

AGENDA

General Membership Meeting

WEDNESDAY, May 1, 2024, 5:30 PM

Via Zoom Conference platform

- 1. Roll Call of Officers**
- 2. First Nations Acknowledgment**
- 3. Reading of the Equality Statement**
- 4. New Member Initiation**
- 5. Reading of the Minutes of the Previous Meeting (February 28, 2024)**
- 6. Matters Arising**
- 7. Treasurer's Report**
- 8. Communications and Bills**
- 9. Executive Reports**
 - 9.1. President's Report**
 - 9.2. Vice President's Report**
 - 9.3. Chair's Report Capital Regional District**
 - 9.4. Chair's Report Greater Victoria Housing Society**
 - 9.5. Chair's Report Vancouver Island Health Authority (no report – vacant)**
 - 9.6. Chair's Report West Shore Parks and Recreation Society**
- 10. Reports of Committees and Delegates**
 - 10.1. Bylaw**
 - 10.2. Communications and Information Governance**
 - 10.3. Education**
 - 10.4. Good and Welfare**
 - 10.5. Grievance**
 - 10.6. HSPBA Education Fund**
 - 10.7. Negotiation**
 - 10.8. Occupational Health and Safety**
 - 10.9. Reclassification and Pay Review – CRD**
 - 10.10. Reclassification and Pay Review – WSPR**
 - 10.11. Bursary**
 - 10.12. Personnel**
 - 10.13. Social**
 - 10.14. Political Action**
 - 10.15. Membership Engagement**
 - 10.16. Strategic and Succession Planning**
 - 10.17. Vancouver Island District Council (VIDC) and Victoria Labour Council (VLC)**

11. Nominations and Elections

Position	Currently held by	Term Expires
Coordinator CRD	VACANT	September 2025
Chair VIHA	VACANT	September 2025
Coordinator VIHA	VACANT	September 2025
Coordinator OH&S	VACANT	September 2025

Election of CRD Bargaining Committee: One (1) member at large and three (3) alternates.

12. Unfinished Business

13. New Business:

13.1. Supporting striking CUPE 3903 members

13.2. Discussion about continued support for United Way Southern Vancouver Island

13.3. NOTICE OF MOTION: In the Local's Bylaws change "VIHA" to "HSPBA".

Using "HSPBA" (Health Science Professionals Bargaining Association) makes more sense. VIHA is one employer dealing with many unions. HSPBA is the provincial labour group that bargains with the HEABC (Health Employers Association of BC). This requires changes to:

- i. Section 1 Name "...**Health Science Professionals Bargaining Association (HSPBA) working for the** Vancouver Island Health Authority (VIHA) **in the South Island**"
- ii. Section 7 Officers ...~~VIHA~~ **HSPBA**...
- iii. Section 9 (f) DUTIES OF OFFICERS AND STEWARDS Coordinators...~~VIHA~~ **HSPBA**...
- iv. Section 10 (b) Elections) ...~~VIHA~~ **HSPBA**...
- v. Section 17 "Negotiating Committee – ~~VIHA~~ **HSPBA**"
- vi. And "Negotiating with the employer on behalf of ~~VIHA~~ **HSPBA members**..."
- vii. Appendix G Honoraria Chair (~~VIHA~~ **HSPBA**) and Coordinators (~~VIHA~~ **HSPBA**)

13.4. NOTICE OF MOTION: In the Local's Bylaws change "Chair" to "Unit Chair".

This brings our language in line with other Locals, supports the Bargaining Unit meetings (the Unit Chair chairs a Bargaining Unit Meeting), separates being the Unit Chair from the role as chairperson of a meeting, and removes "chairperson" as an alternative to "unit chair". This requires changes to:

- viii. Section 3 "...**Unit Chairpersons** (4)..."
- ix. Section 7 "...four (4) **Unit Chairpersons**..."
- x. Section 9 (b) "The Vice President shall...coordinate the **Unit Chairpersons** of the Local...Ensure that all **Unit Chairpersons**..."
- xi. Section 9 (e) "**Unit Chairpersons** – four (4)...The **Unit Chairpersons** shall..."
- xii. Section 9 (f) "The Coordinators shall...provide to the **Unit Chairperson**..."
- xiii. and "Attend Step 2 and higher grievance meetings in their department in the company of their **Unit Chairperson**, and may be authorized by their **Unit Chairperson** to..."
- xiv. and "Assist Shop Stewards in other departments at the request of the **Unit Chairperson** of that component..."

- xv. Section 10 (b) 8 “Nominees for **Unit** Chair or Coordinator positions...”
- xvi. Section 17 (a) 1 Negotiating Committee “The committee shall consist of three (3) members of the Local: the President, the **Unit** Chair~~person~~ of the bargaining unit
- xvii. Section 17 (b) 1 “Grievance Committee – Vice President and the four (4) **Unit** Chair~~persons~~”
- xviii. Section 17 (b) 8 “A Labour-Management committee...will include the President, applicable **Unit** Chair...”
- xix. Appendix G Honoraria “**Unit** Chair (CRD/HSPBA/WSPR/GVHS)”

13.5. NOTICE OF MOTION: Introduce Bargaining Unit Meetings to our bylaws by adding the following language as Section 6 (g)

Bargaining Unit Meetings

Bargaining Unit meetings may be called to deal with matters that affect only members of a specific bargaining unit. Such meetings are not to be used to replace regular membership meetings and will not make decisions that affect the Local Union as a whole or another bargaining unit. The President/Vice President/Unit Chair shall advise members of the bargaining unit no less than seven (7) days in advance of the meeting providing the time and location and an agenda.

13.6. NOTICE OF MOTION: Introducing Bargaining Unit Meetings means we need to adjust the quorum requirements for bargaining unit meetings by adding a second paragraph to the Quorum section, which is 6 (e).

Quorum

The minimum number of members required to be in attendance for the transaction of business at bargaining unit meetings for the HSPBA, GVHS and WSPR work units shall be five (5) members, plus three (3) members of the Executive Board, one of who must be their unit chair or coordinator.

We will number each paragraph of 6 (e) as 1 (the existing paragraph) and 2 (the new paragraph).

13.5 NOTICE OF MOTION: Introducing Bargaining Unit Meetings means we need to add to the recording secretary duties in Section 9 (c):

The Recording Secretary shall:

Keep full, accurate, and impartial account of the proceedings of all regular, special membership, **bargaining unit**, and Executive Board meetings.

13.6 NOTICE OF MOTION: Change the frequency of Regular Membership Meetings in our bylaws to accommodate Bargaining Unit Meetings.

This will change Section 6 (a). We will keep the AGM in September – Section 6 (b).

Section 6 (a) will change: “the Regular Membership Meetings on fourth (4th) Wednesday of the month in February, ~~April, June,~~ May and November.

14. Good of the Union

15. Adjournment