

Annual Report 2026



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Executive Reports

Report of the President

One year ago, I was elected as your president with a clear commitment to listen to members and work to represent you at every table where decisions about your work and our health care system are made. Over the past year, that commitment has guided everything that we do.

Listening, Learning, and Delivering

This past year was a transition year not just for me as your new President, but also with a new Board of Directors. It's been incredibly encouraging to see so many new faces step up to the plate and work alongside long-time activists to take our union further. As a board, we have focused on making sure our work reflects the priorities, needs, and values of HSA members.

One of the most meaningful ways we've heard from members is through our regional town hall meetings, where members have opportunities to speak directly with their regional director and with me about the issues that matter the most in their workplaces and in their communities. While we made the decision to put a pause on these in order to prioritize bargaining, the strike vote, and ratification-related townhall meetings, you can look forward to these being reinitiated after convention.

At one town hall, members raised the alarm about child care challenges in their community, and the very next day, those same members spoke directly to the Parliamentary Secretary on Child Care. Ultimately, that's what we're aiming to accomplish here at HSA: closing the distance between identifying issues and taking the concrete steps needed to address them.

We walked away from Convention 2025 with a significant amount of work ahead of us, and we're pleased to say that we're making progress. Some resolutions, such as those involving changes to our constitution and enhancements to our internal structures, happen quickly while others take time to put in place. We have another robust set of resolutions coming this year that will add to this ongoing work and help define and sharpen our focus for the year ahead. We've also been working with the Special Committees to bring their important lens to the work of the union, including bringing a proposal for adding an Equity Director to this convention.

It's been encouraging to see a continued increase in participation across the membership. We saw strong turnout at the fall regional meetings, and we're on track for record participation at Convention 2026. We're at our strongest when members are involved, when developing the next

generation of leaders and activists, and when more voices are helping to shape our future.

This growing participation extends the work our members do on committees, including at the provincial and national level. When members step into these roles, they help ensure that we're working shoulder-to-shoulder with our peers across the country, that we're in tune with the issues facing workers across the country. It makes us stronger, and deepens our relationships with other unions and labour allies.

A Year of Bargaining

Since our last convention, bargaining has been our number one priority. Five different collective agreements have been or are currently in bargaining, and the stakes could not be higher. In every sector, shortages are putting pressure on services and on the members who keep them running. When there are not enough health science professionals doing the work, it affects entire communities. It also means our members are being asked to do more with less, day after day.

The urgency of these problems – coupled with economic and fiscal crises at the provincial, national and international levels – makes for a very challenging climate to be bargaining in. But we are well represented at the table. We are led by experienced negotiators, and by the passion of the members on the bargaining committees, who bring their expertise from the front lines directly into negotiations. I want to thank all of the members who sit on each of our bargaining committees for their tireless efforts to ensure that employers address the real issues our members regularly face. Your representatives in

bargaining understand the challenges, the stress, and the pride that comes with working in health care, and I'm proud of the progress they've made in this round of negotiations. Our teams have fought hard for us.

At the same time, the power behind our bargaining comes from member solidarity. I want to take a moment to recognize all of you for the commitment you've all shown through your consistent mobilization in support of potential job action, through delivering a historical strike vote mandate, and through taking frontline concerns directly to elected representatives. I also want to recognize our stewards for the leadership they provide every day in their worksites, and our staff, for the work they do behind the scenes that makes it all possible.

Modern health care does not function without health care providers. The system depends on your specialized skills, and we will continue to make sure that British Columbians understand what HSA members do and why your work is essential through not only the extensive public advertising campaign, but also ongoing efforts to highlight the work you do. Addressing shortages and retaining staff are key to ensuring timely access to care, to stopping emergency room closures, and reducing the strain on our system. Increasingly, decision-makers are learning that health care is complex and relies on us.

Political Action and Labour

Alongside bargaining, we have continued to meet with the government to advocate for expansions to retention and recruitment initiatives and on improvements to the broader health human resources crisis. We

have taken every opportunity to ensure that decision-makers understand the role HSA members play in keeping health care and community social services functioning, and what needs to change to stabilize staffing and reduce waitlists.

These efforts have delivered results. In the last few months, they've helped secure two funding extensions for the recruitment and retention incentives first rolled out in 2024 – incentives that came as a direct result of our outreach. We've also seen potential improvements to funding for children and youth with special needs. We are excited to work with the decision-makers to ensure that this funding will help to improve delivery of services by members at BC's Child Development Centres (CDCs). This is a testament to years of work by activists in the Constituency Liaison program working alongside CDC members.

This past year, we have also supported increased participation of board members and activists in the broader labour movement. This cycle of bargaining has placed an even brighter spotlight on the importance of solidarity. We are working closely with other unions because we are stronger when we act together in defense of our public services.

At the provincial level, we continue to lobby with the BC Federation of Labour, adding HSA's voice to the broader labour movement and on major economic and sovereignty issues that affect workers and the province as a whole. Nationally, through the Canadian Labour Congress and the National Union of Public and General Employees (NUPGE), we are part of discussions about what a serious fightback strategy looks like. When it comes down

to it, workers have to be central to any strategy to grow and strengthen Canada, and we simply cannot take a back seat in discussions about protecting jobs, strengthening services, and growing an economy that works for working people.

I want to also recognize the importance of political action in this work. Whether it is through the efforts of our Constituency Liaison team, our Labour Council Delegates, the Core Member Engagement Team, our various committees, or members who step up to run for office, political action is part of how we protect and strengthen public services. With municipal elections coming in the fall, and with the reality that provincial and federal elections can happen at any moment, we must stay prepared. The work we do between elections is what allows us to act quickly and effectively when it counts.

Over the past year, I have heard from members in every corner of the province who are proud of the work they do and are stretched thin by the realities of working through shortages, burnout, and the sacrifices that come with being vital members of the health care system. I don't take these things lightly. Every day, I am grateful to work with all of you to keep pushing for better.

Throughout this year, I have also had many conversations that have highlighted how deeply we are all feeling the weight of an increasingly heavy world. Here in our own province, we have faced moments of profound tragedy and loss – events that shook communities and touched many of our members directly. In those difficult times, I was grateful for and proud of the ways we showed support to our friends,

colleagues, and neighbours, offering compassion and solidarity when it was needed most.

We have also lived together through global conflict, economic strain, and deepening polarization which have left many people feeling uncertain, divided, and overwhelmed. In times like these, the way we show up for one another matters more than ever. Choosing kindness, patience, and solidarity is not just a moral choice — it is a necessary one. It strengthens our communities, our workplaces, and our

union. When we treat each other with compassion, we assume good intentions, and we come together shoulder-to-shoulder, rather than apart and at odds, we create the conditions for real progress. I am honoured to work beside all of you. We have a lot of work ahead, but we are stronger together, and I am confident in what we can accomplish in the year ahead.

Respectfully submitted,
Sarah Kooner,
President, HSA

HSA President Sarah Kooner (Photo: Photography by SKB)



Report of the Executive Director/General Counsel

We come to the HSA Convention every year and advise you of the many gains for members achieved through the work of the union's activists, elected representatives, and staff. This year has been exceptionally difficult. Every union in North America faces political, social and economic threats which have the potential to undermine our working lives. Our strength continues to come from unity and commitment to fight for our rights.

"My friends, it is solidarity we want. We do not want to find fault with each other, but to solidify our forces and say to each other:

'We must be together, our bosses are joined together and we must do the same thing.'"

– Mother Jones

KEY ACHIEVEMENTS IN COLLECTIVE BARGAINING

Bargaining has been a central focus for HSA in the past year. Throughout 2025 we witnessed economic and political instability within BC, as well as across Canada, which had a direct impact and influence on the collective bargaining process. We work in solidarity with the other public sector unions through the BC Federation of Labour, as well as with the National Union of Public and General Employees (NUPGE) Collective

Bargaining Advisory Working Group which represents similar unions from across Canada. I am joined in this activity by HSA's Director of Bargaining, Norah Miner.

As you know, the *Health Authorities Act* created statutory bargaining units with mandated bargaining associations composed of the various unions representing employees in the health sector. The health sector is made up of the Health Authorities and various other employers, such as child development centres (CDCs).

HSA is the lead union in the Health Science Professionals Bargaining Association (HSPBA) that represents all unionized employees in the health science professional subsector within the health sector. HSA also represents members in the Community Bargaining Association (CBA) and the Nurses Bargaining Association (NBA). A similar structure brings together the unions representing community service sector members in the Community Social Services Bargaining Association (CSSBA)

In addition, HSA represents members in two private workplaces, West Coast Medical Imaging and Paragon Orthotics.

HSA began preparing for bargaining of all agreements in the fall of 2024. Both the

HSPBA and the CBA ratified agreements in March 2026, and, as of the date of this report, the CSSBA and NBA continue to bargain.

Team Training Session for HSA Elected Bargaining Committee Members

In January of 2025, HSA hosted bargaining committee training for our member and staff representatives under the HSPBA, CBA, CSS, and NBA contracts. We also offered an additional day of training for our HSPBA elected committee, where we are the lead union at the table; this additional day of training included the constituent unions (CUPE, BCGEU, HEU, and PEA) and their elected representatives.

This committee training covered such things as bargaining basics, collective agreement interpretation, note taking and record keeping, Public Sector Employers' Council (PSEC)/mandates, costing of bargaining proposals, etc. along with a focus on HSPBA EDIA language, as well as an opportunity to concentrate on decolonization and the impact of the *Declaration on the Rights of Indigenous Peoples Act (DRIPA)*.

Many members of the elected negotiating committee had not previously attended bargaining. We intend to make adjustments and repeat the training in future rounds of bargaining.

Essential Services

As health and social service workers, we are bound by the essential services provisions of the *Labour Code*. Negotiations of essential services for all bargaining associations began mid-2024. Throughout 2024 and 2025, the labour relations

officers in the servicing department worked with the local stewards and department representatives to come to agreement on essential service levels. The BC Labour Relations Board (LRB) has now issued final orders for over 500 HSA sites. Labour relations officers continue to work with employers to negotiate changes to the levels in situations where there are changes to rotations and/or where the normal staffing patterns have changed. Preparations are still underway in the event any of the bargaining associations need to initiate job action. Multiple job action committee educational sessions were held in December/January with more to come in the coming year. As of the date of this report, bargaining was ongoing for our members in the Community Social Services Bargaining Association and the Nurses Bargaining Association. Should those sectors not settle and initiate strike action our members will be ready to support job action.

Bargaining – HSPBA

In late 2024 the HSPBA held their bargaining proposals conference where members identified priority proposal themes including: wages/premiums, safe work and work-life balance, partners in quality healthcare, and recognition and respect. A ten-member bargaining committee was constituted with member representatives from all regions in BC. Co-chairs Jing-Yi Ng and Brooke Carter were joined by Doug Herasymiuk, Gita Joshi, Jason Tan, Kieran Shoker, Kirn Sangera, Kyle Collins, Mandi Ayers, and Tiger Ye.

More than 1300 proposals were discussed and prioritized and crafted into packages of proposals for discussion at the bargaining table.

During many days of negotiations in 2025, the process was frustrated and progress was hindered by the government's attempt to restrict the bargaining mandate for our members. For the first time in many years, HSPBA members engaged in a strike vote and secured a very strong strike mandate to support their bargaining team. It was this strike mandate that brought the government back to the table with the required funding to make improvements to the agreement that extend well beyond the general wage increase (GWI) of 12% over 4 years.

After almost a year of negotiations, on February 20, 2026, the HSPBA secured a tentative agreement that meets many of the priorities identified by the members across the province.

The contract delivers significant progress on classifications and improvements to premiums, special leave, isolation allowance, portability, employer-paid professional fees, scheduling, occupational health and safety, and dedicated union stewards. There are substantial funds for professional development and education, a new Cultural Revitalization Fund to support Indigenous employees, an expansion of the Cultural Days of Significance pilot, and a new commitment to end the practice of contracting in or out.

The HSPBA negotiating committee and the HSA Board of Directors endorsed the agreement. On March 12, 2026 members of the HSPBA voted overwhelmingly in favor of the agreement, with 89.5% of members voting YES.

Of note, there are also ongoing discussions underway for the members of the Community Social Services Bargaining Association (CSSBA) moving as part of

the supportive housing transition who would properly fit within the HSPBA – see the discussion below. HSA is engaged in negotiations now with the Health Employers Association of BC (HEABC) in order to protect the interests of the members moving to a new bargaining association.

Many thanks to the HSA Director of Bargaining, Norah Miner, for her leadership as well as Alyson Warner, Alison Hietanen, Josef Rieder, Derek Wong, and David Bieber who provided invaluable support to the HSPBA bargaining team.

Bargaining – CBA

The second of our bargaining association tables to reach a tentative agreement was the CBA. The HSA CBA Bargaining Proposals conference took place in late 2024, and Brianna Luca (staff support) with Nancy Martin (elected member) represented HSA at the CBA table. The CBA bargained throughout 2025 and on February 23, 2026 secured a tentative agreement, and on March 20, 2026 members ratified the agreement.

In addition to the 12% GWI over 4 years, the CBA achieved significant improvements under this agreement. Of importance are the changes to address low wage redress by equalizing the rates between the CBA and Facilities Bargaining Association (FBA) agreements. The new CBA agreement also includes significant improvements to special leave, gains in both weekend and afternoon shift premiums, better portability language, a working group that will explore the opportunity for members to swap their statutory holidays, and improvements to the bullying and harassment language. Finally, and of key importance to the CBA members, there was also an adjustment

to the funding formula for the Joint Health Benefit Trust which maintains the value of the current benefits and considers adjustments in response to the identified needs of the members.

HSA currently represents approximately 1100 members under this agreement. However, this number will increase with the Order in Council move for the 250 or so identified HSA supportive housing members currently under the CSSBA.

HSA member Manuela Lacentra joined Brianna and Nancy at the CBA table towards the end of negotiations, to ensure the voice of the supportive housing membership would be included. There is a new transition date for the members impacted by the Order in Council of April 1, 2027; however, the members having a continuing interest in the CBA were encouraged to participate in the voting process for the collective agreement. The move for these supportive housing workers likely will mean improvements in many areas of their contract and brings them in line with comparable work already being done under the CBA collective agreement.

Bargaining – CSSBA

The CSSBA bargaining proposal conference was held in late 2024. As in any bargaining association, each constituent union within the CSSBA had opportunity for their bargaining proposals to be reviewed. Colin Brehaut (staff support) with Dawn Marie Goodmurphy (elected CSSBA member) are working hard to advance proposals that support the key priorities including shift differentials, various improvements to the benefit package, and leave improvements. Your CSSBA bargaining committee reports that the employer has removed various

concessions from the table and are engaging in proper negotiations with the goal to achieve a tentative agreement in the coming weeks.

Of note, and as indicated above in the discussion of both the HSPBA and CBA negotiations, a total of 39 supportive housing sites under the CSSBA agreement are to be “relocated” into (primarily) the CBA. This move results from a recent Order in Council. For HSA this affects approximately 250 members at a handful of sites. This move was originally scheduled to take place in April of 2026, however during the CBA negotiations the move was delayed and extended until April 1, 2027.

