

memorandum

TO: Delegates to the 2025 HSA Annual Convention
HSA Members-at-Large
HSA Lead Stewards

FROM: HSA Board of Directors

DATE: August 29, 2025

SUBJECT: RESOLUTIONS REFERRED FROM 2025 HSA ANNUAL CONVENTION

Prior to adjournment of the HSA Annual Convention on April 11, 2025, delegates referred a number of resolutions to the Board of Directors for consideration by the Board of Directors. The resolutions were considered at a Board of Directors meeting August 11 to 13, 2025.

This year, more than 300 resolutions were forwarded to the Resolutions Committee for consideration. Some of the resolutions were amalgamated into composite resolutions, 10 were rejected as they were related to bargaining, and a number were deemed to be covered by other resolutions, leaving 223 resolutions to be considered by delegates.

During the convention, delegates voted on 46 resolutions, 177 did not make it to a vote by delegates. Of those, two died on the convention floor as they were resolutions to amend the constitution. 175 were referred to the Board of Directors for decision.

For your information, in 2024, 180 resolutions were forwarded to convention for debate by delegates, 30 were voted on, and 150 were referred to the Board of Directors for decision.

The union's Resolutions Committee, comprised of one elected member-at-large from each of HSA's ten regions across the province, the Vice-President as Chair, the President (ex officio) and an additional non-voting director as determined by the Board of Directors, 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 the three-day meeting, the Board of Directors considered the Resolutions Committee's recommendations (in favour/opposed) and the rationales written by the Committee in their discussion of referred resolutions. Board members also considered feedback from delegates, who were invited to provide input 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 2025 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. Information about the rationale for support can be found in the “Because” statements of the resolutions, available in the [2025 Resolutions Booklet](#).

