



memorandum

TO: Delegates to the 2023 HSA Annual Convention
HSA Members-at-Large
HSA Lead Stewards

FROM: HSA Board of Directors

DATE: July 13, 2023

SUBJECT: OUTSTANDING RESOLUTIONS FROM 2023 HSA ANNUAL CONVENTION

Prior to adjournment of the HSA Annual Convention on April 21, 2023, delegates referred a number of resolutions to the Board of Directors for consideration at the board's first regular meeting following convention, which was held June 14 and 15, and continued on July 7, 2023.

This year, 167 resolutions were submitted from chapters and union committees. 18 resolutions were deemed out of order as they did not meet the criteria as defined by policy. The committee amalgamated nine resolutions into two composite resolutions, and identified a number of duplicated resolutions. Three extraordinary resolutions were also brought forward by delegates. In total, 129 resolutions were on the agenda for the convention delegates to debate.

During the convention, delegates voted to support 54 resolutions, and defeat 14. 61 did not make it to a vote by delegates and were referred to the Board of Directors for decision.

For your information, in 2022, 88 resolutions were on the agenda for debate by convention delegates, and 48 were referred to the Board of Directors for decision after time for debate ran out.

The union's Resolutions Committee, comprised of one elected member-at-large from each of HSA's ten regions across the province, met in advance of convention to consider, discuss, and debate each resolution before making its recommendation and developing rationales to support its decisions to support or oppose each resolution.

At the June/July board meeting, each referred resolution was considered. Board members were informed by the committee's rationales, feedback from delegates, and perspectives raised in the course of the board's own discussion of each of the resolutions.

The outstanding resolutions from the 2023 HSA convention were dealt with by the Board of Directors as follows:

#	Therefore be it resolved	Resolutions Committee Rationale	BoD vote
Extraordinary 2	That Health Sciences Association of BC lobby the government to expand the BCAAN in order to reduce wait times.	The BC Autism Assessment Network is operated by the Provincial Health Services Authority and other regional Health Authorities across BC. BCAAN is a network of clinicians who assess and diagnose children and youth who may have ASD. The critical step of assessment is key to improving outcomes for children. Although priority is given to children under six, the current average time to receive a BCAAN diagnosis ranges to 18 months.	Carried (as amended by Board of Directors)
2	That Health Sciences Association reduce the union extraneous “swag” such as coasters, metal straw sets and note pads.	HSA provides “swag” or (stuff we all get) to HSA members. Members express appreciation for seeing their union represented on items like these – often on items like lunch bags, chocolates, pens and lanyards. The items are used to promote the union’s presence in the workplace and at public events like career fairs and Labour Day picnics. The union took direction from convention a couple of years ago to work to source items that are sustainable, and, in particular, to reduce the use of plastic items, which we have done. There continues to be demand for HSA branded materials to support activities at chapters and events around the province. The committee felt that the focus on finding sustainable and useful items is a better approach than removing the marketing tool altogether. The committee also noted that if there is an item a member does not want, they do not have to accept them.	Defeated

3	<p>That Health Sciences Association of BC (“HSABC”) maintain a regularly updated list of significant issues relating to general membership, actively keep members apprised of ongoing developments, and fully address these aforementioned items prior to delegates and proposals being chosen in bargaining years.</p>	<p>Union members need to be informed and active participants in the bargaining process. This requires the Union to have a clear and ongoing communication process with the membership about matters concerning them. The Resolutions Committee agrees that the union needs to look at ways to improve communication with the membership, and give more opportunities for the members to get clarification and information. However, the Committee cautions that the way in which information is delivered needs to be carefully considered as context and background information must be provided in order to avoid misinterpretation or confusion, which can lead to negative outcomes.</p>	Defeated
4	<p>That Health Sciences Association (“HSA”) enable more options to receive HSA news and forms of communication, by providing members the ability to select their preference for email, text messaging, or mail.</p>	<p>The union uses a variety of communication tools to keep members informed – from email, postal mail, text messaging, and phoning to social media channels.</p> <p>The majority of the membership has already consistently stated their preference is for email communications. Many communications are not appropriate for text messaging, and there is a long-standing mandate to reduce the use of paper mailings – from the perspective of sustainability, as well as timeliness.</p> <p>The database and communications teams at HSA work regularly to update contact information so the union can reach members with information as effectively as possible.</p>	Defeated

5	<p>That Health Sciences Association (“HSA”) provide more communication and education opportunities to the members on this topic in advance of the start of bargaining.</p>	<p>During bargaining for the 2022-2025 collective agreements efforts were made to communicate and educate members on the bargaining process through videos, memos from the president, mobilization of the Core Member Engagement team and discussions at events such as convention and regional meetings. However; the committee feels that there is always room for improvement and would like to see these efforts continue in order that our members feel informed, educated and engaged in the process of bargaining.</p>	Carried
7	<p>That the union publish a document outlining the work done on carried resolutions.</p>	<p>A report is provided to members at every convention. It is the Business Arising report you can find in your kits, and on the HSA website. That being said, the committee recognizes there is a desire for a more detailed status report, beyond reporting that the work is ongoing or underway, or not started. Providing more robust information on the status of the resolutions would help provide accountability and transparency to the members. The Business Arising report is not the only way to get information about progress on resolutions. Members should be encouraged to talk to their Regional Director. The Board of Directors has responsibility for the governance of the union in between conventions, and should be encouraged to raise issues important to members at the board level, including seeking information on actions and progress arising from resolutions passed by convention delegates.</p>	Carried

