

# 2021 ANNUAL REPORT



HEALTH SCIENCES ASSOCIATION  
The union delivering modern health care

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Heather Andersen  
Occupational Therapist, Queens Park Care Centre

## EXECUTIVE REPORTS

# REPORT OF THE PRESIDENT

I've been a member of HSA for 37 years now. I've been a physiotherapist member on the front lines, a steward, a director on the board, a vice-president, chair of the team leading negotiations in two rounds of bargaining, and I've had the honour of serving as president of this union since 2013.

I've seen us face all sorts of challenges. Some real tough spots. And some great breakthroughs.

But I've never seen anything like the last year.

And I've never been prouder of HSA members.

Some of you have had to put yourselves, your families, at risk to do your jobs.

Many of you have helped build new workplace protocols, sometimes overnight, with little information, to keep the system running.

Most of you have worked longer, harder, filling in for colleagues struck ill or caring for others.

And all of us have felt the gut-wrenching strain of the uncertainty, the fear, the separation from those we love.

As a union, we have each other. That's important. That's something a lot of people in this province don't have, and it's important to remember that, because it's part of what we fight for.

As a union we have each other, and together, we are safer, we are stronger, and we can build a better world.

A year ago we cancelled our convention as the world shut down non-essential activities.

Six months ago we held our first virtual convention thanks to the hard work of so many delegates, activists, and members.

I spoke to you then about what your union was doing in the face of the pandemic crisis, and on a number other priorities that remain important as part of our longer-term goals here in BC and across Canada. I'd like to offer an update on many of them.

## **GOVERNMENT RELATIONS**

We have been engaging directly with the government on a near daily basis since before the pandemic was officially declared, and as we begin to see the glimpses of a post-pandemic world, we continue to engage on a number of fronts. Member safety has been the most critical aspect of this work, and while we are still pushing to address serious concerns around access to protective personal equipment in some cases, the government, while clearly struggling to deal with the incredible challenges developing daily over the last year, has responded with action on the majority of our concerns. There were many initial problems with the rollout of the vaccination program, but as I write this most of the wrinkles have been ironed out and the prospect of full vaccination for front line workers is imminent. With these matters in hand, we turn greater focus daily to tackling the longer-term problems around burnout, workload, training, workplace violence, and wages.

“I’ve seen us face all sorts of challenges. Some real tough spots. And some great breakthroughs.

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Since we last met a new government has been elected in British Columbia. While led by the same party, I would argue that the NDP’s large majority, multi-year stability, and mandate to respond to the pandemic reshape the administration in significant ways.

As a result, we have been working to build relationships with new Ministers and re-engaging with those who stayed in place. We’re discussing the issues that matter most to our members, paying close attention to the important window of opportunity we have now to implement a recovery strategy that repairs longstanding cracks in our health and social systems.

Along with many others, we are calling on the province to increase investments in health care and social services. Not just capital investments, but historic fixes to training and wages that have lagged for too long, with foreseeable consequences for the current crisis.

We are calling on the province to build on its recent efforts to address ongoing staff shortages in the health science professions. Over the past three years we’ve seen the government increase training spaces for priority professions facing critical shortages, but it can’t stop here. Government must fund additional post-secondary training spaces, introduce new clinical leadership opportunities, and fund wage increases to make us competitive with other provinces and the private sector. This work has already begun to get results; the latest provincial budget provides \$96 million to address training of health professionals, and we will be working with the government to ensure much of this will be dedicated to health science professions in shortage.

We’re calling on the province to provide a significant funding boost for early intervention therapies in order to tackle the long waitlists that prevent children with disabilities from accessing the rehabilitative services they need, when they need them. This funding is desperately needed to increase staffing in BC’s Child Development Centers, and we are driving that message relentlessly.

Throughout the COVID-19 crisis, the occupational health and safety of our members has been a serious and ongoing concern for HSA. We’ve advocated for increased protections for frontline workers and comprehensive, province-wide OHS policies. Our tenacity reaped results, with the Ministry of Health updating policy mandating the wearing of masks in all health, long-term care,



Val Avery

and assisted living facilities.

And HSA is continuing to push the government on granting presumptive coverage of mental health injuries to all health care and social service workers, which would make it easier for our members to advance a workers' compensation claim after experiencing traumatic events at work.

I'd like to give credit to our hard-working team of Constituency Liaisons – members who participate in our volunteer program to meet with elected members of the provincial government on a regular basis to brief them on the issues above. The credibility of their front-line experience lends particular weight to their discussions, and they've been able to build relationships with Cabinet Ministers and MLAs from all three parties, forming an invaluable foundation of understanding upon which to build our arguments for action on critical problems like workload and wages. I urge any member with an interest in getting involved to join the Constituency Liaison program.

### **PAID SICK LEAVE CAMPAIGN**

We're fortunate in that the BC government has been outspoken on the need to implement paid sick leave as a long-overdue fundamental not only of fairness but public health as well.

According to Canada's own Public Health Officer Dr. Theresa Tam, only 42 per cent of working Canadians over the age of 18 report to have access to paid sick leave. This directly impacts public health measures in the current crisis; no one is protected until everyone is protected. But even in the best of times, paid sick leave is important to protect public health and reduce health inequities. Still, the federal government and others have been reluctant to take action.

That's why HSA launched the Paid Sick Leave Campaign last fall. The campaign mobilized members to send letters to Premier John Horgan, the Minister of Health and the Minister of Labour, urging that all workers across BC be provided with ten days of paid sick leave if they contract COVID-19, need to self-isolate, or must take care of a sick family member. In addition, the campaign called on the government to deliver to all workers a minimum of three paid sick days per year, which would increase to up to ten days per year in accordance with the worker's hours of work accrued. We continue to put pressure on government to get this done.

We also called for a rebate program for new and existing businesses impacted by the pandemic to cover up to 75 per cent of paid sick leave costs while they get back on their feet.

### **SOLIDARITY WITH COLLEAGUES IN ALBERTA**

If there's any doubt about the importance of electing provincial governments that support public services, one need only look next door. In Alberta, workers in public health care are facing a wave of attacks from Premier Jason Kenney and the United Conservative Party government, which is seeking to expand the privatization of healthcare through dramatically increasing the contracting out of publicly-funded surgeries. And in the middle of a public health crisis, the government announced a plan to cut 11,000 jobs at Alberta Health Services.

**“Their struggle reminds us how precious public health care is, and moves us to seize the opportunity we have before us in BC to build a solid foundation of quality and accessible care that leaves no one behind.”**

Over the last few months HSA helped work the phones in direct support of the efforts of our sister union, HSA Alberta, to fight back. It's been an exercise in building relationships with our colleagues in Alberta, in living the meaning of solidarity, and defending public health services

from extraordinarily short-sighted privatization and cuts in the midst of a pandemic.

Their struggle reminds us how precious public health care is, and moves us to seize the opportunity we have before us in BC to build a solid foundation of quality and accessible care that leaves no one behind.

## **NATIONAL PARTNERSHIPS**

As a member of the National Union of Public and General Employees HSA works alongside 400,000 union members across the country to advance matters of common interest. Through NUPGE, we've submitted recommendations to the federal government's budget consultations, urging action to mobilize the resources, and inject the necessary funds, to meet the pandemic crisis and address the other pressing crises in Canada – systemic racism, climate change, gender-based violence, precarious work, lack of access to affordable housing, and income and wealth inequality.

NUPGE is also on the front lines of pushing for a national Pharmacare program. Among the countries that have universal public health care, Canada is the only one that doesn't cover prescription medications, and as a result we pay the most for those medications. A universal single-payer pharmacare plan would not only ensure that all Canadians have equitable and affordable access to life saving medications, but by negotiating drug prices for the country as a whole (“bulk buying”) we could significantly lower prices for medications.

Recent reports highlighting the failures of Canada's long-term care system have underscored the importance of NUPGE's work calling for these services to be brought under the Canada Health Act. The reality is that our current long-term care system has been failing seniors for many years. The pandemic has exposed the failures in a manner that we can no longer ignore. Fundamental to the failure is that we have allowed for-profit providers to co-opt an increasingly large proportion of long-term care, shifting the focus from care to profit. It is not acceptable that our most vulnerable seniors are treated as a source of revenue by corporations, and it is also unacceptable that our governments support and subsidize this model of care.

Through the Canadian Labour Congress, HSA has promoted action against violence and harassment in the workplace. This is a daily, significant issue for HSA members working in the health and community social services sectors, and the Canadian Labour Congress, in partnership with the Centre for Research and Education on Violence Against Women and Children at Western University and the University of Toronto, conducted a survey on violence and harassment in the workplace. Many HSA members participated in the survey, and results will help to highlight the amount of harassment and violence that occurs in workplaces, and will be helpful as we continue to demand protections for workers. The survey is directed to workers of every gender, whether or not they have experienced or witnessed workplace violence or harassment.

## **CONFRONTING RACISM**

At our last convention I was proud to discuss the findings of HSA's report, *Confronting Racism with Solidarity*. Intended to guide the development of anti-racism and member engagement work, the survey will inform development of tools and resources to equip HSA, stewards, and the broader membership with information needed to respond to issues of racism in the workplace.

Not long after, respected former judge and advocate for children and youth Mary Ellen Turpel-Lafond released *In Plain Sight*, a report addressing Indigenous-specific racism and discrimination in BC's health care system.

The report mirrors the findings of HSA's own survey of BIPOC (Black, Indigenous, People of Colour) members, and includes 24 recommendations for action, all focused on addressing the unacceptable experience of Indigenous people in the province's health care system.

As a union, HSA is committed to working at all levels to make our health care system a safe place for everyone and we are committed to do more to end systemic racism in our communities.

## **GRASSROOTS ORGANIZING**

HSA's membership has long demonstrated exceptional dedication to professionalism and delivery of their services in public health care and community social services. So it's hardly surprising to see how many members of are union are looking for new ways to channel this dedication through direct organizing efforts.

That's exactly why the Core Member Engagement Team was developed. By facilitating peer-to-peer organizing across professions and worksites, the Member Engagers are able to access paid leave time to inspire fellow members to make the union stronger through participation in the issues that matter to them.

Member Engagers have presented extensively on the Paid Sick Leave Campaign mentioned above, connecting with colleagues through chapter meetings, steward meetings and peer texting campaigns. The team also met regularly to phonebank, making connections with members, supporting members to participate in campaigns, volunteer, and to serve as stewards.

## **EDUCATION**

Education programming in HSA continues to expand in response to demand from among our membership. The fall and winter training season was extremely busy, with offerings of at least two workshops weekly for much of the time.

The Education and OHS teams hosted 52 members in the first virtual version of the union's biennial OHS Conference in October. Additionally, HSA brought in the BC Federation of Labour Occupational Health and Safety Centre to facilitate two COVID Safety Plans and two Psychological Health and Safety workshops for OHS Stewards and JOSH representatives.

In November the Young Workers Workshop and Forum were held. A Decolonization workshop was first offered at the end of September. The workshop focuses on developing tools for health care and social services workers to be able to apply key concepts related to systemic, institutional, and interpersonal racism. The workshop's goals are for participants to understand how health outcomes are connected to racism embedded in policy and practices; how Whiteness, power, and privilege, contribute to racial oppression; identify practical ways to implement anti-racist practices, and develop skills to confront racism.

Additionally the education team provided members the opportunity to participate in external education offered by Vancouver District Labour Council, the BC Federation of Labour and their Occupational Health and Safety Centre.

## **50 YEARS OF STRUGGLE AND VICTORY**

This year marks our 50th anniversary, and with HSA members front and centre serving the public in a pandemic that has affected every aspect of our personal and work lives, it's a great moment to reflect on our history and recommit to our shared future. We have come a long way, but there is much more we must accomplish.

We have a lot to celebrate. 50 years of growth, advocacy, recognition, and victories. 50 years of challenges, fights and obstacles. 50 years of friendships, solidarity, and movement building.

As I reflect on the past 50 years, I feel a deep gratitude for the work our members – past and present – do, every day. Your dedication to your patients and clients, your respect for your colleagues, and your commitment to public service is inspiring.

It has been a great honour and privilege to serve as president of HSA for the last seven and a half years.

Not a minute has gone by that I did not count myself lucky to be in this union. There have been challenges, tough calls, picket lines, and hard negotiations - but there has always been the core belief in the work we do and important role we play in our communities.

“This year marks our 50th anniversary, and with HSA members front and centre serving the public in a pandemic that has affected every aspect of our personal and work lives, it’s a great moment to reflect on our history and recommit to our shared future. We have come a long way, but there is much more we must accomplish.”

The work of our members is constantly changing with new investments and technology; recruitment and retention in our members’ specialized professions must be a priority; new sectors are expanding and need representation; and the larger labour movement still faces challenges to workers rights and protections.

And beyond our own union, as a society we have to find ways to ensure everyone has a voice, rights, and opportunities on a healthy planet.

As we look to the next 50 years, I am confident that HSA will set the path for new victories that will lift up our members and workers across the province. It is an exciting, important and inspiring mission.

Finally, on behalf of your Board of Directors, I want to thank the members and the staff of HSA for the commitment you bring to your work every day.

Respectfully submitted,

Val Avery  
HSA President

# REPORT OF THE EXECUTIVE DIRECTOR OF LEGAL SERVICES AND LABOUR RELATIONS

HSA union staff continued to provide representation and handled even more member issues than in 2019, even as they were required to work remotely. As labour relations specialists – and in many cases former members themselves – the staff have a deep understanding of the challenges faced by health and social services workers during a pandemic.

## **MPP and JHSBT MATTERS: 2020 IN REVIEW**

### ***Municipal Pension Plan***

For the past 20 years we have had the good fortune to have Dennis Blatchford as HSA's senior representative to the Municipal Pension Plan (MPP). We were sorry to see him retire in April, and wish him nothing but the best in the coming years.

