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**Annual General Meeting
Wednesday, 22 October 2008
Student Union Building, Auditorium (Theater) & via Webcast**

MINUTES

1. CALL MEETING TO ORDER

Petra Ormsby certified that the necessary quorum of AAPS members was present for the meeting to begin and business to be conducted in accordance with the AAPS Constitution & Bylaws. The meeting was called to order by the President, Bernice Urbaniak, at 12:05 p.m.

2. WELCOME

3. ACCEPTANCE OF THE AGENDA

The agenda was distributed prior to the meeting to all members.

It was:

Moved/seconded(Daryl Stowe/Chris Skipper)

That the agenda, as distributed be accepted. – Carried.

4. TOM PATCH, AVP EQUITY

One of them is the Respectful Environment Statement. As you know about two weeks ago, the President issued an announcement launching the Respectful Environment Statement. I hope you had a chance to read it. AAPS has played an important role in the development of that statement. Even before I started in this role, which was about three years ago. As I was being interviewed and making the rounds of various stakeholders on campus, Barbara Crocker who was then your President stressed to me the importance of UBC dealing more effectively with personal harassment on campus. It was a message I heard not just from her but from others on campus. And it was a message that resonated. Personal harassment is a very destructive behavior. It's damaging for the individual victims and there's the recent study that found that personal harassment had more severe impact than sexual harassment on its victims. It also has impact on the department where it occurs. We see increased turnover, low morale, higher absenteeism, and it has an impact on the institution. For those reasons but also it becomes more difficult to recruit and frankly there are liability issues. One of my functions is to coordinate the work of the President's Advisory Committee on Equity, Discrimination and Harassment. And I raised this issue with that committee and asked whether it was something that they were interested in taking on. And they considered it and considered the impact of personal harassment on the University and decided that they did want to do something about it. Initially they did some informal research about personal harassment on campus and they concluded first of all that UBC could do a more effective job about dealing with personal harassment. They found that there are mechanisms in place, through HR, through unions and associations and their collective agreements, but it was a lack of awareness of those mechanisms and a lack of institutional support. The committee decided that what was needed first and foremost a strong clear statement by the highest levels of the University addressing personal harassment. Second there needed to be efforts to educate the University community on personal harassment and its effects and thirdly there had to be institutional support for addressing it. In terms of the statement, the committee wanted a statement that could be implemented quickly and amended easily. But that still would send a strong institutional message. And we came up with the idea of rather than trying to push for an adoption of a board policy which can take time and is difficult to change we would propose to the UBC Executive that they adopt a statement addressing these issues. And there were a few things that we thought needed to be in that statement. First we wanted a statement that would be positive. That would focus on respect on dignity on civility rather than focus on the negative conduct. Second a statement that would describe the University's expectations around conduct and third that would clearly assign responsibility for addressing these issues. The other thing that the committee clearly

