



HEALTH SCIENCES ASSOCIATION
The union delivering modern health care



IT'S ABOUT FAIRNESS

FOR THE PEOPLE WE SERVE EVERY DAY
2012 ANNUAL REPORT

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AGENDA

NOTE: Delegates please refer to the agenda in your delegate kit for final agenda details

THURSDAY, APRIL 19, 2012

CONVENTION PLENARY AND MEETINGS

- 9:00 AM Registration
- 12:00 PM New Delegates Session
- 1:00 PM Plenary Session
- 4:00 PM Regional Meetings
- 5:30 PM Wine and Cheese Reception

FRIDAY, APRIL 20, 2012

CONVENTION SESSIONS

- 8:15 AM Registration
- 8:30 AM Call to Order
 - Credentials Report
 - Harassment Policy Statement
 - Adoption of Rules of Order
 - Adoption of Agenda
 - Adoption of Minutes of 2011 Annual General Meeting
- 9:00 AM President's Report
- 9:30 AM Elections Committee Report
 - Resolutions Committee Report
 - Run for the Cure Committee Report
 - Finance Committee Report
- 11:00 AM Guest Speaker
 - Adrian Dix, MLA Vancouver-Kingsway, Leader of the Official Opposition
- 12:00 PM Lunch
- 1:30 PM Guest Speaker
 - Amber Hockin, Regional Director, Canadian Labour Congress
- 1:45 PM Education Committee Report
- 3:00 PM Guest Speaker
 - Jim Sinclair, President, BC Federation of Labour
- 3:15 PM Political Action Committee Report
- 5:00 PM Adjournment
- 7:00 PM Convention Banquet and Dance

SATURDAY, APRIL 21, 2012

CONVENTION SESSIONS

- 8:30 AM Call to Order
Credentials Report
Women's Committee Report
Committee for Equality and Social Action Report
Resolutions Committee
- 11:15 AM Elections (Trials Committee)
- 12:00 PM Lunch
- 1:30 PM Guest Speaker
Larry Brown, Secretary-Treasurer, National Union of Public and General Employees
Election Results
Occupational Health and Safety Committee Report
Resolutions Committee
Good and Welfare
- 4:00 PM Convention Adjournment

It's about fairness

Each year, I have an opportunity to update members on the work of the union, and our goals for the coming year.

A year ago, the majority of HSA members were voting on a proposed contract reached after nine difficult months at the bargaining table. Members ratified that Health Science Professionals contract by a vote of less than 60 per cent in favour. The contract – hammered out under a restrictive “net-zero” mandate imposed by government – was just one of the many public sector contracts concluded within the strict confines of that mandate. HSA – and other union members – made it clear through their reluctant acceptance of the terms and conditions of those contracts, that “net-zero” had very limited support. And government was put on notice that the next time around, the people who deliver the public services from health care and education to public safety and recreation services – and everything in between – would be demanding fair and reasonable contracts that help British Columbians keep pace with the rest of the country.

Those contracts expired March 31, and public sector workers are back at the table to negotiate new collective agreements. HSA is working with the public sector unions in the BC Federation of Labour to ensure a coordinated campaign to oppose govern-

ment's bargaining agenda. Without a coordinated effort, resisting the government agenda is difficult.

That resistance started with the phased job action by teachers, who are on a slightly different bargaining cycle than the rest of the public sector unions. The teachers began job action in September by focusing on teaching, and refusing to do administrative work, such as issuing report cards.

That job action built over the winter and culminated in a three-day strike, which followed with the legislative hammer of Bill 22 – legislation that took away the teachers' right to strike and legislated the net-zero mandate for teachers looking forward, and introduced the most punitive fines ever seen in legislation against illegal job action.

The government mandate appears to have changed in name only. Instead of “net-zero,” the mandate is now called “cooperative gains.” Different words; same bottom line. Under the terms of the mandate, any improvement to the collective agreement has to be bought and paid for out of the current terms and conditions of collective agreements. The test for public sector unions in the coming months will be to achieve fair and reasonable gains for the women and men who deliver the critical public services in the face of government's ideologically driven opposition to making British Columbia an attractive

THE GOVERNMENT
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IN NAME ONLY.

INSTEAD OF "NET-ZERO,"
THE MANDATE IS NOW
CALLED "COOPERATIVE
GAINS."

DIFFERENT WORDS;
SAME BOTTOM LINE.

place in which to provide the basic public services
Canadians value, deserve, and expect.

BUILDING FROM WITHIN

As the challenges continue externally, internally HSA continues to grow its activist base.

At last year's convention, delegates passed a resolution forming a Women's Committee. Read about that committee's work this past year in its inaugural report to members elsewhere in this annual report.

In addition to the Women's Committee, the Board of Directors is following up on a resolution from convention to look into the particular needs of new and younger workers in the union. A task force was struck, headed by board member Kimball Finigan, and we are working with Check Your Head, a youth



Reid Johnson

empowerment organization, to talk to those members and identify ways HSA can improve younger workers' engagement in the union.

A resolution delegates to the union's 41st annual convention this April will consider is a recommendation from the Board of Directors that the union move from an annual convention to holding conventions every two years.

With increasingly complex needs for members, servicing continues to be a priority, and activists are looking to the union for more specialized education and training opportunities to help stewards develop

the labour relations, government and public relations skills needed to advocate as effectively as possible for members. By redirecting expenses related to annual conventions to regional meetings and education that helps develop experienced as well as new activists, and other union activities including lobbying, we can continue to meet members' needs, and improve outcomes for members on all fronts. We can also increase the profile of HSA and our members in their regions around BC, bringing more attention to our issues and building credibility in local communities.

Elsewhere in this annual report, you will read about the services being delivered by HSA's labour relations and legal services department. More specialized staffing has become necessary to address increasingly complex labour relations challenges that arise from government cost-cutting initiatives, an ag-

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ing workforce, and long-term staffing shortages. All those elements combine to make working in health care and social services even more stressful and challenging than in the past.

In addition to allowing for more focused spending on services, a biennial convention also responds to members' continued desire to see increased activity by the union in their local regions.

HSA has watched as the BC Federation of Labour moved from an annual convention to a biennial convention, and the feedback from across the province's labour movement and activists has been positive. The inaugural regional conference held in Prince George brought together union members who don't generally have an opportunity to meet with other union members to discuss issues affecting the region from a labour perspective. The focus on the economic and social issues with a regional conference was an excellent example of how the leadership from across the labour spectrum in the province could learn from the experience and interests of activists. By holding regional events with more focus on education and networking, the Federation is developing opportunities to delve more deeply into regional issues and focus on developing solutions and campaigns to address conditions in specific regions. This strategy is also proving to be very successful in building the visibility of the Federation regionally around the province.

BUILDING PROFILE

As I reported last year, the HSA Board of Directors, building on growth throughout the union's 40 years, committed to a continuing program of profile building.

