

minutes

OF THE 2020 ANNUAL CONVENTION



HEALTH SCIENCES ASSOCIATION
The union delivering modern health care

Health Sciences Association of British Columbia 2020 Annual Convention Minutes

November 16 and 17, 2020
FMAV Webstream

Monday, November 16, 2020 – Morning Session

Val Avery, President, welcomed delegates, guests and staff to HSA's Annual Convention at 9:00 a.m. and provided an orientation to the proceedings being held at the FMAV studio via Webstream.

Avery explained the voting process and presented sample resolutions to test the process. Committee reports will be presented on screen throughout the convention proceedings to share the good work the committees have done. Avery adjourned the meeting for Regional Meetings being held at 9:45 a.m.

Val Avery, President, welcomed delegates, guests and staff to HSA's 49th Annual Convention, called the meeting to order and began the proceedings at 11:15 a.m.

Avery advised there were technical difficulties with the Regional Meetings for Regions 1, 2, 3, 4, 5, 6, 7 and 10 and will be rescheduled to Tuesday, November 17, 2020 at 9:00 a.m.

Avery advised that HSA's convention is coming from FMAV's Studio in Burnaby which is located on the unceded traditional lands of the Coast Salish peoples – Squamish, Tsleil-Waututh and Musqueam Nations.

While Convention is coming to you from the studio, the union operates out of an office located in New Westminster which is home to the people of the Qayqayt First Nation. The Qayqayt First Nation is one of a few registered without a land base. Kwantlen First Nation recognizes Qayqayt as a very significant part of their unceded traditional territory. We are grateful and humble guests on this land.

Avery then introduced Rhonda Larrabee, Chief of the Qayqayt First Nation, to bring greetings via video.

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

CREDENTIALS REPORT

358	Delegates
21	Non-voting members
108	Staff
2	Guests

489 **TOTAL**

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

Avery reviewed the Diversity Awareness and Anti-Harassment Statement and advised that Anne Davis, Region 1, and Josh Carr, Region 7, will act as the Ombudspersons for the 2020 Convention. HSA staff support for the Ombudspersons is Tonie Beharrell.

RULES OF ORDER

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

CONSENT AGENDA

The proposed Rules of Order for the HSA 2020 Annual Convention include a Consent Agenda that allows for delegates to approve a number of committee reports and resolutions without debate. The principle of the Consent Agenda process is that there is widespread support for the included items. If any delegate indicates they do not consent to an item on the Consent Agenda, the item is removed and returned to the Convention Agenda for consideration and debate by delegates.

The following committee reports, contained in the HSA Annual Report, available online at hsabc.org, under “about”, “annual reports,” are recommended for approval by Consent Agenda:

- Report from the Committee on Equality and Social Action (*page 38*)
- Report from the Education Committee (*page 41*)
- Report from the Occupational Health and Safety Committee (*page 44*)
- Report from the Political Action Committee (*page 46*)
- Report from the Women’s Committee (*page 49*)
- Report from the Young Workers’ Advisory Group (*page 51*)

The Resolutions Committee recommends the following recommendations for approval by Consent Agenda. The full preambles are available in the Resolutions Booklet provided to delegates.

Page	#	Category	Resolved	Committee Recommendation
23	40	Member Services	Therefore be it resolved that HSA continue to provide support to stewards (education, posters, videos, delegation of tasks, etc.) to promote member involvement and solidarity	Concurrence
25	48	Member services	Therefore be it resolved that HSA will increase member access to educational opportunities and decrease the need for travel by offering live-streamed speakers or creating webinars that can be incorporated into chapter meetings.	Concurrence

Page	#	Category	Resolved	Committee Recommendation
26	49	Communications	Therefore be it resolved that HSA provide member education (via The Report) on organ donation (both living and deceased), the value of discussing our wishes surrounding organ donation with family members and that they can register in advance to be organ donors in the case of their death.	Concurrence
26	50	Communications	Therefore be it resolved That Health Sciences Association (“HSA”) publicize that emails sent to a regional director are screened by individuals other than the regional director on the HSA website, as well as via an email auto-reply, and that regional directors receive all emails sent to their region’s email account.	Concurrence
28	53	Finance	Therefore be it resolved that HSA will provide a response to the Call to Action by increasing the number of bursaries for Indigenous students entering the health care field. Be it further resolved that HSA expand its cultural competency training for members.	Concurrence
30	60	Finance	Therefore be it resolved That MNP LLP be confirmed as the union’s auditor until the year 2021 Annual Convention.	Concurrence
31	62	Occupational Health and Safety	Therefore be it resolved that HSA continue to lobby the BC Government to expand presumptive coverage for mental health disorder claims that result from a workplace traumatic events(s) to include the whole team of health care and community social service workers in BC.	Concurrence