When HSA's 2020 convention was held in November, the MPP Plan Partners had recently announced a series of proposed reforms, and invited feedback from Plan members and Plan employers alike.

These reforms, many years in the making, represented the first major changes to the MPP rules since joint administration began in 2001. In fact, once implemented next January, these reforms will be the first significant redesign to the MPP since the 1970s.

HSA's participation in the Plan Partners process was through the Municipal Employees Pension Committee, which, along with the Employer Plan Partner, and the BC government, formed the Plan Partner Working Group. In September 2020, after years of development and negotiation – and adjustment to global economic challenges resulting from the global recession of 2008-2009, the sweeping package of reforms was announced in September 2020.

By late December 2020, the Plan Partner Working Group began to review and consider the feedback received during the engagement period, and following that review, finalized the agreement in principal, and formally notified the MPP Board of Trustees in February 2021 that a final agreement had been reached. Subsequently, the MPP Board of Trustees reviewed the agreement in March and began to move forward with the BC Pension Corporation on an implementation plan for 2022.

While some Plan members will be disappointed that early retirement accruals will end after December 2021, all pensionable accruals up to that date will be applied at retirement; including bridge and early retirement subsidies earned prior to January 2022.

The trade-off for eliminated early retirement and bridge benefit subsidies, is a stronger, more equitable, and more affordable pension plan for the future. For retirees, these reforms will bring more income security through improved inflation protections, and a stronger health and welfare platform to deliver the health benefits they require.

### ***Joint Health Sciences Benefit Trust***

With one eye on the impacts of the pandemic, and the other eye on the work plan, the Joint Health Sciences Benefit Trust (JHSBT) trustees participated in a comprehensive provider search, renewing service agreements this spring with both Pacific Blue Cross and Canada Life (formally



Jeanne Meyers

Great West Life).

JHSBT trustees also worked to improve Plan communications, and strengthening the relationship with key agents; the Healthcare Benefit Trust (HBT) (administration), and JHSBT trustees have been ever mindful of what a difficult time this has been for plan beneficiaries and their families. With normal access to many health services cut off, interrupted or curtailed, it has been difficult for members to access the treatments families rely on to maintain optimum health.

### **SERVICING DEPARTMENT: 2020 IN REVIEW**

2020 was a year of rapid change.

We have seen movement within the servicing Labour Relations Officer (LRO) positions as a result of staff moving in to other areas of the organization such as organizing, classifications, and disability management. As well, we have added additional Labour Relations Officer positions, which has allowed us to redistribute the caseloads in a more balanced way across the province. We continue to manage these transitions as effectively as possible.

#### ***Grievance files and resolutions***

In 2020 the case handler Portal – a custom designed electronic file management system for labour relations staff and union stewards – was launched with the goal of opening all new files in the Portal. A majority of files have been successfully transitioned and as the system continues to grow in use, we are confident it allows for better bridging between the stewards and Labour Relations Officers.

	CASE FILES OPENED	CASE FILES CLOSED	CASES OPEN AT END OF PERIOD
PORTAL	1063	471	791
NON-PORTAL	47	407	493
2020 TOTAL	1110	878	1284

Grievance case files opened and closed, 2020

With the hard work of the LROs and stewards, staff addressed a number of long-standing grievances, maintaining a high rate of success in those older grievances, including a number of significant financial settlements for members.

2020 also brought a series of challenges related to the ongoing pandemic. A number of Section 54 negotiations related to closures because of the pandemic (West Coast Medical Imaging, Paragon Orthotics and several Child Development Centres across the province) were negotiated.

Labour Relations Officers were also tasked with tracking the implementation of the Single Site Transfer Agreement, as well as numerous other redeployments of staff. The work is ongoing to ensure that members who have had their work assignments changed as a result of the pandemic keep their collective agreement rights.

The Pandemic Pay negotiated between the province and union bargaining associations resulted in Labour Relations Officers filing grievances on behalf of a number of members who did not receive appropriate payment.

There was a significant grievance filed related to a mixed practice by Vancouver Coastal requiring some members to pay to maintain membership in the CAMRT, and this resulted in an agreement relieving members of that responsibility.

### ***Early Childhood Educator Wage Enhancement***

As part of the BC Government’s Early Care and Learning Recruitment and Retention Strategy, some front-line Early Childhood Educators (ECE) working in licensed child care facilities are eligible for a \$2/hour wage enhancement. Our Labour Relations Officers worked with eligible employers operating these types of childcare programs to negotiate this premium for ECE Workers.

### ***Music Therapists Project***

The servicing department along with the organizing and the legal departments worked together with the Music Therapy Association of BC to offer a virtual education session for music therapists, including the benefits of being in a union.

### ***West Coast Medical Imaging Bargaining***

A new Collective Agreement was successfully negotiated in 2020. Members saw a number of improvements for temporary and part-time employees, a significant increase to the maximum sick bank, as well as improved workload, and anti-bullying and harassment language.

## LEGAL DEPARTMENT: 2020 IN REVIEW

In March 2020, as a result of the COVID-19 pandemic, HSA and HEABC reached an agreement to suspend the grievance timeline provisions of the Collective Agreement until May 18, 2020. In addition, Union and Employer counsel agreed on March 18, 2020 to adjourn all third-party hearings (including mediations and case management meetings) for a 60- day period.

When the 60-day hiatus expired, we worked with HEABC, Employers, and Arbitrators to reschedule the hearings using the Zoom platform. Most matters that were adjourned during this time have either been resolved or rescheduled.

In 2020, 123 files were assigned to the legal department. We saw a high number of discipline grievances as well as grievances related to classification and job description objections, selection grievances, and leave provisions.

The HSA legal department resolved 55 files, the monetary value of which exceeds \$488,000 in wages and benefits recovered for our members.

In addition to receiving grievances and member advocacy files from the servicing department, the HSA legal department works very closely with staff in the organizing, disability management, and classification departments. In particular this year, HSA counsel worked very closely with senior staff of the Classification Department to resolve issues related to Appendix A of the Classification Redesign Interim agreement that was negotiated during the last round of bargaining.

### **Arbitration Activity**

#### ***Classifications***

In 2020, HSA resolved a number of files related to the classification / wage rate provisions of the collective agreement, including establishing the appropriate wage rates, job description objections and working without general supervision.

#### ***Leave Provisions***

##### Special Leave

HSA successfully argued that taking a young child to a specialist for testing for a life-threatening allergy constitutes “providing care”.

##### Union Leave

HSA received a precedential award in a case relating to the denial of a request to change vacation dates as a result of union leave. In April 2018, the Grievor was selected to attend a course during the same dates that she had requested her vacation. She requested to take the dates for the event as union leave and the employer denied her request. The employer viewed the request as a request to reschedule vacation, not a request for union leave.

The arbitrator held that this was a breach of Article 5.14 of the HSPBA Collective Agreement, finding that language of Article 5.14 reflects the importance of union representation rights, and is a strong indication that the parties intended that this leave would be granted, subject to the narrowly described exception that the absence will “...significantly limit the operational capabilities of the department.” Article 5.14 requires employers to “make every reasonable effort” to grant the leave, which requires assessing these requests and exhausting reasonable alternatives before denying them

## Labour Relations Board Activity

2020 was also a busy year at the Labour Relations Board for HSA: both in relation to jurisdictional issues and in relation to new certifications.

In terms of jurisdictional concerns, in 2019, HSABC applied for certification of employees hired to work at the newly opened Surrey Urgent Primary Care Centre. The Employer had determined that the appropriate representative for some of these employees was the BCGEU. The Board issued its decision in March 2021, denying HSABC's certification application. HSABC is concerned with the impact of this decision on its members and representational rights and is preparing its case for reconsideration.

HSA also successfully applied to vary its certification at Lakes District Hospital and Health Centre to include a newly created Dietitian II position. The Employer had assigned the position to the BCGEU. In this case, it is the BCGEU that has applied for reconsideration, and that application is ongoing before the Board.

In 2020 through its organizing efforts, HSA welcomed new members at Alouette Addictions (CBA), MacKenzie Counselling Services (CBA) and CMHA, BC Division (Victoria Office) (CBA and HSPBA). In Island Health HSA successfully applied to vary its HSPBA certification to include spiritual health care practitioners.

HSA participated as an intervenor in an application filed by the BCGEU in the Gateway Casinos secondary site picketing matter. HSA provided the Board with insight on the way in which the existing secondary site picketing restrictions impact on health sector unions already subject to the essential services regime. The Board's decision is pending.

**“In 2020 through its organizing efforts, HSA welcomed new members at Alouette Addictions, MacKenzie Counselling Services and CMHA, BC Division (Victoria Office). In Island Health HSA successfully applied to vary its HSPBA certification to include spiritual health care practitioners.”**

## CLASSIFICATIONS DEPARTMENT: 2020 IN REVIEW

In 2020 HSA classifications had its busiest year ever. The classifications department received and reviewed a record 511 job descriptions through the processes of the collective agreements (a 13% increase over 2019). Moreover, as part of the Health Sciences classification redesign project, department staff reviewed an additional 2,735 job descriptions.

There were 143 new classification grievance files opened in 2020 with this total including both job description objections and member classification grievances. Many of the cases involve multiple grievors and/or incumbents.

The classifications department closed 174 files. These grievance resolutions saw HSA members receiving lump sum and/or retroactive salary adjustment payments totalling over \$601,000. The pay rate increases achieved result in ongoing value of over \$335,000 per annum.

April 2020 also saw the second-year implementation of the classification improvements achieved in bargaining in three of HSA's provincial collective agreements.

HSA sits on the provincial classifications working committee of the Community Social Services sector. The joint union and employer committee has, as per by the 2019-2022 collective agreement, allocated the distribution of negotiated 2020 “Low Wage Redress” comparability wage funding. This resulted in pay increases of between 3.5% and 13.5% over and above the April 2020 2% general wage increases. These members will also see wage increases in 2021 to continue moving CSS pay rates towards parity with similar jobs in the Health Community subsector and Health Science Professionals sector.

HSA is part of the provincial classifications working committee of the Health Community subsector. Community Health in 2019-2022 also has “Low Wage Redress” comparability wage funding. Pay increases over and above the general wage increases of the collective have resulted in almost every job in the subsector moving to within 98% of parity with the pre-existing rates of their comparator jobs in the Facilities subsector.

In the Health Sciences Professionals sector, the classification improvements funding for 2020 addressed pre-existing inequities in two more job categories. The Qualification Differential provisions were equalized for all Occupational Therapists and Physiotherapists, and further rate improvements were applied for Supported Child Development Consultants as they move toward full salary structure parity with Infant Development Consultants in 2021. HSA, as the lead union in the Health Science Professionals Bargaining Association, advanced the work of the HEABC/HSPBA Classification Redesign Committee throughout 2020 in accordance with the classification appendices of the collective agreement. The work of the joint committee to develop a future new profile-based classification system is completed pending decisions to be made by the classifications arbitrator. The profile-based system would provide consistent and objective job classification criteria across all professions within the scope of the HSPBA bargaining unit.

## **DISABILITY MANAGEMENT: 2020 IN REVIEW**

### ***WorkSafeBC***

The WorkSafe BC staff moved almost entirely to working remotely, resulting in disruption in processing of appeals as file processing and progression at WorkSafe BC slowed considerably. In addition, there were delayed decisions, extensions to timelines for provision of decisions by case managers, and extended deadlines for submissions by union and employer representatives, which lengthened the appeal process.

Further complicating the situation, was the fact that most doctors’ offices were closed completely for many months during the first six months of COVID-19. This meant that claimants were not able to get physician assessment, and physicians were not providing written medical reports which were required to support appeals. Telephone and Zoom appointments were eventually to become the normal and this assisted HSA with once again being able to requisition the important medical records and reports essential to supporting our members’ WCB appeals. This allowed us to continue with appeals at the Review Division level, although the issuing of Review Division decisions was still at a much slower pace than normal.

Workers’ Compensation Appeal Tribunal (WCAT) hearings were completely stalled for many months. These hearings most often are oral hearings which take place in person before a Chair of the Tribunal. In addition to the claimant, representatives from HSA and the employer are in attendance. It was no longer possible to conduct these hearings in this fashion. Ultimately, in late 2020, the WCAT was able to implement a virtual hearing process utilizing the Zoom platform and, once again, we are moving ahead with these hearings.

We are pleased to note that WorkSafe BC accepted COVID-19 exposure in the workplace as a presumptive illness for frontline health care workers and, therefore, HSA had not had to pursue any appeals for our members under this heading of disability.

Despite the challenges, HSA staff successfully resolved 58 WCB appeal files, representing a monetary value to our members of \$2,098,821.87.

### ***Long-Term Disability***

Similar to WCB, our Long-Term Disability appeal advocates encountered significant delays in provision of file disclosure from the insurance companies, as well as adjudication of appeal reconsideration requests following submission of supportive medical documentation. The insurance companies moved most of their staff to remote work and technical challenges resulted in slow decision making.

As with the WCB side, access to physicians was extremely limited, leaving members with active LTD appeals in a terrible limbo as they did not have disability income, and no progress was being made on their appeals. Specialists who conduct independent medical evaluation were among the first to arrange virtual assessments, and later occasionally in-person with appropriate safety protocols in place where appropriate.

Claims Review Committee (CRC) hearings, and Rehabilitation Review Committee (RRC) hearings which had always taken place in person, were completely stalled for many months while an alternative process was identified. In addition, the binders of medical information which would normally be couriered to members and the physicians on the appeal panel, had to be gathered and collated electronically, and then digitally transmitted via a secure platform with password protocols. It took quite some time for this process to be tested and then implemented, however, the CRC and RRC hearings eventually resumed in the fall of 2020 using a secure virtual platform which would ensure confidentiality.

Even in these conditions, our LTD Advocates were able to successfully resolve 29 LTD appeal files with a monetary value to our members of \$8,477,727.15.