In the fall, we developed and aired a second television ad that again featured a number of health

IN ADDITION TO ADVERTISING AND IMPROVING ELECTRONIC COMMUNICATION WITH MEMBERS, HSA CONTINUES TO DEVELOP PROFILE THROUGH REGULAR MEETINGS WITH GOVERNMENT AND OPPOSITION MLAS, SENIOR LEADERSHIP IN THE MINISTRY OF HEALTH AND LOCAL HEALTH AUTHORITIES.

science professionals as we continue to raise public awareness about the role of our members' work in health care. As bargaining in the public sector develops over the coming months, HSA is working with other public sector unions to advance the importance of those services – through advertising and other coordinated efforts.

On the social services side, we continue to work with other unions whose members deliver the community social services British Columbians depend on, and have been active participants in the Community Living Action Group, which advocates for the community living sector. The sector became one of the most high profile social issues in recent months in large part thanks to the continued advocacy and activity by the group.

In March, HSA was also an active participant in Community Social Services Awareness month, a

province-wide public awareness campaign aimed at shining a spotlight on the vital role the sector plays in our lives and in our society.

In the past several months, we have focused on presence in social media, with activity on Facebook and Twitter, and through the use of online advertising. We also continue our growing relationships with professional associations and successful outreach programs delivered by members at career fairs held by high schools and colleges.

This year, we are also revamping the HSA website to ensure that it delivers the information and services members and activists are looking for. In the past several years, through membership surveys, we have learned that members turn to on-line sources for information about their union. We have responded by putting more resources on-line, and will continue to develop opportunities for increased on-line resources, including surveys, interactive education, and voting. For the first time this year, the union's annual report is not being mailed to each member's house. Instead, we are reducing paper use, printing and mailing costs, and publishing it online, where members have access to the report.

In addition to advertising and improving electronic communication with members, HSA continues to develop profile through regular meetings with government and opposition MLAs, senior leadership in the Ministry of Health and local health authorities, and through the successful Constituency Liaison program, which tasks activists to meet with and keep their local MLAs informed about the issues important to HSA members.

In late April, HSA will hold its first ever lobby day in Victoria, with a coordinated set of meetings to lobby MLAs from both parties – growing on a successful government relations program initiated over the past couple of years.

FAIRNESS A NATIONAL PRIORITY

The challenges facing all of us in the coming year aren't limited to British Columbia. The attack on public services and social programs starts from the top. In Ottawa.

Through HSA's affiliation with the National Union of Public and General Employees (NUPGE) and the Canadian Labour Congress (CLC) – the union is actively involved in national efforts by the labour movement and other organizations working to protect the programs we have – HSA is part of a national force working for fairness. The phenomenon of the Occupy Movement, which saw international attention paid to economic inequality around the world, including Canada, was the strongest sign we have seen in a long time that economic equality is important to Canadians. The challenge is to develop strategies and solutions to turn that sentiment into real change.

Recent studies have concluded that income inequality has been growing dramatically in Canada. The poorest Canadians and middle-class families have been falling behind while the wealthiest are taking more of the income gains from economic growth than ever before in recorded history. In fact, in the past decade, a third of all income growth went to the richest one percent of Canadians. The vast majority of Canadians recognize that the gap between the richest and the poorest is growing. They are concerned about the adverse effect this has on their quality of life, the social fabric of their communities and the identity of their country.

In March, NUPGE called on Prime Minister Stephen Harper to reduce income inequality, and a tool for doing so would be to establish a Fairness Test to assess the distributional impact of key tax and spending policies in budgets and determine whether

THE COMING MONTHS WILL BRING CHALLENGES FOR OUR BARGAINING COMMITTEES – MEMBERS AND STAFF WHO REPRESENT THE INTERESTS OF HSA MEMBERS UNDER THE HEALTH SCIENCE PROFESSIONALS, COMMUNITY SOCIAL SERVICES, COMMUNITY HEALTH, AND NURSES' CONTRACTS. THE CHALLENGES ARE NOT THEIRS ALONE. THEY ARE CHALLENGES FOR US ALL.

they will reduce income inequality or make the problem worse.

FAIRNESS IS WORTH FIGHTING FOR

This year's convention theme, "It's About Fairness" is the philosophy that courses through all the work of HSA: from collective bargaining and day-to-day labour relations, to the education we deliver to stewards and other activists to support their advocacy for members, clients and patients, to the work of our committees detailed in this annual report, to the work of your Board of Directors.


The commitment from your Board of Directors, charged with the stewardship of the union, and from stewards, members-at-large, other union activists,

and HSA's exceptional staff is to advocate on behalf of members and the people we all serve: British Columbians who rely on the expertise and experience of individuals committed to quality and modern health care and social services that put their needs first.

The coming months will bring challenges for our bargaining committees – members and staff who represent the interests of HSA members under the Health Science Professionals, Community Social Services, Community Health, and Nurses' contracts. The challenges are not theirs alone. They are challenges for us all.

When your representatives at the Board of Directors and bargaining tables fight for fairness, they do it knowing that your priority is for fairness and respect.

In the last round of bargaining in BC, public sector unions bargaining in a difficult climate concluded contracts within the government's imposed mandate. Those negotiations laid a foundation for fairness into the future. At the same time, public sector workers, including HSA members, delivered the message that the future was not far off, and that they were prepared to stand up for fairness.

The future is here. 

*Respectfully submitted,
Reid Johnson, President*

REPORT OF THE EXECUTIVE DIRECTOR OF LEGAL SERVICES AND LABOUR RELATIONS

Successes in a challenging year

HSA and its members have proven in the past that we will not back away from a fight, and this past year has been no exception. We came through a difficult round of net zero bargaining in 2010 prepared to give the Health Employers Association of BC (HE-ABC) and the government an opportunity to work with us to address certain key areas of the collective agreement, which members had narrowly ratified. The HEABC failed to live up to their promises – and HSA has taken legal action to enforce the agreement. While labour arbitrators, the Labour Relations Board and the courts can provide remedies, no adjudicator can restore trust and respect. So we will be faced with some tough decisions in the year ahead.

A. BARGAINING ACTIVITY

The majority of bargaining activity in 2011 occurred in the social services sector. For the first time since creation of the union bargaining association (currently called the the Community Social Services Bargaining Association or CSSBA), the employer and the union came to an agreement without the use of mediation or arbitration. This was a remarkable step forward after some painfully slow progress that extended negotiations to 18 months. HSA has many people to thank for their participation and leadership within the association as this was critical to the

eventual successful outcome. Despite being confined by the “net zero” mandate, the unions made considerable progress to improve contract provisions: vacancy postings, bumping, introduction of a \$600,000 training fund, improved language to prevent bullying and harassment, and a more efficient process to resolve job selection disputes. As employers continue to lay off staff, particularly in the community living services, the improvements provide an additional level of job security.

The remainder of bargaining activity included preparation for the next round of bargaining to renew a number of collective agreements which expired March 31, 2012. Labour relations staff have been appointed to the CCSBA, the Community Bargaining Association (CBA) and Nurses Bargaining Association (NBA) tables and bargaining at all tables is underway.

In advance of the HSA bargaining proposals conference for the health science professionals, HSA participated in joint committees together with HEABC. As a result of HSA’s work, committees attained information toward further understanding of long-standing issues of working on-call and classifications issues. Through that work, members were given a direct opportunity to meet with HSA representatives to provide important member feedback on the callback issue, and to offer potential solutions. While we were

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disappointed in the engagement of HEABC in the joint committees, HSA is better informed about your needs as we head back into bargaining in 2012.

