

minutes

OF THE 2014 ANNUAL CONVENTION



HEALTH SCIENCES ASSOCIATION
The union delivering modern health care

Health Sciences Association of British Columbia 2014 Annual Convention Minutes

April 11 and 12, 2014
The Fairmont Hotel Vancouver
900 West Georgia Street, Vancouver, BC

Friday, April 11, 2014 – Morning Session

Val Avery, President, welcomed delegates, guests and staff to HSA's 43rd Annual Convention, called the meeting to order, and began the proceedings at 8:32 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.

300	Delegates
17	Staff
16	Guests
6	Non-voting members

339	TOTAL
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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 Greg Hill, Region 2 and Cheryl Greenhalgh, Region 3, will act as the Ombudspersons for the 2014 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 2013 CONVENTION

M/S Motion: **To accept the minutes of the 2013 Annual
Convention**
 Delegate Vote: **Carried**

Avery reviewed the Business Arising document and explained the process of implementing resolutions from the 2013 Convention and encouraged members to review the document.

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

- Anne Davis, Region 1
- Derek Hoyt, Region 2
- Bruce MacDonald, Region 3
- Brendan Shields, Region 4, Secretary-Treasurer
- John Christopherson, Region 5
- Anita Bardal, Region 6
- Marg Beddis, Region 7
- Allen Peters, Region 8
- Janice Morrison, Region 9, Vice-President
- Heather Sapergia, Region 10

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

Morrison introduced Val Avery, President of HSA and commented that Val Avery has stepped up to the challenges of President, has an amazing capacity for work and amazing strength.

Avery took the chair, thanked Morrison and welcomed staff and delegates to the 43rd Annual Convention.

PRESIDENT'S REPORT

Avery presented her report on the changes the union has seen and the challenges we face in setting HSA's agenda for the future. Avery talked about the need to focus our resources and energies on what we do best as a union: delivering quality services to our members and protecting the work members do through concerted and focused efforts aimed at improving our worksites, the services our members deliver, and the communities we all live in.

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

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

Avery thanked Morrison and welcomed guests.

GUESTS

- Giovanni Boniface, Managing Director, BC Canadian Society of Occupational Therapists
- Gemma Isaac, President, Music Therapy Association of BC
- Sonya Kupka, Regional Executive Director, Dietitians of Canada, BC Region
- Michael Legal, President, Canadian Society of Hospital Pharmacists (BC Branch)
- Lee Manning, Executive Director, Manitoba Association of Healthcare Professionals
- Lynnette McAvoy, Executive Director, Health Sciences Association of Alberta (HSAA)
- Bob Moroz, President, Manitoba Association of Healthcare Professionals
- Jan Reid, President British Columbia Ultrasonographers' Society
- Andy Ross, Chief Electoral Officer
- Ron Roy, Director of Labour Relations – North, HSAA
- Cindy Stewart, past President, Health Sciences Association of BC
- Susan Summers, past President, Music Therapy Association of BC
- Trudy Thomson, Vice-President Finance, HSAA
- Jerry Toews, Executive Liaison, HSAA
- Tory Tomblin, Board Member, HSAA
- Diane Wood, President, BC Federal of Retired Union Members
- Kerry Woollard, Director of Negotiations, HSAA

Avery then called the Elections Committee to come forward.

ELECTIONS COMMITTEE REPORT

Marg Beddis (Director - Region 7), Chair of the Elections Committee, introduced members of the Elections Committee:

- Anne Davis, Director - Region 1
- Miriam Sobrino, Staff

Beddis then delivered the Elections Committee report. There were two by-elections in 2013:

Region 2 Director – Derek Hoyt elected
Region 5 Director – John Christopherson elected

Beddis reviewed the election process and announced the Trial Committee elections will take place on Saturday, April 12, 2014. The presidential election will also take place on Saturday, April 12, 2014 and will be conducted by Andy Ross, past President of COPE 378.

Beddis made the 2nd call for presidential nominations. There were no further nominations and Beddis announced the two presidential candidates:

- Val Avery
- Joseph Sebastian

Avery requested a motion to accept the Elections Committee report.

