

# Minutes

OF THE 2012 ANNUAL CONVENTION



HEALTH SCIENCES ASSOCIATION  
The union delivering modern health care

# Health Sciences Association of British Columbia 2012 Annual Convention Minutes

April 20 and 21, 2012  
Westin Bayshore Vancouver  
1601 Bayshore Drive, Vancouver, BC

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## **Friday, April 20, 2012 – Morning Session**

Reid Johnson, President, welcomed delegates and guests and staff to HSA's 41st Annual Convention and began the proceedings at 8:37 a.m. by calling upon music therapist Brendan Shields to lead in the singing of "O Canada".

## **CREDENTIALS REPORT**

Johnson called upon Rebecca Maurer, on behalf of Wendy Scarrett, Convention Registrar, to deliver the Report of the Credentials Committee.

309	Delegates
34	Staff
7	Guests
5	Observers

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

Johnson thanked Maurer and advised that Debora Gillespie and Neil Lalach will act as the Ombudspersons for the 2012 Convention. HSA staff support for the ombudspersons is Greg Mullaly.

## **RULES OF ORDER**

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

## **AGENDA**

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

## **MINUTES FROM THE 2011 CONVENTION**

M/S	<u>Motion:</u>	<b>To accept the minutes of the 2011 Annual Convention</b>
	<u>Delegate Vote:</u>	<b>Carried</b>

Johnson reviewed the Business Arising document and explained the process of implementing resolutions for the 2012 Convention.

Johnson reported out on 2011 Resolution #28 calling for a review of how the union's Vice-President and Secretary-Treasurer are elected. This has been rolled into a broader governance review headed by Region 10 Director, Heather Sapergia. There will be a report out at Convention in 2013.

Johnson then reported on 2011 Resolution #31 calling for a review of needs of the union's younger activists. The Union is currently working with Check Your Head, a progressive group working to empower youth, and expect to be able to report out and have further discussions with activists in the fall regional meetings.

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

- Anne Davis, Region 1
- Val Avery, Region 2 and Vice-President
- Bruce MacDonald, Region 3
- Brendan Shields, Region 4
- Kimball Finigan, Region 5
- Anita Bardal, Region 6
- Marg Beddis, Region 7
- Allen Peters, Region 8
- Janice Morrison, Region 9 and Secretary-Treasurer
- Heather Sapergia, Region 10

Johnson welcomed guests to HSA's Convention.

## **GUESTS**

- Mariana Burstyn, Board Member, Health Sciences Association of Alberta
- Wendy Despina, President, Manitoba Association of Health Care Professionals
- Allan Harlow, Vice-President, Manitoba Association of Health Care Professionals
- Amber Hockin, Regional Representative, Canadian Labour Congress
- Karen Kinar, Treasurer, Health Sciences Association of Saskatchewan
- Shelley Kowalchuk, Physiotherapy Director, Manitoba Association of Health Care Professionals
- Sherry McKibben, Board Member, Health Sciences Association of Alberta
- Cindy Stewart, past President, Health Sciences Association of BC
- Karen Wasylenko, President, Health Sciences Association of Saskatchewan
- Stephanie Smith, Treasurer, BC Government & Service Employees' Union
- Susan Summers, President, Music Therapy Association of BC

Johnson then called upon Janice Morrison, Secretary-Treasurer to take the Chair.

Morrison introduced HSA President, Reid Johnson, who then presented his Report.

## **PRESIDENT'S REPORT**

Johnson presented his Report on the Union's activities over the past year, highlighted the Union's successes and the focus on challenges ahead.

Collectively, the Union needs to work together for all HSA members for a fundamentally more equal, more fair, and more just society for all.

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

M/S    Motion:                    **To receive the Report of the President**  
       Delegate Vote:           **Carried**

Johnson thanked Morrison and introduced guests:

## **GUESTS**

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

Johnson then called the Elections Committee to the podium.

## **ELECTIONS COMMITTEE REPORT**

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

- Kimball Finigan, Director - Region 5
- Carol Riviere, Staff

Beddis then delivered the Elections Committee Report. Beddis reviewed the election process and announced the Trial Committee elections would take place on Saturday, April 21, 2012. There were no other elections during 2012 Convention.

Johnson thanked Beddis and the Committee, asked the Committee to stand down and called the Resolutions Committee to the head table to deliver its first Report.

