

minutes

OF THE 2022 ANNUAL CONVENTION



HEALTH SCIENCES ASSOCIATION
The union delivering modern health care

Health Sciences Association of British Columbia 2022 Annual Convention Minutes

April 28, 29, and 30, 2022
Vancouver Hyatt

Thursday, April 28, 2022 – Afternoon Session

Kane Tse, President, welcomed delegates, guests and staff to HSA's 51st Annual Convention and invited Elder Alec Dan from the Musqueam Nation to speak as delegates gather on the unceded territories of the Coast Salish and the nations of the Musqueam, Squamish, and Tsleil-Waututh First Nations, where we are gathered.

Elder Dan welcomed the delegates and shared some background and history of the territories and commented that it was an honour to be in attendance, on behalf of his people, and performed a welcome song, 'Welcome Respected Ones'.

Tse thanked Elder Dan for his important welcome, called the meeting to order and began the proceedings at 3:14 p.m.

Tse provided the details on how delegates were to log onto the Chime Live site. He expressed his pleasure at being able to meet in person after the union's business had been conducted remotely for the past two and a half years. Tse informed delegates of the COVID-19 safety plan in place.

Tse advised delegates that voting will be done by Simply Voting through Chime Live's site and conducted test votes.

VOTING RESULTS

A motion to display the electronic vote results by number of votes instead of percentage was requested by delegates. The vote was conducted by show of hands.

M/S	<u>Motion:</u>	To display the votes by number instead of percentage
	<u>Delegate Vote:</u>	Carried

Shannon Chartier, Convention Registrar, delivered the credentials report.

CREDENTIALS REPORT

272	Delegates
3	Non-voting members
13	Observers
89	Staff
4	Guests

381	TOTAL
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Tse then introduced the members of the Health Sciences Association of British Columbia Board of Directors (the Board):

- Becky Packer, Region 1, Secretary-Treasurer
- Brooke Carter, Region 2
- Jing-Yi Ng, Region 3
- Joseph Sebastian, Region 4 (absent)
- Jill Slind, Region 5
- Jas Giddha, Region 7
- Cherylee Hylands, Region 8
- Janice Morrison, Region 9, Vice-President
- Mandi Ayers, Region 10
- * Region 6 was vacant

Tse passed the chair to Janice Morrison, (Vice-President, Director – Region 9), who introduced Kane Tse to deliver the President’s Report.

PRESIDENT’S REPORT

Tse presented the President’s report.

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

Morrison turned the chair back to Tse. Tse thanked Morrison and introduced guests, with special mention of Val Avery, past president, and thanked her for her 30 plus years of service.

GUESTS

- Bert Blundon, Secretary-Treasurer, National Union of Public and General Employees
- Jason MacLean, President, Nova Scotia Federation of Labour
- Alexina Picard, Operation Manager, British Columbia Psychological Association
- Emira Mears, Associate Director, Canadian Centre for Policy Alternatives, BC Office
- Ritu Mahil, Partner, Lawson Lundell LLP
- Val Avery, past president, Health Sciences Association of BC

GUEST SPEAKER

Laird Cronk
President
BC Federation of Labour

Tse thanked Laird Cronk for bringing greetings on behalf of the BC Federation of Labour.

DAVID BLAND MEMORIAL AWARD

Tse presented the David Bland Memorial Award to Alexandra Thomson, Diagnostic Electroneurophysiology Technologist and Assistant Chief Steward at Vancouver General Hospital. In addition to recognizing and advocating for improvements to physical safety,

Thomson participated on a committee and was a strong advocate for scheduling consecutive days off, allowing members to have a proper mental health rest. Thomson promotes transparency and is a diligent steward who has supported members with workload grievances and in the development of respectful workplace investigations to improve working conditions.

Thomson accepted the award with recognition of her colleagues at Vancouver General Hospital and commented that she took on a leadership role but it is collective action that gets things done and with solidarity, and as an upcoming Director for Region 4, Thomson looks forward to putting all of the members' safety first.