### ***Duty to Accommodate***

We continue to experience an increased demand from members seeking assistance with Duty to Accommodate concerns and requests, and staff are currently managing 310 active accommodation files, most of which are complex in nature. Of course, COVID-19 added an additional layer of challenge as we sought to assist members looking for accommodation into workplace roles which reduced the risk of potential exposure to COVID-19 due to personal health issues. In an effort to expedite these very specific accommodations for HSA members, we entered into a temporary agreement with the employers in April 2020 to streamline the accommodation process and reduce paperwork at the front end to facilitate quicker access to transitional and alternative work options for members seeking a COVID-related accommodation.

In 2020, our DTA LROs successfully resolved 11 grievance files with a monetary value to our members of \$49,710.36.

### ***Enhanced Disability Management Program***

The demand for Enhanced Disability Management Program services continues to be strong, and our EDMP Regional Representatives have been an invaluable component of the EDMP, providing assistance, guidance, reassurance and support to our members during this year of disruption and uncertainty. They also provide an important union connection for members who have been struggling to remain at work, or have been out of the workplace due to illness, injury or COVID-related restrictions. Our EDMP Regional Reps opened 1,297 new member files during 2020.

### ***CSS Early Intervention Program (CSSEIP)***

HSA continues to actively represent our members in the Community Social Services sector to ensure they are provided with access to this early intervention program in a timely fashion. The window for participation and provision of services in this particular program is quite short - five months - so it is essential that they are promptly enrolled and HSA notified so we can appropriately support these members.

HSA also is very engaged with the CSSEIP Working Group. Although we are the smallest constituent union in this sector, HSA brings big presence to the working group and works hard to ensure the best possible services and processes are in place. We also advocate strongly to tackle and resolve issues with service providers, including the LTD carrier.

### **LOOKING AHEAD TO 2022**

Despite the ongoing work of the Recruitment and Retention Committee and the Classification Review Team there is much work to be done to improve wages for the HSA membership. For many years wages have lagged behind some other provinces while living costs have increased. Only collective and strategic action will effect change. We are in a position to address necessary benefit improvements. We will need the support of all members to do the work necessary to secure wage adjustments. We look forward to members' participation in the bargaining process and bargaining proposal conferences to be held later this year.



Alayna Kerr, Medical Radiation Technologist  
Nicola Valley Hospital

## CANDIDATES FOR PRESIDENT

# JAS GIDDHA



Dear HSA members,

I have been fighting for issues that matter to you even before my probation was up as a casual. I have passionately served in various roles such as general steward, assistant-chief, member-at-large, constituency liaison and participated/chaired almost every committee within HSA as a Regional Director. I am a passionate, honest and caring leader who is an excellent communicator and creative problem-solver. I stand up for what's right...I stand up for you!

I am proactive and in-tune with members' issues at the local department level while still connected to the bigger picture. I have a winning record in grievances and arbitration to reduce workload via new FTEs. I am the founding member of the Young Workers Advisory Group who increased member engagement by mentoring young workers. I am part of the BIPOC caucus raising awareness on discrimination, racism, bullying and harassment issues within the workplace and

union. I identified gaps and strengthened the membership through the Orientation Program for new hires.

I provided numerous strategies resulting in our membership being recognized for their excellent work and the \$4/hr premium pandemic pay for ALL. I promoted member safety by urging sufficient PPE supply (N95s, gloves, PAPrs). I told the board NOT to cut union dues from the pandemic pay. I supported local businesses and delivered restaurant meals to various sites while increasing public awareness of HSA members. I fought for our FIRST priority amongst doctors and nurses to receive the COVID19 vaccine.

I have outside experience with TRU and BCAMRT (Provincial Medical Imaging Association) where I brought numerous efficiencies while championing positive change as the President and Director. I am not satisfied with the current status-quo and believe we can do much better in all aspects as a union. I am not afraid to speak up for justice and will always put members first. I will fight to extend the \$4/hr pay until the pandemic is declared over; furthermore, I will aim to make the premiums permanent in the next contract. I will work tirelessly to improve wages, correct classifications, reduce high workload, raise member engagement, ameliorate recruitment and retention, increase transparency within HSA and promote a safe and harassment-free work environment. Feel free to reach out at [jgiddha@gmail.com](mailto:jgiddha@gmail.com). More information will be available on [www.jasgiddha.ca](http://www.jasgiddha.ca). I look forward to your support in making a positive change! Thank you and take care.

In Solidarity,

Jas Giddha  
Medical Radiation Technologist (MRT),  
Surrey Memorial Hospital  
[jgiddha@gmail.com](mailto:jgiddha@gmail.com)  
[www.jasgiddha.ca](http://www.jasgiddha.ca)

**2021 PRESIDENTIAL CANDIDATE STATEMENTS**

# BECKY PACKER



Welcome delegates, to HSA's 50th convention!

I am Becky Packer, a physical therapist working in Long Term Care on Vancouver Island. I have been a proud HSA member for fifteen years. Supporting our members fills my bucket.

I have been active as Chief steward, OHS steward, Member at Large (Resolutions Committee), and Regional Director. Last year, I was elected your Secretary-Treasurer and entrusted with overseeing and directing our union's finances. Serving on both our Policy and Finance committees, I have encouraged transparency and accountability in support of members' concerns. I have been listening to you, attentively advocating for your interests, and conscientiously supporting good decisions that benefit us all.

Friends, this next year is crucial for us. Most of our collective agreements are set to expire next spring. We must turn our minds to

establishing our strategy and planning for negotiation. We are our employers' most valuable resource and we must have safe and respectful places of work:

Respect includes being recognized and fairly compensated for the critical work that we do. We are highly educated, skilled and essential workers. We are responsible for delivering the specialized and modern healthcare and social services upon which the people of BC rely.

Respect includes parity with other health professionals and opportunities to work to our full scope, grow in our careers, and flourish into our potential. We need equitable opportunities for leadership positions in order to build more inclusive and diverse healthcare and social services where everyone feels that they belong and can contribute fully.

Respect includes recognizing and caring for our wellbeing and health. This last year has exacerbated our existing struggles of heavy workloads, unfilled lines and increased interpersonal friction. We are tired and burning out. We cannot continue at this pace giving care to others without first looking after ourselves. It is not fair on our teams, our families, nor on us. We need assurance of psychologically safe and healthy work environments. Recruitment and retention must be priorities for our employers.

We have a long game ahead of us and need each and every one of us to prepare to stand firm and hold our ground as we bargain and negotiate for our future.

I respectfully ask for your vote to elect me as your president. I promise to continue to be a strong advocate to stand up for, and with, all of our membership.

Kindest regards, Becky  
beckyhsabc@gmail.com  
beckypacker.ca

# JOSEPH SEBASTIAN



WE CAN DO BETTER.....  
YOU DESERVE BETTER

Dear Members of HSABC

How much do you value proper representation when you need it most? Think about it.

The basic definition of a labour union is “an organization of workers formed for the purpose of advancing its Members’ interests in respect to wages, benefits and working conditions”. Ask yourselves, is this actually the case?

We have an annual budget of over 22 million dollars.

So where is the money going? Why are we fighting internally? Who else are we battling? Are you being given all the facts? If so, how would you really know? How do we compare to other unions? Why in this internet/

electronic age do we use outdated methods to participate? Why is it that less than 2% of members control the union and are permitted to vote in a democracy? Why are grievances taking years to resolve? Why do we rarely hear of grievance/ arbitration/legal wins?

There continues to be an increasing number of members who have voiced their concerns over a lack of timely support of everyday frontline issues such as Covid19 concerns, workplace bullying and harassment, poor working conditions, workplace injuries, etc.

I first ran in 2014 because I could no longer silently sit by as a union member, as the disparity between the goals the union leadership are increasingly disconnected from the needs of its members within the province, continues to grow.

This fact was clearly evident in the province-wide survey results that stated that over 61% of members wanted their fundamental right to vote for president. Sadly less than 2% voted to deny that basic right at the 2020 convention.

I have been a member for over 23 years and a union steward for nearly 20 years. I have and continue to serve as a truly democratically elected Board Director since April 2014.

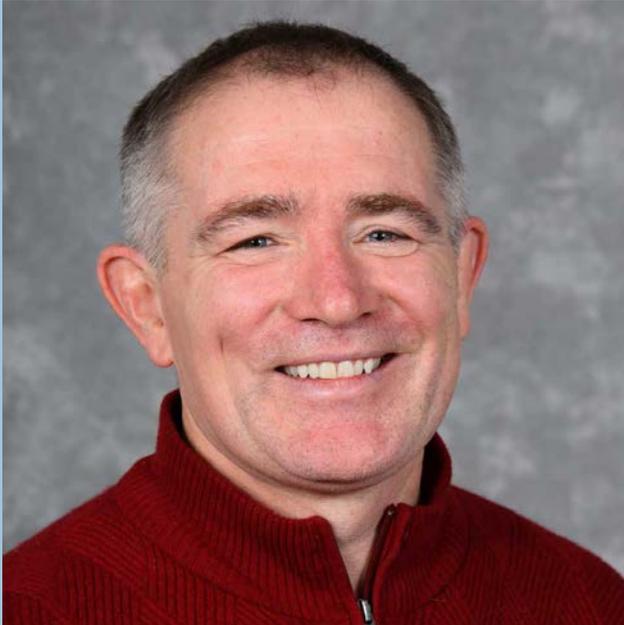
Since 2014 and now again in 2021, I ask for your support. It continues to be an uphill battle to achieve a transparent, accountable and truly democratic union where every member has a vote and access to information to make informed decisions.

I will be providing my platform and more information in the coming weeks. Please feel free to contact me at my private email [jtsebastian77@gmail.com](mailto:jtsebastian77@gmail.com) if you have any questions/concerns.

Respectfully,  
Joseph Sebastian  
HSABC director region 4

**2021 PRESIDENTIAL CANDIDATE STATEMENTS**

# DERRICK HOYT



Members of HSA,

I would like to thank Val Avery for her years of service as president. She has built strong relationships between HSA and other labour partners including BCFED, NUPGE, CLC and the NDP. She brought recognition to HSABC as an important player in the labour movement. Her work will be recognized for many years to come.

Achievements could not have been made without the assistance of HSA staff. Staff continues to build and nurture these relationships.

Leading HSA may appear daunting, but while sitting in the board room, observing the transformation of a president from the beginning of her term until the end, I can assure you that HSA is prepared to support and guide a new leader.

Why am I seeking to represent you as President of HSA? I want to put members at the front of the list of labour partners.

A president is both CEO and Board Chair. Administratively, we are well represented with staff that continue to build on past successes. Legislatively, there is much more that can be done to support a board that fulfils its role as a legislative body representing its members and ensuring that the resources paid by members are used for the benefit of the members.

There is a disconnect created between our activists and the members we represent. I want to bridge this gap and make the union more relevant to its members. Too often, delegates justify voting differently than our members because they believe they are more informed. Our delegates at convention should reflect the values of those we represent. Rather than assuming what is best for others, prior to convention, HSA should provide opportunities for all members to be informed.

I sit on provincial and regional OHS committees, populated by unions, employers, doctors, and government officials, where there is chatter about improving relationships. Everyone is in agreement that change is needed, but each time actions are delayed. Actions need to be brought to the words that are spoken.

We need better relationships between HSA, members, and employers. It's my belief that the grievance system is broken. Delays resolving grievances are contributing to dysfunction where workers are abandoning grievances rather than submitting themselves to a process that like a dark cloud, often hovers on for years.

Just by running for office, I make a difference. I can make more of a difference if you elect me as your President.

Derrick Hoyt  
HSA Presidential Candidate.  
OurHSA@hotmail.com



Jace Kenny, Perfusionist  
Royal Columbian Hospital

## FINANCES

# REPORT OF THE FINANCE COMMITTEE

The Finance Committee is the most exciting committee of the Board of Directors. Our role is to oversee the finances of the union and ensure that appropriate policies and processes are in place, and are followed.

Setting a budget for the coming year is a big task that done in collaboration with the union's management team. Our aim is membership-centric. Each item must align with our strategic plan goal for matching our needs with our resources in order to do the following: improve service to members; enhance member engagement; defend and strengthen our collective agreements; or effectively manage our essential relationships. These are the five priorities that ground our work. Many resolutions that pass at Convention draw on our resources, and our job is to ensure that we are prudent in how we allocate those resources.

Throughout the year, we review variances from the budget and report out our position to the Board of Directors each quarter. We handle emergent financial concerns and meet with the Auditor to review the books at year end. We oversee the union's investment portfolio and adjudicate members' expense appeals.

All this we do with the highest degree of diligence to protect and ensure the financial viability and sustainability of the union.

The committee came together quarterly to meet our workplan deliverables but much of our work was done on the fly, over email and texting, to ensure timely decisions were made. To that end, I want to acknowledge and give a big thank-you to committee members, Carla Gibbons (Region 5 Director) and Mandi Ayers (Region 10 Director) for taking on extra work of being there just-in-time.

Highlights from this year's work include:

- Renewing our mortgage for a 5-year term at 3.25%
- Updating policies relating to member and director expenses, and election expenses
- Developing chapter budgets
- Reviewing and divesting our investment portfolio of fossil-fuel extraction and related securities
- Budgeting for additional permanent and temporary staff
- Bringing the Defence Fund benchmark wage up to minimum wage

We ended 2020 in a strong financial position. Our union continues to grow. There was some uncertainty in the first few months of Covid, but by summer we felt more confident that we were back on track. In fact, HSA was in a privileged position through the first year of Covid and we were able to effectively manage our finances to ensure that our members got the service and protections that they needed. A brief summary of where we landed at year end:

- Dues revenue was \$269K over expected
- Investment income was \$16K higher than projected
- Market value of investments was \$209K higher than expected
- Total expenses were down \$2M adjusted for Professional Development Fund payments: moving to virtual meetings reduced our expenses; staff overtime and vacation accruals

increased our expenses

- Our mortgage is \$7.9M on a building valued at \$18M
- General Fund surplus of \$2.1M of which \$500K was transferred to the Bargaining Fund in preparation for negotiating our collective agreements next year, and \$1M to the Defence Fund
- \$386K was paid out to HSP members from the \$3M HSPBA Professional Development Fund and the balance is at \$109K

## **GENERAL FUND**

The General Fund pays for the day-to-day operations of the union. This fund receives 95% of our dues revenue, and we maintain a healthy balance, topped up by investment income, to ensure that we have enough cash to cover three months of expenses. The General Fund at the end of 2020 had a balance of \$5.4M. This includes internally-restricted funds of \$944K that the Board of Directors has set aside for specific items and capital expenditures that are scheduled for 2021.