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
1	advocate for the continued provision of Infant Development programs and Infant Development Consultants.	IN FAVOUR – Infant Development Consultants support families and children with risk factors and are critical to early intervention, and continued advocacy is important to protect and grow services.		Carried
2	advocate for childcare licensing requirements that accommodate the high mental health needs of children higher staff qualifications and increased staff wages; and HSA WILL: advocate that the Early Childhood Educator (ECE) (0 to 6 years) system be publicly funded and be redesigned so as to be delivered by the Ministry of Education.	IN FAVOUR – Quality daycares must include specialized services to meet the range of children’s needs. This resolution calls on the union to advocate for the early childhood educator model to be included in the province’s 10 dollar a day childcare program to ensure the best care available for all children.		Carried
3	continue to lobby the government to increase funding to all child service providers	OPPOSED – While the committee supports improvements in the delivery of children services – it does not support a wholesale increase in public funding to child service providers, which would profit-driven and multinational children’s service providers.	Do not support a wholesale increase in public funding to all child service providers, which include profit-driven and multinational children’s service providers.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
4	lobby the government to provide equitable support and resources to parents similar to what foster parents receive for children in the Ministry of Children and Family Development (MCFD) care.	IN FAVOUR – As the resolution states, foster parents receive financial and other resources to support children in care with complex medical needs – support that is not always available to families of children who are not in the care of the Ministry. The committee agrees that necessary resources should be provided to match the needs of the child – whether they are in care or living with family.		Carried
5	attempt to limit its use of AI in order to reduce energy consumption.	IN FAVOUR – HSA members have demonstrated through actions and previously submitted resolutions that climate justice is an important issue. The expenditure of energy related to generating components that support Artificial Intelligence is staggering. The Internal Energy Agency 2024 report projected that the energy use associated with AI, data centers, and cryptocurrency would be equal to the amount of energy used by the entire country of Japan by 2026. A 100 word email generated by an AI chatbot results in the use of over one bottle of water. Google’s data centers used around 5 billion gallons of fresh water for cooling in 2022 which represented a 20% increase from 2021.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
6	explore the possibility for ongoing communication regarding bargaining issues to occur through a third party member outside of HSA to convey clear, concise, and unbiased information to the membership; and HSA WILL: report back to members in 3 months time with findings via email.	OPPOSED – The Bargaining committees, which are comprised of HSA members, work with communications staff throughout the bargaining process to provide the membership with information and updates on bargaining issues consistent with the strategic goals of the committee involved in negotiations. Additionally, the committee members expressed concern about outsourcing HSA staff work.	The bargaining committee, comprised of HSA members, works with communications staff to provide members information and updates on bargaining issues consistent with the strategic goals of the committee involved in negotiations. Do not support contracting out staff work.	Defeated
7	notify members regarding conferences, education sessions, etc as soon as possible prior to an event, with a goal of providing at least two months prior to the event.	IN FAVOUR – Providing sufficient notice to members about upcoming events is important to member engagement and their ability to attend these functions.		Carried
8	notify stewards at least two months in advance of deadlines such as electing delegates for convention and regional meetings, convention resolutions and bargaining forums.	IN FAVOUR – Providing stewards with at least two months' notice of known deadlines is a reasonable request. It allows stewards the time needed to prepare for these important chapter meetings and book the necessary meeting space.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
9	reevaluate its process for announcing upcoming events that HSA is participating in, and communicating with members how they can participate in the event or similar events in the future.	IN FAVOUR – The BC Federation of Labour, NUPGE and Canadian Labour Congress conventions are regularly scheduled, and HSA budgets to send delegations to these labour conventions, and should prioritize communication to delegates so they can make arrangements to participate.		Carried
11	create a single page infographic that explains the bargaining process including chapter meetings and the election of delegates to regional meetings, the election of members to BPC at regional meetings, the prioritization process at BPC, the election of the negotiating committee, and the negotiation process thereafter.	OPPOSED – The Committee felt the resolution is too prescriptive but agrees that a variety of communication tools be used to support member engagement and education about the bargaining process.	The resolution, as it is written may be overly specific but there is agreement that a variety of communication tools should be used to support member engagement and education about the bargaining process.	Defeated
12	commit to providing all details regarding changes in wage for all including those negotiated indirectly through changes such as reclassification before members are asked to ratify a proposed collective agreement; and HSA WILL: Include rationale regarding changes in wage when there is a disparity.	OPPOSED – The union cannot provide details it does not have, specifically when negotiations or negotiated processes are ongoing. Members have the right to oppose ratifying an agreement if they believe the information available is insufficient to support the ratification.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
14	develop a public awareness campaign about child and youth programs delivered through community based child development centres funded through by the Ministry for Children and Family Development (MCFD).	IN FAVOUR – Early intervention services for children with developmental needs are essential for achieving long-term positive outcomes for these young and growing clients.		Carried
15	reinstate and recommission HSA branded swag items as a means to create awareness for our union in the community.	OPPOSED – While last year’s convention delegates voted to limit spending on swag, the promotional items budget was not eliminated. Communications and organizing staff work with steward teams and members to ensure the use of swag is optimized to promote the union’s visibility among members an in at community events.		Carried
27	include extra signage on all washrooms deemed gender neutral or trans friendly indicating the presence of urinals within that washroom facility at all HSA events.	IN FAVOUR – The committee recognizes that all members have the right feel comfortable and safe when they use washrooms, and providing clear information about what facilities they can expect to see when they enter a washroom is a practice HSA should use.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
28	<p>ensure that EDMP staff receive immediate and comprehensive education on ableism in the workplace to better advocate for members and support workplaces in creating inclusive environments for all workers with disabilities;</p> <p>and</p> <p>HSA WILL: also submit this resolution to the BC Federation of Labour convention to encourage province-wide action on ableism and inclusive workplace practices.</p>	<p>IN FAVOUR – The committee discussed the role of EDMP representatives as advocates in the accommodation process. Members who are in need of workplace accommodations and support in the workplace often need strong advocacy in the face of ableism that is ingrained in our employer processes and systems. Ableism is often not obvious or explicit and requires a nuanced approach to ensure members are well supported in navigating what can often be difficult conversations, meetings and processes. Further education on ableism in the workplace that strengthens the EDMP representatives' advocacy skills would benefit our members.</p>		Carried
29	<p>ensure that all stewards receive ongoing training on anti-racism, cultural humility, etc.,</p> <p>and</p> <p>HSA WILL: continue to meet with members to get feedback on this training from members who are experiencing racial discrimination based on colonial systems.</p>	<p>IN FAVOUR – The Resolutions Committee is in favour of this resolution that calls for continued and evolving training to build skills and capacity that equip stewards to better support members who experience racism</p>		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
35	increase the frequency that HSA courses/education are offered.	OPPOSED – The union works to balance the many union education needs and interests of members within the parameters of the union’s budget. The Education Committee helps set priorities for education, and relies on input from members and other union committees to make recommendations on how to use the resources available to best support stewards, other activists, and members.		Defeated
38	include education specific to antisemitism as part of its anti-racism training and education for members; and HSA WILL: ensure that all anti-racism education is reviewed by HSA members who identify with the relevant racial groups. These members will come from diverse backgrounds and affiliations to prevent tokenism and ensure proportional representation of minority communities.	OPPOSED – We rely on union staff to develop and source meaningful content for all education programming, including anti-racism education. Staff and Education Committee members value the feedback from members and relevant committees and caucuses. It is thanks to that feedback that this year the union is offering webinars open to all members focused on anti-Semitism and anti-Islamophobia. Additionally, members are encouraged to seek out and participate in education offered in their communities and online addressing these topics to further their personal development and understanding of these issues.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides; the direction of convention delegates on Resolution 36, which called for a vetting process on similar education also informed the Board’s decision. Delegates defeated Resolution 36.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
39	offer Popular Economics workshops as general member education open to all HSA members.	IN FAVOUR – A fundamental understanding about the factors that drive economic policy, and political decision-making is an important tool for the work we do as union activists. The committee is pleased that well known economist Jim Stanford from the Centre for Future work will be addressing all delegates this year.		Carried
40	hold more contract interpretation education workshops.	OPPOSED – The committee feels the focus should be on ensuring members know they have the protection of the collective agreement and how to reach out for support from their union.	Board discussed budget constraints, and possibility of offering alternative education opportunities, such as lunch and learns, online seminars, and printed materials to support work of traditional workshops.	Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
41	provide education sessions on access and navigation of the EDMP a minimum of 2 times per year.	<p>OPPOSED – The Enhanced Disability Management Program helps each member in a different way; each individual has particular needs. It would be difficult for education sessions to touch on the many different circumstances our members may encounter.</p> <p>The program is there for members struggling at work or unable to work due to medical issues.</p> <p>EDMP representatives are available to do outreach at chapter meetings and with stewards to ensure they know how to support and refer members for support.</p> <p>The program and the representatives welcome any member to reach out to an EDMP representative for their area and ask questions specific to their needs and how EDMP may assist. Please find your EDMP representative on the hsabc.org website under “disability management”.</p>	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated
42	implement and offer resiliency training for HSA members.	<p>OPPOSED – We must continue to strive to create workplaces that do not require "resilience" to show up for work every shift by supporting members struggling with issues such as workload, bullying and harassment, occupational health and safety, recruitment and retention, and comprehensive benefits.</p>	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
43	review the budgetary impact of a reduction of applicable union dues for any hours worked beyond the standard FTE hours to 50%.	OPPOSED		Carried
44	adjust the dues rate to 50% when members are working overtime.	OPPOSED	There was an extensive debate about paying union dues on overtime (Resolution 51) at convention, and delegates voted by a strong majority to defeat a change to the practice.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
45	allow members to benefit fully from their overtime wages, by no longer collecting dues on overtime work.	<p>OPPOSED – The resolutions committee is opposed to this resolution. Over the years, convention delegates have debated resolutions seeking a change to the union’s policy of charging dues on all income, including overtime. After the committee met in February, it received have reliable information to understand this would mean a \$2 million dollar reduction in the union’s budget. The committee does not support reducing the union’s budget, as that would have an impact on the services member rely on to defend their collective agreement rights, Committee members also considered whether such a dues structure would be equitable, as many members do not have access to overtime, and would then be paying a disproportionately higher rate of dues than members with access to overtime. Others on the committee brought a different perspective – that people who work overtime don’t always chose to work overtime, but because of staff shortages often feel compelled to work overtime, and paying the dues on overtime is unfair, as they don’t attract additional benefit from union membership simply because they work additional hours.</p>	There was an extensive debate about paying union dues on overtime (Resolution 51) at convention, and delegates voted by a strong majority to defeat a change to the practice.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
52	immediately cease collecting dues from retiring members on any monies other than wages.	OPPOSED – HSA remains committed to supporting retiring members by ensuring they receive severance pay and sick bank payouts—both through resolving grievances related to miscalculations and by strengthening our collective agreement language. HSA also encourages retired members to stay active in the union movement by covering the first year of members dues in the BC Federation of Retired Union Members (BC FORUM).	HSA remains committed to supporting retiring members—both through resolving grievances related to miscalculations and by strengthening our collective agreement language. HSA also encourages retired members to stay active in the union movement by covering the first year of membership in the BC Federation of Retired Union Members (BC FORUM).	Defeated
58	double the current allotted amount provided to each profession meant to celebrate their respective week/month	OPPOSED - The union budgets funds to support HSA steward teams and members coordinating efforts to recognize the many professions in HSA. Professional recognition funding requests are evaluated to ensure there is a plan that includes promoting awareness in the profession's membership about the role of the union in supporting their collective agreement rights and advocacy for health science professionals.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
59	redirect monetary funds so that HSA members are celebrated similarly to other professions.	OPPOSED – The union budgets funds to support HSA steward teams and members coordinating efforts to recognize the many professions in HSA. Professional recognition funding requests are evaluated to ensure there is a plan that includes promoting awareness in the profession’s membership about the role of the union in supporting their collective agreement rights and advocacy for health science professionals.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated
60	change the Participation in Labour Councils policy to recognize the importance of equitable support for members representing the union in official capacities by providing wage replacement for all scheduled shifts missed by HSA members who attend the biennial BC Federation of Labour Convention, BC Federation of Labour Regional Conference, and the triennial Canadian Labour Congress Convention as a Labour Council executive member to ensure that delegates are made whole for their participation in HSA-approved events.	IN FAVOUR – HSA members who participate in Labour Councils are an important voice for the Union. Many Labour Councils in smaller communities are unable to fund wage replacement for these members and HSA’s current policy limits wage replacement to 3 days, while these conventions are usually five days long.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
62	make members whole when HSA members are representing HSA in an official capacity at labour council training and formal meetings for lost wages while attending.	IN FAVOUR – HSA members who participate in Labour Councils are an important voice for the Union. As with resolution 60 addressing wage replacement for participation in labour central conventions, the Resolutions Committee supports providing equal compensation as Members at Large by providing full wage replacement for participation in training and meetings.		Carried
64	provide a chapter budget balance every 3 months.	OPPOSED – Chapter budgets are provided annually to lead stewards as part of the steward election notice. Stewards are encouraged to reach out to their organizer or LRO to apply for additional funding to support extraordinary expenses related to member engagement at their chapter.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated
65	send the yearly chapter budget directly to the lead/assistant lead stewards at the beginning of the year so that stewards can organize appropriately.	IN FAVOUR – Chapter budgets are already provided annually to lead stewards as part of the steward election notice; however, the committee recognizes that assistant lead stewards could also benefit from receiving this information to best support their chapter.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
66	ask all its members to vote (one member, one vote) on any new spending where an individual payment is projected to be in excess of \$100,000 or if newly created programs/committees are projected to cost more than \$100,000 annually.	OPPOSED – While the committee acknowledges the importance of financial oversight and accountability, the Union already has robust mechanisms in place: democratically elected Board of Directors and Finance Committee members, established finance policies, public disclosure of financial documents in the Annual Report and an annual independent audit.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated
67	add language to the constitution that ensures all unbudgeted spending of more than \$5,000 is reviewed and voted on by the board with results communicated to members.	OPPOSED – HSABC currently has an annual budget of around \$30 million - in the big picture, these are small amounts. As much as the committee appreciates the desire for transparency and member engagement, it feels that this resolution would make fiscal planning and allocation exceedingly cumbersome.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides. The Board also acknowledged that such parameters would cause unnecessary delays in progress on matters with smaller budgets which may have large impacts for our members.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
68	ensure the finance committee's report shall include reference to specific wage information including reference to collective bargaining agreements, and executive salaries by position.	IN FAVOUR – While the committee acknowledges the importance of financial oversight and accountability, the Union already has robust mechanisms in place: democratically elected Board of Directors and Finance Committee members, established finance policies, public disclosure of financial documents in the Annual Report and an annual independent audit.		Carried
69	disclose and report all staff and contractor salaries/costs, bonuses, and severance pay on its website annually.	OPPOSED – There was discussion of privacy issues, specifically regarding severance pay. The annual financial report discloses the allocation and spending of funds, but does not specifically report on individual salaries. The committee agrees that reporting on every individual salary is not necessary.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
71	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.	IN FAVOUR – Currently, investment screening has been and continues to be performed annually, with the goal of aligning HSA's investments with the values of members. Screening is guided by the directions voiced by membership. The union's representatives on the Municipal Pension Plan are aware of the union's position and advocate for responsible investment.		Carried
72	increase the bursary amount for the CoDevelopment Canada Multi-Union Delegation to Latin America to two \$4000 bursaries available to HSA members.	IN FAVOUR – The committee supports this resolution, which calls for increased financial support to help up to two members participate in the CoDevelopment Canada delegation program aimed at educating about the deep solidarity work done by CoDev on economic justice, labour solidarity, protection of human rights, a healthy environment, and universal healthcare with partner organizations across Latin America. HSA has a long partnership with CoDev and supporting members to learn and share more about that work is valuable.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
74	recognize immediate family members as approved dependent care providers, if the HSA event falls on a day where the member does not otherwise have dependent care arranged; and HSA WILL: Provide an honorarium of \$100/day or \$50/half-day to immediate family of HSA members missing work to care for dependents.	OPPOSED – The saying "It takes a village to raise a child" emphasizes that a child's upbringing is a communal effort involving many different people, from parents to grandparents. The origin of this phrase highlights the idea that raising a child is not solely the responsibility of the parents. "Immediate family" is defined in section 1 of the Employment Standards Act and Regulation. It means the spouse, child, parent, guardian, sibling, grandchild or grandparent of an employee, and any person who lives with an employee as a member of the employee's family. It includes common-law spouses, stepparents and step-children, and same-sex partners and their children as long as they live with the employee as a member of the employee's family. Immediate family members are not considered daycare providers.	The union's dependent care policy provides financial support for members who require dependent care to participate in union events. A requirement for the union to pay immediate family members for dependent care of their own family members is not considered a defensible use of members' dues.	Defeated
75	provide a space on events registration called: preferred name, so that people can put what first name they would like displayed on their name cards.	IN FAVOUR – The committee is in favour of this resolution supporting members right to use their preferred names at union events.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
76	survey union members to see if they are willing to share their personal phone number with candidates running for either Regional Director and President.	<p>OPPOSED – The committee feels that the concerns raised in this resolution speak to a larger engagement challenge for HSABC.</p> <p>Given the privacy concerns, costs, and dubious outcome, the committee does not see this resolution making an improvement on existing means of communication between members and candidates and is thus opposed.</p> <p>The union has policies allowing for candidates to receive a list of members and their personal emails for the purpose of communicating during an election.</p> <p>In addition, the union publishes candidate’s statements for the information of members, and candidates are welcome to provide contact information inviting communication from members in those statements.</p>	Member surveys show that email remains the preferred method of contact about union business. Policy provides for personal emails to be provided to candidates for the purposes of campaigning, and candidates have the option to ask members to opt in to provide phone contact information.	Defeated
77	lobby the provincial government to remove faith-based agreements in BC’s healthcare system.	<p>IN FAVOUR – BC residents have a right to safe and timely services that include abortion and medical assistance in dying, and the committee supports lobbying the government to remove faith-based service agreements in the BC healthcare system.</p>		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
78	focus on internal member organizing and engagement as opposed to external recruitment.	<p>OPPOSED – Organizing unorganized workers is a central objective of the union, as stated in our constitution’s objects and purposes: to seek recognition as bargaining agent on behalf of employees in the health care professions, in other occupations in the provision of health care, and in related professions and occupations.</p> <p>As a union and as union members, we work collectively to improve the working conditions of all workers, as best described by the BC Federation of Labour tagline: “What we desire for ourselves, we wish for all.”</p> <p>HSA also focus on internal member organizing and engagement with a team of organizers and other LROs available to support steward teams, and through the education programming we offer – more than 1000 members took workshops– including more than 400 who participated for the first time.</p> <p>The Core Member Engagement Team (CMET) program, created a few years ago, aims to provide a pathway for members to get more involved in growing activism and engagement in the union. Members of the CMET team are trained in organizing and on the ground mobilizing, with the goal of increasing member participation in the union.</p>	As a union and as union members, we work collectively to improve the working conditions of all workers.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
79	lobby the government to lower the legal aid income threshold to allow more women experiencing violence to access legal aid regardless of their financial circumstances.	IN FAVOUR – The committee supports removing any barriers for women to safely leave abusive situations. Financial help with legal aid in domestic violence situations should be available to anyone experiencing abuse, no matter their income level.		Carried
80	publicly report the number health science professionals (i.e., HSA members), by their specific profession, and the FTE of the positions, by each health authority, and ideally on an annual basis.	OPPOSED – While it has been a few years since HSA was targeted in a union raiding campaign, providing public information about exactly who our members are and where they work poses a risk to the integrity of our union’s membership, making HSA vulnerable to organizations that may want to target those members – from raiding unions and organizations competing for recruitment of in-demand health science professionals. Additionally, some professions are very limited in number, and making such information public potentially violates the privacy rights of members.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
81	lobby the government and the College of Health and Care Professionals of BC (CHCPBC) to change their licensing practices and return to the restricted license practice after writing the written exam.	IN FAVOUR - We recognize the increasing workload and staffing shortages affecting many of our members across various professions. In the case of the College of Health and Care Professionals of BC (formerly the College of Physical Therapists of BC), issuing interim licenses for potential members would help alleviate these shortages while also serving as a valuable recruitment tool.		Carried
82	continue to work with government, regulatory agencies, professional associations, and educational institutions, to advocate for the regulation and certification of currently unregulated health sciences professionals.	IN FAVOUR – The committee is in favour of this resolution as this advocacy work would help promote and protect the work of currently unregulated health science professionals.		Carried

