

Resolutions 2023



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1. CLIMATE ACTION

Carried: ____ Defeated: ____

WHEREAS: We are experiencing unprecedented rapid warming from human activities, primarily due to burning fossil fuels that generate greenhouse gas emissions; and

WHEREAS: Climate change affects all HSA members and the communities that they serve.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) encourage all HSA committees to include and address climate change within their committee work.

BE IT FURTHER RESOLVED: That all HSA members be encouraged to include and address climate change in their union work and commitments.

Submitted by: Board of Directors (Political Action Committee)

Committee Recommendation: In favour

2. CLIMATE ACTION

Carried: ____ Defeated: ____

WHEREAS: Our health organizations and facilities are trying to decrease the environmental impact of operations, with an increasing focus on planetary health.

THEREFORE BE IT RESOLVED: That Health Sciences Association reduce the union extraneous “swag” such as coasters, metal straw sets and note pads.

Submitted by: BC Cancer Kelowna

Committee Recommendation: Opposed

3. COMMUNICATIONS

Carried: ____ Defeated: ____

WHEREAS: Member engagement in the bargaining process is vital; and

WHEREAS: HSABC's lack of transparency on significant ongoing internal projects (e.g. classification changes) and ongoing arbitrations (e.g. new and temporary statutory holiday pay for part-time members) has limited members' ability to engage effectively.

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC ("HSABC") maintain a regularly updated list of significant issues relating to general membership, actively keep members apprised of ongoing developments, and fully address these aforementioned items prior to delegates and proposals being chosen in bargaining years.

Submitted by: Abbotsford Regional Hospital

Committee Recommendation: Opposed

4. COMMUNICATIONS

Carried: ____ Defeated: ____

WHEREAS: HSA only offers email as a form of communication to members.

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") enable more options to receive HSA news and forms of communication, by providing members the ability to select their preference for email, text messaging, or mail.

Submitted by: Royal Inland Hospital

Committee Recommendation: Opposed

5. COMMUNICATIONS

Carried: ____ Defeated: ____

WHEREAS: Many members are unaware of the bargaining process, including but not limited to bargaining timelines (when does it start, how long does it take), voting, and striking; and

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) provide more communication and education opportunities to the members on this topic in advance of the start of bargaining.

Submitted by: Royal Jubilee Hospital

Committee Recommendation: In favour

6. COMMUNICATIONS

Carried: ____ Defeated: ____

WHEREAS: Members currently do not have readily available information regarding which resolutions get passed and the status of each resolution before February of each year; and

WHEREAS: Resolutions submission deadlines are typically within the first few months of the new year; and

WHEREAS: Information related to if a resolution passed and if action has been taken influences chapter submissions.

THEREFORE BE IT RESOLVED: That a “Resolution Report” is created and distributed in January of each year; and

THEREFORE BE IT FURTHER RESOLVED: That the report include information about what resolutions were passed the year prior and the status of each resolution.

Submitted by: BC Children’s and Women’s Hospital

Committee Recommendation: In favour

7. COMMUNICATIONS (Covers 8 and 9) Carried: ____ Defeated: ____

WHEREAS: Once resolutions are carried members do not know if action has been taken.

THEREFORE BE IT RESOLVED: That the union publish a document outlining the work done on carried resolutions.

Submitted by: Nanaimo Regional General Hospital

Committee Recommendation: In favour

8. COMMUNICATIONS (covered by 7)

WHEREAS: Each year at Convention a large number of resolutions are passed regarding lobbying the government; and

WHEREAS: There is currently no tangible way for members to understand the effort and resources put into these lobbying efforts by the union after the resolution is passed.

THEREFORE BE IT RESOLVED: That a structured and systematic way of reporting actions and progress done regarding any resolution that calls for “Lobbying” the government be created; and

THEREFORE BE IT FURTHER RESOLVED: That the reporting and progress on these actions be publicly available to all members.

Submitted by: BC Children’s and Women’s Hospital

Committee Recommendation: Covered by 7

9. GOVERNANCE (Covered by 7)

WHEREAS: Resolutions are submitted and carried at Convention, but there is often little to no feedback or summary/report provided to the submitting chapter regarding the actions taken by HSA.

THEREFORE BE IT RESOLVED: That there exist a working document that shares information about resolution progress; and

BE IT FURTHER RESOLVED: That the Resolutions Committee communicates progress to the relevant Regional Director so that they can report back to the submitting chapter.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: Covered by 7

10. CONSTITUTION (Covers 11, 12, 13)

Carried: ____ Defeated: ____

WHEREAS: Article 10, Section 2 of the Health Sciences Association (“HSA”) constitution does not define limits on how many terms an individual may serve as a Regional Director; and

WHEREAS: Union leadership should reflect the changing demographics of the membership over time; and that three 2-year terms (6-years) is sufficient to establish their mandate.

THEREFORE BE IT RESOLVED: That Article 10, Section 2 of the Health Sciences Association (“HSA”) constitution which states “The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even-numbered years”

be replaced with:

“The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even numbered years. A Regional Director may serve a maximum of 3 consecutive full terms.”

Submitted by: BC Cancer Vancouver

Committee Recommendation: In favour

11. CONSTITUTION (covered by 10)

WHEREAS: Article 10, Section 2 of the Health Sciences Association (“HSA”) constitution does not define limits on how many terms an individual may serve as a Regional Director; and

WHEREAS: Union leadership should reflect the changing demographics of the membership over time; and that three 2-year terms (6-years) is sufficient to establish their mandate.

THEREFORE BE IT RESOLVED: that Article 10, Section 2 of the Health Sciences Association (“HSA”) constitution, which states “The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even-numbered years.” be replaced with: “The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd numbered years and even-numbered Regions elect in even numbered years. A Regional Director may serve a maximum of 3 consecutive full terms.”

Submitted by: Children’s and Women’s Hospital

Committee Recommendation: Covered by 10

12. CONSTITUTION (covered by 10)

WHEREAS: Article 10, Section 2 of the Health Sciences Association (“HSA”) constitution does not define limits on how many terms an individual may serve as a Regional Director; and

WHEREAS: union leadership should reflect the changing demographics of the membership over time; and that three 2-year terms (6-years) is sufficient to establish their mandate.

THEREFORE BE IT RESOLVED: That Article 10, Section 2 of the Health Sciences Association (“HSA”) constitution, which states “The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even-numbered years.” be replaced with: “The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even numbered years. A Regional Director may serve a maximum of 3 consecutive full terms.”

Submitted by: Comox Valley Hospital

Committee Recommendation: Covered by 10

13. CONSTITUTION (Covered by 10)

WHEREAS: Article 10, Section 2 of the Health Sciences Association (“HSA”) Constitution does not define term limits for Regional Directors; and

WHEREAS: Union leadership should reflect the changing demographics of the membership over time and allow for new voices to be heard.

THEREFORE BE IT RESOLVED: That Article 10, Section 2 of the HSA Constitution which states

“the term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even-numbered years.”

be replaced with:

“The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even-numbered years. A Regional Director may serve a maximum of 3 consecutive terms.”

Submitted by: Trans Care BC

Committee Recommendation: Covered by 10

14. CONSTITUTION (Covers 15)

Carried: ____ Defeated: ____

WHEREAS: Article 9, Section 1 of the Health Sciences Association (“HSA”) constitution does not define limits on how many terms an individual may serve as president; and

WHEREAS: Union leadership should reflect the changing demographics of the membership over time; and that three 2-year terms (6 years) is sufficient to establish their mandate.

THEREFORE BE IT RESOLVED: That Article 9, Section 1 of the HSA constitution which states “The term of office is two years. The President is elected at the Annual Convention in odd numbered years.” be replaced with: “The term of office is two years. The President is elected at the Annual Convention in odd numbered years. A President may serve a maximum of 3 consecutive full terms.”

Submitted by: Children’s and Women’s Hospital

Committee Recommendation: Opposed

15. CONSTITUTION (covered by 14)

WHEREAS: Article 9, Section 1 of the Health Sciences Association (“HSA”) constitution does not define limits on how many terms an individual may serve as president; and

WHEREAS: Union leadership should reflect the changing demographics of the membership over time and allow for new voices to be heard

THEREFORE BE IT RESOLVED: That Article 9, Section 1 of the HSA constitution which states “the term of office is two years. The President is elected at the Annual Convention in odd numbered years.” Be replaced with: “The term of office is two years. The President is elected at the Annual Convention in odd numbered years. A President may serve a maximum of 3 consecutive full terms.”

Submitted by: Trans Care BC

Committee Recommendation: Covered by 14

16. EDUCATION

Carried: ____ Defeated: ____

WHEREAS: HSA steward training is only offered a couple times per year with a small number of attendees allowed.

THEREFORE BE IT RESOLVED: That Health Sciences Association connect with the Lead Stewards to help organize more intakes and options for steward training to ensure everyone receives the support they need to do their job effectively.

Submitted by: Royal Inland Hospital

Committee Recommendation: Opposed

17. EDUCATION

Carried: ____ Defeated: ____

WHEREAS: HSA currently does not provide any provision for group educational funding from the professional development fund and;

WHEREAS: Being able to utilize this fund as a group would allow for more individuals to partake in the same education sessions at potentially a fraction of the cost; and

WHEREAS: This could allow for access to a greater amount of opportunities and content to be available.

THEREFORE BE IT RESOLVED: That Health Sciences Association will explore changing the criteria in provisioned professional education funds to create the opportunity for group professional education.

Submitted by: Mount St. Joseph Hospital

Committee Recommendation: In favour

18. EDUCATION

Carried: ____ Defeated: ____

WHEREAS: The union is committed to providing the highest possible quality of education programs to stewards and members; and

WHEREAS: Supervisors in the union are in a unique position and benefit from specific information that's offered in the Supervisors in the Union workshop; and

WHEREAS: This workshop is often in-person and fills up frequently which limits the ability for members to attend and receive the education.

THEREFORE BE IT RESOLVED: That Health Sciences Association provide more frequent opportunities for supervisors to attend the Supervisors in the Union Workshop virtually and in-person.

Submitted by: CMHA BC Victoria Office

Committee Recommendation: Opposed

19. EDUCATION

Carried: ____ Defeated: ____

WHEREAS: HSA provides an education course entitled "Supervisors in the Union"; and

WHEREAS: This course is very popular and fills up very quickly each time it is offered; and

WHEREAS: Members in supervision positions having knowledge of the collective agreement benefits the membership;

THEREFORE BE IT RESOLVED: That Health Sciences Association offer the "Supervisors in the Union" course at least 5 times a year.

Submitted by: Children's and Women's Hospital

Committee Recommendation: Opposed

20. EDUCATION

Carried: ____ Defeated: ____

WHEREAS: Mental health concerns among HSA members are on the rise post Covid as we navigate through increased workloads and increased stress levels.

THEREFORE BE IT RESOLVED: That Health Sciences Association provides educational opportunities focused on mental health and wellness for the members.

Submitted by: Comox Valley Child Development Association

Committee Recommendation: In favour

21. EDUCATION

Carried: ____ Defeated: ____

WHEREAS: The 2022 Workshops addressing domestic violence were at capacity with full waitlist within 48 hours of posting; and

WHEREAS: The feedback and comments from both workshops were overwhelmingly positive; and

WHEREAS: Domestic violence is a pervasive problem affecting members and clients alike.

THEREFORE BE IT RESOLVED: That Health Sciences Association hold a Domestic Violence Workshop at least yearly.

Submitted by: Board of Directors (Women's Committee)

Committee Recommendation: In favour

22. EDUCATION

Carried: ____ Defeated: ____

WHEREAS: Familiarity with the HSA portal is essential to being an effective steward; and

WHEREAS: Proficiency in holding virtual and hybrid meetings is helpful in being an effective lead steward.

THEREFORE BE IT RESOLVED: That portal training be incorporated into the steward training curriculum and online meeting training be incorporated into lead steward training course.

Submitted by: BC Cancer Vancouver

Committee Recommendation: In favour

23. EDUCATION

Carried: ____ Defeated: ____

WHEREAS: Young workers have expressed experiences of ageism within the workplace; and

WHEREAS: Young workers may lack the tools and knowledge to address ageism and age specific workplace issues.

THEREFORE BE IT RESOLVED: That Health Sciences Association offer educational workshops for young workers with the goal of providing tangible tools and strategies for facing ageism and young worker specific issues in the workplace.

Submitted by: BC Children's and Women's Hospital

Committee Recommendation: Opposed

24. EDUCATION

Carried: ____ Defeated: ____

WHEREAS: Systemic racism within policing results in surveillance, criminalization, victimization and killing of Black, Indigenous and People of Colour (“BIPOC”) in Canada; and

WHEREAS: HSA scheduled training on “Defund the Police” in September of 2022 that was subsequently canceled; and

WHEREAS: Colonial history and structure of policing in Canada results in disproportionate arrest, incarceration and death of Indigenous people; and

WHEREAS: Police lack training, skill and resources required to appropriately respond and assist people in crisis; and

WHEREAS: Progressive alternatives (i.e., strategies to eliminate poverty and establish community-led resources to address mental illness, substance use and reduce violence) are needed; and

WHEREAS: Members should not be restricted from accessing education of interest.

