

# HSA CONVENTION 2023 RESOLUTIONS

## January 2024 status report on approved resolutions

Resolution #	Therefore be it resolved	Status
1	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) encourage all HSA committees to include and address climate change within their committee work. BE IT FURTHER RESOLVED: That all HSA members be encouraged to include and address climate change in their union work and commitments.	Ongoing
5	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) provide more communication and education opportunities to the members on this topic in advance of the start of bargaining.	Ongoing Extensive outreach to members and telephone town hall meetings held through 2023.
6	THEREFORE BE IT RESOLVED: That a “Resolution Report” is created and distributed in January of each year; and THEREFORE BE IT FURTHER RESOLVED: That the report include information about what resolutions were	Completed January 2024 report posted on website
7	THEREFORE BE IT RESOLVED: That the union publish a document outlining the work done on carried resolutions.	Ongoing Business Arising report circulated and posted annually
10	THEREFORE BE IT RESOLVED: That Article 10, Section 2 of the Health Sciences Association (“HSA”) constitution which states “The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even-numbered years” be replaced with: “The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even numbered years. A Regional Director may serve a maximum of 3 consecutive full terms.”	Implemented
16	THEREFORE BE IT RESOLVED: That Health Sciences Association connect with the Lead Stewards to help organize more intakes and options for steward training to ensure everyone receives the support they need to do their job effectively.	Ongoing Increased capacity for virtual training. Increased number of trainings in 2023.

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17	THEREFORE BE IT RESOLVED: That Health Sciences Association will explore changing the criteria in provisioned professional education funds to create the opportunity for group professional education.	<b>Ongoing</b> In 2023 the fund supported a requested group education forum.
18	THEREFORE BE IT RESOLVED: That Health Sciences Association provide more frequent opportunities for supervisors to attend the Supervisors in the Union Workshop virtually and in-person.	<b>Ongoing</b> Frequency increased to 4 in 2023; budgeted for 4 in 2024
20	THEREFORE BE IT RESOLVED: That Health Sciences Association provides educational opportunities focused on mental health and wellness for the members.	<b>Ongoing</b>
21	THEREFORE BE IT RESOLVED: That Health Sciences Association hold a Domestic Violence Workshop at least yearly.	<b>Ongoing</b>
22	THEREFORE BE IT RESOLVED: That portal training be incorporated into the steward training curriculum and online meeting training be incorporated into lead steward training course.	<b>Ongoing</b> Expanded curriculum in steward training. Stewards have access to individual training from HSA Information Services.
25	THEREFORE BE IT RESOLVED: That the Health Sciences Association host information/education sessions on the topic of classification re-design.	<b>Ongoing</b> Extensive communication program. Information meetings throughout fall/winter 2023.
26	THEREFORE BE IT RESOLVED: That Health Sciences Association will explore options to makes steward training more accessible through blended learning models and allowing more flexibility to a schedule other than 3 days in a row. (Example 1 day a week for 3 weeks).	<b>In progress</b> Member feedback is it is more difficult to get multiple blocks of time off. More online modules planned for future.
27	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) increase the age limit for their bursaries and scholarships for children of HSA members; and BE IT FURTHER RESOLVED: That HSA will advocate to	<b>In progress</b>
28	THEREFORE BE IT RESOLVED: That in addition to the return of in-person workshops, the option to attend Health Sciences Association education sessions virtually from home continues.	<b>Ongoing</b>

