

minutes

OF THE 2024 ANNUAL CONVENTION



HEALTH SCIENCES ASSOCIATION
The union delivering modern health care

Health Sciences Association of British Columbia 2024 Annual Convention Minutes

May 1, 2, and 3, 2024
Vancouver Hyatt Regency Hotel

Wednesday, May 1, 2024 – Morning Session

Kane Tse, President, welcomed delegates and staff to HSA's 53rd Annual Convention and advised no outside guests were present as the work of convention would start with internal business. Tse then acknowledged the convention is taking place on the unceded territories of the Coast Salish and the nations of the Musqueam, Squamish, and Tsleil-Waututh First Nations.

Tse introduced Elder Ann Seaweed, member of HSA's Indigenous Circle and of the Kwakwaka'wakw and Sto:lo First Nations.

Elder Ann brought greetings, shared her thoughts around intention and safety and shared a song and blessing with delegates.

Tse thanked Elder Ann and reviewed procedures around health and safety, played a Lumi video to outline the electronic voting process, and conducted a test vote.

Shannon Chartier, Convention Registrar, delivered the credentials report.

CREDENTIALS REPORT

330	Delegates
6	Non-voting members
7	Appeal participants
55	Staff
1	Parliamentarian
0	Guests

399 TOTAL

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

GUIDING PRINCIPLES OF SOLIDARITY

Tse reviewed the Guiding Principles of Solidarity and provided an overview of how these principles were developed using best practices. One of the commitments HSA made at last convention was to review the policy, make changes to clarify the role of ombudspersons at HSA events, and better support the process, which resulted in Ombudspersons attending events solely in the role of ombudsperson when possible, and not as a participant, in order to devote their attention to the role. Tse then advised that Anne Wichmann, Todd Young, Mark Tazumi, Sandra Teves and Rupali Dhaul will act as the Ombudspersons for the 2024

Convention delegates and that delegates Kevin Taki, Tiger Ye and Bailey McKay will act as alternates if needed.

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

Delegates were advised that as a number of difficult issues are on the agenda, a counselling service is available and contact information is included in delegate kits.

RULES OF ORDER

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

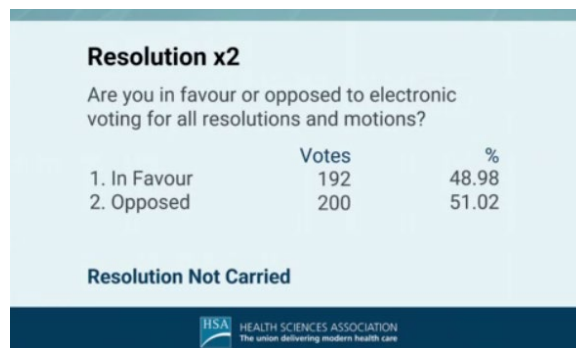
Tse then introduced Lyle Kanee, Arbitrator and Mediator, acting as neutral chair for the Article 15 appeals proceedings and Adrienne Smith, acting as parliamentarian for the convention.

M/S Motion: **To Amend the Rules of Order with instruction to vote on all resolutions and motions electronically.**

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 Amend the Rules of Order with instruction to vote on all resolutions and motions electronically.**

Delegate Vote: **Defeated**



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

CONVENTION AGENDA

A delegate brought forward a motion to move the Racial Justice Committee report to precede any resolutions dealing with Racial Justice.

M/S Motion: **To amend the 2024 Convention Agenda with instruction to move the Racial Justice Committee report to Thursday morning before Resolutions Committee Report.**

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 amend the 2024 Convention Agenda with instruction to move the Racial Justice Committee report to Thursday morning before Resolutions Committee Report.**

Delegate Vote: **Defeated**



M/S Motion: **To adopt the 2024 Convention Agenda**
Delegate Vote: **Carried**

Tse then passed the chair to Lyle Kanee to conduct the Article 15 proceedings.

ARTICLE 15 COMPLAINT DECISION APPEAL

Lyle Kanee, Arbitrator and Mediator, provided his background as independent chair and outlined the procedures to hear the appeals and conducted the two appeal proceedings.

Kanee provided information about the materials delegates were provided one week in advance of convention, explained confidentiality, and outlined the hearing process. Delegates will conduct a preliminary review to consider if this is a matter which warrants further consideration, more rigorous review, or are satisfied that the appeal should be dismissed.

Kanee confirmed that there were four appeals, confirmed the appellants were present and then asked each appellant to advise what they are appealing:

- A. Guilt
- B. Discipline
- C. Guilt and Discipline

Appellants responses:

Sebastian	13June23	C
Sebastian	07July23	C
Giddha	07July23	C
Hoyt	07July23	C

Lindsay Waddell, legal counsel for the Hearing Panel, and the Trial Committee Hearing Panel members, Candis Johnson, Kieran Shoker and Lisa Daechsel, took the stage. Waddell provided an overview of the Article 15 complaint regarding the appeal of the 13June23 Hearing Panel decision.

Joseph Sebastian took the stage and outlined the reasons for his appeal.

Waddell provided further information as a neutral party on behalf of the Hearing Panel to address Sebastian's comments.

Kanee invited delegates to ask questions and at the end of the question period invited Joseph Sebastian to address the Delegates. Kanee referred to rule 22 of the Article 15 Rules of Order and gave delegates five minutes to consider the information.

After the five-minute review period, Kanee explained the process to consider granting leave to appeal and conducted the vote:

M/S	<u>Motion:</u>	To conduct the vote to grant leave to appeal electronically	
	<u>Delegate Vote:</u>	Carried	
M/S	<u>Motion:</u>	To grant leave to Appeal to Joseph Sebastian	
	<u>Votes:</u>	In favour	156 37.50%
		Opposed	260 62.50%
	<u>Delegate Vote:</u>	Defeated	

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

Wednesday, May 1, 2024 – Afternoon Session

Kanee called convention to order at 2:10 p.m. and continued with Article 15 Complaint Appeals.

ARTICLE 15 COMPLAINT DECISION APPEAL

The second leave to appeal was submitted by three appellants, Derrick Hoyt, Jaskaran Giddha and Joseph Sebastian, and Kanee advised they would be heard in the order of date of appeal as per the Rules of Order.

Lindsay Waddell, legal counsel for the Hearing Panel, and the Trial Committee, Hearing Panel members, Candis Johnson, Kieran Shoker and Alysone Martel, took the stage. Waddell provided an overview of the Article 15 complaint regarding the appeal of the July 7, 2023 Hearing Panel decision and the discipline imposed for appellant Derrick Hoyt.

Derrick Hoyt took the stage and outlined the reasons for his appeal.

Waddell provided further information.

Kanee invited delegates to ask questions and at the end of the question period asked delegates by show of hand if they wanted to extend the question period.

M/S	<u>Motion:</u>	To extend the question period for 10 minutes
	<u>Delegate Vote:</u>	Defeated

Kanee invited Derrick Hoyt to address the delegates. Kanee advised delegates of the five-minute period to consider the information, instructed the Convention Support Team to tile the doors and then conducted the vote electronically.

M/S	<u>Motion:</u>	To Grant Leave to Appeal to Derrick Hoyt
	<u>Votes:</u>	In favour 187 46.29%
		Opposed 217 53.71%
	<u>Delegate Vote:</u>	Defeated

Kanee instructed the Convention Support Team to untile the doors and continued with the appeal for the second appellant.