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83	advocate for the formation of colleges for unregulated allied health professions.	IN FAVOUR – British Columbia is the only province in Canada that does not have a regulatory college for Medical Laboratory Technologists. There are significant changes occurring to the national certification process for MLTs, allowing for provincial regulatory colleges to establish their own requirements for registration to practice. As MLTs are not regulated in British Columbia, the Canadian Alliance of Medical Laboratory Professionals Regulators has chosen to allow employers in BC to determine their own examination requirements. This decision opens the door for lab technologists who have not taken or passed the national certification exam to practice in BC. Additionally, regulatory colleges in other provinces are permitted to opt out of the national exam in favour of providing their own competency assessment. As BC strives to fill the workforce shortage by recruiting health science professionals from across the country, with these changes there is no requirement to evaluate the credentials of MLTs that may have taken an alternate examination. There is an urgent need for a regulatory college for laboratory technologists and other allied health professions in BC.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
85	implement a ranking system for each Chapter to submit their resolutions by, which will guide the resolutions committee in terms of prioritization to bring them to the floor of Convention.	IN FAVOUR – Resolutions guides the union’s priorities. The role of the resolutions committee is to take a broad look at the submitted resolutions and identify common issues to help prioritize which resolutions are debated at convention. With almost 300 resolutions submitted this year, it is highly unlikely that delegates will be able to consider every one of them. Priority setting by chapters submitting resolutions would help the committee set the priorities for order of presentation of resolutions to convention and the committee believes this guidance from chapters would support the work of the Resolutions Committee.		Carried
92	mandate a Regional Director must send a communication to their regional members at least quarterly to provide a general update on accomplishments, priorities, and other relevant updates or news.	IN FAVOUR – The resolutions committee is in favour of this resolution requiring members of the Board of Directors to provide quarterly reports to members of their regions.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
93	survey members for options on alternative voting procedures, and how to make chapter meetings more accessible and report these results at the next convention; and HSA WILL: survey the approximate percentage of people that can attend chapter meetings.	<p>OPPOSED – The business of Chapter meetings should be accessible to as many members as possible. We should take advantage of the opportunity to get as many HSA members together as possible in one place.</p> <p>The committee agreed that it is often difficult for members to attend chapter meetings for a wide range of reasons. Members may not be working on site, may have different break times or be on call during break times and unable to stay for the duration of the meeting. Some chapters have multiple sites under one chapter and have chapter meetings physically located in other buildings or rotating through multiple site locations, and chapters conduct meetings in different ways – including in-person, online, and hybrid – to accommodate the needs of members. However, though the committee supports the spirit of the resolution, which is to support members to participate in their Chapter meetings, the Committee is of the believes this information should be gathered at the local level, rather than through a general survey of members.</p>	<p>The business of Chapter meetings should be accessible to as many members as possible. Personal connections are important and the Board of Directors concurs with the feeling of the Resolutions Committee, this information should be gathered at the local level, rather than through a general survey of members, as each chapter will have different issues related to improving access and participation by members.</p>	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
94	Have all committees consult on the entirety of the resolutions booklet before it is printed for distribution, to ensure that the resolutions committee opinion is informed, and takes into account the perspectives of members with lived experience on the issues presented in resolutions.	OPPOSED – The Resolutions Committee takes great care to be curious and have an open mind when reviewing and voting on all submitted resolutions. If there are any questions about what a resolution is actually asking for or if they need more information from the submitting chapter, the committee reaches out to that chapter for clarification before voting on the resolution. Resolutions committee members are elected onto the committee by their regions to represent them on the committee and make informed recommendations and decisions on behalf of members. If anybody has information to add or disagrees with the committee's recommendations, the convention floor provides an opportunity to speak in favour or against the resolution at the microphone.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides; board members also suggested that members of the Resolutions Committee be provided with training on ensuring an equity lens is applied in its deliberations.	Defeated
95	immediately implement a formalized consultation process requiring the Board of Directors to engage with relevant committees when making decisions on issues within the committees' areas of focus, ensuring decisions are informed by the insights and expertise of the membership.	IN FAVOUR – The Board of Directors could achieve more informed and effective outcomes by engaging with relevant committees in their decision-making processes. Members of these committees bring valuable insight, including live experiences, diverse perspectives and would add to the valuable discussions held at the Board level.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
101	Release the individual vote for a regional director when requested by a member of the corresponding region.	<p>IN FAVOUR – The committee recognizes the need to be transparent, improve communication, and give more opportunities for members to get information and clarification on the work of the union.</p> <p>However, the committee cautions that 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 and deliberations not privy to the general membership.</p> <p>Regional Directors are encouraged to keep their members informed regarding discussions at board meetings, and bulletins are sent out by board members to their regions. Additionally, members are always welcome and encouraged to reach out to their Regional Director to ask questions about specific issues.</p>	<p>Board members are advisors to help inform governance and policies to meet the needs of members with regard for the fiscal and reputational health of the union. Board decisions are arrived at after thorough discussion and debate and this requirement could stifle debate and weaken the decision-making and authority of the board. It could also jeopardize the safety of individual board members. Such a measure would disrupt board solidarity and render the board ineffective.</p>	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
108	allow a Regional Director or President to disclose to HSA members that they voted against a Board decision.	<p>OPPOSED – The committee recognizes the need to be transparent, improve communication, and give more opportunities for members to get information and clarification on the work of the union.</p> <p>For the information of delegates, the practice on the HSA Board of Directors is that the president only votes to break a tie.</p> <p>The committee cautions that allowing Regional Directors to disclose that they voted against a Board decision can undermine the solidarity of the board of directors and union members. Solidarity is a guiding principle for unions across the globe and important to the function of our own union.</p> <p>Regional Directors are encouraged to keep their members informed regarding discussions at board meetings, and bulletins are sent out by board members to their regions. Additionally, members are always welcome and encouraged to reach out to their Regional Director to ask questions about specific issues.</p>	<p>Board members are advisors to help inform governance and policies to meet the needs of members with regard for the fiscal and reputational health of the union. Board decisions are arrived at after thorough discussion and debate and this requirement could stifle debate and weaken the decision-making and authority of the board. It could also jeopardize the safety of individual board members. Such a measure would disrupt board solidarity and render the board ineffective. Members are encouraged to discuss issues with their board member, to ensure perspectives are presented at the board table to guide board decision-making.</p>	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
109	publish upcoming board meeting agendas through bulletins, the HSA website or some other mechanism accessible to members.	IN FAVOUR – Making board meeting agendas available will promote participation by encouraging members to communicate with their regional directors on agenda items that are important to them. The committee also believes this will improve transparency around the work done at board meetings.		Carried
117	immediately create a caucus composed of HSA members in any bargaining association from community sites to ensure member-led advocacy. This caucus will provide direct input to the Board of Directors, ensuring that the unique needs and priorities of community site members are represented in bargaining and other union priorities.	IN FAVOUR – The committee discussed the unique needs and issues that members from smaller chapters face in each of their regions. Committee members shared examples of the challenges that smaller chapters face, including bullying from the employer. The committee discussed that a caucus where members could share ideas, issues and organize together could be a good avenue for and member engagement.	While the structure of such an advisory group must be determined, the Board of Directors supports a mechanism to ensure community-based members have a forum to discuss issues particular to those members.	Carried
118	immediately require that all new and existing caucuses be publicly announced to all member via email memo, provide a list of all caucuses on the HSA website, and include information on how to contact caucus representatives to inquire about joining.	IN FAVOUR – The committee supports this resolution calling for publicizing meetings of union caucuses to all members.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
122	allow committees to choose and prioritize which resolutions within their focus, are brought to the convention floor following the delivery of their annual reports.	IN FAVOUR – The resolutions committee discussed the value in committees having autonomy to choose the order in which resolutions are presented to convention delegates for debate and vote. This would give valuable insight into the hard work of the committees and allow the committees to have say in which resolutions are the highest priority for debate. The committee noted this would mimic the existing process at the BC Federation of Labour convention, which several members of the committee were able to attend this past fall to see this process in practice.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
125	allow committees to submit their own rationale for their own resolutions; and, have the relevant committee read their rationale when resolutions are presented to the convention floor instead of the resolutions committee.	<p>OPPOSED – While it may often be the case that a committee or chapter has more information about the issue than the resolutions committee may, the resolutions committee’s role is to examine statements of fact and support delegates by providing information about the issues raised and encourage delegates to consider every resolution thoroughly.</p> <p>For example, in the past, a resolution calling for all lead stewards to be provided computers and phones by the union did not provide estimated costs. The resolutions committee sought information and learned that the proposal could cost up to \$500,000 and provided that information to delegates in presenting the resolution.</p> <p>With almost 300 resolutions asking the union to do tasks, we need to be aware that every action may have an impact on the union budget.</p>	A separate resolution (Resolution 122) directs committees to prioritize resolutions they forward to convention. The committee reports and debate on the floor provide opportunity for the committees to advocate for those resolutions. The purpose of the resolutions committee is to review all resolutions and to have a representative debate about the proposals made by committees and chapters.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
129	have the resolutions committee not read out the rationale for resolutions unless the resolutions committee decides it should do so, or if requested by a delegate on convention floor.	IN FAVOUR – There are times when reading the committee’s rationale at Convention is helpful for education, awareness, and support, or as justification for a vote of opposition; however, it is not always necessary. Often, when the committee votes in favour of a resolution, the rationale simply re-states the background information provided in the “because” statements available in the resolution booklet for all delegates to review. As a time saving measure, the ability for the committee to decide not to read out a rationale when it is deemed unnecessary will allow more resolutions to hit the floor of Convention.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
133	hold Annual Convention every 2 years for a period of 5 days.	<p>OPPOSED – The resolutions committee discussed the value an annual convention provides for members including one of the only opportunities to give some smaller professions the chance to speak up and be heard by the membership. The committee recognized the significant cost associated with an annual convention and the limited time between conventions to enact the passed resolutions and notes that other conventions, such as the BC Federation of Labour, are not held annually. However, the committee also felt that a 5-day convention would be prohibitive for members travelling to convention and would discourage some members from attending. The committee noted this may be a direction that HSA wants to take in the future, however in our current landscape many members report a lack of transparency and not being heard by the union. Often members feel that Convention is their only avenue to have a voice in the union and moving to a biennial convention at this time may create more separation and disengagement.</p>	<p>Extensive debate at convention, which culminated with a vote against moving to biennial conventions (Resolution 136) informed the decision of the Board of Directors.</p>	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
134	alternate holding Convention one year in-person and one year virtually.	<p>OPPOSED – A large delegation of elected Members at large and board members attended the B.C. Federation of Labour convention this past November to represent HSA. The support given to members who chose to speak at the mic on difficult issues in their workplace and personal lives was immeasurable. HSA seeks to support our members, and virtual conventions do not offer support, in fact, people speak with a lot less regard for others when cloaked by the anonymity of a virtual platform. The cost savings is also negligible. Approximately two thirds of the cost is not changeable as it covers wages, time to arrange all of the materials to be presented, and the cost of setting up the virtual platforms. The losses to members in a virtual convention are the discussions, networking, and learning from our colleagues. In 2024, convention was offered to all HSA members to observe proceedings on a livestream. The goal was to be transparent and make the process more accessible. Approximately 50 people attended on their own time. The virtual platform was made available to all members again for this convention, allowing any member to see the business discussed.</p>	<p>Cost savings are negligible. Approximately two thirds of the cost is not changeable as it covers wages. The losses to members in a virtual convention are the discussions, networking, and learning from our colleagues. We have opportunities during in-person conventions to meet other stewards, gain new resources, and learn new strategies to help in our workplaces.</p>	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
137	have a maximum of one spot per profession on the bargaining committee unless agreed upon with a 2/3 majority vote from members attending the bargaining conference. This resolution does not apply to the NBA, as they are a single professional association.	OPPOSED – HSA represents more than 70 distinct professions. Members elected to the bargaining committee from health authority regions bring insight to the committee on employer practices and policies that inform negotiations with those employers who sit across the table. The membership is best served with voices representing not only regions (as they are elected from) but also the diversity of the HSA membership, the urban / rural /remote split, the large/small/community site differences, the extended workday and regular shift worker differences, the acute versus non-acute settings, to name a few. All delegates who are elected by their chapters to attend the bargaining proposal conference, and then elected to be on the bargaining committee take responsibility for representing all members, not just their discipline/profession or individual worksite or region.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
138	provide opportunities for members who work in underrepresented positions to participate in Convention and the Bargaining Proposals Conference (i.e., reserved spots within regions).	IN FAVOUR – It is important that underrepresented professions have an equal opportunity to attend and participate in Convention and the Bargaining Proposals Conference so that their views and concerns can be heard. If delegates support this resolution, the Governance and Policy Committee of the union may need to be instructed to propose constitutional language changes for vote by delegates to the 2026 Convention.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
139	create a mechanism for one person from each equity committee to attend HSPBA Bargaining Proposal Conference as a delegate.	<p>IN FAVOUR – The resolutions committee is in favour of this resolution which seeks to create a process for representatives from equity committees to participate in the bargaining proposal conferences. This would allow members to speak to and provide education on any proposals submitted from their committee. This ensures diverse perspectives are represented and allows for the inclusion of issues affecting marginalized groups, ensuring fairer and more comprehensive proposals. This participation enhances the legitimacy of the bargaining process, fosters solidarity, and helps address systemic inequalities in the workplace. Overall, this could help promote a more inclusive and equitable agreement that reflects the needs of all employees.</p> <p>If delegates support this resolution, the Governance and Policy Committee of the union may need to be instructed to propose constitutional language changes for vote by delegates to the 2026 Convention.</p>		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
140	create a mechanism to ensure there is diversity in worksite and profession when electing delegates from the regional meeting to bargaining proposal conference.	OPPOSED – Notwithstanding its support for resolutions advocating to ensure chronically underrepresented voices are heard at Bargaining Proposal Conferences, the committee believes the process of election at Regional Meetings for delegates to represent members in their region at the Bargaining Proposal Conference is a democratic approach that has resulted in effective and focused Bargaining Proposals conferences that provide strong direction to our negotiating committees.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated
141	create a steward caucus.	IN FAVOUR – Creating a steward caucus would create space for more learning opportunities and exchange of ideas to help build member engagement and manage steward responsibilities	While the structure of this group has to be determined, the board of directors supports creating space for more learning opportunities and exchange of ideas to help build member engagement and manage steward responsibilities.	Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
142	use the electronic voting devices for all resolutions debated at Convention.	<p>OPPOSED – The submitting chapter suggested that electronic voting is faster. Those who have been to convention previously know that, in general, a show of hands vote is efficient. It becomes more time consuming if the vote is close, and the practice at the past two conventions has been to turn to the electronic vote to expedite what used to be done by a standing count.</p> <p>It was suggested that electronic voting is fair and transparent, however, the resolutions committee thought the opposite. This is a delegated convention. Delegates are here to represent their members and show of hands voting keeps us accountable to each other and to the members we represent. The work we do here is about building solidarity and finding a way forward even when we have differences among us. It is challenging work, and it is uncomfortable work. But it is also work that builds solidarity and strengthens us as a union.</p> <p>With almost 300 resolutions to consider, the committee favours getting through as many resolutions as possible. The more time we save on voting, the more resolutions the delegates get to hear, discuss, and decide.</p>	<p>The premise that electronic voting is faster than show of hands voting is inaccurate. Where electronic voting does accelerate the process is if the show of hands vote is too close to call. Show of hands voting also supports transparency and accountability. HSA conventions are delegated conventions, and delegates are accountable to the members they represent. The work of convention is to build solidarity and find a way forward even when we have differences among us. It is challenging work and it is uncomfortable work.</p>	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
144	implement online or virtual voting for resolutions presented at convention that is open to all members regardless of if they are physically present at convention or not.	OPPOSED – Convention is the union’s governing body. Delegates are elected to represent members from their chapters, consider the issues, hear from other delegates from around the province and set direction for the union. All members have opportunities to attend chapter meetings, submit resolutions, and vote for delegates to represent them at convention, and for the past few years, HSA has also offered a link to members to register to observe the convention on a livestream.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated
145	conduct all union elections online.	OPPOSED – While online elections may improve efficiency for larger elections, requiring them for smaller chapters is unnecessary and would be onerous for many sites.	The Board of Directors discussed the rationale provided by the Resolutions Committee and concurs with its recommendation based on the information the rationale provides. The Board of Directors discussed that strict parameters which disallow options may be prohibitive and the Board prefers allowing autonomy on the part of the Chapters to choose whether they would like to have a hybrid, online, or in-person	Defeated

