

HSA CONVENTION 2023 RESOLUTIONS

May 2024 BUSINESS ARISING REPORT TO 2024 CONVENTION

Resolution #	Therefore be it resolved	Status
1	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) encourage all HSA committees to include and address climate change within their committee work.</p> <p>BE IT FURTHER RESOLVED: That all HSA members be encouraged to include and address climate change in their union work and commitments.</p>	<p>Ongoing</p> <p>This goal is to be reviewed at initial meeting newly constituted committees annually.</p>
5	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) provide more communication and education opportunities to the members on this topic in advance of the start of bargaining.</p>	<p>Ongoing</p> <p>A short, comprehensive video is available on the HSA website, and chapters are encouraged to hold local meetings to help educate members on their role and rights collective agreement negotiations - up to and including the right to strike.</p>
6	<p>THEREFORE BE IT RESOLVED: That a “Resolution Report” is created and distributed in January of each year; and</p> <p>THEREFORE BE IT FURTHER RESOLVED: That the report include information about what resolutions were passed the year prior and the status of each resolution.</p>	<p>Completed</p> <p>January 2024 status report posted on website</p>
7	<p>THEREFORE BE IT RESOLVED: That the union publish a document outlining the work done on carried resolutions.</p>	<p>Ongoing</p> <p>Business Arising report circulated to convention delegates and posted annually on the HSA website</p>

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<p>10</p>	<p>THEREFORE BE IT RESOLVED: That Article 10, Section 2 of the Health Sciences Association (“HSA”) constitution which states “The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even-numbered years” be replaced with: “The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even numbered years. A Regional Director may serve a maximum of 3 consecutive full terms.”</p>	<p>Implemented</p>
<p>16</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association connect with the Lead Stewards to help organize more intakes and options for steward training to ensure everyone receives the support they need to do their job effectively.</p>	<p>Ongoing The union has increased capacity for virtual training, and the number of workshops offered to members.</p>
<p>17</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association will explore changing the criteria in provisioned professional education funds to create the opportunity for group professional education.</p>	<p>Ongoing HSA strives to administer the professional development fund in ways that best need the needs of members. For example, in 2023 the fund supported a group education forum.</p>
<p>18</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association provide more frequent opportunities for supervisors to attend the Supervisors in the Union Workshop virtually and in-person.</p>	<p>Ongoing Frequency increased to 4 in 2023; budgeted for 4 in 2024</p>
<p>20</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association provides educational opportunities focused on mental health and wellness for the members.</p>	<p>Ongoing</p>
<p>21</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association hold a Domestic Violence Workshop at least yearly.</p>	<p>Ongoing</p>

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22	THEREFORE BE IT RESOLVED: That portal training be incorporated into the steward training curriculum and online meeting training be incorporated into lead steward training course.	Ongoing Expanded curriculum in steward training. Stewards also have access to individual training from HSA Information Services.
25	THEREFORE BE IT RESOLVED: That the Health Sciences Association host information/education sessions on the topic of classification re-design.	Ongoing Extensive communication, including information meetings throughout fall/winter 2023, status updates sent to members, and steward training planned for 2024 to support filing classification grievances.
26	THEREFORE BE IT RESOLVED: That Health Sciences Association will explore options to makes steward training more accessible through blended learning models and allowing more flexibility to a schedule other than 3 days in a row. (Example 1 day a week for 3 weeks).	In progress Members report that it is more difficult to get multiple blocks of time off; more online modules are planned.
27	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) increase the age limit for their bursaries and scholarships for children of HSA members; and BE IT FURTHER RESOLVED: That HSA will advocate to associated unions (e.g. NUPGE, BC Federation of Labour), to increase their age limit for scholarships, in a similar fashion.	In progress HSA policy updated, resolutions to be taken forward to BC Federation of Labour and NUPGE conventions.
28	THEREFORE BE IT RESOLVED: That in addition to the return of in-person workshops, the option to attend Health Sciences Association education sessions virtually from home continues.	Ongoing
29	THEREFORE BE IT RESOLVED: That the per diem rates be increased to: Breakfast: 25.00 Lunch: 30.00 Dinner: 35.00 to accommodate the market increases in food.	Implemented