Waddell provided an overview of the Article 15 complaint regarding the appeal of the July 7, 2023 Hearing Panel decision and the discipline imposed for appellant Jaskaran Giddha.

Jaskaran Giddha took the stage and outlined the reasons for his appeal.

Kanee invited delegates to ask questions.

M/S	<u>Motion:</u>	To extend the question period for 10 minutes
	<u>Delegate Vote:</u>	Carried

Kanee invited delegates to continue with questions. At the end of the question period, Kanee asked Jaskaran Giddha to address the delegates.

M/S	<u>Motion:</u>	To extend the response period for 15 minutes
	<u>Delegate Vote:</u>	Carried

Giddha provided his response to the questions brought forward from Delegates.

Kanee advised delegates of the five-minute period to consider the information, instructed the Convention Support Team to tile the doors, and then conducted the vote electronically.

M/S	<u>Motion:</u>	To Grant Leave to Appeal to Jaskaran Giddha		
	<u>Votes:</u>	In favour	281	68.54%
		Opposed	129	31.46%
	<u>Delegate Vote:</u>	Carried		

Kanee instructed the Convention Support Team to untile the doors and explained the process to hear the Appeal.

M/S	<u>Motion:</u>	To move the Appeal Hearing to Thursday morning		
	<u>Delegate Vote:</u>	Defeated		

Giddha presented his submission to the delegates.

Waddell presented her submission on behalf of the Hearing Panel.

Ritu Mahil, legal counsel for the complainants, presented their submission.

Kanee invited delegates to ask questions and at the end of the question period, invited appellent Giddha to present his final statement.

Kanee advised delegates that they had 10 minutes to reflect and deliberate on the matter under appeal.

M/S	<u>Motion:</u>	To proceed to vote without deliberation		
	<u>Delegate Vote:</u>	Carried		

Delegates discussed the wording of the motion and requested changes for clarity. The motion was reworded, Kanee instructed the Convention Support Team to tile the doors and then conducted the vote electronically.

M/S	<u>Motion:</u>	Those in favour of overturning the Hearing Panel's finding of guilt		
	<u>Votes:</u>	In favour	206	51.89%
		Opposed	191	48.11%
	<u>Delegate Vote:</u>	Carried		

Kanee instructed the Convention Support Team to untile the doors and turned the chair back to Tse.

ADJOURNMENT

Tse made several announcements, adjourned convention at 5:26 p.m. and announced it would reconvene Thursday, May 2 at 8:30 a.m. Tse then invited Elder Ann Seaweed to offering blessing of wellness for this evening.

Thursday, May 2, 2024 – Morning Session

Tse called the meeting to order at 8:45 a.m. and invited Shannon Chartier, Convention Registrar, to deliver the Credentials Report.

CREDENTIALS REPORT

180	Delegates
5	Non-voting members
4	Appeal participants
50	Staff
1	Parliamentarian
0	Guests

240 TOTAL

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

Tse invited Elder Ann Seaweed to share opening greetings. Tse then passed the chair to parliamentarian Adrienne Smith to address a question from the delegation; Smith then turned the chair back to Tse.

Tse thanked Smith and passed the chair to Lyle Kanee to continue with Article 15 complaint appeals. Kanee began the proceedings by checking if appellant Sebastian or his representative was present. Kanee made the call three times. Joseph Sebastian was not present and Kanee referred to rule 10 in the Rules of Order that if the appellant is not in attendance then the hearing will not proceed and the appeal is abandoned. Kanee declared the appeal abandoned.

Tse thanked Kanee and continued with convention business.

MINUTES FROM THE 2023 CONVENTION

M/S	<u>Motion:</u>	To accept the minutes of the 2023 Annual Convention
	<u>Delegate Vote:</u>	Carried

BUSINESS ARISING

Tse provided an update on the work arising from resolutions passed by delegates to the 2023 convention and advised delegates the Business Arising Report was available in the Convention kit.

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

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

- Andrew Duarte, Region 1
- Brooke Carter, Region 2
- Jing-Yi Ng, Region 3, Secretary-Treasurer
- Alexandra Thomson, Region 4
- Jill Slind, Region 5
- Nicole McIntosh, Region 6
- Sarah Kooner, Region 7
- Heath McLeod, Region 8
- Kathy Anderson, Region 9
- Mandi Ayers, Region 10, Vice-President

Tse welcomed HSA's newest members from Reach Child and Youth Development Society, a team working to support families of children and youth with support needs in Delta, Surrey and Langley.

Tse then passed the chair to Mandi Ayers, (Vice-President, Director – Region 10), 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

Ayers turned the chair back to Tse. Tse thanked Ayers, asked the Board to stand down, invited the Resolutions Committee to deliver its report, and introduced a number of guests.

GUESTS

- Mike Parker, President, Health Sciences Association of Alberta
- Karen Schmid, President, Health Sciences Association of Saskatchewan
- Jason MacLean, Secretary-Treasurer, National Union of Public and General Employees
- Sarah Erdelyi, Provincial Manager, BC Association of Medical Radiation Technologists
- Susan Clarke, Executive Director, British Columbia Ultrasonographers' Society/Sonography Canada
- Nancy Chouinard, Chair, Board of Directors, British Columbia Ultrasonographers' Society/Sonography Canada
- Bert Blundon, President, National Union of Public and General Employees

RESOLUTIONS COMMITTEE REPORT

Mandi Ayers (Vice-President, Director - Region 10), Chair of the Resolutions Committee, introduced the members of the committee:

- Alexandra Thomson, Director - Region 4
- Morag Kydd, Region 1

- Jade Stuart, Region 2
- Livia Davies, Region 3
- Laura Greenwood, Region 4
- Lisa Daechsel, Region 5
- Neilofur Akthar, Region 6
- Penny Regier, Region 7
- Laurie Golemiac, Region 8
- Mike Tyson, Region 9
- Jenn Hiscock, Region 10
- Miriam Sobrino and Rosemary DeYagher, staff support

Ayers 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**

Resolution #1 – Accessibility

HSA WILL: Commit to creating universally accessible documents and processes for its staff and members.

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

Resolution #38 – Constitution

HSA WILL: Replace instances of the word “chief” in the constitution with the word “lead” as follows: Article 7, section 5 (a) and (c); Article 9, section 6 (b) and (e).

M/S Motion: **To adopt Resolution #38**
 Delegate Vote: **Carried**

Kane passed the chair to parliamentarian Smith.

Resolution #36 – Constitution

HSA WILL: Amend 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 #36**
 Delegate Vote: **Defeated**

Resolution #37 – Constitution

HSA WILL: Not allow nominations for the position of HSA president from the floor during Convention; and

HSA WILL: Review and amend the policy describing the final call for HSA presidential elections.

M/S Motion: **To adopt Resolution #37**
Delegate Vote: **Defeated**

Smith passed the chair back to Tse.

Resolution #39 – Constitution

HSA WILL: Amend Article 8, section 10 (b) from:

“(b) To establish conditions for receiving job action pay, which may include a requirement to perform and amount of picket or alternate duty.”

To:

“(b) To establish conditions for members receiving job action pay, which may include a requirement to perform and amount of picket or alternate duty.”