At the Health Science Professional Bargaining Association (HSPBA) table, wage increases achieved without concessions best describes the unions' agenda. The downward trends in wage levels, which were alarming in 2004 and 2006, have been exacerbated by the Liberal government's "net-zero" and "cooperative gains" money grab. We are in for a tough round of bargaining at all tables.

In other areas we have expanded resources in all areas to ensure that we can address members' issues in a timely way.

B. CLASSIFICATIONS

Grievances numbers up in this area

Since April 2011, there has been an 80 per cent increase in the number of outstanding health science professional (HSP) classification grievances, requir-



Jeanne Meyers

ing considerable effort to resolve 480 grievances, including 136 member-initiated grievances. Notwithstanding the resolution of 22 member-initiated grievances since last April, the number of outstanding grievances is more than double the number from April 2011 because there is a steady inflow of new grievances.

Reorganizations affecting HSA members

Health authorities initiated many reorganizations which produced savings for employers and affected

SINCE APRIL 2011, THERE HAS BEEN AN 80 PER CENT INCREASE IN THE NUMBER OF OUTSTANDING HEALTH SCIENCE PROFESSIONAL (HSP) CLASSIFICATION GRIEVANCES, REQUIRING CONSIDERABLE EFFORT TO RESOLVE 480 GRIEVANCES, INCLUDING 136 MEMBER-INITIATED GRIEVANCES.

significant numbers of HSA members. HSA staff are negotiating salary structures for revised and new positions resulting from the Interior Health Authority's (IHA) laboratory services amalgamation and from the Lower Mainland's consolidation of diagnostic imaging, health information management, pharmacy, and biomedical engineering technologist services.

Vancouver Coastal Health (VCH) announced that it intends to redesign its "Allied Health Professional Leadership" for those professions not already restructured under Lower Mainland consolidation initiatives. Section 54 negotiations are currently underway in response to VCH's announced changes to their occupational therapy and physiotherapy leadership structure.

Reorganizations presenting a challenge in absence of modernized classifications system

Employers are reorganizing workplaces in the absence of a modernized classification system, resulting

in a need to negotiate and cover the positions by a separate memorandum.

The Joint HSPBA-HEABC Classification Committee was established pursuant to a memorandum of understanding to make recommendations to the parties to modernize the classification system. It was mandated to report back to the parties by October 31, 2011. HEABC failed to deliver on the mandate, and HSPBA filed a policy grievance on November 10, asserting that HEABC and its member organizations contravened the collective agreement and their obligations under the Labour Relations Code. An arbitrator has been appointed to adjudicate this policy grievance commencing in April.

C. LABOUR RELATIONS

Due to consolidations in the past year, and before the end of this coming summer, over one-third of Lower Mainland based health science professionals will have had their employment transferred to a different employer. That is over 4,000 people being treated like common chattel, facilitated by a Liberal government which places the bottom line as its first priority. More commonly known as the Lower Mainland Consolidation, we should not lose sight that these transfers stand for a larger erosion of work place rights that have taken workers and their unions decades to achieve.

In the past year, the hard work by HSA labour relations staff and Section 54 committee members protected members' rights and pay rates while providing preferred access to newly created positions arising from the consolidations. In most cases a significant restructuring of these services was included at the time of the consolidation and now classification disputes are being pursued where necessary. Members in the affected disciplines include our diagnostic

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imaging technologists, laboratory technologists, pharmacists, biomedical engineers and health information managers (HRAs).

Consolidations have led to new servicing challenges

The consolidations have affected HSA's long-standing model of facility-based servicing as employers have blocked any reasonable transitioning of these changes. Long-serving stewards have been told by their employers that they can no longer act to represent members who work at their chapters unless members who need representation are employed by the same employer as the steward. We are trying to address these issues organizationally and at the bargaining table so that members know who their steward is, and our stewards can continue to advocate for members.

Health authority-wide seniority a valuable tool

In addition to the Lower Mainland consolidations we also begin a new era in the continuing evolution of seniority lists, as they are now maintained on a

Health authority-wide basis. All vacancies are now posted authority-wide, and priority access for members is no longer worksite-first based. This allows for easier access to available vacancies and bumps in the event of a loss of employment.

Improved servicing initiatives

We have made internal changes to ensure that members' concerns are being handled by in-house specialists sooner. Classifications disputes are now being supported by the classifications department staff from the initiation of the grievance rather than at or after the Stage 3 grievance meetings. Similarly, disability related matters, including the ever expanding demands for duty to accommodate needs, are being handled at the earliest stages by specialists in this field from within the newly created Disability Management Department. These changes are designed to improve service delivery while freeing the servicing Labour Relations Officers (LROs) to focus on labour relations issues at their assigned Chapters.

We have hired more staff, have enhanced the training for our new LROs, and are also providing full backfill to the LROs assigned to the four bargaining to maintain the labour relations service to members. The Intake LRO position has also been stabilized with consistent staffing and availability.

Increasing termination disputes

An unmistakable and troubling trend we have seen is employers leaping directly to firing members for perceived or minor misconduct, rather than following established jurisprudence that requires a progressive approach to discipline. These numerous firings are often accompanied by weak or non-existent investigations by employers and a failure to reasonably

weigh or contemplate the member's rights. We have assigned our most experienced LRO to represent the numerous members caught up in this disturbing trend, and are achieving good outcomes – reinstatement of significant financial settlements – for our members.

D. LEGAL DEPARTMENT ACTIVITY

An active year

2011 has proven to be another very busy year for the legal department. Apart from the committee and project work undertaken by our two lawyers, they were also kept busy with matters before the Arbitration Board, professional colleges and the Labour Relations Board.

Increase in file activity

Over 70 files were referred to the legal department this past year, more than double the previous year. 20 per cent of these files involved discipline and/or discharge of the member. Another 30 per cent involved the classification provisions of the collective agreement, and 13 per cent involved various leave provisions of the collective agreement. The remaining files involved other provisions of the collective agreement, including assignment of additional shifts, selection, wage rate and involuntary demotion.

Files moved through continued use of Section 104 of Labour Code

We continue to make use of expedited arbitration provisions of Section 104 of the Labour Code, particularly in cases of suspension and discharge. The Collective Agreement Arbitration bureau appoints

an arbitrator who can begin the hearing with 28 days of the application being made. It also provides a settlement meeting option where the parties meet prior to the hearing to try to reach a negotiated settlement.

The Grievance Committee process continues to inform decisions re referral to arbitration

Matters referred to the legal department are considered very carefully prior to referring them to arbitration. Labour relations and collective agreement administration in the health sector are becoming extremely complex and HSA takes matters forward that have merit and stand a reasonable chance of success. A thorough legal analysis of the issues is conducted prior to making a determination to proceed to arbitration. As a result, most of the cases referred to the legal department were successfully resolved to the satisfaction of the members, without the need of third party involvement. Settlement is always preferable to arbitration since the parties can negotiate the outcome.

