

minutes

OF THE 2021 ANNUAL CONVENTION



HEALTH SCIENCES ASSOCIATION
The union delivering modern health care

Health Sciences Association of British Columbia 2021 Annual Convention Minutes

June 3 and 4, 2021
Encore Chime Live Webstream

Thursday, June 3, 2021 – Morning Session

Val Avery, President, welcomed delegates, guests and staff to HSA's 50th Annual Convention, called the meeting to order and began the proceedings at 9:00 a.m.

Avery then provided an orientation to the proceedings being held at the Encore studio via Webstream, explained the voting process and presented sample resolutions to test the process.

Avery advised that committee reports will be presented on screen throughout the convention proceedings to share the work of the committees in 2021.

Avery advised that HSA's convention was broadcast from Encore's Studio located on the unceded traditional lands of the Coast Salish and the nations of the Musqueam, Squamish, and Tsleil-Waututh First Nations in Vancouver.

Avery referenced the horrific revelations from the Tk'emlúps te Secwépemc discovery of a mass grave holding the remains of 215 children who never went home from the Kamloops Residential School. She said HSA is committed to working towards fostering a new relationship between Indigenous and non-Indigenous people in Canada in accordance with the recommendations of the Truth and Reconciliation Commission's report and that we must all acknowledge the truth of the injustices – past and present – against the people of the land we have settled in.

Avery then introduced Musqueam Elder & Knowledge Keeper Richard Campbell, to bring greetings via video. Campbell wished delegates a successful 50th Anniversary Convention being broadcast province wide from the unceded traditional lands of the Coast Salish and the nations of the Musqueam, Squamish, and Tsleil-Waututh First Nations.

Avery thanked Campbell and asked that delegates take note of and acknowledge the history of the lands and people from where they were joining the online convention.

Avery reviewed the Diversity Awareness and Anti-Harassment Statement and advised that Tammam El-Khodor, Region 4, Pam Hosie, Region 2, Alwyn Chan, Region 3 and Alysone Martel, Region 3, would act as the Ombudspersons for the 2021 Convention, and advised members that HSA staff support for the Ombudspersons was Tonie Beharrell.

Avery advised that Justin Schmid, Legislative Coordinator, CUPE BC Region, was attending as an observer and advisor on parliamentary procedure. Avery then outlined the rules of order, the process of the proceedings for delegates adopting the Consent Agenda, and the process for voting on resolutions.

RULES OF ORDER

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

CONSENT AGENDA

The Rules of Order for the HSA 2021 Annual Convention include a Consent Agenda that allows for delegates to approve a number of committee reports without debate. The principle of the Consent Agenda process is that there is widespread support for the included items. If any delegate indicates they do not consent to an item remaining on the Consent Agenda, the item is removed and returned to the Convention Agenda for consideration and debate by delegates.

The following committee reports, contained in the HSA 2021 Annual Report, available online at hsabc.org, under “about”, “annual reports”, were recommended for consent:

- Report of the Resolutions Committee – Page 41, Annual Report
- Committee on Equality and Social Action – Page 43, Annual Report
- Education Committee – Page 45, Annual Report
- Occupational Health and Safety Committee – Page 47, Annual Report
- Political Action Committee – Page 49, Annual Report
- Women’s Committee – Page 52, Annual Report
- Young Workers’ Advisory Group – Page 54, Annual Report
- Climate Action Working Group – Page 55, Annual Report

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

Avery delivered the credentials report on behalf of Convention Registrar Shannon Chartier.

CREDENTIALS REPORT

314 Delegates
64 Staff
12 Guests

390 **TOTAL**

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

CONVENTION AGENDA

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

BUSINESS ARISING

Avery reviewed the 2020 Business Arising document available on the online Convention Kit. This document outlines the direction set by convention delegates and informs the union’s work in these areas. Avery highlighted some of the actions the union has been working on through work and meetings, directed by membership from 2020 Convention resolutions:

1. Ministry of Health - a number of resolutions called for HSA to lobby the government about important issues and services in the areas of pandemic response, recruitment and retention, the impact of systemic racism in the health care system, the professional development fund, child development sector, development of more post-secondary programs and spaces for health science professional training. Work continues on these important matters.
2. MLAs – HSA has been working on issues of paid sick leave and presumptive coverage by having members meet with their MLAs. Work has also been undertaken for member and staff participation on a joint union committee active on issues related to the poisoned drug and housing crises in the downtown east side of Vancouver. The committee has met and will continue meeting regularly with the Attorney General and Minister Responsible for Housing, Hon. David Eby, about the challenges the community and workers supporting local residents are experiencing.
3. Labour Organizations - in keeping with Resolution #47, which called for mentorship of members and increased opportunities for involvement in the broader labour movement, HSA has focused on making those opportunities available through meetings with various labour organizations.
4. A Climate Action Working Group was struck in response to Composite Resolution #4 and matters were categorized in three ways:
 1. Actions that HSA, as an organization, can take
 2. Actions HSA can encourage the broader labour movement to take
 3. Actions that HSA can encourage members to take

MINUTES FROM THE 2020 CONVENTION

M/S	<u>Motion:</u>	To accept the minutes of the 2020 Annual Convention
	<u>Delegate Vote:</u>	Carried

Avery passed the chair to Cheryl Greenhalgh, (Vice President, Director – Region 3) who introduced Val Avery to deliver the President’s Report.

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

Greenhalgh turned the Chair back to Avery.

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

- Becky Packer, Region 1, Secretary-Treasurer
- Derrick Hoyt, Region 2
- Cheryl Greenhalgh, Region 3, Vice-President
- Joseph Sebastian, Region 4
- Carla Gibbons, Region 5
- Tara Chen, Region 6
- Jas Giddha, Region 7
- Cherylee Hylands, Region 8
- Brittany Sanders, Region 9
- Mandi Ayers, Region 10

TRIAL COMMITTEE

Avery provided an update on the complaints that were made under Article 15 of the union's Constitution. She reported all the complaints were referred to impartial investigators as required by policy. Avery provided information about the general themes of the complaints and the associated costs and advised that a number of complaints are still under investigation. The Trial Committee had no report as none of its hearings had concluded.

GUEST SPEAKER

**Hon. John Horgan
Premier of British Columbia
MLA Langford-Juan de Fuca, New Democratic Party
(via recorded video)**

Avery thanked Premier Horgan for his video address to convention and asked Mandi Ayers, Chair of the Elections Committee, to deliver the Elections Committee Report.

ELECTIONS COMMITTEE REPORT

Mandi Ayers (Director - Region 10), Chair of the Elections Committee, reviewed the Election Committee's responsibilities, the election process for Regional Directors and introduced the Elections Committee:

- Tara Chen, Director - Region 6
- Bruce Wilkins, staff support

Ayers 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 re-elected
- Region 3 – Jing-Yi Ng acclaimed
- Region 5 – Jillian Slind elected
- Region 7 – Jas Giddha re-elected
- Region 9 – Janice Morrison elected

During the election process a number of complaints were filed and investigated. None of the complaints were deemed to have merit and were dismissed.

Ayers then reviewed the election process for election of the President and the Trial Committee during the convention.

