

# Resolutions 2024





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## 1. ACCESSIBILITY

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Some HSA members are impacted by various levels of vision loss; and

BECAUSE: Those impacted by vision loss may encounter barriers in reading and inputting data on HSA forms, both physical and virtual; and

BECAUSE: HSA is committed to equitable access to HSA's business and programs; and

BECAUSE: The technology to create universally accessible documents is readily available.

**HSA WILL:** Commit to creating universally accessible documents and processes for its staff and members.

SUBMITTED BY: Abbotsford Regional Hospital and Trans Care BC

COMMITTEE RECOMMENDATION: In favour

## 2. ACCESSIBILITY

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Some HSA members have hearing issues; and

BECAUSE: Technology has progressed towards greater inclusion.

**HSA WILL:** Ensure that members with hearing issues are able to better participate in HSA hosted meetings and education; and

**HSA WILL:** Lobby the BC Fed and the CLC to also adopt these practices; and

**HSA WILL:** Lobby the government to create legislation for any place where large meetings or conventions to provide such accommodations.

SUBMITTED BY: Abbotsford Regional Hospital

COMMITTEE RECOMMENDATION: In favour

### 3. ACCESSIBILITY

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Members may struggle to access technology due to disability, financial limitations or limited experience.

**HSA WILL:** Explore ways to make all online forms available to members in paper format, including return postage, upon request.

**SUBMITTED:** Islanders Working Against Violence

**COMMITTEE RECOMMENDATION:** In favour

### 4. AFFORDABILITY

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** HSA is committed to ensuring the economic stability of our members; and

**BECAUSE:** There have been growing concerns regarding the impact of inflationary pressures on our members; and

**BECAUSE:** Understanding the nature and extent of these inflationary disparities across the province is essential to develop targeted strategies that address unique challenges faced by our members in various areas;

**HSA WILL:** ~~Present~~ a comprehensive report about inflation and economic disparities throughout the province; and

**HSA WILL:** Report out on these findings prior to the bargaining conference for the next round of bargaining; and

**HSA WILL:** Explore recommendations for policies, interventions, and bargaining proposals to mitigate the effects of inflation on our members with consideration given to regional disparities.

**SUBMITTED BY:** Vancouver General Hospital

**COMMITTEE RECOMMENDATION:** In favour as amended

## 5. AFFORDABILITY

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: The gap between the rich and everyone else is wider than ever; and

BECAUSE: Some in Canada have gotten billions of dollars richer during a global health and economic crisis; and

BECAUSE: It's time for the rich to give more money back so we can provide better healthcare and social services, education for everyone, a just and clean economy, end systemic racism and make sure everyone has a safe place to live and grow.

**HSA WILL:** Call on the BC and Federal governments to:

- Implement a wealth tax;
- Institute an excess profit tax; and
- Close tax loopholes used by the wealthy that drain money out of the public purse.

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: In favour

## 6. AFFORDABILITY

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Student loan debt is an added pressure to healthcare workers who are already struggling with the increased costs of living; and

BECAUSE: Repayment assistance plans are currently determined using gross income, doesn't account for deductions made on income and therefore does not accurately depict an individual or household's ability to make the prescribed student loan payments.

**HSA WILL:** Work with other unions or organizations and lobby the government to reevaluate its student loan repayment assistance program and advocate for them to use net income instead of gross income.

SUBMITTED BY: Canadian Mental Health Association

COMMITTEE RECOMMENDATION: In favour

## 7. CHILDCARE COMPOSITE (Covers 8-16) Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: there is high demand for access to high quality, affordable, and universally accessible childcare; and

BECAUSE: factors including 24/7 work schedules, the diverse support needs of children, and lack of childcare workers – including specialized supported child development and early childcare educators – contribute to the lack of access to childcare; and

BECAUSE: because HSA supports the province's \$10 a day childcare plan;

**HSA WILL:** lobby governments to increase the number of childcare spaces; and

**HSA WILL:** advocate for expansion of childcare services that provide 24-hour, seven-day-a-week access; and

**HSA WILL:** lobby the Ministry of Health to require dedicated childcare facilities for health care workers be included in designs for new hospitals; and

**HSA WILL:** lobby government to require childcare providers to offer inclusive programs for children with diverse support needs, including funding to support the hiring of specialized workers required to support children with diverse support needs; and

**HSA WILL:** advocate to government for increased staff recruitment and retention in the childcare sector by supporting increased training spaces for licensed childcare workers, including early childhood education and supported child development professionals; and

**HSA WILL:** continue to advocate for expansion of the \$10 a day childcare plan.

COMMITTEE RECOMMENDATION: In favour

## **8. CHILDCARE (Covered by 7)**

BECAUSE: There is a shortage of healthcare workers in BC; and

BECAUSE: Members have families with varying needs that need to be met by childcare; and

BECAUSE: The lack of childcare in BC prevents members from holding permanent positions with their employer.

**HSA WILL:** Lobby the government to advocate for the increased need for childcare that is available to healthcare workers.

SUBMITTED BY: University Hospital of Northern British Columbia

## **9. CHILDCARE (Covered by 7)**

BECAUSE: Most childcare facilities are geared towards the traditional Monday to Friday, 8:00am to 6:00pm workweek; and

BECAUSE: Childcare is a concern for many HSA members, and finding childcare on evenings or weekends can be especially challenging.

**HSA WILL:** Lobby the government to provide increased funding for childcare facilities to open and provide services on evenings and weekends, especially in rural areas.

SUBMITTED BY: Comox Valley Hospital

## **10. CHILDCARE (Covered by 7)**

BECAUSE: The province is creating addition \$10 per day childcare; and

BECAUSE: There are not enough staff to operate the childcare spaces.

**HSA WILL:** Advocate for more education opportunities and recruitment for licensed childcare workers.

SUBMITTED BY: CAMPELL RIVER FAMILY SERVICES



## 11. CHILDCARE (Covered by 7)

BECAUSE: Childcare cost and accessibility are an ongoing issue; and  
 BECAUSE: Lack of childcare is impacting HSA members ability to work;  
 and  
 BECAUSE: There is an ongoing provincial staffing crisis.

**HSA WILL:** Lobby all levels of government to urgently implement \$10/day daycare and increase the number of available placements.

SUBMITTED BY: Nanaimo Regional General Hospital

## 12. CHILDCARE (Covered by 7)

BECAUSE: Childcare cost and accessibility are an ongoing issue, and  
 BECAUSE: Lack of childcare is impacting HSA members ability to work,  
 and  
 BECAUSE: There is an ongoing provincial staffing crisis;

**HSA WILL:** Lobby all levels of government to urgently implement an allocated number of spots in childcare for health care workers as well as access to extended hours.

SUBMITTED BY: Nanaimo Regional General Hospital

## 13. CHILDCARE (Covered by 7)

BECAUSE: All children deserve access to inclusive, high-quality childcare;  
 and  
 BECAUSE: Children with diverse support needs are commonly denied access to childcare spaces.

**HSA WILL:** Lobby the government to increase resources for and requirements of childcare providers to provide inclusive programs, as well as funding to provide direct support when needed.

SUMBITTED BY: Centre for Child Development

#### **14. CHILDCARE (Covered by 7)**

BECAUSE: There exists a need for more childcare spots for members across the province.

**HSA WILL:** Work with health authorities to have a dedicated childcare facility included in new hospital designs.

SUBMITTED BY: Cowichan District Hospital

#### **15. CHILDCARE (Covered by 7)**

BECAUSE: There is currently a government initiative to open affordable accessible childcare spaces to address high demand; and

BECAUSE: Children with diverse needs are being excluded from attending daycare programs because of a lack of one-to-one support by supported child development workers; and

BECAUSE: Funding for supported child development workers is limited; which has led families to face challenges returning to work because they don't have childcare and taking away inclusion from children.

**HSA WILL:** Lobby the government to allocate appropriate funds for more FTEs for supported child development (1-1 workers) to address the ever-increasing waitlists so that childcare can be accessible and inclusive for all children regardless of needs.

SUBMITTED BY: Child Development Centre of Prince George

#### **16. CHILDCARE (Covered by 7)**

BECAUSE: Quality childcare is a concern for the workforce; and

BECAUSE: HSA supports the \$10 a day childcare plan; and

BECAUSE: There is a lack of qualified Early Childcare Educators and Supported Child Development professionals to support the increased spaces initiated by the BC government.

**HSA WILL:** Continue to lobby the government to expand its childcare plan of universal access to \$10 per day childcare for all childcare spaces in BC by expanding its childcare plan to include more advanced education seats for early childhood educators to fill the increased staffing needs.

SUBMITTED BY: Child Development Centre of Prince George

## 17. CHILDCARE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: As of December 1, 2023, the ECE-Wage Enhancement increased to \$6 per hour, for eligible ECEs employed by non-public sector employers; and

BECAUSE: Recruitment and retention is an issue in Supported Child Development Support position as staff are leaving to work in facilities where they can receive the wage enhancement; and

BECAUSE: SCD Support wages are no longer competitive within the sector; and

BECAUSE: SCD Support Staff employed by service providers are ineligible. ("Ineligible: Any ECE who is employed and paid by the SCD/ ASCD program directly, and is assigned/deployed to a Licensed Child Care Facility; any SCD/ASCD Support Workers who do not meet the criteria as detailed under ECE Staff Eligibility.)"

[https://www2.gov.bc.ca/assets/gov/family-and-social-supports/child-care/child-care-operating-funding/ece\\_we\\_funding\\_guidelines\\_23\\_24.pdf](https://www2.gov.bc.ca/assets/gov/family-and-social-supports/child-care/child-care-operating-funding/ece_we_funding_guidelines_23_24.pdf)

**HSA WILL:** Advocate and lobby the Ministry of Education and Child Care and the Ministry of Children and Families for SCD Support workers to be eligible for the Early Childhood Education wage enhancement.

SUBMITTED BY: Child Development Centre of Prince George

COMMITTEE RECOMMENDATION: In favour

## 18. CHILDREN'S SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** There is a lack of awareness around wait times for community based services for children, and long waitlists for services for the 0-19 age group.

**HSA WILL:** Develop an advertising campaign that highlights the roles of HSA professionals working with children 0-19 (non-acute care), and the impact of gaps in service/waitlists (e.g., Early Intervention Programs, Supported Child Development, mental health).

SUBMITTED BY: Queen Alexandra Centre for Children

COMMITTEE RECOMMENDATION: In favour

## 19. CHILDREN'S SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** There is no SCD provincial advisor for the Supported Child Development program who can advocate, research, gather data and enhance program cohesion for SCD programs across the province.

**HSA WILL:** Lobby the provincial government to ensure there is a provincial Supported Child Development advisory role.

SUBMITTED BY: Queen Alexandra Centre for Children

COMMITTEE RECOMMENDATION: In favour

## 20. CHILDREN'S SERVICES COMPOSITE (Covers 21-23)

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** The plan to restructure Ministry of Child and Family Development funding for more equitable children's services through Family Connection Centres (FCC) will impact jobs across many agencies, including child development centres, in BC; and

**BECAUSE:** The 2023 FCC trial site election threatened the closure of Starbright, a well-established and unionized child development centre in Kelowna; and

**BECAUSE:** HSA must advocate for a fair procurement process in the government's restructuring plan;

**HSA WILL:** Advocate for Family Connection Centre contracts to be awarded to accredited not-for-profit, public providers with comprehensive teams that can offer multi-disciplinary services to children and families; and

**HSA WILL:** Hold the provincial government accountable to their commitment that FCC procurement guidelines include criteria that does not allow sub-contracting to private, for-profit clinics; and

**HSA WILL:** Consult with members working in the sector to prepare a comprehensive submission on the design of an effective system of services for children and youth with support needs (CYSN) to the Ministry for Children and Family CYSN consultation concluding December 1, 2024; and

**HSA WILL:** Conduct a public awareness campaign to advocate for the continued provision of services through publicly operated child development centres.

**COMMITTEE RECOMMENDATION:** In favour

## **21. CHILDREN'S SERVICES (Covered by 20)**

BECAUSE: Child Development Centres are at risk of closure with funding and service delivery changes for children with the future plans for Family Connection Centre model in the next year; and

BECAUSE: Parents and the community are not aware that of the risk of losing the Child Development Centre services in their community; and

BECAUSE: The CDCs have served communities for decades and provided access to a wide range of multidisciplinary expertise and family-centred services under one roof;

**HSA WILL:** Create and advertise a public awareness campaign to inform the public, parents and families and the wider community at large, of the threat of losing their child development centres. Use all media outlets to advertise beginning as soon as possible and for the length of the procurement process to encourage parents to voice their concerns.

SUBMITTED BY: Nanimo Child Development Centre

## **22. CHILDREN'S SERVICES (Covered by 20)**

BECAUSE: The plan to restructure Ministry of Child and Family Development funding for more equitable children's services through Family Connection Centres (FCC) will impact jobs across many agencies including Child Development Centres; and

BECAUSE: The Family Connection Centre (FCC) trial site-selection jeopardized unionized workers at a well-established Child Development Centre (StarBrite, Kelowna); and

BECAUSE: Healthcare and child support workers need reassurance that great efforts are being made to secure a fair procurement process for unionized sites as candidates for the new community FCC.

**HSA WILL:** Create a working group to communicate, at regular intervals, the work of community liaisons and any other efforts, 1) to inform government of the ideal suitability of Child Development Centres to continue to deliver services to children and families in their communities, as well as 2) to address health care worker shortages.

SUBMITTED BY: Nanimo Child Development Centre

### **23. CHILDREN'S SERVICES (Covered by 20)**

BECAUSE: MCFD continues to move towards Family Connection Centres; and

BECAUSE: The centres selected to serve as "pilot sites" included single service providers and not comprehensive services provided through accredited Child Development Centres;

**HSA WILL:** Advocate that Family Connection Centres (FCC) contracts are awarded to accredited agencies with comprehensive teams that can offer multi-disciplinary services to children and families. And that these agencies are non-profit, public organizations such as Child Development Centres; and

**HSA WILL:** Hold the provincial government accountable to their commitment that FCC procurement include criteria that does not allow sub-contracting to for profit, private clinics.

SUBMITTED BY: Child Development Centre of Prince George

## **24. CHILDREN'S SERVICES COMPOSITE (Covers 25-26)**

Carried \_\_\_\_\_ Defeated \_\_\_\_\_

BECAUSE: children are discharged from Infant/Child Development programs when they become eligible for kindergarten entry, regardless of a family's decision and advice of infant and child development therapists to delay kindergarten entry, and

BECAUSE: funding for early child development services ends abruptly at kindergarten entry eligibility, and not actual entry; and

BECAUSE: assistance in acquiring equipment to support a child's developmental needs, including tablets for communication and/or wheelchairs, is discontinued at kindergarten entry eligibility, leaving families without funding support to acquire and support a child's use of the necessary equipment.

**HSA WILL:** lobby for MCFD to fund early child development services until kindergarten entry -- and not kindergarten entry eligibility; and

**HSA WILL:** lobby MCFD to continue to fund early intervention therapy services beyond kindergarten entry for as long as a child's development support plan for acquiring and learning to use necessary equipment is in progress.

**COMMITTEE RECOMMENDATION:** In favour



## 25. CHILDREN'S SERVICES (Covered by 24)

BECAUSE: Children are discharged from Infant/Child Development programs which aim to offer wrap-around, multidisciplinary supports to children when children become eligible for kindergarten; and

BECAUSE: Families of children with developmental needs sometimes elect to start kindergarten one year later than children are first eligible; and

BECAUSE: Therapists may initiate service and support families through the process of accessing equipment (i.e., iPads/tablet applications for communication or wheelchairs); and

BECAUSE: Funding for early child development services ends abruptly at kindergarten eligibility and not when children have and are able to use whichever accessibility equipment is necessary for them to be able to be successful in kindergarten;

**HSA WILL:** Lobby for MCFD to fund continued early-intervention therapy services for children with diverse needs such that the therapist can see through the completion of treatment.

SUBMITTED BY: Fraser Valley Child Development Centre

## 26. CHILDREN'S SERVICES (Covered by 24)

BECAUSE: Families of children with developmental needs sometimes elect to start kindergarten one year later than children are first eligible; and

BECAUSE: Funding for early child development services ends abruptly at kindergarten eligibility (and not at kindergarten entry).

**HSA WILL:** lobby for MCFD to fund early child development services until kindergarten entry.

SUBMITTED BY: Fraser Valley Child Development Centre

## 27. CLASSIFICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Classification review is still incomplete, and

BECAUSE: HSA members were already asked to ratify the 2019-2022 collective agreement without the finalization and clear implementation plan for new classifications, and

BECAUSE: HSA members require details around reclassification to make an informed decision on voting for ratification of a collective agreement.

**HSA WILL:** Ensure that a complete plan for new classifications that appropriately addresses all employees, and includes aspects such as wage increases, will be finalized prior to asking members to ratify the next collective agreement.

SUBMITTED BY: Victoria General Hospital

COMMITTEE RECOMMENDATION: In favour

**28. CLIMATE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Pollution from fracked methane results in climate change  
Disasters like floods, wildfires, storms, droughts, and heat waves impact  
access to jobs and housing for workers; and

BECAUSE: Climate change suggests that such events will only grow  
more common and become larger in scale until burning of fossil fuels is  
stopped; and

BECAUSE: The International Energy Agency reports inadequate  
emissions reductions policies despite prediction of a declining global  
gas demand this decade; and

BECAUSE: Workers deserve plans for the inevitable global energy  
transition.

**HSA WILL:** Oppose fracking and LG exports in BC; and

**HSA WILL:** Lobby the provincial government to: end fracking, cease  
permitting new gas wells, reject new LNG plants, set science- and justice-  
based deadlines to end production; and

**HSA WILL:** Task its representatives to the Municipal Pension Plan to  
pursue divestment from the natural gas industry; and  
HSA will report back annually on actions taken.

SUBMITTED BY: Fraser Valley Child Development Centre

COMMITTEE RECOMMENDATION: In favour

## 29. COMMUNICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA only offers email as a form of communication to members; and

BECAUSE: Membership engagement is low, and members often report email as a form of communication to not be effective, as it is often overlooked.

**HSA WILL:** explore more options to disseminate HSA news and forms of communication, by providing members the ability to select their preference for email, text, messaging, or mail.

SUBMITTED BY: Comox Valley Hospital

COMMITTEE RECOMMENDATION: In favour

## 30. COMMUNICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA promotes Health Science Professionals in the medial specifically online and through TV and rarely promotes Community Health and Social Service members; and

BECAUSE: The general public does not understand the roles of Community Health and Social Service workers nor the benefit.

**HSA WILL:** Strive to include portrayal of members working in all sectors, including community health and community social services, in advertising campaigns aimed at increasing the profile of HSA and the work its members do.

SUBMITTED BY: Vancouver Island Mental Health Society

COMMITTEE RECOMMENDATION: In favour as amended

## 31. COMMUNICATIONS COMPOSITE (Covers 32-33)

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** HSA is committed to reducing the use of paper; and  
**BECAUSE:** Most HSA members have access to electronic devices to be able to access electronic resources, including PDFs;

**HSA WILL:** Explore options to allow and encourage members, at the point of event registration, to opt out of receiving printed copies of materials required to support their participation in HSA events, including workshops, meetings, and Convention.