## **RESOLUTIONS COMMITTEE REPORT**

Val Avery (Vice-President, Director, Region 2), Chair of the Resolutions Committee, introduced the members of the Committee:

- Trish Holm, 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
- Anithia Felix, Member-at-Large - Region 5
- Dave Noga, Member-at-Large - Region 6
- Neelam Mann, Member-at-Large - Region 7

- Kevin Towhey, Member-at-Large - Region 8
- Gwen Derosa, Member-at-Large - Region 9
- Mandi Ayers, Member-at-Large - Region 10
- Heather Sapergia, Director - Region 10
- Rebecca Maurer–Staff, assisted by Rosemary DeYagher - Staff

Avery delivered the Resolutions Committee Report which included reporting out on 2011 Resolution #30. The Board’s recommendation is that the previous year’s resolutions be available by logged-in members, in a read-only format, between the date of the annual call for resolutions and the date the resolutions are due in the office. This was carried out for 2012 and will be carried out for all future Conventions. Avery then continued with resolutions for the 2012 Convention.

**Resolution #7 – Constitution**

**THEREFORE BE IT RESOLVED:** That the new wording be “Article 14, section 1(b)(iii) Regions with up to and including 500 health science professional members are entitled to two delegates. Regions with more than 500 health science professional members are entitled to an additional delegate for each additional 500 health science professional members or portion thereof.”

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

**Resolution #8 – Constitution**

**THEREFORE BE IT RESOLVED:** That Article 16, Section 2 (a) of the HSA Constitution be amended to read:

Such amendments shall be effective only if the following procedure has been complied with:

- (a) The proposed amendments were distributed to members using their last known contact information at least 30 days before any vote considering such amendments is to be held.

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

**Resolution #1 – Constitution (covers Resolutions #2, #3, #4 and #5)**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) move to a biennial convention format commencing in 2013; so that convention will be held every odd numbered year; and

**BE IT FURTHER RESOLVED:** That any savings derived from a biennial convention format will be redirected to direct-member servicing and educational opportunities for activists.

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

**Resolution #2 – Constitution (covered by Resolution #1)**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC hold a convention every second year.

**BE IT FINALLY RESOLVED:** That the Board of Directors explore options for enhancing services and promoting increased member engagement with chapters and regions.

**Resolution #3 – Constitution (covered by Resolution #1)**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) look at moving the annual convention to once every two years and use the savings to service members in other ways.

**Resolution #4 – Constitution (covered by Resolution #1)**

**THEREFORE BE IT RESOLVED:** That we only have conventions every second year.

**Resolution #5 – Constitution (covered by Resolution #1)**

**THEREFORE BE IT RESOLVED:** That Convention be held every two years; and

**BE IT FURTHER RESOLVED:** That monies saved be allocated to member services.

**Resolution #6 – Constitution**

**THEREFORE BE IT RESOLVED:** That the HSA Constitution be amended as per the changes outlined in Schedule A – Proposed Amendments to the HSA Constitution 2012.

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

**Resolution #9 – Constitution**

**THEREFORE BE IT RESOLVED:** That resolutions presented at the annual Health Sciences Association of BC (HSA) convention be limited to topics that relate to our union and members in the workplace only, as it relates to our day to day employment, and not be spent on lobbying groups and organizations not within our scope of practice as a union and that HSA union dues not be used for lobbying such groups where we do not have a direct or significant influence upon.

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

Johnson introduced guests.

**GUESTS**

- Darryl Walker, President, BC Government and Service Employees' Union
- Jim Sinclair, President, BC Federation of Labour

Johnson then called upon Val Avery to continue with the Resolutions Committee Report.

### **Resolution #10 – Constitution**

**THEREFORE BE IT RESOLVED:** That any Health Sciences Association of BC (HSA) member who is not designated “essential service” and who chooses to cross our picket line shall be identified as in violation of our constitution and have their wages garnished.

**BE IT FINALLY RESOLVED:** That HSA members who cross our picket line shall be subject to discipline as per our constitution

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

### **Resolution #11 – Constitution**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) investigate allowing health science professionals in non-union workplaces to join HSA and report back to the membership prior to the deadline for resolutions to the 2013 Convention.

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

### **Resolution #12 – Communications (covers #13 and #14)**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) continue working to increase the public profile of HSA, and the public’s understanding of the diverse professions we represent including the essential role we play in health care and community social services.

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

### **Resolution #13 – Communications (covered by Resolution #12)**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) greatly increase our campaign to promote awareness of our integral role in the delivery of quality care, utilizing multiple methods of media.