THEREFORE BE IT RESOLVED: That Health Sciences Association provide members with the opportunity to learn about and connect with BIPOC grassroots organizations actively organizing to defund policing and organize alternatives in Canada.

Submitted by: BC Children’s and Women’s Hospital

Committee Recommendation: Opposed

25. EDUCATION

Carried: ____ Defeated: ____

WHEREAS: The classification system redesign stands to impact the majority or entirety of the HSA membership, and

WHEREAS: HSA members have a vested interest in receiving thorough and timely updates throughout this process, and

WHEREAS: HSA members should have the opportunity to ask questions and provide direct feedback during this process.

THEREFORE BE IT RESOLVED: That the Health Sciences Association host information/education sessions on the topic of classification re-design.

Submitted by: Richmond Mental Health

Committee Recommendation: In favour

26. EDUCATION

Carried: ____ Defeated: ____

WHEREAS: HSA strives to encourage member engagement and appropriately train new stewards and;

WHEREAS: Many HSA members have difficulty to receive approval for three consecutive days off and;

WHEREAS: Many HSA members do not receive backfill when taking the steward training, and

WHEREAS: This in many cases results in increased workload for the member when they return to work.

THEREFORE BE IT RESOLVED: That Health Sciences Association will explore options to make steward training more accessible through blended learning models and allowing more flexibility to a schedule other than 3 days in a row. (Example 1 day a week for 3 weeks).

Submitted by Mount St. Joseph Hospital

Committee Recommendation: In favour

27. EDUCATION

Carried: ____ Defeated: ____

WHEREAS: Current eligibility for children of HSA members applying for an HSA scholarships and bursaries requires that the child be aged 25 and under; and

WHEREAS: Several HSA disciplines now require Master's degrees (e.g. PT, OT, SLP, etc.), as well as periods of volunteer or work experience prior to program entry; and

WHEREAS: Ever-increasing competition for acceptance into graduate programs can result in multiple years of application and further delay program entry past the age of 25.

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") increase the age limit for their bursaries and scholarships for children of HSA members; and

BE IT FURTHER RESOLVED: That HSA will advocate to associated unions (e.g. NUPGE, BC Federation of Labour), to increase their age limit for scholarships, in a similar fashion.

Submitted by: Queen Alexandra Centre for Children

Committee Recommendation: In favour

28. EDUCATION

Carried: ____ Defeated: ____

WHEREAS: HSA expands on their educational training for stewards.

THEREFORE BE IT RESOLVED: That in addition to the return of in-person workshops, the option to attend Health Sciences Association education sessions virtually from home continues.

Submitted by: Royal Inland Hospital

Committee Recommendation: In favour

29. FINANCE

Carried: ____ Defeated: ____

WHEREAS: The cost of healthy meal options in restaurants has risen exorbitantly over the past several years; and

WHEREAS: Meals for members are often provided at per diem rates through expense claim forms; and

WHEREAS: Healthy food options are generally more costly.

THEREFORE BE IT RESOLVED: That the per diem rates be increased to:

Breakfast: 25.00

Lunch: 30.00

Dinner: 35.00

to accommodate the market increases in food.

Submitted by: St. Paul's Hospital

Committee Recommendation: Opposed

30. FINANCE

Carried: ____ Defeated: ____

WHEREAS: Members are required to pay union dues on both their regular and overtime shifts which means when they work more shifts they have to pay more union dues.

THEREFORE BE IT RESOLVED: That the union research, determine and report back to members on how much money regular shifts and overtime shifts are providing to the union to help determine in future conventions if it is reasonable for overtime shifts to no longer have paid union dues.

Submitted by: Royal Jubilee Hospital

Committee Recommendation: In favour

31. FINANCE (Covers 32 and 33)

Carried: ____ Defeated: ____

WHEREAS: HSA currently collects union dues from overtime wages.

THEREFORE BE IT RESOLVED: That Health Sciences Association no longer collect dues from overtime wages.

Submitted by: BC Cancer Agency Kelowna

Committee Recommendation: Opposed

32. FINANCE (Covered by 31)

WHEREAS: HSA currently collects dues on overtime earnings; and

WHEREAS: Significant staffing shortages are causing significant overtime hours; and

WHEREAS: BCNU and HEU only collect dues on straight time pay; and

WHEREAS: HSA financially benefits when members work overtime which is a conflict of interest for a union that is supposed to be highly motivated to ease the staffing crisis; and

WHEREAS: Collecting dues on overtime pay is a disincentive for HSABC to help address staffing shortages; and

WHEREAS: Overtime hours do not count toward pensionable earnings; and

WHEREAS: Annual financial report statements don't currently differentiate between dues collected on straight time hours and overtime hours.

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") cease collection of dues on overtime hours to show solidarity to resolving the staffing shortage; and

BE IT FURTHER RESOLVED: That HSA request the employer to provide transparency and differentiation on dues collected on regular hours worked and overtime hours.

Submitted by: Comox Valley Hospital

Committee Recommendation: Covered by 31

33. FINANCE (Covered by 31)

WHEREAS: HSABC currently collects dues on overtime earnings; and

WHEREAS: Significant staffing shortages are now causing significant use of overtime to staff departments; and

WHEREAS: BCNU and HEU only collect dues on straight time pay; and

WHEREAS: There is potential for collecting dues on overtime pay to be seen as / considered a disincentive for HSABC to help address staffing shortages.

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC cease collection of dues on overtime payments to members and adopt dues collection policies with other major healthcare unions.

Submitted by: Abbotsford Regional Hospital

Committee Recommendation: Covered by 31

34. FINANCE

Carried: ____ Defeated: ____

WHEREAS: We are continuing to see an increase of temperature changes and devastating effects of climate change; and

WHEREAS: One area to address and combat climate change is to divest from fossil fuel production and industry and encourage investment in order to promote green jobs and opportunities; and

WHEREAS: Our union promotes human rights, occupational safety and equality.

THEREFORE BE IT RESOLVED: That our union will review all of its financial investments to ensure that they are socially responsible investments.

Submitted by: St. Paul's Hospital

Committee recommendation: In favour

35. FINANCE

Carried: ____ Defeated: ____

WHEREAS: Members of unions have the right to have a say on the rates of dues, fees and to be informed and involved in financial decisions; and

WHEREAS: Unions must make the reports available to members.

THEREFORE BE IT RESOLVED: That members of the Health Sciences Association have to be informed and involved in the decision making process and financial activity of the union.

Submitted by: Vancouver General Hospital

Committee Recommendation: In favour

36. FINANCE

Carried: ____ Defeated: ____

WHEREAS: Under Article 7, Sec 2 (c) of the Health Sciences Association of British Columbia ("HSA") constitution, the Board of Directors recommends the appointment of the union's auditor to the annual convention which appoints the same.

THEREFORE BE IT RESOLVED: That MNP LLP be confirmed as the union's auditor until the year 2024 Annual Convention.

Submitted by: Board of Directors (Finance Committee)

Committee Recommendation: In favour

37. FINANCE

Carried: ____ Defeated: ____

WHEREAS: The HSABC annual convention is a significant cost paid for by members' dues; and

WHEREAS: Delegates to the HSABC Convention are elected by chapters.

THEREFORE BE IT RESOLVED: That the costs of Health Science Association annual convention be communicated to the general membership and efforts made to reduce expenditures on this event.

Submitted by: Abbotsford Regional Hospital

Committee Recommendation: In favour

38. FINANCE

Carried: ____ Defeated: ____

WHEREAS: The cost of post-secondary education and cost of living are rising, making acquiring education more challenging for members and their dependents; and

THEREFORE BE IT RESOLVED: That Health Sciences Association increase both the number and dollar amount of scholarship and bursaries from \$1500 for full time and \$750 for part time to \$2000 for full time and \$1000 for part time.

Submitted by: BC Cancer Vancouver

Committee Recommendation: In favour

39. FINANCE

Carried: ____ Defeated: ____

WHEREAS: The union has expressed commitment to anti-racism work; and

WHEREAS: The BIPOC Caucus meetings have been held during daytime working hours; and

WHEREAS: Members may not be able to attend day time meetings during their scheduled day of work; and

WHEREAS: Members work a range of shift patterns including evenings and weekends creating varied ability.

THEREFORE BE IT RESOLVED: That Health Sciences Association members scheduled to work during scheduled BIPOC Caucus meetings are able to request union paid leave to participate.

Submitted by: BC Children’s and Women’s Hospital

Committee Recommendation: Opposed

40. FINANCE

Carried: ____ Defeated: ____

WHEREAS: HSA benefits from active member engagement and participation in the democratic and educational processes of the union; and

WHEREAS: HSA has committed to a budget that devotes funding to the purchase of food and drink at Chapter meeting and events; and

WHEREAS: HSA Stewards are required to front the money to purchase meals and supplies then expense the Union for reimbursement; and

WHEREAS: The costs for Chapter meetings at worksites with large membership can easily exceed \$1000 or more and reimbursement may be delayed resulting in a prohibitive financial burden on Stewards; and

WHEREAS: Stewards are not able to accurately predict associated costs to request pay advances from the union.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) shall be directly billed by vendors or will provide Chapters access to an HSA or pre-paid credit card to fund Chapter meeting expenses; and

BE IT FURTHER RESOLVED: That stewards are held accountable and follow established reconciliation processes to ensure proper use of funds.

Submitted by: Children’s and Women’s Hospital

Committee Recommendation: Opposed

41. FINANCE

Carried: ____ Defeated: ____

WHEREAS: Members who work extended shift rotations are currently only able to bank 7.5 hours when attending union education, regional meetings and convention on scheduled days off regardless of the length of their actual shift; and

WHEREAS: Members who work extended shift rotations are compensated for the entirety of their scheduled shift when they attend union events on a scheduled day of work; and

WHEREAS: Members who subsequently access their bank to take union-paid leave on a scheduled day of work experience financial and accrual loss for time that exceeds 7.5 hours

THEREFORE BE IT RESOLVED: That Health Sciences Association members attending a full day of union business on a scheduled day off bank the amount of hours equivalent to their regularly scheduled day of work.

Submitted by: Children’s and Women’s Hospital

Committee Recommendation: In favour

42. FINANCE

Carried: ____ Defeated: ____

WHEREAS: The traditional structure of the family continues to evolve and the ongoing shifts of dependant care varies between culture, community and regions; and

THEREFORE BE IT RESOLVED: That extended dependent care shall be offered while conducting union business. Criteria for extended dependent status shall include pre-registered domesticated animals (pets).

Submitted by: Trans Care BC

Committee recommendation: Opposed

43. FINANCE

Carried: ____ Defeated: ____

WHEREAS: The HSA Report (March 2021) Finance Committee update states that chapters under 50 members have a yearly budget of \$100 and chapters with more than 3000 members have a yearly budget of \$7500; and

WHEREAS: \$100 is not sufficient to provide a meal for up to 50 people; and

WHEREAS: Food at meetings increases accessibility and member engagement.

THEREFORE BE IT RESOLVED: That Health Sciences Association review the budget allocations for chapters and increase amounts to be equitably distributed amongst small and large chapters.

Submitted by: Trans Care BC

Committee Recommendation: In favour

44. FINANCE

Carried: ____ Defeated: ____

WHEREAS: The bargaining and defense funds comprised only $2.7\% + 2.7\% = 5.4\%$ of the HSA budget allocation in 2021; and

WHEREAS: Bargaining and defense play a vital role in ensuring members the best possible contract.

THEREFORE BE IT RESOLVED: That Health Sciences Association allocate additional funds to the BARGAINING AND DEFENSE FUND areas of the budget.

Submitted by: BC Cancer Kelowna

Committee Recommendation: In favour (as amended)

45. GENERAL (Covers 46)

Carried: ____ Defeated: ____

WHEREAS: When discussing resources, proposals and bargaining, it is imperative members have accurate and complete data; and

WHEREAS: No apparent, publicly available breakdown of the membership and their individual professions/classifications (e.g. sonographer, social worker) exists.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) produce a membership breakdown on their website for general membership so as to improve the understanding of the union at large.

Submitted by: Abbotsford Regional Hospital

Committee Recommendation: Opposed

46. GENERAL (Covered by 45)

WHEREAS: informed membership creates a powerful union.

THEREFORE BE IT RESOLVED: That Health Sciences Association provide statistics to members regarding the number of members in each profession. (A membership breakdown).