ANNOUNCEMENTS

Tse advised delegates of the Caucus meetings:

- 2SLGBTQIA+ – Georgia B (2nd floor)
- BIPOC – Balmoral Room (3rd floor)
- Child Development Centre Workers – Grouse Room (34th Floor)
- Constituency Liaisons / Labour Council Delegates – Plaza A (2nd floor)
- Indigenous, First Nation, Metis and Inuit – Seymour Room (34th floor)
- Non-binary – Windsor Room (3rd floor)
- Persons with Disabilities – Georgia A (2nd floor)
- Transition House Workers – Plaza C (2nd floor)
- Women – Regency Ballroom (3rd floor)
- Young Workers – Plaza B (2nd floor)

ADJOURNMENT

The convention was adjourned at 5:08 p.m. Tse announced it would reconvene Friday, April 29 at 8:30 am.

Friday, April 29, 2022 – Morning Session

Kane Tse called the meeting to order at 8:38 a.m. and invited Shannon Chartier, Convention Registrar, to deliver the Credentials Report.

CREDENTIALS REPORT

277	Delegates
1	Non-voting members
0	Observers
36	Staff
1	Guests

315 TOTAL

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

Tse thanked Chartier and asked Janice Morrison, Chair of the Resolutions Committee, to come forward to deliver the committee's report.

RESOLUTIONS COMMITTEE REPORT

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

- Becky Packer, Director - Region 1
- Andrew Duarte, Region 1
- Brooke Carter, Region 2
- Alyson Martel, Region 3
- Laura Greenwood, Region 4
- Arsalan Butt, Region 5 (absent)
- Nancy Hay, Region 6
- Nicole Leduc, Region 8
- Gina Sanche, Region 9
- Mandi Ayers, Region 10
- Miriam Sobrino and Rosemary DeYagher, staff support

Morrison 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	<u>Motion:</u>	To accept the Resolutions Committee Report
	<u>Delegate Vote:</u>	Carried

EXTRAORDINARY RESOLUTION #1 – CONVENTION VOTING

Due to some technological challenges experienced by delegates, a motion was made to change the voting system from online voting to show of hands.

M/S Motion: **To vote on resolutions by ballots by hand**
Delegate Vote: **Carried**

Resolution #7 – Communications (covers 8, 9, 10)

THEREFORE BE IT RESOLVED HSA provide educational resources (other than emails alone) to members so they understand what conventions, resolutions, bargaining proposals, etc. are: e.g. videos, social media, slide decks for stewards to use at chapter meetings.

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

Resolution Composite #4 – Human Resources (covers 101, 102, 103, 104, 105, 106, 107)

THEREFORE BE IT RESOLVED that HSA, in addition to working to negotiate collective agreement remedies to address recruitment and retention, lobby the provincial government to take action to address the labour shortages in acute and community health and community social services by:

- a) advocating for more professions represented by HSA to be added to the BC Loan Forgiveness Program for underserved communities.
- b) incentivizing careers in health care and community social services by providing tuition subsidies for post-secondary education and training for students who remain in BC upon graduation.
- c) lobbying the provincial Ministry of Advanced Education and Skills Training, Ministry of Health, and Ministry of Labour, and Ministry of Jobs, Economic Recovery and Innovation to work with the federal government and regulatory colleges to facilitate expedited credentialization of health care workers with training and certification obtained in jurisdictions outside of Canada.
- d) expanding training opportunities within the province for health science professions serving health care and community social services; and

BE IT FURTHER RESOLVED that HSA continue to promote all HSA member professions in public awareness campaigns.

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

Resolution #75 – Political Action

THEREFORE BE IT RESOLVED HSA work with the BC Ministry of Transportation and Infrastructure to finish the safety work to widen and twin Highway 1 from Kamloops to Calgary.

M/S Motion: **To adopt Resolution #75**
Delegate Vote: **Defeated**

Resolution #52 – Member Services

THEREFORE BE IT RESOLVED that HSA will establish an on-line store, similar to the Hospital Employees Union “Boutique”, where HSA Members can purchase Union-branded sustainably sourced clothing and other materials at low cost.

M/S Motion: **To adopt Resolution #52**

Delegate Vote: **Defeated**

Resolution #60 – Member Services

THEREFORE BE IT RESOLVED 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, psychological wellness workshops.

