

Resolutions 2026



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1. CHILDREN'S SERVICES

Submitted by: Okanagan Similkameen Neurological Society

Committee Recommendation: In Favour

BECAUSE: of the increased emotional and physical needs of children in care and the necessity for most households to have two incomes in the current cost of living (COL) crisis.

HSA WILL: advocate for more support workers for children in childcare centres; and

HSA WILL: advocate for nursing support services for children in childcare settings.

Carried ____ Defeated ____

2. CHILDREN'S SERVICES

Submitted by: Okanagan Similkameen Neurological Society

Committee Recommendation: In Favour

BECAUSE: wait times for pediatric therapy services continue to increase; and

BECAUSE: current evidence based recommendations support providing assessment and intervention EARLY and OFTEN to capitalize on early neuroplasticity.

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

Carried ____ Defeated ____

3. CHILDREN'S SERVICES (covers 4 and 5)

Submitted by: BC Centre for Ability

Committee recommendation: In Favour

BECAUSE: advocate to the Government of British Columbia for a more equitable access model that is not limited to autism-specific programs and ensures all children, regardless of diagnosis, can access appropriate therapies, equipment, and support services based on individual need; and

BECAUSE: autism support services funding is not available to children who are not autistic, despite having equally significant and ongoing therapy needs, including those with Down syndrome, cerebral palsy, and other disabilities and/or health challenges; and

BECAUSE: many children and youth in British Columbia are unable to access vital therapies and adaptive equipment due to financial barriers; and

BECAUSE: HSA members in both community and hospital settings regularly encounter children and youth with illness and disability whose health, development, and quality of life are limited by their inability to access funding for essential therapies and support services.

HSA WILL: advocate to the Government of British Columbia for a more equitable access model for children with disabilities that is not limited to only children with an autism diagnosis, and ensures all children, regardless of diagnosis, can access appropriate therapies, equipment, and support services based on individual need.

Carried ____ Defeated ____

6. CHILDREN'S SERVICES

Submitted by: Queen Alexandra Centre for Children

Committee Recommendation: In Favour As Amended

BECAUSE: the range and complexity of support needs of children and their families, the availability of community resources, and the travel required to reach service delivery locations all significantly affect the manageability of pediatric therapy caseloads; and

BECAUSE: the medical and social complexity of children with support needs has increased since the development of the Preferred Practice Guidelines in 2008, while health care, social, and economic supports have decreased; and

BECAUSE: the BC Association for Child Development and Intervention (BCACDI) advocates for developmental supports that meet the needs of children, youth, and families, and collaborates with organizations and government to strengthen the capacity of the child development sector to provide accessible, inclusive, and effective services; and

BECAUSE: excessive workloads undermine the well being of pediatric therapists and hinder the recruitment and retention of qualified professionals.

HSA WILL: collaborate with The BC Association for Child Development and Intervention (BCACDI) and the provincial government to secure the funding needed to ensure staffing levels that align with the Preferred Practice Guidelines for pediatric therapists.

References:

~~1. Stewart, A. (2006). Promoting Manageable Workloads for Paediatric Therapists in BC. Office of the Provincial Paediatric Therapy Consultant.~~

~~2. Promoting Manageable Workloads Project: Phase 2 – Preferred Practice Guidelines for BC Pediatric Therapists (2008).~~

~~3. BCACDI – The BC Association for Child Development and Intervention.~~

Carried ____ Defeated ____

7. COMPOSITE 1 - CHILDREN'S SERVICES (covers 8 and 9)

Submitted by: Resolutions Committee

Committee Recommendation: In Favour

BECAUSE: Child Development Centres provide essential therapies and family-centered services for children and families in the critical early years of development; and

BECAUSE: non-profit Child Development Centres offer low-barrier, accessible, community based services for children and families; and

BECAUSE: the current procurement process for contracted health and social services can result in contracts being awarded to for-profit businesses instead of non-profit Child Development Centres with established community expertise and longstanding service.

HSA WILL: advocate for the provincial government to provide stable, adequate, and sustainable funding for British Columbia's non-profit Child Development Centres; and

HSA WILL: advocate for review and reform of the current process for awarding contracts for Children and Youth with Support Needs (CYSN) services to ensure fairness and transparency, and to prioritize non-profit community agencies delivering essential services to children and families in British Columbia.

Carried ____ Defeated ____

10. CHILDREN'S SERVICES

Submitted by: North Okanagan Neurological Association (NONA)

Committee recommendation: In Favour

BECAUSE: the average wait time for a pediatric Autism assessment in BC is 80.6 weeks (as per AutismBC's report); and

BECAUSE: early intervention services to Autistic children are funded up to 22 000 dollars per year until the age of 6; and

BECAUSE: Autism support funding is reduced to \$6,000 per year when the child turns 6; and

BECAUSE: many children are being diagnosed with Autism later in childhood due to the long assessment waitlist, thus missing out on a large portion of their funding for early intervention; and

BECAUSE: there is a shortage of professionals qualified to conduct Autism assessments in BC.

HSA WILL: lobby the government to adequately fund assessments, hire sufficient professionals to conduct assessments, and review the assessment process to reduce the wait time for publicly funded pediatric Autism assessments.

Carried ____ Defeated ____

11. CHILDREN'S SERVICES

Submitted by: Fraser Valley CDC

Committee recommendation: In Favour

BECAUSE: access to quality, inclusive childcare is essential for the well-being, developmental outcomes of children with support needs; and

BECAUSE: the lack of available childcare disproportionately impacts working families, with lack of funding for support staffing impacting their children ability to attend.

HSA WILL: petition the government to prioritize and increase the funding for support staff to make daycare available to all families regardless of their child's needs.

Carried ____ Defeated ____

12. COMPOSITE 2 - CHILDREN'S SERVICES (covers 13 and 14)

Submitted by: Resolutions Committee

Committee recommendation: In Favour

BECAUSE: the number of children needing early intervention services has increased and the level of intervention needed has become more complex and requires more time from professionals; and

BECAUSE: waitlists can be long, some children are aging out before they receive any early intervention services; and

BECAUSE: there are many professions required to support children and families in need and there are inequities in service delivery across the province; and

BECAUSE: professionals want to help as many children as they can, and this has increased the level of stress they face in their daily work as they see the need for more services and do not have enough hours in the day to deliver the services needed.

HSA WILL: advocate for the government to increase FTE's for Child Development Centres to increase staffing level for all professions including OT, PT, SLP, SCD, as well as family support and social work services, and any other needed professions, to ensure equity of services at CDC's across the province.

Carried ____ Defeated ____

15. CHILDREN'S SERVICES

Submitted by: Fraser Valley CDC

Committee recommendation: In Favour

BECAUSE: Safe and developmentally appropriate child care relies on adequate staffing levels to meet the physical, emotional, and developmental needs of children; and

BECAUSE: Current child care ratios in British Columbia place increased workload, stress, and burnout on Early Childhood Educators and support staff ; and

BECAUSE: Lower child-to-staff ratios are linked to improved child safety, stronger developmental outcomes, and higher quality of care; and

BECAUSE: Chronic staffing shortages and high turnover in child care settings are negatively impacting workers' well-being and service quality.

HSA WILL: advocate to the Government of British Columbia for the implementation of lower child-to-staff ratios in licensed child care settings; and

HSA WILL: work with the BCFederation of Labour (BCFED), National Union of Public and General Employees (NUPGE), and relevant sector partners to promote safer staffing standards and sustainable funding models for child care; and

HSA WILL: support policies and funding that improve working conditions, retention, and recruitment within the child care sector.

Carried ____ Defeated ____

16. CHILDREN'S SERVICES

Submitted by: Fraser Valley CDC

Committee recommendation: In Favour

BECAUSE: the funding for Autism therapies is reduced significantly at age 6; and

BECAUSE: the waitlists to receive an Autism diagnosis have reached 2-3yrs not allowing families to access the full funding amount received for early interventions.

HSA WILL: lobby the provincial government to consider fully funded Autism therapies to be available regardless of age of diagnosis for a set number of years.

Carried ____ Defeated ____

17. CHILDREN'S SERVICES

Submitted by: Fraser Valley CDC

Committee recommendation: In Favour

BECAUSE: the number of neurodivergent children is growing and waitlists for assessments have long waitlists; and

BECAUSE: the education around recognizing traits of neurodivergent children is not up to date among many medical professionals, leading to missed diagnosis, especially for females.

HSA WILL: advocate to the provincial government for more information to medical and Healthcare professionals regarding updated research and understanding around neurodivergence and how to recognize non-stereotypical traits in young children.

Carried ____ Defeated ____

18. CHILDREN'S SERVICES

Submitted by: Fraser Valley CDC

Committee recommendation: In Favour

BECAUSE: access to publicly funded therapies for school-aged children is limited due to high demand and long waitlists in schools, and many families are unable to access private therapies in the community due to financial barriers; and

BECAUSE: many children with a wide range of diagnoses require additional supports, services, and therapies in order to be successful, and current funding models recognize and fund a very limited category of diagnoses, excluding many children who require the same level of therapeutic support.

HSA WILL: will lobby the provincial government to expand and include public funding for school-aged children with additional diagnoses, including but not limited to Fetal Alcohol Spectrum Disorder (FASD), to ensure equitable access to necessary supports and therapies.

Carried ____ Defeated ____

19. CHILDREN'S SERVICES

Submitted by: Fraser Valley CDC

Committee recommendation: In Favour

BECAUSE: fewer people are volunteering to become foster families for reasons which include lack of financial support to meet the needs, and education/training to support children with higher needs (ex. physical, mental, social); and

BECAUSE: there is an increase in the number of children requiring foster care, with an over representation of Indigenous children; and

BECAUSE: there is an increase in the number of staffed group homes, which are very expensive; and

BECAUSE: group homes may meet physical needs but not meet social emotional needs, for example sense of belonging, attachment, and caregiver consistency.

HSA WILL: advocate to the Ministry of Children and Family Development to increase support for fostering children, especially those with extra needs, both financial and education/training.

Carried ____ Defeated ____

20. COMPOSITE 3 - CHILDREN'S SERVICES (covers 21, 22 and 23)

Submitted by: Resolutions Committee

Committee recommendation: In Favour

BECAUSE: children with diverse needs require specialized medical and safety equipment and supports to ensure their participation in daily activities, and

BECAUSE: inadequate funding for these safety related items places children, staff and families at increased risk, and

BECAUSE: no funding is provided for necessary adaptive tools, mobility supports, and environmental modifications, and

BECAUSE: prescribing professionals must then justify their prescriptions to the Ministries that provide funding.

HSA WILL: advocate to the provincial and federal governments for increased, stable funding for medical and safety equipment and attachments that support safe and inclusive participation for children and youth with diverse needs and recognize these resources as essential to equitable service delivery, and

HSA WILL: advocate that prescribed medical or safety items do not require additional justification beyond "this item is required for safety reasons".

Carried ____ Defeated ____

24. CHILDREN'S SERVICES

Submitted by: Fraser Valley CDC

Committee recommendation: In Favour

BECAUSE: Family Connection Centres (FCCs) equitably benefit all clients with early intervention needs; and

BECAUSE: Family Connection Centres have the potential to directly impact work done by HSABC members working at Child Development Centres; and

BECAUSE: there has been minimal communication from the government regarding plans to further implement the move towards Family Connection Centres.

HSA WILL: advocate for ongoing and renewed implementation of Family Connection Centres in British Columbia; and

HSA WILL: advocate for their expansion to be focused on established unionized service delivery organizations (i.e. Child Development Centres).

Carried ____ Defeated ____

25. CHILDREN'S SERVICES

Submitted by: Fraser Valley CDC

Committee recommendation: In Favour

BECAUSE: children and adolescents are spending increasing amounts of time on digital devices, often without adequate guidance or age-appropriate safeguards; and

BECAUSE: early access to digital devices creates habits that increase over time and has also been linked to impact social emotional development, attention and sleep.

HSA WILL: support advocacy and education to parents around the impacts of screen time during early childhood.

Carried ____ Defeated ____

26. CHILDREN'S SERVICES (covers 27)

Submitted by: The Centre for Child Development

Committee recommendation: In Favour

BECAUSE: there is no standard of care, such as education required to work with children in a licensed childcare program/centre; and

BECAUSE: the Early Childhood Education (ECE) field is lacking quality persons in a licensed childcare program; and

BECAUSE: children are getting asked to leave programs as staff are uneducated and untrained to understand child development.

HSA WILL: lobby the government to raise the standard of education to hold basic Early Childhood Education (ECE) to licensed practice certificates in childcare and related fields.

Carried ____ Defeated ____

28. CLIMATE JUSTICE (covers 29)

Submitted by: Ribbon Community

Committee recommendation: In Favour

BECAUSE: the construction of AI data centres requires extracting rare earth minerals which is contributing to massive human rights violations globally; and

BECAUSE: building AI data centres affects access to clean drinking water and the global supply; and

BECAUSE: continued investment in AI threatens the job and economic security of our fellow workers; and

BECAUSE: we stand in solidarity with workers, Indigenous peoples and their access to clean drinking water, and with groups facing violence and human rights violations due to ongoing colonization and resource extraction; and

BECAUSE: America has explicitly shared its plan to occupy Venezuela to exploit their resources, and has threatened Greenland with the same; and

BECAUSE: Greenland holds 10% of global freshwater – a resource which is being illegally sourced by Big Tech companies internationally to save cooling costs for AI data centres, while many Indigenous communities remain without clean drinking water; and
BECAUSE: the EU identified that Greenland holds 25 out of 34 rare earth minerals that are being sought and illegally extracted by world leaders and Big Tech for technology, military equipment, and surveillance.

**HSA WILL: examine the use of Artificial Intelligence (AI) in our union workings; and
HSA WILL: request that NUPGE lobby our government to end the continued colonization and extraction of materials from resource-rich nations worldwide, (including Greenland, Sudan, Democratic Republic of Congo, Palestine, and more); reaffirm the rights of their Indigenous people to independently govern themselves as their own sovereign nation; and call for an arms embargo on all countries annexing land and occupying other states.**

Carried ____ Defeated ____

30. CLIMATE JUSTICE

Submitted by: Eagle Ridge Hospital

Committee recommendation: In Favour As Amended

BECAUSE: throughout British Columbia and around the world; climate change is having devastating effects, including, but not limited to:

- longer and more intense wildfire seasons
- more droughts, heatwaves, and rising global temperatures, leading to more heat domes
- changes in precipitation patterns and rising sea levels, leading to increased flooding
- stronger and more intense hurricanes
- longer frost-free and growing seasons, affecting ecosystems and agriculture
- arctic is very likely to become ice-free; and

BECAUSE: these effects are having, and will continue to have, devastating consequences to British Columbians and all humanity including, but not limited to:

- severe injuries
- residential displacement
- adverse effects on physical, mental, emotional and spiritual health
- death

<https://science.nasa.gov/climate-change/effects>

**HSA WILL: have recycling bins for paper, hard plastics, soft plastics, aluminum cans and other recyclables and composting bins at all in person events, whenever possible; and
HSA WILL: offer opt in/opt out choice during registration process for sending paper workbooks and other materials via mail for all online events and will only share these materials electronically for those who opt out of the paper workbooks; and
~~HSA WILL: print and distribute paper copies of all Collective Agreements only to HSA members who opt to receive them in this format.~~**

Carried ____ Defeated ____

31. CLIMATE JUSTICE

Submitted by: BC Cancer - Vancouver

Committee recommendation: In Favour

BECAUSE: HSA is committed to reducing greenhouse gas emissions; and

BECAUSE: governments across Canada are mandating public service workers back into the office full time; and

BECAUSE: reducing the number of workplace commuters can allow employers to make better use of limited space and reduce congestion for those whose occupation requires that they be in person.

HSA WILL: lobby the governments of BC and Canada to cease mandating public workers back into the office.

Carried ____ Defeated ____

32. CLIMATE JUSTICE

Submitted by: BC Cancer - Vancouver

Committee recommendation: Opposed

BECAUSE: HSA is committed to reducing environmental impacts; and

BECAUSE: HSA has already reduced the use of single-use items in its own swag; and

BECAUSE: no such limitation on single-use and disposable items for swag exists in HSA election campaign policy.

HSA WILL: revise policy so that election campaigns adhere to HSA's policy on reducing swag and handouts and a commitment to the environment through the elimination of single-use items.

Carried ____ Defeated ____

33. CLIMATE JUSTICE

Submitted by: Burnaby Hospital

Committee recommendation: Opposed

BECAUSE: our health organizations and facilities are trying to decrease the environmental impact of operations, with an increasing focus on planetary health.

HSA WILL: reduce the union extraneous "swag" such as single use plastic items, small note pads, and keychains.

Carried ____ Defeated ____

34. COMPOSITE 4 - CLIMATE JUSTICE (covers 35 and 36)

Submitted by: Resolutions Committee

Committee recommendation: In Favour

BECAUSE: research has shown that Artificial Intelligence (AI) has profound, negative impacts on the social, mental, and emotional health of individuals, and the socioeconomic and industrial conditions of the majority of working individuals; and

BECAUSE: AI has a profoundly negatively impact on the global climate and is contributing to the current climate catastrophe at alarming rates; and

BECAUSE: there exists significant ethical and moral concerns regarding the use of AI (ie. Generative AI and Large Language Models) in the workplace – specifically healthcare; and

BECAUSE: data centers for Large Language Models (LLM) and AI industrialization have been planned for the Lower Mainland and Vancouver Island; and

BECAUSE: the work of HSA members and staff is rooted in social justice and labour work.

HSA WILL: strongly oppose the utilization of AI throughout healthcare and within its own practice unless needed for accessible adaptive technology under protected grounds; and

HSA WILL: liaise with BCFED and NUPGE to lobby our government to implement robust, ethical and legal frameworks for AI use within the workplace; and

HSA WILL: submit resolutions to BCFED, NUPGE and CLC conventions and labour councils, to restrict the implementation of AI until further work is done to create these ethical frameworks; and

HSA WILL: submit resolutions to BCFED, NUPGE and CLC conventions and labour councils to restrict the creation of Data Centers targeted towards Artificial Intelligence (AI) and Large Language Models (LLM) unless needed for accessible adaptive technology under protected grounds.

Carried ____ Defeated ____

37. COMMUNICATIONS

Submitted by: Juan de Fuca Hospitals

Committee recommendation: In Favour

BECAUSE: the election for the President of HSA is voted on by all members; and

BECAUSE: Candidates are permitted to email members during the campaign; and

BECAUSE: Candidates have previously used email marketing platforms to send these emails; and
BECAUSE: the cost of these email marketing platforms comes out of each candidates' campaign budget; and

BECAUSE: these email marketing platforms do not permit the use of third-party email distribution lists (those provided by HSA to candidates); and

BECAUSE: these email marketing platforms will suspend your account on discovery of this (each member must opt in individually); and

BECAUSE: these email marketing platforms are difficult to use without the technology knowledge

BECAUSE: This may be a deterrent to some considering campaigning.

HSA WILL: allow candidates to communicate with members for the purposes of campaigning for President using HSA's existing communications resources.

Carried ____ Defeated ____

38. COMMUNICATIONS

Submitted by: Royal Columbian Hospital
Committee recommendation: *Opposed*

BECAUSE: members need to know if wages could be impacted as a result of vote, even if details of wages are not part of the presented agreement for vote.

HSA WILL: ensure a statement about potential wage impact is included in all agreements put forward for member voting that may result in a change of wage.

Carried ____ Defeated ____

39. COMMUNICATIONS

Submitted by: Langley Memorial Hospital
Committee recommendation: *Opposed*

BECAUSE: we have limited time at Convention to discuss and vote on resolutions.

HSA WILL: create an online portal for delegates to view and post discussion about resolutions IN ADVANCE of Convention.

Carried ____ Defeated ____

40. COMMUNICATIONS

Submitted by: Langley Memorial Hospital
Committee recommendation: *In Favour*

BECAUSE: Stewards are often inexperienced with the variety of grievances that they file; and
BECAUSE: we can mitigate the work done by our LROs by having some information readily available.

HSA WILL: create a list of grievance language for many different kinds of Collective Agreement infractions, allowing Stewards to easily copy and paste them.

Carried ____ Defeated ____

41. COMMUNICATIONS

Submitted by: Langley Memorial Hospital
Committee recommendation: *In Favour*

BECAUSE: emails from HSA are at times not of interest to all members, and it can be difficult for members to filter through what is relevant and/or of interest to them; and
BECAUSE: less frequent communication can be more effective.

HSA WILL: add options for members to opt-out of emails relating to workshops, or chapter meetings, etc; and

HSA WILL: include a statement about email options in all mandatory emails to alert members about their ability to change settings at any time.

Carried ____ Defeated ____

42. COMMUNICATIONS

Submitted by: Eagle Ridge Hospital

Committee recommendation: Opposed

BECAUSE: extremely important topics are discussed at HSA Conventions, potentially resulting in HSA sharing outcomes of these discussions at future HSA Conventions via booklets or handouts only to HSA Convention participants; and

BECAUSE: discussions that were had at the 2024 HSA Convention resulted in a document entitled "The Assessment and Recommendations 2024 HSA Annual Convention", which was shared in paper format to HSA members who attended the 2025 HSA Convention, but not with all HSA members throughout the province, neither via paper or electronically, like HSA Resolutions are shared; and

BECAUSE: communication, accountability, and transparency to all HSA members are extremely important values that should always be adhered to by HSA.

HSA WILL: send The Assessment and Recommendations 2024 HSA Annual Convention as soon as possible after the 2026 HSA convention to all HSA members electronically, via email (preferred method) or via mail; and

HSA WILL: send all future documents from all future HSA conventions to all HSA members electronically, via email (preferred method) or via mail.

Carried ____ Defeated ____

43. COMMUNICATIONS

Submitted by: BC Cancer - Vancouver

Committee recommendation: Opposed

BECAUSE: members want to receive communications from their elected representative on the Board; and

BECAUSE: not every member checks their email; and

BECAUSE: Board members are required to submit reports to their delegates on quarterly basis; and

BECAUSE: members also want to hear what other Board members have to report.

HSA WILL: publish a list of all Regional Director bulletins sent to their region broken down by Region along with the name of the Regional Director who wrote the bulletin, retroactive to their date of joining the Board.

Carried ____ Defeated ____

44. COMPOSITE 5 - COMMUNICATIONS (covers 45, 46 and 47)

Submitted by: Resolutions Committee

Committee recommendation: In Favour

BECAUSE: there is a lack of understanding by the public, other health care professionals, and even within our own membership about the roles/scopes of Health Sciences Association of BC health care professionals.

HSA WILL: will educate the public on the roles/scopes of Health Sciences Association of BC health care professionals; and

HSA WILL: will educate non-HSA health care professionals on the roles/scopes of Health Sciences Association of BC health care professionals; and

HSA WILL: educate all HSA health care professionals on the roles/scopes of Health Sciences Association of BC health care professionals.

Carried ____ Defeated ____

48. COMMUNICATIONS

Submitted by: Richmond Mental Health

Committee recommendation: In Favour

BECAUSE: there has been an upward trend of new graduates of health science professions going into private practice; and

BECAUSE: some health science students are receiving presentations from private companies through their education programs on the advantages of going private.

HSA WILL: explore initiatives to present the benefits of being unionized and part of the labour movement to graduating classes of health science professionals, such as the Core Member Engagement Team (CMET) or a new initiative.

Carried ____ Defeated ____

49. COMMUNICATIONS

Submitted by: Members with Disabilities Committee

Committee recommendation: In Favour

BECAUSE: the labour movement is committed to equity, inclusion, diversity, accessibility, and the dignity of workers with disabilities through union policy; and

BECAUSE: accessible education and inclusive practices are necessary to ensure all members can participate fully and with dignity in union life; and

BECAUSE: members with disabilities—including those with visible and non-visible disabilities—are often required to self-identify, explain, and negotiate their own access needs within union and workplace environments; and

BECAUSE: understanding lived experience through respectful, ethical, and trauma-informed data collection is essential to identifying barriers and addressing systemic ableism; and

BECAUSE: provincial and federal accessibility legislation, including the Accessible British Columbia Act and the Accessible Canada Act, establish frameworks for identifying, removing, and

preventing barriers for persons with disabilities, and human rights law in British Columbia and Canada affirms the right to equal access, dignity, and inclusion for persons with disabilities.

HSA WILL: conduct a confidential, accessible, and trauma-informed audit of the membership to collect qualitative and quantitative data on the lived experiences of members with disabilities, including barriers, supports, and systemic challenges within union environments; and
HSA WILL: ensure the audit process is voluntary, inclusive, and designed to minimize harm while protecting member confidentiality; and
HSA WILL: provide the audit findings and recommendations to the Members with Disabilities Committee to support its mandate and to inform future union policy, education, accessibility planning, and initiatives to reduce systemic ableism.

Carried ____ Defeated ____

50. COMMUNICATIONS (covers 51)

Submitted by: Gender Diverse Committee
Committee recommendation: In Favour

BECAUSE: there is a rise in hate and transphobia in Canada and globally; and
BECAUSE: trans and gender diverse people are adversely affected by inequitable access to healthcare compared to cis people; and
BECAUSE: there are strong barriers and stigma associated with accessing gender affirming care; and
BECAUSE: gender-affirming care is healthcare and that needs to be our position as a union in solidarity with our gender-diverse community.

HSA WILL: put out strong public statements regarding support for gender-diverse and trans rights effective immediately; and
HSA WILL: prioritize with a sense of urgency as it relates to gender-affirming care, especially as a healthcare union.

Carried ____ Defeated ____

52. COMMUNICATIONS

Submitted by: Political Action Committee
Committee recommendation: In Favour As Amended

BECAUSE: local governments decide what housing can be built in neighbourhoods, how garbage and recycling are handled, and the wages paid to city employees as well as many other decisions that directly impact communities; and
BECAUSE: local school boards impact the education and belonging of children in schools; and
BECAUSE: only about 29.2% of those eligible vote in local elections.

HSA WILL: share information and education regarding the upcoming local GOVERNMENT elections this fall in October 2026.

Carried ____ Defeated ____

53. CONSTITUTION

Submitted by: Board of Directors

Committee recommendation: In Favour

BECAUSE: Article 12, Section 2 of the HSA Constitution requires a chapter meeting be held to elect stewards; and

BECAUSE: this may limit participation by members who may not be able to attend the chapter meeting to elect stewards due to work scheduling or location of worksite, for example.

HSA WILL: amend HSA Constitution Article 12, Section 2 to allow for maximum participation for chapter members to participate in election of stewards by amending the constitution as follows:

From:

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 Lead 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:

Section 2. Term of Office and Election

(a) The term of office is one year.

(b) A chapter meeting to receive nominations will be held annually. Nominations may be made at the chapter meeting or in advance in writing to the lead steward or designate. If elections are not required, nominees shall be declared elected at that chapter meeting. If elections are required, the election shall be called with sufficient notice for chapter members to participate. Elections must be concluded in a manner that allows for maximum participation by chapter members.

(c) 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.

Carried ____ Defeated ____

54. CONSTITUTION

Submitted by: Children's & Women's Health Centre of BC

Committee recommendation: Opposed As Amended

BECAUSE: HSA has limited resources; and

BECAUSE: HSA members consistently prioritize workplace issues over other issues; and

BECAUSE: Article 3 of the HSA Constitution can be interpreted in a way that may divert limited resources to causes that are not prioritized by members.

HSA WILL: amend Article 3 to specify that Objects and Purposes are limited to issues affecting members in matters related to their employment and their relationship with their Employer. Specifically, Article 3 (Objects and Purposes) will state as follows:

The Union's objects and purposes are:

(a) to seek recognition as a bargaining agent on behalf of employees in the health care professions, in other occupations in the provision of health care, and in related professions and occupations.

(b) to regulate relations between employees and employers through collective bargaining, and to establish and maintain the best possible standards of pay, benefits, and other working conditions.

(c) to provide a high level of representation for the members and generally promote the interests of the members WITH RESPECT TO WORKPLACE ISSUES.

(d) to promote progressive legislation in the workplace – particularly in the areas of health care, labour relations, labour standards, and human rights - without affiliating to any political party OR GEOPOLITICAL MOVEMENT.

(e) to cooperate with professional associations on workplace matters of common interest and concern WITHIN BC AND WITHIN CANADA.

(f) to cooperate with unions and organizations of unions WITHIN BC AND CANADA in order to promote the above objects and purposes.

~~HSA WILL: not selectively support one group over another in respect to protected grounds, as that is discriminatory; and~~

~~HSA WILL: bring forward the spirit and intent of this resolution to the provincial and national union groups including BCFED, NUPGE, Labour Councils, and the CLC.~~

Carried ____ Defeated ____

55. CONSTITUTION

Submitted by: Haida Gwaii Hospital and Health Centre

Committee recommendation: Opposed

BECAUSE: electing the President prior to the Convention strengthens the Union's democratic process insuring all members in good standing can participate equally through electronic voting; and

BECAUSE: it provides members with adequate time to review candidate information, promotes transparency and informed decision-making, and creates a clear, predictable election timeline; and

BECAUSE: conducting the election in advance also allows the Convention to focus on policy and governance matters, supports a smoother leadership transition, and aligns the HSA Constitution with modern union governance best practices.

HSA WILL: Change Article 9, Section 2 and 3 of the HSA Constitution from: Section 2. Nomination of President

(a) To be eligible, nominees must have been a member in good standing of the Union for at least one year immediately prior to election.

(b) Any six members in good standing may nominate any other member to seek election as President. This nomination shall be in writing, signed by all six nominators, and must be accompanied by a written consent signed by the nominee.

(c) If the nomination, together with a head and shoulders photo and a statement of not more than 400 words is received by the head office 60 days or more before the Convention, the statement and photograph will be published in the Annual Report.

(d) After the Convention is convened, nominations may be delivered to the Chair of the Election Committee or designate until the final call for nominations.

Section 3. Election of the President

(a) The election of the President is by secret ballot and requires a majority vote: that is, over 50 percent of those members voting.

(b) Every member in good standing has an opportunity to participate in the vote, which shall be by electronic balloting. The union will provide all members notice of the voting period.

(c) If no candidate gets more than 50 percent, then the candidate receiving the least number of votes and any candidate receiving less than 5% of the votes is dropped from the ballot and a new ballot is cast.

(d) In event that there is only one candidate, the ballots shall be dispensed with and the presiding officer at the Convention shall declare that candidate elected.

(e) The outgoing President shall complete a two-week paid transition period with the new President.

TO:

Section 2. Nomination of President

(a) To be eligible, nominees must have been a member in good standing of the Union for at least one year immediately prior to election.

(b) Any six members in good standing may nominate any other member to seek election as President. This nomination shall be in writing, signed by all six nominators, and must be accompanied by a written consent signed by the nominee.

(c) Nominations, together with a head and shoulders photograph and a statement of not more than 400 words, must be received by the head office no later than 60 days prior to the Convention. The statement and photograph will be published in the Annual Report.

(d) Nominations shall close 60 days prior to the Convention. No nominations shall be accepted after this deadline.

Section 3. Election of the President

(a) The election of the President shall be conducted prior to the Convention by secret ballot and requires a majority vote, meaning over 50 percent of those members voting.

(b) Every member in good standing shall have the opportunity to participate in the vote, which shall be conducted by electronic balloting. The Union shall provide all members with notice of the voting period.

(c) If no candidate receives more than 50 percent of the votes cast, the candidate receiving the least number of votes and any candidate receiving less than 5 percent of the votes shall be dropped from the ballot, and a new ballot shall be conducted.

(d) In the event that there is only one candidate, balloting shall be dispensed with and the candidate shall be declared elected following the close of nominations.

(e) The outgoing President shall complete a two-week paid transition period with the newly elected President.

Carried ____ Defeated ____

56. CONSTITUTION (covers 57)

Submitted by: Vancouver General Hospital

Committee recommendation: Opposed

BECAUSE: Article 9, Section 1 of the Health Sciences Association (“HSA”) constitution does not define limits on how many terms an individual may serve as president; and

BECAUSE: union leadership should reflect the changing demographics of the membership over time; and that three 2-year terms (6 years) is sufficient to establish their mandate.

HSA WILL: amend Article 9, Section 1 of the HSA Constitution which states

“The term of office is two years. The President is elected at the Annual Convention in odd numbered years.”

be replaced with:

“The term of office is two years. The President is elected at the Annual Convention in odd numbered years. A President may serve a maximum of 3 consecutive full terms.”

Carried ____ Defeated ____

58. CONSTITUTION

Submitted by: Providence Small Site Cluster Chapter

Committee recommendation: Opposed

BECAUSE: Article 7, Section 6 states that “Board of Directors and Members-at-Large, Directors-elect, and members of Committees reporting to convention are automatic delegates with voting rights”; and

BECAUSE: members serving on Committees are granted voting rights in recognition of their contributions to the union, including their active role in engaging with and representing the interests of the membership; and

BECAUSE: members of political action and leadership programs such as Labour Council Delegates and Constituency Liaisons similarly dedicate time, training and effort to represent HSA members understand the challenges and the solutions we have to offer yet are not allowed to vote at convention unless they simultaneously hold a lead steward position or are elected as a delegate in their chapter; and

BECAUSE: members who volunteer to the political action and leadership programs are already politically/civic/labour-minded therefore they would enrich the voter base and decision making in resolutions.

HSA WILL: amend Article 7, Section 6 to “Board of Directors and Members-at-Large, Directors-elect, members of Committees reporting to convention, Labour Council delegates, and Constituency Liaisons are automatically delegates with voting rights”.

Carried ____ Defeated ____

59. CONSTITUTION

Submitted by: Board of Directors

Committee recommendation: In Favour

BECAUSE: at the 2025 convention a resolution was passed to create the framework for an Equity Director position on the Board of Directors, and

BECAUSE: the addition of a new Directors requires a constitutional change; and

BECAUSE: consultation with Special Committees will continue to be part of formalizing this new position in Union policy and procedures.

HSA WILL: create a new Article (Article 11) which will be included in the constitution as follows, and all following Articles will be renumbered:

Article 11 – Equity Director

Section 1. Term of Office

The term of office is two years. The Equity Director may serve a maximum of 3 consecutive full terms.

Section 2. Nominations of Equity Director

(a) Candidates for Equity Director must have been a member in good standing of the Union for at least one year immediately prior to election and must identify with one (1) or more HSA Special Committee(s).

(b) Any two members of the Union who identify with one (1) or more of the Union's Special Committees may nominate a candidate for the position of Equity Director.

(c) This nomination shall be in writing, signed by both nominators. The nomination must be accompanied by a written consent signed by the nominee, together with a suitable photograph and a statement of not more than 300 words.

(d) These must be received at Union office at least 70 days before the designated election day.

Section 3. Election of the Equity Director

The Board of Directors shall establish a process for the election of the Equity Director. Election of the Equity Director shall be by secret ballot and requires a majority vote. The Equity Director will take office at the conclusion of the Annual Convention in the year in which they are elected.

Section 4. Election of an Alternate Equity Director

The Board of Directors shall establish a process for the election of an Alternate Equity Director. Election of the Alternate Equity Director shall be by secret ballot and requires a majority vote. The Alternate Equity Director will take office should the Equity Director be unable to fulfill the full term of the position.

Section 5. Vacancies

If the Equity Director is unable to complete their two-year term, or if the Equity Director position is vacant for any reason, the elected Alternate Equity Director will assume the role of Equity Director to the Board of Directors.

Section 6. Duties of the Equity Director

The Equity Director is the senior elected official who has the following duties:

- (a) uphold Union Policies;
- (b) attend Board of Director meetings;
- (c) attends Special Equity Committee meetings upon invitation and act as a liaison between Special Committees, caucuses, and the Board of Directors
- (d) work with senior staff and Special Committees to advance equity issues in the union
- (e) perform duties as requested by the President

Carried ____ Defeated ____

60. CONSTITUTION

Submitted by: Board of Directors

Committee recommendation: In Favour

Because: under the HSA Constitution, members are entitled to a thorough and fair process to adjudicate complaints related to breaches of their rights and obligations under the Constitution; and

Because: the current process prescribed by the constitution includes an appeal process before all delegates to an annual convention; and

Because: delegates have expressed the appeal step is unsatisfactory, confusing, and disruptive to the business of annual convention; and

Because: delegates to the 2025 HSA Annual Convention directed the Union to propose a change to the appeal process, removing it from Annual Convention.

HSA will: amend the constitution to change the system of appeal from a trial before all delegates at an annual convention to a trial by an Appeal Panel constituted by three members appointed from among members elected to serve on the Union's Trial Committee; and

HSA will: adopt the changes to the constitution ensuring Complainants and Respondents have opportunity to ensure adjudication panels appointed under this Article are clear of conflict or perceived conflict of interest, and

HSA will: amend Article 15 of the constitution as follows:

Section 2 (b). Form of Complaint

From:

- (b) Member named in complaint;

To:

- (b) MEMBER(S) named in complaint;

Section 6. Hearing Panel

From:

- (a) The Chair of the Trial Committee shall convene a Hearing Panel consisting of at least three members of the Trial Committee to hear the complaint.