Submitted by: BC Cancer Kelowna

Committee Recommendation: Covered by 45

47. GENERAL

Carried: ____ Defeated: ____

WHEREAS: The Canadian flag was proclaimed as our national flag in 1965. Maurice Bourget, Speaker of the Senate, said: "The flag is the symbol of the nation's unity, for it, beyond any doubt, represents all the citizens of Canada without distinction of race, language, belief, or opinion"; and

WHEREAS: Since the Trucker Convoy to Ottawa took place last year, the Canadian flag has been used to indicate support of this movement; and

WHEREAS: In order to change this perception, a national, unified plan to return our flag to all the people of Canada will need to take place.

THEREFORE BE IT RESOLVED: That Health Sciences Association work alongside other Canadian labour movement organizations to declare a date and time for all Canadians who wish to, to fly the Canadian flag again in support of all Canadians, without fear of being politically aligned with one group.

Submitted by: Comox Valley Hospital

Committee Recommendation: Opposed

48. GENERAL

Carried: ____ Defeated: ____

WHEREAS: Social Workers have degrees in Social Work and are registered with the BC College of Social Work are trained and maintain high standards of professional practice and are monitored for harm to the public; and

WHEREAS: Social Workers, as defined above, are a unique profession trained to understand family dynamics, to advocate for individual and systemic change; to facilitate and coordinate complex family plans; to support families of children and youth with developmental differences and mental health challenges; and

WHEREAS: Staff working for the federal government, municipal governments, regional districts or boards of education, Indian bands or tribal councils as well as MCFD staff and teachers/researchers at academic institutions can call themselves social workers without a social work degree or being registered with the BC College of Social Workers.

THEREFORE BE IT RESOLVED: That Health Sciences Association advocate to the BC government that the title of social worker be a restricted title.

Submitted by: Queen Alexandra Centre for Children

Committee Recommendation: In favour

49. GENERAL

Carried: ____ Defeated: ____

WHEREAS: HSA devotes funding to “partner” with the BC Lions’ “Be More Than a Bystander” program (<http://endingviolence.org/prevention-programs/be-more-than-a-bystander/>). Players are paid to deliver presentations to classrooms and communicate “that it is ‘cool’ to respect women and the importance of bystanders speaking up to prevent violence against women and girls”; and

WHEREAS: Autonomous/grassroots women’s organizations are experts on strategies to end violence against women and girls and provide direct services to help them escape. Most of these organizations are underfunded. Many offer public education for an honorarium or free of charge; and

WHEREAS: The “Be More” program is a public relations campaign for the BC Lions. It consumes money and social/political space that should be held for women and girls.

THEREFORE BE IT RESOLVED: That Health Sciences Association stop funding the “Be More” program.

Submitted by: BC Children’s and Women’s Hospital

Committee Recommendation: Opposed

50. GENERAL

Carried: ____ Defeated: ____

WHEREAS: Voter turnout for elections and ratifications is low, including the last HSPBA ratification voter turnout of 54.7%; and

WHEREAS: All members are eligible to vote and results are based only on a simple majority of those actually voting.

THEREFORE BE IT RESOLVED: That Health Sciences Association collect and use anonymized demographic data (such as age, gender, profession, region) of who is or is not voting, combined with other sources of information, in order to make informed decisions on organizing and member engagement strategies.

Submitted by: Royal Jubilee Hospital

Committee Recommendation: In favour

51. GENERAL

Carried: ____ Defeated: ____

WHEREAS: In its current format, the union is not able to address the separate concerns of rotational 24 hour shift workers, extended hour workers, and those who are daytime only workers; and

WHEREAS: Some members feel under-represented and that they are unable to vote on priorities that represent their concerns at convention and bargaining; and

WHEREAS: Some members do not believe their priorities are discussed during bargaining and negotiation; and

WHEREAS: Open transparency regarding how many members represent these various roles may be valuable to both members and the union.

THEREFORE BE IT RESOLVED: That the Union publish the statistical analysis of how many members represent rotational 24 hour shift workers, extended hour workers, and those who are daytime only workers in the annual report.

Submitted by: Comox Valley Hospital

Committee Recommendation: Opposed

52. GENERAL

Carried: ____ Defeated: ____

WHEREAS: Several important union meetings, such as regional meetings and lead steward briefings, are currently held in person only; and

WHEREAS: Travelling has become unpredictable and seasonally dangerous during many parts of the year throughout BC. And requiring extra days off to travel can be a barrier to attending union meetings; and

WHEREAS: Secure platforms are available to support meeting virtually while still ensuring privacy during union meetings.

THEREFORE BE IT RESOLVED: That Health Sciences Association CONSIDER virtual attendance AT union meetings, WHERE POSSIBLE such as regional and lead steward meetings, so that members may participate safely from any location.

Submitted by: Kootenay Lake Hospital

Committee Recommendation: In favour (as amended)

53. GOVERNANCE (Covers 54)

Carried: ____ Defeated: ____

WHEREAS: The HSA constitution establishes a formula for determining how delegate status is determined for each Convention; and

WHEREAS: Many Chapters do not organize their full delegate entitlement, potentially limiting the diversity of voice and opinion participating at Convention; and

WHEREAS: Members from smaller Chapters who are activists and/or those who are interested in participating in the democratic processes of the union are arbitrarily denied the financial support necessary to fully participate due to the current delegate status formula.

THEREFORE BE IT RESOLVED: When registration for Convention (annual or special) closes, Health Sciences Association (“HSA”) will identify the number of unfilled potential delegate seats within each Region.

BE IT FURTHER RESOLVED: That the HSA Board of Directors establish an equitable process for determining how unfilled delegate seats will be awarded and present the constitutional language changes in a resolution to the 2024 Convention.

Submitted by: BC Children’s and Women’s Hospital

Committee Recommendation: In favour

54. GOVERNANCE (covered by 53)

WHEREAS: Chapters are given a specified number of people that they may send to Convention, and some sites have more people interested and able to attend than the allotment, while others in the same community are unable to reach their allotment; causing representation of particular regions to be skewed.

THEREFORE BE IT RESOLVED: That unused delegate spaces from one chapter may be submitted to Convention for reallocation within the greater region; thus ensuring that each region has maximum ability to reach their allotment of representatives at Convention.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: Covered by 53

55. GOVERNANCE (Covers 56 and 57) Carried: ____ Defeated: ____

WHEREAS: Elections can be done online in order to allow for 1 member 1 vote, and such is the process for voting on ratification, and selection of Regional Director, but is not the process for selection of president.

THEREFORE BE IT RESOLVED: That the presidential election be moved to an online format following the commencement of Convention in order to allow for 1 member 1 vote. The online system could allow presidential candidate information and recordings of debates at convention to be posted and viewed by all members.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: In favour

56. GOVERNANCE (Covered by 55)

WHEREAS: Delegates who attend the annual Convention in-person are the only members eligible to vote for the Presidential election.

THEREFORE BE IT RESOLVED: That voting opens up to all Health Sciences Association members in the province to be eligible to vote for their new President, via in-person delegates as well as virtual voting for members who are not able to attend Convention.

Submitted by: Royal Inland Hospital

Committee Recommendation: Covered by 55

57. GOVERNANCE (Covered by 55)

WHEREAS: Elected delegates to convention are the only members who are able to participate in the election of the HSA president; and

WHEREAS: Members may not be able to attend convention due to a range of barriers; and

WHEREAS: The union has demonstrated its ability to conduct a large scale virtual vote with participation from the entire membership (ie. the recent ratification vote); and

WHEREAS: All members should have the right to participate in the democratic process of electing their union leadership.

THEREFORE BE IT RESOLVED: That presidential elections be held using a secure online platform; and

BE IT FURTHER RESOLVED: That all members have the ability to vote in the presidential election.

Submitted by: BC Children's and Women's Hospital

Committee Recommendation: Covered by 55

58. GOVERNANCE (Covers 59, 60 and 61)

Carried: ____ Defeated: ____

WHEREAS: Resolutions Committee is tasked with writing comprehensive rationales supporting their committee recommendations; and

WHEREAS: The Board of Directors meets to debate each outstanding resolution and could provide recommendations based on these debates; and

WHEREAS: There is routinely insufficient time at convention for delegates to debate and vote on all submitted resolutions.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) make Resolutions Committee rationales for any outstanding resolutions available to convention delegates; and

BE IT FURTHER RESOLVED: That HSA make rationales from the Board of Directors for any outstanding resolutions available to convention delegates; and

BE IT FINALLY RESOLVED: That Convention delegates electronically vote on any outstanding resolutions within an agreed upon timeline following the adjournment of Convention.

Submitted by: BC Children’s and Women’s Hospital

Committee Recommendation: Opposed

59. GOVERNANCE (Covered by 58)

WHEREAS: HSA has successfully held 2 virtual conventions using a secure electronic voting platform, and

WHEREAS: Resolutions committee members are tasked with writing comprehensive rationales supporting their committee recommendations, and

WHEREAS: There is routinely insufficient time at Convention for delegates to debate and vote on all submitted resolutions.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) make resolutions committee rationales for any outstanding resolutions available to convention delegates; and

BE IT FURTHER RESOLVED: that HSA allow Convention delegates to electronically vote on any outstanding resolutions within an agreed upon timeline following the adjournment of convention.

Submitted by: Richmond Mental Health

Committee Recommendation: Covered by 58

60. GOVERNANCE (Covered by 58)

WHEREAS: HSA has successfully used electronic platforms for various voting opportunities (i.e., voting on regional directors, ratification votes, and voting on resolutions during virtual Conventions; and

WHEREAS: The three-days at Convention are insufficient to debate all of the resolutions that have undergone the correct processes to be eligible for debate on the Convention floor; and

WHEREAS: Convention floor debates are useful but are not necessary to inform the voting delegates about the issue.

THEREFORE BE IT RESOLVED: That Health Sciences Association allow Convention delegates that were selected by their chapters as representatives in resolutions votes at convention to participate in an online vote on outstanding resolutions within an agreed upon timeline in order to (a) respect the process and importance of the thoughtfully submitted resolutions; and (b) not allow the existing disadvantage of there being no opportunity for debate beget further disadvantage by not allowing a fair vote by elected delegates.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: Covered by 58

61. GOVERNANCE (covered by 58)

WHEREAS: High workloads, staffing shortages, shift work and geographical distance play a significant role in members' ability to attend the Convention; and

WHEREAS: The current practice of only allowing delegates to attend Convention to vote on Convention resolutions does not allow all members a voice; and

WHEREAS: The short amount of time that each resolution is given for debate in person at the Convention does not allow for a full discussion of the issue.

THEREFORE BE IT RESOLVED: That all resolutions along with the Resolutions Committee recommendations be provided in an online format; and

BE IT FURTHER RESOLVED: That all interested members may register to access the resolutions and recommendations; and

BE IT FURTHER RESOLVED: That registered members may debate the resolutions in an online format; and

BE IT FINALLY RESOLVED: That registered members may then vote on the resolutions online.

Submitted by: Vancouver General Hospital

Committee Recommendation: Covered by 58

62. GOVERNANCE

Carried: ____ Defeated: ____

WHEREAS: Current practice for unaddressed resolutions from convention is for them to be voted on by the board of directors at their next board meeting, and.

WHEREAS: Individual board members may not have had direct communication with members regarding specific resolutions.

THEREFORE BE IT RESOLVED: That, following convention, the Health Sciences Association send a bulletin or other communication to the membership notifying members of the date that the board of directors will be debating outstanding resolutions and encouraging all members to submit feedback to their regional director.

Submitted by: Richmond Mental Health

Committee Recommendation: In favour

63. GOVERNANCE

Carried: ____ Defeated: ____

WHEREAS: The limit of 150 words for policy resolutions is too restrictive.

THEREFORE BE IT RESOLVED: To increase word limit of resolutions from 150 to 250 words.

Submitted by: BC Cancer Vancouver

Committee Recommendation: Opposed

64. GOVERNANCE

Carried: ____ Defeated: ____

WHEREAS: The current maximum word count for resolutions is 150 words; and

WHEREAS: The whereases are an important part of providing information to members on the issue presented by the resolution; and

WHEREAS: Most HSA members do not attend Convention to hear the debate; and

WHEREAS: All HSA members receive the resolutions in the Convention Report prior to Convention.

THEREFORE BE IT RESOLVED: That the maximum word count for resolutions be increased to 300.

Submitted by: Fraser Canyon Hospital

Committee Recommendation: Opposed

65. GOVERNANCE (Covers 66 and 67)

Carried: ____ Defeated: ____

WHEREAS: Member engagement in union business is vital and resolutions uses terminology that is both dated and intimidating; and

WHEREAS: Many members use English as their second language; and

WHEREAS: Resolutions uses terminology that is both dated and intimidating.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) adopt modern language used in proposal submission; and

BE IT FURTHER RESOLVED: That HSA modernize the process of submitting proposals to an online form that explains in simplified language so as not to exclude members from contributing.

Submitted by: BC Cancer Vancouver

Committee Recommendation: In favour

66. GOVERNANCE (Covered by 65)

WHEREAS: Member engagement in union business is vital; and

WHEREAS: Many members use English as a second language; and

WHEREAS: Resolutions use written terminology that is both dated and intimidating to new participants.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) adopts modern language used proposal submission, or modernizes the process of submitting proposal to an online form that explains in simplified language so as not to exclude members from contributing.