M/S Motion: **To refer Resolution #60 back to the Resolutions Committee with instructions**
Delegate Vote: **Defeated**

M/S Motion: **To adopt Resolution #60**
Delegate Vote: **Defeated**

Tse thanked Morrison and the Resolutions Committee and called the Finance Committee to deliver its report.

FINANCE COMMITTEE REPORT

Becky Packer (Secretary-Treasurer, Director - Region 1), Chair of the Finance Committee, introduced the Finance Committee:

- Jing-Yi Ng, Director - Region 3
- Cherylee Hylands, Director - Region 8
- Edith MacHattie, Region 7
- Cathy Davidson, HSA Controller, staff support

Packer then introduced the Union’s auditor, Kyle Pettie, Audit Manager of MNP LLP and asked Pettie to present the Auditor’s Report for the year ending December 31, 2021. Packer, on behalf of the committee, moved and seconded the report.

M/S Motion: **To accept the 2021 Audited Financial Statements**
Delegate Vote: **Carried**

Tse thanked Pettie and asked Packer to deliver the Finance and Budget reports for 2022.

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 2022 Budget Report**
Delegate Vote: **Carried**

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

Tse thanked Packer and the Finance Committee and asked Morrison to continue with resolutions pertaining to finance.

Resolution #23 – Finance (covers 24)

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

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

Resolution #25 – Finance

THEREFORE BE IT RESOLVED that the union immediately ceases taking union dues off of worked overtime hours including call backs.

M/S Motion: **To adopt Resolution #25**
 Delegate Vote: **Defeated**

Tse thanked Morrison and the Resolutions Committee and introduced guests.

GUESTS

- Simone Van Reeuyk, Student, Canadian Society of Occupational Therapists
- Tanya Fawkes, Managing Director, Canadian Society of Occupational Therapists

Tse made several announcements and adjourned the meeting at 12:06 p.m. and advised delegates the meeting would reconvene at 1:30 p.m.

Friday, April 29, 2022 – Afternoon Session

Tse called the meeting to order at 1:38 p.m. and asked the Women’s Committee to deliver its report.

WOMEN’S COMMITTEE REPORT

Mandi Ayers (Director - Region 10), Chair of the Women’s Committee, introduced the committee members who had served in the past year, and delivered the committee’s report:

- Tara Chen, Director - Region 6 (resigned)
- Christine Ambrose, Region 2
- Glenda Burrows, Region 6 (resigned)
- Candis Johnson, Region 10
- Sharon Geoghegan and Ashley Lopez, staff support

M/S Motion: **To accept the report of the Women’s
Committee**
 Delegate Vote: **Carried**

Tse thanked the Women’s Committee and asked Morrison, Chair of the Resolutions Committee, to come forward and present resolutions pertaining to the Women’s Committee.

Resolution #17 – Equality and Social Action

THEREFORE BE IT RESOLVED Within 6 months HSA will research, report and recommend an explicitly anti-racist/decolonization strategy to replace Bourinot’s Rules and facilitate consensus and collaboration in the democratic processes of the Union. The recommendation to be voted on and adopted at HSA Convention 2023.

M/S Motion: **To refer Resolution #17 back to the Resolutions
Committee with instructions**
 Delegate Vote: **Carried**

Resolution #18 – Equality and Social Action

THEREFORE BE IT RESOLVED HSA confront systemic racism in our Union and support organizing work led by members with lived experiences of racial oppression and social inequity by enabling BIPOC members to claim \$15 expenses each Caucus meeting they attend.

M/S Motion: **To adopt Resolution #18**
 Delegate Vote: **Tse informed delegates he was unable to
determine the vote outcome by show of hands, and
asked for an electronic vote to be conducted.**

M/S Motion: **To adopt Resolution #18**
 Delegate Vote: **Electronic vote conducted, but several delegates
experienced technical challenges, and vote was
not concluded.**

Tse recognized a delegate who requested more information on the resolution.

Tse ruled the request out of order.

M/S Motion: **Challenge the chair**

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

Delegate Vote: **Defeated**

Tse resumed the chair and repeated the electronic vote on Resolution #18.

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

A standing count was requested.

Tse called on the sergeant-at-arms to tile the doors in order to conduct a standing vote. The count was conducted by the Balloting Committee and the results were announced.