- (b) The hearing panel, so convened, shall have authority to fulfill its responsibilities up to and including publishing its written decision, notwithstanding the Trial Committee's end of term date.
- (c) The Respondent has the right to know the complaint against them and to be provided with the particulars, which may be provided in summary form by the Registrar, the Investigator, or the Chair of the Trial Committee.
- (d) The Respondent must be given 30 days' notice of the complaint prior to any hearing and must be given 30 days' notice of the hearing date.
- (e) If a hearing cannot be scheduled within the prescribed timelines in section 5(f) and 6(d) the Chair of the Trial Committee may request an extension of the timeline to the Board of Directors.
- (f) The Hearing Panel shall determine its own procedures, and shall hear and receive evidence in accordance with the following principles:
 - (i) The hearing must be conducted in compliance with the intent and purpose of this Constitution and within the framework of the Terms of Reference of the Trial Committee;
 - (ii) The Hearing Panel shall call evidence; examine witnesses; receive evidence from the Respondent, Complainant, and other witnesses, and the representative(s) of the Board of Directors; and receive documents and submissions;
 - (iii) The trial shall be conducted in good faith and without bias;
 - (iv) The Hearing Panel is not bound by the strict rules of evidence. However, any decision reached must be based on the actual evidence adduced and not influenced by any matters outside the scope of the evidence.
 - (v) If the Hearing Panel cannot reach consensus on the charge, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel.
- (g) The Respondent and the Complainant have the right to have a representative or legal counsel accompany them to the hearing. The Union will not pay for legal counsel of either the Complainant or the Respondent. However, the successful party may apply to the Secretary-Treasurer for reasonable costs at the ultimate conclusion of the proceeding.
- (h) The Hearing Panel shall be provided with access to legal counsel.
- (i) The Board of Directors shall be a party with the same rights of participation as the other parties to any trial where the Board of Directors determines that the matter before the Trial Committee is of significant interest to the Union or for other good reason. The Board of Directors, as an entire entity, shall be provided with access to legal counsel. The decision to be a party is in the sole discretion of the Board of Directors. The Board of Directors may appoint a representative(s), including legal counsel, to appear before the Trial Committee.-

To:

- (a) The Chair of the Trial Committee shall convene a Hearing Panel consisting of three members of the Trial Committee to hear the complaint.
- (b) The hearing panel, so convened, shall have authority to fulfill its responsibilities up to and including publishing its written decision, notwithstanding the Trial Committee's end of term date.
- (c) The Respondent has the right to know the complaint against them and to be provided with the particulars, which may be provided in summary form by the Registrar, the Investigator, or the Chair of the Trial Committee.
- (d) The Respondent must be given 30 days' notice of the complaint prior to any hearing and must be given 30 days' notice of the hearing date.
- (e) If a hearing cannot be scheduled within the prescribed timelines in section 5(f) and 6(d) the Chair of the Trial Committee may request an extension of the timeline to the Board of

Directors.

(f) The Hearing Panel shall determine its own procedures, and shall hear and receive evidence in accordance with the following principles:

- (i) The hearing must be conducted in compliance with the intent and purpose of this Constitution and within the framework of the Terms of Reference of the Trial Committee;
- (ii) The Hearing Panel shall call evidence; examine witnesses; receive evidence from the Respondent, Complainant, and other witnesses, and the representative(s) of the Board of Directors; and receive documents and submissions;
- (iii) The trial shall be conducted in good faith and without bias;
- (iv) The Hearing Panel is not bound by the strict rules of evidence. However, any decision reached must be based on the actual evidence adduced and not influenced by any matters outside the scope of the evidence.
- (v) If the Hearing Panel cannot reach consensus on the charge, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel.

(g) NOTICE OF COMPOSITION OF THE HEARING PANEL WILL BE SENT TO THE COMPLAINANT(S) AND RESPONDENT(S) BEFORE HEARING DATES ARE SET. THE RESPONDENT(S) OR COMPLAINANT(S) MAY CHALLENGE THE APPOINTMENT OF ANY MEMBER OF THE HEARING PANEL FOR REASONABLE CAUSE. REASONABLE CAUSE INCLUDES REASONABLE APPREHENSION OF BIAS, CONFLICT OF INTEREST, AND PERSON/FAMILIAL RELATIONSHIP WITH ANY PARTY.

THE RESPONDENT(S) OR COMPLAINANT(S) MUST SUBMIT ANY CHALLENGE TO THE HEARING PANEL IN WRITING TO THE PRESIDENT WITHIN SEVEN DAYS OF RECEIVING NOTICE OF THE COMPOSITION OF THE HEARING PANEL. IF THE PRESIDENT CONSIDERS THE CHALLENGE TO MEET THE TEST OF REASONABLE CAUSE, THE PRESIDENT WILL DISQUALIFY THE PERSON CHALLENGED AND INSTRUCT THE CHAIR OF THE TRIAL COMMITTEE TO SELECT BY LOTTERY AN ADDITIONAL TRIAL COMMITTEE MEMBER TO SIT ON THE HEARING PANEL.

Section 7. Decision

From:

- (a) The Hearing Panel shall, within two months of the conclusion of the trial, publish a written decision and forward it on whether the complaint has been upheld or dismissed. The decision shall be sent to the Board of Directors, the Investigator, the Complainant, and the Respondent. If the decision cannot be published within the prescribed timeline, the Hearing Panel Chair may request an extension from the Board of Directors.
- (b) Where the member has been found guilty of a breach of any Obligation or Responsibility in the Constitution, the Hearing Panel shall also decide the appropriate level of discipline considering all of the circumstances. If appropriate, the Hearing Panel may, after issuing its decision on the merits as set out above, seek further submissions from the parties before imposing any discipline. If the Hearing Panel cannot reach consensus on the discipline, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel. In the event that the Hearing Panel is issuing a separate decision on the discipline, that written decision must be rendered no later than 30 days after the determination of the merits has been published. Discipline may include the following:
 - (i) A written warning;
 - (ii) Removal from office or position in the Union;
 - (iii) Prohibition and/or restriction on holding elected positions in the Union;
 - (iv) Prohibition and/or restriction on attending Union events including Convention;
 - (v) A fine not in excess of \$25,000;
 - (vi) Suspension or expulsion from Union membership;
 - (vii) Any other discipline deemed appropriate.

To:

SECTION 7. BOARD OF DIRECTORS AS A PARTY

THE BOARD OF DIRECTORS MAY, AT ITS DISCRETION, BE A PARTY WITH THE SAME RIGHTS OF PARTICIPATION AS THE OTHER PARTIES TO ANY TRIAL.

Section 8. Expenses

From:

- (a) Members and witnesses may seek reimbursement from the union for their reasonable transportation expenses and lost wages resulting from their necessary attendance at the hearing.
- (b) Should expenses be incurred as a result of processing a complaint and the process is not completed due to the Complainant(s) or Respondent(s) not participating in the process, the Union may bill the Complainant(s) or Respondent(s) to recoup the costs.

To:

SECTION 8. RIGHT TO LEGAL COUNSEL

- (A) THE RESPONDENT AND THE COMPLAINANT HAVE THE RIGHT TO HAVE A REPRESENTATIVE OR LEGAL COUNSEL ACCOMPANY THEM TO THE HEARING. THE UNION WILL NOT PAY FOR LEGAL COUNSEL OF EITHER THE COMPLAINANT OR THE RESPONDENT.
- (B) THE HEARING PANEL SHALL BE PROVIDED WITH ACCESS TO LEGAL COUNSEL.
- (C) THE BOARD OF DIRECTORS, IF IT DETERMINES IT SHALL BE A PARTY UNDER SEC. 7, SHALL BE PROVIDED WITH LEGAL COUNSEL, AND MAY APPOINT A REPRESENTATIVE TO APPEAR BEFORE THE HEARING PANEL.

Section 9. Appeal

From:

- (a) Any member affected by a Trial Decision under this Article of the Constitution may seek leave to appeal such decision to the next Convention. The Appellant may seek review of the determination of the Hearing Panel, the discipline imposed, or both matters.
- (b) Any appeal must be submitted in writing to the President within one month of mailing of the decision of the Hearing Panel to the member's address on file with the Hearing Panel. The appeal must state the basis and grounds as set out in Section 9(c) which form the basis of the appeal. The President may deny leave to appeal if the basis and grounds are not met.
- (c) An application for leave to appeal must show a good arguable case of sufficient merit. This means that the President, who shall be entitled to consult with legal counsel, must be satisfied the appeal might succeed on one of the following grounds:
 - (i) The original decision is inconsistent with the principles expressed or implied in the Constitution, the Labour Relations Code, or in another statute dealing with labour relations.
 - (ii) The Hearing Panel denied the party a fair hearing.
 - (iii) New evidence has become available that was not available earlier through the exercise of reasonable diligence. There must be a strong probability that the new evidence will have a material and determinative effect on the decision.
 - (iv) The penalty or penalties imposed are excessive.
- (d) If leave to appeal is granted by the President, Convention as a whole will hear the appeal
- (e) In advance of convention, the Board of Directors shall determine the rules for the appeal hearing consistent with the rules of natural justice and fair process and advise all parties to the appeal at least two weeks prior to convention of the appeal rules. If the appellant is appealing both the determination of the complaint by the Hearing Panel and the discipline imposed, the Board of Directors may create a bifurcated process. Any appeal is an

appeal on the basis of the written decision of the initial Hearing Panel and documentary evidence submitted at the original hearing and is not a hearing de novo. The decision of the Convention is final and conclusive. There is no right to appeal the decision of Convention. In the case of suspension or expulsion from Union membership, the penalty will not be implemented in such a manner that it affects a member's employment pending resolution of an appeal.

To:

SECTION 9. DECISION

(A) THE HEARING PANEL SHALL, WITHIN TWO MONTHS OF THE CONCLUSION OF THE TRIAL, PUBLISH A WRITTEN DECISION AND FORWARD IT ON WHETHER THE COMPLAINT HAS BEEN UPHELD OR DISMISSED. THE DECISION SHALL BE SENT TO THE BOARD OF DIRECTORS, THE INVESTIGATOR, THE COMPLAINANT, AND THE RESPONDENT. IF THE DECISION CANNOT BE PUBLISHED WITHIN THE PRESCRIBED TIMELINE, THE HEARING PANEL MAY REQUEST AN EXTENSION FROM THE BOARD OF DIRECTORS.

(B) WHERE THE MEMBER HAS BEEN FOUND GUILTY OF A BREACH OF ANY OBLIGATION OR RESPONSIBILITY IN THE CONSTITUTION, THE HEARING PANEL SHALL ALSO DECIDE THE APPROPRIATE LEVEL OF DISCIPLINE CONSIDERING ALL OF THE CIRCUMSTANCES. THE HEARING PANEL MAY, AFTER ISSUING ITS DECISION ON THE MERITS AS SET OUT ABOVE, SEEK FURTHER SUBMISSIONS FROM THE PARTIES BEFORE IMPOSING ANY DISCIPLINE. IF THE HEARING PANEL CANNOT REACH CONSENSUS ON THE DISCIPLINE, THE DECISION OF THE MAJORITY OF THE HEARING PANEL WILL BE THE DECISION OF THE HEARING PANEL. IN THE EVENT THAT THE HEARING PANEL IS ISSUING A SEPARATE DECISION ON THE DISCIPLINE, THAT WRITTEN DECISION MUST BE RENDERED NO LATER THAN 30 DAYS AFTER THE DETERMINATION OF THE MERITS HAS BEEN PUBLISHED. DISCIPLINE MAY INCLUDE THE FOLLOWING:

- (i) A WRITTEN WARNING;
- (ii) REMOVAL FROM OFFICE OR POSITION IN THE UNION;
- (iii) PROHIBITION AND/OR RESTRICTION ON HOLDING ELECTED POSITIONS IN THE UNION;
- (iv) PROHIBITION AND/OR RESTRICTION ON ATTENDING UNION EVENTS INCLUDING CONVENTION;
- (v) A FINE NOT IN EXCESS OF \$25,000;
- (vi) SUSPENSION OR EXPULSION FROM UNION MEMBERSHIP;
- (vii) ANY OTHER DISCIPLINE DEEMED APPROPRIATE.

(C) IN THE CASE OF SUSPENSION OR EXPULSION FROM UNION MEMBERSHIP, THE PENALTY WILL NOT BE IMPLEMENTED IN SUCH A MANNER THAT IT AFFECTS A MEMBER'S EMPLOYER PENDING RESOLUTION OF AN APPEAL.

(D) THE DECISION OF THE HEARING PANEL MUST SET OUT WHETHER OR NOT EACH ALLEGATION IS FOUNDED OR DISMISSED, AND THE PENALTY CORRESPONDING TO EACH FOUND ALLEGATION, IF ANY.

Add Section 10:

SECTION 10. APPEAL

(A) WITHIN 15 WORKING DAYS OF THE DATE THE DECISION IS RECEIVED, ANY PARTY AFFECTED BY THE DECISION MAY APPEAL TO THE PRESIDENT IN WRITING SETTING FORTH THE GROUNDS FOR APPEAL, WITH A COPY TO THE OTHER PARTY. THE OPPOSING PARTY HAS 15 WORKING DAYS FROM RECEIPT OF THE APPEAL TO PRESENT THEIR VIEWS IN WRITING TO THE PRESIDENT, WITH A COPY TO THE APPEALING PARTY.

(B) AN APPLICATION TO APPEAL MUST SHOW A GOOD ARGUABLE CASE OF SUFFICIENT MERIT. THIS MEANS THAT THE PRESIDENT, WHO SHALL BE ENTITLED TO CONSULT WITH LEGAL COUNSEL, MUST BE SATISFIED THE APPEAL MIGHT SUCCEED ON ONE OF THE FOLLOWING GROUNDS:

- I. THE ORIGINAL DECISION IS INCONSISTENT WITH THE PRINCIPLES EXPRESSED OR IMPLIED IN THE CONSTITUTION, THE LABOUR RELATIONS CODE, OR IN ANOTHER STATUTE DEALING WITH LABOUR RELATIONS.
- II. THE HEARING PANEL DENIED THE PARTY A FAIR HEARING.
- III. NEW EVIDENCE HAS BECOME AVAILABLE THAT WAS NOT AVAILABLE EARLIER THROUGH THE EXERCISE OF REASONABLE DILIGENCE. THERE MUST BE A STRONG PROBABILITY THAT THE NEW EVIDENCE WILL HAVE A MATERIAL AND DETERMINATIVE EFFECT ON THE DECISION.
- IV. THE PENALTY OR PENALTIES IMPOSED ARE EXCESSIVE.

(C) IF AN APPLICATION TO APPEAL IS GRANTED, THE PRESIDENT SHALL INSTRUCT THE CHAIR OF THE TRIAL COMMITTEE TO CONVENE AN APPEAL PANEL CONSISTING OF THREE MEMBERS OF THE TRIAL COMMITTEE TO HEAR THE APPEAL, AND THE COMPOSITION OF THE APPEAL PANEL SHALL NOT INCLUDE MEMBERS OF THE ORIGINAL HEARING PANEL.

(D) NOTICE OF THE COMPOSITION OF THE APPEAL PANEL WILL BE SENT TO THE COMPLAINANT AND RESPONDENT BEFORE HEARING DATES ARE SET.

(E) THE RESPONDENT OR COMPLAINANT MAY CHALLENGE MEMBERS APPOINTED TO THE APPEAL PANEL FOR REASONABLE CAUSE, AS DEFINED IN SECTION 6 (G). THE RESPONDENT OR COMPLAINANT MUST SUBMIT ANY CHALLENGE TO THE PRESIDENT IN WRITING WITHIN SEVEN DAYS OF RECEIVING NOTICE OF THE HEARING. IF THE PRESIDENT CONSIDERS THE CHALLENGE TO MEET THE TEST OF REASONABLE CAUSE, THE PRESIDENT WILL DISQUALIFY THE PERSON CHALLENGED AND SELECT BY LOTTERY AN ADDITIONAL TRIAL COMMITTEE MEMBER TO SIT ON THE APPEAL PANEL.

(F) THE APPEAL PANEL SHALL HEAR ALL APPEALS AS SOON AS REASONABLY POSSIBLE AND MAY, IN ITS DISCRETION, CONDUCT A HEARING IN PERSON, ONLINE, OR RENDER A DECISION BASED ON WRITTEN MATERIALS PROVIDED. THE APPEAL PANEL SHALL HAVE CONTROL OVER ITS OWN PROCESS. THE APPEAL PANEL SHALL BE RESTRICTED TO CONSIDERING THE GROUNDS FOR APPEAL AS OUTLINED IN SEC 10 (B) I-IV.

(G) THE APPEAL PANEL WILL BE BOUND BY THE FINDINGS OF ACT OF THE ORIGINAL HEARING PANEL, UNLESS THERE IS A VIOLATION OF ANY GROUNDS SET OUT UNDER SEC 10 (B) I-IV. THE APPEAL PANEL MAY DECIDE TO HEAR NEW EVIDENCE ONLY IF IT DETERMINES THAT THIS IS NECESSARY TO RESOLVE THE APPEAL FAIRLY AND EFFECTIVELY.

(H) THE APPEAL PANEL MAY UPHOLD THE DECISION OF THE HEARING PANEL, REVERSE IT, OR RENDER ANY OTHER DECISION IT DEEMS ADVISABLE.

(I) THE APPEAL PANEL SHALL HAVE AUTHORITY TO FULFILL ITS RESPONSIBILITIES, UP TO AND INCLUDING, PUBLISHING ITS WRITTEN DECISION, NOTWITHSTANDING THE TRIAL COMMITTEE'S END OF TERM DATE.

(J) THE DECISION OF THE APPEAL PANEL IS FINAL.

Add Section 11:

SECTION 11. EXPENSES

(A) AFTER THE ULTIMATE CONCLUSION OF THE PROCEEDING, THE SUCCESSFUL PARTY MAY APPLY TO THE SECRETARY-TREASURER FOR REASONABLE COSTS.

(B) COMPLAINANTS, RESPONDENTS, AND MEMBERS WHO ARE WITNESSES MAY SEEK REIMBURSEMENT FROM THE UNION FOR REASONABLE TRANSPORTATION EXPENSES AND LOST WAGES RESULTING FROM THEIR NECESSARY PARTICIPATION IN INVESTIGATIONS AND HEARINGS RELATED TO THE COMPLAINT.

(C) SHOULD EXPENSES BE INCURRED AS A RESULT OF PROCESSING A COMPLAINT AND THE PROCESS IS NOT COMPLETED DUE TO THE COMPLAINANT(S) OR RESPONDENT(S) NOT PARTICIPATING IN THE PROCESS, THE UNION MAY BILL THE COMPLAINANT(S) OR RESPONDENT(S) TO RECOUP THE COSTS.

For a side-by-side account of the proposed amendments to Article 15, please see the appendix provided at the back of the resolutions book.

Carried ____ Defeated ____

61. CONSTITUTION

Submitted by: Board of Directors

Committee recommendation: In Favour

BECAUSE: changes to the appeal process under Article 15 of the HSA Constitution have potential to increase the number of members involved in Hearing Panels or Appeal Panels under Article 15.

HSA WILL: amend HSA Constitution Article 13, Section 2(3) to increase the number of Trial Committee members elected from 7 to 14 and, further, one member will be elected from each region at the Regional Meeting adjacent to convention, and the four remaining members will be elected in an at-large election at the Annual Convention; and

HSA WILL: adopt the following changes to the HSA Constitution Article 13, Section 2(3) from:

3. Trial Committee

(a) The Committee is composed of seven members elected at Convention to adjudicate complaints brought against members through the provisions of the Complaints and Disputes Resolution procedure.

To:

3. Trial Committee

(a) The Committee is composed of fourteen (14) elected members to adjudicate complaints brought against members through the provisions of the Complaints and Disputes Resolution procedure. One member will be elected from each region at Regional Meetings adjacent to the Annual Convention, and the remaining four members will be elected in an at-large election at the Annual Convention.

Carried ____ Defeated ____

62. CONSTITUTION

Submitted by: Board of Directors

Committee recommendation: In Favour

BECAUSE: amendments to Article 15 affect numbering contained in Article 5, Section 4 of the Constitution.

HSA WILL: amend HSA Constitution Article 5, Section 4 as follows:

Article 5, Section 4. Suspension of Membership

Membership in good standing in the Union may be suspended by a disciplinary decision of the Hearing Panel as defined in Article 15, Section 7-SECTION 9, paragraph (b) (iv). Members who are suspended are not permitted to hold or run for any elected position, nor may they attend or participate in any Union events. If the Hearing Panel's decision does not include a timeframe specifying the length of the suspension, then the length of the suspension is indefinite. After every two years from the commencement of the suspension, the member may request re-instatement of membership in good standing via written correspondence to the Board of Directors with supporting arguments and documentation. The decision of the Board of Directors is considered to be final.

Carried ____ Defeated ____

63. EDUCATION (covers 64 and 65)

Submitted by: St. Paul's Hospital

Committee recommendation: In Favour

BECAUSE: unions have a responsibility to provide education to members on the impacts of war in order to build international solidarity, protect workers affected by conflict, advocate for peace, connect global economic instability to local working conditions, promote human rights, and reinforce the principle that "an injury to one is an injury to all"; and

BECAUSE: past and ongoing wars around the world affect HSA members both directly and indirectly through displacement, family impacts, economic instability, and global insecurity; and

BECAUSE: BIPOC populations are more likely to experience the unequal and compounding effects of war, forced migration, and climate related harm.

HSA WILL: offer education for members on the intersections of war, the global economy, climate impacts (including ecocide), workers' rights, and the disproportionate impacts on BIPOC communities (including racism).

Carried ____ Defeated ____

66. EDUCATION

Submitted by: BC Centre for Ability

Committee recommendation: In Favour

BECAUSE: Canada's universal healthcare system is under growing pressure from privatization and two-tier models; and

BECAUSE: there is increasing public belief that private or two-tier healthcare can solve problems like long wait times, despite evidence showing these systems create inequities and harm patients; and

BECAUSE: health care workers experience the negative effects of two-tier systems firsthand, including heavier workloads, moral distress, and difficulty providing equitable care; and

BECAUSE: the public and some of our own members may not fully understand the long-term harms of privatization, and education is needed to build awareness and support for strong public healthcare.

HSA WILL: lead public and internal education campaigns to explain the dangers of two-tier and privatized healthcare, including how these systems harm patients and healthcare workers, and why a well-funded public system is essential; and

HSA WILL: provide members with resources, workshops, and communications to strengthen knowledge and advocacy skills on this topic, ensuring HSA members are informed, engaged, and equipped to defend universal, publicly funded healthcare.

Carried ____ Defeated ____

67. EDUCATION

Submitted by: BC Centre for Ability

Committee recommendation: In Favour

BECAUSE: HSA members care for a diverse population of patients and clients, many of whom are directly affected by international conflicts, displacement, and trauma, making global issues deeply relevant to our work as healthcare providers; and

BECAUSE: in 2026, international solidarity is more important than ever as conflicts and humanitarian crises around the world continue to impact vulnerable populations and healthcare systems; and

BECAUSE: British Columbia has welcomed thousands of Ukrainians fleeing war under Canada's emergency travel program, with more than 23,000 Ukrainians in BC accessing supports and health care as of early 2024, demonstrating the real impact of global crises on our work in the healthcare system; and

BECAUSE: Canadian unions have historically organized campaigns to respond to international humanitarian crises and conflicts, supporting relief efforts, influencing policy, and saving lives.

HSA WILL: immediately organize member education session(s) on the importance of the union's role in responding to international humanitarian crises and conflicts, including historical examples of union-led global advocacy, and educate members on how international issues impact the patients we care for and why being informed and advocating for them is essential to our work, highlighting HSA's constitutional commitment to promoting progressive legislation and advancing human rights.

Carried ____ Defeated ____

68. EDUCATION

Submitted by: Langley Memorial Hospital

Committee recommendation: Opposed As Amended

BECAUSE: staffing shortages have been increasing and can be expected to continue, leading to burn out and further shortages of available healthcare workers.

HSA WILL: create Workload Dialogue Workshops to empower and support staff MEMBERS in addressing the increasing stress in our work.

Carried ____ Defeated ____

69. EDUCATION

Submitted by: Members with Disabilities Committee

Committee recommendation: In Favour

BECAUSE: covert ableism, stigma, and lack of understanding continue to affect disabled members' workplace and union participation; and

BECAUSE: the Members with Disabilities Committee mandate includes education through a Disability Justice framework.

HSA WILL: implement disability justice and human rights-based accessibility training for stewards, elected representatives, and staff; and this training will include intersectional disability perspectives and practical advocacy tools for supporting members in accommodation and grievance processes.

Carried ____ Defeated ____

70. COMPOSITE 6 - EDUCATION (covers 71, 72 and 73)

Submitted by: Resolutions Committee

Committee recommendation: In Favour

BECAUSE: HSA membership includes 2SLGBTQIA+, including gender-diverse, members; and

BECAUSE: HSA members may face challenges with gender or sexual orientation-based discrimination; and

BECAUSE: Equity-deserving members are more likely to report feelings of safety when connecting with stewards who share similar life experiences, and/or are knowledgeable on EDIA issues; and

BECAUSE: 2SLGBTQIA+ and gender diverse experiences, language, law, policies, and terminology change frequently; and

BECAUSE: training/education is an effective tool for keeping stewards, staff and board members current on these changes.

HSA WILL: require stewards to receive gender inclusive training/education during the basic steward training and lead steward training; and

HSA WILL: require gender inclusive training/education for all HSA staff and the Board of Directors on a continual annual basis.

Carried ____ Defeated ____

74. EDUCATION

Submitted by: Racial Justice Committee

Committee recommendation: In Favour

BECAUSE: Canadian Parliament tabled the following bills: C2, C8, C9, and C12, which appear nonpartisan and unindicative of bias and prejudice, yet heavily discriminate against marginalized communities; and

BECAUSE: these and other similar bills have increasingly been used to infringe and undermine rights of asylum seekers and Canada's commitment to international human rights; and

BECAUSE: C2 orders health and service workers to provide officers with private information about the people under their care— a severe violation of PHIPA; and

BECAUSE: C8 would amend the Telecommunications Act— making consequential amendments to other Acts of privacy and personal communications; and

BECAUSE: C9 criminalizes protest, dissent, free expression, and assembly— a clear violation of our charter and union rights; and

BECAUSE: C12 allows the government to revoke immigration permits, visas, and permanent resident cards, en masse, based on country of origin— without the ability for individuals to appeal, making it easier to detain and deport migrants and refugees without due process.

HSA WILL: create and deliver education and training courses for equity-denied members, particularly BIPOC members and HSA leadership, to unlearn internalized prejudices, and identify and address micro-aggressions, for HSA's 2027 Education calendar; and

HSA WILL: create education for all members on how to advocate against systemic barriers (e.g. Bills C2, C8, C9, and C12), as well as similar parliamentary bills; and

HSA WILL: submit resolutions to BCFED, NUPGE, and CLC conventions, and labour councils to lobby relevant bodies within Canadian political and governing systems to oppose the passing of any similar/future bills and repeal the aforementioned bills.

Carried ____ Defeated ____

75. EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY

Submitted by: Okanagan Similkameen Neurological Society

Committee recommendation: In Favour

BECAUSE: women make up approximately 75% of all paid care workers in Canada; and

BECAUSE: of the inequity of funding research for women-specific health and wellness that impacts their ability to engage in meaningful work.

HSA WILL: work with the BC Women's Health Foundation and other organizations to advocate for increased funding for women's health research for conditions such as endometriosis, PCOS, perimenopause and menopause.

Carried ____ Defeated ____

76. EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY

Submitted by: Okanagan Similkameen Neurological Society
Committee recommendation: Opposed

BECAUSE: supports for single parents favour female caregivers; and
BECAUSE: of the increased cost of living (COL).

HSA WILL: donate to organizations that provide financial support, housing and advocacy for single, male caregivers; and
HSA WILL: also advocate for supports that are provided to single male caregivers to be equitable to those provided to single female caregivers.

Carried ____ Defeated ____

77. EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY

Submitted by: UBC Hospital
Committee recommendation: In Favour

BECAUSE: of the lack of diversity within HSA Leadership and Staff; and
BECAUSE: of the wide cultural, ethnic, and religious diversity amongst HSA members.

HSA WILL: intentionally and purposefully work to hire and bring on individuals that both increase the diversity within the Leadership and Staff to better align with that of its members.

Carried ____ Defeated ____

78. EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY

Submitted by: Children's & Women's Health Centre of BC
Committee recommendation: In Favour As Amended

BECAUSE: HSA is committed to UNDRIP and promoting the values of the Two-Eyed Seeing approach; and
BECAUSE: some Health Authorities claim that they have limited or no access to suitable, policy informed Elders or Knowledge Keepers, or Indigenous advisors; and
BECAUSE: this is necessary for the resolution of any workplace related issues concerning Indigenous Employees, including Indigenous Specific Racism and Respectful Workplace complaints concerning Indigenous employees.

~~**HSA WILL: lobby Health Authorities to prioritize hiring Elders, Knowledge Keepers or Indigenous advisors to be present for the Indigenous employee, while guiding HR to foster a culturally safe space, and implementing a Two-Eyed Seeing approach to ISR and RWP complaints; and**~~
HSA WILL: have available a suitable, policy informed Elder, Knowledge Keepers or Indigenous advisor to participate in the HR complaint process when the EMPLOYER Health authority is unable or unwilling to include a suitable, policy informed Elder, Knowledge Keeper or Indigenous advisor.

Carried ____ Defeated ____

79. EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY (covers 80 and 81)

Submitted by: Ribbon Community

Committee recommendation: In Favour

BECAUSE: upholding equality, and fighting prejudice and discrimination is a core union value; and
BECAUSE: many HSA members are a part of the 2SLGBTQIA+ community, or are allies/family to the community; and

BECAUSE: we have donated funds to the flying squad in the past, and the BC Flying Squad against Transphobia have identified a lack of meeting space for workshops and protest planning as a major barrier to their continued work.

HSA WILL: offer the use of meeting spaces in the HSA office to the BC Flying Squad Against Transphobia to support workshops in the 7 “hot spot regions” outlined in their 2025 report.

Carried ____ Defeated ____

82. EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY

Submitted by: 2SLGBTQIA+ Committee

Committee recommendation: In Favour

BECAUSE: there is a rise in hate targeting Pride events; and

BECAUSE: Pride Societies are being directly impacted by this.

HSA WILL: develop an engagement strategy and provide resources for HSABC members to engage with Pride events across regions and will create materials to support Pride events in communities, with a particular focus on rural and remote communities.

Carried ____ Defeated ____

83. EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY

Submitted by: Racial Justice Committee

Committee recommendation: In Favour As Amended

BECAUSE: the workforce of Turtle Island, colonially known as Canada, is diverse and consists of workers who are immigrants/forced migrants, or their descendants, from numerous nations, yet most organizations and workplaces lack diverse, racial representation at the leadership and management level; and

BECAUSE: people who are often in management positions are offered leadership training to further their management skills, but Black, Indigenous, and People of Colour (BIPOC) workers are rarely represented at the leadership level, and seldom have the privilege to receive leadership training; and

BECAUSE: HSA “stand[s] in solidarity with those who have been marginalized by inequitable systems” but has yet to provide our BIPOC members with progressive opportunities to develop their leadership; and

BECAUSE: CLC has the resources to create a more in-depth leadership course specific to support BIPOC members in advancing their leadership skills.

HSA WILL: submit a resolution to the Canadian Labour Congress (CLC) to create a one-week education opportunity specifically for Black, Indigenous, and People of Colour (BIPOC) frontline health and service workers to provide them with training and resources on how to be leaders in their areas of work, and will prioritize applicants who hold additional intersections.

Carried ____ Defeated ____

84. EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY

Submitted by: Racial Justice Committee

Committee recommendation: In Favour As Amended

BECAUSE: on April 26, 2025, the Lapu Lapu Day Festival tragedy which took place on xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səliilwətał (Tsleil-Waututh) Nation territories devastated our Filipinx community, health and service workers community, and our greater communities; and

BECAUSE: it activated a Code Orange that our health and service workers responded to— many of whom were Filipinx and present at the Lapu Lapu Block Party; and

BECAUSE: our healthcare system is substantially bolstered by our Filipinx health and service workers, who were continuing to provide care to their community while navigating their own care; and

BECAUSE: the Filipinx community has shared that the pain of the Filipinx diaspora is not a platform to justify hate, racism, violence, or vilification towards BIPOC, mental health, or vulnerable communities, continued to advocate for collective care, and the shared responsibility for each other; and

BECAUSE: Filipinx healthcare workers are rarely given the “salamat” (“thank you” or “gratitude”) they deserve.

HSA WILL: support United Way BC’s Kapwa Strong Fund, which distributes funds to various different local Fillipinx organizations and non-profits helping both the victims and the health workers who are Fillipinx, including counselling services, financial means for ongoing care and medical needs, and collective community support, as a commitment to strengthen our community, and the health and service care workers directly impacted by the Lapu Lapu Day Festival tragedy; and

~~**HSA WILL: submit a bargaining proposal to request that our employers create a robust support system for health and service workers to access for Code Oranges.**~~

Carried ____ Defeated ____

85. FINANCE (covers 86, 87 and 88)

Submitted by: Penticton Regional Hospital

Committee recommendation: Opposed As Amended

BECAUSE: BCNU union dues are 2% on ST wages; and

BECAUSE: HEU union dues are 2.1% on ST wages; and

~~BECAUSE: BCGEU union dues are 1.85% on ST wages; and~~

BECAUSE: HSA union dues are 1.85% on all wages ST and OT; and

BECAUSE: HSA's annual convention costs are prohibitively high to run annually; and

BECAUSE: although expensive, annual conventions are vital to the health of HSA and it's constitution; and

BECAUSE: HSA is the only major healthcare union to charge union dues on overtime.

HSA WILL: cease collecting union dues on overtime.

Carried ____ Defeated ____

89. FINANCE

Submitted by: Penticton Regional Hospital

Committee recommendation: Opposed

BECAUSE: the vast majority of Fraser Health Authority, Vancouver Coastal Health Authority, and Providence Health Authority live within two hours of Hyatt Regency; and

BECAUSE: HSABC expense claim form states that meal per diems will be paid if travel to commence prior to 0700 or prevents member from being home prior to 1830; and

BECAUSE: the HSABC convention schedule will allow the majority of FHA/ VCA/ PHC members to travel from home leaving after 0700 and arriving home before 1830; and

BECAUSE: Hyatt Regency room stays and per diems are costing all members HSA dues.

HSA WILL: if convention attendees live within 2 hours of the Hyatt Regency AND have completed union approved meetings by 1700 (not participating in evening caucuses or meetings), that they travel to and from convention daily from their residence to save the membership tens of thousands of dollars in convention costs.

Carried ____ Defeated ____

90. FINANCE

Submitted by: St. Paul's Hospital

Committee recommendation: In Favour

BECAUSE: HSA stewards are the most visible representatives of the union within our workplaces and play a key role in member engagement, onboarding, and advocacy; and

BECAUSE: it has become increasingly difficult to access sufficient quantities of HSA-branded materials (swag) for new members, steward activities, and union events; and

BECAUSE: union visibility within healthcare facilities is essential to building solidarity among members and demonstrating collective strength to employers; and

BECAUSE: visible HSA branding helps ensure colleagues, employers, and the public recognize the presence, relevance, and impact of HSA members within the health care system.

HSA WILL: improve access to HSA branded swag for stewards and union events by ensuring a reliable and adequate supply of core items for member engagement and visibility; and

HSA WILL: establish a clear, accessible, and timely process for stewards to request swag for workplace onboarding, union activities and events; and

HSA WILL: allocate appropriate resources to support consistent distribution of swag to strengthen union presence, member pride, and public awareness.

Carried ____ Defeated ____

91. COMPOSITE 7 - FINANCE (covers 92, 93, 94 and 95)

Submitted by: Resolutions Committee

Committee recommendation: In Favour

BECAUSE: HSA is committed to equity, social justice, and climate action, and climate justice requires coordinated international solidarity; and

BECAUSE: countries across Southeast Asia and the Caribbean, including the Philippines, Vietnam, Thailand, Myanmar, Cambodia, Laos, Indonesia, Cuba, Haiti, and Jamaica, face increasingly severe cyclones, such as Typhoon Kalmaegi, and Category 5 Hurricane Melissa, resulting in devastating loss of life, displacement, and destruction of homes, hospitals, and critical infrastructure; and

BECAUSE: climate-driven disasters disproportionately impact working people and marginalized communities, who often lack access to emergency resources and long-term recovery support; and

BECAUSE: international labour solidarity requires recognizing that climate injustice is a global issue, and that unions have a responsibility to support communities most affected by extreme weather events; and

BECAUSE: direct financial assistance to reputable humanitarian organizations provides immediate relief such as food, clean water, medical supplies, and shelter, while also supporting long-term rebuilding efforts.

HSA WILL: make a donation of \$25,000 to trusted humanitarian organizations, such as the International Red Cross/Red Crescent and UNICEF, providing support to the communities of the Philippines, Vietnam, Thailand, Myanmar, Cambodia, Laos, Indonesia, Cuba, Haiti, and Jamaica, that were most impacted by the 2025 cyclones; and

HSA WILL: advocate within the broader labour movement for stronger climate-justice commitments, including international aid, disaster-preparedness support, and policies that address the root causes of climate-driven extreme weather; and

HSA WILL: advocate within the broader labour movement that unions limit the use of technologies, systems and practices that contribute to worsening and quickening climate disasters.

Carried ____ Defeated ____

96. FINANCE

Submitted by: G.F. Strong / Oak Care Centres

Committee recommendation: Opposed

BECAUSE: the increased costs of running the annual convention continue to increase each year;
and

BECAUSE: HSA is a financially responsible organization; and

BECAUSE: we are no longer in a state of pandemic emergency.

HSA WILL: return to the pre-pandemic room-sharing model for the hotel stay at the annual convention.