Submitted by: Abbotsford Regional Hospital

Committee Recommendation: Covered by 65

67. GOVERNANCE (Covered by 65)

WHEREAS: There is currently a requirement to submit resolutions in formal language; and

WHEREAS: Members with little or no experience with the union lack the knowledge and skills to understand the formal structuring of resolutions; and

WHEREAS: Removing the requirement for formalized language in resolutions would increase accessibility and member engagement.

THEREFORE BE IT RESOLVED: That Health Sciences Association implement an alternative system for the structuring of resolutions that removes the need for formalized language.

Submitted by: BC Children’s and Women’s Hospital

Committee Recommendation: Covered by 65

68. GOVERNANCE

Carried: ___ Defeated: ___

WHEREAS: Regional Directors represent a large area including multiple sites and do not currently have obligations to attend chapter meetings or complete site visits.

THEREFORE BE IT RESOLVED: That Health Sciences Association mandate a Regional Director must complete site visits or attend chapter meetings (virtually or in-person) at least once per year per site within their district.

Submitted by: Royal Inland Hospital

Committee Recommendation: Opposed

69. GOVERNANCE (Covers 70 and 71)

Carried: ___ Defeated: ___

WHEREAS: Health Sciences Association (“HSA”) uses Bourinot’s Rules of Order during the Annual Convention to structure debate and formalize decisions; and

WHEREAS: Bourinot’s Rules of Order are a colonial construct which have been used to oppress Indigenous peoples in decision making processes; and

WHEREAS: That the HSA is committed to creating and establishing spaces where all members can access and understand means of communication and decision making during the Annual Convention.

THEREFORE BE IT RESOLVED: That in the spirit of decolonization and accessibility, that Health Sciences Association will research, report, and recommend an alternative to Bourinot’s Rules of Order that incorporate common language and collaborative rather than exclusionary pathways to decision making.

Submitted by: Trans Care BC

Committee Recommendation: In favour

70. GOVERNANCE (Covered by 69)

WHEREAS: It is very confusing and intimidating for member to understand Bourinot's Rules of Order during Convention and to understand resolution wording when submitting (e.g. all the whereas!); and

WHEREAS: HSA should be inclusive and accommodating to all backgrounds and levels of education.

THEREFORE BE IT RESOLVED: That Health Sciences Association review alternative methods of wording and procedure that will still allow democratic debate.

Submitted by: Richmond Chapter

Committee Recommendation: Covered by 69

71. GOVERNANCE (Covered by 69)

WHEREAS: HSA conducts an annual convention wherein Chapter delegates debate and endorse resolutions to provide direction to allocation of financial resources, Membership education and the political/social initiatives of the Union; and

WHEREAS: Bourinot's Rules of Order are utilized to structure debate and formalize decisions; and

WHEREAS: Bourinot's Rules of Order are confusing and may be purposefully manipulated to limit/avoid debate and democratic participation by Members who lack technical knowledge regarding the application of the Rules; and

WHEREAS: Bourinot's Rules are a colonial legacy and evidence of institutional racism within the HSA.

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") will research, report and recommend an explicitly anti-racist/decolonization strategy to replace Bourinot's Rules and facilitate consensus and collaboration in the democratic processes of the union.

Submitted by: Children's and Women's Hospital

Committee Recommendation: Covered by 69

72. GOVERNANCE

Carried: ____ Defeated: ____

WHEREAS: The HSA has modified committee structure policies to support more inclusive representation of its diverse membership, and

WHEREAS: Young workers bring a unique and important perspective to conversations about issues facing our membership, and

WHEREAS: Formal young worker committees are making valuable contributions and increasing engagement of young workers across the labour movement, and

WHEREAS: A formalized committee structure will increase the number of young workers involved in union governance.

THEREFORE BE IT RESOLVED: That Health Sciences Association create a Young Workers Committee.

Submitted by: Richmond Mental Health

Committee Recommendation: In favour

73. GOVERNANCE

Carried: ____ Defeated: ____

WHEREAS: Current policy requires that only attendees of the designated steward election chapter meeting can vote in the steward election; and

WHEREAS: Not all members can attend chapter meetings for a range of reasons; and

WHEREAS: All members should have the ability to participate in the democratic process of electing their steward representation.

THEREFORE BE IT RESOLVED: The requirement of attending a chapter meeting to vote in steward elections be removed; and

THEREFORE BE IT FURTHER RESOLVED: That contested steward elections are conducted using a virtual format and that voting links are distributed to all members at the chapter.

Submitted by: BC Children's and Women's Hospital

Committee Recommendation: Opposed

74. GOVERNANCE

Carried: ____ Defeated: ____

WHEREAS: Steward elections are held every year; and

WHEREAS: Stewards need time to acquaint themselves with the demands of the job, and steward elections are costly in terms of time and money.

THEREFORE BE IT RESOVED: That steward elections be held every two years; and

BE IT FURTHER RESOLVED: That steward elections allow for remote (electronic) voting.

Submitted by: BC Cancer Victoria

Committee Recommendation: Opposed

75. GOVERNANCE

Carried: ____ Defeated: ____

WHEREAS: Article 15 of the constitution is in place to assist a “member who has reasonable grounds to believe that another member has violated any Obligation or Responsibility provided for in this Constitution”; and

WHEREAS: The Article 15 process may be confusing, time consuming and overwhelming for members; and

WHEREAS: The Article 15 process requires updating to meet the needs of members.

THEREFORE BE IT RESOLVED: The Health Sciences Association (“HSA”) review and revise Article 15 of the constitution with the input from but not limited to: Board, staff, legal counsel (inner and/or outside), Trial Committee members, past complainants and others that have been involved with the process; and

BE IT FURTHER RESOLVED: The HSA complete the revision to be voted on by members at the 2024 Convention.

Submitted by: Child Development Centre of Prince George

Committee Recommendation: In favour

76. GOVERNANCE

Carried: ____ Defeated: ____

WHEREAS: HSABC has successfully held Convention both in-person and virtually in the past; and

WHEREAS: It can be difficult for people to attend in-person due to many different personal and work-related reason.

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC alternate holding Convention one year in-person and one year virtually.

Submitted by: Penticton Regional Hospital

Committee Recommendation: Opposed

77. GOVERNANCE

Carried: ____ Defeated: ____

WHEREAS: HSA will be going back to the bargaining table prior to the end of the 2022-2024 Collective Agreements and soliciting bargaining proposals from members; and

WHEREAS: Member engagement is important and input/feedback into the bargaining proposals is key to a successful campaign; and

WHEREAS: Collecting bargaining proposals from members through in-person or virtual Chapter Meetings alone can be a limiting factor for some and often doesn't promote a thoughtful exchange of ideas amongst a diverse group of people.

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") look to use alternative means to solicit member input, such as <https://my.thoughtexchange.com/> where bargaining proposal ideas can be shared, viewed, and ranked by membership as a whole prior to submitting them to the Bargaining Conference.

Submitted by: Royal Jubilee Hospital

Committee Recommendation: Opposed

78. GOVERNANCE (Covers 79)

Carried: ____ Defeated: ____

WHEREAS: Not all resolutions put forward by the chapters are discussed and voted upon; and

WHEREAS: Debate and discussion of resolutions is the intent and business of convention; and

WHEREAS: Committee reports are presented in written form; and

WHEREAS: We have limited amount to debate resolutions.

THEREFORE BE IT RESOLVED: That the focus of Convention be to address all resolutions before any other activities; and

BE IT FURTHER RESOLVED: That the Resolutions Committee is asked to recommend prior to start of each convention a minimum amount of time is allocated to debate of resolutions (ex. 2/3 to 3/4 of convention).

Submitted by: Comox Valley Hospital

Committee Recommendation: Opposed

79. GOVERNANCE (Covered by 78)

WHEREAS: Not all resolutions put forward by the chapters are discussed and voted upon; and

WHEREAS: Debate and discussion of resolutions is the intent and business of Convention;

WHEREAS: Committee reports are presented in written form; and

WHEREAS: We have limited amount to debate resolutions.

THEREFORE BE IT RESOLVED: That the focus of Convention to be to address all resolutions before any other activities; and

BE IT FURTHER RESOLVED: That the Resolutions Committee is asked to recommend prior to the start of each Convention a minimum amount of time is allocated to debate of resolutions (e.g. 2/3 or 3/4 of Convention).

Submitted by: Nanaimo Regional General Hospital

Committee Recommendation: Covered by 78

80. GOVERNANCE

Carried: ____ Defeated: ____

WHEREAS: The Canadian Charter of Rights and Freedoms protects all individuals; and

WHEREAS: The Human Rights Code of Canada/BC protects the rights of all individuals and the Labour Relations Code of Canada / Labour Relations Code BC protects all individuals.

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) Board of Directors and staff ensure the articles of the Constitution, policies adopted, procedures and practices implemented do not supersede our protected rights and freedoms as British Columbians.

Submitted by: Vancouver General Hospital

Committee Recommendation: In favour

81. GOVERNANCE

Carried: ____ Defeated: ____

WHEREAS: HSA’s office is located on unceded Indigenous territory; and

WHEREAS: HSA members live and work on diverse Indigenous territories across BC; and

WHEREAS: HSA’s Constitution does not include a land acknowledgment.

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) will add a land acknowledgement to HSA’s Constitution and do so with Indigenous consultation.

Submitted by: Eagle Ridge Hospital

Committee Recommendation: In favour

82. HEALTH HUMAN RESOURCES

Carried: ____ Defeated: ____

WHEREAS: Acute shortages exist within the BC healthcare system; and

WHEREAS: Recruitment and retention are issues that need to be addressed.

THEREFORE BE IT RESOLVED: That Health Sciences Association will lobby the government to better allocate resources in order to recruit and retain healthcare workers in the province.

Submitted by: Eagle Ridge Hospital

Committee Recommendation: In favour

83. HEALTH HUMAN RESOURCES

Carried: ____ Defeated: ____

WHEREAS: BC Cancer intends to grow significantly with the construction of additional Cancer Centers; and

WHEREAS: These centers will need to hire new radiation therapists to perform cancer treatments at these centers; and

WHEREAS: There is currently a shortage of radiation therapists within the province with 50 FTE vacancies.

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the ministries of health and advanced education to continue to expand training opportunities for ALL HEALTH SCIENCE PROFESSIONALS, INCLUDING radiation therapists, AND SOCIAL SERVICES PROFESSIONALS, within the province.

Submitted by: BC Cancer Kelowna

Committee Recommendation: In favour (as amended)

84. HEALTH HUMAN RESOURCES

Carried: ____ Defeated: ____

WHEREAS: Healthcare and related (i.e. ECE) vacancies are outstripping the rate of program graduates; and

WHEREAS: There is pressure to recruit and train professionals faster than was previously accepted (i.e. an ECE can now graduate with a 10 month certificate rather than a two year diploma); and

WHEREAS: Training programs and/or qualifications are being altered to meet the demand for staff.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the provincial government, regulatory bodies and training institutions to ensure that current education is leading to qualified and prepared professionals entering healthcare and related professions; and

BE IT FURTHER RESOLVED: That HSA be an advocate for the maintenance and advancement of professional standards across HSA disciplines.

Submitted by: Queen Alexandra Centre for Children

Committee Recommendation: In favour

**Composite 1. HEALTH HUMAN RESOURCES
(Covers 85, 86, 87, 88 and 89)**

Carried: ____ Defeated: ____

WHEREAS: The Ministry of Children and Family Development has announced plans to create Family Connection Centres across the province which “will provide a one stop location for support, therapy and information for children and families with support needs”; and

WHEREAS: The centres elected by the BC Government to serve as “pilot sites” for the Family Connection Centres include sites that are single service providers and thus do not offer multi-disciplinary services; and

WHEREAS: Comprehensive services already exist and are provided through accredited Child Development Centres throughout BC; and

WHEREAS: The services provided by the Family Connection Centres should include but not be limited to: Infant Development Programs, Early Intervention Services, Physical Therapy, Occupational Therapy, Speech Language Therapy, Clinical Counselling, Behaviour Intervention Therapy, Supported Child Development Services.

THEREFORE BE IT RESOLVED: That the Health Sciences Association (HSA) will lobby the Ministry of Children and Family Development (MCFD) to ensure Family Connection Centres (FCC) contracts are awarded to accredited agencies with comprehensive teams that can offer multi-disciplinary services to children and families, and

BE IT FURTHER RESOLVED: That the HSA lobby the MCFD to ensure that the FCC agencies are non-profit, public organizations such as Child Development Centres; and

BE IT FURTHER RESOLVED: That the HSA hold the provincial government accountable to their commitment to accessible services for all children, regardless of their diagnosis or age, and that these services be delivered by regulated allied health professionals; and

BE IT FINALLY RESOLVED: The HSA lobby the MCFD that any further rollout of FCCs include criteria that does not allow sub-contracting to for profit, private clinics.