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

Resolution #40 – Constitution

HSA WILL: Amend Article 7, Section 5 (e) of the HSA constitution from:

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

to:

“Chapters that have elected their complete delegate entitlement can elect up to two additional members as alternates in the event that a (the) registered delegate(s) is (are) unable to attend. Alternates may also be selected to fill unfilled delegate seats within their region.”

M/S Motion: **To adopt Resolution #40**
Delegate Vote: **Carried**

Resolution #41 – Constitution

HSA WILL: Replace Article 6 Section 7 of the HSA constitution with the following:

“The rights and benefits of the Union are conferred on each member, without discrimination on the basis of indigenous identity, race, colour, ancestry, place of origin, political belief, religion, marital , family or socio-economic status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or member, or because that member has been convicted of a criminal or summary conviction offence that is unrelated to the membership or intended membership.”

M/S Motion: **To adopt Resolution #41**
Delegate Vote: **Carried**

Tse passed the chair to Smith.

Resolution #42 – Constitution

HSA WILL: Add the following to Article 8 – Board of Directors:

“The Board of Directors shall determine its own rules and procedures. Without limiting the generality of the foregoing and, notwithstanding any other provision in this

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

Prior to conducting a vote pursuant to this Section, the Board of Directors shall notify the Regional Director in writing at least 14 days in advance of the meeting at which the vote will be taken and the Regional Director must be given an opportunity to make representation to the Board of Directors in respect of the allegations against them, and of the proposed motion.

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

- (a) A complaint filed under Article 15 which has been deemed by an Investigator who was appointed under Article 15, Section 5 to have merit to proceed to trial, and poses a potential legal liability to the Union if no action is taken.
- (b) Failure to take the Oath of Office in verbal and written form within one month following the Annual Convention or of being appointed or elected, as per Article 8, Section 11 to their position. Where a Regional Director is prohibited from attending a meeting of the Board of Directors, or is suspended from office, the Regional Director’s alternate, as per Article 10, Section 5, shall attend in their place.

Subject to any applicable laws such as the BC Labour Relations Code, a motion passed by the Board of Directors under this Article is final.”

M/S Motion: **To amend Resolution #42**
Chair: **Smith ruled the proposed amendment out of order**

M/S Motion: **To adopt Resolution #42**
Delegate Vote: Smith was unable to determine the vote by hand and asked for an electronic vote be conducted

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



Resolution #43 – Constitution

HSA WILL: Amend Section 6, Article 7 as follows: "Board of Directors and Members-at-Large, Directors-elect, and members of committees reporting to Convention are automatic delegates with voting rights."

M/S Motion: **To adopt Resolution #43**
 Delegate Vote: **Carried**

Tse thanked the Resolution Committee, asked them to stand down, made some announcements, and advised the convention would reconvene at 1:30 p.m., and adjourned at 11:58 a.m.

Thursday, May 2, 2024 – Afternoon Session

Tse called the convention to order at 1:40 p.m. and called upon the Finance Committee to deliver its report.

FINANCE COMMITTEE REPORT

Jing-Yi Ng (Secretary-Treasurer, Director – Region 3), Chair of the Finance Committee, introduced the Finance Committee:

- Andrew Duarte, Director – Region 1
- Jill Slind, Director – Region 5 (absent)
- Tonya Harford, Region 3
- Cathy Davidson, Executive Director Finance & Operations and Stella Lee, staff support

Ng then advised delegates that Ryan Gorder, Audit Manager of MNP LLP, was taken ill at the last minute and was unable to attend but provided a written Auditor's report for the year ending December 31, 2023. Ng read the auditor's report.

Ng, on behalf of the committee, moved and seconded the report.

M/S Motion: **To accept the 2023 Audited Financial Statements**
 Delegate Vote: **Carried**

GUEST

Tse acknowledged an additional guest had joined to observe the convention.

- Tiffany Ottahal, Director, Solidarity Economy at Vancity Community Foundation

Ng proceeded with delivering the Finance report, answered questions and on behalf of the committee, and moved and seconded the Finance Committee report.

M/S Motion: **To cease debate on the Finance Committee Report**
 Delegate Vote: **Carried**

A delegate challenged the Chair's decision to test the house on ceasing debate.

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

M/S Motion: **To uphold the decision of the chair**
 Delegate Vote: **Carried**

Smith turned the chair back to Tse.

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

- Suzanne Lauzon, Region 8
- Marina Moskaleva, Region 6 (absent)
- Mike Wisla, Farzad Kasad, Taylor Desmarais, staff support

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

A motion was put forward from a delegate.

M/S Motion: **To suspend the Rules of Order in order to amend the Agenda to allow the Racial Justice Committee to present their report before the CESA Committee.**
Delegate Vote: **Carried**

Tse thanked the OH&S Committee, invited the Racial Justice Committee to deliver its report and passed the chair to Smith.

RACIAL JUSTICE COMMITTEE

The Racial Justice Committee members delivered the committee's report:

- Rachel Walls, Region 1
- Tammam El-Khodor, Region 4
- Natashia Lee, Region 5 (absent)
- Maha Elashi, Region 6
- Jing-Yi Ng, Director, Region 3
- Kane Tse, President ex-officio
- Simran Ahmed and Suilee Quach, staff support

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

Smith thanked the Racial Justice Committee, reviewed the agenda with delegates and asked Ayers, Chair of the Resolutions Committee, to continue with resolutions.

Resolution Composite #142 – International Affairs (covers 143 and 144)

HSA WILL: Take action in solidarity with unions and other organizations seeking a just and bipartite resolution to the longstanding conflict in Israel and Palestine; and

HSA WILL: Call for an immediate ceasefire in Israel and occupied Palestine to prevent further suffering and loss of civilian life; and

HSA WILL: Call for a release of Israeli and Palestinian hostages, and protection for all civilian lives in Israel and Palestine; and

HSA WILL: Bring forward the spirit and intent of this resolution to provincial and national union groups including BCFED, NUPGE, Labour Councils, and the CLC.

M/S Motion: **To adopt Resolution #142**
Delegate Vote: **Carried**

Resolution #141 – International Affairs

HSA WILL: Not provide commentary or share information related to international conflicts; and

HSA WILL: Not provide financial aid to support a particular side in an international conflict or war.

M/S Motion: **To adopt Resolution #141**

A delegate made a point of order to the chair that this resolution was out of order and to reject this resolution for consideration. Smith ruled the request out of order and gave delegates time to consider Resolution #141.

A delegate challenged the chair on the ruling. Smith passed the chair to Ayers.

Ayers invited the delegate and chair to present their positions.

M/S Motion: **To uphold the Chair’s decision to not rule Resolution #141 out of order**
Delegate Vote: **Carried**

M/S Motion: **To adopt Resolution #141**

A delegate requested that the vote on Resolution #141 be conducted electronically.

M/S Motion: **To conduct the vote on Resolution #141 electronically**
Delegate Vote: **Defeated**

M/S Motion: **To adopt Resolution #141**
Delegate Vote: **Defeated**

Tse asked for the doors to be tiled and asked Elder Ann to provide closing greetings. Tse made several announcements, asked for the doors to be untiled, adjourned the meeting at 5:05 p.m. and advised convention would reconvene Friday, May 3 at 8:30 a.m.

