



memorandum

TO: Delegates to the 2024 HSA Annual Convention
HSA Members-at-Large
HSA Lead Stewards

FROM: HSA Board of Directors

DATE: September, 2024

SUBJECT: RESOLUTIONS REFERRED FROM 2024 HSA ANNUAL CONVENTION

Prior to adjournment of the HSA Annual Convention on May 3, 2024, delegates referred a number of resolutions to the Board of Directors for consideration at the board's first regular meeting following convention, which was held June 14 and 15, 2024. Due to the volume of resolutions a number were also referred to the Board of Directors meeting of August 6 and 7, 2024.

This year, 230 resolutions were forwarded to convention for debate. Some of the resolutions were amalgamated into composite resolutions, and a number were deemed to be covered by other resolutions, leaving 180 resolutions to be considered by delegates.

During the convention, delegates voted on 30 resolutions. 150 did not make it to a vote by delegates and were referred to the Board of Directors for decision.

For your information, in 2023, 167 resolutions were on the agenda, and 61 were referred to the Board of Directors. In 2022, 88 resolutions were on the agenda for debate by convention delegates, and 48 were referred to the Board of Directors for decision after time for debate ran out.

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

Over the course of two meetings of the Board of Directors, each referred resolution was considered. Board members were informed by the committee's rationales, feedback from delegates, who were invited to submit feedback in advance of the meeting of the Board of Directors where the referred

resolutions were to be considered, as well as perspectives raised in the board's own discussion of each of the resolutions.

The outstanding resolutions from the 2024 HSA convention were dealt with by the Board of Directors as follows. In some cases, context of discussion by the Resolutions Committee and, subsequently, the Board of Directors, including feedback solicited from delegates, is included.

#	Therefore be it resolved	Discussion	BoD vote
3	HSA will explore ways to make all online forms available to members in paper format, including return postage, upon request.		Carried
4	HSA will create 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.		Carried
5	HSA will call on the BC and Federal governments to: - Implement a wealth tax; - Institute an excess profit tax; - Close tax loopholes used by the wealthy that drain money out of the public purse.		Carried
6	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.		Carried
17	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	A \$6 per hour wage enhancement initiative to support the development of a stable, qualified, and skilled professional early childhood educator workforce	Carried

	the early childcare educator wage enhancement.	should also apply to supported childcare workers to support recruitment and retention.	
18	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 EIP, SCD, mental health).	Public awareness campaigns help to highlight the valuable work HSA members do on a daily basis including those who work with children in the non-acute care setting.	Carried
19	HSA will lobby the provincial government to ensure there is a provincial Supported Child Development advisory role.	This role existed in government from 2005 – 2009. It strengthened community connections and allowed for collaboration between programs serving children, including supported child and infant development programs.	Carried
20	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.		Carried
24	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		Carried

	beyond kindergarten entry for as long as a child's development support plan for acquiring and learning to use necessary equipment is in progress.		
27	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.	The current HSPBA agreement specifically stipulates that the classifications system will be implemented by February 2025 including any appropriate retroactive pay and wage adjustments to April 2024.	Carried
28	HSA will oppose fracking and LNG 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.	Board of Directors feels the union's government relations focus, particularly in a bargaining year, should be on advocacy for health care and social services programs. HSA is guided by its statement of investment policies and procedures outlines the union's investment principles, which include adherence to a high level of corporate governance standards; progressive environmental practices and a commitment to complying with environmental regulations.	Defeated
29	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.		Carried
30	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.	.	Carried

31	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.		Carried
49	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.	HSA provides a link to the online education video related to resolutions year-round for members on Convention resolutions. In addition, chapters advertise resolutions meetings and provide information on the process. Members interested in the process are encouraged to attend chapter meetings and get involved in union activities and processes.	Defeated
50	HSA will, in preparation for bargaining, continue to offer workshops and orientation to members with respect to decolonization, diversity and equity.		Carried
51	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.	The union does not restrict members from participating in education or organizing related to any issue. However, HSA is not a member's only source for education on the wide-ranging issues we all encounter and take an interest in.	Defeated
52	HSA will implement and offer resiliency training for HSA members.		Carried
53	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	Labour relations is not straightforward. While there are common questions, the answers may be different depending on what contract the member is covered by, what individual circumstances apply to them, and the evolving nature of labour law.	Defeated