			meeting/election. The planned modality-of-meeting/election should be made clear within the Chapter.	
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#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
146	explore the creation of an alternate mechanism for the submission of resolutions to convention in addition to the current mechanism of submitting resolutions to one annual chapter meeting.	<p>OPPOSED – The committee is opposed to the resolution, which speaks against our current constitution and the spirit of collective decision-making.</p> <p>The work we do here is about building solidarity and finding a way forward even when we have differences among us. It is challenging work, and it is uncomfortable work. But it is also work that builds solidarity and strengthens us as a union. Members should not feel unsafe at union meetings.</p> <p>We rely on our Guiding Principles of Solidarity to steer us through uncomfortable and challenging debate. The avenue for members to forward resolutions to convention is through chapter meetings – and many chapters accept resolutions in writing for consideration by members.</p>	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides	Defeated
147	attempt to avoid holding our annual convention and bargaining convention on dates that may fall on major religious holidays.	IN FAVOUR – The committee recognizes the diversity of HSA’s membership, agrees that the union should avoid scheduling conventions that may fall on major religious holidays.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
154	pre-record any presentations normally allotted time at convention from various guests, allowing delegates to watch them on their own time; and reserve the majority (80%) of convention time exclusively for resolution voting and debate, ensuring that all submitted resolutions have a fair opportunity for discussion and decision-making.	OPPOSED – HSA works hard to develop relationships with our guests. When these people speak at convention, members often have the opportunity to ask questions and learn about the work done with our allies, as well as raise the profile of our members among decision makers, including representatives for our governments.	The Board of Directors recognizes the need to balance relationship-building and member education with the business of the union at convention.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
155	<p>prioritize greater transparency in decision-making regarding resolutions that don't hit the floor following the convention, ensuring members are informed about the process; and</p> <p>HSA WILL: ensure that the Board of Directors will livestream and/or have a recording of their resolution discussions post-convention for members to observe.</p>	<p>OPPOSED – Members of the Board of Directors have been elected and therefore entrusted to represent their members best interests. If there is a resolution that some members would really like to be discussed on the floor, they can approach a Resolutions Committee member to advocate for that. The Resolutions Committee takes into account many factors when deciding on the priority of what resolutions hit the floor. One factor is the frequency of times we see the same or similar resolution.</p> <p>If there are resolutions where the same concept was submitted previously but defeated at past conventions, resolutions that have not been debated on the floor would be prioritized. Ultimately, the resolutions that hit the floor are the ones that will foster new discussions of issues affecting members currently and make good use of convention's limited time. The board of directors' role is to govern the union in between conventions, and that includes dealing with unfinished business from annual convention.</p>	<p>A report on the decision of the Board of Directors is provided to delegates and other activists and posted on the union website. A livestream of the board meeting would potentially inhibit fulsome discussion and jeopardize board solidarity.</p>	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
156	clarify the policy language to make it clear that members of the Board of Directors can also hold a paid Lead Steward position.	OPPOSED – HSA policy states that Board of Directors members are not eligible for any job working at HSA and that board members are not permitted to apply for any job with HSA for a period of six months after their term of office finishes. A paid HSA steward is in practice an HSA employee. Under the constitutional policy, the Board of Directors directs steward activity and steward conduct. For an individual to be a paid steward (and employee of HSA) while also serving on the board of directors is to blur the lines between governance and operations and is a conflict of interest.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides. Further, the board will consider these issues in reviewing and amending the related policies.	Defeated
157	prioritize resolutions based on what is most important to members, by recognizing common themes of resolutions submitted and having these resolutions hit the floor of convention for debate and voting first.	IN FAVOUR – The committee is in favour of this resolution as we do this already but poses the question: Does "recognizing common themes" imply the frequency or number of similarly themed resolutions received? The impact of resolutions must be considered as well, even if only one is submitted on a particular topic.		Carried
158	WITHDRAWN BY CHAPTER	NA	WITHDRAWN BY CHAPTER	NA

