

# 2024 Annual Report





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# Executive Reports

# Report of the President

Looking back at the work done by our union in the past year, I think we can be proud of many things. But there is one thing that stands out in particular.

In December, 163 employees of the Reach Child and Youth Development Society took part in a vote on their future.

They were working in diverse professions – as early childhood educators, speech language pathologists, behavioural consultants, supported childhood development consultants, occupational therapists, infant development consultants, respite caregivers – all working as a team to support families of children and youth with support needs in Delta, Surrey and Langley.

They worked long hours to care for the people who depend on them, but they knew they needed to do more. Issues in the workplace were affecting the care they were providing, were affecting each of them, individually and as a team.

So they organized. They worked for months, supported by HSA's organizing team, to talk with colleagues and bring them together in common purpose.

And on December 14, they voted 81% in favour of unionizing.

Mandip Sidhu, an infant development program consultant at Reach who played a leading role in the organizing drive, said it best.

“The more connected we are across our many programs, the stronger we can be for ourselves, our families, and our communities. The vote to join HSA is just the starting point for addressing issues in our workplace. Through this process we've recognized that when we work together, we all benefit.”

We're excited to welcome our new colleagues. This is a remarkable group of caring workers who I had the pleasure of meeting this past February. And I believe that their vote in December was not just about their own future.

It was about all of our futures. A future that looks brighter when we work together.

These are challenging times.

The global crisis in health care continues as we struggle with long-term effects of the pandemic and the crushing workloads arising from the ongoing shortage of specialized professionals.

Our society seems more polarized, more divided each day. Misunderstanding, misinformation, and resentment boil over, too often stoked by those who sow outrage as a way to make a quick buck or win a few votes.

In times like these we need to remember the importance of solidarity. Of working together, uniting for a common purpose.

Like our new members from Reach.

And with that, let's look at what we have achieved, by working together, since we last gathered.

Negotiation of the best possible collective agreements is of course the major focus of our union, and while the year leading up to the last convention was dominated by negotiating historic gains in all our agreements, the year since then has seen considerable focus on the implementation of these gains.

Of particular note is the redesign of the classifications system for most of our membership covered by the HSPBA collective agreement. This is something for which the union has been pushing for over a decade, and it is a very big deal.

Your wage is determined by your classification. Your classification is determined by the profession you belong to, and the level of duties and responsibilities of your job. A good classification system keeps pace with the ever-changing ways in which the health care system is structured and delivers care. It also ensures that your role in that system is clearly recognized

and that you are paid appropriately for the work you do.

The current classification structures are mostly unchanged since 1990, even though your work has become more complex and acute. In some cases, there aren't enough classification or pay levels, leaving some professions without recognition for the work they do. In other cases, members are paid less than colleagues in other professions, even though they perform work of the same scope and level of responsibility.

The bottom line is this: while the health care system has become much more complex in the last thirty years, and continues to evolve, the system that determines your rate of pay has not kept up.

We spent a decade urging previous governments to stop kicking the can down the road on this. This government, to their credit, responded to our efforts and the achievement of this plan was a big win in the last round of negotiations.

Work on implementing these changes began last fall. It will be a long process, continuing through this year and into early 2025 when the new classifications system will take effect.

It has required a lot of work by thousands of members who have used an online tool developed by HSA to help them assess the job description and classification profile match provided by the employer. As was expected, there are a lot of mismatches, and HSA staff will be helping members through the next steps.

We know that some issues remain and have raised them with the employer; some may need to be addressed through the bargaining process. But the significant achievement is that we now have a modernized framework that applies to all of our professions, and this will make adjustments less contentious than in the past.

I want to thank you, HSA members, for your patience through this process to date, and in the year ahead as we work together to iron out the wrinkles that inevitably result from such a huge change. But it will be worth it. Improvements to the classifications system will recognize advanced practice work and supervisory work in the same manner for every profession, resulting in a fair and equitable system that uniformly applies to all professions.

Some progress is achieved at the bargaining table, others in direct discussions with government.

Just over a year ago, HSA members working at Starbright Child Development Centre in Kelowna received word that the contract for the government's new Family Connection Centre pilot project would go not to them – a trusted non-profit with decades of community experience and expertise on hand – but to a small for-profit operation without the staff or expertise needed to do the job.

This was devastating news for the HSA members of Starbright, and the families who depend on them. The CDC would have to close, putting sixty union members out of work.

HSA, along with the families affected and the wider community, went directly to the government to express our deep concern and seek a solution. And a solution was found.

The government found new funding to keep the doors open at Starbright, helping keep our members on the job and helping support kids with disabilities in the Kelowna area.

But there remains a concern that this could happen again.

HSA has been persistent in explaining the negative impact of the Starbright decision, the result of government procurement policies which are decades out of date. We've met with and made submissions to the Ministry of Children and Family Development, providing recommendations on the future of the Family Connection Centre model, and to government as a whole, arguing that the rules that work for buying SkyTrain parts don't work when selecting care providers for health and social services.

And we are amplifying these efforts, as always, through the expertise and dedication of the membership. Both as part of the ongoing Constituency Liaison program, and through public consultations on support programs for children and youth with support needs, front-line members with direct perspective on the impact of shortages and underfunding are helping keep this issue alive with the decision-makers in Victoria. We are talking with members in the sector as we prepare our submission to government, due this fall.

In November, members of your elected Board of Directors joined forces with members serving in the Constituency Liaison program to bring important issues to elected officials in Victoria during our first Lobby Day since before the pandemic. While the Constituency Liaison program does excellent work bringing key issues to the attention of Members of the Legislative Assembly of all parties all year round, the Lobby Day elevated visibility of these issues by bringing together frontline members and key cabinet ministers to discuss shortages, wait lists, recruitment and training, and occupational health and safety matters.

The crushing workload arising from dire shortages of specialized health and social service professionals remains the most pressing topic of discussion with government. And the union is engaging at every level – Constituency Liaisons, board members, senior leadership – and at tables with the employer and senior government representatives.

But 2024 is an election year – certainly in British Columbia, and possibly at the federal level as well. That means opportunity and risk. Opportunity to increase visibility of the issues that matter to our professions, and to vote for parties that will move us in the right direction on health care and community social services. But this year also brings risk that parties which want to take us in the wrong direction – more privatization, cuts to programs – might gain traction or even get into government at the provincial or national level.

Political action is therefore going to be a significant focus this year, with the union encouraging members to learn more about the issues, get involved in sharing their concerns, and above all, turn up on voting day.

At the federal level HSA will be working closely with NUPGE, the national union representing 425,000 public and general workers across Canada, to do the same. Through our work with NUPGE, HSA has been part of the push to create the just-announced national pharmacare program, and call for a search of Manitoba landfills for the remains of Morgan Harris and Mercedes Myran and other Indigenous women. Through our work with the Canadian Labour Congress we've called on the federal government to make life more affordable for working people, and we've helped achieve anti-scab legislation in Canada, banning replacement workers that prolong strikes, increase conflict and ultimately undermine the negotiating progress.

With an increasingly polarized political landscape in Canada, unions and union members will play a key role in pushing back against what seems like a wave of intolerance, and a growing rejection of the science behind the climate crisis.

We're seeing a concerning trend of political groups scapegoating trans kids and adults. Labour has an important role to play in defending the rights of trans and gender diverse people in the workplace and in our communities – we must continue to stand together against anti-trans hate.



Last September, as anti-2SLGBTQIA+ rallies were held across Canada, HSA joined other unions, civil society groups, and thousands of ordinary Canadians in condemning these actions and the significant rise of hate speech – last year alone Statistics Canada data showed a 64 per cent increase in hate crimes targeting individuals over their sexual orientation.

And with the terrible brutality of the conflict in Gaza, we're seeing an increase in antisemitism and anti-Islamic hate speech and incidents of violence. Through NUPGE, the union has joined the call to stop the killing, enforce international law, and seek solutions to provide Israelis and Palestinians with lasting peace, security, and a future for their children.

In negotiating the most recent contracts, our union achieved some important gains in making our workplaces more tolerant, more inclusive, and more welcoming. And HSA's Equity, Diversity, and Inclusion team is continuing this progress, working hard on the Indigenous specific elements of the contracts, in consultation with HSA's newly established Indigenous Circle.

Elsewhere in this report, you will read about the impressive volume of work our equity, diversity, and inclusion team has been doing. This year, HSA conducted a major survey of discrimination in the workplace, seeking to better understand the demographics of the union and member experience of workplace inclusion and belonging, but also exploring

difficult subjects like workplace racism, ableism, transphobia, and homophobia. Over 2100 HSA members across all professions and regions participated. Many shared personal accounts of how discrimination affects them, and provided compelling evidence that current policies are not working well enough.

The results, which were shared at regional meetings last fall, show that we have much more work to do in making the workplace more inclusive. And at a time when retention of specialized health and community social service professionals is so critically important, these findings cannot be ignored. It's an important call for more solidarity among members, more bystander intervention, revisions to complaint processes, and negotiations to achieve greater accountability for polices on workplace respect.

And while there seems to be growing rejection of science and the urgent need to act on the climate crisis, last summer many of us felt terrible stress as BC experienced the most destructive wildfire season ever recorded. We know that many HSA members were under orders to evacuate, and that some members lost their homes. Sadly, we also know that the coming fire season may be even worse.

It has become a very unfortunate tradition for the Board of Directors to establish an emergency relief fund to assist members forced from their homes due to evacuation orders. Last summer the fund was initially

established at \$20,000. But it became quickly apparent that the need was much greater, and the Board tripled the union's commitment to support members with a \$500 financial contribution per affected HSA household impacted by an evacuation order. The Board felt it was important to support members using our collective capacity to help those in need. But we know that is not a strategy. It is a humanitarian reaction.

As a board we have had many discussions about the best way to support members and communities affected by climate change, and have established a Climate Change fund seeded with \$10,000.

More important is our continued participation in climate change-focused work of the labour movement at the provincial and national levels.

It's troubling to think of the challenges in our world – the climate crisis, and the sense that voices of intolerance and division are winning on so many fronts.

Whenever I get the chance, I meet with members at worksites across the province. In the last few months I've talked to members on the Island working at Royal Jubilee, Victoria General and Saanich Peninsula hospitals. In the Fraser Valley, Region 7 Board Member Sarah Kooner and I met with members at Abbotsford Regional Hospital and Fraser Canyon Hospital in Hope. I was also able to meet with members at Starbright Child Development Centre (CDC) in Kelowna and Penticton

Regional Hospital along with Region 8 Board Member Heath McLeod. I've also attended meetings with members at St. Paul's Hospital, Vancouver General Hospital and BC Cancer (Vancouver). Most recently, I was on the Sunshine Coast at Sechelt Hospital and the long-term care facility at Totem Lodge.

These conversations fill me with hope.

When we put away our phones, turn off the feed of frightening content, and give our whole attention to the people right in front of us, the world seems very different. It seems better. Much better.

Everywhere I go, I meet people who are dedicated to helping others. Who serve their patients, their clients, their co-workers, and communities with a commitment that is inspiring. I see people who – despite heavy workload and mental exhaustion at work, and the need to care for their own families – achieve amazing things every day by helping move things forward and pull people together.

It's solidarity. And it's not just an old-fashioned notion. It's what all of us are wired to do; to find connection and work together as a community. But it can be a struggle to remember this when technology platforms and political leaders can make so much money and win so many votes by driving us apart.

One more thing about solidarity. It doesn't mean that we agree on everything. In fact, it's the opposite. It's about working together despite differences. It's about uniting – across different professions, across different

backgrounds, across different beliefs –  
to achieve that which benefits all of us.

In my three short years as President  
of your union, we have been through  
massive change. And there is more to  
come. I am proud to take this path with  
you and look forward to the future we  
are making together.

Respectfully submitted,  
Kane Tse  
President

# Report of the Executive Director, Legal Services and Labour Relations

The year since our last convention has been transformative in many ways. The HSA has launched some of the most groundbreaking challenges we have ever undertaken. Coming out of the years dominated by the concerns and innovations which accompanied the pandemic, we looked for new opportunities to achieve workplace results reflecting our members' desire for lifestyle choices which would bring both greater flexibility and job opportunities as well as optimize wages.

Our work has resulted in frequent interaction with the Ministry of Health and the health authorities as we continue to work towards development of the strongest strategies possible. This year we have worked to improve recruitment and retention, promote the elimination of barriers for equity-seeking members, bring unionization to the unorganized, provide the best outcomes for our classification review, administer millions of dollars to promote professional development, protect our members with strong disability management, and demand stronger occupational health and safety protection in the workplace.

I have been presenting a report on the work of the union for several years, and this poem by Rumi often comes to mind when I have opportunity to reflect on the work that often, in the moment, seems frustratingly slow.

*Constant, slow movement teaches us to  
keep working  
like a small creek that stays clear,  
that doesn't stagnate, but finds a way  
through numerous details, deliberately.*

## **Ongoing Bargaining Issues and Government Relations**

### *Current Bargaining-related Issues*

HSA's two private sector certifications, West Coast Medical Imaging and Paragon Orthotics, are at different stages of the bargaining cycle, with West Coast Medical Imaging at the beginning of a new bargaining cycle and Paragon Orthotics scheduled to begin bargaining next year.

