

minutes

OF THE 2015 ANNUAL CONVENTION



HEALTH SCIENCES ASSOCIATION
The union delivering modern health care

Health Sciences Association of British Columbia 2015 Annual Convention Minutes

May 1 and 2, 2015
The Hyatt Regency
655 Burrard Street, Vancouver, BC

Friday, May 1, 2015 – Morning Session

Val Avery, President, welcomed delegates, guests and staff to HSA's 44th Annual Convention, called the meeting to order, and began the proceedings at 8:31 a.m. by calling upon music therapists, Gemma Isaac, Susan Summers and Brendan Shields, to lead in the singing of "O Canada".

CREDENTIALS REPORT

Avery called upon Pattie McCormack, on behalf of Wendy Scarrett, Convention Registrar, to deliver the report of the Credentials Committee.

305	Delegates
13	Staff
14	Guests
5	Non-voting members

337 **TOTAL**

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

Avery thanked McCormack and reviewed the Diversity Awareness and Anti-Harassment Statement.

Avery then advised that Neelam Mann, Region 7, and Toby Wendland, Region 8, will act as the Ombudspersons for the 2015 Convention. HSA staff support for the ombudspersons is Tonie Beharrell.

RULES OF ORDER

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

AGENDA

M/S	<u>Motion:</u>	To adopt the Agenda
	<u>Delegate Vote:</u>	Carried

MINUTES FROM THE 2014 CONVENTION

M/S	<u>Motion:</u>	To accept the minutes of the 2014 Annual Convention
	<u>Delegate Vote:</u>	Carried

Avery reviewed the Business Arising document and explained the process of implementing resolutions from the 2014 Convention and encouraged members to review the document. Avery then introduced guests.

GUESTS

- Giovanna Boniface, Managing Director, BC, Canadian Association of Occupational Therapists
- Kathie Bzdel, Board Member, Health Sciences Association of Alberta
- Aaron Ekman, Secretary-Treasurer, BC Federation of Labour
- Florence Flynn, Health Advocacy Representative, BC Association of Social Workers
- Laurel Jackson, Board Member, Health Sciences Association of Alberta
- Reid Johnson, Past President, Health Sciences Association of BC
- Sonya Kupka, Regional Executive Director, Dietitians of Canada, BC Region
- Lee Manning, Executive Director, Manitoba Association of Health Care Professionals
- Bob Moroz, President, Manitoba Association of Health Care Professionals
- Jan Reid, President, BC Ultrasonographers' Society
- Sarah Slocombe, O/T Student, Canadian Association of Occupational Therapists
- Stephanie Smith, President, BC Government & Service Employees' Union
- Virginia Witten, President, Association of Allied Health Professionals Newfoundland & Labrador

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

- Anne Davis, Region 1
- Derrick Hoyt, Region 2
- Bruce MacDonald, Region 3
- Joseph Sebastian, Region 4
- John Christopherson, Region 5
- Anita Bardal, Region 6
- Marg Beddis, Region 7, Secretary-Treasurer
- Allen Peters, Region 8
- Janice Morrison, Region 9, Vice-President
- Mandi Ayers, Region 10

Avery turned the chair over to HSA's Vice-President, Janice Morrison. Morrison introduced Val Avery to deliver the President's report.

PRESIDENT'S REPORT

Avery presented the President's report.

Morrison requested a motion to accept the President's report.

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

Morrison turned the chair back to Avery. Avery thanked Morrison and welcomed guests.

GUESTS

- Irene Lanzinger, President, BC Federation of Labour
- Hassan Yussuff, President, Canadian Labour Congress
- Larry Brown, Secretary-Treasurer, National Union of Public and General Employees
- Victor Elkins, President, Hospital Employees' Union
- Meena Amlani, Board Member, BC Association of Medical Radiation Technologists
- Farhan Shaheen, Chartered Accountant, Meyers Norris Penny LLP

Avery asked retired and retiring members to stand and be recognized and then called the Elections Committee to come forward.

ELECTIONS COMMITTEE REPORT

Allen Peters (Director - Region 8), Chair of the Elections Committee, reviewed the Election Committee's responsibilities, the election processes and introduced the second member of the Elections Committee:

- Bruce MacDonald, Director - Region 3
- Miriam Sobrino was introduced as staff support to the committee.

Peters then delivered the Elections Committee report. Elections for the HSA Board of Directors in Regions 1, 3, 5, 7 and 9 received one candidate nomination in each of the regions. No elections were required.