Submitted by: Resolutions Committee

Committee Recommendation: In favour

85. HEALTH SERVICES (Covered by Composite 1)

WHEREAS: The Ministry of Children and Family Development (MCFD) has announced plans to create pilot Family Connections Centres or “hubs” across the province which “will provide a one stop location for support, therapy and information for children and families with support needs” and CDCs were told there would be more time and consultation; and

WHEREAS: One pilot program contract was awarded to a non-union facility instead of the established Child Development Centre (Starbright) taking jobs from approx. 60 members; and

WHEREAS: Many current service providers are HSA members and will be impacted by this change.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) advocate and lobby Ministry of Children and Family Development (“MCFD”) to ensure contracts are provided to existing accredited Child Development Centres; and

BE IT FURTHER RESOLVED: That HSA advocate and lobby MCFD to ensure contracts are provided to existing accredited Child Development Centres.

Submitted by: Child Development Centre of Prince George

Committee Recommendation: Covered by Composite 1

86. HEALTH SERVICES (Covered by Composite 1)

WHEREAS: Early Intervention services are critical for the well-being and development of children with support needs; and

WHEREAS: Best practice and family-centred care is for all EIT therapists to work in the same organization so they can provide coordinated and collaborative care for the child; and

WHEREAS: Existing public child development centres have long-term therapeutic relationships with the families and children they serve; and

WHEREAS: Starbright CDC (Kelowna) lost the contract to provide EIT services in the new Family Connection Centre pilot project and the pilot project host organization (ARC) has job postings to sub-contract OT and SLP to private company Meridian and PT to private company KidsPhysio.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the Ministry of Children and Family Development (“MCFD”) to ensure child development services are delivered by non-profit, public organizations such as child development centres; and

BE IT FURTHER RESOLVED: That HSA lobby MCFD for the reinstatement of Starbright’s contract and that any further roll out of Family Connection Centres include criteria that do not allow sub-contracting to for-profit private clinics.

Submitted by: Centre for Child Development

Committee Recommendation: Covered by Composite 1

87. HEALTH SERVICES (Covered by Composite 1)

WHEREAS: The government of BC is selecting organizations to transition into Family Connection Centres and have already selected programs that include some that are a combination of privately owned, for-profit (or contracting out to for-profit agencies for specific services), not unionized.

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the government to select only organizations that are non-profit, and are government funded, and are unionized.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: Covered by Composite 1

88. HEALTH SERVICES (Covered by Composite 1)

WHEREAS: The centres selected by BC government to serve as “pilot sites” for Family Connection Centres include sites that are stand-alone service providers and thus do not offer multi-disciplinary services, while these types of multi-service child development centres do exist and successfully function to serve a diverse population of clients.

THEREFORE BE IT RESOLVED: That the sites considered for transition into Family Connection Centres only be agencies with comprehensive teams that can offer multi-disciplinary service to children and families.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: Covered by Composite 1

89. HEALTH SERVICES (Covered by Composite 1)

WHEREAS: Pilot Family Connection Centre sites have been announced with concerning repercussions on services for children with disabilities, including subcontracting services to private agencies; and

WHEREAS: The premier of BC has assured families that “they’ll get the services they need regardless of that child’s diagnosis”; and

WHEREAS: Comprehensive services already exist and are provided through Child Development Centres around BC; and

WHEREAS: Concerns are being raised here that the new FCC model will not increase or improve services for families.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) hold the provincial government accountable for their commitment to accessible, publicly funded and publicly provided services for all children, regardless of their diagnosis or age; and

BE IT FURTHER RESOLVED: That HSA advocate for these services to be provided by a comprehensive team of regulated Allied Health professionals.

Submitted by: Queen Alexandra Centre for Children

Committee Recommendation: Covered by Composite 1

90. HEALTH SERVICES

Carried: ____ Defeated: ____

WHEREAS: There are existing working groups for Family Connection Centres, but the dissemination of information, ability to join or participate in these groups, and transparency around their outcomes is limited only to a specific group of people (and who that group includes is not public knowledge).

THEREFORE BE IT RESOLVED: The information about who was approached to join this working group, who participates in the group work, what they work on, and what the outcomes of their work be shared with all members and all chapters who aim to be considered for transition into Family Connection Centres.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: Opposed

91. HEALTH SERVICES

Carried: ____ Defeated: ____

WHEREAS: Families with diverse abilities often lack the resources and supports to care for their psychological and emotional needs, and clinical counselling has been demonstrated to alleviate stress, prevent burnout, build resiliency, and promote healthy parenting and relationships.

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the Ministry for Children and Family Development and the Ministry of Health to include clinical counselling services—for children and family members—as an integral part of the Family Connection Centre model.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: In favour

92. HEALTH SERVICES

Carried: ____ Defeated: ____

WHEREAS: There are no publicly funded psychological services that support all minors with diverse abilities; and

WHEREAS: Developmental Disability Mental Health (“DDMH”) services only support people aged 14 years and older with an intellectual developmental disorder and a mental health disorder; and

WHEREAS: DDMH is extremely difficult to access; and

WHEREAS: Child and Youth Mental Health (CYMH) only supports 0-18 with mental health assessment/treatment (does not support children with diverse abilities).

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the Ministry of Children and Family Development and the Ministry of Health to:

1) advocate for policy to demand collaborative practice between Child and Youth Mental Health, Developmental Disability Mental Health and Family Connection Centres, and

2) significantly increase funding for counselling services for all children with diverse abilities.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: In favour

93. HEALTH SERVICES

Carried: ____ Defeated: ____

WHEREAS: There are no parenting supports available for parent/caregivers with Fetal Alcohol Spectrum Disorder (“FASD”) or intellectual abilities (i.e., adult/parent clients of Community Living British Columbia (“CLBC”)); and

WHEREAS: Child Development Centres can only support parents/caregivers who also have children diagnosed with FASD and other complex developmental and/or behaviour disorders; and

WHEREAS: Parents/caregivers of children who have been diagnosed with FASD and other complex developmental and/or behaviour disorders tend to require support for the duration of active services.

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the Ministry of Children and Family Development and the Ministry of Health to significantly increase funding to parenting support via Community Living BC and the Family Connection Centre model so parents OF CHILDREN WITH FETAL ALCOHOL SPECTRUM DISORDER have ongoing access to parenting supports.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: In favour (as amended)

94. HEALTH SERVICES

Carried: ____ Defeated: ____

WHEREAS: There is currently a government push for affordable childcare; and

WHEREAS: There is high demand for childcare and limited available spaces in daycare programs; and

WHEREAS: The number of children with diverse needs being excluded from attending daycare programs without one-to-one support by supported child development workers; and

WHEREAS: Funding for supported child development workers is limited; and

WHEREAS: This has led to families to face challenges returning to work because they don't have childcare.

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the government to allocate funds to allow for more FTE availability for supported child development (1-1 workers) and for more funding from the Ministry of Children and Family Development so that childcare can be accessible to all children regardless of needs.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: In favour

95. HEALTH SERVICES

Carried: ____ Defeated: ____

WHEREAS: Kidney Disease affects 1 in 10 people in BC, and those with End Stage Kidney Disease will need life sustaining treatment (dialysis); and

WHEREAS: BC dialysis patients require accessible and affordable transportation to treatment, or it can lead to imminent physical harm or death; and

WHEREAS: Existing transportation services such as public bus, Handydart, SNT and Health Connections are limited and therefore not sufficient to support all dialysis patient's transportation needs.

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") lobby the Ministry of Health and Ministry of Transportation/Infrastructure to improve transportation in BC's multiple health regions so that equitable access to dialysis is available, and special consideration is given to programs in rural areas requiring intercity transportation; and

BE IT FURTHER RESOLVED: That HSA lobby the Ministry of Health and Ministry of Transportation/Infrastructure to consult with the renal programs in BC's health regions to develop a transportation network that meets the needs of all dialysis patients.

Submitted by: Abbotsford Regional Hospital

Committee Recommendation: In favour

96. HEALTH SERVICES

Carried: ____ Defeated: ____

WHEREAS: British Columbia is in the midst of a public health emergency: fatal toxic drug overdoses. Toxic drug poisoning deaths have reached an all-time high, putting strain on our healthcare system and disproportionately affecting our most vulnerable populations; and

WHEREAS: In November 2022 the BC Select Standing Committee on Health recommended in their report, that the provincial government provide “funding for an expanded affordable and accessible continuum of housing options for individuals at all stages of substance use, including supportive housing programs that provide wraparound supports, and develop a toolkit of best practices for supportive housing initiatives to ensure success and community support.”

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the federal and provincial governments in support of the recommendations contained in the *Closing Gaps, Reducing Barriers: Expanding the Response to the Toxic Drug and Overdose Crisis* report by the BC Select Standing Committee on Health.

Submitted by: CMHA BC Victoria Office

Committee Recommendation: In favour

97. HEALTH SERVICES

Carried: ____ Defeated: ____

WHEREAS: The BC government has invested in the creation of addiction and mental health services (i.e. the Foundry) in a number of populated regions of the province in response to the opioid crisis; and

WHEREAS: Evidence based practice suggests that trauma and attachment issues are correlated to both the aforementioned issues; and

WHEREAS: There continues to be a lack of services for children and their families in regards to trauma and attachment.

THEREFORE BE IT RESOLVED: That the Health Sciences Association renew their campaign for the BC Government to create Infant Mental Health Clinics in CDCs, focusing on attachment work and trauma-based counselling.

Submitted by: Queen Alexandra Centre for Children

Committee Recommendation: In favour

98. HEALTH SERVICES

Carried: ____ Defeated: ____

WHEREAS: As of March 2021, the Yukon Territories is leading in public health care coverage for gender-affirming care within Canada; and

WHEREAS: The provision of hormones and gender-affirming procedures are not cosmetic and are life-saving for many gender diverse people.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will lobby the provincial government to improve provincial health care coverage for gender-affirming care, based on the Yukon Territories’ framework adopted in 2021 and ensure adequate training for medical professionals; and

BE IT FURTHER RESOLVED: That the HSA will advocate, with allied movements where appropriate, for additional unrestricted resources for gender-affirming care for those requiring access to care at an older age and in remote and Northern communities: e.g. transportation and accommodation costs.

Submitted by: Trans Care BC

Committee Recommendation: In favour

99. HEALTH SERVICES

Carried: ____ Defeated: ____

WHEREAS: Community Occupational and Physical Therapists provide a crucial public service by improving their client’s quality of life, keeping people out of acute care hospitals, allowing their clients to get out of hospitals sooner, and reducing the burden of care on families and home support services; and

WHEREAS: Community Occupational and Physical Therapists can’t keep up with the number of referrals from hospitals, primary care providers, and family members; and

WHEREAS: This leads to increased clients’ pain and suffering, and to increased costs for clients, their families and taxpayers.

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC, with BCGEU and CUPE, lobby the provincial government to increase the number of public Occupational and Physical Therapist positions in the community.

Submitted by: Fraser Canyon Hospital

Committee Recommendation: In favour

100. HEALTH SERVICES

Carried: ____ Defeated: ____

WHEREAS: Recent events in the USA have galvanized anti-abortion organizations to take actions towards limiting, restricting, and/or outright banning access to abortion services even in Canada; and

WHEREAS: Access to abortion is an important part of reproductive healthcare; and

WHEREAS: Access to abortion widely varies across Canada and is heavily dependent on province and proximity to an urban centre.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”), through the BC Federation of Labour and the Canadian Labour Congress (“CLC”), lobby the provincial and federal governments to remedy the lack of availability, and address the lack of funding for administration for abortion services; and

BE IT FURTHER RESOLVED: That HSA, through the CLC, lobby the federal government to follow through with their platform commitment to develop an information portal on sexual and reproductive health and rights.

Submitted by: Board of Directors (Women’s Committee)

Committee Recommendation: In favour

101. HEALTH SERVICES

Carried: ____ Defeated: ____

WHEREAS: Waitlists for children referred to early intervention services are growing due to population surges in small communities and provincial funding does not match the changes in population growth.

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the provincial government to increase funding to early intervention services to match the growth in communities.

Submitted by: Comox Valley Child Development Association

Committee Recommendation: In favour

102. JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

Carried: ____ Defeated: ____

WHEREAS: Some Health Sciences Association (“HSA”) members may have mobility concerns or health issues that may prohibit them from participating in rallies, marches or other events; and

WHEREAS: We want to remove barriers and increase participation at all HSA events; and

WHEREAS: HSA promotes equity, diversity and inclusion.

THEREFORE BE IT RESOLVED: That Health Sciences Association explore providing MEMBERS WITH MOBILITY CONCERNS OR HEALTH ISSUES an alternate mode of transportation in order to participate in rallies and marches associated with Convention or other HSA events.

