

Minutes of the Board of Directors' Meeting on **Wednesday, October 29** and **Thursday, October 30, 2003** at the HSA Boardroom at #300 – 5118 Joyce Street, Vancouver, BC

ROLL CALL

Present:

Cindy Stewart, President
Kelly Finlayson, Region 1
Brian Isberg, Region 2
Cheryl Greenhalgh, Region 3
Jenny Robertson, Region 4
Bonnie Phillips, Region 5
Rae Johnson, Region 6
Audrey MacMillan, Region 7
Vera Spika, Region 8 (9:04 a.m.)
Jackie Spain, Region 9
Lois Dick, Region 10

Staff:

Susan Haglund, Executive Director (Operations)
Dennis Blatchford, Executive Assistant/H.R. Co-ordinator
Ron Ohmart, Executive Director (Labour Relations)
Jeanne Meyers, Executive Director (Legal Services)
Pattie McCormack, Acting Executive Secretary

Cindy Stewart, as Chair, called the meeting to order at 8:36 a.m. with Pattie McCormack taking minutes.

AGENDA

Cindy went over the agenda, and noted the following additions:

1. Steward Support Committee Report (Bonnie)
2. LTD Backgrounder (Cindy)
3. Attachment to Executive Director, Legal Services Report (Jeanne)
4. Speech to the MAHCP's AGM (Cindy)
5. Regional Reports (Directors)
6. Financial Statements (September statements to replace August statements)
7. Bargaining (Ron)
8. Resolutions Committee Members (Kelly)

Motion: **To approve the Agenda with the above noted additions.**
M/S/Carried

Cindy welcomed Susan Haglund to her first Board Meeting in her role as Executive Director (Operations).

MINUTES

Revisions to be made to September 17 and 18, 2003, minutes include:

- Page 4, under “Region 9”, it should read “Issues around payroll continues ...”
- Page 8, under “Committee for Equality and Social Action” Report, there is a spelling error; the name should read “Shahzina Karim”.

Action: Pattie

Motion: **To approve the minutes of the September 17 & 18, 2003 Board of Directors’ Meeting as amended.**

M/S/Carried

Revisions to be made to September 24, 2003, conference call minutes include:

- Page 2, there is a typo under “BC Fed Resolution”, should read “bargaining”.
- Audrey MacMillan should be noted under “present”.
- Page 1, under “Job Evaluation Plan”, the motion should read “To approve the work plan for the Job Evaluation Plan”.

Action: Pattie

Motion: **To approve the minutes of the September 24, 2003 Board of Directors’ Conference Call as amended.**

M/S/Carried

BUSINESS ARISING FROM PREVIOUS BOARD MEETINGS

The Business Arising document since the last Board meeting was reviewed and tasks completed were noted.

CORRESPONDENCE

(General):

- Letter dated October 2, 2003, from Ian Pike, Director, Lower Mainland Region of the Canadian Red Cross, thanking HSA for the \$10,000.00 donation to the Canadian Red Cross BC Forest Fire Relief Fund.

PRESIDENT’S REPORT

Cindy Stewart spoke to her written report, referred to her attached Monday Memos and responded to questions.

Cindy thanked the Director’s for all their hard work and participation at the 2003 regional meetings.

Motion: **To receive the President’s report.**

M/S/Carried

REGIONAL REPORTS

Each of the Regional Directors provided a brief report on the current issues effecting their regions.

Miriam joined the meeting at 9:08 a.m.

Generally, all members are experiencing uncertainty about the services in their regions and what it means for their jobs. Questions are being asked about pension options and retirement, future of rehab services and implications of dual-trained technologists.

It was reported that the employer has begun their pre-bargaining activity in many of the regions.

The meeting recessed at 10:05 a.m. and reconvened at 10:24 a.m., without Miriam Sobrino in attendance.

EXECUTIVE DIRECTORS' REPORTS

(Labour Relations):

Ron Ohmart referred to the attached report for the labour relations department and responded to questions.

Motion: **To receive the report of the Executive Director (Labour Relations).**
M/S/Carried

(Operations – Dennis):

Dennis Blatchford referred to the attached report for the operations department and responded to questions.