Carried ____ Defeated ____

97. FINANCE

Submitted by: G.F. Strong / Oak Care Centres

Committee recommendation: Opposed

BECAUSE: the increased costs of running the annual convention continue to increase each year;
and

BECAUSE: HSA is a financially responsible organization.

HSA WILL: conduct a cost-benefit analysis regarding the difference of paying delegates to stay at a hotel vs. paying for driving costs and parking, in addition to hotel costs.

Carried ____ Defeated ____

98. FINANCE

Submitted by: G.F. Strong / Oak Care Centres

Committee recommendation: Opposed

BECAUSE: the increased costs of running the annual convention continue to increase each year;
and

BECAUSE: HSA is a financially responsible organization.

HSA WILL: not allow local delegates, who reside within 20 KM of the convention site, to be eligible to be paid for by the union to stay at the hotel.

Carried ____ Defeated ____

99. FINANCE

Submitted by: Royal Jubilee Hospital
Committee recommendation: Opposed

BECAUSE: the cost of living is very high, members may struggle with loss of income and job action in itself is very stressful.

HSA WILL: increase the amount of strike pay for members.

Carried ____ Defeated ____

100. FINANCE

Submitted by: Royal Jubilee Hospital
Committee recommendation: Opposed

BECAUSE: of the increasingly excessive cost of convention which will only continue to inflate in future years; and

BECAUSE: three days of convention does not allow for completion of the majority of the work required, especially in regards to voting on resolutions.

HSA WILL: hold Annual Convention every 2 years for a period of 4 days; and

HSA WILL: hold regional meetings every 2 years, on alternating years from HSABC's annual convention; and

HSA WILL: increase the scope and size of regional meetings to ensure fulsome participation and input from all members of that region.

Carried ____ Defeated ____

101. FINANCE

Submitted by: Royal Jubilee Hospital
Committee recommendation: Opposed

BECAUSE: of the ballooning rate of inflation which affects all aspects of HSABC's work, including but not limited to: HSABC convention, building and facilities maintenance, the JHSBT, deserved and needed wage increases; and

BECAUSE: HSABC's membership continues to grow in numbers.

HSA WILL: implement a 0.3% increase in member dues (which will result in a total cost of roughly 40 – 80 dollars per member per year but roughly a 1.2 million dollar increase in HSABC annual revenue) to ensure aspects such as membership services, annual convention, and staff hiring can increase proportionally to the increased membership and its growing needs.

Carried ____ Defeated ____

102. FINANCE

Submitted by: Royal Jubilee Hospital
Committee recommendation: Opposed

BECAUSE: the cost of living continues to increase and members should not have to choose between healthy meals and spending extra money when they are at convention and HSA events; and
BECAUSE: members should not risk having to claim per diems on their taxes.

HSA WILL: set the meal per diem to the upper limit of the taxable amount.

Carried ____ Defeated ____

103. FINANCE

Submitted by: Royal Inland Hospital
Committee recommendation: Opposed

BECAUSE: HSA has members who work rotating days with extended hours, attending education, Committee business, MAL business, Lead Steward Business, Convention ect. that fall on days off can be very taxing and contribute to burn out.

HSA WILL: make members whole by increasing the BANKED day allotment from 7.5 hours to the full length of the members extended shift, allowing a day to equal a day, making the member able to take a full day off in lieu of participating in Union business on a day off.

Carried ____ Defeated ____

104. FINANCE

Submitted by: Providence Small Site Cluster Chapter
Committee recommendation: Opposed

BECAUSE: the current \$30K donation budget (in the Financial Report it is the line item for: Affiliations --> Support and Memberships --> "Affiliates") was set years ago and no longer has the same purchasing power, limiting HSAs ability to support communities at the level it used to; and
BECAUSE: community need has increased significantly as climate disasters, housing crises, food insecurity, and global conflicts intensify; and
BECAUSE: \$30K is less than 0.000952% of annual budget and increasing this amount would have meaningful impact while remaining financially modest for the union.

HSA WILL: increase the Affiliations --> Support and Memberships --> "Affiliates" [in financial report] donation budget to \$50,000 going forward.

Carried ____ Defeated ____

105. FINANCE

Submitted by: Children's & Women's Health Centre of BC

Committee recommendation: Opposed

BECAUSE: HSA stands in solidarity with workers around the world who are affected by war and terrorism; and

BECAUSE: HSA has donated to organizations with the explicit intent to support Palestinians in war-torn Gaza; and

BECAUSE: HSA cares about both Palestinians and Israelis who are affected by the Hamas-Israel war; and

BECAUSE: according to the Global Terrorism Index (GTI), Israel is in the top 8 countries with the highest rate of terrorist attacks, resulting in fatalities, injuries and hostages; and

BECAUSE: Magen David Adom is Israel's only national emergency medical service and blood services organization that provides emergency treatment to any individual who needs help in Israel – regardless of ethnicity, race, or political or religious affiliation.

HSA WILL: donate \$25,000 on behalf of its members to Magen David Adom Canada to help support their work providing urgent care for workers in need in Israel.

Carried ____ Defeated ____

106. FINANCE

Submitted by: Abbotsford Regional Hospital

Committee recommendation: Opposed

BECAUSE: member engagement increases when members feel a visible connection to their union, and branded material help build that sense of belonging and identity; and

BECAUSE: swag enhances HSA's visibility in workplaces and communities, strengthening awareness of the union's role values, and services; and

BECAUSE: swag is a low-cost, high-impact tool.

HSA WILL: increase the budget and distribution of member swag to support engagement, visibility, and participation across all chapters; and

HSA WILL: report annually to Convention on swag distribution and its impact on member engagement.

Carried ____ Defeated ____

107. FINANCE

Submitted by: Abbotsford Regional Hospital

Committee recommendation: Opposed

BECAUSE: the BC Health Coalition (BCHC) is a non-partisan network of organizations and individuals committed to defending and strengthening public health care in British Columbia; and
BECAUSE: the Coalition plays a vital role in advocating for accessible, equitable, and publicly funded health services, aligning with the values of the Health Sciences Association (HSA) and the broader labour movement; and

BECAUSE: HSA recognizes the importance of solidarity in protecting public health care against privatization and systemic inequities.

HSA WILL: continue to endorse the work of the BC Health Coalition; and

HSA WILL: make a financial contribution of \$1200 to the BC Health Coalition to support its ongoing campaigns and advocacy; and

HSA WILL: communicate this resolution to the BC Health Coalition and share it with affiliates to encourage broader support across the labour movement.

Carried ____ Defeated ____

108. FINANCE (covers 109)

Submitted by: Children's & Women's Health Centre of BC

Committee recommendation: Opposed

BECAUSE: budgeting \$100,000 per year (in 2024) on promotional materials (SWAG) provides little value to most members, and much of this spending fuels the fast-fashion supply chain built on overproduction, low-wage labour, and disposable goods; and

BECAUSE: many of these materials are not environmentally friendly, are often produced through carbon-intensive manufacturing processes, and are likely to end up in landfills, contributing to climate injustice that disproportionately harms marginalized communities; and

BECAUSE: reducing unnecessary consumption is a core component of climate-responsible union practice, and redirecting funds away from disposable goods aligns HSA with global labour movements calling for sustainable procurement and ethical production.

HSA WILL: reduce promotional material spending to \$40,000 annually, prioritizing items that are durable, ethically sourced, and environmentally responsible; and

HSA WILL: with the guidance of members, reallocate the remaining \$60,000 to better support member advocacy, improve resources, enhance services, and invest in sustainable initiatives that advance climate justice and benefit the membership.

Carried ____ Defeated ____

110. FINANCE

Submitted by: Delta Hospital

Committee recommendation: Opposed

BECAUSE: the standard practice, reinforced by the recent (Dec 2025) Canadian federal government directives, is that overtime pay is excluded from the calculation of union dues and unions are following suit. In Canada, it is a general rule and in many collective agreements the Directive on Union Dues that union dues are not deducted from overtime pay. This practice is widespread across the major unions such as BCNU, BCTF, the Public Service Alliance of Canada (PSAC) and the Canadian Union of Public Employees (CUPE) all follow similar rules, where dues are generally calculated as a percentage of a member's regular wages or a flat rate, but not applied to premium earnings. BCGEU is actively working on a policy to make dues fairer to reduce dues on OT; and

BECAUSE: members who work more overtime pay disproportionately higher amounts in dues for the same union representation and benefits; and

BECAUSE: unions have a legal obligation of fair representation, meaning they must serve the interests of all members without acting discriminatorily against members who work mandatory overtime or by choice.

**HSA WILL: ensure fairness and only deduct union dues on an employee's base salary not including overtime, premiums, bonuses and severance pay at a set rate for all members; and
HSA WILL: set the appropriate rate to all members to ensure the budget is met to support all union activities.**

Carried ____ Defeated ____

111. FINANCE

Submitted by: Langley Memorial Hospital

Committee recommendation: Opposed

BECAUSE: Convention is the largest HSA expense, with hotel accommodations being the largest expense of convention.

HSA WILL: Increase the radius of UNPAID hotel accommodations to 50 km from the location of Convention.

Carried ____ Defeated ____

112. FINANCE

Submitted by: Eagle Ridge Hospital

Committee recommendation: Opposed

BECAUSE: the 2025 convention received a significant number of requests for financial support of charitable organizations, beyond the amount budgeted in the annual finance report; and
BECAUSE: there are increasing budget constraints due to increasing costs in all areas of union business, fiscal prudence must be considered so that dues collected can have the greatest impact, both at a systemic level as well as on HSA members directly; and
BECAUSE: the current economic climate is putting financial pressures on members across all regions, discouraging member enthusiasm for increasing dues to cover costs.

HSA WILL: in all future conventions, provide a finite budget for charitable donations at the beginning of convention and accept charitable donation resolutions without specific dollar amounts. Upon review by the Finance Committee, the charitable donation budget would be divided equitably among the carried Charitable donation resolutions.

Carried ____ Defeated ____

113. FINANCE

Submitted by: Langley Memorial Hospital

Committee recommendation: Opposed

BECAUSE: Convention is the largest single expense for HSA, with accommodation being the largest part of that expense; and
BECAUSE: incentivizing members to share rooms could cause a dramatic reduction in Convention cost.

HSA WILL: give every member who shares a room during convention a \$50 gift card (i.e. one to both members).

Carried ____ Defeated ____

114. FINANCE

Submitted by: Langley Memorial Hospital

Committee recommendation: Opposed

BECAUSE: convention is the largest expense for HSA; and
BECAUSE: accommodation and hotel meeting room cost is the largest expense of convention.

HSA WILL: consider having convention held at a hotel in Surrey or Richmond, along a skytrain route, and closer to many members in the lower mainland.

Carried ____ Defeated ____

115. FINANCE

Submitted by: Surrey Memorial Hospital

Committee recommendation: In Favour As Amended

BECAUSE: convention attendance is a privilege; and

BECAUSE: members' wages are subsidized by HSA with the expectancy that attendees are representing their union ~~SIBLINGS brothers and sisters~~ who could not be present at Convention: members who choose to sign in to Convention in the morning or after lunch periods but then vacate the convention hall for long periods of time for reasons unrelated to illness or emergencies and not report to the registers office.

HSA WILL: inform those members DELEGATES WHO DO NOT ATTEND CONVENTION PROCEEDINGS that wage replacement will not be covered for convention, cost for the hotel stay for convention will be sent to those members and will prohibit that member from attending convention the following year.

Carried ____ Defeated ____

116. FINANCE

Submitted by: Victoria General Hospital

Committee recommendation: Opposed

BECAUSE: HSA's budget is not unlimited; and

BECAUSE: there is no way to properly vet potential charities to support before voting on a resolution ; and

BECAUSE: there is no one charity that all HSA members would agree to support.

HSA WILL: cease all charitable donations immediately and those funds will instead support members directly for things like education, conferences and convention expenses.

Carried ____ Defeated ____

117. FINANCE

Submitted by: Victoria General Hospital

Committee recommendation: Opposed

BECAUSE: HSA's finances are derived from member dues.

BECAUSE: HSA members must travel to Vancouver to attend HSA's annual convention.

HSA WILL: hold convention every other year for 5 days rather than yearly for 3 days.

Carried ____ Defeated ____

118. FINANCE

Submitted by: BC Cancer - Vancouver

Committee recommendation: Opposed

BECAUSE: HSA is committed to accountability and transparency; and

BECAUSE: HSA members want to see where their union dues are going; and

BECAUSE: members belonging to health authorities all have their salaries publicly available.

HSA WILL: publish, on the steward portal, a listing of staff salaries and expenses by position.

Carried ____ Defeated ____

119. FINANCE

Submitted by: BC Cancer - Vancouver

Committee recommendation: Opposed

BECAUSE: regional director and presidential elections have a monetary cost to the Union; and

BECAUSE: HSA is committed to transparency; and

BECAUSE: members deserve to know how much money is spent on an election campaign.

HSA WILL: publish on its website or member-portal, a list of enumerated campaign expenses for candidates that ran for elected office, at the conclusion of each election.

Carried ____ Defeated ____

120. FINANCE

Submitted by: BC Cancer - Vancouver

Committee recommendation: Opposed

BECAUSE: HSA is committed to accountability and transparency; and

BECAUSE: members deserve to know how much they are spending on each Regional Director.

HSA WILL: publish on its website or member-portal, a list of all Regional Director expenses broken down into categories of travel, wage replacement (measured in hours of paid union leave) and accommodations/per diems, along with a total amount spent on each Director.

Carried ____ Defeated ____

121. FINANCE

Submitted by: SHARE Family & Community Services

Committee recommendation: Opposed

BECAUSE: members often approve donations to international causes at Convention; and
BECAUSE: climate emergencies are becoming more frequent and devastating locally; and
BECAUSE: resources are needed when these events occur and not after convention; and
BECAUSE: HSA implemented emergency funds for members affected in the past.

HSA WILL: create a permanent fund within the budget to address climate related emergencies and provide donations directly to BC communities affected.

Carried ____ Defeated ____

122. FINANCE

Submitted by: Nanaimo Regional General Hospital

Committee recommendation: Opposed

BECAUSE: the union is experiencing increasing financial strain due to both external and internal factors.

HSA WILL: have the Finance Committee include recommendations for cost-saving measures in its annual report to convention, along with resolutions to support the implementation of those changes.

Carried ____ Defeated ____

123. FINANCE

Submitted by: Nanaimo Regional General Hospital

Committee recommendation: Opposed

BECAUSE: the union is experiencing increasing financial strain due to both external and internal factors; and

BECAUSE: the demand for union support is increasing; and

BECAUSE: other unions pay a higher percentage union dues.

HSA WILL: increase dues by 0.5%.

Carried ____ Defeated ____

124. FINANCE

Submitted by: Richmond Chapter

Committee recommendation: Opposed

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 greater relative percentage 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 union dues contributed; and

BECAUSE: individuals who contribute union dues in excess of expected dues for a 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; and

BECAUSE: the budgetary impact of removal of these dues is now known.

HSA WILL: reduce applicable union dues for any hours worked beyond standard FTE hours to 50%; and

HSA WILL: cover the budgetary shortfall via cost savings as opposed to increasing union dues for all members.

Carried ____ Defeated ____

125. FINANCE

Submitted by: Richmond Chapter

Committee recommendation: Opposed

BECAUSE: HSA currently provides a defined budget based on chapter size for chapter and steward meetings; and

BECAUSE: the level of engagement from members is not always reflected in the chapter size resulting in a different need for funding; and

BECAUSE: the budget does not compensate for differing levels of engagement of members meaning a small chapter with higher engagement and more union stewards receives less funding than a large chapter with lower engagement and less union stewards.

HSA WILL: assess an alternate funding model for chapter and steward meeting funding based on the level of engagement of the member base and the number of stewards at the respective sites regardless of overall chapter size.

Carried ____ Defeated ____

126. FINANCE

Submitted by: The Centre for Child Development

Committee recommendation: Opposed

BECAUSE: there is limited number of recipients who can receive scholarship amounts every year.

HSA WILL: increase the number of scholarships for its members.

Carried ____ Defeated ____

127. FINANCE (covers 128)

Submitted by: Comox Chapter

Committee recommendation: Opposed

BECAUSE: holding an annual convention in person requires significant financial expenditures, including but not limited to travel, lodging, venue rental, meals, per diem, and lost time costs; and

BECAUSE: these expenses place a substantial financial burden on the unions budget and ultimately on the membership dues; and

BECAUSE: advancements in virtual meeting technology allow for effective participation, discussion, voting, and significantly reduced cost; and

BECAUSE: holding conventions virtually eliminates or greatly reduces costs associated with travel, lodging and venue rental while still allowing members to engage in the democratic process; and

BECAUSE: alternating between in person and virtual conventions would allow the union to preserve the benefits of face-to-face engagement while achieving long term financial savings.

HSA WILL: hold a full in person convention every other year and;

HSA WILL: in the alternating years the union shall still conduct it's convention virtually using secure and accessible technology.

Carried ____ Defeated ____

129. FINANCE

Submitted by: Comox Chapter

Committee recommendation: Opposed

BECAUSE: members perform union duties including convention, meetings, training and advocacy that are essential to the effective functioning of the union; and

BECAUSE: members work a variety of shifts lengths, including standards shifts and extended hour shifts, and inequalities arise when union leave is applied inconsistently across different shift structures; and

BECAUSE: fairness and equity require that members working extended shifts not be disadvantaged when performing union duties in comparison to members working standard shifts; and

BECAUSE: allowing a full shift off in exchange for a full day of union work supports equitable access to union participation regardless of shift length.

HSA WILL: allow members to take a full scheduled shift off work in exchange for performing a full day of approved union work; and

HSA WILL: acknowledge that where a member elects to have union duty time paid out rather than taking a full shift off, the member shall be compensated for the exact number of hours worked on said union shift; and

HSA WILL: see that this policy shall apply equally to all members, including those working extended hour shifts, in order to establish and maintain shift to shift equity.

Carried ____ Defeated ____

130. FINANCE (covers 131)

Submitted by: Comox Chapter

Committee recommendation: Opposed

BECAUSE: members increasingly rely on overtime due to chronic staffing shortages and service demands within the health care system; and

BECAUSE: overtime is compensated at premium rates and reflects work performed beyond regular hours, often at personal and family cost to members; and

BECAUSE: the continued collection of dues on overtime earnings places a disproportionate financial burden on members who work extended or irregular hours; and

BECAUSE: many members do not receive additional union services proportional to the amount of overtime worked making the application of dues on overtime inequitable; and

BECAUSE: a modest increase of 0.15% to the base union dues rate would offset the revenue impact of eliminating dues on overtime while redistributing costs more equitably across membership; and

BECAUSE: such modest increase would be an average across membership of only \$90 per year for those earning \$60,000 (Slight adjustment up or down depending on earnings).

HSA WILL: increase union dues by 0.15% applied to regular straight time earnings only; and

HSA WILL: in conjunction with this adjustment, will cease the collection of union dues on overtime earnings for all members; and

HSA WILL: note that this change will result in a dues structure that is equitable for all members, intended to support fairness, transparency and member participation while maintaining financial stability of HSABC.

Carried ____ Defeated ____

132. FINANCE

Submitted by: Comox Chapter

Committee recommendation: Opposed

BECAUSE: HSA Conventions and other official HSA business require the booking of accommodations for elected officers, staff and delegates; and

BECAUSE: booking larger or more expensive hotel suites for certain positions increases overall accommodation cost without providing direct benefit to the membership; and

BECAUSE: equity, transparency and fiscal responsibility should be reflected in the expenditures funded by the member dues; and

BECAUSE: standard hotel rooms provide adequate accommodation for all participants attending HSA convention and business; and

BECAUSE: hotels hosting conventions and meetings provide dedicated meeting rooms and conference space that eliminate the need for larger in room suites for business purposes.

HSA WILL: resolve that all hotel rooms and suites booked for convention and other official HSA business shall be of equal type and comparable cost; and

HSA WILL: further resolve that no larger or higher cost suites shall be booked for the president, vice-president or any other elected officer, board member or delegate; and

HSA WILL: further resolve that this policy is a cost saving measure intended to reduce the accommodation expenses and ensure responsible use of member dues.

Carried ____ Defeated ____

133. FINANCE (covers 134)

Submitted by: Richmond Mental Health
Committee recommendation: Opposed

BECAUSE: HSA budgets approximately 150 - 200 thousand dollars per year for charitable donations through the Committee for social equality and action (CESA); and
BECAUSE: the CESA Committee is comprised of democratically elected members at large and uses a clear and strict rubric for assessing and awarding applications for funding; and
BECAUSE: the CESA rubric prioritizes donating to local grass roots organizations with limited fundraising abilities and specific articulated goals and plans for the donations; and
BECAUSE: awarding significant donations through convention resolutions can lead to moral distress for delegates as the likelihood of the success of the request may be directly related to the order in which the resolutions is presented.

HSA WILL: limit its charitable donations to within the scope and existing procedures of the CESA Committee.

Carried ____ Defeated ____

135. FINANCE

Submitted by: Richmond Mental Health
Committee recommendation: In Favour

BECAUSE: of the economic uncertainties created through President Trump's trade wars; and
BECAUSE: supporting local and Canadian businesses helps to boost the Canadian and local economies.

HSA WILL: make every effort to continue to purchase Canadian-made products and services.

Carried ____ Defeated ____

136. FINANCE

Submitted by: 2SLGBTQIA+ Committee
Committee recommendation: In Favour

BECAUSE: of the rise in anti-2SLGBTQIA+ hate in BC, Canada, and globally.

HSA WILL: donate \$7500 to the BC Flying Squad Against Transphobia to support workshops in the 7 "hot spot regions" outlined in their 2025 report.

Carried ____ Defeated ____

137. GENERAL (covers 138)

Submitted by: Penticton Regional Hospital

Committee recommendation: Opposed

BECAUSE: HSA values transparency, accountability, and member engagement; and

BECAUSE: many other jurisdictions have successfully utilized transparent and open negotiations; and

BECAUSE: there is no benefit to HSA members to maintaining secrecy regarding bargaining proposals that have already been shared with HEABC, and are thus no longer confidential within HSPBA's bargaining team; and

BECAUSE: HSA members require specific and detailed information regarding bargaining to make informed decisions on votes for job action and for ratification of the collective agreement.

HSA WILL: commit to engaging in transparent or open bargaining that includes the sharing of details of proposals with HSA's general membership while bargaining is occurring; and

HSA WILL: refuse to agree to a protocol agreement that prevents HSA bargaining Committee from disclosing details around bargaining to the membership.

Carried ____ Defeated ____

139. GENERAL (covers 140 and 141)

Submitted by: St. Paul's Hospital

Committee recommendation: Opposed

BECAUSE: HSA seeks to advance member rights, safety and dignity through enforcement of collective agreements, member education and the establishment of Union policies and procedures; and

BECAUSE: Labour Relations benefits from perspectives, information and analysis from the front-line workers; and

BECAUSE: HSA currently lacks a formal process to recruit, train and employ members as Labour Relations professionals; and

BECAUSE: HSA used to have a "Super Steward" program and other unions such as HEU, currently have a "Servicing Leadership for Members" recruitment and training program.

HSA WILL: HSA establish a formal internship program for members; and

HSA WILL: actively recruit, train, and hire HSA members as interns to facilitate development of skills/experience to seek regular employment as HSA Labour Relations Professionals.

Carried ____ Defeated ____

142. GENERAL

Submitted by: Royal Jubilee Hospital

Committee recommendation: In Favour

BECAUSE: the use of Generative AI has been shown to have detrimental effects to the environment; and

BECAUSE: the use of Generative AI can cause mental health issues such as AI induced psychosis; and

BECAUSE: the use of Generative AI takes away jobs from a variety of people, including but not limited to artists, graphic designers, health care workers, writers, etc.; and

BECAUSE: the training of AI can involve stealing materials, such as art, and novels from human beings; and

BECAUSE: AI does not have an ethical framework, and can result in disastrous effects such a self harm and violence.

HSA WILL: develop an ethical framework and guidance pathway in their use of AI in the union.

Carried ____ Defeated ____

143. GENERAL (covers 144, 145 and 146)

Submitted by: Providence Small Site Cluster Chapter

Committee recommendation: In Favour

BECAUSE: the College of Health and Care Professionals of BC (CHCPBC) has increased members registration fees again since amalgamation. Physiotherapists seeing an increase of 43% from last year! Per CHCPBC, there will likely be further fee increases in the coming years. This places significant financial strain on HSA members; and

BECAUSE: although the CHCPBC has increased fees, the services they provide are not equivalent to what was provided prior to amalgamation. For example, SLP pays over \$1000, but receives less regulation of certified practice support.

BECAUSE: registration fees are not pro-rated based on FTE status, which can pose a significant financial burden for part-time and casual employees; and

BECAUSE: CHCPBC operates under provincial legislation, the government has the authority to ensure accountability, transparency, and fairness in fee-setting practices.

HSA WILL: lobby the provincial government to review the fee setting practices of professional regulatory colleges (such as CHCPBC), implement measures to ensure that registrant fees are transparent and justified, and do not increase beyond what is reasonable; and

HSA WILL: advocate for the introduction of pro-rated or income-sensitive registration fees so that part-time and casual workers are not required to pay the full cost of registration; and

HSA WILL: advocate for a decrease in annual registration fees.

Carried ____ Defeated ____

147. GENERAL

Submitted by: BC Cancer - Kelowna

Committee recommendation: Opposed

BECAUSE: the money used to fund special leaves is part of the whole monetary package offered to HSA members; and

BECAUSE: the rules of using special leave may create inequity amongst members as to whether they are able to access the funds that are negotiated as part of the monetary package as part of employment.

HSA WILL: survey the membership on their use of special leave, including but not limited to, how many hours of special leave they use and whether leaves are approved/denied, and what the barriers are to using special leave at their work site.

Carried ____ Defeated ____

148. GENERAL

Submitted by: Children's & Women's Health Centre of BC

Committee recommendation: Opposed

BECAUSE: the core functions of a union are collective bargaining, securing benefits for workers, and protecting members rights in the workplace; and;

BECAUSE: unionization is in a period of steady decline in Canada and union power is being eroded while our health care system is facing severe challenges; and

BECAUSE: focus on complex geopolitical issues divides and polarizes our membership at a time we need to gather our collective power the most; and;

BECAUSE: an accurate understanding of complex geopolitical issues requires education, research and a level of discussion that the Union has proven it is not able to provide in a way that is psychologically safe for all members; and

BECAUSE: we have lost many members of our union due to HSA's failure to provide a safe environment for members from different minority groups.

HSA WILL: reaffirm and prioritize its core functions of collective bargaining and administration of our collective agreement, securing benefits, representing and protecting members rights in the workplace and providing advocacy for a strong and accessible public health care system.

Carried ____ Defeated ____

149. GENERAL

Submitted by: Children's & Women's Health Centre of BC

Committee recommendation: In Favour

BECAUSE: all members deserve protection from retaliation for advocating for human rights; and

BECAUSE: all Canadians have the right to freedom of expression; and

BECAUSE: no member should face discrimination for their beliefs.

**HSA WILL: defend its members’ rights to freedom of expression, and will take a firm stand against any discriminatory repercussions when members advocate for human rights; and
HSA WILL: support all members and will enforce the protection of all members under the protected grounds, as outlined in our human rights legislation; and
HSA WILL: not selectively support one group over another in respect to protected grounds, as that is discriminatory, and; bring forward the spirit and intent of this resolution to the provincial and national union groups including BCFED, NUPGE, Labour Councils, and the CLC.**

Carried ____ Defeated ____

150. GENERAL

Submitted by: Holy Family Hospital
Committee recommendation: Opposed

BECAUSE: HSA delegates to Convention want to optimize time allocated to discussing resolutions and pressing business on the Convention floor; and
BECAUSE: the presidential candidates’ speeches at the 2025 HSA Convention for the took significant amount of time; and
BECAUSE: not all HSA members are able to view the speeches live online or in-person at Convention, but all HSA members are now able to vote for the president.

HSA WILL: require all HSA Presidential candidates to pre-record their election speeches (within time limits) and provide recordings electronically to all HSA members prior to the start of the voting period.

Carried ____ Defeated ____

151. GENERAL

Submitted by: Mount St. Joseph Hospital
Committee recommendation: In Favour As Amended

BECAUSE: the employer has instated an overtime ban for allied health members and allied health services are essential to patient care and safe and efficient discharge planning; at times lines go unfilled and staffing is short, so regular full time allied health members take overtime to help cover shifts.

HSA WILL: ~~advocate for the employer~~ TO THE PROVINCIAL GOVERNMENT to reinstate overtime access to allied health members so that we can provide the necessary care and support to our patients when outside of our regular working hours and when deemed necessary/approved by our leaders.

Carried ____ Defeated ____

152. COMPOSITE 8 - GENERAL (covers 153 and 154)

Submitted by: Resolutions Committee

Committee recommendation: In Favour

BECAUSE: Bargaining Proposal Conference (BPC) is an important part of the bargaining process and this is where member priorities are established; and

BECAUSE: Bargaining Committee members elected at BPC could benefit from having access to their materials and notes from BPC and this would allow them to better advocate for member priorities; and

BECAUSE: the materials from BPC are considered confidential and cannot currently be released to Bargaining Committee members immediately after BPC; and

BECAUSE: HSA Bargaining Committee members are not provided with electronic copies of bargaining proposals, which necessitates the use, storage, and transportation of large amounts of paper documents for the HSA Bargaining Committee and limits their ability to quickly access proposals during remote bargaining meetings.

HSA WILL: establish a process by which Bargaining Committee members' packages of materials including their individual notes can be preserved, and provided to them at the commencement of bargaining; and

HSA WILL: provide HSA Bargaining Committee members with electronic copies of bargaining proposals and other materials.

Carried ____ Defeated ____

155. GENERAL

Submitted by: University Hospital of Northern BC

Committee recommendation: Opposed

BECAUSE: the bargaining process is stressful, lengthy, and often frustrating, the Committee members are subjected to unavoidable cognitive biases resulting in decision making that may favour certain outcomes (e.g., see Yu, 2016; Starke & Brand, 2012; Keinan, 1987); and

BECAUSE: the bargaining Committee currently provides subjective recommendations to the membership around tentative agreements; and

BECAUSE: HSA members have the right to assess the favourability of a tentative agreement without bias (i.e., without the opinion of the bargaining Committee).

HSA WILL: eliminate all subjective, qualitative, or opinionated language (especially overt recommendations on how to vote) when briefing membership of tentative agreements, and avoid the disclosure of Committee member opinions regarding a tentative agreement until after an agreement has been ratified.

Carried ____ Defeated ____

156. GENERAL

Submitted by: University Hospital of Northern BC

Committee recommendation: Opposed

BECAUSE: site-specific, localized decisions by the employer impact relatively small subsets of HSA members in unique ways; and

BECAUSE: decisions by the employer affects members from different unions; and

BECAUSE: these decisions often have negative consequences on work environments and job satisfaction.

HSA WILL: contact neighbouring unions (e.g., HEU) to discuss the feasibility of localized joint Committees to represent employees across unions, and establish a way for members to collectively voice concerns over undesirable employer policies/decisions that are local and site-specific.

Carried ____ Defeated ____

157. GENERAL

Submitted by: Richmond Chapter

Committee recommendation: In Favour

BECAUSE: voting on resolutions is a priority function requiring the gathering of members at convention; and

BECAUSE: the time at the HSA convention is limited; and

BECAUSE: the majority of submitted resolutions never reach the convention floor for discussion; and

BECAUSE: the Committee summaries take time away from voting on resolutions; and

BECAUSE: the Committee summaries are already accessible by the membership; and

BECAUSE: the attending membership at convention does not vote or alter the summaries from the various Committees.

HSA WILL: reduce time spent on discussing Committee summaries and allocate more time towards resolution voting.

Carried ____ Defeated ____

158. GENERAL

Submitted by: Comox Chapter

Committee recommendation: Opposed

BECAUSE: Convention is a time for networking and building relationships among members; and

BECAUSE: many professional relationships exist outside of a members own region.

HSA WILL: no longer assign regions sections for seating at convention.

Carried ____ Defeated ____

159. GENERAL

Submitted by: Richmond Mental Health

Committee recommendation: Opposed

BECAUSE: many resolutions are submitted each year that have previously been defeated on the floor; and

BECAUSE: many resolutions that are submitted each year do not hit the floor of convention to be debated and voted on by delegates; and

BECAUSE: prioritizing resolutions and debate is important to delegates and members, as highlighted by resolutions submitted at the 2025 convention.

HSA WILL: prioritize resolutions that did not hit the floor in previous conventions, rather than repeating similar resolutions each year.

Carried ____ Defeated ____

160. GOVERNANCE

Submitted by: Penticton Regional Hospital

Committee recommendation: Opposed

BECAUSE: the same or similar resolutions are submitted every year; and

BECAUSE: the discussion and debate at convention is time consuming and divided; and

BECAUSE: the members elected to attend convention may not represent the majority; and

BECAUSE: the union has instituted the "one member one vote" policy for leadership votes.

HSA WILL: when the same or similar resolution is submitted for discussion for a 3rd straight year, that this resolution be presented to the entire membership in an online vote.

Carried ____ Defeated ____

161. GOVERNANCE

Submitted by: Penticton Regional Hospital

Committee recommendation: Opposed

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

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.

Carried ____ Defeated ____

162. GOVERNANCE

Submitted by: Penticton Regional Hospital

Committee recommendation: Opposed As Amended

BECAUSE: HSA needs to be accountable to its whole membership; and

BECAUSE: HSA recognizes that rural and remote chapter members are at a disadvantage in attending convention; and

BECAUSE: HSA is a democratic, membership-driven organization.

HSA WILL: submit resolutions that have appeared on the convention floor for four consecutive years without resolution to a vote of the whole membership, requiring a simple majority for non-CONSTITUTIONAL governance resolutions and a two-thirds majority for CONSTITUTIONAL governance resolutions.

Carried ____ Defeated ____

163. GOVERNANCE

Submitted by: Royal Columbian Hospital

Committee recommendation: Opposed

BECAUSE: allowing online or virtual voting for union resolutions will ensure all union members have a voice; 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: requiring members to be physically present prioritizes convention attendance over democracy and the needs of the members.

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

Carried ____ Defeated ____

164. GOVERNANCE

Submitted by: Royal Jubilee Hospital

Committee recommendation: Opposed

BECAUSE: convention time is limited; and

BECAUSE: all resolutions are deserving of debate time by members; and

BECAUSE: the main objective of HSABC's annual convention is ensuring resolutions are debated.

HSA WILL: limit debate time on the floor to one minute and thirty seconds in an effort to ensure more resolutions are presented to members in attendance at the annual convention.

Carried ____ Defeated ____

165. GOVERNANCE

Submitted by: Royal Jubilee Hospital

Committee recommendation: In Favour

BECAUSE: attending convention and engaging in convention proceedings (eg: voting) is an atypical activity for the large majority of the HSABC membership; and

BECAUSE: Convention proceedings are set within a rule system (Bourinot's Rules of Order) that is unintuitive and difficult to grasp for many members, even those that have engaged in them multiple times; and

BECAUSE: a lack of understanding of the rules of order can lead to disempowerment, exclusion, and decreased participation and engagement throughout convention and within the union at large; and

BECAUSE: HSABC's 2025 – 2030 strategic plan states advancing inclusion and strengthening member engagement.

HSA WILL: mandate all attendees to HSABC's annual convention receive education regarding parliamentary procedure prior to the start of convention and HSABC's education department will create an education series regarding parliamentary procedure for use by members.

Carried ____ Defeated ____

166. GOVERNANCE

Submitted by: Royal Jubilee Hospital

Committee recommendation: Opposed

BECAUSE: Regional Director is a large time commitment, can involve a lot of travel, meetings outside of work hours and requires extra work that is not paid; and

BECAUSE: there may not be people interested in being regional director within a region and the regional director role is important to fill as it is pivotal that all regions have a representative at the table.

HSA WILL: allow, that after the final call is taken for director nominations in a region, if there are no candidates put forward, then the previous director of that region can be acclaimed even if they have reached their maximum term.

Carried ____ Defeated ____

167. GOVERNANCE (covers 168, 169 and 170)

Submitted by: Royal Jubilee Hospital

Committee recommendation: Opposed

BECAUSE: HSABC holds Ten (10) regular board seats with one board seat allotted per region; and
BECAUSE: HSABC's current language allows for a single (one) equity board director to advocate for and be accountable to ALL members who identify with equity groups; and
BECAUSE: the Equity Director is tasked with ensuring an equity lens is applied during all decisions at the board level, including member facing policies; and
BECAUSE : the large number of equity members results in an equally large task of ensuring fulsome and equitable representation for all equity members; and
BECAUSE: no single person can properly represent all marginalized groups; and
BECAUSE: HSABC states that accountability and safety are integral to it's work and it's membership; and
BECAUSE: accountability and safety are better fostered through shared work between multiple people instead of lone individuals.

HSA WILL: increase the number of HSABC Equity Board members from one (1) to two (2), to ensure that all equity deserving members have fulsome representation at the board level, to allow for reasonable division of labour, and to ensure accountability and safety for the new position(s).

Carried ____ Defeated ____

171. GOVERNANCE

Submitted by: Royal Inland Hospital

Committee recommendation: In Favour

BECAUSE: HSA has multiple associations with different collective agreements; and
BECAUSE: HSA values equitable opportunities for all collective agreements to be supported by their members.

HSA WILL: ask that larger chapters that are allotted multiple seats to Convention make every effort to make sure each collective agreement has at least 1 member from that agreement elected into a chapter allotted spot to attend Convention to represent their agreement.