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

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

GUESTS

- Victor Elkins, President, Hospital Employees' Union

RESOLUTIONS COMMITTEE REPORT

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

- Marg Beddis, Director - Region 7
- Janice Clements, Member-at-Large - Region 1
- Erna Beunder, Member-at-Large - Region 2
- Rick Lascelle, Member-at-Large - Region 3
- Erna Erwin, Member-at-Large - Region 4
- Naomi Andrade, Member-at-Large - Region 5
- Brenda Kuntz, Member-at-Large - Region 6
- Penny Regier, Member-at-Large - Region 7
- Tammy Cranston, Member-at-Large - Region 8
- Nancy Banks, Member-at-Large - Region 9
- Sheila Anderson, Member-at-Large - Region 10
- Rebecca Maurer, Staff, assisted by Rosemary DeYagher, Staff

Morrison delivered the Resolutions Committee report, reviewed the order of resolutions and delivered the first resolution.

Resolution #30 – Governance

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) rotate the order of the committee reports at annual Convention to ensure that all delegates have an opportunity to hear these reports.

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

Resolution #32 – Governance

THEREFORE BE IT RESOLVED: That the Health Sciences Association of British Columbia (“HSA”) continue to investigate whether they can create a secured voting system on its website for their members thereby eliminating the need for a mail-in ballot system where possible.

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

M/S Motion: **To accept the 2014 Budget Report**
Delegate Vote: **Carried**

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

Shields thanked the finance team and turned the chair back to Avery.

Avery asked the Finance Committee to stand down and asked Morrison, Chair of the Resolutions Committee, to continue with resolutions pertaining to finance.

Resolution #10 – Finance

THEREFORE BE IT RESOLVED: That Meyers Norris Penny LLP be confirmed as the union's auditor until the year 2015 Annual Convention.

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

Resolution #11 – Finance

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC ("HSA") reduce union dues by the amount that would otherwise be paid to the defense fund.

BE IT FURTHER RESOLVED: That this resolution be re-evaluated in two years.

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

Resolution #12 – Finance

THEREFORE BE IT RESOLVED: That if a member spends their regularly scheduled day off at Convention (Saturday) that they be provided a day off with pay in lieu.

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

Resolution #13 – Finance

THEREFORE BE IT RESOLVED: That the Health Sciences Association of British Columbia ("HSA") hold meetings/convention in hotels that are not in Vancouver to save costs.

BE IT FURTHER RESOLVED: The Union will not reimburse the cost of a hotel stay for a member that resides within 50 km of the hotel.

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

Avery asked the Finance Committee to stand down, called the Board forward and introduced guest speaker, Sarah Laslett.

GUEST SPEAKER:

Sarah Laslett
Director, Washington State Labour Education &
Research Centre

Avery thanked Laslett for her address, made several announcements, adjourned the meeting for lunch at 12:00 p.m. and announced the meeting would reconvene at 1:30 p.m.

Friday, April 12, 2014 – Afternoon Session

Avery called the meeting to order at 1:31 p.m. and announced guests.

GUESTS

- Craig Keating, President, BC NDP

Avery then introduced guest speaker, Jim Sinclair.

**GUEST SPEAKER: Jim Sinclair, President
BC Federation of Labour**

Avery thanked Sinclair for his address and asked the Committee on Equality and Social Action to come forward and deliver their report.

REPORT OF THE COMMITTEE ON EQUALITY AND SOCIAL ACTION

Anita Bardal (Director - Region 6), Chair of the Committee on Equality and Social Action introduced the committee members:

- Bruce MacDonald, Director - Region 3
- Dave Noga, Member-at-Large - Region 6
- Wendy Reilly, Member-at-Large - Region 8
- Mohammad Kazemian, Member-at-Large - Region 4
- Bill Hannah, Staff, assisted by Pattie McCormack, Staff

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 thanked the Committee on Equality and Social Action and asked the Resolutions Committee to come forward to continue with their report. Avery then announced the arrival of guests.