**COMMITTEE RECOMMENDATION:** In favour

## 32. COMMUNICATIONS (Covered by 31)

**BECAUSE:** Printing out paper handouts and booklets for events such as convention costs money and trees; and  
**BECAUSE:** Some members would prefer to bring laptops or tablets and access online pdf copies, but some members would prefer paper copies.

**HSA WILL:** Provide an option upon registration to “Opt out” of printed copies in order to save money and paper but still allow those that want printed copies to receive them.

**SUBMITTED BY:** Richmond Chapter

## 33. COMMUNICATIONS (Covered by 31)

**BECAUSE:** Society is now living in more ecofriendly environments; and  
**BECAUSE:** There is the added bonus for cost reduction.

**HSA WILL:** Create digital materials as an option for its members when attending meetings or convention.

**SUBMITTED BY:** Abbotsford Regional Hospital

### 34. COMMUNICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA cares for the environment,

BECAUSE: The negative impact HSA branded swag could have on the environment, and

BECAUSE: The importance of reducing waste.

**HSA WILL:** Reduce spending on HSA branded swag and specify cost of HSA branded swag during its annual financial report.

SUBMITTED BY: G.F. Strong

COMMITTEE RECOMMENDATION: In favour

### 35. COMMUNICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

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

BECAUSE: The HSABC has limited funding pool available, the majority of which is comprised of member's dues.

**HSA WILL:** Reduce the purchase and creation of extraneous "swag" such as coasters, metal straw sets, and notepads.

SUBMITTED BY: Royal Jubilee Hospital, BC Cancer Kelowna and Cowichan District Hospital

COMMITTEE RECOMMENDATION:

## 36. CONSITUTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Article 9, Section 1 of the Health Sciences Association ("HSA") Constitution does not define limits on how many terms an individual may serve as president; and union leadership should reflect the changing demographics of the membership over time; and  
BECAUSE: Three 2-year terms (6 years) is sufficient to establish their mandate.

**HSA WILL:** Amend Article 9, Section 1 of the HSA Constitution which states "The term of office is two years. The President is elected at the Annual Convention in odd numbered years." be replaced with: "The term of office is two years. The President is elected at the Annual Convention in odd numbered years. A President may serve a maximum of 3 consecutive full terms."

SUBMITTED BY: Children's and Women's Hospital

COMMITTEE RECOMMENDATION: Opposed

### 37. CONSTITUTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: The democratic process for our union is fundamental to its strength; and

BECAUSE: A fair and transparent union presidential election is essential to ensuring representation that accurately reflects the will of the membership; and

BECAUSE: Time for members to consider candidacy, engage in the election process, and make informed decisions is crucial for the integrity of the electoral system; and

BECAUSE: Setting a larger window between the last call for the position of HSA president and the vote allows for proper communication and coordination among members; and

BECAUSE: Eliminating Convention floor nominations for the position of HSA president promotes orderly and well-organized elections, minimizing potential disruptions to Convention.

**HSA WILL:** Not allow nominations for the position of HSA president from the floor during Convention; and

**HSA WILL:** Review and amend the policy describing the final call for HSA presidential elections.

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: Opposed



## 38. CONSTITUTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** HSA is committed to applying a decolonial lens to its policies and practices.

**HSA WILL:** Replace instances of the word “chief” in the constitution with the word “lead” as follows: Article 7, section 5 (a) and (c); Article 9, section 6 (b) and (e).

**SUBMITTED BY:** Board of Directors

**COMMITTEE RECOMMENDATION:** In favour

## 39. CONSTITUTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Article 8, Section 10 (b) of the HSA Constitution is ambiguous about who is subject to conditions established by the Board of Directors for receiving job action pay.

**HSA WILL:** Amend Article 8, section 10 (b) from:

“(b) To establish conditions for receiving job action pay, which may include a requirement to perform and amount of picket or alternate duty.”

To:

“(b) To establish conditions for members receiving job action pay, which may include a requirement to perform and amount of picket or alternate duty.”

**SUBMITTED BY:** Board of Directors

**COMMITTEE RECOMMENDATION:** In favour

#### 40. CONSTITUTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Delegates to the 2023 HSA Convention called on the union's Board of Directors to present constitutional language changes in a resolution to the 2024 Convention to address establishing an equitable process for determining how unfilled delegate seats will be awarded;

**HSA WILL:** Amend Article 7, Section 5 (e) of the HSA constitution from:

"Chapters that have elected their complete delegate entitlement can elect up to two additional members as alternates in the event that a (the) registered delegate(s) is (are) unable to attend."

to:

"Chapters that have elected their complete delegate entitlement can elect up to two additional members as alternates in the event that a (the) registered delegate(s) is (are) unable to attend. Alternates may also be selected to fill unfilled delegate seats within their region."

**SUBMITTED BY:** Board of Directors

**COMMITTEE RECOMMENDATION:** In favour

## 41. CONSTITUTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Article 6, Section 7 of the HSA Constitution does not reflect the protected grounds under Section 14 of the Human Rights Code of BC.

**HSA WILL:** Replace Article 6 Section 7 of the HSA constitution with the following:

“The rights and benefits of the Union are conferred on each member, without discrimination on the basis of indigenous identity, race, colour, ancestry, place of origin, political belief, religion, marital, family or socio-economic status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or member, or because that member has been convicted of a criminal or summary conviction offence that is unrelated to the membership or intended membership.”

**SUBMITTED BY:** Board of Directors

**COMMITTEE RECOMMENDATION:** In favour

## 42. CONSTITUTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** The HSA Constitution lacks clarity on the Board of Directors' authority to impose discipline or restrictions on a Regional Director related to misconduct in their role as a Regional Director.

**HSA WILL:** Add the following to Article 8 – Board of Directors:

“The Board of Directors shall determine its own rules and procedures. Without limiting the generality of the foregoing and, notwithstanding any other provision in this Constitution, the Board of Directors may, by a two-thirds majority or greater:

- (a) prohibit a Regional Director from attending meetings of the Board of Directors due to misconduct;
- (b) suspend a Regional Director from office for a period of 3 months due to misconduct;
- (c) place conditions and/or restrictions on a Regional Director's ability to communicate directly, interact with, or attend meetings with Union staff; and
- (d) place conditions and/or restrictions on a Regional Director's ability to communicate directly, interact with, or attend meetings with members.

Prior to conducting a vote pursuant to this Section, the Board of Directors shall notify the Regional Director in writing at least 14 days in advance of the meeting at which the vote will be taken and the Regional Director must be given an opportunity to make representation to the Board of Directors in respect of the allegations against them, and of the proposed motion.

In this section, “misconduct” includes but is not limited to the following:

- (a) A complaint filed under Article 15 which has been deemed by an Investigator who was appointed under Article 15, Section 5 to have merit to proceed to trial, and poses a potential legal liability to the Union if no action is taken.
- (b) Failure to take the Oath of Office in verbal and written form within one month following the Annual Convention or of being appointed or elected, as per Article 8, Section 11 to their position. Where a Regional Director is prohibited from attending a meeting of the Board of Directors, or is suspended from office, the Regional Director's alternate, as per Article 10, Section 5, shall attend in their place.

Subject to any applicable laws such as the BC Labour Relations Code, a motion passed by the Board of Directors under this Article is final.”

SUBMITTED BY: Board of Directors

COMMITTEE RECOMMENDATION: In favour

## 43. CONSTITUTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Our committee members hold an active role in engaging with and representing the interests of the membership; and

BECAUSE: Section 6, Article 7 of the HSA Constitution only allows members of committees to attend Convention with voice but no vote, unless they are attending as duly eligible and elected delegates representing their chapter; and

BECAUSE: Members from equity committees may face systemic barriers in becoming elected delegates.

**HSA WILL:** Amend Section 6, Article 7 as follows: “Board of Directors and Members-at-Large, Directors-elect, and members of committees reporting to Convention are automatic delegates with voting rights.”

SUBMITTED BY: Board of Directors (Racial Justice Committee)

COMMITTEE RECOMMENDATION: In favour

#### 44. CONSTITUTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Delegates to the 2023 HSA Convention directed the union's Board of Directors to present proposed constitutional language for delegates to the 2024 to vote on to allow for membership-wide online voting during the election of president at convention.

**HSA WILL:** Amend Article 9, Section 1 of the union constitution from:

"Section 1. Term of Office of President

The term of office is two years. The President is elected at the Annual Convention in odd numbered years."

To:

"Section 1. Term of Office of President

The term of Office is two years. The President is elected by all members in good standing during the union's Annual Convention in odd-numbered years."; and

**HSA WILL:** amend Article 9, Section 2 of the union constitution from:

"Section 2. Nomination of President

(a) To be eligible, nominees must have been a member of the Union for at least one year immediately prior to election.

(b) Any six members may nominate any other member to seek election as President. This nomination shall be in writing, signed by all six nominators, and must be accompanied by a written consent signed by the nominee.

(c) If the nomination, together with a suitable black and white photograph and a statement of not more than 400 words is received by the head office 60 days or more before the Convention, the statement and photograph will be published in the Annual Report.

(d) After the Convention is convened, nominations may be delivered to the Chair of the Election Committee or designate until the final call for nominations."

To:

"Section 2. Nomination of President

(a) To be eligible, nominees must have been a member in good standing of the Union for at least one year immediately prior to election.

(b) Any six members in good standing may nominate any other member to seek election as President. This nomination shall be in writing, signed by all six nominators, and must be accompanied by a written consent signed by the nominee.

(c) If the nomination, together with a head and shoulders photo and a statement of not more than 400 words is received by the head office 60 days or more before the Convention, the statement and photograph will be published in the Annual Report.

(d) After the Convention is convened, nominations may be delivered to the Chair of the Election Committee or designate until the final call for nominations.”; and

HSA will amend Article 9 – President, Section 3 of the union constitution from:

“(a) The election of the President is by secret ballot and requires a majority vote: that is, over 50 percent of those delegates voting.

(b) If no candidate gets more than 50 percent, then the candidate receiving the least number of votes and any candidate receiving less than 5% of the votes is dropped from the ballot and a new ballot is cast.

(c) In event that there is only one candidate, the ballots shall be dispensed with and the presiding officer at the Convention shall declare that candidate elected.

(d) The outgoing President shall complete a two-week paid transition period with the new President.”

To:

“(a) The election of the President is by secret ballot and requires a majority vote: that is, over 50 percent of those members voting.

(b) Every member in good standing has an opportunity to participate in the vote, which shall be by electronic balloting. The union will provide all members notice of the voting period.

(c) If no candidate gets more than 50 percent, then the candidate receiving the least number of votes and any candidate receiving less than 5% of the votes is dropped from the ballot and a new ballot is cast.

(d) In event that there is only one candidate, the ballots shall be dispensed with and the presiding officer at the Convention shall declare that candidate elected.

(e) The outgoing President shall complete a two-week paid transition period with the new President.” and;

HSA will amend Article 9, Section 5 of the union constitution from:

“Section 5. Recall of the President

(a) A motion to recall the President is in order at a Special Convention, if notice is contained in the Convention petition or call.

(b) A resolution to recall the President is in order at an Annual Convention.

(c) Either (a) or (b) above requires a two thirds majority vote of those voting in order to pass.”

To:

“Section 5. Recall of the President

(a) Recall of the president requires written petition by a majority of the members of the Union, delivered to the Board of Directors within 45 days from the date of the first signature.

(b) The Board of Directors will establish an election procedure. The President is eligible to contest the election, and continues in office pending its outcome. For the purposes of this provision, the size of the membership is determined by the number members in good standing in the month prior to the month of the petition. No recall petition shall be acted on if it is delivered within six months of the end of the President’s term.”

SUBMITTED BY: Board of Directors

COMMITTEE RECOMMENDATION: In favour



## 45. CONSTITUTION (Covers 46)

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Article 15 of the HSA Constitution should be updated to improve the handling and processing of complaints and dispute resolution brought under the HSA Constitution.

**HSA WILL:** Amend Article 15 of the Constitution from:

### Article 15 – Complaints & Dispute Resolution

#### Section 1. Complaints

A member who has reasonable grounds to believe that another member has violated any Obligation or Responsibility provided for in this Constitution may file a complaint against the member in accordance with the procedure set out in this article.

#### Section 2. Form of Complaint

All complaints must be set out in writing and delivered to the Secretary-Treasurer of the Union. Complaints must contain the following information:

- (a) Name, address, telephone number and signature of person making the complaint (the “Complainant”);
- (b) Member named in complaint;
- (c) Facts which form the basis of the complaint;
- (d) The portion of Constitution that is alleged to have been violated;
- (e) Whether the Complainant has personal knowledge of the facts and, if not, from where the information is derived.

#### Section 3. Time for Bringing Complaint

A complaint shall be delivered to the Secretary-Treasurer not later than six months after the date on which the Complainant knew or ought to have known of the action or circumstances giving rise to the complaint.

#### Section 4. Notice of the Complaint

- (a) The Secretary-Treasurer shall, as soon as practicable, after receiving a complaint, notify the person who is the subject of the complaint (the “Respondent”) by mail, ensuring proof of delivery and provide that person with a copy of the complaint received.
- (b) The Secretary-Treasurer shall in the same notice require the Respondent to provide a written response to the complaint which

response may be limited to admitting or denying the complaint. Such response shall be provided within fifteen working days of the complaint being mailed to the Respondent.

#### Section 5. Investigator

- (a) When a complaint has been received, the Secretary-Treasurer shall ask the Board of Directors to appoint an Investigator.
- (b) If the Secretary-Treasurer determines that the complaint relates to an alleged violation of the Personal Information Protection Act, the matter shall also be referred to the Privacy Officer.
- (c) That Investigator shall make a preliminary investigation of the complaint and for this purpose may consider such evidence and facts which are considered relevant.
- (d) If the Investigator sees an opportunity for alternative dispute resolution, then the Investigator shall recommend this action to the Secretary-Treasurer.
- (e) the Investigator deems that the complaint is without merit, the complaint is dismissed by the Secretary-Treasurer and a report is provided to the Board of Directors on the Investigator's findings.
- (f) Where the Investigator has determined that the complaint has sufficient merit to proceed to trial in whole or in part, the Investigator will provide a report through the Secretary-Treasurer to the Board of Directors. The Board of Directors will then direct the Chair of the Trial Committee to convene a Hearing Panel.

#### Section 6. Hearing Panel

- (a) The Chair of the Trial Committee shall convene a Hearing Panel consisting of at least three members of the Trial Committee to hear the complaint.
- (b) The hearing panel, so convened, shall have authority to fulfill its responsibilities up to and including publishing its written decision, notwithstanding the Trial Committee's end of term date.
- (c) The Respondent has the right to know the complaint against them and to be provided with the particulars.
- (d) The Respondent must be given reasonable notice of the complaint prior to any hearing and must be given reasonable notice of the hearing date.
- (e) The Hearing Panel shall determine its own procedures, and shall hear and receive evidence in accordance with the following principles:
  - (i) The hearing must be conducted in compliance with the intent and purpose of this Constitution and within the framework of the

Terms of Reference of the Trial Committee;

(ii) The Hearing Panel shall call evidence; examine witnesses; receive evidence from the Respondent, Complainant, and other witnesses, and the representative(s) of the Board of Directors; and receive documents and submissions;

(iii) The trial shall be conducted in good faith and without bias;

(iv) The Hearing Panel is not bound by the strict rules of evidence. However, any decision reached must be based on the actual evidence adduced and not influenced by any matters outside the scope of the evidence.

(v) If the Hearing Panel cannot reach consensus on the charge, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel.

(f) The Respondent and the Complainant have the right to have a representative accompany them to the hearing.

g) The Hearing Panel shall be provided with access to legal counsel.

(h) The Board of Directors shall be a party with the same rights of participation as the other parties to any trial where the Board of Directors determines that the matter before the Trial Committee is of significant interest to the Union or for other good reason. The decision to be a party is in the sole discretion of the Board of Directors. The Board of Directors may appoint a representative(s), including legal counsel, to appear before the Trial Committee.

## Section 7. Decision

(a) Upon conclusion of the trial the Hearing Panel shall, as soon as practicable, publish a written decision and forward it to the Board of Directors, the Investigator, the Complainant, and the Respondent.

(b) Where the member has been found guilty of a breach of any Obligation or Responsibility in the Constitution, the Hearing Panel shall decide the appropriate level of discipline considering all of the circumstances. If appropriate, the Hearing Panel may seek further submissions from the parties before imposing any discipline. If the Hearing Panel cannot reach consensus on the discipline, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel. Discipline may include the following:

(i) A written warning;

(ii) Removal from office or position in the Union;

(iii) Prohibition and/or restriction on holding elected positions in the Union;

(iv) Prohibition and/or restriction on attending Union events

- including Convention;
- (v) A fine not in excess of \$25,000;
- (vi) Suspension or expulsion from Union membership;
- (vii) Any other discipline deemed appropriate.

#### Section 8. Expenses

- (a) The Union shall reimburse members and witnesses for their reasonable transportation expenses and lost wages resulting from their necessary attendance at the hearing.
- (b) Should expenses be incurred as a result of processing a complaint and the process is not completed due to the Complainant(s) not participating in the process, the Union may bill the Complainant(s) to recoup the costs

#### Section 9. Appeal

- (a) Any member found in breach of the Constitution may seek leave to appeal such decision to the next Convention. Any appeal must be submitted in writing to the President within one month of mailing of the decision of the Hearing Panel to the member's address on file with the Hearing Panel. The appeal must contain the facts which form the basis for the appeal.
  - (i) If leave to appeal is granted, Convention as a whole will hear the appeal.
- (b) disciplined member may seek leave to appeal the imposed discipline to the next Convention. Any appeal must be submitted in writing to the President within one month of mailing of the decision of the Hearing Panel to the member's address on file with the Hearing Panel. The appeal must contain the facts which form the basis of the appeal.
  - (i) If leave to appeal is granted, five (5) members at the Convention shall be selected by lot to hear the appeal of the sentence (the Discipline Appeal Committee). No witness or party to the hearing or member of the Trial Committee shall be permitted to be on the Discipline Appeal Committee.
  - (ii) The decision of the Discipline Appeal Committee is final and there is no right to appeal its decision. Any party to the original decision may participate in the hearing before the Discipline Appeal Committee. Any appeal is an appeal on the record and not a hearing de novo. The Discipline Appeal Committee may also consider any direction given by Convention at the time of granting leave.
  - (iii) The Union shall reimburse members for their reasonable

transportation expenses and lost wages resulting from necessary attendance at any leave to appeal application or attendance before the Discipline Appeal Committee.

(iv) The Discipline Appeal Committee shall be provided access to legal counsel.

(v) The Discipline Appeal Committee shall publish their written decision as soon as practicable after the conclusion of the Appeal.