Carried ____ Defeated ____

172. GOVERNANCE

Submitted by: Children's & Women's Health Centre of BC

Committee recommendation: Opposed

BECAUSE: HSA is committed to providing strong, effective representation that advances the collective interests of all members; and

BECAUSE: focusing union resources on core activities—such as collective bargaining, contract enforcement, grievance representation, workplace health and safety, and essential member support—ensures that we remain effective, united, and mission-driven; and

BECAUSE: our union also engages in a variety of additional initiatives, campaigns, and community efforts that, while valuable, may not be essential to our core mission of worker representation; and

BECAUSE: supporting transparency and member choice strengthens trust, encourages engagement, and reflects our commitment to democratic values.

HSA WILL: create and maintain clear criteria for defining core activities, with these criteria reviewed periodically through a democratic and participatory process; and

HSA WILL: provide members with the option to opt out of supporting designated non-core activities, while ensuring that all members continue to contribute to core activities necessary to sustain strong and effective representation; and

HSA WILL: implement these changes in a transparent, accessible manner that encourages member involvement, strengthens unity, and enhances our collective ability to advocate for fair, safe, and equitable workplaces.

Carried ____ Defeated ____

173. GOVERNANCE

Submitted by: Kettle Friendship Society

Committee recommendation: Opposed

BECAUSE: HSA Members-at-Large positions are an important part of the HSA governance structure through their work on various Committees; and

BECAUSE: the role of Member-at-Large strengthens the relationship between the regions and the HSA head office; and

BECAUSE: Members-at-Large are elected to participate in HSA Committee work and participate on standing and special Committees, are automatically a delegate to HSA Regional Meetings; the annual HSA Convention, and as a delegate to BC Federation of Labour Conventions; and

BECAUSE: representation from a mental health organization would ensure that the members who work in mental health will be able to raise awareness of the issue at all of these important venues.

HSA WILL: add a member-at-large position from a mental health organization.

Carried ____ Defeated ____

174. GOVERNANCE

Submitted by: Children's & Women's Health Centre of BC

Committee recommendation: In Favour As Amended

BECAUSE: members who work in professions that are not well represented have unique proposals and bargaining concerns.

HSA WILL: create a separate or unique method of BARGAINING PROPOSAL prioritization for members who work in professions that are not well represented.

Carried ____ Defeated ____

175. GOVERNANCE (covers 176 and 177)

Submitted by: Mount St. Joseph Hospital

Committee recommendation: In Favour As Amended

BECAUSE: our Constitution establishes allotted seats for membership based on size of chapter for regional meetings; and

BECAUSE: some chapters do not utilize their chapter entitlement while smaller chapters may have more members wishing to attend regional meetings; and

BECAUSE: in 2023, convention passed a resolution to develop an equitable process to determine how unfilled spaces for members to be reallocated to chapters with members wishing to attend convention.

HSA WILL: establish an equitable process to reallocate space VACANT DELEGATE SEATS to chapters with members wishing to attend regional meetings.

Carried ____ Defeated ____

178. GOVERNANCE (covers 179 and 180)

Submitted by: Victoria General Hospital

Committee recommendation: In Favour

BECAUSE: HSA runs a yearly program known as the Core Member Engagement Team ("CMET"); and

BECAUSE: the goals, budget, and success rate of this program are not publicly known to the HSA membership; and

BECAUSE: participants in the CMET program have provided feedback that the program lacks direction.

HSA WILL: conduct a review of the CMET program and determine a clear strategic direction for the program that ensures the program has meaningful and attainable goals; and

HSA WILL: ensure that the program considers how to measure the quality and impact of the interventions and look beyond numerical data; and

HSA WILL: ensure that the results of the review and program budget be published to the membership.

Carried ____ Defeated ____

181. GOVERNANCE (covers 182)

Submitted by: Victoria General Hospital

Committee recommendation: Opposed

BECAUSE: the number of submitted resolutions exceeds the time available for all resolutions to be presented and debated during convention; and

BECAUSE: HSA values a democratic, transparent, and open decision-making process; and

BECAUSE: although the HSA Board is the supreme governing body, it benefits from the input and guidance of democratically elected Members-at-Large serving on the Resolutions Committee, who are familiar with the full body of resolutions and support continuity, power-sharing, and knowledge succession.

HSA WILL: retain the Resolutions Committee until all remaining resolutions have been debated by the board of directors; and

HSA WILL: include the Resolutions Committee in all meetings where the board of directors is reviewing resolutions that were not reviewed at convention, and will consider their recommendations for each resolution.

Carried ____ Defeated ____

183. GOVERNANCE

Submitted by: BC Cancer - Vancouver

Committee recommendation: Opposed

BECAUSE: HSA and its Board are committed to Truth and Reconciliation; and

BECAUSE: HSA Board members have a fiduciary responsibility to the Union; and

BECAUSE: HSA invests money in training Board members in topics such as leadership, governance, anti-racism, allyship, and decolonization; and

BECAUSE: not every Board member has received the same training

HSA WILL: publish on its website or member-portal, a list of all training records for Board members, including but not limited to, chair training, anti-racism training, fiduciary responsibility, leadership courses on its website retroactively since the Board member has joined the Board as a demonstration of each Board member's commitment to developing strong leadership with an awareness of their responsibility to organizational, equity and Truth & Reconciliation.

Carried ____ Defeated ____

184. GOVERNANCE

Submitted by: BC Cancer - Vancouver

Committee recommendation: Opposed

BECAUSE: there are more MALs than there are positions on governance Committees; and
BECAUSE: there are equity Committees that are populated from a process outside of MAL elections; and

BECAUSE: it is currently possible for a member of an equity Committee to also serve on other equity Committees and/or a governance Committee; and

BECAUSE: allowing members to only be part of a single Committee at a time increases the diversity of voices doing important Union work.

HSA WILL: ensure the union is led by as many diverse voices as possible by mandating that MALs may not occupy a space on a governance Committee and an equity Committee simultaneously, and similarly equity Committee members may not sit on more than one equity or governance Committee at the same time, unless a member is on a Committee as part of their Board responsibilities.

Carried ____ Defeated ____

185. GOVERNANCE

Submitted by: BC Cancer - Vancouver
Committee recommendation: Opposed

BECAUSE: the HSA Board is comprised of elected representatives; and
BECAUSE: not every decision made by the Board is made at an official Board Meeting and is sometimes conducted electronically via a "Proposal for Deliberation"; and
BECAUSE: HSA members deserve to know whether their Regional Director is attending meetings and participating in the decision-making processes for the Union.

HSA WILL: publish on its website or member-portal, a list showing the attendance of every Director at Board meetings, as well as a record showing the number of Proposals for Deliberation in which each Director voted.

Carried ____ Defeated ____

186. GOVERNANCE (covers 187, 188, 189 and 190)

Submitted by: Queen's Park Care Centre
Committee recommendation: In Favour

BECAUSE: there are workload constraints and challenges with organizing and facilitating Health Sciences Association of BC members' meetings,

HSA WILL: allow the option for resolutions meetings and delegate voting meetings to be combined.

Carried ____ Defeated ____

191. GOVERNANCE

Submitted by: Queen's Park Care Centre
Committee recommendation: Opposed

BECAUSE: there are challenges with organizing and gathering resolutions in a timely manner right after the busy holiday season

HSA WILL: extend the cut-off date for resolutions submissions to January 30th.

Carried ____ Defeated ____

192. GOVERNANCE

Submitted by: Nanaimo Regional General Hospital
Committee recommendation: Opposed

BECAUSE: 2SLGBTQIA+ and Gender Diverse Committees address similar issues, joining forces could bring together ideas and make implementation more effective.

HSA WILL: combine 2SLGBTQIA+ and Gender Diverse Committees into one Committee.

Carried ____ Defeated ____

193. GOVERNANCE

Submitted by: Nanaimo Regional General Hospital
Committee recommendation: In Favour

BECAUSE: Regional Directors are responsible for supporting members, stewards, and locals across large and diverse regions.

HSA WILL: establish dedicated, protected Regional Director time for regional director work.

Carried ____ Defeated ____

194. GOVERNANCE (covers 195, 196 and 197)

Submitted by: Vernon Jubilee Hospital
Committee recommendation: Opposed

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.

Carried ____ Defeated ____

198. GOVERNANCE

Submitted by: Fraser Valley CDC

Committee recommendation: In Favour

BECAUSE: since the time that HSABC's regions were first set, some parts of BC have experienced high levels of population growth; and

BECAUSE: regional organizing helps members act in solidarity beyond individual worksites to build local leaders and to work with labour councils, community groups, and local campaigns—and this is easiest when regions are a practical size for people to organize together.

HSA WILL: review the current regional divisions and produce a report that identifies whether any regions have become too large for effective local organizing, lays out options to adjust boundaries and/or change the number of regions (recognizing that regions will not all have the same number of members), and recommends practical ways for regions to function as strong organizing units.

Carried ____ Defeated ____

199. GOVERNANCE

Submitted by: Comox Chapter

Committee recommendation: Opposed

BECAUSE: the bargaining Committee plays a critical role in representing the interests of the membership during collective bargaining; and

BECAUSE: the current structure of appointing bargaining Committee members from each health authority can result in unequal representation, redundancy and imbalance in regional perspectives; and

BECAUSE: organizing bargaining Committee representation by region ensures that members across all geographic areas of the province have an equal voice regardless of size or number of health authorities within a region; and

BECAUSE: regional representation promotes broader perspectives, collaboration and decision making that reflect shared regional issues such as staffing challenges, cost of living, and recruitment and retention.

HSA WILL: adopt a bargaining Committee structure that includes one representative from each region rather than one representative from each health authority.

Carried ____ Defeated ____

200. GOVERNANCE

Submitted by: Richmond Mental Health

Committee recommendation: Opposed

BECAUSE: there is currently no standard presidential contract for the role of HSA president; and
BECAUSE: the current practice is for the presidential issues Committee and the board of directors to negotiate the incoming president's contract; and
BECAUSE: the president and board of directors is made up of elected members, health care workers, who have limited to no experience negotiating employment contracts.

HSA WILL: establish a consistent presidential contract before the next presidential election.

Carried ____ Defeated ____

201. GOVERNANCE

Submitted by: Racial Justice Committee

Committee recommendation: Opposed

BECAUSE: HSA has a duty to ensure that its communications and financial donations reflect its values, priorities, and commitment to reconciliation; and
BECAUSE: decisions regarding when HSA issues a public or internal memo, endorses a cause, or donates significant funds must be guided by clear principles and a transparent, equitable, and consistent process; and
BECAUSE: the absence of these guidelines or criteria risks decisions appearing arbitrary, biased, and favouring the comfort of mainstream culture, as well as inaccurate historical assumptions and biases, or being influenced by unequal access, rather than being rooted in shared values and collective accountability. Furthermore, it can, unintentionally, privilege some causes over others, which could undermine internal members' cohesion, solidarity, trust, and expose HSA to reputational risk; and
BECAUSE: HSA affirms that it is committed to JEDI-A, and solidarity, it has a responsibility to ensure moral consistency across causes it chooses to champion— including clarity on what triggers organizational communications, public positions, or donations, particularly those exceeding a significant threshold; and
BECAUSE: members value transparency, equity, and consistency in how causes are selected, supported, and subjected to appropriate consultation.

HSA WILL: develop a guideline outlining transparent and equitable criteria, for what triggers an organizational communication, memo, or donation, including donations over \$7,000; and

HSA WILL: articulate principles to guide which causes HSA may champion, ensuring equity, fairness, and moral consistency; and

HSA WILL: consult with Equity Committees for feedback, review, and approval of such guidelines; and

HSA WILL: ensure the finalized policy is accessible to members and applied consistently across our union.

Carried ____ Defeated ____

202. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES (covers 203)

Submitted by: Providence Small Site Cluster Chapter

Committee recommendation: In Favour

BECAUSE: waitlists for long-term care beds continue to grow, leaving vulnerable individuals without appropriate supports; and

BECAUSE: inadequate capacity of long-term care beds forces hospitals to hold patients longer, impacting acute care flow, and our hospitals are consistently operating at surge levels; and

BECAUSE: there are limited community supports and resources to allow patients to live at home with complex needs; and

BECAUSE: younger adults with acquired brain injuries and complex needs are still being placed in settings designed for seniors and current homes that exist for younger adults are at capacity with long waitlists (i.e. Adanac); and

BECAUSE: there are new building projects for long-term care homes, but they seem to be replacing existing beds, rather than creating new beds.

HSA WILL: lobby the provincial government and health authorities to increase the number of long-term care beds across BC to meet current and projected demand; and

HSA WILL: lobby for dedicated funding and timelines to implement specialized housing programs for younger adults requiring long-term care-level supports.

Carried ____ Defeated ____

204. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES (covers 205)

Submitted by: Providence Small Site Cluster Chapter

Committee recommendation: In Favour

BECAUSE: in January 2023, the Health Standards Organization and Canadian Standards Association group recommended a minimum of 4.1 direct care Hours per Resident Day (HPRD); and

BECAUSE: BC's current minimum guideline of 3.36 direct care HPRD applies across all long term care settings, without accounting for the significantly higher care needs of residents in dementia care units, behavioural support units, and complex care units; and

BECAUSE: residents in special care units often require increased support with activities of daily living, behavioural management, mobility assistance, communication, and safety monitoring.

These needs that exceed the staffing capacity provided under the existing HPRD guideline; and

BECAUSE: inadequate staffing levels in special care units contribute to increased risks of falls, pressure injuries, responsive behaviours, preventable hospital transfers, staff injury, burnout, and moral distress among health care professionals.

HSA WILL: lobby the provincial government to update legislation to establish a minimum Hours Per Resident Day (HPRD) standard consistent with national guidelines for all long-term care settings, and to mandate additional HPRD increases for special care units (including dementia care units, behavioural support units, and complex-care units) to reflect their higher care needs.

Carried ____ Defeated ____

206. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES

Submitted by: Providence Small Site Cluster Chapter

Committee recommendation: In Favour

BECAUSE: the toxic drug crisis in British Columbia has resulted in increasing numbers of people with severe substance use disorders, complex medical needs, anoxic brain injuries, and significant functional impairment; and

BECAUSE: there is a critical shortage of supportive and affordable housing, substance use treatment, and community-based services for this vulnerable population; and

BECAUSE: people with SUD who require assistance with activities of daily living, despite strong motivation for recovery, are excluded from available treatment programs as current centres are unable to accommodate higher care needs or permit public home support services; and

BECAUSE: these systemic gaps disproportionately affect older adults and Indigenous Peoples, with Indigenous Peoples in BC dying from toxic drug poisoning at rates six times higher than non-Indigenous people; and

BECAUSE: many people with SUD experience co-occurring mental health conditions requiring individualized, long-term, and culturally safe supports that are insufficiently available within current systems of care.

HSA WILL: lobby the Provincial Government for dedicated funding to develop accessible substance use treatment centres (including more options outside of the downtown east side) for individuals with cognitive and physical challenges, including requiring existing treatment centres to permit public home support services to assist with care needs; and

HSA WILL: lobby the government to expand supportive and affordable housing and community-based services, including individualized recovery supports and long-term follow-up as required; and

HSA WILL: advocate for expanded Social Work, Occupational Therapy, and Counselling services and increased Indigenous-led and culturally safe services to support mental health and substance use recovery across housing, treatment, and community care.

Carried ____ Defeated ____

207. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES (covers 208, 209 and 210)

Submitted by: Holy Family Hospital

Committee recommendation: In Favour As Amended

BECAUSE: studies (including independent, systematic review, and meta-analysis) have found that occupational therapy (OT) is the only hospital spending category in which increased investment is statistically associated with reduced 30-day readmission rates; and

BECAUSE: provision of hospital-based OT interventions significantly reduces re-admissions, especially when focused on transitions from hospital to home; and

BECAUSE: OTs directly address root causes of re-admission by completing functional assessments, caregiver education, home safety evaluations, and essential discharge planning; and

BECAUSE: OT also contributes to reduced hospital length of stay (by up to 57% in TBI population) and significantly lowers complications such as hospital-acquired pressure injury (PI) rates in acute care settings.

HSA WILL: lobby the PROVINCIAL government and provincial health authorities to increase hospital-based occupational therapy (OT) staffing levels, roles, & FTE including creation of new OT positions focused on discharge planning, transitional care, pressure injury prevention and management, and inpatient rehabilitation.

Carried ____ Defeated ____

211. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES (covers 212, 213 and 214)

Submitted by: Mount St. Joseph Hospital

Committee recommendation: In Favour

BECAUSE: there is a backlog of over 1, 000 medical equipment requests through the Ministry of Social Development and Poverty Reduction (MSDPR), resulting in a current wait time of approximately 47 business days – the worst it’s ever been; and

BECAUSE: clients depend on timely access to medical equipment for function mobility and to maintain independence in daily occupations; and

BECAUSE: patients repeatedly come into hospital seeking equipment replacement rather than medical need due to lost or theft, and MSDPR has a defined replacement period that prevents early replacement; and

BECAUSE: this problem disproportionately impacts patients who are unhoused, as they are at high risk of having personal belongings stolen or lost due to a lack of secure storage.

HSA WILL: lobby the provincial government to address the backlog by allocating more resources to review medical equipment requests more quickly; to review and update legislation to allow for medical equipment replacement policy; and to create a discretionary fund for urgent cases requiring essential equipment (tied to hospital discharge or safety risks).

Carried ____ Defeated ____

215. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES

Submitted by: Mount St. Joseph Hospital

Committee recommendation: Opposed

BECAUSE: physical therapy (PT) services are costly, seniors are facing health care related poverty, and we see a lot of medical conditions and issues in our elderly population that could have been addressed if they had access to timely PT in the community.

HSA WILL: advocate for subsidized private physical therapy (PT) services for seniors and low-income Canadians in BC.

Carried ____ Defeated ____

216. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES

Submitted by: Fraser Valley CDC

Committee recommendation: Opposed

BECAUSE: many provincial and federal issues affecting HSABC members—such as staffing shortages, fair wages, and rural health service challenges—overlap with the advocacy priorities of provincial and federal professional organizations; and

BECAUSE: coordinated advocacy strengthens our collective voice; and

BECAUSE: the diverse professions that make up the HSABC put it in the position to bring together common causes.

HSA WILL: collaborate with professional organizations representing ALL professions represented by HSABC, at a provincial and/or federal level to address shared interests (e.g. Speech & Hearing BC, Physiotherapy Association of British Columbia, CAOT-BC/Occupational Therapy of BC, OTBC/Occupational Therapy of BC, and others); and

HSA WILL: connect directly with professional organization representatives and offer to meet together at least annually to clarify shared issues and plans for how to advocate together to lobby government, communicate with the public and support service providers and clients.

Carried ____ Defeated ____

217. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES

Submitted by: Political Action Committee

Committee recommendation: In Favou

BECAUSE: long-term care beds per capita in the province of BC have failed to keep up with our rapidly growing population; and

BECAUSE: our hospitals are over capacity often due to the number of patients waiting to be discharged to higher levels of rehabilitation or long-term care, creating a downstream effect of overflowing hospitals, full hallways, and emergency rooms with nowhere to admit people; and

BECAUSE: public long term care facilities provide the most care hours per resident, and most access to specialized health professionals.

HSA WILL: advocate for the province of BC to open publicly owned and operated long-term care and rehabilitation facilities across the province of British Columbia.

Carried ____ Defeated ____

218. HOUSING

Submitted by: Okanagan Similkameen Neurological SocietyCecent

Committee recommendation: In Favour

BECAUSE: of the ongoing mental health, unhoused, COL and opioid crisis.

HSA WILL: advocate for increased subsidized housing for families; and

HSA WILL: advocate for increased mental health funding for individuals and families.

Carried ____ Defeated ____

219. COMPOSITE 9 - HOUSING (covers 220 and 221)

Submitted by: Resolutions Committee

Committee recommendation: In Favour

BECAUSE: permanent physical disability can occur to anyone at any time in their lifespan; and
BECAUSE: stairs are an accessibility barrier to a large percentage of the population, and BC's population is trending towards an increasing average age; and
BECAUSE: many newly built homes in BC are townhomes, rowhomes, and multi-storey single family houses without any bedrooms on the entry level; and
BECAUSE: elevators are not always reliable, and people should have a variety of different options of housing types they could live in; and
BECAUSE: the Rebate for Accessible Home Adaptations (RAHA) grant has very narrow eligibility requirements that exclude the majority of landlords and homeowners.

HSA WILL: advocate to the Ministry of Housing that a minimum target of 5-10% of newly built townhomes, row homes, and single-family homes in BC be built with zero steps to enter the main living floor, with at least one bedroom and full bathroom on this floor; and
HSA WILL: advocate to the provincial government to update and improve resources, like Rebate for Accessible Home Adaptations (RAHA), to fund home renovations for the purpose of accessibility.

Carried ____ Defeated ____

222. COMPOSITE 10 - HOUSING (covers 223 and 224)

Submitted by: Resolutions Committee

Committee recommendation: In Favour

BECAUSE: housing affordability in BC remains at a crisis point; and
BECAUSE: only about 3.5% of Canada's housing stock is social (non-market, public, non-profit or coop) housing, which is half the OECD average; and
BECAUSE: co-ops keep housing charges tied to actual operating costs, not speculative profit with surpluses reinvested into reserves or member approved improvements; and
BECAUSE: affordable housing costs and cooperative tenancy agreements relieve the chronic stresses of unpredictable rent hikes and renovations.

HSA WILL: find and share successful grassroots initiatives to build affordable housing such as the Tofino Housing Corporation and Cover the Coast; and
HSA WILL: advocate that all levels of government urgently fund non-market housing initiatives through all available avenues, including through member advocacy; and
HSA WILL: call on the BCFED and CLC to lobby for more provincial and federal funding to continue and increase affordable and co-op housing across BC.

Carried ____ Defeated ____

225. COMPOSITE 11 - INTERNATIONAL AFFAIRS (covers 226, 227, 228, 229, 230, 231, 232 and 233)

Submitted by: Resolutions Committee
Committee recommendation: In Favour

BECAUSE: Médecins Sans Frontières (MSF), shared a statement on September 26, 2025 that they were “forced to suspend Gaza City activities amid intensified Israeli offensive”; and
BECAUSE: the humanitarian response in Gaza is already highly restricted, and cannot afford further dismantlement; and
BECAUSE: the loss of independent and experienced humanitarian organizations’ access to respond is a disaster for Palestinians; and
BECAUSE: the obstruction of humanitarian aid to Palestinians, including access to humanitarian organizations such as Doctors Without Borders, jeopardizes the health and survival of innocent civilians and violates international humanitarian law; and
BECAUSE: humanitarian aid is not a tool for political leverage but rather is a legal and moral obligation and organizations like Doctors Without Borders provide impartial, lifesaving care; and
BECAUSE: as health care professionals, we advocate for the health, wellbeing, and protection of all civilians and the delivery of essential medical care everywhere; and
BECAUSE: as a labour union, HSA stands in solidarity with workers globally, including healthcare and humanitarian staff, and recognises attacks on independent aid and human rights threaten workers safety, dignity, and freedom; and
BECAUSE: international law, including obligations under the International Criminal Court (ICC) and International Court of Justice (ICJ), requires protection of civilians and respect for humanitarian relief in conflict zones; and
BECAUSE: HSA has publicly endorsed Bill C-233 (No More Loopholes Act) and has supported the humanitarian aid provided by MSF with a donation of \$25,000.

HSA WILL: affirm support for independent humanitarian organisations, including Doctors Without Borders, and call for their safe and unrestricted reinstatement in Gaza; and
HSA WILL: divest from and boycott entities complicit in blocking humanitarian aid; and
HSA WILL: work with the BC Federation of Labour (BCFED), National Union of Public and General Employees (NUPGE), and the Canadian Labour Congress (CLC) to lobby the Federal Government to suspend military exports and arms trade to occupying states obstructing humanitarian aid and demand that entities blocking humanitarian aid allow safe and sustained access for Doctors Without Borders and other humanitarian organizations; and
HSA WILL: submit resolutions to BCFED, NUPGE, and the CLC, and labour councils, calling on the government to sanction all organizations and governing bodies who fail to uphold the Geneva Conventions, Rome Statute, and International law; and
HSA WILL: submit resolutions to BCFED, NUPGE and the CLC and labour councils calling for the boycott and divest from organizations that enable human rights violations globally; and
HSA WILL: submit resolutions to the BCFED, NUPGE, the CLC, and labour councils to promote member education and solidarity actions that uphold international law, protect civilians, and safeguard humanitarian workers worldwide.

Carried ____ Defeated ____

234. INTERNATIONAL AFFAIRS

Submitted by: Providence Small Site Cluster Chapter

Committee recommendation: In Favour

BECAUSE: HSA is committed to peace, human rights, and social justice; and

BECAUSE: it is morally wrong to use military weapons against civilians, and as health care professionals, we advocate for the health, wellbeing, and protection of vulnerable populations everywhere; and

BECAUSE: military involvement in foreign conflicts escalate violence, destabilizes regions, and diverts resources from health and social programs; and

BECAUSE: engaging in war undermines Canada's commitments under the United Nations (UN) charter and international humanitarian law; and

BECAUSE: the Canadian Labour Congress (CLC) has already joined the International Labour Movement in condemning military aggression and violation of sovereignty.

HSA WILL: liaise with the National Union of Public and General Employees (NUPGE) to lobby the government to refuse participation in military actions (including hot cargo) and to withhold all forms of support (financial, logistical, or diplomatic) from any government acting as an aggressor in war; engaged in unlawful occupation; or participating in direct or indirect military or coercive intervention that undermine the sovereignty, self-determination, or safety of civilian populations, in violation of international law; and

HSA WILL: divest from and boycott such entities, while prioritizing diplomacy, humanitarian aid, and international law over military intervention.

Carried ____ Defeated ____

235. INTERNATIONAL AFFAIRS

Submitted by: BC Centre for Ability

Committee recommendation: In Favour

BECAUSE: HSA members have demonstrated solidarity with international humanitarian efforts, such as their 2025 vote to support Doctors Without Borders, reflecting the values of healthcare professionals committed to human rights, equity, and life-saving care globally; and

BECAUSE: continuing this work strengthens HSA's commitment to social justice, global solidarity, and ethical responsibility in healthcare, aligning with our union's broader mission to advocate for vulnerable communities.

HSA WILL: make a statement to members affirming that, consistent with HSA's Constitution and its commitment to promoting progressive legislation and advancing human rights, supporting international humanitarian efforts is a core part of the union's social justice and advocacy work; and

HSA WILL: continue to coordinate and participate in campaigns, partnerships, and public advocacy that provide relief, raise awareness, and influence government action on global humanitarian crises, ensuring members remain active participants in promoting health, equity, and human rights worldwide.

Carried ____ Defeated ____

236. INTERNATIONAL AFFAIRS

Submitted by: Children's & Women's Health Centre of BC

Committee recommendation: Opposed

BECAUSE: at any given time, there are many international conflicts in the world; and

BECAUSE: these conflicts have complex dynamics, and any position taken on them should be based on thoughtful consideration that take into account those dynamics, including historical factors, territorial claims, and an analysis of international law; and

BECAUSE: many HSA members identify with nations involved in these conflicts and singling out one country or nation has the potential to harm members who identify with these countries or nations; and

BECAUSE: the time constraints of Convention do not lend themselves to a sufficiently detailed and thoughtful discussion of any international conflict, let alone several conflicts, on the floor of Convention; and

BECAUSE: HSA recognizes that a diversity of opinions related to international conflicts is an inevitable consequence of our diverse membership.

HSA WILL: avoid taking a stance on support for one side in an international conflict; and

HSA WILL: reaffirm the paramount importance of human rights, and, through its national union, NUPGE, call upon the Government of Canada to demand that all countries and parties involved in global and regional conflicts respect the human rights of both combatants and civilian populations under international law; and

HSA WILL: call upon the Government of Canada to promote peaceful resolutions to international and regional conflicts.

Carried ____ Defeated ____

237. INTERNATIONAL AFFAIRS

Submitted by: Ribbon Community

Committee recommendation: In Favour

BECAUSE: we are united with our fellow Canadian unions who remain committed to upholding International Human Rights and refuse to be complicit in war crimes, genocide, or other crimes against humanity; and

BECAUSE: the UN Independent International Commission of Inquiry on the Occupied Palestinian Territory found that Israel has committed genocide against Palestinians in the Gaza Strip; and

BECAUSE: "Hot Cargo" campaigns have proven to be effective political tools for positive social change and was instrumental in ending apartheid in South Africa.

HSA WILL: join the Nova Scotia, Newfoundland and Labrador, and Ontario Federations of Labour by declaring Hot Cargo on Israeli products, services and relationships; and

HSA WILL: take the Apartheid-Free pledge at apartheid-free.org to end the Israeli state's imposed apartheid which systematically discriminates against Palestinians in Occupied Palestine; and

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 upon them to immediately commit to this hot cargo declaration in solidarity with our fellow Canadian workers, and take the apartheid free pledge.

Carried ____ Defeated ____

238. INTERNATIONAL AFFAIRS (covers 239 and 240)

Submitted by: Racial Justice Committee

Committee recommendation: In Favour

BECAUSE: the World Order is under immediate threat as the United States of America's armed forces bombed Venezuela on January 3, 2026— deliberately targeting key infrastructure; and
BECAUSE: in 2025, member nations of the International Criminal Court (ICC) and signatories of the Rome Statute, France, Italy, Cyprus, and Greece, disregarded international law by failing to ground Israel's Prime Minister, Benjamin Netanyahu's, airplane and arrest him for alleged crimes against humanity, and war crimes in Palestine, when he entered their nations' airspace; and
BECAUSE: according to the government of Canada's website, "Canada played a pivotal role in establishing the ICC and contributed to its development in a variety of important ways"; and
BECAUSE: these failures to uphold our international legal system and governance sets a dangerous precedent that international law is applied inconsistently, and can result in geopolitical realignments that can severely harm Canadians' (and humanity's) structural, social, and ecological determinants of health.

**HSA WILL: stand in solidarity with affected peoples, health workers, and unions globally who are resisting oppression and violence, and condemn those who are perpetrating these atrocities; and
HSA WILL: submit a resolution to BCFED and NUPGE conventions, labour councils, and the CLC, to lobby our government to: consistently uphold International Humanitarian Law; follow issues and actions from the ICC and International Court of Justice (ICJ); and that Canada advocates all nations that it has diplomatic ties with, and/or who are signatories of the Rome Statute, to do the same**

Carried ____ Defeated ____

241. JOINT HEALTH SCIENCE BENEFITS TRUST (covers 242, 243 and 244)

Submitted by: Royal Jubilee Hospital

Committee recommendation: In Favour

BECAUSE: the Joint Health and Safety Benefits Trust (JHSBT) oversees the benefits package for HSA members; and

BECAUSE: transparency, member input, and accountability in benefits decisions are essential to protect the interests of HSA members; and

BECAUSE: previous resolutions advocating for greater transparency and accountability from the JHSBT have not resulted in visible action to date; and

BECAUSE: an elected HSA member participating in decision-making, ensuring member feedback is considered in all aspects of benefits planning and adjustments, and promoting regular communication from the JHSBT to the membership will benefit the plan members.

HSA WILL: appoint an HSA member-at-large or an HSA board member to the JHSBT Board of Trustees.

Carried ____ Defeated ____

245. JOINT HEALTH SCIENCE BENEFITS TRUST

Submitted by: Royal Jubilee Hospital

Committee recommendation: In Favour

BECAUSE: the Joint Health and Safety Benefits Trust (JHSBT) oversees the benefits package for HSA members; and

BECAUSE: transparency, member input, and accountability in benefits decisions are essential to protect the interests of HSA members; and

BECAUSE: previous resolutions advocating for greater transparency and accountability from the JHSBT have not resulted in visible action to date; and

BECAUSE: an elected HSA member participating in decision-making, ensuring member feedback is considered in all aspects of benefits planning and adjustments, and promoting regular communication from the JHSBT to the membership will benefit the plan members.

HSA WILL: will lobby the JHSBT Board to appoint an HSA member-at-large to each of their Committees (Benefits Design Review, Communications, Finance, and Governance & Policy).

Carried ____ Defeated ____

246. JOINT HEALTH SCIENCE BENEFITS TRUST

Submitted by: BC Cancer - Kelowna

Committee recommendation: In Favour As Amended

BECAUSE: mental health and wellness is an essential part of worker health; and

BECAUSE: the current reimbursement model for mental health services is insufficient for supporting the mental health of health care professionals.

HSA WILL: survey the membership for INTEREST IN increased funding for mental health services through extended benefits.

Carried ____ Defeated ____

247. JOINT HEALTH SCIENCE BENEFITS TRUST

Submitted by: Queen Alexandra Centre for Children

Committee recommendation: In Favour

BECAUSE: HSA members rely on the Joint Benefits Trust (JBT) for comprehensive and reliable benefits but often find the system difficult to understand; and

BECAUSE: the JBT's structures and processes – including how benefits are selected, how the trust is funded, and how decisions are shaped by collective bargaining – are not communicated in a clear or accessible manner; and

BECAUSE: the lack of plain language information leaves members feeling disconnected from the process and uncertain about how to advocate for improvements to their benefits.

HSA WILL: develop and distribute an educational infographic, or similar resource, that clearly explains:

1. the governance and decision making processes of the Joint Benefits Trust;

2. how the Union influences the JBT both during and outside of bargaining years; and
3. the mechanisms through which members can participate in, or advocate for, changes to their benefits; and

HSA WILL: ensure this resource will be made widely available to members in both digital and physical formats to ensure equitable access to transparent information and to support stronger member engagement in future benefits related discussions and decisions.

Carried ____ Defeated ____

248. LABOUR RELATIONS

Submitted by: Penticton Regional Hospital

Committee recommendation: Opposed

BECAUSE: the most recent HSPBA Collective agreement resulted in the loss of significant wage-life benefits, estimated at approximately \$70 million over the past three years and an ongoing cost of approximately \$75 million annually; and

BECAUSE: HSA has an obligation to protect the economic interests of HSPBA members and equitable treatment relative to comparable bargaining units.

HSA WILL: fully pursue the ongoing arbitration to final judgement, with the clear objective that all members affected are made whole with respect to regular premium compensation provided under the NBA collective agreement.

Carried ____ Defeated ____

249. LABOUR RELATIONS

Submitted by: Eagle Ridge Hospital

Committee recommendation: In Favour As Amended

BECAUSE: Special Leave for various reasons has been bargained for and is included in the HSA Collective Agreement (Article 20); and

BECAUSE: many HSA members have had extreme difficulty in having Special Leave approved/are having valid Special Leave Requests denied; and

BECAUSE: Special Leave for certain reasons that have been approved for decades are no longer being approved. For example, driving eligible immediate Family members to medical appointments when they are medically unable to drive themselves, like Ophthalmology appointments, where their pupils are dilated and have been instructed by the ophthalmologist to have a driver.

~~**HSA WILL:** meet with the employers to come to an agreement to what exactly will be approved as Special Leave for the various reasons; and~~

HSA WILL: strongly advocate so that all valid Special Leave Requests are approved without difficulty; and

HSA WILL: continue to educate Stewards and Labour Relations Officers on how to effectively support HSA members who have valid Special Leave denied.

Carried ____ Defeated ____

250. LEGAL

Submitted by: Penticton Regional Hospital

Committee recommendation: Opposed

BECAUSE: HSA bargains on behalf of its members; and

BECAUSE: HSA is a democratic, member-driven union; and

BECAUSE: HSPBA recent settlement agreement has negatively impacted its members overall bargaining power and workplace respect.

HSA WILL: will not enter into another individual arbitration settlement agreement that have implications for an entire bargaining unit without full disclosure and advance notice, the availability of an independent legal opinion to affected bargaining unit members, and approval by a simple majority of those affected members.

Carried ____ Defeated ____

251. LEGAL

Submitted by: Penticton Regional Hospital

Committee recommendation: Opposed

BECAUSE: HSA must act in a fair, accountable, and transparent manner when advising its members and Board; and

BECAUSE: a legal opinion must be truly independent and neutral.

HSA WILL: ensure that independent legal opinions are not repeatedly obtained from the same legal consultants who regularly do business with HSA or who have previously worked for HSA.

Carried ____ Defeated ____

252. MEMBER SERVICES

Submitted by: Penticton Regional Hospital

Committee recommendation: In Favour

BECAUSE: HSA needs to be accountable to its membership; and

BECAUSE: HSA must be transparent about its ongoing work on behalf of members; and

BECAUSE: members have the right to review and audit HSA's work and outcomes.

HSA WILL: develop a members-only resolution record portal that documents each year's resolutions, including their status, outcomes, and a clear summary of implementation progress and impact, beyond simply stating "Pending" or "In Process".

Carried ____ Defeated ____

253. MEMBER SERVICES

Submitted by: Royal Jubilee Hospital

Committee recommendation: In Favour

BECAUSE: the cost of living is constantly growing and having any relief would have a positive impact on moral towards the membership; and

BECAUSE: other unions also employ such devices to help their membership.

HSA WILL: look towards trying to obtain perks or discounts towards various services/items from different providers for our union members.

Carried ____ Defeated ____

254. MEMBER SERVICES

Submitted by: Royal Jubilee Hospital

Committee recommendation: Opposed

BECAUSE: HSA represents a diverse membership comprised of multiple distinct health science professions with unique scopes of practice, workplace issues, and professional concerns; and

BECAUSE: providing structured opportunities for profession-specific dialogue strengthens member engagement, representation, and union advocacy.