17	That Health Sciences Association will explore changing the criteria in provisioned professional education funds to create the opportunity for group professional education.	<p>The resolutions committee is in favour of this resolution and was pleased to learn that discussions are currently underway around allowing for flexibility that allows for ways to accommodate group education in order that participants can take advantage of discounted rates.</p> <p>We recognize that the specific criteria of the professional development fund eligibility is ultimately agreed to in a memorandum, and the current memorandum does not contemplate group applications.</p> <p>But the resolutions committee acknowledges the benefit of members being able to access education at more affordable rates by registering as a group, and encourages the union to pursue the flexibility needed to allow for these arrangements.</p>	Carried
19	That Health Sciences Association offer the "Supervisors in the Union" course at least 5 times a year.	<p><i>*delegates passed Resolution 18 to "provide more frequent opportunities for supervisors to attend the Supervisors in the Union Workshop virtually and in-person."</i></p> <p>The committee is not opposed to additional training opportunities for stewards, but believes the union's Education Committee and education staff are better positioned to consider the range of demand for training and workshops, and should be entrusted with weighing the demand and the capacity to deliver a wide range of training within the budget parameters set by the board of directors.</p>	Defeated

20	That Health Sciences Association provides educational opportunities focused on mental health and wellness for the members.	<p>While the committee recognizes the need to not be overly prescriptive with regard to education offerings in order to maximize the education team's flexibility and ability to offer a wide array of content, we are in agreement that member education focused on psychological health and safety is of the utmost importance to all of our members, especially in our current post-covid environments.</p> <p>The committee noted that our education team does offers workshops focused on psychological health and safety for the benefit of our membership, and this resolution reinforces that members believe those workshops should continue to be offered without prescribing when, where, and how many should be offered.</p> <p>In addition, for members covered by the HSPBA, CBA, and potentially NBA contracts – depending on whether the nurses' agreement is ratified -- psychological health and safety is a priority for SWITCH BC – the occupational health and safety agency for health care workers, and HSA representatives are advocating for development of courses to address these issues through the agency.</p>	Carried
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22	That portal training be incorporated into the steward training curriculum and online meeting training be incorporated into lead steward training course..	<p>The Resolutions Committee is in favour of this Resolution and supports the spirit of ensuring that the union's steward training program meet the needs of participants.</p> <p>For your information, the union's information systems team is here at convention to demonstrate the Portal, and answer questions you might have about the system.</p> <p>Support on the portal is available at all times by contacting the information systems team at the union office.</p> <p>The union's education staff work to meet the needs of our stewards, and an introduction to the portal is incorporated in basic stewards' training, and includes an overview of the resources available, a tour of the portal, and a walk-through creating a grievance on the portal. Last month alone, 32 stewards supplemented that training with additional portal training available through the Information Systems team at HSA. We are also working to add training videos for stewards to access through the Portal Resources section.</p> <p>Education staff canvass Lead Stewards in advance of lead steward training to ensure the topics covered meet stewards' needs.</p> <p>The committee agrees both these topics should be incorporated into training for stewards, and encourages the union to consider options, including making videos and similar resources available, for stewards to review.</p>	Carried
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24	<p>That Health Sciences Association provide members with the opportunity to learn about and connect with BIPOC grassroots organizations actively organizing to defund policing and organize alternatives in Canada.</p>	<p>To begin with, the union does not restrict any members from seeking and taking education about any issue, and cannot be expected to be members' only source for education on the wide-ranging issues we all encounter and take an interest in. The union's Racial Justice Committee has just been established and will be considering the union's approach to a number of issues, including issues related to BIPOC members' experiences in the community.</p> <p>The Resolutions Committee felt the Racial Justice Committee should have the space to develop priorities for its work and the union's focus on racial justice issues. That being said, the Resolutions Committee is confident the Racial Justice Committee is alive to members' perspectives on approaches to a number of issues including the defund the police movement, which has been debated at previous HSA conventions.</p>	Defeated
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25	That the Health Sciences Association host information/education sessions on the topic of classification re-design.	<p>In discussing this resolution, the committee had the benefit of receiving an update from HSA's classifications lead Derek Wong, which was exceptionally helpful in supporting our understanding of the classification re-design process.</p> <p>Through this conversation we learned that later this year, every HSA member will be provided with a copy of their job description and given a chance to weigh in on whether or not they believe it is accurate and properly reflects their classification. The classification re-design project has been decades in the making and as such there have been many periods of consultation with the membership that took place prior to many current members entering the workforce.</p> <p>Ultimately, our discussion with Derek highlighted the valuable history, context and detail that has gone into this process over the years.</p> <p>The committee agrees other members will benefit from continued information on the issue, and understands that as the redesign rolls out over the next several months, a robust information program is being developed in consultation with the union's communications department.</p>	Carried
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27	That Health Sciences Association (“HSA”) increase the age limit for their bursaries and scholarships for children of HSA members; and BE IT FURTHER RESOLVED: That HSA will advocate to associated unions (e.g. NUPGE, BC Federation of Labour), to increase their age limit for scholarships, in a similar fashion.	The current age limit for children of HSA members to apply for scholarships and bursaries is 25. With the ever-increasing competition for acceptance into graduate programs, and the requirement for volunteer and work experience prior to entry, many would-be students are delayed in their acceptance into a program past then age of 25. The resolutions committee acknowledges that increasing the age limit would also increase the competition for these scholarships and bursaries but ultimately felt that younger applicants may have more access to financial awards and assistance through high school scholarship and bursary programs. Raising the age limit for scholarships and bursaries would improve access to much needed financial awards and assistance.	Carried
28	That in addition to the return of in-person workshops, the option to attend Health Sciences Association education sessions virtually from home continues.	HSA values the participation and engagement of its members. In keeping with this value, as well as considering the environmental impact of in-person workshops and union business, the resolutions committee agrees online workshops and education should continue to be offered.	Carried
34	That our union will review all of its financial investments to ensure that they are socially responsible investments.	HSA members recognize the importance of taking climate action and have previously directed that the HSA portfolio be divested from investments involving the fossil fuel and oil industries. Investments are reviewed by the Finance Committee regularly and are assessed for climate impact as well as other social responsibilities, including the advocacy of progressive human rights practices. The Resolutions Committee is happy to recommend that the Finance Committee continue to do this important work to make sure our investments continue to remain socially and environmentally responsible.	Carried