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29	THEREFORE BE IT RESOLVED: That the per diem rates be increased to: Breakfast: 25.00 Lunch: 30.00 Dinner: 35.00 to accommodate the market increases in food.	Implemented
30	THEREFORE BE IT RESOLVED: That the union research, determine and report back to members on how much money regular shifts and overtime shifts are providing to the union to help determine in future conventions if it is reasonable for overtime shifts to no longer have paid union dues.	In progress
34	THEREFORE BE IT RESOLVED: That our union will review all of its financial investments to ensure that they are socially responsible investments.	Ongoing
35	THEREFORE BE IT RESOLVED: That members of the Health Sciences Association have to be informed and involved in the decision making process and financial activity of the union.	Ongoing
36	THEREFORE BE IT RESOLVED: That MNP LLP be confirmed as the union's auditor until the year 2024 Annual Convention.	Implemented
37	THEREFORE BE IT RESOLVED: That the costs of Health Science Association annual convention be communicated to the general membership and efforts made to reduce expenditures on this event.	Ongoing
38	THEREFORE BE IT RESOLVED: That Health Sciences Association increase both the number and dollar amount of scholarship and bursaries from \$1500 for full time and \$750 for part time to \$2000 for full time and \$1000 for part time.	Implemented
43	THEREFORE BE IT RESOLVED: That Health Sciences Association review the budget allocations for chapters and increase amounts to be equitably distributed amongst small and large chapters.	In progress
44	THEREFORE BE IT RESOLVED: That Health Sciences Association allocate additional funds to the <b>bargaining and defense</b> fund areas of the budget.	In progress

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50	THEREFORE BE IT RESOLVED: That Health Sciences Association collect and use anonymized demographic data (such as age, gender, profession, region) of who is or is not voting, combined with other sources of information, in order to make informed decisions on organizing and member engagement strategies.	<b>Ongoing</b> 2024 membership survey will include questions to support these objectives
51	THEREFORE BE IT RESOLVED: That the Union publish the statistical analysis of how many members represent rotational 24 hour shift workers, extended hour workers, and those who are daytime only workers in the annual report.	<b>To be done</b> Demographic question for 2024 member survey
52	THEREFORE BE IT RESOLVED: That Health Sciences Association <b>consider</b> virtual attendance <b>at</b> union meetings, <b>where possible</b> such as regional and lead steward meetings, so that members may participate safely from any location.	<b>Ongoing</b>
53	THEREFORE BE IT RESOLVED: When registration for Convention (annual or special) closes, Health Sciences Association (“HSA”) will identify the number of unfilled potential delegate seats within each Region. BE IT FURTHER RESOLVED: That the HSA Board of Directors establish an equitable process for determining how unfilled delegate seats will be awarded and present the constitutional language changes in a resolution to the 2024 Convention.	<b>In progress</b>
55	THEREFORE BE IT RESOLVED: That the presidential election be moved to an online format following the commencement of Convention in order to allow for 1 member 1 vote. The online system could allow presidential candidate information and recordings of debates at convention to be posted and viewed by all members.	<b>In progress</b>
62	THEREFORE BE IT RESOLVED: That, following convention, the Health Sciences Association send a bulletin or other communication to the membership notifying members of the date that the board of directors will be debating outstanding resolutions and encouraging all members to submit feedback to their regional director.	<b>Ongoing</b>

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65	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) adopt modern language used in proposal submission; and BE IT FURTHER RESOLVED: That HSA modernize the process of submitting proposals to an online form that explains in simplified language so as not to exclude members from contributing.	<b>Implemented</b>
69	THEREFORE BE IT RESOLVED: That in the spirit of decolonization and accessibility, that Health Sciences Association will research, report, and recommend an alternative to Bourinot’s Rules of Order that incorporate common language and collaborative rather than exclusionary pathways to decision making.	<b>In progress</b>
72	THEREFORE BE IT RESOLVED: That Health Sciences Association create a Young Workers Committee.	<b>Implemented</b>
75	THEREFORE BE IT RESOLVED: The Health Sciences Association (“HSA”) review and revise Article 15 of the constitution with the input from but not limited to: Board, staff, legal counsel (inner and/or outside), Trial Committee members, past complainants and others that have been involved with the process; and BE IT FURTHER RESOLVED: The HSA complete the revision to be voted on by members at the 2024 Convention.	<b>In progress</b>
80	THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) Board of Directors and staff ensure the articles of the Constitution, policies adopted, procedures and practices implemented do not supersede our protected rights and freedoms as British Columbians.	<b>Ongoing</b>
81	THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) will add a land acknowledgement to HSA’s Constitution and do so with Indigenous consultation.	<b>In progress</b>
82	THEREFORE BE IT RESOLVED: That Health Sciences Association will lobby the government to better allocate resources in order to recruit and retain healthcare workers in the province.	<b>Ongoing</b>