HSA WILL: support and enable the creation of profession-specific caucuses within the union to facilitate communication, identify shared issues, and inform HSA policy, bargaining priorities, and advocacy efforts.

Carried ____ Defeated ____

255. MEMBER SERVICES

Submitted by: Royal Jubilee Hospital

Committee recommendation: Opposed

BECAUSE: workload has been a longstanding issue for most areas within all levels of care and all workplaces; and

BECAUSE: HSABC services over 70 different and unique professions; and

BECAUSE: similar unions have passed resolutions and legislation related to patient-caregiver workload provincially and nationally; and

BECAUSE: similar legislation exists in other countries which is proven to increase the standard of care for patients and safety of staff.

HSA WILL: work with the professional bodies of health care professionals to try to establish reasonable patient to professional workload specific to each profession, and report back at next convention.

Carried ____ Defeated ____

256. MEMBER SERVICES

Submitted by: UBC Hospital

Committee recommendation: Opposed As Amended

BECAUSE: some HSA Chapters (namely Abbotsford, VGH, Richmond, LGH) have annual “ice cream days”.

HSA WILL: expand this “ICE CREAM DAYS” to include UBC Hospital.

Carried ____ Defeated ____

257. MEMBER SERVICES (covers 258)

Submitted by: Queen Alexandra Centre for Children

Committee recommendation: In Favour

BECAUSE: health authorities across British Columbia have reduced or eliminated layers of middle management, limiting accessible points of contact for workplace and labour relations matters; and
BECAUSE: these changes have increased the complexity and volume of issues requiring union support, placing additional demands on HSA Labour Relations Officers and Stewards.

HSA WILL: review and assess Labour Relations Officer staffing levels and workload across the province, and take appropriate steps to ensure sufficient labour relations capacity to provide timely support, effective communication, and issue resolution for members and Stewards.

Carried ____ Defeated ____

259. MEMBER SERVICES

Submitted by: Queen Alexandra Centre for Children

Committee recommendation: In Favour

BECAUSE: HSA has committed to ensuring union promotional materials are environmentally sustainable; and
BECAUSE: this commitment has resulted in a reduction in available promotional materials without sufficient development of sustainable and practical alternatives; and
BECAUSE: useful and responsibly produced promotional materials can support member engagement, steward visibility, and positive public awareness of the union.

HSA WILL: provide opportunities for member input, to review current practices and recommend sustainable, practical, and meaningful promotional material options.

Carried ____ Defeated ____

260. MEMBER SERVICES

Submitted by: Langley Memorial Hospital

Committee recommendation: In Favour As Amended

BECAUSE: finding care for children is becoming increasingly difficult to find; and

BECAUSE: caring for our families can reduce the load on our health care system; and

BECAUSE: retention and recruitment continue to be an issue; and

BECAUSE: HSA members have duties that can be accommodated in different and effective ways.

HSA WILL: advocate for hospitals to look into childcare options, such as daycare on site or close to.; and

~~HSA WILL: advocate for flexible scheduling options and flexible options for duties, such as remote charting.~~

Carried ____ Defeated ____

261. MEMBER SERVICES

Submitted by: BC Cancer - Vancouver

Committee recommendation: Opposed

BECAUSE: there are multiple collective agreements that cover the work of HSA members; and

BECAUSE: even though bargaining only occurs near the expiration of a collective agreement term, members feel a strong desire to have their voices heard about changes they would like to see throughout the tenure of an agreement.

HSA WILL: offer more opportunities for members to give feedback on their Collective Agreements.

Carried ____ Defeated ____

262. MEMBER SERVICES

Submitted by: University Hospital of Northern BC

Committee recommendation: In Favour

BECAUSE: Allied health science professionals deserve to be recognized on the same scale as doctors and nurses; and

BECAUSE: wellness and physical activity are essential for maintaining the health and wellbeing of HSA members; and

BECAUSE: the discontinuation of certain retailer discounts have impacted HSA members but not doctors or nurses.

HSA WILL: advocate for retailer discounts (such as Lululemon) to be applied equally among all health care professionals in the workplace.

Carried ____ Defeated ____

263. MEMBER SERVICES

Submitted by: Queen Victoria Hospital
Committee recommendation: Opposed

BECAUSE: in the spirit of collaboration and inclusion, providing equal access to Regional Meeting, Convention and Education for all members of HSA; and

BECAUSE: BC is a large province with multiple factors to limit travel to the lower mainland; and

BECAUSE: the cost of travel, food and accommodations is large when members are coming from all parts of BC; and

BECAUSE: the use of virtual participation options could help to increased participation, representation and inclusion with small and rural chapters.

HSA WILL: explore the feasibility of providing a platform to allow both in-person and virtual attendance to Regional Meeting, Convention and Education all the time.

Carried ____ Defeated ____

264. MEMBER SERVICES

Submitted by: Members with Disabilities Committee
Committee recommendation: Opposed

BECAUSE: members with disabilities include both working members and members on Long-Term Disability (LTD), all of whom experience unique and intersecting barriers related to access, isolation, psychosocial stressors, and navigating workplace or benefit systems; and

BECAUSE: members on LTD are often disconnected from workplace-based supports and union networks, increasing the risk of isolation and reduced access to peer connection; and

BECAUSE: peer connection grounded in shared lived experience can reduce isolation, strengthen inclusion, and support dignity when participation is voluntary, accessible, and well-bounded; and

BECAUSE: informal peer support can create unintended burden without clear consent, structure, and safeguards; and

BECAUSE: supportive, non-clinical peer connection aligns with prevention, inclusion, and accessibility principles under WorkSafeBC.

HSA WILL: support the development of a Peer-to-Peer Support model within the Members With Disabilities (MWD) caucus that serves both working members and members on Long-Term Disability; and

HSA WILL: ensure participation is voluntary, consent-based, accessible, and respectful of fluctuating capacity and diverse disability experiences; and

HSA WILL: define clear boundaries so the peer role is non-clinical and focused on connection, shared understanding, information-sharing, and referral; and

HSA WILL: support a small-scale pilot and review informed by feedback from both working members and members on Long-Term Disability.

Carried ____ Defeated ____

265. MEMBER SERVICES

Submitted by: Gender Diverse Committee

Committee recommendation: In Favour As Amended

BECAUSE: gender diverse members access EDMP for recovery from gender affirming procedures, as well as for non-gender related issues; and

BECAUSE: gender diverse members access HSA's WCB/LTD Advocates, sometimes related to medical issues caused by transphobia within the workplace; and

BECAUSE: HSA members rely on the Disability Management staff to advocate for their health and well-being; and

BECAUSE: both HSA members and Disability Management staff would benefit from access to specialized knowledge and support on EDIA.

HSA WILL: EXPLORE HIRING hire a Labour Relations Officer within the Disability Management department as an Equity, Diversity, Inclusion and Acessibility (EDIA) specialist.

Carried ____ Defeated ____

266. MEMBER SERVICES

Submitted by: Young Workers Committee

Committee recommendation: Opposed

BECAUSE: union members require up-to-date resources and tools to effectively perform their roles and advocate for quality-centred patient care; and

BECAUSE: financial barriers may prevent members from acquiring essential job-related resources and tools to provide best practice; and

BECAUSE: access to funding should not be limited to only education and training and should include all resources to aid members in their professional development journey to successfully perform their roles.

HSA WILL: expand the HSA Union Bursaries and/or Professional Education Fund to include purchases of job-related resources and tools that enhance professional practice. Eligible resources may include reference material and tools or equipment related to members' professional roles.

Carried ____ Defeated ____

267. OCCUPATIONAL HEALTH AND SAFETY (covers 268)

Submitted by: Royal Jubilee Hospital

Committee recommendation: In Favour

BECAUSE: HSA members are from professions that offer 24/7 care to all patients and the hours of the provincial workplace health call center is Monday to Saturday 830-1700 which results in members not reporting injuries and near misses when they should.

HSA WILL: advocate for an online reporting system for the Provincial Workplace Health Contact Centre.

Carried ____ Defeated ____

269. OCCUPATIONAL HEALTH AND SAFETY

Submitted by: Abbotsford Regional Hospital

Committee recommendation: In Favour As Amended

BECAUSE: frontline union activists across sectors experience significant emotional strain, burnout, and compassion fatigue while supporting members through conflict, trauma, and systemic pressures; and

BECAUSE: many labour bodies lack structured, accessible, non-clinical peer-support programs for stewards, delegates, and activists; and

BECAUSE: peer-to-peer models are evidence-informed, cost-effective, and align with labour's commitments to psychological health, equity, and sustainable leadership development.

HSA WILL: recommend that the BC Federation of Labour, the Canadian Labour Congress, and NUPGE EXPLORE THE DEVELOPMENT and implementation of peer-to-peer mental-health support programs for stewards, delegates, and activists.

Carried ____ Defeated ____

270. OCCUPATIONAL HEALTH AND SAFETY

Submitted by: Holy Family Hospital

Committee recommendation: In Favour

BECAUSE: Healthcare is a "constant caring" environment with inherent human factors involved in caring for patients & families across the lifespan in times of illness, crisis, grief, and suffering that can lead to compassion fatigue and affect a health care provider's own well being; and

BECAUSE: of increasing political, environmental, and economic pressures; and

BECAUSE: of pressures to prioritize patient care over staff well-being in times of limited resources, staffing, funding, space, and time; and

BECAUSE: of increasing incidence of mental health, substance use, homelessness, and violence in healthcare settings.

HSA WILL: advocate for and support development of resources, education, and initiatives at all levels of member work sites, healthcare authorities, and provincial programs to build resilience among all HSA members to maintain a healthy and supportive workforce.

Carried ____ Defeated ____

271. OCCUPATIONAL HEALTH AND SAFETY

Submitted by: 2SLGBTQIA+ Committee

Committee recommendation: In Favour

BECAUSE: health care workers are suffering from psychological injuries; and

BECAUSE: of their work in healthcare; and

BECAUSE: the process in which WSBC assesses and provides monetary support can take so much time and may not be granted in the end of the investigation.

HSA WILL: lobby the BC government for changes to the mental health system that will support initiatives to address the violence and distress experienced by health care workers.

Carried ____ Defeated ____

272. POLITICAL ACTION

Submitted by: St. Paul's Hospital

Committee recommendation: In Favour

BECAUSE: the toxic drug crisis in British Columbia has led to increasing numbers of people experiencing severe substance use disorders, complex medical needs, mental health disorders, cognitive decline, and anoxic brain injuries, resulting in significant functional impairment; and
BECAUSE: a critical shortage of affordable housing and community-based services for individuals with concurrent substance use disorders and cognitive or physical disabilities. No substance use treatment centers in British Columbia accept clients who require assistance with ADL's and do not permit public home support services to provide care within treatment settings, excluding individuals with the highest needs; and

BECAUSE: systemic barriers disproportionately impact older adults and Indigenous peoples. Indigenous people in British Columbia die from toxic drugs at a rate approximately 6.1 times higher than non-Indigenous residents.

HSA WILL: lobby the Government of British Columbia for dedicated funding to develop accessible substance use treatment centers for individuals with cognitive and physical disabilities and create policy requiring existing treatment centers to permit public home support services to physically assist clients with activities of daily living; and

HSA WILL: lobby for increased funding for Indigenous-led and culturally safe supports across housing, treatment, and community-based care, including the integration of Indigenous Wellness Liaisons and culturally centered treatment approaches within treatment programs and community services; and

HSA WILL: lobby for the expansion of supportive and affordable housing and community-based services, including individualized recovery supports and long-term community follow-up necessary to sustain recovery and prevent relapse.

Carried ____ Defeated ____

273. POLITICAL ACTION

Submitted by: St. Paul's Hospital

Committee recommendation: In Favour

BECAUSE: chronic pain affects approximately 1 in 5 in Canada and impacts workers' health, productivity, and quality of life; and

BECAUSE: evidence based chronic pain management requires interdisciplinary care, including OT's and other allied health professionals; and

BECAUSE: allied health services remain under-funded and understaffed compared to other areas of care resulting in long wait times and unmet need; and

BECAUSE: provincial budgets, including BC have significantly increased funding for mental health and substance use services without comparable investment in chronic pain care; and

BECAUSE: inadequate access to allied health care for chronic pain leads to increased disability, healthcare utilization, and long-term system costs; and

BECAUSE: workers in rural, remote and northern communities face additional barriers to accessing chronic pain care.

HSA WILL: lobby the governments of BC, Yukon and the NWT to recognize chronic pain as a major public health priority; and

HSA WILL: call for increased and dedicated public funding for allied health staffing in chronic pain programs; and

HSA WILL: advocate for targeted investments to expand publicly funded OT and other allied health positions in chronic pain services; and

HSA WILL: engage with policy makers, health authorities, and partner organizations to demonstrate the cost-effectiveness of investing in Ot and allied health services; and

HSA WILL: advocate for funding models that support equitable allied health staffing (dedicated to chronic pain care) across urban, rural, remote and Indigenous communities in BC, Yukon and NWT.

Carried ____ Defeated ____

274. POLITICAL ACTION

Submitted by: UBC Hospital

Committee recommendation: In Favour

BECAUSE: menstrual products such as pads and tampons are basic necessities required for the health, dignity, and full participation of many workers in the workplace, and

BECAUSE: lack of access to menstrual products at work can create barriers to productivity, increase stigma, and disproportionately affect women, trans, and non-binary workers; and

BECAUSE: in 2023, federally regulated public and private sector employees in Canada were required to provide menstrual products at no cost to employees in accessible and private workplace locations; and

BECAUSE: providing free menstrual products promotes healthier, more inclusive workplaces and advances gender equality; and

BECAUSE: members in our workplace currently do not have access to free menstrual products while on duty.

HSA WILL: advocate with employers, government, and relevant stakeholders to ensure free menstrual products are provided in accessible and private locations in all HSA-represented workplaces across British Columbia.

Carried ____ Defeated ____

275. POLITICAL ACTION

Submitted by: Royal Inland Hospital

Committee recommendation: In Favour As Amended

BECAUSE: eating disorders continue to increase in numbers throughout BC; and

BECAUSE: wait lists for eating disorder care are lengthy across levels of care throughout the province; and

BECAUSE: access to care is disproportionate depending on where you live.

HSA WILL: advocate TO the PROVINCIAL government and Health Authorities for funding for eating disorder care throughout the Province, including access to all levels of care outside of the lower mainland.

Carried ____ Defeated ____

276. POLITICAL ACTION

Submitted by: BC Centre for Ability

Committee recommendation: In Favour

BECAUSE: recent federal government policy decisions and proposed legislative changes aimed at limiting immigration risk worsening health care staffing shortages and further straining an already overstretched workforce; and

BECAUSE: Canada's health care workforce is aging and is not being replaced quickly enough, and federal government projections indicate that Canada could face shortages of tens of thousands of health care workers by 2030 if current trends continue; and

BECAUSE: British Columbia's health care system relies on internationally trained health care professionals, including nurses, doctors, and allied health workers, to fill critical staffing gaps and maintain safe levels of patient care; and

BECAUSE: British Columbia faces chronic staffing shortages across hospitals, long-term care, and community health services, resulting in increased workloads, burnout, and unsafe working conditions for health care workers.

HSA WILL: immediately affirm its support for immigration by lobbying the federal government to implement policies and legislation that make immigration more accessible and emphasize the health care workforce's reliance on immigration, ensuring that the government prioritize the recruitment and retention of internationally trained health care workers and the safeguarding of patient care.

Carried ____ Defeated ____

277. POLITICAL ACTION (covers 278)

Submitted by: BC Centre for Ability

Committee recommendation: In Favour

BECAUSE: Federal Bill C-9 significantly expands Canada's criminal law in ways that could directly affect unionized workers and their ability to organize, advocate, and speak out on workplace issues; and

BECAUSE: the bill introduces broadly defined offences, including a new intimidation provision, that could be interpreted to limit lawful expressive activity, work action such as picket lines, or member advocacy outside workplaces; and

BECAUSE: existing Criminal Code provisions (covering harassment, threats, intimidation, and mischief) already give authorities the tools to address genuinely harmful behavior, making new restrictions unnecessary.

HSA WILL: join with the Canadian Civil Liberties Association in lobbying the Canadian government to strike down or substantially amend Bill C-9 so that it does not infringe on the civil liberties of all citizens, including the lawful activities of unions like ours.

Carried ____ Defeated ____

279. POLITICAL ACTION

Submitted by: BC Centre for Ability

Committee recommendation: In Favour As Amended

BECAUSE: British Columbia is experiencing significant shortages of Speech-Language Pathologists (SLPs) across health care, community, and public sectors, resulting in increased workloads, service delays, and burnout among existing SLPs; and

BECAUSE: inadequate recognition of the specialized education, clinical expertise, and full scope of practice of SLPs contributes to recruitment and retention challenges within the public system; and

BECAUSE: the provincial government and health authorities often demonstrate a limited understanding of the scope and complexity of SLP practice, including roles in swallowing, cognitive-communication, neurological rehabilitation, and complex interdisciplinary care, leading to systemic undervaluation of the profession.

HSA WILL: advocate to the Government of British Columbia for improved recognition of Speech-Language Pathologists by promoting a clear understanding of their full scope of practice, professional expertise, and essential role in patient care; and

~~**HSA WILL: use this advocacy to support efforts toward improved workforce planning, recruitment, retention, and recognition measures monetarily and otherwise, for SLPs, including considerations related to classification, compensation, and professional standing within the public health system.**~~

Carried ____ Defeated ____

280. POLITICAL ACTION

Submitted by: BC Centre for Ability

Committee recommendation: In Favour

BECAUSE: families of pediatric clients, as well as adult clients themselves, often struggle to understand and navigate publicly funded funding and support services in the community; and
BECAUSE: community healthcare professionals spend significant time outside of their clinical roles helping clients and families identify, apply for, and access these programs; and
BECAUSE: BC public funding for therapies, equipment, and other disability and healthcare resources are spread across multiple government departments and programs, creating fragmentation that makes access confusing and burdensome; and
BECAUSE: despite available supports, many community members do not access the funding for disability therapies and assistance for which they are eligible due to complex systems, limited awareness, language barriers, financial constraints, and challenges with digital literacy.

HSA WILL: document and share evidence from members' frontline experiences supporting clients and families who struggle to access BC government funding and support; and

HSA WILL: work with government ministries and funding bodies to address fragmented and complex funding systems; and

HSA WILL: advocate for coordinated, simplified, and equitable public community funding models that reduce navigation barriers and ensure timely access to essential supports.

Carried ____ Defeated ____

281. POLITICAL ACTION

Submitted by: Holy Family Hospital

Committee recommendation: In Favour

BECAUSE: the population of seniors (aged 65+) increased from ~18% in 2020 to ~ 20% by 2023 with projected continued growth to reach ~ 22.5%-23.6% by 2030-2040 across Canada (Ref: Statistics Canada); and

BECAUSE: "Every year, almost 20% of older adults in Canada will experience symptoms of emotional distress such as anxiety or low mood that will be difficult to cope with, and about 6% of older Canadians have a diagnosed anxiety disorder. Anxiety is not a normal part of aging." (Canadian Coalition for Senior's Mental Health); and

BECAUSE: many seniors are living at risk in the community with limited financial resources, social supports, home health supports.

HSA WILL: advocate to the Provincial Government for increased practical support programs and resources for community dwelling seniors to increase the physical, mental & emotional safety & well-being of BC seniors, to decrease demand on health care resources, and to optimise their quality of life.

Carried ____ Defeated ____

282. POLITICAL ACTION

Submitted by: Fraser Canyon Hospital

Committee recommendation: In Favour

BECAUSE: Alberta's Bill 11 establishes a parallel private market for medically necessary care; and

BECAUSE: a parallel private health care system will take doctors, nurses, health science professionals and other crucial health care workers away from the public system and therefore increase wait times and reduce access to medically necessary care for most of us; and

BECAUSE: the Canada Health Act is based on the principle that access to medically necessary care should be based on need not ability to pay; and

BECAUSE: Bill 11 is an attempt to fundamentally reshape the public, non-profit nature of our health care system; and

BECAUSE: this is not just an Alberta issue, it is a threat to health care for everyone in this country; and

BECAUSE: the Canadian federal government has the responsibility to enforce the Canada Health Act.

HSA WILL: continue to educate its members about the dire threat of a parallel private health care system; and

HSA WILL: continue to work with the BC Health Coalition, the Alberta Friends of Medicare and the Canadian Health Coalition to raise awareness in the general public about the dire threat of a parallel private health care system and assist with any legal challenges needed to stop Bill 11; and

HSA WILL: call on the Canadian government to fully enforce the Canada Health Act.

Carried ____ Defeated ____

283. POLITICAL ACTION

Submitted by: Fraser Canyon Hospital

Committee recommendation: In Favour

BECAUSE: the NBA collective agreement includes higher rates than the HSPBA collective agreement for evening, night, weekend, super and on-call shift premiums; and

BECAUSE: the NBA collective agreement includes regular and OR/PAR/ER/ICU/ CCU shift premiums that are not included in the HSPBA collective agreement.

HSA WILL: continue to talk to the BC Provincial Government and all MLAs about the importance of the work of all HSA members, and the importance of recruitment and retention initiatives including shift premiums where appropriate; and

HSA WILL: continue a public campaign highlighting the importance of the work of all HSA members.

Carried ____ Defeated ____

284. POLITICAL ACTION

Submitted by: Fraser Canyon Hospital

Committee recommendation: In Favour

BECAUSE: the climate crisis is heightening the cost-of-living crisis; and

BECAUSE: people need to believe and see the climate crisis not as an economic burden but as an opportunity to make our lives more affordable; and

BECAUSE: expanded, fast and free public transit is one climate policy that will significantly curb greenhouse gas emissions and make life more affordable.

HSA WILL: call on the BC Federation of Labour to be bold like Mamdani and update their Climate Justice and Jobs Plan to include free public transit for all, and

HSA WILL: call directly on the BC Provincial government to address affordability by immediately making public transit free for all, and expand the public transit system to meet the needs of working people throughout the province.

Carried ____ Defeated ____

285. POLITICAL ACTION

Submitted by: Fraser Canyon Hospital

Committee recommendation: In Favour

BECAUSE: the use of private agencies to fill health science professional and nursing vacancies in public health authorities has not yet been eliminated; and

BECAUSE: BC has spent hundreds of millions of dollars on private agency health care workers in the last few years; and

BECAUSE: private agency health care workers are often paid significantly more per hour than permanent staff; and

BECAUSE: the BC Provincial Government has not implemented a hard cap on private agency rates across the board for all contracts in BC.

HSA WILL: call on the BC Provincial Government to implement a hard cap on private agency rates for health science professionals and nurses, and to continue to work on eliminating the use of private agencies to fill health science professional and nursing vacancies.

Carried ____ Defeated ____

286. POLITICAL ACTION

Submitted by: Fort St. John Hospital and Peace Villa

Committee recommendation: In Favour

BECAUSE: prior to April 2025, the criteria for application to the BC Provincial Nominee Program (BC PNP) Healthcare Stream for permanent residence included any Health Authority employee; and

BECAUSE: as of April 2025, the criteria for application to the BC PNP Healthcare Stream for permanent residence was changed, reducing the number of eligible occupations (https://www.welcomebc.ca/immigrate-to-b-c/about-the-bc-provincial-nominee-program/about-the-bc-provincial-nominee-program#Stream_specific_eligible_occupations); and

BECAUSE: not all Health Authority employed health science professions are included in the list of Health Authority Stream eligible occupations (e.g., HIMS advisors); and

BECAUSE: there are HSA members who are directly impacted by the change in BC PNP Healthcare Stream criteria.

HSA WILL: lobby the provincial government to add currently excluded health science professions to the list of Health Authority-eligible occupations for the British Columbia Provincial Nominee Program Healthcare Stream.

Carried ____ Defeated ____

287. POLITICAL ACTION

Submitted by: Fort St. John Hospital and Peace Villa

Committee recommendation: In Favour

BECAUSE: National Occupation Classification (NOC) codes are used by Immigration, Refugees and Citizenship Canada (IRCC) and the BC Provincial Nominee Program (BC PNP) to determine who can apply for permanent residence in Canada; and

BECAUSE: healthcare professions are a priority labour market in British Columbia; and

BECAUSE: Health Information Management (HIMS) professionals are an integral part of the allied health team; and

BECAUSE: HIMS occupations are currently coded as Business, Finance, and Administration Occupations instead of Health Occupations, excluding them from eligibility for the BC PNP Health Authority Stream for permanent residence; and

BECAUSE: Employment and Social Development Canada is responsible for revising NOC codes.

HSA WILL: advocate for Employment and Social Development Canada to recognize Health Information Management Occupations as a Health Occupation and to revise their National Occupation Classification (NOC) code accordingly, thus reinstating the eligibility of Health Information Management (HIMS) professionals to apply for permanent residence via the BC Provincial Nominee Program (BC PNP) Healthcare Stream.

Carried ____ Defeated ____

288. POLITICAL ACTION

Submitted by: qathet General Hospital

Committee recommendation: In Favour

BECAUSE: allowing Physiotherapists to order diagnostic imaging will:

- Reduces wait time for imaging and treatment.
- Prevents further health deterioration for patients.
- Improves patient outcomes and experiences.
- Decreases the burden on other healthcare providers, leading to a more efficient system.
- Creates equity on patient experiences across Canada.

HSA WILL: advocate to the British Columbia Ministry of Health for increased scope of practice for physiotherapists to include ordering x-ray imaging.

Carried ____ Defeated ____

289. POLITICAL ACTION

Submitted by: Queen's Park Care Centre

Committee recommendation: In Favour As Amended

BECAUSE: there are unmet speech/language needs for long-term care residents.

HSA WILL: request LOBBY FOR increased Speech-Language Pathology funding for services to be offered in all long-term-care facilities in the province.

Carried ____ Defeated ____

290. POLITICAL ACTION

Submitted by: University Hospital of Northern BC

Committee recommendation: In Favour

BECAUSE: the population of Northern BC requires unique blood products for transfusions; and

BECAUSE: there are no permanent CBS Blood Donation centers in this region; and

BECAUSE: a blood transfusion can be a life saving measure.

HSA WILL: lobby the government to bring back blood donation centers to Northern BC to better serve the population and provide better patient care.

Carried ____ Defeated ____

291. POLITICAL ACTION

Submitted by: Burnaby Hospital

Committee recommendation: In Favour

BECAUSE: across the province, allied health professionals are working short staffed.

HSA WILL: continue to lobby the BC government, including the Secretariate for Allied Health for those professions that are short staffed, and find ways to recruit and retain them.

Carried ____ Defeated ____

292. POLITICAL ACTION

Submitted by: Nicola Valley General Hospital

Committee recommendation: Opposed As Amended

BECAUSE: at previous conventions chapters have submitted similar resolutions in regards to finance to support the many outreach campaigns in the form of monetary donations; and

BECAUSE: when delegates take an individual vote on one resolution to be in favour of, but several resolutions later are also asking for another monetary donation to another outreach campaign that now must be opposed; and

BECAUSE: we only have so much outreach monies.

HSA WILL: provide all these DONATION RELATED resolutions as one to list THAT IDENTIFIES the monetary outreach campaigns to which members have brought forward as resolutions in a broader discussion.

Carried ____ Defeated ____

293. POLITICAL ACTION

Submitted by: Nicola Valley General Hospital

Committee recommendation: In Favour

BECAUSE: the need for small rural hospitals with staffing shortages for lab and x-ray departments. The increase demand to have Combined Laboratory and Radiology Technologists (CLXT) should have training within the province; and

BECAUSE: the CLXT's are trained outside the province lobbying to the government for education within the province or provide an academic upgrade for current Laboratory or Radiological Technologists servicing these rural sites.

HSA WILL: continue to lobby on behalf of Combined Laboratory and Radiology Technologists (CLXTs), Medical Radiation Technologists (MRTs), and Medical Laboratory Technologists (MLTs) across the province working with provincial and federal regulatory bodies for in- province training to help with the staffing shortage.

Carried ____ Defeated ____

294. POLITICAL ACTION

Submitted by: Cowichan District Hospital

Committee recommendation: In Favour

BECAUSE: rural and remote communities in British Columbia continue to experience significant challenges with recruitment and retention of health science professionals; and

BECAUSE: there is a discrepancy between the list of communities eligible for the Provincial Rural Retention Incentive (PRRI) and those eligible for the Rural and Remote Recruitment Incentive (RRRI), resulting in inequitable access to incentives.

HSA WILL: lobby the provincial government to eliminate discrepancies between Provincial Rural Retention Incentive (PRRI) and Rural and Remote Recruitment Incentive (RRRI) eligibility so that communities who qualify for one incentive also qualify for the other.

Carried ____ Defeated ____

295. POLITICAL ACTION

Submitted by: Child Development Ctr. of Prince George

Committee recommendation: In Favour

BECAUSE: so many families are struggling to find accommodation when they go for medical appointments required outside of their home town, and have been known to postpone essential medical treatment due to the financial barriers of travel. For example emergencies are not predictable and scheduled surgeries are often booked on very short notice that make finding affordable accommodations a challenge, Ronald Mc Donald house, Easter Seals, etc are not always available; and

BECAUSE: accommodations when traveling for education should not be such a burden and or a barrier for our healthcare workers seeking professional development, and students doing mandatory placements outside of their community; and

BECAUSE: in our era of supporting local, BC tourism should be an affordable option for families.

HSA WILL: continue to lobby the government for price caps on hotel/short term accommodations in BC, so that BC residents have access to affordable accommodations within the province when needing to travel for medical, educational, business or leisure within the province.

Carried ____ Defeated ____

296. POLITICAL ACTION

Submitted by: Child Development Ctr. of Prince George

Committee recommendation: In Favour

BECAUSE: physical activity, socialization and connection is so important to the health of all people; and

BECAUSE: mental health concerns are increasing and physical health is decreasing; and

BECAUSE: many locations of the province have weather related barriers including snow, cold weather, climate change related occurrences of wildfires that cause unsafe air quality and floods which prevent people from participating in outdoor activities throughout the year which can lead to a more sedintary life and increased screen time.

HSA WILL: advocate that the provincial government provide communities with funding to create indoor year long multi activity community centres for families and individuals to have access to affordable or free indoor play spaces (for example climbing and play structures, gyms, pools, skating rinks, skate parks etc.) similar to the Mackenzie Recreation Centre, Burnaby Edmonds Community Centre and the Abbey Centre in Blackfalds Alberta.

Carried ____ Defeated ____

297. POLITICAL ACTION

Submitted by: Burnaby Hospital

Committee recommendation: In Favour

BECAUSE: not all HSA members have vehicles, or drive to work; and

BECAUSE: using transit should be encouraged for staff to get to work to minimize environmental impacts; and

BECAUSE: parking is at a premium at most healthcare facilities, and staff using transit could allow more patients to find parking at the facility.

HSA WILL: lobby the government to provide free transit for healthcare workers to encourage use of transit to and from the workplace.

Carried ____ Defeated ____

298. POLITICAL ACTION

Submitted by: Queen Victoria Hospital

Committee recommendation: In Favour

BECAUSE: transportation and infrastructure is the responsibility of the provincial governments; and

BECAUSE: all members of HSA should have the ability to travel safely in their own region and throughout the province; and

BECAUSE: all citizens of the lower mainland of BC were significantly impacted by the floods in 2021 that caused major highway damage which cut off supply chains to the rest of Canada; and

BECAUSE: citizens in the interior of BC have this occur on a regular basis in both the winter and summer due to motor vehicle incidents.

HSA WILL: lobby and advocate that the BC Ministry of Transportation and Infrastructure to finish the safety work to widen and twin the Highway 1 from Kamloops to BC-AB Border.

Carried ____ Defeated ____

299. POLITICAL ACTION

Submitted by: Nanaimo Regional General Hospital

Committee recommendation: In Favour

BECAUSE: ensuring that every person in British Columbia has equitable access to all social programs and services offered in the province is essential to community well-being; and

BECAUSE: it is well documented that strong community-based social programs reduce pressure on the acute health care system, and improve quality of life and reduce unnecessary acute care visits—particularly for individuals who face barriers such as low literacy or neurodivergence.

HSA WILL: lobby Health Quality BC and the Ministry of Health to review existing programs, and develop collaborative programs that integrate Public Health and outpatient services to ensure all residents of British Columbia can access the supports and services needed to meet their needs.

Carried ____ Defeated ____

300. POLITICAL ACTION

Submitted by: Burnaby Hospital

Committee recommendation: In Favour As Amended

BECAUSE: acute shortages for healthcare professionals exist within the BC healthcare system; and

BECAUSE: recruitment and retention are issues that need to be addressed immediately; and

BECAUSE: increasing the number of seats to educate more healthcare professionals may help with filling vacancies.

HSA WILL: lobby the BC government to provide funding for additional training seats for those HEALTH SCIENCE professions.

Carried ____ Defeated ____

301. COMPOSITE 12 - POLITICAL ACTION (covers 302 and 303)

Submitted by: Resolutions Committee

Committee recommendation: In Favour

BECAUSE: Indigenous people around the world have organized to establish legal standards to ensure the recognition, protection and promotion of their basic human and rights; and

BECAUSE: the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) was adopted by the United Nations in 2007, endorsed by Canada in 2010 and formalized in British Columbia as the "Declaration on the Rights of Indigenous Peoples Act " in 2019; and

BECAUSE: the Declaration Act is enabling legislation that facilitates collaboration and the negotiation of agreements between First Nations, Industry and the Provincial Government; and

BECAUSE :a recent court decision, brought by the Cowichan Tribes, granted Aboriginal title in traditional territorial lands and affirmed that the BC provincial legal system and laws must be interpreted in accordance with the Declaration Act; and

BECAUSE: the Premier has made public statements that the government will pursue amendments to DRIPA.

HSA WILL: lobby the provincial government to affirm their commitment to meaningfully negotiate government-to-government with First Nations; and

HSA WILL: lobby the provincial government to meaningfully consult with First Nations to fully evaluate and confirm the legal consequences of embedding UNDRIP into provincial law prior to making any legislative amendments in order to ensure ongoing recognition, protection and promotion of First Nations human rights; and

HSA WILL: encourage BCFED to lobby for and support legislation that does not alter or repeal DRIPA.

Carried ____ Defeated ____

304. POLITICAL ACTION

Submitted by: 2SLGBTQIA+ Committee

Committee recommendation: In Favour

BECAUSE: there is an increase in hate crimes, violence and discrimination targeting 2SLGBTQIA+ people and communities; and

BECAUSE: Statistics Canada reported, from 2016-2023, that police-reported hate crimes motivated by sexual orientation have increased by a staggering 388% (source: <https://egale.ca/egale-in-action/2023-hate-crimes-july29/>); and

BECAUSE: it is known that many 2SLGBTQIA+ hate crimes motivated by sexual orientation and/or gender identity are not reported to police.

HSA WILL: leverage partnerships with the BCFED, NUPGE, CLC and the BC government to combat rising hate against 2SLGBTQIA+ people, in communities, and in HSABC workplaces; and

HSA WILL: advocate for increased resources for victim services and evidence-based services offered to survivors.

Carried ____ Defeated ____

305. POLITICAL ACTION

Submitted by: 2SLGBTQIA+ Committee

Committee recommendation: In Favour

BECAUSE: unregulated drug toxicity is still the leading cause of death for people in BC between the ages of 10-59; and

BECAUSE: unhoused communities, men, Indigenous communities and 2SLGBTQIA+ youth are being disproportionately affected by substance misuse; and

BECAUSE: supervised consumption sites and overdose prevention sites in hospitals and communities are healthcare that saves lives,

BECAUSE: people seek treatment when they are ready, not when they are forced (involuntary care), so the focus should be on bringing voluntary evidence-based recovery options up to an evidence-based standard of care,

HSA WILL: support safer, more compassionate and evidence-based harm-reduction policies and practices.

Carried ____ Defeated ____

306. POLITICAL ACTION (covers 307)

Submitted by: 2SLGBTQIA+ Committee

Committee recommendation: In Favour

BECAUSE: implementing the Name Amendment Act in 2024 was not necessary to protect the public; and

BECAUSE: the Name Amendment Act has led to barriers to the ability of trans and gender diverse people, Indigenous people and survivors of violence to legally change their names.

HSA WILL: lobby the BC Government through the BCFED to repeal the Name Amendment Act.

Carried ____ Defeated ____

308. POLITICAL ACTION

Submitted by: 2SLGBTQIA+ Committee

Committee recommendation: In Favour

BECAUSE: the recent changes in Bill 32 do not make any significant changes to the health care consent rights of involuntary patients; and

BECAUSE: the changes do not add any legal requirement to consider the wishes of a person experiencing involuntary treatment; and

BECAUSE: the changes do not add any legal requirement to include family members or people a patient trusts to make decisions if they are not able to do so; and

BECAUSE: gender-diverse individuals face disproportionate and unique harms under involuntary care (e.g. lack of access to gender-affirming care, trauma and harm related to lack of respect of gender identity, and inadequate or non-existent policies in facilities related to gender-affirming care and ensuring safety of patients (<https://www.healthjustice.ca/gender-equity>)).

HSA WILL: lobby the BC Provincial Government for changes to the Mental Health Act to ensure the wishes of people experiencing involuntary treatment shape decision-making.

Carried ____ Defeated ____

309. POLITICAL ACTION

Submitted by: Political Action Committee

Committee recommendation: In Favour

BECAUSE: hospitals and care facilities are increasingly relying on private agency staff, who are often paid two to three times more than unionized public healthcare workers; and

BECAUSE: this trend diverts vital resources away from improving wages, staffing levels, and working conditions for regular employees—measures that would meaningfully address workforce shortages and burnout; and

BECAUSE: shortages and burnout negatively impact patient wait times and access to care; and

BECAUSE: Canadians deserve transparency in how healthcare dollars are used, regardless of which level of government administers the services.