35	That members of the Health Sciences Association have to be informed and involved in the decision making process and financial activity of the union.	<p>Members of the union must have access to all information pertinent to their union's activity and ability to participate in the union's decision-making process. This includes having access to all supporting documents being used to justify a proposed course of action and the ability to deliberate financial matters.</p> <p>Financial statements are published in the annual report for all members to examine. Delegates to convention receive a detailed financial report from the secretary-treasurer and finance committee, as well as the independent auditors, before receiving the budget and financial statements.</p> <p>HSABC makes every reasonable effort to ensure that the union members are fully informed and that our finances are transparent. This committee supports this resolution that calls on the union to continue to do so.</p>	Carried
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37	<p>That the costs of Health Science Association annual convention be communicated to the general membership and efforts made to reduce expenditures on this event.</p>	<p>The cost associated with the annual convention is reported out to members annually in the financial report. The largest cost items associated with holding convention are accommodations, wage replacement, and audiovisual services. The committee notes that convention delegates have directed the union – by way of resolutions -- to pay wage replacement to delegates for all days attended. By moving to exclusively weekdays for convention, most delegates are not required to attend convention on days off, and are thus compensated for wage loss for every day attended. Delegates have also called for additional time for convention, adding a day of expenses. Similarly, resolutions submitted to this year’s convention are calling for audiovisual support for hybrid (virtual and in person) attendance at future events. Hybrid events present the greatest cost from a technology perspective.</p> <p>Regarding accommodation, HSA does make an effort to minimize these costs by negotiating contracts and event dates several years in advance in order to secure lower rates. We have also seen a dramatic increase in accommodation costs due to the pandemic, and the resulting decision to stop room-sharing among delegates – which was previously a significant cost saver.</p> <p>Overall, the committee feels that HSA has consistently demonstrated a commitment to control costs associated with convention, while delivering the services and conveniences delegates demand.</p>	Carried
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39	That Health Sciences Association members scheduled to work during scheduled BIPOC Caucus meetings are able to request union paid leave to participate.	Committees and working groups are formal governance bodies, and the union's financial policy upholds the principle of making members whole for participating in the work of these groups. The union's finance committee will consider the question of honoraria for members who chose to participate in caucuses. Caucuses, also known as affinity groups, are opportunities for those who share a common identity to meet separately to build community, share experiences, and learn. They are seen as volunteer spaces for members to meet to talk about common interests and strategies for the union.	Defeated
45	That Health Sciences Association ("HSA") produce a membership breakdown on their website for general membership so as to improve the understanding of the union at large.	The union serves all its members equitably, regardless of which collective agreement they are covered by, where they live, or what profession they practice. As expressed in our strategic plan, HSA's mission is to be a collective voice, proudly advancing and defending members' rights and interests in our workplaces, communities, and society. HSA derives its strength from its solidarity as a union representing a diverse membership working under a number of collective agreements. As a union representing a broad range of professions, HSA is vulnerable and has been subject to raiding campaigns by unions that have targetted specific professions. Publishing detailed information about the union's membership composition on a public platform increases the union's vulnerability to outside forces that might have an interest in targeting members to join another union.	Defeated

