

# 2020 RESOLUTIONS BOOKLET



HEALTH SCIENCES ASSOCIATION  
The union delivering modern health care

**ON THE COVER (L-R):**  
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# RESOLUTIONS: CONSTITUTION

## 1. CONSTITUTION (Article 6)

WHEREAS: The Health Sciences Association's Diversity and Anti-Harassment Statement has been updated.

THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 6, Section 7 – No Discrimination, clause (a) be amended as follows:

### Section 7. No Discrimination

(a) The rights and benefits of the Union are conferred on each member, without discrimination on the basis of sex, gender identity, gender expression, age, race, colour, religious affiliation, national or ethnic origin, disability, sexual orientation, political belief, **socio-economic**, marital or family status.

SUBMITTED BY: Board of Directors (Constitutional and Organizational Policy Committee)

Committee Recommendation: Concurrence as amended

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

## 2. CONSTITUTION (Article 6)

WHEREAS: Review of the Health Sciences Association Constitution was undertaken to consider appropriate amendments in the context of the importance placed on privacy rights, confidentiality, and proper functioning of the Union; and

WHEREAS: The purpose of these proposed amendments is to specify formerly implicit obligations meant to best serve the interests of members, and to make it clear that a breach of any obligation or responsibility by a member might lead to discipline pursuant to Article 15 – Complaints & Dispute Resolution.

THEREFORE BE IT RESOLVED: That the Health Sciences Association ("HSA") Constitution Article

6 Members' Rights and Obligations – Section 6. Obligations be amended by adding statements (j) through (y) as follows:

- (j) Violate the Constitution of the Union or any Union Policy;
- (k) Obtain membership, or help someone else obtain membership, fraudulently or by misrepresentation;
- (l) Communicate or reveal confidential information, without proper authorization, about the business, membership, proceedings or other affairs of the Union to someone not entitled to it;
- (m) Bring a complaint under article 15 without reasonable grounds for believing the complaint is true;
- (n) Fail to pay dues, fees, assessments or fines placed on them under the Constitution or by Union Policy;
- (o) Commit a fraud in a Union election or interfere, or attempt to interfere, with the democratic rights of members under this Constitution;
- (p) While holding elected office, deliberately cause a member to withdraw from the Union except as provided by the Labour Relations Code of British Columbia;
- (q) While holding elected office, condone or help another organization seeking to represent HSA members;
- (r) Disrupt the democratic process of a meeting, or fail or refuse to follow the rules of order when directed to do so by the Chair;
- (s) Coerce, intimidate or wrongfully keep a member, officer or staff person of the Union from carrying out their obligations or duties or exercising their rights under the Constitution and Union Policy;
- (t) Use the name of the Union for money or advertising without proper authority;
- (u) While being a Director, Member at Large, or member of the Trial Committee violate the Oath of Office, or while a Director violate the Code of Conduct;
- (v) While holding elected office in the Union, fail to perform the duties or obligations of their office in good faith, in a way that could reasonably be understood to breach the Union's duty of fair representation;
- (w) Reveal personal information about a member or members to anyone not entitled to such information;

(x) Engage in an activity or course of conduct which is detrimental to the welfare or best interests of the Union; or

(y) Access any Union records, however stored, contrary to the Union Policy in regards to accessing Union records.

BE IT FURTHER RESOLVED: That the HSA Constitution Article 6 Constitution Members' Rights and Obligations be amended by adding a new section – "Section 7. Discipline as follows:

Any member, subject to Article 15, may be disciplined for breach of any Obligation or Responsibility under the Constitution."

SUBMITTED BY: Board of Directors (Constitutional and Organizational Policy Committee)

Committee Recommendation: Concurrence

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

### 3. CONSTITUTION (Articles 4, 8, 11, 13)

WHEREAS: Health Sciences Association of BC is committed to ensuring it provides a safe environment for members, staff, and elected officers to carry out their work; and

WHEREAS: Many organizations, including other unions, have codes of conduct in place to set out the standards of behaviour for participants in all business and proceedings; and

WHEREAS: The swearing of an oath of office is common practice in unions for activists to acknowledge their commitment and responsibility to adhere to the union's code of conduct.

THEREFORE BE IT RESOLVED: That Article 4 of the Health Sciences Association ("HSA") Constitution be changed by adding "Code of Conduct" to the Definitions as follows:

"Code of Conduct" means the policy adopted by the Board of Directors to set out the responsibilities of Directors."

BE IT FURTHER RESOLVED: That HSA Constitution Article 8 Board of Directors - be changed by adding a new section (Section 13) as follows:

#### Section 13. Oath of Office

All newly elected/re-elected members of the Board of Directors shall take and be bound by the following Oath of Office:

I, \_\_\_\_\_, promise that:

I shall truly and faithfully carry out my duties as a member of the Board of Directors to the best of my abilities.

I shall uphold the Constitution and principles of the Union.

I shall always act in accordance with the Board of Directors' Code of Conduct.

I shall, in good faith, abide by, support and promote the Union Policies.

I shall return all Union properties or funds in my possession at the end of my term of office.

I shall promote a harassment-free and discrimination-free environment and work to ensure the human rights of all members are respected.

I shall endeavour to build harmony and solidarity in the Union and the labour movement.