All CSSBA members moving to the CBA will continue to exercise their collective agreement rights and responsibilities under the existing CSSBA Collective Agreement until April 1 2027, except for being able to vote on the new CBA tentative agreement. We are reviewing the affected worksites to identify any HSA members who may be properly placed into the HSPBA or the NBA.

Bargaining – NBA

The HSA NBA bargaining proposals conference took place late in 2024. Nicole McIntosh (elected member) and Colette Barker (staff support) represent HSA at the table. Priorities identified at the conference include improvements to overtime rates, additional personal leave time with fewer barriers, and increased vacation and sick accruals. Ongoing discussions on nurse patient ratios continue and may or may not come into sharp focus during this round of negotiations. As of writing this report, bargaining continues to move forward.

Bargaining – West Coast Medical Imaging

HSA successfully ratified the 2024-2028 Agreement for WCMI on May 30, 2025. In addition to the GWI of 8.75% over the 4-year term of the agreement, other additional improvements included improvement to the group RRSP, benefit coverage for paramedical services, and a stabilization fund (paid in lump sums) to the WCMI members on a short term/interim basis.

A key provision in this agreement included a wage re-opener in the event the employer does not roll the full value of the stabilization funds as a percentage increase into the wage grid in full. This provision was extended until the spring of 2026 as the employer continued to apply the stabilization funds to the membership, however the deadline for the employer to roll the funds into a general GWI is again fast approaching.

As such, HSA negotiator Graeme Johnston and the elected WCMI bargaining committee are preparing for the wage reopener in order to (re)engage the employer in collective bargaining; negotiations will be limited only to discussion and negotiations on wages. This process will include wage proposal exchanges in April, and negotiations will resume shortly thereafter. If the (re) negotiation of wages cannot be agreed upon by June 1, 2026 either party may declare impasse and engage in strike and/or lockout.

Bargaining – Paragon Orthotics

The top priority identified for Paragon members in this round of negotiations included improvements to wages, health and welfare benefits, and to vacation

time and sick leave. Arabella Devlin is staff support at this table, and by the end of 2025 the parties were working well in negotiations and moving steadily towards securing a tentative agreement. At the writing of this report, the remaining outstanding issue is the provision of the health and welfare benefit package. We anticipate seeing a tentative agreement in the near future for these HSA members.

GOVERNMENT RELATIONS

There continue to be opportunities where the union engages in direct discussions with the Ministry of Health. This is made possible through avenues related to the Health Human Resources plan, and the identified recruitment and retention challenges and initiatives specific to HSA professions.

In 2025 HSA staff held regular discussions with the Allied Health Policy Secretariat and the Minister of Health regarding the effect of shortages and working conditions on allied health workers and the health care system.

EQUITY, DIVERSITY, INCLUSION, AND ACCESSIBILITY

HSA is assessing the work it has done since 2021 to develop best practices to ensure that equity, diversity, inclusion, and accessibility remain core values of the union. There are a number of resolutions from the last convention which the Board of Directors is taking steps to implement. We are very pleased to have Ellen Kim join us in the position of Director of Equity, Diversity, Inclusion and Accessibility.

The Indigenous Specific Anti-Racism (ISAR) commitments have been expanded in

bargaining to provide further protections for indigenous members of HSA within the grievance and arbitration system. As well, the DEI working committee has been given a further mandate and the Days of Cultural Significance pilot project is expanded with a firm commitment as to implementation during the term of the next collective agreement

KEY ACHIEVEMENTS IN SERVICING AND ADMINISTRATION OF THE COLLECTIVE AGREEMENT

Over the past year, the departments of Labour Relations Servicing, Legal, Classifications, Disability Management, and Special Project Funding delivered significant results for members while managing a rapidly growing workload and increasingly complex cases. Their work focused on protecting collective agreement rights, securing financial compensation, supporting member health and safety, and investing in professional development.

Defending Member Rights and Resolving Disputes

The Servicing Department experienced a record year, opening 1,348 files and resolving 898 disputes. Through grievance handling and negotiated settlements, the department secured \$763,284.20 in wages and benefits for members, in addition to resolving many disputes that did not have direct monetary value.

The Legal Department also saw a major increase in workload, receiving 478 case files in 2025, more than double the previous year. Through mediated and negotiated settlements, the department recovered over \$750,000 for members, while continuing to support members with regulatory college matters, privacy issues, and arbitration processes.

Advancing Fair Pay and Proper Job Classifications

The Classifications Department experienced substantial growth in disputes following the implementation of the new

Department	New Case Files	Case Files Closed	Monies Recovered
Servicing	1348	898	\$763,284.20
Legal	478	154	\$750,000
Classifications	896	503	\$531,000 (lump sums) plus \$116,000 annual wage increases

classification system. In 2025, 896 new classification files were opened and 503 were resolved. As a result of these efforts, members received over \$531,000 in lump-sum and retroactive payments, along with ongoing wage increases totaling more than \$116,000 annually.

Supporting Members Through Disability and Injury

The Disability Management Department expanded its work significantly, assisting members with return-to-work programs, accommodation issues, and appeals related to disability and workplace injuries.

Through Duty to Accommodate grievance resolutions, the department secured \$146,771.73 in compensation for members.

Advocacy on WorkSafeBC appeals resulted in 64 successful decisions, delivering \$5,635,643.93 in compensation to members. In addition, 16 successful Long-Term Disability appeals resulted in \$29,947,645.07 in benefits for members who had been denied coverage.

These efforts highlight the union's critical role in ensuring members receive the benefits and protections to which they are entitled.

Investing in Professional Development Funds and Fee Reimbursement

HSA administered professional development funds for members as well as professional fees during 2025.

Overall Impact

Across these departments, HSA recovered or administered more than \$42 million in

financial benefits for members while also protecting workplace rights, improving job classifications, supporting disability and health claims, and investing in education and professional growth.

This work demonstrates the essential role of the union in advocating for members, enforcing collective agreements, and ensuring members receive the compensation, benefits, and support they deserve. Let me break it down more specifically.

LABOUR RELATIONS SERVICING

The HSA servicing department, led by Membership Services Coordinator Alyson Warner is the largest department at HSA with the regular staffing complement. In 2025 the department had 20.0 FTE Labour Relations Officers, including 1.0 FTE Cultural Safety Labour Relations Officer, 6.0 FTE Administrative Assistants, 3.0 FTE Assistant Membership Coordinators, and 1.0 Membership Services Coordinator.

The year was exceptionally busy for the servicing department, balancing essential service negotiations, staffing five bargaining tables, rolling out job action education and strike vote meetings, while balancing the usual grievance and member advocacy files. In addition, 2025 saw significant grievance engagement, along with member and steward support. There was a notable theme this year concerning a spike in education leave grievances. Because of the union's effort to exert pressure on the employer to comply with Article 17 of the HSPBA collective agreement, more than 400 individual education leave disputes were handled by the servicing department in 2025.

Other work including grievance and dispute themes in 2025 included:

- A significant number of disciplinary files, including those resulting from privacy breaches
- Employers continuing to try to limit member access to special leaves
- Essential services negotiations
- Strike vote preparation and support
- Section 54/Labour Adjustment plan processes including for the new St. Paul's hospital
- Province-wide Strategic Relation Committees

The total number of files opened in 2025, like classifications, was a record high:

- 2023 – 1212
- 2024 – 950
- 2025 – 1348

And the number of resolutions to files was also greater in 2025 than in years gone by with the total monetary value of grievance and other settlements estimated at \$763,284.20 in wages and benefits. This is in addition to all the excellent dispute resolutions that cannot be quantified into a dollar value etc.

- 2023 – 694
- 2024 – 441
- 2025 – 898

LEGAL

The legal department currently consists of eight (8) full-time lawyers. Stephen Hutchison heads the department as Membership Services Coordinator. The legal department is supported by a full-time paralegal and 3.0 FTE in legal administrative support.

This year the HSA legal department welcomed Christina Batstone as full-time

legal counsel and Ashley Noyes to the Records Archivist position. Bruce Wilkins has taken a temporary leave of absence and returned to the Labour Relations Board to assist the Board in adjudicating a large backlog of outstanding cases.

Department Activity

It has been another busy year for the legal department. 478 case files were transferred to the legal department in 2025. This is a significant increase from the 184 case files that the department saw in 2024.

We have concluded 154 case files in 2025 and recovered over \$750,000 for members through mediated or negotiated settlements.

The department continues to provide assistance to members with Regulatory Colleges complaints.

The department also reviews all Personal Information Protection Act (PIPA) requests and provides support to the Privacy Officer in privacy matters.

Health Science Professionals Office of Arbitration ("HSPOA")

The HSPOA process is up and running and grievances proceeding through this process are submitted to a portal that can be accessed by both HSA and HEABC. Files submitted through the process make their way onto a regularly scheduled case management meeting agenda. The case management meetings are held every two weeks. Files are discussed between the Registrar, Lisa Southern, and counsel and a schedule for the arbitration process is set which includes the timely exchange of case particulars and document disclosure.

In addition, the HSPOA process is being used to troubleshoot a large number of outstanding classification grievances.

CLASSIFICATIONS

The regular staffing complement of HSA classifications department in 2025 was 6.0 FTE Labour Relations Officers, 1.75 FTE Administrative Assistants, guided by Membership Services Coordinator Derek Wong.

In 2025, 422 employer job description submissions were received for review. Since the full implementation of the new HSPBA profile-based classification system, the employer job description submissions are notably more problematic, with approximately a third of the job descriptions resulting in grievance objections being filed.

We have seen significant year over year growth of classifications disputes as follows:

- 2023 – 319 new files opened
- 2024 – 527 new files opened
- 2025 – 896 new files opened

Having added an additional full-time Labour Relations Officer for 2025, the classifications department was also able to increase the number of files resolved as follows:

- 2023 – 224 files concluded
- 2024 – 304 files concluded
- 2025 – 503 files concluded

The 2025 classifications grievance resolutions saw HSA members receiving lump sum and/or retroactive salary adjustment payments totaling over \$531,000 and ongoing pay increases of over \$116,000 per annum.

As of the end of 2025, HSA Classifications

was in conduct of 1,365 open and active grievance files.

DISABILITY MANAGEMENT

The disability management (DM) department has undergone significant growth and change over the past year. As part of HSA's internal reorganization, the DM department was expanded to support membership in the areas of disability management, Worksafe BC (WCB) and Long-Term Disability (LTD) appeals, and Occupational Health and Safety (OHS).

The DM department has two Membership Services Coordinators, Alka Kundi and Leah Kawa, both working under the leadership of the Director of Disability Management, Alison Hietanen.

Disability Management RTW/DTA/EDMP/EIP

In 2025, the Disability Management Department experienced steady growth alongside increasing complexity in its work. The number of active Enhanced Disability Management Program (EDMP) files rose from 1,285 in January to 1,391 by December, reflecting sustained demand for support services. Over the course of the year, the DM team opened 1,405 new EDMP files and successfully closed 1,226 files.

Both the volume and complexity of cases remained high, reflecting the need for more members to receive support to stay at work or return after illness or injury. The department's 7 Duty to Accommodate Labour Relations Officers, 14 EDMP Representatives, and 3 constituent union EDMP Representatives all noted that cases are increasingly complex, often involving a combination of medical, insurance, workplace, and interpersonal issues.

Disability Management Program	Monies Recovered
Duty to Accomodate	\$146,771.73
WorkSafeBC Appeals	\$5,635,643.93
LTD Appeals	\$29,947,645.07

The Early Intervention Program (EIP), part of the Community Social Services collective agreement, also grew in 2025. EIP files increased from 37 in January to 56 by December, a 51% rise. This growth shows both the difficult environment members face and greater awareness of the importance of early support. The increase in participation highlights the importance of addressing health concerns early, before they become long-term disabilities.

Our DTA LROs are filing more grievances than ever due to employers violating the collective agreement and our members' human rights. These grievances are essential to protect members' rights and ensure fair treatment. Last year, we resolved many grievances, which put \$146, 771.73 back into our members' pockets, money that rightfully belongs to them.

Mental health remains the leading cause of disability-related absences and accommodation needs. About half of all members who leave work or need accommodation do so because of mental health conditions. Discussions at Regional Meetings highlighted ongoing issues: heavy workloads, staffing shortages, recruitment difficulties, strained workplace relationships, and uncertainty in the

health care system. These pressures are causing greater anxiety, fatigue, emotional exhaustion, and reduced capacity among members. The overall psychological impact is clear and continues to increase demand for disability management resources.

We appointed some new EDMP Representatives last year. Nicole LeDuc now supports Northern and Interior Health; Erika Taylor joined Island Health; Julia Blair was appointed to the Providence Health Authority; and Persis Gonsalves was appointed to Fraser Health. These appointments help address caseload growth and ensure continued support for members.

EDMP processes are being streamlined to enable members to access services more promptly. Fraser Health and Interior Health, along with LifeMark, now use electronic authorization forms, enabling members to receive support more quickly. The Occupational Fitness Assessment form can now be completed by many different treatment providers, not just a physician, which is important since many members lack a family doctor. West Coast Medical Imaging also partnered with the Disability Management Institute to collect medical information independently from employers, improving confidentiality and trust in the process.

Education and outreach were top priorities in 2025. EDMP Administrators participated in “Basic Steward” and “Supervisors in the Union” workshops to improve understanding of accommodation and return-to-work processes. Lead Stewards increasingly requested on-site education sessions, as many members learn about disability management support only when they need it. In October, the annual EDMP Regional Representative training brought together representatives from across the province for three days of skill-building, knowledge sharing, and strategic planning. Ongoing education ensures that EDMP Representatives are knowledgeable and reliable first contacts for members.

In summary, 2025 saw higher demand, more mental health-related absences, greater case complexity, and increased early intervention. Despite these challenges, the Disability Management Department continues to modernize processes and strengthen education, ensuring members receive timely, coordinated, and compassionate support, both while off work and upon return.

WCB/LTD Advocacy

The Disability Management Department’s advocacy work is maintained by a team of 6.271 FTE, including advocates and administrative support. These individuals are responsible for assisting members with appeals relating to the denial of WCB or LTD benefits.

In 2025, 70 new files were opened, representing a 23% increase over last year. While the total number of files varies over the year, we reached a maximum of 165 files in 2025. The increasing complexity of these files continues to demand

greater time and resources to achieve the best results for members. In particular, the appeal of claims denying mental health injuries continues to increase. Approximately 36% percent of open claims this year involved mental health as the primary injury for which compensation was being sought. Claims involving repetitive strain injuries also made up a significant proportion of appeal files. Both types of claims are complex in nature and require significant investment of time and resources to address complex medical-legal issues, which are critical to advancing a successful appeal. Although fewer in number, we continued to see claims related to COVID and long COVID in 2025, raising unique issues that we advanced through the appeal process.