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83	THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the ministries of health and advanced education to continue to expand training opportunities <b>for all health science professionals, including</b> radiation therapists, and <b>social services professionals</b> , within the province.	<b>Ongoing</b> Continuing high level meetings with Minister and senior ministry and HEABC staff.
84	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the provincial government, regulatory bodies and training institutions to ensure that current education is leading to qualified and prepared professionals entering healthcare and related professions; and BE IT FURTHER RESOLVED: That HSA be an advocate for the maintenance and advancement of professional standards across HSA disciplines.	<b>In progress</b>
<b>COMPOSITE 1</b>	BE IT FURTHER RESOLVED: That the HSA lobby the MCFD to ensure that the FCC agencies are non-profit, public organizations such as Child Development Centres; and BE IT FURTHER RESOLVED: That the HSA hold the provincial government accountable to their commitment to accessible services for all children, regardless of their diagnosis or age, and that these services be delivered by regulated allied health professionals; and BE IT FINALLY RESOLVED: The HSA lobby the MCFD that any further rollout of FCCs include criteria that does not allow sub-contracting to for profit, private clinics.	<b>In progress:</b> Multiple direct discussions with senior MCFD staff; direct lobby by HSA members of Minister; focus of HSA Constituency Liaison program; 2024 member-focused research project to inform HSA submission to government
91	THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the Ministry for Children and Family Development and the Ministry of Health to include clinical counselling services—for children and family members—as an integral part of the Family Connection Centre model.	<b>In progress</b>

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<p><b>92</b></p>	<p>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.</p>	<p><b>In progress</b></p>
<p><b>93</b></p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the Ministry of Children and Family Development and the Ministry of Health to significantly increase funding to parenting support via Community Living BC and the Family Connection Centre model so parents <b>of children with Fetal Alcohol Spectrum Disorder</b> have ongoing access to parenting supports.</p>	<p><b>In progress</b></p>
<p><b>94</b></p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the government to allocate funds to allow for more FTE availability for supported child development (1-1 workers) and for more funding from the Ministry of Children and Family Development so that childcare can be accessible to all children regardless of needs.</p>	<p><b>In progress</b></p>
<p><b>95</b></p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the Ministry of Health and Ministry of Transportation/Infrastructure to improve transportation in BC’s multiple health regions so that equitable access to dialysis is available, and special consideration is given to programs in rural areas requiring intercity transportation; and            BE IT FURTHER RESOLVED: That HSA lobby the Ministry of Health and Ministry of Transportation/Infrastructure to consult with the renal programs in BC’s health regions to develop a transportation network that meets the needs of all dialysis patients.</p>	<p><b>Completed</b>            Letter to relevant ministries</p>

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<p><b>96</b></p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the federal and provincial governments in support of the recommendations contained in the Closing Gaps, Reducing Barriers: Expanding the Response to the Toxic Drug and Overdose Crisis report by the BC Select Standing Committee on Health.</p>	<p><b>Completed</b></p>
<p><b>97</b></p>	<p>THEREFORE BE IT RESOLVED: That the Health Sciences Association renew their campaign for the BC Government to create Infant Mental Health Clinics in CDCs, focusing on attachment work and trauma-based counselling.</p>	<p><b>In progress</b></p>
<p><b>98</b></p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will lobby the provincial government to improve provincial health care coverage for gender-affirming care, based on the Yukon Territories’ framework adopted in 2021 and ensure adequate training for medical professionals; and BE IT FURTHER RESOLVED: That the HSA will advocate, with allied movements where appropriate, for additional unrestricted resources for gender-affirming care for those requiring access to care at an older age and in remote and Northern communities: e.g. transportation and accommodation costs.</p>	<p><b>Ongoing</b> Letter to Ministry of Health</p>
<p><b>99</b></p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC, with BCGEU and CUPE, lobby the provincial government to increase the number of public Occupational and Physical Therapist positions in the community.</p>	<p><b>Ongoing</b> Direct discussions with staff in relevant ministries on behalf of HSPBA</p>