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
160	include the same diversity as reflected in its membership, amongst its leadership.	<p>OPPOSED – There are many opportunities for members to get involved in the union, and the committee encourages all members to get involved – through the Core Member Engagement Team, as an Ombudsperson, as a Constituency Liaison or a Labour Council Delegate to other opportunities, including Enhanced Disability Management Program Representative, a Steward, a Member-at-Large, a Regional Director or as President. There are a multitude of opportunities available. All members are encouraged to seek out leadership roles. The Board of Directors has acknowledged challenges it has had in working to advance equity in our governance structures and is committed to working to resolve strained relationships and move forward to improve the experience and participation of all members in the union.</p> <p>The resolution does not elaborate how diversity is defined, nor what it defines as the union’s leadership.</p>	The union continues to work to ensure diversity at all levels. The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
161	not require pre-registration for any voting in the future for any elections, including presidential, starting in 2026.	IN FAVOUR – The resolutions committee discussed that this resolution was likely submitted following the announcement at the 2024 regional meetings that one member one vote for president would require individual member pre-registration. HSA has found a solution to this barrier by providing mail out voting credentials to members for the 2025 presidential election. The committee supports this continuing for future elections to avoid and reduce barriers to member participation in elections.		Carried
162	add language to the constitution that ensures any member who wishes to vote in the presidential election is provided with reasonable opportunity to do so; and HSA WILL: add specific language to the constitution that clearly states pre-registration is not a prerequisite to vote in the presidential election and that all members for whom HSA has email contact for will receive their voting credentials at the start of the voting period.	OPPOSED – The Constitution is a governing document that establishes the Union’s legal existence, defines its purpose and objectives, and outlines the Union’s structure, including roles and responsibilities of its governing body, and how decisions are made. While it also sets out internal procedures for how meetings are conducted, decisions are made, and members are represented, it should only contain what is relevant to the legal operation of the union. It does not contain all of the smaller details of how items are operationalized. This is the purpose of the Union’s policies. The committee does not support adding these operational details to the Constitution.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
163	ensure a process/mechanism for capturing minutes, especially from meetings that impact union governance, from the individual Chapter Meetings that are publicly available for member reference in a reasonable timeframe, so that members who aren't able to attend meetings are not prohibited from participation or understanding of decisions that impact them.	OPPOSED – While the committee supports the spirit of this resolution, which is to support member engagement and participation in Chapter meetings, this resolution would significantly impact the workload of stewards. Stewards, including lead and assistant stewards, volunteer their time to run chapter meetings as well as to fulfill many of their duties. Even for sites with a paid lead steward position, chapter meetings are not included in the paid steward duties, and this adds to the workload. Members are encouraged to attend meetings when possible and to talk to their colleagues and stewards about the work of the union and keep up to date by watching the union's communication channels.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides; the Board also encourages members to reach out to their elected MALs and Regional Directors.	Defeated
164	make every effort to avoid holding union elections in the month of December.	IN FAVOUR – December is a busy month, and the committee sees value in avoiding union elections during this time if possible.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
165	<p>revise its Guiding Principles of Solidarity, improve its language, educate its membership on its application, and ensure that it's applied in a fair and just manner to all parties; and</p> <p>HSA WILL: do this by involving the equity-seeking committees with diverse lived experiences (i.e. two-spirit, lesbian, gay, bisexual, transgender, queer and/or questioning, intersex, plus (2SLGBTQIA+) Committee, Racial Justice Committee, Indigenous Circle, Disabilities Committee, Women's Committee, Gender Diverse Committee) to inform its revised language.</p>	<p>IN FAVOUR – The resolutions committee supports consultation with members to ensure that the Guiding Principles of Solidarity is treated as a living document that reflects best practices to support solidarity principles and relationships within the union at all levels.</p>		Carried
166	<p>apply an equity lens by tasking a third-party mediator with lived racialized experience– trained in discrimination, profiling, and racism, to review and revise the Ombudsperson process; and</p> <p>HSA WILL: facilitate a safe resolution process to create accountability and address any ongoing concerns.</p>	<p>IN FAVOUR – It is the responsibility of all involved in HSA's work to uphold HSA's Guiding Principles of Solidarity. The Ombudsperson process is intended to address conflict and threats to safety for all members and this process should be reviewed with efforts toward ongoing improvement. Applying an equity lens in the revision of the Ombudsperson process will help in HSA's efforts to ensure safety, accountability, and prevention of further concerns related to specific Ombudsperson complaints.</p>		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
167	conduct all political and religious based matters electronically so as for the voter to feel safe with voting without scrutiny.	OPPOSED – There are many political and religious based matters brought forward as resolutions. Most of these are not sensitive subjects. If all political and religious matters were voted on electronically, this would slow down convention. During convention, delegates have the option of calling for an electronic vote, and it is the decision of the delegation whether to conduct a secret vote.		Defeated
168	limit debate time on the floor to one minute in an effort to use time effectively.	OPPOSED – Under the current rules of order, each speaker is permitted two minutes to speak at the microphone on a motion or resolution. Many delegates do not use the entire two minutes, providing a time buffer for those who require the full allotment. The committee feels that one minute per speaker is too short and would restrict participation in a fulsome debate.		Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
169	cease reading committee reports during convention time with exception to the finance report which may require clarification and questions from the members.	OPPOSED – Committee reports are the means through which committees share the important work they have been doing with and on behalf of HSA members, including reporting back on work mandated by the resolutions passed at the last Convention. Debate often follows the presentation of committee reports, which is offered in addition to the written report, and many delegates appreciate the opportunity to hear directly from committee members during Convention.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides	Defeated
170	lobby the provincial government to review current Person with Disabilities (PWD) assistance rates and increase the amount to no less than \$1,800 per month for a single person, and equitable increases for PWD recipients in other categories, and that the rate be reviewed annually to keep pace with increases in cost of living.	IN FAVOUR – The resolutions committee is in favour of this resolution for the reasons detailed by the submitting chapter.		Carried
171	advocate for more equity for services for people who are unhoused as well as people in second stage housing including access to mental healthcare and psychological support, substance-use services including harm reduction, and access to rehabilitation and recovery supports, and Indigenous wellness services.	IN FAVOUR – The committee recognizes the need for a holistic service approach to supporting the unhoused population. The committee is in favour of this resolution and supports the efforts to make these opportunities possible.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
172	Continue to advocate for creative solutions such as pharmacists being able to renew prescriptions and write prescriptions for common and repeat conditions; and HSA WILL: Continue to advocate for increased walk-in clinics so those without doctors have access to medical professionals; and HSA WILL: Advocate for increased hiring of services such as nurse practitioners to increase access to medical professionals; and HSA WILL: Advocate for incentives to increase attraction and retention of new doctors, including incentives such as student loan forgiveness, housing incentives etc.	IN FAVOUR – The Resolutions Committee is in favour of this resolution which calls for continuing to advocate to address the Health Human Resources Crisis here in BC with both proven and creative solutions, increased hiring, and incentives to encourage both recruitment and retention of health care professionals.		Carried
173	Advocate for reducing wait times for services such as counseling and mental health services, assessments, victim services and sexual assault services, and gender-based violence services, by promoting these fields, increasing awareness for increased need of services, increased funding and possible incentives to attract and retain Community Social Services professionals.	IN FAVOUR – The Resolutions Committee is in favour of this resolution which calls for specific advocacy to reduce wait times for many important health care services and to recruit and retain Community Social Services professionals.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
174	Advocate for more robust supports and faster access to supports (supports should include but not be limited to temporary and secondary housing, inclusive of children and pets, counselling services including access to mental health professionals, substance abuse services, and Indigenous wellness services.	IN FAVOUR – The Resolution Committee is in favor of this resolution which calls for the union to advocate for more robust and culturally appropriate services for equity-denied people who experience gender-based violence		Carried
175	lobby the government to invest in youth mental health/encourage government to address issues of mental health crisis with the youth, in rural and remote areas.	IN FAVOUR – The Resolutions Committee is in favour of this resolution calling for more investment in youth mental health, particularly for youth in rural and remote areas.		Carried
176	lobby government to ensure that adequate funding is available for Indigenous patients/clients from remote and rural communities to stay in and travel to and from communities where the appropriate health care services they require are delivered.	IN FAVOUR – The Resolutions Committee is in favour of this resolution advocating for funding to support Indigenous patients and clients who have to travel away from their home communities to receive health care services.		Carried
177	lobby the government for better programming for women in recovery and prevention of homelessness.	IN FAVOUR – The resolutions committee agrees that our union has, and should continue to, support programs that assist in recovery and prevent homelessness for women and for all Canadians and supports this resolution.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
178	advocate for and lobby the government to expand home and community care to include/expand Instrumental activities of daily living (IADL)support, provide seniors with funding to access private IADL assistance, and/or establish more subsidized programs to assist seniors with IADL tasks, enabling them to remain in their homes for longer.	IN FAVOUR – With a lack of long term care spaces, care at home is required, and as a union representing health care workers, HSA is well place to advocate for increased funding to assist seniors to live safely.		Carried
179	advocate and lobby for LTC homes to be owned and operated by health authorities for better integration and accountability; for LTC homes to be under the Hospital Act to better meet residents' needs; for restrictions on on-demand contract services and advocate for increased hours per resident day (HPRD) for allied health (AH) to improve care.	IN FAVOUR – By advocating and lobbying the government for long-term care homes to be owned and operated by health authorities, long term care patients would have access to better support as the Hospital Act governs public delivered long term car.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
180	request the government to review the Home and Community Care Policy Manual and work with health authority experts to ensure clear, consistent language that improves resident/client care; and HSA WILL advocate for funding to establish or expand an equipment program, similar to Medial Equipment Provision Program, for long term care residents and hospice clients.	IN FAVOUR – The committee is in favour of this resolution that details concrete recommendations to address the needs of Long Term Care residents.		Carried
181	advocate for and lobby the government to establish appropriate housing programs and care facilities for individuals living with acquired brain injuries, ensuring that younger clients who require long-term care receive the support and care they need in settings tailored to their unique needs.	IN FAVOUR – The Resolutions Committee is in favour of this resolution calling on the union to advocate and lobbying the government to establish appropriate housing programs and care facilities for individuals living with acquired brain injury		Carried
182	our union will advocate with the Ministry overseeing BC Housing to increase funding for Rebate for Accessible Home Adaptations.	IN FAVOUR – The resolutions committee is in favour of this resolution supporting increased funding from BC Housing to support BC Rebate for Accessible Home Adaptions program, which supports individuals living with permanent disability or loss of physical abilities to stay at home by providing funding to support adaptations to their living space.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
183	advocate to government about creating Indigenous specific staff positions within the funding model for child development centres.	IN FAVOUR – There is a clear need for governments to increase funding for child development centres (CDCs) as resources are extremely limited. Some charitable organizations and agencies provide funding for children with needs; but these agencies are limited in their resources and must include specific parameters under which a child is deemed eligible. HSA has recognized the need and has been lobbying the government for more funding for CDCs; however, Indigenous-specific roles and staff positions are very limited creating an additional barrier for many Indigenous children with needs in our communities, and more work is needed to advocated for these children.		Carried
185	lobby the government to have health authorities use allied health funding for unionized allied health positions.	IN FAVOUR – The committee is in favour of this resolution calling on the union to continue to advocate for and lobby government to ensure public sector unionized allied health positions delivering direct critical health care services are prioritized for funding.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
186	lobby the provincial government to increase funding for allied health professions.	IN FAVOUR – Allied, or health science, professionals provide invaluable contributions to the public health care system, which often go unrecognized. Doctors and nurses are not the only people keeping the health care system afloat, although in the mainstream media and government messaging, that is the general rhetoric. Increased funding for allied health professions is needed to help solve the health care worker shortages, to make allied health occupations known, and provide more training and education opportunities for allied health professions.		Carried
187	lobby for increased funding for allied health in ER (eg) (OT/PT/SLP).	IN FAVOUR – The committee is in favour of this resolution, which was submitted in response to reports that health authority emergency room budgets have limited capacity for health science professions services.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
188	<p>advocate for the government to implement Housing First initiatives, combined with enhanced mental health programs, to better support the transition from homelessness to stable housing;</p> <p>and</p> <p>HSA WILL: advocate for and lobby the government to address the housing crisis by investing in public housing initiatives, creating workforce housing, supporting short-term rental controls, simplifying zoning regulations, and adopting other expert-recommended solutions, such as those proposed by Gregor Craigie in his book Our Crumbling Foundation.</p>	<p>IN FAVOUR – The committee is in favour of this resolution calling on the union to continue to advocate for a comprehensive housing program to address the housing crisis in BC.</p>		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
189	<p>lobby the government to increase affordable housing at all income levels; and HSA WILL: Lobby the government to incentivize building of homes, as opposed to high rise buildings; and HSA WILL: Advocate for rent subsidy, cost of living increases etc. for healthcare professionals and community social service professionals to increase retention and decrease the social load; and HSA WILL: Advocate for these issues to also be addressed in smaller and more isolated regions like Vancouver Island and Northern BC communities.</p>	IN FAVOUR – The Resolutions Committee supports this resolution that advocates for HSA to continue to lobby for a comprehensive housing strategy including strategies for rural and remote communities that reflect the needs of communities, including the need for affordable housing for health care and social services professions, and the need for mixed density housing options.		Carried
190	<p>advocate for affordable housing for healthcare workers and HSA members in rural communities.</p>	IN FAVOUR – Housing affordability remains an issue for rural centers and advocacy for affordable housing for health care and other workers in these communities is important.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
191	lobby the government to enforce short term accommodation price caps during major events and have a BC resident discounts for accommodations in the lower mainland.	IN FAVOUR – The Resolutions Committee supports this resolution advocating for HSA to continue to lobby for a comprehensive housing strategy that includes enforcement of short term accommodation price caps and BC resident discounts for accommodations in the Lower Mainland, as health care and other workers outside the Lower Mainland are often required to travel for health care or professional development and the prohibitive price of short term temporary accommodation is a hardship.		Carried
192	lobby all levels of government to provide additional transitional housing for vulnerable people in British Columbia.	IN FAVOUR – The committee is in favour of this resolution that contributes to a comprehensive housing strategy for the province that should include transitional housing for vulnerable people in BC.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
193	lobby the government to have the Ministry of Children and Family Development (MCFD) provide timely access to financial support or subsidies to help parents secure and maintain stable housing and ensure families can stay together.	IN FAVOUR – As a health care union, HSA recognizes the importance of safe housing as a basic determinant of health and we continue to advocate for barrier-free housing for all. In our effort to continue to value mental wellbeing as a key part of health and wellness, HSA also recognizes preservation of social networks as a contributor to good health. For the Ministry of Children and Family Development to provide timely access to financial support or subsidies would be for it to enhance wellness for children in our communities by supporting their ability to live in a safe home with their caretakers.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
194	commit to an organizational endorsement of Just Peace Advocates' Protect Palestinian Children Now campaign, as well their campaigns that condemn the Israeli war on Gaza healthcare. This is not a financial commitment, but rather adding the union's name to a list of organizational endorsers and a commitment to educate others about the campaign by speaking to government and sharing our commitment with other unions. (www.justpeaceadvocates.ca.)	IN FAVOUR – The committee is in favour of this resolution supporting HSA's endorsement of this organization's efforts towards achieving peace via peaceful methods, in particular, the "Protect Palestinian Children Now" campaign.	<p>The Board of Directors debated this resolution at length.</p> <p>The Board agreed with the findings of the International Court of Justice which has defined what is unfolding in Palestine as a genocide. The board unequivocally condemns the intentional starvation and killing of Palestinian civilians, including children, and we stand in solidarity with calls for urgent humanitarian aid and protection for the children of Gaza. While there was strong consensus among Board members that the situation demands international attention and action, questions were raised regarding the organization named in the resolution. The concerns raised were not about the importance of the cause</p>	Defeated