Success rates on WCB files remain high. In 2025, our advocates obtained 64 successful decisions, resulting in a monetary value to members of \$5,635,643.93. This figure is down slightly from last year and likely reflects the fact that WCB is taking longer to implement successful appeals, resulting in a delay in payment despite the successful outcome of our appeal.

With respect to LTD appeals, 40 new files were opened, doubling the number from last year and bringing the 2025 year-end total to 58 active LTD files. The 16 successful appeals this year represented a monetary value of \$ 29,947,645.07. In addition, we advanced 7 decisions to the Claims Review Committee for final adjudication. Although none of these were successful, they are noteworthy because the union provides significant financial support to members who pursue this final avenue of appeal against the denial of their LTD claims.

Through our LTD Plan Advisory Committee,

HSA continued to meet regularly with the employer, the third-party administrator, and the insurance company to identify and address LTD adjudication concerns and improve processes for our members. Discussions throughout 2025 led to unique cases being examined with greater nuance by claims adjudicators.

We have also been active in advocating for members vis-à-vis benefit providers. Through informal channels, we have addressed member concerns regarding extended health benefits. In 2025, this included enrolment and assistance with questions relating to claims under the supplemental Mental Health Support fund. On a broader scale, we attended the National Union of Public and General Employees (NUPGE) benefits working group meeting to learn about benefit issues being faced by constituent unions across the country.

Beyond appellate work, advocates have continued to provide general advice on unique inquiries relating to WCB, LTD, and benefit issues, as well as presenting at educational training sessions for stewards and EDMP representatives. Advocates have also attended educational presentations to expand their professional skills in labour and administrative law, as well as participating in the BC Federation of Labour's Workers' Compensation Advocacy Working Group.

Occupational Health and Safety

In this area, two Senior Occupational Health and Safety (OHS) LROs support members and chapters with education and training. Violence prevention and psychological health and safety have been significant areas of concern, and staff have been busy

supporting members in relation to these issues.

This year, the OHS LROs were heavily involved in member education, facilitating two levels of OHS steward training for new and experienced OHS stewards and Joint Occupational Health & Safety committee members, as well as presenting at chapter meetings throughout the province on topics such as general safety and psychological health and safety. They also contributed to training sessions for new EDMP representatives. They facilitated/co-facilitated sessions on psychological health and safety and cultural safety as part of the Learn and Grow series for stewards. They oversaw the promotion, recruitment, and participation of members at the annual CMHA Bottom Line Conference.

Lastly, the OHS group, including the OHS committee, planned and delivered the biennial OHS Conference, held on February 5-6, 2026. This was the largest conference in the event's 18-year history, with 85 members from across the province participating. The theme of the conference was "Psychological Health and Safety is Health and Safety". OHS LROs brought to this conference knowledge and learning gained from their attendance at the Australian Psychological Health and Safety Conference, which they attended virtually in 2025. Notably, the knowledge and connections developed through that attendance proved useful in creating content for the OHS conference and in securing exceptional speakers for this event.

OHS LROs also serve as representatives on various provincial committees. This includes psychological health and safety working groups and violence prevention

committees. They are also present at the BC Federation of Labour's OHS Standing Committee and various subcommittees. Other committee obligations include the SWITCH BC Board of Directors, the Technical Advisory Committee, and subcommittees and working groups for violence prevention, psychological health and safety, and the implementation of the OHS Resource Centre. HSA also participates in the bi-annual OHS caucus with OHS staff from all major health care unions.

Through HSA's work with SWITCH BC (the provincial organization dedicated to health and safety in health care), we have advanced several significant initiatives, including the Provincial Violence Curriculum refresh (PVPC), the implementation of the OHS Resource Centre, and the development of psychological health and safety resources.

The online portion of the PVPC reached full completion and testing in 2025 and was implemented across all public health authorities as of February 2026. The second component of the revised PVPC is currently mid-development and is planned for full implementation in late 2026.

The OHS Resource Centre has been fully implemented at Providence Health, Island Health, and Vancouver Coastal Health. Interior Health and Northern Health are halfway through implementation, and planning for implementation at Fraser Health has recently gotten underway. The program is expected to be online for all healthcare workers in the next 12 to 18 months, including Provincial Health Services and affiliates.

Advancements are also being made regarding the development of psychological health and safety resources. The past year has involved analyzing extensive data and developing resources for Joint Occupational Health and Safety committees. From this, SWITCH BC has been developing a digital toolkit of resources and is seeking participants to do an initial pilot. SWITCH BC has received strong uptake from Joint Health and Safety committees willing to participate.

HSA has been an active participant in information-gathering sessions, pre-consultations, and education sessions where WCB has sought input on proposed changes to the Occupational Health and Safety Regulations, including additional regulations promoting psychological health and safety. In addition to participating in regulatory initiatives, we provide support as a liaison with WCB prevention officers, Joint Occupational Health and Safety committees, and servicing LROs. OHS staff also review prevention decisions and related appeals to WCB's RD and to WCAT.

In addition to SWITCH BC, HSA is active with the Community Social Services Health and Safety Association. This association caters to the unique and high-risk environment of community social services and its various fields. HSA representatives sit on the Board of Directors and the technical advisory committee of this group. The association has worked to develop resources for safety education and training in a variety of areas, including violence prevention, JOSH committees, and psychological health and safety.

SPECIAL PROJECT FUNDING

2024-2025 \$400,000 Professional Development Fund

The 2024/2025 fund of \$400K opened in July of 2024. 462 applications were received and approved.

Pursuant to the HSPBA collective agreement reached February 20, 2026 the value of this annual fund will be increased to \$600,000 annually commencing in 2027.

2024-2025 Professional Enhancement Bursary \$4 million

This bursary is now closed. This last allotment launched on November 20, 2024, for September 1, 2024 to August 31, 2025. Applications for education taken during that period were processed until January of 2026. 1,372 applications were funded across 51 professional disciplines. Just over 50% of the applications were from five professional disciplines - social work, disciplines allied to social work, occupational therapy, physiotherapy and pharmacy.

A new fund of \$3.5 million now has been established within the 2025-2029 HSPBA collective agreement.

Further details will be forthcoming and we urge members of all disciplines to avail themselves of this opportunity for professional development, as well as the \$400,000 Professional Development Fund for 2026.

Professional Fees Fund

The work on the professional fees fund which was available under the 2022-

2025 HSPBA collective agreement is now complete and the next step has been determined by bargaining. The Professional Fees Fund for 2023, 2024, and 2025 was a one-time fund that flowed from the last round of bargaining with some "seed money" directly from bargaining and a further infusion subsequent to bargaining. It was up to HSA to develop a process to distribute the monies to the members in a fair and equitable fashion. The money was distributed for the first 2 years by reimbursing receipts for eligible fees from members applying in the calendar year. Members applied through the website via electronic application.

We were able to gain greater information on our members, and the breakdown of mandatory and voluntary fees they are responsible for. There was an increase in applications paid out from 2023 to 2024 of about 5%, but a drop off in 2025 to about 78% of applications compared to the previous year.

Approximately 50% of members were reimbursed through this fund. We currently have 8 professions that pay mandatory fees. That number will increase by a further 5 professions in November 2027 as regulated professions expand to include respiratory therapy, medical laboratory technologists, radiation therapists, psychotherapists and perfusionists. Other professions earmarked for regulation (with no date set) are radiological technologists, diagnostic medical sonographers, magnetic resonance imaging technologists, nuclear medicine technologists, and anaesthesia assistants.

This fund has proven to be important to our members. A number of professional associations increased their fees in 2025

and many are planning to further increase fees in 2026. Some have also adjusted the fee funding windows for 2025 or are moving them for the 2026 year as they attempt to align funding windows for multiple professional colleges under their umbrella.

As a result of the information gathered, we have successfully negotiated professional fee reimbursement into the 2025-2029 collective agreement for all HSPBA members within regulated professions. These members will be eligible for mandatory reimbursement directly from their employer, effective 2027.

This is an area we will look to expand on in future rounds of bargaining. We urge members who are not in the regulated professions to remain mindful of the additional protection found in Appendix 28 of the HSPBA collective agreement, as it identifies further circumstances where employers will be required to reimburse members for their professional fees.

Dedicated Steward Time

FTEs achieved at the last round of bargaining were allocated and are working well. The topic of dedicated steward time was a priority for the bargaining committee, and an increase to dedicated steward time was secured in the 2025-2029 HSPBA collective agreement.

JOINT HEALTH SCIENCE BENEFIT TRUST (JHSBT)

Information about current benefits, as well as information on governance and the financial standing of the Trust may be found at the JHSBT website at www.jhsbt.ca. Last year I provided the following information for members and I am pleased

to provide it again. The JHSBT website is designed to give members information on the Trust, including its structures, policies, annual reports, and financial statements, in accordance with the JHSBT trust agreement. The website also lists the JHSBT service providers who assist in managing the operation of the Trust, along with links to claims paying agents, Pacific Blue Cross and Canada Life, and third-party administrator HBT. There you will also find a review of the history of the Trust.

The JHSBT HSA Trustees understand the need to provide information on how members can access information about both benefits and the steps to apply and receive benefits or ask for a review of decisions made by benefit providers. The following websites are a good place to gather this information:

- Your benefits booklet and benefits-at-a-glance quick reference can be viewed at: <https://www.jhsbt.ca/your-benefits/>
- For general extended health or dental benefit questions: <https://www.pac.bluecross.ca/member-privileges/how-can-we-help-you/>
- For your specific extended health or dental benefits coverages: <https://service.pac.bluecross.ca/member/login/>
- For information on life insurance, AD&D or LTD, please contact your employer or your union's EDMP Regional Representative

The JHSBT website provides an opportunity for members to provide feedback, comments or questions to the JHSBT through contact@jhsbt.ca. Benefit redesign continues to be investigated by the Benefit Design Review Committee.

We can advise that the Benefit Design Review Committee of the JHSBT Trustees is meeting, and plans are underway for a survey to be sent to beneficiaries. Focus groups are also to be conducted and planning is underway to have this outreach begin this year. The JHSBT HSA trustees on the Benefit Design Review Committee have also reviewed and taken notice of the various bargaining proposals which were brought forward through the HSPBA bargaining proposal conference at their request. Both increases to the Employer Contribution Rate and a review process have been secured. It is important to note that any benefit redesign that increases cost must be carefully weighed, given the rising costs of many medical plans including dental and paramedical costs. The primary responsibility and top priority of the Trustees of the JHSBT is to ensure that the plan remains healthy and solvent, particularly in an unstable investment climate. We know how important these benefits are to members.

Additional Monies for Mental Health Supports

In 2024, the BC Ministry of Health provided the Health Science Professionals Bargaining Association (HSPBA) with a one-time grant of monies partially designated to establish mental health support services for Health Science Professionals. The HSPBA worked with the JHSBT to implement a process for eligible members to access additional benefits to support their mental wellbeing to provide supplementary funding for additional registered psychology and counselling services over and above the current \$900 annual benefit, and includes registered social worker services, registered dietitian services, and digital cognitive behavioural therapy. The supplementary

funding is administered by the HSA, and we encourage members to access these benefits as needed.

HSPBA members' comments and feedback are always welcome through contact@jhsbt.ca.

SUMMARY

From year to year, we promote the elimination of barriers for equity-seeking members, organize the unorganized, bring contract workers into the bargaining unit, strenuously pursue all meritorious grievances, which include numerous classification disputes and an increasing number of discipline grievances. We have administered millions of dollars to promote professional development and reimburse professional fees, protect our members with strong disability management programs and secure occupational health and safety protection in the workplace.

*“Constant, slow movement teaches us to
keep working
like a small creek that stays clear,
that doesn't stagnate, but finds a way
through numerous details, deliberately.”*

– Rumi

Respectfully submitted,
Jeanne Meyers
Executive Director/General Counsel

Finances

Report of the Finance Committee

The Finance Committee is comprised of your peers.

The work of the Committee involves the following:

- Hearing appeals from members on their union leaves and expense claims, as well as responding to requests which do not fall within the financial policies;
 - Approving of any expenditure requests from the union that were not budgeted and exceed \$5,000, and making recommendations to the Board of Directors for any requests of more than \$15,000;
 - Responding to any resolutions passed at the 2025 HSA Annual Convention, applicable to financial policies, as they became effective at the close of convention on April 11, 2025;
 - Reviewing the monthly financial statements and comparing the actual expenditures against the approved budget, to ensure our finances are on track and sustainable;
 - We review our investment portfolio, managed by Genus Capital Management Inc., who have been providing sustainable investment management strategies for Canadians since 1994. Our current portfolio holdings with Genus can be found at the end of my report;
- We review the Board and the President's annual expenditures, to ensure adherence to our policies, our social and responsible spending guidelines and are properly supported.

Our Auditors, MNP, met with the Finance Committee on March 2, 2026, post audit. They provided an independent review of our accounting department, books, and records. I am pleased to say we received a clean audit rating, which in Auditor's language means we are operating within all management approved reporting systems, working within internal controls, and all money is accounted for.

General Fund

The General Fund pays for the day-to-day operations of the union. This fund receives 95% of our dues revenue, and we maintain a healthy cash balance, topped up by investment income, to ensure that we have enough funds to cover three months of operating expenses. The General Fund at the end of 2025 had a balance of \$4.4M. This includes internally restricted funds of \$271.6K that the Board of Directors set aside for specific items and expenditures that are scheduled for 2026. The General Fund transferred \$164K to the Defense Fund, in preparation for future HVAC replacement on the office building.

Bargaining Fund

The Bargaining Fund is used for negotiating collective agreements, organizing new members, retaining existing members, and other bargaining-related activities. This fund is allocated 2.5% of dues and made additional investment income of \$200K. Bargaining negotiations commenced in 2025 and continued past the end of the year. Bargaining-related expenses totaled \$2.5M with a further \$651K spent on advertising campaigns. Bargaining-related expenses include negotiation of collective agreements, meeting costs, legal fees, and staff wages.

As we look forward in 2026, we needed to ensure the costs of negotiations for each of our contracts are covered. We seeded the Fund with enough reserves to cover those future anticipated expenses. Therefore, we have transferred \$1.5M from the Defense Fund reserves to meet those needs.

Defense Fund

The Defense Fund is allocated 2.5% of dues and earned additional investment income in 2025 of \$500K. This fund pays for items relating to our office headquarters at 180 East Columbia Street in New Westminster, such as property taxes, building insurance, and interest on the mortgage. It also serves as our strike fund resource, to be available in the event of job action. The union's property is our collateral if we need to draw on our line of credit. The Defense Fund had a balance of \$7.3M at the close of 2025.

Our target strike fund goal is currently set at \$13M. This represents an essential service level of 50% of the members for two weeks at a minimum wage rate of \$18 per hour.

During 2025, our Defense Fund gained \$600K in income after expenses, closing the year with \$8.6M in reserves. It is from this reserve that we transferred \$1.5M to the Bargaining Fund.

Our mortgage is held with Community Savings Credit Union, (formerly Vancity Credit Union) against our building. \$6.0M expires June 15, 2027, with a fixed interest rate of 4.45%. Since its inception in 2014, \$4.0M has been repaid.

