AAPS Spring General Meeting
Wednesday, April 17, 2019
The Nest, Great Hall South (Point Grey Campus)
Engineering, Management and Education Building, Rm 2181 (Okanagan Campus Group Webcast)
Blusson Spinal Cord Centre, Lecture Hall (Vancouver General Hospital Group Webcast)
Centre for Heart Lung Innovation, Rm 103 (St. Paul’s Hospital Group Webcast)

MINUTES

1. WELCOME & CALL MEETING TO ORDER
   Office Managé, Petra Ormsby, certified that quorum was met for the meeting to begin. Meeting was called to order by President, Andrea Han, at 12:02 p.m. Han began by formally recognizing that this meeting as well as the work AAPS and its members does takes place on traditional and unceded territories of the Musqueam, Squamish, Tsleil-Waututh, Syilx Okanagan Nation, as well as on other unceded lands across British Columbia. As uninvited guests, she expressed gratitude to these hosts for their hospitality and support of the noted work.

   Welcoming everyone in-person and watching via webcast, Han noted that AAPS was hosting an in-person location at the Okanagan Campus (Board member Kristen Korberg and Staff member Bill Chan hosting); at VGH (Board member Jessica Allen and Staff member Ashkon Hashemi hosting); and at St. Paul’s Hospital (1st Vice President Afsaneh Sharif and Staff member Sharon Cory hosting). She noted that at the Point Grey location assistance with the registration process was given by Board members Jacqui Brinkman and Erica Commons as well as AAPS members Emily Wu and Dionne Halyk. Han noted that speaking today would be herself, Executive Director Joey Hansen, Treasurer Paul de Leon, Secretary Joel Kobylka and 2nd Vice President Michael Lonsdale-Eccles.

   Han then reviewed the voting process, the housekeeping items, and how to submit questions, reminding everyone of the delay in receiving responses from the other sites and thanking them for their patience.

2. ACCEPTANCE OF THE AGENDA
   Moved/seconded (Andrea Han/Margaret Leathley)
   Be it resolved to accept the agenda for the 2019 AAPS Spring General Meeting as distributed. —
   Carried.

3. ADOPTION OF MINUTES OF LAST SPRING GENERAL MEETING
   Moved/seconded (Andrea Han/Mike Devolin)
   Be it resolved to approve the minutes of the 2018 AAPS Spring General Meeting as distributed. —
   Carried.

4. ADVOCACY INITIATIVE UPDATES
   Executive Director Joey Hansen talked about a number of areas where there have been some victories.

   • Vacation and Statutory Holiday Pay

   Hansen spoke to the discovery that Statutory Holiday Pay was being mishandled for members in part-time situations. He also spoke to errors in assessing vacation entitlement with regards to members who
started their UBC careers as a student employee. He noted that both have been remedied and many members saw corrections which gave either owed retro-payment or additional vacation. Hansen noted that anyone experiencing such error issues in either of these areas to contact the AAPS office.

- **External Advocacy**

Hansen informed that AAPS joined a number of groups who pushed the Province to create a Human Rights Commission to supplement the work of the Human Rights Tribunal. He explained that a Commission deals with systemic issues of discrimination and is more focused on implementing training and is less about litigating individual cases. Hansen noted that this endeavour was successful as the Province has since created it as well as reserved appropriate funding for it in their last budget. He added that currently the Province is in the process of implementing staff. Hanson noted that this might address some of items in the Human Rights cases.

Hansen then noted that in response to hearing members’ issues with finding a family doctor in Vancouver and Kelowna, AAPS also successfully lobbied the Provincial Government to provide funding for more primary care physicians. He noted that it doesn’t solve this very complicated problem but it’s a start and AAPS will continue to push, because part of having a safe and healthy workplace is making sure that there is access to proper health care when needed.

- **Human Rights Cases/Grievances**

Hansen gave an update on the current Human Rights Cases and some positive results.

- **Conflict of Interest/Conflict of Commitment**

Hansen reminded of an AAPS email alerting members that they may get contacted about Conflict of Interest/Conflict of Commitment (COI/COC) questions. He noted that over 200 members responded. He reported that although it has made the office very busy, the Counsel’s Office did give feedback that the message was helpful because folks are coming in much more informed on what constitutes a COI/COC and they are being more proactive in disclosing it. Hansen added that this will hopefully eliminate any issues down the road.

As there were no questions, Hansen then reminded that AAPS has a legal obligation to deal with advocacy matters and that is the primary reason AAPS exists. He added that both the BC Supreme Courts and the Court of Appeals have upheld that AAPS has a duty of fair representation where members’ rights have been violated. He ended by noting that all this work came at a significant financial cost.

5. **2019/2020 AAPS BUDGET PRESENTATION AND VOTING**

Treasurer Paul de Leon reviewed the proposed 19/20 Budget, which was circulated prior to the meeting and printed on the back of the agenda. His presentation of the 19/20 Budget consisted of him displaying several PowerPoint charts each illustrating an identified category’s totals and him imparting the main points for the variations in each chart’s three columns which were labeled from left to right: 18/19 Budget, 18/19 Year-end Projections and 19/20 Budget.

