

# HSA CONVENTION 2024 RESOLUTIONS

## January 2025 progress report

Resolution #	HSA will	Status
1	HSA will commit to creating universally accessible documents and processes for its staff and members.	Ongoing
3	HSA will explore ways to make all online forms available to members in paper format, including return postage, upon request.	Ongoing
4	HSA will present a comprehensive report about inflation and economic disparities throughout the province; and HSA will report out on these findings prior to the bargaining conference for the next round of bargaining; and HSA will explore recommendations for policies, interventions, and bargaining proposals to mitigate the effects of inflation on our members with consideration given to regional disparities.	Completed Presentation to fall Bargaining Proposal Conferences
5	HSA will call on the BC and Federal governments to: <ul style="list-style-type: none"> <li>- Implement a wealth tax;</li> <li>- Institute an excess profit tax;</li> <li>- Close tax loopholes used by the wealthy that drain money out of the public purse.</li> </ul>	Completed Resolution to BC Federation of Labour 2024 Convention
6	HSA will work with other unions or organizations and lobby the government to reevaluate its student loan repayment assistance program and advocate for them to use net income instead of gross income.	Completed Resolution to BC Federation of Labour 2024 Convention
7	HSA will: lobby governments to increase the number of childcare spaces; and HSA will: advocate for expansion of childcare services that provide 24- hour, seven-day-a-week access; and HSA will: lobby the Ministry of Health to require dedicated childcare facilities for health care workers be included in designs for new hospitals; and HSA will: lobby government to require childcare providers to offer inclusive programs for children with diverse support needs, including funding to support the hiring of specialized workers required to support children with diverse support needs; and HSA will: advocate to government for increased staff recruitment and retention in the childcare sector by supporting increased training spaces for licensed childcare workers, including early childhood education and supported child development professionals; and HSA will: continue to advocate for expansion of the \$10 a day childcare plan.	Completed Correspondence to relevant ministries

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17	HSA will advocate and lobby the Ministry of Education and Child Care and the Ministry of Children and Families for SCD Support workers to be eligible for the early childcare educator wage enhancement.	<b>Completed</b> Correspondence to relevant ministries
18	HSA will develop an advertising campaign that highlights the roles of HSA professionals working with children 0-19 (non acute care), and the impact of gaps in service/waitlists (e.g EIP, SCD, mental health).	<b>In progress</b> Comprehensive campaign advocating for HSA members and their services under development
19	HSA will lobby the provincial government to ensure there is a provincial Supported Child Development advisory role.	<b>Completed</b> Correspondence to relevant ministries
20	HSA will: advocate for Family Connection Centre contracts to be awarded to accredited not-for-profit, public providers with comprehensive teams that can offer multi-disciplinary services to children and families; and HSA will: hold the provincial government accountable to their commitment that FCC procurement guidelines include criteria that does not allow sub-contracting to private, for-profit clinics; and HSA will: consult with members working in the sector to prepare a comprehensive submission on the design of an effective system of services for children and youth with support needs (CYSN) to the Ministry for Children and Family CYSN consultation concluding December 1, 2024; and HSA will: conduct a public awareness campaign to advocate for the continued provision of services through publicly operated child development centres.	<b>Ongoing</b> Submission to provincial government; Comprehensive campaign advocating for HSA members and their services under development
24	HSA WILL: lobby for MCFD to fund early child development services until kindergarten entry -- and not kindergarten entry eligibility; and HSA WILL: lobby MCFD to continue to fund early intervention therapy services beyond kindergarten entry for as long as a child's development support plan for acquiring and learning to use necessary equipment is in progress.	<b>Completed</b> Correspondence to relevant ministries
27	HSA will ensure that a complete plan for new classifications that appropriately addresses all employees, and includes aspects such as wage increases, will be finalized prior to asking members to ratify the next collective agreement.	<b>Ongoing</b>

