



Ambulance Paramedics
of British Columbia - CUPE 873

RESOLUTIONS

CONVENTION 2020

OCTOBER 6 – 7, 2020

RESOLUTIONS TO CONVENTION 2020

BYLAW RESOLUTIONS

*All bylaw resolutions will be deferred to Convention 2021.

BYLAW 2020-01

WHEREAS:

Union dues are based off total income earned and this creates a disparity between what union members pay towards the union for the same equal representation.

THEREFORE, BE IT RESOLVED:

All union dues be based off of monies earned from the employees/union members base rate and will not include monies earned from recall to duty or other extra shifts.

Submitted by: Stephen Shipman

Seconded by: Thomas Zajac

CARRIED

DEFEATED

BYLAW 2020-02

WHEREAS:

In 2019 the union shift coverage rates were changed to coincide with the UHR rates at the time;

AND WHEREAS:

The UHR rates change with the Collective Agreement wage increases;

AND WHEREAS:

Setting specific rates results in constant bylaw changes as the employer rates change;

AND WHEREAS:

Generic language would allow for changes to the rates to match changes in the employer wage grids;

AND WHEREAS:

Adds to pay, shift overtime, and statutory holiday pay are paid directly by the employer to the person working the union shift and therefore do not need to be included in the union pay rate;

THEREFORE, BE IT RESOLVED:

That Bylaw 10.5(d) be amended to read as follows:

(d) Any member who voluntarily works a union switch shift for another member to engage in authorized Union business will be paid their regular rate of pay as determined by the dues check off list issued for the first pay period after April 1st each year.

Submitted by: Lorraine Till

Seconded by: Dave Leary

CARRIED

DEFEATED

BYLAW 2020-03

WHEREAS:

There were two typographic errors in Bylaw 10.5(c)(i);

AND WHEREAS:

Additional clarification of the procedure with respect to on-call union officers/delegates is required.

THEREFORE, BE IT RESOLVED:

That bylaw 10.5.c(i) be amended by removing the word “for” after the word scheduled and removing the word “for” after the word offered in the first sentence.

And be further amended by adding the following at the end of Bylaw 10.(c)(i): “The member covering the shift for the union officer/delegate will be paid by the employer. It is the union officer’s/delegate’s responsibility to submit the change of schedule form to the appropriate supervisor/scheduler.”

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2020-04

WHEREAS:

Bylaws 10.5(c)(ii) and (iii) were amended in 2018 to deal with cases where a member didn't submit availability in order to engage in union business due to scheduling/staffing issues in that member's station;

AND WHEREAS:

The changes created unnecessary complication and confusion as to how on-call missed work would be paid;

THEREFORE, BE IT RESOLVED:

That bylaw 10.5(c)(iii) be amended by replacing the word "impeded" with "impedes" in the first sentence, and deleting the current sub-paragraphs (1), (2), (3) and replacing them with the following, and renumbering sub-paragraph (4) as (3):

- (1) Estimate the shifts that would have been assigned if the union officer/delegate had submitted their usual availability.
- (2) Claim for the missed work as set out in 10.5(c)(ii) above as usual.

Submitted by: Lorraine Till
Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2020-05

WHEREAS:

873-02 (Emergency Dispatchers of BC) has voted to separate from the parent local 873;

AND WHEREAS:

APBC Local 873 no longer represents the members of Emergency Dispatchers of BC Sub-Unit 873-02;

AND WHEREAS:

That necessitates changes to multiple Bylaws;

THEREFORE, BE IT RESOLVED:

That all articles and references to Sub-Unit local 873-02 be removed from the union bylaws, and that the remaining bylaws be renumbered as necessary.

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2020-06

WHEREAS:

Attendance at Shop Steward meetings has been poor with shop stewards holding positions without attending regular meetings.

THEREFORE, BE IT RESOLVED:

That should the station shop steward fail to answer roll call for three consecutive regular shop steward meetings without having submitted good reason for those failures, or without providing monthly report to the Chief Shop Steward or Regional Vice President, their office shall be declared vacant, and shall be filled by an appropriate station level by-election.

Submitted by: Patricia Minions

Seconded by: Derek Miliken

CARRIED

DEFEATED

BYLAW 2020-07

WHEREAS:

The APBC has a responsibility to the membership to conduct business in the most cost effective manner.