BE IT FURTHER RESOLVED: That HSA Constitution Article 11 Members-at-Large - be changed by adding a new section titled "Oath of Office" as follows:

#### Section 5. Oath of Office

All newly elected/re-elected Members-at-Large shall take and be bound by the following Oath of Office:

I, \_\_\_\_\_, promise that:

I shall truly and faithfully carry out my duties as a Member at Large to the best of my abilities.

I shall uphold the Constitution and principles of the Union.

I shall, in good faith, abide by, support and promote the Union Policies.

I shall promote a harassment-free and discrimination-free environment and work to ensure the human rights of all members are respected.

I shall endeavour to build harmony and solidarity in the Union and the labour movement.

BE IT FURTHER RESOLVED: That HSA Constitution Article 13 Committees – Section 2 Standing Committees 3. Trial Committee be changed by adding a new section as follows:

3. Trial Committee

(d) All newly elected/re-elected Trial Committee members shall take and be bound by the following Oath of Office:

I, \_\_\_\_\_, promise that I shall truly and faithfully carry out my duties as a member of the Trial Committee to the best of my abilities, fairly and without bias.

I promise that I shall uphold the Constitution and principles of the Union.”

SUBMITTED BY: Board of Directors (Constitutional and Organizational Policy Committee)

Committee Recommendation: Concurrence

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

4. CONSTITUTION (Article 13)

WHEREAS: Review of the Health Sciences Association Constitution was undertaken to better enable the Trial Committee to carry out its responsibilities; and

WHEREAS: The purpose of this proposed amendment is to define the role of the Trial Committee and increase its number of elected members, to allow it to adjudicate complaints in a more expeditious manner.

THEREFORE BE IT RESOLVED: That Article 13(2) (3)(a) of the Health Sciences Association Constitution be changed as follows:

Article 13 – Committees

2. Standing Committees

3. Trial Committee

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

SUBMITTED BY: Board of Directors (Constitutional and Organizational Policy Committee)

Committee Recommendation: Concurrence

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

5. CONSTITUTION (Article 8)

WHEREAS: Review of the Health Sciences Association Constitution was undertaken to clarify roles and improve procedures related to Article 15 – Complaints & Dispute Resolution; and

WHEREAS: The purpose of this proposed amendment is to clarify one of the duties of the Secretary-Treasurer, as it is related to Article 15.

THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 8 Board of Directors – Section 5. Duties of Secretary-Treasurer be amended as follows:

Article 8 Board of Directors

Section 5. Duties of Secretary-Treasurer

(f) Takes conduct of complaints as set out in Article 15, Complaints & Dispute Resolution.

SUBMITTED BY: Board of Directors (Constitutional and Organizational Policy Committee)

Committee Recommendation: Concurrence

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

6. CONSTITUTION (Article 15)

WHEREAS: Review of the Health Sciences Association Constitution was undertaken to clarify roles and improve procedures related to Article 15 – Complaints & Dispute Resolution; and

WHEREAS: Clarity about grounds for filing a complaint under Article 15 is required.

THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 15(1) (a) to

(e) be deleted and replaced with the following:

Article 15 – Complaints & Dispute Resolution  
Section 1. A member who has reasonable grounds to believe that another member has violated any Obligation or Responsibility provided for in this Constitution may file a complaint against the member in accordance with the procedure set out in this article.

SUBMITTED BY: Board of Directors (Constitutional and Organizational Policy Committee)

Committee Recommendation: Concurrence

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

## 7. CONSTITUTION (Article 15)

WHEREAS: Review of the Health Sciences Association Constitution was undertaken to clarify roles and improve procedures related to Article 15 – Complaints & Dispute Resolution; and

WHEREAS: The purpose of the proposed amendments is to simplify and standardize the current language and to make any corresponding grammatical corrections; and

THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 15 – Complaints & Dispute Resolution, be amended as follows:

Section 2. Form of Complaint. Add to (a), at the end of the sentence, “(the “Complainant”);”;

Section 2. Form of Complaint. In (e), replace “person making the complaint” with “Complainant” and add a comma after “and”;

Section 3. Time for Bringing Complaints. Change “Complaints” to “Complaint” in the title;

Section 3. Time for Bringing Complaints. Replace “person making the complaint” with “Complainant”;

Section 4 – Notice of the Complaint. In (a), add “(the “Respondent”)” after “... the person who is the subject of the complaint”;

Section 4 – Notice of the Complaint. In (b), replace “person who is the subject of the complaint” with “Respondent” and replace “member” with “Respondent”;

Section 4 – Notice of the Complaint. Relocate the provision at (c) to Article 15’s Section 5, along with replacing “is referred” with “shall also be referred”;

Section 6 – Trial. In (a), replace “Chairperson” with “Chair, “will” with “shall”, and “charges” with “complaint”;

Section 6 – Trial. In the current (b) provision, replace “Members have” with “Respondent has”; replace “charges” with “complaint” and delete “of those charges”;

Section 6 – Trial. In the current (c) provision, replace “Members” with “The Respondent” and “charges” with “complaint”;

Section 6 – Trial. In the current (d) provision, replace “will” with “shall” in the two places it occurs in the first sentence;

Section 6 – Trial. In the current (d)(iii) provision, replace “must” with “shall”;

Section 6 – Trial. In the current (e) provision, replace “A charged member” with “The Respondent”;

Section 7 – Decision. In (a), replace “member who filed the complaint” with “Complainant” and “member charged” with “Respondent”;

Section 8 – Expenses. In (a), replace “will” with “shall”; and

Section 8 – Expenses. In (b), replace “member(s) bringing the complaint” with “Complainant”.