The HSA legal team continues to establish important precedents

We did proceed to arbitration on a discipline and discharge matter this past year which resulted in a positive outcome for the member and created what we feel is good arbitral jurisprudence. The matter involved breach of the employer's internet policy and resulted in discharge for theft of employer time. The union was successful through arbitration in having the termination rescinded and the member was reinstated. Breach of any employer policy may result in discipline for an HSA member, however, in this case, the employee's actions were deemed to be a productivity issue. The arbitrator accepted the reasoning

WORKERS COMPENSATION
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from an earlier 2011 arbitration decision wherein it was held that for discharge for theft of time to be upheld, it must be found that there was a fraudulent intent on the part of the worker.

E. DISABILITY MANAGEMENT

Long term disability advocacy

As reported last year, HSA had experienced a substantial increase in the number of long term disability claims which were being rejected or terminated. In addition, there was a sharp increase in the number of claims in which the file closure or denial was upheld by the insurance company on appeal, despite very persuasive medical documentation and submissions being presented by the union. This signaled a distinct departure from the manner in which claims had been adjudicated by the insurance company during prior years when HSA members were covered by a self-insured long-term disability (LTD) plan.

The result of this change was not only a 60 per cent increase in the LTD appeal caseload in general over the course of 2010 and 2011, but also a jump in complexity of the files. In order to continue to provide the superior quality of support and advocacy while handling an increasingly challenging workload

which was growing at an unrelenting pace, we have taken steps to bring additional labour relations staff on board to address this problem. By doing so, HSA is able to ensure continuing effective and timely file management of LTD appeal cases for members.

WCB advocacy

Workers compensation law and policy continued to grow ever more miserly and draconian in the past year, as it has since the Liberals first came to power. HSA continues to succeed with appeals at more than double the average allowed by WCB.

The sole glimmer of light this year was the introduction by the Liberals of legislation that will re-introduce coverage for mental stress disorders which are the result of cumulative trauma, under some circumstances. We hasten to add that it was the Liberals who took cumulative trauma disorders out of the Workers Compensation Act in the first place, and the proposed new legislation only offers to partially restore it.

Workers who have been subjected to repeated mental stress may once more seek workers' compensation coverage if the bill passes, however, the new law continues to exempt from coverage all cases which are deemed to be "labour relations issues." This means that nothing is covered that is, "... caused by a decision of the worker's employer relating to the worker's employment, including a decision to change the work to be performed or the working conditions, to discipline the worker or to terminate the worker's employment."

While this legislation was supposed to be passed before Christmas, that did not occur. We understand that the employer community has expressed concern about the implications of the intended legislation and are currently lobbying the Liberals to retract the Bill.

Duty to accommodate and return to work (DTA/RTW)

In addition to cases flowing from various workplace disability management initiatives throughout the province, the HSA membership as a whole has become more knowledgeable and aware of their rights with respect to duty to accommodate. As a result, HSA has experienced a growing demand from members for assistance in obtaining permanent and temporary workplace accommodations. Many straightforward return to work plans are handled by our stewards at the local level. However, duty to accommodate situations, and return to work for members who have been out of the workplace for an extended period of time on medical leave or long term disability, are more complicated and time-consuming, and specialized advocacy.

In 2011, the complex DTA/RTW caseload grew by approximately 35 per cent. This caseload has continued to grow exponentially since the beginning of 2012 due in part to the continuing demand, and also due to a realignment of workload of union staff. HSA now has in place a designated labour relations officer with specialized knowledge and education in the field of disability management to manage the DTA caseload. This will ensure that these complex files are managed on an individual basis, taking into account the unique medical complexities of the member, as well as the scope of their job duties, the workplace environment, and our broad-ranging classification system.

Enhanced Disability Management Program (EDMP)

As reported last year, a new disability management program had been negotiated into the collective agreement which provides a process for individualized case management plans to be jointly developed by designated union and employer representatives. The intent of the EDMP is to streamline the return to

THE UNION HAS FACED SOME SIGNIFICANT CHALLENGES OVER THE PAST YEAR. THESE PROBLEMS HAVE BEEN ADDRESSED WITH SKILLED ADVOCACY FROM OUR LABOUR RELATIONS AND LEGAL STAFF. WE HAVE ACHIEVED POSITIVE OUTCOMES FOR OUR MEMBERS.

work and accommodation process for ill or injured members, and maximize opportunities for them to participate in the workplace in a meaningful and productive fashion. The EDMP was implemented on a “soft” basis effective April 1, 2011. Much of 2011 was focused on joint development of the actual documents, policies and processes flowing from the EDMP language. At the time of writing, most of the key components had been jointly agreed to and we look forward to formal roll out of the program in the near future. Unfortunately, there are a couple of sticking points between the parties and these are currently being actively addressed at the bargaining table.


The various health authorities have been instructed to undertake the necessary steps to establish their local working groups. HSA has appointed our EDMP regional representatives for Vancouver Island Health Authority, and the inaugural meeting of that local working group took place on February 29. We anticipate being able to move ahead with appointing regional representatives in the remaining health authorities once the issues presently at the bargaining table are resolved.

In the interim, we are engaged in developing a comprehensive education program for the designated

regional representatives to provide them with the knowledge and skills necessary to undertake their responsibilities.

Plans are also underway with respect to a joint employer/union awareness campaign to inform employees about the roll-out of the EDMP, what it means to them, and how to access the dedicated website in order to find out more about the program.

Successes in a challenging year

The union has faced some significant challenges over the past year. These problems have been addressed with skilled advocacy from our labour relations and legal staff and we have achieved positive outcomes for our members. 

*Respectfully submitted,
Jeanne Meyers,
Executive Director, Legal Services
and Labour Relations*

REPORT OF THE DIRECTOR OF HUMAN RESOURCES AND OPERATIONS

New opportunities to serve you better

How do we ensure that HSA staff have the skills they need to represent members effectively? How can HSA use its space more effectively to increase collaboration and reduce costs? In a rapidly changing environment, how can HSA leverage technology to meet our organizational objectives? How can HSA increase its overall effectiveness for the members in an era of limited revenue growth?

These are some of the important questions that have guided the work of the Operations and Human Resources department over the last year.

Pick up the business section of the newspaper or visit an HR website and you'll find endless stories about companies and other organizations struggling with issues like talent acquisition, succession planning and knowledge transfer. These are more than just buzzwords. Rather, they reflect a real challenge for all employers, including trade unions. Like many organizations, HSA has an aging workforce with a number of longtime staff nearing retirement age. Individually and collectively, these staff have an enormous amount of experience and institutional memory that must be shared and documented to ensure it doesn't vanish.

Supporting and training new staff places extra pressure on our already stretched labour relations team. Not only has the volume of work increased exponentially, but the work is increasingly complex. Endless

reorganizations, consolidations and complicated files such as those involving duty-to-accommodate and return-to-work have made the job almost unrecognizable from what it was ten years ago.

Finding qualified candidates poses a challenge. Particularly in highly specialized positions such as disability management and classifications, HSA is competing against other unions and employers for the same, small group of individuals with expertise in these areas.