Investments

The markets rebounded in 2024 and continued to do so in 2025. Our investment portfolio closed the year with a valuation of \$7.75M, a \$938K increase over 2024. This included a recovery in market value of \$248K and interest and dividend earnings of \$835K. Our portfolio is spread over all funds with the bulk of the investments held with the Defense Fund.

A list of our portfolio holdings is included at the end of this report.

Member Support Funds

We have various member support funds available for our members. Also referred to as Deferred Contributions, the available funds are:

- Climate Relief Disaster Fund
- Mental Health Supports Fund (HSPBA)
- Professional Bodies Fee Fund (HSPBA)
- Enhanced Professional Development Fund (HSPBA)
- Employer Paid Steward Time
- Professional Development (annual \$400K HSPBA)

- EDMP Fund
- NBA Funds, including Mental Health Supports

Listed in Note 4. Deferred Contributions, in the Audited Financial Statements, the details of each fund, with a summary of the annual activity is listed. We invest these funds in term deposits to maximize interest earnings where possible.

Budget 2026

Budgeting for any year is a no small feat. Done in collaboration with the management team, each item must align with our strategic plan which requires tying together our mission, that HSA is a collective voice, proudly advancing and defending members' rights and interests in our workplaces, communities, and society, with our vision: respectful workplaces where our members provide health care and social services with professional pride. The budget must also incorporate the direction from members through resolutions passed at convention.

For 2026, the budget increased due to higher member participation at convention, regional meetings, and other events. Union governance costs were budgeted higher to cover new equity committees and allow for more board or director activities and member engagement.

The budget for 2026 includes an increase for attendance at the BC Federation of Labour convention and the CLC convention. \$1M more was budgeted to assist in legal and disability management, to address the ever-increasing case files. This budget projects a \$160K surplus on \$34.6M receipts.

I would like to acknowledge and thank the Finance Committee members:

- Caroline Widgiz (Region 8 Director)
- Matthew Miller (Region 1 Director)
- Sharan Sahota (Region 7 Member at Large)

as well as the staff support:

- Cathy Davidson (Executive Director, staff support)
- Baily Sheilds (Administrative Assistant, staff support)
- Christine Singh (Manager of Accounting)
- Kenji Amor (Payroll Administrator)
- Accounting Staff:
- Eleanor Arcalas
- Otgon Dashdavaa
- Joy Opiana
- Faye Tin

Your dedication and support to the Finance Committee as well as the members has not gone unnoticed.

Respectfully submitted,
Brooke Carter
Secretary-Treasurer, Region 2 Director

Securities held with Genus Capital Management

Bonds, T-Bills & Trusts

- Canadian T-Bill
- Canadian Fossil Free Plus Corporate Bond
- Canadian Government Bonds
- Global Impact Bonds

As of December 31, 2025, our holdings included the following:

Canadian Equity Holdings

- Angico-Eagle Mines Ltd.
- Aritzia Inc. Subordinate voting shares
- Badger Infrastructure Solutions Ltd.
- Bank of Montreal
- Celestica Inc.
- Constellation Software Inc. – warrants
- Dollarama Inc.
- Empire Ltd, - Class A
- Gildan Activewear Inc.
- IA Financial Corporation Inc.
- IGM Financial Inc.
- Metro Inc. Class A
- National Bank of Canada
- North West Co. Inc.
- OR Royalties Inc.
- Quebecor Inc. Class B
- Shopify Inc.
- Stella-Jones inc.

Global Equity Holdings

- Daifuku Co. Ltd.
- Trane Technologies Plc

U.S. Equity Holdings

- AbbVie Inc.
- Acuity Brands Inc.
- Ameriprise Financial Inc.
- Amgen Inc.
- Analog Devices Inc.
- Asics Corp

- Bank of New York Mellon Corp/The
- Broadcom Inc.
- Cisco Systems Inc.
- Commercial Metals Co.
- Corning Inc.
- Cummins Engine
- Ecolab Inc.
- EMCOR Group inc.
- Expedia Inc.
- GE Vernova Inc.
- Gilead Sciences inc.
- IDEXX Laboratories Inc.
- International Business Machines Corp
- NVIDIA Corp.
- Ralph Lauren Corp
- Seagate Technology
- TE Connectivity PLC

International Holdings

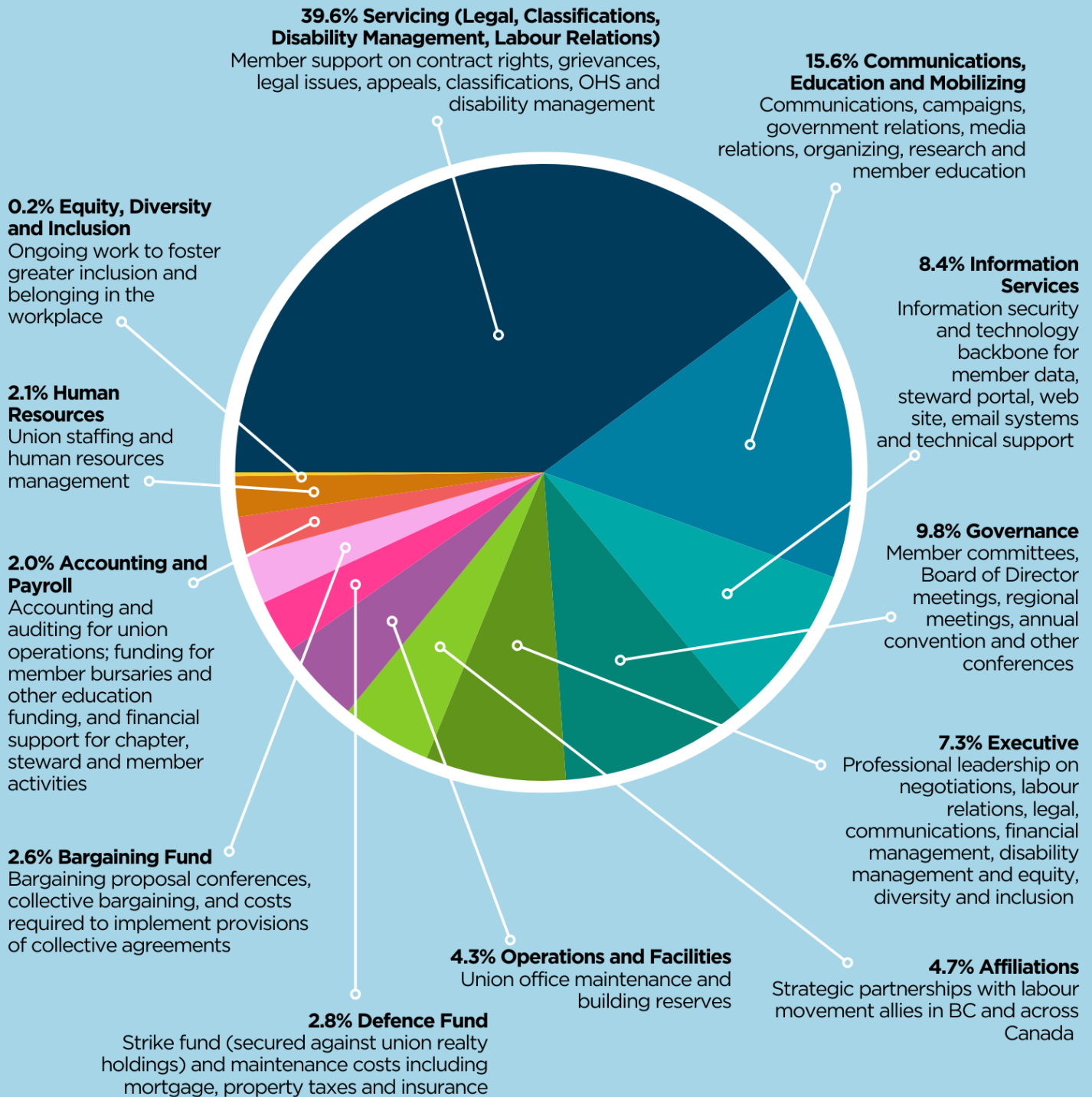
- Aena SME SA – ADR
- Boc Hong Kong Holdings Ltd, ADR
- Daiwa House Industrial – ADR
- DBS Group Holdings Ltd.
- Erste Group Bank AG – ADR
- Informa PLC
- J Sainsbury PLC – ADR
- Koninklijke Ahold Delhaize VN – ADR
- Koninklijke KPN NV – ADR
- Mitsubishi Electric Corp. – ADR
- MS&AD Insurance Group Holdings Inc.
- NN Group NV
- Singapore Telecommunication Ltd.

Holdings divested from in early 2026:

- Gildan Activewear Inc.
- Cisco Systems Inc.
- Expedia Inc.

Your HSA Union Dollar

Curious about how your dues are used to support you and other HSA members? Here's how one dollar in union dues is used:



Financial Statements

Health Sciences Association of British Columbia Summarized Financial Statements

For the year ended December 31, 2025

Health Sciences Association of British Columbia Contents

For the year ended December 31, 2025

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Report of the Independent Auditor on the Summary Financial Statements



To the Members of Health Sciences Association of British Columbia:

Opinion

The summary financial statements, which comprise the summary statement of financial position as at December 31, 2025, and the summary statements of operations and changes in fund balances and cash flows for the year then ended, are derived from the audited financial statements of Health Sciences Association of British Columbia (the "Association") for the year ended December 31, 2025.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the criteria applied by management in the preparation of the summary financial statements.

Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations applied in the preparation of the audited financial statements of the Association. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon.

The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated March 3, 2026.

Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements in accordance with the criteria applied by management in the preparation of the summary financial statements.

Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standards (CAS) 810, *Engagements to Report on Summary Financial Statements*.

Port Moody, British Columbia

March 3, 2026

Chartered Professional Accountants

Health Sciences Association of British Columbia

Summarized Statement of Financial Position

As at December 31, 2025

#	General Fund	Bargaining Fund	Defense Fund	2025 Total	2024 Total
Assets					
Current					
Cash and term deposits	1 \$ 1,359,371	\$ 54,502	\$ 134,960	\$ 1,548,833	\$ 3,497,405
Marketable securities (Note 3)	2 1,321,062	1,849,910	4,580,808	7,751,780	6,813,548
Dues receivable	3 2,427,313	63,877	63,877	2,555,066	2,276,659
Accounts receivable	4 552,778	485	1,201	554,463	176,048
Prepaid expenses and deposits	5 473,574	-	147,892	621,466	458,410
	6 6,134,098	1,968,773	4,928,738	13,031,609	13,222,069
Member Support Funds (Note 4)	7 20,898,702	-	-	20,898,702	22,073,626
Capital Assets (Note 5)	8 291,223	-	16,342,200	16,633,423	17,116,574
Total Assets	9 \$ 27,324,023	\$ 1,968,773	\$ 21,270,937	\$ 50,563,734	\$ 52,412,269
Liabilities and Fund Balances					
Current					
Accounts payable and accruals (Note 6)	10 \$ 2,239,711	\$ -	\$ -	\$ 2,239,711	\$ 1,635,812
Salaries payable (Note 7)	11 2,101,469	-	-	2,101,469	1,945,535
Line of credit - CSCU (Note 8)	12 1,506,943	-	-	1,506,943	-
Current portion of long-term debt (Note 9)	13 -	-	333,909	333,909	419,102
	14 5,848,123	-	333,909	6,182,033	4,000,450
Interfund balances	15 (8,831,146)	872,235	7,958,911	-	-
Employee future benefits (Note 10)	16 3,865,002	-	-	3,865,002	3,725,180
Deferred contributions (Note 4)	17 22,036,677	-	-	22,036,677	24,705,000
Long-term debt (Note 9)	18 -	-	5,704,242	5,704,242	5,904,313
	19 17,070,533	872,235	13,663,154	31,605,921	34,334,493
Fund Balances (Note 11)					
Invested in capital assets	20 291,223	-	2,679,046	2,970,269	4,175,862
Internally restricted	21 271,673	1,096,538	4,594,828	5,963,040	6,391,400
Unrestricted	22 3,842,471	-	-	3,842,471	3,510,065
	23 4,405,367	1,096,538	7,273,874	12,775,780	14,077,326
Total Liabilities and Fund Balances	24 \$ 27,324,023	\$ 1,968,773	\$ 21,270,937	\$ 50,563,734	\$ 52,412,269

See Accompanying Independent Auditor's Report and Notes to the Financial Statements

Approved on Behalf of the Board:



Sarah Kooner, President



Brooke Carter, Secretary-Treasurer

Health Sciences Association of British Columbia
Summarized Statement of Operations and Changes in Fund Balances
For the year ended December 31, 2025

		2025	2025	2025		Unaudited	Unaudited	
	#	General Fund	Bargaining Fund	Defense Fund	2025 Actual	2025 Budget	2026 Budget	2024 Actual
Receipts								
Dues	1	\$ 31,189,606	\$ 820,779	\$ 820,779	\$ 32,831,164	\$ 31,507,368	\$ 34,300,000	\$ 30,438,566
Initiation fees	2	41,225	-	-	41,225	38,000	40,000	41,390
Investment income and interest	3	139,507	199,161	496,579	835,247	195,150	198,750	573,054
Deferred contributions recognized	4	6,879,673	-	-	6,879,673	75,000	75,000	9,169,352
	5	38,250,011	1,019,941	1,317,358	40,587,310	31,815,518	34,613,750	40,222,361
Expenditures								
General Fund								
Executive	6	2,583,527	-	-	2,583,527	2,479,733	2,522,064	2,229,502
Union governance	7	3,396,448	-	-	3,396,448	2,700,645	3,405,110	3,022,299
Affiliations	8	8,292,048	-	-	8,292,048	1,305,895	1,623,039	10,411,713
Legal services and labour relations	9	12,953,238	-	-	12,953,238	12,750,785	13,715,418	12,381,212
Strategic communications and member development	10	4,871,430	-	-	4,871,430	5,319,935	5,412,487	4,607,741
Office management and information services	11	4,209,465	-	-	4,209,465	3,893,708	4,292,599	3,692,127
Accounting and payroll	12	797,354	-	-	797,354	661,344	708,696	639,221
Equity, diversity, inclusion and accessibility	13	159,350	-	-	159,350	180,250	77,000	221,857
Human resources	14	678,396	-	-	678,396	649,974	712,238	607,567
Bargaining Fund	15	-	3,129,138	-	3,129,138	826,584	897,000	1,629,241
Defense Fund	16	-	-	546,051	546,051	877,684	955,000	494,510
	17	37,941,255	3,129,138	546,051	41,616,444	31,646,537	34,320,650	39,936,989
Excess (deficiency) of receipts over expenditures before other items	18	308,755	(2,109,197)	771,307	(1,029,134)	168,981	293,100	285,372
Other Items								
Amortization expense	19	(186,495)	-	(333,662)	(520,157)	(132,986)	(132,835)	(517,740)
Unrealized gain on marketable securities	20	42,221	59,123	146,401	247,745	-	-	691,024
Excess (deficiency) of receipts over expenditures for the year	21	164,481	(2,050,074)	584,047	(1,301,546)	35,995	160,265	458,656
Fund balance, beginning of year	22	4,405,367	1,646,613	8,025,346	14,077,326	-	-	13,618,670
Internal fund transfers (Note 12)	23	(164,481)	1,500,000	(1,335,519)	-	-	-	-
Fund balance, end of year (Note 11)	24	\$ 4,405,367	\$ 1,096,538	\$ 7,273,874	\$ 12,775,780	\$ -	\$ -	\$ 14,077,326