	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.		
57	HSA will direct distribute information to stewards encouraging them to liaise with Municipal Pension Plan to offer pension education sessions.		Carried
58	HSA will offer a steward training focused on the NBA collective agreement.	Cocontract-specific training should be offered to stewards who are working to support members covered by all of the collective agreements HSA members work under, and it is recommended that staff explore options for targeted training.	Carried
59	HSA will seek diverse Indigenous facilitators to offer decolonization and cultural safety education to members.	Having diverse Indigenous perspectives represented in education courses is valuable to promote a more well rounded understanding of concepts and to introduce alternative ideas, perspectives and approaches. This is especially important given the significant diversity within Indigenous identities and histories.	Carried
60	HSA will build pathways to foster and implement knowledgeable Indigenous leadership within the union.		Carried

61	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.		Carried
62	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.	HSA, through recommendations from the Racial Justice Committee, recently offered education opportunities aligned with this goal through the “leadership workshop for racialized/BIPOC members”	Carried
64	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.	Members in the workplace are experiencing a range of issues related to equity, diversity and inclusion, and should have the support of people who understand these issues topics when dealing with grievances and workplace issues.	Carried
65	HSA will require EDI anti racism training/education for HSA leadership (board and leadership staff) related to cultural sensitivity and micro-	Staff have been offered and taken: San'yas Cultural Safety and Anti-Racism education, Decolonization Education, Solidarity is for Everyone, Understanding	Carried

	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.	Ableism, Foundations of Anti-Oppression, Trauma-Informed Practice, Anti-Racism in our Unions. Continued education is planned for staff and board	
68	HSA will allocate additional funds to these bargaining and defense funds.	It is necessary for HSA to have healthy bargaining and defense funds. At the end of the 2023 fiscal year, the HSA Board of Directors approved fund transfers from the 2023 surplus to both of these funds. The overall percentage of revenue allocated to each fund in 2023 was 3.7% to the Bargaining Fund and 3.6% to the Defense fund.	Carried
69	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.	The purpose of HSA's policy on union leave is to make members whole. When a member attends on a scheduled day of work they get paid for the entire shift they miss. When they attend on a scheduled day off, they may bank union time for the length of time of the union activity, and not bank additional hours.	Defeated
71	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.	HSA's Finance Committee has developed new chapter budgets that meet the request of this resolution. The new annual chapter budgets are: 0-99 members: \$500; 100-249 members: \$1000; 250-499 members: \$2500; 499-749 members: \$5000; 749+ members: \$7500.	Carried
74	HSA will cease the collection of Initiation fees on new or returning members to the union.	The one-time \$15 initiation fee helps support the administrative costs associated with providing members access to union services.	Defeated
75	HSA will revisit the amount of money collected from members in dues.	As members of HSA, the dues we pay are the lowest in the healthcare sector in BC. As a fiscally responsible organization,	Carried

		HSA should always be looking at how these dues are spent and should continue to monitor that dues income is sufficient to services to members.	
77	HSA will reduce applicable union dues by 50% when exceeding regular hours and into overtime.	HSA has encountered roadblocks in receiving accurate information from employers about the amount of dues paid on overtime house. Without knowing what the impact on the union's budget would be, neither the Resolutions Committee nor the Board of Directors believe they have enough information to make this change to the dues structure. support the resolution. Additionally, as many members do not have access to overtime, they would then be paying a disproportionately higher rate of dues than members with access to overtime.	Defeated
84	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.	The Board of Directors has created a Natural Disaster Relief Fund as a regularly budgeted item to support broader efforts to address communities affected by natural disasters. HSA members are encouraged to participate in planned BC Federation of Labour community consultations on a worker and community centred Climate Justice and Jobs Plan for BC.	Defeated
87	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.	The Board of Directors accepted the recommendation of the Resolutions Committee to support this resolution, and will work to establish a fund with terms and references that support the work identified by the Racial Justice Committee, much as the existing Equity and Social Action fund supports community organizations operates.	Carried