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29	HSA will explore more options to disseminate HSA news and forms of communication, by providing members the ability to select their preference for email, text, messaging, or mail.	<b>Ongoing</b>
30	HSA will strive to include portrayal of members working in all sectors, including community health and community social services, in advertising campaigns aimed at increasing the profile of HSA and the work its members do.	<b>In progress</b> Comprehensive campaign advocating for HSA members and their services under development
31	HSA will explore options to allow and encourage members, at the point of event registration, to opt out of receiving printed copies of materials required to support their participation in HSA events, including workshops, meetings, and Convention.	<b>Ongoing</b>
34	HSA will reduce spending on HSA branded swag and specify cost of HSA branded swag during its annual financial report.	<b>Ongoing</b>
38	HSA will replace instances of the word “chief” in the constitution to the word “lead” as follows: Article 7, section 5 (a) and (c)Article 9, section 6 (b) and (e).	<b>Completed</b>
39	HSA will amend Article 8, section 10 (b) from: “(b) To establish conditions for receiving job action pay, which may include a requirement to perform an amount of picket or alternate duty.” To: “(b) To establish conditions for members receiving job action pay, which may include a requirement to perform an amount of picket or alternate duty.”	<b>Completed</b>
40	HSA will amend Article 7, Section 5 (e) of the HSA constitution from: “Chapters that have elected their complete delegate entitlement can elect up to two additional members as alternates in the event that a (the) registered delegate(s) is (are) unable to attend.” to: “Chapters that have elected their complete delegate entitlement can elect up to two additional members as alternates in the event that a (the) registered delegate(s) is (are) unable to attend. Alternates may also be selected to fill unfilled delegate seats within their region.”	<b>Completed</b>

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41	HSA will replace Article 6 Section 7 of the HSA constitution with the following: "The rights and benefits of the Union are conferred on each member, without discrimination on the basis of indigenous identity, race, colour, ancestry, place of origin, political belief, religion, marital , family or socio-economic status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or member, or because that member has been convicted of a criminal or summary conviction offence that is unrelated to the membership or intended membership."	Completed
43	HSA will amend Section 6, Article 7 as follows: "Board of Directors and Members-at-Large, Directors-elect, and members of committees reporting to Convention are automatic delegates with voting rights."	Completed
44	HSA will amend Article 9, Section 1 of the union constitution to <u>[address constitutional changes to change from delegated vote for president to one-member, one-vote - full text available here]</u>	Completed
45	HSA will Amend Article 15 of the Constitution to <u>[address constitutional changes to the complaints and dispute resolution process - full text available here]</u>	Completed
48	HSA will amend Article 5 of the HSA constitution by adding Sections 3., 4., and 5. <u>[to address constitutional changes to define membership in good standing - full text available here]</u>	Completed
50	HSA will, in preparation for bargaining, continue to offer workshops and orientation to members with respect to decolonization, diversity and equity.	Ongoing
52	HSA will implement and offer resiliency training for HSA members.	Ongoing
57	HSA will distribute information to stewards encouraging them to liaise with Municipal Pension Plan to offer pension education sessions.	Ongoing
58	HSA will offer a steward training focused on the NBA collective agreement.	To be done Planning education for 2025
59	HSA will seek diverse Indigenous facilitators to offer decolonization and cultural safety education to members.	Ongoing
60	HSA will build pathways to foster and implement knowledgeable Indigenous leadership within the union.	Ongoing