recognized was that there needed to be something more than a statement. There's a good deal of cynicism on this campus and there was recognition that a statement without something supporting it, money, resources would feed that cynicism. So we then went to work on drafting a statement and the statement you've now seen is a product of that drafting process. There was a considerable amount of consultation and other committees that saw the statement. But what it says in the end is: It's first of all designed to build a more respectful community. Secondly, it's designed to address personal harassment by defining what it is and what it isn't. Third, it sets out who's responsible. Fundamentally we are all responsible but those in supervisory and leadership positions have a particular responsibility. And I know some of you are in those positions. You also report to people in those positions. The statement doesn't create any new procedures. It's about organization development and change. The committee and I should say AAPS was on the committee that drafted this statement and I should say a bit about the committee. The committee is comprised of students, faculty, staff, a number of unions and associations including AAPS are represented on the committee. Bernice is the current representative and Barbara Crocker was the representative before Bernice. In any event we presented the statement to the Executive along with our recommendation that if they were going to adopt the statement they also had to put some funds behind it. They did adopt, but not the initial version, but after some revisions, there was a, not as broad a consultation process as with board policy but there was some consultation and some very helpful suggestions to create the document that we now have. The Executive adopted the statement on July 4th. Funding was also provided to support an action plan that went with the document. There are few components to the action plan. The key component is there funding to support a half-time dedicated staff person to work on this initiative. There are really two aspects to her work. She has been hired. The first is to build awareness of the statement and its implications around the community. And that communication strategy is being developed and implemented as we go. The message that the President sent was the launch of it. There is also a website that you can get to, if you go to UBC and google respectful environment you'll easily get to both the website and the statement. We will continually be adding to the website. The other piece of her work that is still in the planning stage is to develop an educational program that's really aimed at building capacity on campus to address these issues when they arrive, or to prevent them from arising. So initially that will be aimed at people in managerial positions and to human resource advisors who provide support to those in management positions. The third piece of the action plan is to evaluate the effectiveness both of the statement and its language, but also the educational and training efforts that are supporting it. The communications plan really is just rolling out now. We would welcome any feedback you have on it, as we roll it out. As I say, we will be reviewing not only the plan and its implementation but the language of the statement and whether it works or not. I should say so far the feedback has been very positive, but we welcome any feedback. The other initiative that Bernice asked me to talk about is an employment equity census that you will all be receiving shortly. In 1988 UBC joined a program called the Federal Contractors Program. That is a program that is run by the Federal Government and is essentially designed to encourage large employers who aren't otherwise federally regulated to engage in employment equity initiatives. In particular in order to bid on Federal contracts of more than a hundred thousand dollars, participants, including UBC, are required to have an employment equity plan that will advance the employment of women, aboriginal people, visible minorities, and people with disabilities. An essential part of the plan is to count the number of such employees within your institution. So in 1990 UBC did a survey, essentially a census, of all faculty and staff at UBC asking them to identify if they were women, visible minorities, aboriginal people, or people with disabilities. And since 1990 every new employee has been asked to complete a census that asks those same four questions. And each year we report on those numbers. At some point, all of you should have received the census and hopefully responded to it. In November we're undertaking a new census. Even if you've just been hired and just filled in one of those forms, we're going to be asking you to do it again. And there are a few reasons for that. First the Federal Contractor's Program requires institutions to do a new census from time to time. And the reason for that is really that even though in theory, everybody's been asked, the data gets stale. Some data is lost with time. Also we know for example that some people, particularly people with disabilities, their status may change. In particular people who don't have a disability now may develop a disability. And it's unlikely that they will inform us of that so we can adjust the numbers. So one reason is just to address that stale data issue. But we've also found over the years that there's information we would like to know that we don't get from the census. There's been much criticism of the visible minority question which we are required to ask. Do you identify as a member of a visible minority? That's the language of the employment equity act and the language we are required to use. The data it generates is not terribly helpful because this a very broad group and the sub groups within that group have quite different experiences and we can't say anything about that because we don't have the data. We also know that the physical disability question often is confusing and doesn't generate great data. So we want to ask a question that provides us with better data on that issue. The other thing we've been asked repeatedly over the years is why do we only ask about those four groups. There are other historically disadvantaged groups that we don't count. Particularly members of the LGBT community. They've told us that they feel increasingly marginalized because we don't ask

them to identify. So, on this census we will ask more questions. We will ask the four questions that we've always asked. We're also going to ask some supplementary questions. We'll ask a question around race and ethnicity which will provide us with some detail there that will allow us to compare our demographics to national demographics and regional demographics. We'll be asking a more detailed question around disability. We'll be asking people to identify if they are lesbian, gay, or bi-sexual, or transgendered. It's still a very short survey. It's still only going to take you a few minutes to answer. And we really encourage you to answer. The Federal Contractors Program audits us from time to time. And one of the things they look for is a high response rate to the census. We've typically had a response rate of around 75% which is about the minimum that the Federal Contractors Program finds acceptable. We would like to see it about 80%. So we ask that everybody respond. But it is a voluntary questionnaire. We don't ask that you answer the questions, but we hope you will, but we do ask that you return the survey to us. And we're making it easier this year because we're putting it on line. Somewhere after mid August you'll get a broadcast email from the President encouraging you to participate and providing a link to an on-line census that we hope we encourage you to respond to. And I should say that the M&P group has always been very good about responding to our census. Typically Managers and Professionals are up in the 80% range. So we hope you will continue to be up in that range. And there are a couple of reasons for you to respond and to respond quickly. One is that we will hound you if don't. There will be another broadcast email that will go to everybody because there isn't initially any way to identify those who don't respond. But then if you haven't responded to the second email, we will start sending you letters. So if you want to avoid that, respond early. The other thing is that there will be a draw. If you respond in the first two weeks, you'll be eligible for one of a dozen iPod shuffles that we will be giving out this time. I really encourage you to respond. It's an important survey. I would hope that we don't need to entice you to respond, that you recognize that this is an important part of our planning process for addressing employment equity at UBC. So I would hope that you all respond and encourage you to do so and thank you for inviting me today and I will happily answer any questions that you might have.

