



Resolution #	Action Required	Follow-up/ Action Taken
1	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 6, Section 7 – No Discrimination, clause (a) be amended as follows:</p> <p>Section 7. No Discrimination</p> <p>(a) The rights and benefits of the Union are conferred on each member, without discrimination on the basis of sex, gender identity, gender expression, age, race, colour, religious affiliation, national or ethnic origin, disability, sexual orientation, political belief, socio-economic, marital or family status.</p>	Completed
3	<p>THEREFORE BE IT RESOLVED: That Article 4 of the Health Sciences Association (“HSA”) Constitution be changed by adding “Code of Conduct” to the Definitions as follows: “Code of Conduct” means the policy adopted by the Board of Directors to set out the responsibilities of Directors.”</p> <p>BE IT FURTHER RESOLVED: That HSA Constitution Article 8 Board of Directors - be changed by adding a new section (Section 13) as follows: All newly elected/re-elected members of the Board of Directors shall take and be bound by the following Oath of Office: I, _____, promise that: I shall truly and faithfully carry out my duties as a member of the Board of Directors to the best of my abilities. I shall uphold the Constitution and principles of the Union. I shall always act in accordance with the Board of Directors’ Code of Conduct. I shall, in good faith, abide by, support and promote the Union Policies. I shall return all Union properties or funds in my possession at the end of my term of office. I shall promote a harassment-free and discrimination-free environment and work to ensure the human rights of all members are respected. I shall endeavour to build harmony and solidarity in the Union and the labour movement.</p> <p>BE IT FURTHER RESOLVED: That HSA Constitution Article 11 Members-at-Large - be changed by adding a new section titled “Oath of Office” as follows: Section 5. Oath of Office All newly elected/re-elected Members-at-Large shall take and be bound by the following Oath of Office: I, _____, promise that: I shall truly and faithfully carry out my duties as a Member at Large to the best of my abilities. I shall uphold the Constitution and principles of the Union. I shall, in good faith, abide by, support and promote the Union Policies. I shall promote a harassment-free and discrimination-free environment and work to ensure the human rights of all members are respected. I shall endeavour to build harmony and solidarity in the Union and the labour movement.</p> <p>BE IT FURTHER RESOLVED: That HSA Constitution Article 13 Committees – Section 2 Standing Committees 3. Trial Committee be changed by adding a new section as follows: 3. Trial Committee (d) All newly elected/re-elected Trial Committee members shall take and be bound by the following Oath of Office: I, _____, promise that I shall truly and faithfully carry out my duties as a member of the Trial Committee to the best of my abilities, fairly and without bias. I promise that I shall uphold the Constitution and principles of the Union.”</p>	Completed



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4	<p>THEREFORE BE IT RESOLVED: That Article 13(2)(3)(a) of the Health Sciences Association Constitution be changed as follows:</p> <p>Article 13 – Committees</p> <p>2. Standing Committees</p> <p>3. Trial Committee</p> <p>(a) The committee is composed of seven members elected at Convention to adjudicate complaints brought against members through the provisions of the Complaints and Disputes and Resolution procedure.</p>	Completed
5	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 8 Board of Directors – Section 5. Duties of Secretary-Treasurer be amended as follows:</p> <p>Article 8 Board of Directors</p> <p>Section 5. Duties of Secretary-Treasurer</p> <p>(f) Takes conduct of complaints as set out in Article 15, Complaints & Dispute Resolution.</p>	Completed
6	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 15(1) (a) to (e) be deleted and replaced with the following:</p> <p>Article 15 – Complaints & Dispute Resolution</p> <p>Section 1. 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.</p>	Completed