47	That Health Sciences Association work alongside other Canadian labour movement organizations to declare a date and time for all Canadians who wish to, to fly the Canadian flag again in support of all Canadians, without fear of being politically aligned with one group.	The Committee understands the intent of this resolution and recognizes that the Canadian flag brings pause to many members these days in the face of the Freedom Convoy and related movements, and understands the intention of reclaiming this national symbol for the majority of Canadians. However, the Committee points out that there already is a nationally coordinated day in which this symbol is celebrated, and that is the first of July. In addition, while the Canadian flag represents the nation's unity for some, it is a symbol of colonialization and genocide for others and the committee believes the union should be sensitive to that perspective.	Defeated
48	That Health Sciences Association advocate to the BC government that the title of social worker be a restricted title.	While the Resolutions Committee was in favour of the resolution, the Board of Directors discussed the labour relations implications of the resolution, and the potential impact on some members who may not fall in the definition of social worker as set out by the BC Association of Social Workers.	Defeated
50	That Health Sciences Association collect and use anonymized demographic data (such as age, gender, profession, region) of who is or is not voting, combined with other sources of information, in order to make informed decisions on organizing and member engagement strategies.	The committee supports the continued efforts of the union's excellent and experienced communications, campaigns, organizing, and education staff dedicated to ensuring members have opportunities to participate fully as union members.	Carried
52	That Health Sciences Association consider virtual attendance at union meetings, where possible such as regional and lead steward meetings, so that members may participate safely from any location	The past three years have shown that remote participation can be successfully accommodated in many circumstances. Hybrid meetings and workshops require extra planning and resources, and may not always be optimal, depending on the structure, content, and activities of the event However the committee supports efforts to increase participation in union events, and encourages the union's committee members and staff to consider options when planning union business.	Carried

58	<p>That Health Sciences Association (“HSA”) make Resolutions Committee rationales for any outstanding resolutions available to convention delegates; and BE IT FURTHER RESOLVED: That HSA make rationales from the Board of Directors for any outstanding resolutions available to convention delegates; and BE IT FINALLY RESOLVED: That Convention delegates electronically vote on any outstanding resolutions within an agreed upon timeline following the adjournment of Convention.</p>	<p>With the diversity of our union membership, addressing resolutions on the floor of convention allows members who are directly affected by resolutions to speak at the microphone and explain to their colleagues the motivation behind a resolution. Furthermore the committee highlighted that board members are open to receiving input from members of their region regarding any outstanding resolutions and regularly factor this input into their decision-making when voting on the dispensation of resolutions that do not make it to the floor for discussion at convention.</p> <p>The committee also notes for the delegation that in the constitution, the powers of convention delegates cease at the adjournment of convention and at that time the governing power of the union returns to the board of directors. In order to extend the power of convention delegates beyond the adjournment of the annual convention, which is part of what this resolution is requesting, a constitutional amendment would be required.</p>	Defeated
62	<p>That, following convention, the Health Sciences Association send a bulletin or other communication to the membership notifying members of the date that the board of directors will be debating outstanding resolutions and encouraging all members to submit feedback to their regional director.</p>	<p>Resolutions which do not have a chance to be addressed at a convention are forwarded to the Board of Directors to be discussed and voted on at the next board meeting. Board Members do not necessarily have a chance to communicate with the Union’s membership about the resolutions to receive their feedback. Following the convention, HSA can notify union members of the date of the next board meeting, as well as the resolutions that will be up for decision. This would give members a chance to submit their feedback to their regional director and increase the opportunities members have to weigh in on decisions which guide and shape our union.</p>	Carried

64	That the maximum word count for resolutions be increased to 300.	The resolutions committee is opposed to this resolution, as crafting a succinct resolution to get you point across should not require more than 150-word count, this word count is standard across many of our associated union both provincially and federally.	Defeated
73	The requirement of attending a chapter meeting to vote in steward elections be removed; and THEREFORE BE IT FURTHER RESOLVED: That contested steward elections are conducted using a virtual format and that voting links are distributed to all members at the chapter.	It is not the intention of the Committee to dismiss the concerns outlined in this resolution and it appreciates that, for example, elections for full-time paid steward positions can be hotly contested. Of course, steps should be taken to ensure as fair and democratic process as possible. At this time, the resources needed for the cost and policy implementation surrounding a hybrid voting system (in person and virtual voting) for steward elections is not in place.	Defeated
77	That Health Sciences Association (“HSA”) look to use alternative means to solicit member input, such as https://my.thoughtexchange.com/ where bargaining proposal ideas can be shared, viewed, and ranked by membership as a whole prior to submitting them to the Bargaining Conference.	While the committee agrees that member engagement is important, it is also important that bargaining proposals have chapter support before reaching the Bargaining Conference. Choice ranking systems such as My Thought Exchange do the opposite of the intention identified in the whereas – it does not allow for more thoughtful exchange of ideas. We encourage chapters to investigate ways of increasing member engagement and to reduce barriers to their members submitting proposals, but stress that evidence of chapter support is necessary before submitting bargaining proposals to the Bargaining Conference. For delegates’ information, the union conducts membership surveys in the lead up to bargaining to help identify members’ priorities for bargaining. This information is shared with Bargaining Proposal Conference delegates, and helps inform the setting of bargaining priorities.	Defeated