88	HSA will continue to host future collective agreement voting sessions in a digital format.		Carried
89	HSA will explore methods of more open/transparent/collaborative bargaining processes that could be implemented in future rounds; and HSA will report back on these methods on any progress made to members in a timely fashion. prior to bargaining 2025.	The Board of Directors weighed the recommendation of the Resolutions Committee to support this resolution against the experiences board members have had with bargaining complex collective agreements in deciding to defeat the resolution.	Defeated
90	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.	While the spirit of the resolution, which is to support board members to connect with members, is laudable, it would be difficult to achieve, as most board members hold full time jobs in health care or community social services.	Defeated
91	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.	Providing context or rationale for the way in which an individual board member votes may inadvertently expose proprietary, private, or otherwise sensitive information on board proceedings.	Defeated
92	HSA will post a summary of the Board decisions on the HSA website within one month of the Board Meeting, and HSABC will post the approved Board Meeting minutes on the HSA website within one month of the Board Meeting at which they are approved.	Placing minutes of board meetings on the HSA website may not be beneficial to the union and membership when discussing sensitive matters such as bargaining and strike action. Board members regularly report on the business of the union to members.	Defeated

93	HSA will develop a system for submitting emergency resolutions outside of convention throughout the year.	Outside of convention, any issue that is formally voted on by a chapter and submitted to their regional director may be advanced by the board member to the Board of Directors for review and discussion.	Defeated
94	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.		Carried
95	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.		Carried
96	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.	This direction ensures the issues affecting members are canvassed with members who are impacted by those issues, and reinforces the Board's current practice.	Carried
98	HSA will increase the number of elected alternates people on the waitlist to attend convention from 2 to 5.		Carried
99	HSA will alternate holding Convention one year in-person and one year virtually	The union's experience with virtual conventions has not been convincing. There was very little cost savings due to wage replacement, presenters and preparation costs being the same. Technology costs were high, and some members had a barrier to participation. There was decreased participation in discussions, a loss of networking activities, and reduced engagement. HSA	Defeated

		have the opportunity to view the business and discussions of convention online.	
103	HSA will set time limits on trial committee appeal processes brought to convention.	Members must have access to a just process. The Governance and Policy Committee has done a significant amount of work to clarify and improve the Constitutional language and process for dealing with Article 15 complaints. This work includes specific timelines intended to expedite the process.	Defeated
105	HSA will move to make more conventions, meetings, and trainings exclusively virtual.	By allowing a mix of virtual and in-person events HSA can cater to diverse learning styles and member preferences, fostering a more dynamic and inclusive environment and enhancing the overall experience and value of conventions, meetings, and training for all members.	Defeated
106	HSA will send out evaluation questionnaires within 2 business days of the conclusion of convention, regional meetings and all educational workshops.	The union aims to be timely in seeking the feedback attendees at HSA events provide and while it is still fresh in their minds.	Carried
107	HSA will prioritize resolution debates and voting over guest speakers, lengthy reports and other business when creating the Convention agenda.	The union prioritizes resolutions and balances that with other educational, engagement, and motivational activities at convention.	Carried
108	HSA will at future conventions, prioritize debate and vote on all resolutions directly related to its fundamental functions (constitution, governance, labour relations, finance, communications, education, steward resources, member services) before addressing any other resolutions.	The Resolutions Committee prepares for convention by considering every single resolution. Each resolution is considered, discussed, and voted on on its own merits. When the committee meets during convention it considers the speed with which business is proceeding at convention, the issues that arise through debate and motions, as well as feedback from members through their board members and representatives on the resolutions committee in setting the order of resolutions.	Carried

109	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.	While the Resolutions Committee recommended this resolution be supported, Board members considered that, on average, at each convention one third of delegates are attending for their first time and benefit from being involved in debate and decision-making about issues that may be new to them.	Defeated
110	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.	In January 2024, arising from direction from the 2023 Convention, the union provided a progress report on action taken related to 2023 convention resolutions. This new practice of providing an interim report meets the intent of this resolution.	Carried
111	HSA will ensure that resolutions submitted by a chapter are discussed with the submitting chapter if the resolutions committee has questions or concerns, and HSABC 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.”	The Resolutions Committee, comprised of members from each region elected to represent the interests of members in that region, is tasked with upholding the best interests of the union, including making decisions about resolutions that may or may not contain factually inaccurate information, harmful or discriminatory language, or requiring the union to carry out activities that are not supported by provincial or federal law or otherwise would bring the union into disrepute. As the resolutions booklet is a publicly accessible document on the HSA website, such harmful resolutions, whether passed or not, reflect poorly not only on the union, but upon HSA members.	Defeated
113	HSA will contact the submitting chapter to obtain consent prior to creating a “composite resolution.”		Carried
114	HSA will provide committees with the agency to submit a resolution directly to convention rather than requiring the		Carried