SUBMITTED BY: Board of Directors (Constitutional and Organizational Policy Committee)

Committee Recommendation: Concurrence

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

## 8. CONSTITUTION (Article 15)

WHEREAS: Review of Health Sciences Association Constitution, Article 15 Complaints & Dispute Resolution, was undertaken to clarify roles, improve procedures and ensure procedural fairness.

THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 15 – Complaints & Dispute Resolution, be amended as follows:

Section 6 – Trial. Change the section’s title from “Trial” to “Hearing Panel”;

Section 6 – Trial. After the provision at (a), add “(b) The hearing panel, so convened, shall have authority to fulfill its responsibilities up to and including publishing its written decision, notwithstanding the Trial Committee’s end of term date.”;

Section 6 – Trial. At the current (d)(ii), replace “presentations” with “evidence” and “charged members, members making the complaint” with “Respondent” and “Complainant”;

Section 6 – Trial. At the current (d)(ii), add “and other witnesses” before “the representative(s)” and delete “and other witnesses” after “Directors”;

Section 6 – Trial. Immediately preceding current (e) Add a new provision: “If the Hearing Panel cannot reach consensus on the charge, the decision of the majority of the Hearing Panel will be the decision of the Hearing Panel.”;

Section 6 – Trial. Add to the current (e), “and the Complainant have” after “The Respondent” and delete “has”;

Section 7 - Decision. In (a), replace “hearing” with “trial”;

Section 7 - Decision. In (b), replace “in breach of the Constitution” with “guilty of a breach of any Obligation or Responsibility in the Constitution”;

Section 7 - Decision. In (b), after “... imposing any discipline”, add the sentence “If the Hearing Panel cannot reach consensus on the discipline, the deci-

sion of the majority of the Hearing Panel will be the decision of the Hearing Panel.”; and

Section 8 – Expenses. In (b), replace “member(s)” with “Complainant(s)”.

SUBMITTED BY: Board of Directors (Constitutional and Organizational Policy Committee)

Committee Recommendation: Concurrence

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

## 9. CONSTITUTION (Article 15)

WHEREAS: Review of the Health Sciences Association (“HSA”) Constitution was undertaken to clarify roles and improve procedures related to Article 15 – Complaints & Dispute Resolution; and

THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 15 - Complaints & Dispute Resolution – Section 8(b) – Expenses, be amended by replacing “hearing” with “process”.

SUBMITTED BY: Board of Directors (Constitutional and Organizational Policy Committee)

Committee Recommendation: Concurrence

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

## 10. CONSTITUTION (Article 15)

WHEREAS: Review of the Health Sciences Association Constitution was undertaken to clarify roles, improve procedures and simplify and streamline the language related to Article 15 – Complaints & Dispute Resolution.

THEREFORE BE IT RESOLVED: That Health Sciences Association Constitution Article 15 – Complaints & Dispute Resolution, be amended as follows:

Section 5 – Investigator. Change title to “Investigation of Complaint”;

Section 5 – Investigator. To (a), add “takes conduct of the complaint, shall appoint an investigator as needed, and so notify the Board of Directors” after “Secretary-Treasurer” and delete “shall ask the Board of Directors to appoint an Investigator”;

Section 5 – Investigator. In the current (b), change “That Investigator” to “The Investigator”;

Section 5 – Investigator. In the current (d), replace “and a report is provided” with “whose report is provided”, and delete “on the Investigator’s findings”;

Section 5 – Investigator. In the current (e), replace “will” with “shall”;

Section 5 – Investigator. In the current (e), replace “The Board of Directors will” with “The Secretary-Treasurer shall”;

Section 6 – Trial. Change section (g) as follows: “Where the Board of Directors determines that the matter before the Hearing Panel is of significant interest to the Union or for other good reason, the Board of Directors shall be a party with the same rights of participation as the other parties to any trial. The decision to be a party is in the sole discretion of the Board of Directors. The Board of Directors may appoint a representative(s), including legal counsel, to appear before the Hearing Panel.”  
Section 6 – Trial. Add to (d)(ii) “and, subject to (g) below,” before “the representative(s)”. and

Section 6 – Trial. Add a new provision, after the current (d)(ii), “The Complainant, Respondent, and, subject to (h) below, the representative(s) of the Board of Directors, have the right to examine and cross-examine witnesses;”. Note that (h) is the current (g).

SUBMITTED BY: Board of Directors (Constitutional and Organizational Policy Committee)

Committee Recommendation: Concurrence

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

## 11. CONSTITUTION (Article 15)

WHEREAS: Review of the Health Sciences Association Constitution was undertaken to improve procedures related to Article 15 – Complaints & Dispute Resolution – Section 9 – Appeals.