HSA WILL: directly, and in conjunction with the BCFED and CLC, lobby for an accountability framework that sets standards for reasonable access to health services under the health care insurance plan of the province.

Carried ____ Defeated ____

310. POLITICAL ACTION

Submitted by: Political Action Committee

Committee recommendation: In Favour__

BECAUSE: Canadian elections use the first-past-the-post system, where a party can win a majority government despite receiving less than half of all votes cast; and

BECAUSE: election participation is highest in countries with proportional representation.

HSA WILL: call on NUPGE and the CLC to continue calling to change our electoral system to proportional representation.

Carried ____ Defeated ____

311. POLITICAL ACTION

Submitted by: Political Action Committee

Committee recommendation: In Favour

BECAUSE: some BC residents are ineligible to receive healthcare within a reasonable proximity to their residence if it is in a remote/ isolated healthcare authority or area of the province; and
BECAUSE: forcing patients to stay within province/health authority can add hours or days of travel time to patients in rural areas – or make healthcare inaccessible.

HSA WILL: advocate to the provincial and federal governments that BC residents be allowed to access the closest available healthcare options, even if it means travelling to another health authority or province.

Carried ____ Defeated ____

312. POLITICAL ACTION

Submitted by: Political Action Committee

Committee recommendation: In Favour As Amended

BECAUSE: evidence demonstrates that forced rehabilitation and recovery treatment is not successful for substance use disorders; and
BECAUSE: people with substance use disorders have multiple month waits for voluntary care and treatment.

HSA WILL: advocate against forced treatment being included in the Mental Health Act until wait times for rehabilitation and recovery treatment until beds wait times are below 4 weeks.

Carried ____ Defeated ____

313. POLITICAL ACTION

Submitted by: Racial Justice Committee

Committee recommendation: In Favour

BECAUSE: “an injury to one is an injury to all”; and

BECAUSE: we continue to watch the daily horrors of Immigration and Customs Enforcement (ICE) in the United States of America as they raid and deport migrant community members from their places of work, their homes, and their communities; and

BECAUSE: migrant workers in Canada are sounding the alarm that immigration raids here in what is colonially known as “Canada” are on the rise; and

BECAUSE: one of the main purposes of labour unions and the greater labour movement is to unite in solidarity as a collective; and

BECAUSE: there exists a local organization to support workers, Migrant Workers Centre, which works “to promote and advance access to justice for migrant workers by providing legal services, advocacy, research, public education, and engaging in law and policy reform initiatives”; and

BECAUSE: there is currently a campaign called, “Stop the Raids!” driven by labour organizer volunteers under the guidance and direction of the Migrant Workers Centre.

**HSA WILL: stand in solidarity with the Migrant Workers Centre’s “Stop the Raids!” campaign; and
HSA WILL: encourage and support chapters and their members to participate in and run awareness and funding campaigns for the Migrant Workers Centre’s “Stop the Raids!” campaign.**

Carried ____ Defeated ____

314. POLITICAL ACTION

Submitted by: Young Workers Committee

Committee recommendation: In Favour

BECAUSE: clinical placements are an essential requirement for entry or advancement for completion of most health professions represented by HSA; and

BECAUSE: many clinical placements are currently unpaid, creating significant financial strain for students in training; and

BECAUSE: unpaid clinical hours can disproportionately impact equity, access to progressions, public workforce recruitment and retention; and

BECAUSE: the absence of compensation or dedicated financial support for unpaid clinical hours creates barriers to accessing education and program completion; which therefore impacts recruitment and retention.

HSA WILL: advocate to employers, education institutions, and relevant government bodies for paid clinical placements of HSA professions, and the establishment of dedicated funding, stipends, or financial supports specifically for the currently unpaid mandatory clinical hours, with the goal of reducing financial barriers and supporting a sustainable and accessible healthcare workforce.

Carried ____ Defeated ____

315. RECRUITMENT AND RETENTION

Submitted by: Royal Jubilee Hospital

Committee recommendation: In Favour As Amended

BECAUSE: many initiatives are focused on recruiting health care workers into BC but not retaining the workers they already have; and

BECAUSE: it can be demoralizing for current workers to have to work along side people who have received a large bonus when they have received nothing extra for their continued service; and

BECAUSE: part of the issue of short staffing is the inability to retain staff so, there would be less need for recruitment initiatives if a focus was put on keeping the staff that is already there.

HSA WILL: advocate TO THE PROVINCIAL GOVERNMENT for more retention benefits for members to maintain health care workers in their current jobs.

Carried ____ Defeated ____

316. RECRUITMENT AND RETENTION

Submitted by: Royal Jubilee Hospital

Committee recommendation: Opposed

BECAUSE: HSA has over 70 different professions in the health care and social services sectors; and

BECAUSE: some professions have more shortages and workload issues than others; and

BECAUSE: some professions are funded more than others; and

BECAUSE: some professions have wage disparities when compared to private work.

HSA WILL: explore collating data on how many members are in each profession, what retention rates are and, how many unfilled positions there are.

Carried ____ Defeated ____

317. RECRUITMENT AND RETENTION

Submitted by: UBC Hospital

Committee recommendation: Opposed

BECAUSE: to promote public support and recruitment into HSA professions and therefore lessen burn out of current HSA members.

HSA WILL: annually send a delegate to the schools of graduating classes of healthcare programs to promote HSA and working in Public Health; and

HSA WILL: actively promote HSA professions across a range of media, including, TV, Radio, Social Media - showcasing HSA professions as a career choice.

Carried ____ Defeated ____

318. RECRUITMENT AND RETENTION

Submitted by: Abbotsford Regional Hospital

Committee recommendation: Opposed

BECAUSE: HSABC members need strong, accessible recruitment and outreach materials; and
BECAUSE: NUPGE affiliates are creating similar resources, causing duplication and inconsistent messaging; and
BECAUSE: pooling efforts would strengthen visibility, reduce costs, and support adaptable tools.

HSA WILL: work with NUPGE affiliates to collaboratively develop recruitment and outreach materials; and

HSA WILL: advocate for a shared NUPGE resource hub and report back on progress.

Carried ____ Defeated ____

319. RECRUITMENT AND RETENTION

Submitted by: Holy Family Hospital

Committee recommendation: Opposed

BECAUSE: the BC Government has provided large monetary bonuses (up to \$15,000) for recruitment incentives to newly hired staff in public health care. (Example: Provincial Rural Retention Incentive (PRRI), Recruitment Incentive for Difficult-to-Fill Vacancies); and
BECAUSE: HSA members reach maximum pay at year 6 of work and the next increase occurs at 25 years of work at 0.25%; and
BECAUSE: 1/3 of HSA members indicated in the 2025 HSA survey that they are considering leaving health care jobs.

HSA WILL: advocate to the provincial government to end the incentives for new staff and redirect resources toward retention strategies, up to and including monetary incentives, for HSA members providing long service, service optimisation, and staff training.

Carried ____ Defeated ____

320. RECRUITMENT AND RETENTION

Submitted by: Child Development Centre of Prince George

Committee recommendation: In Favour

BECAUSE: the registration process with licencing bodies, for international applicants in hard to recruit health care professions, can be complex and long, many may not complete the process; and
BECAUSE: the federal and provincial temporary foreign worker and Labour Market Impact Assessment process can be long and complex that many may not be able to complete the process; and
BECAUSE: there are recruitment challenges and long standing shortages for health care professions in BC.

HSA WILL: advocate to the licencing Colleges, and provincial and federal government, on behalf of hard to recruit health care professionals, in order to address barriers so that applicants can be hired more quickly; and

HSA WILL: will request a yearly progress report from the licencing bodies on steps being taken to eliminate barriers to the licencing of qualified applicants.

Carried ____ Defeated ____

321. RECRUITMENT AND RETENTION (covers 322)

Submitted by: Child Development Centre of Prince George

Committee recommendation: In Favour

BECAUSE: recruitment and retention continue to be a concern across all publicly funded health care services; and

BECAUSE: community programs that are not part of a health authority do not currently qualify for recruitment and retention incentives; and

BECAUSE: these incentives are essential to maintaining a stable and skilled workforce in allied health care services.

HSA WILL: continue to advocate for the government to include allied health care centers, such as the Child Development Centre, in eligibility for recruitment and retention incentives currently offered to health authorities.

Carried ____ Defeated ____

323. STEWARD RESOURCES

Submitted by: Royal Columbian Hospital

Committee recommendation: Opposed

BECAUSE: we recognize a need for encouragement of member engagement, members have difficulty attending chapter meetings in person but have interest in staying informed, steward capacity is limited, members have interest in supporting HSA outside the steward role.

HSA WILL: create an steward assistant role to help with administrative duties involved with planning chapter meetings, notifying chapter members of key chapter-specific events through HSA emails and posted notices, providing members a brief summary of chapter meeting discussions, maintaining onsite HSA notice boards, and being an union ambassador for the chapter.

Carried ____ Defeated ____

324. STEWARD RESOURCES

Submitted by: Royal Inland Hospital

Committee recommendation: Opposed

BECAUSE: HSA values the lead stewards role; and

BECAUSE: Web-ex does not work on the Health Authority computers; and

BECAUSE: HSA wants to protect the work done by the lead stewards and avoid breaches in confidentiality; and

BECAUSE: lead stewards are not being provided with the equipment to carry out their roles and being told to use their own laptops for the lead steward duties with no compensation; and

BECAUSE: it is assumed that lead stewards have access to a privately owned computer/laptop.

HSA WILL: amend the current policy: STEWARD'S REQUEST FOR EQUIPMENT AND/OR EQUIPMENT RELATED MATERIALS OR SERVICES, to include computers/laptops, so that members can either request computers/laptops from HSA or have compensation provided if they supply their own.

Carried ____ Defeated ____

325. STEWARD RESOURCES

Submitted by: BC Centre for Ability

Committee recommendation: In Favour

BECAUSE: HSA relies on virtual meetings to connect members, hold trainings, and share information across diverse worksites; and

BECAUSE: many members report that Webex is difficult to use, not intuitive, and creates barriers for those unfamiliar with the platform; and

BECAUSE: technical issues and accessibility challenges at many worksites have caused delays, limited meeting participation, and prevented members from fully taking part in union activities.

HSA WILL: immediately review the current Webex budget and contract, and begin the process of evaluating alternative virtual meeting platforms to find one for stewards and members to use, that are more user-friendly, widely accessible, and fit within budget constraints.

Carried ____ Defeated ____

326. STEWARD RESOURCES

Submitted by: BC Centre for Ability

Committee recommendation: In Favour

BECAUSE: HSA members need clear guidance on how to plan, chair, and conduct chapter meetings to vote on convention resolutions, so that all members can participate fully and have their voices fairly represented; and

BECAUSE: different worksites can have inconsistent practices in scheduling meetings, managing debate, or conducting votes can create confusion, disputes, and perceptions of unfairness in the resolutions process; and

BECAUSE: Stewards require step-by-step instructions on the role of the chair, meeting planning, facilitating discussion, conducting transparent and fair votes, and documenting outcomes to ensure all resolutions votes align with HSA policies and democratic principles.

HSA WILL: immediately create instructional guidelines in the Steward Portal for organizing and chairing chapter meetings for voting on convention resolutions. The guidelines will explain how to plan and schedule resolution proposal meetings. They will describe the responsibilities of the chair and will provide clear steps for managing discussion and motions. They will also outline how to conduct votes fairly and transparently. They will explain how to record and report outcomes as well as how to submit resolutions. The guidelines will ensure all meetings comply with HSA policies and democratic principles.

Carried ____ Defeated ____

327. STEWARD RESOURCES

Submitted by: Abbotsford Regional Hospital

Committee recommendation: In Favour

BECAUSE: stewards often work in isolation and lack regular opportunities to connect with peers across their region; and BECAUSE: regional collaboration strengthens steward confidence, improves problem-solving, and helps identify emerging workplace trends; and BECAUSE: consistent regional meetings create a structured space for sharing strategies, building solidarity, and strengthening the steward network; and BECAUSE: peer-to-peer models are evidence-informed, cost-effective, and align with labour's commitments to psychologist health, equity, and sustainable leadership development.

HSA WILL: establish regular Regional Steward Meetings, held at least twice per year, open to all stewards within each region; and

HSA WILL: provide facilitation support, hybrid access, and standardized agendas to ensure meetings are accessible, consistent, and responsive to steward needs; and

HSA WILL: ensure Regional Directors receive steward-generated feedback from these meetings to inform training, resources, and union priorities.

Carried ____ Defeated ____

328. STEWARD RESOURCES

Submitted by: Comox Chapter

Committee recommendation: Opposed

BECAUSE: lead stewards are required to perform significant administrative, representational, and communication duties in support of the membership; and

BECAUSE: the union and the employer do not always provide lead stewards with a dedicated workspace, computer or necessary technology to carry out their duties; and

BECAUSE: lead stewards are required to use productivity and document management software including but not limited to Microsoft office 365 and Adobe software in order to effectively perform their representational responsibilities; and

BECAUSE: the cost of maintaining these required software subscriptions is currently paid out of the lead stewards personal income; and

BECAUSE: it is unreasonable and inequitable to require a steward to personally subsidize the operational cost of fulfilling an official union role.

HSA WILL: reimburse the current active lead steward, the cost of the annual subscription to Microsoft Office 365 and Adobe subscription required to perform the steward duties.

Carried ____ Defeated ____

329. STEWARD RESOURCES

Submitted by: Young Workers Committee

Committee recommendation: Opposed

BECAUSE: effective union representation depends on knowledgeable, confident, and well-supported stewards; and

BECAUSE: new stewards often face a steep learning curve that can impact retention, confidence, and effectiveness in assisting union members; and

BECAUSE: mentorship models strengthen institutional knowledge transfer, leadership development, and member engagement; and

BECAUSE: pairing experienced stewards with new stewards promotes consistency, support, and shared best practices across chapters.

HSA WILL: develop and implement a formal Steward Mentorship (“Buddy”) Program that pairs new stewards with experienced stewards for guidance, knowledge-sharing, and ongoing support during the first year of stewardship. This program will include clear role expectations, recommended check-in frequency, and recognition of mentor participation.

Carried ____ Defeated ____

**Appendix A:
Original Resolutions
Covers and Composites
(for Reference Only)**

4. CHILDREN'S SERVICES (covered by 3)

BECAUSE: the plan to restructure the Ministry of Child and Family Development funding for more equitable children's services through Family Connection Centers (FCC) is ON HOLD; and
BECAUSE: HSA has taken a role in consulting with Child Development Centers about the needs of children and families; and
BECAUSE: services remain inequitable based on current funding models, including the outdated At Home Program and Individualized Autism Funding.

**HSA WILL: continue to advocate for the re-design of an effective and equitable, needs based system of services for children and youth with support needs (CYSN); and
HSA WILL: advocate for a Committee to review the current At Home Program Eligibility Criteria.**

Submitted by: SHARE Family & Community Services

5. CHILDREN'S SERVICES (covered by 3)

BECAUSE: important services and funding opportunities offered by CYSN are limited to children with diagnoses of global developmental delay, intellectual disability, autism spectrum disorder, and/or significant medical conditions; and
BECAUSE: access to services for children who are limited in their adaptive functioning, executive functioning and other brain-based differences experience difficulties in performing daily tasks and skills; and
BECAUSE: children with brain-based differences would benefit from the promotion of healthy development, access to early prevention therapies and ongoing life skill development to optimize the child's personal growth, relationship development, success in school, their community, future employment as well as reduce development of mental health concerns and support the caregiver and the family unit.

HSA WILL: lobby the government to review programming eligibility criteria to include children living with brain-based differences with and without diagnoses that do not meet the current criteria.

Submitted by: North Okanagan Neurological Assn. (NONA)

8. CHILDREN'S SERVICES (covered by 7, Composite 1)

BECAUSE: Child Development Centres provide essential therapies and family-centered services for children and families in the critical early years of development; and
BECAUSE: non-profit Child Development Centres offer low-barrier, accessible, community based services for children and families.

HSA WILL: continue advocacy efforts with the provincial government to provide stable, adequate, and sustainable funding for British Columbia's non-profit Child Development Centres.

Submitted by: Starbright Children's Development Centre

9. CHILDREN'S SERVICES (covered by 7, Composite 1)

BECAUSE: Child Development Centres provide essential therapies and family-centered services for children and families in the critical early years of development; and

BECAUSE: competitive tendering/Request for Proposals procurement process for contracted health and social services can result in contracts being awarded to for-profit businesses instead of non-profit Child Development Centres with established community expertise and longstanding service [Building on What Works: Child Development Centres and the Future of CYSN Services Dec 2024].

HSA WILL: continue to advocate for review and reform of the current process for awarding contracts for CYSN services to ensure fairness and transparency, and to prioritize non-profit community agencies delivering essential services to children and families in British Columbia.

Submitted by: Starbright Children's Development Centre

13. CHILDREN'S SERVICES (covered by 12, Composite 2)

BECAUSE: the number of children needing early intervention services has increased and the level of intervention needed has become more complex and requires more time from professionals; and

BECAUSE: waitlists can be long, some children are aging out before they receive any early intervention services; and

BECAUSE: professionals want to help as many children as they can it has increased the level of stress they face in their daily work as they see the need for more services and do not have enough hours in the day to deliver the services needed.

HSA WILL: continue to advocate for the government to increase FTE's(funding model) for Child Development Centres to increase staffing level for all professions including OT, PT, SLP, SCD and any other profession that are part of CDC's in the province.

Submitted by: Child Development Centre of Prince George

14. CHILDREN'S SERVICES (covered by 12, Composite 2)

BECAUSE: family support and or social workers are an essential part of the team delivering services at Child Development Centres (CDCs); and

BECAUSE: not all CDCs currently have funding for this critical role, creating inequities in service delivery across the province; and

BECAUSE: equitable access to family support and or social work services is vital for supporting children and families effectively.

HSA WILL: advocate to the Ministry of Children and Family Development (MCFD) to increase Full-Time Equivalent (FTEs) in the funding model for Child Development Centres, ensuring staffing levels at all sites include family support or social workers, thereby achieving equity across all CDCs in the province.

Submitted by: Child Development Centre of Prince George

21. CHILDREN'S SERVICES (covered by 20, Composite 3)

BECAUSE: children with diverse needs require specialized safety equipment and supports to ensure their well being in educational and care environments; and

BECAUSE: inadequate funding for these safety related items places children, staff, and families at increased risk; and

BECAUSE: frontline workers consistently identify gaps in available resources that directly impact their ability to provide safe, inclusive, and developmentally appropriate care; and

BECAUSE: the responsibility to protect vulnerable children should not fall solely on individual families or staff to fundraise or self resource.

HSA WILL: advocate to the Provincial and Federal governments for increased, stable, and dedicated funding for safety related equipment and supports for children with diverse needs and will promote awareness of the essential role these resources play in ensuring inclusive and equitable service delivery.

Submitted by: Child Development Centre of Prince George

22. CHILDREN'S SERVICES (covered by 20, Composite 3)

BECAUSE: physiotherapists and occupational therapists often prescribe medical equipment and must justify their prescription to the provincial Ministries that provide funding (At Home Program through MCFD for children and youth, Ministry of Social Development and Poverty Reduction for adults). These programs require that every line item on a medical equipment quote have adequate justification; and

BECAUSE: certain items exist solely for safety purposes but do not necessarily come standard when ordering medical equipment; for example, anti-tippers, belts on a wheelchair or adapted stroller, transit tie-downs, and headrests; and

BECAUSE: justification of the above is an inefficient use of therapists' and Ministry time, particularly when adjudicators seek additional clarification from the prescribing therapists.

HSA WILL: advocate to the appropriate Ministries to ensure that the aforementioned safety items do not require any additional justification beyond "this item is required for safety reasons".

Submitted by: Fraser Valley CDC

23. CHILDREN'S SERVICES (covered by 20, Composite 3)

BECAUSE: children and youth with diverse physical, sensory, and developmental needs require medically essential accessibility equipment and attachments to meet their basic health needs to participate safely and fully in daily activities; and

BECAUSE: government funding does not currently fund the necessary adaptive tools, mobility supports, and environmental modifications needed to ensure equitable access, for example, wheel modifications for use in snow or other difficult terrain; and

BECAUSE: insufficient or outdated accessibility equipment places both children, families and staff at risk and undermines inclusive practice; and

BECAUSE: frontline workers consistently identify barriers that could be reduced or eliminated with proper accessibility resources.

HSA WILL: advocate to the Provincial and Federal governments for increased funding for accessible equipment and attachments that support safe and inclusive participation for children and youth with diverse needs throughout the province, and will work to ensure these resources are recognized as essential components of equitable service delivery.

Submitted by: Child Development Centre of Prince George

27. CHILDREN'S SERVICES (covered by 26)

BECAUSE: there is a lack of qualified ECE's which puts a strain on existing staff; and

BECAUSE: the emotional and physical needs of children are higher than in past.

HSA WILL: advocate for childcare licensing that accommodates higher staff qualifications, wages and mental/emotional needs of children.

Submitted by: Okanagan Similkameen Neurological Society

29. CLIMATE JUSTICE (covered by 28)

BECAUSE: the USA has openly stated that it plans to occupy Venezuela to exploit the country's resources, and has imminently threatened Greenland with the same; and

BECAUSE: a US military project threatens the structural, social, and ecological determinants of health of the Indigenous people of Greenland, and Arctic Circle nations, due to global warming temperatures; and

BECAUSE: according to its government, Greenland holds 10% of the world's freshwater reserves—a resource being illegally sourced by Big Tech companies internationally (e.g. billionaires Ronald Lauder, Sam Altman, Jeff Bezos, Bill Gates and Michael Bloomberg, and Peter Thiel, etc.) to save cooling costs for their AI data centres, while Indigenous communities on Turtle Island remain without clean drinking water; and

BECAUSE: the EU identified that Greenland holds 25 out of 34 rare earth minerals, which are being sought and illegally extracted by Big Tech companies and world leaders for technology, military equipment, and surveillance.

HSA WILL: request that NUPGE lobby our government to end the continued colonization and extraction of materials from resource-rich nations worldwide, including Greenland, Sudan, Democratic Republic of Congo, Palestine, and more; reaffirm the rights of their Indigenous people to independently govern themselves as their own sovereign nation; and call for an arms embargo on all countries annexing land and occupying other states; and

HSA WILL: commit to minimizing Artificial Intelligence (AI) in our union workings, and submit bargaining proposals requesting that our employers restrict the use of AI in healthcare unless needed for accessible adaptive technology under protected grounds.

Submitted by: Racial Justice Committee

Committee recommendation:

35. CLIMATE JUSTICE (covered by 34, Composite 4)

BECAUSE: according to the Institute of Environmental Studies in Amsterdam, Netherlands, in 2025, Artificial Intelligence (AI) systems used one year's worth of the global bottled water industry to cool their data centers with clean drinking water, and emitted a carbon footprint equivalent to roughly that of New York City; and

BECAUSE: generative AI has a profoundly negatively impact on the global climate and is contributing to the current climate catastrophe at alarming rates; and

BECAUSE: data centers for Large Language Models (LLM) and AI industrialization have been planned throughout the greater lower mainland and Vancouver Island; and

BECAUSE: marginalized communities, especially those who are Indigenous, are the most heavily impacted by the decreased access to desalinated/clean water and natural medicines– with many communities still lacking access to these resources.

HSA WILL: strongly oppose the utilization of all Generative AI throughout healthcare and within its own practice unless needed for accessible adaptive technology under protected grounds; and
HSA WILL: submit resolutions to BCFED, NUPGE and CLC conventions and labour councils to restrict the creation of Data Centers targeted towards Artificial Intelligence (AI) and Large Language Models (LLM) unless needed for accessible adaptive technology under protected grounds.

Submitted by: Racial Justice Committee

36. CLIMATE JUSTICE (covered by 34, Composite 4)

BECAUSE: research has shown that Artificial Intelligence (AI) has profound, negative impacts on the social, mental, and emotional health of individuals; the socioeconomic and industrial conditions of the majority of working individuals; and planetary health, as it overwhelmingly contributes to the advancement of current climate disasters; and

BECAUSE: there exists significant ethical and moral concerns regarding the use of AI (ie. Generative AI and Large Language Models) in the workplace– specifically healthcare; and

BECAUSE: the work of HSA members and staff is rooted in social justice and labour work, based on an ethical framework fought for by our ancestors.

HSA WILL: strongly oppose the implementation of AI (generative AI and LLM's) within the healthcare sector and within its own practice, unless needed for accessible adaptive technology under protected grounds; and

HSA WILL: liaise with BCFED and NUPGE to lobby our government to implement robust, ethical and legal frameworks for AI use within the workplace unless needed for accessible adaptive technology under protected grounds; and

HSA WILL: submit resolutions to BCFED, NUPGE and CLC conventions and labour councils, to restrict the implementation of AI until further work is done to create these ethical frameworks.

Submitted by: Racial Justice Committee

45. COMMUNICATIONS (covered by 44, Composite 5)

BECAUSE: there is a lack of public understanding on the roles/scopes of Health Sciences Association of BC health care professionals.

HSA WILL: will educate the public on the roles/scopes of Health Sciences Association of BC health care professionals.

Submitted by: Queen's Park Care Centre

46. COMMUNICATIONS (covered by 44, Composite 5)

BECAUSE: there is a lack of non-HSA BC health care professionals' understanding of the roles/scopes of Health Sciences Association of BC health care professionals,

HSA WILL: will educate non-HSA health care professionals on the roles/scopes of Health Sciences Association of BC health care professionals.

Submitted by: Queen's Park Care Centre

47. COMMUNICATIONS (covered by 44, Composite 5)

BECAUSE: there is a lack of HSA BC health care professionals' understanding of the roles/scopes of other Health Sciences Association of BC health care professionals.

HSA WILL: educate all HSA health care professionals on the roles/scopes of Health Sciences Association of BC health care professionals.

Submitted by: Queen's Park Care Centre

51. COMMUNICATIONS (covered by 50)

BECAUSE: gender-affirming care is healthcare; and
BECAUSE: this needs to be our position as a union in solidarity with our gender-diverse community.

HSA WILL: put out strong public statements regarding support for gender-diverse and trans rights effective immediately, and will prioritize, with a sense of urgency, as it relates to gender-affirming care, especially as a healthcare union.

Submitted by: 2SLGBTQIA+ Committee

57. CONSTITUTION (covered by 56)

BECAUSE: Article 9, Section 1 of the Health Sciences Association (“HSA”) Constitution does not define limits on how many terms an individual may serve as president; and

BECAUSE: union leadership should reflect the changing demographics of the membership over time; and that three 2-year terms (6 years) is sufficient to establish their mandate.

HSA WILL: replace Article 9, Section 1 of the HSA constitution which states “The term of office is two years. The President is elected at the Annual Convention in odd numbered years.” with “The term of office is two years. The President is elected at the Annual Convention in odd numbered years. A President may serve a maximum of 3 consecutive full terms.”

Submitted by: BC Cancer - Vancouver

64. EDUCATION (covered by 63)

BECAUSE: unions have a responsibility to provide education to members on the impacts of war in order to build international solidarity, protect workers affected by conflict, advocate for peace, connect global economic instability to local working conditions, promote human rights, and reinforce the principle that “an injury to one is an injury to all”; and

BECAUSE: past and ongoing wars around the world affect HSA members both directly and indirectly through displacement, family impacts, economic instability, and global insecurity; and

BECAUSE: BIPOC populations are more likely to experience the unequal and compounding effects of war, forced migration, and climate related harm.

HSA WILL: offer education for members on the intersections of war, the global economy, climate impacts (including ecocide), workers’ rights, and the disproportionate impacts on BIPOC communities (including racism).

Submitted by: Providence Small Site Cluster Chapter

65. EDUCATION (covered by 63)

BECAUSE: we are in a climate emergency exacerbated by increasing fossil fuel use and global conflict; and

BECAUSE: wars kill people, extinguish biodiversity, use tremendous amounts of fossil fuels, and destroy the very infrastructure that keeps us alive and that we rely on to provide safeguards in the face of ever-increasing extreme weather events; and

BECAUSE: warfare impacts every aspect of human wellbeing and the environment.

HSA WILL: provide education to its members about the connection between the climate emergency and war, and possible actions members can take to stop war and fight climate change.

Submitted by: Fraser Canyon Hospital

71. EDUCATION (covered by 70, Composite 6)

BECAUSE: HSABC stewards are the first point of contact for HSABC members when facing challenges in the workplace; and

BECAUSE: HSABC membership includes 2SLGBTQIA+, including gender-diverse, members; and

BECAUSE: HSABC members may face challenges with gender or sexual orientation-based discrimination; and

BECAUSE: Equity-deserving members are more likely to report feelings of safety when connecting with stewards who share similar life experiences.

HSA WILL: require stewards receive gender inclusive training/education during the basic steward training workshop.

Submitted by: 2SLGBTQIA+ Committee

72. EDUCATION (covered by 70, Composite 6)

BECAUSE: gender diverse experiences, language, law, policies, and terminology change frequently; and

BECAUSE: training/education is an effective tool for keeping staff and board current on these changes; and

BECAUSE: HSABC has been without an equity director for a year; and

BECAUSE: there are no current training/education programs for gender inclusion in place.

HSA WILL: require gender inclusive training/education for all HSA staff and the BOD on a continual annual basis.

Submitted by: Gender Diverse Committee

73. EDUCATION (covered by 70, Composite 6)

BECAUSE: HSABC stewards are the first point of contact for HSABC members when facing challenges in the workplace; and

BECAUSE: HSABC membership includes gender-diverse members; and

BECAUSE: HSABC members may face challenges with gender- or sexual orientation-based discrimination; and

BECAUSE: Equity-deserving members are more likely to report feelings of safety when connecting with stewards who share similar life experiences, and/or are knowledgeable on EDIA issues.

HSA WILL: require stewards to receive gender inclusive training/education during the basic steward training and lead steward training.

Submitted by: Gender Diverse Committee

80. EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY (covered by 79)

BECAUSE: upholding equity and fighting prejudice and discrimination are core union values; and
BECAUSE: many HSABC members are a part of the 2SLGBTQIA+ community or are allies/family to the community; and

BECAUSE: we have donated funds to the flying squad in the past, and the BC Flying Squad against Transphobia have identified a lack of meeting space for workshops and protest planning as a major barrier to their continued work.

HSA WILL: offer the use of meeting spaces in the HSABC office to the BC Flying Squad Against Transphobia to support workshops in the 7 “hot spot regions” outlined in their 2025 report.

Submitted by: 2SLGBTQIA+ Committee

81. EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY (covered by 79)

BECAUSE: upholding equality and fighting prejudice and discrimination is a core union value; and
BECAUSE: many HSA members are a part of the 2SLGBTQIA+ community or are allies/family to the community; and

BECAUSE: we have donated funds to the BC flying squad against transphobia in the past, and the BC Flying Squad against Transphobia have identified a lack of meeting space for workshops and training as a major barrier to their continued work.

HSA WILL: offer the use of meeting spaces in the HSA office to the BC Flying Squad Against Transphobia to support workshops in the 7 “hot spot regions” outlined in their 2025 report.

Submitted by: Gender Diverse Committee

86. FINANCE (covered by 85)

BECAUSE: collecting union dues from 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: 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: overtime hours are not pensionable hours; and

BECAUSE: other unions including BCNU, CUPE and 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: Royal Columbian Hospital

87. FINANCE (covered by 85)

BECAUSE: no other union has to pay dues on overtime and HSA should not base their budget on something that is not guaranteed and no other benefits (sick time, pension, etc) are accrued on overtime.

HSA WILL: not charge dues on overtime shifts.

Submitted by: Royal Jubilee Hospital

88. FINANCE (covered by 85)

BECAUSE: many members of HSABC work significant amounts of overtime due to persistent staffing shortages in health care; and

BECAUSE: overtime earnings are paid at premium rates and represent compensation for extended labour beyond regular hours; and

BECAUSE: the cost on union dues on overtime disproportionately impacts members who are already working excessive hours and sacrificing personal time to meet employer needs; and

BECAUSE: union dues fund representation, bargaining and member services tied to regular hours of work and core employment conditions yet members do not receive additional union services tied to overtime worked; and

BECAUSE: members have submitted finance resolutions noting that other unions such as BCNU, CUPE and HEU do not collect union dues on overtime earnings, underscoring a precedent within the province; and

BECAUSE: the directive for union dues for federal public service employees has recently been clarified to states that union dues are not deducted from overtime, reflecting an emerging standard in dues practices; and

BECAUSE: BC labour law allows unions and collective agreements flexibility in setting dues formulas, provided they are applied consistently and transparently to all members and reflect the benefits members receive from the union representation.

HSA WILL: cease charging union dues on overtime earnings for all members; and

HSA WILL: make this change with the intention to promote equity among members, recognize the nature of overtime work and align dues practice with other unions that already do not access dues on overtime.

Submitted by: Comox Chapter

92. FINANCE (covered by 91, Composite 7)

BECAUSE: HSA is committed to equity, social justice, and climate action, and climate justice requires coordinated international solidarity; and

BECAUSE: the Global South includes lower-income and less economically developed countries in Africa, Asia, Latin America, and Oceania; and

BECAUSE: these regions are more vulnerable to climate change due to poverty, reliance on climate-sensitive sectors like agriculture, have limited financial resources to invest in resilient infrastructure, and are in regions prone to extreme heat, sea-level rise, or extreme storms; and

BECAUSE: in 2025 alone, there were multiple typhoons and storms that caused catastrophic flooding, landslides, displacement, and significant loss of life in the Philippines, Vietnam, China, Thailand, Malaysia, Indonesia, and Sri Lanka.

HSA WILL: donate \$25,000 to a reputable organization (such as Red Cross, UNICEF) that supports typhoon and flood victims in the Global South.

Submitted by: St. Paul's Hospital

93. FINANCE (covered by 91, Composite 7)

BECAUSE: HSA is committed to equity, social justice, and climate action, and climate justice requires coordinated international solidarity; and

BECAUSE: the Global South includes lower-income and less economically developed countries in Africa, Asia, Latin America, and Oceania; and

BECAUSE: these regions are more vulnerable to climate change due to poverty, have limited financial resources to invest in resilient infrastructure, and are in regions prone to extreme heat, sea-level rise, or extreme storms; and

BECAUSE: in 2025 alone, there were multiple typhoons and storms that caused devastating floods, landslides, displacement, and loss of life in the Philippines, Vietnam, Thailand, Malaysia, Indonesia, and Sri Lanka.

HSA WILL: donate \$25,000 to a reputable organization (such as Red Cross, UNICEF) that supports typhoon and flood victims in the Global South.

Submitted by: Providence Small Site Cluster Chapter

94. FINANCE (covered by 91, Composite 7)

BECAUSE: countries across Southeast Asia and the Caribbean, including the Philippines, Vietnam, Thailand, Cambodia, Indonesia, Cuba, Haiti, and Jamaica, face increasingly severe typhoons and hurricanes, resulting in devastating loss of life, displacement, and destruction of homes, hospitals, and critical infrastructure; and

BECAUSE: climate-driven disasters disproportionately impact working people and marginalized communities, who often lack access to emergency resources and long-term recovery support; and

BECAUSE: international labour solidarity requires recognizing that climate injustice is a global issue, and that unions have a responsibility to support communities most affected by extreme weather events; and

BECAUSE: direct financial assistance to reputable humanitarian organizations provides immediate relief such as food, clean water, medical supplies, and shelter, while also supporting long-term rebuilding efforts.

HSA WILL: make a monetary donation of at least \$25,000 to trusted humanitarian organizations providing emergency relief and recovery support in the above-named regions impacted by recent typhoons and hurricanes; and

HSA WILL: advocate within the broader labour movement for stronger climate-justice commitments, including international aid, disaster-preparedness support, and policies that address the root causes of climate-driven extreme weather.

Submitted by: Children's & Women's Health Centre of BC

95. FINANCE (covered by 91, Composite 7)

BECAUSE: countries across Southeast Asia and the Caribbean, including the Philippines, Vietnam, Thailand, Myanmar, Cambodia, Laos, Indonesia, Cuba, Haiti, and Jamaica, face increasingly severe cyclones, such as Typhoon Kalmaegi, and Category 5 Hurricane Melissa, resulting in devastating loss of life, displacement, and destruction of homes, hospitals, and critical infrastructure; and

BECAUSE: climate driven disasters disproportionately impact workers in the global south who lack emergency infrastructure and rely on humanitarian organizations for aid and food security

BECAUSE: their resources continue to be extracted by imperialist nations who benefit from interfering, toppling, and destabilizing their democratically elected leaders, thus decreasing their Gross Domestic Product (GDP); and

BECAUSE: we as a union have a responsibility to contribute to a sustainable earth for future generations, and to support communities most affected by extreme weather events; and

BECAUSE: financial support to reputable humanitarian organizations provides medical supplies, as well as food, clean water, and shelter security as an interim solution to bring immediate aid to those who continue to suffer most from the actions of nations that are resource extractors.

HSA WILL: make a donation of \$25,000 to trusted humanitarian organizations, such as the International Red Cross/Red Crescent, providing support to the communities of the Philippines, Vietnam, Thailand, Myanmar, Cambodia, Laos, Indonesia, Cuba, Haiti, and Jamaica, that were most impacted by the 2025 cyclones; and

HSA WILL: advocate within the broader labour movement that unions limit the use of technologies, systems, and practices that contribute to worsening and quickening climate disasters.