There were no questions. Bernice thanked him and gave him a thank you gift and assured him that M&P would respond to the survey especially those here who heard him talk. She also let him know that AAPS very much appreciates the work that he has done on behalf of staff who may be feeling some of the effects of what he's trying to stop in the respectful workplace statement.

5. ADOPTION OF MINUTES OF LAST ANNUAL GENERAL MEETING

The minutes of the last AGM held on Oct 16, 2007 were made available to all members via the AAPS web site.

It was:

Moved/seconded (David Rowlands/Anne-Marie Fenger)

That the minutes be adopted as circulated. – Carried.

6. PRESIDENT'S REPORT

a. The Year in Review:

1. Electronic Voting

This is the first attempt that we've made at holding an electronic vote and it has been hopefully I think quite successful. A special resolution at the Spring General Meeting was presented and adopted. I want to put out a big thank you to the people involved in getting this on the system and getting it to work for this meeting. A big thank you to Daryl Stowe, he's our IT person on board and Michael Shepard who has been a board member and continues to be involved in whatever way we ask him pretty much. Michael St. Claire who is back at the office. He's our AAPS staff member who's making sure that everything is on the website at this moment. And to Christopher Eaton from enrolment services who really was our point person in organizing this electronic vote. The results will be announced later by Michael Shepard who is our Nominations Committee Chair.

2. Income Replacement Plan (IRP) – Disability Benefits Plan

We did announce at previous meetings that there was an issue with the IRP plan because the University who has been acting as the defacto trustee wasn't really in a real trustee relationship or position with it. And there were some tax issues, some really significant tax issues which in the final analysis worked out to the advantage of the plan. We have to remember that this is our money, this is our members' money. We have a deduction from our paycheque, from every paycheque and this goes into this plan so that if we are heaven forbid disabled and unable to continue working we do have an

ability to continue getting a paycheque. The University did look to AAPS to come up with a different arrangement. As they are to all of the employee groups. We struck a committee made up of George McLaughlin, Isabella Losinger, myself, together working with the staff and we also hired a consultant by the name of Kevin Jeffrey from Pointbreak, who is a very knowledgeable specialist in the disability benefits area. You'll notice that in brackets we've called this the Disability Benefits Plan. The University didn't like Long Term Disability either, and we've come to a compromise on the Disability Benefits Plan and that is what we are calling it and in the final analysis we may still need to tweak that a bit. We've been working on this on for over a year and still more work needs to be done. We have to come up with a Governance structure for the plan and enhance the plan design. Because there is an opportunity to do that at this point. We will be holding information meetings. Our initial hope was that we could present this here at the AGM but there is still more work that needs to be done. So we will be holding information meetings later this year or early in the new year. Just to make sure we get input from our members. Where the committee has taken us so far, is that we are looking at a fully insured plan as probably the best possibility. We are also wanting to make sure that we are not going to see increased premiums. And we also want to make sure that we have enhancements to the plan such as partial disability for instance. And there are some others that we want to look at as well. I want to leave it at that for now. I know there are probably a lot of questions but I would ask that you perhaps save them for the information sessions that we will be holding later on.

3. Salary Surveys

As you may be aware, the last one we did in 2004 resulted in, well we filed a grievance, we went to arbitration we went through mediation and in the end we had a settlement which was a really good compromise. It was quite a bit more than the University believed they had an ability to pay and I think it made a difference for a lot of our members. It didn't address everybody's salary, but it did go a long way towards ensuring that those who were well below the 50th percentile were addressed. Everything is pretty much on track as set out in the first meeting that we had with the University in January. The surveys have gone out to the comparator organizations and Mercer is handling the contract. We're hoping to see a report in December/08 or early next year. As far as implementation, we will be talking about that in January or February and we're hoping that we will have some retro activity to early 2008 and we will certainly be pushing for that.