THEREFORE BE IT RESOLVED: That Article 15, Section 9 of the Health Sciences Association Constitution be amended by deleting the current language and replacing it with the following:

- (a) Any party to a decision of a Hearing Panel may appeal such Decision. Any appeal must be submitted in writing to the President within one month of the publication of the decision by the Hearing Panel. The appeal must contain the facts which form the basis for the appeal.
- (b) All appeals shall be heard by a single Umpire appointed by the Board of Directors.
- (c) The Umpire may set aside a decision, remit the matter back to the Hearing Panel, or substitute his/her decision for the decision of the Hearing Panel on the ground that:
- A party to the Hearing was denied a fair hearing, and/or
  - The decision of the Hearing Panel is inconsistent with the principles expressed or implied by the Constitution or by the Labour Relations Code.
- (d) The decision of the Umpire is final.
- (e) The decision of the Umpire shall be in writing.
- (f) All parties to the original Hearing may be parties to the appeal.
- (g) In the case of a suspension or expulsion from Union membership, the penalty shall not be implemented in such a manner that it affects a member’s employment pending resolution of an appeal. The President shall determine a fair and appropriate procedure.
- (h) Should expenses be incurred as a result of engaging an Umpire and the process is not completed due to the party who submitted the appeal (the “Appellant”) not participating in the Umpire process, the Union may bill the Appellant to recoup the costs.

SUBMITTED BY: Board of Directors (Constitutional and Organizational Policy Committee)

Committee Recommendation: Concurrence

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

12. CONSTITUTION (Articles 1, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15)

WHEREAS: Review of the Health Sciences Association Constitution was undertaken to simplify and streamline the language and correct any grammatical errors.

THEREFORE BE IT RESOLVED: That the following amendments be made to the Health Sciences Association Constitution:

Article 1 – Name. Remove two “the’s that appear within quotation marks, so that it states “The name of the union is “Health Sciences Association of British Columbia,” hereafter referred to as “Union.”;

Article 4 – Definitions. In definition of “Region”, change “Regional Directors” from plural to singular, and add “a”, so that it states ““Region” means a group of Chapters that elects a Regional Director and certain other representatives.”;

Article 4 – Definitions. Add a definition for “Union Policy” which states ““Union Policy” means a policy adopted by the Board of Directors.”;

Article 5 – Membership – Section 2. Initiation Fees and Dues - (b). Add two commas so that it states “The Board of Directors may, as a result of job action, initiate a temporary dues increase to a maximum of 17% of earnings on some or all working members covered by the affected Collective Agreement, with such funds to form part of the Defence Fund of the Union.”;

Article 6 – Members’ Rights and Obligations – Section 3. Responsibilities. Capitalize “policies” so that it states “Every member shall pay membership dues established in accordance with this Constitution, comply with Union Policies, and comply with decisions of the Convention and the Board of Directors.”;

Article 6– Members’ Rights and Obligations – Section 4. Political and Human Rights Issues. Capitalize “policies” and insert “Union” before it so that it states:

“Where the Union, through its democratic processes takes positions on political, human rights or other issues not directly related to the objects and purposes set out in sections (a), (b), and (c) of Article 3, these positions are not “Union Policies” or “decisions” for purposes of Article 6, Section 3. No member is liable for any sanction under this Constitution because that member disagrees with or disassociates themselves from such a position. It is expressly acknowledged that any position taken on such an issue, and any money spent in connection with such an issue, reflects collective decisions, and does not imply the financial or other support of any member who does not support the decision of the Union.”;

Article 6– Members’ Rights and Obligations – Section 6. Obligations - (h). Delete “or”.

Article 7 – Convention – Section 5. Delegate Status at Convention - (a). Replace “her/his” with “their” so that it states “Representation shall be based on the following: Chapters with up to and including 49 members shall be entitled to one delegate who shall be the Chief Steward or their Alternate. Chapters with over 49 members will be entitled to one additional delegate for each additional 50 members or portion thereof.”;

Article 7 – Convention – Section 7. Convention Voting - (b). Replace “which” with “that” and add one comma so that it states “A straight majority vote of the delegates present and voting shall be sufficient to pass any resolution presented to Convention except those that change the Constitution, for which a two-thirds majority is required. All resolutions that are adopted will take effect upon adjournment of the Convention unless otherwise specified.”;

Article 8 – Board of Directors – Section 7. Meetings. Capitalize “president” so that it states “... Meetings shall be at the call of the President or a majority of the Directors...”

Article 9 – President – Section 2. Nomination of President - (a). Capitalize “union” so that it states

“To be eligible, nominees must have been a member of the Union for at least one year immediately prior to election.”;

Article 9 – President – Section 5. Recall of the President - (a). Capitalize “president” so that it states “A motion to recall the President is in order at a Special Convention, if notice is contained in the Convention petition or call.”;

Article 10 – Regional Directors – Section 7. Duties of the Regional Director - (a). Replace “HSA policies” with “Union Policies” so that it states [The Regional Director is the senior elected official in each region who advocates for the membership and has the following duties:] “(a) uphold Union Policies;”

Article 12 – Stewards – Section 1. Representation - (e). Add a comma and change “which” to “that” so that it states “There will be a minimum of one Occupational Health and Safety Steward and one Alternate Occupational Health and Safety Steward per Chapter. In those Chapters that have more than one site, there will be a minimum of one Occupational Health and Safety Steward, where practical, per site.