### **Resolution #14 – Communications (covered by Resolution #12)**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) work to raise the profile of non-acute care members as they are an important foundation of HSA; and

**BE IT FURTHER RESOLVED:** That these members be included with their fellow brothers and sisters; and

**BE IT FINALLY RESOLVED:** That HSA advocate for all members through advertising, photos, articles and public relations.

Johnson thanked Avery and the Committee, asked the Committee to stand down and introduced guests.

## **GUESTS**

- Irene Lanzinger, Secretary-Treasurer, BC Federation of Labour
- Lee Loftus, President, BC and Yukon Territory, Building and Construction Trades Council

Johnson then introduced guest speaker, Jim Sinclair.

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

Johnson thanked Sinclair for his address and asked the Finance Committee to come forward.

## **FINANCE COMMITTEE REPORT**

Janice Morrison - Secretary-Treasurer, Director - Region 9, and Chair of the Finance Committee, introduced the committee members:

- Bruce MacDonald, Director - Region 3
- Brendan Shields, Director - Region 4
- Cathy Davidson, Staff

Morrison 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, 2011.

Morrison thanked Shaheen for the Auditor's Report and continued with the Finance Committee Report then concluded by moving the Report exclusive of the budget.

M/S    Motion:                    **To accept the 2011 Audited Financial Statements**  
       Delegate Vote:           **Carried**

Johnson thanked Morrison and the Finance Committee, asked the Committee to stand down, made several announcements, adjourned the meeting for lunch at 11:58 a.m. and announced the meeting would reconvene at 1:30 p.m.



**Friday, April 20, 2012– Afternoon Session**

Johnson called the meeting to order at 1:35 p.m. and introduced guest speaker, Amber Hockin.

**GUEST SPEAKER: Amber Hockin, Pacific Regional Director  
Canadian Labour Congress**

Johnson thanked Hockin for her address and called upon Morrison to continue with the Finance Committee Report.

Morris delivered the Budget Report, answered questions and moved the Report.

M/S Motion: **To accept the 2012 Budget Report**  
Delegate Vote: **Carried**

Johnson thanked the Finance Committee, asked the Committee to stand down and called Val Avery to come forward with the resolutions pertaining to the Finance Committee.

**Resolution #25 – Finance**

**THEREFORE BE IT RESOLVED:** That Meyers Norris Penny be confirmed as the union's auditor until the year 2013 Annual Convention.

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

**Resolution #26 – Finance**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC reduce the funding for the Political Action Fund on an ongoing basis at to .5% of total revenue.

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

**Resolution #27 – Finance**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC increase the funding for the Equality and Social Action Fund on an ongoing basis to .60% of total revenue (an addition of \$13,211).

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

**Resolution #28 – Finance**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC increase union dues from 1.6% to 1.8% to provide an even better service level than is currently provided to the members.

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

### **Resolution #30 – Finance**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC increase the flat rate of childcare to \$20/hr. for members who attend union activities on their days off.

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

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC increase the flat rate of childcare and elder care up to \$20/hour, to a maximum of \$360 in a 24 hour period, for members who attend union activities on their days off.

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

### **Resolution #31 – Finance**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) be committed to providing short notice learning opportunities to all HSA members no matter where the member lives in the province; and

**BE IT FURTHER RESOLVED:** That HSA will accommodate these members who live outside the specified training areas; and

**BE IT FINALLY RESOLVED:** That HSA will provide wage replacement and overnight accommodation as required for all HSA members who live outside the area where such short notice learning opportunities are being offered.

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

### **Resolution #32 – Finance**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) pay union stewards monetary compensation for time spent on union business outside work hours in recognition of their contribution to the betterment of all union members.

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

Johnson thanked the Resolutions Committee, asked the Committee to stand down and announced guests.

### **GUESTS**

- Raj Chouhan, MLA Burnaby-Edmonds, NDP Labour Critic

Johnson then announced keynote speaker, Adrian Dix.

**KEYNOTE SPEAKER:      **Adrian Dix, MLA for Vancouver Kingsway  
Leader of the BC New Democratic Party****

Johnson thanked Dix for his address and called upon the Run for the Cure Committee to deliver its Report.

**RUN FOR THE CURE COMMITTEE REPORT**

Anita Bardal (Director, Region 6), Chair of the Run for the Cure Committee introduced the committee members:

- Val Avery, Director - Region 2
- Sally Salter, Member-at-Large - Region 1
- John Christopherson, Member-at-Large - Region 5
- Jim Christensen, Member-at-Large - Region 8
- Janice Davis - Staff, assisted by Karin Herbert and Pattie McCormack - Staff

Jim Christensen and Anita Bardal delivered the Report of the Run for the Cure Committee.