## **BARGAINING FUND**

The Bargaining Fund is used for negotiating collective agreements, organizing new members, retaining existing members, and other bargaining-related activities. This fund is allocated 2.5% of dues and made additional investment income of \$57,214. There were some modest bargaining related expenses in 2020 but the excess of receipts over expenses in this fund was \$281K. At the end of 2020, this Fund had a balance of almost \$2.3M.

## **DEFENCE FUND**

The Defence Fund is allocated 2.5% of dues and earned an additional investment income in 2020 of \$41,110. This fund pays for items relating to our office building at 180 East Columbia Street, such as property taxes, building insurance, interest on mortgage and strata fees. The Defence Fund has a balance of \$7.3M, and also provides resources to be used in the event of job action. The union's property is our collateral in the event that we need to draw on our line of credit.

Our target strike fund was increased in 2020 to reflect a change in the minimum wage rate and membership levels. The revised calculation is \$9.2M which we would fund through our cash deposits, investments, and line of credit.

## **INVESTMENTS**

The markets did well in 2020. Our investment portfolio finished 2020 with a fair market value of \$3.8M. Our annualized portfolio gain was 11.3% over the previous 12 months and 8.2% over the last 5 years.

Our portfolio is currently out to tender, as is required periodically by our investment policy. We are aiming to partner with a management team that understands and can deliver on value-added, sustainable and ESG (environmental-social-corporate governance) investing.

## **HEALTH SCIENCES PROFESSIONAL EDUCATION FUNDS (2020 Convention Resolution to report out)**

At end of 2019, there was \$495K remaining in the \$3M HSPBA Professional Development Fund (\$2.4M of which was HSA's share to distribute). Disbursements of \$386K to members through 2020 and interest made on the balance leaves us with \$109K.

In our current collective agreement, we have also been receiving \$400K annually (\$337K of

which HSA distributes). We did not use up the balance in previous years as much of our disbursements were coming from the \$3M fund. In 2020, disbursements of \$477K to members and interest made on the balance leaves us with \$201K.

## **BUDGET 2021**

This year's budget builds on prior year budgets to address the five priorities in our Strategic Plan. This budget projects a \$77K surplus on \$22M receipts.

In 2021, we are improving service to members by adding staff to Disability Management, Classifications and Servicing, and another Occupational Health & Safety Officer. We are very excited as well to be hiring a new Diversity, Inclusion & Equity Specialist. We are continuing to build on our technology infrastructure to support the successes of remote work and hybrid engagement with staff, stewards, and members.

## **CHAPTER BUDGETS (2020 Convention Resolution)**

Members directed the union to create budgets for chapters to spend on meetings and member engagement. The Finance Committee in collaboration with the communications and member engagement department devised the following formula of buckets based on the number of members in the chapter, and allocated to each bucket a budget that can be spent on food or gift cards for members who attend chapter meetings:

750 + members - 8 chapters	\$7,500/chapter
250-749 - 14 chapters	\$2,500
100-249 - 27 chapters	\$1,000
50 - 99 - 32 chapters	\$500
Less than 50 - 104 chapters	\$100

Attendance records along with the chapter expense form must be submitted for reimbursement. Chapter stewards are responsible for managing their chapter's budget and will endeavor that food and gift cards are purchased from vendors who are allied with labour and climate justice values.

Chapters planning a special event that want to access extra funds will need to submit their proposal to the union in advance of their event, for consideration.

In the spirit of continuous improvement, we will be monitoring this budget area and making adjustments as the fiscal year proceeds. Please, as you use your funds, consider providing us feedback positive and otherwise, and any suggestions for improvement. Our goal was to spread resources broadly to as many members as we could, whilst providing for rich chapter meeting experiences.

Thank you to our proficient Controller, Cathy Davidson, and all the Accounting staff, Christine, Teresa, Kenji, Otgon, Joy and Eleanor for their patience and encouragement. I am grateful for their continued dedication and support to the Finance Committee and to all the members of this union.

With kindest regards,  
Becky Packer  
Secretary-Treasurer  
Region 1 Director

**Health Sciences Association of British Columbia**  
**Summarized Financial Statements**  
*For the year ended December 31, 2020*

**Health Sciences Association of British Columbia**  
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*For the year ended December 31, 2020*

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## Report of the Independent Auditor's on the Summarized Financial Statements

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To the Members of Health Sciences Association of British Columbia:

### Report on the Summarized Financial Statements

The accompanying summarized financial statements, which comprise the summarized statement of financial position as at December 31, 2020, and the summarized statements of operations and changes in fund balances and cash flows for the year then ended, and the related notes, are derived from the audited financial statements of Health Sciences Association of British Columbia for the year ended December 31, 2020. We expressed an unmodified audit opinion on those financial statements in our report dated March 30, 2021.

The summarized financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations applied in the preparation of the audited financial statements of Health Sciences Association of British Columbia. Reading the summarized financial statements, therefore, is not a substitute for reading the audited financial statements of the Health Sciences Association of British Columbia.

### Responsibilities of Management and Those Charged with Governance for the Summarized Financial Statements

Management is responsible for the fair summarization of the complete audited financial statements of the Health Sciences Association of British Columbia.

Those charged with governance are responsible for overseeing the Health Sciences Association's financial reporting process.

### Auditor's Responsibilities for the Audit of the Summarized Financial Statements

Our responsibility is to express an opinion on the summarized financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards (CAS) 810 "Engagements to Report on Summary Financial Statements."

Port Moody, British Columbia

March 30, 2021

*MNP LLP*

Chartered Professional Accountants

**Health Sciences Association of British Columbia**  
**Statement of Financial Position**

As at December 31, 2020

	#	General Fund	Bargaining Fund	Defense Fund	2020 Total	2019 Total
<b>Assets</b>						
<b>Current</b>						
Cash and term deposits	1	\$ 2,521,171	\$ 507,653	\$ 1,007,345	\$ 4,036,169	\$ 2,515,677
Marketable securities (Note 3)	2	955,788	1,637,129	1,166,830	3,759,747	3,240,798
Dues receivable	3	1,534,268	40,376	40,376	1,615,020	1,684,670
Accounts receivable	4	188,491	-	-	188,491	110,977
Prepaid expenses and deposits	5	205,401	-	156,058	361,459	285,572
	6	5,405,119	2,185,158	2,370,609	9,960,886	7,837,694
HSPBA Professional Development Fund (Note 4)	7	109,477	-	-	109,477	488,244
Capital assets (Note 5)	8	439,915	-	17,575,568	18,015,483	18,290,806
<b>Total Assets</b>	9	\$ 5,954,511	\$ 2,185,158	\$ 19,946,177	\$ 28,085,846	\$ 26,616,744
<b>Liabilities and Fund Balances</b>						
<b>Current</b>						
Accounts payable and accruals (Note 6)	10	\$ 1,559,861	\$ -	\$ 9,282	\$ 1,569,143	\$ 1,649,445
Salaries payable (Note 7)	11	1,243,513	-	-	1,243,513	1,267,816
Current portion of long-term debt (Note 9)	12	-	-	367,800	367,800	375,900
	13	2,803,374	-	377,082	3,180,456	3,293,161
Interfund balances	14	(4,607,624)	(92,545)	4,700,169	-	-
Employee future benefits (Note 8)	15	1,877,127	-	-	1,877,127	1,695,442
Deferred contributions (Note 4)	16	429,481	-	-	429,481	891,110
Long-term debt (Note 9)	17	-	-	7,520,437	7,520,437	7,878,678
	18	(2,301,016)	(92,545)	12,220,606	9,827,045	10,465,230
<b>Fund Balances (Note 11)</b>						
Invested in capital assets	19	439,915	-	4,987,162	5,427,077	5,753,735
Internally restricted	20	944,395	2,277,703	2,361,327	5,583,425	3,049,322
Unrestricted	21	4,067,843	-	-	4,067,843	4,055,296
	22	5,452,153	2,277,703	7,348,489	15,078,345	12,858,353
<b>Total Liabilities and Fund Balances</b>	23	\$ 5,954,511	\$ 2,185,158	\$ 19,946,177	\$ 28,085,846	\$ 26,616,744

See Accompanying Independent Auditors' Report and Notes to the Summarized Financial Statements

Approved on behalf of the Board:



Val Avery, President



Becky Packer, Secretary-Treasurer

**Health Sciences Association of British Columbia**  
Statement of Operations and Changes in Fund Balances  
For the Year Ended December 31, 2020

		General Fund	Bargaining Fund	Defense Fund	2020 Actual	2020 Budget	2021 Budget	2019 Actual
<b>Receipts</b>								
Dues	1	\$ 20,205,370	\$ 531,719	\$ 531,719	\$ 21,268,808	\$ 21,000,000	\$ 21,820,000	\$ 20,153,944
Initiation fees	2	30,434	-	-	30,434	28,000	27,000	31,669
Investments	3	50,431	57,214	41,110	148,755	132,550	100,700	121,225
Other Income	4	13,775	-	-	13,775	-	-	2,704
Recognition of deferred contributions	5	892,916	-	-	892,916	75,000	86,500	2,026,248
	6	21,192,926	588,933	572,829	22,354,688	21,235,550	22,034,200	22,335,790
<b>Expenditures</b>								
General Fund								
Executive	7	1,491,437	-	-	1,491,437	1,451,524	1,501,698	1,421,843
Union governance	8	760,699	-	-	760,699	1,212,713	938,080	1,848,586
Affiliations	9	1,705,435	-	-	1,705,435	1,003,800	916,180	2,841,582
Legal services and labour relations	10	8,099,460	-	-	8,099,460	7,994,782	8,775,542	7,727,936
Strategic communications and member development								
Operations	11	3,386,080	-	-	3,386,080	4,082,791	4,095,816	3,568,784
Human Resources	12	2,738,754	-	-	2,738,754	3,139,238	3,457,813	2,772,250
Finance	13	182,852	-	-	182,852	193,353	360,509	41,454
Bargaining	14	568,615	-	-	568,615	544,559	560,153	526,982
Defense	15	-	398,797	-	398,797	589,000	586,650	339,936
	16	-	-	505,010	505,010	589,000	586,650	490,459
	17	18,933,332	398,797	505,010	19,837,139	20,800,760	21,779,092	21,579,812
<b>Excess of receipts over expenditures, before other items</b>	18	2,259,594	190,136	67,819	2,517,549	434,790	255,108	755,978
<b>Other items</b>								
Amortization expense	19	(182,075)	-	(325,054)	(507,129)	(188,899)	(178,008)	(648,086)
Unrealized gain on marketable securities	20	53,277	91,255	65,040	209,572	-	-	212,545
<b>Excess (deficiency) of receipts over expenditures for the year</b>	21	2,130,796	281,391	(192,195)	2,219,992	245,891	77,100	320,437
<b>Fund balance, beginning of year</b>	22	4,821,357	1,496,312	6,540,684	12,858,353	-	-	12,537,916
<b>Internal fund transfers (Note 10)</b>	23	(1,500,000)	500,000	1,000,000	-	-	-	-
<b>Fund balances, end of year (Note 11)</b>	24	\$ 5,452,153	\$ 2,277,703	\$ 7,348,489	\$ 15,078,345	\$ -	\$ -	\$ 12,858,353

See Accompanying Independent Auditors' Report and Notes to the Summarized Financial Statements

**Health Sciences Association of British Columbia**  
**Statement of Cash Flows**  
**For the Year Ended December 31, 2020**

	2020	2019
<b>Operating activities</b>		
Excess of receipts over expenditures for the year	\$ 2,219,992	\$ 320,437
Items not involving cash:		
Loss on sale of capital assets	375	2,020
Gain on sale of marketable securities	(41,002)	(40,564)
Building amortization	325,054	324,883
Computer amortization	147,513	136,633
Furniture and equipment amortization	41,655	185,435
Telephony amortization	1,136	1,136
Unrealized gain on marketable securities	(209,572)	(212,545)
<b>Operating cash flow</b>	<b>2,485,151</b>	<b>717,436</b>
<b>Changes in non-cash working capital</b>		
Dues receivable	69,650	177,449
Accounts receivable	(77,538)	988
Prepaid expenses and deposits	(75,888)	109,770
Accounts payable and accruals	(78,938)	712,200
Salaries payable	(113,549)	(38,559)
<b>Cash provided by operating activities</b>	<b>2,208,888</b>	<b>1,679,283</b>
<b>Investing activities</b>		
HSPBA Professional Development Fund	378,767	2,006,762
Disposal of Investment - Working Enterprises Ltd.	-	1
Purchase of marketable securities, net of proceeds on disposal	(268,373)	(96,105)
Purchase of capital assets, net of proceeds on disposal	(240,410)	(231,100)
<b>Cash provided by (used in) investing activities</b>	<b>(130,016)</b>	<b>1,679,559</b>
<b>Financing activities</b>		
Increase in severance payable	269,591	104,032
Repayment of long-term debt principal	(366,342)	(378,665)
Decrease in deferred contributions	(461,629)	(1,603,869)
<b>Cash used in financing activities</b>	<b>(558,380)</b>	<b>(1,878,502)</b>
<b>Inflow of cash for the year</b>	<b>1,520,492</b>	<b>1,480,340</b>
<b>Cash and term deposits, beginning of year</b>	<b>2,515,677</b>	<b>1,035,337</b>
<b>Cash and term deposits, end of year</b>	<b>\$ 4,036,169</b>	<b>\$ 2,515,677</b>
<b>Represented by:</b>		
Cash	1,131,383	1,613,536
Term deposits	2,904,786	902,141
	<b>\$ 4,036,169</b>	<b>\$ 2,515,677</b>

*See Accompanying Independent Auditors' Report and Notes to the Summarized Financial Statements*

# Health Sciences Association of British Columbia

## Notes to the Summarized Financial Statements

For the year ended December 31, 2020

### 1. Association

Health Sciences Association of British Columbia (the "Association") is a trade union providing services on behalf of members in the health care profession and other related occupations in British Columbia. As a trade union, the Association is exempt from income taxes under Section 149 (1)(k) of the Income Tax Act.