The call for nominations for seven members of the Trial Committee was made in May 2021 and the following eight candidates were nominated:

1. Anne Davis, Region 1
2. Candis Johnson, Region 10
3. James Chaney, Region 2
4. Kieran Shoker, Region 10
5. Osita Hibbert, Region 4
6. Alysone Martel, Region 3
7. Nimet Nuraney, Region 4
8. Laura Johnson, Region 4

Ayers advised the candidates' statements of interest were available in the online convention kit under the election tab and asked delegates to review them in advance of the election to be ready for the voting window.

Six candidates were nominated after the first call for nominations for President was made March 5, 2021:

1. Becky Packer, Region 1
2. Derrick Hoyt, Region 2
3. Joseph Sebastian, Region 4
4. Kane Tse, Region 5
5. Jas Giddha, Region 7
6. Kevin Towhey, Region 8

Ayers made the second call for nominations for election of the President. There were no further nominations.

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

Avery thanked Ayers and called on the Resolutions Committee to deliver its report.

RESOLUTIONS COMMITTEE REPORT

Cheryl Greenhalgh (Vice-President, Director - Region 3), Chair of the Resolutions Committee, introduced the members of the committee:

- Cheryl Greenhalgh, Director - Region 3
- Cherylee Hylands, Director - Region 8
- Eileen Carolan, Region 1
- Brooke Carter, Region 2
- Jing-Yi Ng, Region 3
- Laura Greenwood, Region 4
- Jill Slind, Region 5
- Glenda Burrows, Region 6
- Deb Cline, Region 7
- Nicole Leduc, Region 8
- Gina Sanche, Region 9
- Kieran Shoker, Region 10
- Miriam Sobrino and Rosemary DeYagher, staff support

Greenhalgh delivered the Resolutions Committee report, reviewed the initial order of resolutions and, on behalf of the committee, moved and seconded the Resolutions Committee Report.

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

FINANCE COMMITTEE REPORT

Becky Packer (Secretary-Treasurer, Director - Region 1), Chair of the Finance Committee, introduced the Union's auditor, Ryan Gorder, from MNP LLP and asked Gorder to present the auditor's report for the year ending December 31, 2020. Packer, on behalf of the committee, moved and seconded the motion.

M/S Motion: **To accept the 2020 Audited Financial Statements**
 Delegate Vote: **Carried**

Avery thanked Gorder and asked Packer to deliver the Finance Committee Report and 2021 Budget Report. Packer introduced the Finance Committee members:

- Carla Gibbons, Director - Region 5
- Mandi Ayers, Director - Region 10
- Cathy Davidson, HSA Controller, staff support

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

M/S Motion: **To accept the 2021 Budget Report**
 Delegate Vote: **Carried**

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

M/S Motion: **To appoint MNP LLP as auditors for 2021-2022**
 Delegate Vote: **Carried**

Avery thanked the Finance Committee, adjourned the meeting for lunch at 12:21 p.m. and announced the meeting would reconvene at 1:00 p.m.

Thursday, June 3, 2021 – Afternoon Session

Avery called the meeting to order at 1:00 p.m. and introduced guests.

GUESTS

- Sheila Begg, HSA Alumni
- Susan Carr, HSA Alumni
- Lois Dick, former HSA Board Member
- Brian Isberg, former HSA Board Member
- Agnes Jackman, former HSA Board Member
- Vincent Masaba, Representative, Canadian Society of Hospital Pharmacists (BC Branch)
- Fred McLeod, former HSA Board Member
- Mike Parker, President, Health Sciences Association of Alberta
- Alexina Picard, Operation Manager, British Columbia Psychological Association
- Holly Reid, Coordinator, Canadian Society of Occupational Therapists
- Heather Sapergia, former HSA Board Member
- Ken Szeto, President, British Columbia Ultrasonographers' Society

50TH ANNIVERSARY CELEBRATION

Avery provided background on HSA's 50-year history and introduced stories, shared by recorded video, from members past and present:

- Sheila Begg, HSA Alumni
- Ernie Hilland, former HSA Board Member
- Cindy Stewart, former HSA President
- Jill Slind, Director, Region 5
- Kris Lally, Member-at-Large

Avery thanked the members for sharing their stories and then played an additional video highlighting HSA's history and stories in celebration of the union's 50th Anniversary. Avery then called on Cheryl Greenhalgh, Chair of the Resolutions Committee, to continue with resolutions.

EXTRAORDINARY RESOLUTION #1 (covers 3 extraordinary resolutions submitted)

WHEREAS: On May 28, 2021, the Tk'emlúps te Secwépemc First Nation in Kamloops, B.C. announced the discovery of the remains of 215 children at the Kamloops Residential School site, which has re-traumatized Indigenous people and reopened painful wounds for families and communities; and

WHEREAS: The Truth and Reconciliation Commission ("TRC") in 2015 recommended six calls to action on Missing Children and Burial Information, and the federal government has not made meaningful progress on this front; and

WHEREAS: The United Nations Human Rights Office is calling on all levels of Canadian governments to commence prompt and exhaustive investigations into the deaths of Indigenous children at residential schools, and to intensify efforts to find those who are still

missing (as/or if directed by each band), which efforts should include appropriate ground-penetrating technologies such as radar to survey the sites of all residential schools; and

WHEREAS: 105 First Nations are part of class action seeking reparations for the cultural impact of residential schools, and the federal government is denying in court that they have liability for cultural damage caused by residential schools; and

WHEREAS: The federal government has moved very slowly to address the 94 calls to action in the Truth and Reconciliation Commission Report.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) again make a public statement of support for the report and calls to action of the Truth and Reconciliation Commission of 2015 and for the communities affected by the tragic discovery of the mass grave at the Kamloops Residential School; and

BE IT FURTHER RESOLVED: That HSA work through NUPGE to lobby the federal government to take immediate steps to address Truth and Reconciliation Report Calls To Action #71-76; and

BE IT FURTHER RESOLVED: That HSA lobby all levels of Canadian government to investigate deaths in residential schools according to the desire of each community.

BE IT FURTHER RESOLVED: That HSA lobby the federal government to stop fighting residential school survivors and Indigenous children in court.

BE IT FINALLY RESOLVED: That HSA donate \$25,000 to the Indian Residential Schools Society in support of their work providing essential services to Residential School Survivors, their families, and those dealing with intergenerational traumas.

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

Resolution #26 - Education

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) examine the recommendations of the “In Plain Sight” report and, in consultation with Indigenous leadership, work with union members to formulate a plan on how the union will implement the changes outlined in the report and be accountable to the members and present this to the members for review at the 2022 Convention.

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

Resolution Composite #2 – Health Services (covers 60, 61 and 62)

THEREFORE BE IT RESOLVED: That HSA lobby the provincial government to deliver on the promise to implement a comprehensive Child/Youth with Special Needs framework; and

BE IT FURTHER RESOLVED: That HSA lobby the provincial government to create more Infant Mental Health clinics in BC; and

BE IT FURTHER RESOLVED: That HSA continue to lobby the provincial government to develop and implement an action plan and provided the needed resources to address the

long waitlists for children’s assessments, diagnosis, and intervention services to ensure children receive services in a timely manner.