The four public sector collective agreements administered by HSA (HSPBA, CBA, NBA, CSS) expire March 31, 2025. A number of joint union-employer working committees agreed

to in the 2022-2025 round of bargaining are active and making progress on a range of issues including: Indigenous specific anti-racism; diversity, equity and inclusion; recruitment and retention; workload; occupational health and safety; benefits and disability coverage (specific to CSS); low-wage redress (specific to CBA); and staff to patient ratios (specific to NBA)

### Government Relations

During this last year we have seen the Ministry of Health reflect substantive and unprecedented recognition of HSA members, reflected in the composition of senior ministry staff.

A new Assistant Deputy Minister provides leadership to the Health Workforce Planning and Strategic Initiatives Branch, Allied Health Policy Secretariat, and Nursing Policy Secretariat. This demonstrates that the Ministry of Health formally recognizes the importance of the specialized allied health workforce and provides recognition of HSA members' efforts in delivering high quality and timely health-care services.

The BC government's 2022 Health Human Resources report identified clear priorities to address several challenges within the health care system, not the least of which is the recruitment and retention of specialized health science professionals, and HSA is at the table to advocate for those members.

There is an enduring commitment

from the labour movement and the BC government to look at the disproportionate lack of access to primary care and community preventative care for Indigenous people in BC, and we continue to advocate for the implementation of the recommendations from the "In Plain Sight" report, including working with government to identify projects to support, retain, and recruit Indigenous people to work in the public health care system.

### LABOUR RELATIONS SERVICING

The HSA Labour Relations Servicing Department has responded to many issues on behalf of our members. 1140 grievances were opened in 2023, and although many issues do not result in financial impact to members, on files where there were concrete monetary impacts, over \$213,141.32 in direct compensation was awarded to members through successful grievance resolutions.

*Grievances: Grievance files and monetary resolutions – January-December 2023*

#### Total Files for 2023:

Case Files Opened	Case Files Closed	Case Files Open at End of Period
1140	1185	1539

**TOTAL MONETARY VALUE OF ALL GRIEVANCE FILES CLOSED in 2023 : \$213,141.32**

## *Servicing highlights – January-December 2023*

2023 brought a series of labour relations challenges, new certifications that required negotiation into the various collective agreements, including CMHA Cariboo and REACH and bargaining preparations for one of the private agreements, West Coast Medical Imaging.

There were also two large Section 54 processes in the past year, along with dozens of smaller ones. Section 54 of the *Labour Relations Code* is applicable “if an employer introduces or intends to introduce a measure, policy, practice or change that affects the terms, conditions or security of employment of a significant number of employees to whom a collective agreement applies.”

### Lower Mainland Medical Imaging Deconsolidation

On June 22, 2023, HSA received Section 54 notice from Vancouver Coastal Health indicating they would be reversing 13 years of consolidating medical imaging services in the lower mainland, and returning oversight of medical imaging to their home health authorities effective January 19, 2024.

Negotiating a labour adjustment plan that protected member rights for the 1800 affected members was a top priority for the union between June 2023 and January 2024.

## Chénchenstway

On March 6, 2023 formal Section 54 notice was issued to the union for plans to receive patients transferring from four existing long term care facilities to a new facility that meets the new Ministry of Health mandate eliminating multi-bed rooms in long term care. Staff from the four facilities – Queens Park Centre, Felburn Care Centre, Brock Fahrni Pavilion, and Holy Family – were involved in the October transfer of services, and HSA labour relations staff negotiated an agreement to allow members working in the existing facilities access to the work remaining at the original sites or at the new location – Chénchenstway.

### Vaccination Grievances

In February 2023, the union reached a mediated process agreement to address a number of grievances under the HSPBA related to the Provincial Health Officer’s order mandating that health care and community workers must be vaccinated against COVID-19 in order to be eligible to work.

The February agreement included a provision for those who initially refused vaccination: should they choose to be vaccinated before January 31, 2024, they would be rehired and treated as if they had been on an unpaid leave of absence.

As part of the mediated process, HSA took into consideration other proceedings in British Columbia which

could have had an impact on the HSA grievances, and adjourned a majority of grievances pending outcome of the leading case on the issue.

That decision has been appealed by the employer, and we await decision of the BC Labour Relations Board.

Grievances filed under the NBA are likewise adjourned, pending a BCNU-led hearing. A mediation process is ongoing within CSSBA

## LEGAL

To say that 2023 has been a busy year for the HSA legal department is an understatement.

In 2023, 213 grievance files were assigned to the legal department which was an increase of over 50% from 2022. Many of these files are multi-grievor disputes. We saw a high number of discipline grievances as well as grievances related to classification and job description objections, selection grievances, and leave provisions.

In 2023, the legal department resolved 132 matters, with a monetary value of **over \$680,000** being paid to members in wages, bank reinstatements, and other collective agreement benefits.

The HSA legal department undertook a significant amount of work throughout the summer and fall related to the HSPBA classification redesign, dealing with a large volume of job description

issues before the Match Referees in the initial profile matching process for the new HSPBA classification system.

Once much of the work arising under the initial matching process was concluded, using a tool developed by the union's Information Services and Communications staff team, HSPBA members had an opportunity to object to the profile to which they had been matched by the Employer. The work involved in dealing with the individual member match disputes has demanded the combined efforts HSA's legal and classification staff to review each and every dispute.

In addition to receiving grievances and member advocacy files from the servicing department, the HSA legal department works very closely with staff in the organizing, disability management, and classification departments.

## CLASSIFICATIONS

2023 was by far the busiest year ever for HSA classifications with the fall 2023 job descriptions and member classifications review process for the 2024-2025 implementation of the upcoming new HSPBA profile-based classification system resulting in HSA's members and classifications department filing 4,355 profile match objections.

Notwithstanding the enormous undertaking of the HSPBA

classifications review, the classifications department continued handling employer job description submissions and addressing grievances through the processes of the collective agreements.

There were 956 employer job description submissions received and reviewed. This was a more than 120% increase over the 429 job description submissions received in 2022.

Additionally, 319 new classification case files were opened in 2023 including job description objections and member classification grievances. Many of the cases involve multiple grievors and/or incumbents.

The classifications department closed 224 files. These grievance resolutions saw HSA members receive **lump sum and/or retroactive salary adjustment payments totalling over \$615,000 and ongoing pay increases of over \$327,000 per annum. Both those figures are higher by about 40% over the previous year.**

HSA classifications expects another busy but exciting year in 2024 as the community social services, community health, and health science professionals collective agreements move forward with the classifications and low wage redress pay improvements to be implemented in the final year of the collective agreements.

## **DISABILITY MANAGEMENT**

Representational work done on behalf of HSA members by the Disability Management department is diverse, with labour relations staff assisting and representing members in numerous capacities including Workers' Compensation appeals, Long Term Disability appeals, Return to Work and Duty to Accommodate negotiations, as well as the Enhanced Disability Management Program (EDMP).

In the Workers' Compensation Board appeal area, the number of new files being opened remains steady. However the increased complexity of the files requires greater time and more resources to achieve best results for members. Appeal processing and decision-making at the Workers Compensation Board remains sluggish, resulting in longer wait times for appeal outcomes. Despite that we continue to achieve excellent results on behalf of our members, having successfully resolved **21 WCB appeals in 2023, representing a monetary value to HSA members of \$1,398,723.**

Similar to the WCB appeal caseload, Long Term Disability appeal volume continues to be steady. Adjudication delays by insurers were identified by the HSA WCB advocates as slowing appeal outcomes. Through our LTD Plan Advisory Committee, we meet regularly with the employer, the third party administrator, and the insurance company to identify and address LTD



adjudication concerns, and to improve processes, with a view to remedying the adjudication delays. Our LTD advocates have continued their dedicated good work on behalf of our members and that diligence has resulted in the successful resolution of **27 appeal files in 2023, with an overall monetary benefit to those members of \$12,194,682.**

Since 2020, we have seen a 42% increase in the number of new Duty To Accommodate (DTA) and Return to Work files. In 2023, our DTA LROs opened 456 new files, and successfully resolved 449 files. These files tend to be complex and emotionally charged cases which often demand significant amounts of time. Developing an appropriate plan to ensure members get safely and durably back to work as quickly as possible is essential. In addition, our DTA LROs work hard to build positive and productive working relationships with their counterparts at the various employers in an effort to facilitate smoother resolutions. We regularly file grievances as needed in order to protect member accommodation and collective agreement rights, and saw an increase in this area as we continue to strive for best possible outcomes for our members.

The demand for EDMP services continues to be high, and in the past year we opened 1,395 new EDMP files on behalf of members. Our strong team of member EDMP Regional Representatives are well placed to

provide assistance, guidance, support and a continued union connection to members who struggle in the workplace, or are out of the workplace due to injury or illness. In 2023 we returned to in-person education and collaboration to support knowledge and skills development, and collaboration.

The department has a labour relations officer dedicated to representing members in the Community Social Services (CSS) sector to ensure they are provided with appropriate and timely access to the Early Intervention Program (EIP). As the window for provision of services to members under this collective agreement is quite short (five months), it is essential that they are promptly enrolled and HSA is notified, so we can support these members. HSA also participates on the CSS EIP Joint Benefits Committee as well as the CSS EIP Disability Management Committee, which ensures we are able to effectively advocate to problem solve issues for members and ensure the best possible services and processes are in place.

Lastly, our disability management department labour relations staff regularly provide instruction to the larger membership as part of workshops delivered by HSA.

## **SPECIAL PROJECTS**

Special union-run funds established for the HSPBA – the professional development and professional fee funds – are administered by HSA staff.

Additionally, the increased paid steward time achieved in 2022-2025 HSPBA and NBA bargaining is administered by HSA staff.

#### \$400,000 HSPBA Education Fund

This annual fund is established under the HSPBA collective agreement. The 2022-2023 fund was opened in early November of 2023. Since opening, we have received and reviewed 697 applications, 278 of which were deemed eligible.

The 2023-2024 fund was launched in late November of 2023. Since opening we have received 720 applications.

We have already begun processing applications under this fund and letters are being sent to members whose applications have been approved. There is often a dual application by members to this fund as well as to the larger professional development fund. Delays are most often due to incomplete information accompanying the application, however our team contacts members to ensure that they provide the necessary information to make a determination as to eligibility. While this causes some delay, it is important that the supporting documentation is accurate.

#### \$3 Million HSPBA Professional Development Fund

This fund is established on a year-to-year basis outside of the collective

agreement by direct contribution from the Ministry of Health, which has provided funding since 2021 to support professional development of health science professionals. The fund was first established by Health Minister Hon. Adrian Dix, and the Ministry of Health has continued to support the fund with a \$3mn contribution on a year-to-year basis. Members tell us the recognition through the fund of their commitment and dedication to the health care system, as well as the value of their specialized professions, is a genuine recruitment tool to those looking at continuing careers in public health care and as a retention tool for those looking to further develop their professional practice within the public health care system.

#### *2022-2023*

This fund opened December 5, 2022, and we received 1581 applications. 1033 of the approved members completed the requested professional development. With very few exceptions due to incomplete documentation, members have been reimbursed.

#### *2023-2024*

This fund launched December 21, 2023. At time of writing, 1403 applications had been received with 1366, on first review, eligible. Further review is underway to ensure eligibility requirements are met.

Diligent money management by HSA's finance team has enabled us to bolster the original fund amount with

some extra interest earned, so we are able to get more money to members and approve more applications. We have begun the review process and the approval notices are starting to be sent out.

While most professional development fund applications are eligible, some are not. Some of the reasons applications might be deemed ineligible include:

- Education commenced outside of funding “window”
- Course not eligible
- Duplicate applications to this fund or others
- No longer an HSA Member
- Member of another union (redirected to their union to apply)
- Received funding from another source
- Applied to wrong fund (i.e. applied for Professional Fees to this fund)

### Professional Fees Fund

This fund was established under the 2022-2025 HSPBA collective agreement to support members’ payment of professional fees. At the time of preparing this report, 8323 applications had been submitted with 8298 members paid.

### Paid Steward Time

Under the HPSBA 2022-2025 collective agreement, we received funding to support an additional 5.2 FTE of dedicated steward time. A needs assessment was conducted

to determine how best to distribute the positions, considering multiple factors such as chapter size, number of issues in chapters, and challenges of servicing consolidated employers. We continue to monitor these positions, both from a “filling” and utilizing perspective. Under the NBA 2022-2025 collective agreement, we received funding to support 1 FTE of dedicated steward time. Filling of that FTE by election – divided among Vancouver Coastal Health, Fraser Health, and Providence Health Care – is underway.

### **JOINT HEALTH SCIENCE BENEFIT TRUST (JHSBT)**

Information about current benefits, as well as information on governance and the financial standing of the trust may be found at the JHSBT website: [www.jhsbt.ca](http://www.jhsbt.ca).

The JHSBT website is designed to give members information on the JHSBT and its structures, policies, annual reports, and financial statements, in accordance with the JHSBT trust agreement. The website also lists the JHSBT service providers who assist in managing the operation of the Trust, along with links to claims paying agents, Pacific Blue Cross and Great West Life, and third party administrator HBT. There you will also find a review of the history of the Trust.

The JHSBT website provides an opportunity for members to provide feedback, comments or questions to the JHSBT through [questions@jhsbt.ca](mailto:questions@jhsbt.ca). Benefit redesign continues to be investigated by the Benefit Redesign committee. The primary responsibility of the Trustees of the JHSBT is to ensure that the plan remains healthy and solvent, particularly in an unstable investment climate.

HSPBA members' comments and feedback are always welcome through [info@jhsbt.ca](mailto:info@jhsbt.ca).