THEREFORE, BE IT RESOLVED:

That PEB meetings and Convention, that cannot be reasonably accommodated in existing APBC facilities, be held at ANY location where unionized full services and accommodation exist to conduct business in the most cost-effective manner.

Submitted by: Keith Moraes

Seconded by: Ross Coubrough

CARRIED

DEFEATED

BYLAW 2020-08

WHEREAS:

The language of bylaw article 9.1(k) is incorrectly worded.

THEREFORE, BE IT RESOLVED:

That bylaw article 9.1(k) be rewritten to state:

The Provincial President or their designate shall hold a the position as British Columbia Chapter Director of the Paramedics Association of Canada (PAC).

Submitted by: Dave Deines

Seconded by: Troy Clifford

CARRIED

DEFEATED

BYLAW 2020-09

WHEREAS:

The wording of bylaw article 9.2(d) is old and obsolete as the CMA Conjoint Accreditation Committee no longer exists.

THEREFORE, BE IT RESOLVED:

That article 9.2 (d) be deleted and the rest of the article be re-lettered.

9.2(d)

~~The Provincial 1st Vice President or their designate shall hold the position of Paramedic Association of Canada representative at the Canadian Medical Association Conjoint Accreditation Committee.~~

Submitted by: Dave Deines

Seconded by: Troy Clifford

CARRIED

DEFEATED

BYLAW 2020-10

WHEREAS:

The Ambulance Paramedics & Emergency Dispatchers of B.C. 2019 BYLAWS currently establishes the number of On-Call Convention delegates to Convention under Article 14.3 – Regional Entitlement to Convention,

AND WHEREAS:

Under Article 3.5 of the same By-Laws establishes the ratio for determining Full-time equivalency (FTE) using the following formula:

$$\frac{\text{Total Part Time Wages (in Region)}}{\text{Annual Full Time Wage (3yr EMA II)}} = \text{Number of FTEs}$$

AND WHEREAS:

The 2019 Delegate Entitlements roster indicates a total of 4,817 Full-time, Regular Part-time and On-call members broken down as follows:

	Membership	Membership %	Convention Delegates	Delegate %
Full-time and Regular Part-time	2,177	48.6%	113	70.6%
On-call	2,640	51.4%	47	29.3%
Overall	4,817		160	

AND WHEREAS:

The 2020 Delegate Entitlements roster indicates a total of 4,900 Full-time, Regular Part-time and On-call members broken down as follows:

	Membership	Membership %	Convention Delegates	Delegate %
Full-time and Regular Part-time	2,305	47%	121	72.5%
On-call	2,595	53%	46	27.5%
Overall	4,900		167	

AND WHEREAS:

Article 3.5 has remained unchanged since at least when the 2008 By-Laws were published (last recorded By-Laws in the APBC website archives),

AND WHEREAS:

Matters concerning On-call members, specifically issues related to Foxtrot and Kilo shift patterns continue to go unresolved for the On-call membership,

AND WHEREAS:

The On-call members are the lifeblood for delivering emergency health services to rural and remote British Columbians;

AND WHEREAS:

Greater representation at Convention by the On-call membership would allow the matters of concern of the On-call membership to be raised to a higher level at convention.

THEREFORE, BE IT RESOLVED:

That the Provincial Executive Board be directed to review the formula for determining the number of delegates eligible to attend the annual convention and to introduce legislation that would reflect a more representative breakdown of Full Time/Part Time representatives combined with the On-Call representatives at the annual APBC convention.

Submitted by: Graham Kerlake

Seconded by: Bram Rossman

CARRIED

DEFEATED

BYLAW 2020-11

WHEREAS:

Every year at Convention we have the need to use alternate delegates when elected delegates are unable to attend.

In past years, we have been presented with challenges selecting alternates as there is no clear direction on whether to permit an alternate delegate to attend only a portion of Convention due to their personal schedule.

Given our membership is province wide, it can be very costly to permit a delegate to attend only a portion of Convention when you consider travel and hotel costs.

THEREFORE, BE IT RESOLVED:

That Bylaw 14.3 be added to our bylaws and subsequent bylaws be renumbered as appropriate.