M/S    Motion:                    **To accept the Report of the Run for the Cure  
Committee**

Delegate Vote:    **Carried**

Johnson thanked the Run for the Cure Committee, asked the Committee to stand down as there were no resolutions pertaining to the Run for the Cure Committee and called the Political Action Committee to come forward.

**POLITICAL ACTION COMMITTEE**

Marg Beddis (Director, Region 7), Chair of the Political Action Committee introduced the committee members:

- Anne Davis, Director - Region 1
- Feriba Rasool, Member-at-Large - Region 4
- Mo Norton, Member-at-Large - Region 6
- Wendy Reilly, Member-at-Large - Region 8
- Carol Riviere - Staff, assisted by Pattie McCormack - Staff

Beddis delivered the Political Action Committee Report to the delegates.

M/S    Motion:                    **To accept the Report of the Political Action  
Committee**

Delegate Vote:    **Carried**

Johnson asked Avery to come forward to deal with the resolutions pertaining to the Political Action Committee.

### **Resolution #71 – Political Action**

**THEREFORE BE IT RESOLVED:** That the maximum number of days of wage replacement Health Sciences Association of BC provides members to enable them to take time off work to run for provincial office, or carry out approved provincial electoral work, be increased from 20 to 30 days per provincial electoral cycle.

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

### **Resolution #72 – Political Action**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC work with the BC and Canadian health coalitions, provincial and national labour organizations, and other Medicare allies, to pressure the federal and provincial governments to negotiate a new Health Accord which will actually strengthen and improve Canada's public health care system.

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

### **Resolution #73 – Political Action**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC educate our members, and work with other Medicare allies to educate the public:

1. about the fallacy of the constantly repeated statement that Medicare is financially unsustainable; and
2. about the many benefits of funding and delivering health care through a public system like Medicare.

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

### **Resolution #74 – Political Action (covers Resolutions #75 and #76)**

**THEREFORE BE IT RESOLVED:** That HSA work with the National Union of Public and General Employees (NUPGE) and the Canadian Labour Congress (CLC) to protect public sector workers' defined benefit pension; and

**BE IT FURTHER RESOLVED:** That Health Sciences Association of BC work with NUPGE, the CLC and other allies to promote retirement security for all Canadians by promoting policy measures to protect all workplace pension plans and to improve public programs such as Old Age Security, the Guaranteed Income Supplement and the Canada Pension Plan.

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

**Resolution #75 – Political Action (covered by Resolution #74)**

**THEREFORE BE IT RESOLVED:** To lobby government to keep the eligibility age at 65 years old; and

**BE IT FURTHER RESOLVED:** To increase the old age security to match the current cost of living and inflation rate.

**Resolution #76 – Political Action (covered by Resolution #74)**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC work together with the BC Federation of Labour and the Canadian Labour Congress to lobby the federal government to maintain Old Age Pension (OAP) to start at age 65.

**Resolution #77 – Political Action**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC lobby the Canada Revenue Agency through the National Union of Public and General Employees and the Canadian Labour Congress to increase the non-taxable benefit ceiling for mileage compensation to better reflect the true cost of using one's own vehicle for work.

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

**Resolution #78 – Political Action**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC lobby all levels of government through the BC Federation of Labour, the National Union of Public and General Employees and the Canadian Labour Congress to make post-secondary education more affordable.

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

**Resolution #79 – Political Action**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC continue to work with the BC Federation of Labour, the National Union of Public and General Employees and the Canadian Labour Congress to counter the ongoing erosion of collective bargaining rights in BC and Canada.

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

**Resolution #80 – Political Action**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC lobby the BC government to create a Community Social Services Development fund that will invest in and support the professional development of community social services workers.

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

Johnson thanked the Political Action Committee, asked the Committee to stand down and called the Education Committee to come forward.

## **EDUCATION COMMITTEE REPORT**

Bruce MacDonald (Director, Region 3), Chair of the Education Committee introduced the committee members:

- Anita Bardal, Director - Region 6
- Nadine Soukoreff, Member-at-Large - Region 4
- Breahn Coulson, Member-at-Large - Region 7
- Jim Christensen, Member-at-Large -Region 8
- Leila Lolua - Staff, assisted by Karin Herbert - Staff

MacDonald presented the Education Committee Report to the delegates.