See Accompanying Independent Auditor's Report and Notes to the Financial Statements

Health Sciences Association of British Columbia
Summarized Statement of Cash Flows
For the year ended December 31, 2025

	2025	2024
Operating activities		
Excess (deficiency) of receipts over expenditures for the year	\$ (1,301,546)	\$ 458,656
Items not involving cash:		
Gain on sale of capital assets	(228)	(140)
Gain on sale of marketable securities	(705,383)	(399,136)
Amortization expense	520,157	517,740
Recovery of fair value of marketable securities	(247,745)	(691,024)
Operating cash flow	(1,734,745)	(113,904)
Changes in non-cash working capital		
Dues receivable	(278,408)	(31,465)
Accounts receivable	(379,029)	(139,701)
Accrued interest receivable	614	869
Prepaid expenses and deposits	(163,056)	28,409
Accounts payable and accruals	603,898	388,162
Salaries payable	155,934	(18,413)
Cash provided by (used in) operating activities	(1,794,793)	113,958
Investing activities		
Member Supports Funds	1,174,925	(7,771,698)
Net proceeds (purchases) of marketable securities	14,896	(274,213)
Purchase of capital assets, net of proceeds on disposal	(36,778)	(588,253)
Cash used in investing activities	1,153,042	(8,634,163)
Financing activities		
Increase in line of credit	1,506,943	-
Increase in severance payable	139,820	322,480
Decrease in mortgage payable	(285,263)	(416,561)
Increase (decrease) in deferred contributions	(2,668,322)	9,547,147
Cash provided by (used in) financing activities	(1,306,821)	9,453,065
Inflow (outflow) of cash for the year	(1,948,572)	932,860
Cash and term deposits, beginning of year	3,497,405	2,564,545
Cash and term deposits, end of year	\$ 1,548,833	\$ 3,497,405
Represented by		
Cash in bank, Line 1	1,046,973	2,995,544
Term deposits, Line 2	501,860	501,860
	\$ 1,548,833	\$ 3,497,405

See Accompanying Independent Auditor's Report and Notes to the Financial Statements

Health Sciences Association of British Columbia

Notes to the Summarized Financial Statements

For the year ended December 31, 2025

1. Association

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

2. Significant accounting policies

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

Fund accounting

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

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

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

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

Cash and term deposits

Cash and term deposits includes balances with banks and various term deposits totalling \$501,860 (2024 - \$501,860) bearing interest at 3.25% (2024 - 3.25%) maturing in November 2026.

Marketable securities

Marketable securities with prices quoted in an active market are measured at fair value while those that are not quoted in an active market are measured at cost less impairment. They consist of Canadian and US equities, government and corporate bonds, and international equities, which are all traded in the public markets. Changes in fair value are recorded immediately in the excess (deficiency) of receipts over expenses.

Member support funds

Member support funds consist of funds received from various sources set aside for member's professional development and licensing costs. Eligible members may request reimbursement for costs incurred related to professional development and licensing. These funds are set aside in separate bank accounts and term deposits to ensure they are appropriately segregated from operating cash.

Capital assets

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

	Rate
Building	50 years
Computer equipment	4 years
Furniture and equipment	5 years
Telephone equipment	5 years

Health Sciences Association of British Columbia

Notes to the Summarized Financial Statements

For the year ended December 31, 2025

2. Significant accounting policies (Continued from previous page)

Long-lived assets

Long-lived assets consist of computer equipment, furniture and equipment, telephone equipment, and buildings. Long-lived assets held for use are measured and amortized as described in the applicable accounting policies.

The Association performs impairment testing on long-lived assets held for use whenever events or changes in circumstances indicate that the carrying amount of an asset, or group of assets, may not be recoverable. Impairment is measured as the amount by which the asset's carrying value exceeds its fair value. Prices for similar items are used to measure fair value of long-lived assets. Any impairment is included in excess (deficiency) of receipts over expenditures for the period.

Financial asset impairment

The Association assesses impairment of all its financial assets measured at cost or amortized cost. The Association groups assets for impairment testing when available information is not sufficient to permit identification of each individually impaired financial asset in the group. Management considers whether the issuer is having significant financial difficulty; whether there has been a breach in contract, such as a default or delinquency in interest or principal payments in determining whether objective evidence of impairment exists. When there is an indication of impairment, the Association determines whether it has resulted in a significant adverse change in the expected timing or amount of future cash flows during the year. If so, the Association reduces the carrying amount of any impaired financial assets to the highest of: the present value of cash flows expected to be generated by holding the assets; the amount that could be realized by selling the assets; and the amount expected to be realized by exercising any rights to collateral held against those assets. Any impairment, which is not considered temporary, is included in excess (deficiency) of receipts over expenditures for the period.

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

Employee future benefits

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

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

Revenue recognition

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

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

Externally restricted contributions received that do not have a corresponding fund are recorded as revenue in the general fund in the year in which the related expenses are incurred and recognized.

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

Health Sciences Association of British Columbia

Notes to the Summarized Financial Statements

For the year ended December 31, 2025

2. Significant accounting policies (Continued from previous page)

Financial instruments

The Association recognizes its financial instruments when the Association becomes party to the contractual provisions of the financial instrument.

Arm's length financial instruments

Financial instruments originated/acquired or issued/assumed in an arm's length transaction ("arm's length financial instruments") are initially recorded at their fair value.

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

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

Related party financial instruments

The Association initially measures financial instruments originated/acquired or issued/assumed in a related party transaction ("related party financial instruments") at cost on initial recognition.

All other related party financial instruments are measured at cost on initial recognition. When the financial instrument has repayment terms, cost is determined using the undiscounted cash flows, excluding interest, dividend, variable and contingent payments, less any impairment losses previously recognized by the transferor. When the financial instrument does not have repayment terms, but the consideration transferred has repayment terms, cost is determined based on the repayment terms of the consideration transferred. When the financial instrument and the consideration transferred both do not have repayment terms, the cost is equal to the carrying or exchange amount of the consideration transferred or received.

At initial recognition, the Association may elect to subsequently measure related party debt instruments that are quoted in active market, or that have observable inputs significant to the determination of fair value, at fair value.

The Association has not made such an election during the year, thus all such related party debt instruments are subsequently measured at amortized cost.

Transaction costs and financing fees directly attributable to the origination, acquisition, issuance or assumption of related party financial instruments are immediately recognized in excess (deficiency) of receipts over expenditures.

Measurement uncertainty

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

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

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

Association's accounting for cloud computing arrangement

The Association has applied the simplification approach to account for expenditures in a cloud computing arrangement. Under the simplification approach, the Association recognizes expenditures related to the elements in the cloud computing arrangement as an expense as incurred. The total expenditures incurred in the current year under this approach were below the Association's materiality threshold and did not result in the recognition of an intangible asset.

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

For the year ended December 31, 2025

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

Foreign currency translation

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

3. Marketable securities

	2025	2025	2024	2024
	Market	Cost	Market	Cost
	Value		Value	
Canadian equities	1,461,776	938,560	1,082,701	711,948
Government and corporate bonds	2,618,680	2,586,422	2,548,766	2,488,637
US equities, stated in Canadian dollars	2,406,125	1,765,596	2,207,071	1,552,903
Other investments	1,265,199	981,068	975,010	833,682
	7,751,780	6,271,646	6,813,548	5,587,170

As at December 31, 2025, the total realized gain for the year on sale of marketable securities included with investment receipts on the statement of operations is \$705,383 (2024 - \$399,136).

4. Deferred Contributions

	2025	2024
Climate Relief Disaster Fund		
Opening	102,743	-
Transfer from Mental Wellness and Professional Development Supports Fund	-	100,000
Interest received	4,506	2,743
	107,249	102,743
Mental Wellness and Professional Development Supports Fund		
Opening	12,544,516	-
Funds received by HSA	-	16,312,800
Interest received	561,075	335,031
Expenditures	(1,039,186)	(3,315)
Transfer to Climate Relief Disaster Fund	-	(100,000)
Transfer to HSPBA Professional Development (\$3 million Ministry of Health) Fund	-	(4,000,000)
Funds returned from constituent unions	3,382,200	-
	15,448,605	12,544,516
HSPBA Professional Bodies Fee Fund		
Opening	3,700,581	8,852,518
Interest received	72,054	232,614
Member reimbursements	(3,198,101)	(4,929,323)
HSA admin fees	(435,661)	(455,228)
	138,873	3,700,581

Note 4 continued on next page

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

For the year ended December 31, 2025

4. Deferred Contributions *(Continued from previous page)*

HSPBA Professional Development (\$3 million Ministry of Health) Fund		
Opening	5,151,547	3,630,340
Transfer from Mental Wellness and Professional Development Supports Fund	-	4,000,000
Interest received	134,563	190,386
Member reimbursements	(1,918,635)	(2,471,690)
HSA admin fees	(108,360)	(197,489)
	3,259,115	5,151,547
HSPBA Employer Paid Steward Time		
Opening	1,294,785	1,548,637
Interest received	23,999	45,307
Payments to constituent unions	-	(299,159)
Member reimbursements	(25,273)	-
	1,293,511	1,294,785
HSPBA Professional Development (annual \$400,000 per term of HSPBA CA) Fund		
Opening	232,044	666,249
Funds received by HSA	-	326,257
Interest received	3,399	9,538
Member reimbursements	(61,754)	(770,000)
	173,689	232,044
EDMP Fund		
Opening	409,209	287,901
Funds received by HSA	-	153,431
Interest received	7,407	8,226
Expenditures	(33,570)	(40,349)
	383,046	409,209
NBA Fund		
Opening	1,269,575	172,208
Funds received by HSA	-	1,077,150
Interest received	23,147	23,016
Expenditures	(60,133)	(2,799)
	1,232,589	1,269,575
Total deferred contributions	22,036,677	24,705,000

The remaining deferred contributions relating to HSPBA Professional Development Funds on the Statement of Financial Position are held in term deposits and interest bearing accounts. Total interest earned on these funds for the year ended December 31, 2025 was \$830,150 (2024 - \$846,861).

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

For the year ended December 31, 2025

5. Capital assets

	<i>Cost</i>	<i>Accumulated Amortization</i>	<i>2025 Net Book Value</i>	<i>2024 Net Book Value</i>
General fund				
Computer equipment	1,709,872	1,454,043	255,829	397,035
Furniture and equipment	1,081,961	1,046,567	35,394	43,678
Telephone equipment	173,701	173,701	-	-
	2,965,534	2,674,311	291,223	440,713
Defense fund				
Office Premise - 180 East Columbia Street				
Land	2,300,000	-	2,300,000	2,300,000
Building	17,630,888	3,588,688	14,042,200	14,375,861
	19,930,888	3,588,688	16,342,200	16,675,861
	22,896,422	6,262,999	16,633,423	17,116,574

6. Accounts payable and accruals

Accounts payable and accruals includes \$297,359 (2024 - \$108,890) of remittances payable to various government agencies.

7. Salaries payable

	<i>2025</i>	<i>2024</i>
Vacation	827,281	720,902
Accrued wages	185,097	236,406
Overtime and lieu time	1,089,091	988,227
	2,101,469	1,945,535

8. Line of credit

As at December 31, 2025, the Association has a Community Savings Credit Union operating line of credit available to a maximum of \$2,500,000 (2024 - Vancouver City Savings Credit Union operating line of credit available to a maximum of \$2,500,000) bearing interest at the financial institution's prime lending rate plus 1.00% (2024 - prime lending rate plus 0.25%). As at December 31, 2025, the Association had drawn \$1,506,943 against the facility (2024 - \$Nil). The line of credit is secured by the Association's land and building with a net book value of \$16,342,200 (2024 - \$16,675,861).

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

For the year ended December 31, 2025

9. Long-term debt

	2025	2024
Community Savings Credit Union Mortgage payable:		
Blended monthly payments of \$49,653 including principal and interest at 4.45% per annum (2024 - 3.25%) with a loan maturity date of June 15, 2027.	6,038,151	6,323,415
Less: current portion	(333,909)	(419,102)
	5,704,242	5,904,313

The Association's long-term debt is secured by a general security agreement providing a first charge over all assets of the Association and 100 East Columbia Street Properties Ltd. and an unlimited guarantee and postponement of claim by 100 East Columbia Street Properties Ltd. with respect to the debts and liabilities of the Association.

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

Years	Principal
2026	333,909
2027	348,599
2028	363,791
2029	381,014
2030 and thereafter	4,610,838
	6,038,151

10. Employee Future Benefits

Sabbatical	194,446	150,437
Severance	2,895,303	2,869,231
Sick pay payable upon severance of employment	775,253	705,512
	3,865,002	3,725,180

11. Fund balances

	Invested in capital assets	Internally restricted	Unrestricted	Fund Balances Total
Balance, January 1, 2024	4,352,289	5,643,441	3,622,940	13,618,670
Deficiency of receipts over expenditures	-	61,942	396,714	458,656
Net additions of capital assets	589,141	-	(589,141)	-
Internally restricted general funds	(247,080)	357,378	(110,298)	-
Capital asset amortization	(518,488)	328,639	189,849	-
Balance, December 31, 2024	4,175,862	6,391,400	3,510,064	14,077,326
Excess of receipts over expenditures	-	(1,466,027)	164,481	(1,301,546)
Net additions of capital assets	37,006	-	(37,006)	-
Internally restricted general funds	(722,442)	704,006	18,436	-
Capital asset amortization	(520,157)	333,661	186,496	-
Balance, December 31, 2025	2,970,269	5,963,040	3,842,471	12,775,780

Health Sciences Association of British Columbia

Notes to the Summarized Financial Statements

For the year ended December 31, 2025

12. Internal fund transfers

During the year, the Board of Directors approved interfund transfers totaling \$164,681 from the General Fund to the Defense Fund and \$1,500,000 from the Defence Fund to the Bargaining Fund.

13. Related party transactions

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

14. Financial instruments

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

Interest rate risk

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

Foreign currency risk

Foreign currency risk is the risk that the value of investments denominated in currencies, other than the functional currency of the Association, will fluctuate due to changes in foreign exchange rates. As at December 31, 2025, the Association held equity instruments denominated in U.S. dollars with the Canadian dollar equivalent fair value of \$2,406,125 (2024 - \$2,207,071)

Liquidity risk

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

Credit Risk

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

Other price risk

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

15. Comparative figures

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

Committee Reports

Resolutions Committee

Under the union's constitution, members may submit resolutions through their chapters, where members vote on whether to forward them for consideration by convention delegates. Resolutions may also be submitted by the Board of Directors and all Standing and Special committees of the union.