Respectfully submitted,  
Jeanne Meyers  
Executive Director, General  
Counsel

# Justice, Equity, Diversity and Inclusion Report

HSA has invested in actions towards Justice, Equity, Diversity, and Inclusion (JEDI) by building a department that has gone from no staff members to 2.75 positions over the last three years.

Anti-Racism Lead Simran Ahmed (she/her) has been staff support to HSA's member-led Racial Justice Committee (formed in 2023) and the Black, Indigenous, People of Colour (BIPOC) Caucus over the last two years.

EDI Specialist Chrissy Taylor (they/them), joined the EDI Department in April. They immediately got to work organizing and supporting diversity caucuses for members with disabilities, gender diverse members, and 2SLGBTQIA+ members.

The Director of EDI, Heather Williams (she/they), has been following up with EDI bargaining issues related to the last round of bargaining, representing HSPBA on provincial and national committees. They also have worked with staff and members to revise policies, processes, and procedures to make the union more inclusive for diverse members.

## Indigenous Circle

HSA's Indigenous Circle was formed in April 2023 and is co-chaired by Aimee Chevrier and Justin Pallen. Current members include Kathy Macpherson, Ann Seaweed, Jeane Steil, and Anna Gillmeister, with staff support from Heather Williams and Suilee Quach.

This year the aim of the Circle has been to solidify its membership and Guiding Principles. The focus in this short time has been to work towards the first objective outlined in the Guiding Principles:

*Advocate/educate on Indigenous rights and protections within the union and through collective agreements through plain language guides and multiple ways of outreach to Indigenous members (email, social media, site visits, chapter visits, notices on boards at sites and so on). i.e., new collective agreement MOAs and articles on Indigenous cultural leaves, bereavement leave, running for band council etc. Awareness of support – what is the Union,*

*how is it available for you and what is the benefit.*

The Indigenous Circle has hosted three Indigenous Gatherings in the past year. The Indigenous Gatherings are a place for any member who identifies as Indigenous to share stories, learn from each other, and to collaborate about ways to address issues through union channels, including convention resolutions and bargaining proposals.

### **EDI Education for Stewards**

In response to the findings from *Discrimination in the Workplace* the EDI team administered and analyzed a needs assessment for stewards and produced a summary of findings:

Stewards need more material on how to help members with the technical (labour relations) aspects of discrimination and harassment, the failings of respect in the workplace and more practical education on how to work with members who are different from each other and in distress. The ask is for more flexible, and ongoing, learning opportunities. As well, there was an ask for stewards to have opportunities to debrief with each other and HSA staff on these issues on a regular basis.

Staff are working on revising existing materials alongside the Education team and will be building flexible learning opportunities through the summer to pilot in the fall.

### **JEDI Related Bargaining Work**

Progress on action agreed to in collective bargaining is slow, but HSA continues to work on a number of fronts to advance members' priorities.

#### ISAR (Indigenous Specific Anti-Racism) Provincial Committee (HSPBA)

The ISAR Committee met virtually twice in February 2024. The first meeting had a relational focus to build trust in moving forward to advancing Indigenous-Specific Anti-Racism initiatives amongst the Ministry of Health, HEABC, and unions. The second meeting focused on understanding how the Declaration of the Rights of Indigenous Peoples Act (DRIPA) and the implementation of In Plain Sight can inform committee going forward.

#### Diversity, Equity, and Inclusion Provincial Committee (HSPBA)

This committee has been mandated to develop an equity framework for the province to support the Health Human Resources (HHR) plan. The committee started meeting in January 2024, with expected deliverables due before bargaining begins in March 2025. Much like the ISAR Committee, the DEI Committee is composed of leaders from the Ministry of Health, health care unions, and the health authorities. The group has a huge job to do, and while it is set to meet only four times in a year,

is contemplating creating subcommittees to work productively on issues.

### Cultural Days of Significance Pilot (HSPBA)

There has been a lot of enthusiasm from both sides of the table to get this pilot underway. However, there were some roadblocks to progress in the summer and fall of 2023 when the employers were trying to secure pilot worksites. Feedback about the resistance included the employer being over-capacity from dealing with the deconsolidation and repatriation of medical imaging and from prioritizing implementing massive changes in compensation structure from the last round of bargaining. In December 2023, HEABC committed to making a truncated version of the pilot work with data being gathered from three or four sites from July-December 2024 to bring to bargaining in 2025.

### MOU on Gender Diversity and Inclusion (HSPBA)

Compliance on updating washroom and changeroom signage to explicitly welcome trans and gender diverse people has been slow going. The EDI Specialist and LROs have been partnering with stewards, and caucus members to ensure that employers are following the MOU and updating signage appropriately. The EDI team created sample signage that employers can use if they are struggling to create their own.

Members requesting gender-affirming care leave report barriers with the employer, and the union is advocating that members need only put in a request for a gender-affirming care leave, and that no medical documentation is required for leave to be granted.

### **Committee on Lateral Violence (CSSBA)**

In bargaining, the CSSBA and CSSEA agreed and acknowledged that “lateral violence” is a recognized form of personal and psychological harassment as stated in Clause 29.1 of the collective agreement. The parties also agreed that in order to recognize, address and prevent lateral violence from occurring in the workplace, further discussion on the definition and causes is necessary.

A committee has been formed to address this Memorandum of Understanding and is set to meet in April 2024.

### **Member Engagement**

The EDI Department supports the following union committees and caucuses:

Racial Justice Committee, Indigenous Circle, Gender Diversity Caucus, Members with Disabilities Caucus, 2SGBTQIA+ Caucus, BIPOC Caucus.

Caucuses are spaces where members can connect with other members in the union who have similar lived experience, to build community, share resources,

and strategize on how to make worksites and the union more inclusive. Some equity caucuses have worked together on resolutions for convention and plan to discuss and strategize how to incorporate issues of equity, diversity, and inclusion into bargaining proposals for the 2025 round of bargaining. Thank you to all caucus members for championing EDI and working towards making HSA and your worksites safer and more inclusive for everyone.

Twelve sites within the lower mainland hosted visits in the past year with the EDI Specialist and Anti-Racism Lead, where members discussed EDI issues, ideas, and feedback on how HSA can better support members from equity denied groups.

More visits are planned for 2024, including at sites outside of the lower mainland

If you are interested in setting up a site visit, please reach out to the EDI team at [JEDI@hsabc.org](mailto:JEDI@hsabc.org).

### **Following Up on Convention Resolutions**

For information on action taken on Convention 2023 Resolutions 69, 102, 103, 106, 108, and 110 please refer to the Business Arising report to be circulated at the 2024 Convention and posted on the HSA website.

### **EDI Education for HSA Staff**

The following education has been offered and taken by HSA staff.

- San'yas Cultural Safety and Anti-Racism education
- Decolonization Education with Carolyn Roberts
- Solidarity is for Everyone with Adrienne Smith
- Understanding Ableism with Spring Hawes
- Foundations of Anti-Oppression with Bakau Consulting
- Trauma-Informed Practice with Monica Bhatara
- Anti-Racism in our Unions with Chanelle Tye Consulting

Respectfully submitted,  
Heather Williams  
Director of Equity, Diversity, and Inclusion



# Finances

# Report of the Finance Committee

The Finance Committee is comprised of your peers. This past year, the Committee welcomed the addition of an administrative assistant support person to assist with minute taking and meeting logistics. We began our term with education on understanding financial statements.

The work of the union includes adjudicating members' record of union leave and expense claim form appeals, as well as requests which do not fall within approved financial policies.

Resolutions passed at the 2023 HSA Annual Convention applicable to financial policies became action items and were effective at the close of Convention on April 21, 2023. Such resolutions included an increase to meal per diem rates, an increase to scholarships and bursaries allotted, and a review as well as an increase of the chapter allocations budgeted.

The committee reviews monthly consolidated financial statements and compares the actual expenses to the approved budget, to ensure our finances are on track and within policy. Our investment portfolio is managed by Genus Capital Management Inc.

who have been providing sustainable investment management strategies for Canadians since 1994. A list of our current portfolio holdings is included at the end of this report.

Our auditors, MNP LLP, met with the Finance Committee at year end. They provided an independent review of our accounting department, books, and records. We received a clean audit rating, which means we are in good shape and have sound financial policies which are consistently applied.

Some notables this year:

- Members received wage increases and retroactive pay
- Members received \$5,200,000 in payments from the Professional Bodies Fee Fund and Professional Development Fund
- Annual Convention costs are rising
- Bargaining preparation is underway
  - Advertising campaign: End the Shortages

## General Fund

The general fund pays for the day-to-day operations of the union. This fund receives 95% of our dues revenue and

we maintain a healthy cash balance, topped up by investment income, to ensure that we have enough funds to cover three months of operating expenses. The general fund at the end of 2023 had a balance of \$5,000,000. This includes internally restricted funds of \$1,000,000 that the Board of Directors set aside for specific items and capital expenditures that are scheduled for 2024. The general fund transferred \$250,000 to the bargaining fund and \$48,000 to the defense fund.

### **Bargaining Fund**

The bargaining fund is used for negotiating collective agreements, organizing new members, retaining existing members, and other bargaining-related activities. This fund is allocated 2.5% of dues and made additional investment income of \$122,000. There were bargaining-related expenses totalling \$1,100,000 during 2023 which include ongoing staffing and defending the collective agreement.

As in past years, we anticipate the cost of bargaining on behalf of our members, and as we look forward to the 2025 bargaining year we start seeding the fund with enough reserves to cover those future anticipated expenses. The deficiency of receipts over expenses for the current year is \$330,000. At the end of 2023, this fund had a balance of \$1,250,000.

### **Defense Fund**

The defense fund is allocated 2.5% of dues and earned additional investment

income in 2023 of \$269,000. This fund pays for items relating to our office building at 180 East Columbia Street, such as property taxes, building insurance, and interest on the mortgage. It also serves as our strike fund and provides resources available in the event of job action. The union's property is our collateral if we need to draw on our line of credit. The defense fund had a balance of \$7,300,000 at the close of 2023.

Our target strike fund was increased in 2024 to reflect the upcoming change in the minimum wage rate and membership levels. The revised calculation is \$11,970,000, which we would fund through our cash deposits, investments, and available line of credit.

Our mortgage held with Vancity Credit Union against our building is \$6,700,000 and expires May 5, 2025, with a fixed interest rate of 3.25%.

### **Investments**

The markets stabilized in 2023. Our investment portfolio closed 2023 with a fair market value of \$5,450,000. This included a market gain during 2023 of \$320,000, which recovered the market loss we incurred in year 2022. Our maturing bonds in our portfolio are taking advantage of the rising interest rates.

### **HSPBA Professional Bodies Fee Fund**

A new HSPBA Professional Bodies Fee Fund was received during 2023 for members of the HSPBA collective

agreement, negotiated in the last round of bargaining. Of the \$14,600,000 negotiated, our share is \$11,900,000. We are spreading this reimbursement over the remaining term of the contract. In 2023, we paid out \$3,000,000 in professional fee reimbursements.

### **Health Sciences Professional Education and other Funds**

The details of all funds held in trust are listed in Note 4 Deferred Contributions in the Audited Financial Statements. The HSPBA Professional Development (\$3,000,000 Ministry of Health) Fund and other Funds in HSABC's current collective agreements – which include the HSPBA Employer Paid Steward Time Fund, the HSPBA Professional Development (annual \$400,000) Fund, the EDMP Fund and the NBA Funds – are all invested in term deposits to maximize interest earnings where possible. These funds provide us with a further \$6,300,000 available for reimbursements in 2024.

### **Budget 2024**

Budgeting for any year is a no small feat. This is done in collaboration with the management team. Each item must align with our strategic plan which requires tying together our mission, that HSA is a collective voice, proudly advancing and defending members' rights and interests in our workplaces, communities, and society, with our vision: respectful workplaces where our members provide health care and

social services with professional pride. The budget must also incorporate the direction from members through resolutions passed at convention.

In 2024, the budget increased due to higher costs experienced in wages, accommodation, travel, gas, and food. Convention 2023 cost \$1,500,000, double the cost of 2019. The budget for the Legal Services, Classifications, Disability Management, and LRO Servicing departments were increased. The re-classification terms of the new HSPBA collective agreement resulted in a flood of objections by members. Staff growth in these departments was necessary to meet the demands. Strategic Communications and Member Development has undergone a staff restructuring to accommodate the growing needs of the membership, as leadership positions were needed to ensure education programs, organizing initiatives, and advertising campaigns are optimized. These additions will contribute to improving service to members. This budget projects a \$64,000 surplus on \$29,300,000 receipts.

I would like to acknowledge and thank the Finance Committee members as well as the staff support:  
Cathy Davidson (CFO)  
Stella Lee (Human Resources Administrative Assistant)  
Christine Singh (Manager of Accounting)  
Kenji Amor (Payroll Administrator)  
Eleanor Arcalas (Accounting staff)  
Otgon Dashdavaa (Accounting staff)

Joy Opiana (Accounting staff)

Your dedication and support to the Finance Committee as well as the members has not gone unnoticed.

Respectfully submitted,  
Jing-Yi Ng, Chair, Finance Committee  
Secretary-Treasurer and Region 3  
Director  
Andrew Duarte, Region 1 Director  
Jill Slind, Region 5 Director  
Tonya Harford, Region 3

## Securities held with Genus Capital Management

### Bonds and T-Bills:

Canadian T-Bill  
Fossil Free Plus Corporate Bond  
Government Bonds  
Global Impact Bond

### Canadian Equity Holdings:

Interfor Corporation  
Stella-Jones Inc.  
Finning International Inc.  
Russel Metals Inc.  
Toromont Industries Ltd.  
Dollarama Inc.  
Metro Inc.  
Bank of Montreal  
Bank of Nova Scotia  
Canadian Western Bank  
  
National Bank of Canada  
Toronto Dominion Bank  
CGI Inc.  
Celestica Inc.  
Constellation Software Inc.  
Shopify Inc.  
Quebecor Inc.