M/S Motion: **To adopt Resolution #18**
Results: **In-favour 105**
Opposed 150
Delegate Vote: **Defeated**

Tse called on the sergeant-at-arms to untile the doors, and asked Morrison to continue with resolutions.

EXTRAORDINARY RESOLUTION #1 – DONATION TO SUPPORT UKRAINE

Whereas: The conflict in Ukraine is having widespread and devastating humanitarian impacts. An estimated four million people have fled the country, while an estimated 18 million people inside Ukraine are affected, and

Whereas: Funds are needed directly to those in need providing invaluable support. This includes food, water, clothing, hygiene kits, first aid training, medical supplies, and health care, including psychosocial support on the ground in Ukraine and surrounding countries are continuing to provide life-saving humanitarian assistance to those impacted.

Therefore, be it resolved that HSA provide donations totalling \$25,000 to support international and provincial charities supporting Ukrainians in Ukraine, as well as Ukrainian war refugees in British Columbia.

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

Resolution #81 – Steward Resources

THEREFORE BE IT RESOLVED that HSA ~~develop~~ explore a simple, searchable forum that can be used for research, communication and engagement between HSA stewards and HSA staff.

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

Resolution #82 – Steward Resources

THEREFORE BE IT RESOLVED When grievance conduct or coverage changes, the incoming LRO must schedule an open grievance information meeting with the steward within 4-3 weeks of taking over a file, *if possible*.

M/S Motion: **To refer Resolution #82 back to the Resolutions Committee with instructions**
Delegate Vote: **Carried**

Resolution #19 – Equality & Social Action (covers 20)

THEREFORE BE IT RESOLVED we/HSA start by undertaking a survey to encourage members to self-identify various aspects of their identities, so that we understand the true ~~makeup~~ demographics of HSA membership, in order to ~~know where to start to~~ begin working towards inclusion with an evidence-based approach to addressing systemic inequities such as racism, sexism, ableism, homophobia, and so on.

~~**BE IT FURTHER RESOLVED** that this survey be made available to members by September 2022, with results made available by March 2023.~~

M/S Motion: **To refer Resolution #19 back to the Resolutions Committee with instructions**
Delegate Vote: **Carried**

Resolution #21 – Equality & Social Action

THEREFORE BE IT RESOLVED that Health Sciences Association advocate with government and health care institutions to address the recommendations made by the *In Plain Sight* report; and

BE IT FURTHER RESOLVED that Health Sciences Association mobilize its members to take action within health care institutions to ensure they address the recommendations of the *In Plain Sight* report.

M/S Motion: **To adopt Resolution #21**
Delegate Vote: **Carried**

Tse thanked Morrison and introduced guest speaker, Hon. Adrian Dix, Minister of Health, who provided greetings by video message.

GUEST SPEAKER

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

Tse thanked Minister Dix for his address to convention and asked Morrison to continue with resolutions.

Resolution #22 – Equality & Social Action

THEREFORE BE IT RESOLVED That HSA lobby MCFD and the federal government for increased funding to allow FTE for in-house interpretation in public health care and community social services settings when a population shows adequate need (i.e., if a high percentage of a population speaks a language other than English, there should be an in-house interpreter who speaks that language and works alongside the service providers).

M/S	<u>Motion:</u>	To refer Resolution #22 back to the Resolutions Committee with instructions
	<u>Delegate Vote:</u>	Defeated
M/S	<u>Motion:</u>	To adopt Resolution #22
	<u>Delegate Vote:</u>	Carried

Resolution #11 – Communications

THEREFORE BE IT RESOLVED that € features a profile in each report on Community Health and Social Services, not just Health Science Professionals.

M/S	<u>Motion:</u>	To adopt Resolution #11
	<u>Delegate Vote:</u>	Carried

Resolution #12 – Communications

THEREFORE BE IT RESOLVED HAS offer members a menu from which they can opt in and opt out of email communications, including but not limited to: *The Report*; Convention; Regional News; Chapter News; Workshops and Education.

M/S	<u>Motion:</u>	To adopt Resolution #12
	<u>Delegate Vote:</u>	Carried

Tse thanked Morrison and the Resolutions Committee and called on the Political Action Committee to deliver its report.