14.3 Delegate Attendance at Annual Convention

(a) It is expected that any member who accepts a nomination to be a delegate for Convention will be available for all scheduled days of Convention.

(b) With the exception of a personal emergency or unforeseen and extenuating circumstance, elected delegates to Convention are expected to attend all scheduled days of Convention.

(c) In the event an elected delegate is no longer eligible and/or able to attend Convention in its entirety, an alternate delegate will be selected off the alternate list.

i. If an alternate delegate is unable to commit attendance for all scheduled days of Convention, the next available alternate on the list able to commit attendance for the entirety of Convention will be selected.

ii. In the event that no alternate on the list is able to commit attendance for the entirety of Convention, approval may be sought by the RVP in the region from the PEC to allow an alternate to attend a portion of Convention.

Submitted by: Jessica Chilton

Seconded by: Lorraine Till

CARRIED

DEFEATED

BYLAW 2020-12

WHEREAS:

In a union movement, much of our written material is technical and complex. Our collective agreements, constitutions, training courses, etc., may use language which limits understanding and access by many of our members.

AND WHEREAS:

Other CUPE unions have adopted a “clear language” approach to convention resolutions for the benefit of union members.

THEREFORE, BE IT RESOLVED:

That APBC will adopt a “clear language” format for APBC convention resolutions submitted by APBC members with the purpose of promoting more effective communication within the organization.

FURTHER, BE IT RESOLVED:

That APBC will create a temporary position titled “APBC Clear Language Guidelines Creator”

The APBC Clear Language Guidelines Creator shall develop clear language guidelines for convention resolutions.

(a) It is expected that the clear language guidelines for convention resolutions be created and approved by the APBC Provincial Executive Board within six (6) months of role acceptance, and/or prior to the APBC 2021 call for resolutions.

(b) It is expected that the Clear Language Guidelines Creator will create the guidelines following other CUPE union “clear language” literature with the intention of enabling clear communication and transparency in resolution intentions for future convention resolution submissions.

(c) The APBC Clear Language Guidelines Creator will be selected by the APBC Provincial Executive Committee through the following process:

i. An expression of interest (EOI) for the number of positions required will be posted and open to all members in good standing of CUPE 873, and 873-02. The EOI will list the prerequisites and requirements of the role. The EOI will allow for no less than twenty-one (21) days for applicants to be received.

ii. The Provincial Executive Committee shall consider all applicants, based on qualifications and suitability for the role and appoint to fill the vacant position(s). If no qualified applicants are found, the Provincial Executive Committee may consider an external contractor to fill the role.

iii. Appointments will be for the duration of the 6 months (or less) as designated by the Provincial Executive Committee and/or until completion of the guidelines, if deemed necessary by the Provincial Executive Committee.

iv. A member may be removed from the position by the Provincial Executive Board at any time for any reason provided; however, the member must be advised of the Board's intention prior to removal and given reasonable opportunity to appear before the Board. If a member is removed, then he/she no longer assumes the role of APBC Clear Language Guidelines Creator once a notice of removal is received. A member may appeal his/her removal to the Board within ninety (90) days of removal.

The APBC Clear Language Guidelines will outline:

(a) What an APBC member wants to see happen (what you want to change, who you want to do it, when you want it to happen, how you want to do it, where the change will be, etc.), and then list the reasons as to why this is a good idea or necessary. (eg. the impact the change will have, how it addresses certain problems, perhaps some history or context, etc.)

An example of a Clear Language format is:

APBC will encourage union members to submit resolutions to convention in a clear language format.

Because the actions proposed will be better understood by convention delegates.

Because clear language is a valuable way to help union members feel included by the labour movement.

Because the clear language format makes sense: we start with what we want, and then back it up with our reasons why.

Submitted by: Anthony Hayer

Seconded by: Sabrina Hayer

CARRIED

DEFEATED

BYLAW 2020-13

WHEREAS:

Many healthcare organizations, governments, and societies have recently demonstrated a transition to evidence-based decision making.

AND WHEREAS:

Organizations often require requests to be supported by evidence to make changes and/or justify and distribute funding.

AND WHEREAS:

APBC members believe that ethical, evidence-based research can lead towards positive changes and membership empowerment through evidence-based advocacy.

AND WHEREAS:

No detailed research platform currently exists within APBC that provides APBC and academic researchers the opportunity for partnership to conduct high-quality, profession-driven research.