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

Johnson asked Avery to come forward to deal with the resolutions pertaining to the Political Action Committee.

### **Resolution #17 – Education**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) undertake a comprehensive education plan for members regarding sick leave benefits, medical Employment Insurance and Long Term Disability with enhanced training for HSA stewards.

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

### **Resolution #18 – Education**

**THEREFORE BE IT RESOLVED:** That the Education Committee, with the approval of the Board, will broaden the number of courses and programs which they fund for members, with particular emphasis on the Canadian Labour Congress Winter School at Harrison.

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

### **Resolution #19 – Education**

**THEREFORE BE IT RESOLVED:** That courses be developed for stewards attending Return to Work and Duty to Accommodate meetings with members and the Employer.

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

**Resolution #20 – Education**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) provide education to the membership regarding the history of the right to strike.

**BE IT FURTHER RESOLVED:** That HSA provide education to the membership regarding the obligation to honour sanctioned picket lines.

**BE IT FINALLY RESOLVED:** That such education be carried out through an article in The Report and in any other fashion deemed useful.

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

Johnson thanked the Education Committee, asked the Committee to stand down, made several announcements, adjourned for the day at 4:51 p.m. and announced the meeting would reconvene Saturday, April 21, 2012 at 8:30 a.m.

## ***Saturday, April 21, 2012 – Morning Session***

Johnson called the meeting to order at 8:39 a.m. and called upon the Women's Committee members to come forward and to present its Report.

### **CREDENTIALS REPORT**

Johnson called upon Mandy Nickerson, on behalf of Wendy Scarrett, Convention Registrar, to deliver the Report of the Credentials Committee.

310	Delegates
34	Staff
23	Guests
6	Observers

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373	<b>TOTAL</b>
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M/S    Motion:                    **To accept the Credentials Report**  
       Delegate Vote:            **Carried**

### **WOMEN'S COMMITTEE**

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

- Anita Bardal, Director - Region 6
- Anna Morton, Member-at-Large - Region 2
- Nancy Banks, Member-at-Large - Region 9
- Leila Lolua, Staff

Davis delivered the Women's Committee Report to the delegates.

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

Johnson thanked the Women's Committee, asked the Committee to stand down and announced guests.

### **GUESTS**

- Kristen Yarker-Edgar, Regional Executive Director, Dietitians of Canada - BC Region.

Johnson then called the Committee on Equality and Social Action to come forward to deliver its Report.



## **REPORT OF THE COMMITTEE ON EQUALITY AND SOCIAL ACTION**

Kimball Finigan (Director Region 5), Chair of the Committee on Equality and Social Action introduced the committee members:

- Bruce MacDonald, Director - Region 3
- Adesh Kahlon, Member-at Large - Region 3
- Larry Bryan, Member-at-Large - Region 5
- Penny Regier, Member-at-Large - Region 7
- Yukie Kurahashi - Staff, assisted by Pattie McCormack - Staff

Finigan and the committee members presented the Committee on Equality and Social Action Report to the delegates.

M/S Motion: **To accept the Report of the Committee on Equality and Social Action**  
Delegate Vote: **Carried**

Johnson thanked the Committee on Equality and Social Action, asked the Committee to stand down and announced there would be a short 10 minute break.

Johnson called the meeting to order at 9:30 a.m. and announced the arrival of guests.

## **GUESTS**

- Larry Brown, Secretary-Treasurer, National Union of Public and General Employee.

Johnson then called the Occupational Health and Safety Committee to the podium.

## **OCCUPATIONAL HEALTH AND SAFETY COMMITTEE REPORT**

Heather Sapergia (Director, Region 10), Chair of the Occupational Health and Safety Committee introduced the committee members:

- Marg Beddis, - Director - Region 7
- Allen Peters, Director - Region 8
- Tannis Blomly, Member-at-Large - Region 3
- Nancy Banks, Member-at-Large - Region 9
- Charles Wheat, Member-at-Large - Region 10
- Marty Lovick - Staff, assisted by Karin Herbert - Staff

Sapergia and Banks presented the Occupational Health and Safety Committee Report to the delegates. Sapergia also announced that Marty Lovick would be retiring this year and many delegates expressed their thanks for the work he has done.

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

Johnson thanked the Occupational Health and Safety Committee, asked the Committee to stand down and called the Resolutions Committee to come forward. Avery announced that there is an extraordinary resolution to present to the delegates. Avery and Johnson were recused as they are LTD Trustees and called upon Janice Morrison, Secretary-Treasurer, to take the chair and Heather Sapergia to report on the resolutions pertaining to Long Term Disability.