In presenting the total revenues slide, de Leon noted that the projected 18/19 year-end increase over the 18/19 Budget was due to increased membership and increased membership wages. He highlighted that the budgeted revenue for 19/20 will be 1.745M.

In showing the total expenses slide, de Leon noted that the largest increases were in the Member Services category. He noted that, for the 19/20 Budget, Members Services represented 72% of total budget. He then showed a breakdown of that category with the main blocks being Advocacy, PD Program, Member Engagement, and Staff. He highlighted the significant increases in Advocacy Costs in 18/19 year-end and
19/20 Budget due to the Human Rights cases, as mentioned by Hansen, and the significant cuts to the PD Program for the same years as a balancing measure.

In his review of the Board/Governance expenses, de Leon noted the 19/20 Budget was slightly higher due to the staff and volunteer component going up slightly. Regarding the administration expenses, he indicated that the 19/20 budget was slightly more due to increases in rent, staff, and the database/advocacy system’s annual maintenance fees.

His next slide showed the surplus outcomes and he noted that the purpose of these surpluses was to stay within the actuary’s recommended reserve goal. De Leon then fielded several questions from the audience and remote locations.

a. **Motion to Approve the 2019/2020 Budget**
   Moved/seconded (Paul de Leon/Mike Devolin)
   “Be it resolved that the 2019/2020 AAPS Budget be adopted as presented.” — **Carried.**

b. **Motion for Appointment of Auditors for 2018/2019 fiscal year ending June 30, 2019**
   Moved/seconded (Paul de Leon/Margaret Leathley)
   “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, 2019.” — **Carried.**

He ended with thanking the members on the Finance Committee. The members listed were Renee Haggart, Alicia Harder, Sean Park, Ellen Siu, Marlene Tecson-Golfinopoulos, and Alexi White.

6. **NEW AAPS AWARDS PROGRAM ANNOUNCEMENT**

   Board Secretary Joel Kobylka introduced the new AAPS Awards Program. He noted that it replaces the previous AAPS Scholarship which offered two scholarships each year to AAPS members, children or spouses studying full time at UBC only. He noted that after receiving feedback from members on the limitations of the award, the Board reviewed the program and implemented a new award model to support post-secondary education and professional development for members and their families.

   Kobylka noted that the new program will consist of twelve $1,000 awards which will be distributed by random draw to the applicants that meet the eligibility criteria. He noted that applicants must be AAPS members, their children, their spouses or common law partners and they must be taking at least one course or program between September and August and the program or course must be delivered through a Canadian post-secondary institution or recognized professional association.

   Kobylka noted that there will be a simple application form on the AAPS website that will be open between June 15 and September 15 this year and that an email will be sent closer to the opening date with program information and guidelines. He noted that AAPS will also continue to contribute to the UBC Bursary program that helps any UBC student with a financial need. He asked members with questions or comments to email him directly or through the AAPS Office at aaps.engagement@ubc.ca.

7. **COLLECTIVE BARGAINING**

   President Andrea Han explained that collective bargaining is a tremendous undertaking. She revealed that half of the current membership has not gone through a bargaining process. She noted that a start date has not yet been established and it probably won’t start until after the current agreement expires on June 30. She assured that this is not unusual as it has happened in the last two rounds and that all the terms remain in effect until a new agreement is signed. She noted that for this cycle, they have been talking with the
University about engaging an issues-based or interests-based bargaining instead of positional bargaining and gave examples of both.

Han noted that the key issues being brought to bargaining have either come from the members as a direct response from the various offered opportunities or as a result of AAPS-identified issues. She then introduced 2nd Vice President Michael Lonsdale-Eccles who gave a detailed report on how the feedback was collected and the reoccurring themes that were revealed. He noted that AAPS received 1,600 responses to the questionnaire and over 500 postcards. He added that 253 members participated in in-person sessions and in total close to 1,200 ideas for bargaining were received. He noted that the priority themes were around Pay, Job Security, Hours of Work/Workload and Benefits and he recounted details in each category.

Next Hansen returned to the podium and spoke to the AAPS identified issues. He noted updating the language in the collective agreement to be gender neutral, removing estoppels that have been established over time and strengthening the right to file policy grievances.

Hansen then fielded several questions from the audience and remote locations.

Next Han returned and noted who would be on the AAPS Bargaining Committee. They were Paul de Leon, Andrea Han, Kristen Korberg, Michael Lonsdale-Eccles and Afsaneh Sharif. She also noted that they will be joined by Joey Hansen as lead negotiator and an AAPS Member Services Officer to be named at a later date.

8. COMPENSATION REVIEW UPDATE

Han continued with a brief description of the origins and process for the compensation review also known as the salary survey. She noted that in the last round, AAPS challenged the implementation process and insisted that the collected data be aged due it taking several years to complete the process. The University agreed and the assumption is that the same will be applied in this recent round. Also in this round, she noted that AAPS will be advocating the implementation of proportional increases meaning everyone in a targeted job family (even those above a current midpoint) would see an increase proportional to the amount that the job family is out of market. There was a question on when it would be completed to which she answered the University did commit to having it completed before bargaining starts.

9. ADJOURNMENT

The meeting adjourned at 1:23 p.m.