

Minutes
Health Sciences Association of Alberta (HSA)
53rd Convention
Edmonton, AB
May 30th & 31st, 2024

Thursday, May 30, 2024 – Day 1

Opening Ceremonies

The EMS Guard of Honour escorted HSA's Board of Directors and guests into the hall.

05-30-2024 HSA President Michael Parker called the Convention to order and welcomed everyone. The Treaty Land Acknowledgement was presented by Elder Betty.

05-30-2024 **Introduction of HSA Board of Directors for 2023/2024:**

- Mike Parker, President
- Leanne Alfaro, Vice-President
- Jason Soklofske, South District
- Janet Pederson, South District
- DJ McMillan, Central District
- Darlene Fetaz, Central District
- Sarah Dorma, Calgary District
- Lisa Constantini, Calgary District
- Megan Connolly, Calgary District
- Megan Belland, Calgary District
- Faika Satterthwaite, Calgary District
- Kris Moskal, Edmonton District
- Jelili Mustapha, Edmonton District
- Laurie Brassard, Edmonton District
- Michael Hennig, Edmonton District
- Dean Rombough, Edmonton District
- Omer Hussein, North District
- Nancy Arlinghaus, North District

05-30-2024 Parliamentary Procedures

The President introduced Parliamentarian Barbara Byers, former President of the Saskatchewan General Employees' Union (SGEU), former President of the Saskatchewan Federation of Labour, and former Executive Vice-President of the Canadian Labour Congress (CLC). Ms. Byers conducted a brief review of the parliamentary procedures.

05-30-2024 Announcements

The President, hereinafter referred to as the "Chair", shared this role with HSAA Vice-President Leanne Alfaro throughout the Convention. L. Alfaro presented HSAA's harassment policy and provided the names of the officers who would be available throughout the convention.

05-30-2024 Credentials Report

Dennis Kawaguchi, member of the Elections/Credentials Committee reported as of 9:00 am that the registration roll indicated for the number of HSAA members in attendance at HSAA's Convention on May 30, 2024, was 518 delegates, 53 staff and 18 guests.

Motion by Dennis Kawaguchi/Seconded that the official registration roll be recorded as 518 delegates at the May 30, 2024, HSAA convention.

CARRIED

05-30-2024 Standing Rules of Order

Motion by Kris Moskal/Seconded to approve the standing rules of order proposed for the 2024 Convention as presented.

CARRIED

05-30-2024 Approval of the Agenda of the 53rd HSAA Convention

Motion by DJ. McMillan/Seconded to approve the agenda as presented.

Motion by John Hayes/Seconded to amend the agenda to move Resolution #27 to be first in the order of resolutions.

CARRIED

Main Motion by DJ. McMillan/Seconded to approve the agenda as amended.

CARRIED

- 05-30-2024** **Approval of Minutes of the 52nd HSAA 2023 Convention**
- Motion by Megan Belland/Seconded** to approve the minutes of the 2023 Convention as presented.
- CARRIED**
- 05-30-2024** **Presidents Address**
- President Mike Parker provided an opening address.
- 05-30-2024** **Presentation**
- Guest speaker Bert Blundon, President of NUPGE brought greetings and updates from NUPGE.
- 05-30-2024** **Executive Director's Report**
- Mike Boyle, Executive Director, provided an update on HSAA operations.
- 05-30-2024** **Financial Report**
- Vice President Leanne Alfaro presented the financial statements and 2024-2025 budget and advised members that HSAA was in a good financial position.
- 05-30-2024** **Presentations**
- Guest speakers, Gil McGowan, President of the AFL, and Siobhan Vipond, Vice-President of the CLC brought greetings and presented to Convention.
- 05-30-2024** **Lunch Break**
- 05-30-2024** **Presentation**
- Guest speaker, Dr. Alike LaFontaine, Former President of the Canadian Medical Association presented to Convention on how health care professionals can effectively approach stress in times of change and discussed experiences in advancing truth and reconciliation as the first Indigenous physician to lead the CMA.

05-30-2024

Credentials Report

Dennis Kawaguchi, member of the Elections/Credentials Committee reported as of 1:30 pm that the registration roll indicated for the number of HSAA members in attendance at HSAA's Convention on May 30, 2024, was 520 delegates, 53 staff, and 21 guests.

Motion by Dennis Kawaguchi/Seconded that the official registration roll be recorded as 520 delegates at the May 30, 2024, HSAA convention.

CARRIED

05-30-2024

Resolutions – CBRP Committee Chair Darlene Fetaz

27. RESOLUTIONS - CONVENTION AGENDA

SUBMITTED BY VANESSA DUFOUR-BERGERON

HSAA WILL:

Allot more time during the convention to voting and debating resolutions. Other parts of the convention should be minimized or cut out before running out of time on voting/debating resolutions brought forward by our members.

BECAUSE (RATIONALE):

Time always seems to run short and we do not get to vote as a group on all resolutions brought forward by our members. Ex: In the 2023 convention, we only spent 3 hours on resolutions versus the 2 days (13 hours) of convention. Several resolutions did not get a chance to be brought up to the group.

AND BECAUSE (RATIONALE):

Voting and debating resolutions as a group is the most important part of the convention and as such we should not run out of time during the convention for these.

Motion by the Constitution, Bylaws, Resolutions & Policy

Committee/Seconded to allot more time during the convention to voting and debating resolutions.

CARRIED

05-30-2024

1. Constitution Article 48: Meetings Of The Membership – Quorum (Housekeeping)

48.06 Quorum

Quorum at eConvention shall be fifty per cent **plus one** (50% + 1) of the registered delegates.

48.10 Quorum

Quorum at any special meeting shall be fifty per cent **plus one** (50% + 1) of the registered delegates or 100 delegates, whichever is greater.

Rationale: To ensure consistency within the constitution, the quorum at Board Meetings is fifty percent plus one (50% +1).

Motion by the Constitution, Bylaws, Resolutions & Policy

Committee/Seconded to approve the amendments to clause 48.06 and 48.10 as presented.

CARRIED

05-30-2024

2. Constitution Article 36: Duties Of The Board (Housekeeping)

36.01 The duties of the Board shall be, in addition to any duties described elsewhere in the Constitution or otherwise implied by the Constitution:

- (a) To formulate policy on issues affecting the Union and manage its affairs between general meetings;
- (b) To meet to conduct its business as often as required;
- (c) To consider all matters placed on the agenda by the ~~District~~ Board Members for such meetings and to take such action on each item as the Board may consider wise;

Rationale: To remove outdated language and clarify that matters are placed on the HSAA Board of Directors meeting agenda by any member of the Board, not only by District Board Members.

Motion by the Constitution, Bylaws, Resolutions & Policy

Committee/Seconded to approve the amendment to clause 36.01 as presented.