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<p><b>61</b></p>	<p>HSA will demonstrate commitment to Truth and Reconciliation by creating Indigenous-specific staff and governance responsibilities to respond in culturally appropriate ways to work with Indigenous members to provide the following: support for Indigenous members to work through labour relations processes, support for the union to engage and build relationships with Indigenous communities, advocacy for Indigenous specific rights in bargaining, and development of programs focused on anti-Indigenous racism and cultural safety specific to the union.</p>	<p><b>In progress</b></p>
<p><b>62</b></p>	<p>HSA will explore mechanisms and processes that will result in HSA leadership (HSA staff and elected member positions) being more representative of the broader membership, including equity-denied groups.</p>	<p><b>Ongoing</b></p>
<p><b>64</b></p>	<p>HSA will shift the focus of the Equity Diversity and Inclusion (EDI) department at HSA towards direct connection and actions that benefit members; and HSA will increase capacity for the EDI team to consult on grievances, respectful workplace investigations and other workplace issues in collaboration with servicing labour relations officers.</p>	<p><b>Ongoing</b></p>
<p><b>65</b></p>	<p>HSA will require anti racism training/education for HSA leadership (board and leadership staff) related to cultural sensitivity and micro-aggressions; and HSA will require board of directors to take EDI training once every time they get elected to a 2 year term, and leadership staff would be required to take such training annually.</p>	<p><b>Ongoing</b> In the past two years, education has been offered and taken by staff and BoD, including San'yas Cultural Safety, Foundations of Equity and Inclusio, anti-racism and decolonization</p>
<p><b>68</b></p>	<p>HSA will allocate additional funds to the bargaining and defense funds.</p>	<p><b>Ongoing</b></p>
<p><b>70</b></p>	<p>HSA will send the yearly chapter budget directly to lead and assistant lead stewards at the beginning of every year so that stewards can organize yearly activities.</p>	<p><b>Ongoing</b></p>
<p><b>71</b></p>	<p>HSA will create a formula where there is a minimum amount for any chapter and a pro-rated fund based on chapter membership numbers for the chapter budgets.</p>	<p><b>Completed</b></p>

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72	HSA will provide two bursaries of \$2,000.00 for two HSA members to help cover the cost to participate in CoDevelopment Canada international delegations for every year that CoDevelopment Canada hosts an international delegation abroad.	<b>Completed</b>
75	HSA will revisit the amount of money collected from members in dues.	<b>Ongoing</b>
85	HSA will drop any investments we currently have in weapons manufacturers, divesting all stocks and securities, in an expedited and timely manner; and HSA will refrain from making further investments in weapons manufacturers, and other corporations that directly profit from war, or armed conflict, or occupation; and HSA will call upon the Municipal Pension Plan to withdraw all investments in companies who support and supply militaries, war, genocide and apartheid.	<b>Ongoing</b>
87	HSA will create a Racial Justice Fund that will support initiatives, both locally and internationally, to address the inequities experienced by individuals who are racialized, in times of crises, in community collaboration, and in scholarship, under the guidance of the Racial Justice Committee.	<b>In progress</b> Budgeted for 2025; policy to be developed
88	HSA will continue to host future collective agreement voting sessions in a digital format.	<b>Ongoing</b>
94	HSA will communicate to all members the results of the Board of Directors' votes on resolutions that weren't voted on at Convention, within a month of the Board Meeting at which the voting takes place.	<b>Completed</b> Report circulated September 2024
95	HSA will add a "Donations" area to the website - where all donations are listed, including the date, amount, and rationale for making said donation. (Similar to the "NEWS" heading on the website). This would not include scholarships and bursaries.	<b>To be done</b>
96	HSA will have the Board engage in formalized consultations with the appropriate equity seeking caucus/committee when issues pertaining to that community are being discussed at the Board level to inform decisions that best reflect the membership's needs.	<b>Ongoing</b>

