



## Business Arising from the 2017 HSA Convention

<p><b>Resolution #1 - Communications</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) continue to support public awareness of all professions in HSA, including those which may not have widespread recognition.</p>	<p>Ongoing</p>
<p><b>Resolution #3 - Education</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) develop an on-line bank of education modules that can be used by stewards wishing to provide education opportunities to members at their sites eg at chapter meetings; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA develop a series of short on-line modules on topics commonly encountered by stewards.</p>	<p>Ongoing</p>
<p><b>Resolution #4 - Education</b></p>	<p><b>THEREFORE BE IT RESOLVED</b> that Health Sciences Association (“HSA”) revise the selection criteria to equally treat applicants for any post-secondary institutions, regardless of province.</p>	<p>Completed</p>
<p><b>Resolution #5 – Education</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) will establish a training opportunities for Chief Stewards;</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA will implement training opportunities as soon as possible.</p>	<p>Completed and ongoing</p>
<p><b>Resolution #7 – Equality and Social Action</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) work with the National Union of Public and General Employees and the BC Federation of Labour to advocate for the funding and creation of affordable housing.</p>	<p>Ongoing</p>
<p><b>Resolution #11 – Finance</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) investigate a strategic partnership with a mental health charity; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA consider the Canadian Mental Health Association B.C (CMHA BC) as one possible partnership due to the level of programs, advocacy and support for children, youth, families, and adults.</p>	<p>Ongoing</p>

<b>Resolution #14 – Finance</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) explore ways of providing child care options to support members’ participation in HSA events, including annual convention, regional meetings, and workshops. The options to be considered should include, but not be limited to, onsite childcare, and providing a recommended list of qualified care providers.</p>	Ongoing
<b>Resolution #16 – General</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) continue to fund and support the anti-raid campaign to defend against BC Nurses’ Union raiding practices of all HSA members; and</p> <p><b>BE IT FURTHER RESOLVED:</b> that HSA continues to challenge BCNU’s labour practices through all available channels; and</p> <p><b>BE IT FINALLY RESOLVED:</b> That HSA continue to work to ensure BCNU is excluded from the House of Labour as long as raiding continues.</p>	Ongoing
<b>Resolution #21 – Governance</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) implement a pro/con microphone system at Convention.</p>	Completed
<b>Resolution #23 – Governance</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association will explore the possibility of creating a young workers committee; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA will hold a focus group or workshop with at least 1-2 young workers from each region to gather information and make recommendations regarding structure, purpose and activities of such a committee; and</p> <p><b>BE IT FINALLY RESOLVED:</b> That the findings of this focus group or workshop will be made available and presented for consideration at the next annual Convention in 2018.</p>	Completed
<b>Resolution #27 – Health Human Resources</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association continue to promote and lobby for a decrease in the gaps in health care and social services in BC; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA also lobby for the government to increase awareness and education about health care in BC.</p>	Ongoing
<b>Resolution #29 – Health Services</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association lobby the government and Health Authorities to develop and implement alternative equipment loan strategies to adequately meet the needs of all clients in BC.</p>	Ongoing
<b>Resolution #31 – Health Services</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) continue to lobby the government to designate early intervention services as critical and to fund them adequately and equitably.</p>	Ongoing

<b>Resolution #32 – Health Services</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) advocate and lobby the Ministry of Children and Family Development to increase funding to allow for inclusive access to quality childcare spaces for children requiring extra supports.	Ongoing
<b>Resolution #33 – Health Services</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) work with its affiliates to lobby the provincial government to increase funding specific to early years mental health services to include the hiring of skilled clinicians with expertise working with this population.	Ongoing
<b>Resolution #34 - Health Services</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) work with the BC Federation of Labour and other affiliates to advocate for a review of the At Home Program for children with complex and/or medical needs to ensure that these resources and supports are adequately funded and accessible to the families that need them.	Ongoing
<b>Resolution #35 - Health Services</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) continue to lobby the government and health authorities to include assistance with instrumental Activities of Daily Living (“IADL”), e.g. assistance with shopping, meal preparation and laundry to home care support services, so seniors and people with disabilities with no family and support can remain at home safely and with dignity.	Ongoing
<b>Resolution #36 – Labour Relations</b>	<b>THEREFORE BE IT RESOLVED:</b> That the union develop a change management strategic plan for any major changes that affect health human resources for our members.	Ongoing
<b>Resolution #37 – Labour Relations</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) utilize the processes established in our collective agreements to ensure members are appropriately classified and compensated for their expertise; and  <b>BE IT FURTHER RESOLVED:</b> That HSA develop a media campaign to increase public awareness and support of the specialized expertise and work HSA members perform.	Ongoing
<b>Resolution #38 – Labour Relations</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) strongly encourage the Employer to honour the spirit of the Collective Agreement language related to special leave benefits.	Ongoing
<b>Resolution #39 – Labour Relations</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) develop a better action plan for an effective process to deal with member grievances so that they are resolved in a timely manner.	Ongoing