Administrative and operations staff are also feeling the pressure as they work to support new hires and orient those staff to the myriad of systems and procedures they need to know to be successful.

There are a number of ways that HSA is tackling these challenges head-on. By reallocating resources and finding other efficiencies, this year HSA added new staff positions in direct servicing, disability management, member education and administrative services. We have also hired a number of temporary staff to help alleviate the immediate pressures and to satisfy last year's convention resolution directing the union to backfill staff assigned to bargaining tables.

Our recent round of hiring provided reassurance that HSA is well-positioned to recruit outstanding talent. Our postings attracted a high number of impressive candidates who repeatedly told us they were drawn to the job because of our reputation as a

BY REALLOCATING RESOURCES AND FINDING OTHER EFFICIENCIES, THIS YEAR HSA ADDED NEW STAFF POSITIONS IN DIRECT SERVICING, DISABILITY MANAGEMENT, MEMBER EDUCATION AND ADMINISTRATIVE SERVICES.

supportive and progressive employer.

A renewed focus on professional development is another key component of our succession plan. Recently, we held a one-week training session for our new labour relations officers, taught by our own in-house experts. Similar noon-hour sessions were held earlier in the year for administrative assistants. With more new staff coming on board, these sessions will continue and will be supplemented by regular in-service training.

HSA IS CONSTANTLY INNOVATING TO SERVE MEMBERS BETTER

Technology provides another critical tool for succession planning and staff development. For example, HSA is expanding our use of “wiki” technology to improve access to important resource material as well as important historical records extending from bargaining to member advocacy.

The Operations team continues to identify operational efficiencies in order to free up resources for direct servicing, education and advocacy. A primary



Rebecca Maurer

example is the co-location of our computer network infrastructure into the TELUS data centre in Calgary. This project is a continuation of a three-year effort and strategic partnership with TELUS aimed at mitigating risks and reducing the costs associated with privately maintaining our network. The Calgary data centre also offers us many strategic advantages through access to world-class technology. Further, this partnership allows us to fulfill our commitment to data protection while avoiding cross-jurisdiction legal risks that relate to cloud computing and US security requirements. I am pleased to report that all

project components scheduled for 2011 were completed as planned and we are on target for project completion by early 2013.

As the nature of work evolves in our membership, so does the way we advocate on your behalf. It should be no surprise that our workforce is becoming increasingly mobile. Operations must in turn adapt to sustain and augment our technology that enables this type of work. Increased mobility gives our labour relations team the flexibility they require to better respond to the members' needs around the province.

The Operations team also continues to investigate ways to implement last year's convention resolution to develop and maintain a system for steward e-mail, document storage, and collaboration. This presents an exciting opportunity for HSA to streamline workflow and simplify communication between the union head office and our membership working around the province. We are continuing to work out a solution which will meet our current and future requirements and ensure the systems are appropriately resourced.

MANAGING OUR GROWTH PRUDENTLY

Last year, I reported to you that HSA was facing a space crunch and had engaged the services of Avison Young Commercial Real Estate and Kasian Architecture to review our office, storage, meeting and training needs. This process confirmed that our current location at 5118 Joyce Street no longer meets our square footage requirements or practical needs. Last fall, HSA issued a Request for Information inviting developers to come forward with purchase and lease options that met a defined set of criteria. At this time, we are in the process of developing a shortlist of potential properties and a financial model that will be presented to the Board of Directors in May. While functionality is key, HSA's top priority is making a prudent investment that will increase the value

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of the members' asset.

On a final note, I would like to again thank the HSA staff for their hard work in the face of enormous challenges both at the bargaining table and at individual worksites. Day after day, our staff team demonstrate diligence, tenacity and dedication to protect and advance the interests of the membership. It is pleasure working with this very capable group of individuals and I hope you will join me in recognizing their efforts. ²⁰¹²

Respectfully submitted,
Rebecca Maurer,
Director of Human Resources and Operations



COMMITTEE REPORTS

COMMITTEE ON EQUALITY AND SOCIAL ACTION



Larry Bryan, Kimball Finigan, Bruce MacDonald, Penny Regier, Adesh Kahlon

Your committee:

Kimball Finigan
(Chair and Director, Region 5)
Bruce MacDonald
(Director, Region 3)
Adesh Kahlon
(Member at Large, Region 3)
Larry Bryan
(Member at Large, Region 5)
Penny Regier
(Member at Large, Region 7)
Yukie Kurahashi (Staff)

It is my distinct pleasure to present this report on the activity of the Committee on Equality and Social Action for 2011/2012 to HSA members. Firstly, however, I would like to thank and acknowledge the time, dedication, thoughtfulness, and work of the Committee members: Bruce MacDonald from the HSA Board of Directors; members-at-large Larry Bryan, Adesh Kahlon, and Penny Regier; and HSA staff support from Yukie Kurahashi. Without the input and contributions of each of these members the achievements of this committee would not be possible.

The mandate of the committee is to identify social justice issues which would be of concern to HSA members and to make specific recommendations to the HSA Board of Directors for actions which advance the welfare of society. The single largest activity of the committee is to receive and review applications for the union's Equality and Social Action Fund ("CESA Fund") and recommend

to the board which applicants receive funding each year. The committee also considers various opportunities to engage HSA members in social justice and equality events in our communities around the province. We seek those events which provide discrete and measurable improvements.

The committee met four times over the past year: June, October, December, and March. In October we held the annual "Speed Dating" meeting – where the committee invites CESA Fund applicants to explain their projects, how each aligns with the goals of the union, and what impacts they expect to achieve. Each successful recipient must demonstrate that their project meets at least one of the following criteria:

- promotion and protection of trade union rights;
- promotion and protection of human rights;
- elimination of inequalities in society and the workplace;
- promotion of issues relevant to women;

- provision of adequate universal health care;
- elimination of poverty;
- promotion and protection of a healthy environment.

This year the Committee met with 25 CESA Fund applicants in a single day. Each group was given ten minutes to tell their story. We had a total of \$134,306 requested spread over 29 applicant groups. The 2011 budget allocation for CESA Funds was \$63,607. A list of successful applicants is here for your review.

Although it is difficult to tell worthy groups that we are unable to fund them in all or in part, the committee was happy with the donations which we were able to make. As one committee member so eloquently put it: “This committee isn’t about me. It is about others – being altruistic.” This is the aspect of being

on CESA which resonates so well for me.


Following the October meeting the members-at-large co-authored an article for *The Report* wherein they described their thoughts, feelings, and perceptions about the “Speed Dating” day.

In November the BC Federation of Labour held a three-day conference on diversity. Adesh, Yukie, and I attended as part of the HSA delegation, and Yukie facilitated some of the workshops. Although the topic and discussion about racism in our society and workplaces was sobering it was also uplifting to see so many union members commit to identify and address discrimination throughout our workplaces and leadership. Adesh was inspired to write an article for *The Report* – I hope you read it.