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7	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 15 – Complaints & Dispute Resolution, be amended as follows:</p> <p>Section 2. Form of Complaint. Add to (a), at the end of the sentence, “(the “Complainant”);”;</p> <p>Section 2. Form of Complaint. In (e), replace “person making the complaint” with “Complainant” and add a comma after “and”;</p> <p>Section 3. Time for Bringing Complaints. Change “Complaints” to “Complaint” in the title;</p> <p>Section 3. Time for Bringing Complaints. Replace “person making the complaint” with “Complainant”;</p> <p>Section 4 – Notice of the Complaint. In (a), add “(the “Respondent”)” after “... the person who is the subject of the complaint”;</p> <p>Section 4 – Notice of the Complaint. In (b), replace “person who is the subject of the complaint” with “Respondent” and replace “member” with “Respondent”;</p> <p>Section 4 – Notice of the Complaint. Relocate the provision at (c) to Article 15’s Section 5, along with replacing “is referred” with “shall also be referred”;</p> <p>Section 6 – Trial. In (a), replace “Chairperson” with “Chair, “will” with “shall”, and “charges” with “complaint”;</p> <p>Section 6 – Trial. In the current (b) provision, replace “Members have” with “Respondent has”; replace “charges” with “complaint” and delete “of those charges”;</p> <p>Section 6 – Trial. In the current (c) provision, replace “Members” with “The Respondent” and “charges” with “complaint”;</p> <p>Section 6 – Trial. In the current (d) provision, replace “will” with “shall” in the two places it occurs in the first sentence;</p> <p>Section 6 – Trial. In the current (d)(iii) provision, replace “must” with “shall”;</p> <p>Section 6 – Trial. In the current (e) provision, replace “A charged member” with “The Respondent”;</p> <p>Section 7 – Decision. In (a), replace “member who filed the complaint” with “Complainant” and “member charged” with “Respondent”;</p> <p>Section 8 – Expenses. In (a), replace “will” with “shall”; and</p> <p>Section 8 – Expenses. In (b), replace “member(s) bringing the complaint” with “Complainant”.</p>	Completed

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8	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 15 – Complaints & Dispute Resolution, be amended as follows:</p> <p>Section 6 – Trial. Change the section’s title from “Trial” to “Hearing Panel”;</p> <p>Section 6 – Trial. After the provision at (a), add “(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.”;</p> <p>Section 6 – Trial. At the current (d)(ii), replace “presentations” with “evidence” and “charged members, members making the complaint” with “Respondent” and “Complainant”;</p> <p>Section 6 – Trial. At the current (d)(ii), add “and other witnesses” before “the representative(s)” and delete “and other witnesses” after “Directors”;</p> <p>Section 6 – Trial. Immediately preceding current (e) Add a new provision: “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.”;</p> <p>Section 6 – Trial. Add to the current (e), “and the Complainant have” after “The Respondent” and delete “has”;</p> <p>Section 7 - Decision. In (a), replace “hearing” with “trial”;</p> <p>Section 7 - Decision. In (b), replace “in breach of the Constitution” with “guilty of a breach of any Obligation or Responsibility in the Constitution”;</p> <p>Section 7 - Decision. In (b), after “... imposing any discipline”, add the sentence “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.”; and</p> <p>Section 8 – Expenses. In (b), replace “member(s)” with “Complainant(s)”.</p>	Completed
9	<p>WHEREAS: Review of the Health Sciences Association (“HSA”) Constitution was undertaken to clarify roles and improve procedures related to Article 15 – Complaints & Dispute Resolution; and</p> <p>THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 15 - Complaints & Dispute Resolution – Section 8(b) – Expenses, be amended by replacing “hearing” with “process”.</p>	Completed
19	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) endeavor to announce the dates of Convention the preceding October to ensure that members can be aware of these dates before vacation selection the preceding November.</p>	Not possible for 2021
29	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) delegates to Convention vote directly on the resolution itself and NOT the Resolutions Committee recommendation, and</p> <p>BE IT FURTHER RESOLVED: That the Resolutions Committee will continue to provide a rationale and recommendation on each resolution as per status quo.</p>	To be completed at convention 2021

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31	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) Board of Directors establish an equitable process for offering unfilled Delegate seats in a timely manner, to Chapters within the same region, so as to ensure Delegate entitlement is honored in all areas of the province.	Ongoing
32	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) designate one Member-At-Large to sit on the Finance Committee.	To be completed
36	WHEREAS: The Health Sciences Association (“HSA”) represents the interests of thousands of provincially regulated health professionals, and WHEREAS: The current provincial government is seeking to adjust the regulation and amalgamate colleges for many of the professions that the HSA represents, and WHEREAS: College activities are meant to represent the public interest, but at the expense of the members both in the form of registration fees and accountability measures THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) initiate a consultation with affected members to determine issues and priorities in relation to the regulation of health professionals, and BE IT FURTHER RESOLVED: that HSA continue to protect the interests of health science professionals in the process of restructuring regulatory bodies.	Ongoing - legislation anticipated in 2021
40	THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) continue to provide support to stewards (education, posters, videos, delegation of tasks etc.) to promote member involvement and solidarity.	Ongoing
41	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) create a clear plan for member engagement efforts with defined objectives, scope and budget/financial resources needed to achieve them.	Ongoing
43	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) explore hiring at least one Labour Relations Officer in Kelowna and/or Kamloops to service sites outside the lower mainland and report back their findings at the 2021 HSA Convention.	Completed
44	THEREFORE BE IT RESOLVED: That there be equitable opportunities and more transparent disclosure on the selection process for educational opportunities and the member engagement team and employment openings within Health Sciences Association (“HSA”) to its membership.	Ongoing