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

Resolution Composite #1 – Governance (covers 40 and 41)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) maintain a roster of members who wish to act as Ombudspersons at events; and

BE IT FURTHER RESOLVED: That HSA provide training in conflict resolution, mediation, and peer-counselling to members who act as Ombudspersons for HSA events; and

BE IT FURTHER RESOLVED: That HSA provide training on understanding and interpretation of the HSA Constitution and governance practices and policies, including the Diversity Awareness and Anti-Harassment Statement; and

BE IT FURTHER RESOLVED: That HSA review and strengthen its policies concerning the roles and responsibilities of Ombudspersons, including providing adequate notice of HSA events requiring their service; and

BE IT FURTHER RESOLVED: That Ombudspersons receive support from HSA staff in the execution of their roles and responsibilities, and

BE IT FINALLY RESOLVED: That Ombudspersons be provided legal counsel paid for by the union in the event of retribution from members who are unsatisfied with the decision and actions they take in the course of carrying out their duties as an HSA Ombudsperson.

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

Resolution #44 – Governance (covers 45)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) create a racial justice committee to advance racial justice, inclusion and equality in the workplace and in our communities.

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

Resolution #42 – Governance (covers 43)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) commit to reviewing and revising policies and procedures with the Constitution to ensure that professions that are underrepresented at Chapters have the means and opportunity to be equitably represented at HSA events, including Convention and bargaining.

M/S Motion: **To adopt Resolution #42**
 Delegate Vote: **Carried**

Resolution #1 – Constitution

THEREFORE BE IT RESOLVED: That Article 7 of the Health Sciences Association Constitution be amended to add a new section as follows:

Section 10. Extraordinary Circumstances

Should any extraordinary circumstances, as defined by the Board of Directors and confirmed by a majority vote of the Board of Directors, arise that makes it unsafe and/or impossible to convene an in-person Annual Convention, Special Convention, or any meeting required by this Constitution, the Board of Directors shall decide whether to (i) postpone the event until it is safe and possible to meet in-person, or (ii) reschedule the event, to the earliest feasible later date, to proceed using a virtual platform, or (iii) if feasible, proceed with the event, as originally scheduled, using a virtual platform. Any Annual Convention, Special Convention, or any other meeting required by this Constitution held using a virtual platform has all the rights and powers as if held in-person.

In the event of a postponement of the Annual Convention, Special Convention, or any meeting required by this Constitution, any incumbent officeholder, committee member, Committee Chair or Auditor shall continue in their respective role until the convening of the postponed Annual Convention, Special Convention or any meeting required by this Constitution. Should any incumbent office holder, committee member, committee Chair, or the Auditor be unwilling or unable to continue in their respective role, the Board of Directors will establish a process to fill a vacancy.

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

Resolution #2 – Constitution (covers 3, 4 and 5)

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) Constitution Article 6 Members’ Rights and Obligations – Section 6. Obligations be amended by adding statements (j) through (y) as follows:

- (j) Violate the Constitution of the Union or any Union Policy;
- (k) Obtain membership, or help someone else obtain membership, fraudulently or by misrepresentation;
- (l) Communicate or reveal confidential information, without proper authorization, about the business, membership, proceedings or other affairs of the Union to someone not entitled to it;
- (m) Bring a complaint under Article 15 without reasonable grounds for believing the complaint is true;
- (n) Fail to pay dues, fees, assessments or fines placed on them under the Constitution or by Union Policy;
- (o) Commit a fraud in a Union election or interfere, or attempt to interfere, with the democratic rights of members under this Constitution;
- (p) While holding elected office, deliberately cause a member to withdraw from the Union except as provided by the Labour Relations Code of British Columbia;
- (q) While holding elected office, condone or help another organization seeking to represent HSA members;

- (r) Disrupt the democratic process of a meeting, or fail or refuse to follow the rules of order when directed to do so by the Chair;
- (s) Coerce, intimidate or wrongfully keep a member, officer or staff person of the Union from carrying out their obligations or duties or exercising their rights under the Constitution and Union Policy;
- (t) Use the name of the Union for money or advertising without proper authority;
- (u) While being a Director, Member at Large, or member of the Trial Committee violate the Oath of Office, or while a Director violate the Code of Conduct;
- (v) While holding elected office in the Union, fail to perform the duties or obligations of their office in good faith, in a way that could reasonably be understood to breach the Union's duty of fair representation;
- (w) Reveal personal information about a member or members to anyone not entitled to such information;
- (x) Engage in an activity or course of conduct which is detrimental to the welfare or best interests of the Union; or
- (y) Access any Union records, however stored, contrary to the Union Policy in regards to accessing Union records.

BE IT FURTHER RESOLVED: That Article 6 Section 6(b) be amended to replace "Union Trial Committee" and "Trial Committee" with "Hearing Panel"; and

BE IT FINALLY RESOLVED: That the HSA Constitution Article 6 Constitution Members' Rights and Obligations be amended by adding a new section –

"Section 7. Discipline as follows:

Any member, subject to Article 15, may be disciplined for breach of any Obligation or Responsibility under the Constitution."

M/S	<u>Motion:</u>	To adopt Resolution #2
	<u>Delegate Vote:</u>	Defeated

Avery thanked Greenhalgh and the Resolutions Committee for their work and introduced guest speaker Laird Cronk who delivered his greetings by video.

GUEST SPEAKER

**Laird Cronk
President
BC Federation of Labour
(via recorded video)**

Avery thanked Laird Cronk for his address to the delegates and asked Cheryl Greenhalgh to continue with resolutions.

Resolution Composite #4 – Political Action (covers 94 and 95)

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") will lobby the provincial government to increase Income Assistance rates, including the shelter portion; and

BE IT FURTHER RESOLVED: That HSA will lobby the government to continue to build second stage housing for women fleeing violence; and

BE IT FURTHER RESOLVE: That HSA will lobby the government to continue to build supportive housing; and

BE IT FINALLY RESOLVED: That HSA, through the BC Federation of Labour will encourage other unions in British Columbia to lobby government to do the same.

M/S Motion: **To adopt Resolution Composite #4**
 Delegate Vote: **Carried**

Resolution #18 – Communications

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will develop an internal campaign to reduce stigma related to substance use and to encourage HSA members who are impacted by substance use to reach out for help.

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

Resolution #28 – Equality and Social Action

THEREFORE BE IT RESOLVED: That all Health Sciences Association (“HSA”) staff receive mandatory training in cultural safety and anti-racism through courses such as San’yas Indigenous Cultural Safety course.

M/S Motion: **To adopt Resolution #28**
 Delegate Vote: **Carried**

Resolution #76 – Member Services (covers 77)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continues to develop ways to support our members’ mental health needs through education, support resources, and debriefings that address current work climate as well as post-pandemic recovery.

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

Resolution #81 – Member Services

THEREFORE BE IT RESOLVED: That the union provide chapters with the required equipment and training to fulfill the union’s mandate.

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

Resolution Composite #3 – Member Services (covers 82 and 83)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue the Core Member Engagement Team (“CMET”) program and increase the number of engagers to provide further outreach to worksites across the province, and

BE IT FURTHER RESOLVED: That the Core Members Engagement Team (“CMET”) for 2021/2022 be focused solely on member outreach with a goal of solidarity, organizing for power, and targeted support initiatives.

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

Resolution #73 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobbies the health authorities and the Ministry of Health to place a focus on the creation of practice educator roles in health sciences departments.

M/S Motion: **To adopt Resolution #73**
Delegate Vote: **Carried**

Resolution #39 – Governance

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) consult Indigenous leaders about the use of the classification or title of "Chief", and commit to implementing any recommendations, as a result of the consultation.

M/S Motion: **To adopt Resolution #39**
Delegate Vote: **Carried**

Resolution #70 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the Ministry of Health to develop transportation services that meet the needs of all British Columbians requiring hemodialysis.