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30	THEREFORE BE IT RESOLVED: That the union research, determine and report back to members on how much money regular shifts and overtime shifts are providing to the union to help determine in future conventions if it is reasonable for overtime shifts to no longer have paid union dues.	In progress Staff have worked for several months to understand the impact on the budget, and encountered many challenges from HEABC and employers to receiving information that allows for an educated estimate on the impact on the union's budget.
34	THEREFORE BE IT RESOLVED: That our union will review all of its financial investments to ensure that they are socially responsible investments.	Ongoing The union has a financial policy governing investments
35	THEREFORE BE IT RESOLVED: That members of the Health Sciences Association have to be informed and involved in the decision making process and financial activity of the union.	Ongoing Convention is the governing body which sets policy and direction, Financial reports are provided annually.
36	THEREFORE BE IT RESOLVED: That MNP LLP be confirmed as the union's auditor until the year 2024 Annual Convention.	Implemented
37	THEREFORE BE IT RESOLVED: That the costs of Health Science Association annual convention be communicated to the general membership and efforts made to reduce expenditures on this event.	Ongoing
38	THEREFORE BE IT RESOLVED: That Health Sciences Association increase both the number and dollar amount of scholarship and bursaries from \$1500 for full time and \$750 for part time to \$2000 for full time and \$1000 for part time.	Implemented
43	THEREFORE BE IT RESOLVED: That Health Sciences Association review the budget allocations for chapters and increase amounts to be equitably distributed amongst small and large chapters.	Completed New annual chapter budget allocations effective 2024: 1-99 members: \$500 100-249 members: \$1000 250-499 members: \$2500 499-749 members: \$5000 749+ members: \$7500
44	THEREFORE BE IT RESOLVED: That Health Sciences Association allocate additional funds to the bargaining and defense fund areas of the budget.	Implemented

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50	THEREFORE BE IT RESOLVED: That Health Sciences Association collect and use anonymized demographic data (such as age, gender, profession, region) of who is or is not voting, combined with other sources of information, in order to make informed decisions on organizing and member engagement strategies.	Ongoing 2024 membership survey will include questions to support these objectives
51	THEREFORE BE IT RESOLVED: That the Union publish the statistical analysis of how many members represent rotational 24 hour shift workers, extended hour workers, and those who are daytime only workers in the annual report.	To be done Demographic question to be included in 2024 member survey
52	THEREFORE BE IT RESOLVED: That Health Sciences Association consider virtual attendance at union meetings, where possible such as regional and lead steward meetings, so that members may participate safely from any location.	Ongoing
53	THEREFORE BE IT RESOLVED: When registration for Convention (annual or special) closes, Health Sciences Association (“HSA”) will identify the number of unfilled potential delegate seats within each Region. BE IT FURTHER RESOLVED: That the HSA Board of Directors establish an equitable process for determining how unfilled delegate seats will be awarded and present the constitutional language changes in a resolution to the 2024 Convention.	In progress Constitutional change proposed to 2024 Convention
55	THEREFORE BE IT RESOLVED: That the presidential election be moved to an online format following the commencement of Convention in order to allow for 1 member 1 vote. The online system could allow presidential candidate information and recordings of debates at convention to be posted and viewed by all members.	In progress Constitutional change proposed to 2024 Convention
62	THEREFORE BE IT RESOLVED: That, following convention, the Health Sciences Association send a bulletin or other communication to the membership notifying members of the date that the board of directors will be debating outstanding resolutions and encouraging all members to submit feedback to their regional director.	Ongoing

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65	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) adopt modern language used in proposal submission; and BE IT FURTHER RESOLVED: That HSA modernize the process of submitting proposals to an online form that explains in simplified language so as not to exclude members from contributing.	Implemented
69	THEREFORE BE IT RESOLVED: That in the spirit of decolonization and accessibility, that Health Sciences Association will research, report, and recommend an alternative to Bourinot’s Rules of Order that incorporate common language and collaborative rather than exclusionary pathways to decision making.	In progress Research and consultation underway reviewing other membership-based organizations’ approaches, including non-profits with large memberships and other unions.
72	THEREFORE BE IT RESOLVED: That Health Sciences Association create a Young Workers Committee.	Implemented
75	THEREFORE BE IT RESOLVED: The Health Sciences Association (“HSA”) review and revise Article 15 of the constitution with the input from but not limited to: Board, staff, legal counsel (inner and/or outside), Trial Committee members, past complainants and others that have been involved with the process; and BE IT FURTHER RESOLVED: The HSA complete the revision to be voted on by members at the 2024 Convention.	In progress Constitutional changes proposed to 2024 convention
80	THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) Board of Directors and staff ensure the articles of the Constitution, policies adopted, procedures and practices implemented do not supersede our protected rights and freedoms as British Columbians.	Ongoing
81	THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) will add a land acknowledgement to HSA’s Constitution and do so with Indigenous consultation.	In progress
82	THEREFORE BE IT RESOLVED: That Health Sciences Association will lobby the government to better allocate resources in order to recruit and retain healthcare workers in the province.	Ongoing Continuing meetings with Minister and senior ministry and HEABC staff