4. Staff Pension Plan

As you are aware there was a push from the Pension Board to change the plan considerably and there was an on-line vote in which 79% of the voting staff favoured the changes proposed by the Board and 67% of the voting staff favoured the 1.8% flat rate formula. It's expected to be approved by the Board of Governors in November and they are looking at implementation in early July. I've shown the Pension website on the slides so that you can go to the Pension website for more information or feel free to call the Pension office if you have any questions regarding these changes.

5. Professional Development Fund

I'm happy to announce that yesterday we signed an agreement with Human Resources to increase the amount of Professional Development Funding for individuals from \$400 a year to \$750 per year and that is effective July 1st, 2008. Any claims that you submitted that were in excess of \$400 will be reviewed and the difference up to \$750 will be paid to you. And if you have any claims that you didn't submit because they were over the \$400 limit, you may now dust off those receipts and send them in.

6. Bill 66 Arbitration Update

The good news is followed by some bad. Bill 66 has been up in the air for a number of years now. This affects the notice requirements for people who are terminated without cause. Article 9.1.7 says that it is up to 24 months. This was bargained with the University and has been in our agreement for a long time now. But on October of 2002, the government introduced legislation that caps that at 18 months. We filed a grievance, we went through arbitration, we lost the arbitration. We thought this was important enough to take it to the BC Supreme Court. We did and we lost in the BC Supreme Court and we filed an application to be heard by the appeals court of British Columbia and that was denied. So we've lost that one. I'm sorry to say, because it's something that was in our agreement and by a stroke of a pen by the government it's gone. So now the most that can be obtained by Managers

is 18 months, however for Professionals who do not have a management component to their jobs, you would still be entitled to the 24 months.

7. Human Resources Initiatives

Human Resources is going through a BPR a Business Process Review and one of the outcomes of that is on-line recruitment. I understand that they will be rolling this out probably within the next few months and for those of us who are Administrators or Managers this will have a huge effect on us and I really don't know if this will be more work or less at this point. I'm hoping it will make our lives some what easier, but we'll have to wait and see what that one looks like. I know some of our members are working with Human Resources on that initiative. They have some positive comments to make on that.

The other thing that I wanted to talk about that has come out of the Human Resources department is the Focus on People which is a reiteration of the People Plan that has been around for several years. It is expected that there will be a status report at the end of November. This will be after having been rolled out for six months. I think that this time the Focus on People has probably some more resources and some more buy-in from the High Executive to actually make a difference on people in the workplace. There are adding an exit and entrance survey to the self serve website. Anybody who has just started working here or who is resigning can go into that website and basically talk about what your experiences were here at the University. And again I show the Focus on People website for you to access. If you haven't read it I highly recommend that you have a look at it.

Another thing that Human Resources will be rolling out very soon is a Workplace Culture Survey. This is the first time they have ever done that at the University and it will happen in Feb or Mar/09. The University of Toronto did a survey that was very much a model for what the University here is doing so if you go to their website it will probably give you all the information that came out of the U of T survey. I think this is a very positive step for the University to undertake such a survey. I think this is an indication that there is a will to ensure that UBC is a healthy and good work place for us.

8. AAPS Staff Changes

As you all may know David Harvey has moved on from the position of Executive Director and the Board is working with consultants and with the staff to define the role and to go into the hiring process. There is a lot of work that needs to be done there and we are cognitive of that and will be pursuing that in the next couple of months and we wish to have somebody in place early in the new year. We've also had some changes in the Member Services Officer position. We added a Member Services Officer about just over a year ago and that was Karin Wills and she left us in May of this year and we have replaced her with Jasmin Harry. Jasmin is our new Member Services Officer. She has been working, you've already seen some of the good work that she's done with professional development and she's helping with communications, and the welcoming video that you saw at the beginning as you walked in and the music is thank you to her. And she is also assisting Sharon with Advocacy cases. We're really happy to have her on board. Welcome to Jasmin.