### **Extraordinary Resolution – Finance**

**THEREFORE BE IT RESOLVED:** That the members be asked if they would consider a dues increase to be used to maintain those members on long term disability at their current compensation levels.

M/S    Motion:                    **Referred to the Board of Directors**  
          Delegate Vote:           **Carried**

### **Resolution #29 – Finance**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC adopt a new Long Term Disability (LTD) subscription policy that will permit all members ongoing LTD coverage; and

**BE IT FURTHER RESOLVED:** That HSA adopt a new LTD subscription policy that will assure future LTD coverage for all HSA members by purchasing supplemental, optional LTD group insurance through an insurance carrier until such time as the HSA LTD Trusts' financial situation is resolved;

**BE IT FINALLY RESOLVED:** That HSA make available to members the plan for resolving this matter.

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

Morrison thanked the delegates and turned the chair back over to Reid Johnson. Johnson then called upon Val Avery, Chair of the Resolutions Committee to continue with the Resolutions Committee Report.

### **Resolution #21 – Equality and Social Action**

**THEREFORE BE IT RESOLVED:** That the focus of the Equality and Social Action fund change to a case by case basis in keeping with the interests of its members.

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

### **Resolution #24 – Equality and Social Action**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) continue to lobby the provincial and federal governments through the BC Federation of Labour, the National Union of Public and General Employees and the Canadian Labour Congress for implementation of a public system of integrated early care and learning.

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

### **Resolution #22 – Equality and Social Action**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC lobby the provincial and federal governments through the BC Federation of Labour, the National Union of Public and General Employees and the Canadian Labour Congress to recognize and increase promotion of International Women’s Day.

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

### **Resolution #23 – Equality and Social Action**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) continue to provide financial support to organizations working against violence against women.

**BE IT FINALLY RESOLVED:** That HSA continue to lobby government, through the BC Federation of Labour, the National Union of Public and General Employees and the Canadian Labour Congress to make awareness and prevention of violence against women a provincial and national priority.

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

Johnson thanked Avery and the Resolutions Committee, asked the Committee to stand down and called the Elections Committee to the podium to conduct the Trial Committee election.

### **TRIAL COMMITTEE ELECTION**

Marg Beddis (Director, Region 7), Chair of the Elections Committee and the committee members, Kimball Finigan (Director, Region 5) and Carol Riviere (Staff) came forward to deliver its Report. There is no report at this time and the committee proceeded with the Trial Committee election. Members nominated for the 2012 Trial Committee:

- Cayce Laviolette
- Dave Williams
- Edie Elias
- Debra Gillespie
- Vikki Tellier
- Adesh Kahlon
- Ron Regier

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

Johnson thanked the Elections Committee, asked the Committee to stand down and called the Resolutions Committee to come forward and continue with its Report. Avery provided an update on the resolution priorities and asked for input from the delegates.

### **Resolution #67 – Occupational Health and Safety**

**THEREFORE BE IT RESOLVED:** That the Health Sciences Association of BC demand that employers implement appropriate hazard and risk identification controls, and subsequent control plans as required by Worksafe BC and the Workers Compensation Act.

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

### **Resolution #68 – Occupational Health and Safety**

**THEREFORE BE IT RESOLVED:** That the Health Sciences Association of BC apply pressure to WorkSafe BC to include work-related stress as a compensable condition.

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

### **Resolution #69 – Occupational Health and Safety**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC advocate with Employers for reinstatement of ergonomic assessments in workplaces where they have been discontinued or replaced with a self-assessment.

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

### **Resolution #70 – Occupational Health and Safety**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC continue to lobby Worksafe BC to compensate members for lost time due to musculoskeletal injuries as a result of job duties.

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

### **Resolution #33 – Finance**

**THEREFORE BE IT RESOLVED:** That alcohol is a non-essential beverage; and

**BE IT FURTHER RESOLVED:** That alcohol products will be available at union events; and

**BE IT FINALLY RESOLVED:** That Health Sciences Association of BC (HSA) will not use HSA union member dues to purchase alcohol products.

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

### **Resolution #35 – Governance**

**THEREFORE BE IT RESOLVED:** That Regional Directors communicate directly to their regional members with regular, required updates specific to their regions.

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

### **Resolution #36 – Health Services (covers Resolutions #37, #38 and #39)**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC continue contracting with a lobbyist to address the issues of recruitment and retention for all health science professionals and to lobby against the withdrawal of the market wage adjustment for pharmacists.