Motion: **To receive the report of the Acting Executive Director (Operations).**
M/S/Carried

(Operations – Susan):

Susan Haglund referred to the attached report for the operations department and responded to questions.

Susan reported that she and Peggy will be meeting with individual departments about their budgets preparations.

Motion: **To receive the report of the Executive Director (Operations).**
M/S/Carried

SECRETARY-TREASURER'S REPORT

Brian referred to the attached financial statements for the nine-month period ending September 30, 2003.

A finance committee meeting scheduled for yesterday (October 28) was cancelled due to several members' being unable to attend

Motion: **To approve the report of the Finance Committee.**
 M/S/Carried

COMMITTEE REPORTS

(Run for the Cure):

Jenny Robertson referred to the attached report on the committee's activities, and a discussion/review ensued around this years' very successful Run on October 5, 2003.

Motion: **To receive the report of the Run for the Cure Committee.**
 M/S/Carried

The meeting adjourned for lunch at 11:46 a.m. and reconvened at 1:10 p.m. with Miriam Sobrino in attendance.

(Steward Support Committee Report):

Bonnie Phillips introduced the committee report by referencing the 2003 Convention resolution that gave rise to the committee:

THEREFORE BE IT RESOLVED that the Health Sciences Association Board of Directors investigates ways of supporting the stewards, including but not limited to the feasibility of paid steward time; and

BE IT FURTHER RESOLVED that HSA report their findings to the 2004 Convention and include the following:

An analysis of whether paid steward time is necessary based on feedback from stewards; and

An analysis of other ways stewards can be better supported; and

A cost analysis to the membership in terms of dues necessary to fund the different methods of Supporting stewards; and

BE IT FINALLY RESOLVED that HSA provide education and support for stewards to ensure they are accessing employer-paid time off that is provided in the collective agreements.

Bonnie noted that this is the first report of this committee whose members' include: Board members: Bonnie Phillips, Lois Dick, and Cheryl Greenhalgh; Staff members: Dani Demetilika, Suzanne Schiltz, Sheila Vataiki, Leila Lolua, Janice Davis and Miriam Sobrino.

It was confirmed that costs for the survey and focus groups are appropriately expensed to the Member Mobilizing budget.

Motion: **To receive the report of the Steward Support Committee.**
M/S/Carried

STRATEGIC COMMUNICATIONS & MEMBER DEVELOPMENT

Miriam referred to her attached report which focussed on the BC Health Coalition, media, education, St. Paul's safety issues and orientation kits.

Miriam announced that the new orientation kits were almost complete and circulated examples to the Board. Board members expressed their appreciation and admiration of the orientation kits.

A question arose about including the collective agreement in the orientation kit, and discussion ensued around the distribution of these in general (collective agreements) and whose responsibility it is to provide a copy of the collective agreement to members. Ron clarified that it is the employers' responsibility to hand out the agreements upon hiring of new employees.

Miriam then updated the Board about the activities underway to support the Community and Social Services Bargaining.

Miriam and Cindy reported on a polling proposal that was presented by Ideaworks. The proposal would give HSA access to cost effective polling through a partnership that would include 4 to 5 other B.C. unions. The proposal includes 45-60 polling question, done three times per year.

Motion: **That the HSA Board of Directors approve \$20,000.00 to participate for one year in the Ideaworks polling initiative.**
M/S/Carried

The meeting recessed at 2:26 p.m. and reconvened at 2:46 p.m. with Miriam Sobrino in attendance.

NEW BUSINESS (Bargaining):

Motion: **To hold the Paramedical Professional Bargaining Association Bargaining Proposal Conference on Monday, February 9th, Tuesday, February 10th, and Wednesday, February 11th, 2004.**
M/S/Carried

Cindy opened discussion on the structure of the PPBA Bargaining Committee. In accordance with the Articles of Association, HSA is entitled to 8 representatives at the bargaining committee.

Motion: **That the HSA Paramedical Professional Bargaining Committee be comprised of:**

- **2 board members identified by the Board,**
- **3 members elected from delegates at the Bargaining Proposal Conference,**
- **PPBA Spokesperson, and**
- **2 open positions to be filled if required.**

M/S/Carried

The regular meeting adjourned for the day at 4:17 p.m., and the meeting continued in-camera.

