

# Resolutions 2025





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## 1. CHILDREN'S SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: support services to families of young children with risk factors leads to prevention of future impact of therefore less service needs when they are older; and  
BECAUSE: high rates of dysregulation and anxiety are prominent in preschool children; and

BECAUSE: infant development consultants support families and children at the critical time of infant parent bonding, and these emotional connections are the basis of strong mental health.

**HSA WILL: advocate for the continued provision of infant development programs and infant development consultants.**

SUBMITTED BY: Nanaimo Child Development Centre

COMMITTEE RECOMMENDATION: In Favour

## 2. CHILDREN'S SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: subsidized childcare spaces have increased, but the 10-dollar-per-day daycare contracts have strict parameters that do not attract quality staff nor provide for professional development; and

BECAUSE: there is a lack of qualified Early Childhood Education (ECE) caregivers, which means that we have higher ratios of children to caregivers than is conducive to building strong emotional connection and mental health; and

BECAUSE: there are more young children in daycares today needing extra emotional support than a decade ago.

**HSA WILL: advocate for childcare licensing requirements that accommodate the high mental health needs of children: higher staff qualifications and increased staff wages; and**

**HSA WILL: advocate that the ECE (0 to 6 years) system be publicly funded and be redesigned so as to be delivered by the Ministry of Education.**

SUBMITTED BY: Nanaimo Child Development Centre

COMMITTEE RECOMMENDATION: In Favour

### 3. CHILDREN'S SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: wait times for child services continue to increase; and  
BECAUSE: many school aged children are not receiving needed therapy services; and  
BECAUSE: we know early intervention is effective and saves money in the long term.

**HSA WILL: continue to lobby the government to increase funding to all child service providers.**

SUBMITTED BY: Child Development Centre Prince George

COMMITTEE RECOMMENDATION: Opposed

### 4. CHILDREN'S SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: historically foster parents are prioritized for financial support and resources, such as respite and nursing support, that are not provided to parents of children with complex medical needs and disabilities; and  
BECAUSE: the current system may at times disproportionately focus on the needs and support of foster parents, while failing to adequately address the needs and challenges of parents, potentially hindering successful reunification and the long-term success of families.

**HSA WILL: lobby the government to ensure parents of children with disabilities and complex needs receive support and resources equivalent to the supports provided for foster parents caring for children in Ministry of Children and Family Development care.**

SUBMITTED BY: Board of Directors, on behalf of Women's Committee

COMMITTEE RECOMMENDATION: In Favour

## 5. CLIMATE JUSTICE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: use of artificial intelligence (AI) for queries and searches takes tremendous amounts of energy; and

BECAUSE: we are already experiencing catastrophic climate events caused by climate change; and

BECAUSE: big tech companies are not only using more and more oil, gas and coal but are also buying and building nuclear energy plants to supply the energy needed for AI use.

**HSA WILL: attempt to limit its use of AI in order to reduce energy consumption.**

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: In Favour

## 6. COMMUNICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: members deserve to be aware of bargaining information; and

BECAUSE: members deserve to make their own decisions; and

BECAUSE: the bargaining committee is extremely invested in the process.

**HSA WILL: explore the possibility for ongoing communication regarding bargaining issues to occur through a third party member outside of HSA to convey clear, concise, and unbiased information to the membership; and report back to members in 3 months time with findings via email.**

SUBMITTED BY: University Hospital of Northern British Columbia

COMMITTEE RECOMMENDATION: Opposed

## 7. COMMUNICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: members are busy, have families and commitments outside of work; and

BECAUSE: it can be hard to get the time off work with short notice.

**HSA WILL: notify members regarding conferences, education sessions, etc. as soon as possible ~~prior to an event~~, with a goal of providing at least two months' notice prior to the event ~~at the very minimum~~.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour As Amended

## 8. COMMUNICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: it can be difficult to book meeting rooms for chapter meetings; and  
BECAUSE: stewards can be busy with their own clinical work, as well as grievances,  
and other union work on top of organizing chapter meetings.

**HSA WILL: notify stewards at least two months in advance of deadlines such as:  
electing delegates for convention and regional meetings, convention resolutions and  
bargaining forms.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour

## 9. COMMUNICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: there is not a standard process for informing members about the  
opportunity to attend various union-related events and new HSA members are often  
less likely to seek member-at-large (MAL) roles and thus less likely to have the  
opportunity to attend BC Federation of Labour (BCFED) and other provincial and  
national labour movement events.

**HSA WILL: reevaluate its process for announcing upcoming events that HSA is  
participating in and communicating with members how they can participate in the  
event or similar events in the future.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In Favour

## 10. COMMUNICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: so many of the disciplines within HSA are foreign to the general public and most people only associate health care with nurses; and

BECAUSE: we are coming into a new term of bargaining, and we need the public support; and

BECAUSE: the BC Nurses Union (BCNU) seem to have the loudest voice of all the health care unions; and

BECAUSE: many HSA members feel undervalued and overlooked.

**HSA WILL: spend more money on media campaigns that will run on a regular basis giving HSA a much louder voice and a bigger media presence.**

SUBMITTED BY: Royal Columbian Hospital

COMMITTEE RECOMMENDATION: In Favour

## 11. COMMUNICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the bargaining process is complex and many members may not familiar with the process; and

BECAUSE: HSA values transparency, accountability, and the democratic participation of their members; and

BECAUSE: information for bargaining is currently available across multiple websites and videos.

**HSA WILL: create a single page infographic that explains the bargaining process including chapter meetings and the election of delegates to regional meetings, the election of members to bargaining proposal conferences (BPC) at regional meetings, the prioritization process at BPC, the election of the negotiating committee, and the negotiation process thereafter.**

SUBMITTED BY: Victoria General Hospital

COMMITTEE RECOMMENDATION: Opposed



## 12. COMMUNICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA members have a right to make a well-informed decision on the ratification of their proposed collective agreement; and  
BECAUSE: HSA members are typically provided with a full description of changes of wage negotiated in the proposed collective agreement; and  
BECAUSE: HSA values equity, and a lack of transparency in the negotiating process could negatively affect the solidarity of the union; and  
BECAUSE: the details of wage changes for members associated with reclassification were not shared with members prior to asking them to ratify the 2022-2025 collective agreement.

**HSA WILL: commit to providing all details regarding changes in wage for all including those negotiated indirectly through changes such as reclassification before members are asked to ratify a proposed collective agreement; and  
HSA WILL: include rationale regarding changes in wage when there is a disparity.**

SUBMITTED BY: Victoria General Hospital

COMMITTEE RECOMMENDATION: Opposed

## 13. COMMUNICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: engaged members are crucial to the functioning of a union; and  
BECAUSE: good communication is at the core of engagement; and  
BECAUSE: there are now good alternatives to wood-based paper, and the knowledge that using the internet is far from having a low impact on our environment and climate; and  
BECAUSE: many people receive so many emails that we tune them out and don't read them or prefer not to spend even more time on the computer; and  
BECAUSE: a magazine received in the regular mail can be easily shared with family and friends and others.

**HSA WILL: return to publishing and mailing out to members a paper-based magazine like The HSA Report.**

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: Opposed

#### 14. COMMUNICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: there is a need for increased awareness by our members and the public of implications of services to children and youth being redesigned in a Family Connection Centre model; and

BECAUSE: provincial underfunding of early intervention services for children with developmental needs, has resulted in long waitlists for service and staff shortages, and necessity to fundraise in order to maintain programming.

**HSA WILL: develop a public awareness campaign about child and youth programs delivered through community-based child development centres funded through by the Ministry for Children and Family Development (MCFD).**

SUBMITTED BY: Nanaimo Child Development Centre

COMMITTEE RECOMMENDATION: In Favour

#### 15. COMMUNICATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA "swag" (mugs, water bottles, pens, bags, etc.) are very effective in promoting and creating community awareness for our members; and

BECAUSE: our Union does not have a strong identity in the community; and

BECAUSE: we are often identified as part of the BC Nurse Union (BCNU),

**HSA WILL: reinstate and recommission HSA branded swag items as a means to create awareness for our union in the community.**

SUBMITTED BY: UBC Hospital

COMMITTEE RECOMMENDATION: Opposed

#### 16. CONSTITUTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Article 10 Section 5 (b) prescribes that voting in byelections called for the purpose of filling regional director vacancies be open for a minimum of 35 days; and

BECAUSE: that constitutional language was introduced when regional director byelection voting was conducted exclusively by postal mail balloting, and with the advent of electronic voting such a long balloting period is not required.

**HSA WILL: amend Article 10 Section 5 (b) of the HSA constitution by striking "(At the close of nominations, balloting shall be conducted for a period of at least 35 days)" and add to Article 10 Section 5 the following:**

**(c) The Board of Directors shall establish a process for election to fill such vacancies. Election shall be by secret ballot and requires a majority vote; and HSA WILL: renumber the current Article 10(5)(c) to Article 10(5)(d).**

SUBMITTED BY: Board of Directors, on behalf of Elections Committee

COMMITTEE RECOMMENDATION: In Favour

## **17. CONSTITUTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: delegates to HSA convention 2024 passed a resolution (Resolution 114) to enable union committees to submit resolutions to the union's convention.

**HSA WILL: amend Article 7, Section 4 of the HSA constitution from:**

**"The Board of Directors may submit its own resolutions to Convention" to:**

**"The Board of Directors, standing, and special committees may submit their own resolutions to convention."**

SUBMITTED BY: Board of Directors, on behalf of Governance and Policy Committee

COMMITTEE RECOMMENDATION: In Favour

## **18. CONSTITUTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: delegates to HSA Convention 2024 passed a resolution (Resolution 115) to increase the maximum word count for resolutions to 250 from 150.

**HSA WILL: amend Article 7, Section 4. (d) of the HSA constitution to replace "150" with "250."**

SUBMITTED BY: Board of Directors, on behalf of Governance and Policy Committee

COMMITTEE RECOMMENDATION: In Favour

**19. CONSTITUTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: delegates to the 2024 convention passed a resolution (Resolution 98) to increase the number of alternates eligible to be elected to take unfilled delegates seats to convention.

**HSA WILL: amend Article 7, Section 5 (e) to replace “two” with “five.”**

SUBMITTED BY: Board of Directors, on behalf of Governance and Policy Committee

COMMITTEE RECOMMENDATION: In Favour

**20. CONSTITUTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA directors must act in the best interests of the HSA as a whole and the HSA constitution does not currently contain a provision allowing the Board of Directors to impose discipline or restrictions on a regional director who has engaged in misconduct in their role as a regional director.

**HSA WILL: amend Article 8 – Board of Directors to add the following section:**

**“Section 12. Misconduct**

**Notwithstanding any other provision in this Constitution, in the case of misconduct, as defined below, by a Regional Director, the Board of Directors may, by a two-thirds majority or greater:**

**(a) prohibit a Regional Director from attending meetings of the Board of Directors due to misconduct;**

**(b) suspend a Regional Director from office for a period of 3 months due to misconduct;**

**(c) place conditions and/or restrictions on a Regional Director’s ability to communicate directly, interact with, or attend meetings with Union staff; and**

**(d) place conditions and/or restrictions on a Regional Director’s ability to communicate directly, interact with, or attend meetings with members.**

**In this section, “misconduct” includes but is not limited to the following:**

**(a) Failure to take the Oath of Office in verbal and written form within one month following the Annual Convention or of being appointed or elected, as per Article 8, Section 11 to their position.**

**(b) Behaviour which has been found by an independent investigator to be contrary to HSA's Constitution, policies, and all applicable laws and/or poses a potential legal, financial, or reputational liability to the Union if no action is taken.**

**(c) Bullying and/or harassing behaviour including: calling someone derogatory names, harmful hazing or initiation practices; vandalizing or damaging personal belongings, work area, or work product; spreading malicious rumours (regardless of whether they are believed to be true), including making, or continuing to make, unfounded accusations; and personal attacks, including making frivolous, vexatious, or bad faith complaints.**

**(d) With the exception of (a), any allegations of misconduct must be referred to an independent investigator for expeditious adjudication. All parties must participate in the investigation without delay. Failure to participate is in itself deemed to be misconduct.**

**Prior to conducting a vote pursuant to this Section, the Board of Directors shall notify the Regional Director in writing at least 14 days in advance of the meeting at which the vote will be taken and the Regional Director must be given an opportunity to make representation to the Board of Directors in respect of the allegations and proposed sanction.**

**Where a Regional Director is prohibited from attending a meeting of the Board of Directors, or is suspended from office, the Regional Director's alternate, as per Article 10, Section 5, shall attend in their place.**

**Subject to any applicable laws such as the BC Labour Relations Code, a motion passed by the Board of Directors under this Article is final."**

SUBMITTED BY: Board of Directors, on behalf of Governance and Policy Committee

COMMITTEE RECOMMENDATION: In Favour

## 21. CONSTITUTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: equity committees have identified the desire to operate independently without Board oversight; and  
BECAUSE: the board has previously identified issues with communication between equity committees and the Board of Directors; and  
BECAUSE: issues are often discussed and debated at the Board level that may benefit from coordination with and insight from our various equity committees and caucuses.

**HSA WILL: amend Article 8, Section 2 of the HSA Constitution which states “The Board of Directors is composed of the President and one Regional Director from each of the regions. The officers are: President, Vice-President and Secretary-Treasurer. No member may hold more than one position as an Officer, nor simultaneously hold the positions of President and Regional Director” be replaced with: “The Board of Directors is composed of the President, one Regional Director from each of the regions, and one Equity Director. The officers are: President, Vice-President and Secretary-Treasurer. No member may hold more than one position as an Officer, nor simultaneously hold more than one position of President, Regional Director or Equity Director.**

SUBMITTED BY: BC Children’s and Women’s Hospital

COMMITTEE RECOMMENDATION: Opposed

## 22. CONSTITUTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Article 12, Section 2 of the HSA constitution prescribes that chapter meetings must be held annually to elect stewards; and  
BECAUSE: delegates to the 2024 convention directed the union to change policy to allow all members in a chapter to vote in contested steward elections, without being required to attend a chapter meeting to elect stewards; and  
BECAUSE: the requirement under the constitution to hold a meeting to elect stewards is incompatible with the policy change.

**HSA WILL: amend Article 12, Section 2 of the HSA constitution to prescribe that a chapter meeting be held for the purpose of nominating stewards as from:**

**“Article 12, Section 2. Term of Office and Election**

**(a) The term of office is one year.**

**(b) A Chapter meeting for the purpose of electing Stewards shall be held annually. Steward elections must be held prior to the deadline set by the Board of Directors. Any member is eligible to stand for election.**

**(c) Meetings to elect Stewards shall be called with sufficient notice for members to attend.**

- (d) The Chapter meeting shall also elect or determine the manner of election where applicable of the Assistant Chief Steward(s).
- (e) If a Chapter is left without any Steward because its stewards are unable to complete the term of office, it may hold an emergency election to replace the absent steward(s), and notify the HSA office of this change.”

to:

**Article 12 – Stewards**  
**Section 2. Term of Office and Election**

- (a) Steward elections must be held prior to the deadline set by the Board of Directors. The manner of election shall be determined by the Chapter.
- (b) The term of office is one year.
- (c) A Chapter meeting for the purpose of nominating Stewards shall be held annually. Any member in the chapter in good standing is eligible to stand for election.
- (d) Meetings to nominate Stewards shall be called with sufficient notice.
- (e) If a Chapter is left without any Steward because its stewards are unable to complete the term of office, it may hold an emergency election to replace the absent steward(s) and notify the HSA office of this change.

SUBMITTED BY: Board of Directors, on behalf of Governance and Policy Committee

COMMITTEE RECOMMENDATION: In Favour

**23. CONSTITUTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Article 12 of the HSA constitution still contains reference to “chief” in a number of instances.

**HSA WILL: change the word “chief” to “lead” in the following sections of the HSA constitution:**

- Article 12, Section 1. (a) and (b)
- Article 12, Section 2.
- Article 12, Section 4 (1.), (2.), (3.), and (4.)

SUBMITTED BY: Board of Directors, on behalf of Governance and Policy Committee

COMMITTEE RECOMMENDATION: In Favour

## 24. CONSTITUTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the Article 15 process is long and costly; and  
BECAUSE: time at convention is limited and valuable; and  
BECAUSE: members working for HSA do so in good faith; and  
BECAUSE: members working for HSA should also be protected by the Article 15 process.

**HSA WILL: amend the language of the HSA constitution to streamline the disciplinary process and proceed from the perspective of recognizing the good faith of its members; and amend Article 15 to read:**

### **Article 15 – Complaints & Dispute Resolution**

#### **Section 1. Complaints**

**A member who has reasonable grounds to believe that another member has violated any Obligation or Responsibility provided for in this Constitution may file a complaint. All disciplinary action shall be approached with the presumption that members act in good faith and with the best interests of the membership in mind as per the oath of office.**

#### **Section 2. Form of Complaint**

**Complaints must be set out in writing and delivered to the Secretary-Treasurer.**

**Complaints must include:**

- (a) Name, contact information, and signature of the complainant;**
- (b) Name of the member involved;**
- (c) Dates of the incident and when the complainant became aware of it;**
- (d) Facts forming the basis of the complaint;**
- (e) Relevant portion of the Constitution allegedly violated; and**
- (f) Whether the complainant has personal knowledge of the facts or the source of the information.**

**The Registrar shall review the complaint for timeliness and sufficiency. If deficient, the Registrar may dismiss the complaint. Affected members will receive written notice of any investigation at least 90 days in advance, with the reasons clearly outlined.**

#### **Section 3. Timelines**

**Complaints must be filed within three months of the incident or the complainant's knowledge thereof unless the conduct is ongoing (e.g., harassment). Delay due to external legal action is not compelling.**

#### **Section 4. Investigation and Hearing Process**

**The Trials Committee, with a quorum of at least three-quarters of its members, shall investigate the issue within a reasonable timeframe.**

**Members may access legal counsel to support their defense and legal expenses incurred will be reimbursed by HSA.**

#### **Section 5. Disciplinary Actions**

**Disciplinary measures shall be limited to:**

- 1. Prohibition from attending board meetings or union events;**
- 2. Suspension from office;**



### 3. Restriction of interactions with union members.

#### Section 6. Appeals

Disciplinary actions are appealable to the Trials Committee within 90 days of the decision. Final decisions shall be communicated to the affected member within 90 days after the investigation concludes.

SUBMITTED BY: Comox Valley Hospital

COMMITTEE RECOMMENDATION:

### 25. EQUITY, DIVERSITY, AND INCLUSION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA is committed to Canada's reconciliation efforts to the Indigenous peoples of Turtle Island; and

BECAUSE: it is important to preserve Indigenous languages as many of them are endangered;

**HSA WILL: transition into using the Indigenous spelling when referring to Indigenous Nations in its communications; and**

**HSA WILL: have a two-year transition period of writing the colonially-spelt names in brackets following the Indigenous spelling, before fully transitioning to solely using the Indigenous spelling.**

SUBMITTED BY: Board of Directors, on behalf of Racial Justice Committee

COMMITTEE RECOMMENDATION: In Favour

### 26. EQUITY, DIVERSITY AND INCLUSION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: marginalized communities often face discrimination from their biological families, and create a chosen family, but cannot access collective agreement and BC Employment Standards Act benefits such as family and bereavement leave.

**HSA WILL: lobby the provincial government to expand the definition of "immediate family member" in the Employment Standards Act to add the Family Member Regulation additional definition clause of: (c) whether or not related to an employee by blood, adoption, marriage or common law partnership, an individual with a serious medical condition, as described in section 52.1(2) or 52.11(4) of the Act, who considers the employee to be, or whom the employee considers to be, like a close relative.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour

## 27. EQUITY, DIVERSITY AND INCLUSION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA is a union of inclusivity and a friend to all lesbian, gay, bisexual, transgender, queer, questioning, intersex, pansexual, two-spirited, and asexual (LGBTQQIP2SA) people; and

BECAUSE: HSA recognizes the rights of all LGTBQQIP2SA people to have open access to all washrooms at HSA events; and

BECAUSE: some members may not feel comfortable navigation a washroom containing urinals; and

BECAUSE: all members have the right to feel comfortable and make their own choices; and

BECAUSE: some HSA events occur at facilities that do not have gender neutral or trans friendly washroom signage.

**HSA WILL: include extra signage on all washrooms deemed gender neutral or trans friendly indicating the presence of urinals within that washroom facility at all HSA events.**

SUBMITTED BY: Royal Columbian Hospital

COMMITTEE RECOMMENDATION: In Favour

## 28. EQUITY, DIVERSITY AND INCLUSION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the landscape of workplace disability has changed, and there is a growing need for inclusive workplaces that accommodate a wide range of disabilities; and

BECAUSE: members report facing ableism in the workplace that continues to create barriers for workers with disabilities, preventing equitable access to opportunities, accommodations, and support; and

BECAUSE: HSA members rely on the Enhanced Disability Management Program (EDMP) staff to advocate for them effectively and support workplaces in becoming more inclusive.