THEREFORE, BE IT RESOLVED:

That a new committee be established called the APBC Research Committee.

The primary purpose of the APBC Research Committee is to serve as a platform for conducting high-quality research within APBC.

The APBC Research Committee shall be comprised of one (1) APBC Research Director and one (1) APBC Research Coordinator.

The APBC Research Director shall:

- (a) Be elected biannually at convention.
- (b) Serve as a voting member of the Provincial Executive Board (PEB).
- (c) Interact with internal and external stakeholders with the purpose of promoting research opportunities and engage in research partnerships.
- (d) Provide insight to the PEB and Provincial Executive Committee (PEC) regarding matters of academic research.
- (e) Act as the primary organizational partner for academic research conducted within APBC.
- (f) Review, revise, and approve research proposals and projects on behalf of APBC.
- (g) Collaborate with the APBC Research Coordinator and researcher(s) to ensure that the scope of research projects is appropriate and meaningful for both the researcher(s) and APBC.
- (h) Escalate any potential and/or actual research conflicts to the PEC for consideration and direction.
- (l) Distribute approved online surveys and research materials to the APBC membership on behalf of the researcher.

- (j) Treat all information and accounts he/she has access to and stewardship over as confidential, and not disclose this information or provide access to any unauthorized person(s).
- (k) Perform all duties in accordance with APBC policies on public communications and principles outlined in the APBC Strategic Plan.
- (l) Work closely with PEC/PEB members to optimize opportunities for research partnerships.
- (m) Perform other duties at the direction of the PEC/PEB.
- (n) Participate in relevant training as approved by the PEC/PEB.
- (o) At the end of the term, the APBC Research Director will orientate and provide all materials and information to his/her successor.

The APBC Research Coordinator shall:

- (a) Be elected biannually at convention.
- (b) Act as an official liaison between potential researchers and APBC.
- (c) Help guide researchers with the required process for conducting research within APBC.
- (d) Manage the email address research@abpc.ca while acting in the role of APBC Research Coordinator.
- (e) Collaborate with the APBC Research Director and researcher(s) to ensure that the scope of research projects is appropriate and meaningful for both the researchers and APBC.
- (f) Assist the APBC Research Director and PEC/PEB in matters of research, as necessary.
- (g) Escalate any potential and/or actual research conflicts to the APBC Research Director and/or PEC for consideration and direction.
- (h) Treat all information and accounts he/she has access to and stewardship over as confidential, and not disclose this information or provide access to any unauthorized person(s).
- (i) Perform all duties in accordance with APBC policies on public communications and principles outlined in the APBC Strategic Plan.
- (j) Work closely with PEC/PEB members to optimize opportunities for research partnerships.
- (k) Perform other duties at the direction of the PEC/PEB.
- (l) Participate in relevant training as approved by the PEC/PEB.
- (m) At the end of term, the APBC Research Coordinator will orientate and provide all materials and information to his/her successor.

Initial offerings of the roles APBC Research Director and APBC Research Coordinator will be selected through the following process once accepted and approved:

- i. An expression of interest (EOI) for the number of positions required will be posted and open to all members in good standing of CUPE 873, and 873-02. The EOI will list the prerequisites and requirements of the role. The EOI will allow for no less than twenty-one (21) days for applicants to be received.

ii. The PEC shall consider all applicants, based on qualifications and suitability for the role and appoint to fill the vacant position(s). If no qualified applicants are found, the PEC may consider an external contractor to fill the role.

iii. Appointments will be for a two-year term, starting after acceptance at convention and approval by CUPE national, if required.

iv. Members may be removed from the positions by the PEB at any time for any reason provided; however, the member(s) must be advised of the Board's intention prior to removal and given reasonable opportunity to appear before the Board. If a member is removed, then he/she no longer assumes the role(s) once a notice of removal is received. A member may appeal his/her removal to the Board within ninety (90) days of removal.

FURTHER, BE IT RESOLVED:

That the APBC Research Director and APBC Research Coordinator will work together to develop an APBC Research Opportunity Framework.

The Research Opportunity Framework shall:

(a) Serve as an ethical framework to guide academic research that will be conducted within APBC.

(b) Be developed and approved for distribution within six (6) months of taking position.