POLITICAL ACTION COMMITTEE

Jas Giddha (Director – Region 7), Co-Chair of the Political Action Committee, introduced the committee members and delivered the committee’s report:

- Jing-Yi Ng, Co-Chair, Director – Region 3
- Gina Choe, Region 5 (absent)
- Sonia Bilkhu, Region 7 (absent)
- Ian Taylor, Region 8
- Nicole Seguin and Pattie McCormack, staff support

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

Tse thanked the Political Action Committee and asked Morrison to continue with resolutions.

Resolution #3 – Constitution

THEREFORE BE IT RESOLVED that current wording of Article 12, Section 1 € be replaced by the following: Occupational Health and Safety stewards and alternates shall be elected, or, selected if a vacancy exists on a joint committee between elections, pursuant to the provisions of the Workers Compensation Act and Health Sciences Association policy.

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

Resolution #6 – Constitution

THEREFORE BE IT RESOLVED Health Sciences Association will amend the HSA Constitution and all current and future documentation by replacing all instances of “his”, “he”, “himself”, “him and “her”, “hers”, “she”, “herself”, to “they”, “their”, “themselves” and “them”; and

~~**BE IT FURTHER RESOLVED** Health Sciences Association will strive to consider the various collective agreements Health Sciences Association members belong to, by replacing all instances of “his”, “he”, “himself”, “him and “her”, “hers”, “she”, “herself”, to “they”, “their”, “themselves” and “them”.~~

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

Resolution #69 – 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 include more advanced education seats for early childhood educators to fill the increased staffing needs.

M/S Motion: **To adopt Resolution #69**
 Delegate Vote: **Carried**

Resolution #70 – Political Action

THEREFORE BE IT RESOLVED That HSA through the BC Federation of Labour lobby the provincial government to adopt the CUPE Seamless Childcare Plan which places qualified Education Assistants within school based before and after school programs.

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

Resolution #61 – Political Action

THEREFORE BE IT RESOLVED that HSA continue to lobby for an increase to 10 paid sick days per year.

M/S Motion: **To adopt Resolution #61**
 Delegate Vote: **Carried**

Resolution Composite #2 – Political Action (covers 65, 66, 67)

THEREFORE BE IT RESOLVED That the HSA work through the BC Federation of Labour and NUPGE to lobby the municipal, provincial, federal levels of government to follow through on campaign promises to make housing more affordable; and

BE IT FURTHER RESOLVED that HSA work through the BC Federation of Labour and National Union of Public and General Employees (NUPGE) to advocate for all levels of government to take measurable action to increase the supply of affordable housing across our province and country.

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

ADJOURNMENT

Tse thanked Morrison and the Resolutions Committee, made several announcements, adjourned the meeting at 4:48 p.m., and announced the meeting would reconvene Saturday, April 30 at 8:30 a.m.

Saturday, April 30, 2022 – Morning Session

Tse called the meeting to order at 8:39 a.m. and invited Shannon Chartier, Convention Registrar, to deliver the Credentials Report.

CREDENTIALS REPORT

279	Delegates
2	Non-voting members
17	Observers
89	Staff
7	Guests

394 TOTAL

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

Tse thanked Chartier, reminded delegates of the Anti Harassment and Diversity Statement and provided information about a rally calling for an end to staffing shortages and raising awareness of HSA's professions scheduled for 12:00 p.m., at the Vancouver Art Gallery.

A test vote was conducted and Tse then called upon Candis Johnson, Chair of the Trial Committee, to deliver its Report.

TRIAL COMMITTEE

Johnson introduced members of the Committee and thanked them for their work.

- Anne Davis
- Laura Johnson
- Alysone Martel
- Nimet Nuraney
- Kieran Shoker
- James Chaney

Johnson delivered the committee's report advising that three hearing panels had been convened to hear complaints brought under Article 15 of the HSA constitution, and reported the Committee is currently at the stage of confirming the availability of the Complainants and Respondents.

A hearing panel convened by the previous Trial Committee Chair has been fulfilling its responsibilities related to three complaints under HSA Constitution Article 15 that were heard at the end of January 2022.