Friday, May 3 – Morning Session

Kane Tse called the meeting to order at 8:40 a.m. and invited Shannon Chartier, Convention Registrar, to deliver the Credentials Report.

CREDENTIALS REPORT

155	Delegates
1	Non-voting members
55	Staff
1	Parliamentarian
8	Guests

220 TOTAL

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

Tse thanked Chartier and then called upon Elder Ann Seaweed to present opening greetings.

Tse thanked Elder Ann and invited the Indigenous Circle to present its report, and introduced a guest seated in the visitors' gallery.

GUEST

- Sussanne Skidmore, President, BC Federation of Labour

INDIGENOUS CIRCLE

The Indigenous Circle presented their report.

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

A motion was put forward from a delegate.

M/S	<u>Motion:</u>	To accept the remainder of committee reports as written in the Annual Report
	<u>Delegate Vote:</u>	Carried

Tse thanked the Indigenous Circle, invited the Board or Directors to the stage and introduced guest speaker Hon. David Eby, Premier of British Columbia.

GUEST SPEAKER

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

Tse thanked Hon. Eby for his address to convention and invited the Resolutions Committee to continue with resolutions.

Resolution #44 – Constitution

HSA WILL: Amend Article 9, Section 1 of the union constitution from:

“Section 1. Term of Office of President

The term of office is two years. The President is elected at the Annual Convention in odd numbered years.”

To

“Section 1. Term of Office of President

The term of Office is two years. The President is elected by all members in good standing during the union’s Annual Convention in odd-numbered years.”; and

HSA will amend Article 9, Section 2 of the union constitution from:

“Section 2. Nomination of President

(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 President. 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 black and white 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.”

To:

“Section 2. Nomination of President

(a) To be eligible, nominees must have been a member in good standing of the Union for at least one year immediately prior to election.

(b) Any six members in good standing may nominate any other member to seek election as President. 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 head and shoulders photo 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.”; and

HSA will amend Article 9 – President, Section 3 of the union constitution from:

“(a) The election of the President 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 President shall complete a two-week paid transition period with the new President.”

To:

“(a) The election of the President is by secret ballot and requires a majority vote: that is, over 50 percent of those members voting.

(b) Every member in good standing has an opportunity to participate in the vote,

which shall be by electronic balloting. The union will provide all members notice of the voting period.

(c) 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.

(d) 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.

(e) The outgoing President shall complete a two-week paid transition period with the new President.” and;

HSA will amend Article 9, Section 5 of the union constitution from:

“Section 5. Recall of the President

(a) A motion to recall the President is in order at a Special Convention, if notice is contained in the Convention petition or call.

(b) A resolution to recall the President 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.”

To:

“Section 5. Recall of the President

(a) Recall of the president requires written petition by a majority of the members of the Union, delivered to the Board of Directors within 45 days from the date of the first signature.

(b) The Board of Directors will establish an election procedure. The President 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 members in good standing 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 President’s term.”

M/S	<u>Motion:</u>	To adopt Resolution #44
	<u>Delegate Vote:</u>	Carried

Resolution #45 – Constitution (covers 46)

HSA WILL: Amend Article 15 of the Constitution from:

Article 15 – Complaints & Dispute Resolution

Section 1. Complaints

A member who has reasonable grounds to believe that another member has violated any Obligation or Responsibility provided for in this Constitution may file a complaint against the member in accordance with the procedure set out in this article.

Section 2. Form of Complaint

All complaints must be set out in writing and delivered to the Secretary-Treasurer of the Union. Complaints must contain the following information:

- (a) Name, address, telephone number and signature of person making the complaint (the “Complainant”);
- (b) Member named in complaint;
- (c) Facts which form the basis of the complaint;
- (d) The portion of Constitution that is alleged to have been violated;
- (e) Whether the Complainant has personal knowledge of the facts and, if not, from where the information is derived.

Section 3. Time for Bringing Complaint

A complaint shall be delivered to the Secretary-Treasurer not later than six months after the date on which the Complainant knew or ought to have known of the action or circumstances giving rise to the complaint.

Section 4. Notice of the Complaint

- (a) The Secretary-Treasurer shall, as soon as practicable, after receiving a complaint, notify the person who is the subject of the complaint (the "Respondent") by mail, ensuring proof of delivery and provide that person with a copy of the complaint received.
- (b) The Secretary-Treasurer shall in the same notice require the Respondent to provide a written response to the complaint which response may be limited to admitting or denying the complaint. Such response shall be provided within fifteen working days of the complaint being mailed to the Respondent.

Section 5. Investigator

- (a) When a complaint has been received, the Secretary-Treasurer shall ask the Board of Directors to appoint an Investigator.
- (b) If the Secretary-Treasurer determines that the complaint relates to an alleged violation of the Personal Information Protection Act, the matter shall also be referred to the Privacy Officer.
- (c) That Investigator shall make a preliminary investigation of the complaint and for this purpose may consider such evidence and facts which are considered relevant.
- (d) If the Investigator sees an opportunity for alternative dispute resolution, then the Investigator shall recommend this action to the Secretary-Treasurer.
- (e) The Investigator deems that the complaint is without merit, the complaint is dismissed by the Secretary-Treasurer and a report is provided to the Board of Directors on the Investigator's findings.
- (f) Where the Investigator has determined that the complaint has sufficient merit to proceed to trial in whole or in part, the Investigator will provide a report through the Secretary-Treasurer to the Board of Directors. The Board of Directors will then direct the Chair of the Trial Committee to convene a Hearing Panel.

Section 6. Hearing Panel

- (a) The Chair of the Trial Committee shall convene a Hearing Panel consisting of at least three members of the Trial Committee to hear the complaint.
- (b) The hearing panel, so convened, shall have authority to fulfill its responsibilities up to and including publishing its written decision, notwithstanding the Trial Committee's end of term date.
- (c) The Respondent has the right to know the complaint against them and to be provided with the particulars.
- (d) The Respondent must be given reasonable notice of the complaint prior to any hearing and must be given reasonable notice of the hearing date.
- (e) The Hearing Panel shall determine its own procedures, and shall hear and receive evidence in accordance with the following principles:
 - (i) The hearing must be conducted in compliance with the intent and purpose of this Constitution and within the framework of the Terms of Reference of the Trial Committee;
 - (ii) The Hearing Panel shall call evidence; examine witnesses; receive evidence from the Respondent, Complainant, and other witnesses, and the

- representative(s) of the Board of Directors; and receive documents and submissions;
- (iii) The trial shall be conducted in good faith and without bias;
- (iv) The Hearing Panel is not bound by the strict rules of evidence. However, any decision reached must be based on the actual evidence adduced and not influenced by any matters outside the scope of the evidence.
- (v) If the Hearing Panel cannot reach consensus on the charge, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel.
- (f) The Respondent and the Complainant have the right to have a representative accompany them to the hearing.
- (g) The Hearing Panel shall be provided with access to legal counsel.
- (h) The Board of Directors shall be a party with the same rights of participation as the other parties to any trial where the Board of Directors determines that the matter before the Trial Committee is of significant interest to the Union or for other good reason. The decision to be a party is in the sole discretion of the Board of Directors. The Board of Directors may appoint a representative(s), including legal counsel, to appear before the Trial Committee.