Submitted by: St. Paul’s Hospital

Committee recommendation: In favour (as amended)

103. JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

Carried: ____ Defeated: ____

WHEREAS: Equity deserving groups, including (but not limited to) BIPOC and the 2SLGBTQIA+ community are under-represented at all levels of government; and

WHEREAS: Political engagement and training is a shared priority of the labour movement.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) explore opportunities to work with the BC Federation of Labour, labour councils, and through NUPGE and the CLC, for HSA members to access training and education opportunities for equity-deserving members to run for political office and develop their leadership skills.

Submitted by: Board of Directors (Political Action Committee)

Committee Recommendation: In favour

104. JUSTICE, EQUITY, DIVERSITY, AND INCLUSION (Covers 105)

Carried: ____ Defeated: ____

WHEREAS: The Penal Code in Iran restricts the rights of all women in Iran, including mandatory hijab laws and under-equality in matters of marriage, divorce, custody, inheritance and more. In the Fall of 2022, a 22-year-old woman named Mahsa Jina Amini was killed in police custody after being arrested by Iran’s “morality police.” This galvanized an unarmed revolt in protest of these laws; and

WHEREAS: The uprising of unarmed Iranian women in protests since September 16, 2022 is the largest women-initiated and organized act of civil disobedience recorded in recent history; and

WHEREAS: Supporters and allies are being arrested and summarily executed by the Iranian Regime; and

WHEREAS: These human rights abuses require continued action and condemnation.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to show solidarity with Women-Life-Freedom movement; and HSA continue to work with our allies and federal government to condemn the Iranian regime.

Submitted by: Board of Directors (Women’s Committee)

Committee Recommendation: In favour

105. JUSTICE, EQUITY, DIVERSITY, AND INCLUSION (Covered by 104)

WHEREAS: 22-year-old Mahsa Amini died in police custody after being arrested by Iran’s “morality police” for failing to properly cover her hair; and

WHEREAS: A rising toll of protesters, including children, have been killed by Iranian authorities in nation-wide protests; and

WHEREAS: United Nations member states voted to oust Iran from the UN Commission on the Status of Women (“CSW”), the foremost intergovernmental body tasked with protecting women’s rights and promoting gender equality.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) stand in solidarity with organizations that support Iranian women.

Submitted by: Vancouver General Hospital

Committee Recommendation: Covered by 104

106. JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

Carried: ____ Defeated: ____

WHEREAS: HSA has a system for members to submit grievances; and

WHEREAS: Some grievances might relate to racism and related discrimination; and

WHEREAS: Collecting data on racism and discrimination is aligned with the objectives of the BC Anti Racism Data Act.

THEREFORE BE IT RESOLVED: That HSA will develop a data collection mechanism to find out how many grievances involve instances of racism and related discrimination (for example, having a section or checkbox in the grievance submission form where members can indicate if the grievance is related to racism and related discrimination).

Submitted by: Eagle Ridge Hospital

Committee Recommendation: In favour

107. JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

Carried: ____ Defeated: ____

WHEREAS: HSA uses a Western-Nuclear/Eurocentric definition of “family” in its processes (including bargaining) and this definition is not culturally inclusive.

THEREFORE BE IT RESOLVED: That Health Sciences Association revise its definition of “family” in order to be more inclusive (with consideration to all equity seeking groups) as it pertains to important features of union inclusion.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: In favour

108. JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

Carried: ____ Defeated: ____

WHEREAS: Systemic discrimination is a barrier for inclusion for members and prospective members; and

WHEREAS: Employers are often unaware of their policies, hiring, and promoting practices; and organizational cultures are often steeped in systems of oppression and discrimination; and

WHEREAS: Systemic discrimination and racism exists in all aspects of our society, including within our unions and workplaces.

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) will undertake a process to identify and address systems of discrimination, oppression, and racism within its own policies, practices, and procedures; and

BE IT FURTHER RESOLVED: That HSA will encourage chapters to undertake their own processes with guidance from HSA to identify and address systems of discrimination, oppression, and racism to create more inclusive and supportive workplaces.

Submitted by: Trans Care BC

Committee Recommendation: In favour

109. JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

Carried: ____ Defeated: ____

WHEREAS: According to Yellowhead Institute and Indigenous Watchdog, only 11 of the 94 Calls to Action by the Truth and Reconciliation Commission have been completed in the seven years since their release; and

WHEREAS: The provincial and federal governments continue to perpetrate colonial and racist violence against First Nations, Inuit, and Metis persons through the RCMP and the courts.

THEREFORE BE IT RESOLVED: That the Health Sciences Association will, with the BC Federation of Labour and the Canadian Labour Congress, call upon the provincial and federal governments to commit to completing the remaining Calls to Action of the Truth and Reconciliation Commission.

Submitted by: Trans Care BC

Committee Recommendation: In favour

110. JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

Carried: ____ Defeated: ____

WHEREAS: All HSA Labour Relations Officers need to have a critical understanding of the complexities and nuances of racism and its manifestations; and

WHEREAS: Grievances put forward by members might encompass instances of explicit and implicit racism; and

WHEREAS: Having such grievances mishandled can perpetuate further harm to the member.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will explore having processes to respond effectively to grievances dealing with racism and related discrimination through consultation with specialized staff position(s) to respond to these grievances or allowing affected members to consult with a committee of diverse HSA members (such as the Racial Justice Committee) to get a second opinion.

Submitted by: Eagle Ridge Hospital

Committee Recommendation: In favour

111. JUSTICE, EQUITY, DIVERSITY, AND INCLUSION

Carried: ____ Defeated: ____

WHEREAS: HSA provides members and staff education opportunities; and

WHEREAS: the benefits of member and staff education are well understood; and

WHEREAS: members and staff can benefit from additional opportunities to learn about issues pertaining to racial awareness.

THEREFORE BE IT RESOLVED: that Health Sciences Association will continue to provide funding for education of members and staff regarding racial awareness issues and the historical and ongoing impacts of structural racism.

Submitted by: Eagle Ridge Hospital

Committee Recommendation: In favour

112. LABOUR RELATIONS

Carried: ____ Defeated: ____

WHEREAS: LRO and Classifications LRO workloads are very high; and

WHEREAS: Timely responses from LROs can ensure member's rights are upheld.

THEREFORE BE IT RESOLVED: That Health Sciences Association work to support LRO staff to ensure timely member supports, be it through the hiring of additional LROs, support staff, or optimization of internal processes, or whatever additional methods deemed suitable.

Submitted by: BC Cancer Agency Kelowna

Committee Recommendation: In favour

113. LABOUR RELATIONS

Carried: ____ Defeated: ____

WHEREAS: HSA seeks to advance member rights, safety and dignity through enforcement of Collective Agreements, member education and the establishment of Union policies and procedures; and

WHEREAS: HSA Labour Relations benefits from perspectives, information and analysis from the front-line workers; and

WHEREAS: HSA currently lacks a formal process to recruit, train and employ members as Labour Relations professionals; and

WHEREAS: HSA used to have a "Super Steward" program and other unions such as HEU, currently have a "Servicing Internship for Members" recruitment and training program.

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") establish a formal internship program for members; and

BE IT FURTHER RESOLVED: That HSA actively recruit, train, and hire HSA members as interns to facilitate development of skills / experience required to seek regular employment as HSA Labour Relations professionals.

Submitted by: Children's and Women's Hospital

Committee Recommendation: Opposed

114. MEMBER SERVICES

Carried: ____ Defeated: ____

WHEREAS: Extended health benefits are no longer addressed through the bargaining process and are now negotiated by the Joint Health Sciences Benefit Trust (JHSBT); and

WHEREAS: Members have not been given clear direction on how to influence changes to their extended benefits; and

WHEREAS: The direction provided to members has been to email the Trustees with feedback individually which does not appear to carry significant influence; and

WHEREAS: Members should have a clearly defined process for directing priorities for extended health benefits.

THEREFORE BE IT RESOLVED: That a clear process be created and communicated to the membership that outlines how to give members a voice in the distribution of funds within the Joint Health Sciences Benefit Trust (JHSBT).

Submitted by: BC Children's and Women's Hospital

Committee Recommendation: In favour

115. MEMBER SERVICES

Carried: ____ Defeated: ____

WHEREAS: Health Sciences Association ("HSA") members' benefits are currently the Joint Health Sciences Benefit Trust and thus no longer part of the bargaining process, but there is a lack of communication to members when they contact the trust regarding proposed changes; and

WHEREAS: Members' benefits have had no changes in recent years despite feedback provided by members.

THEREFORE BE IT RESOLVED: That the Joint Health Sciences Benefit Trustees be required to make a yearly report out to members on changes that have been brought forward, what they are doing with the trust, and how they are planning to move forward in the future.

Submitted by: Royal Jubilee Hospital

Committee Recommendation: In favour

116. MEMBER SERVICES

Carried: ____ Defeated: ____

WHEREAS: HSA is a part of the Health Sciences joint benefits trust and benefit plan, changes are no longer part of the bargaining process and no substantial changes have been made to benefits since the trust was formed.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will work with trust partners, in consultation with members, to modify the benefits available to members, and

BE IT FURTHER RESOLVED: That HSA will commit to implementing these changes prior to the expiration of our current Collective Agreement.

Submitted by: BC Cancer Vancouver

Committee Recommendation:

117. MEMBER SERVICES

Carried: ____ Defeated: ____

WHEREAS: Many members struggle to attend their local Chapter meetings due to schedule conflict, short staffing issues etc.; and

WHEREAS: Each department does not have its own steward; and

WHEREAS: High workloads and short staffing do not allow time for most stewards to discuss what was said at the Chapter meetings with their coworkers; and

WHEREAS: Current methods are not successful at disseminating information to members; and

WHEREAS: An informed membership is an engaged membership.

THEREFORE BE IT RESOLVED: That Chapter meetings be recorded and that Health Sciences Association (“HSA”) create a secure platform that members can log into to watch these recorded meetings.

Submitted by: Vancouver General Hospital

Committee Recommendation: Opposed

118. MEMBER SERVICES

Carried: ____ Defeated: ____

WHEREAS: Participation in rural and remote chapters is low; and

WHEREAS: There are very few stewards at rural/remote sites; and

WHEREAS: Meetings are most well attended during work hours.

THEREFORE BE IT RESOLVED: That Health Sciences Association resource member engagement for rural/remote chapters and members.

Submitted by: Sunshine Coast Chapter

Committee Recommendation: In favour

119. MEMBER SERVICES

Carried: ____ Defeated: ____

WHEREAS: Members rely on HSA staff to provide guidance and support on issues affecting them; and

WHEREAS: Some of these issues are time sensitive; and

WHEREAS: Members' emails to staff are frequently left unanswered within a reasonable time-frame; members are unsure whether their email has been received.

THEREFORE BE IT RESOLVED: That Health Sciences Association staff provide response to emails within 7 days or send confirmation that they have received the email.

Submitted by: CMHA BC Victoria Office

Committee Recommendation: In favour

120. MEMBER SERVICES Carried: ____ Defeated: ____

WHEREAS: In the spirit of collaboration and inclusion, providing equal access to Regional Meeting, Convention and Education for all members of HSA; and

WHEREAS: BC is a large province with multiple factors to limit travel to the lower mainland; and

WHEREAS: The cost of travel, food and accommodations is large when members are coming from all parts of BC; and

WHEREAS: The use of virtual participation options could help to increased participation and inclusion with small and rural chapters.

THEREFORE BE IT RESOLVED: Health Sciences Association explore the feasibility of providing a platform to allow both in-person and virtual attendance to Regional Meeting, Convention and Education all the time.

Submitted by: Queen Victoria Hospital

Committee Recommendation: In favour

121. MEMBER SERVICES

Carried: ____ Defeated: ____

WHEREAS: HSA members describe a lack of public awareness/appreciation of our union and work; and

WHEREAS: HSA members do not have a way to increase our visibility and express our union identity at our worksite and in our communities; and

WHEREAS: The trade union movement utilizes union-branded clothing (t-shirts, hoodies, vests, jackets, toques and hats) and other materials to demonstrate Union membership, solidarity and convey information regarding political and/or social justice campaigns.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will explore establishing an on-line store, similar to the Hospital Employees Union “Boutique,” where HSA Members can purchase union-branded sustainably sourced clothing and other materials at low cost.

Submitted by: BC Children’s and Women’s Hospital

Committee Recommendation: In favour

122. MEMBER SERVICES

Carried: ____ Defeated: ____

WHEREAS: Member participation in collective agreement ratification votes is vital; and

WHEREAS: HSA has demonstrated successful use of electronic voting methods.

THEREFORE BE IT RESOLVED: That Health Sciences Association continue to host future collective agreement voting sessions in a digital format.