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<b>98</b>	HSA will increase the number of elected alternates people to attend convention from 2 to 5.	<b>Completed</b>
<b>106</b>	HSA will send out evaluation questionnaires within 2 business days of the conclusion of convention, regional meetings and all educational workshops.	<b>Ongoing</b>
<b>107</b>	HSA will prioritize resolution debates and voting over guest speakers, lengthy reports and other business when creating the Convention agenda.	<b>Ongoing</b>
<b>108</b>	HSA will at future conventions, prioritize debate and vote on resolutions directly related to its fundamental functions (constitution, governance, labour relations, finance, communications, education, steward resources, member services).	<b>Ongoing</b>
<b>110</b>	HSA will aim to provide an outcome to their resolutions within 8 months of the same year convention so members will have all the knowledge from previous resolutions before submitting new resolutions for the next convention.	<b>Ongoing</b>
<b>113</b>	HSA will contact the submitting chapter to obtain consent prior to creating a “composite resolution.”	<b>To be done</b> To be implemented in 2025
<b>114</b>	HSA will provide committees with the agency to submit a resolution directly to convention rather than requiring the approval of the resolution by the Board of Directors.	<b>In progress</b> Constitutional resolution to 2025 convention
<b>115</b>	HSA will increase the maximum word count for resolutions to 250.	<b>In progress</b> Constitutional resolution to 2025 convention
<b>118</b>	HSA will amend the “Election of Stewards” policy and remove the requirement of attending a chapter meeting to vote in steward elections; and HSA will conduct contested steward elections using a virtual format and distribute voting links to all members at the chapter.	<b>To be done</b>
<b>119</b>	HSA will create three (3) distinct committees for people with disabilities, 2SLGBTQIA+ people and gender diverse people, comprised of members with lived experience.	<b>In progress</b> To be addressed in bargaining

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120	HSA will investigate and consider the implementation of regional and/or health authority stewards.	<b>In progress</b>
122	HSA will advocate for more equality for services for people in long term care including palliative care, pain management, psychological support, substance-use services, Indigenous wellness services, swallow and speech services, rehab services, including physiotherapy, etc.; and HSA will advocate for increased HSP staff at long term care facilities, and for services in LTC similar to what they would receive in acute care focusing on quality of life and well-being.	<b>Completed</b> Correspondence to relevant ministry
123	HSA will lobby the Government for the hiring of more front line staff in home support programs and allocate more funding to support seniors in the community.	<b>Completed</b> Correspondence to relevant ministry
124	HSA will: advocate to all levels of government for increased funding for safe and appropriate housing; and HSA will: advocate to all levels of government for comprehensive supportive housing programs that provide a range of services, including, but not limited to: -Dry housing for people who prefer or require abstinence-based programming; - Housing for seniors with mental health and/or addictions needs combined with higher needs for mobility, health care, medication management, meals, housekeeping, and personal care needs; and HSA will: advocate for increased shelter housing to meet the needs of youth, families, and seniors; and HSA will: advocate and lobby the BC Ministry of Housing and other related ministries, including Ministry for Children and Family Development, and Ministry of Social Development and Poverty Reduction, to increase funding and resources to improve access to appropriate housing for families of all sizes who have children with support needs; and HSA will: advocate for increased oversight on spending on supportive and subsidized housing, and transparency from organizations providing this housing, including reporting on measurable results, and HSA will: support its members in advocating in their communities for development of supportive housing projects based on the Housing First Model which is a proven approach to tackling homelessness, including chronic homelessness, and helps to restore people's dignity and build hope for the future.	<b>Completed</b> Correspondence to relevant ministry

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<b>132</b>	HSA WILL: Lobby the government to implement vacancy control by putting rent caps on the rental property rather than the individual renters.	<b>Completed</b> Correspondence to relevant ministry
<b>135</b>	HSA will lobby the government to provide a housing stipend to support health science professional students access to housing while on clinical rotations away from their home communities in order to support recruitment and retention in communities experiencing chronic shortages of health science professionals.	<b>Completed</b> Correspondence to relevant ministry
<b>136</b>	HSA staff will attend local site OH & S meetings when deemed appropriate.	<b>Ongoing</b>
<b>138</b>	HSA will work to support LRO staff to ensure timely member supports, be it through the hiring of additional LROs, support staff, or optimization of internal processes, or whatever additional methods deemed suitable.	<b>Ongoing</b>
<b>140</b>	HSA will provide training opportunities to member facing HSA staff positions (LROs, Classifications, bargaining team, etc.) on the topic of effective communication, including how to translate legal and complex processes into plain and accessible language.	<b>Ongoing</b>
<b>142</b>	HSA will take action in solidarity with unions and other organizations seeking a just and bipartite resolution to the longstanding conflict in Israel and Palestine; and HSA WILL: Call for an immediate ceasefire in Israel and occupied Palestine to prevent further suffering and loss of civilian life; and HSA WILL: Call for a release of Israeli and Palestinian hostages, and protection for all civilian lives in Israel and Palestine; and HSA WILL: Bring forward the spirit and intent of this resolution to provincial and national union groups including BCFED, NUPGE, Labour Councils, and the CLC.	<b>Ongoing</b> Resolution to 2024 BC Federation of Labour Convention; Resolution to 2025 NUPGE Convention
<b>146</b>	HSA will urgently call upon our government representatives to stop selling or supplying weapons to the US, Germany, UK, Poland, Qatar, Israel, Ukraine, and Saudi Arabia (Canada's main weapons customers).	<b>To be done</b> Resolution to 2025 NUPGE Convention