### 2. Significant accounting policies

The summarized financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations set out in Part III of the CPA Canada Handbook - Accounting, as issued by the Accounting Standards Board in Canada, which are part of Canadian generally accepted accounting principles, and include the following significant policies:

#### **Fund accounting**

The Association follows the restricted fund method of accounting for contributions, and maintains three funds: the General, Bargaining and Defense Funds.

The General Fund reports the Association's unrestricted resources to be used for on-going operations and reports amounts invested in operating capital assets.

The Bargaining Fund reports internally restricted resources to be used for organizing new members and negotiation of collective agreements.

The Defense Fund reports internally restricted resources to be used in the event of job action and amounts invested in real estate assets.

#### **Cash and term deposits**

Cash and term deposits include cash held at financial institutions and various term deposits, net of accrued interest, of \$2,900,000 (2019 - \$900,000) bearing interest at rates between 0.75% and 2.55% (2019 - 1.55% and 2.55%) maturing between September 16, 2021 and November 20, 2024.

#### **Capital assets**

Capital assets are recorded at cost. Amortization is provided using the straight-line method at rates intended to amortize the cost of assets over their estimated useful lives.

	<b>Rate</b>
Building	50 years
Computer equipment	4 years
Furniture and equipment	5 years
Telephony equipment	5 years

#### **Revenue recognition**

The Association's major source of revenue is member dues. These dues are recognized rateably over the membership period in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

The Association uses the restricted fund method of accounting for revenue. Restricted contributions for the purpose of organizing new members and negotiation of collective agreements are recognized as revenue of the Bargaining Fund. Restricted contributions for the purpose of use in the event of job action and investment in real estate assets are recognized as revenue of the Defense Fund. Unrestricted contributions recognized as revenue of the General Fund. Unrestricted investment income is recognized as revenue in the General Fund when earned.

Investment income includes dividend and interest income and realized gains and losses on marketable securities.

## Health Sciences Association of British Columbia Notes to the Summarized Financial Statements

For the year ended December 31, 2020

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### 2. Significant accounting policies (Continued from previous page)

#### **Financial instruments**

The Association recognizes its financial instruments when the Association becomes party to the contractual provisions of the financial instrument. All financial instruments are initially recorded at their fair value, including financial assets and liabilities originated and issued in a related party transaction with management.

At initial recognition, the Association may irrevocably elect to subsequently measure any financial instrument at its fair value. The Association has not made such an election during the year.

The Association subsequently measures investments in equity instruments quoted in an active market at fair value. Fair value is determined by quoted market prices. Investments in equity instruments not quoted in an active market are subsequently measured at cost less impairment. All other financial assets and liabilities are subsequently measured at amortized cost or cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of financial instruments subsequently measured at fair value are immediately recognized in the excess (deficiency) of receipts over expenditures for the current period. Conversely, transaction costs and financing fees are added to the carrying amount for those financial instruments subsequently measured at amortized cost or cost.

#### **Financial asset impairment**

The Association assesses impairment of all of its financial assets measured at cost or amortized cost. The Association groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the group; there are numerous assets affected by the same factors; no asset is individually significant, etc. Management considers whether the issuer is having significant financial difficulty; whether there has been a breach in contract, such as a default or delinquency in interest or principal payments; etc. in determining whether objective evidence of impairment exists. When there is an indication of impairment, the Association determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year. If so, the Association reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets; and the amount expected to be realized by exercising any rights to collateral held against those assets. Any impairment, which is not considered temporary, is included in current year excess of receipts over expenditures.

The Association reverses impairment losses on financial assets when there is a decrease in impairment and the decrease can be objectively related to an event occurring after the impairment loss was recognized. The amount of the reversal is recognized in the excess (deficiency) of receipts over expenditures in the year the reversal occurs.

#### **Employee future benefits**

Employee future benefits that do not accumulate or vest are accrued and expensed when the decision is made to terminate the employee. Severance benefits that do accumulate or vest are accrued and expensed when the benefit is probable and the amount can be reasonably estimated.

The Association recognizes a liability and expense for contractual severance and termination benefits based on fair value when the benefit is probable and the amount can be reasonably estimated. This occurs when management approves and commits the Association to the obligation; management's plan specifically identifies all significant actions to be taken; actions required to fulfill management's plan are expected to begin as soon as possible; and significant changes to the plan are not likely.

## Health Sciences Association of British Columbia Notes to the Summarized Financial Statements

*For the year ended December 31, 2020*

**2. Significant accounting policies** *(Continued from previous page)*

***Measurement uncertainty***

The preparation of the summarized financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the summarized financial statements, and the reported amounts of revenues and expenses during the reporting period.

Dues receivable and accounts receivable are stated after evaluation as to their collectability and an appropriate allowance for doubtful accounts is provided where considered necessary. Amortization is based on the estimated useful lives of capital assets. Employee future benefits are based on estimated payments owing to employees upon retirement or termination.

These estimates and assumptions are reviewed periodically and, as adjustments become necessary they are reported in excess (deficiency) of receipts over expenditures in the periods in which they become known.

***Foreign currency translation***

Transaction amounts denominated in foreign currencies are translated into their Canadian dollar equivalents at exchange rates prevailing at the transaction dates. Carrying values of monetary assets and monetary liabilities reflect the exchange rates at the statement of financial position date. Gains and losses on translation or settlement are included in the determination of excess of revenues over expenses for the current period.

**3. Marketable securities**

	<b>2020</b>	<b>2020</b>	<b>2019</b>	<b>2019</b>
	<b>Market</b>	<b>Cost</b>	<b>Market</b>	<b>Cost</b>
	<b>Value</b>		<b>Value</b>	
Canadian equities	1,427,397	999,344	1,023,180	709,512
Government and corporate bonds	1,854,638	1,772,705	1,439,474	1,406,207
US equities, stated in Canadian dollars	348,376	287,671	198,971	179,666
Other investments including mutual funds	129,336	129,336	579,173	584,296
	<b>3,759,747</b>	<b>3,189,056</b>	<b>3,240,798</b>	<b>2,879,681</b>

As at December 31, 2020, the total realized gain for the year on sale of marketable securities included with investment receipts on the statement of operations is \$41,002 (2019 - \$40,564).

## Health Sciences Association of British Columbia Notes to the Summarized Financial Statements

*For the year ended December 31, 2020*

#### 4. Deferred Contributions

	2020	2019
<b>HSPBA Professional Development (\$3 million Ministry of Health) Fund</b>		
Opening	494,663	2,474,731
Interest received	851	15,895
Member reimbursements	<b>(386,037)</b>	<b>(1,995,963)</b>
	<b>109,477</b>	<b>494,663</b>
<b>HSPBA Professional Development (annual \$400,000 per term of 2019-2022 CA) Fund</b>		
Opening	338,238	817
Funds received by HSA	336,820	336,820
Interest received	3,751	601
Member reimbursements	<b>(477,342)</b>	-
	<b>201,467</b>	<b>338,238</b>
<b>EDMP Fund</b>		
Opening	57,714	-
Funds received by HSA	88,154	88,154
Expenditures	<b>(27,826)</b>	<b>(30,440)</b>
	<b>118,042</b>	<b>57,714</b>
<b>Other deferred contributions</b>		
Opening	495	495
<b>Total deferred contributions</b>	<b>429,481</b>	<b>891,110</b>

#### 5. Capital assets

		<i>2020</i>	<i>2019</i>
	<i>Cost</i>	<i>Accumulated Amortization</i>	<i>Net Book Value</i>
<b>General fund</b>			
Computer equipment	1,233,880	892,828	341,052
Furniture and equipment	1,012,162	915,665	96,497
Telephony equipment	173,701	171,335	2,366
	<b>2,419,743</b>	<b>1,979,828</b>	<b>439,915</b>
<b>Defense fund</b>			
Office Premise - 180 East Columbia Street			
Land	2,300,000	-	2,300,000
Building	17,224,482	1,948,914	15,275,568
	<b>19,524,482</b>	<b>1,948,914</b>	<b>17,575,568</b>
	<b>21,944,225</b>	<b>3,928,742</b>	<b>18,015,483</b>

## Health Sciences Association of British Columbia Notes to the Summarized Financial Statements

*For the year ended December 31, 2020*

**6. Accounts payable and accruals**

Accounts payable and accruals includes \$238,438 (2019 - \$49,226) of remittances payable to various government agencies.

**7. Salaries payable**

	2020	2019
Vacation	651,096	550,853
Accrued wages	2,107	243,766
Overtime, sabbatical and lieu time	590,310	473,197
	1,243,513	1,267,816

**8. Employee Future Benefits**

Severance	1,429,698	1,315,371
Sick pay payable upon severance of employment	447,429	380,071
	1,877,127	1,695,442

**9. Long-term debt**

	2020	2019
Vancouver City Savings Credit Union Mortgage payable:		
Blended weekly payments of \$11,892 including principal and interest at 3.25% per annum (2019 - 2.99%) with a loan maturity date of May 5, 2025.	7,888,237	8,254,578
Less: current portion	(367,800)	(375,900)
	7,520,437	7,878,678

The Association's long-term debt is secured by a general security agreement providing a first charge over all assets of the Association and 100 East Columbia Street Properties Ltd. and an unlimited guarantee and postponement of claim by 100 East Columbia Street Properties Ltd. with respect to the debts and liabilities of the Association. The Association is also required to maintain certain financial reporting ratios including a minimum debt service coverage ratio and a minimum working capital ratio. As at December 31, 2020, the Association is in compliance with the required financial reporting covenants. It is management's opinion that the Association is likely to be in compliance with all such covenants throughout the next 12 months subsequent to December 31, 2020.

Estimated principal repayments required on the long-term debt in each of the next five years, assuming long-term debt subject to refinancing is renewed at similar rates and terms are estimated as follows:

<b>Years</b>	<b>Principal</b>
2021	367,800
2022	380,000
2023	392,500
2024	413,400
2025 and thereafter	6,334,537
	7,888,237

## Health Sciences Association of British Columbia Notes to the Summarized Financial Statements

*For the year ended December 31, 2020*

### 10. Interfund transactions

During the year, the Board of Directors approved interfund transfers totaling \$1,500,000 (2019 - \$Nil) from the General Fund, with \$500,000 (2019 - \$Nil) transferred to the Bargaining Fund and \$1,000,000 (2019 - \$Nil) transferred to the Defense Fund.

### 11. Fund balances

	Invested in capital assets	Unrestricted fund balance	Internally restricted fund balance	Total
Balance, January 1, 2019	6,412,305	3,902,042	2,223,569	12,537,916
Excess (deficiency) of receipts over expenditures	-	237,510	82,927	320,437
Net additions of capital assets	229,079	(229,079)	-	-
Internally restricted general funds	(239,563)	(178,380)	417,943	-
Capital asset amortization	(648,086)	323,203	324,883	-
<b>Balance, December 31, 2019</b>	<b>5,753,735</b>	<b>4,055,296</b>	<b>3,049,322</b>	<b>12,858,353</b>
Excess (deficiency) of receipts over expenditures	-	2,130,796	89,196	2,219,992
Net additions of capital assets	240,035	(207,537)	(32,498)	-
Internally restricted general funds	(51,335)	(2,101,016)	2,152,351	-
Capital asset amortization	(515,358)	190,304	325,054	-
<b>Balance, December 31, 2020</b>	<b>5,427,077</b>	<b>4,067,843</b>	<b>5,583,425</b>	<b>15,078,345</b>

### 12. Credit facilities

At December 31, 2020, the Association has a Vancouver City Savings Credit Union operating line of credit available to a maximum of \$2,500,000 (2019 - \$2,500,000) bearing interest at the financial institution's prime lending rate plus 0.25%. As at December 31, 2020, the facility was not drawn upon (2019 - \$Nil). The line of credit is secured by the Association's land and building with a net book value of \$17,575,568 (2019 - \$17,868,124) and subject to the financial reporting covenants as described in Note 9.

## Health Sciences Association of British Columbia Notes to the Summarized Financial Statements

For the year ended December 31, 2020

### 13. Related party transactions

The Association is the settlor to three Health Science Association Trust Funds ("The Trusts") and also has the ability to appoint and remove the Trustees of the Trusts. The Health Sciences Association of British Columbia Trust Fund (Trust Fund #1) was established on April 1, 1989 to provide long-term disability benefits, life insurance, and accidental death and dismemberment insurance to the Association's members. The HSA Ltd. Trust No. 2 (Trust Fund #2) was established on March 1, 1999 to provide long-term disability benefits to the Association's members. The HSA Ltd. Trust No. 3 (Trust Fund #3) was established on April 6, 2006 to provide financial security for Trust Fund #1 and Trust Fund #2. All the Trusts file trust income tax returns with the Canada Revenue Agency. The Trusts have September 30 year-ends.