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83	THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the ministries of health and advanced education to continue to expand training opportunities for all health science professionals, including radiation therapists, and social services professionals , within the province.	Ongoing Continuing meetings with Minister and senior ministry and HEABC staff
84	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the provincial government, regulatory bodies and training institutions to ensure that current education is leading to qualified and prepared professionals entering healthcare and related professions; and BE IT FURTHER RESOLVED: That HSA be an advocate for the maintenance and advancement of professional standards across HSA disciplines.	Ongoing
COMPOSITE 1	BE IT RESOLVED: That the HSA lobby the MCFD to ensure that the FCC agencies are non-profit, public organizations such as Child Development Centres; and BE IT FURTHER RESOLVED: That the HSA hold the provincial government accountable to their commitment to accessible services for all children, regardless of their diagnosis or age, and that these services be delivered by regulated allied health professionals; and BE IT FINALLY RESOLVED: The HSA lobby the MCFD that any further rollout of FCCs include criteria that does not allow sub-contracting to for profit, private clinics.	In progress Multiple direct discussions with senior MCFD staff; direct lobby by HSA members of Minister; focus of HSA Constituency Liaison program; discussions with Minister and staff at SPDR and 2024 official submission with recommendations to reform procurement of community social service program providers. 2024 member-focused research project to inform HSA submission to government
91	THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the Ministry for Children and Family Development and the Ministry of Health to include clinical counselling services—for children and family members—as an integral part of the Family Connection Centre model.	In progress

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<p>92</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the Ministry of Children and Family Development and the Ministry of Health to:</p> <p>1) advocate for policy to demand collaborative practice between Child and Youth Mental Health, Developmental Disability Mental Health, and Family Connections Centres, and</p> <p>2) Significantly increase funding for counselling services for all children with diverse abilities.</p>	<p>In progress</p>
<p>93</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the Ministry of Children and Family Development and the Ministry of Health to significantly increase funding to parenting support via Community Living BC and the Family Connection Centre model so parents of children with Fetal Alcohol Spectrum Disorder have ongoing access to parenting supports.</p>	<p>In progress</p>
<p>94</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the government to allocate funds to allow for more FTE availability for supported child development (1-1 workers) and for more funding from the Ministry of Children and Family Development so that childcare can be accessible to all children regardless of needs.</p>	<p>In progress</p>
<p>95</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the Ministry of Health and Ministry of Transportation/Infrastructure to improve transportation in BC’s multiple health regions so that equitable access to dialysis is available, and special consideration is given to programs in rural areas requiring intercity transportation; and</p> <p>BE IT FURTHER RESOLVED: That HSA lobby the Ministry of Health and Ministry of Transportation/Infrastructure to consult with the renal programs in BC’s health regions to develop a transportation network that meets the needs of all dialysis patients.</p>	<p>Completed</p> <p>Correspondence with relevant ministries</p>

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<p>96</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the federal and provincial governments in support of the recommendations contained in the Closing Gaps, Reducing Barriers: Expanding the Response to the Toxic Drug and Overdose Crisis report by the BC Select Standing Committee on Health.</p>	<p>Completed Correspondence with relevant ministries</p>
<p>97</p>	<p>THEREFORE BE IT RESOLVED: That the Health Sciences Association renew their campaign for the BC Government to create Infant Mental Health Clinics in CDCs, focusing on attachment work and trauma-based counselling.</p>	<p>In progress</p>
<p>98</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will lobby the provincial government to improve provincial health care coverage for gender-affirming care, based on the Yukon Territories’ framework adopted in 2021 and ensure adequate training for medical professionals; and BE IT FURTHER RESOLVED: That the HSA will advocate, with allied movements where appropriate, for additional unrestricted resources for gender-affirming care for those requiring access to care at an older age and in remote and Northern communities: e.g. transportation and accommodation costs.</p>	<p>Ongoing Correspondence with Ministry of Health</p>
<p>99</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC, with BCGEU and CUPE, lobby the provincial government to increase the number of public Occupational and Physical Therapist positions in the community.</p>	<p>Ongoing Direct discussions with staff in relevant ministries on behalf of HSPBA</p>