Section 7. Decision

- (a) Upon conclusion of the trial the Hearing Panel shall, as soon as practicable, publish a written decision and forward it to the Board of Directors, the Investigator, the Complainant, and the Respondent.
- (b) Where the member has been found guilty of a breach of any Obligation or Responsibility in the Constitution, the Hearing Panel shall decide the appropriate level of discipline considering all of the circumstances. If appropriate, the Hearing Panel may seek further submissions from the parties before imposing any discipline. If the Hearing Panel cannot reach consensus on the discipline, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel. Discipline may include the following:
 - (i) A written warning;
 - (ii) Removal from office or position in the Union;
 - (iii) Prohibition and/or restriction on holding elected positions in the Union;
 - (iv) Prohibition and/or restriction on attending Union events including Convention;
 - (v) A fine not in excess of \$25,000;
 - (vi) Suspension or expulsion from Union membership;
 - (vii) Any other discipline deemed appropriate.

Section 8. Expenses

- (a) The Union shall reimburse members and witnesses for their reasonable transportation expenses and lost wages resulting from their necessary attendance at the hearing.
- (b) Should expenses be incurred as a result of processing a complaint and the process is not completed due to the Complainant(s) not participating in the process, the Union may bill the Complainant(s) to recoup the costs

Section 9. Appeal

- (a) Any member found in breach of the Constitution may seek leave to appeal such decision to the next Convention. Any appeal must be submitted in writing to the President within one month of mailing of the decision of the Hearing Panel to the member's address on file with the Hearing Panel. The appeal must contain the facts which form the basis for the appeal.
 - (i) If leave to appeal is granted, Convention as a whole will hear the appeal.

- (b) disciplined member may seek leave to appeal the imposed discipline to the next Convention. Any appeal must be submitted in writing to the President within one month of mailing of the decision of the Hearing Panel to the member's address on file with the Hearing Panel. The appeal must contain the facts which form the basis of the appeal.
- (i) If leave to appeal is granted, five (5) members at the Convention shall be selected by lot to hear the appeal of the sentence (the Discipline Appeal Committee). No witness or party to the hearing or member of the Trial Committee shall be permitted to be on the Discipline Appeal Committee.
 - (ii) The decision of the Discipline Appeal Committee is final and there is no right to appeal its decision. Any party to the original decision may participate in the hearing before the Discipline Appeal Committee. Any appeal is an appeal on the record and not a hearing de novo. The Discipline Appeal Committee may also consider any direction given by Convention at the time of granting leave.
 - (iii) The Union shall reimburse members for their reasonable transportation expenses and lost wages resulting from necessary attendance at any leave to appeal application or attendance before the Discipline Appeal Committee.
 - (iv) The Discipline Appeal Committee shall be provided access to legal counsel.
 - (v) The Discipline Appeal Committee shall publish their written decision as soon as practicable after the conclusion of the Appeal.
- (c) In the case of a suspension or expulsion from Union membership, the penalty will not be implemented in such a manner that it affects a member's employment pending resolution of an appeal. The President shall determine a fair and appropriate procedure."

To:

Article 15 – Complaints & Dispute Resolution

Section 1. Complaints

A member who has reasonable grounds to believe that another member has violated any Obligation or Responsibility provided for in this Constitution may file a complaint against the member in accordance with the procedure set out in this Article.

Section 2. Form of Complaint

All complaints must be set out in writing and delivered to the Secretary-Treasurer of the Union. Complaints must contain the following information:

- (a) Name, address, telephone number and signature of person making the complaint (the "Complainant");
- (b) Member named in complaint;
- (c) The date on which the conduct or incident in question occurred and the date on which the complainant became aware of the conduct or incident;
- (d) Facts which form the basis of the complaint;
- (e) The portion of Constitution that is alleged to have been violated;
- (f) Whether the Complainant has personal knowledge of the facts and, if not, from where the information is derived.

The Secretary-Treasurer shall act as Registrar for incoming complaints unless the Secretary-Treasurer is the subject of a complaint, in which case the Vice-President will act as Registrar.

In the event that a complaint is brought forward against the Board of Directors as a whole or each of the individuals, then the senior staff person of the union shall appoint external counsel to act as Registrar. The Registrar shall have the power to determine whether the complainant has provided sufficient particulars and made the complaint in a timely manner as set out below. The Registrar shall have the power to determine if the complaint may proceed or to dismiss the complaint if:

- it is deficient in any of the particulars outlined in Section 2 (a) to (f) above;
- a grievance or other related legal proceeding is still in process;
- the complainant has other avenues or options available within the union that have not been exhausted; or
- the complaint was not filed within the time frames set out in this Article or a compelling reason was not provided for the delay as set out below.

Section 3. Timelines

A member filing a complaint under this article must do so in a timely manner and exhaust all other available internal union avenues before the complaint is accepted for processing. In order for the complaint to be considered timely, the complaint shall be filed in writing to the Registrar within three months of exhausting all other options, unless the conduct complained of is of an ongoing nature such as harassment or bullying.

Delay in filing an Article 15 complaint because the complainant has attempted to take action outside of internal union processes shall not be considered a compelling reason for the delay and the complaint may be dismissed. Moreover, if the Registrar determines that the subject to the complaint has been dealt with in another appropriate forum (such as a grievance or other legal proceeding) then the Registrar may dismiss the complaint.

If the complaint is received by the Registrar more than three months after the action or conduct complained of, unless of an ongoing nature, the complainant must provide details explaining why there was a delay in filing the complaint. Only if the Registrar determines that the complainant has provided sufficient particulars and that the complaint is timely or there is a compelling reason for the delay, the complaint shall proceed. For timely complaints, the Registrar has the power to remit the matter back to the complainant if the complaint lacks sufficient particulars. The Registrar may request additional particulars and set reasonable timelines for the provision of such in order to determine that the complaint is ready to proceed. If a complaint containing sufficient particulars is not filed within the specified three-month time, or the Registrar is not provided with and satisfied that there is a compelling reason for the delay, the complaint shall be dismissed and shall not proceed. The Registrar's decision to dismiss a complaint may be appealed in writing to the Board of Directors within two weeks (10 working days) of receipt of the decision to dismiss. The Board of Directors must then consider that appeal within 30 calendar days and the President will advise the complainant in writing of the final and conclusive decision whether or not to proceed in the processing of the complaint.

Section 4. Notice of the Complaint

- (a) The Registrar shall, as soon as practicable, after receiving a complaint, notify the person who is the subject of the complaint (the "Respondent") by mail ensuring proof of delivery and provide that person with a copy of the complaint received.
- (b) The Registrar shall in the same notice require the Respondent to provide a written response to the complaint within fifteen working days of the complaint being mailed to the Respondent. The response may be limited to admitting or denying

the complaint. Failure to provide a response may result in the particulars alleged in the complaint to be accepted as facts by the Registrar. Should the Respondent admit the conduct alleged in the complaint, the Registrar will have the discretion to ask the Board of Directors to bypass the investigation stage set out below in Section 5 and direct the Chair of the Trial Committee to convene a Hearing Panel.