M/S Motion: **To adopt Resolution #70**
Delegate Vote: **Carried**

Avery thanked Greenhalgh and the Resolutions Committee for their work.

DAVID BLAND MEMORIAL AWARD

Robert Kent Desrochers was announced as the recipient of the 2021 David Bland Memorial Award, awarded by the union’s Occupational Health and Safety Committee. Desrochers is a Registered Psychiatric Nurse in mental health and substance use at St. Paul’s Hospital in Vancouver, and has been recognized many times during his 33-year career for his skill and commitment in leadership, social justice and health and safety at all levels from national organizations and has the great respect and admiration of his coworkers and colleagues.

ANNOUNCEMENTS

Avery made several announcements, reminded delegates to review the candidates nominated for Trial Committee on the Chime Live site and that voting would take place on Friday. Avery then adjourned the meeting at 4:20 p.m. and advised the meeting would reconvene Friday at 9:00 a.m.

Friday, June 4, 2021 – Morning Session

Avery called the meeting to order at 9:00 a.m. and introduced Guest speaker Hon. Adrian Dix, who acknowledged delegates by video message.

GUEST SPEAKER

**Hon. Adrian Dix
Minister of Health
MLA Vancouver-Kingsway, New Democratic Party
(via recorded video)**

Avery thanked Adrian Dix and passed the Chair to Cheryl Greenhalgh, Vice-President, who recognized Val Avery, retiring President, and shared video wishes from members, staff and guests:

- Ron Ohmart, HSA Alumni
- Jeanne Meyers, HSA Executive Director, Legal Services and Labour Relations
- Irene Lanzinger, past President, BC Federation of Labour
- Larry Brown, President, NUPGE
- Laird Cronk, President, BC Federation of Labour
- Easter Tocol, HSA Member, Region 3
- Osita Hibbert, HSA Member, Region 3
- Don Chan, HSA Member, Region 2

Greenhalgh passed the Chair back to Avery. Avery thanked everyone for their kind wishes and then delivered the credentials report on behalf of Convention Registrar Shannon Chartier.

CREDENTIALS REPORT

311 Delegates
58 Staff
11 Guests

380 **TOTAL**

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

Avery conducted a test vote for voting on resolutions and called upon Justin Schmid to review the Rules of Order for election of President. Avery thanked Schmid and asked Cheryl Greenhalgh, Chair of the Resolutions Committee to continue with resolutions.

Resolution #24 – Education

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) create pre-convention tool kits and/or virtual workshops that direct steward teams and new delegates on how to prepare and participate in convention business. This would include mock

BE IT FURTHER RESOLVED: That HSA lobby HEABC to ensure that HSPs are included in all future Occupational Health and Safety (OHS) rollouts.

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

Resolution #84 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) explore employing two Labour Relations Officers that reside on Vancouver Island to service sites both in the North/Central Island and South Island regions and report back their findings at the 2022 HSA Convention.

M/S Motion: **To refer Resolution #84 back to the Resolutions**
Delegate Vote: **Committee Carried**

Resolution #90 – Political Action (covers 91)

THEREFORE BE IT RESOLVED: That HSA work with labour organizations and allies (BC Federation of Labour, NUPGE and CLC) to lobby the federal/provincial governments to establish paid sick leave for all, including temporary/foreign workers, in Canada.

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

Resolution #93 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to show solidarity with farmers and agricultural workers in India; and

BE IT FURTHER RESOLVED: That HSA continue to work with our allies in the labour movement to highlight the threat these workers face.

M/S Motion: **To adopt Resolution #93**
Delegate Vote: **Carried**

Resolution #98 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) explore ways to encourage the Ministry of *Advanced Education & Skills Training* to expand training programs into northern, rural, and underserved communities, including distance learning options.

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

Resolution #6 – Constitution (covers 49)

THEREFORE BE IT RESOLVED: That the Health Sciences Association Constitution be amended as follows:

Amend Article 4 – Definitions – “Officer” by deleting “Vice-President” so that it states
““Officer” means the President or Secretary-Treasurer.”

Amend Article 9's title "President" to "Officers (President & Secretary-Treasurer)" so as to locate certain provisions pertaining to the Secretary-Treasurer under that title.

Amend Article 8 – Board of Directors, Section 2. Board Composition so that it states "The Board of Directors is composed of the President, the Secretary-Treasurer, and one Regional Director from each of the regions. The Officers are the President and Secretary-Treasurer. No member may hold more than one position as an Officer, nor, except as provided for in Article 9, Section 12(b), simultaneously hold the positions of an Officer and Regional Director."

Delete Article 8 – Board of Directors, Section 3. Election of Officers, and delete Article 9 – President – Section 4. Vacancies. Replace with:

Article 9 – Officers (President & Secretary-Treasurer)

Section 6. Term of Office of Secretary-Treasurer

The term of office is two years. The Secretary-Treasurer is elected at the Annual Convention in even numbered years.

Section 7. Nomination of Secretary-Treasurer

- (a) To be eligible, nominees must have been a member of the union for at least one year immediately prior to election.
- (b) Any six members may nominate any other member to seek election as Secretary-Treasurer. This nomination shall be in writing, signed by all six nominators, and must be accompanied by a written consent signed by the nominee.
- (c) If the nomination, together with a suitable photograph and a statement of not more than 400 words is received by the head office 60 days or more before the Convention, the statement and photograph will be published in the Annual Report.
- (d) After the Convention is convened, nominations may be delivered to the Chair of the Election Committee or designate until the final call for nominations.

Section 8. Election of the Secretary-Treasurer

- (a) The election of the Secretary-Treasurer is by secret ballot and requires a majority vote: that is, over 50 percent of those delegates voting.
- (b) If no candidate gets more than 50 percent, then the candidate receiving the least number of votes and any candidate receiving less than 5% of the votes is dropped from the ballot and a new ballot is cast.
- (c) In event that there is only one candidate, the ballots shall be dispensed with and the presiding officer at the Convention shall declare that candidate elected.
- (d) The outgoing Secretary-Treasurer shall complete a two-week paid transition period with the new Secretary-Treasurer.

Section 9. Recall of the Secretary-Treasurer

- (a) A motion to recall the Secretary-Treasurer is in order at a Special Convention, if notice is contained in the Convention petition or call.
- (b) A resolution to recall the Secretary-Treasurer is in order at an Annual Convention.
- (c) Either (a) or (b) above requires a two-thirds majority vote of those voting in order to pass.

Section 12. Vacancy in the office of President or Secretary-Treasurer

- (a) If there is a vacancy in the office of President, the Secretary-Treasurer shall become President until the next Annual Convention where the vacant position will be filled by regular election or by election to finish the term.

- (b) If there is a vacancy in the office of Secretary-Treasurer, the Board of Directors shall elect one Regional Director to assume the duties of the Secretary-Treasurer until the next Annual Convention where the vacant position will be filled by regular election or by election to finish the term. The Regional Director so elected will continue to complete their term as Regional Director.