**HSA WILL: ensure that EDMP staff receive immediate and comprehensive education on ableism in the workplace to better advocate for members and support workplaces in creating inclusive environments for all workers with disabilities.**

**HSA will also submit this resolution to the BC Federation of Labour convention to encourage province-wide action on ableism and inclusive workplace practices.**

SUBMITTED BY: BC Centre for Ability

COMMITTEE RECOMMENDATION: In Favour

**29. EQUITY, DIVERSITY AND INCLUSION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA stewards are the first point of contact for many members; and  
BECAUSE: it would be beneficial for training on cultural humility, trauma-informed approaches and anti-racism be given to HSA stewards.

**HSA WILL: ensure that all stewards receive ongoing training on anti-racism, cultural humility, etc., will continue to meet with members to get feedback on this training from members who are experiencing racial discrimination based on colonial systems.**

SUBMITTED BY: Board of Directors, on behalf of Indigenous Circle

COMMITTEE RECOMMENDATION: In Favour

**30. EQUITY, DIVERSITY AND INCLUSION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Indigenous members are often tokenized and asked by employers to speak on Truth and Reconciliation Day or International Indigenous Day; and  
BECAUSE: there is a lack of awareness, ongoing stereotypes of Indigenous folks (myths that Indigenous people do not pay taxes, are not educated, etc.). There needs to be more resources to spread awareness of the truths and debunk stereotypical myths of Indigenous Peoples.

**HSA WILL: create a bank of resources (such as videos, infographics for Truth and Reconciliation) in consultation with the Indigenous Circle so that members are no longer tokenized, and members can draw on resources instead of having to speak alone.**

SUBMITTED BY: Board of Directors, on behalf of Indigenous Circle

COMMITTEE RECOMMENDATION: In Favour

**31. EQUITY, DIVERSITY AND INCLUSION (covers 32)** Carried \_\_\_\_\_ Defeated \_\_\_\_\_

BECAUSE: the HSA constitution guarantees members' rights to respectful debate and democratic processes on political and human rights issues, protecting against discrimination on prohibited grounds such as "Indigenous identity, race, colour, ancestry, place of origin, political belief, religion, etc."; and

BECAUSE: members advocating for Palestinian human rights have faced disciplinary processes from employers, threats of sanctions, and marginalization from HSA.

**HSA WILL: adopt the Anti-Palestinian racism framework ([https://www.cjpme.org/fs\\_227](https://www.cjpme.org/fs_227)) developed by the Arab-Canadian Lawyers Association (ACLA) and educate members and staff on the nature, expression, and chilling effects of Anti-Palestinian racism; and**

**HSA WILL: protect members from discrimination, harassment, or sanctions from employers or the union on prohibited grounds and ensure members can engage in the union's democratic processes in good faith without fear of retaliation; and advocate for the BC Federation of Labour (BC Fed), National Union of General and Public Employees (NUPGE), Labour Councils, and Canadian Labour Congress (CLC) to commit to this work.**

SUBMITTED BY: G.F. Strong Rehabilitation Centre

COMMITTEE RECOMMENDATION: In Favour

**32. EQUITY, DIVERSITY AND INCLUSION (covered by 31)**

BECAUSE: HSA constitution enshrines member's rights to participate in respectful debate and democratic processes to establish positions on political/human rights issues; and

BECAUSE: these rights protect members from discrimination/harassment on the basis of prohibited grounds including "Indigenous identity, race, colour, ancestry, place of origin, political belief, religion ..."; and

BECAUSE: members who have spoken in solidarity and advocated for Palestinian human rights have faced disciplinary processes from our employers and the threat of sanctions from our union.

**HSA WILL: adopt the Anti-Palestinian racism framework ([https://www.cjpme.org/fs\\_227](https://www.cjpme.org/fs_227)) developed by Arab-Canadian Lawyers Association and commit to educating members and HSA staff regarding the expression and effects of Anti-Palestinian racism; protect members from discrimination, harassment and/or sanction from our employer and our union and affirm members' rights to engage in the democratic process of the union without fear of retaliation; lobby the labour movement (i.e., BC Federation of Labour and Canadian Labour Congress) to confront and resist Anti-Palestinian racism.**

SUBMITTED BY: Centre for Child Development

### 33. EQUITY, DIVERSITY AND INCLUSION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: members who face workplace discrimination, profiling, bullying, and racism require time-sensitive union support; and

BECAUSE: members' experience of these issues are not always explicit/clear to individuals who do not hold lived experience as racialized people; and

BECAUSE: not all labour relation officers (LROs), whose role it is to support members' grievances, have the knowledge/skills to identify/address the complexity of the issues stated above, or support the racialized members experiencing it; and

BECAUSE: the Black, Indigenous and People of Colour (BIPOC) Caucus and the Racial Justice Committee have identified and advocated for this need to be prioritized and addressed to support our racialized members;

**HSA WILL: have upskilled and trained all LROs on how to investigate and support members with grievances related to racism, profiling, discrimination, and bullying, by December 31, 2026; and**

**HSA WILL: uphold its Justice, Equity, Diversity and Inclusion (JEDI) hiring policies of ensuring there are LROs who hold lived experience as racialized people.**

SUBMITTED BY: Board of Directors, on behalf of Racial Justice Committee

COMMITTEE RECOMMENDATION: In Favour

### 34. EQUITY, DIVERSITY AND INCLUSION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA is committed to reconciliation as per the Truth and Reconciliation Commission Reports; and

BECAUSE: it is essential that Indigenous communities lead decolonization efforts, and have autonomy and self-governance over their health care and healing;

**HSA WILL: develop formal partnerships with Indigenous-led organizations, including the First Nations Health Council (FNHC), the First Nations Health Authority (FNHA), and the Indian Residential School History and Dialogue Centre; and**

**HSA WILL: provide at least annual organization-wide communications on the union's progress on reconciliation strategic priorities identified with the FNHC and FNHA and lobby the Ministry of Health and Ministry of Indigenous Relations and Reconciliation to health authorities to do the same; and**

**HSA WILL: provide education to members in partnership with the Indian Residential School History and Dialogue Centre on how the union can support reconciliation efforts within our union, and in the workplace.**

SUBMITTED BY: Board of Directors, on behalf of Racial Justice Committee

COMMITTEE RECOMMENDATION: In Favour

### 35. EDUCATION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: many members are unable to participate in the education being offered due to limited spots.

**HSA WILL: increase the frequency that HSA courses/education are offered.**

SUBMITTED BY: Queen's Park Care Centre

COMMITTEE RECOMMENDATION: Opposed

### 36. EDUCATION (covers 37)

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA is committed to Diversity, Equity and Inclusion in its processes and educational offerings; and

BECAUSE: HSA strives to be a culturally safe and anti-racist union; and

BECAUSE: the incidence of antisemitic hate crimes in Canada had increased by over 109% by the end of 2023 alone; reference: federal task force set up to set up a national form to address it; and

BECAUSE: antiracism training that is offered specifically excludes antisemitism as a construct in the educational content.

**HSA WILL: include education specific to antisemitism as part of its anti-racism training and education (either separate from or adapted to be included within current anti-racism education offerings); and**

**HSA WILL: ensure that this education is vetted by an appropriately representative group of Jewish HSA members with different backgrounds/affiliations (to avoid tokenism and promote proportional representation of a minority group).**

SUBMITTED BY: Mount Saint Joseph Hospital

COMMITTEE RECOMMENDATION: Opposed

### 37. EDUCATION (covered by 36)

BECAUSE: HSA is committed to Diversity Equity and Inclusion in its processes and educational offerings; and

BECAUSE: HSA strives to be a culturally safe and anti-racist union; and

BECAUSE: the incidence of antisemitic hate crimes in Canada has increased by over 109% since 2023.

**HSA WILL: include education specific to antisemitism as part of its anti-racism training and education for members; and**

**HSA WILL: ensure that this education is vetted by multiple representation of Jewish HSA members.**

SUBMITTED BY: G. F. Strong Rehabilitation Centre and Vancouver General Hospital

### **38. EDUCATION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA is committed to Diversity Equity and Inclusion in its processes and educational offerings; and

BECAUSE: HSA strives to be a culturally safe and anti-racist union; and

BECAUSE: the incidence of antisemitic hate crimes in Canada has increased by over 109% since 2023.

**HSA WILL: include education specific to antisemitism as part of its anti-racism training and education for members; and**

**HSA WILL: ensure that all anti-racism education is reviewed by HSA members who identify with the relevant racial groups. These members will come from diverse backgrounds and affiliations to prevent tokenism and ensure proportional representation of minority communities.**

SUBMITTED BY: Richmond Mental Health

COMMITTEE RECOMMENDATION: Opposed

### **39. EDUCATION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the Popular Economics workshop provided as a pre-convention course last year was very well received by delegates who participated; and

BECAUSE: increasing de-funding and privatization of public services, lack of affordable housing, increasing food insecurity and increasing income and wealth inequality are of great concern to the majority of HSA members; and

BECAUSE: the above issues and many others crucial to the lives of workers and their families all fall under the umbrella of economics and require this knowledge in order to find solutions that make life better for everyone.

**HSA WILL: offer Popular Economics workshops as general member education open to all HSA members.**

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: In Favour

#### 40. EDUCATION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the average member may find the technical language of our collective agreements difficult to understand; and

BECAUSE: stewards have limited time to explain the nuances of the collective agreement to HSA members and employer management; and

BECAUSE: members should be empowered with the knowledge of their rights and what each section of the collective agreement means.

**HSA WILL: hold more Contract Interpretation education workshops.**

SUBMITTED BY: BC Cancer Vancouver Cancer Centre

COMMITTEE RECOMMENDATION: Opposed

#### 41. EDUCATION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the enhanced disability management program (EDMP) is available to all members; and

BECAUSE: understanding of this program is limited and often difficult to navigate in times of distress.

**HSA WILL: provide education sessions on access and navigation of the EDMP a minimum of 2 times per year.**

SUBMITTED BY: Richmond Mental Health

COMMITTEE RECOMMENDATION: Opposed

#### 42. EDUCATION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: burnout of HSA members is high; and

BECAUSE: HSA wants to increase health, safety and longevity for their members.

**HSA WILL: implement and offer resiliency training for HSA members.**

SUBMITTED BY: Burnaby Hospital

COMMITTEE RECOMMENDATION: Opposed



#### 43. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: individuals who work additional call and/or overtime hours are subject to providing greater monetary contributions in the form of union dues and ultimately provide a disproportionately higher amount of dues to the union's overall funds; and  
BECAUSE: individuals are equally represented and afforded the same protections by the union regardless of the percentage of dues contributed; and  
BECAUSE: individuals who contribute union dues in excess of expected dues for a full-time equivalent (FTE) are not extended additional protections beyond the standard support; and  
BECAUSE: comparable unions such as BC Nurses Union (BCNU) do not charge union dues on overtime hours.

**HSA WILL: review the budgetary impact of a reduction of applicable union dues for any hours worked beyond the standard FTE hours to 50%.**

SUBMITTED BY: Richmond Chapter

COMMITTEE RECOMMENDATION: Opposed

#### 44. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: dues are paid as a percentage of the pay-rate while working regular hours; and  
BECAUSE: pay-rates can be up to "2x" when working overtime hours, resulting in 2 times the dollar amount being paid as dues per hour worked on overtime hours.

**HSA WILL: adjust the dues rate to 50% when members are working overtime.**

SUBMITTED BY: UBC Hospital

COMMITTEE RECOMMENDATION: Opposed

**45. FINANCE (covers 46, 47, 48, 49, 50)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA provides equal representation for all members, regardless of hours worked or dues paid - therefore members paying additional dues on overtime work receive no additional benefit from the union; and

BECAUSE: members who work overtime are not always doing so by choice, and are not accruing pensionable hours with their overtime work; and

BECAUSE: other unions, such as BC Nurses Union (BCNU), do not collect dues on overtime.

**HSA WILL: allow members to benefit fully from their overtime wages, by no longer collecting dues on overtime work.**

SUBMITTED BY: Kootenay Lake Hospital and Comox Valley Hospital

COMMITTEE RECOMMENDATION: Opposed

**46. FINANCE (covered by 45)**

BECAUSE: HSA collects union dues on overtime pay; and

BECAUSE: collecting dues on overtime pay disproportionately impacts those working longer hours; and

BECAUSE: overtime pay is compensation for the additional strain put on members working beyond their regular hours; and

BECAUSE: overtime is an incidental, variable factor and doesn't align with the unions standard service or benefits; and

BECAUSE: overtime hours are not pensionable hours; and

BECAUSE: other unions including BC Nurses Union (BCNU), Canadian Union of Public Employees (CUPE), and Hospital Employees Union (HEU) do not collect dues from worked overtime hours; and

BECAUSE: overtime is often required due to staffing shortages beyond the control of the member.

**HSA WILL: cease collecting union dues from worked overtime hours.**

SUBMITTED BY: Royal Columbian Hospital

**47. FINANCE (covered by 45)**

BECAUSE: Collecting union dues using overtime disproportionately impacts those working longer hours; and

BECAUSE: Overtime pay is compensation for the additional strain put on members working beyond their regular hours; and

BECAUSE: Collecting union dues from overtime can be perceived as taking advantage

of members who are already working long hours for the benefit of the union; and  
BECAUSE: HSA representation primarily pertains to core work duties whereas overtime is an incidental, variable factor and doesn't align with the unions standard service or benefits; and

BECAUSE: HSA financially benefits when members work overtime which is a conflict of interest for a union that is supposed to be highly motivated to ease the staffing crisis; and

BECAUSE: Other unions including BC Nurses Union (BCNU), Canadian Union of Public Employees (CUPE) and Hospital Employees Union (HEU) do not collect union dues from worked overtime hours.

**HSA WILL: cease collecting union dues off worked overtime hours to show solidarity to resolving the staffing shortage.**

SUBMITTED BY: Vancouver General Hospital

#### **48. FINANCE (covered by 45)**

BECAUSE: HSA currently collects dues on ALL wages earned by Health Science Professionals Bargaining Association (HSPBA) members; and

BECAUSE: not all union members delivering vital patient care are required to pay dues on ALL earnings; and

BECAUSE: both the HSA constitution and the collective agreement have language that allow the union to set union dues to the employer.

**HSA WILL: direct the employer to cease taking union dues from any wages earned by HSPBA members on overtime worked.**

SUBMITTED BY: Eagle Ridge Hospital

#### **49. FINANCE (covered by 45)**

BECAUSE: HSA provides equal representation for all members, regardless of hours worked or dues paid - therefore members paying additional dues on overtime work receive no additional benefit from the union; and

BECAUSE: members who work overtime are not always doing so by choice, and are not accruing pensionable hours with their overtime work; and

BECAUSE: other unions, such as BC Nurses Union (BCNU), do not collect dues on overtime.

**HSA WILL: allow members to benefit fully from their overtime wages, by no longer collecting dues on overtime work.**

SUBMITTED BY: Kootenay Boundary Hospital

**50. FINANCE (covered by 45)**

BECAUSE: HSA provides equal representation for all members, regardless of hours worked or dues paid - therefore members paying additional dues on overtime work receive no additional benefit from the union;

BECAUSE: members who work overtime are not always doing so by choice, and are not accruing pensionable hours with their overtime work; and

BECAUSE: other unions, such as BC Nurse Union (BCNU), do not collect dues on overtime.

**HSA WILL: allow members to benefit fully from their overtime wages, by no longer collecting dues on overtime work and not depend on overtime dues for budget purposes.**

SUBMITTED BY: BC Children’s and Women’s Hospital

**51. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA members are charged union dues at a rate of 1.85% for ALL hours worked; and

BECAUSE: under this union dues structure, HSA serves to gain revenue when HSA members work overtime hours; and

BECAUSE: HSA’s financial gain because of members working overtime is a conflict of interest; and

BECAUSE: HSA’s budget remains reliant upon an annual unknown value (dues earned on overtime hours) and is not a financially sound practice; and

BECAUSE: HSA members working overtime are paying more union dues than other members and receive no additional benefit from paying more dues; and

BECAUSE: BC Nurses Union (BCNU) does not charge union dues on overtime hours.

**HSA WILL: stop charging union dues on overtime hours; it be resolved that HSA implement a dues increase of 0.15% to offset the reduction in annual revenue from eliminating union dues collected on overtime hours.**

SUBMITTED BY: Victoria General Hospital

COMMITTEE RECOMMENDATION: In Favour

**52. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA currently collects dues on ALL monies paid out to the member; and  
BECAUSE: union dues should ONLY be deducted on wages earned by the member, not severance pay, or sick bank payouts.

**HSA WILL: immediately cease collecting dues from retiring members on any monies other than wages.**

SUBMITTED BY: Eagle Ridge Hospital

COMMITTEE RECOMMENDATION: Opposed

**53. FINANCE (covers 54, 55, 56)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Médecins Sans Frontières/Doctors Without Borders (MSF) provides medical assistance to people affected by conflict, epidemics, disasters, or exclusion from health care around the world; and

BECAUSE: MSF's actions are guided by medical ethics and the principles of impartiality, independence, and neutrality – and 97% of their funding comes from private donors; and

BECAUSE: MSF donations are used at their discretion, in over 70 countries worldwide, to provide health care when local health care systems are unable to keep up with the needs of their people; and

BECAUSE: \$25,000 has been a standard HSA donation amount in times of crisis in the past.

**HSA WILL: donate \$25,000 on behalf of its members to MSF Canada to help support their work providing urgent care for people in need of health care worldwide.**

SUBMITTED BY: Kootenay Lake Hospital

COMMITTEE RECOMMENDATION: In Favour

#### **54. FINANCE (covered by 53)**

BECAUSE: HSA is committed to equity and social justice in supporting international efforts to address health disparities; and

BECAUSE: as health care workers, we have a responsibility to support our colleagues and communities globally; and

BECAUSE: Doctors Without Borders provides emergency and basic medical care, operates hospitals and clinics, runs nutrition centres, and cares for refugees and vulnerable populations affected by conflict, epidemics, disasters, and exclusion from health care in over 70 countries.

**HSA WILL: donate \$25,000 to Doctors Without Borders to support their ongoing work.**

SUBMITTED BY: Small Chapter Cluster Providence Health Care

#### **55. FINANCE (covered by 53)**

BECAUSE: the labour movement and unions in general uphold a principle of solidarity with health care workers both locally, and internationally; and

BECAUSE: health care facilities and health care workers have been destroyed in Gaza.

**HSA WILL: donate \$25,000 to Doctors Without Borders/Médecins Sans Frontières (MSF) or Palestine Red Crescent Society (PRCS) to aid the people of Palestine in rebuilding their health care systems.**

SUBMITTED BY: BC Children's and Women's Hospital

#### **56. FINANCE (covered by 53)**

BECAUSE: unions generally and HSA specifically have a responsibility to uphold a principle of solidarity with health care workers both locally, and internationally; and

BECAUSE: health care facilities and health care workers have been destroyed in Gaza.

**HSA WILL: donate \$25,000 to Doctors Without Borders/Médecins Sans Frontières (MSF) or Palestine Red Crescent Society (PRCS) to aid the people of Palestine in rebuilding their health care systems.**

SUBMITTED BY: Comox Valley Hospital

## 57. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA is committed to equity and social justice, working to address global challenges related to hunger and food insecurity; and  
BECAUSE: millions of people worldwide are experiencing severe hunger and malnutrition, particularly in areas affected by conflict, disasters, and poverty; and  
BECAUSE: as health care workers, we have a responsibility to support efforts that address the basic needs of vulnerable populations; and  
BECAUSE: World Central Kitchen provides nutritious meals to those affected by crises, operating in disaster-stricken areas and communities facing hunger across the globe.

**HSA WILL: donate \$25,000 to World Central Kitchen to support their mission of providing food relief to those in need.**

SUBMITTED BY: Small Chapter Cluster PHC

COMMITTEE RECOMMENDATION: In Favour

## 58. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: of high and rising costs.

**HSA WILL: double the current allotted amount provided to each profession meant to celebrate their respective week/month.**

SUBMITTED BY: Queen's Park Care Centre

COMMITTEE RECOMMENDATION: Opposed

## 59. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: it would increase retention through recognition.

**HSA WILL: redirect monetary funds so that HSA members are celebrated similarly to other professions.**

SUBMITTED BY: Queen's Park Care Centre

COMMITTEE RECOMMENDATION: Opposed

**60. FINANCE (covers 61)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA financial policies related to expenses incurred by members representing HSA at approved events are based on the principle of making members whole; and

BECAUSE: HSA's participation in labour councils policy limits the amount of wage reimbursement to be paid to HSA members participating in certain BC Federation of Labour and Canadian Labour Congress events in their capacity as labour council executive members to less than all scheduled shifts missed.