Article 13 – Committees – Section 2. Standing Committees - (1) Finance Committee - (b). Replace “Chairperson” with “Chair” so that it states “The committee is composed of the Secretary-Treasurer and two Regional Directors elected by the Board of Directors. The Chair may appoint up to two Members-at-Large to the committee. The Board of Directors may assign staff to support the committee.”;

Article 13 – Committees – Section 2. Standing Committees - (1) Finance Committee - (d). Replace “policies” with “Union Policies” so that it states “The committee recommends fiscal policy, which is subject to the approval of the Board of Directors, and monitors the implementation of approved Union Policies.”;

Article 13 – Committees – Section 2. Standing Committees - (1) Finance Committee - (e). Add a comma so that it states “The committee prepares, in consultation with the Secretary-Treasurer, a financial report for the Annual Convention.”;

Article 13 – Committees – Section 2. Standing Com-

mittees - (2) Resolutions Committee - (d). Add a comma so that it states “The committee determines the order of dealing with all resolutions at Convention, subject to amendment by the delegates.”;

Article 13 – Committees – Section 2. Standing Committees - (3) Trial Committee - (b). Replace “Chairperson” with “Chair” in two places so that it states “The committee shall elect its Chair. The Chair may appoint panels of the committee as needed that shall have all the authority and responsibility of the committee for a specific complaint.”;

Article 14 – Negotiations – Section 2. Negotiating Committees - (e). Replace “chairperson” with “Chair” so that it states “The President may designate the Chair and the spokesperson for the Negotiating Committee.”;

Article 15 – Complaints & Dispute Resolution – Section 2. Form of Complaint - (d). Capitalize “constitution” so that it states “The portion of Constitution that is alleged to have been violated; “.

SUBMITTED BY: Board of Directors (Constitutional and Organizational Policy Committee)

Committee Recommendation: Concurrence

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

13. CONSTITUTION (Articles 6, 8, 10, 11, 12, 13)

WHEREAS: Review of the Health Sciences Association Constitution was undertaken to simplify, streamline and correct any grammatical errors in the language of the Constitution; and

WHEREAS: The purposes of the following proposed amendments are to better organize the flow of provisions, eliminate ambiguity, and use certain words consistently.

THEREFORE BE IT RESOLVED: That, the following amendments be made to the Articles and Sections of the Health Sciences Association Constitution:

Article 6 – Members’ Rights and Obligations – Section 5. Rename Section 5 from “Liability of Members” to “Liability and Indemnification” and insert

(a) as follows:

(a) No member of the Union is liable as an individual for any debt or liability of the Union.”;

Article 6 – Members’ Rights and Obligations – Section 5. Add “(b)” as follows:

(b) The Union shall indemnify and agree to hold the Board of Directors, Stewards and persons elected to serve the Union including their heirs, executors and administrators from and against any and all charges, costs, expenses, damages and actions to which they, or any of them, may become subject, including legal costs for or in respect of anything done or omitted to be done relating to the duties of their office, provided that nothing herein shall exempt those persons from any liability arising out of their own acts or omissions arising from their lack of good faith, dishonesty, or willful misconduct.

Article 6 – Members’ Rights and Obligations – Section titled “Harassment”. Change the title to “No Harassment”;

Article 8 – Board of Directors – Section 7- Meetings. Change title to “Meetings and Quorum”;

Article 8 – Board of Directors – Section 7- Meetings. Delete the words “Six members constitute a quorum” and replace them with “A majority of Directors eligible to participate constitutes a quorum”;

Article 8 – Board of Directors – Section 8 – Electronic Communication. Delete title “Section 8 – Electronic Communication”. For clarity, the sentence that follows it is unchanged and becomes part of Section 7;

Article 8 – Board of Directors - Delete Section 9. Indemnification

Article 10 – Regional Directors – Section 3 – Nominations of Regional Directors. Add to (a) “and be employed in the Region they seek to represent” so that it states “Regional Directors must have been a member of the Union for at least one year immedi-

ately prior to election and be employed in the Region they seek to represent.”;

Article 10 – Regional Directors – Section 6 – Recall of Regional Directors. Add “in that Region” before “paying dues in the month prior...” so that it states: Recall of a Regional Director requires written petition by a majority of the members of that Region, delivered to the Board of Directors within 45 days from the date of the first signature. The Board of Directors will establish an election procedure. The Regional Director is eligible to contest the election, and continues in office pending its outcome. For the purposes of this provision, the size of the membership is determined by the number of people in that Region paying dues in the month prior to the month of the petition. No recall petition shall be acted on if it is delivered within six months of the end of the Regional Director’s term.

Article 11 – Members-at-Large – Section 3 – Election of Members-at-Large. Add “and be employed in the Region they seek to represent” at the end of the first sentence so that it states “Nominees must have been a member of the Union for at least one year immediately prior to election and be employed in the Region they seek to represent.”;

Article 12 – Stewards – Section 3-Recall. To (b), add “in that Chapter” before “paying dues in the month...” so that it states “The Board of Directors will establish an election procedure. The Steward is eligible to contest the election, and continues in office pending its outcome. For the purposes of this provision, the size of the membership is determined by the number of people in that Chapter paying dues in the month prior to the month of the petition.”;

Article 12 – Stewards – Section 5 – Fair Representation. Replace “... in the representation of a member or the Union and its policies” with “... in the representation of a member of the Union” so that it states “No Steward shall act in a manner that is arbitrary, discriminatory or in bad faith in the representation of a member of the Union.”;

Article 13 – Committees – Section 2 – Standing Committees – 1. Finance Committee. In (d), replace “makes” with “recommends” and add two comma

so that it states “The committee recommends fiscal policy, which is subject to the approval of the Board of Directors, and monitors the implementation of approved Union Policies.”;

Article 13 – Committees – Section 2 – Standing Committees – 3. Trial Committee. Amend (b) as follows:

Article 13- Committees

Section 2 – Standing Committees

3. Trial Committee

(b) The committee shall elect its Chair. The Chair may appoint panels of the committee as needed that shall have all the authority and responsibility for a specific complaint.