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

### **Resolution #37 – Health Services (covered by Resolution #36)**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) employ a full-time lobbyist to advocate (lobby) the government on the value of hospital pharmacists; and

**BE IT FURTHER RESOLVED:** That the role of this lobbyist is evaluated after one year; and

**BE IT FINALLY RESOLVED:** That if deemed successful, HSA continue to have a lobbyist for all the professions represented by HSA.

### **Resolution #38 – Health Services (covered by Resolution #36)**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC employ a lobbyist to address the withdrawal of the market wage adjustment issue with Health Employers Association of BC and the Ministry of Health, as well as addressing issues of other paramedicals.

### **Resolution #39 – Health Services (covered by Resolution #36)**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC employ a lobbyist to address the withdrawal of the market wage adjustment issue with Health Employers Association of BC and the Ministry of Health, as well as addressing issues of other paramedicals.

Johnson asked the Resolution Committee to stand down, made several announcements, adjourned at 11:57a.m. for the lunch break and announced the meeting would reconvene at 1:30 p.m.

## **Saturday, April 21, 2012 – Afternoon Session**

Johnson called the meeting to order at 1:33 p.m. and announced arrival of guests

### **GUESTS**

- Mike Farnworth, MLA for Port Coquitlam, Critic for Health - New Democratic Party of BC

Johnson made several announcements and introduced guest speaker Larry Brown.

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

Johnson thanked Brown for his address and called upon Marg Beddis, Chair of the Elections Committee to report the Trail Committee election results.

Beddis thanked the Balloting Committee and HSA Staff for their work on the election and announced the members voted to Trial Committee for 2012:

- Cayce Laviolette
- Dave Williams
- Debra Gillespie
- Vikki Tellier
- Ron Regier

Johnson asked for a motion that the Elections Committee destroy all ballots since last convention.

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

Johnson thanked the Elections Committee, asked the Committee to stand down and called Heather Sapergia, Chair of the Occupational Health and Safety Committee and committee members to come forward to continue its Report.

Sapergia invited Reid Johnson to present the David Bland Award.

### **DAVID BLAND MEMORIAL AWARD**

Johnson presented the David Bland Memorial Award to Tonia Cherris and Tasha Johnson (absent) of the Psychiatric Intensive Care Unit at the Royal Jubilee Hospital in Victoria. Cherris accepted her award and the award on behalf of Tasha Johnson.

Johnson thanked Sapergia and the Occupational Health & Safety Committee, asked the Committee to stand down and called the Resolutions Committee to come forward and continue with resolutions.

### **Resolution #15 - Communications**

**THEREFORE BE IT RESOLVED:** That bargaining priorities be formally discussed during convention.

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

### **Resolution #16 - Communications**

**THEREFORE BE IT RESOLVED:** That the Resolutions Committee inform members of their recommendation prior to convention; and

**BE IT FURTHER RESOLVED:** That the reasons for the Committee's recommendation on a resolution be articulated upon request to the Chair of the Committee to allow for thoughtful preparation of amendments before presenting on the floor of Convention.

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

### **Resolution #64 - Member Services**

**THEREFORE BE IT RESOLVED:** That Labour Relations Officers are required to respond to stewards within a defined time period.

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

### **Resolution #65 – Member Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC look at ways to increase employer-paid steward time.

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

### **Resolution #34 – General**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) lobby the government to reduce or eliminate ferry fares for Vancouver Island residents; and

**BE IT FURTHER RESOLVED:** That HSA lobby the government to explore creative ways to encourage increased ridership at a reasonable cost to travellers.

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

### **Resolution #52 – Health Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC investigate the effects of removing publicly funded rehabilitation services such as Occupational Therapy and Physical Therapy where private services are available.

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

### **Resolution #53 – Health Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) pro-actively investigate if there are committees and organizations in Canada that deal with end-of-life issues; and

**BE IT FURTHER RESOLVED:** That HSA send a member to be on those committees as they see fit and/or report findings back to members.

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

### **Resolution #55 – Health Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC lobby the provincial government to remove all parking fees from public health care facilities.

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

### **Resolution #59 – Labour Relations**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC look at creative ways to help Medical Technologists get the time off to attend bargaining related events.

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

### **Resolution #66 – Member Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC create an email service for all its members.

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

### **Resolution #40 – Health Services (covers #41)**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC through its affiliates lobby to address the withdrawal of the market adjustment by Health Employers Association of BC and the Ministry of Health.