			<p>and were only about unanswered questions about the organization. After extensive discussion, the Board ultimately decided to defeat this resolution.</p>	
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#	HSA WILL:	Resolutions Committee Recommendation and Rationale	Discussion	BoD vote
196	endorse the Canada-Wide Peace and Justice Network's call to "End wars and end fossil fuels Demilitarize, Decarbonize, Decolonize". https://peaceandjustice.network.ca/peaceforclimate/	IN FAVOUR – HSA members have shown through actions and previous resolutions that climate action and political action are important values to them. By endorsing this Canada-Wide Peace and Justice Network's call to end wars and fossil fuels, we demonstrate that we protest the destruction of the earth and human wellbeing.	While the Board and members have been clear that peaceful resolve to the conflict in the region must be the priority, in regard to this resolution, the Board also considered the impact of unanswered questions about the specific organization named in the resolution. The Board revisited points raised in its discussion of Resolution 194 as well, and ultimately defeated the resolution.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
197	submit a resolution to the BC Federation of Labour (BCFED) and National Union of Public and General Employees (NUPGE) conventions, Labour Councils, and the Canadian Labour Congress (CLC), calling on them to boycott and divest from organizations that directly enable human rights violations in the Democratic Republic of Congo, Palestine, Sudan and elsewhere in the world and lobby the government to sanction such organizations and their governing bodies.	IN FAVOUR – The committee is in favour of this resolution. It supports efforts to direct investment resources, at any level and by any representative organization (BCFED, NUPGE, CLC, etc.), to be made in accordance with HSA's values of peace, equity, and solidarity.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
198	reject resolutions that call for political actions that may directly or indirectly harm the civilians of either party of an international conflict, such as boycotts, divestments, and sanctions, and instead seek alternative relief to parties involved. Ex: flood and medical relief.	<p>OPPOSED – The resolutions committee discussed the potential danger in committing to inaction with no way to predict what future events may occur. The resolution references boycotts which have been supported by the labour movement at various times throughout history. For example, the current call to boycott American made products and to buy local Canadian goods in light of the threatened tariffs from the United States has been supported by HSA and the BC Federation of Labour, National Union of Public and General Employees, and the Canadian Labour Congress. The committee discussed that the resolution is not aligned with union principles of activism and solidarity.</p> <p>A direction to the union that demands inaction could prevent the union from engaging in important advocacy in the future.</p>	The board relied on direction from the previous two conventions as well as the rationale provided by the resolutions committee and concurs with its recommendation in opposition to this resolution.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
199	lobby the provincial government to include occupational therapy coverage in the Medical Services Plan; and HSA WILL: recommend the JHSBT HSA trustees review the viability of expanding extended health coverage to include occupational therapy services.	IN FAVOUR – The committee recognizes that occupational therapy can address a wide range of health conditions and life stages.		Carried
200	recommend the JHSBT HSA trustees review the viability of expanding extended health coverage to reinstate counselling services rendered by social workers covered under extended health benefits.	IN FAVOUR – We recognize the importance of the counseling services provided by social workers. However, coverage for counseling services rendered by social workers has not been included under JHSBT since 2022.		Carried
201	recommend the JHSBT HSA trustees review the viability of advocating for a change in the wage increment policy for LTD members, moving from the current four-year cycle to an annual increment. This adjustment will provide member equality aligned with human rights, more consistent financial support and help alleviate the economic strain experience by members on long-term disability.	IN FAVOUR – The increasing of the funding formula is already included in the bargaining priorities. This recommendation would also go to the trustees of the Joint Health Benefits Trust		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
202	recommend the JHSBT HSA trustees review the viability of advocating for a change in policy for LTD members, moving from self-pay portion from 50% to 0%. This adjustment will provide member equality aligned with other members, more consistent financial support and help alleviate the economic circumstances experienced by members on long-term disability.	IN FAVOUR – The committee supports HSA advocating for this change in policy for LTD members. That said, the trust has finite means, and the committee reminds delegates that while trustees will receive direction from the union to consider adjustments, trustees have a fiduciary responsibility to act honestly, in good faith, and in the best interests of the plan beneficiaries. They are responsible for ensuring the continued good financial health of the plan to fulfill the present and future responsibilities of the plan.		Carried
203	recommend the JHSBT HSA trustees advocate for the JHSBT to establish a requirement to provide a transparent way to allow for feedback and adjustments of the benefits package, to have a requirement of the committee to create potential options on changes to the benefits package every contract year; and HSA WILL: survey the membership on proposed changes, to help inform the JHSBT HSA trustees.			Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
204	<p>recommend the JHSBT HSA trustees review the viability of establishing a requirement for a transparent process for appeals to coverage denials, similar to the grievance process used for contract disputes, to ensure that all parties providing employee benefits are accountable to the terms of the Group Benefit Plan booklet; and</p> <p>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</p> <p>HSA will provide funding for this additional staff through HSA budget, and NOT paid out of the funds meant for the membership.</p>	<p>IN FAVOUR – The committee is in favour of this resolution advocating for JHSBT trustees to review the viability for introducing an appeal process when benefit coverage is denied.</p>		Carried
205	<p>recommend the JHSBT HSA trustees recommend updating and clarifying the language in the Group Benefit Plan booklet to specify which specific treatments will not be covered in a clear and transparent way without use of stigmatizing, discriminatory, or unscientific terms such as “lifestyle drug”.</p>	<p>IN FAVOUR – The Resolutions Committee is in favour of this resolution which requests that the JHSBT update the language in the Group Benefit Plan booklet with clear, transparent language that does not stigmatize or discriminate individuals accessing various treatments listed in the booklet.</p>		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
209	establish a formal requirement to consult with staff in impacted disciplines prior to finalizing decisions on classification and wage schedules, ensuring the process includes clear timelines, transparent communication, and documented feedback to adequately consider staff input in the decision-making process.	IN FAVOUR – The committee agrees that it is important that members have clear and transparent communication about the classification and wage schedule process. Ensuring continued participation and engagement with affected members improves serves the process well.		Carried
210	report to its members and give rationale for any changes or proposed changes where any of its member's job salary would be decreased or face a possible decrease before/during/after negotiations at any time as soon as HSA is made aware. Green-circling of the member's pay cannot be equated as no reduction in wage attached to a particular job/job profile.	OPPOSED – The committee recognizes the importance of timely and transparent communication with union members when changes are negotiated that may impact their wage; however, while the union is at the bargaining table, sharing details with members could negatively impact negotiations, as this information could inadvertently be shared with the employer. Once a tentative agreement has been reached, HSA is committed to sharing any negotiated changes to member wages prior to a ratification vote.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides	Defeated
211	continue to pursue compensation arising from the me-too clause in the 2022-2025 HSPBA collective agreement.	IN FAVOUR – The committee knows the union is very much aware of the differences in total compensation between the HEABC agreements in the last round of bargaining. The Union is already pursuing all legal avenues in order to seek full compensation for HSPBA members under the “me too” clause.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
213	create LRO positions that have a more centralized office location within their geographic area (ie Kelowna for Interior Health, Prince George for Northern Health) and recruit LROs from the areas they serve.	OPPOSED – The committee acknowledges the vital role that LROs play in supporting the membership. However, centralizing member services and labour relations in the Lower Mainland has many advantages for LRO staff. This includes the ability to work closely and learn from colleagues, especially when they are new to a position. It also allows for more flexibility so that LROs can move between areas without having to relocate as well as allowing them to gain new expertise and insight to issues that affect the different regions of our membership.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides	Defeated
214	liaise with HR in improving dissemination of union member information, requesting increased frequency of new hire updates from HR.	OPPOSED – It is a requirement of the collective agreement that employers provide updated member lists to HSA head office and local stewards on a regular basis. If an employer fails to meet this requirement, stewards should follow the established grievance process to resolve the issue.	This is a recurring issue that labour relations staff continually pursue; the Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
215	increase their baseline of intake LROs between mid December to early January; and: HSA WILL: provide improved access to LROs on Fridays	OPPOSED – HSA staff, including Labour Relations Officers (LROs), are members of the Health Sciences Association Staff Union (HSASU). Their collective agreement includes a three-week rotation of 4-4-5 workdays, a schedule bargained for by HSASU. During the December holidays, LROs, like many HSA members, may take vacation. However, an intake LRO is available for urgent issues during regular office hours (Monday-Friday, 8 am-4 pm) at 1-800-663-2017, including during busy vacation periods	The Board of Directors acknowledges staff's efforts to prioritize service to members, with most urgent issues taking highest priority. The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides	Defeated
217	continue to provide education to Enhanced Disability Management Program (EDMP) representatives to enhance awareness to ensure appropriate levels of support for members based on their individual needs; and HSA WILL: advocate for members who are overwhelmed with communication demands by bringing this issue to the attention of local and provincial EDMP working groups.	IN FAVOUR – The Resolutions Committee is in favour of this resolution which aims to balance the support that members receiving EDMP services receive with the reporting and checking in requirements of the various providers such as Canada Life, employers and the union.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
218	make simplified contract interpretation manual(s) accessible to all members.	IN FAVOUR – The language used in collective agreements can be difficult to understand, and union members can only be fully empowered to stand up for their rights when those rights are understood. Stewards are provided with contract interpretation manuals to assist in their comprehension of the collective agreement; however, this information is not readily available to all members. The committee supports the development of a simplified manual outlining basic and universal rights that all members can access to better understand their contract.		Carried
219	create a member portal and provide relevant information regarding contracts and union business, including the contract interpretation manual	OPPOSED – Stewards are provided with training in the collective agreement and contract interpretation manuals to assist in their advocacy for members. The interpretation of a particular Collective Agreement articles depends on the facts of the specific situation, and we rely on the experience, training, and expertise of stewards and labour relations staff to support members. Just as a labour relations specialist is not expected to be an expert on interpretation of factors in a medical issue, members are not expected to be experts on the nuances of the collective agreement and application of labour law.	The board's opposition to this resolution was related to the call for providing the contract interpretation manual to all members.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
220	change its policy and only offer education workshops virtually and not reimburse travel, accommodation or per diems.	OPPOSED – While it is more costly to hold education workshops in person due to the cost of per diems, travel and accommodation, there are advantages to holding some sessions in person. In-person settings often improve engagement and brainstorming, and give the members opportunities to network. Different people learn in different ways, and committee understands that offering a range of education in a range of formats makes education more accessible for more members.		Defeated
222	lobby the BC Provincial government for metal detectors in emergency departments and/or allow ED staff to secure the bags and belongings of patients coming into the ED.	IN FAVOUR – The risk of violence to health care workers in acute care settings is undeniable. The committee acknowledges that many HSA members are routinely subjected to these hazards and that this exposure directly impacts their immediate wellbeing as well as their long-term ability to perform their roles in the health care team. This threat of violence, of course, also inhibits others from taking on training and duties that will similarly expose them to such hazards. The supports efforts to reduce the potential threats not only to HSA members, but to all staff, patients, and visitors.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
223	provide a stronger, more visible, and more comprehensive support structure and advocacy to empower Joint Occupational Health and Safety Worker Representatives and strengthen their role and effectiveness in promoting workplace safety in their roles.	IN FAVOUR – The committee members shared experiences of high turnover of Occupational Health and Safety Stewards and Joint Occupational Health and Safety Committee worker reps due to the complex issues, challenging employer reps, and overall lack of guidance and support. Given our members work in high risk environments it is critical to have strong JOHS committees where members safety concerns and issues can be properly discussed, supported and addressed. While Occupational Health and Safety steward training is helpful, it is imperative that members continue to have real time support for safety committee work and incident investigations, especially when new to the role.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
225	issue a policy brief to HSA members and the general public, in order to review, evaluate and grade policy platforms of political parties for their impact on Canadian health care, including well-being of the Canadian public as influenced by the social determinants of Health, and whether these decisions are supported by evidence IN ORDER TO Educate HSA Members and the general public, and IN ORDER TO Assist Canadians making informed decisions when casting their votes.	IN FAVOUR – HSA provides information to its members on a variety of topics related to healthcare and social services. While HSA is a non-partisan organization, it is important that members are informed about upcoming elections as well as the ways that changes in government may impact our members. Accessible and digestible policy briefs and outlines of political party platforms, candidates, and potential impacts on healthcare and social services can be provided objectively and can serve to enhance voter engagement among our membership.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
226	work to create positive and engaged relationships with members of all political parties; and HSA WILL: ensure there is an increased understanding and awareness of the importance and value of the work done by HSA members.	IN FAVOUR – HSA aims to build and maintain relationships with all stakeholders and governors of healthcare and social service work in BC. HSA also recognizes that there are vast differences between parties and that the party in control of government can change following any election. It would be irresponsible for HSA to move forward with the goal of engaging only with either current government or policy makers or those that have a history of supporting our shared goals. It is in our members, patients, and clients' best interest to aim to have relationships with all political parties and policy makers who impact our work.		Carried