CARRIED

3. Constitution Article 52: Complaints Management Process

52.01 ~~Any member(s) who has (have) reasonable grounds to believe that another member or a member of a Local Unit Executive has been guilty of a breach of the Code of Ethics, or a breach of any of the Constitution of the Union may make a complaint thereof in writing to the Executive Officers of the Union within twenty one (21) days of becoming aware of the circumstances which are the basis of the complaint.~~

- (a) Any member(s) who has (have) reasonable grounds to believe that another member, or a member of a Local Unit Executive, or a member of the Board of Directors, has been guilty of a breach of the Code of Ethics or a breach of any of the Constitution of the Union may make a complaint thereof in writing to the Executive Officers of the Union.
- (b) A complaint under (a) above must be made within twenty-one (21) days of the date on which the complainant first knew, or in the circumstances ought to have known of the circumstances which are the basis of the complaint. No complaint shall be accepted beyond this twenty-one (21) day period.
- (c) In the case of a complaint against a member of the Board of Directors, the Executive Assistant shall forward the complaint immediately to the President and/or Secretary Treasurer of the National Union of Public and General Employees (NUPGE) who shall determine whether the complaint was filed on time, in accordance with (b) above.
- (d) In the case of all other complaints, the Executive Officer shall determine whether the complaint was filed on time, in accordance with (b) above.
- (e) The decision of the NUPGE President / Secretary Treasurer or Executive Officer under (c) or (d) above, as the case may be, is final and will be served on the parties to the complaint. A party wishing to challenge this decision shall submit an appeal to the Members' Appeal Review Committee (MARC) within fifteen (15) days of receipt of the decision. The MARC shall determine the appeal by documentary review only.

~~Any member(s) who has (have) reasonable grounds to believe that a member of the Board of Directors has been guilty of a breach of the Code of Ethics, or a breach of any of the Constitution of the Union may make a complaint in writing to the Executive Assistant, to the Board of Directors, of the Union within twenty one (21) days of becoming aware of the circumstances which are the basis of the complaint. Upon the receipt of the complaint, the Executive Assistant shall forward the complaint immediately to the President and/or Secretary Treasurer of the National~~

~~Union of Public and General Employees. One of them, or their designate, shall then act in the role of the Executive Officers for the purposes of this Article.~~

~~52.02 Upon receipt of a complaint, the Executive Officers shall determine if the identity of the complainant(s) shall be kept confidential at the investigation stage. The Executive Officers shall consider the best interests of the Union, the interests of the complainant(s), the interests of the respondent(s) and any other relevant factors.~~

~~52.03~~ **52.02** Within fifteen (15) days of receipt of the complaint, the Executive Officers shall assign an **independent** investigator, **to be selected from a roster of qualified, third-party investigators that are recommended by the Constitution, Bylaws, Resolutions and Policy Committee, and pre-approved by the Board of Directors**, who shall be supplied with:

- (a) A copy of the complaint;
- (b) A copy of the relevant sections of the Constitution;
- (c) Contact information for the complainant(s) and respondent(s) and known witnesses; and
- (d) Any other relevant information or documentary evidence.

~~52.04~~ **52.03** Within fifteen (15) days of receipt of the complaint, the Executive Officers shall provide the respondent(s) with a copy of the complaint ~~or, in the event that the identity of the complainant(s) is to be kept confidential at the investigation stage, a summary of the complaint, edited to maintain the confidentiality. The Executive Officers shall also provide the respondent(s) with~~ and the name and contact information of the investigator.

~~52.05~~ **52.04** The investigator shall inquire into the complaint by contacting the complainant(s), respondent(s), and witnesses to determine if there is sufficient evidence to support the referral to the Discipline Committee.

~~52.06~~ **52.05** The investigator may, at their discretion, determine the scope of the investigation and may, where there are multiple complainants, respondents, or witnesses, determine that it is not necessary to interview each complainant, respondent, or witness.

~~52.07~~ **52.06** **The investigation shall be confidential. Information received by the investigator shall be held in strict confidence except as necessary to conduct the investigation and to report to the Executive Officers in accordance with Article 52.07.** The investigator shall make every effort to conduct interviews outside the member's workplace and hours of work.

~~52.08~~ **52.07** The investigator shall report to the Executive Officers in writing, within forty-five (45) days of the appointment, summarizing their findings and providing any documentary evidence gathered during the investigation and shall recommend that:

- ~~(a) Disciplinary action should be imposed; or;~~
- ~~(b) (a) The complaint be dismissed; or~~
- ~~(c) (b) An alternative dispute resolution mechanism be utilized.~~
- (c) A disciplinary hearing should be conducted.**

~~52.0908~~ If the investigator's report recommends dismissal of the complaint the Executive Officers shall inform the complainant and respondent within fifteen (15) days of its receipt. **A party wishing to challenge this decision shall submit an appeal to the Members' Appeal Review Committee (MARC) within fifteen (15) days of receipt of the decision. The MARC shall determine the appeal by documentary review only.**

~~52.4009~~ If the investigator's report recommends an alternative dispute resolution (ADR) the Executive Officers shall inform the complainant and respondent within fifteen (15) days of its receipt. The Executive Officers shall implement an ADR without delay. **Where a party declines to participate in ADR, or the ADR does not result in a resolution between the parties, the complaint shall proceed to a hearing.**

~~52.11~~ ~~If the investigator's report recommends that the complaint be dismissed, or an Alternative Dispute Resolution mechanism (ADR) be utilized either party may appeal the decision of the investigator by informing the Executive Officers in writing within fifteen (15) days of receiving the decision. Any appeal must be related to the discipline process.~~

~~52.42~~**10** If the investigator's report recommends disciplinary ~~action~~ **hearing**, the Executive Officers shall select five (5) members from the Discipline Committee within fifteen (15) days of its receipt.

~~52.43~~**11** An Executive Officer shall give notice in writing to the respondent(s) and to the complainant(s) specifying the date and place of the hearing, with particulars of the charge.

~~52.44~~**12** **Notice shall be given to the respondent(s) and the complainant(s) not less than thirty (30) days prior to the hearing. Such notice shall be affected by regular mail and e-mail, sent to the last address mailing and e-mail addresses listed with the Union. Notice by registered mail, email or courier, requiring a signature or electronic acknowledgement, upon receipt, shall be given to the respondent(s) and the complainant(s) not less than thirty (30) days prior to the hearing. Such notice shall be sent to the last address listed with the Union.**

~~52.45~~**13** Should the respondent(s) or complainant(s) **fail to attend the hearing: be unable to attend because of circumstances beyond their control, they should notify the Discipline Committee within ten (10) days of receipt of the notice provided above, whereupon a new date for the hearing shall be fixed by the Discipline Committee. Should the respondent(s) or complainant(s) then fail to attend:**

- (a) In the case of the respondent(s), the hearing may proceed in their absence, upon proof of service of the notice **in accordance with 52.12** upon them.
- (b) In the case of the complainant(s), the complaint may be dismissed, upon proof of service of the notice **in accordance with 52.12** upon them.
- (c) In exceptional circumstances satisfactory to the Discipline Committee, ~~an further~~ adjournment may be granted.