SUBMITTED BY: Board of Directors (Constitutional and Organizational Policy Committee)

Committee Recommendation: Concurrence

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

14. CONSTITUTION (Articles 4, 5, 9, 12, 13, 15)

WHEREAS: Review of the Health Sciences Association Constitution was undertaken to simplify, streamline and correct any grammatical errors in the language.

THEREFORE BE IT RESOLVED: That, the following amendments be made to the Health Sciences Association Constitution:

Amend Article 4 – Definitions – “Chapter”, “Ombudsperson”, “Region” as follows:

“Chapter” means a unit of seven or more members represented by the Union and/or a group of two or more units of members represented by the Union, where at least one of the units has fewer than 7 members. Chapters with fewer than seven members that cannot be grouped because of geographical or other considerations will retain chapter status.

“Ombudsperson” means a member of the Union appointed by the President or her/his designate to

investigate and make decisions in regards to complaints of improper conduct that require immediate action at union functions.

“Region” means a group of Chapters that elects a Regional Director and certain other representatives. Article 5 – Membership – Section 1. Eligibility and Membership Criteria - (a) - so that it states “Any person employed in a bargaining unit that is represented by the Union is a member of the Union; any person who could be represented by the Union is eligible for membership. Any such membership must not be prohibited under the Constitution.”;

Article 9 – President – Section 6. Duties of the President - first sentence - so that it states “The President is the senior elected officer of the Union, who performs the duties on a full-time basis and has the following powers and duties that may be exercised or performed in person or by delegation.”;

Article 12 – Stewards – Section 1. Representation - (e) – so that it states “There will be a minimum of one Occupational Health and Safety Steward and one Alternate Occupational Health and Safety Steward per Chapter. In those Chapters that have more than one site, there will be a minimum of one Occupational Health and Safety Steward, where practical, per site.”;

Article 13 – Committees – Section 2. Standing Committees – 3. Trial Committee - (b) – so that it states “The committee shall elect its Chair. The Chair may appoint panels of the committee as needed that shall have all the authority and responsibility of the committee for a specific complaint.”;

Article 15 – Complaints & Dispute Resolution – Section 2. Form of Complaint - (d) – so that it states “The portion of ~~constitution~~ **Constitution** that is alleged to have been violated.”;

SUBMITTED BY: Board of Directors (Constitutional and Organizational Policy Committee)

Committee Recommendation: Concurrence

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

15. CONSTITUTION (Covers 20 and 21)

WHEREAS: Article 9, Section 3 of the Health Sciences Association (“HSA”) Constitution defines that the President is elected by delegates at convention, and

WHEREAS: In a democratic institution, all members of HSA should have a voice in electing their president to lead them, and

WHEREAS: the results of an online poll of HSA members was completed in 2019

THEREFORE BE IT RESOLVED: that Article 9, Section 1 of the Health Sciences Association (“HSA”) Constitution which states: “The term of office is two years. The President is elected at the Annual Convention in odd numbered years.”

be replaced with:

“The term of office is two years. The President is elected in odd numbered years.”, and

BE IT FURTHER RESOLVED THAT: that Article 9, Section 3 (a) and (b) of the HSA Constitution which states: “(a) The election of the President is by secret ballot and requires a majority vote: that is, over 50 percent of those delegates voting. (b) If no candidate gets more than 50 percent, then the candidate receiving the least number of votes and any candidate receiving less than 5% of the votes is dropped from the ballot and a new ballot is cast.”

be replaced with:

“The Board of Directors shall establish a process for the election of the President in which each member in good standing is eligible to cast one vote. Election of the President shall be by secret ballot. The president takes office at the conclusion of the Annual Convention in the year in which they are elected.”

Submitted by: BC Cancer Agency (Vancouver)

Committee Recommendation: Concurrence

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

16. CONSTITUTION (Covers 17)

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

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

THEREFORE BE IT RESOLVED: that Article 9, Section 1 of the HSA Constitution which states “The term of office is two years. The President is elected at the Annual Convention in odd numbered years.”

be replaced with:

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

Submitted by: BC Cancer Agency (Vancouver)

Committee Recommendation: Non-Concurrence as amended

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

17. CONSTITUTION (Covered by 16)

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

WHEREAS: Union leadership should reflect the changing composition and needs of the union membership over time with fresh ideas; and

WHEREAS: three 2-year terms (six years total) is a sufficient amount of time to carry out their mandate.

THEREFORE BE IT RESOLVED: that Article 9, Section 1 of Health Sciences Association Constitution which states “the term of office is two years. The

president is elected at the annual convention in odd numbered years”.

Be replaced with:

“The term of office is two years. The president is elected at the annual convention in odd numbered years. A president may only ever serve a maximum of 3 consecutive terms”.