78	<p>That the focus of Convention be to address all resolutions before any other activities; and</p> <p>BE IT FURTHER RESOLVED: That the Resolutions Committee is asked to recommend prior to start of each convention a minimum amount of time is allocated to debate of resolutions (ex. $\frac{2}{3}$ to $\frac{3}{4}$ of convention).</p>	<p>While the committee understands the intent behind this resolution is to debate and vote on as many resolutions as possible, there is other business that delegates are responsible for, including elections, receiving reports on the work of the union and our allies. This year, for example, delegates were responsible for considering member appeals as set out in the constitution.</p> <p>The annual convention focuses on setting the direction for the union for the coming year. This is achieved not only through debate on resolutions, but debate on the budget, committee reports, and updates and discussion on the work of the broader labour movement.</p>	Defeated
80	<p>That the Health Sciences Association (“HSA”) Board of Directors and staff ensure the articles of the Constitution, policies adopted, procedures and practices implemented do not supersede our protected rights and freedoms as British Columbians.</p>	<p>HSA policies and procedures respect the Human Rights and Labour codes. The HSA constitution is no exception and does not contain any language that supersedes individuals’ legal rights and freedoms.</p>	Carried
84	<p>That Health Sciences Association (“HSA”) lobby the provincial government, regulatory bodies and training institutions to ensure that current education is leading to qualified and prepared professionals entering healthcare and related professions; and</p> <p>BE IT FURTHER RESOLVED: That HSA be an advocate for the maintenance and advancement of professional standards across HSA disciplines.</p>	<p>Qualified early childhood professionals accelerate and exemplify excellence and are recognized as vital for performing a critical role in society.</p>	Carried

90	The information about who was approached to join this working group, who participates in the group work, what they work on, and what the outcomes of their work be shared with all members and all chapters who aim to be considered for transition into Family Connection Centres.	While the committee understands the frustration members from the submitting chapter experienced through the initial roll-out of the Family Connection Centre pilot project, it is not convinced that this level of information would serve to advance efforts to influence assessment and outcomes from the pilot program. HSA is committed to working to get to a multidisciplinary model for centres for child and youth support that is child and family centred and provides the best programming and therapeutic supports possible.	Defeated
91	That Health Sciences Association lobby the Ministry for Children and Family Development and the Ministry of Health to include clinical counselling services—for children and family members—as an integral part of the Family Connection Centre model	Addressing mental health needs for children and families is just as important as addressing physical needs.	Carried
92	THEREFORE BE IT RESOLVED That Health Sciences Association lobby the Ministry of Children and Family Development and the Ministry of Health to: 1) advocate for policy to demand collaborative practice between Child and Youth Mental Health, Developmental Disability Mental Health and Family Connection Centres, and 2) significantly increase funding for counselling services for all children with diverse abilities.	All children and youth should have the right to the resources necessary to thrive, regardless of diagnosis. Collaboration is key to delivering programs and services that improve outcomes, and the Family Connection Centre model must have a mandate of collaboration and coordination of all required supports to succeed.	Carried

93	That Health Sciences Association lobby the Ministry of Children and Family Development and the Ministry of Health to significantly increase funding to parenting support via Community Living BC and the Family Connection Centre model so families directly impacted by Fetal Alcohol Spectrum Disorder have ongoing access to parenting supports.	Resolution referred to the board with instructions to amend. Connecting Community Living BC with Family Connection Centres is a sensible approach to connecting the resource needs of children and their families – no matter how complex individual needs may be. Resourcing services and programs that take a holistic approach to providing children and families with the support they need should be a priority.	Carried (as amended by Board of Directors)
94	That Health Sciences Association lobby the government to allocate funds to allow for more FTE availability for supported child development (1-1 workers) and for more funding from the Ministry of Children and Family Development so that childcare can be accessible to all children regardless of needs.	Children with support needs are not able to participate in early childhood care and learning such as preschools and childcare centres due to worker shortages, especially in growing communities. Children with support needs who are not able to fully participate without those supports are often unable to attend childcare centers or to have an inclusive and rich preschool experience. The negative impact is that children face even more delays in all areas of their development. More FTE's for supported child care Consultants and qualified Early childhood educators would help ensure services and supports are accessible.	Carried
99	That Health Sciences Association of BC, with BCGEU and CUPE, lobby the provincial government to increase the number of public Occupational and Physical Therapist positions in the community.	Like all professions in the HSA, occupational and physical therapists play a vital role in health care – both in acute care settings and in the community. They aid in recovery and rehabilitation and are part of the continuum of care. The committee supports pursuing a multi-union approach to lobbying for increased recruitment of specialized health care professionals. HSA already does much of this collaborative work through the Health Science Professionals Bargaining Association, and as a member union in the Community Bargaining Association and Community Social Services Bargaining Association.	Carried