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

Tse thanked Johnson and called upon Becky Packer, Chair of the Elections Committee, to deliver its report.

ELECTIONS COMMITTEE REPORT

Becky Packer (Secretary-Treasurer, Director - Region 1), Chair of the Elections Committee, reviewed the Election Committee's responsibilities and introduced the committee members.

- Jing-Yi Ng, Director - Region 3
- Jill Slind, Director - Region 5
- Samuel Hyman and Pattie McCormack, staff support

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

- Region 2 – Brooke Carter acclaimed
- Region 4 – Alexandra Thomson elected
- Region 6 – Nancy Hay acclaimed
- Region 8 – Heath McLeod elected
- Region 10 – Mandi Ayers acclaimed

Packer then reviewed the election process for election of the Trial Committee.

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

Tse thanked Packer and the Elections Committee and called upon Morrison to continue with resolutions.

Resolution # 1 – Constitution (covers 2)

THEREFORE BE IT RESOLVED that Article 10, Section 2 of the Health Sciences Association (“HSA”) Constitution which states “The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even-numbered years.”

Be replaced with:

“The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even numbered years. A Regional Director may serve a maximum of 3 consecutive full terms.”

Tse reminded delegates that a motion to amend the constitution requires a 2/3 majority vote by delegates.

M/S	<u>Motion:</u>	To adopt Resolution #1
	<u>Delegate Vote:</u>	Tse informed delegates he was unable to determine the vote outcome by show of hands, and asked for an electronic vote to be conducted.

M/S Motion: **To adopt Resolution #1**
 Results **in Favour 109 (54.8%)**
Opposed 90 (45.2%)
Delegate Vote: **Defeated**

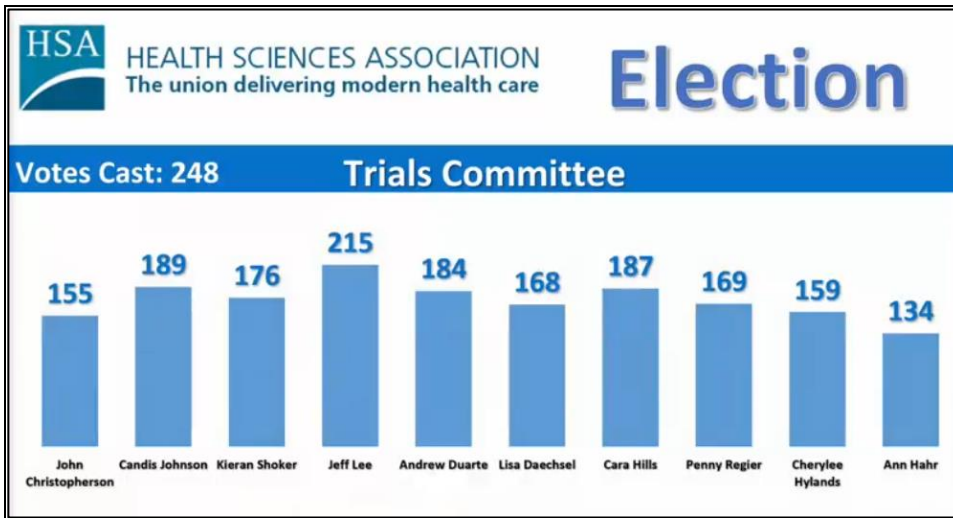
TRIAL COMMITTEE ELECTION

Packer outlined the election process and proceeded with the Trial Committee election. Members nominated for the 2022 Trial Committee:

1. John Christopherson, Region 5
2. Candis Johnson, Region 10
3. Kieran Shoker, Region 10
4. Jeff Lee, Region 4
5. Ann Hahr, Region 5
6. Cherylee Hylands, Region 8
7. Andrew Duarte, Region 1
8. Penny Regier, Region 7
9. Lisa Daechsel, Region 5
10. Cara Hills, Region 8

Packer made the final call for nominations. There were no further nominations. All nominees accepted their nominations and addressed convention. Packer asked the sergeants-at-arms to tile the doors and the vote was conducted electronically.