I am particularly pleased to report that the Board of Directors chose to accept the committee’s sugges-


PROJECTS FUNDED BY CESA IN 2011

BC Coalition of People with Disabilities	\$2,000	West Coast LEAF	\$4,000
World Peace Forum	\$1,500	Asbestos-related Research, Education & Advocacy Fund	\$2,000
Sierra Club of BC Foundation	\$1,000	Co-Development Canada	\$14,000
West Kootenay Women’s Association	\$2,000	BC Society of Transition Houses	\$2,800
Positive Living North	\$2,756	TOTAL	\$63,607
Protein for People	\$3,000	VISA CASHBACK FUNDS	
Coalition of Child Care Advocates of BC	\$3,000	Partners in the Horn of Africa	\$2,377.06
Penticton & Area Women’s Centre	\$2,500	VENDOR DONATIONS FROM 2011 CONVENTION	
South Okanagan Victim Assistance Society	\$3,500	Haiti Solidarity BC	\$1001.24
Downtown Eastside Women’s Centre	\$3,000		
First Call: BC Child and Youth Advocacy Coalition	\$3,000		
Living Wage Campaign	\$2,000		
Nanaimo Women’s Resource Society	\$3,000		
Vancouver Co-operative Radio	\$2,051		
(The) Global Youth Education Network Society	\$2,500		
Check Your Head: The Youth Global Education Network	\$4,000		



tion to make holiday season donations to food banks through the auspices of a CESA Fund recipient called Protein For People. As described in a past edition of *The Report*, this group has deep roots in the BC labour movement and supports food banks by providing a cost effective supply of canned salmon. In fact, Protein For People is able to provide canned salmon to food banks more cheaply than the food banks can purchase it for themselves. This is an excellent partnership and an example of action where other unions are now following the lead of HSA.

I am also happy to report that CESA has expanded collaboration with our community partners. HSA has been active in sharing communication links for our partner organizations and engaging in cross-promotion. You may have seen one of many Facebook or Twitter posts made in the past year.

I hope that the next year will build upon CESA's successes and continue making a difference in our communities. 

*Respectfully submitted,
Kimball Finigan, Chair*

EDUCATION COMMITTEE



Bruce MacDonald, Nadine Soukoreff, Breahn Coulson, Jim Christensen, Anita Bardal, Leila Lolua

Your committee:

Bruce MacDonald
(Chair, Director, Region 3)
Anita Bardal
(Director, Region 6)
Nadine Soukoreff
(Member at Large, Region 4)
Jim Christensen
(Member at Large, Region 8)
Breahn Coulson
(Member at Large, Region 7)
Leila Lolua (Staff)

The mandate of the Education Committee is to oversee HSA's education program and to build the union's strength by providing union education that is accessible and responsive to membership, activists and leaders. HSA's education reflects the goals and objectives of our union, including democratic participation, awareness of public issues, recognition of collective strength and enhancement of members' knowledge.

The committee identifies educational needs and makes recommendations to the Board of Directors regarding policies and programs to meet these needs. The committee evaluates how these needs are being met by HSA education policies and programs. The committee met three times during the past year, and did some work independently to try to accommodate scheduling challenges.

YEAR IN REVIEW

Pre-convention workshops were oversubscribed last

year, despite increasing funding by 20 per cent. There was great interest in "Building Leadership through Diversity", a workshop which was especially effective because of the depth of knowledge and skill of the facilitators. Members were keen to learn about disability management, and those unable to attend expressed frustration. For the first time, a workshop for younger workers was held by HSA, acknowledging that these members have unique concerns and interests. The "All Together Now" presentation, providing an introduction to the campaign promoted by the National Union of Public and General Employees (NUPGE), was facilitated by HSA "champions for change", and generated discussion about fair taxation and the value of public services. Training in public speaking, led by NOW Communications staff, remains popular and inspires many first time speakers during HSA convention.

Three "Supervisors in the Union" workshops were held to support members who are 'stuck in the middle' – being in the union and delegated management duties.

Eight members attended the "Putting Women in their

Places...in our Unions, in Politics and in our Communities Summer Institute for Union Women”, held in July at the University of Victoria. HSA celebrated International Women’s Day by sponsoring a workshop that blended women’s history, women’s participation in politics and in HSA, as well as providing an opportunity to join in IWD events.

At the request of the HSA Women’s Committee at least one of the Canadian Labour Congress Winter School Scholarships will now be targeted for the Women in Leadership course. The committee refined the ranking criteria used to award the Anne Hallman Scholarship, awarded to an applicant who demonstrates strength of conviction and courage in pursuit of challenging goals, including worker rights.

In addition to ongoing basic and occupational health and safety steward training, HSA offered fall bargaining preparation workshops associated with regional meetings for health science professional delegates. These well attended sessions included in-depth reports from committees arising out of the last round of bargaining and bargaining proposal focus groups to allow extensive discussion by HSA activists around key topics.

SCHOLARSHIPS AND BURSARIES

An important and ongoing task of the Education Committee is to award scholarships and bursaries to our members and members’ children for post-secondary education. Bursaries are awarded to students in need, and scholarships are awarded to recognize academic achievement. Candidates are asked to write essays on the importance of unions and these essays are factored into the decision.

PENSION SEMINARS

HSA hosted dinner and evening pension seminars, delivered by Municipal Pension Plan staff, at various locations in BC. The “Your Pension, Your Future” seminar is designed for new and mid-career employees, while the

“Thinking About Retiring” session is for members nearing retirement. Feedback from the almost 650 members who participated was positive in terms of the quality of information and speakers, and members were appreciative of the dinner and ability to network with other HSA members.

THE YEAR AHEAD

The committee works to ensure that the education policies and programs strengthen the union. Factors to consider in determining education needs of HSA in the upcoming year include on-going basic training, member engagement, and preparing our activists for another tough round of bargaining. A series of workshops was held to prepare stewards for the task of negotiating essential services. The committee is aware of the need to support chief stewards and the pre-convention workshop on “Chapter Organizing and Mobilizing” was designed to assist stewards in larger and medium sized facilities.

The committee is responsive to member input, and welcomes your input. 

Respectfully submitted,
Bruce MacDonald, Chair

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE



Your committee:

Heather Sapergia
(Chair, Director, Region 10)
Marg Beddis
(Director, Region 7)
Allen Peters
(Member at Large, Region 8)
Tanis Blomly
(Member at Large, Region 3)
Nancy Banks
(Member at Large, Region 9)
Charles Wheat
(Member at Large, Region 10)
Marty Lovick (Staff)

Marg Beddis, Allen Peters, Charles Wheat, Tanis Blomly, Marty Lovick, Heather Sapergia, Nancy Banks

The Occupational Health and Safety (OHS) Committee participates in the promotion of health and safety for members at their worksites. In conjunction with the Education Committee, the committee makes safety steward training and further education available, and brings outside sources of safety training to the attention of members.

The committee reports to the Board of Directors and makes recommendations on issues concerning occupational health and safety. The committee acts on resolutions assigned from convention.

YEAR IN REVIEW

The committee met four times in 2011.