**HSA WILL: change the "Participation in Labour Councils" policy to recognize the importance of equitable support for members representing the union in official capacities by providing wage replacement for all scheduled shifts missed by HSA members who attend the biennial BC Federation of Labour Convention, BC Federation of Labour Regional Conference, and the triennial Canadian Labour Congress Convention as a labour council executive member to ensure that delegates are made whole for their participation in HSA-approved events.**

SUBMITTED BY: Board of Directors, on behalf of Political Action Committee

COMMITTEE RECOMMENDATION: In Favour

**61. FINANCE (covered by 60)**

BECAUSE: union members have provided volunteer time to participate and meet at their local labour council as labour council delegates; and

BECAUSE: whereas these labour council delegates are informed about their local union issues from being part of their labour council; and

BECAUSE: whereas our policies do not equally compensate labour council delegates if they are elected to attend either BC Federation of Labour (BCFED) or Canadian Labour Congress (CLC) conventions.

**HSA WILL: our union will review policies regarding compensation and provide equal compensation as Members at Large receive to labour council delegates who are also invited to attend and represent our union at both BCFED and CLC conventions.**

SUBMITTED BY: St. Paul's Hospital



**62. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA encourages members to be part of their local labour council and members are representing HSA while attending HSA approved labour council events; and

BECAUSE: HSA ensures that all members are made whole when attending HSA events; and

BECAUSE: HSA currently only funds up to 3 days wages for labour council events.

**HSA WILL: make members whole when HSA members are representing HSA in an official capacity at labour council training and formal meetings for lost wages while attending.**

SUBMITTED BY: Child Development Centre of Prince George.

COMMITTEE RECOMMENDATION: In Favour

**63. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: many HSA members work extended days, attending education, seminars, courses, and convention on days off may be a taxing workload.

**HSA WILL: make the members whole by increasing the 7.5 hour of available bank time to the total hours of the shift that members work. This way they can take a full day off.**

SUBMITTED BY: Royal Inland Hospital

COMMITTEE RECOMMENDATION: In Favour

**64. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: stewards do not have access to chapter budgets; and

BECAUSE: lead and assistant lead stewards need to plan chapter meetings and other union events.

**HSA WILL: provide a chapter budget balance every three months.**

SUBMITTED BY: Nanaimo Regional General Hospital

COMMITTEE RECOMMENDATION: Opposed

**65. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: it can be difficult to find information on the HSA website and steward portal; and  
BECAUSE: lead/assistant lead stewards need to plan chapter meetings and other meetings yearly.

**HSA WILL: send the yearly chapter budget directly to the lead/assistant lead stewards at the beginning of the year so that stewards can organize appropriately.**

SUBMITTED BY: Burnaby Hospital

COMMITTEE RECOMMENDATION: In Favour

**66. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: members should have a say on how HSA spends our Union dues; and  
BECAUSE: it is good accounting practice to have oversight and accountability on spending.

**HSA WILL: ask all its members to vote (one member, one vote) on any new spending where an individual payment is projected to be in excess of \$100,000 or if newly created programs/committees are projected to cost more than \$100,000 annually.**

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: Opposed

**67. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: there are increasing budget constraints due to increasing costs in all areas of union business, spending needs to be more tightly controlled so that dues collected can have the greatest impact, both at a systemic level as well as on HSA members directly; and  
BECAUSE: HSA members should have a voice in directing where member dues go and the current processes allow for significant spending without ensuring spending is in line with HSA's strategic plan and members wishes.

**HSA WILL: add language to the constitution that ensures all unbudgeted spending of more than \$5,000 is reviewed and voted on by the board with results communicated to members.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: Opposed

**68. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the general membership of the HSABC has jurisdiction over union finances via delegates to convention who vote to approve the report of the Finance Committee; and

BECAUSE: financial reporting includes information on increases in expenditures, which largely cover cost of employment for workers in labour relations, legal services, executives, communications, and operations among other areas; and

BECAUSE: it is difficult for the general membership to evaluate finance committee's report without specific information about salaries and benefits of HSABC staff.

**HSA WILL: ensure the finance committee's report shall include reference to specific wage information including reference to collective bargaining agreements, and executive salaries by position.**

SUBMITTED BY: Fraser Valley CDC

COMMITTEE RECOMMENDATION: In Favour

**69. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA is a member-funded organization; and

BECAUSE: transparency is important to its members.

**HSA WILL: disclose and report all staff and contractor salaries/costs, bonuses, and severance pay on its website annually.**

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: Opposed

## 70. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA values accountability, advocacy, and social action; and  
BECAUSE: HSA advocates for members on provincial and national levels; and  
BECAUSE: HSA campaigns for climate action, human rights, and economic inequality; and  
BECAUSE: companies that aren't explicitly weapons manufacturers provide hardware and maintain data centres for states that practice racial segregation and apartheid, such as Hewlett Packard, or violate human rights in resource-robbled nations to source materials, such as Dell;

**HSA WILL: refrain from purchasing products, and renewing contracts with, companies involved in weapons manufacturing, hot cargo, provision and maintenance of data centres for states that practice racial segregation and apartheid, or whose practices violate the Universal Declaration of Human Rights (UDHR); and**

**HSA WILL: review its investment portfolio with the MPP and divest from organizations/companies involved/associated with practices that are deemed unethical by environmental or UDHR standards, and advocate that BC Investment Corporation does the same.**

SUBMITTED BY: Board of Directors, on behalf of Racial Justice Committee

COMMITTEE RECOMMENDATION: In Favour

## 71. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: as health care professionals and allied workers, we are dedicated to safeguarding the health and well-being of all individuals, advocating for the protection of vulnerable populations everywhere; and  
BECAUSE: we are deeply concerned about the welfare of those living in conflict zones and stand firmly against the use of military weapons against civilians, recognizing the devastating impact such actions have on innocent lives.

**HSA WILL: drop any investments we currently have in weapons manufacturers, divesting all stocks and securities, in an expedited and timely manner; and**

**HSA WILL: refrain from making further investments in weapons manufacturers, and other corporations that directly profit from war, or armed conflict, or occupation; and**  
**HSA WILL: call upon the Municipal Pension Plan to withdraw all investments in companies who support and supply militaries, war, genocide and apartheid.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In Favour

**72. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: delegates to the 2024 HSA Convention created two bursaries of \$2000 each to support HSA members to participate in CoDevelopment Canada delegations to support partner organizations in Latin America to build economic justice, labour solidarity, protection of human rights, a healthy environment, and universal health care; and

BECAUSE: even with the bursary support, many members with excellent applications interested in participating in the solidarity delegation were unable to participate because of costs, estimated at \$4,000 to \$6,000 out-of-pocket costs per participant; and

BECAUSE: HSA's participation in these delegations supports international solidarity efforts that strengthen the labour movement at home and abroad.

**HSA WILL: increase the bursary amount for the CoDevelopment Canada Multi-Union Delegation to Latin America to two \$4000 bursaries available to HSA members.**

SUBMITTED BY: Board of Directors, on behalf of Committee on Equity and Social Action

COMMITTEE RECOMMENDATION: In Favour

**73. FINANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: regional directors need dedicated time to support their region.

**HSA WILL: provide one paid day a month for regional directors.**

SUBMITTED BY: Nanaimo Regional General Hospital

COMMITTEE RECOMMENDATION: In Favour

#### 74. FINANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA only provides dependent care at convention, but not at other HSA events; and

BECAUSE: HSA's current policy assumes that billable (receiptable) dependent care is readily available on an ad-hoc basis; and

BECAUSE: lack of dependent care is a barrier to many members attending HSA events; and

BECAUSE: HSA does not recognize immediate family members, such as a child's other parent, to be suitable care providers under the current policy, and the other parent typically must miss a day of their regular work to care for the dependent while the member attends an HSA event.

**HSA WILL: recognize immediate family members as approved dependent care providers, if the HSA event falls on a day where the member does not otherwise have dependent care arranged; and**

**HSA WILL: Provide an honorarium of \$100/day or \$50/half-day to immediate family of HSA members missing work to care for dependents.**

SUBMITTED BY: Fraser Valley CDC

COMMITTEE RECOMMENDATION:

#### 75. GENERAL

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: not everyone goes by their legal name or full legal name and there is no easy way to indicate what name you would like to go by during events such as convention, education sessions, etc.

**HSA WILL: provide a space on events registration called: preferred name, so that people can put what first name they would like displayed on their name cards.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour

#### 76. GENERAL

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: members may or may not be aware of who's running in either regional director or presidential elections; and

BECAUSE: whereas in the past year, less than 20% of members have voted in regional director elections; and

BECAUSE: whereas all of us want to have competent members in elected positions;  
and  
BECAUSE: whereas members have different preferred ways to receive information;  
and  
BECAUSE: whereas members may or may not read their personal email; and  
BECAUSE: whereas when members become engaged by talking with other members,  
they are more likely to take action.

**HSA WILL: survey union members to see if they are willing to share their personal phone number with candidates running for either Regional Director and President.**

SUBMITTED BY: St. Paul's Hospital

COMMITTEE RECOMMENDATION: Opposed

## **77. GENERAL**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: hospitals under Providence Health Care are restricted from delivering particular types of health care including abortions and medical assistance in dying due to their faith affiliation; and  
BECAUSE: safe and timely access to all health care procedures is critical for British Columbians.

**HSA WILL: lobby the provincial government to remove faith-based agreements in BC's health care system.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In Favour

## **78. GENERAL**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: member engagement is a huge issue within HSA with a small number of members engaged in HSA business; and  
BECAUSE: a more engaged membership creates a stronger union.

**HSA WILL: focus on internal member organizing and engagement as opposed to external recruitment.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: Opposed

## 79. GENERAL

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: women fleeing domestic violence often face financial barriers making it difficult for them to access legal aid; and

BECAUSE: higher income earnings may limit women from accessing legal aid needed for their protection in matters related to family law, and child custody issues; and

BECAUSE: it will facilitate access to quicker legal services, enhanced protection and allow women to leave abusive situations, and provide options for successful outcomes.

**HSA WILL: lobby the government to lower the legal aid income threshold to allow more women experiencing violence to access legal aid regardless of their financial circumstances.**

SUBMITTED BY: Board of Directors, on behalf of Women's Committee

COMMITTEE RECOMMENDATION: In Favour

## 80. GENERAL

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the current number of HSA members and number of positions in each health authority is unknown; and

BECAUSE: publicly available information assists with advocacy efforts.

**HSA WILL: publicly report the number health science professionals (i.e., HSA members), by their specific profession, and the full time equivalent (FTE) of the positions, by each health authority, and ideally on an annual basis.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: Opposed



## 81. GENERAL

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: physiotherapists used to be able to practice under a restricted license after finishing the written exam, but now the college states they can no longer practice at all until both the written and practical exams are completed and passed; and  
BECAUSE: there is usually at least 5-6 months, if not longer, to be able to write both these exams and get the results, new grads are not coming to BC from out of province, and some new grads are going to private practice where they can start right away as kinesiologists.

**HSA WILL: lobby the government and the College of Health and Care Professionals of B.C. (CHCPBC) to change their licensing practices and return to the restricted license practice after writing the written exam.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour

## 82. GENERAL

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: a certified workforce is essential for maintaining safety, quality and productivity; and  
BECAUSE: compulsory certification for all health science professionals protects workers and the public by ensuring that only qualified individuals perform skilled work; and  
BECAUSE: certification is vital for upholding minimum educational standards and preventing the undermining of wages and working conditions.

**HSA WILL: continue to work with government, regulatory agencies, professional associations, and educational institutions, to advocate for the regulation and certification of currently unregulated health sciences professionals.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour

### 83. GENERAL

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: university teachings and the teaching of actual medical lab technology programs in BC Institute of Technology (BCIT) and College of New Caledonia are vastly different, and moreover universities do not have practicum programs that are of huge help to prepare lab technologists for work; and

BECAUSE: there is no regulatory college in BC for lab technologists and we are the only province without a college, while Alberta are opting out of the Canadian Alliance of Medical Laboratory Professionals Regulators (CAMLPR) examination process as they will provide their own exam instead; and

BECAUSE: all of the above are already causing huge concerns from current employees and lab managers.

**HSA WILL: advocate for the formation of colleges for unregulated allied health professions.**

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: In Favour

### 84. GENERAL

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the implementation of the reclassification system by Health Employers Association of BC (HEABC) negatively affected many members and will put a further strain on health care.

**HSA WILL: lobby government for a thorough review and audit of HEABC's conduct with regard to this and their bargaining practices.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: Opposed

## 85. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: numerous resolutions are submitted to convention every year; and  
BECAUSE: convention is only held over three days; and  
BECAUSE: delegates want to vote on as many resolutions as possible.

**HSA WILL: implement a ranking system for each chapter to submit their resolutions by, which will guide the resolutions committee in terms of prioritization to bring them to the floor of convention.**

SUBMITTED BY: University Hospital of Northern British Columbia

COMMITTEE RECOMMENDATION: In Favour

## 86. GOVERNANCE (covers 87, 88, 89)

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: resolutions to HSA convention are voted on by a chapter for submission; and  
BECAUSE: convention is the supreme governing body and the place for members to debate the actions and direction of the union; and  
BECAUSE: stifling debate and free speech goes against the principle that unions are characterized by a tradition of open democratic debate and dissent by the membership in conventions and committee meetings; and  
BECAUSE: it is not up to the Resolutions Committee to decide which issues are important to debate at convention and which are not.

**HSA WILL: ensure that resolutions submitted by a chapter are discussed with the submitting chapter if the resolutions committee has questions or concerns; and remove the Resolutions Policy item that says "The Resolutions Committee may reject any resolution that it deems detrimental to the welfare or best interests of the union."**

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: In Favour

## **87. GOVERNANCE (covered by 86)**

BECAUSE: HSA is a democratic union with rights, obligations and processes defined in the HSA Constitution; and

BECAUSE: annual convention, when in session, has all legislative, executive, judicial and administrative powers of the union; and

BECAUSE: HSA Members have the right to bring complex/contentious matters to convention for debate by submitting resolutions approved by their chapter; and

BECAUSE: Article 13.2 (c) requires the Resolutions Committee to “study and make recommendations to the Convention on all resolutions”; and

BECAUSE: HSA Policy “CONV 3.03 – Resolutions” contravenes the HSA constitution by empowering the Resolutions Committee to, without consideration by Convention Delegates, “reject any resolution that it deems detrimental to the welfare or best interests of the Union”; and

BECAUSE: chapter resolutions should not be pre-emptively vetoed and prevented from being brought to Convention for consideration and debate by delegates.

**HSA WILL: affirm our constitutional rights and processes by striking and removing line #10 from HSA Policy “CONV 3.03 – Resolutions”**

SUBMITTED BY: The Centre for Child Development

## **88. GOVERNANCE (covered by 86)**

BECAUSE: the current resolutions policy grants the Resolutions Committee the authority to reject any resolution deemed “detrimental to the welfare or best interests of the union”; and

BECAUSE: this provision can unnecessarily restrict members’ voices and limit the full range of issues available for democratic debate.

**HSA WILL: immediately amend the resolutions policy to remove the provision granting the Resolutions Committee the power to reject resolutions deemed “detrimental to the welfare or best interests of the union,” instead only the power to reject resolutions deemed to be in opposition to HSA’s constitution.**

SUBMITTED BY: BC Centre for Ability

## **89. GOVERNANCE (covered by 86)**

BECAUSE: HSA values member engagement and thoughtful work goes into developing and voting on resolutions for convention at the chapter level; and

BECAUSE: transparency and accountability are needed for the resolution committee’s work.

**HSA WILL: remove # 10 from the Policy Statement in Policy Number: CONV-3.03[GOV] appendix 2 that states: "The Resolutions Committee may reject any resolution that it deems detrimental to the welfare or best interests of the union."**

SUBMITTED BY: Comox Valley Hospital

**90. GOVERNANCE (covers 91)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA has previously passed a resolution stating that members of the Board of Directors may serve for three consecutive terms; and

BECAUSE: it is essential to ensure all members of the Board of Directors are held to the same rules and expectations as the broader union membership of over 22,000 members.

HSA WILL: immediately implement the three consecutive term limit to include the years already served by current Board members as part of their three-term limit, applying retroactively to their previous terms of service.

SUBMITTED BY: BC Centre for Ability

COMMITTEE RECOMMENDATION: In Favour

**91. GOVERNANCE (covered by 90)**

BECAUSE: HSA has passed a previous resolution that states members who are on the Board of Directors are limited to three consecutive terms; and

BECAUSE: we ensure that those who are currently on the Board of Directors are not subject to a different set of rules compared to the rest of the union's 22,000+ members.

**HSA WILL: clarify that the three consecutive terms take into consideration the current Board of Directors' previously held consecutive terms, with immediate effect.**

SUBMITTED BY: Vancouver General Hospital

**92. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: regional directors are elected officials who are accountable to the members in their region and represent the members in their region at the HSA Board, committees, and HSA-affiliated organizations; and  
BECAUSE: regional directors do not currently have obligations to communicate in writing to their region.

**HSA WILL: mandate a regional director must send a communication to their regional members at least quarterly to provide a general update on accomplishments, priorities, and other relevant updates or news.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour

**93. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: an objective of the union is “to provide a high level of representation for the members and generally promote the interests of the members”; and  
BECAUSE: every member has the right to participate in the democratic processes of the Union as set out in the constitution  
BECAUSE: chapter meetings are scheduled at a designated time; and  
BECAUSE: not all members can attend chapter meetings at the designated time; and  
BECAUSE: members who cannot attend chapter meetings unfairly forfeit their vote.

**HSA WILL: survey members for options on alternative voting procedures, and how to make chapter meetings more accessible and report these results at the next convention; and  
HSA WILL: survey the approximate percentage of people that can attend chapter meetings.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: Opposed

**94. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the resolutions committee is comprised of 10 members, who do not necessarily hold the collective lived experience and knowledge of how resolutions can impact equity seeking members within our union; and  
BECAUSE: elected equity seeking committee members have lived experience and knowledge about their committee focus, and could educate the resolutions

committee about the impact and influence the resolution committee has on the outcome of resolution voting at convention.

**HSA WILL: have all committees consult on the entirety of the resolutions booklet before it is printed for distribution, to ensure that the resolutions committee opinion is informed, and takes into account the perspectives of members with lived experience on the issues presented in resolutions.**

SUBMITTED BY: Kootenay Lake Hospital

COMMITTEE RECOMMENDATION: Opposed

**95. GOVERNANCE (covers 96, 97, 98, 99)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: committee members are democratically elected for their specialized lived experience and expertise in their respective areas of focus; and

BECAUSE: it is impractical for the Board of Directors, as a body of 10 representatives, to possess comprehensive lived experience and expertise in all the diverse topics requiring their decision-making.

**HSA WILL: immediately implement a formalized consultation process requiring the Board of Directors to engage with relevant committees when making decisions on issues within the committees' areas of focus, ensuring decisions are informed by the insights and expertise of the membership.**

SUBMITTED BY: BC Centre for Ability

COMMITTEE RECOMMENDATION: In Favour

**96. GOVERNANCE (covered by 95)**

BECAUSE: committee members are elected, and they hold extensive lived experience and knowledge regarding the focus of their respective committees; and

BECAUSE: it is not possible for a group of 10 regional representatives to have lived experience and knowledge on all of the topics that the Board of Directors is responsible for making decisions about.

**HSA WILL: ensure that the Board of Directors engages in formal consultation with HSA's various committees when making decisions about issues that are related to each committee's area of focus.**

SUBMITTED BY: Kootenay Lake Hospital

### **97. GOVERNANCE (covered by 95)**

BECAUSE: committee members hold lived experience and knowledge on the focus of their committee; and

BECAUSE: it is not plausible for a group of 10 Regional Directors to have extensive lived experience and knowledge on all topics that the Board of Directors is responsible for making decisions about.

**HSA WILL: ensure that the Board of Directors engage in consultation with the appropriate committees when making decisions about issues that are related to each committee's area of focus.**

SUBMITTED BY: Fraser Canyon Hospital

### **98. GOVERNANCE (covered by 95)**

BECAUSE: committee members are elected individuals who hold lived experience and knowledge on the focus of their committee; and

BECAUSE: it is not plausible for a group of 10 representative to possess in-depth knowledge and first hand expertise on every subject on which the Board of Directors is tasked with making decisions.