GUESTS

- Bonnie Pearson, Secretary-Business Manager, Hospital Employees' Union

Resolution #28 – General

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) continue working with our National Union of Public and General Employees and the Canadian Labour Congress to protect and promote labour rights; and

BE IT FURTHER RESOLVED: That the HSA work with our allies to make the federal Conservative government's support for anti-union measures a vote-determining issue for working people in the upcoming federal election.

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

Resolution #7 – Education

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC ("HSA") develop a union education course to educate members on the aforementioned points.

BE IT FURTHER RESOLVED: That the course be web-based to reduce cost and allow members much needed flexibility.

BE IT FINALLY RESOLVED: That HSA inform members of the program and completion of the course.

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

Resolution #9 – Equality & Social Action

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC ("HSA") continue to build grassroots activism through their support of and participation in the Canadian Labour Congress *Together Fairness Works* initiative and the National Union of Public and General Employees (NUPGE's) *All Together Now* campaign.

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

Resolution #34 – Equality & Social Action (covers 36)

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC ("HSA") continue to fund the Committee on Equality and Social Action ("CESA").

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

Resolution #14 – Finance

THEREFORE BE IT RESOLVED: That the Health Sciences Association of British Columbia ("HSA") investigate an equitable honorarium system to encourage steward involvement.

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

Resolution #15 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC ("HSA") pay tolls associated with union travel without receipts.

BE IT FURTHER RESOLVED: That HSA consider paying the registered amount for the tolls as it is cheaper than the non-registered.

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

Resolution #16 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (“HSA”) reduce union dues by 60% for members who fall below Statistic Canada’s low income cut off based on an individual’s income or a family’s combined net income for the preceding tax year.

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

Avery asked the Resolutions Committee to stand down and called the Board of Directors to come forward. Avery then introduced guest speaker Larry Brown.

GUEST SPEAKER: **Larry Brown, National Secretary-Treasurer**
 National Union of Public and General Employees

Larry Brown called upon Trudy Thomson, VP Finance of HSAA, to join him to present a donation on behalf of the Health Sciences Association of Alberta (HSAA) to Rachel Tutte, Co-Chair of the BC Health Coalition.

Avery thanked Larry Brown for his address to the delegation and asked the Occupational Health and Safety Committee to come forward to deliver the OH&S report.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE REPORT

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

- Heather Sapergia, Director - Region 10
- Lara Lachance, Member-at-Large - Region 3
- Mike Trelenberg, Member-at-Large - Region 3
- Ramzan Anjum, Member-at-Large - Region 5
- David Durning, Staff, assisted by Karin Herbert, Staff

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 Heather Sapergia, Medical Laboratory Technologist at Prince George Regional Hospital, past Chair of the OH&S Committee and retiring Director – Region 10, in honour of her outstanding work in occupational health and safety advocacy.

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

Avery asked Morrison to come forward to deal with the resolutions pertaining to OH&S.

Resolution #52 – Occupational Health and Safety

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) investigate and lobby the government to continue to upgrade buildings to safe standards.

BE IT FURTHER RESOLVED: That HSA through Occupational Health & Safety lobby employers to act in a timely manner to address member concerns regarding environmental work place issues.

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

Resolution #53 – Occupational Health and Safety

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (“HSA”) members be encouraged to participate in the Canadian Labour Congress national domestic violence survey entitled, “Can Work Be Safe When Home Isn’t”, which is available on-line until June 6, 2014; and

BE IT FURTHER RESOLVED: That the HSA takes the necessary steps to urge employers to provide suitable levels of workplace support for victims of domestic violence and maintain appropriate procedures for making our workplaces safer.

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

Resolution #54 – Occupational Health and Safety

THEREFORE BE IT RESOLVED: that the Health Sciences Association of BC (“HSA”) monitor and support Joint Occupational Health and Safety committees to ensure that employers are complying with WorkSafeBC regulatory requirements.

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

Resolution #55 – Occupational Health and Safety

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) provide resources to support the ongoing work of Health Sciences Association representatives on Joint Occupational Health & Safety committees.

BE IT FURTHER RESOLVED: That HSA complete the mapping exercise of our Safety Steward network.

BE IT FINALLY RESOLVED: That HSA hold employers accountable for not complying with the minimum standards of the Workers Compensation Act and regulations.