	approval of the resolution by the Board of Directors.		
115	HSA will increase the maximum word count for resolutions to 250.		Carried
117	HSA will create a steward committee.	Opportunities for stewards to meet and collaborate are available in many different ways.	Defeated
118	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.		Carred
120	HSA will investigate and consider the implementation of regional and/or health authority stewards to address this need .		Carried
121	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		Defeated
122	HSA will advocate for more equality for services for seniors 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.		Carried
123	HSA will lobby the Government for the hiring of more front line staff in home		Carried

	support programs and allocate more funding to support seniors in the community.		
132	HSA will lobby the government to implement vacancy control by putting rent caps on the rental property rather than the individual renters.	There are approximately 660,000 renter households in BC, and more than 16% pay more than 50% of their gross income on rent and utilities. This is a crisis level that puts people at increased risk of homelessness. In a 2021 provincial report, it was estimated that 15% of the population in BC faces poverty and housing insecurity.	Carried
135	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.		Carried
136	HSA staff will attend local site OH & S meetings when deemed appropriate.		Carried
137	HSA will begin to explore the feasibility of hiring a professional, proven, external negotiator to assist the union in the bargaining process.	HSA puts together the best possible negotiating teams of staff and consultants who have the knowledge and experience needed to achieve collective agreements that serve HSA members. An understanding of the complexities and the evolution of collective agreements, legal decisions related to contract interpretation, and grievance history particular to HSA contracts are all critical elements our negotiating teams take into bargaining.	Defeated
138	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		Carried

	processes, or whatever additional methods deemed suitable.		
139	HSA will develop a plan for remote, satellite union staff positions throughout the province.		Defeated
140	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.		Carried
145	HSABC will endorse the Canada-Wide Peace and Justice Coalitions' call to "End wars and end fossil fuels: Demilitarize, Decarbonize, Decolonize".	While the committee understands the intent of this resolution, the discussion was not necessarily against support of any particular peace group, but that HSA has a very diverse membership that have family and friends that are directly affected by war, on both sides of the borders. This particular peace coalition stands against the North Atlantic Treaty Organization, known as NATONATO remains a powerful deterrent to the aggression of adversaries and has provided a strong counter weight to communism, helping to defeat that ideology virtually without firing a shot.	Defeated
146	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).		Carried

147	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 International Court of Justice, to prevent further harm and halt the potential genocide of Palestinians.	In dealing with resolutions related to the ongoing war in Israel and Palestine, the Committee and Board of Directors considered whether individual resolutions used language likely to promote a path to a peaceful resolution for all or whether the calls to action and language of individual resolutions were likely to lead to further polarization on the issue and ultimately cause harm to members. The Committee carefully drafted and voted in favour of a resolution that calls for an immediate ceasefire in the conflict, release of hostages and a path to a solution that provides freedom from oppression and dignity for all who call the land their home. This resolution was carried by delegates to convention.	Defeated
148	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.	In considering this resolution, the Board of Directors took into account the will of convention delegates, who voted against a resolution calling for a donation to Medecins sans frontieres, which provides medical assistance to people affected by conflict, epidemics, disasters, or exclusion from healthcare around the world.	Defeated
149	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.		Defeated

150	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 fare.		Defeated
151	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.		Defeated
152	HSA will call upon Canadian Federal Government to reinstate funding to UNRWA impose an arms embargo on Israel, and restore humanitarian aid and access to the necessities for life in Palestine.		Defeated
153	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.		Defeated
156	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.		Carried
157	HSA will work to lobby the BC government to have all consolidated services within health authority consolidations dissolved.		Carried

158	HSA will hold form a committee 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.		Carried
159	HSA will meet with all health authorities regarding a detailed breakdown to send to all HSA members to ensure the retro pay was correct.	Members who may still be awaiting retroactive pay are encouraged to contact a steward and file a grievance.	Defeated
160	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.	This is work that the employer is responsible for. If members feel they have a workload issue, they are encouraged to contact their steward and file a grievance.	Defeated
160	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 HSA 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.	This is current practice.	Carried
162	HSA will provide guidance and resources for low-participation chapters to improve		Carried

	engagement and participation among their members.		
163	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.		Defeated
164	HSA will provide statistics to members regarding the number of members in each profession. (A membership breakdown).		Carried
165	HSA will offer dependent care to members while conducting in-person union business and the criteria for dependent care will include pets.	For clarity, there is a dependent care policy place in place. It does not include pet care.	Defeated
166	HSA will advocate for increased early intervention for those suffering and/or awaiting 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.		Carried
167	HSA will lobby the Provincial and Federal government to provide more treatment centers, mental health hospitals and aftercare for BC adult and youth residents.	.	Carried
168	HSA will continue to lobby the government and push for Community Health and Social Service workers to be recognized as front line workers.		Carried