**HSA WILL: ensure that the Board of Directors engage in formal consultation with committees when making decisions about issues that are related to, and can affect members, based on each committee's area of focus.**

SUBMITTED BY: BC Children's and Women's Hospital

### **99. GOVERNANCE (covered by 95)**

BECAUSE: members of the committees are elected, and have lived experience and knowledge around their respective committees; and

BECAUSE: it is not realistic for the Board of Directors, consisting of 10 individuals, to have knowledge and lived experience on all the topics they need to make decisions on; and

BECAUSE: The Board of Directors would benefit from the input of committee members with various lived experiences.

**HSA WILL: ensure that the Board of Directors have a formal consultation with committees when making decisions about issues that are pertinent to each committee.**

SUBMITTED BY: BC Children's and Women's Hospital



**100. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA values transparency, accountability, and the democratic participation of their members; and

BECAUSE: many of HSA's policies are available on the steward portal, but are not accessible to ordinary members; and

BECAUSE: knowledge and awareness of HSA's policies are important to facilitate the participation of its members.

**HSA WILL: provide full access to all of their policies to all members, and if needed for privacy or other reasons, create a member portal to facilitate access to these policies for members.**

SUBMITTED BY: Victoria General Hospital

COMMITTEE RECOMMENDATION: In Favour

**101. GOVERNANCE (covers 102, 103, 104, 105, 106, 107) Carried \_\_\_\_ Defeated \_\_\_\_**

BECAUSE: regional directors are elected by their respective members; and

BECAUSE: regional directors' campaign to be the voice of the members; and

BECAUSE: we currently don't know how each director votes at the Board level.

**HSA WILL: release the individual vote for a regional director when requested by a member of the corresponding region.**

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: In Favour

**102. GOVERNANCE (covered by 101)**

BECAUSE: transparency and accountability are fundamental principles of union

governance and strengthen trust between elected leaders and the membership; and

BECAUSE: members have a right to understand how their elected Board of Directors represent their interests in decision-making processes.

**HSA WILL: immediately require all Board of Directors members to disclose their individual votes on all decisions to the full membership, except where confidentiality is legally or ethically mandated.**

SUBMITTED BY: BC Centre for Ability

**103. GOVERNANCE (covered by 101)**

BECAUSE: transparency is an integral part of democratic process; and  
BECAUSE: members deserve to know how their elected representatives vote on motions at the Board of Directors; and  
BECAUSE: transparency invites increased conversations, connection and engagement between members and their elected representatives.

**HSA WILL: make available individual board members voting records to members who request this information.**

SUBMITTED BY: Mount Saint Joseph Hospital

**104. GOVERNANCE (covered by 101)**

BECAUSE: transparency is an integral part of democratic process; and  
BECAUSE: members deserve to know how their elected representatives vote on motions at the Board of Directors; and  
BECAUSE: transparency invites increased conversation, connection and engagement between members and their elected representatives.

**HSA WILL: make available individual board members voting records, including their rationale, to their specific regions.**

SUBMITTED BY: Richmond Mental Health

**105. GOVERNANCE (covered by 101)**

BECAUSE: HSA members value transparency and accountability; and  
BECAUSE: unions are stronger when the membership is engaged; and  
BECAUSE: HSA regional directors and president represent the interests of the broader membership; and  
BECAUSE: HSA members deserve to know how their elected representatives are representing them through their votes on the Board of Directors.

**HSA WILL: ensure each regional director and president share their individual voting decisions on the issues that are voted on at board meetings with members on a quarterly basis, and have the option to share their background/rationale for their vote if they deem that necessary to give context to their voting decision.**

SUBMITTED BY: Fraser Canyon Hospital

**106. GOVERNANCE (covered by 101)**

BECAUSE: transparency and accountability are essential to maintain trust and ensure that leadership is held responsible to the membership; and

BECAUSE: HSA members have been asking for increased transparency and accountability from union leadership for some time, seeking to understand the positions and decisions made by those who represent them.

**HSA WILL: create a process in which regional directors will share their Board of Director voting records quarterly with each of their respective regions, providing members with clear and timely information about how their directors are voting on key issues that impact them and the broader union.**

SUBMITTED BY: BC Children’s and Women’s Hospital

**107. GOVERNANCE (covered by 101)**

BECAUSE: a regional director’s voting records are not accessible to the members who elect them, which limits the ability of members to be informed about how their director is representing them; and

BECAUSE: HSA members have been asking for increased transparency and accountability from union leadership for some time.

**HSA WILL: create a process in which regional directors will share their Board of Director voting records quarterly with each of their respective regions.**

SUBMITTED BY: Kootenay Lake Hospital

**108. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA members value freedom of speech, transparency and representative democracy; and

BECAUSE: HSA members deserve to know how their elected representatives are representing them as Board members; and

BECAUSE: HSA members need to know the perspective of their elected representative if that person runs again for an elected position; and

BECAUSE: an HSA member should be allowed to distinguish themselves from other candidates in an election.

**HSA WILL: allow a regional director or president to disclose to HSA members that they voted against a Board decision.**

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: Opposed

**109. GOVERNANCE (covers 110, 111)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: transparent information about the content of Board meetings is not readily accessible to members; and

BECAUSE: members need to know what topics are being discussed so they can communicate with their regional directors.

**HSA WILL: publish upcoming board meeting agendas through bulletins, the HSA website or some other mechanism accessible to members.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In Favour

**110. GOVERNANCE (covered by 109)**

BECAUSE: transparency in decision-making is essential to maintaining accountability and trust between the Board of Directors and the membership; and

BECAUSE: members have the right to be informed about the issues and decisions that will be discussed at Board of Directors meetings.

**HSA WILL: immediately implement a process requiring the Board of Directors to publish their agenda for upcoming meetings at least two weeks in advance and make the agenda available to all members, ensuring greater transparency and member engagement in the decision-making process.**

SUBMITTED BY: BC Centre for Ability

**111. GOVERNANCE (covered by 109)**

BECAUSE: unions are stronger when the membership is engaged; and

BECAUSE: regional directors are elected to represent their region's members; and

BECAUSE: an individual regional director can't possibly be fully informed about all issues that come to Board meetings for discussion and decisions; and

BECAUSE: HSA members could give input to the regional director so the Board discussion is more robust and informed.

**HSA WILL: post on the HSA website the agenda for each regular Board of Directors meeting two weeks prior to each meeting.**

SUBMITTED BY: Fraser Canyon Hospital

**112. GOVERNANCE (covers 113, 114, 115)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA values transparency, accountability, and the democratic participation of their members; and

BECAUSE: policy BRD - 3.01 states that members can request Board of Directors meeting minutes, but the process to do this is unclear, and this may act as a barrier to members accessing these minutes; and

BECAUSE: the Board of Directors is the elected, supreme governing body of the union when the convention is not in session.

**HSA WILL: explore and adopt a process by which HSA will post Board of Directors meeting minutes after each meeting so that they are freely available to all members, including the possibility of creating a member portal if needed.**

SUBMITTED BY: Victoria General Hospital

COMMITTEE RECOMMENDATION: In Favour

**113. GOVERNANCE (covered by 112)**

BECAUSE: HSA values member engagement and regional directors work on behalf of their membership; and

BECAUSE: transparency and accountability are needed to understand how the Board of Directors (BOD) supports members.

**HSA WILL: prioritize greater transparency in decision-making; and**

**HSA WILL: publish their agendas before and minutes after quarterly meetings, in a timely manner, to ensure members are informed about HSA business and have the opportunity to ask questions and engage in with the board; and**

**HSA WILL: document their resolution discussions and voting post-convention for members to observe.**

SUBMITTED BY: Comox Valley Hospital

**114. GOVERNANCE (covered by 112)**

BECAUSE: member engagement is low and current practices do not allow regular and meaningful opportunities for board members to keep members in their region informed about what happens at the board level; and

BECAUSE: this lack of information is a barrier to members lobbying their Board of Directors to ensure they feel appropriately represented at meetings; and

BECAUSE: publishing this information on general HSA website may have negative consequences if folks outside of HSA have access to this information.

**HSA WILL: publish information relating to scheduled board meetings in a secure manner on the steward portal to allow stewards adequate time to plan and disseminate information with their chapter. This includes the meeting agenda, minutes and results of any votes that take place. Agenda will be made available 1 month in advance, minutes and voting results within 2 weeks of the last meeting day.**

SUBMITTED BY: BC Children's and Women's Hospital

**115. GOVERNANCE (covered by 112)**

BECAUSE: unions are member-driven democratic organizations; and

BECAUSE: the Board of Directors are elected by the membership and accountable to the Union membership through convention; and

BECAUSE: in order to understand the business of our union and hold our elected Board of Directors accountable it is important that board meeting minutes are accessible to members in a timely manner.

**HSA WILL: post a summary of the Board decisions on the HSA website within one month of the board meeting; and**

**HSA WILL: post the approved board meeting minutes on the HSA website within one month of the board meeting at which they are approved; and**

**HSA WILL: ensure the posted board meeting minutes are meaningful and informative for the members.**

SUBMITTED BY: Fraser Canyon Hospital

**116. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: convention is only three days and the agenda is often very full; and

BECAUSE: convention is the only time when members can present and vote on resolutions that will shape the direction of HSA; and

BECAUSE: committee members work hard all year and want to be able to present a year-end report to the membership at convention; and

BECAUSE: convention is a time for socializing, networking, and positive interactions.

**HSA WILL: make changes to Article 15, specifically how the appeals process is carried out, so the appeals trial and membership voting is removed from convention to some other platform and acknowledge that the appeals processes does not belong at convention.**

SUBMITTED BY: Royal Columbian Hospital

COMMITTEE RECOMMENDATION: In Favour

## **117. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: members working in community settings report that their unique work environments and challenges are not adequately recognized or prioritized in HSA's decisions, including bargaining and other union activities; and

BECAUSE: community site members face distinct workplace dynamics and issues that differ from those in acute care or other sectors, requiring tailored advocacy and representation.

**HSA WILL: immediately create a caucus composed of HSA members in any bargaining association from community sites to ensure member-led advocacy. This caucus will provide direct input to the Board of Directors, ensuring that the unique needs and priorities of community site members are represented in bargaining and other union priorities.**

SUBMITTED BY: BC Centre for Ability

COMMITTEE RECOMMENDATION: In Favour

## **118. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: previously, members have missed out on opportunities to join caucuses that would be meaningful to them due to insufficient communication; and

BECAUSE: transparency in the formation of caucuses ensures that all members have equal access to participate, fostering inclusivity and engagement.

**HSA WILL: immediately require that all new and existing caucuses be publicly announced to all members via email memo, provide a list of all caucuses on the HSA website, and include information on how to contact caucus representatives to inquire about joining.**

SUBMITTED BY: BC Centre for Ability

COMMITTEE RECOMMENDATION: In Favour

**119. COMPOSITE 1 - GOVERNANCE (covers 120 and 121) Carried \_\_\_ Defeated \_\_\_**

BECAUSE: equity-deserving HSA members, including black, indigenous and people of colour (BIPOC), disabled individuals, and members of the two spirit, lesbian, gay, bisexual, transexual, queer, questioning intersex, asexual, plus (2SLGBTQIA+) community have historically been marginalized in society, including in their communities, workplaces, and union; and

BECAUSE: HSA is committed to raising the voices of all members; and

BECAUSE: the HSA Board of Directors is the supreme governing body of the union between conventions and should reflect the diversity of its membership; and

BECAUSE: adding an equity seat on the Board of Directors will promote diversity, inclusion, and equity, strengthening HSA's commitment to representation

**HSA WILL: forward proposed constitutional amendments to the 2026 Convention to expand the Board of Directors by one seat by adding an elected member of the Board of Directors who will be a representative of equity-seeking members.**

**HSA WILL: involve its equity committees and caucuses, members, as well as consult other unions and organizations that have formal equity representation on their elected governance structures, to draft policies related to election of the Board of Directors member who will be a representative of equity-seeking members. This consultation will include development of recommendations including, but not limited to**

- **Candidate eligibility requirements**
- **Method of election (e.g.: representative election by caucus and/or equity committee members, membership-wide election)**
- **Length of term**
- **Director responsibilities**

SUBMITTED BY: Resolutions Committee

COMMITTEE RECOMMENDATION: In Favour

**120. GOVERNANCE (covered by 119)**

BECAUSE: underrepresented and marginalized groups, including BIPOC, disabled individuals, and members of the LGBTQ+ community, require dedicated representation to ensure their concerns are addressed; and

BECAUSE: adding an equity seat on the Board of Directors will promote diversity, inclusion, and equity, strengthening HSA's commitment to fair representation.



**HSA WILL: immediately add an equity seat to the Board of Directors, with the seat to be filled by a member who is BIPOC, identifies as disabled, and/or is a member of the LGBTQ+ community, ensuring their perspectives and needs are effectively advocated for at the highest level of union leadership**

SUBMITTED BY: Resolutions Committee

**121. GOVERNANCE (covered by 119)**

BECAUSE: the Board of Directors (BOD) has not formally engaged with its advisory committees on matters that may affect the membership concerning their area of focus; and

BECAUSE: the purpose of the committees is to inform decisions and utilize the lived experience and knowledge of the members who sit on the committees; and

BECAUSE: it will take time to address barriers that allow the Board of Directors to represent the rich, diverse intersections of our members.

**HSA WILL: mandate one seat, with full voting rights, on the Board of Directors to allow direct engagement with committees for feedback and liaise with committees for consultation purposes on issues that affect the members they represent, as a temporary solution until the day when equity-seeking groups have greater and more consistent representation in leadership positions, as was done by our NUPGE sibling union Ontario Public Service Employees Union (OPSEU).**

SUBMITTED BY: G.F. Strong Rehabilitation Centre

**122. GOVERNANCE (covers 123 and 124)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: committees are comprised of members with lived experience and knowledge on their committee focus; and

BECAUSE: time at convention is limited, and addressing committee priorities during convention can progress committee work throughout the year forward; and

BECAUSE: certain resolution priorities brought forward by committees can provide more opportunities for our union to advance efforts in decreasing barriers for all members.

**HSA WILL: allow committees to choose and prioritize which resolutions within their focus, are brought to the convention floor following the delivery of their annual reports.**

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: In Favour

**123. GOVERNANCE (covered by 122)**

BECAUSE: each committee has been struck and mandated by the union to focus on and address specific issues; and

BECAUSE: each committee develops some expertise in regards to the issues it has been struck to address; and

BECAUSE: the members of the committees often have lived experience with the issues the committee addresses; and

BECAUSE: not all of the resolutions to convention make it to the floor of convention for debate and vote.

**HSA WILL: have each committee choose the order in which the resolutions attached to that committee are brought forward to the floor of convention.**

SUBMITTED BY: Fraser Canyon Hospital

**124. GOVERNANCE (covered by 122)**

BECAUSE: HSA has committees which are represented by members of certain equity-seeking groups; and

BECAUSE: each committee gains specialized knowledge and understanding on the issues it is tasked with addressing; and

BECAUSE: recent conventions have seen an increasing number of resolutions submitted with most not making it to the floor of convention for debate/voting.

**HSA WILL: have each committee decide the sequence in which the resolutions assigned to it are presented at the convention for debate and voting.**

SUBMITTED BY: Richmond Mental Health

**125. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: committees submitting resolutions have knowledge of the issue or topic of the resolution being submitted.

**HSA WILL: allow committees to submit their own rationale for their own resolutions and have the relevant committee read their rationale when resolutions are presented to the convention floor instead of the resolutions committee.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: Opposed

**126. GOVERNANCE (covers 127 and 128)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the Resolutions Committee's recommendation and rationale for or against a resolution can play a large role in influencing how delegates decide to vote; and  
BECAUSE: the Resolutions Committee is comprised of 10 members-at-large, 2 regional directors and one staff member who can't possibly be fully informed about all the issues that are submitted by HSA chapters; and  
BECAUSE: HSA becomes stronger when it increases members' participation and accountability in the democratic process of governing the union; and  
BECAUSE: all delegates to convention, including those on the resolutions committee and the Board, are free to express their chapters' rationale for submitting the resolution and their own perspective on the pros/cons at the mike from the floor.

**HSA WILL: no longer have the Resolution Committee make a recommendation nor give a rationale on the resolutions submitted to convention.**

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: Opposed

**127. GOVERNANCE (covered by 126)**

BECAUSE: the Resolutions Committee's recommendation can play a large role in influencing how delegates decide to vote; and  
BECAUSE: HSA is committed to increasing members' participation and accountability in the democratic process of governing the union; and  
BECAUSE: it is more helpful that delegates understand the rationale and perspectives of members submitting the resolution, and members who are impacted by the resolution; and  
BECAUSE: it is more than likely that the Resolutions Committee are less informed on each of the submitted resolutions than the aforementioned parties.

**HSA WILL: remove the Resolution Committee's endorsement and rationale.**

SUBMITTED BY: Vancouver General Hospital

**128. GOVERNANCE (covered by 126)**

BECAUSE: the Resolutions Committee's recommendations hold a lot of influence on the participants during the convention; and

BECAUSE: HSA is committed to increasing members' participation and accountability in the democratic process of governing the union; and

BECAUSE: according to the HSA constitution, when the convention is in session, it becomes the supreme leader of the union, it is imperative that all members vote on resolutions based on their own analysis and conviction for what is best for the union and not be influenced by the Resolutions Committee's recommendations.

**HSA WILL: eliminate the role of the Resolutions Committee in providing a recommendation on how to vote and disallow the committee to provide a rationale that would bias the members on how to vote. Members of the Resolutions Committee are welcome to share their opinions on the floor like the rest of the members whether they are pro or con a resolution.**

SUBMITTED BY: G.F. Strong Rehabilitation Centre

**129. GOVERNANCE (covers 130 and 131)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the Resolutions Committee provides either support or non-support for every resolution heard at convention and reads aloud a written statement to explain the rationale for their decision; and

BECAUSE: many resolutions, and the decision to support a resolution or not from the Resolutions Committee, are well understood by delegates; and

BECAUSE: the convention should be structured as to contemplate as many resolutions are possible.

**HSA WILL: have the Resolutions Committee not read out the rationale for resolutions unless the Resolutions Committee decides it should do so, or if requested by a delegate on convention floor.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour

**130. GOVERNANCE (covered by 129)**

BECAUSE: recent conventions have seen an increasing number of resolutions submitted with most not making it to the floor of convention for debate/voting; and

BECAUSE: a significant amount of time is spent at convention having the Resolutions Committee read their justifications aloud, which could be used for delegate debates and voting; and

BECAUSE: delegates are elected by members across the province to represent their chapters and therefore their voices and debates should be prioritized.

**HSA WILL: no longer have the Resolutions Committee read their justifications aloud for resolutions they are in favour of and instead include a brief rationale for all resolutions in the resolution booklet for delegates to read.**

SUBMITTED BY: Richmond Mental Health

### **131. GOVERNANCE (covered by 129)**

BECAUSE: each year at convention there is limited time and we are unable to discuss all resolutions that members have submitted; and

BECAUSE: having the Resolutions Committee read their justification aloud uses valuable time and there are many non-contentious resolutions that get unanimous support from delegates and members votes would likely not be affected by hearing the committee's justification.

**HSA WILL: change the practice at convention so that the Resolutions Committee will only read their justification for resolutions in which they are opposed to.**

SUBMITTED BY: BC Children's and Women's Hospital

### **132. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: currently the resolutions debates at convention are all prioritized by the Resolutions Committee; and

BECAUSE: committees meet to discuss resolutions relevant to their work.

**HSA WILL: allow committees to prioritize their own resolutions similar to BC Fed convention; and**

**HSA WILL: allow time in the agenda for at least one resolution from each committee to be debated.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In Favour

**133. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: of the high cost of convention; and  
BECAUSE: three days of convention does not allow for completion of the work required.

**HSA WILL: hold annual convention every two years for a period of five days.**

SUBMITTED BY: Victoria General Hospital

COMMITTEE RECOMMENDATION: Opposed

**134. GOVERNANCE (covers 135)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: convention costs have dramatically increased [2021: \$642,001 (virtual), 2022: \$1,009,756 and 2023: \$1,552,314], and are more than double for in-person compared to virtual; and  
BECAUSE: costs continue to increase in trend; and  
BECAUSE: annual convention costs consume a significant, and growing portion of the annual operational budget; and  
BECAUSE: HSA needs to ensure we can continue to be fiscally responsible as we move into the future; and  
BECAUSE: many other unions have biennial or even triennial convention models.

**HSA WILL: alternate holding convention one year in-person and one year virtually.**

SUBMITTED BY: Nanaimo Regional General Hospital

COMMITTEE RECOMMENDATION: Opposed

**135. GOVERNANCE (covered by 134)**

BECAUSE: of expenses incurred during convention.