	Trust Fund #1	Trust Fund #2	Trust Fund #3
<b>Financial Position:</b>			
<b>Assets</b>			
Cash and investments	2,117,178	7,404	5,771,218
Accounts receivable	-	-	2,209
Due from related parties	-	-	6,122
Income taxes receivable	-	-	-
	<u>2,117,178</u>	<u>7,404</u>	<u>5,779,549</u>
<b>Liabilities and Fund balance</b>			
Benefits and accounts payable	24,377	-	127,885
Due to related parties	11,960	-	-
Income taxes payable	-	-	-
Deferred income taxes	-	-	-
Reserve for future benefits	538,000	-	6,652,000
Fund balance (unfunded liability)	1,542,841	7,404	(1,000,336)
	<u>2,117,178</u>	<u>7,404</u>	<u>5,779,549</u>
<b>Operations:</b>			
<b>Revenue</b>			
Investment gain (loss)	170,188	128	466,470
<b>Expenses</b>			
Benefits	113,915	-	717,155
Income taxes (recovery)	-	41	(14,092)
Operations	342,639	-	848,229
Change in actuarial liability for plan benefits	(104,000)	-	(323,000)
	<u>352,554</u>	<u>41</u>	<u>1,228,292</u>
<b>Changes in Fund Balance for Year</b>	<u>(182,366)</u>	<u>87</u>	<u>(761,822)</u>
<b>Fund Balance (unfunded liability), beginning of year</b>	<u>1,725,207</u>	<u>7,317</u>	<u>(238,514)</u>
<b>Fund Balance (unfunded liability), end of year (September 30, 2020)</b>	<u>1,542,841</u>	<u>7,404</u>	<u>(1,000,336)</u>

The Association is related to 100 East Columbia Street Properties Ltd., a company incorporated in British Columbia. The Association is related to the company by virtue of its ability to appoint the corporate directors. The company has no assets, liabilities or operations and exists solely as a bare trustee for the Association's real estate holdings.

### 14. Financial instruments

The Association, as part of its operations, carries a number of financial instruments. It is management's opinion that the Association is not exposed to significant interest, currency, credit, liquidity or other price risks arising from these financial instruments except as otherwise disclosed.

#### **Interest rate risk**

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. Changes in market interest rates may have an effect on the cash flows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets or liabilities, known as price risk. The Association is exposed to interest rate risk primarily through its long term debt and its investments in interest-bearing term deposits and marketable securities.

# Health Sciences Association of British Columbia

## Notes to the Summarized Financial Statements

For the year ended December 31, 2020

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### 14. Financial instruments (Continued from previous page)

#### **Foreign currency risk**

Foreign currency risk is the risk that the value of investments denominated in currencies, other than the functional currency of the Association, will fluctuate due to changes in foreign exchange rates. As at December 31, 2020, the Association held equity instruments denominated in U.S. dollars with the Canadian dollar equivalent fair value of \$348,376 (2019 - \$198,972).

#### **Liquidity risk**

Liquidity risk is the risk that the Association will encounter difficulty in meeting obligations associated with financial liabilities. The Association enters into transactions to borrow funds from financial institutions or other creditors for which repayment is required at various dates.

#### **Credit Risk**

The Association manages its credit risk by performing regular investigation into overdue accounts and provides allowances for potentially uncollectible accounts receivable. The Association has not made any provision for doubtful accounts at year-end after reviewing each outstanding account and determining collectability based on its knowledge of the participating employers' situation.

#### **Other price risk**

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or foreign currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Association is subject to price risk through its marketable securities as these investments are subject to price changes in an open market due to a variety of reasons including changes in market rates of interest, general economic indicators and restrictions on credit markets.

### 15. Budget information

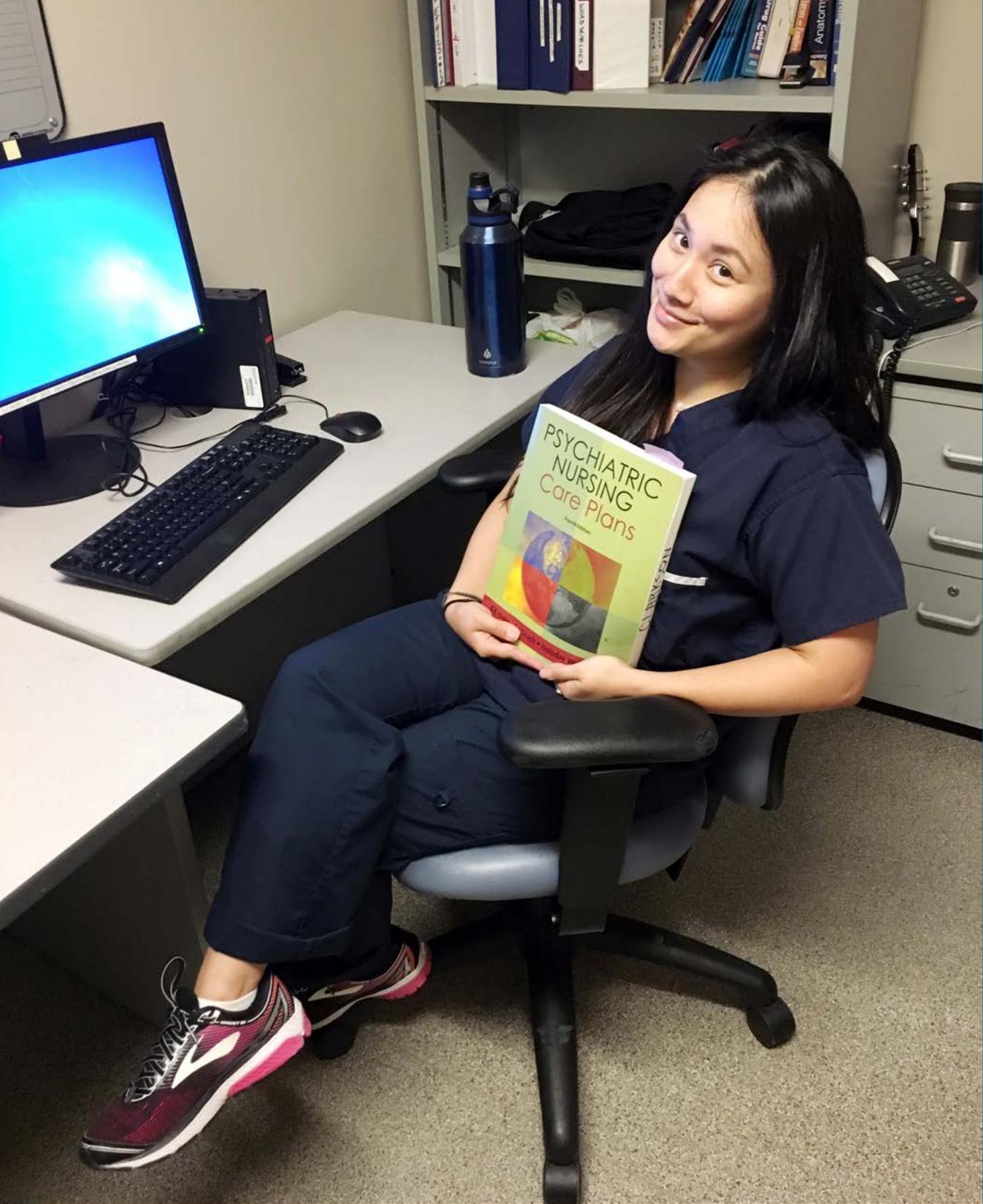
During the year, the Board approved its operating budget based on planned expenses relating to the current year receipts and other current year sources of revenue. The budget balances have been attached for information purposes only and are unaudited.

### 16. Comparative figures

Certain comparative figures have been reclassified to conform with current year presentation.

### 17. Significant event

The outbreak of the novel strain of coronavirus, specifically identified as "COVID-19", has resulted in governments worldwide, including the Canadian federal, provincial and municipal governments, enacting emergency measures to combat the spread of the virus commencing in March 2020. These measures, which include the implementation of travel bans, self-imposed quarantine periods and social distancing, have caused material disruption to organizations globally, resulting in an economic slowdown. Governments and central banks have reacted with significant monetary and fiscal interventions designed to stabilize these economic conditions. The duration and impact of the COVID-19 outbreak is currently unknown, as is the efficacy of the government and central bank interventions. It is not possible to reliably estimate the length and severity of these developments or the impact, if any, on the financial results of the Association in future periods.



Michelle Patricio, Registered Psychiatric Nurse  
St. Paul's Hospital

## COMMITTEE AND ADVISORY GROUP REPORTS

## REPORT OF THE RESOLUTIONS COMMITTEE

As we prepare to celebrate HSA's 50th anniversary in the midst of a pandemic that has seen HSA members test their professional and personal lives to limits most couldn't imagine before early 2020, I present the report of the Resolutions Committee.

The Resolutions Committee is comprised of the Vice President (who chairs the committee), one elected Member-at-Large from each region, and one additional member of the Board of Directors, who sits on the committee with voice, but no vote.

I extend my deep gratitude to each member of the Committee, each of whom participated throughout the course of three long virtual meeting days. Every resolution was thoroughly discussed, and the level of debate, thoughtfulness, and consideration for each other and for a healthy debate was an inspiration and reminder of the professionalism and dedication it takes for committees to work successfully.

The HSA Constitution states (Article 7, Section 4(a)): "Members of the union may bring matters before a Convention for consideration by means of resolutions submitted to, and approved by, their Chapter. These resolutions may include proposed Constitutional changes or policy matters." The Board of Directors may also put resolutions forward. It is the mandate of the Resolutions Committee to make recommendations to the Convention on all resolutions.

Deadline for submission of the resolutions voted on by chapters around the province for the 2021 Convention was March 12, 2021 – just four months after completion of the 2020 Convention. Our thanks to the chapters who held meetings under trying circumstances and to the members who brought forward a record number of resolutions for delegates to consider.

In total, 141 resolutions were forwarded to the Committee. The committee members deemed that 30 of the resolutions were not in order: 19 were related to bargaining, six were late and five were submitted without having been voted on by members at the submitting chapter. Throughout the course of the Resolutions Committee's deliberation and in discussing with submitting chapters, two resolutions were withdrawn, leaving 109 resolutions to be considered by delegates to the 2021 Annual Convention.

When resolutions are received they are reviewed for:

- structure; the "whereas" statements must be a statement of fact
- the "therefore be it resolved" must be a statement that stands alone and provides direction to the union as to what is to be achieved
- the resolution must be no more than 150 words (constitutional resolutions are not limited in length)

After initial review the resolutions are categorized according to their subject matter, for example; education, finance, or political action. When considering similar resolutions the Committee may choose to amalgamate resolutions into composite resolutions, amend resolutions, and assign one resolution to cover others addressing the same issues and desired action.

For each resolution the Committee must give consideration to the following criteria:

- is the intent of the resolution clear?
- is the request something HSA can reasonably accomplish?
- what are the overall implications of the resolution?
- what are the financial implications of the resolution?
- does the resolution support current policy and strategic direction?

The Resolutions Committee takes its work on behalf of the membership very seriously. There is considerable debate on each resolution. Where needed, further research is done, and in some cases the submitting chapter is contacted for clarification. Once all factors have been considered and all committee members have had opportunity to discuss the resolution, the Committee takes a vote on whether or not it supports the resolution.

Members vote on whether to support or oppose the resolutions, and that vote is published in the Resolutions Booklet forwarded to convention delegates. Finally, committee members take responsibility for developing rationales reflecting the discussion and decision-making that results in the Committee's recommendation on each resolution. Those rationales are shared with convention delegates when the resolutions are presented for debate and decision.

A straight majority vote of the delegates is required to pass policy resolutions. Resolutions to change the union's constitution require a two-thirds majority vote to pass. Resolutions approved by convention take effect upon adjournment of the convention unless otherwise specified.

My thanks to all the Committee members for their work to prepare the resolutions for convention. I know that all of us look forward to the debate and discussion by delegates on the many important issues raised through these resolutions.

Respectfully submitted,  
Cheryl Greenhalgh, Chair  
Vice-President and Region 3 Director

## COMMITTEE ON EQUALITY AND SOCIAL ACTION

In the early fall of each year, CESA collects applications for HSA's Equality and Social Action Fund from around the province. The Committee holds an annual "speed dating" meeting, where the applicants are given a short time slot to explain the reasons for their requests and the impacts they expect to achieve.

The Committee's recommendations are based on an examination of materials submitted by applicants, presentations delivered by representatives of the groups, and answers to questions posed by the committee. The Committee engages in collaborative deliberation the day following the presentations.

The Committee met virtually over Webex in November to consider requests for funding from the CESA fund. This year we had 36 applications. These applications totaled \$233,700 in requests for the \$127,413 in the Equality and Social Justice Fund. The CESA Fund is based on 0.6% of total HSA revenue, as per Resolution #27 passed at the 2012 HSA Convention.

The criteria used to determine the successful recipients are as follows:

- promotion and protection of trade union rights
- promotion and protection of human rights
- elimination of inequalities in society and the workplace
- promotion of issues relevant to women
- elimination of poverty
- promotion and protection of a healthy environment

Out of the 36 requests, we distributed \$127,400 in funds to 26 applicants.

The final decisions were difficult to make; all the committee members struggled to balance distributing the funds to a diverse group of causes while also considering how funds would impact members across the province, and national and international causes. The Committee creatively stretched out every dollar to ensure that as many community organizations as possible could be supported. The Committee stands proudly in solidarity knowing that the money will make a significant positive difference to the most vulnerable people in our society.

This year's Social Justice Day workshop was on February 18. The focus of this year's workshop was on the movement to defund the police and its role in broader social justice organizing. The workshop was interactive, including breakout discussion groups, and included opportunities to hear from people with lived experience and expertise.

