #22 – General

THEREFORE BE IT RESOLVED: The Health Sciences Association (“HSA”) support young workers to help raise the profile of the HSA professions in high schools and post-secondary institutions.

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

Resolution #47 – General

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) negotiate collective agreement language with our Staff Union to establish a process for membership recruitment, on a priority basis, to fill temporary or regular positions they are qualified for or could reasonably become qualified for given sufficient training and opportunity.

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

M/S Motion: That Health Sciences Association (“HSA”) negotiate collective agreement language with our Staff Union to establish a process for membership recruitment, on a priority basis, to fill temporary or regular positions they are qualified for or could reasonably become qualified for given sufficient training and opportunity.
Delegate Vote: **Carried**

Resolution #64 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to lobby the government for affordable, \$10/day childcare for the province of BC.

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

Resolution #66 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) remain in a state of election readiness should a provincial election be called before the scheduled date of October 16, 2021 to raise critical health care and community social services related issues, share information with members regarding political parties and their platforms, and encourage participation in the electoral process.

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

Resolution #67 – Political Action (covers #68)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”), through the BC Federation of Labour and National Union of Public and General Employees, lobby all levels of government to address the issue of housing affordability.

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

Resolution #69 – Political Action

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”), through the BC Federation of Labour, lobby the provincial government to significantly increase income assistance rates in BC.

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

Resolution #70 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”), through the BC Federation of Labour, lobby the provincial government to strengthen BC Employment Standards for all working people, including the elimination of the “Self Help Kit”.

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

GUEST SPEAKER

Laird Cronk
President
BC Federation of Labour

Avery thanked Laird Cronk for his address to the delegates and called Nancy Hay, Chair of the Elections Committee to conduct the Trial Committee Election and announced guests.

GUESTS

- Paul Faoro, BC President, Canadian Union of Public Employees
- Tiffany Ottahal, Community Investment Portfolio Manager, Labour Partners, Vancity Credit Union

TRIAL COMMITTEE ELECTION

Hay outlined the election process and proceeded with the Trial Committee election. Members nominated for the 2019 Trial Committee:

1. Vinita Puri , Region 4
2. Conner McGurgan, Region 7
3. Sheila Anderson, Region 10
4. Sarah Kooner, Region 7
5. Edith MacHattie, Region 7
6. Kevin James, Region 1
7. Chantel Au, Region 8
8. Jill Slind , Region 5

All nominees accepted their nominations and addressed convention. Hay asked the sergeants-at-arms to tile the doors and ballots were collected by the Balloting Committee. Hay 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 Hay and the Balloting Committee, made several announcements, adjourned the meeting for lunch at 11:50 a.m. and announced the meeting would reconvene at 1:30 p.m.

Delegate Vote: **Carried**

Greenhalgh asked Morrison, Chair of the Resolutions Committee, to come forward and present resolutions pertaining to equality and social action.

Resolution #10 – Equality and Social Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will advocate *through the BC Federation of Labour* for legislation and policy to protect old growth forests, and sustainable industry in second growth forests.

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

Resolution #11 – Equality and Social Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the federal government towards the decriminalization of sex work and reform of Bill C-36.

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

Resolution #12 – Equality and Social Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) publicly endorse prostitution abolition as the best strategy to ensure women’s equality, safety, protection of human rights and social and political participation; and

BE IT FURTHER RESOLVED: That HSA provide paid education opportunities for members to attend presentations from Exploited Voices now Educating (EVE) www.educating-voices.com regarding harms and how members can take action to abolish prostitution.

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

Resolution #13 – Equality and Social Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) schedule a paid education day for members and invite Vancouver Rape Relief to speak.

BE IT FURTHER RESOLVED: That Members be given the opportunity to ask questions, develop analysis and make informed decisions regarding women’s only space.

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

Resolution #5 – Constitutional (Referred back)

THEREFORE BE IT RESOLVED: That Article 14, Section 3 of the Health Sciences Association (“HSA”) Constitution be changed to read (a) Members shall be provided with all the negotiated changes prior to voting on any proposed Collective Agreement.

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

Resolution #26 – General (Referred back)

That Health Sciences Association (“HSA”) chapters that produce materials intended to educate members about collective agreement issues or HSA campaigns ensure the materials are reviewed and approved by HSA staff before distributing to members of the chapter.

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

Resolution #27 – Governance (Referred back)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) conduct a poll of currently subscribed members to the e-mail list in order to determine if they would like to be able to vote for the HSA President even if they are not at Convention.

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

Resolution #48 – Member Services (Referred back)

That Health Sciences Association (“HSA”) explore options to expand education and training to increase mental health support to our members.

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

Resolution #71 – Political

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to work with labour organizations and allies, including the Canadian Labour Congress, in urging the federal and provincial governments to establish a national, universal PharmaCare program.

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

Greenhalgh turned the chair back to Avery.

Resolution #72 – Political

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) work with the Canadian Labour Congress to engage members on election issues, share the platforms of the federal political parties, and encourage participation in the electoral process, for the Federal election scheduled for October 21, 2019.

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

Resolution #73 – Political

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the provincial government for increased affordable training spaces and initiatives for Early Childhood Educators.

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

Good and Welfare – Avery informed delegates they would receive a convention evaluation form by email and requested their feedback.

Avery gave thanks and acknowledged departing directors,

Anne Davis – joined the HSA Board in 2011, organized her worksite, Comox Valley Transition Society, in 1993.

John Christopherson – served as a Director since 2013, including Secretary-Treasurer for one year.

Janice Morrison – served on the HSA Board for 10 years, five and a half years as Vice-President and Chair of the Resolutions Committee, and previously, as Secretary-Treasurer.

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

Derrick Hoyt	Region 2
Joseph Sebastian	Region 4
Nancy Hay	Region 6
Cherylee Hylands	Region 8
Mandi Ayers	Region 10

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

Becky Packer	Region 1
Cheryl Greenhalgh	Region 3
Carla Gibbons	Region 5
Jas Giddha	Region 7
Brittany Sanders	Region 9

Avery acknowledged the dedication and hard work of staff retiring from HSA this past year: Ernie Hilland, Donna Walsh, Pat Blomme, Carol Riviere and Wendy Scarrett.

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.

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 Motion: **To adjourn the 2019 Convention**
 Delegate Vote: **Carried**

The convention adjourned at 3:45 p.m.