~~52.46~~**14** The Discipline Committee shall hear and determine the disposition of the complaint.

~~52.47~~**15** The Discipline Committee shall determine its own procedures and,

- (a) May accept oral or written evidence that it considers proper, whether admissible in a court of law or not;
- (b) Is not bound by the law of evidence applicable to judicial proceedings;
- (c) Shall follow the rules of natural justice in the conduct of its hearing;
- (d) Shall allow witnesses to be called and cross-examined;
- (e) Shall deliberate upon its decision in private, considering only the evidence and submissions raised during the hearing, to reach its decision; and
- (f) May retain legal counsel to advise it regarding its procedures and practices before and during the hearing.

~~52.48~~**16** The Executive Director, or designate, shall represent the interests of the Union in the disciplinary hearing. They shall present the evidence of the complaint at the hearing on behalf of the Union and shall make submissions at the hearing.

They shall be guided by the principle of making every effort to ensure that the whole truth, whether in support or against the complaint, is presented to the Discipline Committee. At the discretion of the Executive Director, or their delegate, legal counsel may be hired to assist.

~~52.49~~**17** The Executive Director shall make every effort to provide pre-hearing disclosure of the case that shall be presented on behalf of the Union to the respondent(s) and complainant(s) prior to the hearing.

52.2018 The respondent(s) charged shall have the right, subject to the provisions of the *Labour Relations Code* and applicable privacy legislation:

- (a) To be informed of the charges and provided a full and complete copy of the complaint and any amendments or additions thereto;
- (b) To know the identity of the complainant(s);
- (c) To be provided with a copy of the investigator's report;
- (d) To be provided with any additional documentary evidence gathered by the investigator;
- (e) To call and cross-examine witnesses;
- (f) To be heard; and
- (g) To be represented by legal counsel.

52.2119 The Discipline Committee shall, within fifteen (15) days render a decision, in writing, explaining the rationale for its decision and for any penalty assessed, that may include:

- A written reprimand
- ~~A fine based on hourly rate of pay~~
- **Prohibition on holding elected positions in the Union**
- **Prohibition on attending Union events including Convention**
- ~~A suspension of some or all membership privileges~~
- Removal from office*
- **Removal from an appointed position of the Union**
- **A fine up to \$25,000**
- **Suspension or eExpulsion from Union membership**
- Any other discipline that is deemed appropriate.

*subject to provisions of Articles - [Removal from Office](#) and [Removal of Local Unit Executive Member](#)

A copy of the decision shall be submitted to:

- (a) The Executive Officers;
- (b) The respondent(s);
- (c) The complainant(s); and
- (d) The Executive Director, designate or legal counsel.

The decision shall be sent to the respondent(s) and the complainant(s) by registered mail, email or courier, requiring a signature, or electronic acknowledgement, upon receipt.

~~52.22~~**20** Should either party wish to appeal the decision of the Discipline Committee, they shall inform the Executive Officers in writing within fifteen (15) days of receiving the decision. Any appeal must be related to:

- (a) the findings of the Discipline Committee; or
- (b) the severity of the sanction.

~~52.23~~**21** The Members' Appeals and Review Committee (MARC) shall hear any appeal within fifteen (15) days. This shall be completed by documentary review. The decision of the MARC is final.

~~52.24~~**22** The complainant(s) and the respondent(s) shall be notified of the decision and rationale of the MARC without delay by registered mail, email, or courier, requiring a signature or electronic acknowledge upon receipt.

~~52.25~~**23** Any member who has been expelled from the Union shall forfeit all rights and benefits of membership.

~~52.26~~**24** Any member who has been expelled from the Union may apply to the Board of Directors for reinstatement after five (5) years. This may be granted by a two-thirds (2/3) vote.

Rationale: After utilizing the article in member-to-member complaint cases, the Discipline Committee, Executive Officers, the Executive Director, and investigators provided feedback regarding the language and gaps identified. The CBRP Committee reviewed the input and was provided legal advisement surrounding the language for the proposed amendments presented to the Board of Directors. These amendments offer clarity in the language, improve the process, and maintain natural justice within the member-to-member complaints process, clarifying the following:

- Processes and timelines, and close the gaps identified for complaints against members, Local Unit Executives, and Board members;
- Selection process for third-party investigators and how they are assigned to investigate a complaint;
- Confidentiality of complaints;
- The notification processes to the parties during a complaint;
- Appeals processes and timelines;
- Participation requirements of parties in the complaint;
- penalties that the discipline committee can impose.

Motion by Nicky Thorn/Seconded to reinstate a fine based on hourly rate of pay in section 52.19.

DEFEATED

Motion Moved/Seconded to extend the time for this resolution.

DEFEATED

Main Motion by the Constitution, Bylaws, Resolutions & Policy Committee/Seconded to approve the amendments to Article 52 as presented.

CARRIED

05-30-2024

4. Constitution Article 53: Costs

~~53.01 HSA shall cover reasonable and substantiated and other costs judged to be reasonable by the Board of Directors in the circumstances of the case. Legal costs of the respondent(s) and the complainant(s) at any stage of the process shall be considered for reimbursement only in those exceptional cases deemed by the Board of Directors, in its sole discretion, to warrant reimbursement.~~

53.01 Upon the conclusion of a complaint under Article 52, HSA may reimburse a party for reasonable and substantiated expenses and/or other costs (such as legal fees), or any portion thereof. A party seeking reimbursement must make their request for reimbursement in writing to the Executive Officers of the Union within fifteen (15) days of the conclusion of the complaint for consideration by the Board of Directors.

Within fifteen (15) days of receipt of a request the Executive Officers shall submit the expense and or cost to the Board of Directors for consideration and decision. The Board of Directors may direct reimbursement of any portion of reasonable and substantiated expenses and/or other costs where it determines, in its sole discretion, the circumstances warrant reimbursement. Reimbursement shall be directed in exceptional circumstances only.

53.02 Should expenses be incurred as a result of processing a complaint and the process is not completed due to the Complainant(s) not cooperating in the process, HSA may bill the Complainant(s) to recoup those expenses.

Rationale: The proposed amendments, approved by the Board of Directors, were drafted by the CBRP committee after legal advisement regarding the organization's risk in the Article's intent. These amendments clarify the criteria, timelines, and process for the Board's approval of reimbursement costs incurred by a party, specifically in exceptional circumstances related to Article 52—Complaints Management Process.

Motion by Marlys Jackson/Seconded to extend the time by 10 minutes for this resolution.

DEFEATED

Motion by John Hayes/Seconded to amend section 53.01 to: "HSAA may **shall** reimburse a party for reasonable and substantiated expenses and/or other costs (such as legal fees), or any portion thereof."

DEFEATED

Main Motion by the Constitution, Bylaws, Resolutions & Policy Committee/Seconded to approve the amendment to Article 53 as presented.