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

Avery thanked the OH&S Committee for their good work and asked the Resolutions Committee to come forward to continue with their report. Avery then announced the arrival of guests.

GUESTS

- Lee Loftus, President BC and Yukon – Building and Construction Trades Council

Resolution #17 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (“HSA”) investigate and compare our union dues charged and services provided with other unions such as the BC Teachers Federation, the BC Nurses’ Union, the BC Government and Service Employees’ Union and the Canadian Union of Public Employees.

BE IT FURTHER RESOLVED: That the comparison be on a percentage to total payroll and number of union staff; percentage per member and average dollar cost per member.

BE IT FINALLY RESOLVED: That HSA make this information available to the membership prior the next AGM in 2015.

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

Resolution #18 – Finance

THEREFORE BE IT RESOLVED: That the budget for Labour Relations Officers be increased to improve member service and assist local stewards across the province.

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

Resolution #5 – Communications

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (“HSA”) lobby the BC Federation of Labour (“BCFL”) to engage in a media campaign to raise public awareness about increased wait times, reductions in service delivery and a decrease in quality of service, leading to negative impacts on child development and family well-being; and

BE IT FURTHER RESOLVED: That the BCFL be encouraged to utilize cost effective measures i.e. Black press, community newspapers, bus ads and local radio spots, to inform the public of the profound negative impact of the current lack of appropriate services, on not only the child and family, but society as a whole.

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

Resolution #4 – Communications

THEREFORE BE IT RESOLVED: That a cross-section of Health Sciences Association of BC (“HSA”) members review any advertisement (print; TV; radio etc.) prior to its release.

BE IT FURTHER RESOLVED: That HSA contractual agreements with these media organizations not overly commit HSA.

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

Resolution #19 – General

THEREFORE BE IT RESOLVED: That the Health Sciences Association of British Columbia (“HSA”) conduct a poll of its membership to see how many members received the flu shot solely to avoid workplace discipline.

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

Resolution #21 – General

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) investigate the cost and practicality of changing the name from “Health Sciences Association of BC” to “Health Sciences Union of BC”; and

BE IT FURTHER RESOLVED: That HSA present the results and inform the membership of the investigation prior to the next AGM.

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

Resolution #22 – General

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) lobby the BC Government to place a cap on rising ferry costs to consumers.

BE IT FURTHER RESOLVED: That HSA lobby the BC Government to promote health care in ferry-dependent communities.

BE IT FINALLY RESOLVED: That HSA lobby the BC Government to offer ferry discounts to health science professionals.

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

Avery thanked the Resolutions Committee, made several announcements, adjourned the meeting at 4:54 p.m. and advised we would reconvene Saturday morning at 8:30 a.m.

Saturday, April 12, 2014 – Morning Session

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

CREDENTIALS REPORT

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

304	Delegates
31	Staff
30	Guests
7	Non-voting members

372	TOTAL
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M/S	<u>Motion:</u>	To accept the Credentials report
	<u>Delegate Vote:</u>	Carried

PRESIDENTIAL ELECTION

Avery thanked McCormack and passed the chair to Janice Morrison, Vice-President. Morrison called upon Marg Beddis, Chair of the Elections Committee, to come forward and outline the process for the election of the President. Beddis outlined the election process and then turned the chair over to Andy Ross, Chief Electoral Officer.

Ross announced the 1st and 2nd call for nominations had been made and there were two nominations:

- Joseph Sebastian
- Val Avery

Ross issued the final call for nominations. There were no additional nominations and Ross declared that nominations were closed. The candidates were then invited to the podium to speak. Joseph Sebastian delivered his candidate speech. A nomination speech for Val Avery was given by Debra Gillespie (Member, Region 2) followed by a candidate speech by Val Avery.

Ross thanked the candidates for their addresses to the delegates, conducted the first ballot and advised the vote results will be announced immediately after the count. Ross then turned the chair back to the President, Val Avery.

Avery thanked Ross and asked the Education Committee to come forward to deliver its report.