Delete Article 8 – Board of Directors – Section 4. Duties of Vice-President, and delete Article 8 – Board of Directors – Section 5. Duties of Secretary-Treasurer. Replace with:

Article 9 – Officers (President & Secretary-Treasurer)

Section 10. Duties of the Secretary-Treasurer

The Secretary-Treasurer is an elected Officer who works full-time with and supports the President in the work of the Union. The Secretary-Treasurer may exercise the following powers and shall perform the following duties:

- (a) Assists the President and assumes the duties of the President at the President's request or in the President's absence.
- (b) Acts as senior delegate in the absence of the President.
- (c) Chairs the Resolutions Committee, the Finance Committee, and is a member of the Executive Committee.
- (d) Ensures that accurate records are kept of all official proceedings and financial matters.
- (e) Is a signing officer.
- (f) Has the books and accounts of the Union verified by the auditor as needed and at least annually and presents an audited report and statements to the Annual Convention.
- (g) Presents the financial report and budget to the Annual Convention.
- (h) Takes conduct of complaints as set out in Article 15, Complaints & Dispute Resolution.
- (i) Reports to the President, the Board of Directors, and to the Annual Convention.

Amend Article 9 – President, Section 7. Remuneration to include remuneration for the Secretary-Treasurer, as follows:

Article 9 - Officers (President & Secretary-Treasurer)

Section 11. Remuneration

The President and Secretary-Treasurer shall receive such salary and benefits as may be approved by the Board of Directors and reported to Convention at the next meeting of Convention following the approval by the Board of Directors.

Amend Article 9 – President, Section 6. Duties of the President (d) to change the name of the “Presidential Issues Committee” to the “Officers Issues Committee”, so that it can deal with issues pertaining to both Officers (i.e. President and Secretary-Treasurer), as follows:

Article 9 - Officers (President & Secretary-Treasurer)

Section 6. Duties of the President

- (a) Is Chair of the Executive Committee and an ex-officio member of all board and negotiations committees with the exception of the Officers Issues Committee.

Amend Article 9 – President, Section 6. Duties of the President (g) to replace “Vice-President” with “Secretary-Treasurer”, as follows:

Article 9 - Officers (President & Secretary-Treasurer)

Section 6. Duties of the President

- (a) Keeps the Secretary-Treasurer informed of matters necessary to assume the duties of the President.

Amend Article 13 – Committees, Section 2. Standing Committees, 2. *Resolutions Committee* (a) and (b) to replace “Vice-President” with “Secretary-Treasurer”, as follows:

- (a) The committee is chaired by the Secretary-Treasurer.
(b) The committee is composed of the Secretary-Treasurer and ten Members-at-Large elected on the basis of one per Region at the time of Member-at-Large elections.

Amend Article 13 – Committees, Section 2. Standing Committees, 4. Executive Committee (a) to replace “Vice-President” with “one Regional Director elected by the Board of Directors”, as follows:

- (a) The committee is composed of the President, the Secretary Treasurer, and one Regional Director elected by the Board of Directors.

BE IT FURTHER RESOLVED: That the election of a full-time Secretary-Treasurer take place for the first time at Convention 2022 by a majority vote of delegates.

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

Resolution #14 – Climate Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) dedicate resources to educate members about climate change and ways that we can address and combat climate change.

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

Resolution #17 – Communications

THEREFORE BE IT RESOLVED: That the Health Sciences Association engage in an awareness campaign to promote the tenets of legitimacy, confidentiality, and value of using sick time for the mental health recovery of their members.

M/S Motion: **To adopt Resolution #17**
 Delegate Vote: **Carried**

Resolution #59 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will lobby (in conjunction with College of Pharmacists of BC) the BC government to grant pharmacists the authority to independently prescribe contraceptives.

M/S Motion: **To adopt Resolution #59**
 Delegate Vote: **Carried**

Avery thanked Greenhalgh and called upon Mandi Ayers, Chair of the Elections Committee, to conduct the Trial Committee Election. The candidate profiles are on the Chime Convention site and voting will be conducted electronically.

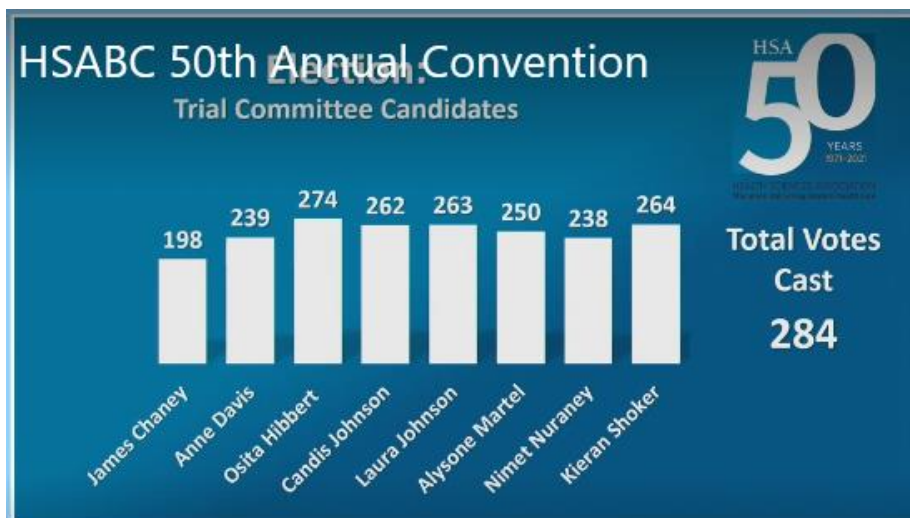
TRIAL COMMITTEE ELECTION

Ayers advised that all candidates were nominated and accepted their nominations prior to convention, and proceeded with the Trial Committee election.

Members nominated for the 2021 Trial Committee:

1. James Chaney, Region 2
2. Anne Davis, Region 1
3. Candis Johnson, Region 10
4. Kieran Shoker, Region 10
5. Osita Hibbert, Region 4
6. Alysone Martel, Region 3
7. Nimet Nuraney, Region 4
8. Laura Johnson, Region 4

TRIAL COMMITTEE RESULTS



Avery declared the following members elected to the 2021 Trial Committee:

1. Anne Davis, Region 1
2. Candis Johnson, Region 10
3. Kieran Shoker, Region 10
4. Osita Hibbert, Region 4
5. Alysone Martel, Region 3
6. Nimet Nuraney, Region 4
7. Laura Johnson, Region 4

Avery made several announcements, adjourned the meeting at 11:55 a.m. and advised the meeting would reconvene at 1:00 p.m.

Friday, June 4, 2021 - Afternoon Session

Avery called the meeting to order at 1:01 p.m. and introduced guest Larry Brown, who presented greetings by video.

GUEST SPEAKER

**Larry Brown
President
National Union of Public and General Employees
(via recorded video)**

Avery thanked Larry Brown and congratulated NUPGE for receiving the Canadian Freedom of Association Award from the Canadian Industrial Relations Association in recognition of an outstanding contribution to promoting understanding of and compliance with international standards regarding the right to organize and bargain collectively. Avery then called Sussanne Skidmore, Secretary Treasurer, BC Federation of Labour, to conduct the Election of President.

ELECTION OF PRESIDENT

Sussanne Skidmore, Chief Electoral Officer, outlined the process for the election.

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

The candidates for President are:

1. Becky Packer, Region 1
2. Derrick Hoyt, Region 2
3. Joseph Sebastian, Region 4
4. Kane Tse, Region 5
5. Jas Giddha, Region 7
6. Kevin Towhey, Region 8

Candidates and their nominators were invited to address delegates via webstream:

1. Kane Tse, nominator Kathy Wu
2. Jas Giddha
3. Derrick Hoyt
4. Joseph Sebastian
5. Kevin Towhey
6. Becky Packer, nominator Carla Gibbons

Skidmore thanked the candidates for their addresses and conducted the first ballot by online electronic voting conducted by Simply Voting.