### U.S. Equity Holdings:

Commercial Metals, Co  
Reliance Steel & Aluminum  
Steel Dynamic Inc.  
Acuity Brands Inc.  
Emcor Group Inc.  
Ferguson PLC  
Lincoln Electric Holdings Inc.  
Paccar Inc.  
Autoliv Inc.  
PulteGroup Inc.  
TJX Companies Inc.  
Kimberly-Clark Corp  
Sysco Corp  
Gilead Sciences Inc.  
Intuitive Surgical Inc.  
Vertex pharmaceuticals Inc.  
Allstate Corp  
Ameriprise Financial Inc.  
Moody's' Corp  
Unum Group  
Visa Inc.  
Adobe Systems Inv.  
Broadcom Inc.  
Intel Corp  
KLA-Tencor Corp  
Microsoft Corp  
NVIDIA Corp  
Roku Inc.  
LPL Financial Holdings Inc.

**Health Sciences Association of British Columbia**  
**Summarized Financial Statements**  
*For the year ended December 31, 2023*

**Health Sciences Association of British Columbia**  
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For the Year Ended December 31, 2023

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# Report of the Independent Auditor on the Summary Financial Statements



To the Members of Health Sciences Association of British Columbia:

## Opinion

The summary financial statements, which comprise the summary statement of financial position as at December 31, 2023, and the summary statements of operations and changes in fund balances and cash flows for the year then ended, are derived from the audited financial statements of Health Sciences Association of British Columbia (the "Association") for the year ended December 31, 2023.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria applied by management in the preparation of the summary financial statements.

## Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations applied in the preparation of the audited financial statements of the Association. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon.

## The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated March 6, 2024.

## Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria applied by management in the preparation of the summary financial statements.

## Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards (CAS) 810, *Engagements to Report on Summary Financial Statements*.

Port Moody, British Columbia

March 6, 2024

**MNP LLP**

Chartered Professional Accountants

MNP LLP

601 - 205 Newport Dr, Port Moody BC, V3H 5C9

T: 604.949.2088 F: 604.949.0509



MNP.ca

**Health Sciences Association of British Columbia**  
**Summarized Statement of Financial Position**  
As at December 31, 2023

	#	General Fund	Bargaining Fund	Defense Fund	2023 Total	2022 Total
<b>Assets</b>						
<b>Current</b>						
Cash and term deposits	1	\$ 2,376,499	\$ 58,471	\$ 129,598	\$ 2,564,567	\$ 3,240,076
Marketable securities (Note 3)	2	1,032,680	1,390,657	3,025,838	5,449,174	5,095,309
Dues receivable	3	2,132,934	56,130	56,130	2,245,193	2,416,160
Accounts receivable	4	33,362	897	1,952	36,211	546,300
Prepaid expenses and deposits	5	320,947	-	166,877	487,824	293,575
HSPBA Professional Development Funds (Note 4)	6	5,896,421	1,506,155	3,380,394	10,782,969	11,591,420
Capital assets (Note 5)	7	14,301,929	-	-	14,301,929	2,935,460
	8	418,120	-	16,627,801	17,045,921	17,327,288
<b>Total Assets</b>	9	<b>\$ 20,616,471</b>	<b>\$ 1,506,155</b>	<b>\$ 20,008,195</b>	<b>\$ 42,130,820</b>	<b>\$ 31,854,168</b>
<b>Liabilities and Fund Balances</b>						
<b>Current</b>						
Accounts payable and accruals (Note 6)	10	\$ 1,572,673	\$ -	\$ -	\$ 1,572,673	\$ 1,689,828
Salaries payable (Note 7)	11	1,963,948	-	-	1,963,948	1,665,062
Current portion of long-term debt (Note 9)	12	-	-	413,378	413,378	392,490
	13	3,536,621	-	413,378	3,949,999	3,747,380
<b>Interfund balances</b>	14	(6,212,335)	258,701	5,953,634	-	-
<b>Employee future benefits (Note 8)</b>	15	2,998,522	-	-	2,998,522	2,409,332
<b>Deferred contributions (Note 4)</b>	16	15,237,009	-	-	15,237,009	3,734,634
<b>Long-term debt (Note 9)</b>	17	-	-	6,326,621	6,326,621	6,742,622
	18	12,023,196	258,701	12,280,255	24,562,151	12,886,588
<b>Fund Balances (Note 11)</b>						
Invested in capital assets	19	418,120	-	3,934,168	4,352,289	4,874,863
Internally restricted	20	1,015,593	1,247,454	3,380,394	5,643,441	5,680,465
Unrestricted	21	3,622,940	-	-	3,622,940	4,664,872
	22	5,056,654	1,247,454	7,314,563	13,618,670	15,220,200
<b>Total Liabilities and Fund Balances</b>	23	<b>\$ 20,616,471</b>	<b>\$ 1,506,155</b>	<b>\$ 20,008,195</b>	<b>\$ 42,130,820</b>	<b>\$ 31,854,168</b>

See Accompanying Independent Auditor's Report and Notes to the Financial Statements

**Approved on Behalf of the Board:**



Kane Tse, President



Jing-Yi Ng, Secretary-Treasurer



## Health Sciences Association of British Columbia Summarized Statement of Operations and Changes in Fund Balances For the Year Ended December 31, 2023

	#	2023			2023 Fund	2023		2023 Fund	2023 Actual	Unaudited 2023		Unaudited 2024		2022 Actual
		General Fund	Bargaining Fund	Defense Fund		Budget	Actual			Budget	Actual			
<b>Receipts</b>														
Dues	1	\$ 25,946,468	\$ 682,802	\$ 682,802	\$ 27,312,072	\$ 25,950,000	\$ 29,030,000	\$ 24,006,796						
Initiation fees	2	37,935	-	-	37,935	32,500	35,500	38,780						
Investment	3	118,426	40,872	91,597	250,896	171,500	186,225	117,832						
Deferred contributions recognized	4	5,253,389	-	-	5,253,389	75,000	75,000	1,865,987						
	5	31,356,218	723,674	774,400	32,854,292	26,229,000	29,326,725	26,029,395						
<b>Expenditures</b>														
<b>General Fund</b>														
Executive	6	2,032,873	-	-	2,032,873	1,667,261	1,987,515	1,427,313						
Union governance	7	2,737,369	-	-	2,737,369	1,684,224	2,265,706	1,981,081						
Affiliations	8	6,404,379	-	-	6,404,379	1,052,005	1,166,670	2,928,909						
Legal services and labour relations	9	10,957,894	-	-	10,957,894	10,569,314	11,427,039	9,713,625						
Strategic communications and member development	10	5,362,688	-	-	5,362,688	4,937,298	5,448,613	3,738,491						
Operations	11	3,529,616	-	-	3,529,616	3,394,361	3,587,714	2,679,114						
Finance	12	720,767	-	-	720,767	613,839	685,708	589,053						
Equity, diversity and inclusion	13	319,622	-	-	319,622	281,438	355,824	225,055						
Human resources	14	524,906	-	-	524,906	377,562	577,086	340,582						
Bargaining Fund	15	-	1,135,373	-	1,135,373	710,400	805,925	2,262,459						
Defense Fund	16	-	-	551,693	551,693	710,400	805,925	513,115						
	17	32,590,115	1,135,373	551,693	34,277,181	25,998,102	29,113,725	26,398,797						
<b>Excess (deficiency) of receipts over expenditures before other items</b>	18	(1,233,897)	(411,699)	222,706	(1,422,889)	230,898	213,000	(369,401)						
<b>Other items</b>														
Amortization expense	19	(172,184)	-	(326,041)	(498,225)	(152,245)	(148,766)	(534,994)						
Unrealized gain (loss) on marketable securities	20	60,565	81,559	177,459	319,583	-	-	(346,459)						
<b>Excess (deficiency) of receipts over expenditures for the year</b>	21	(1,345,516)	(330,139)	74,124	(1,601,531)	78,653	64,234	(1,250,854)						
<b>Fund balance, beginning of year</b>	22	6,700,170	1,327,593	7,192,438	15,220,200	-	-	16,471,054						
<b>Internal fund transfers (Note 10)</b>	23	(298,000)	250,000	48,000	-	-	-	-						
<b>Fund balance, end of year (Note 11)</b>	24	\$ 5,056,654	\$ 1,247,454	\$ 7,314,563	\$ 13,618,670	\$ -	\$ -	\$ 15,220,200						

See Accompanying Independent Auditor's Report and Notes to the Financial Statements

**Health Sciences Association of British Columbia**  
**Summarized Statement of Cash Flows**  
**For the Year Ended December 31, 2023**

	2023	2022
<b>Operating activities</b>		
Deficiencies of receipts over expenditures for the year	\$ (1,601,531)	\$ (1,250,854)
Items not involving cash:		
(Gain) loss on sale of capital assets	(1,261)	1,117
Gain on sale of marketable securities ( <i>Note 3</i> )	(63,195)	(6,466)
Building amortization	326,041	325,782
Computer amortization	149,835	176,445
Furniture and equipment amortization	22,253	31,631
Telephone amortization	95	1,136
Unrealized gain (loss) of fair value of marketable securities	(319,583)	346,459
<b>Operating cash flow</b>	<b>(1,487,345)</b>	<b>(374,751)</b>
<b>Changes in non-cash working capital</b>		
Dues receivable	170,967	(736,961)
Accounts receivable	510,089	(173,813)
Prepaid expenses and deposits	(194,249)	96,666
Accounts payable and accrued liabilities	(117,155)	289,117
Salaries payable	298,886	360,723
<b>Cash used for operating activities</b>	<b>(818,806)</b>	<b>(539,018)</b>
<b>Investing activities</b>		
Professional Development Fund	(11,366,469)	(577,957)
Net proceeds on sale of marketable securities	28,912	57,878
Purchase of capital assets, net of proceeds on disposal	(215,597)	(157,359)
<b>Cash used for investing activities</b>	<b>(11,553,154)</b>	<b>(677,439)</b>
<b>Financing activities</b>		
Increase in severance payable	589,190	289,991
Repayment of long-term debt principal	(395,113)	(382,612)
Increase in deferred contributions	11,502,375	1,111,685
<b>Cash provided by financing activities</b>	<b>11,696,452</b>	<b>1,019,064</b>
<b>Outflow of cash for the year</b>	<b>(675,508)</b>	<b>(197,393)</b>
<b>Cash and term deposits, beginning of year</b>	<b>3,240,076</b>	<b>3,437,469</b>
<b>Cash and term deposits, end of year</b>	<b>\$ 2,564,567</b>	<b>\$ 3,240,076</b>
<b>Represented by</b>		
Cash	1,030,676	1,224,532
Term deposits	1,533,892	2,015,544
	<b>\$ 2,564,567</b>	<b>\$ 3,240,076</b>

See Accompanying Independent Auditor's Report and Notes to the Financial Statements

# Health Sciences Association of British Columbia

## Notes to the Summarized Financial Statements

For the year ended December 31, 2023

### 1. Association

Health Sciences Association of British Columbia (the "Association") is a trade union providing services on behalf of members in the health care profession and other related occupations in British Columbia. As a trade union, the Association is exempt from income taxes under Section 149 (1)(k) of the Income Tax Act.

### 2. Significant accounting policies

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada, which are part of Canadian generally accepted accounting principles, and include the following significant policies:

#### **Fund accounting**

The Association follows the restricted fund method of accounting for contributions, and maintains three funds: the General, Bargaining and Defense Funds.

The General Fund reports the Association's unrestricted resources to be used for on-going operations and reports amounts invested in operating capital assets.

The Bargaining Fund reports internally restricted resources to be used for organizing new members and negotiation of collective agreements.

The Defense Fund reports internally restricted resources to be used in the event of job action and amounts invested in real estate assets.

#### **Cash and term deposits**

Cash and term deposits includes balances with banks and various term deposits totalling \$1,533,892 (2022 - \$2,015,544) bearing interest at rates between 2.55% and 4.50% (2022 - 2.50% and 2.55%) maturing in April and November 2024.

#### **Capital assets**

Capital assets are recorded at cost. Amortization is provided using the straight-line method at rates intended to amortize the cost of assets over their estimated useful lives.

	<b>Rate</b>
Building	50 years
Computer equipment	4 years
Furniture and equipment	5 years
Telephone equipment	5 years

#### **Revenue recognition**

The Association's major source of revenue is member dues. These dues are recognized rateably over the membership period in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

The Association uses the restricted fund method of accounting for revenue. Restricted contributions for the purpose of organizing new members and negotiation of collective agreements are recognized as revenue of the Bargaining Fund. Restricted contributions for the purpose of use in the event of job action and investment in real estate assets are recognized as revenue of the Defense Fund. Unrestricted contributions are recognized as revenue of the General Fund when earned. Unrestricted investment income is recognized as revenue in the General Fund when earned.

Externally restricted contributions received that do not have a corresponding fund are recorded as revenue in the general fund in the year in which the related expenses are incurred and recognized.

Investment income includes dividend and interest income and realized gains and losses on marketable securities.

# Health Sciences Association of British Columbia

## Notes to the Summarized Financial Statements

For the year ended December 31, 2023

### 2. Significant accounting policies (Continued from previous page)

#### Financial instruments

The Association recognizes financial instruments when the Association becomes party to the contractual provisions of the financial instrument.

