

AAPS Spring General Meeting

Thursday, April 27, 2023

The Nest, Great Hall South (Point Grey Campus)

Engineering, Management and Education Building, Rm 1202 (Okanagan Campus Group - Zoom)

Gordon and Leslie Diamond Health Care Centre Rm DHCC 10206 (10th floor) (VGH Group - Zoom)

Ctr for Heart Lung Innovation, James Hogg Conference Ctr Rm 103 (St. Paul's Hospital Group - Zoom)

MINUTES

1. WELCOME AND CALL TO ORDER

Office Manager, Petra Ormsby, certified that quorum was met for the meeting to begin. Meeting was called to order by President, Kristen Korberg, at 12:05 p.m. Korberg began by formally acknowledging the traditional, ancestral, and unceded territories around BC where those present worked and lived. She noted that the major worksites were located on the lands of the x̱m̱əθḵw̱əy̱əm (Musqueam Band), Sḵw̱x̱w̱ú7mesh Úxwumixw (Squamish Nation), Syilx ṯm̱ix̱w (Syilx Okanagan Nation), and səliłwətaʔṯ ṯəməx̱w (Tsleil-Waututh Nation). She offered that in recognizing that the settler definitions of ownership and borders did not reflect Indigenous relationships to the land or one another, those present honoured the many First Nations, bands, and communities that considered these lands to be part of their traditional, ancestral, and unceded territories. She encouraged those present to learn more about all the Indigenous territories by visiting native-land.ca. She continued that as uninvited settlers, those present were supportive of community efforts furthering the necessary action for reconciliation, adding that if anyone was beginning their reconciliation journey, the Indian Residential School History and Dialogue Centre had helpful resources on their website.

Korberg thanked everyone for joining the meeting. Cognizant of their full schedules, she expressed appreciation for their continued participation in their labour association. She noted this was the first in-person/hybrid meeting since 2019 and that it was her first time chairing as President. She noted that 400 members had registered to participate via Zoom and that Board member Kyle Shaughnessy and AAPS staff Paul Browning and Leanne Anderson were also on Zoom. She noted that 60 members had registered for the Okanagan Campus with Board member Anthony Dodds and AAPS staff Heidi Taylor on site. She noted that 15 members had registered for St. Paul's Hospital with Board member Angela Lam and AAPS staff Sharon Cory on site. She added special thanks to member Kelly Ceron for organizing the St. Paul's location. She noted that 40 members had registered at VGH with 2nd Vice President Lerato Chondoma and AAPS staff Ashkon Hashemi on site and added special thanks to Linnea Franson for helping out at VGH. She noted that at Point Grey over 400 had registered and helping with registration were 1st Vice President Lauren Casey, Secretary Kelli Kadokawa, and Board members Vanessa Hrvatin and Afsaneh Sharif and AAPS staff Lou Villahermosa. She noted special thanks to member Alicia Harder for helping out with the lunches. She noted that speaking today were Treasurer Lisa Wang and Executive Director Joey Hansen and helping with voting and questions were AAPS staff Petra Ormsby and Sarah Muff, with special thanks to UBC AV for running the tech.

Korberg noted the booklet created for the meeting and all of its contents. She then reviewed the housekeeping items which included how to access the live captions, the recording of the formal part, the motion and voting process, how to submit questions at the appropriate times, and how to resolve technical issues or make comments. She reminded that there would be an unrecorded general Q&A after the meeting adjournment.

2. ACCEPTANCE OF THE AGENDA & APPROVAL OF THE 2022 MEETING MINUTES

Moved/seconded (Kristen Korberg/Margaret Leathley)

*Be it resolved that the agenda for the 2023 AAPS Spring General Meeting be adopted as presented. —
Carried.*

Moved/seconded (Kristen Korberg /Gary Andraza)

*Be it resolved that the minutes of the 2022 AAPS Spring General Meeting be approved as distributed. —
Carried.*

3. AAPS UPDATES

President Kristen Korberg noted the following updates on AAPS initiatives.

• Improving support and access for members

Korberg noted that AAPS has set its sights on some truly exciting goals. She noted the aspiration to expand the labour organization to further develop how advocacy services are provided and how members are supported. She noted that when the AAPS Board created the Strategic Plan in 2022, the purpose was to modernize and improve the services to better meet the needs of the growing membership and that to keep pace AAPS needed to expand and grow with the members. She noted that to do this, they focused on the five overarching goals in the Strategic Plan which were to:

1. Promote Diversity, Equity, and Inclusion
2. Enhance Member Services and Support
3. Improve Communications and Engagement
4. Strengthen Relationships
5. Advance Advocacy

Korberg noted that each overarching goal was being incorporated in every aspect of AAPS operations from advocacy services and communications to professional development and member engagement. She added that to pursue these goals, the appropriate financial resources needed to be in place and hence today's budget was developed to carefully align with the Strategic Plan.

Korberg noted that as part of the initial steps in implementing the Strategic Plan, efforts were made to transform staff positions and new roles were added to the AAPS team. For goal two she noted the following: long-time AAPS staff Sharon Cory's role transitioned into focusing on benefits, reclassifications, pension, and workplace accommodations; AAPS staff Heidi Taylor was promoted into Member Services Officer for Labour Relations which now consists of Heidi, Ashkon Hashemi, Leanne Anderson and Executive Director Joey Hansen; and Heidi's vacated position of Member Services Associate was filled with the permanent recruitment of Paul Browning. For goal three she reminded of the hiring of AAPS staff Lou Villahermosa in a position focused on communications and external relations and how it allowed Sarah Muff to focus on expanding the Professional Development (PD) Program.