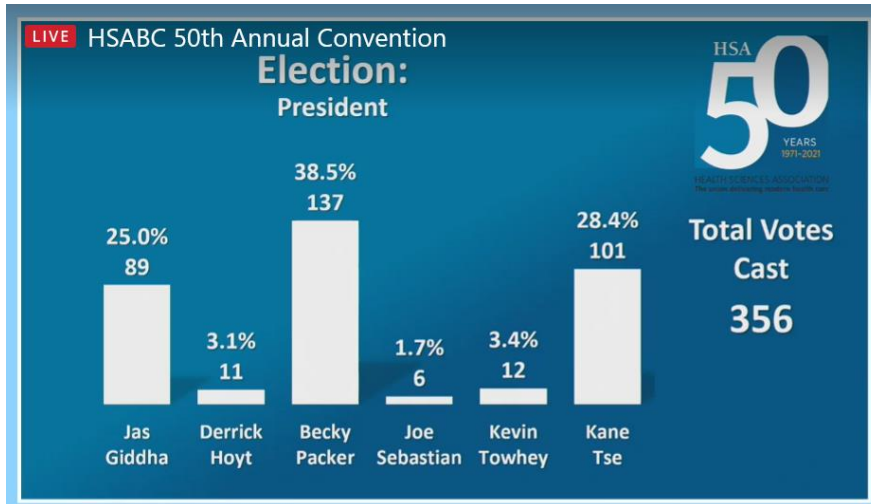
ELECTION RESULTS

Skidmore announced the results of the first ballot:

Ballots cast	356
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Votes required to win 179

1. Becky Packer 137
2. Kane Tse 101
3. Jas Giddha 89
4. Kevin Towhey 12
5. Derrick Hoyt 11
6. Joseph Sebastian 6

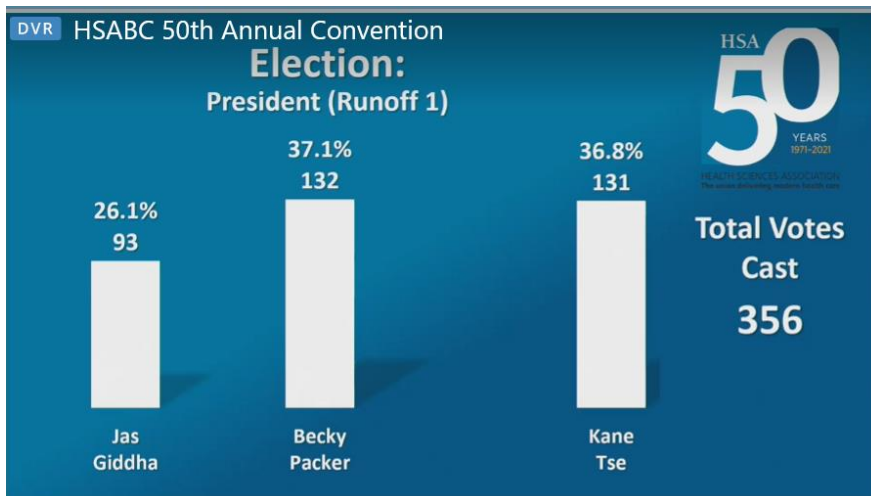


Skidmore announced that no candidate received more than 50 per cent of the delegate vote. As per the elections rules of order, Joe Sebastian, who received the least number of votes, and Derrick Hoyt and Kevin Towhey received less than 5 per cent of the vote, were dropped from the ballot, and a second ballot was cast.

Skidmore announced the results of the second ballot:

Ballots cast 356
Votes required to win 179

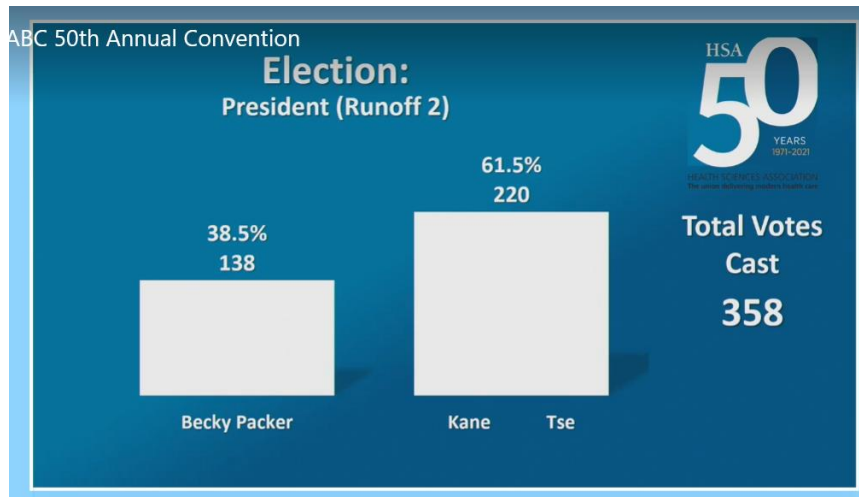
1. Becky Packer 132
2. Kane Tse 131
3. Jas Giddha 93



No candidate received more than 50 per cent of the delegate vote. Jas Giddha, the candidate who received the least number of votes, was dropped from the ballot and a third ballot was cast.

Skidmore announced the results of the third ballot:

Ballots cast	358
Votes required to win	180
1. Kane Tse	220
2. Becky Packer	138



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

Kane Tse thanked the delegates and shared his thoughts on his new role as HSA president.

Avery thanked Sussanne Skidmore and asked Cheryl Greenhalgh, Chair of the Resolutions Committee, to continue with resolutions.

Resolution #84 – Member Services (referred back)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) explore employing ~~two~~ Labour Relations Officers ~~that~~ *who reside and are based outside of the Lower Mainland* ~~Vancouver Island to service sites both in the North/Central Island and South Island regions and report back their findings at the 2022 HSA Convention.~~

M/S Motion: **To adopt Resolution #84 as amended**
Delegate Vote: **Carried**

Resolution #72 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the BC government and the College of Dietitians of BC to grant Registered Dietitians *with the appropriate certification and training* the authority to sign orders for parenteral nutrition.

M/S Motion: **To adopt Resolution #72**
Delegate Vote: **Carried**

Resolution #67 – Health Services

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) lobby the government to increase the number of publicly funded Long Term Care beds in BC.

M/S Motion: **To adopt Resolution #67**
Delegate Vote: **Carried**

Resolution #52 – Governance

THEREFORE BE IT RESOLVED: That speakers at the mic *asking questions of a podium speaker* be given an additional 30 seconds to ask one follow-up question following the response to their initial question.

M/S Motion: **To adopt Resolution #52**
Delegate Vote: **Carried**

Resolution #19 – Education

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) investigate and report back to the next convention about ways that education funds can be distributed equitably; and

BE IT FURTHER RESOLVED: That education awards also be made available to applicants identifying as LGBTQ2+, BIPOC, having disabilities, and other groups who face barriers; and

BE IT FINALLY RESOLVED: That the term ‘scholarship’ and ‘bursary’ be changed to ‘education(al) awards’.

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

Resolution #20 – Education

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) scholarships and bursaries be henceforth awarded on a lottery basis.