Page	#	Category	Resolved	Committee Recommendation
32	65	Political Action	Therefore be it resolved that HSA continue to lobby the government to expand its childcare plan to universal access \$10/day childcare for all childcare spaces in BC.	Concurrence
33	67	Political Action	Therefore be it resolved that HSA remain in a state of election readiness should a provincial election be called before the scheduled date of October 16, 2021 to raise critical health care and social services related issues, share information with members regarding political parties and their platforms, and encourage participation in the electoral process.	Concurrence
39	80	Health Services	Therefore be it resolved that HSA lobby the Ministry of Health to develop transportation services that meet the needs of all British Columbians requiring life sustaining medical treatment.	Concurrence
39	83	Health Services	Therefore be it resolved that HSA lobby the government to revise the criteria for the Monthly Nutrition Supplement in consultation with registered dietitians.	Concurrence
41	86	Health Services	Therefore be it resolved that HSA advocate and lobby the Ministry of Children and Family Development and other related ministries (e.g. Health and Education) to review school-aged therapy service delivery and increase funding for staff to allow timely and equitable access everywhere in BC.	Concurrence
41	88	Health Services	Therefore be it resolved that HSA lobby the Ministry of Children and Family Development to highlight the significant lack of funding and lack of providers for MCFD-funded respite care and	Concurrence

			the overall impact this has on the health and well-being of families.	
Page	#	Category	Resolved	Committee Recommendation
42	89	Health Services	Therefore be it resolved that HSA continue to advocate and lobby Ministry of Children and Family Development and the provincial government for increased funding to allow timely and equitable access to Early Intervention Therapy.	Concurrence
42	92	Health Services	Therefore be it resolved that HSA advocate and lobby the provincial government and TransLink (for Lower Mainland) and BC Transit (for rest of BC) to increase funding for HandyDART as well as to allow children with special needs under 12 years to access the service (with caregiver accompaniment)	Concurrence
44	95	Equality and Social Action	Therefore be it resolved that HSA work through NUPGE and CLC to demand the federal government comply with the Canadian Human Rights Tribunal ruling 2019 CHRT 39, pay the compensation ordered, cease denying rights to First Nations Children, and end discrimination in the delivery of public services to Indigenous peoples.	Concurrence
52	113	Climate Action	Therefore be it resolved that HSA lobby provincial and municipal governments to significantly expand the number of available electric vehicle charging stations throughout BC.	Concurrence

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

CONVENTION AGENDA

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

MINUTES FROM THE 2019 CONVENTION

M/S	<u>Motion:</u>	To accept the minutes of the 2019 Annual Convention
	<u>Delegate Vote:</u>	Carried

Avery adjourned the meeting for lunch at 12:11 a.m. and announced the meeting would reconvene at 1:00 p.m.

Monday, November 16, 2020 – Afternoon Session

Avery called the meeting to order at 1:00 p.m., drew prizes for the delegates and introduced Guest speaker Laird Cronk.

GUEST SPEAKER

**Laird Cronk
President
BC Federation of Labour**

Avery thanked Laird Cronk for his video address and then reviewed the 2019 Business Arising document. This document outlines the direction set by convention delegates and informs our work in these areas. Avery then highlighted some of the actions the union has been working on, directed by membership from 2019 Convention resolutions:

1. Resolution #27 - One member one vote for the HSA President
2. Resolution #32 - Formalization of Young Workers Advisory group
3. Resolution #53 - Explore the cost of the union providing tablets to stewards
4. Several Resolutions addressing services for children

In addition to the activities highlighted, Avery advised the union continues to work on a number of fronts on the issues identified by members through Convention resolutions.

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

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

PRESIDENT'S REPORT

Avery presented the President's report.