CARRIED

05-30-2024

5. Constitution Article 48: Meetings of The Membership – Special Meetings (Housekeeping)

48.08 Special Meetings

A special meeting shall be at the call of the ~~the~~ **Board of Directors** with a two-thirds (2/3) majority vote or more than 25% of the membership in writing provided that the nature of the business is stated in the request. Electronic signatures shall be deemed acceptable. For the purposes of this provision, the size of the membership is determined by the number of active members on the last day of the preceding month of the petition. A special meeting may be called by the ~~the~~ **Board of Directors** or a group of members to deal with a matter of business that cannot be delayed until the ensuing convention. Such a meeting shall deal only with the subject matter contained in the written request of the membership or the ~~the~~ **Board of Directors**.
Upon the receipt of a written request of the membership with the required number of signatures, the ~~the~~ **Board of Directors** shall call a special meeting within 21 days.

Rationale: Housekeeping amendments within the Article.

Motion by the Constitution, Bylaws, Resolutions & Policy Committee/Seconded to approve the amendment to clause 48.08 as presented.

CARRIED

6. Constitution Article 48: Meetings of The Membership – Resolutions**48.04 Resolutions**

- (a) A ~~member~~, group of members or a Local Unit may bring matters before Convention for consideration by means of resolutions submitted to the Constitution, Bylaws, Resolutions & Policy Committee. These resolutions may include proposed constitutional changes, policy matters or position statements.
- (b) The Board of Directors may submit its own resolutions to Convention.
- (c) All resolutions for submission to Convention must be received at the Union head office at least forty-five (45) days prior to Convention or they shall not be considered.

Rationale: A resolution to the Convention should be supported by a group of members (more than one) because it is important to collaborate and receive feedback, which can help strengthen the resolution's intent.

Motion by the Constitution, Bylaws, Resolutions & Policy

Committee/Seconded to approve the amendment to clause 48.04 as presented.

CARRIED**7. Constitution Article 25: Local Unit (Housekeeping)**

- 25.01 Members are by default assigned to a Local Unit. However, a group of HSAA members may define itself as a “Local Unit” of HSAA, with consideration to the following principles:
- (a) Members covered under the same bargaining certificate existing at the same site are encouraged to amalgamate into one Local Unit. ~~unless there are historical and/or functional reasons not to do so.~~
 - (b) Members covered by separate bargaining certificates existing at the same site may opt to amalgamate. ~~but may be better served with coexistence as two Local Units, and are encouraged to work jointly on issues not related to their specific bargaining certificate.~~
 - (c) Members covered by the same bargaining certificate with small numbers at multiple sites may wish to act as one Local Unit.
- 25.05 The role of the Local Unit ~~Executive~~ is to advocate for and engage their members.

Rationale: To remove outdated language and provide clarity within the Article and housekeeping amendments.

Motion by the Constitution, Bylaws, Resolutions & Policy

Committee/Seconded to approve the amendments to clause 25.01 and 25.05 as presented.

CARRIED

05-30-2024

8. Constitution Article 38: Signing Officers (Housekeeping)

38.01 Signing Officers for any financial transactions are:

- (a) President;
- (b) Vice-President;
- (c) Executive Director; and
- (d) Executive Assistant to the ~~Executive Officers~~ President/Board.

38.02 Any financial transaction shall require the signatures of two (2) signing officers, at least one of whom shall be an Executive Officer.

Rationale: Housekeeping amendments that reflect the current job title responsibilities of the Executive Assistant to the Executive Officers and Board.

Motion by the Constitution, Bylaws, Resolutions & Policy

Committee/Seconded to approve the amendments to clause 38.01 as presented.

CARRIED

05-30-2024

9. DELL TAYLOR MEMORIAL EDUCATION FUND

SUBMITTED BY ROBYNN DUNBAR

HSAA WILL:

Increase the maximum dollar amount of the Dell Taylor Memorial Education Fund from \$250 to ~~\$300~~ **\$350** per member per fiscal year, **effective March 1, 2025.**

BECAUSE (RATIONALE):

The cost of discipline-related seminars, exams, conferences, and courses has increased significantly over the past few years.

AND BECAUSE (RATIONALE):

It will encourage union dues-payers to become active members by accessing the HSAA website to obtain reimbursement.

AND BECAUSE (RATIONALE):

Improved union support of members professional development benefits all workers, fostering growth that would otherwise be out of reach because of cost.

Motion by Omer Hussein/Seconded to amend the resolution by changing the increased amount to \$350.

CARRIED

Main Motion by the Constitution, Bylaws, Resolutions & Policy

Committee/Seconded to approve the resolution to increase the Dell Taylor Memorial Education Fund, **as amended.**

CARRIED

05-30-2024

10. COMMUNICATION WITH MEMBERS

SUBMITTED BY VAL RADKEVICH-NOEL

HSAA WILL:

Communicate important information such as the RCIF (which was unprecedented) to members by Canada Post mail and by Town Hall meetings rather than solely by emails to members.

BECAUSE (RATIONALE):

There are flaws in emailing any information and these two additional methods of communication will facilitate more thorough communication to members.

AND BECAUSE (RATIONALE):

Members were not being informed of the applications for the RCIF. One factor in this incident is the mode of communication to members and I learned for some reason/somehow I had elected to not receive union information by email in 2019 which was news to me

AND BECAUSE (RATIONALE):

(Furthermore AHS elected to not inform employees). I feel this was a weak method of communicating such an important program to members. Many members only heard of the RCIF application through the proverbial HSAA grapevine which I think needs to change. I was very upset by this since I lost out on a \$15,000 retention bonus.

Motion by Katelyn Tran/Seconded to amend the resolution by striking out "Canada Post mail and by Town Hall meetings rather than solely by" and adding "and the app" at the end of the sentence.

DEFEATED

Main Motion by the Constitution, Bylaws, Resolutions & Policy Committee/Seconded to approve the resolution on communications to members as presented.

DEFEATED

11. ALLIED HEALTH STAFFING RATIO'S LEVELS

SUBMITTED BY VERDUN SAWATSKY

HSAA WILL:

Pressure healthcare employers to establish and adhere to mandatory staffing ratios **levels** for HSAA members in all healthcare settings to ensure patient safety and quality care. These **levels** will be evidence-based and consider, but not be limited to, patient acuity and patient-centered care needs **and student teaching responsibilities**. Employers must be held accountable and provide resources for compliance, including hiring additional staff and implementing workload management strategies.

BECAUSE (RATIONALE):

Adequate staffing levels are critical to maintaining high-quality patient care, promoting safety for both patients and healthcare professionals, and mitigating burnout among healthcare professionals.

AND BECAUSE (RATIONALE):

Insufficient staffing levels have been linked to adverse patient outcomes, increased mortality rates, heightened risk of medical errors, and diminished overall quality of care.

AND BECAUSE (RATIONALE):

HSAA members as healthcare professionals, are often faced with heavy workloads, prolonged shifts, and high levels of stress due to inadequate staffing levels.