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100	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”), through the BC Federation of Labour and the Canadian Labour Congress (“CLC”), lobby the provincial and federal governments to remedy the lack of availability, and address the lack of funding for administration for abortion services; and BE IT FURTHER RESOLVED: That HSA, through the CLC, lobby the federal government to follow through with their platform commitment to develop an information portal on sexual and reproductive health and rights.	<b>Ongoing</b>
101	THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the provincial government to increase funding to early intervention services to match the growth in communities.	<b>Ongoing</b> Issue addressed in HSA Lobby Day
102	THEREFORE BE IT RESOLVED: That Health Sciences Association explore providing <b>members with mobility concerns or health issues</b> an alternate mode of	<b>Ongoing</b>
103	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) explore opportunities to work with the BC Federation of Labour, labour councils, and through NUPGE and the CLC, for HSA members to access training and education opportunities for equity-	<b>Ongoing</b> HSA leadership workshop for BIPOC members November 2023; plan to re-offer in 2024
104	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to show solidarity with Women-Life-Freedom movement; and HSA continue to work with our allies and federal government to condemn the Iranian regime.	<b>To be done</b>
106	THEREFORE BE IT RESOLVED: That HSA will develop a data collection mechanism to find out how many grievances involve instances of racism and related discrimination (for example, having a section or checkbox in the grievance submission form where members can indicate if the grievance is related to racism and related discrimination).	<b>In progress</b> Issues related to privacy and procedure under discussion.
107	THEREFORE BE IT RESOLVED: That Health Sciences Association revise its definition of “family” in order to be more inclusive (with consideration to all equity seeking groups) as it pertains to important features of union inclusion.	<b>In progress</b>

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108	THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) will undertake a process to identify and address systems of discrimination, oppression, and racism within its own policies, practices, and	<b>In progress</b>
109	THEREFORE BE IT RESOLVED: That the Health Sciences Association will, with the BC Federation of Labour and the Canadian Labour Congress, call upon the provincial and federal governments to commit to completing the remaining Calls to Action of the Truth and Reconciliation Commission.	<b>Ongoing</b>
110	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will explore having processes to respond effectively to grievances dealing with racism and related discrimination through consultation with specialized staff position(s) to respond to these grievances or allowing affected members to consult with a committee of diverse HSA members (such as the Racial Justice Committee) to get a second opinion.	<b>In progress</b>
111	THEREFORE BE IT RESOLVED: that Health Sciences Association will continue to provide funding for education of members and staff regarding racial awareness issues and the historical and ongoing impacts of structural racism.	<b>Ongoing</b>
114	THEREFORE BE IT RESOLVED: That a clear process be created and communicated to the membership that outlines how to give members a voice in the distribution of funds within the Joint Health Sciences Benefit Trust (JHSBT).	<b>Ongoing</b>
115	THEREFORE BE IT RESOLVED: That the Joint Health Sciences Benefit Trustees be required to make a yearly report out to members on changes that have been brought forward, what they are doing with the trust, and how they are planning to move forward in the future.	<b>Ongoing</b>
118	THEREFORE BE IT RESOLVED: That Health Sciences Association resource member engagement for rural/remote chapters and members.	<b>Ongoing</b>