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156	HSA will create a large scale educational opportunity (town hall, virtual meeting, etc.) for members to learn about the history of Israel and Palestine, the role of colonization, the role of Canada and how trade unions can support a just peace; and ensure the education is led by a respected facilitator on the topic	<b>To be done</b>
157	HSA will work to lobby the BC government to have all consolidated services within health authority dissolved.	<b>To be done</b>
158	HSA will hold a focus group to better understand the language needed for extended hour shift workers so that HSA is better prepared for the next round of bargaining to represent ALL workers fairly, hopefully improving the language of not only extended hour shift workers, but all variety of rotations.	<b>To be done</b>
161	HSA will look into a program where they can call for an expression of interest and provide union-paid leave for a member of each profession to go into graduating classes and encourage students to go into public health care; and HSA will assign HSA organizers to assist and coordinate, but have members actually working in the field be the ones to speak to the graduating classes; and HSA will continue with its public outreach campaign to increase awareness of public health care professions and their shortages.	<b>Ongoing</b>
162	HSA will provide guidance and resources for low-participation chapters to improve engagement and participation among their members.	<b>Ongoing</b>
164	HSA will provide statistics to members regarding the number of members in each profession. (A membership breakdown).	<b>Completed</b> Information available upon request
166	HSA will advocate for increased early intervention for those suffering and/or awaiting mental health diagnosis; and HSA will advocate for early prevention through early education in schools; and HSA will advocate for increased funding for access to psychiatrists, family doctors, etc.	<b>Completed</b> Correspondence to relevant ministry

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<b>167</b>	HSA will lobby the Provincial and Federal government to provide more treatment centers, mental health hospitals and aftercare for BC adult and youth residents.	<b>Completed</b> Correspondence to relevant ministry
<b>168</b>	HSA will continue to lobby the government and push for Community Health and Social Service workers to be recognized as front line workers.	<b>Completed</b> Correspondence to relevant ministries
<b>170</b>	HSA will actively educate members of the broader definition of respectful workplace, the effects and their right to representation.	<b>Ongoing</b>
<b>172</b>	HSA will lobby the government for more 911 operators and training.	<b>Completed</b> Correspondence to relevant ministries
<b>173</b>	HSA will strive to address political party bias in their voting education tools and bulletins, as well as include the platforms of all parties in regards to health care, social services, labour, and any other interests of the union.	<b>Ongoing</b>
<b>174</b>	HSA will lobby the federal government through NUPGE and the CLC to implement a system of proportional representation to elect MPs.	<b>To be done</b> Resolution to 2025 NUPGE Convention
<b>175</b>	HSA will encourage and remind members to vote in the provincial election; and HSA will share facts with members about health care and union issues before and during the provincial election.	<b>Completed</b>
<b>176</b>	Lobby the provincial government via the BC Fed to encourage the adoption of the 4-day work week in the public sector.	<b>To be done</b> Resolution to BC Federation of Labour convention
<b>177</b>	HSA will advocate for equipment updates in the technology professions across all Health Authorities to keep up with the minimum standard across all of Canada.	<b>Completed</b> Correspondence to relevant ministry