AND BECAUSE (RATIONALE):

Numerous studies and reports have demonstrated the positive impact of establishing and adhering to staffing ratios in healthcare settings, leading to improved patient outcomes, reduced rates of healthcare professional burnout, and enhanced overall workplace satisfaction.

AND BECAUSE (RATIONALE):

It is the responsibility of healthcare employers to prioritise patient safety, employee well-being, and the delivery of high-quality care by ensuring appropriate staffing levels are maintained at all times.

AND BECAUSE (RATIONALE):

Employers should provide additional compensation for our members that work in shifts/settings that do not follow established staffing ratios.

Motion to by Shawna Gawreluck/Seconded to amend the resolution by adding "student responsibilities" after "patient-centered care".

CARRIED

Motion by Alex Wyse/Seconded to amend the resolution by replacing “ratios” with “levels” in the first sentence.

CARRIED

Motion by Rita McDonald/Seconded to amend the resolution by replacing “ratios” with “levels” throughout the whole resolution and for punctuation housekeeping.

CARRIED

Main Motion by the Constitution, Bylaws, Resolutions & Policy Committee/Seconded to approve the resolution on allied health staffing levels **as amended.**

CARRIED

05-30-2024

It was noted that Resolution #12 would be done on day 2 as the submitter was unable to attend day 1 and speak to it.

05-30-2024

13. BOARD MEMBER TERMS
SUBMITTED BY HENOK GEBREYESUS

HSAA WILL:

Limit the terms of Board members to only two consecutive terms.

BECAUSE (RATIONALE):

This strategic move aims to infuse fresh perspectives, foster innovation, and enhance the overall effectiveness of our board. By imposing term limits, we encourage the infusion of new talent and diverse viewpoints, ensuring a dynamic leadership that stays adapted to evolving challenges and opportunities.

AND BECAUSE (RATIONALE):

Term limits discourage complacency and create a culture of continuous improvement, preventing the consolidation of power within a few individuals. This rotation of leadership fosters inclusivity and provides equal opportunities for participation, promoting a sense of shared responsibility and accountability among board members. Moreover, limiting terms promotes succession planning and allows us to tap into a broader pool of skilled individuals.

AND BECAUSE (RATIONALE):

Embracing term limits aligns with contemporary governance best practices and underscores our commitment to robust and forward-thinking leadership. I

encourage fellow brothers and sisters and board members to support this resolution for the long-term benefit of our organization.

Motion by the Constitution, Bylaws, Resolutions & Policy

Committee/Seconded to approve the resolution to limit the terms of Board members to only two consecutive terms as presented.

DEFEATED

05-30-2024

14. LAPP

SUBMITTED BY ELIZABETH JESSEN

HSAA WILL:

Lobby LAPP for improvements in the execution of OUR pension plan.

BECAUSE (RATIONALE):

If you can withdraw your pension in the form of a payout before age 55, then you should be able to withdraw your pension anytime after age 55 as well. There should be no AGE DISCRIMINATION. If it is considered a pension after age 55, then it should be considered a pension before age 55. If it is a pension for some, then it should be a pension for all! Also, I should not have to quit my job in order to withdraw MY pension or start taking MY pension.

AND BECAUSE (RATIONALE):

It is MY MONEY, not theirs to control and do with whatever they wish. Also, in the event of a death, beneficiaries (excluding spouse) are now required to take a lump sum payout, which will making 50 percent of it lost to taxes (in my case about \$250,000.00 worth). Beneficiaries used to be able to take monthly payments. You cannot change the rules in the middle of the game!

Motion by Michelle Teskey/Seconded to amend the resolution by adding "HSAA Will: Seek clarity on the employer contributions to the plan."

DEFEATED

Main Motion by the Constitution, Bylaws, Resolutions & Policy

Committee/Seconded to approve the resolution to lobby LAPP for improvements in the execution of our pension plan as presented.

CARRIED

15. ARTICLE 26: UNION LEADERS EMPLOYED IN SUPERVISORY POSITIONS
SUBMITTED BY RON PASIEKA

HSAA WILL:

Change article 26.04 of the Constitution to read: Any member who occupies a representative position with HSAA shall automatically vacate the office if they accept ~~an out-of-scope position (management exempt)~~ **a supervisory position** which **potentially** places them in a conflict of interest **or a perceived conflict of interest** with their union duties.

BECAUSE (RATIONALE):

When a board member takes a supervisory position, they may face situations where their responsibilities to management may conflict with their duty to represent members. This dual role can lead to real or perceived conflict of interests.

AND BECAUSE (RATIONALE):

This real or perceived conflict of interest can undermine the board members, and by extension the Board of Directors', credibility and trust with front line members.

AND BECAUSE (RATIONALE):

A board members duty must be first and foremost to the members of the union.

Motion by Nicky Thorn/Seconded to extend the time for this resolution.

DEFEATED

Motion by the Constitution, Bylaws, Resolutions & Policy

Committee/Seconded to approve the amendment to clause 26.04 as presented.

DEFEATED

16. POSITION STATEMENT #2 - REAFFIRMING HSAA'S COMMITMENT TO MEDICARE

SUBMITTED BY SHERI CARTER

HSAA WILL:

Change HSAA Position Statement #2 to include ~~Mental Health and A~~**addiction and mental health care, and supportive living care** under the following bullet point
Inclusion of community care, rehabilitation, home care, and long-term care within the scope of the legal framework defining medicare in Canada.

POSITION STATEMENT #2. REAFFIRMING HSAA'S COMMITMENT TO MEDICARE

HSAA will continue to advocate for and support:

- *Strict adherence to the five principles of the Canada Health Act:*
 - a. *public administration*
 - b. *comprehensiveness*
 - c. *universality*
 - d. *portability*
 - e. *accessibility*
- *Inclusion of community care, rehabilitation, home care, ~~and~~ long-term care, **addiction and mental health care and support living care** within the scope of the legal framework defining medicare in Canada.*
- *Development of a national home care program, a national Pharmacare program, and effective preventive health care programs.*
- *Assurance of national standards through allocation of adequate federal funding to publicly provided health care.*
- *Allocation of appropriate funding by the Alberta government to address the health care needs of Albertans without transferring health care provision from public delivery.*
- *Recognition by governments of demographic factors, including population growth, age, poverty and other social determinants of health in resource allocation.*

Rationale:

A clear majority of Canadians support the five fundamental principles enshrined in the Canada Health Act.

HSAA recognizes that while there are fiscal concerns, these must not supersede the primary goal of health care – the health and well-being of Canadians.

Methods of health care delivery and health care funding have shifted a substantial portion of care from hospitals and physicians' services into community and home settings, and long-term care settings, with provision by many other allied health professionals.