#### Arm's length financial instruments

Financial instruments originated in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

At initial recognition, the Association may irrevocably elect to subsequently measure any arm's length financial instrument at fair value. The Association has not made such an election during the year.

The Association subsequently measures investments in equity instruments quoted in an active market and all derivative instruments, except those designated in a qualifying hedging relationship or that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, at fair value. Investments in equity instruments not quoted in an active market and derivatives that are linked to, and must be settled by delivery of, unquoted equity instruments of another entity, are subsequently measured at cost less impairment. With the exception of financial liabilities indexed to a measure of the Association's performance or value of its equity and those instruments designated at fair value, all other financial assets and liabilities are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in operations. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at cost or amortized cost.

#### Related party financial instruments

The Association initially measures the following financial instruments originated in a related party transaction ("related party financial instruments") at fair value:

- Investments in equity instruments quoted in an active market
- Debt instruments quoted in an active market
- Debt instruments when the inputs significant to the determination of its fair value are observable (directly or indirectly)
- Derivative contracts.

All other related party financial instruments are measured at cost on initial recognition. When the financial instrument has repayment terms, cost is determined using the undiscounted cash flows, excluding interest, dividend, variable and contingent payments, less any impairment losses previously recognized by the transferor. When the financial instrument does not have repayment terms, but the consideration transferred has repayment terms, cost is determined based on the repayment terms of the consideration transferred. When the financial instrument and the consideration transferred both do not have repayment terms, the cost is equal to the carrying or exchange amount of the consideration transferred or received.

At initial recognition, the Association may elect to subsequently measure related party debt instruments that are quoted in active market, or that have observable inputs significant to the determination of fair value, at fair value.

The Association has not made such an election during the year, thus all such related party debt instruments are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of related party financial instruments are immediately recognized in operations.

# Health Sciences Association of British Columbia

## Notes to the Summarized Financial Statements

*For the year ended December 31, 2023*

**2. Significant accounting policies** *(Continued from previous page)*

***Employee future benefits***

Employee future benefits that do not accumulate or vest are accrued and expensed when the decision is made to terminate the employee. Severance benefits that do accumulate or vest are accrued and expensed when the benefit is probable and the amount can be reasonably estimated.

The Association recognizes a liability and expense for contractual severance and termination benefits based on fair value when the benefit is probable and the amount can be reasonably estimated. This occurs when management approves and commits the Association to the obligation; management's plan specifically identifies all significant actions to be taken; actions required to fulfill management's plan are expected to begin as soon as possible; and significant changes to the plan are not likely.

***Measurement uncertainty***

The preparation of the financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period.

Dues receivable and accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital assets. Employee future benefits are based on estimated payments owing to employees upon retirement or termination.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess (deficiency) of receipts over expenditures in the periods in which they become known.

***Foreign currency translation***

Transaction amounts denominated in foreign currencies are translated into their Canadian dollar equivalents at exchange rates prevailing at the transaction dates. Carrying values of monetary assets and monetary liabilities reflect the exchange rates at the statement of financial position date. Gains and losses on translation or settlement are included in the determination of excess of revenues over expenses for the current period.

**3. Marketable securities**

	<b>2023</b>	<b>2023</b>	<b>2022</b>	<b>2022</b>
	<b>Market</b>	<b>Cost</b>	<b>Market</b>	<b>Cost</b>
	<b>Value</b>		<b>Value</b>	
Canadian equities	963,341	760,583	828,528	662,199
Government and corporate bonds	2,163,146	2,162,911	2,071,343	2,082,604
US equities, stated in Canadian dollars	1,726,515	1,426,897	1,513,858	1,446,910
Other investments	596,172	565,928	681,580	684,622
	<b>5,449,174</b>	<b>4,916,319</b>	5,095,309	4,876,335

As at December 31, 2023, the total realized gain for the year on sale of marketable securities included with investment receipts on the statement of operations is \$63,195 (2022 - \$6,466).

## Health Sciences Association of British Columbia Notes to the Summarized Financial Statements

*For the year ended December 31, 2023*

#### 4. Deferred Contributions

	2023	2022
<b>HSPBA Professional Bodies Fee Fund</b>		
Funds received by HSA	11,887,137	-
Interest received	175,062	-
Member reimbursements	(3,022,324)	-
HSA admin fees	(187,357)	-
	8,852,518	-
<b>HSPBA Professional Development (\$3 million Ministry of Health) Fund</b>		
Opening	2,909,131	2,268,249
Funds received by HSA	2,446,920	2,446,920
Interest received	139,537	26,688
Member reimbursements	(1,882,836)	(1,646,845)
HSA admin fees	(107,384)	(185,881)
Transfer from \$400k fund	124,972	-
	3,630,340	2,909,131
<b>HSPBA Employer Paid Steward Time</b>		
Funds received by HSA	1,500,000	-
Interest received	48,637	-
	1,548,637	-
<b>HSPBA Professional Development (annual \$400,000 per term of HSPBA CA) Fund</b>		
Opening	465,053	161,976
Funds received by HSA	326,257	326,257
Interest received	13,736	3,108
Member reimbursements	(13,825)	(26,288)
Transfer to \$3 million fund	(124,972)	-
	666,249	465,053
<b>EDMP Fund</b>		
Opening	234,869	145,414
Funds received by HSA	86,173	126,219
Interest received	6,523	-
Expenditures	(39,664)	(36,764)
	287,901	234,869
<b>NBA Fund</b>		
Opening	78,772	495
Funds received by HSA	94,264	78,277
Interest received	3,800	-
Expenditures	(4,628)	-
	172,208	78,772
<b>Other deferred contributions</b>	<b>79,156</b>	<b>46,809</b>
<b>Total deferred contributions</b>	<b>15,237,009</b>	<b>3,734,634</b>

The remaining deferred contributions relating to HSPBA Professional Development Funds on the Statement of Financial Position are held in term deposits and interest bearing accounts. Total interest earned on these funds for the year ended December 31, 2023 was \$387,295 (2022 - \$30,075).

## Health Sciences Association of British Columbia Notes to the Summarized Financial Statements

*For the year ended December 31, 2023*

### 5. Capital assets

	<i>Cost</i>	<i>Accumulated Amortization</i>	<i>2023 Net Book Value</i>	<i>2022 Net Book Value</i>
<b>General fund</b>				
Computer equipment	1,647,613	1,277,318	370,295	340,237
Furniture and equipment	1,052,663	1,004,838	47,825	50,369
Telephone equipment	173,701	173,701	-	95
	<b>2,873,977</b>	<b>2,455,857</b>	<b>418,120</b>	<b>390,701</b>
<b>Defense fund</b>				
Office Premise - 180 East Columbia Street				
Land	2,300,000	-	2,300,000	2,300,000
Building	17,254,188	2,926,387	14,327,801	14,636,587
	<b>19,554,188</b>	<b>2,926,387</b>	<b>16,627,801</b>	<b>16,936,587</b>
	<b>22,428,165</b>	<b>5,382,244</b>	<b>17,045,921</b>	<b>17,327,288</b>

### 6. Accounts payable and accruals

Accounts payable and accruals includes \$265,238 (2022 - \$76,266) of remittances payable to various government agencies.

### 7. Salaries payable

	<i>2023</i>	<i>2022</i>
Vacation	741,210	629,281
Accrued wages	311,123	324,994
Overtime and lieu time	911,615	710,787
	<b>1,963,948</b>	<b>1,665,062</b>

### 8. Employee Future Benefits

Severance	2,284,826	1,827,394
Sick pay payable upon severance of employment	713,696	581,938
	<b>2,998,522</b>	<b>2,409,332</b>

## Health Sciences Association of British Columbia Notes to the Summarized Financial Statements

*For the year ended December 31, 2023*

### 9. Long-term debt

	2023	2022
Vancouver City Savings Credit Union Mortgage payable:		
Blended weekly payments of \$11,892 including principal and interest at 3.25% per annum (2022 - 3.25%) with a loan maturity date of May 5, 2025.	<b>6,739,999</b>	7,135,112
Less: current portion	<b>(413,378)</b>	(392,490)
	<b>6,326,621</b>	6,742,622

The Association's long-term debt is secured by a general security agreement providing a first charge over all assets of the Association and 100 East Columbia Street Properties Ltd. and an unlimited guarantee and postponement of claim by 100 East Columbia Street Properties Ltd. with respect to the debts and liabilities of the Association.

Estimated principal repayments required on the long-term debt in each of the next five years, assuming long-term debt subject to refinancing is renewed at similar rates and terms are estimated as follows:

Years	Principal
2024	413,378
2025	419,102
2026	432,942
2027	447,239
2028 and thereafter	5,027,338
	<b>6,739,999</b>

### 10. Internal fund transfers

During the year, the Board of Directors approved interfund transfers totaling \$298,000 (2022 - \$848,000) from the General Fund with \$250,000 (2022 - \$500,000) transferred to the Bargaining Fund and \$48,000 (2022 - \$348,000) transferred to the Defense Fund.

### 11. Fund balances

	Invested in capital assets	Unrestricted fund balance	Internally restricted fund balance	Total
Balance, January 1, 2022	4,800,660	4,448,592	7,221,802	16,471,054
Excess (deficiency) of receipts over expenditures	-	891,927	(2,142,781)	(1,250,854)
Net additions of capital assets	167,593	(167,593)	-	-
Internally restricted general funds	450,581	(726,242)	275,661	-
Capital asset amortization	(543,971)	218,188	325,783	-
<b>Balance, December 31, 2022</b>	<b>4,874,863</b>	<b>4,664,872</b>	<b>5,680,465</b>	<b>15,220,200</b>
Excess (deficiency) of receipts over expenditures	-	(1,345,515)	(256,015)	(1,601,530)
Net additions of capital assets	225,835	(225,835)	-	-
Internally restricted general funds	(241,208)	348,258	(107,050)	-
Capital asset amortization	(507,201)	181,160	326,041	-
<b>Balance, December 31, 2023</b>	<b>4,352,289</b>	<b>3,622,940</b>	<b>5,643,441</b>	<b>13,618,670</b>



# Health Sciences Association of British Columbia

## Notes to the Summarized Financial Statements

For the year ended December 31, 2023

### 12. Credit facilities

At December 31, 2023, the Association has a Vancouver City Savings Credit Union operating line of credit available to a maximum of \$2,500,000 (2022 - \$2,500,000) bearing interest at the financial institution's prime lending rate plus 0.25%. As at December 31, 2023, the facility was not drawn upon (2022 - \$Nil). The line of credit is secured by the Association's land and building with a net book value of \$16,627,801 (2022 - \$16,936,587).

### 13. Related party transactions

The Association is related to 100 East Columbia Street Properties Ltd., a company incorporated in British Columbia. The Association is related to the company by virtue of its ability to appoint the corporate directors. The company has no assets, liabilities or operations and exists solely as a bare trustee for the Association's real estate holdings.

### 14. Financial instruments

The Association, as part of its operations, carries a number of financial instruments. It is management's opinion that the Association is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

#### **Interest rate risk**

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. Changes in market interest rates may have an effect on the cash flows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets or liabilities, known as price risk. The Association is exposed to interest rate risk primarily through its long-term debt and its investments in interest-bearing term deposits and marketable securities.

#### **Foreign currency risk**

Foreign currency risk is the risk that the value of investments denominated in currencies, other than the functional currency of the Association, will fluctuate due to changes in foreign exchange rates. As at December 31, 2023, the Association held equity instruments denominated in U.S. dollars with the Canadian dollar equivalent fair value of \$1,690,499 (2022 - \$1,513,858)

#### **Liquidity risk**

Liquidity risk is the risk that the Association will encounter difficulty in meeting obligations associated with financial liabilities. The Association enters into transactions to borrow funds from financial institutions or other creditors for which repayment is required at various dates.

#### **Credit Risk**

The Association manages its credit risk by performing regular investigation into overdue accounts and provides allowances for potentially uncollectible accounts receivable. The Association has not made any provision for doubtful accounts at year-end after reviewing each outstanding account and determining collectability based on its knowledge of the participating employers' situation.

#### **Other price risk**

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or foreign currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Association is subject to price risk through its marketable securities as these investments are subject to price changes in an open market due to a variety of reasons including changes in market rates of interest, general economic indicators and restrictions on credit markets.

### 15. Comparative figures

Certain comparative figures have been reclassified to conform with current year presentation.

# Committee Reports

# Resolutions Committee

I am pleased to present the report of the Resolutions Committee.

Under the union's constitution, members may submit resolutions through their local chapters, where members vote on whether to forward them for consideration by convention delegates. Resolutions may also be submitted by the Board of Directors, which receives recommended resolutions from the union's committees. The purpose of resolutions is for members to debate and guide union policy, and to give direction for the union to take policy positions or action on a range of issues. Issues directly related to collective bargaining are not dealt with at the annual convention, but at bargaining proposal conferences held prior to the expiry of HSA members' collective agreements.

This year, the committee received an unprecedented 287 resolutions, submitted using the newly designed online form using simplified language and developed by the union's information systems staff.

The Resolutions Committee is comprised of the union vice-president,

who acts as chair, one member-at-large elected from each region, and one board member who participates with voice but no vote. The purpose of the committee is to review submitted resolutions to ensure they meet the guidelines as set out by policy, and to discuss each of the resolutions in order to make a recommendation to convention delegates on whether to support or oppose the resolution. The committee acts as a microcosm of the membership, bringing perspective from members from across the province.