TRIAL COMMITTEE ELECTION RESULTS



Packer declared the following members elected to the 2022 Trial Committee:

1. Jeff Lee, Region 4
2. Candis Johnson, Region 10
3. Cara Hills, Region 8
4. Andrew Duarte, Region 1
5. Kieran Shoker, Region 10
6. Penny Regier, Region 7
7. Lisa Daechsel, Region 5

Packer asked for the doors to be untiled.

TRIAL COMMITTEE OATH OF OFFICE

Tse administered the oath of office to the newly elected committee members, and, on behalf of the Elections Committee, moved and seconded a motion to destroy all ballots held since last Convention.

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

Tse thanked Packer and the Elections Committee and asked Morrison to continue with resolutions.

Resolution #4 – Constitution

THEREFORE BE IT RESOLVED that Article 9, Section 1 of the 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 full terms.”

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

REPORT OF THE EDUCATION COMMITTEE

Cherylee Hylands (Director - Region 8), Chair of the Education Committee, introduced the committee members and presented the committee’s report:

- Becky Packer, Director - Region 1, Secretary-Treasurer
- Lorna Henschke, Director - Region 9
- Laura Johnson, Director - Region 1
- Ramzan Anjum, Director - Region 5
- Sharon Geoghegan, staff support

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

Tse thanked Hylands and the Education Committee and asked Morrison to continue with resolutions.

Resolution #5 – Constitution

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."; and

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."

Tse reminded delegates that a motion to amend the constitution requires a 2/3 majority vote by delegates.

M/S	<u>Motion:</u> <u>Delegate Vote:</u>	To adopt Resolution #5 Tse informed delegates he was unable to determine the vote outcome by show of hands, and asked for an electronic vote to be conducted.
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M/S	<u>Motion:</u> <u>Results:</u>	To adopt Resolution #5 in Favour 144 (63.1%) Opposed 84 (36.8%)
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Delegate Vote: **Defeated**

Resolution #33 – Health Sciences

THEREFORE BE IT RESOLVED That the HSA lobby the provincial government to increase children’s funding for equipment and services until the age of 19.

M/S Motion: **To adopt Resolution #33**
 Delegate Vote: **Carried**

Resolution #34 – Health Sciences

THEREFORE BE IT RESOLVED that HSA continue to lobby all relevant provincial ministries (i.e. Ministries of Health, Children and Family Development and Education) to increase funding for children and families with support and health care needs.

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

Resolution #35 – Health Sciences

THEREFORE BE IT RESOLVED that HSABC lobby the provincial government for inclusion of dental care as a medically necessary service to be provided by MSP; and

BE IT FURTHER RESOLVED that there be no limits on this funding for children under age 19 and/or individuals with special needs.

M/S Motion: **To adopt Resolution #35**
 Delegate Vote: **Carried**

Tse made several announcements, encouraged members to attend the HSA rally to end staffing shortages, adjourned the meeting for lunch at 11:57 a.m. and announced the meeting would reconvene at 1:30 p.m.

Saturday, April 30, 2022 – Afternoon Session

Tse called the meeting to order at 1:37 p.m. and called upon Jeanne Meyers, HSPBA Lead Negotiator, to provide an update on Bargaining.

BARGAINING UPDATE

Jeanne Meyers, HSPBA Lead Negotiator, presented an update on bargaining and introduced the Board Directors and HSA staff providing support to bargaining for the various bargaining associations.

- Janice Morrison, Director - Region 10, Vice-President, Co-Chair HSPBA
- Jing -Yi Ng, Director - Region 3, Co-chair HSPBA
- Colin Brehaut, staff - LRO, Servicing, CSSBA
- Norah Miner, staff - MSC, Servicing, HSPBA
- Derek Wong, staff - MSC, Classifications, HSPBA
- Alyson Warner, staff - Acting MSC, Servicing, NBA
- Katie Sharp, staff - LRO, Classifications, CBA

Tse thanked Meyers and the Bargaining Committee representatives and called upon the Climate Action Working Group to deliver its report.

CLIMATE ACTION WORKING GROUP

Janice Morrison, (Vice-President, Director - Region 9), Chair of the Climate Action Working Group, introduced the members of the Committee and delivered its report.