9. Volunteer Appreciation

We did hold a luncheon last week to show our appreciation to the people who do volunteer their time to the Board and to the Committees that we have in this organization. First of all I'd like to thank the outgoing Board Members. George McLaughlin has been on the board for at least a decade and we're going to miss him because he has so much institutional knowledge. He knows so much about the Pension Plan because he's on that board and he's so helpful in all the benefits issues that AAPS has to deal with. So he's leaving the board, but I'm happy to say that he's going to continue working on the committee's that he's currently a member of so we will have the benefit of his knowledge going forward. I really do want to give him a round of applause for the work that he has done.

We also have two board members from the Okanagan who are not continuing. Jess Roebuck has also stepped down. He continues to be involved in the Advocacy Committee, which is a very important role as well. We are happy to continue our association with him. And Anne-Marie Hague took a Maternity Leave and so she will be back some time in February. We really appreciate the Okanagan folks who have been on the board as well and a round of applause for them.

Bernice then thanked all the volunteers on the following internal Committees: Advocacy, Communications, Professional Development, and Nominations. And the following external Committees: Return to Work, EFAP, and Health & Safety. She also thanked the Orientation Presenters.

Last but not least I want to thank the Staff: Sharon Cory, Petra Ormsby, Jasmin Harry, and Michael St.Claire. The staff is involved in some way or another in all of these committees that I have just mentioned and play such a big part and do so much for this organization that I can't begin to express how grateful I am to them and how grateful we all should be for the work that they do. So please a round of applause for all the volunteers and the staff.

b. Priorities for 2008/09

1. Define AAPS Staff & Board roles & hire Executive Director

Mentioned earlier.

2. Secure New Office Space

We are in a fairly good place now, however our lease expires September 30, 2009 and we apparently are not able to renew that lease. We are looking to the University to provide us with the space that our agreement says that we should get. Having said that we all know that space on campus is a huge issue that is difficult to resolve. We will be working with Catherine Alkenbrack and others to see what we can come up with. I think the President has given us hope that we won't be out on the street.

3. Implement Disability Benefit Plan

We hope to have that in place for April 1st, 2009. Given the work that has been done to date, I don't think that that is an impossible target.

4. Achieve Market Salary Adjustments

Given the Market Survey that is on-going right now we hope to achieve a good outcome from that. But that will have to be announced at a later meeting because we don't have information on that at this time.

5. Prepare for Bargaining

Our agreement expires on June 30, 2010. In 2009 we need to form our bargaining committee and start putting together our wish list as we go into bargaining in early 2010.

That concludes my report. If there are any questions... A member spoke up:

There were two questions. The first one had to do with the status of AAPS and no we are not certified as a union. We do have an agreement with the University. We are not covered by the Labour Code. We are covered by the Commercial Arbitration Act. The question of whether or not AAPS should be a union has come up from time to time. I do recall that back when the framework agreement was first put together there was a vote held by the Association as to whether we'd want to stay as an Association or become a Union and the answer was we stay as an association but I don't know what the mix of the response was. I don't know that there is a feeling amongst most of our members that unionizing would be the way to go, but I know there may be some benefits in doing that. But the benefits in doing that and I'm now talking from my own personal perspective, is that we would lose the flexibility that we have as AAPS members. We have a lot of leeway in our agreement. Flexible work hours and that sort of thing. But the other thing that would happen is that this Association would be split because there are a number of people who have management positions and that includes a lot of people who are professional but they supervise staff. They have those management responsibilities and that would exclude them from that bargaining unit that becomes a Union. I don't know how further to answer this question, except to say what I've stated so far. It is a question that does come up from time to time. If there's anybody else in the audience that wishes to respond in a different way I welcome you to do so and certainly I support that at some point we could hold another survey to see what the consensus would be in that sort of a question. Any other... *Another member spoke up saying that he was happy to be a part of the organization and has seen some really good work done by AAPS and he felt that unionizing would be in direct conflict to his responsibility to act as a manager and a professional for the public interest.*

Thank you Sandra. Just to paraphrase what Sandra said. She said she vacillated between going one way or the other, but basically that over the last little while she hasn't seen any reason for AAPS go the unionization route. She's also suggested to the member who brought this up that possibly the best way to deal with this and I totally agree is to discuss this with like-minded people and bring it to the board and it will be dealt with at the board level and with perhaps informational meetings down the road that have to deal with this issue only. And perhaps holding a referendum in the future to decide what the route should be. I know that we could go on having discussions, ideas back and forth on this but I don't think we need to discuss this any further at this stage but I do welcome the issue to be brought forward to the board and we will deal with it as it is presented.