Submitted by: BC Cancer Kelowna

Committee Recommendation: In favour

123. OCCUPATIONAL HEALTH AND SAFETY

Carried: ____ Defeated: ____

WHEREAS: Mental health issues continue to be a significant concern for many workers; and

WHEREAS: Many workers feel unprepared to deal with issues of mental health in the workplace; and

WHEREAS: Psychological injuries and physical injuries must be treated with the same urgency and concern; and

WHEREAS: HSA values mental health education and encourages members to utilize resources available in order to support themselves and others with mental health issues;

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the provincial government and the WCB to amend the Occupational Health and Safety Regulation to obligate the employer to have at least one certified mental health first aid attendant at each work site where an Occupational First Aid attendant is required.

Submitted by Board of Directors (OHS Committee)

Committee Recommendation: In favour

124. OCCUPATIONAL HEALTH AND SAFETY

Carried: ____ Defeated: ____

WHEREAS: There are now separate Joint Occupational Health and Safety Committees (JOHS) for Lab and Medical Imaging (“MI”), separate from each other and separate from the JOHS Committee for the rest of the hospital; and

WHEREAS: In small hospitals this separation isolates the Lab and MI Occupational and Safety worker reps from the support and learning that was available when part of the large Committee.

THEREFORE BE IT RESOLVED: That that Health Sciences Association of BC investigate the effect the separation of the Lab and Medical Imaging Joint Occupational Health and Safety Committees (JOHS) from each other and from the JOHS Committee for the rest of the hospital has on the Lab and MI worker reps and on the functioning of the three JOHS Committees in small hospitals.

Submitted by: Fraser Canyon Hospital

Committee Recommendation: In favour

125. OCCUPATIONAL HEALTH AND SAFETY

Carried: ____ Defeated: ____

WHEREAS: There has been an increased strain on all health care providers over the past number of years resulting in both physical and mental breakdown; and

WHEREAS: This has led to burnout, increase use of sick time and a decrease staff retention.

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the government to have the employers provide on-site health and wellness facilities like work-out gyms at all worksites for the staff to utilize.

Submitted by: Surrey Memorial Hospital

Committee Recommendation: Opposed

126. POLITICAL ACTION

Carried: ____ Defeated: ____

WHEREAS: There are severe health care and community social service professional shortages across Canada; and

WHEREAS: Ontario is expanding funding for free tuition for professions in shortage, in exchange for working in the region they studied for 2 years; and

WHEREAS: Rising cost of living is impeding the affordability of post-secondary training.

THEREFORE BE IT RESOLVED: That HSA lobby the Minister for Post-Secondary Education and Future Skills to expand provincial grant or tuition relief for specialized health and community social service professionals.

Submitted by: Board of Directors (Political Action Committee)

Committee Recommendation: In favour

127. POLITICAL ACTION

Carried: ____ Defeated: ____

WHEREAS: The BC government passed the Voluntary Blood Donations Act in 2018 to prohibit organizations from paying donors for blood and plasma donations; and

WHEREAS: On September 7, 2022 Canadian Blood Services (“CBS”) CEO Graham Sher announced that CBS had signed a deal with the Spanish pharmaceutical company Grifols to collect blood plasma from domestic donors; and

WHEREAS: Grifols pays blood plasma donors in many markets; and

WHEREAS: Health Coalitions across the country have been vocal critics of this deal and champions of voluntary blood and blood plasma donation.

THEREFORE BE IT RESOLVED: That Health Sciences Association work with the BC and Canadian Health Coalitions to encourage the BC government to maintain its opposition to paid plasma and in doing so increase the number of publicly-funded voluntary blood plasma donation sites to increase voluntary blood and blood plasma donations.

Submitted by: Board of Directors (Political Action Committee)

Committee Recommendation: In favour

128. POLITICAL ACTION

Carried: ____ Defeated: ____

WHEREAS: Cambie Surgeries CEO Brian Day launched this constitutional challenge to public health care in BC in 2009 after he learned his private for-profit surgical clinics were going to be audited by the BC Government. An audit later revealed that Day's clinics had overcharged patients by almost half a million dollars in just 30 days; and

WHEREAS: Cambie Surgeries Corporation is seeking to allow physicians, investors, and the insurance industry to profit from health care; and

WHEREAS: The BC Court of Appeal in July 2022 upheld the BC Supreme Court decision to dismiss all claims made by Cambie Surgeries Corporation in that provisions of the Medicare Protection Act do not violate the Charter of Rights and Freedoms; and

WHEREAS: The Cambie Surgeries Corporation is seeking leave to appeal at the Supreme Court of Canada;

THEREFORE BE IT RESOLVED: That HSA continue opposition to the Cambie Surgeries Corporation and its appeal to the Supreme Court and maintain its support for the BC Health Coalition.

Submitted by: Board of Directors (Political Action Committee)

Committee Recommendation: In favour

129. POLITICAL ACTION

Carried: ____ Defeated: ____

WHEREAS: In March 2022 the federal Liberal and NDP entered into a Supply and Confidence Agreement to work together and implement policies such as a dental care program, universal and national Pharmacare, and tabling a Safe Long-Term Care Act for seniors; and

WHEREAS: If a conservative party were elected progressive policies would not be a priority; and

WHEREAS: If an early election were called, there would be insufficient time for implementation of progressive policies.

THEREFORE BE IT RESOLVED: That Health Sciences Association will work with the BC Federation of Labour, NUPGE, and CLC to advocate for the completion of healthcare policies detailed in the Supply and Confidence agreement - including a dental care program, universal and national Pharmacare program, and a safe long term care act for seniors – before a federal election is called.

Submitted by: Board of Directors (Political Action Committee)

Committee Recommendation: In favour

130. POLITICAL ACTION

Carried: ____ Defeated: ____

WHEREAS: BC is the only province in Canada where you can still buy tobacco products in the same shop as a pharmacy; and

WHEREAS: Pharmacies promote health and well-being but tobacco products are toxic, disease-causing products. It is unethical for a healthcare business to profit from the sale of cigarettes, a leading cause of preventable death in Canada today; and

WHEREAS: There are approximately 1000 retail pharmacies in BC, roughly half of which are pharmacist-owned and operated stores which have made the laudable decision not to sell cigarettes. The others, primarily larger chain stores, have not made this commitment. Organizations such as the British Columbia Lung Association, the Heart and Stroke Foundation, Canadian Cancer Society, and BC Clean Air Coalition, have called for this prohibition.

THEREFORE BE IT RESOLVED: That Health Sciences Association work with the BC Federation of Labour (“BCFL”) to lobby the BC Government to prohibit the sale of tobacco products where a pharmacy is located and put forward this resolution to the 2024 BCFL Convention.

Submitted by: Board of Directors (Political Action Committee)

Committee Recommendation: In favour

131. POLITICAL ACTION

Carried: ____ Defeated: ____

WHEREAS: Childcare is a concern for HSA members. HSA supports the \$10 a day childcare plan. There is a lack of qualified Early Childhood Educators and Supported Child Development professionals to support the increased spaces initiated by the BC government.

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) continue to lobby the government to expand its childcare plan to universal access \$10 per day childcare for all childcare spaces in BC; and

BE IT FURTHER RESOLVED: That HSA continue to lobby the government to expand its childcare plan to include more advanced education seats for early childhood educators to fill the increased staffing needs.

Submitted by: Board of Directors (Women’s Committee)

Committee Recommendation: In favour

132. POLITICAL ACTION

Carried: ____ Defeated: ____

WHEREAS: Correcting the opiate over-prescription problem has led to unintended consequences where women, especially Black and Indigenous women are more likely to have their pain symptoms dismissed; and

WHEREAS: Pain can significantly impact a person's quality of life; and

WHEREAS: Pain can be a sign of serious health issues.

THEREFORE BE IT RESOLVED: That Health Sciences Association hold a public-facing awareness campaign about believing women in pain.

Submitted by: Board of Directors (Women's Committee)

Committee Recommendation: In favour

133. POLITICAL ACTION

Carried: ____ Defeated: ____

WHEREAS: Transportation and infrastructure is the responsibility of the provincial governments; and

WHEREAS: All members of HSA should have the ability to travel safely in their own region and throughout the province; and

WHEREAS: All citizens of the lower mainland of BC were significantly impacted by the floods that caused major highway damage which cut off supply chains to the rest of Canada, and

WHEREAS: Citizens in the interior of BC have this occur on a regular basis in both the winter and summer due to vehicle accidents.

THEREFORE BE IT RESOLVED: That Health Sciences Association work with the BC Ministry of Transportation and Infrastructure to finish the safety work to widen the twin Highway 1 from Kamloops to BC-AB Border.

Submitted by: Queen Victoria Hospital

Committee Recommendation: Opposed

134. POLITICAL ACTION

Carried: ____ Defeated: ____

WHEREAS: British Columbians are entering the 7th year of public health emergency related to the overdose crisis and toxic drug supply, and

WHEREAS: The number of deaths due to overdose continues to rise year over year and has led to a measured decrease in life expectancy for British Columbians; and

WHEREAS: Despite efforts to address this crisis with an emphasis on harm reduction and access to treatment services, an average of 6 people per day continue to die of preventable overdose due to a highly toxic illegal drug supply.

THEREFORE BE IT RESOLVED: That the HSA will lobby all levels of government to urgently provide British Columbians who use drugs with access to a safe supply in an effort to decrease the number of fatal overdoses in our province.

Submitted by: Richmond Mental Health

Committee Recommendation: In favour

135. POLITICAL ACTION

Carried: ____ Defeated: ____

WHEREAS: The members of HSA have been dealing with a lengthy pandemic and increasing stress on the health providers due to workload; and

WHEREAS: There has been an increase in workplace related injuries, especially mental health injuries, and

WHEREAS: An employee off on a WCB related injury is not made 100% whole in lost wages, shift differentials, statutory pay and vacation accrual.

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the government to have WCB wage coverage be increased to 100% throughout the claim and, that upon return to work, employees have vacation entitlement as if they worked while off on an accepted WCB claim.

Submitted by: Surrey Memorial Hospital

Committee Recommendation: In favour

136. POLITICAL ACTION

Carried: ____ Defeated: ____

WHEREAS: HSA members do not always have options for alternatives for transportation to their worksite; and

WHEREAS: Being at work on time is critical, and parking is limited.

THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the government to have employers provide enough staff-only parking at the worksite.

Submitted by: Surrey Memorial Hospital

Committee Recommendation: Opposed

137. POLITICAL ACTION

Carried: ____ Defeated: ____

WHEREAS: Bill C-36 criminalized sex work, and

WHEREAS: Criminalization of sex work increases health and safety risks for sex workers; and

WHEREAS: Criminalization of sex work and stigma surrounding sex work, decreases sex workers ability to access health care services; and

WHEREAS: In 2015, the Liberal Party of Canada promised to repeal Bill C 36 – which they called a “bill that puts people at risk.” Seven years later, they have done studies and produced reports that state – the health and safety of workers is at increased risk under this bill.

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) will lobby the provincial government to provide increased funding for frontline organizations across BC that deliver peer-led and person-centered programming to support sex workers; and

BE IT FURTHER RESOLVED: That the HSA will lobby the provincial government to provide funding toward the provincial Bad Date and Aggressor Reporting system.

Submitted by: Trans Care BC

Committee Recommendation: In favour

138. POLITICAL ACTION

Carried: ____ Defeated: ____

WHEREAS: Reconciliation is a necessary and important goal in the fight for social and economic justice; and

WHEREAS: Indigenous People's stewardship of the land pre-dates the establishment of colonial administration and is rooted in traditional forms of law and leadership, including Hereditary Chiefs; and

WHEREAS: The Supreme Court of Canada recognized in the Delgamuukw decision, the sovereignty of Indigenous nations and the authority of Hereditary Chiefs, as the legal representatives of their nations.

THEREFORE BE IT RESOLVED: That the Health Sciences Association will lobby the provincial government and through the BC Federation of Labour and the Canadian Labour Congress, the federal government to resolve disputes over the use of Indigenous territory without the use of force and in a manner that respects and honors the sovereignty of Indigenous nations, the authority of Hereditary Chiefs, the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission Calls to Action and the spirit of true reconciliation.

Submitted by: Trans Care BC

Committee Recommendation: In favour

139. POLITICAL ACTION

Carried: ____ Defeated: ____

WHEREAS: Provincial governments across Canada are contemplating and implementing private surgical centres.

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") encourage the provincial government to continue increasing public sector surgical and imaging capacity, as well as scaling up public solutions, as part of helping to shift away from private medical imaging and surgical centres that undermine public health care.

BE IT FURTHER RESOLVED: That HSA will work with the BC Health Coalition on this issue.

Submitted by: Board of Directors (Political Action Committee)

Committee Recommendation: In favour

COMPOSITE 2 (Covers 140, 141, 142, 143) Carried: ____ Defeated: ____

WHEREAS: Providing access to housing is the responsibility of both the provincial and federal government; and

WHEREAS: There is a severe shortage of affordable rental, co-op, and market housing in BC; and

WHEREAS: Lack of affordable housing is a serious deterrent to recruiting and retaining health science and social services professionals; and

WHEREAS: There is a dire need to provide housing solutions for those who live in tent cities or live in their vehicles; and

WHEREAS: Initiatives such as regulated rentals, vacancy control, and limiting real estate investment trusts could help the situation; and

WHEREAS: Canadian speculators buy up homes and then let them sit empty until they can sell them for a profit.