THURSDAY, OCTOBER 30, 2003

ROLL CALL

Present:

Cindy Stewart, President
Kelly Finlayson, Region 1
Brian Isberg, Region 2
Cheryl Greenhalgh, Region 3
Jenny Robertson, Region 4
Bonnie Phillips, Region 5
Rae Johnson, Region 6
Audrey MacMillan, Region 7
Vera Spika, Region 8
Jackie Spain, Region 9
Lois Dick, Region 10

Staff:

Susan Haglund, Executive Director (Operations)
Dennis Blatchford, Executive Assistant/H.R. Co-ordinator
Ron Ohmart, Executive Director (Labour Relations)
Jeanne Meyers, Executive Director (Legal Services)
Pattie McCormack, Acting Executive Secretary

Cindy Stewart, as Chair, called the meeting to order at 8:39 a.m. with Pattie McCormack taking minutes.

**EXECUTIVE DIRECTORS' REPORTS – con'd
(Legal Services):**

Jeanne Meyers referred to her attached report and responded to questions.

Jeanne updated the board on the recent DiagnostiCare application. The vote was tied and the application has failed. Janice and Leila will be returning to Victoria to ascertain whether there is enough support to reapply.

Charter Challenge

Jeanne put the board on notice that the status of the charter challenge will require ongoing monitoring to determine what continued activity is appropriate.

HBT Disability Management Pilot Project

Jeanne summarized the attached report about the disability management project being proposed by HBT and answered questions.

Motion:

That the HSA Board of Directors approve, in principle, proceeding with the HBT Disability Management Pilot Project and that Sarah O'Leary represent HSA on the steering committee.

M/S/Carried

Mandatory Retirement

Jeanne referred to the report (Schedule "C") prepared by Bruce Wilkins, and answered questions from the Board. The issue of mandatory early retirement was identified through a resolution at the 2003 Convention with a requirement to report back to the membership. The most appropriate way to report back to the membership still needs to be confirmed.

Action: Jeanne/Communications.

Motion: **To receive the report of the Executive Director (Legal Services).**
M/S/Carried

The meeting recessed at 10:02 a.m., and reconvened at 10:28 a.m., without Jeanne Meyers in attendance.

TRUSTEES' REPORTS **(Long Term Disability):**

Cindy referred to the attached backgrounder regarding LTD Trustees indemnification. The LTD Trustees have asked the Board whether they are covered under Article 8 (Board of Directors), Section 9 (Indemnification) of the constitution.

The LTD Trustees (Brian, Audrey, Kelly, Rae and Cindy) left the meeting in order for the board to discuss the issue.

Jackie Spain assumed the chair and put the motion.

Motion: **That the HSA Board of Directors confirm that HSA members serving as LTD Trustees are indemnified by the union.**
M/S/Carried

The LTD Trustees (Brian, Audrey, Kelly, Rae and Cindy) re-joined the meeting and Cindy resumed the chair.

(Pensions):

Dennis Blatchford referred to the attached *confidential* report, which focused on John Cook's resignation from the Municipal Pension Plan Board, followed by the appointment of Gary Johnson (CUPE) as interim Chair.

Motion: **To receive the Trustees' Reports.**
M/S/Carried

COMMITTEE REPORTS – con'd

(Occupational Health & Safety):

Jackie Spain referred to the attached report for the OH&S Committee.

Motion: **To receive the report of the Occupational Health & Safety Committee.**
M/S/Carried

AFFILIATIONS
(NUPGE):

Cindy referred to the attached September 28 & 29 NUPGE National Executive Board Meeting (#201) document and responded to questions. Cindy noted that there is a NEB meeting scheduled for March 8 & 9 in Vancouver, where we will have the opportunity for Board Members to attend some of the functions.

Jeanne joined the meeting at 11:52 a.m.

(CLC):

Correspondence:

- letter dated October 14, 2003, from Dennis Blatchford to South Okanagan Labour Council, informing them of the board's decision at the September board meeting of the appointment of Brigid Kemp as the HSA delegate to the South Okanagan Labour Council.