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<p><b>178</b></p>	<p>HSA will lobby the government to fund up to 3 cycles of IUI and at least 1 cycle of IVF per individual AND for 3rd party donors/surrogates if required; and advocate for such treatment to be offered on a needs-based, rather than income-limited basis; and HSA will lobby the government to allocate funding to Pharmacare to include/cover prescription drugs used for fertility treatment.</p>	<p><b>Completed</b> Correspondence to relevant ministry</p>
<p><b>179</b></p>	<p>HSA will lobby the government to consider funding or partially funding the costs associated with one cycle of IVF for BC residents regardless of income level.</p>	<p><b>Completed</b> Correspondence to relevant ministry</p>
<p><b>181</b></p>	<p>HSA will lobby the Ministry of Health to add dietitians to MSP coverage.</p>	<p><b>Completed</b> Correspondence to relevant ministry</p>
<p><b>182</b></p>	<p>HSA will support the profession of Occupational Therapy and the mental health and wellbeing of BC citizens by lobbying for the Ministry of Health to reconsider these proposed amendments to be more reflective of the profession's work.</p>	<p><b>No action required</b> Changes referred to not made</p>
<p><b>183</b></p>	<p>HSA will lobby the government to ensure that the amalgamation of professional colleges would allow for cases to the college to be viewed by a jury of actual peers (i.e., a complaint against a physiotherapist would be heard by a jury of physiotherapists)</p>	<p><b>Ongoing</b></p>
<p><b>184</b></p>	<p>HSA will: call on the BC government to fix Long Term Care by:</p> <ul style="list-style-type: none"> <li>- Making new Long Term Care spaces public or non-profit</li> <li>- Fixing the staffing crisis with common standards for better wages, benefits and working conditions</li> <li>- Stopping the contracting out of care and support</li> <li>- Forcing private companies to follow regulations, meet standards, and increase transparency.</li> </ul>	<p><b>Completed</b> Correspondence to relevant ministry</p>
<p><b>186</b></p>	<p>HSA will lobby the government to provide increased funding for new facilities for mental health tertiary care and mental health supportive housing, especially in rural areas, to address underserved communities and allow patients to remain closer to and benefit from familial support.</p>	<p><b>Completed</b> Correspondence to relevant ministry</p>

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187	HSA will lobby the provincial government to ensure health science professionals are included in the planning of the BC government's 10-year cancer plan; and HSA will create a media campaign to highlight the quality of work its members have been doing in the fields of cancer screening, diagnosing and treatment.	<b>Ongoing/In progress</b> Comprehensive campaign advocating for HSA members and their services under development
188	HSA will lobby the government to improve access to primary care for refugees as well as increased and improved settlement and support services.	<b>Completed</b> Correspondence to relevant ministries
189	HSA will call on the BC provincial government to ensure treatment for people in BC living with eating disorders is publicly paid for and publicly delivered.	<b>Completed</b> Correspondence to relevant ministries
190	HSA will call on the BC provincial government to scrap the British Columbia (BC) Access to Episodic Virtual Care Services contract in favour of one that expands not-for-profit primary care delivery like Community Health Centres.	<b>Completed</b> Correspondence to relevant ministry
191	HSA will lobby the government to explore the coverage of outpatient services which fall outside the MSP.	<b>Ongoing</b>
193	HSA will lobby the provincial government to enact legislation prohibiting the practice of gender-based pricing in BC; and HSA will Lobby the federal government (through NUPGE) to put an end to gender-based pricing in Canada.	<b>To be done</b> Resolution to 2025 NUPGE Convention
197	HSA will change the review interval to every 6 months so that members receive confirmation of professional development funding at most 6 months later; and  HSA will: explore a process to improve the timeliness of reimbursement payments from the Professional Development Fund.	<b>Ongoing</b>
198	HSA will develop a more equitable process for allocation of professional development funds to ensure that all members have access to similar amounts of money to support continuing education.	<b>Ongoing</b>
199	HSA will review the possibility of providing feedback to the members who apply for union-administered Professional Development funds about the status of their application within 1-2 months of their application date.	<b>Ongoing</b>