(c) In the case of a suspension or expulsion from Union membership, the penalty will not be implemented in such a manner that it affects a member's employment pending resolution of an appeal. The President shall determine a fair and appropriate procedure."

To:

## Article 15 – Complaints & Dispute Resolution

### Section 1. Complaints

A member who has reasonable grounds to believe that another member has violated any Obligation or Responsibility provided for in this Constitution may file a complaint against the member in accordance with the procedure set out in this Article.

### Section 2. Form of Complaint

All complaints must be set out in writing and delivered to the Secretary-Treasurer of the Union. Complaints must contain the following information:

- (a) Name, address, telephone number and signature of person making the complaint (the "Complainant");
- (b) Member named in complaint;
- (c) The date on which the conduct or incident in question occurred and the date on which the complainant became aware of the conduct or incident;
- (d) Facts which form the basis of the complaint;
- (e) The portion of Constitution that is alleged to have been violated;
- (f) Whether the Complainant has personal knowledge of the facts and, if not, from where the information is derived.

The Secretary-Treasurer shall act as Registrar for incoming complaints unless the Secretary-Treasurer is the subject of a complaint, in which case the Vice-President will act as Registrar.

In the event that a complaint is brought forward against the Board

of Directors as a whole or each of the individuals, then the senior staff person of the union shall appoint external counsel to act as Registrar. The Registrar shall have the power to determine whether the complainant has provided sufficient particulars and made the complaint in a timely manner as set out below. The Registrar shall have the power to determine if the complaint may proceed or to dismiss the complaint if:

- it is deficient in any of the particulars outlined in Section 2 (a) to (f) above;
- a grievance or other related legal proceeding is still in process;
- the complainant has other avenues or options available within the union that have not been exhausted; or
- the complaint was not filed within the time frames set out in this Article or a compelling reason was not provided for the delay as set out below.

### Section 3. Timelines

A member filing a complaint under this article must do so in a timely manner and exhaust all other available internal union avenues before the complaint is accepted for processing. In order for the complaint to be considered timely, the complaint shall be filed in writing to the Registrar within three months of exhausting all other options, unless the conduct complained of is of an ongoing nature such as harassment or bullying. Delay in filing an Article 15 complaint because the complainant has attempted to take action outside of internal union processes shall not be considered a compelling reason for the delay and the complaint may be dismissed. Moreover, if the Registrar determines that the subject to the complaint has been dealt with in another appropriate forum (such as a grievance or other legal proceeding) then the Registrar may dismiss the complaint.

If the complaint is received by the Registrar more than three months after the action or conduct complained of, unless of an ongoing nature, the complainant must provide details explaining why there was a delay in filing the complaint. Only if the Registrar determines that the complainant has provided sufficient particulars and that the complaint is timely or there is a compelling reason for the delay, the complaint shall proceed. For timely complaints, the Registrar has the power to remit the matter back to the complainant if the complaint lacks sufficient particulars. The Registrar may request additional particulars and set reasonable timelines for the provision of such in order to determine that the complaint is ready to proceed. If a complaint containing sufficient particulars is not filed within the specified three-

month time, or the Registrar is not provided with and satisfied that there is a compelling reason for the delay, the complaint shall be dismissed and shall not proceed. The Registrar's decision to dismiss a complaint may be appealed in writing to the Board of Directors within two weeks (10 working days) of receipt of the decision to dismiss. The Board of Directors must then consider that appeal within 30 calendar days and the President will advise the complainant in writing of the final and conclusive decision whether or not to proceed in the processing of the complaint.

## Section 4. Notice of the Complaint

- (a) The Registrar shall, as soon as practicable, after receiving a complaint, notify the person who is the subject of the complaint (the "Respondent") by mail ensuring proof of delivery and provide that person with a copy of the complaint received.
- (b) The Registrar shall in the same notice require the Respondent to provide a written response to the complaint within fifteen working days of the complaint being mailed to the Respondent. The response may be limited to admitting or denying the complaint. Failure to provide a response may result in the particulars alleged in the complaint to be accepted as facts by the Registrar. Should the Respondent admit the conduct alleged in the complaint, the Registrar will have the discretion to ask the Board of Directors to bypass the investigation stage set out below in Section 5 and direct the Chair of the Trial Committee to convene a Hearing Panel.

## Section 5. Investigator

- (a) When a complaint has been received and determined by the Registrar to be sufficient and timely, the Registrar shall ask the Board of Directors to appoint an Investigator.
- (b) If the Registrar determines that the complaint relates to an alleged violation of the Personal Information Protection Act, the matter shall also be referred to the Privacy Officer.
- (c) The Investigator shall conduct a preliminary investigation of the complaint and for this purpose may consider such evidence and facts which are considered relevant.
- (d) If the Investigator sees an opportunity for alternative dispute resolution, then the Investigator shall recommend this action to the Registrar.
- (e) If the Investigator deems that the complaint is without merit, the complaint shall be dismissed by the Registrar and a report provided to

the Board of Directors on the Investigator's findings.

(f) Where the Investigator has determined that the complaint has sufficient merit to proceed to trial in whole or in part, the Investigator will provide a report through the Registrar to the Board of Directors, within 21 days of appointment. The Investigator will also have the ability to request a reasonable extension through the Registrar. Upon receipt of the investigator's report, the Board of Directors will then, within 14 working days of receipt of the Investigator's report, review the Investigator's report and vote whether to direct the Chair of the Trial Committee to convene a Hearing Panel. Should the Board of Directors vote to proceed to a Hearing, the Hearing must commence within two months of the determination by the Board of Directors.

## Section 6. Hearing Panel

(a) The Chair of the Trial Committee shall convene a Hearing Panel consisting of at least three members of the Trial Committee to hear the complaint.

(b) The hearing panel, so convened, shall have authority to fulfill its responsibilities up to and including publishing its written decision, notwithstanding the Trial Committee's end of term date.

(c) The Respondent has the right to know the complaint against them and to be provided with the particulars, which may be provided in summary form by the Registrar, the Investigator, or the Chair of the Trial Committee.

(d) The Respondent must be given 30 days' notice of the complaint prior to any hearing and must be given 30 days' notice of the hearing date.

(e) If a hearing cannot be scheduled within the prescribed timelines in section 5(f) and 6(d) the Chair of the Trial Committee may request an extension of the timeline to the Board of Directors.

(f) The Hearing Panel shall determine its own procedures, and shall hear and receive evidence in accordance with the following principles:

(i) The hearing must be conducted in compliance with the intent and purpose of this Constitution and within the framework of the Terms Reference of the Trial Committee;

(ii) The Hearing Panel shall call evidence; examine witnesses; receive evidence from the Respondent, Complainant, and other witnesses, and the representative(s) of the Board of Directors; and receive documents and submissions;

(iii) The trial shall be conducted in good faith and without bias;

(iv) The Hearing Panel is not bound by the strict rules of evidence. However, any decision reached must be based on the actual



evidence adduced and not influenced by any matters outside the scope of the evidence.

(v) If the Hearing Panel cannot reach consensus on the charge, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel.

(g) The Respondent and the Complainant have the right to have a representative or legal counsel accompany them to the hearing. The Union will not pay for legal counsel of either the Complainant or Respondent. However, the successful party may apply to the Secretary-Treasurer for reasonable costs at the ultimate conclusion of the proceeding.

(h) The Hearing Panel shall be provided with access to legal counsel.

(i) The Board of Directors shall be a party with the same rights of participation as the other parties to any trial where the Board of Directors determines that the matter before the Trial Committee is of significant interest to the Union or for other good reason. The Board of Directors, as an entire entity, shall be provided with access to legal counsel. The decision to be a party is in the sole discretion of the Board of Directors. The Board of Directors may appoint a representative(s), including legal counsel, to appear before the Trial Committee.

## Section 7. Decision

(a) The Hearing Panel shall, within two months of the conclusion of the trial, publish a written decision and forward it on whether the complaint has been upheld or dismissed. The decision shall be sent to the Board of Directors, the Investigator, the Complainant, and the Respondent. If the decision cannot be published within the prescribed timeline, the Hearing Panel Chair may request an extension from the Board of Directors.

(b) Where the member has been found guilty of a breach of any Obligation or Responsibility in the Constitution, the Hearing Panel shall also decide the appropriate level of discipline considering all of the circumstances. If appropriate, the Hearing Panel may, after issuing its decision on the merits as set out above, seek further submissions from the parties before imposing any discipline. If the Hearing Panel cannot reach consensus on the discipline, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel. In the event that the Hearing Panel is issuing a separate decision on the discipline, that written decision must be rendered no later than 30 days after the determination of the merits has been published.

Discipline may include the following:

(i) A written warning

- (ii) Removal from office or position in the Union
- (iii) Prohibition and/or restriction on holding elected positions in the Union;
- (iv) Prohibition and/or restriction on attending Union events including Convention;
- (v) A fine not in excess of \$25,000;
- (vi) Suspension or expulsion from Union membership;
- (vii) Any other discipline deemed appropriate.

## Section 8. Expenses

- (a) Members and witnesses may seek reimbursement from the union for their reasonable transportation expenses and lost wages resulting from their necessary attendance at the hearing.
- (b) Should expenses be incurred as a result of processing a complaint and the process is not completed due to the Complainant(s) or Respondent(s) not participating in the process, the Union may bill the Complainant(s) or Respondent(s) to recoup the costs.

## Section 9. Appeal

- (a) Any member affected by a Trial Decision under this Article of the Constitution may seek leave to appeal such decision to the next Convention. The Appellant may seek review of the determination of the Hearing Panel, the discipline imposed, or both matters.
- (b) Any appeal must be submitted in writing to the President within one month of mailing of the decision of the Hearing Panel to the member's address on file with the Hearing Panel. The appeal must contain the facts state the basis and grounds as set out in Section 9(c) which form the basis of the appeal. The President may deny leave to appeal if the basis and grounds are not met.
- (c) An application for leave to appeal must show a good arguable case of sufficient merit. This means that the President, who shall be entitled to consult with legal counsel, must be satisfied the appeal might succeed on one of the following grounds:
  - (i) The original decision is inconsistent with the principles expressed or implied in the Constitution, the Labour Relations Code, or in another statute dealing with labour relations.
  - (ii) The Hearing Panel denied the party a fair hearing.
  - (iii) New evidence has become available that was not available earlier through the exercise of reasonable diligence. There must be a strong probability that the new evidence will have a material and determinative effect on the decision.
  - (iv) The penalty or penalties imposed are excessive.

(d) If leave to appeal is granted by the President, Convention as a whole will hear the appeal.

(e) In advance of convention, the Board of Directors shall determine the rules for the appeal hearing consistent with the rules of natural justice and fair process and advise all parties to the appeal at least two weeks prior to convention of the appeal rules. If the appellant is appealing both the determination of the complaint by the Hearing Panel and the discipline imposed, the Board of Directors may create a bifurcated process. Any appeal is an appeal on the basis of the written decision of the initial Hearing Panel and documentary evidence submitted at the original hearing and is not a hearing de novo. The decision of the Convention is final and conclusive. There is no right to appeal the decision of Convention. In the case of suspension or expulsion from Union membership, the penalty will not be implemented in such a manner that it affects a member's employment pending resolution of an appeal."

SUBMITTED BY: Board of Directors

COMMITTEE RECOMMENDATION: In favour

#### **46. CONSTITUTION (Covered by 45)**

**BECAUSE:** In accordance with Article 15, Section 1 of HSA's Constitution, a complaint may be lodged against a fellow HSA member.

**HSA WILL:** Have that the respondent or a representative for the respondent must attend the appeal to ensure a fair and efficient dispute process at convention.

**SUBMITTED BY:** Nanaimo Regional General Hospital

#### **47. CONSTITUTION**

**Carried \_\_\_\_ Defeated \_\_\_\_**

**BECAUSE:** The plaintiff and defendant HSA members do not have support or advocates during an HSA Constitutional complaint; and

**BECAUSE:** This is a detriment to HSA members mental and physical health as well as job productivity and results in financial struggles for members.

**HSA WILL:** Provide a third party representative to support and advocate for each member involved in the constitutional complaint.

**SUBMITTED BY:** Vancouver Island Mental Health Society

**COMMITTEE RECOMMENDATION:** Opposed

## 48. CONSTITUTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** The HSA Constitution lacks clarity on the membership status of members disciplined under Article 15 – Complaints and Dispute Resolution.

**HSA WILL:** Amend Article 5 of the HSA constitution by adding Sections 3., 4., and 5. as follows:

### Section 3. Continuation of Membership

Once accepted, a member continues as a member in good standing while employed in a bargaining unit that is represented by the Union unless the member loses good standing under the provisions of this Constitution.

### Section 4. Suspension of Membership

Membership in good standing in the union may be suspended by a Disciplinary decision of the Hearing Panel as defined in Article 15, Section 7, paragraph (b) (iv). Members who are suspended are not permitted to hold or run for any elected position, nor may they attend or participate in any Union events. If the Hearing Panel's decision does not include a timeframe specifying the length of the suspension, then the length of the suspension is indefinite. After every two years from the commencement of the suspension, the member may request reinstatement of membership in good standing via written correspondence to the Board of Directors with supporting arguments and documentation. The decision of the Board of Directors is considered to be final.

### Section 5. Cessation of Membership

If a member ceases to be employed for any reason (except where the member has been dismissed from their employment and is grieving the dismissal) in a bargaining unit that is represented by the Union, that member ceases to be a member of the Union ("Former Member") as of the end of the calendar month in which their employment in the bargaining unit ended ("Cessation of Membership").

**SUBMITTED BY:** Board of Directors

**COMMITTEE RECOMMENDATION:** In favour

#### 49. EDUCATION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Members are not provided with information and direction regarding the Convention resolution processes and therefore do not know how to create and submit resolutions; and

BECAUSE: Many members have not been in a union before and are not familiar with the resolution processes; and

BECAUSE: Resolutions are a key part of the HSA governing process.

**HSA WILL:** Provide education sessions for members on convention resolution wording, guidelines, and processes for members PRIOR TO the resolution submission deadline in the form of webinars or similar education platforms.

SUBMITTED BY: BC Centre for Ability

COMMITTEE RECOMMENDATION: Opposed

#### 50. EDUCATION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSPBA initiated the process of decolonizing the agreement in the last round of bargaining.

**HSA WILL:** In preparation for bargaining, continue to offer workshops and orientation to members with respect to decolonization, diversity and equity.

SUBMITTED BY: Nicola Valley Hospital/Health Centre

COMMITTEE RECOMMENDATION: In favour

**51. EDUCATION**

Carried \_\_\_\_ Defeated \_\_\_\_

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

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

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

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

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

**HSA WILL:** Provide members with the opportunity to learn about and connect with BIPOC grassroots organizations actively organizing to defund policing and organize alternatives in Canada.

SUBMITTED BY: Children’s and Women’s Hospital

COMMITTEE RECOMMENDATION: Opposed

**52. EDUCATION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Burnout of HSA members is high; and

BECAUSE: HSA wants to increase health, safety and longevity for their members.

**HSA WILL:** Implement and offer resiliency training for HSA members.

SUBMITTED BY: Vancouver Island Mental Health Society

COMMITTEE RECOMMENDATION: In favour

### 53. EDUCATION COMPOSITE (Covers 54-56)

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Because common errors by employers in applying the collective agreement result in loss for HSA members; and

**BECAUSE:** Accessible resources for members that explain common misunderstandings about the application of the collective agreement benefits members and frees up steward time to support members with more complex labour relations needs;

**HSA WILL:** develop resources accessible to members on the union's public website to help support members with common questions about their collective agreement, including but not limited to:

- Explaining pay and understanding pay statements, including information on wage grids, how cost of living affects wages, increment anniversary dates, how one moves up the wage grid depending on their status (casual, regular part time, or regular full time), and how part time statutory pay works,
- Explaining the job selection language in the HSPBA's varying grade level positions, including how qualifications, performance, capability, and seniority should be considered by the employer and ultimately how they affect who gets awarded a position,
- Explaining Article 29 – Porting of the HSPBA collective agreement.

**COMMITTEE RECOMMENDATION:** In favour



**54. EDUCATION (Covered by 53)**

**BECAUSE:** Not all new staff receive a new member orientation to HSA and thus are not acquainted with the collective agreement; and

**BECAUSE:** Members are experiencing pay discrepancies and are not able to identify them due to lack of understanding of pay rates and pay advices.

**HSA WILL:** Create an online education module or a YouTube video explaining pay and understanding your pay advice; and

**HSA WILL:** Include information on wage grids, how cost of living affects wages, increment anniversary dates, how one moves up the grid if they are casual vs regular FT vs regular PT vs. temporary and how part time stat pay works.

SUBMITTED BY: Children's and Women's Hospital

**55. EDUCATION (Covered by 53)**

**BECAUSE:** The job selection process is often not transparent; and  
Because many members do not feel confident in the process through which the successful candidate was selected.

**HSA WILL:** Develop a series of education modules explaining the job selection language in the HSPBA's varying grade level positions including how qualifications, performance, capability and seniority should be considered by the employer and ultimately how they affect who gets awarded a position.

SUBMITTED BY: Children's and Women's Hospital

## **56. EDUCATION (Covered by 53)**

BECAUSE: There are often misconceptions among members regarding Article 29 - Portability of Benefits in the HSPBA; and

BECAUSE: Stewards frequently answer questions about this article due to the complexity of the article and confusion from members; and

BECAUSE: A resource would build members baseline knowledge of this article and assist stewards in delivering clear and consistent information.

HSA WILL: Create a resource (webpage, graphic or video) on Article 29 in the HSPBA (Porting).

SUBMITTED BY: Children's and Women's Hospital

## **57. EDUCATION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Positive feedback has been received relating to pension awareness sessions; and

BECAUSE: The topic of Pension Education is currently ever more relevant; and

BECAUSE: Members feel that pensions are of utmost importance; and

BECAUSE: Many members are not familiar with their own pension plans.

**HSA WILL:** Distribute information to stewards encouraging them to liaise with Municipal Pension Plan to offer pension education sessions.

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: In favour as amended

**58. EDUCATION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Many chapters deal with 2 agreements, HSPBA and NBA; and  
 BECAUSE: We have more non-NBA stewards representing NBA members.

**HSA WILL:** Offer a steward training focused on the NBA collective agreement.

SUBMITTED BY: Abbotsford Regional Hospital

COMMITTEE RECOMMENDATION: Opposed

**59. EDUCATION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: It is critical to have diverse Indigenous Peoples' views to undo the colonial misunderstanding of pan-Indigeneity; and  
 BECAUSE: HSA offers education to members on topics of decolonization, cultural safety and Indigenous-specific anti-racism; and  
 BECAUSE: HSA has contracted the same educators in decolonization for several years.