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

#### **Resolution #42 – Health Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) advocate and lobby the provincial government (Ministry of Children and Family Development (MCFD)) for continuation of benefits program without limits.

**BE IT FINALLY RESOLVED:** That if future limits are considered, HSA will advocate that all relevant stakeholders be consulted (e.g. therapists, families, MCFD).

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

#### **Resolution #43 – Health Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) lobby the provincial government through the BC Federation of Labour for increased funding ; and

**BE IT FURTHER RESOLVED:** That HSA publicize the benefit to the public at large of children and youth receiving the appropriate service at the appropriate time.

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

#### **Resolution #44 – Health Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC work to increase public awareness of the importance of services for non-medical conditions (i.e. behavioral problems) relating to children and families; and

**BE IT FURTHER RESOLVED:** That the profile of HSA members who provide child/family/community services be highlighted.

M/S Motion: **Tabled**  
Delegate Vote: **Carried**

#### **Resolution #45 – Health Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) lobby the Ministry of Children and Family Development to create consistent service delivery guidelines for Early Intervention Programs.

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

#### **Resolution #46 – Health Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC lobby the Ministry of Children and Family Development to create an equitable method of funding early intervention services for children with special needs.

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

#### **Resolution #47 – Health Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) lobby the provincial government (Ministry of Children and Family Development, Ministry of Education and Ministry of Health) for a provincial School Aged Therapy (SAT) program funding model that links provincial and local SAT funding to estimated service expectations as described in the attached SAT audit report. For full report see: [http://www.fin.gov.bc.ca/ocg/ias/pdf\\_Docs/2010/039205.pdf](http://www.fin.gov.bc.ca/ocg/ias/pdf_Docs/2010/039205.pdf)

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

#### **Resolution #48 – Health Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) lobby the provincial government to increase funding of those resources that directly and indirectly allow families to access medical and support services without undue hardship (i.e. transportation).

**BE IT FURTHER RESOLVED:** That HSA lobby the provincial government to increase funding for the expansion of those existing services.

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

#### **Resolution #49 – Health Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC lobby the provincial government through the BC Federation of Labour to provide subsidized bus passes to the children of these families with disabled parents.

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

#### **Resolution #50 – Health Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC lobby the Ministry of Health to restore funding to community based programs, e.g. Chimo Achievement Centre so they can continue to provide support for seniors and people with disabilities.

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

#### **Resolution #51 – Health Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC lobby the Ministry of Health Services in support of adopting a Home and Community Care prevention-oriented health care model.

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

#### **Resolution #54 – Health Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC, through its affiliates, lobby the government to promote transparency in the restaurant industry by posting the number of calories in each item on the menu.

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

#### **Resolution #56 – Health Human Resources**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC investigate the underlying source of the shortages of general practitioners and determine how the union can best support improved conditions in this area.

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

#### **Resolution #57 – Health Human Resources**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC continue to encourage the employer to find ways to attract workers into difficult to fill positions through improved recruitment and retention strategies.

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

#### **Resolution #58 – Health Human Resources**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) continue to investigate the negative effects of excessive workload on members

**THEREFORE BE IT FURTHER RESOLVED:** That HSA continue to address the issue of hospital overcrowding.

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

#### **Resolution #60 – Labour Relations**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC work with the Employers to try to develop creative solutions for backfilling - allowing our members vacation, sick leave and time off.

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

### **Resolution #61 – Member Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) continue its efforts to recruit stewards at all sites.

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

### **Resolution #62 – Member Services**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC create an emergency contingency fund that members can apply to for short term financial assistance during this wait period.

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

### **Resolution #63 – Health Human Resources**

**THEREFORE BE IT RESOLVED:** That Health Sciences Association of BC (HSA) make steward lists available for each Health Region.

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

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

Johnson acknowledged the Regional Directors who are continuing in the second year of their term.

Anne Davis	Region 1
Bruce MacDonald	Region 3
Kimball Finigan	Region 5
Marg Beddis	Region 7
Janice Morrison	Region 9

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

Val Avery	Region 2
Brendan Shields	Region 4
Anita Bardal	Region 6
Allen Peters	Region 8
Heather Sapergia	Region 10

Johnson expressed thanks to the HSA staff, Westin Bayshore staff, delegates representing their members and the sound system staff of Media Co.

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

M/S Motion: **To adjourn the 2012 Convention at 3:57 p.m.**  
Delegate Vote: **Carried**





HEALTH SCIENCES ASSOCIATION  
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