The second issue brought up by the first person was about the Advocacy Committee and what I would suggest is perhaps the member could talk with Anne-Marie after the meeting and sort out what exactly happened there and certainly find a way to make sure that people who wish to volunteer on the committee are welcomed in a good way.

Any other issues:

Member: I was wondering if you would put on your priority list something to do with the People Plan and the new statement that came from the President Office, just because of the timeliness and the timing aspect of it and would you consider adding to your priorities.

Bernice: Certainly, I'm sorry that I omitted them, cause they are huge issues.

Member: As a result of the last Salary Survey my job family and pay rate didn't change.

Bernice: Generally those salaries that were not addressed, were those that were at or very near the 50th Percentile of the comparator market. Now there were some jobs families that may not have been included in that survey and have been done on a one off basis since then and adjustments have been made from time to time in certain job families where there is an issue with the recruiting and retention.

7. FINANCIAL REPORT

Edward Hung presented the following three motions around the finances of the Association.

a. Approval of Financial Statements as of June 30, 2008 year end.

The financial statements for 2007-2008 were circulated to members via the AAPS website. Additional hard copies were made available to members at the meeting.

It was

Moved/seconded (Justin Bonzo / David Rowlands)

“Be it resolved to approve the Association’s 2007-08 audited financial statements as presented.”

CARRIED

b. Motion to transfer the surplus into the Dissolution Reserve Fund

It was

Moved/seconded (Anne-Marie Fenger / Justin Marples)

“Be it resolved to transfer the 2007-2008 operating surplus of \$133,580 into the reserve funds:

CARRIED

c. Appointment of Auditor for 2008-2009

It was

Moved/seconded (Susanne Schmiesing / Michael Shepard)

“Be it resolved to appoint the firm of Goossen & Associates CGA as the Association’s auditors for the 2008-09 fiscal year ending June 30, 2009.” **CARRIED**

8. COMMITTEE REPORTS

a. Advocacy Committee – Anne-Marie Fenger

The role of the Advocacy Committee is to assist, support and advise AAPS members on their rights under the Agreement and Terms of Employment. The committee is located on the Vancouver and UBC-O campuses and we currently have 10 members on the committee who work very closely with AAPS professional staff. In fact they do the bulk of the work. We work with them and we do a lot but they do more. I just want you to be aware of that. Our job is to provide representation to members who are experiencing workplace difficulties. While most issues are resolved informally with members and with human resources, we sometimes find it necessary to file a grievance to resolve differences between ourselves and the University.

In order to discharge these responsibilities, Committee members receive labour relations training. We do this informally, learning from one another and with the staff and more formally by participating in workshops with experts in the labour law, conflict resolution and investigations and other related subjects. Our committee members are encouraged also to attend seminars and conferences and funds are provided for that and if they have the time available. Sometimes we hold joint sessions with our Human Resources colleagues and this past year however our training was done by ourselves and we focused on the Agreement and the articles in the agreement and how these are relevant to our work.

While many member inquiries are resolved with telephone or e-mail communications, there are a large number that are more complex and require in-depth assistance. During 2007/08 reporting period, AAPS dealt with 294 issues, filed 7 grievances and engaged in 3 arbitrations and those are still in process. So far in the current reporting year we have had 67 requests for assistance and 40 of these have been resolved. In the 2007/08 year we worked with members on some of these issues:

- Terminations Without Cause (15% of our case load)
- Salary & Benefits (13%)
- Feedback and Assessment or Performance Evaluations (11%)
- Reclassifications and Classifications (5%)
- Personal Harassment and Toxic Workplace issues (4%)

And there are many other issues as well but those just give you a sense of some of the areas that we spend time on. Just before I close I want to mention to the people who are interested in becoming members of the Advocacy Committee, we do have a selection process. Right now our committee membership which is about 10 is about where it needs to be. We don't need more people at the moment. Simply because the staff do a lot of the work and we're there to support them and take overload cases. We try to have representation from around campus. Hence there's always been, ever since the Advocacy Committee has been place, there's been a process of people applying and if you come from an area that isn't represented we would try to work you or the applicant in. So while we are volunteers, we don't necessarily need hundreds of people. Hope that's okay to mention.