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47	Therefore be it resolved: That Health Sciences Association (“HSA”) support mentorship of less experienced members to give them opportunities to be exposed to and learn from members involved in the union’s engagement and activism programs such as committees, campaigns, and government relations activities, and broader labour movement activism including participation in BC Federation of Labour and CLC convention activities, Labour Council campaigns/actions, and other labour movement related activities.	Ongoing
48	THEREFORE BE IT RESOLVED HSA will increase member access to educational opportunities and decrease the need for travel by offering live-streamed speakers or creating webinars that can be incorporated into chapter meetings.	Ongoing
49	THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) provide member education (via The Report) on organ donation (both living and deceased) the value of discussing your wishes surrounding organ donation with family members and that they can register in advance to be organ donors in the case of their death.	Completed
50	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) publicize that emails sent to a regional director are screened by individuals other than the regional director on the HSA website, as well as via an email auto-reply, and that regional directors receive all emails sent to their region’s email account.	Ongoing
53	THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) will provide a response to the Call To Action by increasing the number of bursaries for Indigenous students entering the health care field. BE IT FURTHER RESOLVED: That HSA expand its cultural competency training for members.	Ongoing
55	Therefore be it resolved: That Health Sciences Association (“HSA”) members receive a written report annually of unused education fund money.	Ongoing
57	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) allocate a budget for each chapter to manage for member engagement events/purposes.	Ongoing
60	THEREFORE BE IT RESOLVED: That Meyers Norris Penny LLP be confirmed as the union’s auditor until the year 2021 Annual Convention.	Completed
62	THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) continue to lobby the BC Government to expand presumptive coverage for mental health disorder claims that result from a workplace traumatic event(s) to include the whole team of health care and community social service workers in BC.	Ongoing

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65	THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) continue to lobby the government to expand its childcare plan to universal access \$10/day childcare for all childcare spaces in BC.	Ongoing
67	THEREFORE BE IT RESOLVED THAT: The Health Sciences Association (“HSA”) remain in a state of election readiness should a provincial election be called before the scheduled date of October 16, 2021 to raise critical health care and social services related issues, share information with members regarding political parties and their platforms, and encourage participation in the electoral process.	Completed
68	THEREFORE BE IT RESOLVED: that a rail-based transit system connecting the Fraser Valley and Vancouver would be in the best interest of the people of the Fraser Valley, and BE IT FINALLY RESOLVED: that Health Sciences Association (“HSA”) lobby the provincial and federal governments to develop a safe, efficient rail-based transit system connecting the communities of the Fraser Valley with Vancouver.	Ongoing
71	THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) lobby health authorities and the government for regional respiratory therapy educator positions to aid health care professionals in providing safe and knowledge led care to patients in communities that do not have full time support.	Ongoing
72	THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) lobby health authorities and the Ministry of Health to ensure that interdisciplinary community (home care, mental health, etc.) health teams include at least an equal number of health science professionals relative to nurses.	Ongoing
77	THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) lobby the Ministry of Health to provide comprehensive publicly funded fertility treatment options for British Columbians.	Ongoing
79	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the Ministries of Health, provincial and federal, to provide universal Pharmacare, and BE IT FURTHER RESOLVED: that HSA lobby the provincial and federal Ministries of Health to fund medications prescribed by physicians and research patient outcomes related to use of biosimilars.	Ongoing
80	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the Ministry of Health to develop transportation services that meet the needs of all British Columbians requiring life sustaining medical treatment.	Ongoing
83	THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) lobby the government to revise the criteria for the Monthly Nutrition Supplement (“MNS”) in consultation with registered dietitians.	Ongoing
86	THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) advocate and lobby the Ministry of Children and Family Development and other related ministries (e.g. Health and Education) to review School-aged Therapy service delivery and increase funding for staff to allow timely and equitable access everywhere in BC.	Ongoing
88	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the Ministry of Children and Family Development (“MCFD”) to highlight the significant lack of funding and lack of providers for MCFD-funded respite care and the overall impact this has on the health and well-being of families.	Ongoing
89	THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) continue to advocate and lobby Ministry of Children and Family Development (“MCFD”) and the provincial government for increased funding to allow timely and equitable access to Early Intervention Therapy.	Ongoing