**HSA WILL: alternate holding convention between one year virtual conventions and one year in person convention.**

SUBMITTED BY: Royal Inland Hospital

**136. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: of expenses incurred during convention.

**HSA WILL: move convention to every other year cycle.**

SUBMITTED BY: Royal Inland Hospital

COMMITTEE RECOMMENDATION: Opposed

**137. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA is made up of many unique professions; and

BECAUSE: our Guiding Principles of Solidarity include inclusivity and working together.

**HSA WILL: have a maximum of one spot per profession on the bargaining committee unless agreed upon with a 2/3 majority vote from members attending the bargaining conference. This resolution does not apply to the NBA, as they are a single professional association.**

SUBMITTED BY: Nanaimo Regional General Hospital

COMMITTEE RECOMMENDATION: Opposed

**138. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Convention and the bargaining proposals conference delegates are elected to attend, and those delegates are meant to represent entire chapters or regions as a whole, rather than to represent their own profession; and

BECAUSE: HSA has an extensive list of disciplines that it represents; and

BECAUSE: many of the chapters within HSA are multidisciplinary and the number of delegates allowed to attend HSA’s convention and/or bargaining proposals conference is not dependent on the number of vocations represented at a chapter; and

BECAUSE: many disciplines/vocations are underrepresented at convention and the bargaining proposals conference.

**HSA WILL: provide opportunities for members who work in underrepresented positions to participate in convention and the bargaining proposals conference (i.e., reserved spots within regions).**

SUBMITTED BY: Fraser Valley CDC

COMMITTEE RECOMMENDATION: In Favour

**139. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the HSA membership has identified equity as a key priority; and  
BECAUSE: currently to attend bargaining proposal conference members must be elected at their regional meeting to a limited number of seats.

**HSA WILL: create a mechanism for one person from each equity committee to attend HSPBA bargaining proposal conference as a delegate.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In Favour

**140. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: bargaining proposal conference is an opportunity for members to set the priorities for bargaining; and  
BECAUSE: this opportunity is a critical process for having member voices heard; and  
BECAUSE: HSA is comprised of a membership with diverse professions and work sites.

**HSA WILL: create a mechanism to ensure there is diversity in worksite and profession when electing delegates from the regional meeting to bargaining proposal conference.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: Opposed

**141. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: stewards can struggle to build member engagement; and  
BECAUSE: some chapters do not have paid steward time; and  
BECAUSE: stewards need more accessible tools and content to streamline steward tasks.

**HSA WILL: create a steward caucus.**

SUBMITTED BY: Nanaimo Regional General Hospital

COMMITTEE RECOMMENDATION: In Favour



**142. GOVERNANCE (covers 143)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the technology for electronic voting devices is already in place; and  
BECAUSE: the use of electronic voting devices would save time overall in the voting process; and  
BECAUSE: electronic voting devices provide an exact tabulation of votes, ensuring accuracy; and  
BECAUSE: the use of electronic voting devices promotes fairness and transparency in the voting process.

**HSA WILL: use the electronic voting devices for all resolutions debated at convention.**

SUBMITTED BY: Vernon Jubilee Hospital

COMMITTEE RECOMMENDATION: Opposed

**143. GOVERNANCE (covered by 142)**

BECAUSE: HSA delegates are tasked with voting on resolutions during convention; and  
BECAUSE: delegates are passionate and caring when it comes to certain causes; and  
BECAUSE: some resolutions can be of a sensitive nature where members may not want to stand out from the crowd; and  
BECAUSE: delegates have a right to privacy during voting; and  
BECAUSE: voters may be influenced by their peers looking on; and  
BECAUSE: it may not always be obvious to see by show of hands (holding up delegate voting cards); and  
BECAUSE: HSA has successfully used LUMI in the past for electronic voting.

**HSA WILL: use electronic voting for all convention resolutions, regardless of the nature of the resolution.**

SUBMITTED BY: Vancouver General Hospital

**144. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: staff shortages are widespread in our health care system so requiring members to get three days off work to physically attend convention is unreasonable; and

BECAUSE: requiring members to be physically present creates misrepresentation at convention which is a problem in our union as we have a diverse group that includes members with different jobs, shifts, and workplace demands; and

BECAUSE: allowing online or virtual voting will create a more democratic process, where decisions reflect the collective will of the entire membership, rather than a small subset of individuals who can physically attend meetings; and

BECAUSE: requiring members to be physically present prioritizes convention attendance over democracy and the needs of the paying members.

**HSA WILL: implement online or virtual voting for resolutions presented at convention that is open to all members regardless of if they are physically present at convention or not.**

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: Opposed

**145. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: we have members that work evenings and night-shifts that cannot attend most in person election meetings or are on vacation; and

BECAUSE: During some of the chapter meeting elections, essential services need coverage during that time, making certain members unable to attend.

**HSA WILL: Conduct all union elections online.**

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: Opposed

**146. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA members have increasingly identified union spaces including chapter meetings and convention as unsafe spaces to voice their views or concerns; and

BECAUSE: a silenced membership is a poorly represented membership; and

BECAUSE: HSA values member engagement and diversity, equity and inclusion of all member voices.

**HSA WILL: explore the creation of an alternate mechanism for the submission of resolutions to convention in addition to the current mechanism of submitting resolutions to one annual chapter meeting.**

SUBMITTED BY: Vancouver General Hospital and Mount St. Joseph Hospital

COMMITTEE RECOMMENDATION: Opposed

**147. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: our union is fortunate to have a diverse membership; and  
BECAUSE: whereas our union is striving to recognize, promote and support members who belong to various faiths.

**HSA WILL: attempt to avoid holding our annual convention and bargaining convention on dates that may fall on major religious holidays.**

SUBMITTED BY: St. Paul's Hospital

COMMITTEE RECOMMENDATION: In Favour

**148. GOVERNANCE (covers 149, 150, 151, 152 and 153) Carried \_\_\_\_ Defeated \_\_\_\_**

BECAUSE: HSA strives to increase participation in the democratic processes of convention; and  
BECAUSE: convention is the supreme governing body of the union; and  
BECAUSE: the majority of resolutions submitted do not reach the floor of convention due to limited time allocated to resolutions in the convention agenda; and  
BECAUSE: the work of the committees is the work of members and crucial to the functioning of the union.

**HSA WILL: allocate a minimum of 75% of the daily agenda time, each day of convention, to committee reports and resolution debate and voting, beginning with convention 2026.**

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: Opposed

**149. GOVERNANCE (covered by 148)**

BECAUSE: there were a record number of submitted resolutions, but only a small fraction of them hit the floor during the HSA's 2024 convention; and

BECAUSE: there's many different categories of resolutions; and

BECAUSE: some categories hold more significance to delegates and/or chapters.

**HSA WILL: prioritize resolutions with common themes when they determine which resolutions will hit the floor at convention and prioritize 75% of the agenda time each day during convention towards resolution debate and voting.**

SUBMITTED BY: BC Children's and Women's Hospital

**150. GOVERNANCE (covered by 148)**

BECAUSE: recent conventions have seen an increasing number of resolutions submitted; and

BECAUSE: HSA values member engagement and encourages involvement in the democratic processes of the union, including convention; and

BECAUSE: majority of resolutions submitted have not made it to the floor of convention for debate or voting due to limited time allocated to resolutions in the convention agenda.

**HSA WILL: designate at least 75% of each day of conventions agenda to resolution debate and voting.**

SUBMITTED BY: Richmond Mental Health

**151. GOVERNANCE (covered by 148)**

BECAUSE: HSA strives to increase participation in the democratic processes of convention, and there are increasing numbers of resolutions being submitted to convention every year; and

BECAUSE: the majority of resolutions submitted do not make it to a vote or debate at the convention due to limited time allocated to resolutions in the convention agenda,

**HSA WILL: allocate at least 75% of the agenda time, during each day of convention, to resolution debate and voting, beginning with convention 2026.**

SUBMITTED BY: Kootenay Boundary Regional Hospital and Kootenay Lake Hospital

**152. GOVERNANCE (covered by 148)**

BECAUSE: HSA strives to increase participation in the democratic processes of convention and the continually increasing numbers of resolutions being submitted to convention every year; and

BECAUSE: the majority of resolutions submitted do not make it to a vote or debate at the convention due to the limited time allocated to resolutions in the convention agenda.

**HSA WILL: allocate a minimum 80% of the agenda time, during each day of convention, to resolution debate and voting, beginning with the HSA convention in 2026.**

SUBMITTED BY: BC Children's and Women's Hospital

**153. GOVERNANCE (covered by 148)**

BECAUSE: HSA strives to increase participation of its members at convention; and

BECAUSE: there are large numbers of resolutions to vote on at convention; and

BECAUSE: most resolutions submitted cannot be voted on or debated due to the limited time of the convention agenda.

**HSA WILL: spend a minimum of 70% convention of each day debating and voting on resolutions, beginning with convention 2026.**

SUBMITTED BY: Comox Valley Hospital

**154. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: of the continually increasing number of resolutions submitted every year to convention; and

BECAUSE: the majority of resolutions submitted do not make it to a vote or debate at convention due to time constraints, limiting the ability for full discussion and decision-making on key issues; and

BECAUSE: a large number of delegates are elected to vote in convention, while being paid their wages to represent their regions, ensuring that their time is valued and used effectively; and

BECAUSE: the prioritization of resolution voting and debate is essential to ensuring the democratic process and allowing meaningful input from all delegates.

**HSA WILL: pre-record any presentations normally allotted time at convention from various guests, allowing delegates to watch them on their own time; and reserve the majority (80%) of convention time exclusively for resolution voting and debate, ensuring that all submitted resolutions have a fair opportunity for discussion and decision-making.**

SUBMITTED BY: BC Children’s and Women’s Hospital

COMMITTEE RECOMMENDATION: Opposed

**155. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA values member engagement; and

BECAUSE: transparency fosters accountability, supports member’s understanding of the union processes, and encourages member engagement.

**HSA WILL: prioritize greater transparency in decision-making regarding resolutions that don’t hit the floor following the convention, ensuring members are informed about the process; and**

**HSA WILL: ensure that the Board of Directors will livestream and/or have a recording of their resolution discussions post-convention for members to observe.**

SUBMITTED BY: BC Children’s and Women’s Hospital

COMMITTEE RECOMMENDATION: Opposed

**156. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: current HSA policy states that Board of Directors’ members are not eligible for any job working at HSA while a member of the board and are not permitted to

apply for any job with HSA for a period of six months after their term of office finishes;  
and  
BECAUSE: HSA has bargained for paid steward time in multiple collective agreements;  
and  
BECAUSE: the position of paid lead steward is an elected position.

**HSA WILL: clarify the policy language to make it clear that members of the Board of Directors can also hold a paid lead steward position.**

SUBMITTED BY: BC Cancer Vancouver Cancer Centre

COMMITTEE RECOMMENDATION: Opposed

**157. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA is dedicated to engaging members in topics and issues that are important to them through convention resolution; and  
BECAUSE: recent conventions have seen an increasing number of resolutions submitted with most not making it to the floor of convention for debate/voting.

**HSA WILL: prioritize resolutions based on what is most important to members, by recognizing common themes of resolutions submitted and having these resolutions hit the floor of convention for debate and voting first.**

SUBMITTED BY: Richmond Mental Health

COMMITTEE RECOMMENDATION: In Favour

**158. GOVERNANCE (covers 159)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA committees have been created to collaborate with the Board of Directors, using their valuable lived experiences and insights to support decision-making by the union; and  
BECAUSE: HSA membership is comprised of a diverse population, and the Board of Directors should reflect this.

**HSA WILL: create one seat on the Board of Directors for each equity-seeking committee, with voting power, which will be elected by the committee in which they represent.**

SUBMITTED BY: Richmond Mental Health

COMMITTEE RECOMMENDATION: Opposed

**159. GOVERNANCE (covered by 158)**

BECAUSE: the purpose of the HSA committees is to work with Board of Directors in its decisions making capacity, by sharing their valuable lived experience; and  
BECAUSE: the Board of Directors (BOD) is meant to reflect the diversity of HSA members, but may not always do so.

**HSA WILL: create one seat, for each committee chair, with voting power, on the Board of Directors to facilitate the representation of HSA members at board level to vote on remaining resolutions after convention. Each committee would elect one individual to work with the committee and the BOD.**

SUBMITTED BY: Comox Valley Hospital

COMMITTEE RECOMMENDATION:

**160. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: we live in a diverse community that is represented by many ethnic, religious and cultural identities; and  
BECAUSE: our HSA membership reflects this same diversity; and  
BECAUSE: our patients are represented by the diversity of our community.

**HSA WILL: include the same diversity as reflected in its membership, amongst its leadership.**

SUBMITTED BY: UBC Chapter

COMMITTEE RECOMMENDATION: Opposed As Amended

**161. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: delegates at the 2023 convention voted to move to a one-member, one-vote system for electing the president of the union; and  
BECAUSE: HSA historically has low voter turn-out for elections of regional directors and even collective agreements; and  
BECAUSE: requiring members to pre-register for the presidential election voting system creates an additional unnecessary barrier that will reduce voter turnout.

**HSA WILL: not require pre-registration for any voting in the future for any elections, including presidential, starting in 2026.**

SUBMITTED BY: Richmond Mental Health

COMMITTEE RECOMMENDATION: In Favour



**162. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: requiring members to pre-register for voting in presidential elections creates unnecessary barriers to participating; and

BECAUSE: HSA values inclusion; and

BECAUSE: a resolution was passed during 2024 convention supporting one-member one-vote.

**HSA WILL: add language to the constitution that ensures any member who wishes to vote in the presidential election is provided with reasonable opportunity to do so; and**

**HSA WILL: add specific language to the constitution that clearly states pre-registration is not a prerequisite to vote in the presidential election and that all members for whom HSA has email contact for will receive their voting credentials at the start of the voting period.**

SUBMITTED BY: BC Children’s and Women’s Hospital

COMMITTEE RECOMMENDATION: Opposed

**163. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: members deserve a right to representation of their voices in governance decisions impacting their jobs and wellbeing; and

BECAUSE: barriers to attendance to chapter meetings and convention for certain members exist for a variety of reasons (scheduling vs. unsafe space for their participation); and

BECAUSE: nothing about me without me.

**HSA WILL: ensure a process/mechanism for capturing minutes, especially from meetings that impact union governance, from the individual chapter meetings that are publicly available for member reference in a reasonable timeframe, so that members who aren’t able to attend meetings are not prohibited from participation or understanding of decisions that impact them.**

SUBMITTED BY: Mount Saint Joseph Hospital

COMMITTEE RECOMMENDATION: Opposed

**164. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: December is a busy month of holidays and vacations; and  
BECAUSE: voter turnout for elections is typically already low.

**HSA WILL: make every effort to avoid holding union elections in the month of December.**

SUBMITTED BY: BC Children’s and Women’s Hospital

COMMITTEE RECOMMENDATION: In Favour

**165. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA’s Guiding Principles of Solidarity is to “focus on [the] impact of what you say or how you behave, not the intention”; and  
BECAUSE: it’s important to take into account intentions when exchanging respectful dialogue, despite differences in opinion; and  
BECAUSE: HSA hasn’t clearly defined the “discomfort” it states is “necessary for growth,” nor educated its membership on how to identify the differences between “discomfort” and “unsafety”; and  
BECAUSE: it’s important to ensure clear definitions and language in the Guiding Principles of Solidarity.

**HSA WILL: revise its Guiding Principles of Solidarity, improve its language, educate its membership on its application, and ensure that it’s applied in a fair and just manner to all parties; and**

**HSA WILL: do this by involving the equity-seeking committees with diverse lived experiences (i.e. two-spirit, lesbian, gay, bisexual, transgender, queer and/or questioning, intersex, plus (2SLGBTQIA+) Committee, Racial Justice Committee, Indigenous Circle, Disabilities Committee, Women’s Committee, Gender Diverse Committee) to inform its revised language.**

SUBMITTED BY: Board of Directors, on behalf of Racial Justice Committee

COMMITTEE RECOMMENDATION: In Favour

**166. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA’s Guiding Principles of Solidarity requires, “honour[ing] diversity of opinion” as well as “differentiat[ing] between opinion ... and informed knowledge;” and  
BECAUSE: differences in opinion and discomfort may arise from challenging a status quo that upholds barriers to racialized and equity-seeking members in our union; and

BECAUSE: filing an ombudsperson complaint against another member is a serious matter; and

BECAUSE: the current ombudsperson process does not require evidence-based knowledge/resources to inform the basis of a member's complaint, thereby leaving this process open to complaint submissions based solely on differences of opinion;

**HSA WILL: apply an equity lens by tasking a third-party mediator with lived racialized experience– trained in discrimination, profiling, and racism, to review and revise the ombudsperson process; and**

**HSA WILL: facilitate a safe resolution process to create accountability and address any ongoing concerns.**

SUBMITTED BY: Board of Directors, on behalf of Racial Justice Committee

COMMITTEE RECOMMENDATION: In Favour

#### 167. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: religious and political matters are a sensitive subject; and

BECAUSE: some people may not feel safe voting in a visible nature for such sensitive subjects; and

BECAUSE: democracy at its core should be safe, (voting for our government is even confidential).

**HSA WILL: conduct all political and religious based matters electronically so as for the voter to feel safe with voting without scrutiny.**

SUBMITTED BY: Comox Valley Hospital

COMMITTEE RECOMMENDATION: Opposed

#### 168. GOVERNANCE

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: convention time is limited; and

BECAUSE: many matters may cause ongoing debate; and

**HSA WILL: limit debate time on the floor to one minute in an effort to use time effectively.**

SUBMITTED BY: Comox Valley Hospital

COMMITTEE RECOMMENDATION: Opposed

**169. GOVERNANCE**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: convention time is limited and the members elected to attend are professionals; and

BECAUSE: the committee reports are published in the annual report for member to review ahead of convention floor time.

**HSA WILL: cease reading committee reports during convention time with exception to the finance report which may require clarification and questions from the members.**

SUBMITTED BY: Comox Valley Hospital

COMMITTEE RECOMMENDATION: Opposed

**170. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: access and ability to pay for adequate shelter and food is a key determinant of health; and

BECAUSE a single person with a disability receives a maximum of \$1,483 per month in disability assistance from the provincial government; and

BECAUSE: the cost of living, particularly of affordable housing and food, is substantially greater than current rates reflect, putting persons receiving this support at greater risk of homelessness and poor physical and mental health.

**HSA WILL: lobby the provincial government to review current Person with Disabilities (PWD) assistance rates and increase the amount to no less than \$1,800 per month for a single person, and equitable increases for PWD recipients in other categories, and that the rate be reviewed annually to keep pace with increases in cost of living.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour

**171. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the unhoused population continues to be in crisis, and because targeted services to address persistent issues that are a factor in people being unhoused would help to stabilize this population and increase their ability to regain independence, find permanent housing, and re-enter the workforce

**HSA WILL: advocate for more equity for services for people who are unhoused as well as people in second stage housing including access to mental health care and psychological support, substance-use services including harm reduction, and access to rehabilitation and recovery supports, and Indigenous wellness services.**

SUBMITTED BY: Campbell River Family Services Society

COMMITTEE RECOMMENDATION: In Favour

**172. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: general health care services are in crisis; and

BECAUSE: this crisis impacts all people in BC; and

BECAUSE: this crisis has implications for overwhelming services such as emergency rooms, walk-in clinics and pharmacies exacerbating the impacts of this crisis.

**HSA WILL: continue to advocate for creative solutions such as pharmacists being able to renew prescriptions and write prescriptions for common and repeat conditions; and**

**HSA WILL: continue to advocate for increased walk-in clinics so those without doctors have access to medical professionals; and**

**HSA WILL: advocate for increased hiring of services such as nurse practitioners to increase access to medical professionals; and**

**HSA WILL: advocate for incentives to increase attraction and retention of new doctors, including incentives such as student loan forgiveness, housing incentives etc.**

SUBMITTED BY: Campbell River Family Services Society

COMMITTEE RECOMMENDATION: In Favour

**173. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: waiting times for services impact people in many negative ways, potentially leading to worsened mental health symptoms, reduced quality of life, increased anxiety and depression, potential delays in treatment, decreased engagement with services, and even increased risk of suicidal thoughts or behaviors due to the prolonged periods of untreated mental health issues.

**HSA WILL: advocate for reducing wait times for services such as counseling and mental health services, assessments, victim services and sexual assault services, and gender-based violence services, by promoting these fields, increasing awareness for increased need of services, increased funding and possible incentives to attract and retain community social services professionals.**

SUBMITTED BY: Campbell River Family Services Society

COMMITTEE RECOMMENDATION: In Favour

**174. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: gender-based violence was recognized an epidemic by the BC government (Indigenous women and girls, immigrants and newcomers, racialized people, transgender, gender diverse people and others in the two-spirit, lesbian, gay, bisexual, transgender, queer and/or questioning, intersex, asexual, plus (2SLGBTQIA+) community, as well as those with disabilities are most at risk).