The purpose of resolutions is for members to debate and guide the union on policy positions or actions on a variety of issues. Resolutions directly related to collective bargaining are not dealt with at the annual convention, but at bargaining proposal conferences held prior to the expiry of HSA members' collective agreements.

The Resolutions Committee is comprised of the union Vice-President, who acts as Chair, one Member-at Large elected from each region, one board member who participates with voice but no vote and the President as an *ex officio* member.

This year there was a need for a slight change to the committee composition as the union's Vice-President, Jing-Yi Ng, was serving as the chair of the Bargaining Committee and both groups were required to meet on the same dates. As a result, Region 5 Director Lisa Daechsel stepped in as the chair for the Resolutions Committee.

The purpose of the committee is to review submitted resolutions to ensure they meet the guidelines as set out by policy and to make a recommendation to convention delegates on whether to vote in favour or opposed to each resolution.

This work is achieved through discussion and debate at the committee level. In some cases, committee members reach out to lead stewards to get clarification or propose changes to the submitted resolutions to ensure the intent of the resolutions is captured.

Another large portion of the work done by committee members is to prepare a rationale on each resolution to present to convention delegates. This process captures the issues and discussion committee members considered in coming to a decision on whether to vote in favour or opposed to each resolution.

The committee is also tasked with setting the priority order for resolutions for debate. As a result of a resolution that passed last year, we introduced the opportunity for chapters and committees to prioritize submissions to help guide the committee. Upon submitting resolutions this year, chapters were asked to rank them based on importance. Standing and Special Committees of the union were also asked to review the full package of resolutions and

provide insight on top priority resolutions. With this information at hand, the Resolutions Committee presents the priority order for debate over convention.

Each year, the committee receives more and more resolutions. This year, the committee received 345 resolutions! They were submitted online using a program developed by the union's information systems staff. Of the 345 resolutions submitted, 16 were rejected as they were related to bargaining, 11 were rejected as they were related to the Joint Health Science Benefit Trust (JHSBT), 1 was withdrawn by the chapter, 34 were combined to make 12 composite resolutions on a common theme, and 55 were covered by other identical or similar resolutions.

In total, 240 resolutions were presented to convention delegates in the final package.

During convention, a straight majority vote of delegates is required to pass policy resolutions. Resolutions to change the union's constitution require a two-thirds majority vote to pass.

Resolutions approved by convention take effect upon adjournment of the convention unless otherwise specified. Any resolutions that do not make it to the convention floor are forwarded to the next meeting of the union's Board of Directors for decision.

On behalf of all HSA members, I want to thank each one of the committee members for their thoughtful, meaningful – and sometimes difficult – debate in our work preparing the resolutions for convention:

- Nicole Guy, Region 1 Member at Large
- Marc Dickson, Region 2 Member at Large

- Andrea Hersog, Region 3 Member at Large
- Tanya Dunne, Region 4 Member at Large
- Kendra Tapscott, Region 5 Member at Large
- Melissa Bourcier, Region 6 Member at Large
- Shauna Ryall, Region 7 Member at Large
- Tiger Ye, Region 8 Member at Large
- Lorna Henschke, Region 9 Member at Large
- Michelle Collinson, Region 10 Member at Large
- Gina Sanche, Region 9 Director (non-voting)
- Sarah Kooner, President, Ex-Officio (non-voting)

as well the committee's staff support:

- Jaime Matten, Executive Director, Governance and Member Development
- Mandy Nickerson, Executive Assistant

We all look forward to the debate, discussion, and direction by delegates.

Respectfully submitted on behalf of the committee,
Lisa Daechsel
Chair, Region 5 Director

Members with Disabilities Committee

The Members With Disabilities Committee (MWDC) was established in 2025 in recognition that disability, accessibility, and participation require sustained and intentional attention within our union. Disability is not a peripheral issue, nor one that can be addressed through isolated accommodations. It is a cross-cutting reality that shapes how members experience work, union participation, health, and safety. The committee was formed to bring this lens into union structures, policies, and advocacy in a consistent and accountable way.

In its first year, the committee prioritized listening. Members shared experiences through committee discussions, caucus engagement, and collaboration with the broader labour movement. Early efforts focused on establishing the foundation necessary for long-term impact, including developing terms of reference and a work plan to guide the committee's activities and advocacy.

A central anchor for this work has been the MWD Caucus, which meets monthly. The caucus provides a space for peer connection, shared analysis, and accountability, and serves as a direct conduit between members' lived realities and committee action. Members consistently identified that while policies and supports exist, access to them is

uneven and inconsistent. Members identified barriers within union spaces, including lighting, seating, microphone use, and sensory environments. They also identified practices that support participation, such as closed captioning, appropriate pacing, scheduling that accounts for fatigue, and access to equivalent and flexible modes of participation and learning. These insights reinforced the importance of proactive, accessible design in union spaces — approaches that reduce the burden on individuals to repeatedly request accommodation and that benefit the membership as a whole.

Caucus discussions also highlighted significant gaps in return-to-work and disability management processes. Members described systems that are fragmented and inconsistent, with outcomes often dependent on the employer, department, or collective agreement rather than on need. Supports do not always follow members when roles change, and many members are required to repeatedly justify their disability or accommodation needs. In some cases, members with skills, experience, and capacity are unable to remain in the workforce because meaningful accommodation is barred. These realities continue to inform the committee's advocacy priorities. We invite members who are working or on LTD/WCB/

medical EI to join the MWD Caucus on the second Thursday of the month at noon.

The committee strengthened its engagement within the broader labour movement. Committee member Shauna Ryall was elected to represent HSA on the NUPGE Members With Disabilities Committee, establishing a direct connection to national disability advocacy, policy development, and information-sharing. The committee also engaged with the BC Federation of Labour, including participation in disability caucus spaces. These relationships supported shared learning, alignment with labour-wide accessibility initiatives, and situating HSA's work within a broader movement context.

Recognizing the inseparable relationship between disability and occupational health and safety, committee members attended the 2026 OHS Conference, which focused on psychological health in the workplace. Members describe chronic short-staffing, sustained overtime, role compression, and being asked to absorb risk in environments that leave little room for pacing, rest, or accommodation. Workplaces that rely on endurance, normalize chronic overtime, and delay or deny accommodation create conditions that worsen health, increase injury, prolong disability, and push experienced workers out of the workforce. These realities underscore the importance of prevention, early intervention, and sustainable work design.

Members have also identified transportation as a critical accessibility issue. HSA members have passed multiple Convention resolutions recognizing transportation as a barrier to health care access, particularly for dialysis patients, children with support needs, and people

in rural and remote communities. These resolutions direct the union to advocate with TransLink and government to improve accessible transportation. Consistent with this mandate, the committee supported coordinated advocacy in 2025 calling for HandyDART to be returned to full public control, emphasizing accountability, reliability, safety, and equitable access for those who rely on the service to reach life-sustaining care.

Looking ahead, the committee will expand from four members to seven and continue to advance convention resolutions, strengthen proactive accessibility standards in union spaces and events, and support the integration of disability considerations into bargaining, prevention, and return-to-work frameworks. The committee also hopes to undertake an accessibility-focused equity audit to better understand systemic barriers within union structures and participation models, supporting evidence-based decision making and future advocacy.

The Members With Disabilities Committee extends gratitude to caucus participants for their time, trust and insight, and acknowledges the support and engagement of staff and the Board of Directors during its first year. The committee looks forward to continuing this work alongside members, stewards, and equity committees to build a union where participation is supported and the health of healthcare workers is protected.

In solidarity.
Respectfully submitted,
Sandra Hill, Chair, Region 2
Douglas Hersymuik, Region 7
Shauna Ryall, Region 7
Jana Shaule, Region 10

Report of the Education Committee

The Education Committee oversees HSA's education program and the distribution of scholarships and bursaries. HSA's education reflects the goals and objectives of our union, including democratic participation, awareness of public and social justice issues, recognition of collective strength, and enhancement of members' knowledge and skills. The committee identifies educational needs and makes recommendations to the Board of Directors regarding policies and programs to meet those needs.

Year in Review

The committee met five times this past year to review and revise the education policies and procedures, and to select the recipients of the HSA scholarships and bursaries.

Workshops

2025 was another extremely busy year for the education department, with continued interest and engagement in all HSA workshops. 31 workshops were planned and/or supported by the educators. 20 were held virtually, and 11 were in-person. Feedback has been overwhelmingly positive. Members have continued to request both in-person and virtual workshops, and the education department continues to offer both types of workshops to ensure accessibility.

Notably, staff provided the following training:

- 1053 training seats (all workshops)
- 471 first-time workshop participants
- 82 OHS stewards took Occupational Health and Safety training
- 272 general and lead stewards took basic and advanced steward training

Each workshop participant has an opportunity to provide feedback and recommendations through a post-workshop evaluation form.

Canadian Labour Congress (CLC) Winter School

Five members were selected to attend the 2026 CLC Winter School held in January and February. Applications open each fall and are open to all members.

Summer Institute for Union Women

Seven members were selected to attend the 2025 Summer Institute for Union Women (SIUW) hosted at Simon Fraser University in Burnaby. Application information for the SIUW goes out each spring, and the Women's Committee selects the attendees in consultation with the Education Committee.

Pension Seminars

411 members attended virtual pension seminars delivered by Municipal Pension Plan (MPP) staff. The MPP offers seminars for early and mid-career members, as well as those closer to retirement. If your chapter is interested in requesting a virtual pension seminar, please get in touch with the education department at education@hsabc.org.

Scholarships and Bursaries

An important task of the Education Committee is to award HSA scholarships and bursaries for post-secondary education to our members and members' children. The committee met in early February for three days to recommend the recipients of this year's scholarships and bursaries. We received a record high 350 applications.

HSA scholarships and bursaries include:

- Ten \$2,000 scholarships
- 20 \$2,000 full-time bursaries
- Four \$1,000 part-time bursaries
- Two \$2,000 Indigenous student bursaries

The scholarship and bursary recipients were notified in spring 2026.

Madden Memorial Fund

This fund was established in 1984 to promote HSA member participation in external labour education programs. The fund covers registration, transportation, accommodation, meals, and dependent care, along with one day's pay to a maximum of \$1,000 per year. Six members attended labour education through the Madden Memorial Fund in 2025.

Thanks to our Staff Support

The Education Committee would like to take this opportunity to acknowledge the dedication and hard work of the HSA educators Jennifer Brandt, Ingrid Ericson, and Sarah Chapple, and education department administrative support staff Karin Hodgson, Kit Lui, and Alisha Douglas.

Respectfully submitted,

Nicole McIntosh, Chair, Region 6 Director
Caroline Widgiz, Region 8 Director
Dawn Marie Goodmurphy, Region 1 Member at Large
Catherine Eadie, Region 3 Member at Large
Marina Moskaleva, Region 6 Member at Large

Committee on Equity and Social Action

CESA History

Delegates to the 1989 HSA convention passed a resolution to establish the Committee for Equity and Social Action (CESA), along with the CESA Fund. The fund was established in the spirit of solidarity to support grassroots organizations not affiliated with HSA who are focused on human rights, climate action, social and economic justice, workers' rights, and universal health care. The fund continues to be an important part of our collective commitment to supporting labour and social justice movements both locally and internationally.

CESA Fund Selection Process

Every year, CESA representatives hear from grassroots organizations that are filling the cracks in our social systems – delivering vital services, education, advocacy, and support where it's needed most. The committee gathered for three days in November to hear 10-minute virtual presentations from all applicants and review their written proposals, in order to select the recipient awards for the 2026 CESA fund.

The CESA fund is based on 0.6% of the total HSA operating budget, as per Resolution 27 passed at the 2012 HSA Convention. This year HSA had \$189,050 available for

disbursement, and the committee received 39 requests for funding which totaled \$303,090. As we've seen in previous years, the requests far exceeded the budget so tough choices needed to be made. The committee discussed each application at length and creatively stretched out every dollar to ensure that as many community organizations as possible could be supported.

The criteria used to determine successful applications are as follows:

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

We are pleased to report that many organizations that were awarded CESA funding met not only the criteria outlined above but also aligned with resolutions passed by members at the 2024 and 2025 HSA conventions, as well as core justice, equity, diversity, and inclusion work coming out of HSA equity caucuses and committees.

Following the union's regular practice, the committee presented their recommendations on funding requests to HSA's Board of Directors, and the Board granted approval.

Members are encouraged to learn more about organizations that have received CESA funding by visiting the CESA webpage on the HSA website. The committee also encourages members to send recommendations for organizations to be added to the list to receive CESA fund applications. Please email info@hsabc.org with your recommendations.

Social Justice Day

February 20 is Social Justice Day – a day to recognize and promote the importance of social justice all year around. Each year, CESA makes a recommendation for a Social Justice Day workshop topic. This year's topic was Psychological Health and Safety in the Workplace: Mental Health and the CSA Standard. Participants learned about strategies to support workers' mental health both individually and collectively. Participants also learned how to develop workplace psychological health and safety management systems to identify psychological hazards, create reporting and investigation processes, and implement plans to control risk.

Respectfully submitted on behalf of the committee,

Gina Sanche, Chair, Region 9 Director
Kieran Shoker, Region 10 Director
Louise Vaile, Region 9 Member at Large
Teresa Forbes, Region 2 Member at Large
Tanisha Bors, Region 4 Member at Large

Projects Funded by CESA in 2025:

Afiya Care Collective	\$3,500
(BC) Society of Transition Houses (THS)	\$5,000
BC Poverty Reduction Coalition	\$3,000
Camp Jubilee	\$5,000
Camp Saga	\$1,000
“Centre for Family Equity (formerly called Single Mothers’ Alliance of BC Society)”	\$8,500
Coalition of Child Care Advocates of BC	\$5,000
CoDevelopment Canada	\$23,000
Compost Education Centre	\$2,000
COSCO (Council of Senior Citizens’ Organizations of BC)	\$2,500
Downtown Eastside SRO Collaborative	\$8,050
First Call Child and Youth Advocacy Society	\$5,000
Freshet News Coop / Save our Local News	\$1,000
Golden Men’s Group Association	\$1,000
Greater Van GoGos	\$1,000
Haida Tidewalkers at Sgaahldangkun	\$5,000
Haqq Education and Referral Services Foundation (HERS)	\$5,500
Junior Black Achievement Awards (JrBAA)	\$5,000
Living in Community	\$5,000
Migrant Workers Centre BC Society	\$5,000
Nelson Team Consent Society	\$3,000
The Penticton & Area Access Centre	\$8,500
Populous Map	\$2,000
QMUNITY	\$5,000
Seize The Means of Production Video Co-Op	\$2,000
Sher Vancouver	\$3,000
Story Money Impact	\$3,500
The Starfish Environmental Society (DBA The Starfish Canada)	\$6,000
The Union Protein Project	\$6,000
Together Against Poverty Society (TAPS)	\$6,000
VanCity Community Foundation, Living Wage for Families BC	\$6,000
Vancouver Tenants Union	\$5,000
Wagon Wheel Housing Society	\$10,000
West Kootenay Women’s Association	\$6,000
Worker Solidarity Network Society	\$5,000
YouthCo - YouthCO HIV & Hep C Society	\$4,000
YWCA British Columbia (YWCA BC)	\$8,000
Total Fund Awarded	\$189,050

Gender Diverse Committee

This is a moment in HSA history – HSA now has a Gender Diverse Committee and this is the first annual report!