In closing my report, I want to take this opportunity on behalf of the AAPS Advocacy Committee to thank Sharon Cory for her exceptional work. Sharon is not only an expert in labour relations issues and conduct around dealing with these, she also manages to act with utmost integrity and diplomacy. She's been a wonderful mentor to our committee and a resource to the whole AAPS membership. A round of applause to Sharon Cory.

Bernice: Question from the Audience was about the number of cases that come to Advocacy and the answer was that it's somewhere just under 300 and what percentage would that be of our total membership. And our total membership is somewhere around 2700 so it tell us that about 10% or somewhere just over 10% of our members do experience issues that do require the help of the advocacy committee.

Anne-Marie: Not everybody has large issues, I think we said that for this year so far, we're still working on about 40 out of about 70 issues that area a little more substantial. The smaller issues can be around somebody maybe retiring or thinking of resigning and wanting to know what their rights and responsibilities are around that. It can be issues where people just need some feedback. And then there are

others that are more substantial. But there are some substantial issues that take a lot of time but they are not the bulk of our membership at all.

Bernice: Just to add to that. Our grievances are really very very low. Most of the issues, we try to get them resolved without having to resort to going to grievance. And sometimes when we do file a grievance, often it is because there is something in our agreement that isn't clear and it requires clarification and a grievance does serve to. Sometimes the arbitrator has to decide what is meant by the words in the agreement.

b. Member Professional Development Committee – Susanne Schmiesing

As Bernice noted earlier I'm really just a fill in for this afternoon so be kind on me please. Just here to give you a summary on behalf of Wendy Ma who is our Committee Chair. So thanks to her. Summary on the activities with respect to Professional Development are:

- Keynote Speakers: 5
- Lunchtime Learning: 11
 - Point Grey: 8
 - UBC-O: 2
 - VGH: 1
- Workshops
 - Project Management Phase 1 (3)
 - Project Management Phase 2 (2)
 - Microsoft Office Project (2)
 - Process Mapping (20)
 - Performance Management & Effective Feedback (1)
 - Strategic Planning Tools for Teams (1)

Just as a comment from my reflection as a committee member. One of our primary objectives for this group is probably to come up with a selection of not just speakers but also topics that are relevant to you as our members. That is the key feature of this group to ensure that what we put together, makes sense in your world and enables your career and professional development. And maybe provides a little bit of entertainment. The gesture is always there to sort of pull and string together a good mix of balanced topics with some diversity and some upbeat topics in the mix. But if it isn't then you should let us know or you should let us know regardless because again this a year to year changing and growing area and we want to keep it relevant and exciting for you from now onwards.

In terms of, we were just guesstimating earlier, the number of beneficiaries under professional development and its probably fair to say that close to 1,000 members have benefited by attending one of these or another over the past year. So that is tremendous and thank you all.

Any questions... Thank you very much, you're letting me off easily. Thanks.

Bernice: Susanne just reminded everybody to make sure that they take advantage of the \$750 Professional Development allowance that I've just announced earlier.

c. Communications Committee – Jason Congdon

I haven't a great deal to report from the Communications Committee. It's actually new to me and that's the main change to update you upon. Wendy and I, over the summer, swapped chairs between the Professional Development and the Communications Committee. Simply because the areas are better aligned with our jobs. Although it doesn't fall under the Communications Committee per se, I would also like to thank and congratulate Michael, Michael, Daryl and Christopher for their work on the Web voting. Just like the webcasting of this event it facilitates a more inclusive process and that's a good thing for all of us. In the past year we and by we, I primarily mean, Petra Ormsby produced our Annual Report to much acclaim so thank you Petra for that. We saved money and paper by distributing the majority of copies electronically.