101	That Health Sciences Association lobby the provincial government to increase funding to early intervention services to match the growth in communities.	As we often see in fast growing small communities the infrastructure and services necessary to support the population do not keep pace with the growth. Services to support early intervention are no exceptions.	Carried
111	that Health Sciences Association will continue to provide funding for education of members and staff regarding racial awareness issues and the historical and ongoing impacts of structural racism.	The Anti-Racism workshops offered by HSA continue to be well subscribed The recently established Racial Justice Committee will have opportunity further inform the union's work in this area.	Carried
112	That Health Sciences Association work to support LRO staff to ensure timely member supports, be it through the hiring of additional LROs, support staff, or optimization of internal processes, or whatever additional methods deemed suitable.	Our labour relations officers do incredible work to support our members are we are very appreciative to them. Their ability to be effective in their roles contributes to the timely responses are important to servicing our members.	Defeated
113	That Health Sciences Association ("HSA") establish a formal internship program for members; and BE IT FURTHER RESOLVED: That HSA actively recruit, train, and hire HSA members as interns to facilitate development of skills / experience required to seek regular employment as HSA Labour Relations professionals."	HSA provides various options for training to develop skills in labour relations, such as steward training: basic, advanced, and lead. The CMET program also helps to develop skills. It is important to remember that our staff are unionized and are covered by a collective agreement. There is no provision in that collective agreement for an internship program. That being said, HSA has demonstrated consistently in its 52 years, that the work of activists is valued, recognized, and sought. A number of staff now working for the union came from the membership. We currently have former members working as servicing LROs, and in the organizing and education departments, as well as in senior leadership positions as members of the management team, and in membership services coordinating roles. Those members came to staff by building from their experiences as members and stewards.	Defeated

114	That a clear process be created and communicated to the membership that outlines how to give members a voice in the distribution of funds within the Joint Health Sciences Benefit Trust (JHSBT).	<p>This year’s resolutions committee was comprised of several individuals who are current stewards or have previous stewarding experience.</p> <p>There was agreement among the committee members that questions, regarding extended health benefits is a frequent subject of member inquiries. Having a clear process in place through which members can directly provide feedback to the Joint Health Sciences Benefit Trustees benefits all involved. Stewards will be able to provide a consistent response to frequent inquiries and members will hopefully be able to feel their requests, concerns and general feedback are being heard and taken into account.</p> <p>For the information of delegates, the following information published on the HSA website outlines the process for input. HSA members are represented on the board by trustees, who have a fiduciary responsibility to act for the benefit of JHSBT and its beneficiaries. A Health Benefits Design Review Committee of Trustees is one of several committees that reports to the Board of Trustees, and provides guidance and advice to the board on ways in which to potentially improve or vary health and welfare coverage options for members.</p> <p>To provide input and feedback on your benefits plan, contact the JHSBT trustees at contact@jhsbt.ca</p>	Carried
116	That Health Sciences Association (“HSA”) will work with trust partners, in consultation with members, to modify the benefits available to members, and BE IT FURTHER RESOLVED: That HSA will commit to implementing these changes prior to the expiration of our current Collective Agreement.	HSA members’ interests are represented by trustees on the Board of the Joint Health Science Benefits Trust, and formal communication related to benefits coverage is through the Trust.	Defeated

117	That Chapter meetings be recorded and that Health Sciences Association (“HSA”) create a secure platform that members can log into to watch these recorded meetings.	<p>The greatest concern about recorded chapter meetings is the loss of privacy and confidentiality. Potentially, many of the participants at membership meetings may be more reluctant to participate for fear of loss of privacy and confidentiality. It would be very difficult to guarantee security for recorded meetings.</p> <p>Additionally, finding time for stewards to coordinate meetings is already challenging, and setting up the technology could potentially be an additional challenge to tackle and a deterrent for recruitment of Stewards.</p> <p>Furthermore, there is no history of demand from members for such a resource and the resources required to establish and maintain such a library are not insignificant. Finally, the power of the union lies in its members. Providing opportunities for passive observation of union meetings does not serve to increase engagement and participation in the union.</p>	Defeated
119	That Health Sciences Association staff provide response to emails within 7 days or send confirmation that they have received the email.	The committee members felt that this resolution is a reasonable request from the membership, and a manageable task for HSA staff to send an acknowledgement of email receipt.	Carried
120	Health Sciences Association explore the feasibility of providing a platform to allow both in-person and virtual attendance to Regional Meeting, Convention and Education all the time.	<p>HSA has been working to increase accessibility by offering workshops in a variety of formats including virtual, in-person and hybrid meetings. There are factors that may affect the success such as number of participants, the effectiveness of the platform in delivering equitable and valuable experiences, and cost of technical support and set-up for hybrid meetings. The union continues to offer workshops and other events in a variety of ways, with a view to giving all participants the most inclusive, valuable, and appropriate experience possible.</p> <p>Continuing to explore the feasibility of offering opportunities for participation in a variety of formats without interfering with the effectiveness of the event is a factor that should be taken into consideration for all events organized by the union.</p>	Carried