Peters announced the Trial Committee election will take place on Saturday, May 2, 2015. The election of president will also take place on Saturday, May 2, 2015 and will be conducted by Andy Ross, past President of COPE 378.

Peters made the 2nd call for nominations for president. There were no further nominations and Peters declared the three candidates for president:

1. Val Avery
2. Derrick Hoyt
3. Joseph Sebastian

Avery requested a motion to accept the Elections Committee report.

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

Avery thanked Peters, asked the Elections Committee to stand down and called the Resolutions Committee to come forward to deliver its first report.

RESOLUTIONS COMMITTEE REPORT

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

- Anne Davis, Director - Region 1
- Janice Clements, Member-at-Large - Region 1
- Karen Hamilton, Member-at-Large - Region 2
- Osita Hibbert, Member-at-Large - Region 3
- Erna Erwin, Member-at-Large - Region 4
- Naomi Andrade, Member-at-Large - Region 5
- Val Barker, Member-at-Large - Region 6
- Penny Regier, Member-at-Large - Region 7
- Dean Avender, Member-at-Large - Region 8
- Nancy Banks, Member-at-Large - Region 9
- Deb Harmon, Member-at-Large - Region 10
- Rebecca Maurer and Rosemary DeYagher were introduced as staff support to the committee.

Morrison delivered the Resolutions Committee report, reviewed the order of resolutions and on behalf of the committee, moved and seconded the recommendations of the Resolutions Committee.

Resolution #33 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) lobby government for equal standards of care in all residential care homes.

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

Resolution #2 – Constitution

THEREFORE BE IT RESOLVED: That anyone running for President of the Health Sciences Association of BC must have served at least one term on the Board of Directors, within the last five years, before being eligible to run for the position of President.

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

Resolution #4 – Constitution

THEREFORE BE IT RESOLVED: That Article 10, Section 3(c) (Nominations of Regional Directors) of the Health Sciences Association of BC (HSA) Constitution be updated to include a video media clip that would showcase how the person speaks.

M/S	<u>Motion:</u>	Of non-concurrence
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M/S	<u>Motion:</u>	To refer back to the Resolutions Committee
	<u>Delegate Vote:</u>	Carried

Resolution #3 – Constitution

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (HSA) establish a biennial Convention in 2017; and

BE IT FURTHER RESOLVED: That the surplus funds realized in each intervening year be reallocated to priorities as determined through a survey of the entire membership, for services such as, but not limited to, Regional conferences, enhancement of the Professional Development Fund, offsetting dues increases and similar member services.

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

Avery thanked the Resolutions Committee, asked them to stand down, called upon Marg Beddis, Chair of the Finance Committee, to come forward to deliver the Finance Committee report and introduced guests.

GUESTS

- Abhishek Bhasin, Board Member, BC Association of Medical Radiation Technologists

FINANCE COMMITTEE REPORT

Marg Beddis (Secretary-Treasurer, Director - Region 7), Chair of the Finance Committee, introduced the committee members and thanked Bruce MacDonald for his hard work and offered sincere wishes for his upcoming retirement.

- Bruce MacDonald, Director - Region 3
- John Christopherson, Director - Region 5
- Cathy Davidson was introduced as staff support to the committee.

Beddis then introduced one of the Union's auditors, Farhan Shaheen, from Meyers, Norris & Penny LLP and asked Shaheen to present the auditor's report for the year ending December 31, 2014. Beddis then delivered the Finance Committee report and answered questions.

M/S	<u>Motion:</u>	To accept the 2014 Audited Financial Statements
	<u>Delegate Vote:</u>	Carried

Beddis delivered the 2015 budget report, answered questions and moved the report.

M/S	<u>Motion:</u>	To accept the 2015 Budget Report
	<u>Delegate Vote:</u>	Carried

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

Beddis thanked the Finance Committee.

Avery asked the Finance Committee to stand down, called the members of the Board of Directors forward and introduced guests.

GUESTS

- Ron Stipp, Regional Representative, Canadian Labour Congress
- Orion Irvine, Regional Director, Canadian Labour Congress
- Jennifer Whiteside, Secretary-Business Manager, Hospital Employees Union

Avery then introduced guest speaker Hassan Yussuff.

GUEST SPEAKER: **Hassan Yussuff, President
Canadian Labour Congress**

On behalf of HSA members, Avery thanked Yussuff for his address and commented that Hassan Yussuff is the first Canadian Labour Congress President to attend HSA's Convention.