- *Costs of pharmaceuticals and other supplies, which are essential in the delivery of health care, are prohibitive for many Canadians.*
- *Both federal and provincial government funding allocations have been inadequate to ensure that the health care needs of Canadians are met.*

- *HSAA supports Tommy Douglas's vision of a "Second Stage of Medicare" remains to be completed.*

BECAUSE (RATIONALE):

Mental Health and Addiction Care is Health Care, our membership and the public responded positively to this campaign when asked.

AND BECAUSE (RATIONALE):

HSAA has supported the creation of the Ad Hoc Mental Health and Addictions Committee at Convention 2023, therefore supporting that Mental Health and Addiction Care being Health Care.

Motion by Carmen Olson/Seconded to amend the resolution by adding "supportive living care" under the same bullet point.

CARRIED

Motion by Laura Elcheson/Seconded to amend the resolution by changing "Mental Health and Addiction" to lowercase for consistency.

CARRIED

Motion by Elsaby Johnstone/Seconded to amend the resolution by changing "mental health and addiction" to "addiction and mental health" to be consistent with AHS.

CARRIED

Main Motion by the Constitution, Bylaws, Resolutions & Policy Committee/Seconded to approve the amendments to *Position Statement #2. Reaffirming HSAA's Commitment to Medicare as amended.*

CARRIED

05-30-2024

17. LOCAL UNIT EXECUTIVE FUNDS - ADMIN FEES

SUBMITTED BY ROXANA MITCHELL

HSAA WILL:

Ensure that employer administration fees for wage replacement of Local Unit Executives (LUE) who take time off for work for union business to perform Local Unit duties will not be deducted from the Local Unit Executive Fund (LUEF)

BECAUSE (RATIONALE):

LUEF is allocated for Local Unit Executives' wage replacement, compensation on days off work, and other incidents for doing LU duties because it is the work of the Union. The LUEF needs to keep pace with wage increases negotiated in the CA.

AND BECAUSE (RATIONALE):

LUE are doing the work of the Union and should not be penalized administrative fees for doing HSAA business.

AND BECAUSE (RATIONALE):

Article 33.08(e) Union Business indicates that HSAA agrees to reimburse the Employer for the total cost of the absence plus an extra % administrative fee. There is no Collective Agreement reason that HSAA is unable to absorb the costs of the administration fee.

Motion by Jacqueline Beach/Seconded to table Resolution #17 until after discussion on Resolution #24.

CARRIED

05-30-2024

18. ENVIRONMENTAL RESPONSIBILITY

SUBMITTED BY LISA SANJAYA MORRISON

HSAA WILL:

Promote environmental responsibility by asking that ~~Alberta Health Services (AHS)~~ **Healthcare employers** apply the recommendations of the Canadian Coalition of Green Health Care (CCGH) ~~to all of the 106 hospitals and Patient Service Centers and other healthcare providers~~ in Alberta.

BECAUSE (RATIONALE):

The CCGH provides a platform for healthcare organizations to collaborate on implementing sustainable practices and reducing their environmental footprint. At this point, one hospital, Rockyview, is part of this program. By having all hospitals join this coalition, AHS can work towards achieving its environmental targets while promoting Albertans' health and well-being.

AND BECAUSE (RATIONALE):

Through this resolution, HSAA can demonstrate its commitment to promoting a sustainable healthcare system in Alberta. It can use its platform to reduce costs, reduce waste encourage an environment where items are repaired, repurposed and refurbished. It can help AHS rethink their choice with a healthy environment for workers and Albertans. The steps in this program are low-cost to implement and positively impact the environment and health of all Albertans.

AND BECAUSE (RATIONALE):

CCHG is aligned with HSAA core values and vision.

Motion by Tracy Murphy/Seconded to amend the resolution by adding PSC's and other healthcare providers.

CARRIED

Motion by John Dirkson/Seconded to amend the resolution by striking out "Alberta Health Services (AHS)" and replace with "Healthcare employers".

CARRIED

Motion by Michelle Hoder/Seconded to amend the resolution by changing the acronym for “PSC’s” to “Patient Service Centers.”

CARRIED

Motion by Nina Nosk/Seconded to amend the resolution by striking out “to all of the 106 hospitals, Patient Service Centers and other healthcare providers in Alberta.”

CARRIED

Motion by Kaitlin Love-Wilkinson/Seconded to amend the resolution by putting back “in Alberta” after “CCGH”.

CARRIED

Motion by Kaitlin Love-Wilkinson/Seconded to extend the time for this resolution.

DEFEATED

Main Motion by the Constitution, Bylaws, Resolutions & Policy Committee/Seconded to approve the resolution on promoting environmental responsibility **as amended**.

CARRIED

Friday, May 31, 2024, Day 2

05-31-2024 Call to Order and Welcome

05-31-2024 Vice Presidents Address

Vice- President Leanne Alfaro provided an opening address.

05-31-2024 Committee Presentations

HSAA Member Engagement, Member Education and Local Unit Review committees provided updates on their work over the last year.

05-31-2024 Amendment to Agenda

President Mike Parker stated that due to issues impeding ease of mobility to the breakout rooms, Resolutions will need to be moved to before the Delegate Breakout Sessions.

Motion by Rhonda Kew/Seconded to amend the agenda to move Resolutions to before the Delegate Breakout Sessions.

CARRIED

Motion Moved/Seconded to amend the agenda to move the In Memoriam to 1:00 p.m.

CARRIED

Motion by Rhonda Kew/Seconded to approve the agenda, as amended.

CARRIED

05-31-2024 Credentials Report

Jason Soklofske reported that as of 9:02 a.m. the registration roll indicated for the number of HSAA members in attendance at HSAA's Convention on May 31, 2024, was 528 delegates, 53 staff, and 17 guests.

Motion by Jason Soklofske/Seconded that the official registration roll be recorded as 528 delegates at the May 31, 2024, HSAA convention.

CARRIED

12. INDIGENOUS BOARD SEAT

SUBMITTED BY TINA NASH

HSAA WILL:

Create a seat at the Board level that can be filled by a self identified Indigenous member of the union.

BECAUSE (RATIONALE):

In the spirit of truth and reconciliation, the voice of Indigenous union members needs to be represented and heard at the highest level of governance.

AND BECAUSE (RATIONALE):

Acts of justice, equity, diversity and inclusion demand that those who have been marginalized, racialized and ostracized from decision making processes are welcomed to participate in decisions that affect them and that promote the value of different world views and ways of knowing and being.

AND BECAUSE (RATIONALE):

Having representation from the Indigenous community supports and recognizes the value of a two eyed seeing approach and advances opportunities for the union to continue to heal the relationship it has with Indigenous people. It is a step that the union can take to advance understanding of the unique issues that affect Indigenous people and develop sensitivity and advocacy for Indigenous initiatives.

Motion by Megan Milne/Seconded to amend the resolution by adding 3 designated seats for Women, BIPOC and 2SLGBTQIA +.

DEFEATED

Main Motion by the Constitution, Bylaws, Resolutions & Policy

Committee/Seconded to approve the resolution to create a seat at the Board level that can be filled by a self-identified Indigenous member of the union as presented.