**HSA WILL: advocate for more robust supports and faster access to supports, including but not limited to temporary and secondary housing, inclusive of children and pets; counselling services, including access to mental health professionals, substance abuse services, and Indigenous wellness services.**

SUBMITTED BY: Campbell River Family Services Society

COMMITTEE RECOMMENDATION: In Favour

**175. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: there is a lack of youth mental health services across BC, especially in remote and rural settings; and

BECAUSE: patients are transferred to other sites which are already full (i.e. Prince George).

**HSA WILL: lobby the government to invest in youth mental health/encourage government to address issues of mental health crisis with the youth, in rural and remote areas.**

SUBMITTED BY: Board of Directors, on behalf of Indigenous Circle

COMMITTEE RECOMMENDATION: In Favour

**176. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Indigenous Peoples in remote and rural communities need accommodation when going to sites away from their home community for health care.

**HSA WILL: lobby government to ensure that adequate funding is available for Indigenous patients/clients from remote and rural communities to stay in and travel to and from communities where the appropriate health care services they require are delivered.**

SUBMITTED BY: Board of Directors, on behalf of Indigenous Circle

COMMITTEE RECOMMENDATION: In Favour

**177. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: many patients with mental health and addictions support needs are single mothers with nowhere to go and are trying to go through the recovery process while homeless.

**HSA WILL: will lobby the government for better programming for women in recovery and prevention of homelessness.**

SUBMITTED BY: Board of Directors, on behalf of Indigenous Circle

COMMITTEE RECOMMENDATION: In Favour

## 178. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the Home First model suggests that staying in one's home is the best approach to client care; and

BECAUSE: long-term care home waitlists are long and should be prioritized for individuals who require the most intensive care; and

BECAUSE: most seniors need assistance with instrumental activities of daily living (IADLs) such as meal management, laundry, house cleaning, attending appointments, and completing errands, before requiring assistance with activities of daily living (ADLs) like dressing, bathing, toileting, and feeding; and

BECAUSE: many seniors, living on fixed incomes, cannot afford private IADL support, and there are limited publicly funded programs available to assist with IADL tasks.

**HSA WILL: advocate for and lobby the government to expand home and community care to include/expand instrumental activities of daily living (IADL) support, provide seniors with funding to access private IADL assistance, and/or establish more subsidized programs to assist seniors with IADL tasks, enabling them to remain in their homes for longer.**

SUBMITTED BY: Small chapter cluster PHC.

COMMITTEE RECOMMENDATION: In Favour

## 179. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: frontline staff in long-term care (LTC) observe increasing medical and social complexity among residents; and

BECAUSE: many new LTC homes are classified under the Community Act, rather than the Hospital Act; and

BECAUSE: LTC homes under the Community Act have less access to allied health (AH) services and rely on on-demand contract services, which may not fully meet residents' needs; and

BECAUSE: AH involvement is positively correlated with improved quality of life, physically and emotionally, supporting holistic care alongside nursing and medical staff.

**HSA WILL: advocate and lobby for long-term care (LTC) homes to be owned and operated by health authorities for better integration and accountability; for LTC homes to be under the Hospital Act to better meet residents' needs; for restrictions on on-demand contract services and advocate for increased hours per resident day for allied health to improve care.**

SUBMITTED BY: Small chapter cluster PHC

COMMITTEE RECOMMENDATION: In Favour



## 180. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the ambiguous language in the Home and Community Care Policy Manual leads to inconsistent decisions on providing medical equipment, particularly specialized mattresses, in long-term care (LTC) homes; and

BECAUSE: this inconsistency disrupts clinical workflows, with hospitals covering short-term equipment rental costs from operating budgets, despite these costs not being planned for; and

BECAUSE: many residents cannot afford necessary medical equipment out of pocket, putting them at risk of preventable health issues like pressure injuries, which increase health care costs; and

BECAUSE: programs like the Medical Equipment Provision Program (MEPP) provide equipment for community clients but exclude those in LTC or hospice care.

**HSA WILL: request the government to review the Home and Community Care Policy Manual and work with health authority experts to ensure clear, consistent language that improves resident/client care; and**

**HSA WILL: advocate for funding to establish or expand an equipment program, similar to Medical Equipment Provision, for long-term care residents and hospice clients.**

SUBMITTED BY: Small chapter cluster PHC

COMMITTEE RECOMMENDATION: In Favour

## 181. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: due to the toxic drug supply issue, an increasing number of individuals are living with anoxic and hypoxic brain injuries; and

BECAUSE: we are seeing a growing number of younger individuals who require long-term care-level supports; and

BECAUSE: there is a lack of supportive housing options for individuals with acquired brain injuries (ABI), resulting in their placement in long-term care homes; and

BECAUSE: current long-term care settings are primarily designed for older adults with dementia and do not meet the specific needs of younger individuals with ABI.

**HSA WILL: advocate for and lobby the government to establish appropriate housing programs and care facilities for individuals living with acquired brain injuries, ensuring that younger clients who require long-term care receive the support and care they need in settings tailored to their unique needs.**

SUBMITTED BY: Small chapter cluster PHC.

COMMITTEE RECOMMENDATION: In Favour

**182. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: with an aging population and housing costs are forcing individuals to remain in homes/housing that may be unsafe for individuals who need adaptations to their living environment; and

BECAUSE: the BC Rebate for Accessible Home Adaptions offers funding to individuals seeking funding to alter their living environment; and

BECAUSE: it has been reported that the funding for this program is inadequate and often is exhausted within the first half of a calendar year.

**HSA WILL: will advocate with the ministry overseeing BC Housing to increase funding for Rebate for Accessible Home Adaptions.**

SUBMITTED BY: St. Paul's Hospital

COMMITTEE RECOMMENDATION: In Favour

**183. HEALTH HUMAN RESOURCES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: there is a need for government to increase funding for child development centres; and

BECAUSE: there are many Indigenous children needing these supports and there are not enough Indigenous specific roles (in those spaces).

**HSA WILL: lobby the government to create Indigenous specific staff positions within the funding model for child development centres.**

SUBMITTED BY: Board of Directors, on behalf of Indigenous Circle

COMMITTEE RECOMMENDATION: In Favour

**184. HEALTH HUMAN RESOURCES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: use of private for-profit health worker agencies costs health authority employers and taxpayers more; and

BECAUSE: having workers working who are not as fully oriented and part of the team as are health authority staff can result in reduced quality of care, less safe working conditions and a negative impact on the morale of staff; and

BECAUSE: utilizing for-profit agency workers is a slippery slope to further privatization and destabilization of our highly valued public health care system; and

BECAUSE: it is good for hospital and LTC workers, the union and patient care for all the staff to be unionized public employees.

**HSA WILL: lobby the BC provincial government and health authorities to immediately begin phasing out the use of private for-profit health worker agencies, and to take immediate action to solve the public health worker shortage crisis; and  
HSA WILL: forward this resolution to the BC Federation of Labour Convention.**

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: In Favour

**185. HEALTH HUMAN RESOURCES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: there is a new Allied Health Officer at the provincial government level; and  
BECAUSE: there is a current trend of Island Health funding an abundance of non contract 'allied health' upper management and professional practice positions; and  
BECAUSE: many union allied health positions are under funded.

**HSA WILL: lobby the government to have health authorities use allied health funding for unionized allied health positions.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour

**186. HEALTH HUMAN RESOURCES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Allied health professionals are underfunded.

**HSA WILL: lobby the provincial government to increase funding for allied health professions.**

SUBMITTED BY: Royal Inland Hospital

COMMITTEE RECOMMENDATION: In Favour

## 187. HEALTH HUMAN RESOURCES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: funding is taken from other hospital areas to support allied health in the emergency room (ER); and

BECAUSE: increased demand for allied health in ER is increasing.

**HSA WILL: lobby for increased funding for allied health in emergency room (for example: occupational therapy/physiotherapy/speech language pathology).**

SUBMITTED BY: Langley Memorial Hospital

COMMITTEE RECOMMENDATION: In Favour

## 188. HOUSING

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: housing is a fundamental human right; and

BECAUSE: the ongoing housing crisis is placing significant strain on the health care system, with patients experiencing longer hospital stays due to lack of a fixed address and unhoused individuals presenting with complex health and psychosocial challenges; and

BECAUSE: the housing crisis is also impacting health care professionals, making it more difficult for them to afford housing in the communities they serve.

**HSA WILL: advocate for the government to implement Housing First initiatives, combined with enhanced mental health programs, to better support the transition from homelessness to stable housing; and**

**HSA WILL: advocate for and lobby the government to address the housing crisis by investing in public housing initiatives, creating workforce housing, supporting short-term rental controls, simplifying zoning regulations, and adopting other expert-recommended solutions, such as those proposed by Gregor Craigie in his book Our Crumbling Foundation.**

SUBMITTED BY: Small chapter cluster PHC

COMMITTEE RECOMMENDATION: In Favour

**189. HOUSING**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the housing crisis continues to grow; and  
BECAUSE: the housing crisis impacts all aspects of people's lives, from increased risk of becoming unhoused, from impeding the ability to hire and or retain health care and community social service professionals, to increased burn out, increased use of sick time due to increased stress, and increased mental health issues; and  
BECAUSE: housing limitations impact people's ability to leave abusive situation and make a single income household out of reach for many.

**HSA WILL: lobby government to increase affordable housing at all income levels; and**

**HSA WILL: lobby government to incentivize building of homes, as opposed to high rise buildings; and**

**HSA WILL: advocate for rent subsidy, cost of living increases, etc. for health care professionals and community social service professionals to increase retention and decrease the social load; and**

**HSA WILL: advocate for these issues to also be addressed in smaller and more isolated regions like Vancouver Island and Northern BC communities.**

SUBMITTED BY: Campbell River Family Services Society

COMMITTEE RECOMMENDATION: In Favour

**190. HOUSING**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: housing and the cost of living have increased greatly in the last decade; and  
BECAUSE: rural centres may be overlooked in the affordability crisis; and  
BECAUSE: rural centres face greater difficulty staffing health care facilities even prior to the affordability crisis.

**HSA WILL: advocate for affordable housing for health care workers and HSA members in rural communities.**

SUBMITTED BY: Squamish General Hospital

COMMITTEE RECOMMENDATION: In Favour

**191. HOUSING**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: many residents of BC must travel to the lower mainland for health care and education/training; and  
BECAUSE: the cost of hotels and other short-term accommodation is already high and with special events hosted in Vancouver these costs increase exponentially; and  
BECAUSE: Airbnb is also now very limited in Vancouver due to new government legislation.

**HSA WILL: lobby the government to enforce short term accommodation price caps during major events and have a BC resident discounts for accommodations in the lower mainland.**

SUBMITTED BY: Child Development Centre of Prince George

COMMITTEE RECOMMENDATION: In Favour

**192. HOUSING**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: vulnerable adults, especially women and those with addiction and mental health issues, face additional barriers to accessing transitional housing; and  
BECAUSE: shelters and transitional housing for women are limited, particularly outside of the downtown eastside of Vancouver.

**HSA WILL: lobby all levels of government to provide additional transitional housing for vulnerable people in British Columbia.**

SUBMITTED BY: Board of Directors, on behalf of Women's Committee

COMMITTEE RECOMMENDATION: In Favour

**193. HOUSING**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: historically Ministry of Children and Family Development does not provide adequate resources for housing, particularly for clients facing child protection concerns; and  
BECAUSE: the current rental subsidy is not sufficient to ensure families can maintain stable housing and keep their children out of foster care; and  
BECAUSE: the child welfare system has a responsibility to ensure the safety and well-being of children and to support families in maintaining stable housing.

**HSA WILL: lobby the government to have the Ministry of Children and Family Development provide timely access to financial support or subsidies to help parents secure and maintain stable housing and ensure families can stay together.**

SUBMITTED BY: Board of Directors, on behalf of Women's Committee

COMMITTEE RECOMMENDATION: In Favour

**194. INTERNATIONAL AFFAIRS (covers 195)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA has committed to speaking up for the rights of Palestinians, as demonstrated in the composite resolution HSA proposed in the BC Federation of Labour (BCFED); and has committed to taking action in solidarity with other unions and human rights organizations; and

BECAUSE: HSA is a large and influential union whose endorsement could inspire other unions to follow our lead.

**HSA WILL: commit to an organizational endorsement of Just Peace Advocates' Protect Palestinian Children Now campaign, as well as their campaigns that condemn the Israeli war on Gaza health care. This is not a financial commitment, but rather adding the union's name to a list of organizational endorsers and a commitment to educate others about the campaign by speaking to government and sharing our commitment with other unions ([www.justpeaceadvocates.ca](http://www.justpeaceadvocates.ca)).**

SUBMITTED BY: Kootenay Lake Hospital

COMMITTEE RECOMMENDATION: In Favour

**195. INTERNATIONAL AFFAIRS (covered by 194)**

BECAUSE: HSA has pledged to act in collaboration with other unions and human rights organizations, and has committed to advocating for Palestinian rights, as seen by the composite resolution it sponsored in the BC Federation of Labour (BCFED).

**HSA WILL: commit to an organizational endorsement of Just Peace Advocates' Protect Palestinian Children Now campaign, as well their campaigns that condemn the Israeli war on Gaza health care. This is not a financial commitment, but rather adding the union's name to a list of organizational endorsers and a commitment to educate others about the campaign by speaking to Members of Parliament and sharing our commitment with other unions ([www.justpeaceadvocates.ca](http://www.justpeaceadvocates.ca)).**

SUBMITTED BY: BC Children's and Women's Hospital

**196. INTERNATIONAL AFFAIRS**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: we are in a climate emergency exacerbated by increasing fossil fuel use and global conflict; and

BECAUSE: wars kill people, extinguish biodiversity, and destroy the very infrastructure that keeps us alive and that we rely on to provide safeguards in the face of extreme weather events; and

BECAUSE: warfare is an act of climate denial and impacts every aspect of human wellbeing

**HSA WILL: endorse the Canada-Wide Peace and Justice Network’s call to “End wars and end fossil fuels: Demilitarize, Decarbonize, Decolonize” (<https://peaceandjusticenetwork.ca/peaceforclimate/>)**

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: In Favour

**197. INTERNATIONAL AFFAIRS**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: we are a union of health and service workers, whose roles are to provide care to their communities; and

BECAUSE: many of our values as a union centre around decolonization, social justice, equity, diversity, and inclusion, and to stand in solidarity with those who have been marginalized by inequitable systems; and

BECAUSE: our pensions are invested in organizations that directly enable human rights violations in the Democratic Republic of Congo, Palestine, Sudan, and elsewhere in the world, which directly contradicts our roles as care professionals.

**HSA WILL: submit a resolution to the BC Federation of Labour (BCFED) and National Union of Public and General Employees (NUPGE) conventions, labour councils, and the Canadian Labour Congress (CLC), calling on them to boycott and divest from organizations that directly enable human rights violations in the Democratic Republic of Congo, Palestine, Sudan and elsewhere in the world and lobby the government to sanction such organizations and their governing bodies.**

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: In Favour



**198. INTERNATIONAL AFFAIRS**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: international conflicts are pervasive, and are complex in historical and geopolitical landscape; and

BECAUSE: members are busy professionals that may not have timely access to accurate/unbiased information to objectively vote on resolutions pertaining to geopolitical conflicts and assess long term impact of resolutions on parties involved in the conflict; and

BECAUSE: some advocacy groups may have undisclosed biases/ideologies that go against our member's rights (ex: religious, gender and sexual orientation discrimination); and

BECAUSE: actions proposed by certain advocacy groups may intentionally or unintentionally result in further harm to parties involved; and

BECAUSE: members want to indiscriminately alleviate suffering, may feel pressured to adopt resolutions guided by potentially biased advocacy groups.

**HSA WILL: reject resolutions that call for political actions that may directly or indirectly harm the civilians of either party of an international conflict, such as boycotts, divestments, and sanctions, and instead seek alternative relief to parties involved ex: flood and medical relief.**

SUBMITTED BY: BC Cancer Vancouver Cancer Centre

COMMITTEE RECOMMENDATION: Opposed

**199. JOINT HEALTH SCIENCE BENEFITS TRUST**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: occupational therapy is currently not an extended health benefit through the Pacific Blue Cross plan or the Medical Services Plan and

BECAUSE: occupational therapy is an evidenced-based health care practice commonly referred to by medical professionals for a variety of health conditions and stages of life.

**HSA WILL: lobby the provincial government and private extended health benefit providers to include occupational therapy services. coverage in the Medical Services Plan; and**

**HSA WILL: recommend the JHSBT HSA trustees review the viability of expanding extended health coverage to include occupational therapy services.**

SUBMITTED BY: qathet General Hospital

COMMITTEE RECOMMENDATION: In Favour As Amended

**200. JOINT HEALTH SCIENCE BENEFITS TRUST** Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA members' mental health significantly affect their work, physical, emotional and spiritual health; and  
BECAUSE: counselling services by social workers were previously covered under extended health and are useful option for counselling services; and  
BECAUSE: as of January 2022, counselling services by social workers were no longer covered under extended health benefits.

**HSA WILL: recommend the JHSBT HSA trustees review the viability of expanding extended health coverage to reinstate counselling services rendered by social workers covered under extended health benefits.**

SUBMITTED BY: Eagle Ridge Hospital

COMMITTEE RECOMMENDATION: In Favour As Amended

**201. JOINT HEALTH SCIENCE BENEFITS TRUST** Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA treats all members equal and members on long-term disability experience a significant loss of income, losing one-third of their wages during disability period; and  
BECAUSE: the current wage increment review system for LTD members occurs every four years, which does not sufficiently address the ongoing financial challenges they face; and  
BECAUSE: regular wage increments are essential for ensuring LTD members' financial stability and helping them cope with increasing inflation during the long-term impact of their disability.

**HSA WILL: recommend the JHSBT HSA trustees review the viability of advocating-advocate for a change in the wage increment policy for LTD members, moving from the current four-year cycle to an annual increment. This adjustment will provide member equality aligned with human rights, more consistent financial support and help alleviate the economic strain experience by members on long-term disability.**

SUBMITTED BY: University Hospital of Northern British Columbia

COMMITTEE RECOMMENDATION: In Favour As Amended

**202. JOINT HEALTH SCIENCE BENEFITS TRUST** Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA treats all members equal. The members on long-term disability experience significant loss of pay and still have to self-pay their extended health insurance premium during disability period; and

BECAUSE: the current extended health premium payment structure for LTD members requires to pay 50% share of monthly premium, which is an extra burden with other ongoing financial challenges they face; and  
BECAUSE: medical benefits are essential and important for the recovery from LTD and helping them cope with increasing inflation during the long-term impact of their disability.

**HSA WILL: recommend the JHSBT HSA trustees review the viability of advocating ~~advocate~~ for a change in policy for LTD members, moving from self-pay portion from 50% to 0%. This adjustment will provide member equality aligned with other members, more consistent financial support and help alleviate the economic circumstances experienced by members on long-term disability.**

SUBMITTED BY: University Hospital of Northern British Columbia

COMMITTEE RECOMMENDATION: In Favour As Amended

**203. JOINT HEALTH SCIENCE BENEFITS TRUST** Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the Joint Health Science Benefits Trust (governed by a jointly-trusted board with equal representation by unions and employers), established in 2017, provides employee benefits to Health Science Professionals Bargaining Association (HSPBA) members. A Health Benefits Design Review Committee of trustees provides guidance and advice to the board on ways in which to potentially improve or vary health and welfare coverage options for members. HSPBA members have not had any substantial improvement or change to their benefits since the trust was implemented. The membership does not have any meaningful way to elicit changes to the current benefit package.

**HSA WILL: recommend the JHSBT HSA trustees advocate for the JHSBT to establish a requirement to provide a transparent way to allow for feedback and adjustments of the benefits package, to have a requirement of the committee to create potential options on changes to the benefits package every contract year, ~~and allow the membership to vote on proposed changes accordingly;~~ and**  
**HSA WILL: survey the membership on proposed changes to help inform the JHSBT HSA trustees.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour As Amended

**204. JOINT HEALTH SCIENCE BENEFITS TRUST**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the Joint Health Science Benefits Trust (governed by a jointly trusted board with equal representation by unions and employers), established in 2017, provides employee benefits to HSPBA members. The Trust provides a group benefit plan booklet outlining coverage provided but does not provide an appeals process for denials (e.g. Pacific Blue Cross has denied a medication claim in a way that does not align with the wording of the booklet). Health Science Professionals Bargaining Association (HSPBA) members have no means to grieve or remedy a potentially inappropriate denial.