EDUCATION COMMITTEE REPORT

Allen Peters (Director - Region 8), Chair of the Education Committee introduced the committee members:

- Anita Bardal, Director - Region 6
- Madhu Maharaj, Member-at-Large - Region 4

- Douglas Wang, Member-at-Large - Region 7
- Tilly Hiscock, Member-at-Large - Region 7
- Mandi Ayers, Member-at-Large - Region 10
- Leila Lolua and Bill Hannah, Staff, assisted by Karin Herbert, Staff

Peters presented the Education Committee report to the delegates.

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

Avery asked Morrison to come forward and present the resolutions pertaining to Education.

Resolution #6 – Education

THEREFORE BE IT RESOLVED: That the Health Sciences Association of British Columbia (“HSA”) provide more educational opportunities (workshops, teleconferencing) for its members at the chapter level.

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

Avery thanked the Education Committee, asked them to stand down and called the Resolutions Committee to come forward to continue with resolutions.

Resolution #3 – Constitution

THEREFORE BE IT RESOLVED: That all elected union positions above chief stewards be subject to a term limit of no more than three consecutive terms.

BE IT FURTHER RESOLVED: That the HSA Constitution be amended to allow for this change in election procedure.

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

Resolution #2 – Constitution

THEREFORE BE IT RESOLVED: That the office of the Health Sciences Association of British Columbia (“HSA”) President be decided by a vote that includes the entire membership – one member one vote.

BE IT FURTHER RESOLVED: That the HSA Constitution be amended to allow for this change in election procedure.

BE IT FINALLY RESOLVED: That this change be implemented at the next Presidential Election.

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

PRESIDENTIAL ELECTION RESULTS

Andy Ross, Chief Electoral Officer announced the presidential election results:

Ballots cast	268
Spoiled	4
Total valid ballots	264
Votes required to win	133
Joseph Sebastian	82
Val Avery	182

Ross declared Val Avery President of HSA.

Avery thanked the delegates for their trust in her, accepted the role of President and commented that she was honoured to represent HSA and looks forward to continuing her work representing the membership. Avery then asked Morrison to continue with resolutions.

Resolution #1 – Constitution

THEREFORE BE IT RESOLVED: That the Health Sciences Association of British Columbia (“HSA”) Annual Convention be held every other year rather than yearly and the Constitution be amended as per the language presented to the 2012 Annual Convention (see Schedule “A”).

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

Avery asked the Resolutions Committee to stand down and called upon the Political Action Committee to come forward to present their report.

POLITICAL ACTION COMMITTEE

Brendan Shields (Director - Region 4), Chair of the Political Action Committee introduced the committee members and delivered their report:

- Anne Davis, Director - Region 1
- Joyce Pielou, Member-at-Large - Region 1
- Nancy Hay, Member-at-Large - Region 6
- Neelam Mann, Member-at-Large - Region 7
- Carol Riviere, Staff, assisted by Pattie McCormack, Staff

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

A special presentation was made to Rachel Tutte in recognition of her extraordinary work with the BC Health Coalition.

Avery asked the Political Action Committee to stand down and called the Elections Committee to come forward.

TRIAL COMMITTEE ELECTION

The Trial Committee has no report at this time and Marg Beddis proceeded with the Trial Committee election. Members nominated for the 2014 Trial Committee:

- Iain Boyle
- Cherylee Hale
- Lesley Chapman
- Nancy Banks
- Brenda Kuntz
- Tim Lentz
- Lynn Kelsey

All nominees accepted their nominations and spoke to convention. The election proceeded, ballots were collected and Marg Beddis announced election results will be reported in the afternoon.

Avery resumed the chair, called the Political Action Committee forward and asked Janice Morrison to continue with resolutions.

Resolution #56 – Political Action Committee

THEREFORE BE IT RESOLVED: That the Health Sciences Association of British Columbia (“HSA”) lobby the government to better promote health and fitness in the workforce by supporting adults enrolled in physical activity programs through tax incentives.

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

Resolution #57 – Political Action Committee

THEREFORE BE IT RESOLVED: Health Sciences Association of BC (“HSA”) identify financial barriers facing low income earners.

BE IT FURTHER RESOLVED: That HSA lobby the provincial government to require employers to implement sustainable employment.