- Mandi Ayers, Director – Region 10
- Alexandria Walenciak, Region 1
- Sonia Andhi, Region 7
- Ramzan Anjum, Region 5

M/S	<u>Motion:</u>	To accept the report of the Climate Action Working Group
	<u>Delegate Vote:</u>	Carried

Tse thanked the Climate Action Working Group and called upon Morrison to continue with resolutions.

Resolution # 78 – Steward Resources (covers 79, 80)

THEREFORE BE IT RESOLVED that HSA provide stewards access to loaned electronic devices for performing steward duties.

M/S	<u>Motion:</u>	To adopt Resolution #78
	<u>Delegate Vote:</u>	Defeated

Resolution # 82 – Steward Resources (Referred back)

Morrison brought delegates' attention to amended Resolution #82, which had been referred by delegates to the committee with instruction for amendment.

THEREFORE BE IT RESOLVED When grievance conduct or coverage changes, the incoming LRO must schedule an open grievance information meeting with the steward within *4 weeks of taking over a file. If this is not possible within 4 weeks, a reason must be provided directly to the Steward from the incoming LRO.*

M/S Motion: **To adopt Resolution #82 as amended**
 Delegate Vote: **Carried**

Resolution # 53 – Member Services (covers 54)

THEREFORE BE IT RESOLVED that HSA host future collective agreement voting sessions in a digital format.

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

Resolution Composite #1 – Health Services (covers 39, 40)

THEREFORE BE IT RESOLVED that HSA advocate and lobby MCFD to survey the frontline workers and the families affected by the proposed changes before they are implemented; and

BE IT FURTHER RESOLVED that HSA advocate and lobby the MCFD to provide more information and allow flexibility based on feedback from frontline workers and families accessing these services; and

BE IT FURTHER RESOLVED That HSA closely monitor the development of Family Connections Centres and report back regularly to impacted members; and

BE IT FINALLY RESOLVED That HSA advocate for transparency and accountability around development of province wide Family Connections Centers with the Ministry of Child and Family development.

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

Resolution # 86 – Governance (covers 87)

THEREFORE BE IT RESOLVED That HSA will explore alternative methods of conflict resolution to resolve board member conflict and report their findings, recommendations, and any actions taken ~~and recommendations~~ back to convention 2023.

M/S Motion: **To adopt Resolution #86**
 Delegate Vote: **Carried**

Tse asked the Ombudspersons to deliver their report on Convention and was advised by Ombudsperson Beth Fraser, Region 1, that the Ombudspersons were currently investigating active complaints and that their work continued.

Tse thanked Morrison and the Resolutions Committee for their work. Tse then expressed thanks and acknowledged the work of outgoing board members Derrick Hoyt, Region 2, Joseph Sebastian, Region 4, Tara Chen, Region 6, and Cherylee Hylands, Region 8, and recognized continuing and new board members Becky Packer, Region 1, Brooke Carter, Region 2, Jing-Yi Ng, Region 3, Alexandra Thomson, Region 4, Jill Slind, Region 5, Nancy Hay, Region 6, Jas Giddha, Region 7, Heath McLeod, Region 8, Janice Morrison, Region 9, and Mandi Ayers, Region 10.

OFFICERS OATH OF OFFICE

Kane Tse, President, and the new and returning Board of Directors took the Oath of Office.

GOOD AND WELFARE

Tse thanked the delegates for their hard work and full participation over the three days of convention, HSA staff for their work, the Hyatt Regency for providing a safe in-person convention, and the Encore team for delivering all the technical aspects of the convention.

He then acknowledged the more than 30 years of service provided by Mairie Evans, HSA's long time receptionist, who was the face and voice members and staff first met when they attended at or called into the union office and noted she had passed late in 2021.

Tse then acknowledged retiring HSA staff members Dennis Blatchford, Cathy Magee and Ron Hinksman and wished them well in their retirements.

Jamie-Lee Dusome and Heidi Sherbel, members from Ridge Meadows Hospital, led the delegates in singing Solidarity Forever.

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

ADJOURNMENT

M/S	<u>Motion:</u>	To adjourn the 2022 Convention
	<u>Delegate Vote:</u>	Carried

The convention adjourned at 4:08 p.m.