



Vancouver Island Human Rights Committee

3rd Annual General Meeting Minutes
September 13, 2012 from 5:00 p.m. – 8:00 p.m.

Minutes prepared by
VIHRC Recording Secretary Kay Ahmadi

Released Unofficially: November 5, 2012
Adopted Officially: November 13, 2012

Attendance

Boardroom: Cindy Little, Daniel Girard, Eric Bouffard, Kay Ahmadi, Maddalena Maher, Mark McCavour, Meryl McCavour, Michael Doerfler, Paul Jones, Paul Kahiga, Rene Doerfler, Robert Mitchell, Tracy Shudo, Virginia Vaillancourt & PSAC Rep: James Little.

Guest Speakers: Karla Backer, Jayne Billington and Anita Didrich.

Teleconference: None.

Translators: Mary Butterfield & Sarah Coupe.

Regrets: None.

'Pre Meeting Happenings'

Socialization:

VIHRC President Michael Doerfler welcomed everyone to the meeting and asked Paul Jones to come up and introduce our guest speakers. Paul Jones stated our first guests are from the Joint Learning program – Jayne Billington is a union representative and Karla Backer is the regional coordinator and our second guest is Anita Didrich who is the chairperson at the fleet maintenance facility at DND.

Joint Learning Program ~ This program came from an initiative back in 1999 when the treasury board looked at their books and noticed they were paying a lot of money to lawyers. Based on the Fryer Report – the government and the bargaining committee were not communicating properly, noting was getting done and too many lawyers were being paid too much money. A trial project ran from 2002 to 2005. Afterward they reviewed the feedback they had received and found the workshops were very beneficial and restated the program in 2006. The most recent workshop they added is “Duty to Accommodate”.

The most important message we need to give our members is that there is funding, we must support our co-workers and each other, there is a lot they do not know about accommodation and what their rights are.

EAP ~ Anita spoke about mental health resources in our community. One in five Canadians suffer from some sort of mental health in their life time which results in billions in healthcare cost, low productivity and greater risk to work place safety.

Research shows stress in a business results in 19% absentees, 40% turnover, 50% EAP costs, 30% in short or long term disability and 60% in accidents.

Meeting – Call to Order

VIHRC President Michael Doerfler called this meeting to order at 6:29 p.m. Michael Doerfler advised the members due to changes to his personal situation he is stepping down from the President position.

Old Business for Review

Adoption of June 19, 2012 VIHRC AGM Minutes:

A review of previous meeting minutes took place at this time.

Motion: Eric Bouffard made the motion to accept the previous minutes.
Seconded: Tracy Shudo.
Carried: Unanimously.

New Business

*****Dissolution of 2011 – 2012 VIHRC Caucus:**

The current term of 2011 – 2012 VIHRC Caucus members expired at 6:52 p.m.

At the time of dissolution:

VIHRC President:	Michael Doerfler
VIHRC Vice President:	Robert Mitchell
VIHRC Treasurer:	Daniel Girard
VIHRC Recording Secretary:	Kay Ahmadi
VIHRC Technical Communications:	Eric Bouffard
VIHRC Members & Media Relations Officer:	Paul Jones

Thanks very much to these members for taking part! These members were recorded in the history books as VIHRC's 2nd Caucus.

Election for 2012 – 2013 VIHRC Caucus:

The committee proceeded with their third election with BC Regional Members with Disabilities Representative Tracy Shudo & PSAC Staff James Little officiating over this process and the swearing in of new Caucus members. All positions are one year in term.

The following members were elected:

VIHRC President:	Maddalena Maher
VIHRC Vice President:	Virginia Vaillancourt
VIHRC Treasurer:	Daniel Girard
VIHRC Recording Secretary:	Kay Ahmadi
VIHRC Technical Communications:	Michael Doerfler
VIHRC Members & Media Relations Officer:	Daniel Girard

Adoption of 2012 – 2013 VIHRC Meeting Dates:

VIHRC President Maddalena Maher suggested the following potential dates for our meetings:

February 5, 2013



April 11, 2013

June 18, 2013

September 12, 2013 (4th AGM)

November 12, 2013

Motion: Daniel Girard made the motion to accept the proposed dates.

Seconded: Tracy Shudo.

Carried: Unanimously.

A discussion was held as April 11, 2013 is also a date that PSAC is holding a conference.

Motion: Michael Doerfler made the motion to change the April 11, 2013 meeting date to April 4, 2013.

Seconded: Virginia Vaillancourt

Carried: Unanimously.

Meeting – Call to Adjourn

VIHRC President Maddalena Maher called to adjourn this meeting at 7:15 p.m.

Next Meeting Notification

Tuesday November 13, 2012 at 6:00 p.m. – 8:00 p.m.

at the PSAC Office in Admirals Walk