Avery made several announcements, adjourned the meeting for lunch at 12:06 p.m. and announced the meeting would reconvene at 1:30 p.m.

Friday, May 1, 2015 – Afternoon Session

Avery called the meeting to order at 1:35 p.m. and introduced guests.

GUESTS

- Stephanie Smith, President, BC Government and Service Employees' Union
- Jim Chorostecki, Executive Director, BC Federation of Labour
- Lynn Bueckert, Director, Assistant to President, BC Federation of Labour

Avery then introduced guest speaker Irene Lanzinger, the first woman President in the history of the BC Federation of Labour.

**GUEST SPEAKER: Irene Lanzinger, President
BC Federation of Labour**

Avery thanked Irene Lanzinger for her address, introduced guests and asked the Women's Committee to come forward and deliver its report.

GUESTS

- John Lam, Industry Specialist, WorkSafeBC
- Lee Loftus, President, BC Building Trades

WOMEN'S COMMITTEE REPORT

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

- Mandi Ayers, Director – Region 10
- Marcela Navarro, Member-at-Large – Region 2
- Madhu Maharaj, Member-at-Large – Region 4
- Nu Lu, Member-at-Large – Region 4
- Leila Lolua and Karin Herbert were introduced as staff support to the committee.

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

Avery thanked the Women's Committee and asked Morrison, Chair of the Resolutions Committee, to continue with resolutions.

Resolution #17 – Equality and Social Action

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) will inform members on Vancouver Island about Walking with Our Sisters and will profile the involvement of HSA members; and

BE IT FINALLY RESOLVED: That HSA will speak out about the issue of missing and murdered women when there are opportunities to do so.

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

Resolution #1 – Constitution

THEREFORE BE IT RESOLVED: If there are open spots within the region, the member from a site that is full, can attend Convention at a site with vacant spaces.

M/S Motion: **Of non-concurrence**

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

Resolution #5 – Constitution

THEREFORE BE IT RESOLVED: That Article 9, Section 2(d) (Nomination of President) of the Health Sciences Association of BC (HSA) Constitution be amended, requiring candidates to declare at least a week prior to Convention.

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

Resolution #6 – Constitution

THEREFORE BE IT RESOLVED: That Article 12, Section 2(a) of the Health Sciences Association of BC (HSA) Constitution be revised to 2 years to reflect the learning curve and efforts put into running an election in larger chapters, and for steward office stability and productivity.

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

Resolution #7 – Constitution

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (HSA) Constitution be changed to mandate the election for President of HSA be conducted in a one member, one vote fashion; and

BE IT FURTHER RESOLVED: That a committee of Board members and general members be formed to construct the new process by which the President of HSA is elected, ensuring that members have enough information to make an informed decision in this matter.

BE IT FINALLY RESOLVED: That this new process and procedures be in place and operational before the next call for nominations for HSA President in 2017.

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

Resolution #19 – Finance

THEREFORE BE IT RESOLVED: That Meyers Norris Penny LLP be confirmed as the union's auditor until the year 2016 Annual Convention.

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

Avery thanked the Resolutions Committee, asked the members to stand down, called the Board of Directors forward and introduced guest speaker, Michael Pond.

GUEST SPEAKER: **Michael Pond**
Counsellor and Author

Maureen Palmer, co-author, further introduced Michael Pond and provided background on their book, *The Couch of Willingness*. Pond, a former HSA member talked about his personal addiction experience, the support he received from HSA and shared excerpts from his book accompanied by video.

Avery thanked Michael Pond for sharing his story, asked the Board to stand down and called the Occupational Health and Safety Committee forward.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE REPORT

Allen Peters (Director - Region 8), Chair of the Occupational Health and Safety Committee, introduced the committee members:

- Joyce Pielou, Member-at-Large – Region 1
- Joe Sebastian, Director – Region 4
- Sheila Anderson, Member-at-Large – Region 10
- Lara Lachance, Member-at-Large – Region 3
- David Durning and Karin Herbert were introduced as staff support to the committee.

Peters delivered the OH&S Committee report and invited Val Avery to present the David Bland Memorial Award.