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<b>200</b>	HSA will review the possibility of approving Professional development funds ahead of the application deadlines for the various education courses, workshops or conferences.	<b>Ongoing</b>
<b>201</b>	HSA will allocate funds firstly, on an equitable basis, for the reimbursement of Mandatory fees, thereafter pay voluntary fees on a pro-rata basis.	<b>Ongoing</b>
<b>203</b>	HSA will lobby the BC Government to expand the scope of the BC Loan Forgiveness program to all HSPs specifically, and all HSA members generally; And, HSA will lobby government to expand the list of communities where the BC Loan Foregiveness Program applies.	<b>Ongoing</b>
<b>205</b>	HSA will lobby the government to increase their efforts to increase the seat numbers in healthcare programs in BC and Canada; and HSA will lobby the government to reevaluate the current barriers in place for international graduates as well as inter-provincial professionals, especially physicians to hold licenses in BC.	<b>Ongoing</b>
<b>206</b>	HSA will advocate for increased student seats for Speech Language Pathology program in Universities	<b>Completed</b> Correspondence to relevant ministry
<b>208</b>	HSA will lobby the government to implement more clinical educator roles throughout all professions to ensure adequate and consistent training occurs.	<b>Completed</b> Correspondence to relevant ministry
<b>209</b>	HSA will continue to advocate that the definition of healthcare professional is broad and all Allied Health roles are equally important and celebrated.	<b>Ongoing</b>
<b>210</b>	HSA will promote training and recruitment for social service programs.	<b>Ongoing</b>
<b>211</b>	HSA will promote the need of assistants to assist, but not replace health science professionals, in Long Term Care Facilities and lobby the government and any other body and collaborate with other unions to create positions in Long Term Care facilities for HSP assistants	<b>Ongoing</b>
<b>212</b>	HSA will lobby the government to have the employers provide on-site health and wellness facilities like work-out gyms at all worksites for the staff to utilize.	<b>Completed</b> Correspondence to relevant ministry

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213	HSA will explore trends related to artificial intelligence and technology that could impact our professionals.	<b>Ongoing</b> Issue first covered in 2023 regular member survey
216	HSA will raise awareness and advocate for the importance of Music Therapy and Recreation Therapy and other rehab services in all LTC facilities in BC to increase funding and access for residents and advocate provincially for the development of standards and a ratio of health sciences professional staff to patient with a goal to increase HSP FTE at long term care facilities.	<b>In progress</b> Comprehensive campaign advocating for HSA members and their services under development
217	HSA will engage its membership and collaborate with the BC Federation of Labour, as well as other labour organizations, in activism that seeks to improve workers' rights and working conditions in local and international communities.	<b>Ongoing</b>
219	HSA will explore establishing a steward recognition program.	<b>To be done</b>
220	HSA will develop a system for existing steward teams to give feedback on steward FTE allocation.	<b>To be done</b>
222	HSA will find a chapter cloud space solution to enable file sharing between stewards.	<b>Ongoing</b> Continuous developmemnt of the HSA Steward Portal
223	HSA will create a note section for non-grievance meetings on the Steward Portal.	<b>Ongoing</b> Continuous developmemnt of the HSA Steward Portal
225	HSA will create a more detailed LEAD steward guide &/or create a mentorship program with seasoned LEADS or former LEADS or facilitate a LEAD caucus which meets quarterly.	<b>In progress</b>
227	HSA will lobby the BC government for expanding public health rehabilitation programs related to substance misuse; and HSA will lobby the BC government to create significantly more beds dedicated to inpatient substance detox.	<b>Completed</b> Correspondence to relevant ministry

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<b>230</b>	HSA will support the BC Federation of Labour public transit initiative, coming out of the CCPA Public Transit Report “Connecting BC: A Ten Year Vision and Investment Plan throughout BC.”	<b>Ongoing</b> BC Federation of Labour Convention 2024 Resolution ; CESA donation to Centre for Family Equity
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