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

TRIAL COMMITTEE REPORT

Avery provided an overview of complaints filed under Article 15 of the union's Constitution that were investigated but were deemed to not have merit to proceed to Trial Committee and then provided information on the Trial Committee Terms of Reference and its requirement to report to Convention. Avery then asked Becky Packer, Secretary-Treasurer,

to deliver the Committee's report on behalf of Kevin James, Acting Chair of the Trial Committee.

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

Due to the COVID-19 pandemic delays in holding an in-person Convention, the Trial Committee members from 2019 will continue until the 2021 convention where an election will be held.

Avery asked Mandi Ayers, Chair of the Resolutions Committee, to deliver the committee's report.

RESOLUTIONS COMMITTEE REPORT

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

- Jas Giddha, Director - Region 7
- Eileen Carolan, Region 1
- Christine Ambrose, Region 2
- Jing-Yi Ng, Region 3
- Ella Chrobak, Region 4
- Jill Slind, Region 5
- Tara Chen, Director - Region 6
- Deb Cline, Region 7
- Carol Blake, Region 8
- Caroline Widgiz, Region 9
- Jennifer Hiscock, Region 10
- Miriam Sobrino and Rosemary DeYagher, staff support

Ayers delivered the Resolutions Committee report, reviewed the 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 #44 – Member Services

THEREFORE BE IT RESOLVED: That there be equitable opportunities and more transparent disclosure on the selection process for educational opportunities *and* the member engagement team ~~and employment openings~~ within Health Sciences Association ("HSA") to its membership.

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

Resolution #55 – Finance

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") members receive a written report annually of unused education fund money.

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

Avery introduced Guest speaker Larry Brown who delivered his greetings by video.

GUEST SPEAKER **Larry Brown**
President
National Union of Public and General Employees

Avery thanked Larry Brown for his video address to convention and asked Ayers to continue with resolutions.

Resolution Composite #2 – Human Resources (covers 73, 74, 75 and 76)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to explore strategies for working with employers in the health care and social services sectors to address professionals shortages, and

BE IT FURTHER RESOLVED: That HSA continue to lobby the provincial government to address recruitment and retention challenges in these sectors, including increasing access to training, and ensuring concrete steps are taken at the local level to ensure optimal staffing is in place to deliver necessary health care and social services to all British Columbians.

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

Resolution Composite #1 – Human Resources (covers 69 and 70)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the provincial government to expand the loan forgiveness program to encompass more professions including but not limited to Early Childhood Professionals.

BE IT FURTHER RESOLVED: That HSA also lobby the provincial government to designate more areas of the province as underserved communities.

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

Resolution #94 – Equality and Social Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will lobby the government of British Columbia to fund Indigenous Cultural Safety (“ICS”) training for all health care professionals.

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

Resolution #29 – Governance (covers 30)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) delegates to Convention vote directly on the resolution itself and NOT the Resolutions Committee recommendation, and

BE IT FURTHER RESOLVED: That the Resolutions Committee will continue to provide a rationale and recommendation on each resolution as per status quo.

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

Resolution #26 – Governance (covers 27)

THEREFORE BE IT RESOLVED: That these paid positions be filled through a hiring process from the union head office.

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

Resolution #28 – Governance

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) Constitution be changed to have a deadline for nominations of a minimum of one month before scheduled chapter steward election meetings.

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

Resolution #93 – Equality and Social Action

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) commit to recognizing and addressing overt and covert discriminatory and racist incidents or behaviors in the workplace as illustrated by the anti-racism and equity survey facilitated by HSA; and

BE IT FURTHER RESOLVED: That HSA lobby employers to facilitate anti-racism and equity awareness training for all HSA *members*; and

BE IT FINALLY RESOLVED: That HSA commit to developing leading edge, continuous status monitoring of marginalized individuals in the workplace through timely review processes.

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

Resolution Composite #4 – Climate Action (covers 102, 103, 104, 105, 106, 107, 108, 109, 110, 111 and 112)

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (“HSA”) develop a climate action plan to promote individual and collective action by HSA union members, the union, the broader labour movement, and all levels of government that includes:

- Conducting a climate impact audit of its business practices

- Reducing the print run of The Report and Annual Report by making printed copies available to members only by request
- Reducing the distribution of plastic promotional materials
- Eliminating the use of single use dishware at union events
- Encouraging HSA members to take individual action on the United Nations call to action on the 17 Sustainable Goals
- Developing tools for steward teams to educate members about how to address climate change
- Working in the broader labour movement to provide leadership resources and participate in the significant systemic change required.
- Calling for the re-establishment of the BC Federation of Labour Climate Change Committee, and becoming an active participant on the committee
- Appointing a representative to the NUPGE National Environment Committee with a mandate to pursue a framework/action plan for unions to use to review how their members/staff conduct union business, set targets to reduce their carbon footprint, and review all policies with a climate emergency lens
- Working with NUPGE's National Environment Committee to investigate possible actions that can take place at the bargaining table to bring broader environmental concerns into workplace activities
- Working with the BC Federation of Labour, NUPGE, and CLC to lobby the provincial and federal governments to take effective action to address climate change, including reviewing government policies with a climate change lens.

BE IT FURTHER RESOLVED THAT: The climate action plan be presented to the 2021 HSA Annual Convention.

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

Resolution Composite #3 – Equality and Social Action (covers 96, 97, 98, 99 & 100)

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the provincial government to meet its commitments in the 2018 30-Point Plan for a Fairer Housing Market, including

- Making a \$6 billion plus investment in affordable housing
- Building more than 14,000 units for individuals, working families, and seniors
- Building 2,500 new supportive housing homes for people struggling with homelessness

BE IT FURTHER RESOLVED: That HSA lobby the BC government to make financial support available for patients requiring short- and long-term housing arrangements while receiving treatment, including age cohort specific mental health supported housing spaces, and

BE IT FURTHER RESOLVED: That HSA lobby the BC government to increase the shelter portion of the Persons with Disabilities (“PWD”) benefit, and

BE IT FINALLY RESOLVED: That HSA lobby the BC government to pursue solutions for affordable housing that includes purpose-built rentals, increased cooperative housing

projects, and other options to assist the working middle class and young workers to be able to find affordable and adequate housing options.

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

Avery thanked Mandi Ayers and the Resolutions Committee for their work.

DAVID BLAND MEMORIAL AWARD

Val Avery, President, announced the recipient of the the David Bland Memorial Award is Christine Ambrose, a Supported Child Development Consultant with the School Aged Program of the Queen Alexandra Centre for Children's Health in Victoria. Christine is also a union activist and has served as JOHS Committee Representative, Member-at-Large, Chief Steward, Constituency Liaison, and OH&S Steward.

Avery made several announcements, adjourned the meeting at 4:25 p.m. and advised the meeting would reconvene Tuesday at 10:00 a.m.

Tuesday, November 17, 2020 - Morning session

Regional Meeting for Regions 1, 2, 3, 4, 5, 6, 7 and 10 were held via Webex from 9:00 – 10:00 a.m.

Avery called the meeting to order at 10:00 a.m. and presented the credentials report on behalf of Convention Registrar, Shannon Chartier.

CREDENTIALS REPORT

317	Delegates
19	Non-voting members (observers)
108	Staff
2	Guests

446 **TOTAL**

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

GUEST SPEAKER

Hon. John Horgan
Premier of British Columbia
MLA Langford-Juan de Fuca, New Democratic Party

Avery thanked Premier Horgan for his video address to convention and asked Becky Packer, Chair of the Finance Committee, to deliver the committee's report.

FINANCE COMMITTEE REPORT

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

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

Packer then introduced the Union's auditor, Ryan Gorder, from MNP LLP and asked Gorder to present the auditor's report for the year ending December 31, 2019. Packer delivered the Finance Committee Report, reviewed the financial statements and then, on behalf of the committee, moved and seconded the motion.

M/S	<u>Motion:</u>	To accept the 2019 Audited Financial Statements
	<u>Delegate Vote:</u>	Carried

Avery thanked Gorder and advised that a motion was passed by Resolution #60 on the consent agenda that MNP LLP be confirmed as the union's auditor until the year 2021 annual Convention.

Packer delivered the 2019 finance and budget reports, answered questions and moved and seconded the report on behalf of the committee.

M/S Motion: **To accept the 2020 Budget Report**
Delegate Vote: **Carried**

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

Avery thanked the Finance Committee and asked Cheryl Greenhalgh to deliver the report on Constitutional changes.

CONSTITUTIONAL & ORGANIZATIONAL POLICY COMMITTEE REPORT

Cheryl Greenhalgh, (Vice-President, Director – Region 3) Chair of the Constitutional & Organizational Policy Committee (COPS) delivered the committee's report.