SUBMITTED BY: Vancouver General Hospital

Committee Recommendation:

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

## 18. CONSTITUTION

WHEREAS: Article 14, Section 3 of Health Sciences Association (“HSA”) Constitution currently states (a) members shall be provided with a summary of negotiated changes prior to voting on any proposed Collective Agreement; and

WHEREAS: Many members are uncomfortable voting on an agreement without all of the specific language and information; and

WHEREAS: HSA can influence voting outcomes by presenting general clauses as being more positive than they actually are or that are open to interpretation with non-specific clauses and language compared to specific language.

THEREFORE BE IT RESOLVED: That Article 14, Section 3 of Health Sciences Association (“HSA”) Constitution be changed to read (a) members shall be provided with ALL the negotiated changes and clauses prior to voting on any proposed collective agreement.

SUBMITTED BY: Vancouver General Hospital and Richmond Chapter

Committee Recommendation: Non-Concurrence

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

# RESOLUTIONS: GOVERNANCE

## 19. GOVERNANCE

WHEREAS: Health Sciences Association (“HSA”) encourages members to attend and participate in Convention; and

WHEREAS: HSA members are increasingly challenged by workload and difficulties back-filling absences in the workplace, and must give the employer significant advanced notices of upcoming vacation and leaves.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) endeavor to announce the dates of Convention the preceding October to ensure that members can be aware of these dates before vacation selection the preceding November.

SUBMITTED BY: Penticton Regional Hospital

Committee Recommendation: Concurrence

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

## 20. GOVERNANCE (Covered by 15)

WHEREAS: There are currently limited ways in which members are elected to positions within the Health Sciences Association (HSA); and

WHEREAS: The method of voting has been changed in the past; and

WHEREAS: every member of the province has the right to participate in the democratic process.

WHEREAS: HSA has still not released the results of the presidential election poll that is highly relevant

THEREFORE BE IT RESOLVED: That HSA immediately release the results of the past official presidential election poll and report the direction to change the current presidential election process to one member one vote.

SUBMITTED BY: Vancouver General Hospital and Richmond Chapter

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

## 21. GOVERNANCE (Covered by 15)

WHEREAS: There are currently (limited) ways in which members are elected to positions within the Health Sciences Association (HSA); and

WHEREAS: The method of voting has been changed in the past; and

WHEREAS: Every member of the province has the right to participate in the democratic process, and

WHEREAS: HSA has still not released the results of (the presidential election) poll that is highly relevant.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) immediately release the results of the past official presidential election poll and report the direction to change the current (presidential) election process to one member one vote if that was the will of the membership.

Submitted by: Richmond Chapter

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

## 22. GOVERNANCE

WHEREAS: Health Sciences Association (“HSA”) spends time and money on educating delegates about parliamentary procedure at Convention plenary for multiple years; and

WHEREAS: The chair of the Convention should have no vested interest in the outcome of resolutions brought before conventions

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) appoint a neutral chair to

conduct the business of Convention.

SUBMITTED BY: Vancouver General Hospital

Committee Recommendation: Non-Concurrence

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

### 23. GOVERNANCE

WHEREAS: Health Sciences Association (“HSA”) Board policies 2.06 Board of Director (“BOD”) policy statements 3.9, 3.10, 3.12 restrict Board of Director’s ability to share information with membership as a whole; and

WHEREAS: All members of the union have the right to be informed of decisions made by the BOD; and

WHEREAS: Transparency is imperative for a board to serve members of the union.

THEREFORE BE IT RESOLVED: That Health Sciences Association abolish statements 3.9, 3.10 and 3.12 of BOD Policy 2.06 and review any other policy that prevents free exchange of information from the Board to members of the Union.

Submitted by: Richmond Chapter

Committee Recommendation: Non-Concurrence

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

### 24. GOVERNANCE (Covers 25)

WHEREAS: The Health Sciences Association (“HSA”) Constitution, Article 12, Section 2, states the term of office is one year for stewards, and

WHEREAS: It is important to develop and maintain qualified stewards, and

WHEREAS: Members can stop being stewards at any time.

THEREFORE BE IT RESOLVED: The Health Sci-

ences Association (“HSA”) Constitution be changed to change the term of office for stewards to two years.

Submitted by: Surrey Memorial Hospital

Committee Recommendation: Non-Concurrence

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

### 25. GOVERNANCE (Covered by 24)

WHEREAS: The learning curve and need for experience in the role of Steward can take time due to the complexity of issues

WHEREAS: A one-year term for these positions can limit the effectiveness of steward abilities or need for opportunities in the year to gain experience,

THEREFORE BE IT RESOLVED: That HSA make steward positions a two-year term.

Submitted by: Comox Valley Transition Centre

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

### 26. GOVERNANCE (Covers 27)

WHEREAS: The Health Sciences Professional Bargaining Association (“HSPBA”) collective agreement negotiated designated paid union steward positions at various chapters throughout the province, and

WHEREAS: The importance is greater for qualified and experienced stewards in these positions, and

WHEREAS: The union could consider these positions outside the context of the Health Sciences Association (“HSA”) Constitution of elected steward and more like the recently development EDMP reps,

THEREFORE BE IT RESOLVED: That these paid positions be filled through a hiring process from the union head office.

Submitted by: Surrey Memorial Hospital

Committee Recommendation: Non-Concurrence

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

27. GOVERNANCE (Covered by 26)

WHEREAS: The Health Sciences Association (“HSA”) Constitution, Article 12, permits members to come off the floor of a chapter meeting to run in steward elections, and

WHEREAS: The union and its members need experienced stewards that have attended investigation and disciplinary meetings and qualified stewards that have had training in basic and advanced steward and OH&S steward courses,

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) develop a vetting process to ensure that these paid positions are filled with qualified stewards.