(c) Adhere to APBC's Mission, Values, Vision, and Goals.

(d) Adhere to Tri-Council Policy Statement (TCPS2) Canadian guidelines for the ethical conduct of research involving humans.

(e) Highlight that research must be conducted under the supervision of an accredited academic institution within Canada.

(f) Highlight that research must undergo an academic ethical review through an accredited academic institution within Canada.

(g) Include a disclaimer that APBC has the right to limit the scope of a research project and/or discontinue a research partnership if deemed necessary by the PEC/PEB due to research/researcher conflicts and/or potential adverse harm to APBC members.

(h) Require a request for organizational support and partnership document to be completed and reviewed by the PEB following a similar format to previous research conducted within APBC prior to officially entering a research partnership.

(h) Include a feedback loop that identifies opportunities for framework and researcher improvement.

(l) Be presented to the PEC/PEB for approval or revision, as necessary.

(j) Be published, after approval, under a "Research Opportunities" link on the APBC Public webpage to attract and inform potential researchers of the process for conducting research within APBC.

Submitted by: Anthony Hayer

Seconded by: Sabrina Hayer

CARRIED

DEFEATED

RESOLUTIONS TO CONVENTION 2020

BYLAW RESOLUTIONS

*All bylaw resolutions will be deferred to Convention 2021.

BYLAW 2020-01

WHEREAS:

Union dues are based off total income earned and this creates a disparity between what union members pay towards the union for the same equal representation.

THEREFORE, BE IT RESOLVED:

All union dues be based off of monies earned from the employees/union members base rate and will not include monies earned from recall to duty or other extra shifts.

Submitted by: Stephen Shipman

Seconded by: Thomas Zajac

CARRIED

DEFEATED

BYLAW 2020-02

WHEREAS:

In 2019 the union shift coverage rates were changed to coincide with the UHR rates at the time;

AND WHEREAS:

The UHR rates change with the Collective Agreement wage increases;

AND WHEREAS:

Setting specific rates results in constant bylaw changes as the employer rates change;

AND WHEREAS:

Generic language would allow for changes to the rates to match changes in the employer wage grids;

AND WHEREAS:

Adds to pay, shift overtime, and statutory holiday pay are paid directly by the employer to the person working the union shift and therefore do not need to be included in the union pay rate;

THEREFORE, BE IT RESOLVED:

That Bylaw 10.5(d) be amended to read as follows:

(d) Any member who voluntarily works a union switch shift for another member to engage in authorized Union business will be paid their regular rate of pay as determined by the dues check off list issued for the first pay period after April 1st each year.

Submitted by: Lorraine Till

Seconded by: Dave Leary

CARRIED

DEFEATED

BYLAW 2020-03

WHEREAS:

There were two typographic errors in Bylaw 10.5(c)(i);

AND WHEREAS:

Additional clarification of the procedure with respect to on-call union officers/delegates is required.

THEREFORE, BE IT RESOLVED:

That bylaw 10.5.c(i) be amended by removing the word “for” after the word scheduled and removing the word “for” after the word offered in the first sentence.

And be further amended by adding the following at the end of Bylaw 10.(c)(i): “The member covering the shift for the union officer/delegate will be paid by the employer. It is the union officer’s/delegate’s responsibility to submit the change of schedule form to the appropriate supervisor/scheduler.”

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2020-04

WHEREAS:

Bylaws 10.5(c)(ii) and (iii) were amended in 2018 to deal with cases where a member didn't submit availability in order to engage in union business due to scheduling/staffing issues in that member's station;

AND WHEREAS:

The changes created unnecessary complication and confusion as to how on-call missed work would be paid;

THEREFORE, BE IT RESOLVED:

That bylaw 10.5(c)(iii) be amended by replacing the word "impeded" with "impedes" in the first sentence, and deleting the current sub-paragraphs (1), (2), (3) and replacing them with the following, and renumbering sub-paragraph (4) as (3):

- (1) Estimate the shifts that would have been assigned if the union officer/delegate had submitted their usual availability.
- (2) Claim for the missed work as set out in 10.5(c)(ii) above as usual.