Gender diverse people have always existed and will always exist. However, there has been a recent increase in anti-transgender hate around the world, and increasing tensions have unfortunately been mirrored in the Canadian political sphere. The creation of the HSA Gender Diverse Committee at last year's Convention came at a pivotal time, as the protection of trans rights in the workplace is needed now more than ever before.

The Gender Diverse Committee creates connections between trans and gender diverse people and engages in ongoing advocacy and education within the union. This important work demonstrates an intentional commitment to creating safer experiences for trans people in the union and at work. The committee also is dedicated to celebrating and uplifting queer joy whenever possible, highlighting the incredible beauty, resilience, and strength within the community.

Education and relationship building

Committee members have engaged in a variety of educational opportunities and are involved in broader union relationship-

building efforts. Jules Adam is the Gender Diverse and 2SLGBTQIA+ HSA representative on the National Union of Public and General Employees (NUPGE) Pride Committee, which meets twice annually. In November, Kevin Taki attended the Community Based Research Center's National Summit on 2SLGBTQIA+ Health Research in Montreal and Pamela Reid attended The Enchanté Network's Together for Change Conference online in October. This work has greatly supported the committee in building local, provincial, and national relationships while keeping current on the barriers and socio-political climate impacting gender diverse people.

Engagement and Participation

Over the past year, committee members have focused heavily on building the structure and foundation of this newly established committee. Areas of particular focus include:

- Creating a workflow to guide committee focus
- Submitting drafts and revisions of committee Terms of Reference to the governance and policy committee
- Applying for education and conferences
- Writing and submitting resolutions for convention with engagement and input by gender diverse caucus members

- Advising on Equity Director interview questions and providing feedback on the equity director resolution
- Collaborating with the HSA Communications Department to draft a memo for Trans Day of Visibility
- Celebrating and supporting Pride 2025
- Submitting recommendations on member education to the education committee
- Chairing and attending Gender Diverse caucus meetings

Respectfully submitted,

Kevin Taki (they/them), Region 2,
 Court Reynolds (they/them), Region 6
 Jules Adam (they/them), Region 6
 M Letourneau (they/them), Region 2
 Pamela Reid (they/them), Region 3

Work in progress

Laying the groundwork for a new HSA committee is certainly a work in progress and requires strong relationship building with other committees. Due to the ongoing rise in transphobia and barriers faced by gender diverse people, advocacy and education on gender diverse topics and current issues is constant and plays a significant role in all aspects of the committee work. The committee continues to build strong connections within and outside of the union, to collaborate with the governance and policy committee to finalize terms of reference, and to develop communication channels between gender diverse members, caucus members, committee members and the board.

Thank you to all of the members for supporting the formation of the Gender Diverse Committee, to the board for the guidance and opportunities for ongoing input and feedback, and to all of the committees and staff who have supported us along the way.

Indigenous Circle

As Indigenous people we look to the past, acknowledge the present and foresee the future to create a way forward. Also, we look at a person in a holistic way seeing the physical, mental, emotional and spiritual aspects of the person when we engage.

The Indigenous Circle at HSA was initiated by the Board of Directors in response to the *In Plain Sight* report, the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), and the JEDI survey conducted by HSA.

The goals of the Circle include:

- Support the union to be culturally safe, inclusive, transparent, and accountable to Indigenous members and communities.
- Promote education on the ongoing impact of colonization i.e., Indigenous history, residential school, trauma, cycles, etc.
- Build partnerships on racial justice issues through collaboration and mutual respect.
- Create safe spaces to build relationships and networks with other Indigenous members.

Present:

Currently we are 6 members.

In 2025 we held meetings in May and November in person at the HSA office, and in September virtually. We sent out an expression of interest over the summer for members to put their names forward to sit on the Indigenous Circle but we received no application. We reposted the expression of interest in September and received 4 applications. We offered a seat to all applicants and invited them to attend the September virtual meeting.

In November we finally got to meet in person. Here are some of the highlights of the meeting:

- 5 members attended the meeting
- Spent time breaking the ice and getting to know each other
- Discussion of the role of the IC and how you can contribute
- Voted in co-chair Arielle
- Set meeting dates for next meetings
- Voted in Ursal as the rep for the OHS conference
- Talked about the resolutions to convention process.
- Identified the need to have an in-service around parliamentary processes unpacking some of the colonial practices. Ask Board for permission to book this education at next meeting.

Tabitha Alec attended the NUPGE conference in Ottawa and represented the Indigenous Circle. Tabitha came back with

more knowledge of NUPGE and how the organization interacts with provincial and federal organizations.

Future

We are grateful for the members who have stepped forward to be a part of the Indigenous Circle. We now have 6 members and we can feel the renewed energy and excitement within this group to move issues forward and address inequalities our Indigenous HSA members face.

We welcome the new Director of EDI and look forward to working more closely with her.

On our work plan for this year, we will be drafting a survey to engage with our Indigenous HSA members to connect with them and ensure their voices and issues lead our work we do. This engagement project will be implemented in May or June 2026.

In 2026 the Indigenous Committee will also be focused on broader engagement with the goal to have HSA members to attend the Indigenous Caucus meetings.

As well as in 2026, the Indigenous Circle is committed to working with other committees and building a stronger collective voice.

In closing, we want to invite more voices, members and ideas into our Circle so please reach out if you want to connect with us. We welcome creative and cultural ways of being and doing.

Respectfully submitted,

Arielle Sanderson, Co-Chair, Region 5
Brittany Corby, Co-Chair, Region 8
Carmen Hanson, Region 6
Ursal Williams, Region 8
Randy Sloan, Region 6
Anne Seaweed, Region 1

Report of the Occupational Health and Safety Committee

This past year in Occupational Health and Safety (OHS) has been one of achieving goals and passing milestones. The committee set goals of increasing member engagement in OHS, growing member education, and expanding their knowledge and application of psychological health and safety. We have gained significant ground in all these areas. Our participation with our safety partners has also contributed to the growth of OHS. SWITCH BC and the Community Social Services Health and Safety Association (CSSHSA) have made progress toward completing several projects over the past year.

Member Education and Engagement

From courses to conferences, member education and engagement took various forms this past year. The OHS department delivered three courses in basic OHS steward training, and one advanced OHS steward course. The number of courses is determined in collaboration with the committee and staff. Priority for attendance is given to members who are OHS stewards or JOHS committee members. OHS also educates members through presentations to chapters and through Learn and Grow sessions. This year's Learn and Grow sessions focused on cultural safety and psychological health and safety. We supported three members to attend the Canadian Mental Health Association's

Bottom Line Conference in October 2025 - a worker friendly conference on workplace mental health. Our members are interested in psychological health and safety, with dozens of applications received.

Our 2026 OHS conference saw our largest ever turnout with 85 members attending of nearly 170 applicants. Held on February 5 and 6 in Vancouver with a theme of Psychological Health and Safety Is Occupational Health and Safety, we were grateful to welcome representatives from all of HSA's equity committees and members of the HSA Board of Directors. We heard from the top voices in psychological health and safety from across the country and around the world. Speakers such as Mary Ann Baynton, the godmother of psychological health and safety and one of the founding members of CSA Standard Z1003; John Oudyk and his data supported applications; and Andy Shone from Australia, a world leader in Human Organizational Performance.

The conference was also an opportunity for HSA to listen to workers. The Communities of Practice sessions grouped delegates by work environment with guided discussions on the state of psychological health and safety and recommendations for improvement. The sessions were conducted jointly with OHS staff, Disability Management staff, and members of the

OHS committee, who actively engaged, listened and noted member feedback. The information has been saved to further discussion and advocacy in occupational health and safety.

Project Progress

HSA is member partner, and board member of two provincial occupational health and safety organizations - SWITCH BC in healthcare, and CSSHSA in social services. Both organizations made substantial progress in the development of tools and resources for our members and their JOHS committees.

SWITCH BC projects impact HSA members now more than ever. This past January, the first phase of the refreshed online Provincial Violence Prevention Curriculum has been implemented across all health authorities in BC. An online curriculum for all workers that views violence prevention practices through an indigenous lens and is inclusive and trauma informed. HSA has been involved in developing this curriculum since its inception and we are pleased with the progress.

HSA is also highly involved in the development and implementation of SWITCH BC's OHS Resource Centre. This is an important resource for all JOHS committees and representatives. It is being implemented in six of the health authorities, with the seventh scheduled to begin implementation later this year.

The third major SWITCH BC project is the development of psychological health and safety resources, focusing on two streams. One involves the identification and evaluation of metrics that will determine how health authorities progress in adopting

CSA Standard Z1003 on psychological health and safety. The second stream focuses on creating and evaluating resources for Joint Health and Safety Committees to gauge effectiveness. Progress is discussed regularly with the OHS Committee.

The CSSHSA is developing courses and resources for workers and employers in the community social services sector. The association has seen tremendous growth in the development of their materials, in an industry where very little has been done in the past. The resources are created and evaluated with input from bargaining associations like HSA and apply to JOHS committee education, ergonomics, disability management and psychological health and safety. OHS staff work closely with CSSHSA to ensure the materials are accurate, compliant and suitable for our members.

HSA OHS staff, in collaboration with Worksafe BC, are involved in a major project advocating for workers. This project focuses on the new proposed regulations for psychological health and safety, violence, and harassment. Progressive changes are on the table as Worksafe BC aims to bring BC back to a leadership position in worker supported regulation in this area.

Conclusion

Member engagement and education in OHS has grown this year. Our focus on psychological health and safety has made HSA a leader in healthcare and community social services. It resonated with members, and we are proud of the many members who use their voices to advocate for healthy Psychological Health and Safety

Management Systems. Substantial progress has been made on SWITCH BC and CSSHSA projects, as well as advocacy with several organizations.

Thank you to all the members of the Occupational Health and Safety Committee this year.

Respectfully submitted,

Matthew Miller, Chair, Region 1 Director
Mikela Fong, Region 7 Director
Laurie Golemiac, Region 8 Member at Large
Olga Zakaryan, Region 4 Member at Large
Sherie McKinney, Region 8 Member at Large

Report of the 2SLGBTQIA+ Committee

HSA's 2SLGBTQIA+ committee was formed through a resolution at Convention 2024. The committee was established to address the need for more effective allyship, education, and workplace safety for 2SLGBTQIA+ individuals.

Five members elected in 2025 (with two co-chairs) have been identifying areas for HSA education and action and have reported them to the Board of Directors. Our goals are:

- Advance the work of supporting 2SLGBTQIA+ workers in rural and remote communities
- Support the objectives and goals of the other equity committees such as the Gender Diverse committee
- Collaborate with the board on the selection process for the board equity seat in solidarity with the other equity committees (as per resolution 119)

Activities:

- Submitted education proposals
- Ongoing development of resources and supporting active allyship for Prides across BC
- Building a consistent HSA presence at Pride – particularly in rural/remote communities

- Involved the president and board members in a committee meeting through invitation to ensure open communication between the committee and the board
- Supported three 2SLGBTQIA+ caucus meetings in 2025-2026
- Prepared a list of 12 resolutions for convention
- Conferences attended: Enchanté Together for Change Conference, Community Based Research Centre's Summit

Conferences:

Our committee strengthened our ability to bring knowledge back to our work with HSA and our ability as a labour movement to work in solidarity with 2SLGBTQIA+ people. We would like to extend our gratitude for the support funds provided by HSA to attend national conferences and summits.

A committee member attended the Enchanté Conference, as recommended by the HSA President. The Enchanté Network is focused on building resilience, solidarity, and collective power for 2SLGBTQI+ organizations. Their annual Together for Change Conference brings 2SLGBTQI+ leaders and sector partners together for a multi-day gathering focused on movement

building, community care, and collective action.

Two committee members attended the Community Based Research Centre's 2025 Summit in Montreal (one funded through HSA, and one through employer professional development funding). This summit brings together researchers, educators, service providers, and advocates who work in queer, trans, and Two-Spirit health promotion.

The conference provided committee members with valuable networking opportunities with other professionals in the healthcare space. We learned about recent programming developments and best practices and gained a deeper understanding of how the labour movement can support advocacy for 2SLGBTQIA+ members in health care and our communities. Attendees reported a strong sense of solidarity and inspiration, coming together with hundreds of 2SLGBTQIA+ individuals from across Canada and internationally. They also noted a gap in labour movement representation. This conference would be a meaningful continued engagement opportunity for future committee members.

Emerging Issues:

Our committee would like to bring to the attention of our members the current political climate in Canada and beyond. There have been attempts to repeal DRIPA in BC. The Tumbler Ridge school shooting was quickly followed by anti-trans rhetoric and disinformation – spread by elected MLAs and others. This illustrates the negative impacts these tragedies have on 2SLGBTQIA+ people, intersectionally with and alongside other equity-denied groups.

Online disinformation regarding the gender identity of the shooter and intentional false statements against an already marginalized population, detracted from the necessary attention and assistance that should be focused on this grief-stricken community. Our committee recommended that the HSA Board put out a statement denouncing these transphobic attacks.

Now, more than ever, we ask for your steadfast support and commitment to meaningful action because the work ahead is urgent, and together, there is still so much to be done. Even in the face of uncertainty, our committee remains proud, resilient, and rooted in queer joy, moving together with hope, pride and solidarity.

Local 2SLGBTQIA+ Organizations:

BC Flying Squad Against Transphobia: supporting rural and remote communities to stand against the rising tide of transphobia.

Dignity Seniors Society: supporting queer seniors transitioning to assisted living and long-term care homes.

QMUNITY: BC's 2SLGBTQIA+ hub, empowering queer, trans, and Two-Spirit lives through support, social programs and community connections.

SHER Pride: providing arts, cultural and social service programs and services to queer South Asians and their friends, families, and allies in Metro Vancouver.

Coastal Queer Alliance: West Coast Vancouver Island Non-Profit that runs different events and programs all year round that bring the West Coast 2SLGBTQIA+ community together.

Health Initiatives for Men (HIM): offer a diverse range of health programs and services aimed at improving the overall well-being of gay, bisexual, and queer (GBQ) men, as well as gender-diverse individuals.

Fierté Canada Pride: the national association of Pride organizations that offers Community Safety fund grants for 2SLGBTQIA+ event organizers.

EGALE Canada: a national organization that works to improve 2SLGBTQIA+ lives in Canada through informing public policy, cultural change and promoting human rights inclusion through research, education, and legal advocacy.

Northern BC Queer Connection Society: Empowers the 2SLGBTQIA+ community by organizing inclusive events, providing resource information, and community building activities in Northern BC.