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

Resolution #59 – Political Action Committee

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) look into Paul Kershaw’s *Gensqueeze* campaign to find ways to reduce the squeeze burdening the younger generations.

BE IT FURTHER RESOLVED: That HSA act to support this campaign.

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

Resolution #60 – Political Action Committee

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) work with allied organizations to make the federal Conservative government’s abdication of responsibility for health care a vote-determining issue in the upcoming federal election.

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

Avery resumed the chair, made announcements, adjourned for lunch at 11:57 a.m. and announced we would reconvene at 1:30 p.m.

Saturday, April 12, 2014 - Afternoon Session

Avery called the meeting to order at 1:32 p.m. and introduced guest speaker, Amber Hockin.

GUEST SPEAKER

- Amber Hockin, Regional Director, CLC

Avery thanked Hockin for her address to Convention and commented on the CLC campaign and their upcoming advertisement, 'Sunny'.

TRIAL COMMITTEE ELECTION RESULTS

Marg Beddis thanked the balloting Committee and HSA staff for their work on the election and announced the results.

Members voted to the Trail Committee for 2014 are:

- Iain Boyle
- Lesley Chapman
- Nancy Banks
- Brenda Kuntz
- Tim Lentz

Alternates Members are:

- Lynn Kelsey
- Cherylee Hale

Beddis thanked the committee and turned the chair back to Avery.

Avery asked for a motion to destroy all ballots since last convention:

M/S	Motion:	Of Concurrence
	Delegate Vote:	Carried

Avery recognized Heather Sapergia's contributions in completing her 3rd Regional Director term, acknowledged her incredible contributions in OH&S, as well as other areas, and wished her well in her upcoming retirement.

Avery then asked the Woman's Committee to come forward to deliver its report.

WOMEN'S COMMITTEE

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

- Marg Beddis, Director - Region 7
- Anna Morton, Member-at-Large – Region 2
- Erin Seatter, Member-at-Large – Region 5
- Louise Vaile, Member-at-Large – Region 9

- Leila Lolua, Staff, supported by Karin Herbert and Patti McCormack, Staff

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

Avery thanked the Women’s Committee for their great work and video presentation, asked the committee to stand down and called the Resolutions Committee forward to continue with resolutions.

HSA introduced a convention passport this year. The winner was Edie Elias.

Morrison presented two extraordinary resolutions.

Extraordinary Resolution – Dues Increase

WHEREAS: Reinstating the Committee for Equality and Social Action (“CESA”) could potentially put the union in a position of financial hardship; and

WHEREAS: There has been no increase in union dues since 1997; and

WHEREAS: An increase of 0.05% would assist the financial committee and the Health Sciences Association of BC (“HSA”) would avoid being placed into the uncomfortable and unavoidable position of having to cut committees and departmental budgets; and

WHEREAS: An increase from 1.6% to 1.65% will still allow HSA to have one of the lowest union dues rates among health care unions in BC; and

WHEREAS: An increase of 0.05% would potentially equate to \$450,000 of revenue.

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) increase union dues by 0.05%.

SUBMITTED BY: McBride Hospital

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

Extraordinary Resolution – Associate Membership

WHEREAS: There are health science and social services professionals who work in non-union workplaces, have no short term prospect of unionization and who want to be involved in their local labour movement; and

WHEREAS: Organizing unorganized workers is critical to the advancement of workers’ rights; and

WHEREAS: Both the BC Government and Service Employees’ Union (“BCGEU”) and Health Sciences Association of Alberta (“HSAA”) have provisions for associate members in their constitutions.

THEREFORE BE IT RESOLVED: That the Health Sciences Association of British Columbia (“HSA”) institute an associate member category, with the Board of Directors responsible to decide the scope, rights, duties and obligations of an associate member.

SUBMITTED BY: Holy Family Hospital

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

Resolution #57 – Member Services (referred back with amendment)

THEREFORE BE IT RESOLVED: HSA lobby the provincial government to implement sustainable employment.

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

Resolution #16 – Finance (referred back)

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (“HSA”) reduce union dues by 60% for members who fall below Statistic Canada’s low income cut off based on an individual’s income or a family’s combined net income for the preceding tax year.