Resolution #1 – Constitution

THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 6, Section 7 – No Discrimination, clause (a) be amended as follows:

Section 7. No Discrimination

- (a) The rights and benefits of the Union are conferred on each member, without discrimination on the basis of sex, gender identity, gender expression, age, race, colour, religious affiliation, national or ethnic origin, disability, sexual orientation, political belief, **socio-economic**, marital or family status.

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

Avery thanked Greenhalgh, adjourned the meeting for lunch at 11:52 a.m. and advised the meeting would reconvene at 1:00 p.m.

Tuesday, November 17, 2020 – Afternoon Session

Avery called the meeting to order at 1:03 p.m. and asked Cheryl Greenhalgh, (Vice-President, Director – Region 3) Chair of the Constitutional & Organizational Policy Committee (COPS) to continue with Constitutional resolutions.

Resolution #2 – Constitution

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

- (j) Violate the Constitution of the Union or any Union Policy;
- (k) Obtain membership, or help someone else obtain membership, fraudulently or by misrepresentation;
- (l) Communicate or reveal confidential information, without proper authorization, about the business, membership, proceedings or other affairs of the Union to someone not entitled to it;
- (m) Bring a complaint under article 15 without reasonable grounds for believing the complaint is true;
- (n) Fail to pay dues, fees, assessments or fines placed on them under the Constitution or by Union Policy;
- (o) Commit a fraud in a Union election or interfere, or attempt to interfere, with the democratic rights of members under this Constitution;
- (p) While holding elected office, deliberately cause a member to withdraw from the Union except as provided by the Labour Relations Code of British Columbia;
- (q) While holding elected office, condone or help another organization seeking to represent HSA members;
- (r) Disrupt the democratic process of a meeting, or fail or refuse to follow the rules of order when directed to do so by the Chair;
- (s) Coerce, intimidate or wrongfully keep a member, officer or staff person of the Union from carrying out their obligations or duties or exercising their rights under the Constitution and Union Policy;
- (t) Use the name of the Union for money or advertising without proper authority;
- (u) While being a Director, Member at Large, or member of the Trial Committee violate the Oath of Office, or while a Director violate the Code of Conduct;
- (v) While holding elected office in the Union, fail to perform the duties or obligations of their office in good faith, in a way that could reasonably be understood to breach the Union’s duty of fair representation;
- (w) Reveal personal information about a member or members to anyone not entitled to such information;
- (x) Engage in an activity or course of conduct which is detrimental to the welfare or best interests of the Union; or
- (y) Access any Union records, however stored, contrary to the Union Policy in regards to accessing Union records.

BE IT FURTHER RESOLVED: That the HSA Constitution Article 6 Constitution Members’ Rights and Obligations be amended by adding a new section – “Section 7. Discipline as follows:

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

M/S	<u>Motion:</u>	To table
	<u>Delegate Vote:</u>	Carried

Resolution #3 – Constitution

THEREFORE BE IT RESOLVED: That Article 4 of the Health Sciences Association (“HSA”) Constitution be changed by adding “Code of Conduct” to the Definitions as follows:

“Code of Conduct” means the policy adopted by the Board of Directors to set out the responsibilities of Directors.”

BE IT FURTHER RESOLVED: That HSA Constitution Article 8 Board of Directors - be changed by adding a new section (Section 13) as follows:

All newly elected/re-elected members of the Board of Directors shall take and be bound by the following Oath of Office:

I, _____, promise that:

I shall truly and faithfully carry out my duties as a member of the Board of Directors to the best of my abilities.

I shall uphold the Constitution and principles of the Union.

I shall always act in accordance with the Board of Directors’ Code of Conduct.

I shall, in good faith, abide by, support and promote the Union Policies.

I shall return all Union properties or funds in my possession at the end of my term of office.

I shall promote a harassment-free and discrimination-free environment and work to ensure the human rights of all members are respected.

I shall endeavour to build harmony and solidarity in the Union and the labour movement.

BE IT FURTHER RESOLVED: That HSA Constitution Article 11 Members-at-Large - be changed by adding a new section titled “Oath of Office” as follows:

Section 5. Oath of Office

All newly elected/re-elected Members-at-Large shall take and be bound by the following Oath of Office:

I, _____, promise that:

I shall truly and faithfully carry out my duties as a Member at Large to the best of my abilities.