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92	THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) advocate and lobby the provincial government and TransLink (for Lower Mainland) and BC Transit (for rest of BC) to increase funding for HandyDART as well as to allow children with special needs under 12 years to access the service (with caregiver accompaniment).	Ongoing
93	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) commit to recognizing and addressing overt and covert discriminatory and racist incidents or behaviors in the workplace as illustrated by the anti-racism and equity survey facilitated by HSA; and BE IT FURTHER RESOLVED: That HSA lobby employers to facilitate anti-racism and equity awareness training for all HSA members; and BE IT FINALLY RESOLVED: That HSA commit to developing leading edge, continuous status monitoring of marginalized individuals in the workplace through timely review processes.	Ongoing
94	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will lobby the government of British Columbia to fund Indigenous Cultural Safety (“ICS”) training for all healthcare professionals.	Ongoing
95	THEREFORE BE IT RESOLVED THAT: Health Sciences Association (“HSA”) work through NUPGE and the Canadian Labour Congress to demand the federal government comply with the Canadian Human Rights Tribunal ruling 2019 CHRT 39, pay the compensation ordered, cease denying rights to First Nations children, and end discrimination in the delivery of public services to Indigenous peoples.	Ongoing
113	THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) lobby provincial and municipal governments to significantly expand the number of available electric vehicle charging stations throughout British Columbia.	Ongoing
118	THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) explore the current impact of our carbon footprint of the HSA building and the building's staff operations, and BE IT FINALLY RESOLVED: That a report on the current status is reported out to the membership at least 2 months prior to the 2021 Resolutions Submission deadline.	Completed
COMPOSITE 1	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the provincial government to expand the loan forgiveness program to encompass more professions including but not limited to Early Childhood Professionals. BE IT FURTHER RESOLVED: That HSA also lobby the provincial government to designate more areas of the province as underserved communities.	Ongoing
COMPOSITE 2	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to explore strategies for working with employers in the health care and social services sectors to address professionals shortages, and BE IT FURTHER RESOLVED: That HSA continue to lobby the provincial government to address recruitment and retention challenges in these sectors, including increasing access to training, and ensuring concrete steps are taken at the local level to ensure optimal staffing is in place to deliver necessary health care and social services to all British Columbians.	Ongoing



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COMPOSITE 3	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the provincial government to meet its commitments in the 2018 30-Point Plan for a Fairer Housing Market, including</p> <ul style="list-style-type: none"> Making a \$6 billion plus investment in affordable housing Building more than 14,000 units for individuals, working families, and seniors Building 2,500 new supportive housing homes for people struggling with homelessness <p>BE IT FURTHER RESOLVED: That HSA lobby the BC government to make financial support available for patients requiring short- and long-term housing arrangements while receiving treatment, including age cohort specific mental health supported housing spaces, and</p> <p>BE IT FURTHER RESOLVED: That HSA lobby the BC government to increase the shelter portion of the Persons with Disabilities (“PWD”) benefit, and</p> <p>BE IT FINALLY RESOLVED: That HSA lobby the BC government to pursue solutions for affordable housing that includes purpose-built rentals, increased cooperative housing projects, and other options to assist the working middle class and young workers to be able to find affordable and adequate housing options.</p>	Ongoing
COMPOSITE 4	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (“HSA”) develop a climate action plan to promote individual and collective action by HSA union members, the union, the broader labour movement, and all levels of government that includes:</p> <ul style="list-style-type: none"> Conducting a climate impact audit of its business practices Reducing the print run of The Report and Annual Report by making printed copies available to members only by request Reducing the distribution of plastic promotional materials Eliminating the use of single use dishware at union events Encouraging HSA members to take individual action on the United Nations call to action on the 17 Sustainable Goals Developing tools for steward teams to educate members how about to address climate change Working in the broader labour movement to provide leadership resources and participate in the significant systemic change required. Calling for the re-establishment of the BC Federation of Labour Climate Change Committee, and becoming an active participant on the committee Appointing a representative to the NUPGE National Environment Committee with a mandate to pursue a framework/action plan for unions to use to review how their members/staff conduct union business, set targets to reduce their carbon footprint, and review all policies with a climate emergency lens Working with NUPGE’s National Environment Committee to investigate possible actions that can take place at the bargaining table to bring broader environmental concerns into workplace activities Working with the BC Federation of Labour, NUPGE, and CLC to lobby the provincial and federal governments to take effective action to address climate change, including reviewing government policies with a climate change lens. <p>BE IT FURTHER RESOLVED THAT: The climate action plan be presented to the 2021 HSA Annual Convention.</p>	Ongoing