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

Resolution #35 – Member Services

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) seek mutual protection to secure financial stability, political organization/power and ensure access to greater resources by merging with another health care union that shares our commitment to public healthcare equality, social and economic justice; and

BE IT FURTHER RESOLVED: That within one year, HSA identify a suitable union principally or wholly composed of healthcare workers and commence active negotiations to complete the constitutional and legal requirements (including member ratification) to merge our unions into a single entity with a unified membership.

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

Resolution #33 – Governance

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) reinstate the Run for the Cure Committee in a limited scope to assist with organizing the Run site coordinators.

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

Resolution #29 – Governance

THEREFORE BE IT RESOLVED: That the Union investigate the need for the a creation of a Past President position of one year;

BE IT FURTHER RESOLVED: That duties undertaken on behalf of the union by the Past President be reimbursed in the same manner as any Board member's activities.

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

Resolution #50 – Member Services

THEREFORE BE IT RESOLVED: That the Health Sciences Association of British Columbia (“HSA”) hire professional negotiators during bargaining of collective agreements and utilize bargaining committee members as advisors only.

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

Resolution #47 – Labour Relations

THEREFORE BE IT RESOLVED: That the Health Sciences Association of British Columbia (“HSA”) expedite special leave grievances by having them as a priority to complete within a definite time frame.

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

Resolution #23 – Member Services

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) lobby employers to support all their workers by providing adequate bike storage.

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

Resolution #24 – General

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) lobby the provincial government to maintain and work on expanding transportation programs including the Taxi Saver Program and encourage the training of taxi drivers to work with people with special needs.

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

Resolution #48 – Member Services

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) record all telephone town hall meetings and make these recorded meetings available to the members via the HSA website.

Motion: **Of non-concurrence**

Delegate Vote: **Carried**

Resolution #49 – Member Services

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) develop a new policy based on Article 15 of the Constitution that applies to conflict for staff and members.

Motion: **Of non-concurrence**
Delegate Vote: **Carried**

Resolution #51 – Member Services

THEREFORE BE IT RESOLVED: That the Health Sciences Association of British Columbia (“HSA”) ensure that the orientation package is received by new members.

Motion: **Of concurrence**
Delegate Vote: **Carried**

Resolution #58 – Political Action

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) will conduct active research to document and communicate the number and effect of actual cuts on the erosion of health care service and loss of treatment capacity/expertise related to termination of our members.

BE IT FURTHER RESOLVED: That HSA will dedicate human, financial and political resources as necessary to organize a print/television campaign and conduct public forums in order to generate public awareness and collaboration in efforts to compel the government to fully fund and maintain public health care services.

Motion: **Of non-concurrence**
Delegate Vote: **Carried**

Resolution #26 – General

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) urge the National Union of Public and General Employees (“NUPGE”) to lobby the federal government to provide postal delivery services to seniors and persons with disabilities.

M/S Motion: **Table**
 Delegate Vote: **Defeated**

THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC (“HSA”) urge the National Union of Public and General Employees (“NUPGE”) to lobby the federal government to provide postal delivery.

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

Due to time constraints the balance of resolutions (#s 8, 20, 25, 27, 38, 39, 40, 41, 42, 43, 44, 45, 46) will be referred to the Board. No motion is required.

Avery thanked the Resolutions Committee for its hard work, asked the committee to stand down, and called the Board to the head table. Avery announced the Good and Welfare information.

Avery acknowledged the outstanding work and service that Reid Johnson, past president, and Kimball Finigan, past Director – Region 5, have provided over the past years and then acknowledged the Regional Directors who are continuing in the second year of their term.

Anne Davis	Region 1
Bruce MacDonald	Region 3
John Christopherson	Region 5 (by-election)
Marg Beddis	Region 7
Janice Morrison	Region 9

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

Derek Hoyt	Region 2 (by-election)
Joseph Sebastian	Region 4
Anita Bardal	Region 6
Allen Peters	Region 8
Mandi Ayers	Region 10

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

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

M/S	<u>Motion:</u>	To adjourn the 2014 Convention at 3:54 p.m.
	<u>Delegate Vote:</u>	Carried