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119	THEREFORE BE IT RESOLVED: That Health Sciences Association staff provide response to emails within 7 days or send confirmation that they have received the email.	<b>Ongoing</b> Timely response continues to be objective.
120	THEREFORE BE IT RESOLVED: Health Sciences Association explore the feasibility of providing a platform to allow both in-person and virtual attendance to Regional Meeting, Convention and Education all the time	<b>In progress</b>
121	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will explore establishing an on-line store, similar to the Hospital Employees Union “Boutique,” where HSA Members can purchase union-branded sustainably sourced clothing and other materials at low cost.	<b>To be done</b>
122	THEREFORE BE IT RESOLVED: That Health Sciences Association continue to host future collective agreement voting sessions in a digital format.	<b>Ongoing</b>
123	THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the provincial government and the WCB to amend the Occupational Health and Safety Regulation to obligate the employer to have at least one certified mental health first aid attendant at each work site where an Occupational First Aid attendant is required.	<b>Ongoing</b> BC Fed OHS committee and labour reps on WorkSafe board
124	THEREFORE BE IT RESOLVED: That that Health Sciences Association of BC investigate the effect the separation of the Lab and Medical Imaging Joint Occupational Health and Safety Committees (JOHS) from each other and from the JOHS Committee for the rest of the hospital has on the Lab and MI worker reps and on the functioning of the three JOHS Committees in small hospitals.	<b>In progress</b>
126	THEREFORE BE IT RESOLVED: That HSA lobby the Minister for Post-Secondary Education and Future Skills to expand provincial grant or tuition relief for specialized health and community social service professionals.	<b>Ongoing</b> Multiple meetings with related ministries.

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127	THEREFORE BE IT RESOLVED: That Health Sciences Association work with the BC and Canadian Health Coalitions to encourage the BC government to maintain its opposition to paid plasma and in doing so increase the number of publicly-funded voluntary blood plasma donation sites to increase voluntary blood and blood plasma donations.	<b>Ongoing</b> Participation in NUPGE lobby and meetings.
128	THEREFORE BE IT RESOLVED: That HSA continue opposition to the Cambie Surgeries Corporation and its appeal to the Supreme Court and maintain its support for the BC Health Coalition.	<b>Completed</b>
129	THEREFORE BE IT RESOLVED: That Health Sciences Association will work with the BC Federation of Labour, NUPGE, and CLC to advocate for the completion of healthcare policies detailed in the Supply and Confidence agreement - including a dental care program, universal and national Pharmacare program, and a safe long term care act for seniors – before a federal election is called.	<b>Ongoing</b> HSA participation in Canadian Health Coalition lobby set for February 2024 and CLC lobby in 2023.
130	THEREFORE BE IT RESOLVED: That Health Sciences Association work with the BC Federation of Labour (“BCFL”) to lobby the BC Government to prohibit the sale of tobacco products where a pharmacy is located and put forward this resolution to the 2024 BCFL Convention.	<b>To be done</b>
131	THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) continue to lobby the government to expand its childcare plan to universal access \$10 per day childcare for all childcare spaces in BC; and BE IT FURTHER RESOLVED that HSA continue to lobby the government to expand its childcare plan to include more advanced education seats for early childhood educators to fill the increased staffing needs.	<b>Ongoing</b>
132	THEREFORE BE IT RESOLVED: That Health Sciences Association hold a public-facing awareness campaign about believing women in pain.	<b>To be done</b>

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134	THEREFORE BE IT RESOLVED: That the HSA will lobby all levels of government to urgently provide British Columbians who use drugs with access to a safe supply in an effort to decrease the number of fatal overdoses in our province.	<b>Completed</b> Letters to government
135	THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the government to have WCB wage coverage be increased to 100% throughout the claim and, that upon return to work, employees have vacation entitlement as if they worked while off on an accepted WCB claim.	<b>In progress</b> Discussion with labour allies
137	THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) will lobby the provincial government to provide increased funding for frontline organizations across BC that deliver peer-led and person-centered programming to support sex workers;	<b>In progress</b>
138	THEREFORE BE IT RESOLVED: That the Health Sciences Association will lobby the provincial government and through the BC Federation of Labour and the Canadian Labour Congress, the federal government to resolve disputes over the use of Indigenous territory without the use of force and in a manner that respects and honors the sovereignty of Indigenous nations, the authority of Hereditary Chiefs, the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission Calls to Action and the spirit of true reconciliation.	<b>Ongoing</b> Participation in BC Fed
139	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) encourage the provincial government to continue increasing public sector surgical and imaging capacity, as well as scaling up public solutions, as part of helping to shift away from private medical imaging and surgical centres that undermine public health care. BE IT FURTHER RESOLVED: That HSA will work with the BC Health Coalition on this issue.	<b>Ongoing</b> Discussions with Ministry of Health, HEABC