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<p>100</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”), through the BC Federation of Labour and the Canadian Labour Congress (“CLC”), lobby the provincial and federal governments to remedy the lack of availability, and address the lack of funding for administration for abortion services; and BE IT FURTHER RESOLVED: That HSA, through the CLC, lobby the federal government to follow through with their platform commitment to develop an information portal on sexual and reproductive health and rights.</p>	<p>Ongoing</p>
<p>101</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the provincial government to increase funding to early intervention services to match the growth in communities.</p>	<p>Ongoing Issue addressed in HSA Lobby Day</p>
<p>102</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association explore providing members with mobility concerns or health issues an alternate mode of transportation in order to participate in rallies and marches associated with Conventin or other HSA events.</p>	<p>Ongoing Taking learnings about accessibility from equity conferences and from input from the Members with Disabilities Caucus to implement into HSA events</p>
<p>103</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) explore opportunities to work with the BC Federation of Labour, labour councils, and through NUPGE and the CLC, for HSA members to access training and education opportunities for equity-deserving members to run for political office and develop their leadership skills.</p>	<p>Ongoing HSA leadership workshop for BIPOC members November 2023</p>
<p>104</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to show solidarity with Women-Life-Freedom movement; and HSA continue to work with our allies and federal government to condemn the Iranian regime.</p>	<p>In progress</p>

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<p>106</p>	<p>THEREFORE BE IT RESOLVED: That HSA will develop a data collection mechanism to find out how many grievances involve instances of racism and related discrimination (for example, having a section or checkbox in the grievance submission form where members can indicate if the grievance is related to racism and related discrimination).</p>	<p>In progress Issues related to privacy and procedure. HSA Racial Justice Committee is having ongoing discussions about the purpose, benefits, scope, and relevant consultations that would be needed to make such a project feasible and ethical.</p>
<p>107</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association revise its definition of “family” in order to be more inclusive (with consideration to all equity seeking groups) as it pertains to important features of union inclusion.</p>	<p>To be done</p>
<p>108</p>	<p>THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) will undertake a process to identify and address systems of discrimination, oppression, and racism within its own policies, practices, and procedures; and BE IT FURTHER RESOLVED: That HSA will encourage chapters to undertake their own processes with guidance from HSA to identify and address systems of discrimination, oppression, and racism to create more inclusive and supportive workplaces.</p>	<p>In progress EDI review of Harassment, Discrimination and Violence, and the Ombudsperson policies. Additionally, the report Discrimination in the Workplace speaks to process review with respect to complaints under Respect in the Workplace. Current projects include an action plan for succession planning for diverse leadership, as well as possible mentorship programs as pathways to leadership for members from equity denied groups. EDI site visits and liaising with stewards is ongoing to support this effort.</p>
<p>109</p>	<p>THEREFORE BE IT RESOLVED: That the Health Sciences Association will, with the BC Federation of Labour and the Canadian Labour Congress, call upon the provincial and federal governments to commit to completing the remaining Calls to Action of the Truth and Reconciliation Commission.</p>	<p>Ongoing</p>

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110	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will explore having processes to respond effectively to grievances dealing with racism and related discrimination through consultation with specialized staff position(s) to respond to these grievances or allowing affected members to consult with a committee of diverse HSA members (such as the Racial Justice Committee) to get a second opinion.	In progress
111	THEREFORE BE IT RESOLVED: that Health Sciences Association will continue to provide funding for education of members and staff regarding racial awareness issues and the historical and ongoing impacts of structural racism.	Ongoing
114	THEREFORE BE IT RESOLVED: That a clear process be created and communicated to the membership that outlines how to give members a voice in the distribution of funds within the Joint Health Sciences Benefit Trust (JHSBT).	Ongoing The JHSBT website provides an opportunity for members to provide feedback, comments or questions to the JHSBT through questions@jhsbt.ca.
115	THEREFORE BE IT RESOLVED: That the Joint Health Sciences Benefit Trustees be required to make a yearly report out to members on changes that have been brought forward, what they are doing with the trust, and how they are planning to move forward in the future.	Ongoing JHSBT publishes annual report on website
118	THEREFORE BE IT RESOLVED: That Health Sciences Association resource member engagement for rural/remote chapters and members.	Ongoing
119	THEREFORE BE IT RESOLVED: That Health Sciences Association staff provide response to emails within 7 days or send confirmation that they have received the email.	Ongoing Timely response continues to be objective.
120	THEREFORE BE IT RESOLVED: Health Sciences Association explore the feasibility of providing a platform to allow both in-person and virtual attendance to Regional Meeting, Convention and Education all the time.	In progress