M/S Motion: **To refer Resolution #20 back to the Resolutions Committee**
Delegate Vote: **Defeated**

M/S Motion: **To adopt Resolution #20**
Delegate Vote: **Defeated**

Resolution #7 – Constitution

THEREFORE BE IT RESOLVED: That the following amendments be made to the Articles and Sections of the Health Sciences Association Constitution:

Article 6 – Members’ Rights and Obligations – Section 5. Rename Section 5 from “Liability of Members” to “Liability and Indemnification” and insert (a) as follows:

(a) No member of the Union is liable as an individual for any debt or liability of the Union.”;

Article 6 – Members’ Rights and Obligations – Section 5. Add “(b)” as follows:

(b) The Union shall indemnify and agree to hold the Board of Directors, Stewards and persons elected to serve the Union including their heirs, executors and administrators from and against any and all charges, costs, expenses, damages and actions to which they, or any of them, may become subject, including legal costs for or in respect of anything done or omitted to be done relating to the duties of their office, provided that nothing herein shall exempt those persons from any liability arising out of their own acts or omissions arising from their lack of good faith, dishonesty, or willful misconduct.

Article 6 – Members’ Rights and Obligations – Section titled “Harassment”. Change the title to “No Harassment”;

Article 8 – Board of Directors – Section 7- Meetings. Change title to “Meetings and Quorum”;

Article 8 – Board of Directors – Section 7- Meetings. Delete the words “Six members constitute a quorum” and replace them with “A majority of Directors eligible to participate constitutes a quorum”;

Article 8 – Board of Directors – Section 8 – Electronic Communication. Delete title “Section 8 – Electronic Communication”. For clarity, the sentence that follows it is unchanged and becomes part of Section 7;

Article 8 – Board of Directors - Delete Section 9. Indemnification

Article 10 – Regional Directors – Section 3 – Nominations of Regional Directors. Add to (a) “and be employed in the Region they seek to represent” so that it states “Regional Directors must have been a member of the Union for at least one year immediately prior to election and be employed in the Region they seek to represent.”;

Article 10 – Regional Directors – Section 6 – Recall of Regional Directors. Add “in that Region” before “paying dues in the month prior...” so that it states:
Recall of a Regional Director requires written petition by a majority of the members of that Region, delivered to the Board of Directors within 45 days from the date of the first signature. The Board of Directors will establish an election procedure. The Regional Director is eligible to contest the election, and continues in office pending its outcome. For the purposes of this provision, the size of the membership is determined by the number of people in that Region paying dues in the month prior to the month of the petition. No recall petition shall be acted on if it is delivered within six months of the end of the Regional Director’s term.

Article 11 – Members-at-Large – Section 3 – Election of Members-at-Large. Add “and be employed in the Region they seek to represent” at the end of the first sentence so that it states “Nominees must have been a member of the Union for at least one year immediately prior to election and be employed in the Region they seek to represent.”;

Article 12 – Stewards – Section 3-Recall. To (b), add “in that Chapter” before “paying dues in the month...” so that it states “The Board of Directors will establish an election procedure. The Steward is eligible to contest the election, and continues in office pending

its outcome. For the purposes of this provision, the size of the membership is determined by the number of people in that Chapter paying dues in the month prior to the month of the petition.”;

Article 12 – Stewards – Section 5 – Fair Representation. Replace “... in the representation of a member or the Union and its policies” with “... in the representation of a member of the Union” so that it states “No Steward shall act in a manner that is arbitrary, discriminatory or in bad faith in the representation of a member of the Union.”;

Article 13 – Committees – Section 2 – Standing Committees – 1. Finance Committee. In (d), replace “makes” with “recommends” and add two comma so that it states “The committee recommends fiscal policy, which is subject to the approval of the Board of Directors, and monitors the implementation of approved Union Policies.”;

Article 13 – Committees – Section 2 – Standing Committees – 3. Trial Committee. Amend (b) as follows:

Article 13 – Committees
Section 2 – Standing Committees
3. Trial Committee

(b) The committee shall elect its Chair. The Chair may appoint panels of the committee as needed that shall have all the authority and responsibility for a specific complaint.

M/S Motion: **To adopt Resolution #7**
 Delegate Vote: **Carried**

Resolution #8 – Constitution

THEREFORE BE IT RESOLVED: That the following amendments be made to the Health Sciences Association (“HSA”) Constitution:

Article 1 – Name. Remove two “the”s that appear within quotation marks, so that it states:

“The name of the union is “Health Sciences Association of British Columbia,” hereafter referred to as “Union.”;

Article 4 – Definitions. In definition of “Region”, change “Regional Directors” from plural to singular, and add “a”, so that it states ““Region” means a group of Chapters that elects a Regional Director and certain other representatives.”;

Article 4 – Definitions. Add a definition for “Union Policy” which states ““Union Policy” means a policy adopted by the Board of Directors.”;

Article 5 – Membership – Section 2. Initiation Fees and Dues - (b). Add two commas so that it states “The Board of Directors may, as a result of job action, initiate a temporary dues increase to a maximum of 17% of earnings on some or all working members covered by the affected Collective Agreement, with such funds to form part of the Defence Fund of the Union.”;

Article 6 – Members’ Rights and Obligations – Section 3. Responsibilities. Capitalize “policies” so that it states “Every member shall pay membership dues established in

accordance with this Constitution, comply with Union Policies, and comply with decisions of the Convention and the Board of Directors.”;

Article 6 – Members’ Rights and Obligations – Section 4. Political and Human Rights Issues. Capitalize “policies” and insert “Union” before it so that it states:

“Where the Union, through its democratic processes takes positions on political, human rights or other issues not directly related to the objects and purposes set out in sections (a), (b), and (c) of Article 3, these positions are not “Union Policies” or “decisions” for purposes of Article 6, Section 3. No member is liable for any sanction under this Constitution because that member disagrees with or disassociates themselves from such a position. It is expressly acknowledged that any position taken on such an issue, and any money spent in connection with such an issue, reflects collective decisions, and does not imply the financial or other support of any member who does not support the decision of the Union.”;

Article 6 – Members’ Rights and Obligations – Section 6. Obligations - (h). Delete “or”.

Article 7 – Convention – Section 5. Delegate Status at Convention - (a). Replace “her/his” with “their” so that it states “Representation shall be based on the following: Chapters with up to and including 49 members shall be entitled to one delegate who shall be the Chief Steward or their Alternate. Chapters with over 49 members will be entitled to one additional delegate for each additional 50 members or portion thereof.”;

Article 7 – Convention – Section 7. Convention Voting - (b). Replace “which” with “that” and add one comma so that it states “A straight majority vote of the delegates present and voting shall be sufficient to pass any resolution presented to Convention except those that change the Constitution, for which a two-thirds majority is required. All resolutions that are adopted will take effect upon adjournment of the Convention unless otherwise specified.”;

Article 8 – Board of Directors – Section 7. Meetings. Capitalize “president” so that it states “... Meetings shall be at the call of the President or a majority of the Directors...”

Article 9 – President – Section 2. Nomination of President - (a). Capitalize “union” so that it states “To be eligible, nominees must have been a member of the Union for at least one year immediately prior to election.”;

Article 9 – President – Section 5. Recall of the President - (a). Capitalize “president” so that it states “A motion to recall the President is in order at a Special Convention, if notice is contained in the Convention petition or call.”;

Article 10 – Regional Directors – Section 7. Duties of the Regional Director - (a). Replace “HSA policies” with “Union Policies” so that it states [The Regional Director is the senior elected official in each region who advocates for the membership and has the following duties:] “(a) uphold Union Policies;”

Article 12 – Stewards – Section 1. Representation - (e). Add a comma and change “which” to “that” so that it states “There will be a minimum of one Occupational Health and Safety Steward and one Alternate Occupational Health and Safety Steward per Chapter. In those Chapters that have more than one site, there will be a minimum of one Occupational Health and Safety Steward, where practical, per site.