**HSA WILL:** Seek diverse Indigenous facilitators to offer decolonization and cultural safety education to members.

SUBMITTED BY: Board of Directors (Indigenous Circle), Langley Memorial Hospital and Nanaimo Regional General Hospital

COMMITTEE RECOMMENDATION: In favour

## 60. EQUITY, DIVERSITY AND INCLUSION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: *In Plain Sight*, the 94 Calls to Action and the Declaration on the Rights of Indigenous Peoples Act (DRIPA), all cite the need to have Indigenous representation at the decision-making tables; and  
BECAUSE: HSA is committed to Truth and Reconciliation; and  
BECAUSE: Indigenous members need to see meaningful and impactful Indigenous representation in leadership within the union.

**HSA WILL:** Build pathways to foster and implement knowledgeable Indigenous leadership within the union.

SUBMITTED BY: Board of Directors (Indigenous Circle), Langley Memorial Hospital, Nanaimo Regional General Hospital

COMMITTEE RECOMMENDATION: In favour

## 61. EQUITY, DIVERSITY AND INCLUSION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: British Columbia is obligated to recognize Indigenous specific rights through DRIPA and the 94 Calls to Action; and  
BECAUSE: Many of the processes of engaging with the union are structured in Western colonial ways of knowing, being, and doing;

**HSA WILL:** Demonstrate commitment to Truth and Reconciliation by creating Indigenous-specific staff and governance responsibilities to respond in culturally appropriate ways to work with Indigenous members to provide the following: support for Indigenous members to work through labour relations processes, support for the union to engage and build relationships with Indigenous communities, advocacy for Indigenous specific rights in bargaining, and development of programs focused on anti-Indigenous racism and cultural safety specific to the union.

SUBMITTED BY: Board of Directors (Indigenous Circle), Langley Memorial Hospital

COMMITTEE RECOMMENDATION: In favour

## 62. EQUITY, DIVERSITY AND INCLUSION (Covers 63)

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Marginalized members often face barriers in accessing and retaining leadership positions.

**HSA WILL:** Explore mechanisms and processes that will result in HSA leadership (HSA staff and elected member positions) being more representative of the broader membership, including equity denied groups.

**SUBMITTED BY:** Board of Directors (Racial Justice Committee)

**COMMITTEE RECOMMENDATION:** In favour

## 63. EQUITY, DIVERSITY AND INCLUSION (Covered by 62)

**BECAUSE:** HSA values diversity and is made up of an extremely diverse membership; and the diversity of the membership should be reflected in our representatives at every level; and

**BECAUSE:** Having diverse leadership creates a stronger union as people from different backgrounds can draw from their unique lived experiences.

**HSA WILL:** Review internal processes and practices in an effort to diversify HSA staff leadership positions; and

**HSA WILL:** Prioritize having a diverse leadership team where varying demographics and people from equity denied groups are represented at all levels of leadership and management.

**SUBMITTED BY:** Children's and Women's Hospital

**64. EQUITY, DIVERSITY, AND INCLUSION** Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA has established an Equity, Diversity and Inclusion (EDI) department and the focus of the department has appeared to members to be internal staff education, theoretical reviews and high-level analysis; and

BECAUSE: Members have identified a need for more direct support on EDI related issues; and

BECAUSE: Workplace issues such as grievances, respectful workplace investigations and employer processes often require an EDI lens.

**HSA WILL:** Shift the focus of the Equity Diversity and Inclusion (EDI) department at HSA towards direct connection and actions that benefit members; and

**HSA WILL:** Increase capacity for the EDI team to consult on grievances, respectful workplace investigations and other workplace issues in collaboration with servicing labour relations officers.

SUBMITTED BY: Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In favour

## 65. EQUITY, DIVERSITY, AND INCLUSION (Covers 66)

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA values continuous learning and education, especially in response to systemic oppression; and

BECAUSE: HSA leaders make decisions that impact the broader membership.

**HSA WILL:** Require anti-racism training/education for HSA leadership (board and leadership staff) related to cultural sensitivity and micro-aggressions; and

**HSA WILL:** Require Board of Directors to take EDI training once every time they get elected to a 2-year term, and leadership staff would be required to take such training annually.

SUBMITTED BY: G.F. Strong

COMMITTEE RECOMMENDATION: In favour as amended

## 66. EQUITY, DIVERSITY, AND INCLUSION (Covered by 65)

BECAUSE: HSA values continuous learning and education, particularly in response to systemic oppression; and

BECAUSE: HSA leaders make decisions that impact a diverse broader membership.

**HSA WILL:** Require annual anti-racism training/education for HSA leadership (Board and leadership staff) related to cultural sensitivity and microaggressions.

SUBMITTED BY: Board of Directors (Racial Justice Committee)

## 67. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

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

**HSA WILL:** Confirm the appointment of MNP LLP as the union's auditor until the year 2025 Annual Convention.

SUBMITTED BY: Board of Directors (Finance Committee)

COMMITTEE RECOMMENDATION: In favour

## 68. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: The bargaining and defense funds comprised only 2.5% + 2.5% = 5.0% of the HSA budget allocation in the 2022-2023 year and bargaining and defense play a vital role in ensuring members the best possible contract.

**HSA WILL:** Allocate additional funds to the bargaining and defense funds.

SUBMITTED BY: BC Cancer Kelowna

COMMITTEE RECOMMENDATION: In favour



**69. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

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

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

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

**HSA WILL:** Allow members attending a full day of union business on a scheduled day off to bank the amount of hours equivalent to their regularly scheduled day of work.

SUBMITTED BY: Children's and Women's Hospital

COMMITTEE RECOMMENDATION: Opposed

**70. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** It can be difficult to find information on the HSA website and steward portal; and

**BECAUSE:** Lead and assistant lead stewards need to plan chapter meetings and other union events yearly.

**HSA WILL:** Send the yearly chapter budget directly to lead and assistant lead stewards at the beginning of every year so that stewards can organize yearly activities.

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In favour

## 71. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** HSA is dedicated to servicing and recognizing our members and individual chapters already have a set budget and site membership vastly differs.

**HSA WILL:** Create a formula where there is a minimum amount for any chapter and a pro-rated fund based on chapter membership numbers for the chapter budgets.

SUBMITTED BY: Abbotsford Regional Hospital

COMMITTEE RECOMMENDATION: In favour

## 72. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** CoDevelopment Canada regularly hosts international delegations to Latin America with partner workers' rights organizations; and

**BECAUSE:** HSA does deep solidarity work with CoDevelopment Canada to build economic justice, labour solidarity, protection of human rights, a healthy environment, and universal healthcare with partner organizations across Latin America.

**HSA WILL:** Provide two bursaries of \$2,000.00 for two HSA members to help cover the cost to participate in CoDevelopment Canada international delegations for every year that CoDevelopment Canada hosts an international delegation abroad.

SUBMITTED BY: Board of Directors (Committee on Equality & Social Action)

COMMITTEE RECOMMENDATION: In favour

**73. FINANCE** Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Médecins Sans Frontières/Doctors Without Borders (MSF) provides medical assistance to people affected by conflict, epidemics, disasters, or exclusion from healthcare around the world. MSF's actions are guided by medical ethics and the principles of impartiality, independence, and neutrality – and 97% of their funding comes from private donors. MSF donations are used at their discretion, in over 70 countries worldwide.

**HSA WILL:** Donate \$25,000 on behalf of its members to MSF Canada to help support their work providing urgent care for people in need worldwide.

SUBMITTED BY: Kootenay Lake Hospital

COMMITTEE RECOMMEDATION: Opposed

**74. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** HSA has a well-established union presence and financial stature.

**HSA WILL:** Cease the collection of Initiation fees on new or returning members to the union.

SUBMITTED BY: Royal Inland Hospital

COMMITTEE RECOMMENDATION: Opposed

## 75. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** The cost of living in BC has increased dramatically over the last few years.

**HSA WILL:** Revisit the amount of money collected from members in dues.

SUBMITTED BY: Cowichan District Hospital

COMMITTEE RECOMMENDATION: In favour

## 76. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** HSA members pay union dues on gross income.

**HSA WILL:** Reduce the union dues from 1.85% to 1.8% which would result in extra money over the long term to our members.

SUBMITTED BY: Royal Inland Hospital

COMMITTEE RECOMMENDATION: Opposed

## 77. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Individuals who work additional overtime hours may be under financial hardship, and additional dues result in inequitable financial burden; and

**BECAUSE:** Individuals are equally represented by the union regardless of the percentage of union dues contributed; and

**BECAUSE:** Individuals who contribute union dues in excess of expected dues for a FTE are not extended additional protections beyond the standard support.

**HSA WILL:** Reduce applicable union dues by 50% when exceeding regular hours and into overtime.

SUBMITTED BY: Richmond Chapter

COMMITTEE RECOMMENDATION: Opposed

**78. FINANCE (Covers 78 – 83)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA currently collects union dues from overtime wages.

**HSA WILL:** No longer collect dues from overtime wages.

SUBMITTED BY: BC Cancer Kelowna, CHILDREN'S and WOMEN'S, Surrey Memorial Hospital

COMMITTEE RECOMMENDATION:

**79. FINANCE (Covered by 78)**

BECAUSE: Under this union dues structure, HSA serves to gain revenue when HSA members work overtime hours; and

BECAUSE: HSA members are charged union dues at a rate of 1.85% for ALL hours worked; and

BECAUSE: HSA's financial gain as a result of members working overtime can be perceived as a conflict of interest; and

BECAUSE: HSA members working overtime are paying more union dues than other members and receive no additional benefit from paying more dues; and

BECAUSE: Previous arguments that HSA members who work overtime hours are benefiting from HSA providing support and grieving, where applicable, on the overtime hours worked are questionable since HSA should be supporting its members regardless of the type of hours worked; and

BECAUSE: BCNU does not charge union dues on overtime hours.

**HSA WILL:** Stop charging union dues on overtime hours worked.

SUBMITTED BY: Victoria General Hospital

COMMITTEE RECOMMENDATION: Opposed

## **80. FINANCE (Covered by 78)**

BECAUSE: Collecting union dues from overtime pay disproportionately impacts those working longer hours; and

BECAUSE: Collecting union dues from overtime can be perceived negatively by the public or other stakeholders as taking advantage of members who are already working long hours for the benefit of the organization; and

BECAUSE: Collecting additional dues from overtime pay can be seen as an additional financial burden for those facing economic challenges; and

BECAUSE: Overtime hours are not pensionable hours; and

BECAUSE: Other unions including the BCNU do not collect union dues off of worked overtime hours.

**HSA WILL:** Stop collecting union dues off worked overtime hours.

SUBMITTED BY: Vancouver General Hospital

## **81. FINANCE (Covered by 78)**

BECAUSE: The Union should provide equal representation for their members. Each member should have equality in the monetary amount paid for their dues to the Union.

**HSA WILL:** No longer collect dues on overtime hours worked by only a select number of members. Have equal dues for equal representation.

SUBMITTED BY: Kitimat General Hospital

**82. FINANCE (Covered by 78)**

**BECAUSE:** Forced overtime is continuing to increase for members, it is unethical (and a conflict of interest) for HSA to benefit from the forced additional labour of its members. This leads members to believe HSA is not doing all it can to fight for recruitment and retention when they are benefiting from overtime dues. Improving staffing should be the priority for union dues revenue. No other union in BC charges dues on overtime earnings.

**HSA WILL:** Stop charging dues to members for overtime earnings. The members are already paying their allotted dues with their required hours of work; HSA should align with other unions to stop charging union dues on overtime.

SUBMITTED BY: Comox Valley Hospital

**83. FINANCE (Covered by 78)**

**BECAUSE:** HSA collects union dues from overtime wages; and  
**BECAUSE:** significant staffing shortages, increasing case loads and steady overcapacity at hospitals which are causing overtime hours; and  
**BECAUSE:** Significant rise in the daily life expenditure due to increase rate in all the necessities, members are forcing themselves to work overtime if possible.

**HSA WILL:** Cease to take union dues off members overtime earnings.

SUBMITTED BY: Mount St. Joseph Hospital

#### 84. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: BC is having longer hot seasons, warmer year-round weather and more drought; and

BECAUSE: These changes in the climate are making it easier for wildfires to start and spread and creating conditions for other climate related emergencies; and

BECAUSE: HSA implemented an emergency fund to provide support for members affected by the wildfires in 2023.

**HSA WILL:** Create a permanent fund within the budget to address climate related emergencies and provide support to members who are impacted by them, ensuring that there will be monetary support for the membership on an ongoing basis.

SUBMITTED BY: CMHA BC Division (Victoria Office)

COMMITTEE RECOMMENDATION: Opposed



**85. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Article 3 of the HSA Constitution specifies that the Union's purpose includes "to promote progressive legislation – particularly in the areas of health care (...) and human rights"; and

**BECAUSE:** As health care and adjacent workers, we believe in protecting the health and safety of all people; and

**BECAUSE:** We are concerned about the wellbeing of those living in conflict zones and oppose the use of military weapons on civilians.

**HSA WILL:** Drop any investments we currently have in weapons manufacturers, divesting all stocks and securities, in an expedited and timely manner; and

**HSA WILL:** Refrain from making further investments in weapons manufacturers, and other corporations that directly profit from war, or armed conflict, or occupation; and

**HSA WILL:** Call upon the Municipal Pension Plan to withdraw all investments in companies who support and supply militaries, war, genocide and apartheid.

SUBMITTED BY: AIDS Vancouver

COMMITTEE RECOMMENDATION: In favour

## 86. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** The cost of increasing the per diem rates has impacted HSA finances, and

**BECAUSE:** Previous rates were sufficient.

**HSA WILL:** Revert the per diem rates back to: Breakfast: 20.00; Lunch: 25.00; Dinner: 30.00 to more prudently spend HSA members' money.

**SUBMITTED BY:** Nanaimo Regional General Hospital

**COMMITTEE RECOMMENDATION:** In favour

## 87. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** HSA is an organization dedicated to supporting racial justice and solidarity efforts.

**HSA WILL:** Create a Racial Justice Fund that will support initiatives, both locally and internationally, to address the inequities experienced by individuals who are racialized, in times of crises, in community collaboration, and in scholarship, under the guidance of the Racial Justice Committee.

**SUBMITTED BY:** Board of Directors (Racial Justice Committee)

**COMMITTEE RECOMMENDATION:** In favour

## 88. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE Member participation in collective agreement ratification votes is vital and HSA has demonstrated successful use of electronic voting methods.

**HSA WILL:** Continue to host future collective agreement voting sessions in a digital format.

SUBMITTED BY: BC Cancer Kelowna

COMMITTEE RECOMMENDATION: In favour

## 89. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: The results of the collective bargaining process effect all members deeply.

**HSA WILL:** Explore methods of more open/transparent/collaborative bargaining processes that could be implemented in future rounds; and

**HSA WILL:** Report back to members in a timely fashion on the progress made with these methods.

SUBMITTED BY: BC Cancer Kelowna

COMMITTEE RECOMMENDATION: In favour

## 90. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Regional Directors do not currently have obligations to attend chapter meetings or complete site visits; and

BECAUSE: The role of regional directors is focused on representing all members across their region.

**HSA WILL:** Mandate a Regional Director must attempt to complete site visits OR attend chapter meetings (virtually or in-person) at least once per year per site within their region.

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: Opposed

## 91. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA values transparency and accountability; and

BECAUSE: HSA values engagement with the membership; and

BECAUSE: HSA regional directors and the president represent the interests of the broader membership.

**HSA WILL:** Require each regional director, and the president to share their individual voting decisions on an issue that is raised at the board with members on a quarterly basis. Each regional director and the president has the option to share their background/rationale for their vote if they deem that necessary to give context to their voting decision; and

**HSA WILL:** Provide a report on these voting decisions at Convention in conjunction with board members' attendance at meetings.

SUBMITTED BY: G.F. Strong

COMMITTEE RECOMMENDATION: Opposed

## 92. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Unions are member-driven democratic organizations; and  
 BECAUSE: The Board of Directors are elected by the membership and accountable to the Union membership through Convention; and  
 Because in order to understand the business of our union and hold our elected Board of Directors accountable it is important that Board Meeting minutes are accessible to members in a timely manner.

**HSA WILL:** Post a summary of the Board decisions on the HSA website within one month of the Board Meeting, and

**HSA WILL:** Post the approved Board Meeting minutes on the HSA website within one month of the Board Meeting at which they are approved.

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: Opposed

## 93. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Emergency business can emerge during the year outside of Convention timelines; and  
 BECAUSE: Members should have access to a democratic process for having their voices heard when important issues arise.

**HSA WILL:** Develop a system for submitting emergency resolutions outside of convention throughout the year.

SUBMITTED BY: Children's and Women's Hospital

COMMITTEE RECOMMENDATION: Opposed

#### 94. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Resolutions that aren't voted on at Convention are dealt with by the Board of Directors at the next Board of Directors Meeting; and  
BECAUSE: Members have the right to know whether the resolutions have been passed or not; and  
BECAUSE: Knowing whether the resolutions have passed or not influences member actions and the next Convention's resolution submissions from chapters.

**HSA WILL:** Communicate to all members the results of the Board of Directors' votes on resolutions that weren't voted on at Convention, within a month of the Board Meeting at which the voting takes place.

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: In favour

#### 95. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA donates money to a number of different organizations with as many different purposes throughout the year; and  
BECAUSE: HSA members should have easy access to the details of decisions made to financially support other entities, beyond the annual financial report; and  
BECAUSE: HSA members should clearly see how and why these resources are being used.

**HSA WILL:** Add a "Donations" area to the website - where all donations are listed, including the date, amount, and rationale for making said donation. (Similar to the "NEWS" heading on the website). This would not include scholarships and bursaries.

SUBMITTED BY: Kootenay Lake Hospital

COMMITTEE RECOMMENDATION: In favour

## 96. GOVERNANCE (Covers 97)

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** There are knowledge gaps in the Board relating to certain social justice, equity, diversity, and inclusion issues; and

**BECAUSE:** Several equity caucuses and committees exist within HSA that can be consulted as entities with education, knowledge, and experience to support the Board in making more informed decisions that directly affect these equity groups;

**HSA WILL:** Have the Board engage in formalized consultations with the appropriate equity seeking caucus/committee when issues pertaining to that community are being discussed at the Board level to inform decisions that best reflect the membership's needs.

**SUBMITTED BY:** Board of Directors (Racial Justice Committee)

**COMMITTEE RECOMMENDATION:** In favour

## 97. GOVERNANCE (Covered by 96)

**BECAUSE:** There could possibly be knowledge gaps in the board relating to certain equity, diversity, and inclusion issues; and

**BECAUSE:** Several equity caucuses and committees exist within HSA that can be consulted as entities with education, knowledge, and experience to aid the board in making more informed decisions.

**HSA WILL:** Have the Board engage in formalized consultations with the appropriate equity seeking caucus/committee when issues pertaining to that community are being discussed at the board level ("checklists/ decision making tree").

**SUBMITTED BY:** G.F. Strong

## 98. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: There is a limited number of delegate allotment per chapter so not all members who want to attend convention are able to go; and

BECAUSE: Sometimes members who are elected are unable to attend convention for a variety of reasons; and

BECAUSE: As a result, a chapter is not able to send their full allotment to convention despite members having interest in attending.