125	That Health Sciences Association lobby the government to have the employers provide on-site health and wellness facilities like work-out gyms at all worksites for the staff to utilize.	The health and wellness of our members is very important. Part of this is giving them the ability to have a work life balance. The committee feels that lobby efforts within the government would be better spent advocating for improved working conditions and addressing critical shortages which in turn allow for better work life balance.	Defeated
126	That HSA lobby the Minister for Post-Secondary Education and Future Skills to expand provincial grant or tuition relief for specialized health and community social service professionals.	The committee felt strongly that one of the ways to attract people into our professions is to provide tuition relief. Ontario has recently announced free tuition for people entering into some health science professions. The tuition relief could be traded for an obligation to work within the public system. This is just one aspect of a holistic recruitment strategy.	Carried
128	That HSA continue opposition to the Cambie Surgeries Corporation and its appeal to the Supreme Court and maintain its support for the BC Health Coalition.	For years, it was anticipated that the case would go all the way to the Supreme Court of Canada. Earlier this month the Supreme Court of Canada refused to hear an appeal of the BC Court that had ruled against Cambie Surgeries. US-style private health care lost in the courts. The court win was very important for public health care in Canada, as there are very similar laws that protect public health care across the provinces and territories and these laws were being challenged by the Cambie Surgeries. But we must remain vigilant in protecting and indeed expanding public health care in Canada. HSA's support and participation in the BC Health Coalition should continue to ensure advocacy for a robust public health care system continues.	Carried

129	<p>That Health Sciences Association will work with the BC Federation of Labour, NUPGE, and CLC to advocate for the completion of healthcare policies detailed in the Supply and Confidence agreement - including a dental care program, universal and national Pharmacare program, and a safe long term care act for seniors – before a federal election is called.</p>	<p>When the Liberals and NDP entered into the Supply and Confidence agreement, it was an opportunity to make progress on a number of progressive policies, including national dental and pharmacare programs and long-term care standards. The agreement gives the Liberal government stability through to 2025, with a commitment from the NDP opposition to vote in favour of confidence motions in exchange for achieving important improvements on a number of priorities, including health care, indigenous reconciliation, and climate change. While some progress on these issues has been made, it is important to continue to work to ensure the agreement is maintained and real action is taken before the agreement comes to an end.</p>	Carried
131	<p>That the Health Sciences Association (“HSA”) continue to lobby the government to expand its childcare plan to universal access \$10 per day childcare for all childcare spaces in BC; and BE IT FURTHER RESOLVED that HSA continue to lobby the government to expand its childcare plan to include more advanced education seats for early childhood educators to fill the increased staffing needs.</p>	<p>HSA has always advocated for affordable childcare in BC, and continues to work with its allies in labour and the community to advocate for affordable childcare in BC – and to hold governments to their promises to achieve a \$10 a day program. In 2018 the BC NDP government created the first new social program in decades in BC and Canada, with a three-year billion-dollar investment in child care. The government is working toward implementation, and must hear from British Columbians that quality, affordable child care continues to be a priority. As a union representing child care workers, HSA has additional responsibility to advocate for the skilled people needed to deliver the program. Recruitment and retention of skilled early childhood educators to serve the diverse needs of families must be a priority in delivering on this critical social program.</p>	Carried
133	<p>That Health Sciences Association work with the BC Ministry of Transportation and Infrastructure to finish the safety work to widen the twin Highway 1 from Kamloops to BC-AB Border.</p>	<p>While the committee is sympathetic to the need for improved transportation infrastructure throughout the province, it is not the role of a health care union to build or repair that infrastructure.</p>	Defeated