Cindy requested Dennis have Pattie prepare an updated list of labour council delegates available for the December board meeting.

Action: Dennis/Pattie

The meeting adjourned for lunch at 11:57 a.m. and reconvened at 1:17 p.m.

(Regional Meetings):

The Board reviewed the summarized evaluations of the 2003 Regional Meetings. Evaluations will be reviewed again when preparing for the 2004 meetings.

Action: Directors

Sheila Vataiki joined the meeting at 1:32 p.m.

COMMITTEE REPORTS – con'd
(Committee for Equality & Social Action):

Jackie Spain referred to the attached report for the Committee for Equality & Social Action and answered questions.

Jackie requested direction and discussion from the board in terms of making donations to an organization where we have members (Aids Vancouver). Questions were asked and answered regarding whether donations could be "directed".

Motion: **To receive the report of the Committee for Equality & Social Action.**
 M/S/Carried

Sheila left the meeting at 2:02 p.m.

EXECUTIVE DIRECTORS' REPORTS – con'd
(Legal Services):

Dennis Blatchford left the meeting at 2:05 pm

Jeanne Meyers referred to the attached preliminary legal opinion regarding vesting of extended health benefits.

Jeanne informed the Board that she would like to continue to review what the appropriate recourse on the issue of vested benefits could be. Jeanne will report back to the board at the December board meeting about this while she continues to review this.

Action: Jeanne.

Motion: **To receive the report of the Executive Director (Legal Services).**
M/S/Carried

Dennis Blatchford returned to the meeting at 2:35 pm

NEW BUSINESS – con'd
(Bargaining):

Cindy reviewed the past practice of determining bargaining priorities for members in the Community Health Support Association and reported back regarding yesterday's question about the process for electing bargaining committee representatives for CHS&S. Forms and a package were sent out requesting members to hold chapter meetings, as well as asking if any of them were interested in being on a working group. (e.g.: As was done with the RPNs, except they hold chapter meetings instead of answering a survey.) Following the results, a group of 4 people were chosen as the representatives.

Motion: **That HSA identify bargaining priorities for members covered by the Community Health Support Association by:**

- **calling for chapter meetings to determine bargaining priorities;**
- **invite members interested in participating in a focus group to identify themselves at the chapter meeting;**
- **four members be appointed by the Board to serve on the focus group to determine bargaining priorities to be taken forward to the Community Health Support Association.**

M/S/Carried

(NUPGE Leadership School):

Kelly referred to the attached report, and made special note of her two recommendations.

Recommendation #1:

- Board presentation - NUPGE module on the Role of Board of Directors.
- Convention Speaker or Bargaining Strategist - Armine Yalnizyan Professor of Economics York University.

Recommendation #2:

We continue to participate in the NUPGE Leadership School and that we consider the option of sending two participants, either two elected or a combination of elected and staff, depending on the particular theme. If the cost of sending two participants is too prohibitive we could consider attending every second year.

Motion: **To receive the report on the NUPGE Leadership School.**
M/S/Carried

The meeting recessed at 2:50 p.m., to participate in the United Way Silent Auction, and reconvened at 3:27 p.m.

(JJEP Focus Group Update):

Rae referred to the attached report and asked for input on the attached draft JJEP Survey. Concern was raised whether asking about age, gender and income level could offend people. It was agreed that an appropriately worded covering letter would say that the information was optional, but assure members that it would be for the internal use of HSA only.

The following members are recommended as focus group members:

- Suzanne Bennett, John Howard Society
- Jerry Young, SHARE
- Peggy Matson, Future Focus
- Brigid Kemp, SOWINS

Motion: **To receive the report of the Joint Job Evaluation Plan Focus Group.**
M/S/Carried

BARGAINING – con’d
(BCGEU Health Bargaining Conference):

Ron and Brian reported on the BCGEU Health Bargaining Conference they attended October 27th and 28th.

ADJOURNMENT

Motion: **To adjourn the meeting at 4:40 p.m.**
M/S/Carried

Respectfully submitted,

President
/pm
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Secretary-Treasurer