**HSA WILL:** Increase the number of elected alternates to Convention from 2 to 5.

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In favour as amended

## 99. GOVERNANCE (Covers 100)

Carried \_\_\_\_ Defeated \_\_\_\_

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

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

**HSA WILL:** Alternate holding Convention one year in-person and one year virtually.

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: Opposed



**100. GOVERNANCE (Covered by 99)**

BECAUSE: Convention carries a large financial cost to our union annually.

**HSA WILL:** Host a continually alternating convention style of online one year and in person the following year.

SUBMITTED BY: Royal Inland Hospital

**101. GOVERNANCE (Covers 102) Carried \_\_\_\_ Defeated \_\_\_\_**

BECAUSE: Conventions form the basis of the HSA's decision-making process and resolutions frequently require longer than one year to fully implement; and

BECAUSE: Convention costs have dramatically increased [2021: \$642,001 (virtual), 2022: \$1,009,756 and 2023: \$1,552,314], and has now become a major and unsustainable expense for HSA; and

BECAUSE: Costs continue to increase in trend; and

BECAUSE: Annual convention costs consume a significant, and growing portion of the annual operational budget; and

BECAUSE: HSA needs to ensure we can continue to be fiscally responsible as we move into the future; and

BECAUSE: Many other unions have Biennial or even Triennial Convention models.

**HSA WILL:** After our next presidential election and Convention (to be held in 2025) move to a Biennial Convention model; and

**HSA WILL:** Host Convention every second year to coincide with our presidential election.

SUBMITTED BY: Board of Directors (Finance Committee)

COMMITTEE RECOMMENDATION: In favour

## 102. GOVERNANCE (Covered by 101)

BECAUSE: Of the skyrocketing costs that HSA shoulders due to annual convention; and

BECAUSE: Of the limited time HSA has each year to fully implement resolutions; and

BECAUSE: Many other unions do not hold annual conventions; and

BECAUSE: We need to ensure future financial stability for our union;

**HSA WILL:** Switch to a biennial convention model as of the conclusion of our 2025 convention which coincides with our presidential election. And will hold biennial conventions moving forward which will coincide with our future presidential elections.

SUBMITTED BY: John Howard Society of North Island

## 103. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: An entire day of Convention 2023 was taken up by a trials committee appeal process, without the person on trial even present.

**HSA WILL:** Set time limits on trial committee appeal processes brought to Convention.

SUBMITTED BY: BC Cancer Kelowna

COMMITTEE RECOMMENDATION: Opposed

## 104. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Because Convention delegates do not have adequate time to hear, speak or vote on all yearly convention resolutions.

**HSA WILL:** Add an extra day to the convention or change the pre-convention workshop day to an additional day of resolution voting.

SUBMITTED BY: Vancouver Island Mental Health Society

COMMITTEE RECOMMENDATION: Opposed

## 105. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

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

**BECAUSE:** Climate change affects all HSA members and the communities that they serve; and

**BECAUSE:** The cost of travel and hosting in person events are significant costs for the union.

**HSA WILL:** Move to make more conventions, meetings and trainings exclusively virtual.

**SUBMITTED BY:** Cowichan District Hospital

**COMMITTEE RECOMMENDATION:** Opposed

## 106. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Our union spends hundreds of thousands of dollars on member education, regional meetings and Convention; and

**BECAUSE:** It is best to solicit feedback via written evaluations after a meeting or educational event within 24-48 hours; and

**BECAUSE:** Members are more likely to fill out event evaluations right after the event, rather than a week later.

**HSA WILL:** Send out evaluation questionnaires within 2 business days of the conclusion of Convention, regional meetings and all educational workshops.

**SUBMITTED BY:** St. Paul's Hospital

**COMMITTEE RECOMMENDATION:** In favour

## 107. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Convention has limited time to address the large amount of resolutions received each year; and

BECAUSE: outstanding resolutions after the end of Convention are voted on by the Board of Directors; and

BECAUSE: directions for the union should be guided by the voice of the membership.

**HSA WILL:** Prioritize resolution debates and voting over guest speakers, lengthy reports and other business when creating the Convention agenda.

SUBMITTED BY: Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In favour

## 108. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: BC labor law defines the fundamental function of labor unions as the regulation of relations between employers and employees; and  
Because the purpose of the HSA Convention is to direct the business of the union; and

BECAUSE: Most Conventions end before all resolutions are visited, thereby defeating the purpose of holding Convention.

**HSA WILL:** At future Conventions, *prioritize*, debate and vote on resolutions directly related to its fundamental functions (constitution, governance, labour relations, finance, communications, education, steward resources, member services).

SUBMITTED BY: Victoria General Hospital

COMMITTEE RECOMMENDATION: In favour

## 109. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** The time at Convention to debate resolutions is limited; and Because not all resolutions submitted reach the Convention floor for discussion; and

**BECAUSE:** The issues debated by HSA members at Convention should represent a variety of topics and diversity of views throughout the union;

**HSA WILL:** Endeavour to prioritize for discussion on the floor of Convention, any new resolutions not debated in the previous Convention before any resolutions that are similar in concept to resolutions defeated in the previous Convention.

SUBMITTED BY: Surrey Memorial Hospital

COMMITTEE RECOMMENDATION: In favour

## 110. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Members are excited to see the changes made by Convention through the democratic process, but resolutions are not being enacted in a timely manner. For example, last year a resolution was “in favour” to find out how much the union earned as revenue for straight time hours versus overtime hours. This information is still not provided by HSA; and **BECAUSE:** Members can look at their annual straight time hours versus overtime hours at any moment so why can’t this information be separated for HSA as well; and

**BECAUSE:** Other unions such a BCNU can separate their straight time hours versus overtime hours which shows this is a feasible request.

**HSA WILL:** Aim to provide an outcome to their resolutions within 8 months of the same year convention so members will have all the knowledge from previous resolutions before submitting new resolutions for the next Convention.

SUBMITTED BY: Comox Valley Hospital

COMMITTEE RECOMMENDATION: In favour

## **111. GOVERNANCE (Covers 112)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Resolutions to HSABC Convention are voted on by a chapter for submission; and

BECAUSE: Convention is the supreme governing body and the place for members to debate the actions and direction of the union; and

BECAUSE: Stifling debate and free speech goes against the principle that unions are characterized by a tradition of open democratic debate and dissent by the membership in conventions and committee meetings, and

BECAUSE: It is not up to the Resolutions Committee to decide which issues are important to debate at Convention and which are not;

**HSA WILL:** Ensure that resolutions submitted by a chapter are discussed with the submitting chapter if the resolutions committee has questions or concerns, and

**HSA WILL:** Remove the Resolutions Policy item that says “The Resolutions Committee may reject any resolution that it deems detrimental to the welfare or best interests of the Union.”

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: Opposed

## **112. GOVERNANCE (Covered by 111)**

BECAUSE: HSA is a democratic Union with Rights, Obligations and Processes defined in the HSA Constitution; and

BECAUSE: Annual Convention, when in session, has all legislative, executive, judicial and administrative powers of the Union; and

BECAUSE: HSA Members have the right to bring complex/contentious matters to Convention for debate by submitting resolutions approved by their Chapter; and

BECAUSE: Article 13.2 (c) requires the Resolutions Committee to “study and make recommendations to the Convention on all resolutions”; and

BECAUSE: HSA Policy “CONV 3.03 – Resolutions” contravenes the HSA Constitution by empowering the Resolutions Committee to, without consideration by Convention Delegates, “reject any resolution that it deems detrimental to the welfare or best interests of the Union”; and  
BECAUSE: Chapter resolutions cannot be pre-emptively vetoed and prevented from being brought to Convention for consideration and debate by delegates.

**HSA WILL:** Affirm our Constitutional Rights and Processes by striking and removing line #10 from HSA Policy “CONV 3.03 – Resolutions.”

SUBMITTED BY: Centre for Child Development

## 113. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Resolutions with similar topics often get grouped together by the Resolutions Committee into “composite resolutions”; and  
BECAUSE: Resolutions have specific nuance and resolves that can be missed when grouped in with other resolutions.

**HSA WILL:** Contact the submitting chapter to obtain consent prior to creating a “composite resolution.”

SUBMITTED BY: Children’s and Women’s Hospital

COMMITTEE RECOMMENDATION: In favour

#### 114. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Chapter resolutions are not required to receive approval from the Board of Directors prior to being submitted to Convention; and

BECAUSE: HSA committees are composed of members, with each committee addressing specific priorities and recommendations to support the HSA's directives; and

BECAUSE: HSA committees are committed to reducing barriers for equity-seeking groups in order to have the boarder membership's perspective shared.

**HSA WILL:** Provide committees with the agency to submit a resolution directly to convention rather than requiring the approval of the resolution by the Board of Directors.

SUBMITTED BY: Board of Directors (Racial Justice Committee)

COMMITTEE RECOMMENDATION: In favour

#### 115. GOVERNANCE (Covers 116)

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Current maximum word count for resolutions is 150 words; and

BECAUSE: The 'because's' are an important part of providing information to members on the issue addressed by the resolution; and

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

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

**HSA WILL:** Increase the maximum word count for resolutions to 250.

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: In favour



**116. GOVERNANCE (Covered by 115)**

BECAUSE: Resolution lengths are restrictive and do not allow for sufficient context and descriptions.

**HSA WILL:** Increase the word limit for resolution submissions.

SUBMITTED BY: BC Centre for Ability

**117. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Stewards have a need for development of resources on an ongoing basis, and Stewards best know what the needs are to perform their duties effectively and efficiently.

**HSA WILL:** Create a steward committee.

SUBMITTED BY: Nanaimo Regional General Hospital

COMMITTEE RECOMMENDATION: Opposed

**118. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

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

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

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

**HSA WILL:** Amend the “Election of Stewards” policy and remove the requirement of attending a chapter meeting to vote in steward elections; and

**HSA WILL:** Conduct contested steward elections using a virtual format and distribute voting links to all members at the chapter.

SUBMITTED BY: Children’s and Women’s Hospital

COMMITTEE RECOMMENDATION: In favour

## 119. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: As confirmed by the 2023 HSA report “Discrimination in the Workplace: Findings from HSA’s Survey on Inclusion and Belonging,” people with disabilities, 2SLGBTQIA+ and gender diverse people experience discrimination, harassment, and inequity in healthcare and in their workplaces; and

BECAUSE: These equity-denied groups need representation, resources, and opportunities to develop policies, processes, and programs to address interpersonal and systemic oppression within the HSA, as in line with the 2021-2023 strategic priorities of matching resources to needs, bettering our services, enhancing member engagement and relationships, and strengthening our rights; and

BECAUSE: Members of these three caucuses experience intersectionality, discrimination, and oppression differently, the caucus members seek and have identified the need for three distinct committees.

**HSA WILL:** Create three (3) distinct committees for people with disabilities, 2SLGBTQIA+ people and gender diverse people, comprised of members with lived experience.

SUBMITTED BY: Abbotsford Regional Hospital, CMHA BC Division (Victoria Office), Child Development Centre of Prince George, Children’s and Women’s Hospital, John Howard Society of the North Island, Nanaimo Regional General Hospital, Trans Care BC and qathet General Hospital

COMMITTEE RECOMMENDATION: In favour

## 120. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** A number of HSA chapters have a great deal of difficulty in recruiting stewards due to limited staffing and heavy workloads;

**HSA WILL:** Investigate and consider the implementation of regional and/or health authority stewards.

**SUBMITTED BY:** Nicola Valley Hospital/Health Centre

**COMMITTEE RECOMMENDATION:** In favour

## 121. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** It can be hard to find enough site stewards, especially with the mass shortages of workers and workload issues; and

**BECAUSE:** Some sites have no available stewards with members reaching out to their nearest site with stewards.

**HSA WILL:** Review the current steward structure and see how to best serve the members including additional roles of regional stewards or having an amalgamation of smaller sites into larger ones and report back and to be voted on at the HSA 2025 Convention.

**SUBMITTED BY:** Abbotsford Regional Hospital

**COMMITTEE RECOMMENDATION:** Opposed

## 122. HEALTH SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Seniors in Long Term Care (LTC) miss out in community resources that are accessible to people living at home and there are not enough HSP staff at LTC facilities; and

BECAUSE: Seniors struggle to get support for basic services such as pain management and addictions; and

BECAUSE: When appropriate services are provided at LTC facilities seniors are less likely to go back to acute care and their quality of life is improved.

**HSA WILL:** Advocate for more equality for services for people in long term care including palliative care, pain management, psychological support, substance-use services, Indigenous wellness services, swallow and speech services, rehab services, including physiotherapy, etc.; and

**HSA WILL:** Advocate for increased HSP staff at long term care facilities, and for services in LTC similar to what they would receive in acute care focusing on quality of life and well-being.

SUBMITTED BY: Chénchenstway Care Home

COMMITTEE RECOMMENDATION: In favour

## 123. HEALTH SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: We are in a time where our aging population is growing and who require more assistance; and

BECAUSE: There is lack of community resources especially around home support staff and front-line staff in the community, leading many of our seniors struggle to continue to live safely in their own homes; and

BECAUSE: There has been increase in many seniors in hospitals awaiting to be transferred to a long term care environment sooner due to the lack of home supports in the community;

**HSA WILL:** Lobby the government for the hiring of more front line staff in home support programs and allocate more funding to support seniors in the community.

SUBMITTED BY: Mount St. Joseph Hospital

COMMITTEE RECOMMENDATION: In favour

## 124. HOUSING COMPOSITE (covers 125-131)

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: A comprehensive housing program must include a range of housing to meet the needs of British Columbians, including supportive housing, shelter housing, and assistance for British Columbians with support needs; and

BECAUSE: The BC Housing supportive housing program based on a housing first model is intended to provide safe subsidized housing and staff and programming to support single adults, seniors, and people with disabilities at risk of or experiencing homelessness with a wide range of support needs; and

BECAUSE: People's unique needs must be considered in supporting and providing housing that respects their dignity and requirements; and

BECAUSE: Financial oversight and reporting out of BC Housing programs must instill confidence in British Columbians that the government's housing strategy is well managed and benefiting British Columbians; and

BECAUSE: HSA members, as health care and community social services professionals are well-positioned to advocate for development of supportive housing programs.

**HSA WILL:** Advocate to all levels of government for increased funding for safe and appropriate housing; and

**HSA WILL:** Advocate to all levels of government for comprehensive supportive housing programs that provide a range of services, including, but not limited to:

- Dry housing for people who prefer or require abstinence-based programming;
- Housing for seniors with mental health and/or addictions needs combined with higher needs for mobility, health care, medication management, meals, housekeeping, and personal care needs; and

**HSA WILL:** Advocate for increased shelter housing to meet the needs of youth, families, and seniors; and

**HSA WILL:** Advocate and lobby the BC Ministry of Housing and other related ministries, including Ministry for Children and Family

Development, and Ministry of Social Development and Poverty Reduction, to increase funding and resources to improve access to appropriate housing for families of all sizes who have children with support needs; and

**HSA WILL:** Advocate for increased oversight on spending on supportive and subsidized housing, and transparency from organizations providing this housing, including reporting on measurable results, and

**HSA WILL:** Support its members in advocating in their communities for development of supportive housing projects.

COMMITTEE RECOMMENDATION: In favour

## **125. HOUSING (Covered by 124)**

BECAUSE: There is an increased number of unhoused people within BC communities.

**HSA WILL:** Advocate for creation of increased affordable housing for all socioeconomic populations.

SUBMITTED BY: Campbell River Family Services

## **126. HOUSING (Covered by 124)**

BECAUSE: Most if not all supportive housing is wet housing. and these environments are unsafe and often harmful in supporting individuals who have completed treatment for addictions or served their time due to incarceration; and

BECAUSE: Not all individuals struggle with addictions, however, battle mental health issues not including addiction and need a calm, safe and quiet place to live.

**HSA WILL:** Lobby the provincial and federal governments for dry housing as well as wet housing.

SUBMITTED BY: Vancouver Island Mental Health Society

### **127. HOUSING (Covered by 124)**

BECAUSE: Shelter is a basic human right; and

BECAUSE: There are few if any shelters for youth, families and seniors.

**HSA WILL:** Lobby government for more shelters geared towards youth, families and seniors.

SUBMITTED BY: Vancouver Island Mental Health Society

### **128. HOUSING (Covered by 124)**

BECAUSE: Most supportive housing is geared to younger populations with mental health and addictions, not seniors; and

BECAUSE: Seniors have higher needs for mobility, health care, medication support, meals, housekeeping and personal care.

**HSA WILL:** Lobby the government to provide seniors with mental health and addictions supportive housing that includes the extra supports needed.

SUBMITTED BY: Vancouver Island Mental Health Society

### **129. HOUSING (Covered by 124)**

BECAUSE: The wait-time for wheelchair-accessible BC Housing units is still unacceptably long (e.g. Families in Surrey waiting 4 + years); and

BECAUSE: BC Housing has restrictive criteria on number of people who can occupy each bedroom - There will be no more than 2 or less than 1 person per bedroom.-Spouses and couples share a bedroom.-Parents do not share a bedroom with children-Dependents aged 5 or more of opposite sex do not share a bedroom; and

BECAUSE: Many families who need accessible units have large families and are not able to find affordable and wheelchair-accessible homes.

**HSA WILL:** Advocate and lobby the Ministry of Housing and other related Ministries (e.g. MCFD and Min. of Social Development and Poverty Reduction) to increase funding and resources to improve access to appropriate housing for families of all sizes who have kids with support needs.

SUBMITTED BY: Centre for Child Development



## 130. HOUSING (Covered by 124)

BECAUSE: Governments of all levels have been talking about homelessness and providing some funding at times but this has not led to a noticeable reduction in homelessness; and

BECAUSE: The BC Housing Supportive Housing program is based on the Housing First Model which is a proven approach to tackling homelessness, including chronic homelessness, and helps to restore people's dignity and build hope for the future; and

BECAUSE: Homelessness costs the Canadian economy over \$7 billion per year in healthcare, policing, courts, jails, insurance premiums, theft, and cleaning up camps.

**HSA WILL:** Educate members about the value of BC Housing Supportive Housing initiatives.

SUBMITTED BY: Fraser Canyon Hospital

## 131. HOUSING (Covered by 124)

BECAUSE: Of the well documented housing crisis; and

BECAUSE: For some people, mental illness is a barrier to accessing and maintaining housing; and

BECAUSE: Of known instances where people with mental illness and without suitable housing are more likely to end up in hospitals, with no place to go upon discharge.

**HSA WILL:** Advocate to all relevant levels of government for increased funding for safe, supportive, adequately staffed housing; and

**HSA WILL:** Advocate for increased oversight on this spending, and transparency from organizations providing supportive and subsidized housing, including reporting on measurable results.

SUBMITTED BY: Islanders Working Against Violence

## 132. HOUSING COMPOSITE (Covers 133-134)

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Housing is a need; and

BECAUSE: The cost of rent in British Columbia is rising well ahead of wages in British Columbia, and critical health care services depend on people to deliver them; and

BECAUSE: Sustainable housing in BC provides better provincial retention among healthcare workers; and

BECAUSE: 33.2% of BC residents do not own homes and rely on the rental market; and

BECAUSE: The wealth gap between owners and renters is quickly widening in the province and

BECAUSE: There is currently no means of rent control between tenants in BC; and

BECAUSE: Rent caps are attached to renters not the rental property; and

BECAUSE: Landlords can raise rental rates to whatever rate they choose after a renter vacates their property making housing further unaffordable for renters.