227	lobby for the Employment and Assistance for Persons with Disabilities Act (schedule A, sec.8) to be ceased in its application to Tertiary Mental Health Facilities and that patient income assistance is restored to the standard \$983/mo.	IN FAVOUR – The Resolutions Committee is in favour of this resolution calling for HSA to advocate for restoration of Persons with Disabilities income assistance to \$983 per month when people are involuntary patients in tertiary mental health and substance use (TMHSU) facilities.		Carried
228	lobby the government for more family doctors, nurse practitioners, walk in clinics and primary care clinics be it in the form of incentives, increasing number of medical school seats, and/or increasing international licensing.	IN FAVOUR – The committee supports this resolution calling for improved access to health care services, including training and hiring of more doctors and nurses.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
229	advocate with the ministry responsible for funding the Better at Home program to increase funding for subsidized housecleaning.	IN FAVOUR – The Resolutions Committee is in favour of this resolution which calls for advocacy to increase funding for subsidized housecleaning through the United Way Better at Home program to support seniors to continue to live independently in their own homes.		Carried
230	lobby for MCFD to use needs-based rather than diagnosis-based funding for children's services.	IN FAVOUR – The committee is in favour of this resolution calling for advocacy to change the funding model supporting children and youth with special needs to focus on needs-based funding rather than diagnosis-base funding.		Carried
231	continue to advocate that children and families have access to seamless care from experienced, accredited, not for profit public providers that can offer multi-disciplinary services to children and families.	IN FAVOUR – The resolutions committee is in favour of this resolution that calls on HSA to continue to advocate for public not for profit delivered seamless care for children and youth with special needs.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
232	support a living wage for working people in BC.	IN FAVOUR – When workers receive a living wage, they do not have to make difficult decisions about what basic necessities they will have to go without for a paycheck or two. The stress of the current affordability crisis can cause some workers who are not making enough to live to be in a state of constant anxiety and stress. This results in a society of poor health, which puts a major strain on the healthcare system. Workers should only have to work in one job to provide for themselves and their families. They need time to spend with children and participate in their community. Our society will benefit from increased wages for all workers; with higher wages comes a larger tax revenue, which would most likely have a benefit for our public healthcare system as well as other public services.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
233	lobby the government to ensure the program Jordan's Principle is following the mandate to provide resources without delay as stated by the Canadian Human Rights Tribunal dated May 26, 2017.	IN FAVOUR – The resolutions committee is in favour of this resolution reiterating HSA's commitment to ensuring the federal government lives up to its responsibilities under Jordan's Principle, a human rights principle established by the Canadian Human Rights Tribunal (CHRT) to make sure that First Nations children do not face gaps, delays, or denials in accessing government services because of their identity as First Nations children.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
234	prioritize a faster turnaround time for the disbursement of educational funds, reducing the reimbursement process to no more than 30 days.	<p>OPPOSED – The professional development fund administered by HSA and funded by the provincial government has been reducing turnaround time over several years. The current process only allows intake of applications in the amount of funding available. If application is accepted, then money is held for that member. However, the vetting of the course content, costs, and membership verification takes time. 50% of courses that HSA members are taking are specialty courses, as there are no peers in B.C. All of this adds time to the process. Three staff work on the fund administration. For the two funds available over the past year, there were over 2000 applicants. In discussion with the staff lead, it was determined that meeting the turnaround time of 30 days is not possible without reducing the amount of funds available to members significantly by hiring additional staff to administer the fund</p>	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
236	respond to a member's request for education funding within 30 days of the application submission to advise on whether that funding has been approved.	<p>OPPOSED – The resolutions committee received information from staff regarding the process for professional development requests. Over the past few years improvements have been made to the process to automatically pause the fund when the submitted applications have exceeded the allowable finances in the fund. Staff clarified that if the fund is open, members are likely to be approved for funding unless their course is not eligible per the guidelines. It is common that submitted courses do not meet the guidelines, which is why staff need time to review each application to provide final approval. HSA staff strive to respond to applications as quickly as possible.</p> <p>The committee discussed with HSA staff updating the website to make it clear to members that if the fund is open members will be approved as long as the requested course is eligible. The hope is that this clarification will give members the confidence to proceed with paying for courses that they are aware are eligible for the fund, even prior to receiving approval.</p>		Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
237	review if the additional step of applying to the employer hinders members from accessing Professional Development Funds and if so, HSA will give reassurance or provide timely feedback if denied by the employer that they will be reimbursed and given equitable access to the professional development fund.	<p>OPPOSED – The committee is opposed to the resolution, because there is no need to do work that has already been done.</p> <p>Last October the union advised members covered by the HSPBA agreement, that members seeking professional development funding will be required to approach the employer first, by following the application process for Education funds under Article 17. If any employer refuses to provide funding to a member under Article 17, the union will support a member-driven grievance. While the grievance is proceeding, the union will provide funding from the professional development fund so that the members' professional development can proceed. This is a strategy to put pressure on the employer to put an end to the practice of routinely holding back professional development funding negotiated and costed in the HSPBA collective agreement.</p>		Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
238	advocate to include Medical Imaging Technologists to the eligible occupations in underserved communities listed in the B.C. Loan Forgiveness Program.	<p>IN FAVOUR – Recent graduates in select in-demand occupations can have their B.C. student loans forgiven by agreeing to work at publicly-funded facilities in underserved communities in B.C., or working with children in occupations where there is an identified shortage in B.C.</p> <p>They are or will be employed in an eligible full-time, part-time, on-call and/or casual occupation at a publicly funded facility and working with children or an under-served community in B.C.</p> <p>To receive benefits under this program one is required to demonstrate a minimum number of in-person hours of service in an eligible occupation at a publicly funded facility in an underserved community</p>		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
239	call upon the BC Federation of Labour to lobby the BC Government to expand the BC Student Loan Forgiveness Program to include social workers in publicly funded facilities working with children and in underserved communities.	<p>IN FAVOUR – Recent graduates in select in-demand occupations can have their B.C. student loans forgiven by agreeing to work at publicly-funded facilities in underserved communities in B.C., or working with children in occupations where there is an identified shortage in B.C.</p> <p>They are or will be employed in an eligible full-time, part-time, on-call and/or casual occupation at a publicly funded facility and working with children or an under-served community in B.C.</p> <p>To receive benefits under this program one is required to demonstrate a minimum number of in-person hours of service in an eligible occupation at a publicly funded facility in an underserved community.</p>		Carried
240	lobby the provincial government to offer retention bonuses to all HSA members working in difficult to fill roles in urban and metro communities and who hold positions in high-needs areas in priority occupations in rural and remote areas in equal value to the signing bonuses offered to new members upon hiring in these areas.	<p>IN FAVOUR – New Hire Incentives is a recruitment initiative which should be advocated for and expanded across all health care professionals in similar roles as those being filled by these New Hires, including for difficult to fill roles in urban and metro communities as well as those in priority occupations in rural and remote areas.</p>		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
241	<p>lobby the BC Government to continue funding recruitment and retention incentives for health care workers; and</p> <p>HSA WILL: Lobby the BC Government to explore creative options to retain health care staff in rural and remote locations including options for housing, childcare and spousal job opportunities.</p>	<p>IN FAVOUR – Rural and remote sites need to be able to attract workers to their communities, but often cannot due to low rental vacancies, lack of childcare and diverse job opportunities for other family members. The government needs to help rural and remote sites recruit and retain workers by continuing with recruitment and retention incentives and by helping workers who come to work at these sites. This help can be in the form of providing money for moving costs, paying a portion of rent, locating rentals, and finding childcare. The government needs to get creative with how to entice workers to come work in rural areas, or the health of those communities will eventually suffer due to staffing crises.</p>		Carried
242	<p>lobby the BC Government to have Sunshine Coast classified as a rural location for the purposes of post-secondary loan forgiveness.</p>	<p>IN FAVOUR – As the Sunshine Coast is dependent on ferries, it is already deemed a rural and remote location for other incentive programs.</p>		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
244	lobby the BC government to provide a housing stipend to support health students of health science professions 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.	<p>IN FAVOUR – This is an affordability and a recruitment issue. During health care clinical placements outside of the area where they live, students are required to find suitable accommodation while continuing to pay tuition and for accommodations where they attend school.</p> <p>The additional burden of paying to stay in a community for a short-term clinical placement serves as a barrier to taking clinical placements in communities that might be able to attract new hires exposed to their community for a clinical placement.</p>		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
247	develop and implement a high school outreach program to promote health science professions and recruit potential students to future careers in HSA represented jobs.	IN FAVOUR – HSA has a great opportunity to advocate for all the professions represented by the union by having a presence at high school career fairs and other events that high school students attend. As the allied health sector is suffering from a decreasing workforce with many health science professionals retiring, we need to attract a younger generation to join the skilled workforce. A lot of the jobs that HSA represents are behind the scenes and the general public is not very aware of the work we do. This gives our skilled, passionate workers a chance to showcase what their job is and why they do what they do. A member of this committee was attracted to the medical laboratory profession from a high school career fair. It does happen, and it is a great way to not only help someone find their calling; it will help all of us provide better care if we have more skilled workers by our side.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
248	lobby the BC government to provide service to areas with shortages by using HSA members.	IN FAVOUR – The additional burden of paying to stay in a community for a short-term clinical placement serves as a barrier to taking clinical placements in communities that might be able to attract new hires exposed to their community for a clinical placement.		Carried
249	Create a committee specific to recruitment and retention.	OPPOSED – The resolutions committee discussed the significant resources required to create a formal committee. The resolutions committee failed to understand how a committee would support the issue of recruitment and retention highlighted in this resolution. HSA is already addressing recruitment and retention issues through research, lobbying, bargaining and other mechanisms.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides; specifically, HSA addresses recruitment and retention issues through research, lobbying, bargaining and other mechanisms.	Defeated
250	in partnership with other stakeholders (e.g., BC Psychological Association, Regional Psychology Practice Leads, Health Authorities), investigate and publish information on recruitment and retention of HSA psychologists (i.e., the number of HSA psychology positions over time, the availability of unique psychological services).	IN FAVOUR – HSA is a union with members in over 70 different professions, each profession delivering a specialized service to the residents of BC. There are recruitment and retention challenges in all professions. Information of this nature is needed to continue to continue to advocate to address shortages.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
251	investigate the level of support for this call-back language amongst members who are covered by the HSPBA collective agreement who answer call-backs.	OPPOSED – The committee is opposed to this resolution, as there is ample information about the issues related to call back, and the issue is being pursued through bargaining.		Defeated
252	work with the professional bodies of health care professionals to try to establish reasonable patient to professional workload, and report back at next convention.	OPPOSED – Establishing a patient-to-professional workload ratio may not be feasible for all healthcare professionals, given the diverse nature of their roles. In many cases, the complexity and time required for each patient/client case can vary significantly due to numerous factors that cannot be accounted for in a ratio-based system. Such a one-size-fits-all approach for all workers in a specific profession may be attainable for some, but not for all healthcare professionals as it may overlook these nuances, potentially leading to unfair or impractical workload expectation. More tailored approaches that are specific to the professions for which this sort of ratio-system may be more appropriate might be more effective.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
253	immediately publish a public statement affirming HSA's solidarity with Indigenous peoples globally. This statement will acknowledge the systemic and active violence faced by Indigenous communities worldwide, and stand with all those affected by such atrocities.	IN FAVOUR – HSA is committed to Truth and Reconciliation and supports Indigenous Peoples. Publicly affirming solidarity with Indigenous communities acknowledges the systemic violence faced and reinforces the importance of addressing these issues. This action demonstrates a commitment to social justice, equity, and the well-being of Indigenous peoples, which are essential values in healthcare and community services.		Carried
254	immediately prioritize advocacy and solidarity with communities and organizations advancing human rights, equity, and inclusion globally, while ensuring its actions and resources do not endorse or support governance structures that marginalize individuals based on religion, ethnicity, or other identities.	IN FAVOUR – The resolutions committee feels HSA already strives to do this. Workers' rights are under increasing threat both locally and globally and it is important that HSA confirms its commitment to human rights, equity and international solidarity. Unions must work to resist political pressures that compromise worker advocacy and stand with oppressed and marginalized communities. Now more than ever unions must remain independent from political agendas and stay rooted in the principles of solidarity, equity and justice for all workers, regardless of borders or political interests.		Carried