169	HSA will create a provincially recognized HSA day.	The union promotes professional awareness days established by professional associations and other groups. In addition, since 2018, October 14th has been celebrated as International Allied Health Professions Day to appreciate and recognize the significant impacts and contributions of the collective allied health workforce around the world. In BC, the health minister makes note of the day every year, and HSA celebrates the day as part of continuing awareness about the importance of the contributions made by HSA members to health care and social services.	Defeated
170	<p>HSA will work to ensure the definition of Respectful Workplace not be strictly limited to discrimination, bullying & harassment; and HSA will actively educate members of the broader definition of respectful workplace, the effects and their right to representation; and HSA will commit to protection of the psychological health & safety of members, to actively lobby for more effective solutions to the crisis by creating a framework for members to safely engage in a respectful workplace complaint with out of scope leadership; and HSA will ensure a formal process be in place to support the HSA member by notifying the employer of the concerns and keeping a letter on file, copied to the employer and if necessary to Worksafe BC.</p>		Carried
171	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.	Substituting pay in favour of creating safe workplaces is not an acceptable solution to hazardous work conditions in health care and social services settings.	Defeated
172	HSA will lobby the government for more 911 operators and training.		Carried

173	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 regards to health care, social services, labour, and any other interests of the union.		Carried
174	HSA will lobby the federal government through NUPGE and the CLC to implement a system of proportional representation to elect MPs.		Carried
175	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.		Carried
176	Lobby the provincial government via the BC Fed to encourage the adoption of the 4-day work week in the public sector.		Carried
177	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.	Currently, technology is advancing at rapid rates. The committee recognizes that some hospitals are left behind in advances in medical equipment and are often left with equipment which is considered unsafe. HSA will advocate for equipment to be updated to meet minimum standards so that it is more equitable amongst health authorities.	Carried
178	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	The provincial government recently announced that starting April 1, 2025, a new publicly funded IVF program will fund treatment and medication for a cycle of treatment.	Carried

	offered on a needs-based, rather than income-limited basis; and 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.		
179	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.		Carried
181	HSA will lobby the Ministry of Health to add dietitians to MSP coverage.		Carried
182	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.	The College of Occupational Therapists of BC recently confirmed that the Ministry of health had clarified it does not intend to change or restrict the scope of practice for occupational therapists working in mental health.	Carried
183	HSA will lobby the government to ensure that the amalgamation of professional 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)	The new law allows the government to appoint the college board members. There is not much confidence that an appointed board understand the nuances of several different professions with a wide range of professional responsibilities, including responsibilities, that overlap with other professions.	Carried
184	HSA will: call on the BC government to fix Long Term Care by: - Making new Long Term Care spaces public or non-profit - Fixing the staffing crisis with common standards for better wages, benefits and working conditions - Stopping the contracting out of care		Carried

	and support - Forcing private companies to follow regulations, meet standards, and increase transparency.		
186	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.		Carried
187	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.		Carried
188	HSA will lobby the government to improve access to primary care for refugees as well as increased and improved settlement and support services.		Carried
189	HSA will call on the BC provincial government to ensure treatment for people in BC living with eating disorders is publicly paid for and publicly delivered.		Carried
190	HSA will call on the BC provincial government to scrap this 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.	Rather than investing in community based primary healthcare capacity, the contract risks further corporatization of primary care.	Carried
191	HSA will lobby the government to explore the coverage of outpatient services which fall outside the MSP.		Carried

192	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.	Any weakening of the paid sick leave legislation would be detrimental to workers, who should not feel the pressure to work when they are sick, as the consequence of having people go to work sick is arguably worse for the economy and for workers if they spread illness or became too ill to work.	Defeated
193	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.		Carried
194	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		Defeated
195	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.	The staff resources are paid for within the negotiated budget. Over the past year, the staff have worked to catch up and develop less cumbersome processes to increase flow and response times.	Defeated
196	HSA will respond with a decision about approval to the professional development fund application within 30	This resolution calls for a 30-day turnaround time between application and decision for awarding professional	Defeated

	days OF SUBMISSION OF THE APPLICATION.	development fees under the HSPBA Professional Development Fund, and is not practicable, as the volume of applications, and the research required to approve them, does not allow the union to guarantee such turnaround time.	
197	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.		Carried
198	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.		Carried
199	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.		Carried
200	HSA will review the possibility of approving Professional development funds ahead of the application deadlines for the various education courses, workshops or conferences.		Carried
201	HSA will allocate funds firstly, on an equitable basis, for the reimbursement of Mandatory fees, thereafter pay voluntary fees on a pro-rata basis.		Carried