136	That Health Sciences Association lobby the government to have employers provide enough staff-only parking at the worksite.	While we discussed our shared empathy for the frustrating experience of struggling to find parking at work, the committee feels that as a climate conscious organization it would be more appropriate for us to focus our lobbying efforts towards improvements in our public transit system so that staff and visitors all have a reliable and equally time efficient option for accessing our health care sites. The committee felt it would be contrary to our values as an organization to advocate for any solution that does not aim to decrease our reliance on personal vehicles for transportation.	Defeated
137	That the Health Sciences Association (“HSA”) will lobby the provincial government to provide increased funding for frontline organizations across BC that deliver peer-led and person-centered programming to support sex workers; and BE IT FURTHER RESOLVED: That the HSA will lobby the provincial government to provide funding toward the provincial Bad Date and Aggressor Reporting system.	BC leads the way nationally with the first Bad Date and Aggressor Reporting system for sex workers. This is a small but necessary step in ensuring that sex workers have some access to health and safety in the workplace that all workers should be entitled to. The bottom line is sex work is work, and sex workers are workers and should be provided with protections available to other workers.	Carried
138	That the Health Sciences Association will lobby the provincial government and through the BC Federation of Labour and the Canadian Labour Congress, the federal government to resolve disputes over the use of Indigenous territory without the use of force and in a manner that respects and honors the sovereignty of Indigenous nations, the authority of Hereditary Chiefs, the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission Calls to Action and the spirit of true reconciliation.	While the committee did not presume to have expertise about the complex disputes in communities around the province involving many different players, it supports an respectful and non-violent approach to dispute resolution.	Carried

145	<p>That Health Sciences Association (“HSA”) consider creating a secure Slack (or similar channel) for stewards to use to ask questions, ask for advice/help, or ask for support from each other.</p> <p>Discussion of cases/grievances would only use anonymized data so privacy would be protected.</p>	<p>Lone stewards at individual sites can be siloed from the opportunity to collaborate or seek the advice of other stewards who have more experience. Having an online discussion forum where people could anonymously ask questions would reduce barriers and allow for stewards to share strategies that work. The committee recognizes that a number of issues would have to be considered and researched before proceeding with such a forum. Those issues include ensuring members’ privacy rights are not jeopardized, or that informal discussions do not result in poor labour relations advice that could cause more harm than good. Such a forum would require resources, as the discussions would have to be moderated and vetted to ensure protection of privacy, accuracy and mitigation of the possibility of harm to members.</p>	Carried
149	<p>That Health Sciences Association (“HSA”) develop a simple, searchable, moderated forum, on the steward portal, that can be used for research, communication and engagement between HSA steward and HSA staff.</p>	<p>The cost of a moderated forum would be considerable, there are examples of other BC-based unions implementing similar forums on their websites and the forums unfortunately turned into areas in which liabilities and potential slander became a serious issue. The liability of such activity would rest with HSA and open the union up to potential legal action.</p>	Defeated
150	<p>That Health Sciences Association of BC (“HSABC”) create an online database and record of its Union members grievances and results of the grievances to allow for knowledge sharing and clarification of its contract agreements; and</p> <p>BE IT FURTHER RESOLVED: That HSABC maintains member confidentiality and privacy when posting grievance descriptions online.</p>	<p>The committee discussed this resolution and were not sure of the purpose of this resolution. Each grievance is its own entity. Members should be working with their stewards and LROs to file grievances if they believe the collective agreement has been violated. The fact that a grievance has been filed on a similar violation and has been won or lost has no bearing on whether a grievance should be filed and/or the success or failure of said grievance. Grievances are often settled “without prejudice” so the outcome has no bearing on future grievances. The committee also had concerns on maintaining privacy on past grievances.</p>	Defeated

152	<p>That mechanisms are put in place to reduce transfers and turn-over of LROs; and</p> <p>BE IT FURTHER RESOLVED: That mechanisms are put in place to improve communication about grievance status updates between LROs and stewards; and</p> <p>BE IT FINALLY RESOLVED: That a schedule of covering LROs is made readily available to stewards on the portal.</p>	<p>The committee feels that it would not be appropriate to prevent HSA staff from transferring, or taking an extended leave from their LRO position such as in the case of a maternity leave. This is the employee's right to take such leaves. While the intent is understood to create more transparency with LRO scheduling, the committee is not in support of the requests contained in this resolution.</p>	Defeated
154	<p>That Health Sciences Association update or implement new software to provide a user friendly, reliable system for stewards to create grievance files, send emails and conduct union business.</p>	<p>The resolutions committee welcomes the recent upgrade to the email system in the portal, which addresses concerns raised in the resolution.</p> <p>The Portal continues to evolve to best meet the needs associated with electronic case management by stewards and labour relations staff.</p> <p>Stewards are encouraged to visit Ben Anderson in the foyer, who is here throughout convention to demonstrate the features of the portal, and to answer questions you may have, and to take feedback.</p> <p>The committee also encourages stewards to contact the Information Systems staff for training on using the portal.</p>	Carried
155	<p>That Health Sciences Association revise its organization of FTE for steward work to allow for 0.01 FTE (one paid day per month) for sites with more than 100 members; thus ensuring that steward work and member orientation is completed.</p>	<p>While the committee understands the frustration of the contributing chapter, we want to stress that the employers have a contractual obligation to allow stewards in all sites paid time to do their steward duties, such as participation in grievance investigations and meetings and member orientation. Employers also have a legal obligation to provide paid time for occupational health and safety stewards to fulfill the duties of that office.</p> <p>In the recent round of bargaining, HSA achieved increased funding for paid steward time under the HSPBA collective agreement. The union is working to determine how to ensure the funding available is best used to improve steward support for members.</p>	Defeated