Section 5. Investigator

- (a) When a complaint has been received and determined by the Registrar to be sufficient and timely, the Registrar shall ask the Board of Directors to appoint an Investigator.
- (b) If the Registrar determines that the complaint relates to an alleged violation of the Personal Information Protection Act, the matter shall also be referred to the Privacy Officer.
- (c) The Investigator shall conduct a preliminary investigation of the complaint and for this purpose may consider such evidence and facts which are considered relevant.
- (d) If the Investigator sees an opportunity for alternative dispute resolution, then the Investigator shall recommend this action to the Registrar.
- (e) If the Investigator deems that the complaint is without merit, the complaint shall be dismissed by the Registrar and a report provided to the Board of Directors on the Investigator's findings.
- (f) Where the Investigator has determined that the complaint has sufficient merit to proceed to trial in whole or in part, the Investigator will provide a report through the Registrar to the Board of Directors, within 21 days of appointment. The Investigator will also have the ability to request a reasonable extension through the Registrar. Upon receipt of the investigator's report, the Board of Directors will then, within 14 working days of receipt of the Investigator's report, review the Investigator's report and vote whether to direct the Chair of the Trial Committee to convene a Hearing Panel. Should the Board of Directors vote to proceed to a Hearing, the Hearing must commence within two months of the determination by the Board of Directors.

Section 6. Hearing Panel

- (a) The Chair of the Trial Committee shall convene a Hearing Panel consisting of at least three members of the Trial Committee to hear the complaint.
- (b) The hearing panel, so convened, shall have authority to fulfill its responsibilities up to and including publishing its written decision, notwithstanding the Trial Committee's end of term date.
- (c) The Respondent has the right to know the complaint against them and to be provided with the particulars, which may be provided in summary form by the Registrar, the Investigator, or the Chair of the Trial Committee.
- (d) The Respondent must be given 30 days' notice of the complaint prior to any hearing and must be given 30 days' notice of the hearing date.
- (e) If a hearing cannot be scheduled within the prescribed timelines in section 5(f) and 6(d) the Chair of the Trial Committee may request an extension of the timeline to the Board of Directors.
- (f) The Hearing Panel shall determine its own procedures, and shall hear and receive evidence in accordance with the following principles:
 - (i) The hearing must be conducted in compliance with the intent and purpose of this Constitution and within the framework of the Terms Reference of the Trial Committee;
 - (ii) The Hearing Panel shall call evidence; examine witnesses; receive evidence from the Respondent, Complainant, and other witnesses, and the

- representative(s) of the Board of Directors; and receive documents and submissions;
- (iii) The trial shall be conducted in good faith and without bias;
 - (iv) The Hearing Panel is not bound by the strict rules of evidence. However, any decision reached must be based on the actual evidence adduced and not influenced by any matters outside the scope of the evidence.
 - (v) If the Hearing Panel cannot reach consensus on the charge, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel.
- (g) The Respondent and the Complainant have the right to have a representative or legal counsel accompany them to the hearing. The Union will not pay for legal counsel of either the Complainant or Respondent. However, the successful party may apply to the Secretary-Treasurer for reasonable costs at the ultimate conclusion of the proceeding.
 - (h) The Hearing Panel shall be provided with access to legal counsel.
 - (i) The Board of Directors shall be a party with the same rights of participation as the other parties to any trial where the Board of Directors determines that the matter before the Trial Committee is of significant interest to the Union or for other good reason. The Board of Directors, as an entire entity, shall be provided with access to legal counsel. The decision to be a party is in the sole discretion of the Board of Directors. The Board of Directors may appoint a representative(s), including legal counsel, to appear before the Trial Committee.

Section 7. Decision

- (a) The Hearing Panel shall, within two months of the conclusion of the trial, publish a written decision and forward it on whether the complaint has been upheld or dismissed. The decision shall be sent to the Board of Directors, the Investigator, the Complainant, and the Respondent. If the decision cannot be published within the prescribed timeline, the Hearing Panel Chair may request an extension from the Board of Directors.
- (b) Where the member has been found guilty of a breach of any Obligation or Responsibility in the Constitution, the Hearing Panel shall also decide the appropriate level of discipline considering all of the circumstances. If appropriate, the Hearing Panel may, after issuing its decision on the merits as set out above, seek further submissions from the parties before imposing any discipline. If the Hearing Panel cannot reach consensus on the discipline, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel. In the event that the Hearing Panel is issuing a separate decision on the discipline, that written decision must be rendered no later than 30 days after the determination of the merits has been published.

Discipline may include the following:

- (i) A written warning
- (ii) Removal from office or position in the Union
- (iii) Prohibition and/or restriction on holding elected positions in the Union;
- (iv) Prohibition and/or restriction on attending Union events including Convention;
- (v) A fine not in excess of \$25,000;
- (vi) Suspension or expulsion from Union membership;
- (vii) Any other discipline deemed appropriate.

Section 8. Expenses

- (a) Members and witnesses may seek reimbursement from the union for their reasonable transportation expenses and lost wages resulting from their necessary attendance at the hearing.
- (b) Should expenses be incurred as a result of processing a complaint and the process is not completed due to the Complainant(s) or Respondent(s) not participating in the process, the Union may bill the Complainant(s) or Respondent(s) to recoup the costs.

Section 9. Appeal

- (a) Any member affected by a Trial Decision under this Article of the Constitution may seek leave to appeal such decision to the next Convention. The Appellant may seek review of the determination of the Hearing Panel, the discipline imposed, or both matters.
- (b) Any appeal must be submitted in writing to the President within one month of mailing of the decision of the Hearing Panel to the member's address on file with the Hearing Panel. The appeal must contain the facts state the basis and grounds as set out in Section 9(c) which form the basis of the appeal. The President may deny leave to appeal if the basis and grounds are not met.
- (c) An application for leave to appeal must show a good arguable case of sufficient merit. This means that the President, who shall be entitled to consult with legal counsel, must be satisfied the appeal might succeed on one of the following grounds:
 - (i) The original decision is inconsistent with the principles expressed or implied in the Constitution, the Labour Relations Code, or in another statute dealing with labour relations.
 - (ii) The Hearing Panel denied the party a fair hearing.
 - (iii) New evidence has become available that was not available earlier through the exercise of reasonable diligence. There must be a strong probability that the new evidence will have a material and determinative effect on the decision.
 - (iv) The penalty or penalties imposed are excessive.
- (d) If leave to appeal is granted by the President, Convention as a whole will hear the appeal.
- (e) In advance of convention, the Board of Directors shall determine the rules for the appeal hearing consistent with the rules of natural justice and fair process and advise all parties to the appeal at least two weeks prior to convention of the appeal rules. If the appellant is appealing both the determination of the complaint by the Hearing Panel and the discipline imposed, the Board of Directors may create a bifurcated process. Any appeal is an appeal on the basis of the written decision of the initial Hearing Panel and documentary evidence submitted at the original hearing and is not a hearing de novo. The decision of the Convention is final and conclusive. There is no right to appeal the decision of Convention. In the case of suspension or expulsion from Union membership, the penalty will not be implemented in such a manner that it affects a member's employment pending resolution of an appeal."

M/S Motion: **To adopt Resolution #45**
 Delegate Vote: **Carried**

Resolution 45		
Are you in favour or opposed to the Resolution?		
	Votes	%
1. In Favour	290	75.52
2. Opposed	94	24.48
Resolution Carried		



Resolution #47 – Policy

HSA WILL: Provide a third-party representative to support and advocate for each member involved in the constitutional complaint.