I shall uphold the Constitution and principles of the Union.

I shall, in good faith, abide by, support and promote the Union Policies.

I shall promote a harassment-free and discrimination-free environment and work to ensure the human rights of all members are respected.

I shall endeavour to build harmony and solidarity in the Union and the labour movement.

BE IT FURTHER RESOLVED: That HSA Constitution Article 13 Committees – Section 2 Standing Committees 3. Trial Committee be changed by adding a new section as follows:

3. Trial Committee

(d) All newly elected/re-elected Trial Committee members shall take and be bound by the following Oath of Office:

I, _____, promise that I shall truly and faithfully carry out my duties as a member of the Trial Committee to the best of my abilities, fairly and without bias.

I promise that I shall uphold the Constitution and principles of the Union.”

M/S Motion: **To table**
Delegate Vote: **Defeated**

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

Resolution #4 – Constitution

THEREFORE BE IT RESOLVED: That Article 13(2)(3)(a) of the Health Sciences Association Constitution be changed as follows:

Article 13 – Committees

2. Standing Committees

3. Trial Committee

- (a) The committee is composed of seven members elected at Convention to adjudicate complaints brought against members through the provisions of the Complaints and Disputes and Resolution procedure.

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

Resolution #5 – Constitution

THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 8 Board of Directors – Section 5. Duties of Secretary-Treasurer be amended as follows:

Article 8 Board of Directors

Section 5. Duties of Secretary-Treasurer

- (f) Takes conduct of complaints as set out in Article 15, Complaints & Dispute Resolution.

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

Resolution #6 – Constitution

THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 15(1) (a) to (e) be deleted and replaced with the following:

Article 15 – Complaints & Dispute Resolution

Section 1. 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.

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

Resolution #7 – Constitution

THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 15 – Complaints & Dispute Resolution, be amended as follows:

Section 2. Form of Complaint. Add to (a), at the end of the sentence, “(the “Complainant”);”;

Section 2. Form of Complaint. In (e), replace “person making the complaint” with “Complainant” and add a comma after “and”;

Section 3. Time for Bringing Complaints. Change “Complaints” to “Complaint” in the title;

Section 3. Time for Bringing Complaints. Replace “person making the complaint” with “Complainant”;

Section 4 – Notice of the Complaint. In (a), add “(the “Respondent”)” after “... the person who is the subject of the complaint”;

Section 4 – Notice of the Complaint. In (b), replace “person who is the subject of the complaint” with “Respondent” and replace “member” with “Respondent”;

Section 4 – Notice of the Complaint. Relocate the provision at (c) to Article 15’s Section 5, along with replacing “is referred” with “shall also be referred”;

Section 6 – Trial. In (a), replace “Chairperson” with “Chair, “will” with “shall”, and “charges” with “complaint”;

Section 6 – Trial. In the current (b) provision, replace “Members have” with “Respondent has”; replace “charges” with “complaint” and delete “of those charges”;

Section 6 – Trial. In the current (c) provision, replace “Members” with “The Respondent” and “charges” with “complaint”;

Section 6 – Trial. In the current (d) provision, replace “will” with “shall” in the two places it occurs in the first sentence;

Section 6 – Trial. In the current (d)(iii) provision, replace “must” with “shall”;

Section 6 – Trial. In the current (e) provision, replace “A charged member” with “The Respondent”;

Section 7 – Decision. In (a), replace “member who filed the complaint” with “Complainant” and “member charged” with “Respondent”;

Section 8 – Expenses. In (a), replace “will” with “shall”; and

Section 8 – Expenses. In (b), replace “member(s) bringing the complaint” with “Complainant”.

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

Resolution #8 – Constitution

THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 15 – Complaints & Dispute Resolution, be amended as follows:

Section 6 – Trial. Change the section’s title from “Trial” to “Hearing Panel”;

Section 6 – Trial. After the provision at (a), add “(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.”;

Section 6 – Trial. At the current (d) (ii), replace “presentations” with “evidence” and “charged members, members making the complaint” with “Respondent” and “Complainant.”;

Section 6 – Trial. At the current (d) (ii), add “and other witnesses” before “the representative(s)” and delete “and other witnesses” after “Directors”;

Section 6 – Trial. Immediately preceding current (e) Add a new provision: “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.”;

Section 6 – Trial. Add to the current (e), “and the Complainant have” after “The Respondent” and delete “has”;

Section 7 - Decision. In (a), replace “hearing” with “trial”;

Section 7 - Decision. In (b), replace “in breach of the Constitution” with “guilty of a breach of any Obligation or Responsibility in the Constitution”;

Section 7 - Decision. In (b), after “... imposing any discipline”, add the sentence “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.”; and

Section 8 – Expenses. In (b), replace “member(s)” with “Complainant(s)”.