Korberg noted that with the additions to the team, AAPS had outgrown the current AAPS office space and in November and January the Board approved the leasing and renovation of a new office space that would accommodate the entire team and allow for comfortable discreet in-person meeting with members on site, and a large seminar room to host professional development, advocacy, and community events. She ended this update acknowledging the need for a full-time ongoing local staff at the Okanagan campus and confirmed search efforts to first find office space near campus.

- **Collective Bargaining**

Korberg invited Executive Director Joey Hansen to join her at the podium and then noted that bargaining proposals had been exchanged and a number of non-monetary items were resolved. She noted that both sides have been collegial and positive. Without going into specifics, she noted that based on member feedback/changes to legislation/advocacy requests the proposal included language to:

- Improve pay to better reflect the rate of inflation,
- Make the workplace more flexible, which includes flexible working hours, along with hybrid/remote work, and
- Improve the terms of leaves of absences.

Korberg noted that items with financial implications, such as wage increases, would be discussed in the coming days but that they anticipated this will take some time to resolve due to their proposal of general wage increases greater than the PSEC mandate and made it difficult to estimate when bargaining might conclude. She added that while retroactivity is a negotiated item, historically the parties have always agreed to an element of retroactivity. At the conclusion of the report, Hansen then fielded numerous questions.

4. AAPS ADVOCACY UPDATES

Executive Director Joey Hansen gave an outline on the nature of Advocacy work. He noted that since July 1, 2022 there have been 750 new cases. He noted that cases ranged from simple questions resolved in one email or phone call to very complicated matters taking weeks, months, or years to resolve. In reviewing the common issues, he noted the largest number of cases (nearly 100) involved discrimination/harassment/bullying and the next highest involved pay or sick leave (75 in both). He added that increasingly sick leave cases were involving issues of mental as opposed to physical health. He noted that about 50 cases were related to terminations. He added that these types of cases he just mentioned were also typically the ones that go on for weeks, months, or years. He acknowledged that the increase in these types of cases had the negative side that members were going through these awful situations, but he felt, on the positive side, that this type of case increase also meant more members were deciding not to suffer in silence or trying to deal with these issues on their own and he commended them for their courage to come forward and ask for support from AAPS.

Hansen noted that other labour organizations deal with their discrimination cases under the *Labour Relations Code*, but as AAPS is not recognized by the Labour Relations Board, very serious cases of discrimination need to be brought to the BC Human Rights Tribunal. He then informed that unfortunately the BC Human Rights Tribunal has been significantly under staffed for years and it now takes 12 to 18 months to even get an acknowledgement of them accepting the application for a hearing. He noted that AAPS communicated to the Province that this was unacceptable as well as other groups and since then the Province has started to implement efforts to rectify the situation but it would take some time for them to take effect.

Hansen then fielded numerous questions.

5. 2023/2024 AAPS BUDGET PRESENTATION

Treasurer Lisa Wang noted that this budget would provide the AAPS team with the tools and resources necessary to achieve the goals that Kristen had described. She reminded that the proposed budget for fiscal year 2024 (July 1, 2023 – June 30, 2024) was emailed to everyone prior to the meeting and was also made available on the AAPS website. She noted that it could be found on page 5 of the booklet and a link to the budget was then posted in the chat. Wang began by pointing out that the dues increase was mostly due to increased membership and that term deposit interest would be increasing due to higher interest rates.

Wang then reviewed the expenses in all three categories of Member Services, Board Governance, and Administration. She gave a thorough report with detailed explanations for each line item with significant changes. She then fielded several questions.

a. Motion to approve the 2023/24 AAPS Budget

Moved/seconded (Lisa Wang/Alicia Harder)

“Be it resolved that the 2023/2024 AAPS Budget be adopted as presented.” — Carried.

b. Motion to appoint the auditor for 2022/23

Moved/seconded (Lisa Wang/Michael Cunningham)

“Be it resolved to appoint the firm of De Visser Gray LLP Chartered Accountants as the Association’s auditors for the fiscal year ending June 30, 2023.” — Carried.

6. ADJOURNMENT

Before Kristen Korberg called for meeting adjournment, she took a moment to note upcoming PD Events, New Member Information Sessions and shared details of the AAPS Educations Awards.

She also wanted to mention a few significant days and first spoke about May being Asian Heritage Month and the chance for everyone to celebrate the contributions and achievements that members of the Asian communities have made to Canada. She then noted that May 1, known as International Workers’ Day or “May Day,” is a day to celebrate and commemorate the historic gains and struggles made by workers and the labour movement and the importance of remembering the hard-won achievements that were fought for workers like those present, such as the establishment of the employment standards, the two day weekend, and paid holidays. She noted that as AAPS continues with collective bargaining, it is also a reminder that the work is not over, that we need to continue upholding the principles of fairness and justice in the workplace. Finally, she reminded that April 28 was International Workers’ Memorial Day, and asked that a moment be taken to remember all the workers who had lost their lives on the job this year and in years past.

Korberg then thanked everyone for their thoughtful participation noting that AAPS was here for any question about the meeting or any question about workplace issues.

The meeting was adjourned at 1:10 p.m.