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
261	find a better email system for steward than the Poral. Options such as Microsoft Outlook allow for better organization, communication, and ability to link directly to online meeting platforms.	IN FAVOUR – The resolutions committee heard how this issue is significantly affecting stewards. Stewards report that the existing steward email platform is outdated with low functionality. It is important that stewards have access to the resources required to perform their important work. The committee also discussed that having an unreliable platform may lead more stewards to perform work on their employer email which is not advised by HSA due to confidentiality.		Carried
263	create a \chapter steward\ email, and have it redirected to the lead and assistant lead to make sure that members emails are going through to the correct people.	OPPOSED – The Resolutions Committee is opposed to this resolution as many chapters already have a general chapter email address for contacting the Lead and Assistant Lead Steward at their chapter. For those chapters that do not already have one, they are available upon request.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
265	provide virtual cell numbers to Lead and Assistant lead stewards upon their request.	<p>IN FAVOUR – We want to provide as much service to members as possible. Being able to reach your steward easily by phone is desirable.</p> <p>For privacy reasons, no member is required to provide their phone number to fellow HSA members on site and neither should the lead and assistant stewards.</p> <p>Virtual cell phone numbers are easily available and do not require the union to provide cell phones to lead stewards. Most lead stewards do not have an office space, therefore, no other phone is available.</p> <p>This ask is for lead and assistant stewards to have a consistent number for members, even if those positions have a change each year during elections. Stewards should not have to field phone calls after they are finished their terms as a steward</p>		Carried
266	create a steward bulletin communicating for Lead and Assistant stewards	<p>OPPOSED – The resolutions committee is opposed to this resolution. The committee feels that the resolution lacks detail and clear direction to the union regarding the purpose and contents of the requested bulletin.</p>		Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
267	bring back the LRO job shadowing program where the dedicated steward can learn and work directly with LRO(s) for a minimum of one week or agreed upon amount of time.	IN FAVOUR – The resolutions committee had a lengthy debate over whether a program like this would appropriately address the identified need. Some members were concerned about the associated cost and felt that shadowing an LRO would not be appropriate as a steward is not doing the same job as an LRO. Members heard from dedicated stewards who expressed how overwhelming this role can be and the need for more resources. Some members felt that better steward training would be an avenue to address the need. Ultimately the committee supported the resolution as a resource for dedicated stewards to become better versed in their roles.		Defeated
268	instruct the LROs to work with the employer to give priority to the dedicated paid stewards of consolidated sites to attend union meetings.	OPPOSED – The committee encourages all members to attend union meetings, and expedited processes already exist for stewards, paid and unpaid, to apply to attend union meetings.		Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
269	ensure that paid steward time is allocated in priority sequence. Paid time will be offered to lead stewards, any remaining steward time will then be offered to the assistant lead stewards, and then any remaining time will be offered to general stewards, ensure that interested general stewards will be awarded the opportunity to orient into paid steward positions for vacancies (such as vacations, etc) as available. As well as ensure that opportunities are provided in a fair and equitable manner.	OPPOSED – We recommend that any steward interested in a paid steward position run for the role through the existing election process, ensuring that members have the opportunity to elect their representatives democratically		Defeated
270	cover time and cost of scheduling and running chapter meetings by being paid time by either HSA or the employer: and HSA WILL: cover the cost it takes for stewards to file grievances on their own time, cover the cost to engage members in union activities by paying the steward the time to organize chapter meetings and other events- being paid either the union or the employer.	OPPOSED – We appreciate the time and effort union stewards dedicate to running chapter meetings and organizing activities. The committee recommends that time to carry out the steward representation duties be addressed under Article 5.09.		Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
273	recommend the JHSBT HSA trustees review the viability of increasing funding for mental health coverage under the extended health care plan; and HSA WILL: lobby the provincial government to increase coverage for mental health services including counselling and therapy under the Medical Services Plan.	IN FAVOUR – The committee recognizes that healthcare workers, coping with shortages and other acute strains on their working conditions, have an urgent need for increased mental health support.		Carried
274	create a mental health fund that will support initiatives both locally and internationally to address the violence and distress experienced by health care workers who are suffering from psychological injuries as a result of their work in healthcare.	OPPOSED – While the resolutions committee recognizes there is a rise in mental injury experienced by health care workers, the resolution is not clear about what is expected from the proposed fund.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated
275	provide the fundamental functions reports (finance, constitution, governance, labour relations, communication, education, steward resources, member services, etc) at least 1 week prior to convention digitally for members to review, to save time and prioritize the voting of resolutions during the 3 days of convention.	OPPOSED – The committee agrees with the intention to provide delegates with reports prior to convention for review. However, the HSA Constitution Article 7, Section 4 (f) already stipulates that each delegate to Convention be sent a copy of the resolutions, along with a copy of reports, at least 14 days prior to the Convention date. This resolution would shorten the notice that delegates currently receive.	The Board of Directors discussed the rationale provided by the resolutions committee and concurs with its recommendation based on the information the rationale provides.	Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
276	lobby for increased funding for therapists in long term care.	IN FAVOUR – The committee supports the resolution, which calls on the union to advocate for increased funding for services provided by health science professionals in long term care settings.		Carried
277	lobby the government to advocate for an increase in Recreation Therapists and Music Therapists in Acute care and transition services settings.	IN FAVOUR – The valuable services that recreational therapists and music therapists provide in these settings, often overlooked, must be acknowledged.		Carried
278	advocate for the increase in education to shift delivery service model for LTC and increase resources and education for residents and staff which includes harm reduction, substance use, sexual health, dignity of risk protocols, ethics, and safety for those living in and working in the LTC sector.	OPPOSED – The committee feels that the language in the resolution is confusing and does not provide clear direction to the union.		Defeated
279	lobby the BC government to advocate for free public transit for healthcare members, which will significantly reduce the costs for HSA members in terms of commuting and will reduce our environmental impact/footprint of our members and our world.	OPPOSED – The resolutions committee felt that advocating for free public transport for only some HSA members who have access to public transit is inequitable.		Defeated

#	HSA WILL:	Resolutions Committee Recommendation and Rationale	BoD Discussion	BoD vote
280	<p>protect its members from retaliation, uphold the right to free speech, and take a firm stand against the attacks on Palestinian solidarity, ensuring that no member faces discrimination for their advocacy for human rights; and</p> <p>HSA WILL: bring forward the spirit and intent of this resolution to the provincial and national union groups including BCFED, NUPGE, Labour Councils, and the CLC.</p>	IN FAVOUR		Carried