Submitted by: Racial Justice Committee

109. FINANCE (covered by 108)

BECAUSE: budgeting \$100,000 per year (in 2024) on promotional materials (SWAG) provides little value to most members, and much of this spending fuels the fast fashion supply chain built on overproduction, low wage labour, and disposable goods; and

BECAUSE: many of these materials are not environmentally friendly, are often produced through carbon intensive manufacturing processes, and are likely to end up in landfills, contributing to climate injustice that disproportionately harms marginalized communities; and BECAUSE: reducing unnecessary consumption is a core component of climate responsible union practice, and redirecting funds away from disposable goods aligns HSA with global labour movements calling for sustainable procurement and ethical production.

HSA WILL: reduce promotional material spending to \$40,000 annually, prioritizing items that are durable, ethically sourced, and environmentally responsible; and

HSA WILL: with the guidance of members, reallocate the remaining \$60,000 to better support member advocacy, improve resources, enhance services, and invest in sustainable initiatives that advance climate justice and benefit the membership.

Submitted by: Ribbon Community

128. FINANCE (covered by 127)

BECAUSE: of the increasingly excessive cost of convention which will only continue to inflate in future years.

HSA WILL: hold convention virtually one year and in person the next year (alternating years) to decrease costs.

Submitted by: Royal Jubilee Hospital

131. FINANCE (covered by 130)

BECAUSE: BCNU union dues are 2% on ST wages; and

BECAUSE: HEU union dues are 2.1% on ST wages; and

BECAUSE: BCGEU union dues are 1.85% on ST wages; and

BECAUSE: HSA union dues are 1.85% on all wages ST and OT; and

BECAUSE: HSA's annual convention costs are prohibitively high to run annually; and

BECAUSE: Although expensive, annual conventions are vital to the health of HSA and its Constitution; and

BECAUSE: HSA is the only major healthcare union to charge union dues on overtime.

HSA WILL: to offset this loss of union dues, and to increase the total amount of union dues collected to maintain a functioning union, increase union dues to 2% on ST wages, matching BCNU.

Submitted by: Penticton Regional Hospital

134. FINANCE (covered by 133)

BECAUSE: HSA should have a priority to use monetary funds to support members locally; and
BECAUSE: costs of operation and expenses continue to increase for HSA; and
BECAUSE: the HSA budget is strained which necessitates operation under fiscal constraints; and
BECAUSE: members continue to submit resolutions for additional donations to various organizations; and
BECAUSE: members will never unanimously agree which organization is more deserving of charitable donations or support compared to another organization; and
BECAUSE: the sequence in which resolutions for donations are brought forward for voting biases the likelihood for success or failure; and
BECAUSE: the majority of resolutions submitted are not discussed at convention, and discussing donation resolutions result in lengthy debates that take away from discussions of resolutions that more closely impact the members and union business; and
BECAUSE: the CESA Committee is already actively engaged in budgeting pre-approved funds for deserving groups.

HSA WILL: avoid donating any additional funds outside of preestablished CESA funds to any organizations via member submitted convention resolutions.

Submitted by: Richmond Chapter

138. GENERAL (covered by 137)

BECAUSE: the HSA upholds the principles of transparency, accountability, and active member participation; and
BECAUSE: numerous other jurisdictions have demonstrated that open and transparent bargaining processes can be effective and successful; and
BECAUSE: once bargaining proposals have been presented to the HEABC, there is no added value to HSA members continuing to treat those proposals as confidential within the HSPBA bargaining framework; and
BECAUSE: HSA members need clear, detailed, and timely bargaining information in order to make informed decisions regarding job action votes and ratification of a collective agreement.

**HSA WILL: commit to a transparent and/or open bargaining approach that provides HSA members with access to bargaining information while negotiations are underway, including, at minimum, the disclosure of all proposals that have already been shared with HEABC; and
HSA WILL: decline to enter into any protocol agreement that restricts the HSA bargaining Committee from communicating bargaining details to the membership.**

Submitted by: St. Paul's Hospital

140. GENERAL (covered by 139)

BECAUSE: HSA seeks to advance member rights, safety and dignity through enforcement of Collective Agreements, member education and the establishment of Union policies and procedures; and

BECAUSE: HSA Labour Relations benefits from perspectives, information and analysis from the front-line workers; and

BECAUSE: HSA currently lacks a formal process to recruit, train and employ members as Labour Relations professionals; and

BECAUSE: HSA used to have a "Super Steward" program and other unions such as HEU, currently have a "Servicing Internship for Members" recruitment and training program.

HSA WILL: establish a formal internship program for members; and

HSA WILL: actively recruit, train, and hire HSA members as interns to facilitate development of the skills and experience required to seek regular employment as HSA Labour Relations professionals.

Submitted by: Victoria General Hospital

141. GENERAL (covered by 139)

BECAUSE: HSA seeks to advance Member rights, safety and dignity through enforcement of Collective Agreements, Member education and training and the establishment of Union policies and procedures; and

BECAUSE: HSA labour relations benefits from the perspectives, insight and analysis of front-line healthcare workers; and

BECAUSE: HSA lacks a formal process to recruit, train and employ HSA Members as Labour Relations professionals; and

BECAUSE: HSA used to have a "Super Steward" program and other unions, such as the Hospital Employees' Union, have established recruitment, training and employment opportunities for HEU members.

HSA WILL: establish a formal training and internship program for our Members; and

HSA WILL: actively recruit, train and hire HSA Members as interns - on a priority basis - to facilitate the development of requisite skills and professional experience necessary to qualify for employment as Labour Relations professionals.

Submitted by: The Centre for Child Development

144. GENERAL (covered by 143)

BECAUSE: the College of Health and Care Professionals of BC has increased members registration fees again since amalgamation. Some professions seeing an increase of 43%! Per CHCPBC, there will likely be further fee increases in the coming years. This places significant financial strain on HSA members; and

BECAUSE: registration fees are not pro-rated based on FTE status, which can pose a significant financial burden for part-time and casual employees; and

BECAUSE: CHCPBC operates under provincial legislation, the government has the authority to ensure accountability, transparency, and fairness in fee-setting practices.

HSA WILL: lobby the Government to review the fee setting practices of professional regulatory colleges (such as CHCPBC) and implement measures to ensure that registrant fees are transparent, justified, and do not increase beyond what is reasonable; and
HSA WILL: advocate for the introduction of pro-rated or income-sensitive registration fees so that part-time and casual workers are not required to pay the full cost of registration.

Submitted by: St. Paul's Hospital

145. GENERAL (covered by 143)

BECAUSE: the College of Health and Care Professionals of BC has increased members registration fees again since amalgamation. Some professions seeing an increase of 43%! Per CHCPBC, there will likely be further fee increases in the coming years. This places significant financial strain on HSA members; and

BECAUSE: registration fees are not pro-rated based on FTE status, which can pose a significant financial burden for part-time and casual employees; and

BECAUSE: CHCPBC operates under provincial legislation, the government has the authority to ensure accountability, transparency, and fairness in fee-setting practices.

HSA WILL: lobby the Government to review the fee setting practices of professional regulatory colleges (such as CHCPBC) and implement measures to ensure that registrant fees are transparent, justified, and do not increase beyond what is reasonable; and

HSA WILL: advocate for the introduction of pro-rated or income-sensitive registration fees so that part-time and casual workers are not required to pay the full cost of registration; and

~~HSA WILL: seek to enshrine reimbursement of professional fees for HSA members in future contract agreements.~~

Submitted by: Holy Family Hospital

146. GENERAL (covered by 143)

BECAUSE: the college has recently amalgamated for many allied health professionals but for many allied professions, this led to the college dues increasing without explanation instead of what was expected to be decreased; cost of living is already high and allied health members are struggling to pay their expensive dues required to do their jobs.

HSA WILL: advocate for lowering the cost of our college dues and/or help us to pay for more than 60% of our yearly dues.

Submitted by: Mount St. Joseph Hospital

153. GENERAL (covered by 152, Composite 8)

BECAUSE: Bargaining Proposal Conference (BPC) is an important part of the bargaining process and this is where member priorities are established; and

BECAUSE: delegates to BPC are provided with a package of the totality of proposals submitted by members across the province, which they need to review judiciously, and are encouraged to make their own notes on; and

BECAUSE: Bargaining Committee members elected at BPC could benefit from having access to their materials and notes from BPC and this would allow them to better advocate for member priorities; and

BECAUSE: the materials from BPC are considered confidential and cannot currently be released to Bargaining Committee members immediately after BPC.

HSA WILL: establish a process by which Bargaining Committee members' packages of materials including their individual notes can be preserved, and provided to them at the commencement of bargaining.

Submitted by: Victoria General Hospital

154. GENERAL (covered by 152, Composite 8)

BECAUSE: Bargaining proposals are considered confidential; and

BECAUSE: HSA staff and HEABC members currently receive electronic copies of bargaining proposals; and

BECAUSE: HSA Bargaining Committee members are not provided with electronic copies of bargaining proposals, which necessitates the use, storage, and transportation of large amounts of paper documents for the HSA Bargaining Committee and limits their ability to quickly access proposals during remote bargaining meetings; and

BECAUSE: there should be no barriers to providing Bargaining Committee members with the same access to proposals that HSA or HEABC staff receive.

HSA WILL: provide HSA Bargaining Committee members with electronic copies of bargaining proposals and other materials.

Submitted by: Victoria General Hospital

168. GOVERNANCE (covered by 167)

BECAUSE: HSABC holds ten (10) regular Board seats with one Board seat allotted per region; and

BECAUSE: HSABC's current language allows for a single (one) Equity Board Director to advocate for and be accountable to ALL members who identify with equity groups; and

BECAUSE: the Equity Director is tasked with ensuring an equity lens is applied during all decisions at the board level, including member facing policies; and

BECAUSE: the large number of equity members results in an equally large task of ensuring fulsome and equitable representation for all equity members; and

BECAUSE: no single person can properly represent all marginalized groups; and

BECAUSE: HSABC states that accountability and safety are integral to it's work and it's membership; and

BECAUSE: accountability and safety are better fostered through shared work between multiple people instead of lone individuals.

HSA WILL: increase the number of HSABC Equity Board members from one (1) to two (2), to ensure that all equity deserving members have fulsome representation at the Board level, to allow for reasonable division of labour, and to ensure accountability and safety for the new position(s).

Submitted by: qathet General Hospital

169. GOVERNANCE (covered by 167)

BECAUSE: HSABC holds Ten (10) regular board seats with one board seat allotted per region; and
BECAUSE: HSABC's current language allows for a single (one) equity board director to advocate for and be accountable to ALL members who identify with equity groups; and
BECAUSE: the Equity Director is tasked with ensuring an equity lens is applied during all decisions at the board level, including member facing policies; and
BECAUSE: the large number of equity members results in an equally large task of ensuring fulsome and equitable representation for all equity members; and
BECAUSE: no single person can properly represent all marginalized groups; and
BECAUSE: HSABC states that accountability and safety are integral to its work and its membership; and
BECAUSE: accountability and safety are better fostered through shared work between multiple people, instead of lone individuals.

HSA WILL: increase the number of HSA Equity Board members from One (1) to Two (2), to ensure that all equity deserving members have fulsome representation at the board level, to allow for reasonable division of labour and to ensure accountability and safety for the new position(s).

Submitted by: 2SLGBTQIA+ Committee

170. GOVERNANCE (covered by 167)

BECAUSE: HSABC holds Ten (10) regular board seats with one board seat allotted per region; and
BECAUSE: HSABC's current language allows for a single (one) equity board director to advocate for and be accountable to ALL members who identify with equity groups; and
BECAUSE: the Equity Director is tasked with ensuring an equity lens is applied during all decisions at the board level, including member facing policies; and
BECAUSE: the large number of equity members results in an equally large task of ensuring fulsome and equitable representation for all equity members; and
BECAUSE: no single person can properly represent all marginalized groups; and
BECAUSE: HSABC states that accountability and safety are integral to it's work and it's membership; and
BECAUSE: accountability and safety are better fostered through shared work between multiple people instead of lone individuals.

HSA WILL: increase the number of HSABC Equity Board members from One (1) to Two (2), to ensure that all equity deserving members have fulsome representation at the board level, to allow for reasonable division of labour, and to ensure accountability and safety for the new position(s).

Submitted by: Gender Diverse Committee

176. GOVERNANCE (covered by 175)

BECAUSE: Chapters are given a specified number of delegates that they may send to Regional Meetings, and some chapters have more members interested and able to attend than their chapter's allotment, while other chapters in the same region are unable to reach their allotment; and

BECAUSE: there is a process in place for the HSA Board of Directors to determine how unfilled delegate seats will be awarded for Convention within a region.

HSA WILL: identify the number of unfilled potential vacant delegate seats within a region once registration for that Regional Meeting closes,

HSA WILL: establish a process under the direction of the HSA Board of Directors determining how unfilled Regional Meeting delegate seats will be awarded so that a chapter's unused Regional Meeting delegate allotment may be reallocated to a chapter whose members' interest exceeds that chapter's Regional Meeting delegate allotment within the same region; thus maximizing the delegates able to attend the regional meeting.

Submitted by: Eagle Ridge Hospital

177. GOVERNANCE (covered by 175)

BECAUSE: delegate entitlement works the same for both Convention and Regional Meeting; and
BECAUSE: there is a process in place for the HSA Board of Directors to determine how unfilled delegate seats will be awarded for Convention within a region.

HSA WILL: apply the same equitable process to allow more delegates to attend their regional meetings.

Submitted by: Burnaby Hospital

179. GOVERNANCE (covered by 178)

BECAUSE: the goals, budget, and success rate of this program are not publicly known to the HSA membership; and

BECAUSE: participants in the CMET program have provided feedback that the program lacks direction.

HSA WILL: conduct a review of the CMET program and determine a clear strategic direction for the program that ensures the program has meaningful and attainable goals; and

HSA WILL: consider how to measure the quality and impact of the interventions and look beyond numerical data; and

HSA WILL: publish to the membership the results of the review and budget.

Submitted by: Penticton Regional Hospital

180. GOVERNANCE (covered by 178)

BECAUSE: HSA organizes and utilizes political and organizational strategies to connect with our Members; and

BECAUSE: HSA establishes a Core Member Engagement Team (CMET) each year; and

BECAUSE: the political projects, goals and evaluation regarding the successes/challenges of the CMET program are not communicated to HSA membership; and

BECAUSE: former participants in the CMET program have provided constructive-criticism that the CMET program lacks clear, strategic goals and meaningful training.

HSA WILL: conduct a fulsome review of the CMET program, establish clear strategic direction and meaningful/measurable and attainable political and member organizing goals; and

HSA WILL: communicate the results of the CMET program review and evaluation, including information regarding the program budget, expenditures and outcomes to the HSA Membership.

Submitted by: The Centre for Child Development

182. GOVERNANCE (covered by 181)

BECAUSE: the number of submitted resolutions exceeds the time available for all resolutions to be presented and debated during convention; and

BECAUSE: HSA values a democratic, transparent, and open decision-making process; and

BECAUSE: although the HSA Board is the supreme governing body, it benefits from the input and guidance of democratically elected Members-at-Large serving on the Resolutions Committee, who are familiar with the full body of resolutions and support continuity, power-sharing, and knowledge succession.

HSA WILL: retain the Resolutions Committee until all remaining resolutions have been debated by the Board of Directors, with guidance provided by Resolutions Committee members present.

Submitted by: Penticton Regional Hospital

187. GOVERNANCE (covered by 186)

BECAUSE: Stewards spent time and money setting up and organizing Chapter Meetings; and

BECAUSE: smaller sites don't have as much or any paid Dedicated Steward time; and

BECAUSE: a Chapter Meeting for submitting resolutions for Convention AND electing delegates to Convention must be held.

HSA WILL: HSA changes change the resolution deadlines for these so both tasks can be done at the same meeting.

Submitted by: Penticton Regional Hospital

188. GOVERNANCE (covered by 186)

BECAUSE: HSA members are busy with work-life balance; and
BECAUSE: booking chapter meeting and requesting time off from the Employer requires time; and
BECAUSE: the education days for Convention fill up quickly and, as a result, members may miss out if their chapter has not had a chance to book a meeting and elect their members to Convention.

HSA WILL: allow 4 weeks between when the chapter is provided their chapter allotment for Convention and when the registration for Convention opens online for members to register.

Submitted by: Royal Inland Hospital

189. GOVERNANCE (covered by 186)

BECAUSE: it can be difficult to book meeting rooms for chapter meetings, especially in a larger site where larger rooms are required for academic teaching; and
BECAUSE: Stewards are busy with meetings and grievances, and can lose track of all HSA events; and
BECAUSE: registration for events may open up before a chapter meeting is able to give 2 weeks notice of delegate elections.

HSA WILL: notify stewards at least two months in advance of registration opening up for convention and regional meetings, convention resolutions and bargaining forms.

Submitted by: Vancouver General Hospital

190. GOVERNANCE (covered by 186)

BECAUSE: HSA currently provided convention delegate allotment 60 days prior to convention; and
BECAUSE: resolutions are now required to be submitted >60 days prior to convention; and
BECAUSE: it is easier for chapters to hold their convention chapter meeting to elect delegates and vote on resolutions at the same time.

HSA WILL: provide convention delegate allotments to lead stewards 90 days prior to convention.

Submitted by: Richmond Mental Health

195. GOVERNANCE (covered by 194)

BECAUSE: electronic voting devices provide an exact tabulation of votes, ensuring accuracy and saving time in the voting process; and
BECAUSE: accountability has been used as reasoning for voting publicly and accountability implies that there is a preferred outcome to a vote, thus indicating bias; and
BECAUSE: delegates to convention deserve the right to privacy during voting, and;
BECAUSE: HSA's priority should be to provide a safe place for their members to express their views freely, safely and privately to promote fairness and transparency in the voting process, and;
BECAUSE: the concept of "secret ballot" originated so voters could make their voices heard without the fear of coercion or intimidation; and
BECAUSE: the technology for electronic voting devices is already in place.

HSA WILL: use private, electronic voting for all convention resolutions.

Submitted by: Children's & Women's Health Centre of BC

196. GOVERNANCE (covered by 194)

BECAUSE: delegates may feel unsafe or intimidated for the way they vote on resolutions; and

BECAUSE: voting should be a private and personal act.

HSA WILL: go to electronic voting for all (100%) of the resolutions brought forward at convention.

Submitted by: Surrey Memorial Hospital

197. GOVERNANCE (covered by 194)

BECAUSE: increased polarization on a myriad of political topics has led to delegates feeling like they cannot safely represent the will of their fellow chapter members at Convention; and

BECAUSE: challenging the Chair on their interpretation of a vote by raised voting credential takes unnecessary time away from the important work of Convention; and

BECAUSE: other unions have successfully implemented fully electronic voting systems at their own Conventions; and

BECAUSE: electronic voting will aid in facilitating possible future online Conventions to allow more members to participate in the direction of the union.

HSA WILL: move to electronic voting for all convention resolutions.

Submitted by: BC Cancer - Vancouver

203. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES (covered by 202)

BECAUSE: waitlists for long-term care beds continue to grow, leaving vulnerable individuals without appropriate supports; and

BECAUSE: inadequate capacity forces hospitals to hold patients longer, impacting acute care flow; and

BECAUSE: there are limited community supports and resources to allow patients to live at home with complex needs; and

BECAUSE: younger adults with ABI and complex needs are still being placed in settings designed for seniors.

HSA WILL: lobby the government to increase the number of long-term care beds across BC to meet current and projected demand; and

HSA WILL: lobby the government for dedicated funding and timelines to implement specialized housing programs for younger adults requiring long-term care-level supports.

Submitted by: St. Paul's Hospital

205. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES (covered by 204)

BECAUSE: BC's current minimum guideline of 3.36 direct care hours per resident day (HPRD) applies uniformly across all long term care settings, without accounting for the significantly higher care needs of residents in dementia care units, behavioral support units, and complex care units; and

BECAUSE: residents in special care units often require intensive support with activities of daily living, behavioural management, mobility assistance, communication, and safety monitoring. These needs that exceed the staffing capacity provided under the existing HPRD guideline; and

BECAUSE: inadequate staffing levels in special care units contribute to increased risks of falls, pressure injuries, responsive behaviors, preventable hospital transfers, staff injury, burnout, and moral distress among health care professionals; and

BECAUSE: British Columbia has not updated its legislated staffing standards to reflect the growing acuity and complexity of long term care residents, despite evidence based recommendations from national and international bodies calling for higher HPRD levels for dementia and complex care populations.

HSA WILL: lobby the Government to update legislation to establish higher minimum Hours Per Resident Day (HPRD) standards specifically for special care units, including dementia care units, behavioral support units, and complex care units.

Submitted by: St. Paul's Hospital

208. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES (covered by 207)

BECAUSE: studies (including independent, systematic review, and meta-analysis) have found that occupational therapy (OT) is the only hospital spending category in which increased investment is statistically associated with reduced 30-day readmission rates, and that hospital-based OT interventions significantly reduce readmissions, especially when focused on transitions from hospital to home; and

BECAUSE: OTs directly address root causes of readmission by completing functional assessments, caregiver education, home safety evaluations, and essential discharge planning; and

BECAUSE: OT also contributes to reduced hospital length of stay (by up to 57% in TBI population) and significantly lowers hospital-acquired pressure injury (PI) rates in acute care settings.

HSA WILL: lobby the government and provincial health authorities to increased hospital-based OT staffing levels by creating new OT positions focused on discharge planning, transitional care, PI prevention and management, and inpatient rehabilitation.

Submitted by: St. Paul's Hospital

209. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES (covered by 207)

BECAUSE: studies have found that occupational therapy (OT) is the only hospital spending category in which increased investment is statistically associated with reduced 30-day readmission rates, and that hospital-based OT interventions significantly reduce readmissions, especially when focused on transitions from hospital to home; and

BECAUSE: OTs directly address root causes of readmission by completing functional assessments, provide caregiver education, evaluate home safety, and discharge planning; and

BECAUSE: OT also contributes to reduced hospital length of stay (by up to 57% in Traumatic Brain Injury (TBI) population) and significantly lowers hospital-acquired pressure injury (PI) rates in acute care settings.

HSA WILL: lobby the provincial government and health authorities to increase hospital-based OT staffing levels by creating new OT positions focused on discharge planning, transitional care, PI prevention and management, and inpatient rehabilitation.

Submitted by: Providence Small Site Cluster Chapter

210. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES (covered by 207)

BECAUSE: studies have found that occupational therapy (OT) is the only hospital spending category in which increase investment is statistically associated with reducing 30 day readmission rates, and that hospital-based OT interventions significantly reduced readmissions, especially when focused on transitions from hospital to home; and

BECAUSE: OT's directly address root causes of readmission by completing functional assessments, provided caregiver education, evaluate home safety, and discharge planning; and

BECAUSE: OT also contributes to reduced hospital length of stay (by up to 57% in TBI population) and significantly lowers hospital acquired pressure injury (PI) rates in acute care settings.

HSA WILL: lobby the provincial government and health authorities to increase hospital-based OT staffing levels by creating new OT positions focused on discharge planning, transitional care, PI prevention and management, and inpatient rehabilitation.

Submitted by: Mount St. Joseph Hospital

212. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES (covered by 211)

BECAUSE: there is a backlog of over 1,000 medical equipment applications through the Ministry of Social Development and Poverty Reduction (MSDPR), resulting in an average wait time of approximately 47 business days – the worst it's ever been; and

BECAUSE: clients depend on timely access to medical equipment for functional mobility and to maintain independence in daily occupations; and

BECAUSE: patients repeatedly come into hospital for equipment replacement rather than medical need due to lost or theft, and MSDPR has a defined replacement period that prevents early replacement; and

BECAUSE: this problem disproportionately impacts patients who are unhoused, as they are at higher risk of having personal belongings stolen or lost due to a lack of secure storage.

HSA WILL: lobby the government to address the backlog by allocating more resources to review applications more efficiently; to review and update legislation to allow for a medical equipment replacement policy; and to create a discretionary fund for urgent cases requiring essential equipment (tied to hospital discharge or safety risks).

Submitted by: St. Paul's Hospital

213. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES (covered by 211)

BECAUSE: there is a backlog of over 1,000 medical equipment requests through the Ministry of Social Development and Poverty Reduction (MSDPR), resulting in a current wait time of approximately 47 business days – the worst it’s ever been; and

BECAUSE: clients depend on timely access to medical equipment for functional mobility and to maintain independence in daily occupations; and

BECAUSE: patients repeatedly come into hospital seeking equipment replacement rather than medical need due to lost or theft, and MSDPR has a defined replacement period that prevents early replacement; and

BECAUSE: this problem disproportionately impacts patients who are unhoused, as they are at higher risk of having personal belongings stolen or lost due to a lack of secure storage.

HSA WILL: lobby the provincial government to address the backlog by allocating more resources to review medical equipment requests more quickly; to review and update legislation to allow for a medical equipment replacement policy; and to create a discretionary fund for urgent cases requiring essential equipment (tied to hospital discharge or safety risks).

Submitted by: Providence Small Site Cluster Chapter

214. HEALTH SERVICES AND COMMUNITY SOCIAL SERVICES (covered by 211)

BECAUSE: there is a backlog of over 1,000 medical equipment applications through the Ministry of Social Development and Poverty Reduction (MSDPR), resulting in an average wait time of approximately 47 business days – the worst it’s ever been; and

BECAUSE: clients depend on timely access to medical equipment for functional mobility and to maintain independence in daily occupations; and

BECAUSE: patients repeatedly come into hospital for equipment replacement rather than medical need due to lost or theft, and MSDPR has a defined replacement period that prevents early replacement; and

BECAUSE: this problem disproportionately impacts patients who are unhoused, as they are at higher risk of having personal belongings stolen or lost due to a lack of secure storage.

HSA WILL: lobby the Government to address the backlog by allocating more resources to review applications more efficiently; to review and update legislation to allow for a medical equipment replacement policy; and to create a discretionary fund for urgent cases requiring essential equipment (tied to hospital discharge or safety risks).

Submitted by: Holy Family Hospital

220. HOUSING (covered by 219, Composite 9)

BECAUSE: the BC government has committed to housing densification through small-scale, multi-unit housing on existing lots; and

BECAUSE: many newly built homes in BC are townhomes, rowhomes, and multi-storey single family houses without any bedrooms on the entry level; and

BECAUSE: elevators are not always reliable, and people should have a variety of different options of housing types they could live in; and

BECAUSE: stairs are an accessibility barrier to a large percentage of the population, and BC’s population is trending towards an increasing average age; and

BECAUSE: permanent physical disability can occur to anyone at any time in their lifespan.

HSA WILL: advocate to the Ministry of Housing that a minimum target of 5-10% of newly built townhomes, row homes, and single-family homes in BC be built with zero steps to enter the main living floor, with at least one bedroom and full bathroom on this floor.

Submitted by: Fraser Valley CDC

221. HOUSING (covered by 219, Composite 9)

BECAUSE: permanent physical disability can occur to anyone at any time in their lifespan; and

BECAUSE: stairs are an accessibility barrier to a large percentage of the population, and BC's population is trending towards an increasing average age; and

BECAUSE: moving can be cost prohibitive; and

BECAUSE: the Rebate for Accessible Home Adaptations (RAHA) grant has very narrow eligibility requirements that exclude the majority of landlords and homeowners.

HSA WILL: advocate to the provincial government to update and improve resources, like RAHA, to fund home renovations for the purpose of accessibility.

Submitted by: Fraser Valley CDC

223. HOUSING (covered by 222, Composite 10)

BECAUSE: only about 3.5% of Canada's housing stock is social (non-market, public, non-profit or coop) housing, which is half the OECD average; and

BECAUSE: housing affordability in BC remains at a crisis point.

HSA WILL: find and share successful grassroots initiatives to build affordable housing such as the Tofino Housing Corporation and Cover the Coast; and

HSA WILL: advocate that all levels of government urgently fund non-market housing initiatives through all available avenues, including through member advocacy.

Submitted by: Political Action Committee

224. HOUSING (covered by 222, Composite 10)

BECAUSE: co-ops keep housing charges tied to actual operating costs, not speculative profit with surpluses reinvested into reserves or member approved improvements; and

BECAUSE: affordable housing costs and cooperative tenancy agreements relieve the chronic stresses of unpredictable rent hikes and renovations.

HSA WILL: call on the BCFED and CLC to lobby for more provincial and federal funding to continue and increase co-op housing across BC.

Submitted by: Political Action Committee

226. INTERNATIONAL AFFAIRS (covered by 225, Composite 11)

BECAUSE: the obstruction of humanitarian aid to Palestinians, including access to humanitarian organizations such as Doctors Without Borders, jeopardizes the health and survival of innocent civilians and violates international humanitarian law; and

BECAUSE: humanitarian aid is not a tool for political leverage but rather is a legal and moral obligation and organizations like Doctors Without Borders provide impartial, lifesaving care; and

BECAUSE: as health care professionals, we advocate for the health, wellbeing, and protection of all civilians and the delivery of essential medical care everywhere.

HSA WILL: lobby the Government to suspend military exports and arms trade to occupying states obstructing humanitarian aid and demand that entities blocking humanitarian aid allow safe and sustained access for Doctors Without Borders and other humanitarian organizations; and

HSA WILL: divest from and boycott entities complicit in blocking humanitarian aid.

Submitted by: St. Paul's Hospital

227. INTERNATIONAL AFFAIRS (covered by 225, Composite 11)

BECAUSE: the obstruction of humanitarian aid to Palestinians, including access to humanitarian organizations such as Doctors Without Borders, jeopardizes the health and survival of innocent civilians and violates international humanitarian law; and

BECAUSE: humanitarian aid is not a tool for political leverage, but rather is a legal and moral obligation and organizations like Doctors Without Borders provide impartial, lifesaving care; and

BECAUSE: as health care professionals, we advocate for the health, wellbeing, and protection of all civilians and the delivery of medical care everywhere.

HSA WILL: submit a resolution to the BC Federation of Labour (BCFED), the National Union of Public and General Employees (NUPGE), labour councils, and the Canadian Labour Congress (CLC), calling on them to lobby the government to suspend military exports and arms trade to any state or entity that, through direct or indirect military action, proxy forces, siege, blockade, or other coercive measures, contributes to armed conflict, civilian harm, or violations of international humanitarian law, including the obstruction of humanitarian aid; and to demand that all such states or entities immediately allow safe, sustained, and unhindered access for Doctors Without Borders and other humanitarian organizations; and

HSA WILL: divest from and boycott entities complicit in blocking humanitarian aid.

Submitted by: Providence Small Site Cluster Chapter

228. INTERNATIONAL AFFAIRS (covered by 225, Composite 11)

BECAUSE: Doctors Without Borders have been suspended from operating in Gaza, restricting essential medical and humanitarian aid where Gaza's humanitarian system is already devastated to civilians in urgent need, facing displacement, flooding winter exposure, and limited access to food, water, and healthcare; and

BECAUSE: blocking indecent humanitarian organisations, forcing disclosure of staff identities, or punishing lawful advocacy violates international humanitarian law, endangers aid workers, and undermines humanitarian operations; and

BECAUSE: as a labour union, HSA stands in solidarity with workers globally, including healthcare and humanitarian staff, and recognises attacks on independent aid and human rights threaten workers safety, dignity, and freedom; and

BECAUSE: international law, including obligations under the International Criminal Court (ICC) and International Court of Justice (ICJ), requires protection of civilians and respect for humanitarian relief in conflict zones.

HSA WILL: demand that the Canadian government take immediate action, including imposing an arms embargo, reviewing and divesting public funds and pension investments from companies complicit in violations international law, and advocate for unimpeded humanitarian access to Gaza; and

HSA WILL: affirm support for independent humanitarian organisations, including Doctors Without Borders, and call for their safe and unrestricted reinstatement in Gaza; and

HSA WILL: submit this resolution to the BC Federation of Labour (BCFED), NUPGE, labour councils, and the Canadian Labour Congress (CLC) and promote member education and solidarity actions that uphold international law, protect civilians, and safeguard humanitarian workers worldwide.

Submitted by: UBC Hospital

229. INTERNATIONAL AFFAIRS (covered by 225, Composite 11)

BECAUSE: as reported in January 2026 by The New York Times and The Times of Israel, the Israeli government suspended Doctors Without Borders from operating in Gaza; and

BECAUSE: HSA members have already shown solidarity with Doctors Without Borders by voting in 2025 to make a significant donation supporting their critical and life-saving work; and

BECAUSE: Gaza is facing an ongoing humanitarian catastrophe that the United Nations and the International Court of Justice have described as genocide, and suspending Doctors Without Borders further endangers the lives of civilians facing multiple ceasefire violations, deadly floods, harsh winter conditions, and conditions that do not support human life.

HSA WILL: in accordance with HSA's constitutional objectives to promote progressive legislation, including in the area of human rights; call on the Government of Canada to publicly condemn Israel's decision to block Doctors Without Borders from providing humanitarian medical care in Gaza; and

HSA WILL: in accordance with HSA's constitutional objectives to promote progressive legislation, including in the area of human rights; urge the government to start imposing meaningful sanctions including an arms embargo and enforcing divestment from companies profiting from violations of Palestinian's human rights; and

HSA WILL: submit this resolution to the BC Federation of Labour and the Canadian Labour Congress, standing in solidarity with healthcare workers and humanitarian organizations providing care around the world.

Submitted by: BC Centre for Ability

230. INTERNATIONAL AFFAIRS (covered by 225, Composite 11)

BECAUSE: the Israeli government suspended Doctors Without Borders from working in Gaza; and
BECAUSE: the humanitarian response in Gaza is already highly restricted, and cannot afford further dismantlement; and
BECAUSE: the loss of independent and experienced humanitarian organizations' access to respond is a disaster for Palestinians; and
BECAUSE: millions of dollars' worth of supplies sit in warehouses while Palestinians suffer horrific consequences of facing deadly floods and winter weather in tents; and
BECAUSE: providing a list of staff names to the Israeli government would violate privacy rules in several of the European countries the organization operates out of and would put workers at risk of injury and death; and
BECAUSE: the new regulations include disqualifying organizations that have called for boycotts against Israel or expressed support for any of the international court cases against Israeli soldiers or leaders.

HSA WILL: call on the Canadian government to do more than just issuing statements of condemnation, and to impose immediate, meaningful sanctions on the Israeli government – including an arms embargo – and enforce divestment from any company profiting from or sustaining these violations of Palestinian rights.

Submitted by: Fraser Canyon Hospital

231. INTERNATIONAL AFFAIRS (covered by 225, Composite 11)

BECAUSE: Médecins Sans Frontières (MSF), shared a statement on September 26, 2025 that they were “forced to suspend Gaza City activities amid intensified Israeli offensive”; and
BECAUSE: the MSF Emergency Coordinator in Gaza, Palestine stated the decision was made as, “our clinics are encircled by Israeli forces” who “created an unacceptable level of risk for our staff”; and
BECAUSE: MSF health workers attest that “people in Gaza City have been repeatedly and relentlessly bombed,”... “are being deliberately deprived of the essentials needed to survive,” and the “provision of safe drinking water, food, shelter and care is increasingly restricted,” by the Israeli state; and
BECAUSE: on January 6, 2026, New York Times (NYT) published the Israeli state’s directive to MSF, “that it could no longer bring supplies into Gaza, ... doctors, nurses or other international aid workers into the territory,” and “was given until the end of February to cease all activities in Gaza and pull out all its international workers,” which accelerates the complete collapse of Gaza’s healthcare system; and
BECAUSE: these actions are unaligned and in direct contradiction to our roles as health and service workers, and International Humanitarian Law.

HSA WILL: submit resolutions to BCFED, NUPGE and CLC conventions and labour councils, calling on them to boycott and divest from organizations that enable human rights violations globally, and lobby our government to ensure safe, swift delivery of humanitarian aid into Palestine, and sanction organizations and governing bodies who fail to uphold the Geneva Conventions, Rome Statute, and International law.

Submitted by: Ribbon Community

232. INTERNATIONAL AFFAIRS (covered by 225, Composite 11)

BECAUSE: Israel's arbitrary revocation of the license of international humanitarian organization Doctors Without Borders (MSF) and prohibition forbidding them from entering and providing services in Gaza is a violation of international law that will have catastrophic impacts on the health and survival of innocent women, children and men; and

BECAUSE: denial of the provision of life-saving and life-preserving aid is a violation of international humanitarian law and constitutes a war crime; and

BECAUSE: Israel's imposition of the requirement to disclose the names of Palestinian staff violates international data protection laws and will endanger the lives of humanitarian workers who may be targeted as Israel has failed to confirm the data collected will not be used for military or intelligence purposes; and

BECAUSE: HSA has publicly endorsed Bill C-233 (No More Loopholes Act) and has supported the humanitarian aid provided by MSF with a donation of \$25,000.

HSA WILL: submit resolutions to the BC Federation of Labour (BCFED) and National Union of Public and General Employees (NUPGE), BC Labour Councils and the Canadian Labour Congress (CLC) to lobby the Federal government to end military exports and arms trade to Israel, divest from companies who are complicit and profit from violations of Palestinian human and territorial rights, and demand that aid organizations, including Doctors without Borders, be provided safe and unobstructed access to provide crucial humanitarian aid.