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121	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will explore establishing an on-line store, similar to the Hospital Employees Union “Boutique,” where HSA Members can purchase union-branded sustainably sourced clothing and other materials at low cost.	Ongoing Continuing to research and source providers
122	THEREFORE BE IT RESOLVED: That Health Sciences Association continue to host future collective agreement voting sessions in a digital format.	Ongoing
123	THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the provincial government and the WCB to amend the Occupational Health and Safety Regulation to obligate the employer to have at least one certified mental health first aid attendant at each work site where an Occupational First Aid attendant is required.	Ongoing Advocacy to BC Fed OHS committee and labour representatives on WorkSafe board lobbied
124	THEREFORE BE IT RESOLVED: That that Health Sciences Association of BC investigate the effect the separation of the Lab and Medical Imaging Joint Occupational Health and Safety Committees (JOHS) from each other and from the JOHS Committee for the rest of the hospital has on the Lab and MI worker reps and on the functioning of the three JOHS Committees in small hospitals.	In progress
126	THEREFORE BE IT RESOLVED: That HSA lobby the Minister for Post-Secondary Education and Future Skills to expand provincial grant or tuition relief for specialized health and community social service professionals.	Ongoing Multiple meetings with related ministries.
127	THEREFORE BE IT RESOLVED: That Health Sciences Association work with the BC and Canadian Health Coalitions to encourage the BC government to maintain its opposition to paid plasma and in doing so increase the number of publicly-funded voluntary blood plasma donation sites to increase voluntary blood and blood plasma donations.	Ongoing Participation in NUPGE lobby and meetings.
128	THEREFORE BE IT RESOLVED: That HSA continue opposition to the Cambie Surgeries Corporation and its appeal to the Supreme Court and maintain its support for the BC Health Coalition.	Completed

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129	THEREFORE BE IT RESOLVED: That Health Sciences Association will work with the BC Federation of Labour, NUPGE, and CLC to advocate for the completion of healthcare policies detailed in the Supply and Confidence agreement - including a dental care program, universal and national Pharmacare program, and a safe long term care act for seniors – before a federal election is called.	Ongoing HSA participation in Canadian Health Coalition lobby February 2024
130	THEREFORE BE IT RESOLVED: That Health Sciences Association work with the BC Federation of Labour (“BCFL”) to lobby the BC Government to prohibit the sale of tobacco products where a pharmacy is located and put forward this resolution to the 2024 BCFL Convention.	To be done Resolution to be put forward to BC Fed 2024 convention
131	THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) continue to lobby the government to expand its childcare plan to universal access \$10 per day childcare for all childcare spaces in BC; and BE IT FURTHER RESOLVED that HSA continue to lobby the government to expand its childcare plan to include more advanced education seats for early childhood educators to fill the increased staffing needs.	Ongoing
132	THEREFORE BE IT RESOLVED: That Health Sciences Association hold a public-facing awareness campaign about believing women in pain.	Ongoing HSA Women's Committee working to raise awareness on the issue.
134	THEREFORE BE IT RESOLVED: That the HSA will lobby all levels of government to urgently provide British Columbians who use drugs with access to a safe supply in an effort to decrease the number of fatal overdoses in our province.	Completed Correspondence with relevant ministries
135	THEREFORE BE IT RESOLVED: That Health Sciences Association lobby the government to have WCB wage coverage be increased to 100% throughout the claim and, that upon return to work, employees have vacation entitlement as if they worked while off on an accepted WCB claim.	In progress