Submitted by: Lorraine Till
Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2020-05

WHEREAS:

873-02 (Emergency Dispatchers of BC) has voted to separate from the parent local 873;

AND WHEREAS:

APBC Local 873 no longer represents the members of Emergency Dispatchers of BC Sub-Unit 873-02;

AND WHEREAS:

That necessitates changes to multiple Bylaws;

THEREFORE, BE IT RESOLVED:

That all articles and references to Sub-Unit local 873-02 be removed from the union bylaws, and that the remaining bylaws be renumbered as necessary.

Submitted by: Lorraine Till

Seconded by: Dave Deines

CARRIED

DEFEATED

BYLAW 2020-06

WHEREAS:

Attendance at Shop Steward meetings has been poor with shop stewards holding positions without attending regular meetings.

THEREFORE, BE IT RESOLVED:

That should the station shop steward fail to answer roll call for three consecutive regular shop steward meetings without having submitted good reason for those failures, or without providing monthly report to the Chief Shop Steward or Regional Vice President, their office shall be declared vacant, and shall be filled by an appropriate station level by-election.

Submitted by: Patricia Minions

Seconded by: Derek Miliken

CARRIED

DEFEATED

BYLAW 2020-07

WHEREAS:

The APBC has a responsibility to the membership to conduct business in the most cost effective manner.

THEREFORE, BE IT RESOLVED:

That PEB meetings and Convention, that cannot be reasonably accommodated in existing APBC facilities, be held at ANY location where unionized full services and accommodation exist to conduct business in the most cost-effective manner.

Submitted by: Keith Moraes

Seconded by: Ross Coubrough

CARRIED

DEFEATED

BYLAW 2020-08

WHEREAS:

The language of bylaw article 9.1(k) is incorrectly worded.

THEREFORE, BE IT RESOLVED:

That bylaw article 9.1(k) be rewritten to state:

The Provincial President or their designate shall hold a the position as British Columbia Chapter Director of the Paramedics Association of Canada (PAC).

Submitted by: Dave Deines

Seconded by: Troy Clifford

CARRIED

DEFEATED

BYLAW 2020-09

WHEREAS:

The wording of bylaw article 9.2(d) is old and obsolete as the CMA Conjoint Accreditation Committee no longer exists.

THEREFORE, BE IT RESOLVED:

That article 9.2 (d) be deleted and the rest of the article be re-lettered.

9.2(d)

~~The Provincial 1st Vice President or their designate shall hold the position of Paramedic Association of Canada representative at the Canadian Medical Association Conjoint Accreditation Committee.~~

Submitted by: Dave Deines

Seconded by: Troy Clifford

CARRIED

DEFEATED

BYLAW 2020-10

WHEREAS:

The Ambulance Paramedics & Emergency Dispatchers of B.C. 2019 BYLAWS currently establishes the number of On-Call Convention delegates to Convention under Article 14.3 – Regional Entitlement to Convention,

AND WHEREAS:

Under Article 3.5 of the same By-Laws establishes the ratio for determining Full-time equivalency (FTE) using the following formula:

$$\frac{\text{Total Part Time Wages (in Region)}}{\text{Annual Full Time Wage (3yr EMA II)}} = \text{Number of FTEs}$$

AND WHEREAS:

The 2019 Delegate Entitlements roster indicates a total of 4,817 Full-time, Regular Part-time and On-call members broken down as follows:

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AND WHEREAS:

Article 3.5 has remained unchanged since at least when the 2008 By-Laws were published (last recorded By-Laws in the APBC website archives),

AND WHEREAS:

Matters concerning On-call members, specifically issues related to Foxtrot and Kilo shift patterns continue to go unresolved for the On-call membership,

AND WHEREAS:

The On-call members are the lifeblood for delivering emergency health services to rural and remote British Columbians;

AND WHEREAS:

Greater representation at Convention by the On-call membership would allow the matters of concern of the On-call membership to be raised to a higher level at convention.

THEREFORE, BE IT RESOLVED:

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Submitted by: Graham Kerlake

Seconded by: Bram Rossman

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DEFEATED

BYLAW 2020-11

WHEREAS:

Every year at Convention we have the need to use alternate delegates when elected delegates are unable to attend.

In past years, we have been presented with challenges selecting alternates as there is no clear direction on whether to permit an alternate delegate to attend only a portion of Convention due to their personal schedule.