Submitted by: The Centre for Child Development

233. INTERNATIONAL AFFAIRS (covered by 225, Composite 11)

BECAUSE: Médecins Sans Frontières (MSF), shared a statement on September 26, 2025 that they were "forced to suspend Gaza City activities amid intensified Israeli offensive"; and

BECAUSE: the MSF Emergency Coordinator in Gaza, Palestine stated the decision was made as, "our clinics are encircled by Israeli forces" who "created an unacceptable level of risk for our staff"; and

BECAUSE: MSF health workers attest that "people in Gaza City have been repeatedly and relentlessly bombed,"... "are being deliberately deprived of the essentials needed to survive," and the "provision of safe drinking water, food, shelter and care is increasingly restricted," by the Israeli state; and

BECAUSE: on January 6, 2026, New York Times (NYT) published the Israeli state's directive to MSF, "that it could no longer bring supplies into Gaza, ... doctors, nurses or other international aid workers into the territory," and "was given until the end of February to cease all activities in Gaza and pull out all its international workers," accelerating the complete collapse of Gaza's healthcare system; and

BECAUSE: these actions are unaligned and in direct contradiction to our roles as health and service workers, and International Humanitarian Law.

HSA WILL: submit resolutions to BCFED, NUPGE and CLC conventions and labour councils, calling on them to lobby our government— ensuring safe, swift delivery of medical and humanitarian aid into Palestine; sanction all organizations and governing bodies who fail to uphold the Geneva Conventions, Rome Statute, and International law; and boycott and divest from organizations that enable human rights violations globally.

Submitted by: Racial Justice Committee

239. INTERNATIONAL AFFAIRS (covered by 238)

BECAUSE: of events in early January 2026 in Venezuela; and
BECAUSE: International Court of Justice (ICJ) arrest warrants are being disregarded, with countries openly hosting individuals wanted on international war crimes charges; and
BECAUSE: Canadian Labour Congress (CLC) joined the International Labour Movement in condemning U.S. military aggression and violation of Venezuela's sovereignty. Per CLC President, "Canada must stand on the side of peace, international law, and the right of peoples to determine their own future without violence or interference".

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), to engage the federal government to ensure that international law is applied consistently to all nations and that Canada fully complies with the International Criminal Court (ICC) and International Court of Justice (ICJ).

Submitted by: Children's & Women's Health Centre of BC

240. INTERNATIONAL AFFAIRS (covered by 238)

BECAUSE: the World Order is under immediate threat as the United States of America's armed forces bombed Venezuela on January 3, 2026— deliberately targeting key infrastructure;
BECAUSE: in 2025, member nations of the International Criminal Court (ICC) and signatories of the Rome Statute, France, Italy, Cyprus, and Greece, disregarded international law by failing to ground Israel's Prime Minister, Benjamin Netanyahu's, airplane and arrest him for alleged crimes against humanity, and war crimes in Palestine, when he entered their nations' airspace;
BECAUSE: according to the government of Canada's website, "Canada played a pivotal role in establishing the ICC and contributed to its development in a variety of important ways";
BECAUSE: these failures to uphold our international legal system and governance sets a dangerous precedent that international law is applied inconsistently, and can result in geopolitical realignments that can severely harm Canadians' (and humanity's) structural, social, and ecological determinants of health.

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), to lobby our government to: consistently uphold International Humanitarian Law; follow issues and actions from the ICC and International Court of Justice (ICJ); and that Canada advocates all nations that it has diplomatic ties with, and/or who are signatories of the Rome Statute, to do the same, including advocating for the arrest upon entry into Canada of any world leader found guilty of war crimes or crimes against humanity.

Submitted by: Ribbon Community

242. JOINT HEALTH SCIENCE BENEFITS TRUST (covered by 241)

BECAUSE: HSA values transparency, accountability, and member engagement; and
BECAUSE: HSA members have a vested interest in the benefits provided to them through the Joint Health Science Benefit Trust (JHSBT); and
BECAUSE: HSA members derive tremendous value from member representation, advocacy, and leadership for processes such as collective bargaining and determinations regarding benefit coverage; and

BECAUSE: the JHSBT Board of Trustees does not currently have a member representative.

HSA WILL: immediately appoint an HSA member representative selected by the Board of Directors to serve as a Trustee on the JHSBT Board in place of one of the current Trustees, or in addition to the current Trustees; and

HSA WILL: ensure that there is always a minimum of one HSA member representative serving as a Trustee on the JHSBT Board; and

HSA WILL: establish a process by which moving forward, HSA member representatives for the JHSBT Board of Trustees will be elected at convention.

Submitted by: Penticton Regional Hospital

243. JOINT HEALTH SCIENCE BENEFITS TRUST (covered by 241)

BECAUSE: the HSA is committed to openness, accountability, and meaningful engagement of its membership; and

BECAUSE: HSA members have a direct and significant interest in the benefits administered through the Joint Health Sciences Benefit Trust(JHSBT); and

BECAUSE: strong membership representation, advocacy, and leadership are essential in areas such as collective bargaining and decisions related to benefit eligibility and coverage; and

BECAUSE: there is currently no designated HSA member serving as a representative on the JHSBT Board of Trustees.

HSA WILL: appoint, without delay, an HSA member chosen by the Board of Directors to sit as a Trustee on the JHSBT Board, either by replacing an existing Trustee or by adding an additional Trustee position; and

HSA WILL: commit to maintaining at least one HSA member representative on the JHSBT Board of Trustees at all times; and

HSA WILL: develop and implement a formal process whereby future HSA member representatives to the JHSBT Board of Trustees are elected by delegates at Convention.

Submitted by: St. Paul's Hospital

244. JOINT HEALTH SCIENCE BENEFITS TRUST (covered by 241)

BECAUSE: HSA values transparency, accountability, and member engagement; and

BECAUSE: HSA members have a vested interest in the benefits provided to them through the Joint Health Science Benefit Trust (JHSBT); and

BECAUSE: HSA members derive tremendous value from member representation, advocacy, and leadership for processes such as collective bargaining and determinations regarding benefit coverage; and

BECAUSE: the JHSBT Board of Trustees does not currently have a member representative.

HSA WILL: immediately appoint a HSA member representative selected by the Board of Directors to serve as a Trustee on the JHSBT Board in place of one of the current Trustees, or in addition to the current Trustees; and

HSA WILL: ensure that there is always a minimum of one HSA member representative serving as a Trustee on the JHSBT Board; and

HSA WILL: establish a process by which moving forward, HSA member representatives for the JHSBT Board of Trustees will be elected at convention.

Submitted by: Victoria General Hospital

258. MEMBER SERVICES (covered by 257)

BECAUSE: Region 10 is geographically the largest region within HSA; and

BECAUSE: of the capacity of the LRO, some grievances can take a minimum of 2 plus years to be resolved; and

BECAUSE: members pay unions dues to receive support from the Union.

HSA WILL: investigate the resolution time for grievances among all regions to see if LRO services can be reallocated to regions with longer wait times.

Submitted by: University Hospital of Northern BC

268. OCCUPATIONAL HEALTH AND SAFETY (covered by 267)

BECAUSE: abuse towards healthcare staff is common and staff need easier, more efficient ways to access reporting for their own safety and psychological wellbeing; and

BECAUSE: current violence reporting process has limited availability and ease, these barriers put staff at risk as current reporting mechanisms fail to reflect to true numbers of violence towards healthcare workers. Current availability of reporting does not reflect the work environment of healthcare workers (i.e. night shift, healthcare in restricted access areas where personal cell phones are not permitted). We know insufficient reporting of workplace risks and injuries lead to further mental health injuries, physical injuries, short staffing and people leaving the profession"; and

BECAUSE: HSA is committed to doing all it can to help keep its staff SAFE.

HSA WILL: provide easier, more efficient reporting tools for staff across the province, including access to online reporting, and overnight reporting.

Submitted by: BC Cancer - Prince George

278. POLITICAL ACTION (covered by 277)

BECAUSE: Federal Bill C-9 proposes a significant and worrying expansion of Canada's criminal law and inadvertently criminalize peaceful protestors; and

BECAUSE: if passed, Bill C-9 would create new offences that make it easier to restrict peaceful protest and protected expression near community, cultural, and religious spaces; and

BECAUSE: existing laws – including laws against mischief, intimidation, threats, and harassment – already give police the tools they need to protect people; and

BECAUSE: this bill risks suppressing constitutionally protected speech and peaceful protests; and

BECAUSE: the new intimidation offence is so broad and vague that it could even prevent workers and members of marginalized communities from holding rallies outside their own institutions.

HSA WILL: join with the Canadian Civil Liberties Association in urging Canadian Parliament to reconsider Bill C-9.

Submitted by: Fraser Canyon Hospital

302. POLITICAL ACTION (covered by 301, Composite 12)

BECAUSE: Indigenous people around the world have organized to establish legal standards to ensure the recognition, protection and promotion of their basic human and rights; and

BECAUSE: the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) was adopted by the United Nations in 2007, endorsed by Canada in 2010 and formalized in British Columbia as the "Declaration on the Rights of Indigenous Peoples Act " in 2019; and

BECAUSE: the Declaration Act is enabling legislation that facilitates collaboration and the negotiation of agreements between First Nations, Industry and the Provincial Government; and

BECAUSE : a recent court decision, brought by the Cowichan Tribes, granted Aboriginal title in traditional territorial lands and affirmed that the BC provincial legal system and laws must be interpreted in accordance with the Declaration Act; and

BECAUSE: rather than respect and act in accordance of the direction of the court and meaningfully work towards reconciliation, the NDP government has declared they will "amend the Declaration Act" to protect "private property" of homeowners and owners of industrial and commercial businesses.

HSA WILL: lobby the provincial government to affirm their commitment to meaningfully negotiate government-to-government with First Nations; and

HSA WILL: lobby the provincial government to meaningfully consult with First Nations to fully evaluate and confirm the legal consequences of embedding UNDRIP into provincial law prior to making any legislative amendments in order to ensure ongoing recognition, protection and promotion of First Nations human rights.

Submitted by: The Centre for Child Development

303. POLITICAL ACTION (covered by 301, Composite 12)

BECAUSE: the commitment to implementing UNDRIP (United Nations Declaration on the Rights of Indigenous Peoples) in our Province is required; and

BECAUSE: Reconciliation is important so DRIPA (British Columbia's Declaration on the Rights of Indigenous Peoples Act) needs to retain its original intent; and

BECAUSE: there have been court appeals by the BC government; and

BECAUSE: there must be communication and consultation with Indigenous Peoples under UNDRIP; and

BECAUSE: the Premier has made public statements that the government will pursue amendments to DRIPA.

HSA WILL: encourage BCFED to lobby for and support legislation that does not alter or repeal DRIPA; and

HSA WILL: will oppose any legislation designed to weaken the current version of DRIPA and/or its Interpretation Act.

Submitted by: 2SLGBTQIA+ Committee

307. POLITICAL ACTION (covered by 306)

BECAUSE: implementing the Name Act in 2024 was not necessary to protect the public, and it harms those most in need of legal name changes, including transgender people, Indigenous people, and survivors of gender-based violence.

HSA WILL: lobby the BC Government through the BCFED to repeal the Name Amendment Act.

Submitted by: Gender Diverse Committee

322. RECRUITMENT AND RETENTION (covered by 321)

BECAUSE: early intervention and ECE providers face difficulties with caseload, burnout, short staffing and long waitlists.

HSA WILL: lobby to provide equitable recruitment and retention bonuses to ALL healthcare settings and not just hospitals/health authorities.

Submitted by: Okanagan Similkameen Neurological Society

**Appendix B:
Guide to
Resolution 60**

Guide to Resolution 60

Because: under the HSA Constitution, members are entitled to a thorough and fair process to adjudicate complaints related to breaches of their rights and obligations under the Constitution, and

Because: the current process prescribed by the constitution includes an appeal process before all delegates to an annual convention; and

Because: delegates have expressed the appeal step is unsatisfactory, confusing, and disruptive to the business of annual convention; and

Because: delegates to the 2025 HSA Annual Convention directed the Union to propose a change to the appeal process, removing it from Annual Convention,

HSA will: amend the constitution to change the system of appeal from a trial before all delegates at an annual convention to a trial by an Appeal Panel constituted by three members appointed from among members elected to serve on the Union’s Trial Committee; and

HSA will: adopt the changes to the constitution ensuring Complainants and Respondents have opportunity to ensure adjudication panels appointed under this Article are clear of conflict or perceived conflict of interest, and

HSA will: amend Article 15 of the constitution as follows:

Existing Article 15 language	Proposed Article 15 language	Comments
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 against the member in accordance with the procedure set out in this Article.	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 against the member in accordance with the procedure set out in this Article.	No change
Section 2. Form of Complaint All complaints must be set out in writing and delivered to the Secretary-Treasurer of the	Section 2. Form of Complaint All complaints must be set out in writing and delivered to the Secretary-Treasurer of	

<p>Union. Complaints must contain the following information:</p> <ul style="list-style-type: none"> (a) Name, address, telephone number and signature of person making the complaint (the "Complainant"); (b) Member named in complaint; (c) The date on which the conduct or incident in question occurred and the date on which the complainant became aware of the conduct or incident; (d) Facts which form the basis of the complaint; (e) The portion of Constitution that is alleged to have been violated; (f) Whether the Complainant has personal knowledge of the facts and, if not, from where the information is derived. <p>The Secretary-Treasurer shall act as Registrar for incoming complaints unless the Secretary-Treasurer is the subject of a complaint, in which case the Vice-President will act as Registrar.</p> <p>In the event that a complaint is brought forward against the Board of Directors as a whole or each of the individual members of the Board of Directors, then the senior staff person of the union shall appoint external counsel to act as Registrar. The Registrar shall have the power to determine whether the complainant has provided sufficient particulars and made the complaint in a timely manner as set out below. The Registrar shall have the power to determine if the complaint may proceed or to dismiss the complaint if:</p>	<p>the Union. Complaints must contain the following information:</p> <ul style="list-style-type: none"> (a) Name, address, telephone number and signature of person making the complaint (the "Complainant"); (b) Member(s) named in complaint; (c) The date on which the conduct or incident in question occurred and the date on which the complainant became aware of the conduct or incident; (d) Facts which form the basis of the complaint; (e) The portion of Constitution that is alleged to have been violated; (f) Whether the Complainant has personal knowledge of the facts and, if not, from where the information is derived. <p>The Secretary-Treasurer shall act as Registrar for incoming complaints unless the Secretary-Treasurer is the subject of a complaint, in which case the Vice-President will act as Registrar.</p> <p>In the event that a complaint is brought forward against the Board of Directors as a whole or each of the individual members of the Board of Directors, then the senior staff person of the Union shall appoint external counsel to act as Registrar. The Registrar shall have the power to determine whether the complainant has provided sufficient particulars and made the complaint in a timely manner as set out below. The Registrar shall have the power to determine if the complaint may proceed or to dismiss the complaint if:</p>	<p>Allows for more than one member to be named in a complaint</p>
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<ul style="list-style-type: none"> • it is deficient in any of the particulars outlined in Section 2 (a) to (f) above; • a grievance or other related legal proceeding is still in process; • the complainant has other avenues or options available within the union that have not been exhausted; or • the complaint was not filed within the time frames set out in this Article or a compelling reason was not provided for the delay as set out below. 	<ul style="list-style-type: none"> • it is deficient in any of the particulars outlined in Section 2 (a) to (f) above; • a grievance or other related legal proceeding is still in process; • the complainant has other avenues or options available within the Union that have not been exhausted; or • the complaint was not filed within the time frames set out in this Article or a compelling reason was not provided for the delay as set out below. 	
<p>Section 3. Timelines A member filing a complaint under this Article must do so in a timely manner and exhaust all other available internal union avenues before the complaint is accepted for processing. In order for the complaint to be considered timely, the complaint shall be filed in writing to the Registrar within three months of exhausting all other options, unless the conduct complained of is of an ongoing nature such as harassment or bullying. Delay in filing an Article 15 complaint because the complainant has attempted to take action outside of internal union processes shall not be considered a compelling reason for the delay and the complaint may be dismissed. Moreover, if the Registrar determines that the subject to the complaint has been dealt with in another appropriate forum (such as a grievance or other legal proceeding) then the Registrar may dismiss the complaint.</p>	<p>Section 3. Timelines A member filing a complaint under this Article must do so in a timely manner and exhaust all other available internal union avenues before the complaint is accepted for processing. In order for the complaint to be considered timely, the complaint shall be filed in writing to the Registrar within three months of exhausting all other options, unless the conduct complained of is of an ongoing nature such as harassment or bullying. Delay in filing an Article 15 complaint because the complainant has attempted to take action outside of internal union processes shall not be considered a compelling reason for the delay and the complaint may be dismissed. Moreover, if the Registrar determines that the subject to the complaint has been dealt with in another appropriate forum (such as a grievance or other legal proceeding) then the Registrar may dismiss the complaint. If the complaint is received by the Registrar more than three months after the action or</p>	<p>No change</p>

<p>If the complaint is received by the Registrar more than three months after the action or conduct complained of, unless of an ongoing nature, the complainant must provide details explaining why there was a delay in filing the complaint. Only if the Registrar determines that the complainant has provided sufficient particulars and that the complaint is timely or there is a compelling reason for the delay, the complaint shall proceed. For timely complaints, the Registrar has the power to remit the matter back to the complainant if the complaint lacks sufficient particulars. The Registrar may request additional particulars and set reasonable timelines for the provision of such in order to determine that the complaint is ready to proceed. If a complaint containing sufficient particulars is not filed within the specified three-month time, or the Registrar is not provided with and satisfied that there is a compelling reason for the delay, the complaint shall be dismissed and shall not proceed. The Registrar's decision to dismiss a complaint may be appealed in writing to the Board of Directors within two weeks (10 working days) of receipt of the decision to dismiss. The Board of Directors must then consider that appeal within 30 calendar days and the President will advise the complainant in writing of the final and conclusive decision whether or not to proceed in the processing of the complaint.</p>	<p>conduct complained of, unless of an ongoing nature, the complainant must provide details explaining why there was a delay in filing the complaint. Only if the Registrar determines that the complainant has provided sufficient particulars and that the complaint is timely or there is a compelling reason for the delay, the complaint shall proceed. For timely complaints, the Registrar has the power to remit the matter back to the complainant if the complaint lacks sufficient particulars. The Registrar may request additional particulars and set reasonable timelines for the provision of such in order to determine that the complaint is ready to proceed. If a complaint containing sufficient particulars is not filed within the specified three-month time, or the Registrar is not provided with and satisfied that there is a compelling reason for the delay, the complaint shall be dismissed and shall not proceed. The Registrar's decision to dismiss a complaint may be appealed in writing to the Board of Directors within two weeks (10 working days) of receipt of the decision to dismiss. The Board of Directors must then consider that appeal within 30 calendar days and the President will advise the complainant in writing of the final and conclusive decision whether or not to proceed in the processing of the complaint.</p>	
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<p>Section 4. Notice of the Complaint (a) The Registrar shall, as soon as practicable, after receiving a complaint, notify the person who is the subject of the complaint (the “Respondent”) by mail ensuring proof of delivery and provide that person with a copy of the complaint received. (b) The Registrar shall in the same notice require the Respondent to provide a written response to the complaint within fifteen working days of the complaint being mailed to the Respondent. The response may be limited to admitting or denying the complaint. Failure to provide a response may result in the particulars alleged in the complaint to be accepted as facts by the Registrar. Should the Respondent admit the conduct alleged in the complaint, the Registrar will have the discretion to ask the Board of Directors to bypass the investigation stage set out below in Section 5 and direct the Chair of the Trial Committee to convene a Hearing Panel.</p>	<p>Section 4. Notice of the Complaint (a) The Registrar shall, as soon as practicable, after receiving a complaint, notify the person who is the subject of the complaint (the “Respondent”) by mail ensuring proof of delivery and provide that person with a copy of the complaint received. (b) The Registrar shall in the same notice require the Respondent to provide a written response to the complaint within fifteen working days of the complaint being mailed to the Respondent. The response may be limited to admitting or denying the complaint. Failure to provide a response may result in the particulars alleged in the complaint to be accepted as facts by the Registrar. Should the Respondent admit the conduct alleged in the complaint, the Registrar will have the discretion to ask the Board of Directors to bypass the investigation stage set out below in Section 5 and direct the Chair of the Trial Committee to convene a Hearing Panel.</p>	<p>No change</p>
<p>Section 5. Investigator (a) When a complaint has been received and determined by the Registrar to be sufficient and timely, the Registrar shall ask the Board of Directors to appoint an Investigator. (b) If the Registrar determines that the complaint relates to an alleged violation of the Personal Information Protection Act, the matter shall also be referred to the Privacy Officer.</p>	<p>Section 5. Investigator (a) When a complaint has been received and determined by the Registrar to be sufficient and timely, the Registrar shall ask the Board of Directors to appoint an Investigator. (b) If the Registrar determines that the complaint relates to an alleged violation of the Personal Information Protection Act, the matter shall also be referred to the Privacy Officer.</p>	<p>No change</p>

<p>(c) That Investigator shall conduct a preliminary investigation of the complaint and for this purpose may consider such evidence and facts which are considered relevant.</p> <p>(d) If the Investigator sees an opportunity for alternative dispute resolution, then the Investigator shall recommend this action to the Registrar.</p> <p>(e) If the Investigator deems that the complaint is without merit, the complaint shall be dismissed by the Registrar and a report provided to the Board of Directors on the Investigator's findings.</p> <p>(f) Where the Investigator has determined that the complaint has sufficient merit to proceed to trial in whole or in part, the Investigator will provide a report through the Registrar to the Board of Directors, within 21 days of appointment. The Investigator will also have the ability to request a reasonable extension through the Registrar. Upon receipt of the Investigator's report, the Board of Directors will then, within 14 working days of receipt of the Investigator's report, review the Investigator's report and vote whether to direct the Chair of the Trial Committee to convene a Hearing Panel. Should the Board of Directors vote to proceed to a Hearing, the Hearing must commence within two months of the determination by the Board of Directors.</p>	<p>(c) That Investigator shall conduct a preliminary investigation of the complaint and for this purpose may consider such evidence and facts which are considered relevant.</p> <p>(d) If the Investigator sees an opportunity for alternative dispute resolution, then the Investigator shall recommend this action to the Registrar.</p> <p>(e) If the Investigator deems that the complaint is without merit, the complaint shall be dismissed by the Registrar and a report provided to the Board of Directors on the Investigator's findings.</p> <p>(f) Where the Investigator has determined that the complaint has sufficient merit to proceed to trial in whole or in part, the Investigator will provide a report through the Registrar to the Board of Directors, within 21 days of appointment. The Investigator will also have the ability to request a reasonable extension through the Registrar. Upon receipt of the Investigator's report, the Board of Directors will then, within 14 working days of receipt of the Investigator's report, review the Investigator's report and vote whether to direct the Chair of the Trial Committee to convene a Hearing Panel. Should the Board of Directors vote to proceed to a hearing, the hearing must commence within two months of the determination by the Board of Directors.</p>	
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<p>Section 6. Hearing Panel</p> <p>(a) The Chair of the Trial Committee shall convene a Hearing Panel consisting of at least three members of the Trial Committee to hear the complaint.</p> <p>(b) The hearing panel, so convened, shall have authority to fulfill its responsibilities up to and including publishing its written decision, notwithstanding the Trial Committee's end of term date.</p> <p>(c) The Respondent has the right to know the complaint against them and to be provided with the particulars, which may be provided in summary form by the Registrar, the Investigator, or the Chair of the Trial Committee.</p> <p>(d) The Respondent must be given 30 days' notice of the complaint prior to any hearing and must be given 30 days' notice of the hearing date.</p> <p>(e) If a hearing cannot be scheduled within the prescribed timelines in section 5(f) and 6(d) the Chair of the Trial Committee may request an extension of the timeline to the Board of Directors.</p> <p>(f) The Hearing Panel shall determine its own procedures, and shall hear and receive evidence in accordance with the following principles:</p> <p style="padding-left: 40px;">(i) The hearing must be conducted in compliance with the intent and purpose of this Constitution and within the framework of the Terms of Reference of the Trial Committee;</p>	<p>Section 6. Hearing Panel</p> <p>(a) The Chair of the Trial Committee shall convene a Hearing Panel consisting of three members of the Trial Committee to hear the complaint.</p> <p>(b) The Hearing Panel, so convened, shall have authority to fulfill its responsibilities up to and including publishing its written decision, notwithstanding the Trial Committee's end of term date.</p> <p>(c) The Respondent has the right to know the complaint against them and to be provided with the particulars, which may be provided in summary form by the Registrar, the Investigator, or the Chair of the Trial Committee.</p> <p>(d) The Respondent must be given 30 days' notice of the complaint prior to any hearing and must be given 30 days' notice of the hearing date.</p> <p>(e) If a hearing cannot be scheduled within the prescribed timelines in section 5(f) and 6(d) the Chair of the Trial Committee may request an extension of the timeline to the Board of Directors.</p> <p>(f) The Hearing Panel shall determine its own procedures, and shall hear and receive evidence in accordance with the following principles:</p> <p style="padding-left: 40px;">(i) The hearing must be conducted in compliance with the intent and purpose of this Constitution and within the framework of the Terms of Reference of the Trial Committee;</p> <p style="padding-left: 40px;">(ii) The Hearing Panel shall call evidence; examine witnesses;</p>	<p>(a) Defines Hearing Panel membership as being constituted by three members, not "at least" three members.</p>
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<p>(ii) The Hearing Panel shall call evidence; examine witnesses; receive evidence from the Respondent, Complainant, and other witnesses, and the representative(s) of the Board of Directors; and receive documents and submissions;</p> <p>(iii) The trial shall be conducted in good faith and without bias;</p> <p>(iv) The Hearing Panel is not bound by the strict rules of evidence. However, any decision reached must be based on the actual evidence adduced and not influenced by any matters outside the scope of the evidence.</p> <p>(v) If the Hearing Panel cannot reach consensus on the charge, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel.</p> <p>(g) The Respondent and the Complainant have the right to have a representative or legal counsel accompany them to the hearing. The Union will not pay for legal counsel of either the Complainant or the Respondent. However, the successful party may apply to the Secretary-Treasurer for reasonable costs at the ultimate conclusion of the proceeding.</p> <p>(h) The Hearing Panel shall be provided with access to legal counsel.</p> <p>(i) The Board of Directors shall be a party with the same rights of</p>	<p>receive evidence from the Respondent, Complainant, and other witnesses, and the representative(s) of the Board of Directors; and receive documents and submissions;</p> <p>(iii) The trial shall be conducted in good faith and without bias;</p> <p>(iv) The Hearing Panel is not bound by the strict rules of evidence. However, any decision reached must be based on the actual evidence adduced and not influenced by any matters outside the scope of the evidence.</p> <p>(v) If the Hearing Panel cannot reach consensus on the charge, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel.</p> <p>(g) Notice of composition of the Hearing Panel will be sent to the complainant(s) and respondent(s) before hearing dates are set. The respondent(s) or complainant(s) may challenge the appointment of any member of the Hearing Panel for reasonable cause. Reasonable cause includes reasonable apprehension of bias, conflict of interest, and person/familial relationship with any party.</p> <p>The Respondent(s) or Complainant(s) must submit any challenge to the Hearing Panel in</p>	<p>(g) New section to address conflict or perceived conflict of interest of Hearing Panel members by adding step for Complainants and Respondents to challenge the make-up of the three-member Hearing Panel.</p> <p>Sec 6 (g) and (h) Right to legal counsel is reordered to Section 8. Issue of expenses is reordered to Section 11.</p>
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<p>participation as the other parties to any trial where the Board of Directors determines that the matter before the Trial Committee is of significant interest to the Union or for other good reason. The Board of Directors, as an entire entity, shall be provided with access to legal counsel. The decision to be a party is in the sole discretion of the Board of Directors. The Board of Directors may appoint a representative(s), including legal counsel, to appear before the Trial Committee.</p>	<p>writing to the President within seven days of receiving notice of the composition of the Hearing Panel. If the President considers the challenge to meet the test of reasonable cause, the President will disqualify the person challenged and instruct the Chair of the Trial Committee to select by lottery an additional Trial Committee member to sit on the Hearing Panel.</p>	<p>Sec 6 (i) Board of Directors as a party is reordered to Section 7.</p>
<p>Section 7. Decision (a) The Hearing Panel shall, within two months of the conclusion of the trial, publish a written decision and forward it on whether the complaint has been upheld or dismissed. The decision shall be sent to the Board of Directors, the Investigator, the Complainant, and the Respondent. If the decision cannot be published within the prescribed timeline, the Hearing Panel Chair may request an extension from the Board of Directors. (b) Where the member has been found guilty of a breach of any Obligation or Responsibility in the Constitution, the Hearing Panel shall also decide the appropriate level of discipline considering all of the circumstances. If appropriate, the Hearing Panel may, after issuing its decision on the merits as set out above, seek further</p>	<p>Section 7. Board of Directors as a Party The Board of Directors may, at its discretion, be a party with the same rights of participation as the other parties to any trial.</p>	<p>“Decision” reordered from Section 7 to Section 9. New Section 7 (amended from Section 6)</p>

<p>submissions from the parties before imposing any discipline. If the Hearing Panel cannot reach consensus on the discipline, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel. In the event that the Hearing Panel is issuing a separate decision on the discipline, that written decision must be rendered no later than 30 days after the determination of the merits has been published. Discipline may include the following:</p> <ul style="list-style-type: none"> (i) A written warning; (ii) Removal from office or position in the Union; (iii) Prohibition and/or restriction on holding elected positions in the Union; (iv) Prohibition and/or restriction on attending Union events including Convention; (v) A fine not in excess of \$25,000; (vi) Suspension or expulsion from Union membership; (vii) Any other discipline deemed appropriate. 		
<p>Section 8. Expenses</p> <p>(a) Members and witnesses may seek reimbursement from the union for their reasonable transportation expenses and lost wages resulting from their necessary attendance at the hearing.</p> <p>(b) Should expenses be incurred as a result of processing a complaint and the process is not completed due to the Complainant(s) or Respondent(s) not participating in the process, the Union may bill the Complainant(s) or</p>	<p>Section 8. Right to Legal Counsel</p> <p>(a) The Respondent and the Complainant have the right to have a representative or legal counsel accompany them to the hearing. The Union will not pay for legal counsel of either the Complainant or the Respondent.</p> <p>(b) The Hearing Panel shall be provided with access to legal counsel.</p> <p>(c) The Board of Directors, if it determines it shall be a party under Sec. 7, shall be provided with legal counsel, and may</p>	<p>“Expenses” re-ordered from Section 8 to Section 11.</p> <p>New Section 8 (amended from Section 6)</p>

Respondent(s) to recoup the costs	appoint a representative to appear before the Hearing Panel.	
<p>Section 9. Appeal</p> <p>(a) Any member affected by a Trial Decision under this Article of the Constitution may seek leave to appeal such decision to the next Convention. The Appellant may seek review of the determination of the Hearing Panel, the discipline imposed, or both matters.</p> <p>(b) Any appeal must be submitted in writing to the President within one month of mailing of the decision of the Hearing Panel to the member's address on file with the Hearing Panel. The appeal must state the basis and grounds as set out in Section 9(c) which form the basis of the appeal. The President may deny leave to appeal if the basis and grounds are not met.</p> <p>(c) An application for leave to appeal must show a good arguable case of sufficient merit. This means that the President, who shall be entitled to consult with legal counsel, must be satisfied the appeal might succeed on one of the following grounds:</p> <p>(i) The original decision is inconsistent with the principles expressed or implied in the Constitution, the Labour Relations Code, or in another statute dealing with labour relations.</p> <p>(ii) The Hearing Panel denied the party a fair hearing.</p>	<p>Section 9. Decision</p> <p>(a) The Hearing Panel shall, within two months of the conclusion of the trial, publish a written decision and forward it on whether the complaint has been upheld or dismissed. The decision shall be sent to the Board of Directors, the Investigator, the Complainant, and the Respondent. If the decision cannot be published within the prescribed timeline, the Hearing Panel may request an extension from the Board of Directors.</p> <p>(b) Where the member has been found guilty of a breach of any Obligation or Responsibility in the Constitution, the Hearing Panel shall also decide the appropriate level of discipline considering all of the circumstances. The Hearing Panel may, after issuing its decision on the merits as set out above, seek further submissions from the parties before imposing any discipline. If the Hearing Panel cannot reach consensus on the discipline, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel. In the event that the Hearing Panel is issuing a separate decision on the discipline, that written decision must be rendered no later than 30 days after the determination of the merits has been published. Discipline may include the following:</p> <p>(i) A written warning;</p> <p>(ii) Removal from office or position in the Union;</p>	<p>"Appeal" is reordered from Section 9 to Section 10.</p> <p>New section 9 (amended from Section 7)</p>

<p>(iii) New evidence has become available that was not available earlier through the exercise of reasonable diligence. There must be a strong probability that the new evidence will have a material and determinative effect on the decision</p> <p>(iv) The penalty or penalties imposed are excessive.</p> <p>(d) If leave to appeal is granted by the President, Convention as a whole will hear the appeal.</p> <p>(e) In advance of convention, the Board of Directors shall determine the rules for the appeal hearing consistent with the rules of natural justice and fair process and advise all parties to the appeal at least two weeks prior to convention of the appeal rules. If the appellant is appealing both the determination of the complaint by the Hearing Panel and the discipline imposed, the Board of Directors may create a bifurcated process. Any appeal is an appeal on the basis of the written decision of the initial Hearing Panel and documentary evidence submitted at the original hearing and is not a hearing de novo. The decision of the Convention is final and conclusive. There is no right to appeal the decision of Convention. In the case of suspension or expulsion from Union membership, the penalty will not be implemented in such a manner that it affects a</p>	<p>(iii) Prohibition and/or restriction on holding elected positions in the Union;</p> <p>(iv) Prohibition and/or restriction on attending Union events including Convention;</p> <p>(v) A fine not in excess of \$25,000;</p> <p>(vi) Suspension or expulsion from Union membership;</p> <p>(vii) Any other discipline deemed appropriate.</p> <p>(c) In the case of suspension or expulsion from Union membership, the penalty will not be implemented in such a manner that it affects a member's employer pending resolution of an appeal.</p> <p>(d) The decision of the Hearing Panel must set out whether or not each allegation is founded or dismissed, and the penalty corresponding to each found allegation, if any.</p>	
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<p>member's employment pending resolution of an appeal.</p>		
	<p>Section 10. Appeal</p> <p>(a) Within 15 working days of the date the decision is received, any party affected by the decision may appeal to the President in writing setting forth the grounds for appeal, with a copy to the other party. The opposing party has 15 working days from receipt of the appeal to present their views in writing to the President, with a copy to the appealing party.</p> <p>(b) An application to appeal must show a good arguable case of sufficient merit. This means that the President, who shall be entitled to consult with legal counsel, must be satisfied the appeal might succeed on one of the following grounds:</p> <ul style="list-style-type: none"> i. The original decision is inconsistent with the principles expressed or implied in the Constitution, the Labour Relations Code, or in another statute dealing with labour relations. ii. The Hearing Panel denied the party a fair hearing. iii. New evidence has become available that was not available earlier through the exercise of reasonable diligence. There must be a strong probability that the new evidence will have 	<p>New section 10 (amended from Section 9)</p>

	<p>a material and determinative effect on the decision</p> <p>iv. The penalty or penalties imposed are excessive.</p> <p>(c) If an application to appeal is granted, the President shall instruct the Chair of the Trial Committee to convene an Appeal Panel consisting of three members of the Trial Committee to hear the appeal, and the composition of the Appeal Panel shall not include members of the original Hearing Panel.</p> <p>(d) Notice of the composition of the Appeal Panel will be sent to the Complainant and Respondent before hearing dates are set.</p> <p>(e) The Respondent or Complainant may challenge members appointed to the Appeal Panel for reasonable cause, as defined in Section 6 (g). The Respondent or Complainant must submit any challenge to the President in writing within seven days of receiving notice of the hearing. If the President considers the challenge to meet the test of reasonable cause, the President will disqualify the person challenged and select by lottery an additional Trial Committee member to sit on the Appeal Panel.</p> <p>(f) The Appeal Panel shall hear all appeals as soon as reasonably possible and may, in its discretion, conduct a hearing in person, online,</p>	
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	<p>or render a decision based on written materials provided. The Appeal Panel shall have control over its own process. The Appeal Panel shall be restricted to considering the grounds for appeal as outlined in Sec 10 (b) i-iv.</p> <p>(g) The Appeal Panel will be bound by the findings of act of the original Hearing Panel, unless there is a violation of any grounds set out under sec 10 (b) i-iv. The Appeal Panel may decide to hear new evidence only if it determines that this is necessary to resolve the appeal fairly and effectively.</p> <p>(h) The Appeal Panel may uphold the decision of the Hearing Panel, reverse it, or render any other decision it deems advisable.</p> <p>(i) The Appeal Panel shall have authority to fulfill its responsibilities, up to and including, publishing its written decision, notwithstanding the Trial Committee's end of term date.</p> <p>(j) The decision of the Appeal Panel is final.</p>	
	<p>Section 11. Expenses</p> <p>(a) After the ultimate conclusion of the proceeding, the successful party may apply to the Secretary-Treasurer for reasonable costs.</p> <p>(b) Complainants, Respondents, and members who are witnesses may seek reimbursement from the Union for reasonable transportation</p>	<p>New Section 11 (amended from Section 6 and Section 8).</p>

	<p>expenses and lost wages resulting from their necessary participation in investigations and hearings related to the complaint.</p> <p>(c) Should expenses be incurred as a result of processing a complaint and the process is not completed due to the Complainant(s) or Respondent(s) not participating in the process, the Union may bill the Complainant(s) or Respondent(s) to recoup the costs.</p>	
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The union delivering modern health care