**HSA WILL: ~~work with the Trust to establish a~~ recommend the JHSBT HSA trustees review the viability of establishing a requirement for a transparent process for appeals to coverage denials, similar to the grievance process used for contract disputes, to ensure that all parties providing employee benefits are accountable to the terms of the group benefit plan booklet.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour As Amended

**205. JOINT HEALTH SCIENCE BENEFITS TRUST**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the Joint Health Science Benefits Trust (governed by a jointly trusted board with equal representation by unions and employers), established in 2017, provides employee benefits to HSPBA members. The Trust provides a group benefit plan booklet outlining extended health coverage which excludes “lifestyle drugs as determined by Pacific Blue Cross”. The term “lifestyle drug” is stigmatizing and insinuates that effective treatments prescribed in collaboration with licensed physicians would not be required if the member makes different lifestyle choices, misrepresenting current medical evidence. The term “lifestyle drug” is overly broad, allowing Pacific Blue Cross to inappropriately deny coverage of necessary and effective medical treatment.

**HSA WILL: ~~work with the Trust to update and clarify~~ recommend the JHSBT HSA trustees recommend updating and clarifying the language in the group benefit plan booklet to specify which specific treatments will not be covered in a clear and transparent way without use of stigmatizing, discriminatory, or unscientific terms such as “lifestyle drug”.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour As Amended

**206. LABOUR RELATIONS**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA has been entrusted with administering provincial funds for the purposes of member education; and

BECAUSE: members covered under the same agreement with other unions around the province have access to the same funds without the need for filing grievances to access them; and

BECAUSE: ongoing professional and clinical education is essential to maintaining the integrity of care delivered to residents of the province of BC.

**HSA WILL: remove the requirement that members must file a grievance against their employer in regards to lack of education funding and administer the provincially directed education funds to members as per previous guidelines.**

SUBMITTED BY: Central Community Health Centre

COMMITTEE RECOMMENDATION: Opposed

**207. LABOUR RELATIONS (covers 208)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: unions are obligated to act transparently and solely on behalf of their members and grievances could have been filed if stewards/members had access to relevant information and the employer has failed to allocate shifts to members instead awarding shifts to private contractors and members were neither given a voice or consulted on these decisions.

**HSA WILL: disclose its recent settlement agreement regarding the use of agency workers, as such agreements should not be kept secret. And all past and future settlement agreements that affect the HSPBA or infringe upon the collective bargaining rights of members must be consulted with members and fully disclosed. This ensures accountability, fairness and transparency in union operations.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour

## 208. LABOUR RELATIONS (covered by 207)

BECAUSE: unions are obligated to act transparently and solely on behalf of their members; and

BECAUSE: grievances could have been filed if stewards/members had access to relevant information; and

BECAUSE: the employer has failed to allocate shifts to members, instead awarding additional shifts directly to private contractors; and

BECAUSE: members were neither given a voice nor consulted on these decisions; and

BECAUSE: all past and future settlement agreements that affect the Health Science Professionals Bargaining Association (HSPBA) collective agreement or infringe upon the collective bargaining rights of members must be consulted with members and fully disclosed. This ensures accountability, fairness, and transparency in union operations.

**HSA WILL: disclose its recent settlement agreement regarding permitting employers to use of agency workers.**

SUBMITTED BY: Penticton Regional Hospital

## 209. LABOUR RELATIONS

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the process of classification and wage scheduling has significant effects on staff morale, recruitment, and retention within the Health Sciences Association; and

BECAUSE: staff working in the affected disciplines possess specialized knowledge about their roles and responsibilities, making their input essential for accurate classification and equitable wage outcomes; and

BECAUSE: it is important to ensure that the classification and wage scheduling process is transparent and considers staff concerns and expertise.

**HSA WILL: establish a formal requirement to consult with staff in impacted disciplines prior to finalizing decisions on classification and wage schedules, ensuring the process includes clear timelines, transparent communication, and documented feedback to adequately consider staff input in the decision-making process.**

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: In Favour

**210. LABOUR RELATIONS**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: members work hard for their salaries; and  
BECAUSE: their pay often does not keep up with the cost of living and/or sufficient to support our families.

**HSA WILL: report to its members and give rationale for any changes or proposed changes where any of its member's job salary would be decreased or face a possible decrease before/during/after negotiations at any time as soon as HSA is made aware. Green-circling of the member's pay cannot be equated as no reduction in wage attached to a particular job/job profile.**

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: Opposed

**211. LEGAL**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: members understood that the "me too" agreement was in effect when the most recent Health Science Professionals Bargaining Association (HSPBA) collective agreement was ratified; and

BECAUSE: Health Employers Association of BC (HEABC) circumvented the language in the nurses' agreement to effectively grant its members a \$2.15 raise, three additional days off, and a \$150 monthly premium for using their personal vehicles for work.

**HSA WILL: ~~pursue all legal avenues to seek full~~ continue to pursue compensation and ensure its members are made whole arising from the me-too clause in the 2022-2025 HSPBA CA.**

SUBMITTED BY: Penticton Regional Hospital

COMMITTEE RECOMMENDATION: In Favour As Amended

**212. MEMBER SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: servicing labour relations officers (LROs) are currently managing an excessive workload; and

BECAUSE: the response times for specific cases are consistently exceeding the expected timelines; and

BECAUSE: there has been increased use of the On-Call LRO.

**HSA WILL: review if more LROs are needed to service members; and/or provide more extended advanced steward training.**

SUBMITTED BY: Abbotsford Regional Hospital

COMMITTEE RECOMMENDATION: In Favour

**213. MEMBER SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA members are spread across a large geographic area but member services and labour relations are based in the Lower Mainland; and

BECAUSE: HSA members from all regions pay the same dues and are entitled to the same services and labour relations coverage as any other region; and

BECAUSE: labour relations officers (LROs) who provide services to regions outside of the Lower Mainland are needing to travel long distances and be away from home in order to attend face-to-face meetings and support their worksites; and

BECAUSE: this extra cost and time in order to travel to rural regions affects how often an LRO is able to meet with members and employers directly.

**HSA WILL: create LRO positions that have a more centralized office location within their geographic area (i.e.: Kelowna for Interior Health, Prince George for Northern Health) and recruit LROs from the areas they serve.**

SUBMITTED BY: Kootenay Lake Hospital

COMMITTEE RECOMMENDATION: Opposed



**214. MEMBER SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: new members do not receive adequate and timely union orientation.

**HSA WILL: liaise with human resources (HR) in improving dissemination of union member information, requesting increased frequency of new hire updates from HR.**

SUBMITTED BY: Queen's Park Care Centre.

COMMITTEE RECOMMENDATION: Opposed

**215. MEMBER SERVICES (covers 216)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: some HSA members work in facilities that provide 24/7 care, 365 days a year; and

BECAUSE: urgent and serious issues can come up, which are beyond the scope of a steward; and

BECAUSE: HSA members typically receive out of office replies from LROs in late December and most Fridays of the month.

**HSA WILL: increase their baseline of intake LROs between mid December to early January and provide improved access to LROs on Fridays.**

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: Opposed

**216. MEMBER SERVICES (covered by 215)**

BECAUSE: some HSA members work in facilities that provide 24/7 care, 365 days a year; and

BECAUSE: urgent and serious issues can come up, which are beyond the scope of a steward; and

BECAUSE: HSA members typically receive out of office replies from labour relations officers (LROs) in late December and most Fridays of the month.

**HSA WILL: provide improved access to LROs on Fridays.**

SUBMITTED BY: Vancouver General Hospital

## 217. MEMBER SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: members in the Enhanced Disability Management Program (EDMP) are focused on recovering from illness or injury in order to return to be able to return the workplace; and

BECAUSE: it can be stressful for members to manage communication from the involved parties, including Canada Life, employers, and the union.

**HSA WILL: continue to provide education to Enhanced Disability Management Program (EDMP) representatives to enhance awareness to ensure appropriate levels of support for members based on their individual needs; and**

**HSA WILL: advocate for members who are overwhelmed with communication demands by bringing this issue to the attention of local and provincial EDMP working groups.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In Favour

## 218. MEMBER SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the current contract interpretation manual contains confidential information that needs to be protected; and

BECAUSE: the language of collective agreements can be difficult to understand; and

BECAUSE: stewards have limited time to explain and translate the jargon of the collective agreement to members and management;

BECAUSE: members should be empowered with the knowledge and understanding of their rights as defined by their respective contracts.

**HSA WILL: make simplified contract interpretation manual(s) accessible to all members.**

SUBMITTED BY: BC Cancer Vancouver Cancer Centre

COMMITTEE RECOMMENDATION: In Favour

## 219. MEMBER SERVICES

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: every HSA member has the right to fully understand their contract; and

BECAUSE: contract language can present a barrier to understanding the complexity of members rights; and

BECAUSE: the portal can provide a secure and private means for members to access information.

**HSA WILL: create a member portal and provide relevant information regarding contracts and union business, including the contract interpretation manual.**

SUBMITTED BY: Richmond Mental Health

COMMITTEE RECOMMENDATION: Opposed

**220. MEMBER SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA spends increasingly more on expenses related to education events; and

BECAUSE: a significant amount of that spending is related to travel, accommodation and per diems for in person education; and

BECAUSE: members feel current spending related to in person education workshops may not be worthwhile.

**HSA WILL: change its policy and only offer education workshops virtually and not reimburse travel, accommodation or per diems.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: Opposed

**221. OCCUPATIONAL HEALTH AND SAFETY**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Section 135(2) of the BC Workers Compensation Act has been amended in 2024 to include some health science and community service professionals including harm-reduction workers, respiratory therapists, shelter workers, social workers, and transition house workers under presumptive coverage for psychological injuries caused by work-related trauma; and

BECAUSE: all health sciences and community service professionals of all occupations are at risk of suffering psychological injury caused by work-related trauma; and

BECAUSE: all workers are entitled to equality in regards to working rights under the Workers Compensation Act.

**HSA WILL: lobby the provincial government to amend section 135(2) of the BC Workers Compensation Act to include all workers of all health science and community service workers in presumptive coverage of psychological injury.**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour

**222. OCCUPATIONAL HEALTH AND SAFETY**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: there are more and more incidences of patients bringing weapons into the emergency department (ED) and then using them to threaten staff; and  
BECAUSE: these threats are impacting the ability to recruit and retain staff thereby making staffing shortages and workloads worse; and  
BECAUSE: HSA is committed to protecting and improving the physical and psychological safety of HSA members.

**HSA WILL: lobby the BC provincial government for metal detectors in emergency departments and/or allow ED staff to secure the bags and belongings of patients coming in to the ED.**

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: In Favour

**223. OCCUPATIONAL HEALTH AND SAFETY**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: joint occupational health and safety representatives are lacking the support from the HSA that is crucial for them to perform their duties effectively; and  
BECAUSE: health care and social services are recognized as one of the highest risk sectors of employment in B.C and it is crucial for worker reps to have the support they need in order to carry out their duties.

**HSA WILL: provide a stronger, more visible, and more comprehensive support structure and advocacy to empower joint occupational health and safety worker representatives and strengthen their role and effectiveness in promoting workplace safety in their roles.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In Favour

**224. POLITICAL ACTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: public health care in Canada is at risk due to increasing pressure from some political leaders to privatize services, which could lead to reduced access and increased costs for patients and/or clients; and  
BECAUSE: privatization is often framed as a solution to health care challenges, despite evidence showing it undermines quality, equity, and worker conditions; and  
BECAUSE: federal election outcomes can have a profound impact on the future of public health care; and

BECAUSE: union members need clear and accurate information to evaluate federal party policies and platforms.

**HSA WILL: develop and implement an education campaign, prior to the announcement of the next federal election, to inform members about the importance of protecting public health care from privatization, the harm privatization causes to patients and workers, and how federal party policies and platforms impact public health care, helping members make informed voting decisions.**

SUBMITTED BY: BC Centre for Ability

COMMITTEE RECOMMENDATION: In Favour

## **225. POLITICAL ACTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Canada will have a federal election in 2025; and

BECAUSE: the outcome of this election will have an impact on Canadian health care workers, health care received by Canadians according to the social determinants of health; and

BECAUSE: misinformation and disinformation are very prevalent, influencing the opinions of Canadians as well as policy decisions made by political leadership; and

BECAUSE: HSA strives to be a non-partisan organization.

**HSA WILL: issue a policy brief to HSA members and the general public in order to review, evaluate and grade policy platforms of political parties for their impact on Canadian health care, including well-being of the Canadian public as influenced by the social determinants of health, and whether these decisions are supported by evidence; and**

**HSA WILL: educate HSA members and the general public to assist Canadians in making informed decisions when casting their votes.**

SUBMITTED BY: UBC Hospital

COMMITTEE RECOMMENDATION: In Favour

**226. POLITICAL ACTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA is nonpartisan; and  
BECAUSE: there is increasing divide between political parties; and  
BECAUSE: HSA members want to be heard regardless of which party is in power.

**HSA WILL: work to create positive and engaged relationships with members of all political parties; ensure there is an increased understanding and awareness of the importance and value of the work done by HSA members.**

SUBMITTED BY: Victoria General Hospital

COMMITTEE RECOMMENDATION: In Favour

**227. POLITICAL ACTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: involuntary patients of Tertiary Mental Health Substance Use (TMHSU) facilities have their Persons with Disabilities (PWD) Income assistance reduced from \$983/month to \$222/month, exacerbating systemic barriers to their recovery; and  
BECAUSE: TMHSU facilities do not expense fees and the Medicare Protection Act prohibits fees for necessary medical services; and  
BECAUSE: patients on alternate income assistances such as Old Age Security or Canada Pension Plan Disability do not experience any reduction in TMHSU facilities; and  
BECAUSE: hospital social workers are required to report to the Ministry of Social Development on the patient's hospitalization status to enact this reduction; and  
BECAUSE: the BC Human Rights Code prohibits the denial of service, such as income assistance, based on mental disability.

**HSA WILL: lobby for the Employment and Assistance for Persons with Disabilities Act (schedule A, sec.8) to be ceased in its application to Tertiary Mental Health Facilities and that patient income assistance is restored to the standard \$983/mo.**

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: In Favour

**228. POLITICAL ACTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: people need access to comprehensive ongoing health care that can prevent emergency room visits; and  
BECAUSE: people need quick access to health care that is not urgent.

**HSA WILL: lobby the government for more family doctors, nurse practitioners, walk in clinics and primary care clinics be it in the form of incentives, increasing number of medical school seats, and/or increasing international licensing.**

SUBMITTED BY: Nanaimo Regional General Hospital

COMMITTEE RECOMMENDATION: In Favour

**229. POLITICAL ACTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: with an aging population and 22% of BC residents are age 65 years and older; and

BECAUSE: many seniors struggle with the physical ability to keep their home clean; and

BECAUSE: the United Way has developed a program, Better at Home, to support seniors to continue to live independently in their own homes; and

BECAUSE: the funding for subsidized housecleaning through Better at Home is very low and there continues to be seniors on the waitlist for this help.

**HSA WILL: will advocate with the ministry responsible for funding the Better at Home program to increase funding for subsidized housecleaning.**

SUBMITTED BY: St. Paul's Hospital

COMMITTEE RECOMMENDATION: In Favour

**230. POLITICAL ACTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: there is great inequity in the Ministry for Children and Family Development (MCFD) funding for services for children with developmental needs, so that children with variety of diagnoses (cerebral palsy, Down's syndrome, apraxia, attention deficit dyperactivity (ADHD), etc.) share a small percentage of funding after a majority is designated to children with a diagnosis of autism spectrum disorder (ASD) regardless of current need.

**HSA WILL: lobby for Ministry for Children and Family Development to use needs-based rather than diagnosis-based funding for children's services.**

SUBMITTED BY: Nanaimo Child Development Centre

COMMITTEE RECOMMENDATION: In Favour

**231. POLITICAL ACTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the proposed plan to restructure the Ministry for Children and Family Development (MCFD) funding for children's services across BC is on hold.

**HSA WILL: continue to advocate that children and families have access to seamless care from experienced, accredited, not for profit public providers that can offer multi-disciplinary services to children and families.**

SUBMITTED BY: Child Development Centre of Prince George

COMMITTEE RECOMMENDATION: In Favour

**232. POLITICAL ACTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: cost of living is astronomical.

**HSA WILL: support a living wage for working people in BC.**

SUBMITTED BY: Sunshine Coast

COMMITTEE RECOMMENDATION: In Favour

**233. POLITICAL ACTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Jordan's Principle "is a child-first principle meant to prevent First Nations children from being denied essential public services or experiencing delays in receiving them"; and

BECAUSE: wait times for children to receive needed resources that are funded through Jordan's Principle have been up to 1½ years.

**HSA WILL: lobby the government to ensure the Jordan's Principle program is following the mandate to provide resources without delay as stated by the Canadian Human Rights Tribunal dated May 26, 2017.**

SUBMITTED BY: Child Development Centre of Prince George

COMMITTEE RECOMMENDATION: In Favour



**234. PROFESSIONAL DEVELOPMENT FUND (covers 235) Carried \_\_\_\_ Defeated \_\_\_\_**

BECAUSE: the high cost of living has placed a significant financial burden on union staff, making it difficult for many to afford educational expenses upfront; and  
BECAUSE: a quicker turnaround time for educational funds will alleviate financial stress for union members, enabling them to pursue educational opportunities without undue hardship.

**HSA WILL: prioritize a faster turnaround time for the disbursement of educational funds, reducing the reimbursement process to no more than 30 days.**

SUBMITTED BY: Central Community Health Centre

COMMITTEE RECOMMENDATION: Opposed

**235. PROFESSIONAL DEVELOPMENT FUND (covered by 234)**

BECAUSE: the wait for education fund reimbursement is lengthy and could prohibit members from taking a course if the reimbursement is needed for daily living expenses.

**HSA WILL: reimburse the member for pre-approved education funding within 30 days of proof of course completion being submitted to Health Sciences Association of BC.**

SUBMITTED BY: Queen's Park Care Centre

**236. PROFESSIONAL DEVELOPMENT FUND Carried \_\_\_\_ Defeated \_\_\_\_**

BECAUSE: many members are hesitant to pay, until they know whether or not their funding request will be granted.

**HSA WILL: respond to a member's request for education funding within 30 days of the application submission to advise on whether that funding has been approved.**

SUBMITTED BY: Queen's Park Care Centre

COMMITTEE RECOMMENDATION: Opposed

**237. PROFESSIONAL DEVELOPMENT FUND**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: continuing education including courses, workshops and conferences are necessary for professional growth but very expensive and time sensitive in terms of meeting early bird deadlines; and

BECAUSE: HSA's current review process for professional development fund now requires that members first apply to employer to meet their collective bargaining agreement.

**HSA WILL: review if the additional step of applying to the employer hinders members from accessing professional development funds and if so, HSA will give reassurance or provide timely feedback if denied by the employer that they will be reimbursed and given equitable access to the professional development fund.**

SUBMITTED BY: Mount Saint Joseph Hospital

COMMITTEE RECOMMENDATION: Opposed

**238. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: despite some investments and improvements in medical imaging, staffing levels and shortages of medical imaging technologists still persist, contributing to increasing patient wait times; and

BECAUSE: there is significant shortages of medical imaging technologists to meet current demand and it is increasingly difficult to recruit health professionals in many rural areas of British Columbia.

**HSA WILL: advocate to include medical imaging technologists to the eligible occupations in underserved communities listed in the B.C. Loan Forgiveness Program.**

SUBMITTED BY: 100 Mile District Hospital

COMMITTEE RECOMMENDATION: In Favour

**239. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: social workers are vital to improving well-being, addressing systemic inequalities, and promoting social equity;

BECAUSE: social workers play a critical role in mitigating social determinants of health, such as living and working conditions, which significantly influence health outcomes;

BECAUSE: In British Columbia, social workers, particularly in rural communities and

with children, address these social determinants to improve health outcomes for British Columbians;

BECAUSE: the province struggles to recruit and retain social workers, especially in rural areas and high-caseload settings, resulting in burnout and low retention;

BECAUSE: the 2024 Federal Budget committed to including social workers in the Canada Student Loan Forgiveness Program;

BECAUSE: the province of British Columbia should expand its criteria to include social workers, following the example of the Canada Student Loan Forgiveness Program.

**HSA WILL: call upon the BC Federation of Labour to lobby the BC government to expand the BC Student Loan Forgiveness Program to include social workers in publicly funded facilities working with children and in underserved communities.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In Favour

#### **240. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: health care struggles to retain skilled, experienced, and productive health science professionals; and

BECAUSE: the provincial government is providing incentive bonuses to workers upon hiring; and

BECAUSE: members who have worked for years and carried the province through the pandemic and continue to show up to work every day are not eligible for these incentives due to their years of service; and

BECAUSE: new workers will not get the mentorship and support they need because senior staff are leaving health care in high numbers.