**HSA WILL:** Lobby the government to implement vacancy control by putting rent caps on the rental property rather than the individual renters.

**COMMITTEE RECOMMENDATION:** In favour

## 133. HOUSING (Covered by 132)

BECAUSE: Housing is a need; and

BECAUSE: The cost of rent in British Columbia is rising well ahead of wages in British Columbia, and critical health care services depend on people to deliver them; and

BECAUSE: Sustainable housing in BC provides better provincial retention among healthcare workers 33.2% of BC residents do not own homes and rely on the rental market (<https://www150.statcan.gc.ca/n1/daily-quotidien/220921/dq220921b-eng.htm>); and

BECAUSE: The wealth gap between owners and renters is quickly widening in the province (<https://www.theglobeandmail.com/business/article-homeowners-renters-wealth-gap/>) ; and

BECAUSE: There is currently no means of rent control between tenants in BC;

**HSA WILL:** Lobby the BC Government to implement vacancy control (rent control tied to the unit).

SUBMITTED BY: Vancouver General Hospital

### **134. HOUSING (Covered by 132)**

BECAUSE: Rent caps are attached to renters not the rental property; and  
BECAUSE: Landlords can raise rental rates to whatever rate they choose after a renter vacates their property making housing further unaffordable for renters.

HSA WILL: Lobby the government to put rent caps on the rental property rather than the individual renters.

SUBMITTED BY: Vancouver Island Mental Health Society

### **135. HOUSING**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: There is a shortage of working health care professionals across the province; and

BECAUSE: Students in health science programs have a demanding clinical and didactic course load, with little to no remuneration for their time in the field during placements.

**HSA WILL:** Lobby the government to provide a housing stipend to support health science professional students' access to housing while on clinical rotations away from their home communities in order to support recruitment and retention in communities experiencing chronic shortages of health science professionals.

SUBMITTED BY: Kitimat General Hospital

COMMITTEE RECOMMENDATION: In favour as amended

**136. HSA STAFF**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Many JOHSC teams experience a lack of continuity, experience and expertise on their committees; and

BECAUSE: OH&S stewards often feel they do not have the full skills and abilities, training, and clout to effectively represent members.

**HSA WILL:** HSA staff will attend local site OH & S meetings when deemed appropriate.

SUBMITTED BY: Queen Alexandra Centre for Children

COMMITTEE RECOMMENDATION: In favour

**137. HSA STAFF**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Effective collective bargaining is a primary function of a labor union.

**HSA WILL:** Begin to explore the feasibility of a hiring professional, proven, external negotiator to assist the union in the bargaining process.

SUBMITTED BY: BC Cancer Kelowna

COMMITTEE RECOMMENDATION: Opposed

**138. HSA STAFF**

Carried \_\_\_\_ Defeated \_\_\_\_

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

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

**HSA WILL:** Work to support LRO staff to ensure timely member supports, be it through the hiring of additional LROs, support staff, or optimization of internal processes, or whatever additional methods deemed suitable.

SUBMITTED BY: BC Cancer Kelowna

COMMITTEE RECOMMENDATION: In favour

### 139. HSA STAFF

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA represents members throughout the province; and  
BECAUSE: HSA members may want to become union employees without relocating, and HSA servicing staff work far away from their members.

**HSA WILL:** Develop a plan for remote, satellite union staff positions throughout the province.

SUBMITTED BY: Nanaimo Regional General Hospital

COMMITTEE RECOMMENDATION: In favour

### 140. HSA STAFF

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Members should be able to access clear information about union processes and agreement language and there have been a number of recent changes to the collective agreement and classifications system, leaving members feeling confused, which can lead to disengagement and/or frustration; and

BECAUSE: Changes in the union can be used as an opportunity to build engagement when communicated effectively; and

Because educating members increases accessibility to the union and to information.

**HSA WILL:** Provide training opportunities to member facing HSA staff positions (LROs, Classifications, bargaining team, etc.) on the topic of effective communication, including how to translate legal and complex processes into plain and accessible language.

SUBMITTED BY: Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In favour

## 141. INTERNATIONAL AFFAIRS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: International conflicts are pervasive; and

BECAUSE: Our members have different backgrounds, experience, perspectives, and political views; and

BECAUSE: The selection of which conflicts or issues we highlight through HSA communications may be perceived as bias or misinformed which can harm; and

BECAUSE: The National Union of Public and General Employees represents HSA on communications related to international affairs; and

BECAUSE: We support organizations that have the resources to do the appropriate advocacy work such as through the CESA Fund;

**HSA WILL:** Not provide commentary or share information related to international conflicts; and

**HSA WILL:** Not provide financial aid to support a particular side in an international conflict or war.

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: In favour

## **142. INTERNATIONAL AFFAIRS COMPOSITE (Covers 143-144)**

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** The labour movement and unions in general uphold a principle of solidarity among people of all ethnic and religious groups internationally; and

**BECAUSE:** Organized labour plays an important role in the movement for peace and justice at home and around the world; and

**BECAUSE:** HSA members recognize that every human being deserves to live in peace and with dignity.

**HSA WILL:** Take action in solidarity with unions and other organizations seeking a just and bipartite resolution to the longstanding conflict in Israel and Palestine; and

**HSA WILL:** Call for an immediate ceasefire in Israel and occupied Palestine to prevent further suffering and loss of civilian life; and

**HSA WILL:** Call for a release of Israeli and Palestinian hostages, and protection for all civilian lives in Israel and Palestine; and

**HSA WILL:** Bring forward the spirit and intent of this resolution to provincial and national union groups including BCFED, NUPGE, Labour Councils, and the CLC.

**COMMITTEE RECOMMENDATION:** In favour

## **143. INTERNATIONAL AFFAIRS (Covered by 142)**

**BECAUSE:** Organized labor plays an important role in the movement for peace and justice at home and around the world and as HSA members we recognize that every human being deserves to live a life of peace and dignity.

**HSA WILL:** Call for an immediate ceasefire in Israel and occupied Palestine to prevent further suffering and loss of civilian life; and

HSA will call for a release of Israeli hostages, and protection for all civilian lives in Israel and Palestine.

**SUBMITTED BY:** St. Paul's Hospital



## 144. INTERNATIONAL AFFAIRS (Covered by 142)

**BECAUSE:** The labour movement and unions in general uphold a principle of solidarity between people of all ethnic and religious groups internationally; and

**BECAUSE:** The war between Israel and Palestine is being waged under leadership that has divisive ethnic, religious, and nationalist motivations.

**HSA WILL:** Take action in solidarity with unions and related organizations in Palestine and Israel that seek a just and bipartite resolution to the longstanding conflict in Israel and Palestine; and

**HSA WILL:** Contribute to a solidarity fund each year until there is peace in Israel and Palestine, and disburse these funds to groups in Israel and Palestine that are working in solidarity across the militarized borders; and

**HSA WILL:** Begin in 2024 by following BCGEU's move to support Combatants for Peace; and

**HSA WILL:** Bring forward the spirit and intent of this resolution to provincial and national union groups including BCFED, District Labour Councils, and NUPGE.

**SUBMITTED BY:** Fraser Valley Child Development Centre

#### 145. INTERNATIONAL AFFAIRS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: We are in a climate emergency exacerbated by increasing fossil fuel use and global conflict; and

BECAUSE: Wars kill people, extinguish biodiversity, and destroy the very infrastructure that keeps us alive and that we rely on to provide safeguards in the face of extreme weather events; and

BECAUSE: Warfare is an act of climate denial and impacts every aspect of human wellbeing.

**HSA WILL:** Endorse the Canada-Wide Peace and Justice Coalitions' call to "End wars and end fossil fuels: Demilitarize, Decarbonize, Decolonize".

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: Opposed

#### 146. INTERNATIONAL AFFAIRS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: The Government of Canada has a moral obligation and legal imperative to act to its maximum abilities in order to stop the atrocities of war which are in violation of international human rights and humanitarian law; and

BECAUSE: As healthcare workers we are driven by our ethical obligation to speak out against injustices and our desire to advocate for health and human rights for all people.

**HSA WILL:** Urgently call upon our government representatives to stop selling or supplying weapons to the US, Germany, UK, Poland, Qatar, Israel, Ukraine, and Saudi Arabia (Canada's main weapons customers).

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: In favour

**147. INTERNATIONAL AFFAIRS**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Of the violence enacted by the Israeli government toward Palestinians in Gaza, there is urgent need for international intervention to prevent further loss of life to both Palestinian and Israeli citizens; and  
BECAUSE: The 'International Court of Justice' (ICJ) has, in a landmark decision, determined a strong case that Israel's military campaign in Gaza is amounting to a plausible genocide and the Court has deemed urgent intervention necessary to prevent further irreparable harm; and  
BECAUSE: HSA aligns with principles of justice, equality, and human rights, and advocating for global peace.

**HSA WILL:** Join 'Independent Jewish Voices Canada' in putting out a public statement demanding the Canadian government call on Israel to enact measures outlined by the ICJ, to prevent further harm and halt the potential genocide of Palestinians.

SUBMITTED BY: BC Centre for Ability

COMMITTEE RECOMMENDATION: Opposed

## 148. INTERNATIONAL AFFAIRS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA has shown a commitment to humanitarian causes globally, including a \$25,000 donation for aid in Ukraine; and

BECAUSE: The dire humanitarian situation in Gaza has civilians facing extreme hardship, starvation, injuries, illness, and death, worsened by the Canadian Government's suspension of funding for the United Nations Relief and Works Agency for Palestinian refugees (UNRWA); and

BECAUSE: Israeli officials have warned of a humanitarian catastrophe in Gaza following the funding halt, reported by the Times of Israel on January 30th, 2024; and

BECAUSE: Independent Jewish Voices Canada (IJV) condemns Canada's shameful decision to suspend further funding to UNRWA.

**HSA WILL:** Make a public statement calling for the Canadian government to reinstate funding to UNRWA immediately; and

**HSA WILL:** Commit a substantial donation to a reputable humanitarian aid organization in Gaza, comparable to the donation previously made to Ukraine, in alignment with HSA's values and principles.

SUBMITTED BY: BC Centre for Ability

COMMITTEE RECOMMENDATION: Opposed

## 149. INTERNATIONAL AFFAIRS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA's mission is to advance and defend members rights/ interests in our workplaces, communities, and society; and

BECAUSE: The Palestinian Trade Union Congress has called on unions around the world to act and speak in solidarity with the Palestinian people; and

BECAUSE: The attacks in Gaza are particularly impactful to members given the repeated attacks on healthcare facilities and healthcare workers, speaking to the need for an independent statement; and

BECAUSE: Thousands have been killed since the violence began on October 7, 2023; and

BECAUSE: The humanitarian situation in Gaza is dire, with civilians facing starvation, injuries, illness and death.

**HSA WILL:** Issue a public, independent statement supporting a ceasefire and an end to the blockade of Gaza; and

**HSA WILL:** Call for restoration of humanitarian aid and access to the basic necessities of life; and

**HSA WILL:** Join dozens of other unions in signing the "Ceasefire Now" statement.

SUBMITTED BY: Children's and Women's Hospital

COMMITTEE RECOMMENDATION: Opposed

## 150. INTERNATIONAL AFFAIRS

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Palestinian civilians have been besieged & bombarded relentlessly through collective punishment by Israeli forces, and the killings, starvation and risk of genocide have escalated over the past months as tens of thousands have been forcibly displaced without aid, reasonable safe passage, or access to medical care, and solidarity actions have been taking place all over the world in support of Palestine, encouraging the federal government to impose an arms embargo on Israel.

**HSA WILL:** Show solidarity with the people of Palestine and work with our allies in the liberation from occupation to fight the threat of genocide and ethnic cleansing these civilians face.

**SUBMITTED BY:** BC Cancer Kelowna

**COMMITTEE RECOMMENDATION:** Opposed

**151. INTERNATIONAL AFFAIRS**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the International Court of Justice has issued an interim decision in South Africa's genocide case against Israel, ordering Israel to comply with six provisional measures to safeguard the right of Palestinians to be protected from genocidal violence; and

BECAUSE: The court's order is binding on Israel and formalizes the international legal obligations of other countries that are parties to the UN Genocide Convention; and

BECAUSE: Canada has signed the UN Genocide Convention, and yet has not upheld its responsibilities to help protect Palestinians from genocidal violence.

**HSA WILL:** Put pressure on the Canadian Government (alongside NUPGE and other constituent federal unions) to uphold their responsibility to the UN Genocide convention by calling for an immediate ceasefire in Palestine, providing humanitarian aid to Palestine, halting the sale of arms to Israel, and opening doors for Palestinian refugees to enter Canada.

SUBMITTED BY: Kootenay Lake Hospital

COMMITTEE RECOMMENDATION: Opposed

## 152. INTERNATIONAL AFFAIRS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Jewish voice for Peace has noted, "Israel's genocide against Palestinians has become one of the deadliest military campaigns in recent history"; and

BECAUSE: The death toll in Palestine nears 30,000 as of February 15th 2024, and Israel continues to violate international humanitarian law; and

Because the International Court of Justice has found that there is plausible risk of Israel committing Genocide in Gaza; and

BECAUSE: The removal of funding for The United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) , "amounts to collective punishment of Palestinians, which is a war crime"; and

BECAUSE: Canada signed onto the genocide convention which carries an "obligation to take measures to prevent and to punish the crime of genocide, including by enacting relevant legislation and punishing perpetrators."

**HSA WILL:** Call upon the federal government to impose an arms embargo on Israel and restore humanitarian aid and access to the necessities for life in Palestine.

SUBMITTED BY: AIDS Vancouver

COMMITTEE RECOMMENDATION: Opposed



**153. INTERNATIONAL AFFAIRS (Covers 154) Carried \_\_\_\_ Defeated \_\_\_\_**

BECAUSE: “Boycott, Divest, and Sanction” (BDS) is a global nonviolent movement of unions and global organizations effectively challenging international support for Israeli apartheid and settler-colonialism; and

BECAUSE: Unions have a proud tradition of standing in solidarity with humanity in instances of oppression around the world; and

BECAUSE: Over 30 Palestinian unions are urgently calling on global unions to act to end all complicity and stop governments arming Israel; and

BECAUSE: Many unions and labour bodies have already committed solidarity with the “Independent Jewish Voices Canada” (IJV) and the BDS campaign to compel the State of Israel to comply with international law and support Palestinian human rights.

**HSA WILL:** Publicly endorse the BDS movement to end apartheid and end oppression in Palestine; and

**HSA WILL:** Task its representative to the Municipal Pension Plan to pursue compliance with BDS and report back annually on actions taken.

SUBMITTED BY: Fraser Valley Child Development Centre

COMMITTEE RECOMMENDATION: Opposed

#### **154. INTERNATIONAL AFFAIRS (Covered by 153)**

BECAUSE: “Boycott, Divest and Sanction” (BDS) is a global nonviolent movement which includes unions and is effectively challenging international support for Israeli apartheid and settler-colonialism; and  
BECAUSE: Unions have a proud tradition of taking progressive stands on international solidarity issues in support of people experiencing oppression around the world; and  
BECAUSE: Over 30 Palestinian trade unions are urgently calling on global trade unions to act to end all complicity and stop governments arming Israel; and  
BECAUSE: Many unions and labour bodies have already committed to acting in solidarity; and  
BECAUSE: The “Independent Jewish Voices Canada” (IJV) supports the call for an international campaign of BDS to compel the State of Israel to comply with international law and support Palestinian human rights.

**HSA WILL:** Publicly endorse the Boycott, Divest, and Sanction (BDS) movement to end Israeli apartheid and the oppression of Palestinians; and

**HSA WILL:** Ensure members pensions and HSA investments are in compliance with BDS.

SUBMITTED BY: Children’s and Women’s Hospital

## 155. INTERNATIONAL AFFAIRS

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** The ongoing targeting of hospitals and health care professionals by Israel in Gaza and the recent call from the International court of Justice for Israel to take steps to prevent the genocide in Gaza.

**HSA WILL:** Stand in solidarity with the Palestinians and join other professional health care unions and call for an immediate and permanent cease fire in Gaza; and

**HSA WILL:** Call on Canada to increase medical aid to Palestinians living in Gaza; and

**HSA WILL:** Call on Canada to reinstate all funding for UNRWA.

SUBMITTED BY: Cowichan District Hospital

COMMITTEE RECOMMENDATION: Opposed

## 156. INTERNATIONAL AFFAIRS

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Many of our members want to learn more about what is happening in Palestine and Israel, and talk about what we can do as a union to support human rights, justice and peace for everyone living in the region; and

**BECAUSE:** Education on the topic may be varied and members should have the opportunity to learn about the issue from an educated facilitator; and

**BECAUSE:** Workshops and education exist that speak to the history of the conflict and why it is a worker's issue.

**HSA WILL:** Create a large-scale educational opportunity (town hall, virtual meeting, etc.) for members to learn about the history of Israel and Palestine, the role of colonization, the role of Canada and how trade unions can support a just peace; and ensure the education is led by a respected facilitator on the topic.

SUBMITTED BY: Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In favour

## 157. LABOUR RELATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Working with multisite members can create barriers for members to be represented by stewards from their site; and

BECAUSE: VCH de-consolidated the medical imaging members.

**HSA WILL:** Work to lobby the BC government to have all consolidated services within the Health Authorities dissolved.

SUBMITTED BY: Abbotsford Regional Hospital

COMMITTEE RECOMMENDATION: In favour

## 158. LABOUR RELATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: The HSPBA contract was originally written for 7.5 hour work days and 37.5 hour work week; and

BECAUSE: There is a big misunderstanding of the contract for extended hour shift workers. Extended hour shift workers work 12 hours shifts in a 24 hour cycle, most of the language in the contract is not applicable to their rotations and as such, timekeeping, staffing and payroll apply rules set for a 7.5 hour worker; and

BECAUSE: More professions within HSA are adopting alternate schedules which include extended hour shift workers of more then the traditional 7.5-hour day or 37.5-hour week;

**HSA WILL:** Hold a focus group to better understand the language needed for extended hour shift workers so that HSA is better prepared for the next round of bargaining to represent ALL workers fairly, hopefully improving the language of not only extended hour shift workers, but all variety of rotations.

SUBMITTED BY: Comox Valley Hospital

COMMITTEE RECOMMENDATION: In favour

## 159. LABOUR RELATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Employees have not been successful in obtaining the breakdown for the retro pay.

**HSA WILL:** Meet with all health authorities regarding a detailed breakdown to send to all HSA members to ensure the retro pay was correct.