The workshop was opened by a keynote by artist and activist Tonye Aganaba, who is a member of Black Lives Matter - Vancouver and the Defund604 network. Meenakshi Manoe, criminalization and policing campaigner at Pivot Legal Society (and the Defund604 network), provided a presentation that included information about efforts to defund the police in the Lower Mainland, including advocacy directed at municipal and provincial governments. Participants engaged in

workshop scenarios related to criminalization and shared their expertise and perspective. The session ended with a panel of speakers who spoke to the harms of policing and criminalization, and their vision for a future that centres inclusion and peer-led support.

Respectfully submitted,  
 Cherylee Hylands  
 Chair, Region 8 Director

## PROJECTS FUNDED BY CESA in 2020

Story Money Impact	\$3,000
YWCA	\$5,000
Richmond Womens Resource Centre	\$5,000
Autism Support Network	\$5,000
Sierra Club BC	\$5,000
BC Poverty Reduction Coalition	\$7,000
Coalition of Childcare Advocates of BC	\$3,000
Check Your Head: The Youth Global Education Network	\$2,000
Mom2Mom Child Poverty Initiative	\$2,700
West Coast LEAF	\$4,000
Positive Living North	\$3,000
Hogan's Alley	\$3,500
First Call: BC Child and Youth Advocacy Coalition	\$4,000
Elk Valley Society for Community Living	\$3,500
The Union Protein Project	\$5,000
Vancouver Cooperative Radio	\$3,700
Downtown Eastside Women's Centre	\$3,000
Canadian Feminist Alliance for International Action	\$5,000
BC Civil Liberties Association	\$5,000
Downtown Eastside SRO Collaborative	\$4,000
Seniors' Services Society	\$10,000
Together Against Poverty	\$5,000
Living Wage for Families Campaign	\$3,000
Castlegar & District Community Services Society	\$6,000
CoDevelopment Canada	\$14,000
QMUNITY	\$8,000
<b>Total</b>	<b>\$127,400</b>

## EDUCATION COMMITTEE

I would like to thank the committee members for being so generous with their time, thoughts, and ideas. I believe the diversity of the group ensured a broad perspective on the needs of our members.

The primary role of HSA's Education Committee is to review scholarship and bursary applications while making recommendations regarding workshops and other educational opportunities for HSA members. The Education Committee also reviews policies related to education and endorses educational requests from other committees with consideration of the needs of our members. Core educational opportunities are provided throughout the year to support stewards, activists, and general members of HSA.

The COVID-19 pandemic brought challenges in ensuring education was provided to our members. Education staff pivoted to providing virtual workshops. 2020 was the first year the Committee was unable to gather at HSA's head office in New Westminster. Though this came with challenges, we adapted and cost savings allowed us to offer additional educational opportunities for members. We anticipate a continuation of this virtual format for many future training sessions, though I am hopeful that we will soon be able to gather in larger groups, mingling and sharing our ideas person to person.

During the early part of the year, HSA members were able to travel to the HSA office for education. In March, with the onset of COVID-19, all hands were on deck to support members in their workplaces facing COVID-19. Education sessions were postponed in March and were resumed in September in an online format. In 2020 HSA provided twenty-one educational sessions to almost 600 members. HSA also provided the opportunity for approximately thirty members to access external health and safety and advocacy courses such as those offered by BC Federation of Labour's Occupational Health and Safety Centre and the Vancouver and District Labour Council.

Courses offered this year included our core training for activists such as: Basic Steward, Basic OHS Steward, Constituency Liaison, Labour Council Delegate, and the 2020 Occupational Health and Safety Conference. Additional workshops were offered: International Women's Day and Social Justice Day workshops, Young Workers, Supervisors in the Union, Migrant Justice, Psychological Health and Safety in the Workplace, and COVID Safety Plans.

As we were unable to attend the HSA office, the bulk of the work to prepare for the Committee's review of scholarship and bursary applications fell upon the shoulders of Education Officers John Hindle and Sharon Geoghegan. The support they gave was much appreciated. The work of the committee - reviewing 165 applications for the 26 awards available for 2021 - was a monumental task, especially for those who did not have the pleasure of past experience to prepare them for the task.

In addition to reviewing applications for HSA Scholarship and Bursary applications, the Committee is also responsible for reviewing applications for the Canadian Labour Congress'

Winter School, the BC Federation of Labour’s Young Workers School at Camp Jubilee, and the Western Regional Summer Institute for Union Women, sponsored by the AFL-CIO and BC Federation of Labour. In 2020 the CLC’s Winter School ran in-person during January and February. There were 23 applicants and the budget allowed us to send four members. Unfortunately, due to COVID-19 Camp Jubilee and the Summer Institute for Union Women were cancelled.

The Education staff report that the desire for education has grown exponentially. Workshops are filling up within hours of being advertised. Each workshop participant is given the opportunity to provide feedback and recommendations through a post-workshop evaluation form. The Committee and staff review these submissions and consider if any changes are needed for the next course.

In addition to the pandemic, the world was stunned by the killing of an unarmed Black man – George Floyd – by police officers. Subsequent rallying cries followed with the murders of Breonna Taylor and Chantel Moore, among many others. World-wide demonstrations against police brutality shook the world and left people with more questions than answers. This is an issue that is finally garnering worldwide attention and our members are engaged. This year HSA published a survey on racism – entitled *Confronting Racism with Solidarity*. HSA offered several Decolonization and Anti-Racism in Health Care workshops in 2020 and they have been so well received that we are continuing to offer them in 2021.

HSA’s Social Justice Day workshop, in February 2021, was named Defund the Police. To quote a participant of the workshop, “[i]t isn’t as scary as the term sounds”. We, on the Committee, acknowledge that the title and content are controversial but providing a forum for the discussion is important. Feedback that we received from those who attended was positive.

Select feedback from members who attended HSA’s growing number of anti-racist education workshops included:

“I will give my voice and support to uphold and encourage those who may not be able to or wish to have one.” – Migrant Justice participant

“When you are in a privileged bubble it is hard to see outside your bubble. Stop the harm; see it, identify it, name it, then dismantle it.”- Decolonization participant

To quote a previous chair of this committee, “if you have never attended a workshop, I would highly encourage you to register for a workshop or training session, and encourage your fellow members to do so.”

Respectfully submitted on behalf of the committee members,  
Derrick Hoyt  
Chair, Region 2 Director

## OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Occupational Health and Safety is always important, but never more so than in the last year. The COVID-19 pandemic has highlighted many safety issues and required rapid development of many new policies and procedures to ensure workplaces are safe in these unprecedented times.

This year the OHS Committee met virtually, and was able to achieve a great deal of consultation, despite the limits of the format. Some of the key items discussed include changes to WorkSafeBC policies and regulations, health and safety recommendations of the BC Federation of Labour, and execution of the biennial HSA OHS Stewards Conference. The Committee was also kept abreast of developments with provincial committees, and with policy developments relating to the pandemic.

WorkSafeBC opened a number of consultations and policy changes that directly affected HSA's diverse membership. As part of its mandate, the Committee reviewed regulatory changes affecting workplace violence, workplace conduct, bullying and harassment, and domestic violence, along with specific changes to the identification of acceptable levels of cytotoxic chemicals and ionizing radiation. Reviews of each are in progress, though the pandemic has slowed timelines. Acceptance of COVID-19 related illness as a presumptive claim was a major development, and a welcome one.

Following the first wave of the pandemic, WorkSafeBC sought HSA's direct input on return-to-work guidelines, a great example of multi-sector co-operation in a time of crisis. HSA provided advice on workplace safety issues for in-person counselling, child care, medical offices and physiotherapy clinics. A number of frontline professional members were involved, and their expertise and perspective was invaluable.

In response to the emerging issues, the biennial OHS Stewards Conference was quickly redesigned to ensure safety for participants, and to focus on the impact of the crisis. Presented virtually on October 13 and 14, the conference themes were COVID-19 Response, Psychological Health and Safety, and Workplace Hazards. Presenters included John Oudyk and Dr. Peter Smith, speaking on Workers' Experience During the Pandemic; Denise Subotin and Jacqueline Holmes, speaking on Workplace Health and Safety and COVID 19: WorkSafeBC; Dr. Cheryl Peters and Dr. Sajjad Fazzal on Occupational Exposures in Your Workplace; and Dr. Andrew Miki on Managing Your Mental Fitness in a COVID World. The information was well received by all participants. Special recognition also goes to the members of the OHS Committee who volunteered their time for training and helping facilitate the breakout sessions of the conference.

The Committee has been kept current on the new occupational health and safety society, which goes under the legally incorporated title "BC Health Care OHS Society." The Society is now fully incorporated, with a Board of Directors in place. David Durning has been appointed to serve as Director representing the Health Science Professionals Bargaining Association. Mike Wisla represents HSA on the technical advisory committee.

The Committee had an opportunity to review OHS resolutions to the 2020 BC Federation of Labour Convention in December, and provided input to the BC Federation of Labour's Standing Committee on Occupational Health and Safety on those issues.

Mental health issues have gained significant attention in this past year. Psychological health and safety committees are functioning at all health authorities, in addition to an overarching provincial committee. The HSA OHS Committee is represented on the Provincial Psychological Health and Safety Steering Committee. Psychological health and safety was also a keynote topic at the HSA OHS conference in October.

Finally, we must appreciate the work of the OHS Committee and OHS staff at HSA in responding to the COVID-19 pandemic in support of health care and community social service workers. HSA has been in the fight, both provincially and nationally, for recognition of the requirement for N95 respirators and other personal protective equipment (PPE) for all workers based on point-of-care risk assessments. HSA commissioned Dr. John Murphy, an expert on occupational hygiene and adjunct professor at the Dalla Lana School of Public Health at the University of Toronto, to conduct develop a report on PPE, aerosol-generating medical procedures, and COVID-19, and the report has been instrumental in supporting members to have a say in their requirements for PPE. HSA has also led the charge to insist on a mask mandate for all persons on sites, both inpatient and outpatient, and HSA's work contributed to the pressure put on government to require patients, clients, and visitors to wear masks at all times in indoor settings.

This year has been a uniquely important year for OHS issues. COVID-19 has created a new emphasis on workers' basic safety rights: the right to know, the right to participate, the right to no discrimination, and of course the right to refuse unsafe work. These principles are important at all times, but will be particularly entrenched in memory after this pandemic.

On behalf of the Committee, I wish to thank all members for their attention to health and safety in the workplace. We wish to especially thank OHS stewards, Joint Occupational Health and Safety committee members, and the members serving on safety committees locally and regionally. It is through these members that safety culture grows and evolves.

Respectfully submitted,  
Cherylee Hylands,  
Chair, Region 8 Director

## POLITICAL ACTION COMMITTEE

The Political Action Committee (PAC) supports the involvement of HSA members in political action activities and campaigns. It oversees the Political Action Fund, supports the work of the Constituency Liaisons and Labour Council delegates, and looks for opportunities to engage HSA members in political action to support issues of importance to them and their communities.

2020 was certainly a unique year. The rise of COVID-19 dominated most aspects of our personal and professional lives, and quickly refocused much of the political action work we do. Here is a brief highlight of some of the projects the PAC oversaw.

### **PRESUMPTIVE COVERAGE CAMPAIGN**

In the Spring of 2019, the union launched a campaign to have the whole team of health care and community social service professionals covered under WorkSafeBC's mental health presumptive coverage. The campaign was activated through the work of the Constituency Liaisons, as well as a public awareness effort that included videos, radio ads, letters to the Minister of Labour, postcards, and many meeting with government to ensure they were aware of the challenges our members face.

Under the presumptive coverage clause, when a worker from an eligible occupation receives a formal diagnosis of PTSD or another mental health disorder as a result of a work-related traumatic event or events, it is easier to advance a Workers Compensation claim. This reduces stress for workers, encourages them to get help when they need it, and removes onerous bureaucratic steps. We know that the faster someone seeks help, the faster they recover and the faster they are back at work.

The campaign remained active in the early months of 2020, and the response from the Minister of Labour was encouraging on the issue. However, with the onset of COVID-19 this issue quickly fell off the front burner of government attention. The union continues to advocate for this coverage, and is committed to re-establishing this issue as we move on from pandemic response.

### **PROVINCIAL ELECTION**

At the end of September the minority BC NDP government called a snap election. General voting day was October 24, 2020. This COVID-19 election saw political parties campaign in different ways, a dramatic increase in mail in ballots, and a notable increase in advanced polling opportunities to ensure social distancing for those voting in person.

HSA engaged members throughout the 35-day campaign, ensuring that members had accurate voting information and access to the platforms and positions of the main political parties. For the first time, we reached out to members via text message, along with the more traditional methods of email and social media.

On October 24, the BC NDP won a majority government. HSA will continue our government relations work to ensure Ministers and MLAs understand the work our members do and are alive to the challenges of our sector.

### **SOLIDARITY WITH INDIAN FARM WORKERS**

Farmers and agricultural workers in India have been protesting against three farm bills passed by the Indian government in late September 2020 that favour big businesses over small farmers. These are being called the largest protests in history, with solidarity events taking place here in BC and across the globe.

Members of PAC, the Young Workers Action Group, and our Labour Council delegates have been very active in encouraging their fellow labour activists to support striking farmers, and to condemn how the Indian government has responded to the strike. The union launched a letter-writing campaign, urging our federal government to demonstrate solidarity with the farmers and seek for the reforms bills to be repealed.

### **CONSTITUENCY LIAISON (CL) PROGRAM**

The CL program continues to mature and refine our work and outreach to Members of the Legislative Assembly (MLAs).

This year saw the program kick-off delayed, first by the onset of COVID-19 and then the snap provincial election. Despite these challenges, in the Fall we held a series of online training opportunities that were well attended and fostered great discussion. Thank you to all the CLs who took the time to be part of these sessions.

The main topics advanced by CLs this round includes: Health Care stream – shortages of health science professionals; and child development stream – increased funding for Early Intervention Therapies, new funding model for autism services, and new funding for early years mental health services. CLs are now actively meeting with their local MLA and helping educate all elected representatives about the important work our members do and the challenges we face.