Respectfully submitted,

Anne-Marie Long (she/they), Region 1
Chantal Cardoso (all pronouns), Region 4
Wande Abimbola (he/him), Region 5
Alli Cano (she/her), Region 6
Edith MacHattie (they/them), Region 7

Report of the Political Action Committee

Role of committee

The Political Action Committee (PAC) works to help HSA members get involved in political action, including participating in campaigns to support progressive legislation and participating in the local, provincial and federal electoral process. PAC oversees the use of the Political Action Fund, supports the work of the constituency liaisons and labour council delegates, and is continually looking for opportunities for HSA members to engage in the political process to support issues of importance to HSA members.

Elections

Quickly after HSA's convention last April, a federal election was called. The result was one we are becoming very familiar with here in BC: a minority government. Liberal party leader Mark Carney became both a Member of Parliament and the 24th Prime Minister after a campaign largely based on Canadian sovereignty. The Conservative party under Pierre Poillievre became the official opposition party, although a number of MPs have 'crossed the floor' to the Liberal party, bringing them closer to a full majority government.

In other election news, this fall local elections will be held in municipalities and districts across BC. Local governments

don't always get the headlines of national and provincial governments, but they affect almost every aspect of your community. Use the sidewalks? Play at parks? Visit local businesses? All of these things are influenced by local government which gives the folks elected a big impact on your life. That's why HSA will be publishing information about the election and reminding HSA members to get out and vote!

Advocacy and lobbying

Through HSA's membership in the National Union of Public and General Employees (NUPGE), HSA participated in two national lobbies in Ottawa this year. In November, members of the Political Action Committee joined with other union members from across sectors to talk to MPs about the economic and social benefits of public services and working with unions. Then in February, available members of the Board of Directors joined with other unions and health coalitions to advocate for public healthcare under the banner of the Canadian Health Coalition (CHC). The CHC lobby was well-timed to pressure the Liberal government to protect the Canadian Medicare Act which is under threat from recently passed Alberta legislation (Bill 11). Unopposed, that bill poses a clear danger to health care access and the right to access care based on need, not ability to

pay. Privatization anywhere threatens public health care everywhere in Canada, so stay tuned for more on what's happening and how to get involved future campaigns and days of action.

Core committee work

As a committee, we oversee HSA members participating in the Constituency Liaison and Labour Council Delegate programs. It is exciting to welcome so many new activists to these programs – if you're curious, please reach out to any of us for more information! Thank you to everyone who has stepped forward to participate and we look forward to another busy year ahead. Our committee also considered and granted many applications to the Political Action Fund for non-partisan political education and training focused on local communities as well as provincial and national issues.

Final comment on the current political moment

Just as public health can only truly be achieved by caring for all in our society, so too is our political climate affected by the ability of Peoples around the world to participate in their own government safely, an ability that is being curtailed, threatened, or extinguished in many places around the world.

We wish to acknowledge the heaviness and heartache affecting us and our communities in this moment. It's important to take time to process and grieve the many injustices taking place; but it's also important to come together and take opportunities to celebrate whenever they arise.

Co-Chair Hannah Allen wanted to share a quote that she draws inspiration from to continue this work:

"During the darkest days of the AIDS crisis we buried our friends in the morning, we protested in the afternoon, and we danced all night, and it was the dance that kept us in the fight because it was the dance we were fighting for."

– Dan Savage

During these difficult times, members of the political action committee want to express deep appreciation for the courage and determination of HSA members who continue to push to make BC, Canada, and the world a better place. Everyone has an important contribution to make in this work, so when you are ready, please let us know and get involved.

Respectfully submitted,

Hannah Allen, Co-Chair, Region 4 Director
Kieran Shoker, Co-Chair, Region 10 Director
Tonya Harford, Region 3 Member at Large
David Mullally, Region 5 Member at Large
Kelsey Oxley, Region 6 Member at Large

Report of the Racial Justice Committee

Committee Pause

At the conclusion of Convention 2024, the Racial Justice Committee (RJC) experienced the “Chilling Effect” alongside many academics, clinicians, and working professionals, following our solidarity and advocacy for health and service workers in Gaza, Palestine. This “Chilling Effect” resulted in a committee pause and an investigation into the RJC’s advocacy efforts. At the conclusion of the investigation, recommendations were made that supported the RJC’s commitment to anti-racism advocacy; these recommendations were shared at Convention 2025, and the committee pause was lifted. We remain committed to our racial justice work while also engaging in a repair process with HSA leadership, and we continue to advocate for transparent and accountable processes that are anti-racist, decolonial, and rooted in collective care.

Black Indigenous People of Colour (BIPOC) Caucus

The RJC is committed to aligning our direction with the directives of the general BIPOC membership. BIPOC caucus meetings took place in November 2025 and January, March, and April 2026. The main request this year was to provide members

with clear guidance for grievances involving discrimination, bullying, biases, and implications of racial injustice and inequity. To action this, a recommendation was submitted to the Board of Directors (BOD) to outline processes, resources, and contacts to support equity-denied members navigating these grievances on the HSA website.

Funding

The RJC was provided with funds to support local and/or global initiatives to address the inequities experienced by individuals who are BIPOC. This year, we chose to distribute the funds between the following four organizations: Black Health Alliance; BC Physicians Against Genocide; Vancouver Association for Survivors of Torture; and Ancestral Foodways Society (chosen in partnership with the Indigenous Circle).

Labour Movement: From Local to Global Solidarity

Following the tragedy that took place on April 26, 2025, the RJC made recommendations to the BOD, including support and solidarity with the Filipinx community, and to give “Salamat” (“thank you” in Tagalog) to the heroic Filipinx HSA

members, and all those who responded to/provided care throughout the Code Oranges. To honour the Filipinx community and Datu Lapu-Lapu's anti-colonial leadership, a resolution was submitted to this year's convention calling for a donation to support those most affected, and the RJC called upon our leadership to decolonize our workplaces and health spaces by reviewing carried resolutions from previous conventions as starting points for HSA's JEDI-A work.

The RJC also advocated for HSA to call upon NUPGE to lobby our federal government to oppose bills C-2, C-8, C-9, and C-12— which heavily discriminate against, infringe upon, and undermine the rights of, asylum seekers, and Canada's commitment to international human rights. Further RJC advocacy included resolutions requesting action and solidarity with the Migrant Workers Centre's "Stop the Raids!" campaign.

The RJC welcomed HSA's endorsement of MP Jenny Kwan's Bill C-233: "No More Loopholes Act" to ensure Canada abides by the terms of the Arms Trade Treaty that it signed in 2019. Currently, Canadian arms exported to the US are exempted from permits and have been used by the Israeli state in Gaza, Palestine; by Saudi Arabia in Yemen; and more. The RJC condemns that our Canadian government knowingly ignored the Canadian Commercial Corporation's assessment that \$1 billion worth of military components were sent through this loophole to commit war crimes; human rights violations; and genocide; in global occupation/conflict zones, when instead, these funds could have bolstered our healthcare system; improved health and service workers' wage

rates; and supported our communities' growing needs.

Climate action continues to be foundational to our advocacy as we contribute to climate-driven disasters that disproportionately impact workers in the global south. These communities lack emergency infrastructure and rely on humanitarian organizations for aid and food security as their resources continue to be extracted by imperialist nations who benefit from destabilizing their governments. Most notably, the Philippines, Vietnam, Thailand, Myanmar, Cambodia, Laos, Indonesia, Cuba, Haiti, and Jamaica, have all suffered climate disasters in 2025 due to cyclones resulting from climate change. With the United Nations (UN) Secretary-General stating that the UN risks "imminent financial collapse," a resolution was submitted to support these communities as we continue to advocate for lessening HSA's contributions to worsening climate change.

Due to its profoundly negative impacts on climate action and the ramifications felt first and foremost by the global south, the RJC is advocating for the regulation and decrease in the use of Artificial Intelligence (AI), and submitted resolutions calling for the restriction of Data Centers (DC) and Large Language Models (LLM) unless needed for accessible adaptive technology under protected grounds. The RJC further condemns the working/living conditions and health and environmental ramifications due to Big Tech Companies advancing technology, with plans for DCs for LLMs and AI industrialization in marginalized communities throughout BC— many of which are Indigenous communities. This condemnation extends to the global scale as Big Tech Companies continue to impoverish the global south through

resource extraction and traumatic working conditions from training AI to reflect their narratives.

Moving Forward

While solidarity is inherently biased, the act of solidarity does not equate to a biased outcome; as Bishop Desmond Tutu once explained, “If you are neutral in situations of injustice, you have chosen the side of the oppressor.” The RJC is unwavering in naming injustices, their causes, and their perpetrators. By choosing to engage actively in ending the injustice, our intention is to confront racism with solidarity and address the issues that have deep impacts on our BIPOC union members.

Ecocide. Genocide. Decolonization. Safe working conditions. Better wages. A functioning health care system. These are all tied to one another. We cannot solve one without addressing the rest. Racial Justice work is labour work, and we will continue to see it through.

Respectfully Submitted in Solidarity,

Maha Elashi, Chair, Region 4
Ivy Cheung, Region 6
Kevin Taki, Region 2
Eve Toluwalope, Region 1

We submit this report as foreign-migrants on the traditional, unceded, ancestral homelands of the xʷməθkʷəyʹəm (Musqueam), Skwxwú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations; Snuneymuxw (Nanaimo) Nation; and Ləkʷəŋən (Lekwungen), Songhees, and Esquimalt (Victoria) Nations. We are grateful to be uninvited guests on these territories, and continue our commitment to reonciliACTION, so that we may provide critical allyship, and lead when decolonizing spaces, systems, and practices, when called-upon.

Report of the Women's Committee

The Women's Committee was established by convention in 2011 to strengthen our union's capacity by addressing barriers to women's leadership and active participation in our union. The committee continues to explore ways to encourage and monitor progress toward achieving the diverse representation that reflects the membership within our elected positions at all levels of HSA.

We met four times this past year to review relevant policies and procedures, select participants for the Summer Institute for Union Women, and promote events, campaigns, and education opportunities. The committee chair continued to represent HSA on the NUPGE Advisory Committee on Women's Issues and on the BC Federation of Labour Women and Gender Rights Committee, promoting women's economic and social justice issues, equity, and labour solidarity.

The committee distributed information to our membership regarding initiatives and actions in support of ending violence against women, girls, and gender diverse people. Unions have an important leadership role to play in ending gender-based violence, and together we are working toward change. HSA sent an information bulletin to the membership on December 6, the National Day of

Remembrance and Action on Violence Against Women, and on March 8 to celebrate International Women's Day, to promote these days of remembrance, action, and solidarity.

International Women's Day emerged in the early 20th century from labour and socialist organizing, led largely by women workers demanding fair wages, shorter hours, safer workplaces, and the right to organize. The committee appreciates HSA's support for the annual International Women's Day workshop, which educates members about the broader labour movement and builds mentorship between newer activists and those with more experience. This year's theme was "*Give to Gain: A Journey Towards Gender Equity*," presented by Natasha Tony of Elevate Inclusion Strategies. Workshop participants had the opportunity to learn about the impact of gender inequity in health care and social services, and how we can collectively organize to prioritize gender equity for all. Together, we recognize our ongoing challenges and envision a future where gender equity is at the forefront of our collective efforts.

In closing, the committee wishes to thank staff support Sarah Chapple, administrative support Karin Hodgson, and all the members of our union who have engaged

with the committee in various ways over the past year.

Respectfully Submitted,

Caroline Widgiz, Chair, Region 8 Director

Nicole McIntosh, Region 6 Director

Samantha Carroll, Region 2 Member at Large

Neetha James, Region 6 Member at Large

Sonia Andhi Bilkhu, Region 7 Member at Large

Report of the Young Workers Committee

Group Identity

At the start of 2026, the Young Workers Committee (YWC) welcomed two new members for a two-year term: Adam Pacyga and Yiqiao Feng. They join Alisha Khurana, Gian Carlo Canonizado, and Pourya Beheshtipour, who became members in early 2025 and will continue serving on the Committee throughout 2026.

Later in 2026, a call for expressions of interest will be issued for additional members wishing to join the Committee. In accordance with the Committee's Terms of Reference, all HSA members aged 35 and under at the time of application are eligible.

The Committee's Terms of Reference outlines its mandate to engage young worker members on key issues and advocate on their behalf. The document is available online: [YWC ToR Dec 2025.pdf](#).

Actions and Activities

YWC members continue to represent HSA young workers within and beyond HSABC, including participation at provincial and national levels.

Events and initiatives organized or attended include:

- HSABC Young Workers Social Night at Pizzeria Ludica
- Annual HSABC Young Workers Forum (New Westminster)
- NUPGE Advisory Committee on Young Workers Issues

Annual Forum

The Annual HSABC Young Workers Forum was held at the HSABC office and brought together local and out-of-town participants to engage in meaningful dialogue and collaboration.

The 2025 forum focused on fostering engagement, collaboration, and empowerment among union members aged 35 and under. Activities included group discussions on workplace challenges, interactive panels on equity and inclusion strategies, action planning sessions addressing shared concerns, and networking opportunities to strengthen leadership and collective impact.

Themes Identified Through Discussion

Affordability and cost-of-living pressures remained a central concern, including housing, transportation, and relocation barriers. Suggested supports included

cost of living adjustments, relocation allowances, subsidized housing initiatives, and financial literacy programming such as pension planning workshops.

Workplace culture challenges included age-based assumptions, limited recognition of contributions, and barriers to mentorship and specialized roles. Participants also noted uneven distribution of undesirable tasks, knowledge silos, and resistance to innovation.

Career development and continuing education emerged as key priorities. Participants identified limited employer support, insufficient education leave, financial barriers to professional development, and unequal access to training necessary for career advancement and retention.

Young workers emphasized job security through increased permanent positions, predictable scheduling, and transparent pathways from casual or temporary roles into stable employment.

Bargaining priorities included improvements to special leave provisions, staffing levels, sick time payouts, wages, extended health coverage, benefits for part-time workers, and expanded education leave.

Retention discussions highlighted the importance of work-life balance, mental health supports, recognition initiatives, safe staffing levels, and addressing burnout and moral distress.

Union engagement priorities included stronger onboarding and orientation processes integrating professional and union education, increased awareness of union resources, and expanded

opportunities for workshops, social activities, and steward development.

Participants also expressed interest in greater flexibility, including innovative scheduling models, remote or hybrid work where feasible, and improved support for work-life integration. Equity and inclusion concerns focused on culturally safe workplaces and equitable access to opportunities and leadership.

These findings reinforce the need to address financial, structural, and professional development barriers to strengthen retention and engagement among young workers.

Moving Forward

We recognize that all union members were once young workers and remain committed to advancing issues that impact members across generations.

The Committee looks forward to connecting with members at the Young Workers Caucus and Convention and continuing to expand opportunities for engagement. Young workers are encouraged to reach out with questions, feedback, or concerns at info@hsabc.org.

Respectfully Submitted

Adam Pacyga, Region 9
Alisha Khurana, Region 4
Gian Carlo Canonizado, Region 8
Mikela Fong, Region 7 Director
Pourya Beheshtipour, Region 3
Yiqiao Feng, Region 4



HEALTH SCIENCES ASSOCIATION

The union delivering modern health care

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

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

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