CARRIED

05-31-2024

19. SUPPLEMENTAL PENSION FOR EMS
SUBMITTED BY JACOB SHEFFIELD

HSAA WILL:

Advocate for the "Supplemental Pension" for EMS, which was awarded to the paramedics with the City of Calgary prior to becoming AHS.

BECAUSE (RATIONALE):

Paramedics make it approximately 5 years in EMS. This pension is the standard in policing and firefighting. Retiring at the same time as these Professions, which we are often compared, would help paramedics stay in the industry. We lost many to Police and Fire.

AND BECAUSE (RATIONALE):

Paramedics feel disenfranchised by the current union environment due to the leaning towards "the most gains, for all". This philosophy does not benefit EMS as we are an anomaly within HSAA and AHS. We are health care workers and first responders. No other HSAA discipline is like EMS.

Motion by the Constitution, Bylaws, Resolutions & Policy Committee to approve the resolution to advocate for the Supplemental Pension for EMS as presented.

CARRIED

05-31-2024

20. HSAA LOGO USE
SUBMITTED BY AMANDA MICHAUD

HSAA WILL:

~~Allow Local Units access to high resolution HSAA logo files for the purpose of having customized merchandise created.~~

Implement a streamlined and timely process which allows members to create and submit custom designs to be used on the Union branded merchandise using the HSAA logo. Upon approval these designs will be available to all members via the merchandise store. Further personalization such as local units, professional title, or member names will be optional.

BECAUSE (RATIONALE):

Service items and HSAA Store merchandise are limited in supply and selection. Allowing Local Units to create customized merchandise will provide the flexibility to create items specific to events or needs for each Local Unit.

AND BECAUSE (RATIONALE):

Having branded merchandise helps makes the Union more visible and identifiable in the workplace and community at large. Creating desirable customized items will increase the likelihood of items being used and seen.

AND BECAUSE (RATIONALE):

The logo belongs to all of its members.

Motion by Nicky Thorn/Seconded to amend the resolution by adding “The logo can be used with the input and permission from HSAA to ensure they follow requirements” after the first sentence.

CARRIED

Motion by Jennifer Jorgensen/Seconded to amend the resolution by substituting the HSAA Will with: “Implement a streamlined and timely process which allows members to create and submit custom designs to be used on the Union branded merchandise using the HSAA logo. Upon approval these designs will be available to all members via the merchandise store. Further personalization such as local units, professional title, or member names will be optional.”

CARRIED

Motion by Evan Zinyk/Seconded to extend the time on this resolution.

DEFEATED

Main Motion by the Constitution, Bylaws, Resolutions & Policy Committee/Seconded to approve the resolution on HSAA Logo Use **as amended**.

CARRIED

05-31-2024

21. MODIFIED WORK WEEK

SUBMITTED BY: KIERAN LANE-OPPENHEIM

HSAA WILL:

Advocate **the option** for employees to work a compressed work week (4 days on, 3 off), or alternatives such working 9 days in a two-week rotation instead of 10.

BECAUSE (RATIONALE):

Improve employee health (mental, emotional and physical)

AND BECAUSE (RATIONALE):

Attract more talent to work for AHS.

AND BECAUSE (RATIONALE):

Inspectors can inspect more locations that open later in the evening.

Motion by Kris Moskal/Seconded to amend the resolution by adding “the option” after advocate.

CARRIED

Motion by Margaret Jessen/Seconded to amend the resolution by adding “full time” before employees.

DEFEATED

Main Motion by the Constitution, Bylaws, Resolutions & Policy Committee/Seconded to approve the resolution to advocate for a modified work week as **amended**.

CARRIED

05-31-2024 Delegate Breakout Sessions

05-31-2024 Lunch Break

05-31-2024 In Memoriam

A moment of silence was taken to honor the members who have passed this year.

05-31-2024 Presentation

Rebecca Graff-McRae with Parkland Institute provided an update on research projects for HSAA.

05-31-2024 Women in Union Leadership Panel

Vice President L. Alfaro hosted the Women in Union Leadership Panel to help reflect on the labour movement's recent history of decreasing barriers for women in union leadership and learn from those experiences to increase our pace of change.

The panel consisted of Mary Shortall, Barb Byers and Karen Kuprys.

05-31-2024 Credentials Report

Jason Soklofske reported that as of 1:14 p.m. the registration roll indicated for the number of HSAA members in attendance at HSAA's Convention on May 30, 2024, was 517 delegates, 16 guests and 39 staff.

Motion by Jason Soklofske/Seconded that the official registration roll be recorded as 517 delegates at the May 31, 2024, HSAA convention.

CARRIED

05-31-2024

Resolutions Continued – CBRP Committee Chair D. Fetaz

22. HSAA ORGANIZATIONAL CHART

SUBMITTED BY: JACQUELINE BEACH

HSAA WILL:

~~Provide its members with an organizational chart on the website.~~

Provide its members with an organizational chart that includes all paid employees including title, hierarchical structure, and numbers of all filled and open positions within HSAA, posted on the HSAA website within the member access portal and updated yearly.

BECAUSE (RATIONALE):

Transparency and accountability are necessary for promoting trust and integrity.

Motion by Shawna Gawreluck/Seconded to amend the resolution by substituting the HSAA Will with: "Provide its members with an organizational chart that includes all paid employees including title, hierarchical structure, and numbers of all filled and open positions within HSAA, posted on the HSAA website within the member access portal and updated yearly."

CARRIED

Main Motion by the Constitution, Bylaws, Resolutions & Policy Committee to approve the resolution that HSAA provide its members with an organizational chart on the website **as amended**.

CARRIED

05-31-2024

23. HSAA MEMBER RETIREMENT GIFTS

SUBMITTED BY: LAUREL JACKSON

HSAA WILL:

~~Explore other items for members retiring that do not include a watch or clock. These could include a print or other item.~~

Explore alternative quality gift options for retiring members to choose from the recognition of their service and or/ membership to HSAA.

BECAUSE (RATIONALE):

A number of members already use other devices for keeping time, that include smart watches, fitness trackers and the like.

AND BECAUSE (RATIONALE):

Upon retirement a time keeping piece is not as relevant as when working

Motion by Jennifer Jorgensen/Seconded to amend the resolution by substituting the HSAA Will with: "Explore alternative quality gift options for retiring members to choose from the recognition of their service and or/ membership to HSAA."

CARRIED

Main Motion by the Constitution, Bylaws, Resolutions & Policy Committee to approve the resolution on HSAA member retirement gifts **as amended**.

CARRIED

05-31-2024

24. LOCAL UNIT EXECUTIVE FUNDS - AMEND FUND CALCULATION

SUBMITTED BY: NATASHA USHER-HAMELUCK

HSAA WILL:

Amend Policy – Governance of the Local Unit Executive, 3 (b) with the intent that Local Unit Executive Funds (LUEF) are increased from \$250 or \$2.50/dues payer per fiscal year, whichever is greater, to \$500 or \$2.50/dues payer per fiscal year, whichever is greater.