### **LABOUR COUNCILS**

Our team of Labour Council delegates continues to grow, as does their engagement with the work of their labour council. More and more of our delegates are taking on leadership roles in their local labour council and helping advance the work of the labour movement in their community. A big thank you to all our delegates for the time and energy they put into this work on behalf of the union.

We want to keep growing our engagement with labour councils and the Constituency Liaison Program in 2021. If you are interested in getting involved, please reach out to Jaime Matten – [jmatten@hsabc.org](mailto:jmatten@hsabc.org)

### **BC HEALTH COALITION**

PAC, through the Political Action Fund and sponsorships, continues to support the important work of the BC Health Coalition by funding the position of the labour co-chair. The BC Health Coalition continues to do remarkable work in the protection and defence of our public health

care system, most notably being the lead intervenor in the Cambie Case, the charter challenge brought by Dr. Brian Day in an effort to increase private, for-profit health care in BC. After almost a decade, the case finally wrapped up in February 2020, and a ruling came down in September.

In the landmark ruling, Justice Steeves dealt a strong blow to the efforts of Dr. Brian Day to undermine Canada's publicly-funded health care system and affirmed that access to health care is to be based on need and not on ability to pay.

Dr. Day has taken the case to the BC Court of Appeals. BCHC is seeking intervenor status again for this next stage of legal action. You can read all about the Cambie case at [www.savemedicare.ca](http://www.savemedicare.ca)

### **POLITICAL ACTION FUND (PAF)**

The Committee continues to drive awareness of the Political Action Fund – a fund available to members to support their community-based political activism and education. The PAC has also started to use the fund to sponsor one member to attend the Canadian Labour Congress' Pacific Region Winter School and the Western Regional Summer Institute for Union Women, so look for these opportunities in the year ahead. There is information about the fund on the HSA website, but please contact the union if you have any questions.

Thanks to the entire Committee for their work and commitment this year.

Respectfully submitted,  
Jas Giddha  
Chair, Region 7 Director

## WOMEN'S COMMITTEE

Our 2020/2021 Women's Committee was made up of myself, Brittany Sanders (Chair; Region 9 Director), Mandi Ayers (Region 10 Director), Candis Johnson (Region 10), Osita Hibbert (Region 3), and Ella Chrobak (Region 4). The Committee met several times virtually and participated in our International Women's Day workshop on March 8th of this year. This was my second year on the Committee, my first as Chairperson. I would like first to offer my gratitude to the other committee members who did their best to participate fully in these challenging times. It was a pleasure to work with you. Also to our invaluable staff support – Sharon Geoghegan and Julia Zavaleta – we would've been lost without you both.

As I mentioned, and as you all know, this past year has been full of challenges. Many conferences and events were cancelled and in-person meetings all but stopped, not only for HSA, but for everyone. As we seem to be hovering on the other side of this pandemic with vaccine rollout happening all around us, things hopefully will be changing again soon. We all had to do a swift adjustment to "COVID life" last March and the ups and downs of the past year were acknowledged and experienced by the Women's Committee. Typically, we meet several times a year in person, and take part in other community and union events. However, this year we met several times virtually and exchanged many emails.

We reviewed our Terms of Reference for both our Committee and some of the events we support (for example, the Western Regional Summer Institute for Union Women) to ensure we were being as inclusive as possible. We've updated our language to not only refer to women specifically, but those who identify as women. We continue to discuss how to make this Committee representative and inclusive, and how to highlight gender equity issues and how to support our members and our greater communities.

The Committee also reviewed many reports regarding the impact of gender on our experiences with COVID-19. This pandemic has hit us all but not all of us equally. A disproportionate number of women lost or were forced to leave their jobs, and the burden of the unpaid labour of care-taking fell mostly on women. We read several well-researched reports outlining how women, women of colour, disabled women, immigrant women, and LGBTQIA2S+ people have been effected more severely. Women lost more work and lost work for longer. Women are more represented in industries such as service, hotels, care-taking, and childcare; all areas that were highly affected by the COVID-19 shutdowns. Organizations and governments all around the world are recognizing the disparities that this pandemic has highlighted and the opportunity we have to create a better future for all. HSA and the Women's Committee continue to work towards that future, working to create opportunities, safe spaces and better gender equity.

### EVENTS OF NOTE FROM THE PAST YEAR

February 2020 was the 50-year anniversary of the Abortion Caravan, which was a delegation of people protesting anti-abortion laws in Canada. Protesters drove from Vancouver to Ottawa, arriving at the Prime Minister's official residence with over 500 people.

December 6 is National Day of Remembrance and Action on Violence Against Women and marks the anniversary of the shooting deaths of fourteen women at École Polytechnique in Montreal. HSA has developed commemorative materials to distribute on request to members and chapters. These can be used for awareness and events or vigils held to recognize the importance of this day of action.

### INTERNATIONAL WOMEN'S DAY

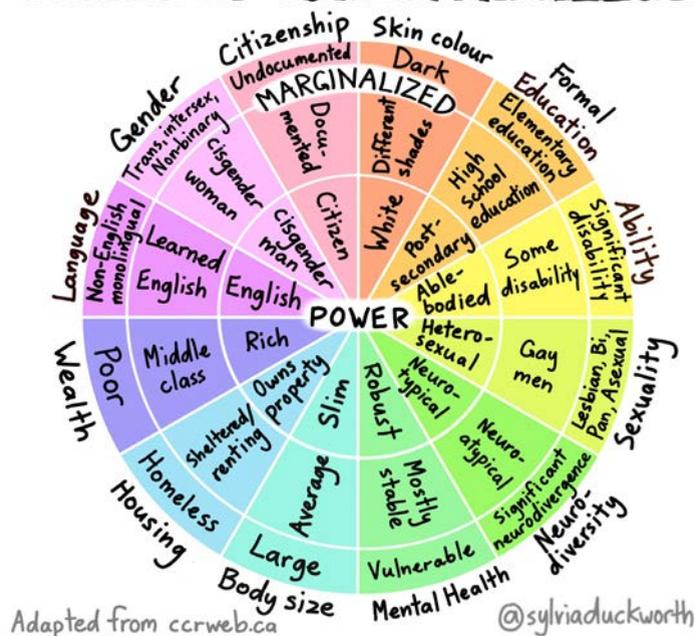
Our annual International Women's Day workshop was held virtually on March 8 this year. The workshop was titled Choose 2 Challenge Creating Space, Taking Space: Conversations on Gender and Racialization, led by Yamikani Msosa. Yami is an anti-racist, anti-oppression facilitator with a focus on equity, inclusion training and organizational development, among other skills. We spent time learning about privilege and power, equity vs equality, and how to help and support our BIPOC colleagues, particularly those who identify as women. We learned about the importance of holding space, holding our thoughts, and creating a safe environment. The workshop received excellent reviews from participants and many highlighted that they wish they could have had more time to learn more or go deeper into some of the specific issues. The wheel of privilege/power (pictured) was a very helpful graphic for us to use to consider our own privilege and how that privilege affects us at work.

Thank you to the Committee and our staff support for a great year as we did our best to do our work in this COVID-19 era.

Respectfully submitted,

Brittany Sanders  
Chair, Region 9 Director

## WHEEL OF POWER/PRIVILEGE



## YOUNG WORKERS' ADVISORY GROUP

What a year for our first ever Young Worker's Advisory Group (YWAG)! The group has served an extended term due to COVID-19. Since last convention, our group members have still been unable to meet in person, conducting all their work through online communications. As much as we are missing out on the level of connection provided by in-person meetings, there is another kind of intimacy that comes with online meetings – children and animals making guest appearances, sharing views and weather, and showing changes our living situations. Members who would not have been able to travel under normal conditions could join meetings they may have missed otherwise.

Since you heard from us last, the YWAG has submitted many recommendations to the Board of Directors for consideration and potential implementation. These include recommendations about an online career fair to increase awareness of and promote HSA professions, education sessions about retirement/pensions framed for younger workers, and even advocating to extend the YWAG term for future members. A resolution submitted by the YWAG that was passed at Convention 2020 was to support mentorship opportunities for less experienced workers, including partnerships with other organizations such as the BC Federation of Labour and the Canadian Labour Congress.

The members of YWAG also provided recommendations for how to run the union's first ever online Young Worker's Workshop and Forum. Besides being entirely online, this young worker event differed from previous events in that it spanned two full days with a week's separation. The first was labelled as a workshop and served as an educational day, whereas the second day was labelled as a forum and was intended to serve as a space for discussion. The addition of the week between events was intended to provide time for the members of YWAG to reach out to attendees. We received very positive feedback from those who were able to connect and have those one-on-one discussions.

One campaign in which the YWAG have taken a large part in is bringing awareness and action in support of the Farmers' Protests in India. In December 2020, the Young Worker's Advisory Group submitted a recommendation that HSA show solidarity with the farmers and support YWAG in bringing awareness to the issue. HSA responded by posting a public statement in solidarity with other associations such as NUPGE and creating a letter-writing campaign. This campaign is ongoing; visit the HSA website at [hsabc.org/SupportFarmers](https://hsabc.org/SupportFarmers) to see how you can learn more and get involved!

The members of the YWAG have each done an impressive amount of work in the time they have had. This group has created a space for younger workers to express themselves and bring important causes to the attention of the union, all while thinking of diverse ways to maintain productivity while remaining physically disconnected. The next cohort of group members will be the ones to see these goals through, but the foundation has been laid. If you're interested in becoming a member of the Young Worker's Advisory Group, keep an eye out for an expression of interest from HSA in the next few months.

Respectfully submitted,  
Alexandria Walenciak, Chair

## CLIMATE ACTION WORKING GROUP

HSA formed the Climate Action Working Group in response to a composite resolution passed at the union's 2020 convention. The initial working group was chaired by Secretary-Treasurer Becky Packer, and made up of members from other union committees: Carla Gibbons, Tammam El-Khodor, Alexandria Walenciak, and Mandi Ayers. Katie Riecken provided invaluable staff support to the group.

The working group is tasked with looking at aspects of the union's business through a climate action lens. At our first meeting, we developed terms of reference for the group and a work plan to achieve the mandate that convention gave us.

### ONGOING WORK

Each year since 2017, HSA has conducted a climate impact audit of our business practices. At the time of this report we are awaiting the results of both the 2019 and 2020 audits. We expect that the 2020 audit will have a significant decrease in our carbon footprint relating to reduced travel. The new members of the working group will have the opportunity to look at how this decrease has affected the services we provide and the experience of members connecting with their union through online platforms. We leave it to them to consider how we can meet the needs of members without returning to our pre-pandemic level of emissions. We anticipate that a hybrid model of in-person and virtual gatherings may serve our members best.

We are looking at how to reduce the print run of *The Report* while ensuring our members stay connected to HSA and have access to the information provided in the magazine.

We recommend that, once our current inventory of promotional materials is used up, we purchase only non-plastic swag items.

HSA has eliminated single-use dishware at the union office and large union events. We encourage chapters to work to eliminate their use of single-use items at their meetings, and to report out their successes when they submit their expense claims. This will help to inform us on chapters' engagement with our climate action initiatives.

We ask that each union committee review their terms of reference and applicable policies to make sure that the union's committees are working towards these goals as well.

HSA is working with the broader labour movement to promote climate action. We have a delegate on NUPGE's Advisory Committee on the Environment and a few delegates on the fledgling BC Federation of Labour Climate Action Committee. Both these committees are fairly new; HSA will be represented and provide a strong voice for climate action within the labour movement. Members of the working group attended the Labour Climate Forum hosted by BCTF and BCGEU in early April. One of the takeaways from the forum was that unions should start looking at bargaining to bring action on climate change language into our contracts.

## SUSTAINABLE DEVELOPMENT GOALS

We encourage HSA members to take action on the United Nations' seventeen Sustainable Development Goals (SDGs) to transform our world. The SDGs are:

1. No Poverty
2. Zero Hunger
3. Good Health and Well Being
4. Quality Education
5. Gender Equality
6. Clean Water and Sanitation
7. Affordable and Clean Energy
8. Decent Work and Economic Growth
9. Industry, Innovation and Infrastructure
10. Reduced Inequalities
11. Sustainable Cities and Communities
12. Responsible Consumption and Production
13. Climate Action
14. Life Below Water
15. Life on Land
16. Peace, Justice and Strong Institutions
17. Partnerships for the Goals

We are also promoting the Good Life Goals, which are ways that individuals can act to support the SDGs. We encourage chapters to use the materials at [www.goodlifegoals.org](http://www.goodlifegoals.org) to educate members on changes each of us can make to move towards a sustainable future. Small, incremental steps and mindful choices will make a difference for our future together.

Climate action is a massive and necessary systemic change to our lifestyles. While we know that governments must take on much of this work, it is also necessary for individuals to make small changes that can propel the recovery of our planet.

Respectfully Submitted,

Mandi Ayers  
Director, Region 10  
Member, Climate Action Working Group



# HEALTH SCIENCES ASSOCIATION

**The union delivering modern health care**

HSA's Board of Directors is elected by members to run HSA between annual conventions. Members should feel free to contact them with any concerns.

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*This annual report was produced on the unceded homelands of the Qayqayt First Nation and printed in Richmond, BC, on the unceded territories of the Kwantlen, Tsawwassen, Stó:lō, Stz'uminus, and Musqueam peoples. Unceded means that Aboriginal title to this land has never been surrendered or relinquished.*

*HSA recognizes the intersections between public health care and social services and Indigenous rights, noting that structural violence against Indigenous peoples in Canada, including historic and ongoing colonialism, impacts Indigenous peoples' equal right to the enjoyment of the highest attainable standard of physical and mental health, the right to access, without discrimination, all social and health services, and the right to their traditional medicines and to maintain their health practices (as outlined in Article 24, United Nations Declaration of the Rights of Indigenous Peoples).*



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