The committee is tasked with considering opportunities to group together resolutions seeking the same outcome or action, and making a recommendation to delegates on whether to support or oppose each resolution.

This work is achieved through discussion and debate at the committee level. In some cases, committee members reach out to lead stewards to get clarification or propose changes to the submitted resolutions to ensure the intent of the resolutions is captured. A big job for committee members is to prepare a brief report on each resolution

to present to convention delegates by way of explaining the issues committee members considered in coming to a decision on whether or not to support each resolution.

This year, the deadline for submission of resolutions was Friday, February 16. Of the 287 resolutions submitted by the deadline, twelve were not accepted as they were received past the deadline, 30 were rejected as they are related to bargaining, and four were withdrawn by the submitting chapters. Resolutions submitted by more than one chapter are presented as a single resolution, but with each submitting chapter attributed, and there were a few instances of resolutions that were accidentally submitted twice, leaving a total of 230 resolutions to be forwarded to convention. The Resolutions Committee worked to combine some of those resolutions into composite resolutions addressing an issue in a comprehensive manner, and a number of resolutions were deemed to cover the intent and direction of other resolutions. In order that as many issues as possible in the time allowed at convention may be considered by delegates, the committee will prioritize bringing those resolutions to the convention floor ahead of others addressing the same issues and making similar recommendations.

On behalf of all HSA members, I want to thank each one of the committee members for their thoughtful, meaningful – and sometimes difficult and emotional – debate in our three long

days of work preparing the resolutions for convention. The hard work they do helps focus and prioritize the work of delegates at convention – May 1 to 3 in Vancouver this year.

During convention, a straight majority vote of delegates is required to pass policy resolutions. Resolutions to change the union's constitution require a two-thirds majority vote to pass. Resolutions approved by convention take effect upon adjournment of the convention unless otherwise specified. If convention runs out of time to consider each resolution, the remaining resolutions are forwarded to the next meeting of the union's Board of Directors for decision.

I know that we all look forward to the debate, discussion, and direction by delegates.

Respectfully submitted on behalf of the committee,  
Mandi Ayers  
Vice President, and  
Regional Director, Region 10  
Alexandra Thomson, Regional Director,  
Region 4  
Morag Kydd, Region 1  
Jade Stuart, Region 2  
Livia Davies, Region 3  
Laura Greenwood, Region 4  
Lisa Daechsel, Region 5  
Neilofur Akhtar, Region 6  
Penny Regier, Region 7  
Laurie Golemiac, Region 8  
Mike Tyson, Region 9  
Jenn Hiscock, Region 10

# Committee on Equity and Social Action

At the 1989 HSA convention, delegates passed a resolution to establish the Committee for Equality and Social Action (CESA) along with the CESA Fund. This year, on recommendation of the committee, it has been renamed to the Committee on Equity and Social Action. The fund was established in the spirit of solidarity to support grassroots organizations not affiliated with HSA who are focused on human rights, climate action, social and economic justice, workers' rights, and universal health care. The CESA fund continues to be an important part of our collective commitment to supporting labour and social justice movements both locally and internationally.

## **CESA Fund Meetings**

Every year, CESA committee members hear from organizations working to deliver vital services, education, advocacy, and support on behalf of vulnerable people in BC. In the fall, CESA members gather to receive ten-minute virtual presentations by the groups applying for support through HSA's Equity and Social Action Fund. Over the course of three days in November, the CESA committee met to consider the

applications as part of the process of selecting recipients for this year's fund.

The solidarity fund is based on 0.6% of total HSA revenue, as per Resolution 27 passed by the HSA membership at the 2012 HSA Convention. This year, the committee received 32 requests for funding totaling \$449,533. HSA had \$157,520 available for disbursement. As we've seen in previous years, the requests far exceeded the budget so tough choices needed to be made.

The criteria used to determine successful recipients are as follows:

- Promotion and protection of trade union rights
- Promotion and protection of human rights
- Elimination of inequalities in society and the workplace
- Promotion of issues relevant to women
- Elimination of poverty
- Promotion and protection of a healthy environment

We are pleased to note that many organizations on this list met not only the criteria outlined in the CESA fund

policy, but also aligned with resolutions passed at the 2023 HSA convention, and with core justice, equity, diversity, and inclusion work coming out of HSA equity caucuses and committees.

Committee members worked diligently to assess the work of each group and make funding choices in support of fund policy. The committee creatively stretched out every dollar to ensure that as many community organizations as possible could be supported. The committee stands in solidarity knowing that the money will make a significant positive difference to the most at risk people in our society.

Following the union's regular practice, the committee presented their recommendations on these requests to the Board, and the Board approved the donations.

### **Social Justice Day**

Social Justice Day, which takes place on February 20, is a time to recognize the need to promote social justice. This year CESA's recommended focus was on the Social Justice Day workshop, Resisting Burnout and Vicarious Trauma. A one-day workshop was held virtually on February 20th. The facilitator, Vikki Reynolds, focused on strategies to resist burnout and vicarious trauma. Participants, including CESA members, learned about how to cope with vicarious trauma and burnout related to workplace struggles, collective ethics, and social justice.

### **Campaigns**

The CESA committee also makes recommendations to the HSA Board of Directors to support social justice campaigns and events.

CESA representatives participated in calls to action for campaigns lead by CESA partner organizations, including the Centre for Family Equity (formerly Single Mothers Alliance) Transit for Teens campaign and the CoDevelopment Canada/Honduran Women's Collective (CODEMUH) campaign for justice for workers of Gildan Activewear San Miguel who have been impacted by the factory closure.

### **Transit for Teens Campaign**

The Transit for Teens campaign is working toward free-of-charge transit for children and teens up to 18 years. This builds on the previous success of the "All aboard campaign" to provide free transit to all children twelve and under.

In February of this year, CESA Chair Heath McLeod sent a letter to Vancouver's city council to highlight HSA's support for the Transit for Teens campaign. The letter was submitted to the council in the lead-up to a motion put forward by the Centre for Family Equity, as part of the Transit for Teens campaign, to expand free-of-charge transit for youth up to age 18. The motion was debated and successfully passed. We congratulate the Centre for Family Equity for their leadership on

this campaign and continue to stand in solidarity with the work to bring free-of-charge transit to youth in Vancouver and across BC.

### **Campaign for Workers of Gildan Activewear in San Miguel, Honduras**

In the summer of 2023 Gildan Activewear, a Canadian-owned corporation, closed their factory in San Miguel, Honduras, leaving over 2100 workers without a job – including 300 workers who were injured during the course of their work at the factory. The closure coincided with a ruling issued by the Honduran supreme court which ruled in favour of compensation for the injured workers. The Canadian-owned corporation makes sportswear and jerseys that are worn by many high school and college athletes in Canada.

CESA has been working closely with CoDevelopment Canada and their partner organization, the Honduran Women’s Collective (CODEMUH), along with other sibling unions such as HEU and BCGEU, to take action on the campaign for justice for workers of Gildan Activewear San Miguel.

CESA representatives participated in a social media solidarity action where CESA representatives and members of HSA’s Board of Directors took pictures of themselves holding a sign with the words “Solidarity with workers of Gildan San Miguel”. This post received high

levels of social media engagement on HSA channels, helping to raise awareness, demonstrate visible support, and build collective pressure.

CESA also took up the call from CoDev and CODEMUH to have HSA voice our concerns in a letter to Gildan Activewear. HSA President Kane Tse, on behalf of HSA, sent a letter to the CEO of Gildan Activewear calling on Gildan Activewear to address these issues and reinstate the workers who had been laid off. This continues to be the focus of the campaign.

If you would like to learn more about the campaign and how you can get involved, please reach out to CESA for more information.

### **CESA Archive Project**

The CESA archive project was initiated last year and was aimed at compiling the history of the committee to assist new CESA representatives with onboarding to committee work. The archive project resulted in a binder for CESA representatives that has become foundational to the work of the committee. We are pleased to report that the CESA archive project was a success.

Respectfully submitted on behalf of the committee,  
Heath McLeod, Chair, Region 8 Director  
Nicole McIntosh, Region 6 Director  
Teresa Forbes, Region 2  
Lara Seguin, Region 3  
Manj Sandhu, Region 7

## Projects Funded by CESA in 2023:

Afiya Care Collective	\$10,000
BC Society of Transition Houses	\$4,000
BC Poverty Reduction Coalition	\$5,000
Camp Jubilee	\$5,000
Centre for Family Equity (Formerly called Single Mothers' Alliance of BC Society)	\$7,000
CoDevelopment Canada	\$21,120
Downtown Eastside SRO Collaborative	\$5,000
Elizabeth Bagshaw Clinic	\$7,400
First Call Child and Youth Advocacy Society	\$4,000
Greater Van GoGos	\$500
Junior Black Achievement Awards (JrBAA)	\$3,000
Living Wage for Families BC	\$5,000
Mom2Mom Child Poverty Initiative	\$2,000
Nesting Doula Collective	\$10,000
Penticton and Area Access Society	\$8,000
RADIUS SFU	\$2,000
Richmond Women's Resource Centre	\$7,500
Ricochet Media	\$3,000
Seniors' Services Society	\$7,000
Sher Vancouver	\$2,500
Story Money Impact	\$3,500
Together Against Poverty Society (TAPS)	\$3,000
Union Cooperative Initiative	\$10,000
Wagon wheel housing society	\$9,000
West Kootenay Women's Association	\$9,000
YWCA Metro Vancouver	\$4,000
<b>Total 2023 Donations</b>	<b>\$157,520</b>



# Report of the Education Committee

The Education Committee oversees HSA's education program which is planned to build the union's strength by providing education that is accessible and responsive to members, activists, and leaders. HSA's education reflects the goals and objectives of our union, including democratic participation, awareness of public and social justice issues, recognition of collective strength, and enhancement of members' knowledge and skills. The committee identifies educational needs and makes recommendations to the Board of Directors regarding policies and programs to meet those needs. The committee also evaluates how these needs are being met by HSA education policies and programs.

## **Year in Review**

The committee met four times this past year to continue a review of the education policies and procedures, prioritize workshops, select members to attend the CLC Winter School, and select the recipients of the HSA scholarships and bursaries. Our thanks to past committee members Myda Jaz (Region 1) and Pablo Quintero (Region 5) who unfortunately had to step down during

the year and were replaced by Morag Kydd and David Mullally.

## **Workshops**

2023 was another extremely busy year for the education department and there has been a significant increase in interest and engagement in all HSA workshops and training. Forty workshops were planned and/or supported by the educators; 25 were held virtually and 15 were in-person. The total number of training seats for those workshops was 1405, with approximately 500 members taking their first-ever HSA workshop in 2023. External facilitators delivered 24 of the workshops. Feedback has been overwhelmingly positive.

Members have continued to request both in-person and virtual workshops and the education department continues to plan a mix of both types of workshops to ensure accessibility. Pre-Convention workshops at the Hyatt returned in 2023 and were a success with nearly all members who applied attending an engaging and valuable day of learning. We look forward to the programming being offered at the 2024 convention.

## **CLC Winter School**

Six members were selected to attend the 2024 CLC Winter School. This year, the first Marg Beddis Scholarship for Winter School was awarded in honour of a former board member and long-time HSA activist who passed away in 2022. Application information for CLC Winter School goes out each fall and is open to all members.

## **Summer Institute for Union Women**

Four members were selected to attend the 2023 Summer Institute for Union Women held in Portland, Oregon. This event returned to in-person after three years of virtual events. Application information for the Summer Institute for Union Women (SIUW) goes out each spring and the Women's Committee selects the attendees in consultation with the Education Committee.

## **Pension Seminars**

2023 also saw a return to the popular pension seminars with 293 members attending virtual sessions delivered by Municipal Pension Plan (MPP) staff. MPP offers seminars for early and mid-career members, as well as those closer to retirement. If your chapter is interested in requesting a virtual pension seminar, please get in touch with the education department.

## **Scholarships and Bursaries**

An important and ongoing task of the Education Committee is to award scholarships and bursaries to our members and members' children for post-secondary education. Bursaries are awarded to those in financial need and scholarships are awarded to recognize academic achievement. The committee met in early February for three days to select the recipients of this year's scholarships and bursaries after reviewing approximately 270 applications. HSA scholarships and bursaries include 10 x \$2,000 scholarships; 20 x \$2,000 full-time bursaries; 4 x \$1,000 part-time bursaries; and 2 x \$2,000 Indigenous student bursaries. The committee's recipient recommendations have been sent for approval by the Board of Directors at their next meeting and the recipients will be notified in June 2024.

I want to take this opportunity to acknowledge the dedication and hard work of the HSA Educators: Jennifer Brandt, Sarah Chapple, and Ingrid Ericson, and education department administrative support: Karin Hodgson and Kit Lui.

Respectfully submitted,  
Brooke Carter, Chairperson, Region 2  
Director  
Heath McLeod, Region 8 Director  
Morag Kydd, Region 1  
Tanisha Bors, Region 4  
David Mullally, Region 5

# Report of the Occupational Health and Safety Committee

The last year has been busy for the OHS committee and for occupational health and safety in health care and social services. The committee's goal was to increase member engagement in occupational health and safety, including engagement with member education, workplace Joint Occupational Health and Safety committee participation, and OHS related events. This past year also saw significant movement in WorkSafeBC regulatory change and enforcement, as well as growth with our safety partners.