202	<p>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</p> <p>HSA will pay members interest on outstanding balances beyond this timeline at a rate equivalent to BoC interest rate.</p>	<p>The Professional Fees was established at the last round of bargaining as a one-time fund to be administered by the union. HSA was unsure of what this benefit would cost to be added permanently to the collective agreement and looked at this one-time fund as an opportunity to gather the required information. HSA took the time to make sure the one-time fund was sufficient to cover as many as members required to pay professional fees as possible, and could not disburse the funds until all requests were submitted. Fortunately the fund was sufficient for 2023, and HSA now has the costing to support efforts to negotiate this benefit permanently into future collective agreements, should that be a priority for members.</p>	Defeated
203	<p>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</p> <p>HSA will lobby government to expand the list of communities where the BC Loan Foregiveness Program applies.</p>		Carried
204	<p>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.</p>	<p>Increased screening is not always successful in selecting candidates who are best suited to the career pathway and may screen out candidates who experience barriers to employment based on cultural, learning style, and other elements.</p>	Defeated

205	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.		Carried
206	HSA will advocate for increased student seats for Speech Language Pathology program in Universities		Carried
208	HSA will lobby the government to implement more clinical educator roles throughout all professions to ensure adequate and consistent training occurs.		Carried
209	HSA will continue to advocate that the definition of healthcare professional is broad and all Allied Health roles are equally important and celebrated.		Carried
210	HSA will promote training and recruitment for social service programs; and HSA will promote incentives for people to work and/or remain in their present jobs.		Carried
211	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.		Carried
212	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.		Carried

213	HSA will explore trends related to artificial intelligence and technology that could impact our professionals. HSA will advocate for retraining programs that support ongoing education related to technological advancements.		Carried
214	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.		Defeated
215	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.	The Committee notes that the work is currently being done by BC Health Coalition, led by the Hospital Employees' Union. As a member of the Coalition, HSA supports the work.	Defeated
216	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.	.	Carried
217	HSA will engage its membership and collaborate with the BC Federation of Labour, as well as other labour organizations, in activism that seeks to		Carried

	improve workers' rights and working conditions in local and international communities.		
218	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.		Referred to bargaining
219	HSA will explore establishing a steward recognition program.		Carried
220	HSA will develop a system for existing steward teams to give feedback on steward FTE allocation.		Carried
221	HSA will find and implement a cost effective and equally effective way to provide virtual cell numbers to all Lead and Assistant leads.		Defeated
222	HSA will find a chapter cloud space solution to enable file sharing between stewards.	Internal steward teams often have documents to be kept or shared among steward teams such as internal resources, sign up sheets, steward meeting minutes, chapter meeting resources, etc. Currently the steward portal only has capacity for file uploading related to specific grievances and grievance handling. It would be beneficial for stewards to have access to a share drive or equivalent to be able to share non-grievance related documents among the steward team to assist with chapter engagement, steward team administration and historical record keeping.	Carried
223	HSA will create a note section for non-grievance meetings on the Steward Portal.		Carried

224	HSA will schedule regional meetings for leads and assistant lead stewards quarterly.	Rather than be prescriptive about scheduling meetings between stewards in HSA regions, stewards are encouraged to meet with their colleagues and peers as need, at to work with their Regional Director to facilitate such meetings.	Defeated
225	HSA will create a more detailed LEAD steward guide and/or create a mentorship program with seasoned LEADS or former LEADS or facilitate a LEAD caucus which meets quarterly.	Resources and education support in recruitment and retention efforts for the Lead Steward position and could build off of existing resources such as the Steward Guide, Lead and Assistant Lead Steward training and Learn and Grow Networking nights.	Carried
226	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.	There is concern that individuals overdosing may have more complex care needs than a singular response team could handle.	Defeated
227	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.		Carried
228	HSA will lobby the government to ensure employers provide adequate parking designated for staff members.		Defeated
230	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."		Carried