DAVID BLAND MEMORIAL AWARD

Avery took the chair and presented the David Bland Memorial Award to three (3) HSA members who have shown leadership and dedication in their ongoing efforts to reduce injury rates among co-workers in Victoria through the Victoria Echo Lab Working Group:

- Carol Petersen
- Bernadette Gonzales
- Clare Langley

Bernadette Gonzales, Carol Petersen, and Yan Zhen, co-worker (on behalf of Clare Langley), accepted their awards and spoke about their OH&S experiences and their work on the Echo Lab Project.

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

Avery thanked the OH&S Committee, introduced guests and asked the Resolutions Committee to come forward and continue with resolutions pertaining to OH&S.

GUESTS

- Jim Iker, - President, BC Teachers Federation

Morrison, Chair of the Resolutions Committee, continued with resolutions.

Resolution #54 – Occupational Health and Safety

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA), in consultation with other healthcare unions and professional associations, lobby the provincial government to amend the *Workers' Compensation Act* to mandate employers to have a written MSI Program (the "Program"); and

BE IT FURTHER RESOLVED: That the Program include qualified professionals who can identify risk factors and risk prevention steps; and

BE IT FINALLY RESOLVED: That these professionals be able to visit worksites to educate workers about MSI-related injuries and to ensure that workers are aware of available treatment.

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

Resolution #55 – Occupational Health and Safety

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (HSA) lobby the employer to proactively assess and provide standard 'stand up desks' for workers who spend the majority of their time at sit-down work stations.

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

Resolution #20 – Finance

THEREFORE BE IT RESOLVED: That members be allowed to choose their desired accommodation and be reimbursed providing the cost is equal to or less than the cost of accommodation at the venue sponsored by the Health Sciences Association of BC (HSA).

BE IT FURTHER RESOLVED: That out of town delegates be allowed their own hotel room should they so desire.

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

Resolution #21 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) member dues be increased from 1.6% to 1.65%, such increase to go directly into steward resources.

M/S	<u>Motion:</u>	Of concurrence as amended
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M/S Motion: **To refer back to the Resolutions Committee**
Delegate Vote: **Carried**

Resolution #22 – Finance

THEREFORE BE IT RESOLVED: That the first option offered to members be single paid accommodation; and

BE IT FURTHER RESOLVED: That the second option offered to members be encouraging double occupancy with share request.

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

Avery thanked the Resolutions Committee, made several announcements, adjourned the meeting at 4:59 p.m. and advised the convention would reconvene Saturday at 8:30 a.m.

Saturday, May 2, 2015 – Morning Session

Avery called the meeting to order at 8:32 a.m. and introduced guests.

GUESTS

- Julia Hodder, President, BC Association of Speech/Language Pathologists & Audiologists

CREDENTIALS REPORT

Avery called upon Pattie McCormack, on behalf of Wendy Scarrett, Convention Registrar, to deliver the report of the Credentials Committee.

309	Delegates
27	Staff
9	Guests
5	Non-voting members

350 **TOTAL**

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

PRESIDENTIAL ELECTION

Avery turned the chair over to Janice Morrison, Vice-President. Morrison called upon Allen Peters, Chair of the Elections Committee, to come forward and outline the process for the presidential election. Andy Ross, Chief Electoral Officer, took the chair to conduct the presidential election. Ross made the 3rd and final call for nominations. There were no further nominations.

The candidates for President are:

1. Joseph Sebastian
2. Derrick Hoyt
3. Val Avery

Each candidate delivered their candidate speech. Ross asked the Balloting Committee to come forward and the sergeants-at-arms to tile the doors. The vote for president was conducted. Ross called for the doors to be untiled and turned the chair back to Morrison, Vice-President.

Morrison thanked the delegates and called the Committee on Equality and Social Action to deliver its report.

REPORT OF THE COMMITTEE ON EQUALITY AND SOCIAL ACTION

Anita Bardal (Director – Region 6), member of the Committee on Equality and Social Action, on behalf of Bruce MacDonald (Director - Region 3), Chair, introduced the committee members:

- Bruce MacDonald, Chair, Director - Region 3
- Ramzan Anjum, Member-at-Large - Region 5
- Erin Seatter, Member-at-Large - Region 5
- Nicole Strong, Member-at-Large - Region 8
- Bill Hannah and Pattie McCormack were introduced as staff support to the committee.

Bardal presented the Committee on Equality and Social Action report to the delegates.

M/S	<u>Motion:</u>	To accept the report of the Committee on Equality and Social Action
	<u>Delegate Vote:</u>	Carried

Avery asked Morrison, Chair of the Resolutions Committee, to come forward and present the committee's recommendations on resolutions pertaining to the Committee on Equality and Social Action.