THEREFORE BE IT RESOLVED: That the Health Sciences Association (HSA) work with the National Union of Public and General Employees (NUPGE), the BC Federation of Labour (BCFL) and the Canadian Labour Congress (CLC) to lobby all levels of government to develop a comprehensive housing strategy that would include affordable housing for different income levels, regulated rentals, vacancy control and review policies related to real estate investments across BC; and

BE IT FURTHER RESOLVED: That HSA work with the NUPGE, BCFL, and labour councils to lobby the provincial and municipal governments and BC Housing to have viable long term housing plans in place for the residents of tent cities, before dismantling said tent cities.

Submitted by: Resolutions Committee

Committee Recommendation: In favour

140. POLITICAL ACTION (Covered by Composite 2)

WHEREAS: Providing access to housing is the responsibility of both the provincial and federal governments; and

WHEREAS: There is a well-documented housing crisis in many areas of BC which is affecting staffing of remote and rural community hospitals due to housing being unavailable or financially unattainable due to vacation resorts; and

WHEREAS: Families are unable to access and/or afford suitable housing in a community where they have the offer of employment.

THEREFORE BE IT RESOLVED: That HSA work with the National Union of Public and General Employees and the BC Federation of Labour to advocate for the funding and creation of more affordable housing.

Submitted by: Queen Victoria Hospital

Committee Recommendation: Covered by Composite 2

141. POLITICAL ACTION (Covered by Composite 2)

WHEREAS: There is a severe shortage of affordable rental, co-op and market housing in BC; and

WHEREAS: Local Canadian speculators buy up homes and then let them sit empty until they sell them for a profit; and

WHEREAS: Recent federal laws seem to target “foreign” buyers but don’t do anything to curtail local Canadian speculators; and

WHEREAS: Lack of affordable housing is a serious deterrent to recruiting and retaining Health Science Professionals to and in our communities.

THEREFORE BE IT RESOLVED: That HSABC lobby the provincial and federal governments to develop a housing strategy that would cover housing for different income levels, needs, and tenures, and stop all speculators from leaving homes empty just to make a profit.

Submitted by: Fraser Canyon Hospital

Committee Recommendation: Covered by Composite 2

142. POLITICAL ACTION (Covered by Composite 2)

WHEREAS: Lack of affordable housing is a well-documented issue in BC and disproportionately affects marginalized populations; for example, the Ministry of Children is allowing parents and families to live in cars or under bridges in the Okanagan due to the housing shortage and lack of foster homes; and

WHEREAS: There is a need to create safe alternate community space for those who by necessity live out of vans, cars and campers and do not have access to housing; and

WHEREAS: Initiatives such as regulated rentals, vacancy control, and limiting real estate investments trusts could help with the situation.

THEREFORE BE IT RESOLVED: That HSA will lobby the government for affordable housing, regulated rentals, vacancy control, and a review of policies related to real estate investments trusts across BC.

Submitted by: Eagle Ridge Hospital

Committee Recommendation: Covered by Composite 2

143. POLITICAL ACTION (Covered by Composite 2)

WHEREAS: Many HSA members support clients with no fixed address living in tent cities; and

WHEREAS: The affordable housing crisis continues to place barriers on housing disabled individuals living without homes anywhere in the city; and

WHEREAS: Many of these individuals find safety, security, and community from living in tent cities.

THEREFORE BE IT RESOLVED: That HSA lobby the provincial government, BC Housing, and local police agencies to discontinue the practice of disrupting and dismantling the tent cities in BC, and instead reallocating the resources required for same to develop long-term housing solutions.

Submitted by: Richmond Mental Health

Committee Recommendation: Covered by Composite 2

144. RESEARCH

Carried: ____ Defeated: ____

WHEREAS: Housing in British Columbia is expensive and is a barrier to both recruitment and retention of health professionals; and

WHEREAS: HSA has acknowledged that housing is a challenge that requires action from all levels of government; and

WHEREAS: We do not have data specific to the housing situations and struggles of HSA members and without data it is difficult for the union to lobby on behalf of members.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will identify a mechanism through which to survey HSA membership to determine the housing circumstances for members and how many members are at risk of attrition from their region or from health care employment related to housing concerns; and

BE IT FURTHER RESOLVED: That this data be collected in such a way as to reflect the demographic and career stage of HSA members in order to identify future retention and recruitment concerns.

Submitted by: Richmond Mental Health

Committee Recommendation: In favour

145. STEWARD RESOURCES (Covers 146 and 147)

Carried: ____ Defeated: ____

WHEREAS: The role of the steward is important to how the union works; and

WHEREAS: New stewards could benefit from the body of knowledge of experienced stewards; and

WHEREAS: Even experienced stewards often encounter new types of grievances; and

WHEREAS: Stewards from across the province don't currently have a way to share valuable expertise with each other.

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") consider creating a secure Slack (or similar channel) for stewards to use to ask questions, ask for advice/help, or ask for support from each other. Discussion of cases/grievances would only use anonymized data so privacy would be protected.

Submitted by: Vancouver General Hospital

Committee Recommendation: In favour

146. STEWARD RESOURCES (Covered by 145)

WHEREAS: The role of a steward is important to how the union works; and

WHEREAS: New stewards could benefit from the body of knowledge of experienced stewards; and

WHEREAS: Even experienced stewards often encounter new types of grievances; and

WHEREAS: Stewards from across the province don't currently have a way to share valuable expertise with each other.

THEREFORE BE IT RESOLVED: That Health Sciences Association consider creating a secure Slack (or similar) channel for stewards to use to ask questions, ask for advice/help, or ask for support from each other. Discussion of cases/grievances would only use anonymized data so privacy would be protected.

Submitted by: BC Cancer Vancouver

Committee Recommendation: Covered by 145

147. STEWARD RESOURCES (covered by 145)

WHEREAS: The role of a steward is important to how the union works; and

WHEREAS: New stewards could benefit from the body of knowledge of experienced stewards; and

WHEREAS: Even experienced stewards often encounter new types of grievances; and

WHEREAS: Stewards from across the province don't currently have a way to share valuable expertise with each other.

THEREFORE BE IT RESOLVED: That Health Sciences Association consider creating a secure Slack (or similar) channel for stewards to use to ask questions, ask for advice/help, or ask for support from each other. Discussion of cases/grievances would only use anonymized data so privacy would be protected.

Submitted by: Comox Valley Hospital

Committee Recommendation: Covered by 145

148. STEWARD RESOURCES Carried: ____ Defeated: ____

WHEREAS: Stewards can struggle with the exact legal wording of a grievance; and

WHEREAS: Many grievances are similar across chapter and the province.

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") create a searchable database of grievance language with examples and templates available for stewards on the portal.

Submitted by: Nanaimo Regional General Hospital

Committee Recommendation: In favour

149. STEWARD RESOURCES

Carried: ____ Defeated: ____

WHEREAS: Stewards are often asking the same question and are challenged with the same contract interpretations; and

WHEREAS: The same situations occur across chapters.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) develop a simple, searchable, moderated forum, on the steward portal, that can be used for research, communication and engagement between HSA steward and HSA staff.

Submitted by: Nanaimo Regional General Hospital

Committee Recommendation: Opposed

150. STEWARD RESOURCES (covers 151) Carried: ____ Defeated: ____

WHEREAS: HSABC contract agreements and terms have been signed by the Union; and

WHEREAS: Repeated grievances by the HSABC Union stewards and LROs on the same issues are made throughout BC; and

WHEREAS: We are one HSABC Union for the purpose of strength, support and shared knowledge; and

WHEREAS: HSABC members work, environments and health are affected by procedures and grievances; and

WHEREAS: HSABC Union members at some sites do not have Union Stewards to gather information about the Collective Agreement.

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (“HSABC”) create an online database and record of its Union members grievances and results of the grievances to allow for knowledge sharing and clarification of its contract agreements; and

BE IT FURTHER RESOLVED: That HSABC maintains member confidentiality and privacy when posting grievance descriptions online.

Submitted by: Penticton Regional Hospital

Committee Recommendation: Opposed

151. STEWARD RESOURCES (covered by 150)

WHEREAS: HSABC contract agreements and terms have been signed by the union;
and

WHEREAS: Repeated grievances by the HSABC Union stewards and LRO's on the same issues are made throughout BC; and

WHEREAS: We are one HSABC Union for the purpose of strength, support, and shared knowledge; and

WHEREAS: HSABC member work environments and health are affected by grievance procedures; and

WHEREAS: HSABC union members at some sites do not have union stewards to gather information from about the collective agreement.

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC ("HSABC") create an online database and record of members grievances and results of the grievances to allow for knowledge sharing and clarification of its contract agreements; and

BE IT FURTHER RESOLVED: That HSABC maintains member confidentiality and privacy when posting grievance descriptions online.

Submitted by: Comox Valley Hospital

Committee Recommendation: Covered by 150

152. STEWARD RESOURCES

Carried: ____ Defeated: ____

WHEREAS: We as members need more accountability, continuity, consistency and availability from LROs; and

THEREFORE BE IT RESOLVED: That mechanisms are put in place to reduce transfers and turn-over of LROs; and

BE IT FURTHER RESOLVED: That mechanisms are put in place to improve communication about grievance status updates between LROs and stewards; and

BE IT FINALLY RESOLVED: That a schedule of covering LROs is made readily available to stewards on the portal.

Submitted by: BC Cancer Vancouver

Committee Recommendation: Opposed

153. STEWARD RESOURCES

Carried: ____ Defeated: ____

WHEREAS: HSA does not supply steward teams with computers or tablets for work with confidential mobile work.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) supply the steward teams with ONE tablet per site to be shared amongst the stewards with a secure HSA internet connection, to comply with confidentiality concerns while performing steward tasks on the hospital computers owned by the employer.

Submitted by: Royal Inland Hospital

Committee Recommendation: Opposed

154. STEWARD RESOURCES

Carried: ____ Defeated: ____

WHEREAS: Members are trained not to conduct union business using the employer's email system; and

WHEREAS: HSA has provided stewards with access to a union email and steward portal; and

WHEREAS: The current software for the steward portal and email platform is outdated, frequently glitches and is not user friendly.

THEREFORE BE IT RESOLVED: That Health Sciences Association update or implement new software to provide a user friendly, reliable system for stewards to create grievance files, send emails and conduct union business.

Submitted by: BC Children's and Women's Hospital

Committee Recommendation: In favour

155. STEWARD RESOURCES

Carried: ____ Defeated: ____

WHEREAS: Some sites have FTE available for steward positions, other sites have difficulty filling steward positions because members do not have adequate worktime to fulfill occupational and steward responsibilities.

THEREFORE BE IT RESOLVED: That Health Sciences Association revise its organization of FTE for steward work to allow for 0.01 FTE (one paid day per month) for sites with more than 100 members; thus ensuring that steward work and member orientation is completed.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: Opposed

156. STEWARD RESOURCES

Carried: ____ Defeated: ____

WHEREAS: HSA runs a yearly program known as the Core Member Engagement Team (“CMET”); and

WHEREAS: The goals, budget, and success rate of this program are not publicly known to the HSA membership; and

WHEREAS: Participants in the CMET program have provided feedback that the program lacks direction.

THEREFORE BE IT RESOLVED: That Health Sciences Association conduct a review of the CMET program and determine a clear strategic direction for the program that ensures the program has meaningful and attainable goals; and

THEREFORE BE IT FURTHER RESOLVED: That the program considers how to measure the quality and impact of the interventions and look beyond numerical data; and

THEREFORE BE IT FINALLY BE RESOLVED: That the results of the review and program budget be published to the membership.

Submitted by: Children’s and Women’s Hospital

Committee Recommendation: In favour

157. STRATEGIC PLANNING

Carried: ____ Defeated: ____

WHEREAS: HSABC does not have valid and reliable measurements of performance;
and

WHEREAS: HSABC has no system in place for monitoring or overseeing
organizational performance; and

WHEREAS: Without best practice governance structures, we have no idea how
efficiently or effectively our resources (staff and \$30M dues revenues) are being
managed; and

WHEREAS: We have excellent staff working on our behalf and we would appreciate
valid evidence to celebrate their accomplishments; and

WHEREAS: Improved governance structure would focus the Board's work towards
common, agreed upon goals.

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC ("HSABC")
develop and provide to Delegates before convention each year, an annual Service Plan
that:

- Sets out the priorities of the Board for the next two years
- Identifies specific objectives and performance measures, including performance
targets that are based on the strategic priorities as outlined in the Strategic Plan;
and
- Compares actual results with targets identified in the previous years' Service Plan.

Submitted by: Cowichan & District Hospital

Committee Recommendation: Opposed

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