The committee is pleased that a project initiated by HSA, with funding from the union and Work-Safe BC, has resulted in concrete work to address injury rates among sonographers. A 2002 survey of BC sonographers found 91 per cent had reported

work related musculoskeletal injuries. In October 2011, through the project conducted by noted ergonomist Judy Village, seven best practice sheets were produced to help sonographers reduce injury. The information sheets, which can be accessed online, are anticipated to form the basis for in-service training or refresher education and will also assist in future modifications of ergonomic practice. Results of this study have elicited international attention.

Instead of advanced OHS workshops in 2012, the committee decided to support members attending two conferences: five members participated in the March “Bottom Line Conference on Mental Health in the Workplace”. The “International Violence in Health Care” conference takes place in October. The committee discussed ways to maximize the number of experienced HSA safety advocates who can attend. Based on the previous two conferences, this conference will be worthwhile and provide practical knowledge on violence prevention for our members.

This year, the committee also turned its focus to planning how best to provide resources and support to members in the coming years as occupational health and safety issues continue to grow in the health and social services sectors.

2011 convention delegates directed HSA to develop a campaign around the theme, “Take a Minute”. This campaign is not just about April 28, the Day of Mourning, but urges members at all times to pause and think about safety before performing their job. Black ribbons with the theme will be made available for our members to raise awareness, and on April 28 members will be encouraged to take a minute to pause and remember workers killed or injured on the job.

Convention delegates also directed HSA to strengthen violence prevention protocols and reporting standards. HSA does this through participation in regional and provincial violence committees where our members play an active role.

THE YEAR AHEAD

This year, North American Occupational Safety and Health week is May 6-12. The purpose of the week is to raise awareness and improve attitudes towards safety. HSA’s theme this year is “Shine a Light on Safety”.

Common to all our members’ worksites are five significant themes that will continue to need regular attention: Violence, musculoskeletal/repetitive strain injury, exposures/air quality, safety committee functioning/lack of safety supervision, and stress/mental health/psychological safety.

The growing complexity of safety issues, including the consolidation of Lower Mainland health authorities, has added new concerns for joint occupational health and safety committees. HSA needs to remain clear and consistent in its approach, both internally and externally, in the greater labour environment.

The approach to OHS for our members needs to remain preventative. It needs to be timely and it needs to have appropriate resources for HSA to continue to be a strong advocate for our members.

It has been a great privilege to work with such talented committee members who come from a variety of work environments and bring a variety of OHS backgrounds. Discussions in the committee have been in-depth and well reasoned. We have accomplished a great deal of important work this past year.

As always, we have been very ably guided and assisted by Marty Lovick, our invaluable staff resource with assistance from Karin Herbert. Thank you!

Think safe. Take a Minute. Be safe. 

*Respectfully submitted,
Heather Sapergia, Chair*

POLITICAL ACTION COMMITTEE



Anne Davis, Carol Riviere, Marg Beddis, Feriba Rasool, Wendy Reilly

Your committee:

Marg Beddis
(Chair, Region 7 Director)
Anne Davis (Region 1 Director)
Mo Norton
(Member at Large, Region 6)
Feriba Rasool
(Member at Large, Region 4)
Wendy Reilly
(Member at Large, Region 8)
Carol Riviere (Staff)

The Political Action Committee (PAC) supports the involvement of HSA members in the electoral process, and in approved grassroots political activism. PAC oversees the use of the Political Action Fund, supports the work of the constituency liaisons and labour council delegates, and is continually looking for opportunities for HSA members to engage in the political process to support issues of importance to HSA. The committee reports directly to the Board of Directors at each board meeting, and to the membership in the *Annual Report* and at convention.

THE YEAR IN REVIEW: FEDERAL ELECTIONS

A federal election was held in May 2011. Many members took the opportunity to help on local campaigns, but due to federal election financing rules, HSA could not provide Political Action Fund support to members to participate in this election.

MUNICIPAL ELECTIONS

Local government elections were held in November 2011. Five members received Political Action Fund support to run as candidates, and one received support to work on an HSA member's campaign. Several HSA members who received support were elected:

- Nicole Gilliss: councillor, Hudson's Hope
- Annette Glover: school trustee, Kamloops/Thompson
- Darwin Wren: mayor, Tumbler Ridge.

In the lead-up to the local government elections, PAC also finished implementing a resolution from 2009 directing that when HSA sends members the lists of candidates endorsed by their local labour councils, HSA also provides members with the criteria the labour councils used to make these endorsements.

Your committee developed and sent a questionnaire

to all labour councils asking about the criteria, process and committee structure they use in reviewing applications for endorsement. This information allowed us to send out lists of endorsed candidates where there was a clear process with consistent criteria.

Significant legislative changes are expected for future local government elections. Next year's PAC will need to plan how to take those changes into account for the next local government elections in 2014.

PROVINCIAL ELECTIONS

Despite widespread speculation, a general provincial election did not transpire in 2011, resulting in the Political Action Fund being underutilized for 2011.

GRASSROOTS POLITICAL ACTION

We have continued to provide Political Action Fund support to members working on NUPGE's "All Together Now" campaign, promoting fair taxation and the value of public services. This has enabled members to attend training and then provide education sessions for other members and the public.

We also provided Political Action Fund support to HSA member Rachel Tutte to continue serving in her role as labour co-chair of the BC Health Coalition, where she has been a very active and vocal advocate for public health care. Rachel has attended several events over the past year in this capacity, including an MP lobby in Ottawa in December, and the premiers' meeting on the Health Accord in Victoria in January. Great work, Rachel.

CONSTITUENCY LIAISONS

The constituency liaison (CL) program has grown over the years and there are now 65 members participating. In December a training session was held with a government relations firm to better prepare our CLs

to engage more effectively with their local MLAs. On April 30, 2012 HSA is holding a lobby day where a large group of CLs will meet in Victoria with many MLAs from all parties to discuss our concerns about professional shortages and the need for fair and reasonable contracts for our members.


LABOUR COUNCILS

Several HSA members have been elected as new delegates to labour councils around BC. These members bring HSA's perspective to the larger labour table, and help educate members of other unions about the importance of the work our members perform.

Building connections in the larger labour movement can give us strength as well as greater understanding of the importance of solidarity among unions. In the fall of 2011 we held a labour council delegates workshop that was attended by a mix of seasoned labour council delegates and newer delegates.

THE YEAR AHEAD

As we look to the future we can be fairly sure there will be a provincial election on or before May 14, 2013. The bargaining climate is very difficult at the present and our members feel that they deserve something better. Those we elect make decisions about our working conditions, so it's essential to ask candidates in the upcoming election what they believe would be fair and respectful in the next round of collective bargaining.

We encourage all members to participate fully in the next provincial election. HSA will be providing training and Political Action Fund support. If you have questions about how HSA can support your involvement in the election, or in other areas of political action, then please ask any committee member. 

Respectfully submitted
Marg Beddis, Chair

WOMEN'S COMMITTEE



Anne Davis, Nancy Banks, Anna Morton, Leila Lolua, Anita Bardal, Neelam Mann

Your committee:

Anne Davis
(Chair, Region 1 Director)
Anita Bardal (Region 6 Director)
Neelam Mann (Region 7 MAL)
Nancy Banks (Region 9 MAL)
Anna Morton (Region 2 MAL)
Leila Lolua (Staff)

The Women's Committee was established by convention in 2011 with a mandate to explore barriers to women's participation in our union and to develop strategies for overcoming those barriers, thus strengthening our union's capacity and developing leadership among women activists.