Given our membership is province wide, it can be very costly to permit a delegate to attend only a portion of Convention when you consider travel and hotel costs.

THEREFORE, BE IT RESOLVED:

That Bylaw 14.3 be added to our bylaws and subsequent bylaws be renumbered as appropriate.

14.3 Delegate Attendance at Annual Convention

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(b) With the exception of a personal emergency or unforeseen and extenuating circumstance, elected delegates to Convention are expected to attend all scheduled days of Convention.

(c) In the event an elected delegate is no longer eligible and/or able to attend Convention in its entirety, an alternate delegate will be selected off the alternate list.

i. If an alternate delegate is unable to commit attendance for all scheduled days of Convention, the next available alternate on the list able to commit attendance for the entirety of Convention will be selected.

ii. In the event that no alternate on the list is able to commit attendance for the entirety of Convention, approval may be sought by the RVP in the region from the PEC to allow an alternate to attend a portion of Convention.

Submitted by: Jessica Chilton

Seconded by: Lorraine Till

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WHEREAS:

In a union movement, much of our written material is technical and complex. Our collective agreements, constitutions, training courses, etc., may use language which limits understanding and access by many of our members.

AND WHEREAS:

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ii. The Provincial Executive Committee shall consider all applicants, based on qualifications and suitability for the role and appoint to fill the vacant position(s). If no qualified applicants are found, the Provincial Executive Committee may consider an external contractor to fill the role.

iii. Appointments will be for the duration of the 6 months (or less) as designated by the Provincial Executive Committee and/or until completion of the guidelines, if deemed necessary by the Provincial Executive Committee.

iv. A member may be removed from the position by the Provincial Executive Board at any time for any reason provided; however, the member must be advised of the Board's intention prior to removal and given reasonable opportunity to appear before the Board. If a member is removed, then he/she no longer assumes the role of APBC Clear Language Guidelines Creator once a notice of removal is received. A member may appeal his/her removal to the Board within ninety (90) days of removal.

The APBC Clear Language Guidelines will outline:

(a) What an APBC member wants to see happen (what you want to change, who you want to do it, when you want it to happen, how you want to do it, where the change will be, etc.), and then list the reasons as to why this is a good idea or necessary. (eg. the impact the change will have, how it addresses certain problems, perhaps some history or context, etc.)

An example of a Clear Language format is:

APBC will encourage union members to submit resolutions to convention in a clear language format.

Because the actions proposed will be better understood by convention delegates.

Because clear language is a valuable way to help union members feel included by the labour movement.

Because the clear language format makes sense: we start with what we want, and then back it up with our reasons why.

Submitted by: Anthony Hayer

Seconded by: Sabrina Hayer

CARRIED

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BYLAW 2020-13

WHEREAS:

Many healthcare organizations, governments, and societies have recently demonstrated a transition to evidence-based decision making.

AND WHEREAS:

Organizations often require requests to be supported by evidence to make changes and/or justify and distribute funding.

AND WHEREAS:

APBC members believe that ethical, evidence-based research can lead towards positive changes and membership empowerment through evidence-based advocacy.

AND WHEREAS:

No detailed research platform currently exists within APBC that provides APBC and academic researchers the opportunity for partnership to conduct high-quality, profession-driven research.

THEREFORE, BE IT RESOLVED:

That a new committee be established called the APBC Research Committee.

The primary purpose of the APBC Research Committee is to serve as a platform for conducting high-quality research within APBC.

The APBC Research Committee shall be comprised of one (1) APBC Research Director and one (1) APBC Research Coordinator.

The APBC Research Director shall:

- (a) Be elected biannually at convention.
- (b) Serve as a voting member of the Provincial Executive Board (PEB).
- (c) Interact with internal and external stakeholders with the purpose of promoting research opportunities and engage in research partnerships.
- (d) Provide insight to the PEB and Provincial Executive Committee (PEC) regarding matters of academic research.
- (e) Act as the primary organizational partner for academic research conducted within APBC.
- (f) Review, revise, and approve research proposals and projects on behalf of APBC.
- (g) Collaborate with the APBC Research Coordinator and researcher(s) to ensure that the scope of research projects is appropriate and meaningful for both the researcher(s) and APBC.
- (h) Escalate any potential and/or actual research conflicts to the PEC for consideration and direction.
- (l) Distribute approved online surveys and research materials to the APBC membership on behalf of the researcher.