Resolution #16 – Equality and Social Action

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) will support the goals of Up for Debate, including development of a kit that members can use leading up to the federal election.

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

Resolution #18 – Equality and Social Action

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) use the federal election as an opportunity to promote universal childcare; and

BE IT FURTHER RESOLVED: That HSA support the Canadian Labour Congress in calling for all national parties to support high quality, affordable child care.

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

Avery thanked the Committee on Equality and Social Action and asked the Education Committee to come forward.

REPORT OF THE EDUCATION COMMITTEE

Anita Bardal (Director – Region 6), Chair of the Education Committee, introduced the committee members and presented its report:

- Mandi Ayers, Director - Region 10
- Nancy Hay, Member-at-Large - Region 6
- Breahn Coulson, Member-at-Large - Region 7
- Edie Elias, Member-at-Large - Region 9
- Bill Hannah, Leila Lolua and Karin Herbert were introduced as staff support to the committee.

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

Avery thanked the Education Committee and turned the chair over to Morrison, Vice-President, who called upon Andy Ross, Chief Electoral Officer, who announced the Presidential election results:

Eligible ballots issued	309
Ballots cast	290
Spoiled	2
Total valid ballots	288
Votes required to win	145

Results:

Joseph Sebastian	17
Derrick Hoyt	64
Val Avery	207

Ross declared Val Avery elected as President of HSA.

Val Avery thanked the delegates for their vote, their confidence and trust in her leadership and accepted the role of President. Avery then introduced guests and asked Morrison, Chair of the Resolutions Committee, to continue with the committee's recommendations on resolutions.

GUESTS

- Joie Warnock, Western Director, UNIFOR

Resolution #46 – Member Services

THEREFORE BE IT RESOLVED: that each site have access annually to the equivalent of \$2 per member to address the site's office and communication needs.

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

Resolution #47 – Member Services

THEREFORE BE IT RESOLVED: That chief stewards are provided with the tools necessary to facilitate efficient, effective and confidential communication.

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

M/S Motion: **In favour of Resolution #47**
Delegate Vote: **Carried**

Resolution #48 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) Board of Directors create "Chapter Resources Committee" for each of the ten regions

to oversee the negotiated procurement of steward resources from the employer, such as office space, paid steward time, and office equipment; and

BE IT FURTHER RESOLVED: That where such resources are not presently nor likely to be supported in the future by the employer that the funding be available to each Regional Committee at the rate of \$1.50 per member, per year to procure resources to create either a virtual or maintain an existing brick and mortar office; and

BE IT FURTHER RESOLVED: That each Regional Committee to be composed of the Regional Director, LROs, and Chief Steward from every Chapter within the Region. The Regional Committee to meet at Regional Convention and HSA Board to maintain oversight of funding as well as include Regional Committee's issues at their quarterly meetings.

BE IT FINALLY RESOLVED: Each Regional Committee to establish guidelines unique to their Chapter.

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

Resolution #49 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) provide a laptop with portable internet capability, cell phone, scanner and printer for the use in grievance processing and communication in chapters servicing a defined sized member group of 49 members or more.

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

Resolution #34 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) lobby the Ministry of Children & Family Development to uphold the Rights of the Child by providing adequate and sustainable financial resources that ensure attainable, reliable services, accessible to all children with developmental challenges in a timely manner to maximize their optimal development.

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

Resolution #38 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) advocate and lobby the Ministry for Children and Family Development (MCFD) for increased funding to allow for equitable access to Supported Child Development Program (SCDP) services; and

BE IT FURTHER RESOLVED: That HSA also lobby relevant health authorities and other governing agencies to review policy decisions regarding eligibility decisions for the SCDP.

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

Resolution #50 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) continue to pursue options for working with the employer to expedite the resolution of grievances.

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

Resolution #51 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) partner with the Simon Fraser University Labour Study program to look at expediting grievance resolution, increase member involvement in the union and look at improving bargaining structures and practices.

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

Resolution #52 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) review the budget and consider getting more Labour Relations Officers (LROs) to assist members.

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

Resolution #53 – Member Services

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) make every effort to use current technology such as Webex or conference calls when face-to-face meetings are not necessary.

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

Resolution #44 – Labour Relations

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (“HSA”), in future planning, consider basing one or more Labour Relations Officers outside the lower mainland, i.e. Kamloops and/or Kelowna and Prince George.