<b>Resolution #40 – Labour Relations</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) lobby and strongly encourage the Employer to honour the Collective Agreement and to consult with and involve members and their supervisors in different departments prior to making changes to the existing administrative processes.	Ongoing
<b>Resolution #42 – Member Services</b>	<b>THEREFORE BE IT RESOLVED:</b> That the Health Sciences Association (“HSA”) continue to dedicate the necessary resources and funding that would continue to allow this valuable collaborative working relationship between HSA staff and members to continue to build on the foundation of the member engagement.	Ongoing
<b>Resolution #45 – Member Services</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association update the on-line contract interpretation manual to align with the most current information and develop a process to maintain that information going forward.	Completed
<b>Resolution #48 – Member Services</b>	<b>THEREFORE BE IT RESOLVED:</b> That HSA provide more in depth training for local stewards to take on the caseload.	Ongoing
<b>Resolution #49 – Member Services</b>	<b>THEREFORE BE IT RESOLVED:</b> That a greater attempt is made to ensure that the same Labour Relations Officer (“LRO”) services each chapter; and <b>BE IT FURTHER RESOLVED:</b> That new LROs are brought up to speed more quickly on on-going chapter issues; and <b>BE IT FINALLY RESOLVED:</b> That stewards are made aware of their servicing LRO.	Ongoing
<b>Resolution #51 – Occupational Health and Safety</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) provide support for frontline workers by petitioning the government for increased resources for treatment of Post Traumatic Stress Disorder (“PTSD”); and <b>BE IT FURTHER RESOLVED:</b> That WorkSafe BC be lobbied to recognize and accept claims for PTSD as an occupational disease related to employment.	Ongoing
<b>Resolution #52 – Occupational Health and Safety</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) work through the Joint Occupational Safety and Health (“JOSH”) Committees at CCSBA worksites to create comprehensive plans for Violence Prevention in mental health and addictions treatment programs.	Ongoing
<b>Resolution #53 – Occupational Health and Safety</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) continue to work with the Canadian Mental Health Association to deliver training in Mental Health First Aid to members, including but not limited to, EDMP representatives.	Ongoing

<p><b>Resolution #54 – Occupational Health and Safety</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”), through the site JOSH committees continue to advocate Employers to ensure all the requirements of the OH&amp;S Regulation are met:</p> <ul style="list-style-type: none"> <li>• Mandatory training of new JOSH Committee members within six months of being elected to the Committee; and</li> <li>• Mandatory evaluations by the co-chairs of JOSH Committees to ensure their effectiveness; and</li> <li>• Worker representation on investigations of incidents and potential incidents.</li> </ul>	<p>Ongoing</p>
<p><b>Resolution #55 – Political Action</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) will lobby the government for truly affordable childcare.</p>	<p>Ongoing</p>
<p><b>Resolution #57– Political Action</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) will continue to work with members to use all available labour relations avenues to address excessive workloads; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA will lobby the provincial government to provide the funding required to provide adequate staffing levels in health care and community social services; and</p> <p><b>BE IT FINALLY RESOLVED:</b> That HSA will encourage members to support candidates and parties in the upcoming 2017 provincial election that commit to funding adequate staffing levels to provide quality care and services in health care and community social services.</p>	<p>Ongoing / Completed</p>
<p><b>Resolution #58 – Political Action</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) will encourage members to support candidates and parties in the upcoming provincial election who value the work of public sector workers and who commit to free collective bargaining for these workers.</p>	<p>Completed</p>
<p><b>Resolution #59 – Political Action</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) continue to work with allied organizations to pressure the provincial government to develop and implement a poverty reduction plan; and</p> <p><b>BE IT FURTHER RESOLVED:</b> that HSA encourage members to support candidates and parties in the upcoming 2017 provincial election who commit to implementing a poverty reduction plan for BC.</p>	<p>Ongoing / Completed</p>

<b>Resolution #60 – Political Action</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) support the campaigns of the Canadian Labour Congress and the National Union of Public and General Employees to pressure the federal Liberal government to keep its 2015 election promise to replace the current federal “first-past-the-post” electoral system with a proportional representation system where the results more accurately reflect the wishes of the electorate.	Ongoing
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