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137	THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) will lobby the provincial government to provide increased funding for frontline organizations across BC that deliver peer-led and person-centered programming to support sex workers;	In progress Correspondence with relevant ministries
138	THEREFORE BE IT RESOLVED: That the Health Sciences Association will lobby the provincial government and through the BC Federation of Labour and the Canadian Labour Congress, the federal government to resolve disputes over the use of Indigenous territory without the use of force and in a manner that respects and honors the sovereignty of Indigenous nations, the authority of Hereditary Chiefs, the United Nations Declaration on the Rights of Indigenous Peoples, the Truth and Reconciliation Commission Calls to Action and the spirit of true reconciliation.	Ongoing Participation in BC Federation of Labour efforts
139	THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) encourage the provincial government to continue increasing public sector surgical and imaging capacity, as well as scaling up public solutions, as part of helping to shift away from private medical imaging and surgical centres that undermine public health care. BE IT FURTHER RESOLVED: That HSA will work with the BC Health Coalition on this issue.	Ongoing Discussions with Ministry of Health, HEABC, membership and participation in the BC Health Coalition
COMPOSITE 2	THEREFORE BE IT RESOLVED: That the Health Sciences Association (HSA) work with the National Union of Public and General Employees (NUPGE), the BC Federation of Labour (BCFL) and the Canadian Labour Congress (CLC) to lobby all levels of government to develop a comprehensive housing strategy that would include affordable housing for different income levels, regulated rentals, vacancy control and review policies related to real estate investments across BC; and BE IT FURTHER RESOLVED: That HSA work with the NUPGE, BCFL, and labour councils to lobby the provincial and municipal governments and BC Housing to have viable long term housing plans in place for the residents of tent cities, before dismantling said tent cities	Ongoing Participation in BC Fed and NUPGE campaigns

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<p>144</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) will identify a mechanism through which to survey HSA membership to determine the housing circumstances for members and how many members are at risk of attrition from their region or from health care employment related to housing concerns; and</p> <p>BE IT FURTHER RESOLVED: That this data be collected in such a way as to reflect the demographic and career stage of HSA members in order to identify future retention and recruitment concerns.</p>	<p>To be done 2024 member survey</p>
<p>145</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) consider creating a secure Slack (or similar channel) for stewards to use to ask questions, ask for advice/help, or ask for support from each other. Discussion of cases/grievances would only use anonymized data so privacy would be protected.</p>	<p>To be done</p>
<p>148</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) create a searchable database of grievance language with examples and templates available for stewards on the portal.</p>	<p>Completed Incorporated in steward training resources</p>
<p>154</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association update or implement new software to provide a user friendly, reliable system for stewards to create grievance files, send emails and conduct union business.</p>	<p>Ongoing HSA Portal is under continuous development by the information systems team</p>
<p>156</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association 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</p> <p>THEREFORE BE IT FURTHER RESOLVED: That the program considers how to measure the quality and impact of the interventions and look beyond numerical data; and</p> <p>THEREFORE BE IT FINALLY BE RESOLVED: That the results of the review and program budget be published to the membership.</p>	<p>Ongoing</p>

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<p>Extraordinary Resolution #1</p>	<p>THEREFORE BE IT RESOLVED: that Health Sciences Association of BC (“HSABC”) prioritize rapidly resolving the failure of health authorities, including PHSA, to implement wage and premium increases ratified by HSPBA members in December 2022; and</p> <p>BE IT FURTHER RESOLVED: That HSABC continue to inform members on progress and actions being undertaken to resolve it; and</p>	<p>Largely completed: Group grievance at arbitration. HSA has supported members throughout with labour relations, legal, and communications support.</p>
<p>Extraordinary Resolution (Composite 3)</p>	<p>THEREFORE BE IT RESOLVED: That HSA immediately make a public statement condemning the attacks against unhoused people of the DTES, including a statement of support of HSA members who have publicly spoken out against these attacks, despite fear of repercussions from their employer, and that calls for notice to be provided to community service agencies before decampment plans are undertaken so that these agencies can prepare adequate supports and services.</p> <p>BE IT FINALLY RESOLVED: That Health Sciences Association (“HSA”) lobby the government to make housing options available BEFORE shelter removal is approved.</p>	<p>Ongoing</p>
<p>Extraordinary Resolution 2</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC lobby the Ministry of Health to expand the BCAAN in order to reduce wait times.</p>	<p>Completed Correspondence with Ministry of Health</p>