BE IT FURTHER RESOLVED: That LROs based outside the lower mainland utilize technology to communicate with staff in Vancouver.

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

Resolution #45 – Labour Relations

THEREFORE BE IT RESOLVED: That the Board of Directors of Health Sciences Association of BC (HSA) declare that a picket line manned by BC Nurses’ Union be declared an unsanctioned picket line; and

BE IT FURTHER RESOLVED: That HSA members be allowed to cross the picket line and not be forced to endure any loss of wages for missed days of work.

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

Resolution #41 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) lobby the provincial government and the Health Authorities to review their present policies with respect to homecare services and re-instate Instrumental Activities of Daily Living (IADL) support services.

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

Resolution #42 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) lobby the provincial government to provide adequate and appropriate outpatient rehabilitation services post acute care hospital for those patients deemed by the acute care health care team to require immediate on-going treatment.

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

Resolution #43 – Health Services

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (HSA) lobby the health authorities and the provincial government to review the policies associated with returning to home and ensuring that policies are fair, equitable and standard across healthcare settings; and

BE IT FURTHER RESOLVED: That HSA work with advocacy groups and government to appropriately support people in their home environment in a safe and consistent way.

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

Avery thanked the Resolutions Committee for their work, asked them to stand down and called upon Allen Peters, Chair of the Elections Committee, to conduct the Trial Committee election.

TRIAL COMMITTEE ELECTION

Allen Peters outlined the election process and proceeded with the Trial Committee election. Members nominated for the 2015 Trial Committee:

1. Brenda Kuntz
2. Dave DeBruin
3. Iain Boyle
4. Jackie Spain

5. Shelley Quist
6. Lesley Mahy
7. Penny Regier

All nominees accepted their nominations and spoke to convention. Peters asked the sergeants-at-arms to tile the doors and ballots were collected by the Balloting Committee. Peters then asked for the doors to be untiled and announced the election results will be reported in the afternoon.

Avery thanked the Elections Committee and called upon Morrison, Chair of the Resolutions Committee, to continue with the committee's recommendations.

Resolution #8 – Communications

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) consider alternate methods other than TV commercial airtime to create public awareness of HSA and the professions we represent; and

BE IT FURTHER RESOLVED: That a portion of the money from the TV advertisement campaign fund be put towards rewards for a large scale video contest, that could be considered as an option to spread public awareness, especially to the younger generation we are attempting to reach out to; and

BE IT FINALLY RESOLVED: That advertising on YouTube and other social media outlets is considered over conventional TV airtime.

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

Resolution #10 – Communications

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) investigate ways to more effectively improve the public's perception of unions in general.

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

Resolution #11 – Communications

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) go to the media to speak to this issue.

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

Resolution #12 – Communications

THEREFORE BE IT RESOLVED: That the paper based version of the Report be reinstated for stewards and members who request it in hard copy.

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

Resolution #13 – Communications

THEREFORE BE IT RESOLVED: That the Union and Board of Directors continue to dedicate funds toward ongoing advertising and promotion of the important work done by Health Sciences Association of BC members.

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

Resolution #14 – Communications

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (HSA) take immediate action to ensure that any member's personal and public information as defined under the Personal Information Protection Act (PIPA) and the Personal Information Protection and Electronic Document Act (PIPED) and any other relevant legislation be only available to members behind a password protected feature of the HSA site and any Chapter sites so as not to allow the general public to gain access to an HSA member's place of work and work contact information; and

BE IT FURTHER RESOLVED: That HSA ensures that public information collected will only be used for the purpose of servicing the membership unless written consent is obtained by the member whose public information is being used by HSA; and

BE IT FURTHER RESOLVED: That HSA's Privacy Officer who has the primary responsibility of safeguarding personal information, implementing applicable procedures and responding to inquiries and complaints do likewise for public information of members; and

BE IT FINALLY RESOLVED: That HSA's Privacy Policy be updated to reflect this resolution.

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

Avery made announcements, adjourned the convention at 12:00 p.m. and advised the meeting would reconvene at 1:30 p.m.

Avery asked Morrison, Chair of the Resolutions Committee, to continue the committee's recommendations on resolutions pertaining to political action.

Resolution #59 – Political Action

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) support the BC Federation of Labour's "Fight for \$15" campaign to increase BC's minimum wage to \$15 per hour.