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<b>COMPOSITE 2</b>	THEREFORE BE IT RESOLVED: That the Health Sciences Association (HSA) work with the National Union of Public and General Employees (NUPGE), the BC Federation of Labour (BCFL) and the Canadian Labour Congress (CLC) to lobby all levels of government to develop a comprehensive housing strategy that would include affordable housing for different income levels, regulated rentals, vacancy control and review policies related to real estate investments across BC; and BE IT FURTHER RESOLVED: That HSA work with the NUPGE, BCFL, and labour councils to lobby the provincial and municipal governments and BC Housing to have viable long term housing plans in place for the residents of tent cities, before dismantling said tent cities	<b>Ongoing</b> Participation in BC Fed and NUPGE
<b>144</b>	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will identify a mechanism through which to survey HSA membership to determine the housing circumstances for members and how many members are at risk of attrition from their region or from health care employment related to housing concerns; and BE IT FURTHER RESOLVED: That this data be collected in such a way as to reflect the demographic and career stage of HSA members in order to identify future retention and recruitment concerns.	<b>To be done</b> 2024 member survey
<b>145</b>	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) consider creating a secure Slack (or similar channel) for stewards to use to ask questions, ask for advice/help, or ask for support from each other. Discussion of cases/grievances would only use anonymized data so privacy would be protected.	<b>In progress</b>
<b>148</b>	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) create a searchable database of grievance language with examples and templates available for stewards on the portal.	<b>In progress</b>

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154	THEREFORE BE IT RESOLVED: That Health Sciences Association update or implement new software to provide a user friendly, reliable system for stewards to create grievance files, send emails and conduct union business.	<b>Ongoing</b> HSA Portal continuous development
156	THEREFORE BE IT RESOLVED: That Health Sciences Association conduct a review of the CMET program and determine a clear strategic direction for the program that ensures the program has meaningful and attainable goals; and THEREFORE BE IT FURTHER RESOLVED: That the program considers how to measure the quality and impact of the interventions and look beyond numerical data; and THEREFORE BE IT FINALLY BE RESOLVED: That the results of the review and program budget be published to the membership.	<b>Ongoing</b>
<b>Extraordinary Resolution #1</b>	THEREFORE BE IT RESOLVED: that Health Sciences Association of BC (“HSABC”) prioritize rapidly resolving the failure of health authorities, including PHSA, to implement wage and premium increases ratified by HSPBA members in December 2022; and  BE IT FURTHER RESOLVED: That HSABC continue to inform members on progress and actions being undertaken to resolve it; and	<b>Largely completed:</b> Group grievance at arbitration. HSA has supported members throughout with labour relations, legal, and communications support.
<b>Extraordinary Resolution (Composite 3)</b>	THEREFORE BE IT RESOLVED: That HSA immediately make a public statement condemning the attacks against unhoused people of the DTES, including a statement of support of HSA members who have publicly spoken out against these attacks, despite fear of repercussions from their employer, and that calls for notice to be provided to community service agencies before decampment plans are undertaken so that these agencies can prepare adequate supports and services. BE IT FINALLY RESOLVED: That Health Sciences Association (“HSA”) lobby the government to make housing options available BEFORE shelter removal is approved.	<b>In progress</b>

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<b>Extraordinary Resolution 2</b>	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC lobby the Ministry of Health to expand the BCAAN in order to reduce wait times.	<b>Completed</b> Letter to Ministry of Health
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