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

Resolution #9 – Constitution

THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 15 - Complaints & Dispute Resolution – Section 8(b) – Expenses, be amended by replacing “hearing” with “process”.

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

Resolution #10 – Constitution

THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 15 – Complaints & Dispute Resolution, be amended as follows:

Section 5 – Investigator. Change title to “Investigation of Complaint”;

Section 5 – Investigator. To (a), add “takes conduct of the complaint, shall appoint an investigator as needed, and so notify the Board of Directors” after “Secretary-Treasurer” and delete “shall ask the Board of Directors to appoint an Investigator”;

Section 5 – Investigator. In the current (b), change “That Investigator” to “The Investigator”;

Section 5 – Investigator. In the current (d), replace “and a report is provided” with “whose report is provided”, and delete “on the Investigator’s findings”;

Section 5 – Investigator. In the current (e), replace “will” with “shall”;

Section 5 – Investigator. In the current (e), replace “The Board of Directors will” with “The Secretary-Treasurer shall”;

Section 6 – Trial. Change section (g) as follows:

“Where the Board of Directors determines that the matter before the Hearing Panel is

of significant interest to the Union or for other good reason, the Board of Directors shall be a party with the same rights of participation as the other parties to any trial. 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 Hearing Panel.”

Section 6 – Trial. Add to (d) (ii) “and, subject to (g) below,” before “the representative(s)”.

Section 6 – Trial. Add a new provision, after the current (d) (ii), “The Complainant, Respondent, and, subject to (h) below, the representative(s) of the Board of Directors, have the right to examine and cross-examine witnesses;”. Note that (h) is the current (g).

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

Resolution #15 – Constitution (Covers 20 and 21)

THEREFORE BE IT RESOLVED: that Article 9, Section 1 of the Health Sciences Association “(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 in odd numbered years.", and

BE IT FURTHER RESOLVED THAT: that Article 9, Section 3 (a) and (b) of the HSA Constitution which states:

“(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.”

be replaced with:

“The Board of Directors shall establish a process for the election of the President in which each member in good standing is eligible to cast one vote. Election of the President shall be by secret ballot. The president takes office at the conclusion of the Annual Convention in the year in which they are elected.”

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

Avery thanked Greenhalgh for presenting Constitutional resolutions. Avery then expressed thanks to FMAV, Chorus Call Canada, Data on the Spot, Simply Voting, members of IATSE Local 118 and the HSA staff team that made this convention possible.

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

Avery delivered closing comments. 68 of 121 resolutions have been dealt with and significant good work was accomplished in this new virtual format. Avery expressed

admiration to the members for the work they do in health care and social services and the ability to stay connected over these two days to get convention work done. The members are amazing and HSA has been trying to find meaningful and tangible ways to support members always and, particularly, during these past eight months during the pandemic. Change is never easy to achieve. It is a lot of grinding, hard work and HSA is taking on that challenge every day and we believe that we are leaders in so many areas. Avery thanked delegates for their support.

Pursuant to the Rules of Order, the constitutional resolutions that were tabled or not dealt with by the Convention, 11, 12, 13, 14, 16 (covers 17) and 18 automatically die.

Pursuant to the Rules of Order, the balance of resolutions not dealt with by the Convention, 19, 22, 23, 24 (covers 25), 31, 32, 33, 34, 35, 36, 37 (covers 38), 39, 41, 42, 43, 45, 46, 47, 51, 52, 54, 56, 57 (covers 58), 59, 61, 63, 64, 68, 71, 72, 77 (covers 78), 79, 84, 85, 101, 114, C5 (covers 115, 116, 117), 118, 119, 120, 121 are referred back to the Board to be addressed at their next meeting.

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

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

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

M/S	<u>Motion:</u>	To adjourn the 2020 Convention
	<u>Delegate Vote:</u>	Carried

The convention adjourned at 4:46 p.m.