

AAPS Spring General Meeting

Friday, April 30, 2021

Held On-line via Zoom Meetings as the Provincial Order re COVID 19 persisted

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, Afsaneh Sharif, at 10:45 a.m. Sharif began by formally acknowledging that the work AAPS and its members does takes place on the 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 indigenous hosts for their hospitality and support for the work. She encouraged members to learn more about all the indigenous territories by visiting native-land.ca.

2. ACCEPTANCE OF THE AGENDA

Moved/seconded (Afsaneh Sharif/Abdulrahman Alnaar)

*Be it resolved to accept the agenda for the 2021 AAPS Spring General Meeting as presented. — **Carried.***

3. APPROVAL OF THE MINUTES OF THE JUNE 26, 2020 MEETING

Moved/seconded (Afsaneh Sharif/Melissa Carr)

*Be it resolved to approve the minutes of the 2020 AAPS Spring General Meeting as distributed. — **Carried.***

4. AAPS BOARD OF DIRECTORS UPDATES

President Afsaneh Sharif began by asking that the share screen be halted so all the faces of joining members could be seen and encouraged members to wave hello to each other. She then proceeded to acknowledge: her first six months in the role during a global pandemic as an interesting challenge; her gratefulness for the continued commitment, diligent work, and support of the most diverse Board to date; her appreciation for the AAPS staff and their continued support of the members as well as herself on a day-to-day basis; and finally her perspective, citing her collaborative approach, that everyone is one community trying to make UBC a great place to work. She then encouraged daily member feedback and suggestions, noting her happiness to hear from members.

Sharif reminded that this is not a normal time; everyone is surviving a pandemic and everyone is feeling a mixture of stress and emotions ranging from joyful to challenging to sad. She asked that everyone hold space for wherever they are at and to be kind and calm and to recognize that everyone is doing their best. She advised members to take care of themselves and their family.

- **AAPS Policy Updates**

Sharif noted that in the last several months, the Board has been working hard to update the Association's policies. She noted that the Board wanted to ensure that the policies were current, as many had not been reviewed for a number of years. She continued that the goal was to simplify and update the language, adding that the process was helped by the diverse voices on the Board ensuring that the policies are also inclusive. She noted that currently five policies are under review and one is under development and to forward her any questions about the policies or the review process.

- **Board Strategic Planning**

Sharif noted the other project as the Board Strategic Plan. She explained how it is still in the beginning stages and in June the group will be led by facilitator and planner Elaine Alec of Alderhill Planning, an Indigenous owned and operated company, through a specific traditional planning process. She added that results of which are to be shared at the AGM in October.

Sharif explained that part of the focus of the plan will be on Advocacy, the core of AAPS's work, both for the individual and for the collective. She identified for the individual perspective, a desire to improve member understanding of advocacy, reduce barriers to access and normalize the experience of working with AAPS on individual workplace issues. She noted, in answer to a member query, that timely responses to member questions will be looked at as part of the longer-term planning. With regards to collective advocacy, she referenced the Collective Agreement as the foundational document influencing all AAPS members and the aim to continue to make progress in improving the terms and conditions of employment for all AAPS members especially with the pending next round of bargaining. She noted that these improvements included addressing member concerns for equity, and that they will also be looking at ways to have inclusion as a pillar of AAPS' work and bring it into their practices and approaches.

Sharif addressed a query she had received from a member about getting more involved with AAPS by noting that there were spaces available on the Finance committee, as well as the Professional Development and Engagement Advisory Committees which will be reconvening over the summer to look at planning for 2021/2022. She noted that member engagement will part of the longer-term strategic planning process.

Next Sharif mentioned a member query about collective bargaining to which she noted that it would also form part of the strategic planning process. She added that the agreement will expire on June 30, 2022 and she anticipates bargaining consultation to begin in early 2022.

Sharif then shared a slide with pictures of all the Board members and afterwards, those present each did self-introductions. She then extended a warm thank you to outgoing Treasurer Umberto Lombos for his hard work and then noted that Secretary Joel Kobylka had stepped in the interim and that Lisa Wang, starting May 1, would serve until the election in the fall.

4. AAPS ADVOCACY UPDATES

Executive Director Joey Hansen began by acknowledging the expertise and dedication of the AAPS staff and then had them introduce themselves. Hansen then provided updates on several significant advocacy issues that AAPS is dealing with. Hansen then addressed several questions sent in by members at the meeting.

5. 2021/2022 AAPS BUDGET PRESENTATION

Interim Treasurer Joel Kobylka introduced the 2021/2022 AAPS Proposed Budget which he noted was circulated to everyone prior to the meeting and a link was posted in the chat. His first slide had the circulated budget document information and he explained that the first column was the current 2020/2021 Budget, the second column was the 2020/2021 year end projections (as at June 30, 2021) and the third and final column was the 2021/2022 Budget representing July 1, 2021 to June 30, 2022.

Kobylka proceeded with reviewing the budget using a line by line method. He pointed out a revenue total of just over \$2.1M noting the \$130K increase was due to member salary increases and new members added since last year. He shared that the dues rate at 0.45% is the lowest amongst all of the bargaining units at UBC and about ½ the rate of the next lowest group.

Kobylka then moved on to the expenses noting that they are divided into the three sections of Member Services, Board/Governance, and Administration. He then reviewed each of the sections offering reasoning and details for each line item.

Kobylka ended with thanks to the Finance Committee members Alicia Harder, Sean Park, Afsaneh Sharif, Joey Hansen (AAPS ED), and Petra Ormsby (AAPS Office Manager). He also thanked outgoing Treasurer Umberto Lombos and welcomed incoming Treasurer Lisa Wang.

Kobylka and Hansen then fielded a couple of questions sent in by members at the meeting.

a. Motion to approve the budget

Moved/seconded (Joel Kobylka/Abdulrahman Alnaar)

"Be it resolved that the 2021/2022 AAPS Budget be adopted as presented." — **Carried.**

b. Motion to appoint the auditor

Moved/seconded (Joel Kobylka/Abdulrahman Alnaar)

"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, 2021." — **Carried.**

6. ADJOURNMENT

Before Sharif called for meeting adjournment, she took a moment to acknowledge that April 28 was International Workers' Memorial Day. She noted that it is an annual day of mourning across Canada in recognition of workers who have lost their lives to their jobs.

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

The meeting was adjourned at 11:55 a.m.