M/S Motion: **To refer resolution #47 back to the Resolutions Committee with instructions**
Delegate Vote: **Defeated**

M/S Motion: **To adopt Resolution #47**
Delegate Vote: Tse advised he was unable to determine the vote by show of hand and requested an electronic vote be conducted

M/S Motion: **To adopt Resolution #47**
Delegate Vote: **Defeated**

Resolution 47		
Are you in favour or opposed to the Resolution?		
	Votes	%
1. In Favour	168	42.11
2. Opposed	231	57.89
Resolution Not Carried		



Resolution #48 – Constitution

HSA WILL: Amend Article 5 of the HSA constitution by adding Sections 3., 4., and 5. as follows:

Section 3. Continuation of Membership

Once accepted, a member continues as a member in good standing while employed in a bargaining unit that is represented by the Union unless the member loses good standing under the provisions of this Constitution.

Section 4. Suspension of Membership

Membership in good standing in the union may be suspended by a Disciplinary decision of the Hearing Panel as defined in Article 15, Section 7, paragraph (b) (iv). Members who are suspended are not permitted to hold or run for any elected position, nor may they attend or participate in any Union events. If the Hearing Panel's decision does not include a timeframe specifying the length of the suspension, then the length of the suspension is indefinite. After every two years from the commencement of the suspension, the member may request re-instatement of membership in good standing via written correspondence to the Board of Directors with supporting arguments and documentation. The decision of the Board of Directors is considered to be final.

Section 5. Cessation of Membership

If a member ceases to be employed for any reason (except where the member has been dismissed from their employment and is grieving the dismissal) in a bargaining unit that is represented by the Union, that member ceases to be a member of the Union ("Former Member") as of the end of the calendar month in which their employment in the bargaining unit ended ("Cessation of Membership").

M/S	<u>Motion:</u>	To adopt Resolution #48
	<u>Delegate Vote:</u>	Carried

Tse thanked the Resolutions Committee and introduced the moderator of the Affordability Panel, Sussanne Skidmore, President, BC Federation of Labor. Skidmore introduced the members of the panel, Troy Cochrane, CLC, Lisa Helps, BC Housing, and Marc Lee, CCPA. The panel was assembled to have a robust conversation about what is at the root of the affordability crisis and to consider solutions and responses to the challenges.

AFFORDABILITY PANEL

- Sussanne Skidmore, President, BC Federation of Labor, Panel Moderator
- Marc Lee, Senior Economist , Canadian Centre for Policy Alternatives
- Troy Cochrane, Economist, Canadian Labour Congress
- Lisa Helps, Executive Lead for BC Builds Project Origination and Process Innovation, BC Housing

Tse thanked Sussanne Skidmore, Marc Lee, Troy Cochrane and Lisa Helps, invited the Resolutions Committee to continue with resolutions, and introduced more guests.

GUESTS

- Hon. Adrian Dix, Minister of Health and Minister of Francophone Affairs
- Lorrie Cramb, Executive Director, Allied Health Policy Secretariat, Ministry of Health
- Orion Irvine, Canadian Labour Congress

Resolution #78 – Finance (covers 78 – 83)

HSA WILL: No longer collect dues from overtime wages.

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

Tse introduced another guest.

GUEST

- Reah Arora, Director of Organizing & Campaigns, BC Federation of Labour

Resolution #69 – Finance

HSA WILL: Allow members attending a full day of union business on a scheduled day off to bank the amount of hours equivalent to their regularly scheduled day of work.

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

Resolution #76 – Finance

HSA WILL: Reduce the union dues from 1.85% to 1.8% which would result in extra money over the long term to our members.

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

Resolution #70 – Finance

HSA WILL: Send the yearly chapter budget directly to lead and assistant lead stewards at the beginning of every year so that stewards can organize yearly activities.

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

Resolution #85 – Finance

HSA WILL: Drop any investments we currently have in weapons manufacturers, divesting all stocks and securities, in an expedited and timely manner; and

HSA WILL: Refrain from making further investments in weapons manufacturers, and other corporations that directly profit from war, or armed conflict, or occupation; and

HSA WILL: Call upon the Municipal Pension Plan to withdraw all investments in companies who support and supply militaries, war, genocide and apartheid.

M/S Motion: **To adopt Resolution #85**
 Delegate Vote: **Carried**

Resolution #86 – Finance

HSA WILL: Revert the per diem rates back to: Breakfast: 20.00; Lunch: 25.00; Dinner: 30.00 to more prudently spend HSA members' money.

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

Tse thanked the Resolutions Committee and introduced guest speaker Hon. Adrian Dix, Minister of Health and Minister of Francophone Affairs

GUEST SPEAKER

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

Tse thanked Minister Dix for his address to convention, made several announcements, advised convention would resume at 1:30 p.m., and adjourned at 12:09 p.m.

Friday, May 3 – Afternoon Session

Tse called the meeting to order at 1:36 p.m. and called the Trial Committee forward to deliver their report, and asked Jill Slind, Chair of the Elections Committee, to come forward to conduct the election of the Trial Committee.

TRIAL COMMITTEE

Candis Johnson, Region 10, Chair of the Trial Committee thanked the Trial Committee members for their work.

- Mark Tazumi, Region 1
- Lola Saidmuradova, Region 3
- Laura Greenwood, Region 4
- Jeff Lee, Region 4
- Freda Otieno, Region 9
- Allen Peters, Region 8

Johnson delivered the committee's report.

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

Tse thanked Johnson and asked the chair of the Elections Committee to conduct the Trial Committee election.

TRIAL COMMITTEE ELECTION

Jill Slind (Director – Region 5), Chair of the Elections Committee, outlined the election process, reviewed the Trial Committee's responsibilities and conducted the Trial Committee election. Members nominated for the 2024 Trial Committee:

1. Penny Regier, Region 7
2. Lara Seguin, Region 1
3. Douglas Herasymuik, Region 7
4. Bailey McKay, Region 1
5. Freda Otieno, Region 9
6. Lola Saidmuradova, Region 3
7. Benjamin Perry, Region 7
8. Chelsea Bellingham, Region 1

Slind made the second call for nominations and one further nomination was made.

9. Kendra Tapscott

Slind made the final call for nominations. There were no further nominations. Eight of the nine nominees accepted their nominations and addressed convention.


1. Kendra Tapscott, Region 5
2. Chelsea Bellingham, Region 1
3. Benjamin Perry, Region 7
4. Freda Otieno, Region 9

5. Bailey McKay, Region 1
6. Douglas Herasymuik, Region 7
7. Lara Seguin, Region 1
8. Penny Regier, Region 7

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

TRIAL COMMITTEE ELECTION RESULTS

Trial Committee Election Please vote for seven (7) candidates.			
Candidate	Votes	%	Rank
Freda Otieno	353	93.14	1
Penny Regier	351	92.61	2
Lara Seguin	333	87.86	3
Benjamin Perry	333	87.86	3
Chelsea Bellingham	333	87.86	3
Kendra Tapscott	332	87.60	6
Bailey McKay	330	87.07	7
Douglas Herasymuik	288	75.99	8


HEALTH SCIENCES ASSOCIATION
 The union delivering modern health care

Members elected to the 2024 Trial Committee:

1. Freda Otieno, Region 9
2. Penny Regier, Region 7
3. Lara Seguin, Region 1
4. Benjamin Perry, Region 7
5. Chelsea Bellingham, Region 1
6. Kendra Tapscott, Region 5
7. Bailey McKay, Region 1

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

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

Tse thanked Slind and asked the Resolutions Committee to continue with resolutions. Tse passed the chair to Sarah Kooner, Director Region 7.