**SUBMITTED BY:** Abbotsford Regional Hospital

**COMMITTEE RECOMMENDATION:** Opposed

## 160. LABOUR RELATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Workload is often shared between members of a department, and includes work that is not captured in all of the employer's data; and  
**BECAUSE:** The varying complexity of cases does not always allow for an equal share of number of patients seen; and  
**BECAUSE:** Deferred work tasks due to employer decisions on vacation or sick call coverage can delay or impact patient care and contribute to worker stress and retention.

**HSA WILL:** explore additional ways to track workload – such as benchmarking how much work is done by each worker; creating a grading system for complexity of care; defining ratios and minimum expectations for each member in a department; and documenting impacts of deferring work when the employer does not provide adequate coverage.

**SUBMITTED BY:** Kootenay Lake Hospital

**COMMITTEE RECOMMENDATION:** Opposed

## 161. MEMBER ENGAGEMENT

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: There are numerous shortages in many public health care professions; and

BECAUSE: Private companies often recruit students about to graduate.

HSA WILL: Look into a program where they can call for an expression of interest and provide union-paid leave for a member of each profession to go into graduating classes and encourage students to go into public health care; and

**HSA WILL:** Assign organizers to assist and coordinate, but have members actually working in the field be the ones to speak to the graduating classes; and

**HSA WILL:** Continue with its public outreach campaign to increase awareness of public health care professions and their shortages.

SUBMITTED BY: Richmond Chapter

COMMITTEE RECOMMENDATION: In favour

## 162. MEMBER ENGAGEMENT

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Membership participation in rural chapters remains low; and

BECAUSE: Rural sites struggle to source and retain stewards.

**HSA WILL:** Provide guidance and resources for low-participation chapters to improve engagement and participation among their members.

SUBMITTED BY: Comox Valley Hospital

COMMITTEE RECOMMENDATION: In favour

## 163. MEMBER SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

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

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

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

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

**HSA WILL:** Establish a formal internship program for members; and

**HSA WILL:** Actively recruit, train, and hire HSA members as interns to facilitate development of skills / experience required to seek regular employment as HSA Labour Relations professionals.

SUBMITTED BY: Children’s and Women’s Hospital

COMMITTEE RECOMMENDATION: Opposed

#### **164. MEMBER SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Informed membership creates a powerful union.

**HSA WILL:** Provide statistics to members regarding the number of members in each profession. (A membership breakdown).

SUBMITTED BY: BC Cancer Kelowna

COMMITTEE RECOMMENDATION: In favour

#### **165. MEMBER SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA aims to remove barriers for participation and engagement with the union; and

BECAUSE: Some members have obligations and responsibilities beyond the scope of traditional family structures

**HSA WILL:** Offer dependent care to members while conducting in-person union business and the criteria for dependent care will include pets.

SUBMITTED BY: Children's and Women's Hospital

COMMITTEE RECOMMENDATION: Opposed



## 166. MENTAL HEALTH SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Lack of affordable and appropriate housing, leads to further unaddressed mental health behaviours; and

**BECAUSE:** Longer time living outdoors results in higher level of mental health distress and substance use.

**HSA WILL:** Advocate for increased early intervention for those suffering and/or awaiting a mental health diagnosis; and

**HSA WILL:** Advocate for early prevention through early education in schools; and

**HSA WILL:** Advocate for increased funding for access to psychiatrists, family doctors, etc.

SUBMITTED BY: Campbell River Family Services

COMMITTEE RECOMMENDATION: In favour

## 167. MENTAL HEALTH SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** There is a lack of mental health and addiction treatment centers as well as aftercare for BC adult and youth; and

**BECAUSE:** Those struggling with mental health and addictions have a difficult time maintaining housing, acquiring medical care and tie up court and legal systems.

**HSA WILL:** Lobby the provincial and federal government to provide more treatment centers, mental health hospitals and aftercare for BC adult and youth residents.

SUBMITTED: BY: Vancouver Island Mental Health Society

COMMITTEE RECOMMENDATION: In favour

## 168. MISCELLANEOUS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Community Health and Social Service workers are not recognized as first responders when they are often the first ones on scene administering medical aid and controlling unsafe environments such as violence and abuse that puts themselves and others at risk; and

BECAUSE: Community Health and Social Service workers needs and supports due to incident trauma is not met sufficiently or in a timely manner; and

BECAUSE: Burnout and compassion fatigue is resulting in a shortage of workers and staff retention due to lack of recognition and support for these front line workers.

**HSA WILL:** Continue to lobby the government and push for Community Health and Social Service workers to be recognized as front line workers.

SUBMITTED BY: Vancouver Island Mental Health Society

COMMITTEE RECOMMENDATION: In favour

## 169. MISCELLANEOUS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HEU has a recognition day, and the employer funds recognition events on this HEU day.

**HSA WILL:** Create a provincially recognized HSA day.

SUBMITTED BY: Nanaimo Regional General Hospital

COMMITTEE RECOMMENDATION: Opposed

**170. OCCUPATIONAL HEALTH AND SAFETY** Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Psychological health is a vital aspect of the workplace; and  
 BECAUSE: Because the process to address Bullying and harassment concerns is ineffective; and

BECAUSE: Delays associated with these processes are inexcusable, leaving HSA members to continue working in unsafe conditions.

**HSA WILL:** Actively educate members of the broader definition of respectful workplace, the effects and their right to representation.

SUBMITTED BY: Cowichan District Hospital

COMMITTEE RECOMMENDATION: In favour

**171. OCCUPATIONAL HEALTH AND SAFETY** Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Some HSA members work in hazardous conditions, including psychological hazard; and

BECAUSE: Level of occupation risks and hazards are not being accounted for.

**HSA WILL:** Lobby all levels of government to implement a law for employers to pay hazard pay that reflects provincial injury rates and psychological hazards.

SUBMITTED BY: Nanaimo Regional General Hospital

COMMITTEE RECOMMENDATION: Opposed

## 172. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Wait times for 911 operators often are long and 911 operators are flooded with calls; and

BECAUSE: People are not getting the response time needed in medical emergencies.

**HSA WILL:** Lobby the government for more 911 operators and training.

SUBMITTED BY: VVancouver Island Mental Health Society

COMMITTEE RECOMMENDATION: In favour

## 173. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA strongly encourages voting and participation in democracy by all members of the union; and

BECAUSE: The role of the union should be to support informed voting and provide decision making tools that include all parties on the ballot, regardless of union preference.

**HSA WILL:** Strive to address political party bias in their voting education tools and bulletins, as well as include the platforms of all parties in regard to health care, social services, labour, and any other interests of the union.

SUBMITTED BY: Kootenay Lake Hospital

COMMITTEE RECOMMENDATION: In favour

## 174. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Canada uses the first past the post system to elect Members of Parliament (MPs); and

BECAUSE: A majority government can be formed with less than 40% support of the population and a minority government can be formed with less than 33% support; and

BECAUSE: This increases apathy among the public; and

BECAUSE: In jurisdictions where proportional representation is used it increases cooperation among the political parties.

**HSA WILL:** Lobby the federal government through NUPGE and the CLC to implement a system of proportional representation to elect MPs.

SUBMITTED BY: Board of Directors (Political Action Committee)

COMMITTEE RECOMMENDATION: In favour

## 175. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: There are many sources of misinformation and disinformation, especially through social media; and

BECAUSE: HSA is a source of reliable information for members; and

BECAUSE: There will be a provincial election on October 19th, 2024; HSA is non-partisan;

**HSA WILL:** Encourage and remind members to vote in the provincial election; and

**HSA WILL:** Share facts with members about health care and union issues before and during the provincial election.

SUBMITTED BY: Board of Directors (Political Action Committee)

COMMITTEE RECOMMENDATION: In favour

## 176. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Studies have shown that 4-day work weeks can lead to more productivity and happier staff; and

**BECAUSE:** There is a health human resource shortage which is leading to burnout and retention and recruitment issues.

**HSA WILL:** Lobby the provincial government via the BC Fed to encourage the adoption of the 4-day work week in the public sector.

SUBMITTED BY: BC Cancer Vancouver

COMMITTEE RECOMMENDATION: In favour

## 177. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** A number of chapters have insufficient equipment to do their work safely and effectively.

**HSA WILL:** Advocate for equipment updates in the technology professions across all Health Authorities to keep up with the minimum standard across all of Canada.

SUBMITTED BY: Nicola Valley Hospital/Health Centre

COMMITTEE RECOMMENDATION: In favour

## 178. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Birth rates in Canada are declining while the incidence of infertility is increasing; and

**BECAUSE:** Infertility is a medical condition that requires treatment; and

**BECAUSE:** The state of Canada's future economic state requires current generations to keep pace with population levels/growth; and

**BECAUSE:** Fertility treatment is a prerequisite to safe conception for many Canadian families.

**HSA WILL:** Lobby the government to fund up to 3 cycles of IUI and at least 1 cycle of IVF per individual AND for 3rd party donors/surrogates if required; and advocate for such treatment to be offered on a needs-based, rather than income-limited basis; and

**HSA WILL:** Lobby the government to allocate funding to Pharmacare to include/cover prescription drugs used for fertility treatment.

**SUBMITTED BY:** Fraser Valley Child Development Centre

**COMMITTEE RECOMMENDATION:** In favour

**179. POLITICAL ACTION (Covers 180)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA members generally graduate at a later age and may carry significant debts from the cost of their education; and

BECAUSE: The cost of living has increased, and workers are delaying the purchasing of housing and starting families until later in life when the odds of infertility are higher; and

BECAUSE: Many LGBTQIA+ couples must seek alternative avenues in order to expand their families; and

BECAUSE: The cost of invitro fertilization (IVF) is considered elective healthcare that is not supported by the public medical system or Pacific Blue Cross health benefits; and

BECAUSE: The specialist doctors exist within the province already in the private sector and funding this service will not increase the burden of care on the already overtaxed public healthcare system.

**HSA WILL:** lobby the government to consider funding or partially funding the costs associated with one cycle of IVF for BC residents regardless of income level.

SUBMITTED BY: Board of Directors (Young Workers' Committee)

COMMITTEE RECOMMENDATION: In favour



**180. POLITICAL ACTION (Covered by 179)**

BECAUSE: 1 in 6 Canadian couples experience infertility, which is a medical condition, and this rate increases as individuals get older; and  
BECAUSE: HSA members graduate at an older age from specialized programs and frequently delay starting families, making infertility more likely; and

BECAUSE: LGBTQIA+ families may have to seek fertility services to help grow their families; and;

BECAUSE: Fertility treatment is a costly (upwards of \$15,000 per cycle) medical treatment that is not supported through Pacific Blue Cross Health benefits; and

BECAUSE: The cost of living is increasing, making it more difficult/impossible to pay for fertility treatment out of pocket.

**HSA WILL:** Lobby the provincial government to partially fund or fund IVF for families regardless of income level.

SUBMITTED BY: Queen Alexandra Centre for Children

COMMITTEE RECOMMENDATION: In favour

## 181. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Dieticians are a very important part of a health care team and are specialized in nutritional management and prevention of many conditions; and

BECAUSE: Statistics show 20-25% of GP visits are nutrition related; and

BECAUSE: 1 in 2 seniors are malnourished upon admission to hospital and because dieticians can reduce the risk associated with heart disease and stroke by 80%; and diabetes by 60%.

**HSA WILL:** Lobby the Ministry of Health to add dietitians to MSP coverage.

SUBMITTED BY: St. Paul's Hospital

COMMITTEE RECOMMENDATION: In favour

## 182. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: The Ministry of Health in BC has proposed amendments to the regulation of Occupational Therapy that are not reflective of the profession's practice; and

BECAUSE: These amendments fail to mention the important work of Occupational Therapy in mental health and psychosocial rehabilitation; and

BECAUSE: Mental health in BC is a serious crisis in need of professionals that can offer help, which includes occupational therapists.

**HSA WILL:** Support the profession of Occupational Therapy and the mental health and wellbeing of BC citizens by lobbying for the Ministry of Health to reconsider these proposed amendments to be more reflective of the profession's work.

SUBMITTED BY: Comox Valley Hospital

COMMITTEE RECOMMENDATION: In favour

## 183. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: The colleges associated with physiotherapy have until this point considered that physiotherapists are more susceptible to complaints related to misconduct because of the nature of physical touch; and

BECAUSE: Other disciplines (i.e., Occupational Therapy, Counselling Psychology, etc.) do not bare the same risks as they do not involve the same level of physical touch; and

BECAUSE: The proposed amalgamation of colleges would group many different disciplines which do not include all of the same work or all of the same risk factors.

**HSA WILL:** Lobby the government to ensure that the amalgamation of colleges would allow for cases to the college to be viewed by a jury of actual peers (i.e., a complaint against a physiotherapist would be heard by a jury of physiotherapists).

SUBMITTED BY: Fraser Valley Child Development Centre

COMMITTEE RECOMMENDATION: In favour

#### **184. POLITICAL ACTION (Covers 185)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Over the past twenty years funding and access to seniors' care has been reduced and rationed while more publicly funded services are being delivered by for-profit companies, resulting in access to publicly subsidized units falling by 17 per cent and in inferior care for seniors and a fractured system that was already in crisis before the start of the pandemic; and

BECAUSE: The Ministry of Health promised to bring in a new long term care funding model that ensures public funds intended for care are spent on care, not profits.

**HSA WILL:** Call on the BC government to fix Long Term Care by:

- Making new long term care spaces public or non-profit; and
- Fixing the staffing crisis with common standards for better wages, benefits and working conditions; and
- Stopping the contracting out of care and support; and
- Forcing private companies to follow regulations, meet standards, and increase transparency.

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: In favour

#### **185. POLITICAL ACTION (Covered by 184)**

BECAUSE: Healthcare in BC and Canada is seeing a surplus of patients requiring long term care placement; and

BECAUSE: Patients are frequently waiting years within hospital for a long term care facility bed; and

BECAUSE: Hospitals are beyond capacity and struggling to admit medically acute patients due to so many beds being used as a long term care waiting place; and

BECAUSE: This healthcare crisis will only increase in the coming decades as our population ages.

**HSA WILL:** Lobby the government to allocate increased funds to building more long-term care facilities in an efficient manner, to accommodate our aging population and make space for acute patients within hospitals.

SUBMITTED BY: Comox Valley Hospital

### 186. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Mental health and illness continues to be a rising concern among the population in BC and Canada; and

BECAUSE: An increased number of patients are requiring mental health tertiary care and/or mental health housing to support with psychosocial rehabilitation and community reintegration; and

BECAUSE: Waitlists for mental health tertiary care and mental health housing are long, and facilities are limited in their variety of locations, which poses a barrier for patients remaining connected to support families during their rehabilitation.

**HSA WILL:** Lobby the government to provide increased funding for new facilities for mental health tertiary care and mental health supportive housing, especially in rural areas, to address underserved communities and allow patients to remain closer to and benefit from familial support.

SUBMITTED BY: Comox Valley Hospital

COMMITTEE RECOMMENDATION: In favour

## 187. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Cancer care in BC has been under stress and scrutiny; and  
BECAUSE: Such media stories can be disheartening and cause stress to already overworked staff; and  
BECAUSE The BC Government has announced a 10-year cancer plan.

**HSA WILL:** Lobby the provincial government to ensure health science professionals are included in the planning of the BC government's 10-year cancer plan; and  
**HSA WILL:** Create a media campaign to highlight the quality of work its members have been doing in the fields of cancer screening, diagnosing and treatment.

SUBMITTED BY: BC Cancer Vancouver

COMMITTEE RECOMMENDATION: In favour

## 188. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Refugees settling in BC face many barriers including complex medical issues, lack of access to primary care, barriers to accessing services/funding based on immigration status, poverty, critical shortage of safe and affordable housing, and predatory landlords and employers; and  
BECAUSE: The waitlist for the New Canadian Clinic in Surrey that provides primary care for refugees is now over a year; and  
BECAUSE: Referrals from a primary care provider are essential to access specialists, assessments, and programs such as the At Home Program Language; and  
BECAUSE: Other barriers make accessing walk-in clinics very difficult; and  
BECAUSE: Settlement workers have huge caseloads and often can't assist in a timely manner.

**HSA WILL:** Lobby the government to improve access to primary care for refugees as well as increased and improved settlement and support services.

SUBMITTED BY: Centre for Child Development

COMMITTEE RECOMMENDATION: In favour

## 189. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** In November 2023 Island Health Authority contracted Telus, a for-profit company, to provide services to people living with eating disorders; and

**BECAUSE:** This contract with Telus sets a terrible precedent, as the province may consider offloading more services to private companies that it has struggled or failed to provide; and

**BECAUSE:** There should never be profit made from the suffering and ill health of people, especially with such vulnerable communities.

**HSA WILL:** Call on the BC provincial government to ensure that treatment for people living with eating disorders is publicly paid for and publicly delivered.

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: In favour

## 190. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** In December 2023 the BC Ministry of Health issued a “request for proposals” for 1.5 million virtual doctor or nurse practitioner visits; and

**BECAUSE:** Providers had a very short one-month period, much of it over the holidays, to apply; and

**BECAUSE:** The extensive nature and short application period of this contract privilege large corporations.

**HSA WILL:** Call on the provincial government to scrap the British Columbia (BC) Access to Episodic Virtual Care Services contract in favour of one that expands not-for-profit primary care delivery like Community Health Centres.

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: In favour

## 191. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Cost of extended health service (ie. outpatient PT post op) is burdensome to patients and an additional strain on inpatient resources at some hospitals.

**HSA WILL:** Lobby the government to explore the coverage of outpatient services which fall outside the MSP.

SUBMITTED BY: Cowichan District Hospital

COMMITTEE RECOMMENDATION: In favour

## 192. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** HSA has been a strong advocate of creating paid sick time for non-unionized workers, and has further intentions to advocate towards ten paid sick days for all workers; and

**BECAUSE:** HSA supports and values local communities, including small, family-owned businesses; and

**BECAUSE:** Many small local businesses have closed due to issues such as COVID and increased food/rent costs; and

**BECAUSE:** The unintended result of paid sick days for small businesses can be irrecoverable.

**HSA WILL:** Advocate for alternative solutions to the additional 5 employer-paid sick days for small businesses, such as government subsidized sick time, or jointly-accrued sick time.

SUBMITTED BY: Langley Memorial Hospital

COMMITTEE RECOMMENDATION: Opposed



## 193. POLITICAL ACTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: “Pink Tax” is a term used to describe gender-based items often packaged in pink or lavender with feminine designs and are priced higher than products without feminine designs; and

BECAUSE: A 2021 study conducted by Parsehub discovered that women are paying 50% more for unisex products and in some categories 60% more per 100g of product; and

BECAUSE: “Pink Tax” covers products including hygiene, clothing, school supplies, health care products, children’s toys, seniors’ support products, services such as dry cleaning or haircuts, and financial products; and

BECAUSE: People requiring women’s-targeted products may pay up to an extra \$1300 extra per year for these products over unisex products or products marketed towards men.