## Getting Members Involved

A key goal for the committee was increasing visibility and engagement with our members; this was highly successful. Membership engagement took on many forms including participation in JOHS committees, educational programs, regional committees, and provincial initiatives, along with involvement at the biennial OHS conference.

We saw an increase in the number of OHS stewards and JOHS committee representatives across worksites, including elections at a number of

worksites. One of the key takeaways has been greater visibility for HSA on the floor and at the OHS table. This has led to fewer calls from the employer for committee variances, a technique often used to justify the employer's desire to have fewer committees. Having committee representation from a range of HSA voices has been a crucial and important step towards worker participation. Anecdotally, there are stories of worksites electing up to nine OHS stewards, and having to choose which members would attend the JOHS committee. This increased engagement will serve the union for years to come as a greater capacity is built from within. In general, there are more members interested, volunteering, and elected. Conversely, the number of members directly appointed by the employer without union input has dropped significantly.

Part of this increased involvement can be attributed to outreach work by HSA's OHS and organizing staff and committee members, who have been participating in regional and chapter meetings where they are advocating for crucial OHS issues such as advancements to psychological health

and safety and better control measures for violence in the workplace.

The committee requested increased training opportunities – three basic workshops and one advanced workshop – for OHS stewards. Participants in OHS workshops came from all areas of the province and various professions, adding crucial input and experience to training sessions.

Participation in regional and provincial OHS initiatives has also increased, and the committee would like to recognize the members who represent HSA on the regional OHS, psychological health and safety, and regional violence committees. For the first time in many years, HSA has a full slate of members for these committees. Thank you all.

The committee helped to promote the provincial violence prevention curriculum refresh needs analysis engagement sessions, organized by SWITCH BC. HSA members had amongst the highest rates of participation and engagement in the sessions. Our members shared experiences from their worksites and professions, helping to add value and address current gaps in the current curriculum, as well as form a base for the new violence curriculum in health care. HSA members spoke out and are making a difference.

Another province-wide initiative driven by the committee is the OHS conference. The 2024 conference was

held in Vancouver on February 8-9. The theme of this year's conference was "OHS Exposed", chosen in recognition of the fact that HSA members are exposed to a range of different physical and psychological hazards at work. The speakers at this year's conference included experts in both physical hazards, such as carcinogenic exposures, and mental health, workplace stress, and trauma. This year's conference had many applicants and welcomed a record number of delegates from across the province. We appreciate the interest from so many members, and we look forward to welcoming even more in 2026. A notable statistic from this year's event was the number of new members interested in learning more about OHS. This surge of newer members is a positive sign of the growth of membership involvement with the important issues of OHS.

### **Our Partners**

The OHS committee has worked at fostering the relationship between HSA and our industry safety partners, SWITCH BC and CSSHSA. SWITCH BC (Safety, Wellbeing, Innovation, Training, and Collaboration in Healthcare) is a unique organization that works in partnership with health authorities, health care unions, physicians, and WorkSafeBC to provide information and resources to workers and members in the health care sector. Community Social Services Health and Safety Association (CSSHSA) provides similar services and training in the community social services sector.

The OHS committee has been kept informed of the work of these organizations and their projects. Projects of SWITCH BC include the OHS Resource Centre, psychological health and safety resources, and the provincial violence prevention curriculum (PVPC) refresh. The committee took part in training and presentations on the OHS Resource Centre and PVPC projects, as well as participating in engagement sessions.

HSA has also benefitted from the projects of the CSSHSA, including participating in several webinars. Of particular interest is HSA's leading role in webinars on the certificate of recognition program, with HSA staff member Farzad Kasad representing workers in this area. As part of our partnership with CSSHSA, the OHS committee reviewed the CSSHSA strategic plan and provided feedback. The committee's recommendations and insights about the importance of having a focus on OHS were relayed to the Board of Directors for HSA's upcoming strategic plan.

Our partners have also contributed directly to HSA OHS with their support of the 2024 OHS conference where they provided their CEOs, Victoria Schmid of SWITCH BC, and Satvinder Basran of CSSHSA, as guest speakers. SWITCH BC also provided a breakout presentation on their resource centre and an information booth at the conference.

The committee will continue developing these relationships as it works on the provincial stage.

## **WorkSafeBC**

HSA continues to advocate and consult on crucial policy and regulation changes involving WorkSafeBC. There has been significant movement in regulations and policies surrounding return-to-work, dangerous and illicit drugs, and workplace violence. The OHS committee has kept current on the development of these changes, and the actions of HSA as well as our OHS partners at the BC Federation of Labour. This work continues to be a priority for the committee.

Statistically, health care and community social services still presents as one of the highest claim areas, especially in the areas of workplace violence and ergonomics, but we are working with our partners to bring meaningful change to these areas. There is a greater recognition that there is an important intersection between psychological and physical health and safety, and that there is important work to be done to bridge the gap that currently exists between psychological and physical health and safety. This work is all progressing, and with greater engagement of the membership, this work is moving forward.

Respectfully submitted,  
Alexandra Thomson, Chair,  
Region 4 Director  
Brooke Carter, Region 2 Director  
Samantha Carroll, Region 2  
Marina Moskaleva, Region 6  
Suzanne Lauzon, Region 8

# Report of the Political Action Committee

The Political Action Committee (PAC) supports the involvement of HSA members in political action activities and campaigns. It oversees the use of HSA's Political Action Fund, supports the work of the Constituency Liaisons and labour council delegates, and looks for opportunities to engage HSA members in political action to support issues of importance to them which are consistent with our constitutional objective and purposes.

Our committee has met five times since the last convention. Here is a brief summary of the work undertaken by the committee.

## **Constituency Liaisons**

The Constituency Liaison (CL) program trains and supports HSA members to bring up the issues facing our membership to their local MLAs. Online and in-person workshops were held to train new and returning liaisons on the fundamentals of government relations and our topics, and a Constituency Liaison policy was developed to expand opportunities to join the program and standardize liaison reporting requirements.

This year's campaign issues were: advocating for government action to recruit and retain specialized health science and social services professionals; and supporting the important work of child development centres and services through a funding increase and implementing a 'social procurement' model to award contracts going forward. Our work supporting child development centres has been particularly important as at the end of this year the government will conclude a multi-year consultation on the service delivery model.

In addition to local meetings between liaisons and their MLAs, a delegation of liaisons joined the HSA Board of Directors in Victoria for an all-party lobby at the end of the year, providing an opportunity for more in-depth conversations with ministers with responsibility for our key issues.

## **Labour Council Delegates**

We had a number of members join labour councils in Victoria, Courtenay, Kamloops, and the Lower Mainland this year. They have joined with delegates from HSA and other unions

for a successful year of community leadership. They have met with local, provincial and federal politicians, organized large-scale community events, and donated thousands of dollars to help those in need in their communities.

We would like to recognize Anne Davis for her many years of work bringing HSA issues to her council and joining with members from other unions to support her community. Anne was a delegate to the Courtenay, Comox and District Labour Council for over 22 years. Anne, thank you for all your contributions to your council and community!

Welcome to our new delegates, and thank you to all HSA labour council delegates for the time and energy you put into this work on behalf of HSA and our local communities.

### **Social Media and Democracy Workshop**

The overall rise in online misinformation and disinformation is also being experienced within political conversations. As PAC, we recommended that a workshop be developed and opened to members about current trends in social media, and how that contributes to better or worse political dialogue. We're pleased to report that, based on member feedback, the workshop was highly successful and is being offered again on the pre-convention education day to give even more members the opportunity to take part.

### **Provincial Election**

The next provincial election takes place this fall on October 19, 2024. This will be the first election held under revised electoral district boundaries, the majority – 72 of 87 – of which have had their boundaries changed. Six new districts have also been created in high-growth areas of the province for a total of 93 electoral districts, up from 87.

Given the direct impact the provincial government has on members, we felt that it was important to resource robust member engagement to let members know about the election and the ways they can vote. That's why we support this year's Core Member Engagement Team (CMET) including the election in their outreach topics, and why we recommended an increase to this year's Political Action Fund. Our hope is that we will have CMET applicants from every HSA region so our member engagement efforts can boost participation in the election across the province while still continuing our valuable member outreach and engagement work.

If you or your HSA colleagues are interested in this year's CMET program, please apply!

### **Political Action Fund**

The Political Action Fund (PAF) is a resource members may apply to for financial support with community-based political activism, issue-based campaigns, and education. This year the committee reviewed and granted

multiple requests for financial support to attend trainings and events. If you are interested in getting training in community-based political activism or issue-based campaigns that support HSA political action principles, please consider applying to the Political Action Fund.

If you or someone you know is a candidate in the provincial election, would like to join the Constituency Liaison program, serve on your local labour council, or apply to the Political Action Fund please reach out through [info@hsabc.org](mailto:info@hsabc.org).

### **Federal Politics**

In the 2021 federal election the Political Action Committee decided to focus member mobilization on three policy issues: pharmacare, child care, and climate action.

There has been significant work to expand child care through partnerships between the federal and provincial governments, and unions have led a sophisticated lobbying effort in support of the Sustainable Jobs Act, which (if passed) will provide a framework for financial resources for workers whose jobs are disrupted by employer and industry actions to reduce carbon emissions.

However, the most exciting development on the federal stage is the introduction of a universal, single-payer pharmacare program! Although the legislation will

only provide free access to two classes of drugs, diabetes medication and birth control/contraception, the proposed framework is exactly what we need to be able to add more necessary medications in the future. Just weeks before the legislation was introduced, PAC members Sarah Kooner, Ron Regier, and Kieran Shoker along with President Kane Tse and Regional Directors Mandi Ayers, and Jing-Yi Ng joined 100 other union members at the Canadian Health Coalition lobby in Ottawa. Jing-Yi and Kieran were also featured speakers at the coalition press conference and delivered powerful remarks from their perspectives as practicing pharmacists. Our collective pharmacare advocacy came at a crucial moment and gave Liberal and NDP MPs confidence that there was widespread public support for this policy. The pharmacare legislation has the potential to be a historic moment in Canadian health care history and is something all HSA members should be proud to have helped make happen!

It was a pleasure collaborating with the committee as well as having staff support provided by Nicole Seguin and Amber Lahmann. Thank you to the entire committee for your work and commitment.

Respectfully submitted,  
Health McLeod (Region 8) and Sarah Kooner (Region 7), Co-Chairs, Political Action Committee  
Melika Hanos, Region 5  
Ron Regier, Region 7  
Kieran Shoker, Region 10



# Report of the Racial Justice Committee

Formed in 2023, the Racial Justice Committee (RJC) seeks to advance racial justice by addressing systemic and all forms of racism, and incorporating the values of equity, diversity, and inclusion (EDI) within HSA, our membership, and beyond. As such, the RJC is committed to supporting equity-seeking groups.

The RJC believes that it is important to recognize that the work of decolonization is inseparable from dismantling systemic racism and discrimination. It is our commitment as a committee to continue our learning about the ongoing impacts of colonialism and white supremacy so that we may provide critical allyship, and advance decolonization and racial justice, when called upon.

Our committee has met five times since the last convention. Following is a summary of the work undertaken by the committee:

## **Member education**

The RJC has recommended the following workshops to be offered to members in 2024:

1. **Critical Allyship** – The goal is to provide members with the tools and strategies they need to offer effective critical allyship when called upon, and when needed. The workshop goal is to support members on how to proactively educate themselves to best support and amplify the needs of their fellow members and colleagues who are facing oppression and marginalization due to (a) facet(s) of their identity. The workshop is aimed at educating members on common implicit biases and systems of oppression that groups who are marginalized face daily, and offering tools and strategies on how to break the bystander effect and become an active participant in social justice.
2. **Leadership Training for Black, Indigenous, People of Colour (BIPOC) HSA members** – This 2023 workshop, recommended by the Political Action Committee, was

well-attended and received positive evaluations from its participants, including some RJC members. As such, the RJC has recommended this be offered again in 2024. The goal is to support BIPOC members to become more impactful leaders within their union, workplaces, and communities. We recognize that BIPOC members often experience challenges as they contemplate and accept leadership positions within organizations. Some of these challenges are addressed by creating awareness and building solidarity amongst BIPOC members.

### **Local community engagement**

Two of the Committee members, along with another racialized HSA member and staff support, attended the Junior Black Achievement Awards (JrBAA) held in Port Moody on October 22. The JrBAA Society is a British Columbian organization that empowers Black youth and their families through training, recognition, and access to education. The award ceremony, held for the first time after a 20-year hiatus, was a powerful experience as we witnessed the amplification of Black voices and Black excellence. Award winners were brilliant, accomplished, and community-engaged students – some of whom won multiple awards.

The RJC would like to explore ways to financially support (e.g. through scholarships/bursaries) organizations such as the JrBAA that are doing work for equity-denied groups. The RJC is

also in support of promoting the work of these organizations through HSA Communications (e.g. bulletins or social media).

### **Broader engagement with the labour movement**

In October 2023 the entire RJC, along with staff, attended and represented the HSA at the National Union of Public and General Employees (NUPGE) Anti-Racism Conference in Ottawa. The RJC co-chairs and HSA's Director of EDI also joined President Kane Tse in attending a pre-conference NUPGE Anti-Racism Committee meeting, where all attending components (unions) shared their anti-racism policies and their active initiatives. HSA's anti-racism work, including the formation of a Racial Justice Committee, was highlighted and well-received. The conference supported learning, interconnectivity, and solidarity-building with members from different unions across Canada. The RJC is committed to continuing the conversations that began at this conference by incorporating the key learnings from fellow components, and finding ways in which they can be applied to the HSA.