**HSA WILL: lobby the provincial government to offer retention bonuses to all HSA members working in difficult to fill roles in urban and metro communities and who hold positions in high-needs areas in priority occupations in rural and remote areas in equal value to the signing bonuses offered to new members upon hiring in these areas.**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In Favour

**241. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: cost of living in rural and remote sites remains unaffordable for most health science professionals.

**HSA WILL: lobby the BC government to continue funding recruitment and retention incentives for health care workers; and**

**HSA WILL: lobby the BC government to explore creative options to retain health care staff in rural and remote locations including options for housing, childcare and spousal job opportunities.**

SUBMITTED BY: Sunshine Coast

COMMITTEE RECOMMENDATION: In Favour

**242. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: Sunshine Coast is a small, ferry-dependent community with challenges facing recruitment and retention of health science professionals.

**HSA WILL: lobby the BC government to have Sunshine Coast classified as a rural location for the purposes of post-secondary loan forgiveness.**

SUBMITTED BY: Sunshine Coast

COMMITTEE RECOMMENDATION: In Favour

**243. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: artificial intelligence (AI) is rapidly evolving and will significantly impact health care delivery in the coming years; and

BECAUSE: AI should be used responsibly, without replacing health care member jobs or increasing patient caseload expectations for health care providers.

**HSA WILL: advocate for policies that protect health care workers from job elimination due to artificial intelligence (AI) implementation by emphasizing the augmentation of human expertise, ensuring job retraining opportunities, and promoting a collaborative approach between AI systems and health care professionals.**

SUBMITTED BY: Squamish General Hospital

COMMITTEE RECOMMENDATION: In Favour

**244. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: there is a shortage of working health care professionals across the province; and

BECAUSE: students in health science programs may need to have their clinical training outside of where they live.

**HSA WILL: lobby the BC government to provide a housing stipend to support health science professional students access to housing while on clinical rotations away from their home communities in order to support recruitment and retention in communities experiencing chronic shortages of health science professionals.**

SUBMITTED BY: Burnaby Hospital

COMMITTEE RECOMMENDATION: In Favour

**245. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: across the province, health care professionals are working short staffed.

**HSA WILL: continue to lobby the BC government for those professions that are short staffed, and find ways to recruit and retain them.**

SUBMITTED BY: Burnaby Hospital

COMMITTEE RECOMMENDATION: In Favour

**246. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: recruitment and retention in rural and remote areas of BC is known to be a challenge; and

BECAUSE: rural and remote areas of the province have different challenges than more populated areas.

**HSA WILL: form a caucus or working group to explore the unique challenges of rural and remote areas of BC with regards to recruitment and retention to inform HSA on how to best advocate for these regions.**

SUBMITTED BY: Child Development Centre of Prince George

COMMITTEE RECOMMENDATION: In Favour

**247. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: there is a growing need to recruit and retain skilled professionals in the health sciences sector; and

BECAUSE: high school students are an important audience for promoting awareness of health science careers; and

BECAUSE: engaging with high school students can inspire them to pursue post-secondary education and careers in field represented by HSA.

**HSA WILL: develop and implement a high school outreach program to promote health science professions and recruit potential students to future careers in HSA represented jobs.**

SUBMITTED BY: Vernon Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour

**248. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: health authorities are short staffed, and are hiring private (for-profit) agencies for filling vacant positions; and

BECAUSE: it means that HSA members are working beside these high paid temp workers.

**HSA WILL: lobby the BC government to provide service to areas with shortages by using HSA members.**

SUBMITTED BY: Burnaby Hospital

COMMITTEE RECOMMENDATION: In Favour

**249. RECRUITMENT AND RETENTION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: staffing shortages affect all levels of health care and all disciplines; and

BECAUSE: staff who receive pins are not felt to be appreciated compared to new employees.

**HSA WILL: create a committee specific to recruitment and retention.**

SUBMITTED BY: Langley Memorial Hospital

COMMITTEE RECOMMENDATION: Opposed

## 250. RECRUITMENT AND RETENTION

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: psychologists are regulated health professions who provide unique services not offered by ANY other health care professionals (e.g., neuropsychological and psychological assessments), as well as specialized evidence-based treatments that are out of the scope of practice of many other mental health care professionals. Psychologists are doctoral level (i.e., Ph.D. or Psy.D.) scientist-practitioners who provide important clinical knowledge and leadership for program development, evaluation, and research; and

BECAUSE: there is a chronic recruitment and retention problem for psychologists, leading to erasure of vital and unique psychological services in public health care; and  
BECAUSE: members of the public would be forced to seek private psychological services, which many cannot afford.

**HSA WILL: in partnership with other stakeholders (e.g., BC Psychological Association, regional psychology practice leads, health authorities), investigate and publish information on recruitment and retention of HSA psychologists (i.e., the number of HSA psychology positions over time, the availability of unique psychological services).**

SUBMITTED BY: Royal Jubilee Hospital

COMMITTEE RECOMMENDATION: In Favour

## 251. RESEARCH

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the call-back language in the Health Science Professionals Bargaining Association (HSPBA) collective agreement provides for eight consecutive hours off between 10 p.m. and the next shift; and

BECAUSE: during these eight hours a worker must drive home, try to get back to sleep, sleep, eat and then drive back to work.

**HSA WILL: investigate the level of support for the current call-back language amongst members who are covered by the HSPBA collective agreement who answer call-backs.**

SUBMITTED BY: Fraser Canyon Hospital

COMMITTEE RECOMMENDATION: Opposed

## 252. RESEARCH

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: workload has been a longstanding issue for most areas within the acute care setting, and our professions are so different across HSA; and  
BECAUSE: nurses have a ratio for the number of patients they see.

**HSA WILL: work with the professional bodies of health care professionals to try to establish reasonable patient to professional workload, and report back at next convention.**

SUBMITTED BY: Burnaby Hospital

COMMITTEE RECOMMENDATION: Opposed

## 253. SOLIDARITY

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA has committed to standing in solidarity with Indigenous peoples, including First Nations across British Columbia, and supports the principles of truth and reconciliation; and  
BECAUSE: there is both historic and ongoing violence against Indigenous peoples happening globally and in Canada, including the crisis of missing and murdered Indigenous women and girls; and

**HSA WILL: immediately publish a public statement affirming HSA's solidarity with Indigenous peoples globally. This statement will acknowledge the systemic and active violence faced by Indigenous communities worldwide, and stand with all those affected by such atrocities.**

SUBMITTED BY: BC Centre for Ability

COMMITTEE RECOMMENDATION: In Favour

## 254. SOLIDARITY

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: unions are rooted in the principles of collective liberation, social justice, and equitable treatment for all peoples; and  
BECAUSE: supporting movements that challenge systems of oppression aligns with union values and strengthens global labour rights and justice; and  
BECAUSE: states that prioritize religious or ethnic identity in governance structures can perpetuate systemic inequality, exclusion, and oppression

**HSA WILL: immediately prioritize advocacy and solidarity with communities and organizations advancing human rights, equity, and inclusion globally, while ensuring**



**its actions and resources do not endorse or support governance structures that marginalize individuals based on religion, ethnicity, or other identities.**

SUBMITTED BY: BC Centre for Ability

COMMITTEE RECOMMENDATION: In Favour

**255. SOLIDARITY (covers 256, 257, 258, 259)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA strives to create a respectful and engaging environment where we learn from our diverse perspectives, which is achievable by keeping dialogue open and fostering a safe space for debate; and

BECAUSE: HSA stands in solidarity with those who have been marginalized by inequitable systems and seeks to foster an environment where everyone is welcome, included, and belongs; and

BECAUSE: HSA acknowledges in our solidarity statement that we are all systematically taught misinformation about our own groups and about members of other groups.

**HSA WILL: commit to protecting and representing members who face repercussions for engaging in respectful dialogue regarding topics that may have discourse (i.e. political issues, racial justice issues, decolonization, and reconciliation) inclusive to the workplace, and HSA events, as well as extending its commitment to better understand and support cultural safety for members who are advocating for these topics on a local and international scale.**

SUBMITTED BY: Kootenay Lake Hospital

COMMITTEE RECOMMENDATION: In Favour

**256. SOLIDARITY (covered by 255)**

BECAUSE: HSA strives to create a respectful and engaging environment where we learn from our diverse perspectives.

**HSA WILL: commit to protecting and representing members who face repercussions for engaging in respectful dialogue regarding topics that may have discourse (i.e. political issues, racial justice issues, decolonization, and reconciliation) inclusive to the workplace, and HSA events, as well as extending its commitment to better understand and support cultural safety for members who are advocating for these topics on a local and international scale.**

SUBMITTED BY: Vancouver General Hospital

### **257. SOLIDARITY (covered by 255)**

BECAUSE: HSA strives to create a respectful and engaging environment where we learn from our diverse perspectives.

**HSA WILL: commit to protecting and representing members who face repercussions for engaging in respectful dialogue regarding topics that may be controversial (i.e. political issues, racial justice issues, decolonization, reconciliation, international issues), both in the workplace and at HSA events, as well as extending its commitment to better understand and support cultural safety for members who are advocating for these topics on a local and international scale.**

SUBMITTED BY: Fraser Canyon Hospital

### **258. SOLIDARITY (covered by 255)**

BECAUSE: HSA's Guiding Principles of Solidarity encourage and allow for respectful debate and disagreement; and

BECAUSE: HSA is committed to creating a space where all individuals are welcomed, included, and feel a true sense of belonging; and

BECAUSE: HSA stands in solidarity with those marginalized by unjust systems.

**HSA WILL: follow the Guiding Principles of Solidarity and protect members from repercussions for sharing opinions that may trigger debate when done so respectfully.**

SUBMITTED BY: Richmond Mental Health

### **259. SOLIDARITY (covered by 255)**

BECAUSE: HSA strives to create a respectful and engaging environment where we learn from our diverse perspectives; and

BECAUSE: HSA stands in solidarity with those who have been marginalized by inequitable systems and seeks to foster an environment where everyone is welcome, included, and belongs.

**HSA WILL: protect and support members who face consequences for participating in respectful discussion that may generate debate (i.e. climate change, racial justice issues, decolonization, and reconciliation) within the workplace or HSA events; and**  
**HSA WILL: reaffirm its commitment to fostering a deeper understanding of and advocating for cultural safety for members championing these issues.**

SUBMITTED BY: BC Children's and Women's Hospital

**260. SOLIDARITY**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: union organizing is becoming increasingly difficult due to labour-busting by mega corporations.

**HSA WILL: support union organizing and sectoral bargaining across all industries.**

SUBMITTED BY: Sunshine Coast

COMMITTEE RECOMMENDATION: In Favour

**261. STEWARD RESOURCES (covers 262)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: steward work requires time and organizational skills; and  
BECAUSE: there are better email platforms available; and  
BECAUSE: stewards need to be efficient due to workload pressure; and  
BECAUSE: communication within the membership is essential for member engagement.

**HSA WILL: find a better email system for stewards than the Portal. Options such as Microsoft Outlook allow for better organization, communication, and ability to link directly to online meeting platforms.**

SUBMITTED BY: University Hospital of British Columbia

COMMITTEE RECOMMENDATION: In Favour

**262. STEWARD RESOURCES (covered by 261)**

BECAUSE: despite updates and steward feedback the steward email platform continues to have significant user issues; and  
BECAUSE: the current e-mail platform is cumbersome and time-consuming, resulting in additional steward time spent on completing basic steward duties that could be spent providing additional support to members; and  
BECAUSE: a reliable email platform is necessary for conducting union business.

**HSA WILL: replace the steward e-mail platform with a more sophisticated platform such as Outlook or an equivalent.**

SUBMITTED BY: BC Children's and Women's Hospital

**263. STEWARD RESOURCES (covers 264)**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: lead stewards are elected every year, and there could be a changeover yearly.

**HSA WILL: create a “chapter steward” email, and have it redirected to the lead and assistant lead to make sure that members emails are going through to the correct people.**

SUBMITTED BY: Burnaby Hospital

COMMITTEE RECOMMENDATION: Opposed

**264. STEWARD RESOURCES (covered by 263)**

BECAUSE: members need to be able to reach site stewards regardless of steward team changes; and

BECAUSE: one email makes it easier to respond to members collaboratively and timely; and

BECAUSE: having one consistent email that members associate with their local steward team.

**HSA WILL: create a dedicated steward email for each chapter.**

SUBMITTED BY: Nanaimo Regional General Hospital

**265. STEWARD RESOURCES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: lead and assistant lead stewards have a right to personal privacy; and

BECAUSE: virtual cell numbers are inexpensive without the need for additional hardware; and

BECAUSE: leads/assist are not always in an office but still need to call members.

**HSA WILL: provide virtual cell numbers to lead and assistant lead stewards upon their request.**

SUBMITTED BY: Abbotsford Regional Hospital

COMMITTEE RECOMMENDATION: In Favour

**266. STEWARD RESOURCES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: labour relations officers (LROs) can see patterns in grievances and group grievances; and

BECAUSE: stewards are not always informed in a timely manner before they have to deal with them.

**HSA WILL: create a steward bulletin communicating for lead and assistant stewards.**

SUBMITTED BY: Abbotsford Regional Hospital

COMMITTEE RECOMMENDATION: Opposed

**267. STEWARD RESOURCES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: dedicated paid stewards encounter a wide range of problems and issues from members in various different departments and file different types of grievances; and

BECAUSE: the current three-day basic steward training is extremely inadequate to address and educate these stewards to do their job properly; and

BECAUSE: these stewards are the front-line contact for members and the main liaison, acting as the right-hand person, for HSA labour relations officers (LROs) at their site; and

BECAUSE: informed and educated stewards can better address and respond correctly in a more timely manner without waiting for a response from the LRO or the union who may not always be readily available to respond.

**HSA WILL: bring back the LRO job shadowing program where the dedicated steward can learn and work directly with LRO(s) for a minimum of one week or agreed upon amount of time.**

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: In Favour

**268. STEWARD RESOURCES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: lead stewards are expected to attend convention, as per HSA constitution; and

BECAUSE: sites with consolidated members (examples including but not limited to pharmacy, lab, biomed) may have paid stewards for the consolidated employees but are not formally called lead stewards; and

BECAUSE: there is currently no HSA policy where it requires HSA to ensure dedicated paid stewards be given the priority to attend union meetings; and

BECAUSE: these stewards act as representatives for their site's members who may be unable to attend but have questions and issues that need to be brought forward to HSA staff and committees at these meetings; and

BECAUSE: stewards need to disseminate information and answers back to their members.

**HSA WILL: instruct the labour relations officers (LROs) to work with the employer to give priority to the dedicated paid stewards of consolidated sites to attend union meetings.**

SUBMITTED BY: Vancouver General Hospital

COMMITTEE RECOMMENDATION: Opposed

**269. STEWARD RESOURCES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: the democratic process for our union is fundamental to its strength; and

BECAUSE: a fair and transparent steward election is essential to ensuring representation that accurately reflects the will of the membership; and

BECAUSE: paid steward time should be awarded to those who have been nominated into leadership positions; and

BECAUSE: HSA does not currently have a process for distributing paid steward time.

**HSA WILL: ensure that paid steward time is allocated in priority sequence. Paid time will be offered to lead stewards, any remaining steward time will then be offered to the assistant lead stewards, and then any remaining time will be offered to general stewards; and ensure that interested general stewards will be awarded the opportunity to orient into paid steward positions for vacancies (such as vacations, etc.) as available. As well as ensure that opportunities are provided in a fair and equitable manner.**

SUBMITTED BY: Baptist Housing

COMMITTEE RECOMMENDATION: Opposed

**270. STEWARD RESOURCES**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA would like to increase membership involvement; and  
BECAUSE: HSA would like sites to hold chapter meetings more regularly; and  
BECAUSE: HSA needs stewards to submit grievances, sometimes outside of work hours; and  
BECAUSE: HSA needs members to step up as stewards and for members to be excited about their union.

**HSA WILL: cover time and cost of scheduling and running chapter meetings by being paid time by either HSA or the employer, cover the cost it takes for stewards to file grievances on their own time, cover the cost to engage members in union activities by paying the steward the time to organize chapter meetings and other events -being paid by either the union or the employer.**

SUBMITTED BY: Eagle Ridge Hospital

COMMITTEE RECOMMENDATION: Opposed

**271. TRUTH AND RECONCILIATION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: has expressed commitment to Truth and Reconciliation; and  
BECAUSE: BC has committed to the Declaration of the Rights of Indigenous People's Act; and  
BECAUSE: the In Plain Sight Report was developed out of the racism Indigenous Peoples face.

**HSA WILL: through the Board of Directors, senior leadership, and the Indigenous Circle, develop an HSA-specific action plan on Truth and Reconciliation.**

SUBMITTED BY: Board of Directors, on behalf of Indigenous Circle

COMMITTEE RECOMMENDATION: In Favour

**272. TRUTH AND RECONCILIATION**

Carried \_\_\_\_ Defeated \_\_\_\_

BECAUSE: HSA stands for Indigenous rights and acknowledges the unceded territories across the province that our union works and has members in; and  
BECAUSE: we recognize that Indigenous peoples globally face similar struggles for land, sovereignty, and self-determination, from the Americas to the Middle East; and  
BECAUSE: the ongoing injustices, displacement, and violence faced by Indigenous communities, particularly in Palestine, demand international solidarity; and  
BECAUSE: HSA is committed to advocating for human rights, justice, and equality for all oppressed peoples.

**HSA WILL: stand in solidarity with Indigenous peoples everywhere, supporting their right to self-determination, freedom, and justice, no matter where they are in the world; and**

**HSA WILL: bring forward the spirit and intent of this resolution to the provincial and national union groups including BC Federation of Labour (BCFed), National Union of Public and General Employees (NUPGE), Labour Councils, and the Canadian Labour Council (CLC).**

SUBMITTED BY: BC Children's and Women's Hospital

COMMITTEE RECOMMENDATION: In Favour



**ADDENDUM: RESOLUTIONS FROM DOGWOOD CARE HOME**

**273. JOINT HEALTH SCIENCE BENEFITS TRUST** Carried \_\_\_\_ Defeated \_\_\_\_

**HSA WILL:** recommend the JHSBT HSA trustees review the viability of increasing funding for mental health coverage under the extended health care plan; and ~~lobby governments to increase the funding for mental health for health care workers and advocate for increased blue cross/MSP funding for additional services such as counselling and therapy to increase health care coverage for all HSA members~~  
**HSA WILL:** lobby the provincial government to increase coverage for mental health services including counselling and therapy under the Medical Services Plan.

COMMITTEE RECOMMENDATION: In Favour as Amended

**274. FINANCE** Carried \_\_\_\_ Defeated \_\_\_\_

**HSA WILL:** create a mental health fund that will support initiatives both locally and internationally to address the violence and distress experienced by health care workers who are suffering from psychological injuries as a result of their work in health care.

COMMITTEE RECOMMENDATION: Opposed

**275. GOVERNANCE** Carried \_\_\_\_ Defeated \_\_\_\_

**HSA WILL:** provide the fundamental functions reports (finance, constitution, governance, labour relations, communication, education, steward resources, member services, etc) at least 1 week prior to convention digitally for members to review, to save time and prioritize the voting of resolutions during the 3 days of convention.

COMMITTEE RECOMMENDATION: Opposed

**276. HEALTH HUMAN RESOURCES** Carried \_\_\_\_ Defeated \_\_\_\_

**HSA WILL:** ~~advocate and investigate to standardize safe client to HSP clinician caseload ratios for therapists (RecT, MT, OT, PT, RD, SW, Rx,) in LTC settings, and advocate for an increase in staffing of~~ lobby for increased funding for therapists in long term care.

COMMITTEE RECOMMENDATION: In Favour as Amended

**277. HEALTH HUMAN RESOURCES**

Carried \_\_\_\_ Defeated \_\_\_\_

**HSA WILL: lobby the government to advocate for an increase in recreation therapists and music therapists in acute care and transition services settings.**

COMMITTEE RECOMMENDATION: In Favour

**278. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES**

Carried \_\_\_\_ Defeated \_\_\_\_

**HSA WILL: advocate for the increase in education to shift delivery service model for long term care (LTC ) and increase resources and education for residents and staff which includes harm reduction, substance use, sexual health, dignity of risk protocols, ethics, and safety for those living in and working in the LTC sector.**

COMMITTEE RECOMMENDATION: Opposed

**279. GENERAL**

Carried \_\_\_\_ Defeated \_\_\_\_

**HSA WILL: lobby the BC government to advocate for free public transit for health care members, which will significantly reduce the costs for HSA members in terms of commuting, and will reduce our environmental impact/footprint of our members and our world.**

COMMITTEE RECOMMENDATION: Opposed



**The union delivering modern health care**