**HSA WILL:** Lobby the provincial government to enact legislation prohibiting the practice of gender-based pricing in BC; and

**HSA WILL:** Lobby the federal government (through NUPGE) to put an end to gender-based pricing in Canada.

SUBMITTED BY: Board of Directors (Women’s Committee)

COMMITTEE RECOMMENDATION: In favour

**194. PROFESSIONAL DEVELOPMENT FUND** Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: The HSP Professional Development Fund funding guidelines include expenses such as tuition fees, registration fees, books/materials, and travel expenses; and

BECAUSE: Technology and remote learning have opened more options to learn and train remotely; and

BECAUSE: Remote learning would reduce travel expenses, opening more members to being reimbursed for their training; and

BECAUSE: Individual learning objectives may not be met with conventional commercial educational offerings, whereas one-on-one with an expert could accomplish more development than in a class.

**HSA WILL:** include online course platforms (such as Pluralsight or Udemy) and include private mentorship from recognized industry experts in the HSP Professional Development Fund funding guidelines.

SUBMITTED BY: BC CANCER PRINCE GEORGE

COMMITTEE RECOMMENDATION: Opposed

**195. PROFESSIONAL DEVELOPMENT FUND** Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: The processing of applications is long and arduous; and

BECAUSE: Popularity for education funds (e.g. professional development fund) have increased substantially over the years; and

BECAUSE: Members are in financial hardship waiting months for funding to come through.

**HSA WILL:** Provide additional staff support when needed to process applications providing funds to members (including but not limited to the Professional Development Fund, and the Professional development fee reimbursement); and

**HSA WILL:** Provide funding for this additional staff through HSA budget, and NOT paid out of the funds meant for the membership.

SUBMITTED BY: Richmond Chapter

COMMITTEE RECOMMENDATION: Opposed

**196. PROFESSIONAL DEVELOPMENT FUND** Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA members find a lot value in education; and  
 BECAUSE: Education is expensive; and  
 BECAUSE: Members may choose not to attend if they don't have reasonable notice about funding support.

**HSA WILL:** Respond with a decision about approval to the professional development fund application within 30 days of submission of the application.

SUBMITTED BY: Nanimo Child Development Centre

COMMITTEE RECOMMENDATION: Opposed

**197. PROFESSIONAL DEVELOPMENT FUND** Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA's current review process for professional development fund leaves members unsure if they will receive funding, thus unable to commit to professional development; and  
 BECAUSE: If members are approved for the fund, they are left out of pocket for several months as many conferences and courses require payment in advance.

**HSA WILL:** Change the review interval to every 6 months so that members receive confirmation of professional development funding at most 6 months later; and

**HSA WILL:** Explore a process to improve the timeliness of reimbursement payments from the Professional Development Fund.

SUBMITTED BY: Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In favour as amended

**198. PROFESSIONAL DEVELOPMENT FUND** Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA's current review process for professional development funds allows some members to receive larger sums of money and others without any funds; and

BECAUSE: Some members have applied and received funding from the one-time \$3m professional development fund from ministry of health as well as the annual \$400K HSPBA Professional development fund, and others have not received money from either; and

BECAUSE: The current system relies on a "first come first served" method that is not accessible for all members.

**HSA WILL:** Develop a more equitable process for allocation of professional development funds to ensure that all members have access to similar amounts of money to support continuing education.

SUBMITTED BY: Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In favour

**199. PROFESSIONAL DEVELOPMENT FUND** Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: The process for applications for Professional development funds (for members under HSPBA collective agreement) involves a reimbursement directly to the member; and

BECAUSE: The fees or costs required for education courses or conferences can be quite significant for a member to carry on a personal budget.

**HSA WILL:** Review the possibility of providing feedback to the members who apply for union administered Professional Development funds about the status of their application within 1-2 months of their application date.

SUBMITTED BY: St. Paul's Hospital

COMMITTEE RECOMMENDATION: In favour

**200. PROFESSIONAL DEVELOPMENT FUND** Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: education endeavors i.e. courses, workshops and conferences, can be very expensive making them prohibitive for members to acquire; and

BECAUSE: It is important to maintain certain standards and expertise in the many roles members play in the healthcare system; and

BECAUSE: HSA is aware of the amount of Professional development funds that are available to members well in advance of the invitation for applications.

**HSA WILL:** Review the possibility of approving Professional development funds ahead of the application deadlines for the various education courses, workshops or conferences.

SUBMITTED BY: St. Paul's Hospital

COMMITTEE RECOMMENDATION: In favour

## **201. PROFESSIONAL FEES FUND**

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** There are 2 categories of Professional fees: Mandatory and Voluntary, and there is a set fund amount for payment of HSA members professional fees.

**HSA WILL:** Allocate professional fee funding firstly, on an equitable basis for the reimbursement of mandatory fees, and thereafter pay voluntary fees on a pro-rata basis.

**SUBMITTED BY:** BC Cancer Kelowna

**COMMITTEE RECOMMENDATION:** In favour

## **202. PROFESSIONAL FEES FUND**

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** HSA's current process for reviewing applications for professional dues reimbursement is slow resulting in many members waiting significant amounts of time for reimbursement;

**HSA WILL:** Review applications for the professional fees fund every 3 months and reimburse members for professional dues on predetermined dates, every 3 months through the calendar year (e.g. applications received between Jan 1-March 31, will be reimbursed on May 1); and

**HSA WILL:** Pay members interest on outstanding balances beyond this timeline at a rate equivalent to Bank of Canada interest rate.

**SUBMITTED BY:** Children's and Women's Hospital

**COMMITTEE RECOMMENDATION:** Opposed

### 203. RECRUITMENT AND RETENTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Recruitment and retention issues are often most acute in isolated and underserved communities; and

**BECAUSE:** While some Health Science Professions and other professions represented by HSA are considered eligible for the BC Loan Forgiveness Program while working in 'underserved communities, many are not.

**HSA WILL:** Lobby the BC Government to expand the scope of the BC Loan Forgiveness program to all HSPs specifically, and all HSA members generally; and

**HSA WILL:** Lobby government to expand the list of communities where the BC Loan Forgiveness Program applies.

SUBMITTED BY: qathet General Hospital

COMMITTEE RECOMMENDATION: In favour

### 204. RECRUITMENT AND RETENTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Healthcare professions require individuals who are not only strong studiously but benefit from those who possess kindness and compassion. Due to ongoing attrition in healthcare programs, that improved selection processes are conducted by the schools and their department leads.

**HSA WILL:** Push post-secondary programs to improve their screening requirements and leave the newly adopted process of first come, first serve for those who meet scholastic requirements. This will combat attrition in programs and bring individuals who are well suited for the roles, thus getting them in swiftly to the workforce and hopefully possessing more career satisfaction.

SUBMITTED BY: Kitimat General Hospital

COMMITTEE RECOMMENDATION: Opposed

## **205. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** There is staffing shortages across the province, leading to emergency services being closed to communities for hours to days at a time.

**HSA WILL:** Lobby the government to increase their efforts to increase the seat numbers in healthcare programs in BC and Canada; and

**HSA WILL:** Lobby the government to reevaluate the current barriers in place for international graduates as well as inter-provincial professionals, especially physicians, to hold licenses in BC.

**SUBMITTED BY:** Kitimat General Hospital

**COMMITTEE RECOMMENDATION:** In favour

## **206. RECRUITMENT AND RETENTION (Covers 207)**

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** the International Dysphagia Diet Standardization Initiative (IDDSI) was launched in January 2019 and nation-wide implementation is currently rolling out in BC; and

**BECAUSE:** Residents will need to be re-assessed for swallowing in order to better tailor diet textures to support resident safety and improve quality of residents' nutrition quality of life; and

**BECAUSE:** IDDSI is supported by Canadian Association of Occupational Therapists, Canadian Society of Nutrition Management, Dietitians of Canada, and Speech-Language & Audiology Canada.

**HSA WILL:** advocate for increased student seats for Speech Language Pathology program in universities.

**SUBMITTED BY:** Chénchenstway Care Home

**COMMITTEE RECOMMENDATION:** In favour



## 207. RECRUITMENT AND RETENTION (Covered by 206)

BECAUSE: Health Authorities have an acute shortage of Speech-language pathologists (SLPs). School Districts are also struggling to hire; and  
BECAUSE: BC Teachers' Federation (BCTF) SLPs earn 15% to 37% more per month than HSA SLPs; and  
BECAUSE: College fees are paid by the employer; and  
BECAUSE: The provincial government funds both BCTF and HSA positions.

**HSA WILL:** Lobby the provincial government to expand the number of M.Sc. SLP student seats funded in BC from 44 to 75.

SUBMITTED BY: Central Community Health Centre

## 208. RECRUITMENT AND RETENTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: New hire training is mandatory; and  
BECAUSE: Student complete practicums in the public sector; and  
BECAUSE: Members need to keep up to date on annual competencies; and  
BECAUSE: Staffing is an issue among numerous departments.

**HSA WILL:** Lobby the government to implement more clinical educator roles throughout all professions to ensure adequate and consistent training occurs.

SUBMITTED BY: University Hospital of Northern British Columbia

COMMITTEE RECOMMENDATION: In favour

## **209. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Allied Health Workers are a valuable, and often unrecognized, part of the healthcare team; and

BECAUSE: Doctors and nurses cannot fulfill all healthcare duties; and

BECAUSE: Large corporations, such as Lululemon, have a narrowed vision of healthcare providers when it comes to offering discounts.

**HSA WILL:** Continue to advocate that the definition of healthcare professional is broad, and all Allied Health roles are equally important and celebrated.

SUBMITTED BY: University Hospital of Northern British Columbia

COMMITTEE RECOMMENDATION: In favour

## **210. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Post pandemic social service agencies are chronically understaffed, increasing wait times and over working staff.

**HSA WILL:** Promote training and recruitment for social service programs.

SUBMITTED BY: Campbell River Family Services

COMMITTEE RECOMMENDATION: In favour

## 211. RECRUITMENT AND RETENTION

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** There was a successful Social Work Assistant pilot program at St. Paul's Hospital and assistants in various professions would free up time for health science professionals in Long Term Care to take students and there is a shortage in health science professionals in Long Term Care facilities.

**HSA WILL:** Promote the need of assistants to assist, but not replace health science professionals, in Long Term Care Facilities and lobby the government and any other body and collaborate with other unions to create positions in Long Term Care facilities for HSP assistants.

SUBMITTED BY: Chénchenstway Care Home

COMMITTEE RECOMMENDATION: In favour

## 212. RECRUITMENT AND RETENTION

Carried \_\_\_\_ Defeated \_\_\_\_

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

**BECAUSE:** This has led to burnout, increased use of sick time and a decrease staff retention.

**HSA WILL:** Lobby the government to have the employers provide on-site health and wellness facilities like work-out gyms at all worksites for the staff to utilize.

SUBMITTED BY: Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In favour

### 213. RESEARCH

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Technology is changing at a rapid pace; and  
BECAUSE: Technological advancements may impact job security; and  
BECAUSE: Ongoing training is required to keep pace with technological changes.

**HSA WILL:** Explore trends related to artificial intelligence and technology that could impact our professionals; and

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: In favour

### 214. RESEARCH

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA members are caregivers to parents, children, and extended family members, with care for children and adults predicted to become increasingly difficult to find; and  
BECAUSE: HSA members care for patients at times to the detriment of those closest to us, despite knowing that caring for our families can reduce the load on our health care system; and  
BECAUSE: Retention and recruitment are ongoing issues that need to be continually addressed.

**HSA WILL:** Create a Caregiver Committee with the purpose of finding creative and effective solutions for those who currently and those who will soon balance work and dependents.

SUBMITTED BY: Langley Memorial Hospital

COMMITTEE RECOMMENDATION: Opposed

**215. RESEARCH**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Of a growing senior population; and

BECAUSE: The health complexities of long term care residents have increased; and

BECAUSE: Long term care has been underfunded; and

BECAUSE: These factors add extra strain on the entire health care team due to workload and lack of staffing; and

BECAUSE: HSA supports publicly funded health care.

**HSA WILL:** Investigate current and future health care trends that impact long term care; and

**HSA WILL:** Lobby the provincial government for extra funding that would promote the recruitment and retention of its members; and

**HSA WILL:** Seek transparency and accountability of how these funds are used in long term care.

SUBMITTED BY: Providence Health Care (Small Site Cluster Chapter)

COMMITTEE RECOMMENDATION: Opposed

## 216. SENIORS' CARE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: The population of people living in LTC is becoming more diverse in terms of age, biopsychosocial experiences, trauma, medical complexity, and substance use; and

BECAUSE: During the pandemic there was an increase of hours of Music and Recreation therapy in LTC which had a positive impact on residents and staff; and

BECAUSE: When there are enough staff in interdisciplinary HSP teams there is less burnout for HSA members and a benefit for residents; and

BECAUSE: The province has set clear standards for resident to nursing staff ratio.

**HSA WILL:** Raise awareness and advocate for the importance of Music Therapy and Recreation Therapy and other rehab services in all LTC facilities in BC to increase funding and access for residents and advocate provincially for the development of standards and a ratio of health sciences professional staff to patient with a goal to increase HSP FTE at long term care facilities.

SUBMITTED BY: Chénchenstway Care Home

COMMITTEE RECOMMENDATION: In favour

## 217. SOLIDARITY

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA is committed to decreasing barriers for equity-seeking groups, and champions solidarity with workers.

**HSA WILL:** Engage its membership and collaborate with the BC Federation of Labour, as well as other labour organizations, in activism that seeks to improve workers' rights and working conditions in local and international communities.

SUBMITTED: Board of Directors (Racial Justice Committee)

COMMITTEE RECOMMENDATION: In favour

## 218. STEWARD SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** It is a challenge for stewards to juggle professional, personal and union responsibilities; and

**BECAUSE:** In the past HSA had indicated that lead stewards are not allowed to take on regular paid union work as additional shifts to a part-time FTE position.

**HSA WILL:** Allow stewards more flexibility to take on paid union work on their scheduled days off, if this is what works best for their personal circumstance.

SUBMITTED BY: BC Cancer Vancouver

COMMITTEE RECOMMENDATION: In favour

## 219. STEWARD SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** The employer has long service recognition for staff; and

**BECAUSE:** Stewards volunteer their time serving in important roles; and

**BECAUSE:** Recognition efforts may increase retention.

**HSA WILL:** Explore establishing a steward recognition program.

SUBMITTED BY: Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In favour

## **220. STEWARD SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Through the last round of bargaining the HSPBA increased the FTE book off time for steward work; and

**BECAUSE:** Members are doing the front facing work and therefore have insight to how and where this FTE can best be utilized.

**HSA WILL:** Develop a system for existing steward teams to give feedback on steward FTE allocation.

**SUBMITTED BY:** Children's and Women's Hospital

**COMMITTEE RECOMMENDATION:** In favour

## **221. STEWARD SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Our members live in an increasingly more digital world and members often need to quick response; and

**BECAUSE:** Members often need to quick response; and

**BECAUSE:** There are virtual phone numbers available;

**HSA WILL:** Find and implement a cost effective and equally effective way to provide virtual cell numbers to all Lead stewards and Assistant Lead stewards.

**SUBMITTED BY:** Abbotsford Regional Hospital

**COMMITTEE RECOMMENDATION:** Opposed



## 222. STEWARD SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Our stewards often have files to share with other stewards;  
and

BECAUSE: There is no central storage.

**HSA WILL:** Find a cloud space solution to enable file sharing between stewards.

SUBMITTED BY: Abbotsford Regional Hospital

COMMITTEE RECOMMENDATION: In favour

## 223. STEWARD SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Not all conversations with our members lead to grievances and often there are valid reasons to have notes regarding such meetings and a member can deal with several different stewards; and

BECAUSE: We need increased shared virtual accessibilities.

**HSA WILL:** Create a note section for non-grievance meetings on the Steward Portal.

SUBMITTED BY: Abbotsford Regional Hospital

COMMITTEE RECOMMENDATION: In favour

## **224. STEWARD SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Many of the same issues are at multiple sites in the same region and networking can be beneficial.

**HSA WILL:** Schedule regional meetings for Lead stewards and Assistant Lead stewards quarterly.

**SUBMITTED BY:** Abbotsford Regional Hospital

**COMMITTEE RECOMMENDATION:** In favour

## **225. STEWARD SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Many lead stewards are relatively new to their position and there may not be a mentor available within the chapter.

**HSA WILL:** Create a more detailed lead steward guide and/or create a mentorship program with seasoned lead stewards or former lead stewards or facilitate a lead steward caucus which meets quarterly.

**SUBMITTED BY:** Abbotsford Regional Hospital

**COMMITTEE RECOMMENDATION:** In favour

## **226. TOXIC DRUG EMERGENCY**

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** Drug poisoning rates continue to climb and emergency services struggle to attend to all emergency calls in a timely manner.

**HSA WILL:** Lobby the provincial government to provide a dedicated emergency team to respond to drug poisonings only which will alleviate stress on the ambulance system and paramedics in cities that have overdose rates. There would then be a quicker response time to drug poisoning and non-drug poisoning calls.

**SUBMITTED BY:** Vancouver Island Mental Health Society

**COMMITTEE RECOMMENDATION:** Opposed

## **227. TOXIC DRUG EMERGENCY**

Carried \_\_\_\_ Defeated \_\_\_\_

**BECAUSE:** The prevalence of substance misuse and overdose cases continues to pose a significant threat to the health and well-being of individuals within our community; and

**BECAUSE:** There is a concerning trend of repeat admissions to healthcare facilities for substance misuse and overdose, indicating a need for more comprehensive interventions; and

**BECAUSE:** Rehabilitation programs have proven to be effective in addressing the root causes of substance misuse and providing individuals with the necessary tools for sustained recovery.

**HSA WILL:** Lobby the BC government for expanding public health rehabilitation programs related to substance misuse; and

**HSA WILL:** Lobby the BC government to create significantly more beds dedicated to inpatient substance detox.

**SUBMITTED BY:** Vancouver General Hospital

**COMMITTEE RECOMMENDATION:** In favour

## 228. TRANSPORTATION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Many HSA members, especially those living outside of Metro-Vancouver and Greater Victoria, have poor or severely limited access to transit; and

BECAUSE: Parking options are extremely limited; and

BECAUSE: Timeliness of attendance to job site is critical to patient care.

**HSA WILL:** Lobby the government to ensure employers provide adequate parking designated for staff members.

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: Opposed

## 229. TRANSPORTATION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Public transportation is not feasible for all health care workers; and

BECAUSE: Parking rates continue to increase; and

BECAUSE: Other unions, such as BCNU are paying lower parking rates than HSABC members.

**HSA WILL:** Lobby the health regions for equal parking rates between HSA and the rest of the unions.

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In favour

## 230. TRANSPORTATION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: A robust provincial public transit system will eliminate barriers to travel in BC, will help with cutting down emissions, and will provide equitable access to transportation; Public transit is an important piece to building an equitable and green economy.

**HSA WILL:** Support the BC Federation of Labour public transit initiative, coming out of the CCPA Public Transit Report "*Connecting BC: A Ten Year Vision and Investment Plan throughout BC.*"

SUBMITTED BY: Board of Directors (Committee on Equality and Social Action)

COMMITTEE RECOMMENDATION: In favour



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