Article 13 – Committees – Section 2. Standing Committees - (1) Finance Committee - (b). Replace “Chairperson” with “Chair” so that it states “The committee is composed of the

Secretary-Treasurer and two Regional Directors elected by the Board of Directors. The Chair may appoint up to two Members-at-Large to the committee. The Board of Directors may assign staff to support the committee.”;

Article 13 – Committees – Section 2. Standing Committees - (1) Finance Committee - (d). Replace “policies” with “Union Policies” so that it states “The committee recommends fiscal policy, which is subject to the approval of the Board of Directors, and monitors the implementation of approved Union Policies.”;

Article 13 – Committees – Section 2. Standing Committees - (1) Finance Committee - (e). Add a comma so that it states “The committee prepares, in consultation with the Secretary-Treasurer, a financial report for the Annual Convention.”;

Article 13 – Committees – Section 2. Standing Committees - (2) Resolutions Committee - (d). Add a comma so that it states “The committee determines the order of dealing with all resolutions at Convention, subject to amendment by the delegates.”;

Article 13 – Committees – Section 2. Standing Committees - (3) Trial Committee - (b). Replace “Chairperson” with “Chair” in two places so that it states “The committee shall elect its Chair. The Chair may appoint panels of the committee as needed that shall have all the authority and responsibility of the committee for a specific complaint.”;

Article 14 – Negotiations – Section 2. Negotiating Committees - (e). Replace “chairperson” with “Chair” so that it states “The President may designate the Chair and the spokesperson for the Negotiating Committee.”;

Article 15 – Complaints & Dispute Resolution – Section 2. Form of Complaint - (d). Capitalize “constitution” so that it states “The portion of Constitution that is alleged to have been violated”.

M/S	<u>Motion:</u>	To adopt Resolution #8
	<u>Delegate Vote:</u>	Carried

Resolution #9 – Constitution

THEREFORE BE IT RESOLVED: That the following amendments be made to the Health Sciences Association Constitution:

Amend Article 4 – Definitions – “Chapter”, “Ombudsperson”, “Region” as follows:

“Chapter” means a unit of seven or more members represented by the Union and/or a group of two or more units of members represented by the Union, where at least one of the units has fewer than 7 members. Chapters with fewer than seven members that cannot be grouped because of geographical or other considerations will retain chapter status.

“Ombudsperson” means a member of the Union appointed by the President or her/his designate to investigate and make decisions in regards to complaints of improper conduct that require immediate action at union functions.

“Region” means a group of Chapters that elects a Regional Director and certain other representatives.

Article 5 – Membership – Section 1. Eligibility and Membership Criteria - (a) - so that it states “Any person employed in a bargaining unit that is represented by the Union is a member of the Union; any person who could be represented by the Union is eligible for membership. Any such membership must not be prohibited under the Constitution.”;

Article 9 – President – Section 6. Duties of the President - first sentence - so that it states “The President is the senior elected officer of the Union, who performs the duties on a full-time basis and has the following powers and duties that may be exercised or performed in person or by delegation.”;

Article 12 – Stewards – Section 1. Representation - (e) – so that it states “There will be a minimum of one Occupational Health and Safety Steward and one Alternate Occupational Health and Safety Steward per Chapter. In those Chapters that have more than one site, there will be a minimum of one Occupational Health and Safety Steward, where practical, per site.”;

Article 13 – Committees – Section 2. Standing Committees – 3. Trial Committee - (b) – so that it states “The committee shall elect its Chair. The Chair may appoint panels of the committee as needed that shall have all the authority and responsibility of the committee for a specific complaint.”;

Article 15 – Complaints & Dispute Resolution – Section 2. Form of Complaint - (d) – so that it states “The portion of Constitution that is alleged to have been violated”.

M/S Motion: **To adopt Resolution #9**
 Delegate Vote: **Carried**

Resolution #30 – Equality and Social Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) publicly endorse Defunding the Police.

BE IT FURTHER RESOLVED: That HSA provide members with the opportunity to learn about and connect with BIPOC grassroots organizations actively organizing to defund policing and organize alternatives in Canada.

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

Resolution #32 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) exempt chief stewards who are actively supporting their sites from paying monthly union dues for the term of their position.

M/S Motion: **To adopt Resolution #32**
 Delegate Vote: **Defeated**

Resolution #34 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) cease to collect union dues from earnings at overtime.

M/S Motion: **To adopt Resolution #34**

Delegate Vote: **Defeated**

Resolution #31 – Equality and Social Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the BC government to follow the recommendations of the In Plain Sight review; and

BE IT FURTHER RESOLVED: That HSA encourage diversity among stewards and *HSA* employees; and

BE IT FINALLY RESOLVED: That HSA, *when choosing representative(s) to negotiate collective agreements, do so while supporting diversity and equity in their selection.* ~~engage a diverse range of staff when renegotiating collective agreements.~~

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

Resolution #105 – Political Action

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) continue to lobby the government to expand its childcare plan to universal access \$10 per day childcare for all childcare spaces in BC; and

BE IT FURTHER RESOLVED: That HSA continue to lobby the government to expand its childcare plan to facilitate the creation of additional licensed childcare spaces.

M/S Motion: **To adopt Resolution #105**
 Delegate Vote: **Carried**

Pursuant to the Rules of Order, a motion was made to refer the balance of resolutions not dealt with by the Convention, 12 (covers 13), 15, 16, 21, 22, 23, 25, 27, 29, 33, 35, 36, 37, 38, 46, 47, 48, 50, 51, 53, 54 (covers 55, 56) 57, 58, 63, 64 (covers 65), 66, 69, 71, 75, 78, 79, 80, 85, 86, 87, 88, 89, 92, 96 (covers 97), 99, (covers 100), 101, 102, 103, 104, 106, 107, 108, 109, were referred back to the Board to be addressed at their next meeting.

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

Avery thanked Greenhalgh and the Resolutions Committee for their work and conducted the Board of Directors Oath of Office.

OFFICERS OATH OF OFFICE

Kane Tse, President and the Board or Directors took the Oath of Office together via Webstream.

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

Avery then expressed thanks and acknowledged outgoing Directors Cheryl Greenhalgh, Carla Gibbons and Brittany Sanders and recognized continuing and new Board members

Derrick Hoyt, Jing-Yi Ng, Joseph Sebastian, Jill Slind, Tara Chen, Jas Giddha, Cherylee Hylands, Janice Morrison, and Mandi Ayers.

Avery then thanked the delegates for their good work through convention and to suppliers Encore, Chorus Call, Data on the Spot, Simply Voting, the members of IATSE Local 118 and HSA staff.

Avery then extended her congratulations to Kane Tse, HSA's new President.

Avery moved and Greenhalgh seconded a motion to destroy all ballots held since last Convention

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

Avery then moved and Greenhalgh seconded a motion to adjourn convention.

M/S	<u>Motion:</u>	To adjourn the 2021 Convention
	<u>Delegate Vote:</u>	Carried

The convention adjourned at 3:46 p.m.