BECAUSE (RATIONALE):

The \$20/hr planning for, carrying out events/meetings, connecting with members and paperwork does not meet the effort and time in carrying out these functions as the LUE.

AND BECAUSE (RATIONALE):

The minimum LUEF of \$250 is not sufficient to cover some of the time off work wages and expense for the work of LUE's in conducting the business of the Local Unit. Local Units of 100 members or less with more than one LUE have very little LUEF for reimbursement of time off work. A minimum amount of \$500 will improve equity for Local Unit Executives with a Local Unit of 200 members or less.

AND BECAUSE (RATIONALE):

Honorariums up to \$500 do not require a T4A.

Motion by Anne Ang-Becker/Seconded to amend the resolution by changing the dues from \$2.50 to \$5.00.

DEFEATED

Main Motion by the Constitution, Bylaws, Resolutions & Policy Committee to approve the resolution on Local Unit Executive funds amend calculation as presented.

DEFEATED

05-31-2024

25. LOCAL UNIT EXECUTIVE FUNDS - AMEND FUND CALCULATION

SUBMITTED BY: ANNE ANG-BECKER

HSAA WILL:

HSAA will increase the Local Unit Executive Support Fund from \$250 or \$2.50/dues payer to \$500 or \$5.00/dues payer.

BECAUSE (RATIONALE):

Of inflation

AND BECAUSE (RATIONALE):

Increasing the LUE Support Fund due to rising cost of food and gas.

AND BECAUSE (RATIONALE):

To compensate and encourage our LUE in spending their personal time and effort doing their tasks for the local group and provide a better meal for the meeting.

Darlene Fetaz, Chair of CBRP Committee stated that Resolution #25 is redundant as it is the same as #24. A vote was not required.

05-31-2024

Motion by Jennifer Nakaska/Seconded to remove Resolution #17 from the table.

CARRIED

05-31-2024

17. LOCAL UNIT EXECUTIVE FUNDS - ADMIN FEES

SUBMITTED BY ROXANA MITCHELL

HSAA WILL:

Ensure that employer administration fees for wage replacement of Local Unit Executives (LUE) who take time off for work for union business to perform Local Unit duties will not be deducted from the Local Unit Executive Fund (LUEF)

BECAUSE (RATIONALE):

LUEF is allocated for Local Unit Executives' wage replacement, compensation on days off work, and other incidents for doing LU duties because it is the work of the Union. The LUEF needs to keep pace with wage increases negotiated in the CA.

AND BECAUSE (RATIONALE):

LUE are doing the work of the Union and should not be penalized administrative fees for doing HSAA business.

AND BECAUSE (RATIONALE):

Article 33.08(e) Union Business indicates that HSAA agrees to reimburse the Employer for the total cost of the absence plus an extra % administrative fee.

There is no Collective Agreement reason that HSAA is unable to absorb the costs of the administration fee.

Motion by the Constitution, Bylaws, Resolutions & Policy

Committee/Seconded to approve the resolution on Local Unit Executive funds admin fees as presented.

DEFEATED

05-31-2024

26. LOCAL UNIT EXECUTIVE FUNDS - AGMM

SUBMITTED BY: ROXANA MITCHELL

HSAA WILL:

HSAA will cover all replacement wages (known as Time Off for Union Business) and absorb the employer administrative fee for Local Unit Executives while performing duties for the AGMM.

HSAA WILL:

As well as ensure that employer administration fees for wage replacement of Local Unit Executives (LUE) who take time off work for union business to perform Local Unit duties will not be deducted from the Local Unit Executive Fund (LUEF).

BECAUSE (RATIONALE):

HSAA should pay for all salary replacement and employer administration fee, not take it out of the LUE funds, as LUE are doing the work of the Union while performing duties for AGMM. As well as LUE are doing the work for the Union and should not be penalized administrative fee for doing HSAA business.

AND BECAUSE (RATIONALE):

Article 33.08(e) Union Business indicates that HSAA agrees to reimburse the Employer for the total cost of the absence plus an extra % administration fee.

Motion by the Constitution, Bylaws, Resolutions & Policy

Committee/Seconded to approve the resolution on Local Unit Executive Funds – AGMM as presented.

DEFEATED

05-31-2024

28. ARTICLE 53: COSTS – MEMBER LEGAL FEES, COMPLAINT MANAGEMENT PROCESS

SUBMITTED BY SHAWN LORENZ AND JOHN HAYES

HSAA WILL:

Change article 53.01 to “HSAA shall cover reasonable and substantiated expenses and other costs judged to be reasonable by the Board of Directors in the circumstances of the case. Legal costs of the respondent(s) and the complainant(s) at any stage of the process shall be considered for reimbursement only in those exceptional cases deemed by the Board of Directors, in its sole discretion, to warrant reimbursement. **If HSAA retains legal representation in the course of a disciplinary hearing, the respondent shall be entitled to obtain legal counsel with costs reimbursed by HSAA. This reimbursement shall in no event be greater than the cost HSAA pays towards their own legal counsel.**

BECAUSE (RATIONALE):

It is inherently unfair to expect a member to sit in a disciplinary hearing alone, facing the disciplinary committee, their in-house lawyer, the executive of the union and an externally hired lawyer, yet we would never suggest a member sit in a disciplinary meeting with management without representation.

AND BECAUSE (RATIONALE):

Leaving the decision to pay entirely up to the boards discretion, only after the member has suffered a great expense defending themselves can lead to financial ruin.

AND BECAUSE (RATIONALE):

Expecting members to defend themselves against a case brought by a trained litigator goes against the general principal of fairness HSAA must offer to members.

Darlene Fetaz, Chair of CBRP Committee stated that Resolution #28 is redundant as amendments to Constitution article 53.01 were passed under Resolution #4. A vote was not required.

05-31-2024

50/50 Draw and Prizes

President Mike Parker and Vice-President Leanne Alfaro announced the winners of the 50/50 draw and various convention prizes.

05-31-2024

Introductions of New Board Members for 2024/2025:

Mary Shorthall performed the Oath of Office with all the Board members, including the two newly sworn in members.

- Mike Parker, President
- Leanne Alfaro, Vice-President
- Trevor Puritch, South District
- Janet Pederson, South District
- DJ McMillan, Central District
- Darlene Fetaz, Central District
- Sarah Dorma, Calgary District
- Lisa Constantini, Calgary District
- Megan Connolly, Calgary District
- Shawn Lorenz, Calgary District
- Faika Satterthwaite, Calgary District
- Kris Moskal, Edmonton District
- Jelili Mustapha, Edmonton District
- Laurie Brassard, Edmonton District
- Michael Hennig, Edmonton District
- Dean Rombough, Edmonton District
- Omer Hussein, North District
- Nancy Arlinghaus, North District

05-31-2024

President and Vice-President Closing Remarks

HSAA's 2024 Convention adjourned at 2:45 pm