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

Resolution #60 – Political Action

THEREFORE BE IT RESOLVED: That HSA encourage HSA members to vote yes in the Metro Vancouver plebiscite to approve a 0.5% Congestion Improvement Tax to fund essential transit and transportation improvements in Metro Vancouver; and

BE IT FURTHER RESOLVED: That HSA support the BC Federation of Labour's participation in the Better Transit and Transportation Coalition, which is promoting the "Yes Vote" in this plebiscite.

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

Resolution #56 – Political Action (covers 57)

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) continue to support the efforts of the BC Health Coalition in defending public healthcare;

BE IT FURTHER RESOLVED: That HSA continue to support the BC Health Coalition intervening in the constitutional challenge to Medicare as this case proceeds to trial in the BC Supreme Court (expected start date March 2015).

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

Resolution #57 – Political Action (covered by 56)

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) continue to strongly support the BC Health Coalition-led pro-Medicare group that is intervening to protect public health care in Brian Day's constitutional challenge to Medicare; and

BE IT FURTHER RESOLVED: That HSA encourage and support members to engage in the Coalition's campaign to build public support for Medicare during the trial.

Avery thanked the Political Action Committee, asked them to stand down and called upon the Resolutions Committee to continue the committee's recommendations on resolutions.

Resolution #1 – Constitution (Referred)

THEREFORE BE IT RESOLVED: If there are open spots within the region, the member from a site that is full within the same region can attend Convention at a site with vacant spaces.

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

Resolution #4 – Constitution (Referred)

THEREFORE BE IT RESOLVED: That Article 10, Section 3(c) (Nominations of Regional Directors) of the Health Sciences Association of BC (HSA) Constitution be updated to include a video media clip that would showcase how the person speaks.

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

Resolution #21 – Finance (Referred)

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (HSA) member dues be increased from 1.6% to 1.65%.

BE IT FURTHER RESOLVED: That the increased funding be used to provide steward resources and increase member servicing.

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

Resolution #23 – Governance

THEREFORE BE IT RESOLVED: That the presidential Q & A or “Debate” be allowed to continue as long as people want to ask questions.

BE IT FURTHER RESOLVED: That a maximum of two hours be allowed for this, but members are made aware of the time limit beforehand.

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

Resolution #24 – Governance

THEREFORE BE IT RESOLVED: That a “Consolidated Steward Forum” be formed to discuss issues and possible solutions to better support consolidated steward members.

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

Resolution #25 – Governance

THEREFORE BE IT RESOLVED: That Convention business be given higher priority than guest speakers.

M/S Motion: **Of concurrence**

Delegate Vote: **Carried**

Resolution #26 – Governance

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC must have a bargaining convention prior to the conclusion of the bargaining process.

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

M/S Motion: **In favour of Resolution #26**
 Delegate Vote: **Carried**

Resolution #39 – Health Services

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) lobby the government for improved inter-ministry collaboration and communication on matters such as community based health services that both - the Ministry of Children & Family Development and the Ministry of Health, as well as Community Living BC, are involved in;

BE IT FINALLY RESOLVED: That HSA lobby the government to honour the negotiated HSPBA collective agreement and fund it regardless of what Ministry the program is under.

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

Resolution #28 – Health Human Resources

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) initiate discussions with employers to explore strategies to address recruitment and retention issues for psychologists in autism diagnostic clinics throughout the province.

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

Resolution #29 – Health Human Resources

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) continue to lobby the provincial government to implement a provincial licensing body to regulate unregulated professions for the safety of patients.

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

Resolution #31 – Health Human Resources

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (HSA) promote the creation of a set of criteria for the term Behavioural Interventionist.

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

Derrick Hoyt	Region 2
Joseph Sebastian	Region 4
Anita Bardal	Region 6
Allen Peters	Region 8
Mandi Ayers	Region 10

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

Anne Davis	Region 1
Cheryl Greenhalgh	Region 3
John Christopherson	Region 5
Marg Beddis	Region 7
Janice Morrison	Region 9

Avery expressed thanks to HSA staff and called the staff to the front to join her on the stage. Avery then thanked the Hyatt Regency Hotel staff, HSA delegates representing their members, and the staff of MediaCo.

The Board and staff joined the delegates in the singing of Solidarity Forever, led by music therapists Susan Summers and Brendan Shields.

M/S	<u>Motion:</u>	To adjourn the 2015 Convention
	<u>Delegate Vote:</u>	Carried

The convention adjourned at 3:53 p.m.