Resolution #119 – Governance

HSA WILL: Create three (3) distinct committees for people with disabilities, 2SLGBTQIA+ people and gender diverse people, comprised of members with lived experience.

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

Resolution #101 – Governance (covers 102)

HSA WILL: After our next presidential election and Convention (to be held in 2025) move to a Biennial Convention model; and

HSA WILL: Host Convention every second year to coincide with our presidential election.

M/S Motion: **To refer back to the Resolutions Committee with instructions to consider the points raised at the con microphone**
Delegate Vote: **Defeated**

M/S Motion: **To adopt Resolution #101**
Delegate Vote: Kooner was unable to determine the vote by show of hands and requested an electronic vote be conducted

M/S Motion: **To adopt Resolution #101**
Delegate Vote: **Defeated**



Resolution #104 – Governance

HSA WILL: Add an extra day to the convention or change the pre-convention workshop day to an additional day of resolution voting.

M/S Motion: **To adopt Resolution #104**
Delegate Vote: **Defeated**

Kooner passed the chair back to Tse.

Resolution #72 – Finance

HSA WILL: Provide two bursaries of \$2,000.00 for two HSA members to help cover the cost to participate in CoDevelopment Canada international delegations for every year that CoDevelopment Canada hosts an international delegation abroad.

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

Tse passed the chair to Jing-Yi Ng, Director Region 3.

Resolution #73 – Finance

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

M/S Motion: **To adopt Resolution #73**

M/S Motion: **To vote on Resolution #73 electronically**
 Delegate Vote: **Carried**

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



Ng passed the chair to Smith to address delegates' questions about the voting process and the process to challenge the chair.

Smith passed the chair back to Ng.

Resolution Composite #7 – Childcare (covers 8-16)

HSA WILL: lobby governments to increase the number of childcare spaces; and

HSA WILL: advocate for expansion of childcare services that provide 24- hour, seven-day-a-week access; and

HSA WILL: lobby the Ministry of Health to require dedicated childcare facilities for health care workers be included in designs for new hospitals; and

HSA WILL: lobby government to require childcare providers to offer inclusive programs for children with diverse support needs, including funding to support the hiring of specialized workers required to support children with diverse support needs; and

HSA WILL: advocate to government for increased staff recruitment and retention in the childcare sector by supporting increased training spaces for licensed childcare workers, including early childhood education and supported child development professionals; and

HSA WILL: continue to advocate for expansion of the \$10 a day childcare plan.

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

Resolution Composite #124 – Housing (covers 125-131)

HSA WILL: Advocate to all levels of government for increased funding for safe and appropriate housing; and

HSA WILL: Advocate to all levels of government for comprehensive supportive housing programs that provide a range of services, including, but not limited to:

- Dry housing for people who prefer or require abstinence-based programming;
- Housing for seniors with mental health and/or addictions needs combined with higher needs for mobility, health care, medication management, meals, housekeeping, and personal care needs; and

HSA WILL: Advocate for increased shelter housing to meet the needs of youth, families, and seniors; and

HSA WILL: Advocate and lobby the BC Ministry of Housing and other related ministries, including Ministry for Children and Family Development, and Ministry of Social Development and Poverty Reduction, to increase funding and resources to improve access to appropriate housing for families of all sizes who have children with support needs; and

HSA WILL: Advocate for increased oversight on spending on supportive and subsidized housing, and transparency from organizations providing this housing, including reporting on measurable results, and

HSA WILL: Support its members in advocating in their communities for development of supportive housing projects.

M/S Motion: **To adopt Resolution #124**
 Delegate Vote: **Carried**

Resolution #34 – Communications

HSA WILL: Reduce spending on HSA branded swag and specify cost of HSA branded swag during its annual financial report.

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

Ng passed the chair back to Tse.

DAVID BLAND MEMORIAL AWARD

Tse thanked the Resolutions Committee, called the Board of Directors to the stage and announced Melissa Buckingham as the recipient of the 2024 David Bland Memorial Award.

Melissa is an Infant Development Consultant at the Fraser Valley Child Development Centre in Abbotsford. Through her leadership and advocacy in occupational health and safety she has created a proud safety culture, respected by all her coworkers at the worksite. HSA Region 7 Director Sarah Kooner accepted the award on Buckingham's behalf.

BOARD OF DIRECTORS OATH OF OFFICE

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

New Directors:

- Nicole McIntosh, Region 6
- Caroline Widgiz, Region 8
- Kathy Anderson, Region 9
- Candis Johnson, Region 10

Returning Directors starting a new two-year term:

- Brooke Carter, Region 2
- Alexandra Thomson, Region 4

Continuing Directors:

- Andrew Duarte, Region 1
- Jing-Yi Ng, Region 3
- Sarah Kooner, Region 7

Tse advised convention delegates that Jill Slind, Region 5 director, had resigned from the position effective at the end of the 2025 convention, and that a byelection to replace Slind on the Board of Directors would be held following convention.

Tse then acknowledged and thanked departing directors.

- Heath McLeod, Region 8
- Mandi Ayers, Region 10

The Board of Directors then took the Oath of Office.

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

OMBUDSPERSON REPORT

Mark Tazumi, Region 1, representing the Ombudspersons, thanked delegates, the Ombudsperson members and support staff for their service over Convention. Tazumi noted it had been a busy week with 30 complaints. 20 were resolved and the remaining 10 were in process.

Tse expressed thanks on behalf of the delegates to the Ombudspersons.

GOOD AND WELFARE

Tse recognized HSA staff for their work, thanked Adrienne Smith, Parliamentarian, the Hyatt Regency, Encore and Lumi teams for delivering all the technical aspects of the convention, ASL interpreters, CART interpreters and Tara Skobel and her team for providing childcare services.

Tse thanked the delegates for their hard work and full participation over the three days of convention, taking responsibilities so seriously and doing the union work.

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

Pursuant to the Rules of Order, resolutions not dealt with by the Convention, 2, 3, 4, 5, 6, 17, 18, 19, 20 (covers 21, 22, 23), 24 (covers 25, 26), 27, 28, 29, 30, 31 (covers 32, 33), 35, 49, 50, 51, 52, 53 (covers 54, 55, 56), 57, 58, 59, 60, 61, 62 (covers 63), 64, 65 (covers 66), 68, 71, 74, 75, 77, 84, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96 (covers 97), 98, 99 (covers 100), 103, 105, 106, 107, 108, 109, 110, 111 (covers 112), 113, 114, 115 (covers 116), 117, 118, 120, 121, 122, 123, 132 (covers 133, 134), 135, 136, 137, 138, 139, 140, 145, 146, 147, 148, 149, 150, 151, 152, 153 (covers 154), 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 178, 179 (covers 180), 181, 182, 183, 184 (covers 185), 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206 (covers 207), 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 230 were referred back to the Board to be addressed at their next meeting. Constitutional resolutions die on the floor.

ADJOURNMENT

M/S	<u>Motion:</u>	To adjourn the 2024 Convention
	<u>Delegate Vote:</u>	Carried

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

The convention adjourned at 3:55 p.m.