The committee met four times. Part of the work of this first year was the development of terms of reference which includes the following purpose statement:

This is a committee of the Board of Directors that has a mandate to:

- *advocate for women's leadership at all levels in HSA, within the labour movement and in our communities, locally and nationally,*
- *increase and support active participation of women in influencing HSA, thus building a stronger union, and*

- *promote women's economic and social justice issues, equality and labour solidarity.*

The committee will advocate for measurable, sustainable, and positive change in the status of women within HSA.

The committee will liaise with other HSA committees to ensure that the mandate of the Women's Committee is reflected in all areas of HSA.

The Women's Committee will liaise with other organizations and groups to learn, exchange information, and increase HSA's participation to further the status of women.

The committee chose to make use of "Women's Union Leadership: Closing the Gender Gap" by Michelle Kaminski and Elaine Yakura, a study published in the *Journal of Labor and Society*, December 2008, which outlines a four stage model of how union leaders develop: finding their voice, developing

basic skills, figuring out the politics, and setting the agenda. The committee's goal was to develop strategies to support women at each stage of the model.

The National Union of Public and General Employees (NUPGE) publication, *Life/Work Balance: Quality of Women's Lives Survey*, also informed the work of the committee.

The committee believes that successful strategies will often involve other committees of the board. For example, the committee was pleased to have agreement from the Education Committee that one scholarship for Harrison Winter School would be targeted to a woman taking the Women in Leadership course. The committee also believes that one part of the role of the committee chair is to bring the question of gender equity to discussions at the board level. The committee is appreciative of the support of the board in this respect.


The committee sent out information to members on December 6, the National Day of Remembrance and Action on Violence Against Women.

The committee was involved in HSA's International Women's Day workshop which was held on March 8 and was attended by 16 women from around the province who were either relatively new to activism or who were interested in finding ways to sustain their activism. The workshop included a review of women's history in the labour movement, how women can get involved politically, women's issues in the larger community, and discussions of barriers to participation and strategies to overcome these. As well, attendees participated in a flash mob organized by Amnesty International to bring attention to women's rights. It is the hope of the committee that this workshop will be held annually.

On behalf of the committee, the chair attended meetings of NUPGE's Advisory Committee on Women's Issues and the BC Federation of Labour's Women's Rights Committee. It was useful to bring back the perspectives of other women's committees

across the province and across the country.

Along with HSA's Committee on Equality and Social Action, the committee is presenting a film night at convention with a focus on women's history within the labour movement. Delegate packages at convention will include copies of NUPGE's publication, *Sisterhood is a Powerful Thing: Why Every Union Needs an Active Women's Committee*.

Planned activities for the coming year include a survey of members and a rollout of NUPGE's campaign, "Women for Change", which will focus on the adverse effect on women when there are cuts to public services. The committee will also undertake a review of HSA polices to ensure they align with the mandate of the committee and will identify gaps and recommend changes. 

Respectfully submitted,
Anne Davis, Chair

RUN FOR THE CURE COMMITTEE



Jim Christensen, Val Avery, John Christopherson, Sally Salter, Anita Bardal, Janice Davis

Your committee:

Anita Bardal (Chair, Director Region 6)
Val Avery (Director Region 2)
Sally Salter
(Member at Large, Region 1)
John Christopherson
(Member at Large, Region 5)
Jim Christensen
(Member at Large, Region 8)
Janice Davis (Staff)

COMMITTEE ACTIVITIES

This committee's mandate is to promote, co-ordinate, and oversee HSA activities associated with the annual Canadian Breast Cancer Foundation's Run for the Cure fundraising event. The committee raises awareness of HSA and the important work HSA members do in the diagnosis, treatment, and rehabilitation of breast cancer patients. The committee met twice and held one teleconference.

This year, HSA member Donna Finch assisted our staff in promoting the Run. She helped our members sign up and did an excellent job coordinating and presenting at our Lunch and Learn and Think Pink Week chapter fundraisers.

Members can participate by fundraising, signing up for the HSA team, holding an event at their chapter or volunteering at the HSA Run table. Member participation in this huge event demonstrates to the public both our personal and profes-

sional involvement in healthcare.

The committee ensures that HSA's sponsorship of the CBCF Run for the Cure matches the level (\$35,000) approved by members at convention.

HSA: PLATINUM LEVEL SPONSOR

As a Platinum level sponsor, HSA holds the title of "Regional Labour Sponsor" of the Run and receives recognition on all BC participant t-shirts, posters and buckslips. The HSA logo and link is on each BC Run site webpage. HSA receives verbal recognition of sponsorship and mention in news releases at Run events at each BC Run site. HSA is the exclusive distributor of Pink Ribbon Tattoos at the Run. Our promotional table at each Run site helps to raise awareness of HSA and the important work members do in the diagnosis, treatment and rehabilitation of breast cancer patients.

The five-year survival rate for breast cancer is 88

per cent (79 per cent for men). The breast cancer death rate is the lowest it has been since 1950. HSA members are contributing to making that difference through their participation and fundraising events.

BACKGROUND

At the 1998 HSA convention, members passed a resolution to have HSA become an official sponsor of the CBCF Run for the Cure. The objective of the sponsorship is to raise awareness about the disease and the health science professionals who care for breast cancer patients.

YEAR IN REVIEW

Fifteen years ago the first HSA team raised \$8,000. This year's goal was to raise \$40,000 in donations. We are pleased to say the 259 people registered for the 2011 HSA team raised over \$51,000!

TOP FIVE PARTICIPANTS

This year David Chew raised over \$4,000 to be HSA's top fundraiser. Other top fundraisers were:

- Mari Mills, Vancouver
- Mary Hatlevik, Castlegar
- Anita Bardal, Vancouver
- Terri Coleman, Kelowna


YOUTH ACHIEVEMENT AWARD

Last year HSA acknowledged the importance of youth on the HSA team by introducing a youth achievement award. Logan Bakker, from Kelowna, was the first recipient of the award. This year's recipient was Taryn Pedersson from Port Moody.

RESOLUTIONS TO CONVENTION

At the 2011 convention, members voted in concurrence with Resolution # 24, to have a Run for the Cure donation box placed at the wine and cheese reception. In conjunction with this, we will be having a Photo Fun and Dress Up fundraiser event. Come try it out: challenge HSA delegates and bid cash on someone to dress up! All proceeds from this will go toward the Run.

To all of you, members, staff and the committee who volunteered your time, hosted an event, fundraised, organized, participated and donated for the Run, the committee extends our heartfelt appreciation. It couldn't be done without you, and your spirit!

In 2012 HSA celebrates 15 years of sponsoring the Run for the Cure. We look forward to celebrating this special achievement on Sunday, September 30th, 2012. Join us along with your family and friends to be a part of the HSA team that is working to create a future without breast cancer. See you there! 

*Respectfully submitted,
Anita Bardal, Chair*



HEALTH SCIENCES ASSOCIATION
The union delivering modern health care