We also put out seven issues of On the Radar and we would ordinarily produce another issue around now but in light of recent staffing changes and turnover and whose going to be working that, we're taking a brief hiatus but we expect to have a new issue forthcoming in the early 2009. Other plans for the new year include making improvements for our website and updating our orientation program for new AAPS members. We will be scheduling our next meeting in early December to discuss the 2009 annual report and other communications initiatives for the new year. I would like to thank our committee members who have served in the past year for their volunteerism, good ideas and support and that includes Peter Godman, Jamie Hall, Wendy Ma, and Dominique Yupangco. Finally as always I'd like to extend an encouraging invitation to anyone with experience or interest in communications who would like to join our committee as a volunteer. Questions or comments in this area? Chris Skipper commented on the On-the-Radar newsletter that comes out periodically and how informative it is and he congratulated the committee on the good work that they do.

Well thank you for that endorsement. On the heels of that I would add that if you do have any ideas for stories or anything like that that should be communicated to the membership, please do send them to us. Thank you again.

9. SPECIAL RESOLUTION: PROPOSED BYLAWS AMENDMENT TO

- a. Provide for timely announcement of Annual General Meeting to accommodated nomination period and electronic voting timelines

This is basically a housekeeping resolution that stems from the changes that we made vis a vis on the electronic voting that we made at the Spring General Meeting. The by-law changes adopted at the Spring General Meeting change the nomination period for executive board positions to no earlier than 90 days prior to the date set for the Annual General Meeting and no later than 21 days prior to that date. This resolution ensures that notice of the AGM provides ample time for the nomination process. So the motion is as follows:

It was

Moved/seconded (Daryl Stowe / Michael Shepard)

“Be it resolved that **Article V Section 1** of the Bylaws be amended by adding the sentence. “The place and time of the Annual General Meeting shall be announced each year at the Spring General Meeting” so that the article now reads as:

“The Executive Board shall call two General Meetings each year, an Annual General Meeting to be held during the month of October and a General Meeting to be held in the month of April. These meetings shall be held at places and times determined by the Executive Board. The place and time of the Annual General shall be announced each year at the Spring General Meeting.” **CARRIED**

10. ANNOUNCEMENT OF RESULTS FROM THE ON-LINE VOTE PRESENTING THE ELECTED OFFICERS FOR THE COMING YEAR - MICHAEL SHEPARD

It nice that this is the second or third year that we've actually had real elections and this year as Bernice mentioned earlier we had a number of candidates for the At-large positions. But first the online election process is something that's new. It's a result of changes to the BC Society Act and regulations which AAPS comes under and then our constitution as mentioned by Bernice. We tried to do it about 5 years ago and weren't able to at the time. We have a committee, myself, Justin Marples, Linda Rasmussen, and Shawn Swallow. Basically all we're there to do is to coordinate nominations and to try and ensure that people are volunteered from all areas of University. So that there's representation on the board say from different families, from different areas you know the hospitals and we try from UBC-O and of course from UBC-Vancouver at Point Grey. We don't do any vetting or anything because of course that's not part of the Constitution but we do try just to make sure that there are enough nominations. As was noted in the announcement the executive positions on the board were all acclaimed. The following nominations were elected by acclamation.

President	Bernice Urbaniak	Secretary	Jason Congdon
1st Vice President	Isabella Losinger	Treasurer	Edward Hung
2nd Vice President	Daryl Stowe		

We had eleven candidates for the At-Large Members. The Constitution says that we should have 4 to 6 Members-at-Large. Out of 2680 eligible AAPS members to vote, we had 361 members voting (13%) sounds low compared to some other elections but considering past year it was whatever population was here so were lucky to get 70 – 100 people. So we're talking about 3 or 4 times as many people voting as have in the past. The results are. The top six people with votes. In order of number of votes so Anne-Marie Fenger got the most number of votes. Dave Rowlands, Jacqueline Smit Alex, Justin Bonzo, Colette Roche, and Preeti Gill are elected Members-at-Large on the AAPS Board. If any of those people are here could the please stand up. (All were present.)

The following seven nominees were presented for the six Member at Large positions:

Daryl Stowe, Dave Rowlands, Jess Roebuck, Roger Miller, Anne-Marie Hague, Anne Marie Fenger and Justin Bonzo.

The members voted and after the counting the following were elected as Member's at Large

Daryl Stowe, Dave Rowlands, Jess Roebuck, Anne-Marie Hague, Anne-Marie Fenger and Justin Bonzo.

10.0 OTHER BUSINESS.

There was no other business.

The meeting adjourned at 1:22 pm.