### **Ongoing discussions regarding data collection on grievances**

As per Resolution 106 passed at the 2023 HSA Convention, the committee is interested in collecting data on

grievances with implications for racism and related discrimination, as well as other equity issues, to guide recommendations to create the appropriate supports for our members. To facilitate this, the RJC has met with Labour Relations and Legal staff to understand the avenues available to members facing inequities in the workplace, and considerations for any data collection on such grievances. The Committee is currently engaging in ongoing discussions regarding the feasibility of this project and potential next steps.

### **Ongoing engagement with HSA's Black, Indigenous, People of Colour (BIPOC) Caucus**

By engaging in dialogue, feedback, consultation, and reviewing data from HSA's BIPOC caucus and members, our intention is to provide guidance and recommendations on policies and practices on EDI issues across our union. We are grateful to the BIPOC caucus for sharing their thoughts on topics for member education, convention resolutions, and general racial justice focused issues for HSA to consider.

### **Ongoing discussions regarding our role in actioning global solidarity**

As a committee we are committed to genuine anti-racism efforts and laying the groundwork in providing recommendations to make positive change for equity-denied groups within our membership and beyond.

As a Racial Justice Committee of a healthcare union, we are deeply concerned about the colonial violence in Palestine. The International Court of Justice recently ruled on the plausibility of genocide in Palestine and its consequences, including but not limited to the several thousand illegally detained, held captive, or missing Palestinians still buried under the rubble, and the 134 Israelis held captive in Gaza; the 30,228+ Palestinians killed and the 1200 Israelis killed; the 71,377 injured Palestinians and the 6832 injured Israelis (including 1432 soldiers); as well as the over 2 million Palestinians displaced from their homes in just 147 days as of March 1, 2024, according to the United Nations Office for the Coordination of Humanitarian Affairs. Many of us feel a deep connection to the health workers who share our occupations and are living under an occupation in which the Palestinian healthcare system has been intentionally targeted and destroyed. On February 22, 2024, Médecins Sans Frontières' Secretary General, Christopher Lockyear, called upon the United Nations Security Council to demand an immediate and sustained ceasefire, and for the unequivocal protection of medical facilities, staff, and patients. The disparity between the Palestinian health workers who are being abducted from their posts at hospitals, tortured, held captive, and killed, while providing care to their communities, and a subset of approximately 100 Israeli physicians who have openly called for their government to bomb Gaza's

medical facilities and target patients, is a profound breach of medical ethics, and we as their colleagues need to hold those responsible for colonial violence accountable.

The Committee has extensively discussed potential ways in which the RJC can engage in actions of solidarity – calls to action include:

- Collaborating with other interested committees and caucuses to call for HSA to provide funding to an organization providing humanitarian relief and medical aid to Palestinians, as NUPGE has done;
- Calling for education on historical events spanning the pre-World War I anti-Jewish sentiment in Europe that led to the colonization of Palestine, to its current imposed occupation, and what United Nations experts and Amnesty International investigations have deemed as an apartheid;
- Exploring active ways to continue decolonization work within our union, and in our local and international communities (e.g. working towards engaging in and upholding practices that are deemed ethical by environmental and human rights standards, and working with organizations that uphold the same standard);
- Calling upon HSA to work with NUPGE on lobbying the federal

government for a permanent ceasefire and an arms embargo on all those supporting and inciting colonial violence.

While we reflect on the examples of community leaders and positive change-makers internationally renowned for their efforts towards social justice, equity, diversity, and inclusion who have publicly shared their perspectives on this matter, including but not limited to Malcolm X, Nelson Mandela, and Angela Davis, and while we echo the statements of NUPGE calling for a ceasefire and calling upon the Canadian government to reverse its decision to suspend funding to the United Nations Relief and Works Agency for Palestine Refugees, we must also look to ourselves on how we as HSA can advocate for the safety of our fellow colleagues and their communities.

The impacts of these events on the social determinants of health, and the deep effects of this trauma on what is left of the Palestinian people, will echo in generations to come – as is the case with the ongoing and lasting implications of the genocide and colonization of the Indigenous people of Canada. As we continue our journey of self-awareness by unlearning the history of our nation and others as told by the colonizer and learning the truth of the Indigenous peoples, we recognize the structural inequities that have caused delayed reparations, and how those same structures

continue to perpetuate genocidal ethnic cleansing of Indigenous peoples everywhere. Through our commitment to decolonization and anti-racism, we honour our shared struggles: fighting for the liberation for one means fighting for the liberation for all. The RJC looks forward to working with the Board on these recommendations.

### **Moving forward**

We ask you, our fellow members, to provide feedback which will guide our directive on how we can best learn of your ideas, represent you, and support our broader membership when making recommendations to the Board of Directors. This will also allow us to advocate for the provision of specialized education and resources for staff and stewards in the workplace, and within our union. Our strength lies in the power of the collective and we sincerely look forward to working and learning alongside you.

Respectfully submitted on behalf of the  
Racial Justice Committee,  
Maha Elashi, Co-Chair, Region 4  
Rachel Walls, Co-Chair, Region 1  
Tammam el-Khodor, Region 4  
Natashia Lee, Region 5  
Jing-Yi Ng, Region 3 Director  
Kane Tse, ex-officio, President

# Report of the Women's Committee

The Women's Committee was established by convention in 2011 to explore barriers to women's participation in our union and to develop strategies for overcoming those barriers. The mandate of the Women's Committee is threefold: to advocate for women's leadership in HSA, the union movement, and our communities; to increase and support women's active participation in the union; and to promote women's economic and social justice issues, labour solidarity, and equality. For this committee, we define "woman" as an individual who either identifies as a woman and/or has lived personal experience with misogyny.

This year's committee consisted of myself, Kathy Anderson (Region 9 Director), Julie Paquette (Region 6), Sonia Bilkhu (Region 7), and Caroline Widgiz (Region 8). Our thanks to Neilofur Akhtar (Region 6) who was on the committee for part of the year, and to our staff support Sarah Chapple and administrative support Karin Hodgson.

We met four times this past year to continue a review of the committee's terms of reference and procedures, prioritize workshops, and select

members to attend the Summer Institute for Union Women. On behalf of the committee, the chair attended meetings of NUPGE's Women's Committee and the BC Federation of Labour's Women and Gender Rights Committee. It was useful to discuss the perspectives of other women's committees across the province and the country.

Each year, the HSA Women's Committee marks International Women's Day with a workshop to explore issues impacting those in the union who identify as women. This year's theme was "Women in Leadership – Validating, Celebrating and Strategizing" presented by Ablaze Services and Hummingbirds Rising. Forty participants had the opportunity to learn more about oppression and gender-based inequities in politics, and how to support women and gender minorities in leadership in the coming year.

At the 2023 Convention, delegates passed a resolution supporting a yearly workshop to help members and stewards recognize and understand the impacts of intimate partner violence by addressing power, justice, solidarity, and safety. The 2024 workshop was

held in April with facilitator Vikki Reynolds. We are pleased to report this workshop was overwhelmingly popular, with registration filling in less than 24 hours. This is important work for us to undertake and we are pleased that HSA will continue these workshops yearly.

One of the issues the Women's Committee has focused on this year is the gender pain gap, and we are including a brief report on what we discovered.

### **Women in Pain: Unveiling the Gender Disparity in Health Care**

In the labyrinth of modern health care, a troubling reality persists: the gender pain gap. Women, across diverse age groups and backgrounds, encounter unique challenges when it comes to the recognition and treatment of their pain. From the onset of adolescence to the golden years, the journey of a woman navigating health care systems is often fraught with disbelief, dismissal, and disparity.

The statistics paint a stark picture: chronic pain, persistent and debilitating, affects women at a disproportionate rate. Studies reveal that anywhere from 11 to 40% of US adults suffer from chronic pain, with a staggering 70% of chronic pain sufferers being female. Yet, despite the prevalence of conditions like fibromyalgia, endometriosis, and migraines among women, their pain is frequently trivialized and treated with less seriousness than their male

counterparts. A 2019 report called *"In Her Words"* found that over half of women surveyed felt a physician had dismissed or overlooked their pain.

The roots of this gender pain gap run deep, entwined with the historical underrepresentation of women in medical research and perpetuated by pervasive gender stereotypes. Women are often portrayed as emotionally expressive, while men are deemed stoic - a narrative that permeates not only societal perceptions but also the minds of health care professionals.

The consequence? Women's pain is underestimated, their symptoms dismissed, and their suffering prolonged.

Racial biases further compound the plight of women in pain, with women of colour facing intersecting barriers of gender and race in accessing equitable health care. Over 75% of Indigenous women report barriers to accessing necessary health care. Studies also reveal how racial biases influence pain treatment, with white medical professionals more likely to underestimate the pain of patients of colour. Black women are 50% more likely to die due to misdiagnosis. This intersectional disparity amplifies the urgency for systemic change and underscores the need for greater empathy and awareness in health care practices.

In emergency rooms, the gender pain gap rears its head once again, dictating disparities in wait times and medication administration. Women wait longer for pain relief, endure more scrutiny, and receive sedatives instead of adequate pain medication – a disheartening testament to the systemic biases embedded within health care systems.

But amidst the shadows of skepticism and stigma, there is a glimmer of hope – a call to action. Women are reclaiming their voices, advocating for better pain care, and demanding to be heard. From tracking symptoms to challenging diagnostic decisions, women are asserting their right to dignified and equitable health care.

Proportional representation in clinical studies, improved practitioner training, and increased awareness are crucial steps toward dismantling the gender pain gap. It is imperative that health care systems recognize the multifaceted nature of women’s pain, address the intersectional barriers they face, and strive for inclusivity and empathy in every interaction.

As we navigate the complexities of health care, let us not forget the women in pain – their stories, their struggles, and their resilience. For in their journey lies a poignant reminder of the urgent need for change – a future where women’s pain is no longer dismissed but acknowledged, validated, and treated with the dignity and compassion it deserves.

Respectfully Submitted,

Jill Slind, Chair, Region 5 Director  
Kathy Anderson, Region 9 Director  
Julie Paquette, Region 6  
Sonia Bilkhu, Region 7  
Caroline Widgiz, Region 8



# Report of the Young Workers Committee

## Group Identity

2024 looks to be an exciting year for the Young Workers Committee (YWC) as our former advisory group transitions into its first year as a committee. Currently, the group consists of Chelsea Bellingham, Carley Townsend, Kevin Taki, and Michelle Le, who are all completing their two-year terms at the end of the calendar year. We are in the process of selecting our new committee members to join for the next term. We are excited to continue working over the next year to bring to fruition the goals we set at the beginning of our terms.

## Actions and Activities

YWC members have been afforded many opportunities to strengthen connections within and outside HSABC's network of affiliates and exercise their own organization and mobilization skills. Events attended or organized by YWC members, as well as possible participation at future events, include:

- CLC 30th Constitutional Convention, held May 8-12, 2023 in Montreal, Quebec
- HSAA Young Workers Conference,

held on August 14 and 15, 2023 in Calgary, Alberta

- BCFED Young Workers Leadership Retreat, held September 6-8, 2023 at Loon Lake Lodge and Retreat Centre in Maple Ridge
- HSA Leadership Social Media Workshop, held September 14, 2023 in New Westminster
- HSABC Young Workers Social Night, held November 15, 2023 at Pizza Ludica in New Westminster
- HSABC Young Workers Forum, held November 16, 2023 at HSABC head office in New Westminster
- NUPGE Advisory Committee on Young Workers Issues on April 9, 2024 via Zoom
- BCFED Young Workers Standing Committee, meeting bimonthly via Zoom

The YWC also worked hard this past year at formulating and revising the new Terms of Reference (ToR) for the committee with input provided by the board. The ToR will provide clarity and direction for the future of the Young Workers Committee.

## **Challenges**

HSA members attending the HSABC Young Workers Forum on November 16th identified workplace shortages, cost of living, and lack of mental health support as the biggest ongoing challenges they are currently experiencing in their workplaces.

## **Moving Forward**

Current and future members throughout the province can look forward to meeting with YWC members throughout the term. Communication between ourselves, our constituent union siblings, and the board will be conducted in a clearly defined and bilateral process. The YWC is in the works of creating social media accounts to increase communication and engagement with Young Workers. At this time, Young Workers may reach out to committee members with any questions, comments, or concerns by sending an email to [info@hsabc.org](mailto:info@hsabc.org)

Respectfully Submitted,  
Chelsea Bellingham, Current Chair  
(rotating), Region 1  
Carley Townsend, Region 2  
Kevin Taki, Region 2  
Michelle Le, Region 3





# HEALTH SCIENCES ASSOCIATION

## The union delivering modern health care

HSA's Board of Directors is elected by members to run HSA between annual conventions. Members should feel free to contact them with any concerns.

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Mandi Ayers  
Medical Laboratory Technologist  
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*This annual report was produced on the unceded homelands of the Qayqayt First Nation and printed in Richmond, BC, on the unceded territories of the Kwantlen, Tsawwassen, Stó:lo, Stz'uminus, and Musqueam peoples. Unceded means that Aboriginal title to this land has never been surrendered or relinquished.*

*HSA recognizes the intersections between public health care and social services and Indigenous rights, noting that structural violence against Indigenous peoples in Canada, including historic and ongoing colonialism, impacts Indigenous peoples' equal right to the enjoyment of the highest attainable standard of physical and mental health, the right to access, without discrimination, all social and health services, and the right to their traditional medicines and to maintain their health practices (as outlined in Article 24, United Nations Declaration of the Rights of Indigenous Peoples).*