- (j) Treat all information and accounts he/she has access to and stewardship over as confidential, and not disclose this information or provide access to any unauthorized person(s).
- (k) Perform all duties in accordance with APBC policies on public communications and principles outlined in the APBC Strategic Plan.
- (l) Work closely with PEC/PEB members to optimize opportunities for research partnerships.
- (m) Perform other duties at the direction of the PEC/PEB.
- (n) Participate in relevant training as approved by the PEC/PEB.
- (o) At the end of the term, the APBC Research Director will orientate and provide all materials and information to his/her successor.

The APBC Research Coordinator shall:

- (a) Be elected biannually at convention.
- (b) Act as an official liaison between potential researchers and APBC.
- (c) Help guide researchers with the required process for conducting research within APBC.
- (d) Manage the email address research@abpc.ca while acting in the role of APBC Research Coordinator.
- (e) Collaborate with the APBC Research Director and researcher(s) to ensure that the scope of research projects is appropriate and meaningful for both the researchers and APBC.
- (f) Assist the APBC Research Director and PEC/PEB in matters of research, as necessary.
- (g) Escalate any potential and/or actual research conflicts to the APBC Research Director and/or PEC for consideration and direction.
- (h) Treat all information and accounts he/she has access to and stewardship over as confidential, and not disclose this information or provide access to any unauthorized person(s).
- (i) Perform all duties in accordance with APBC policies on public communications and principles outlined in the APBC Strategic Plan.
- (j) Work closely with PEC/PEB members to optimize opportunities for research partnerships.
- (k) Perform other duties at the direction of the PEC/PEB.
- (l) Participate in relevant training as approved by the PEC/PEB.
- (m) At the end of term, the APBC Research Coordinator will orientate and provide all materials and information to his/her successor.

Initial offerings of the roles APBC Research Director and APBC Research Coordinator will be selected through the following process once accepted and approved:

- i. An expression of interest (EOI) for the number of positions required will be posted and open to all members in good standing of CUPE 873, and 873-02. The EOI will list the prerequisites and requirements of the role. The EOI will allow for no less than twenty-one (21) days for applicants to be received.

ii. The PEC shall consider all applicants, based on qualifications and suitability for the role and appoint to fill the vacant position(s). If no qualified applicants are found, the PEC may consider an external contractor to fill the role.

iii. Appointments will be for a two-year term, starting after acceptance at convention and approval by CUPE national, if required.

iv. Members may be removed from the positions by the PEB at any time for any reason provided; however, the member(s) must be advised of the Board's intention prior to removal and given reasonable opportunity to appear before the Board. If a member is removed, then he/she no longer assumes the role(s) once a notice of removal is received. A member may appeal his/her removal to the Board within ninety (90) days of removal.

FURTHER, BE IT RESOLVED:

That the APBC Research Director and APBC Research Coordinator will work together to develop an APBC Research Opportunity Framework.

The Research Opportunity Framework shall:

(a) Serve as an ethical framework to guide academic research that will be conducted within APBC.

(b) Be developed and approved for distribution within six (6) months of taking position.

(c) Adhere to APBC's Mission, Values, Vision, and Goals.

(d) Adhere to Tri-Council Policy Statement (TCPS2) Canadian guidelines for the ethical conduct of research involving humans.

(e) Highlight that research must be conducted under the supervision of an accredited academic institution within Canada.

(f) Highlight that research must undergo an academic ethical review through an accredited academic institution within Canada.

(g) Include a disclaimer that APBC has the right to limit the scope of a research project and/or discontinue a research partnership if deemed necessary by the PEC/PEB due to research/researcher conflicts and/or potential adverse harm to APBC members.

(h) Require a request for organizational support and partnership document to be completed and reviewed by the PEB following a similar format to previous research conducted within APBC prior to officially entering a research partnership.

(h) Include a feedback loop that identifies opportunities for framework and researcher improvement.

(l) Be presented to the PEC/PEB for approval or revision, as necessary.

(j) Be published, after approval, under a "Research Opportunities" link on the APBC Public webpage to attract and inform potential researchers of the process for conducting research within APBC.

Submitted by: Anthony Hayer

Seconded by: Sabrina Hayer

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