Submitted by: Surrey Memorial Hospital

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

28. GOVERNANCE

WHEREAS: The Health Sciences Association (“HSA”) Constitution, Article 12, Section 2, permits members to come off the floor of a chapter meeting to run in steward elections, and

WHEREAS: Time may be required to campaign for select steward positions

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) Constitution be changed to have a deadline for nominations of a minimum of one month before scheduled chapter steward election meetings.

Submitted by: Surrey Memorial Hospital

Committee Recommendation: Non-Concurrence

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

29. GOVERNANCE (Covers 30)

WHEREAS: The process at Convention of voting on the recommendation of the Resolutions Committee can be confusing; and

WHEREAS: delegates need to be educated on how to vote against the Resolutions Committee recommendation of “non-concurrence” in support of a resolution, and

WHEREAS: delegates have sometimes voted incorrectly on resolutions,

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) delegates to Convention vote directly on the resolution itself and NOT the Resolutions Committee recommendation, and

BE IT FURTHER RESOLVED: That the Resolutions Committee will continue to provide a rationale and recommendation on each resolution as per status quo.

Submitted by: BC Cancer Agency (Vancouver)

Committee Recommendation: Concurrence

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

30. GOVERNANCE (Covered by 29)

WHEREAS: Health Sciences Association (“HSA”) annual general meeting delegates often find voting on the recommendation of the resolutions committee rather than the resolution; and

WHEREAS: Resolutions committee recommendations and discussion on the convention floor support clearer understanding of the value of a resolution; and

WHEREAS: Members must carefully consider how to best represent the members who elected them to attend the AGM and do not need the added distraction of voting on the resolutions committee recommendation.

THEREFORE BE IT RESOLVED: That delegates, after hearing the resolutions committee and discussion on the floor, vote on the resolution directly.

Submitted by: Nanaimo Regional General Hospital

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

### 31. GOVERNANCE

WHEREAS: Health Sciences Association (“HSA”) Constitution establishes a formula for determining delegate status for each Convention (Article 7 Section 5); and

WHEREAS: Many chapters do not successfully organize their full delegate entitlement, potentially limiting the diversity of voice and opinion participating at Convention; and

WHEREAS: Members from smaller chapters who are activists and/or those who have an interest in participating in the democratic processes of the union are denied the financial support (i.e., union-paid leave and travel/accommodation) necessary to fully participate (“voice and vote”).

~~THEREFORE BE IT RESOLVED: In chapters where delegate entitlement is 2 or less, one additional delegate could be assigned delegate status if not all delegate seats are filled within the region, and:~~

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) Board of Directors establish an equitable process for offering unfilled Delegate seats in a timely manner, to Chapters within the same region, so as to ensure Delegate entitlement is honoured in all areas of the province.

Submitted by: Kootenay Lake Hospital and Queen Alexandra Centre for Children’s Health

Committee Recommendation: Concurrence as amended

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

### 32. GOVERNANCE

WHEREAS: The Health Sciences Association (“HSA”) Finance Committee does not currently involve a Member-at-Large; and

WHEREAS: decisions regarding the finances of the HSA are made by a select group of individuals; and

WHEREAS: the duty of the Finance Committee is to responsibly spend the dues of the members; and

WHEREAS: all other HSA committees have at least one Member-at-Large.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) designate one Member-At-Large to sit on the Finance Committee.

Submitted by: BC Cancer Agency (Vancouver)

Committee Recommendation: Concurrence

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

### 33. GOVERNANCE

WHEREAS: The Health Sciences Association (“HSA”) Board of Directors holds regular board meetings; and

WHEREAS: The Board of Directors is accountable to its members, and

WHEREAS: Past attempts to request the minutes of board meeting have been met with resistance and the quality of the minutes provided does not clearly communicate what decisions were made, how the board arrived at the decision and what discussion/ issues took place.

THEREFORE BE IT RESOLVED: That proper and complete minutes to be made available for all board meetings to members who request them in a timely manner, including what decisions were made, why this was done, and other issues were discussed that may have affected that decision.

Submitted by: BC Cancer Agency (Vancouver)

Committee Recommendation: Concurrence

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

#### 34. GOVERNANCE

WHEREAS: The Health Sciences Association (“HSA”) Board of Directors holds regular board meetings; and

WHEREAS: Some members may wish to attend board meetings to participate in the governance of their union.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) members who wish to attend board meetings be permitted to attend them.

Submitted by: BC Cancer Agency (Vancouver)

Committee Recommendation: Non-Concurrence

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

# RESOLUTIONS: LABOUR RELATIONS

## 35. LABOUR RELATIONS

WHEREAS: The government has prioritized Magnetic Resonance Imaging (MRI) funding and recently purchased two private MRI clinics; and

WHEREAS: Health Sciences Association (“HSA”) negotiated higher wages, full seniority for private clinic technologists; and

WHEREAS: HSA refuses to disclose the wages or agreement violating Article 32; and

WHEREAS: HSA refuses to use clause “t”, Classification Redesign Interim Agreement, “one job/one wage” to raise public MRI wages to equal private wages.

THEREFORE BE IT RESOLVED: That a third party review Health Sciences Association (“HSA”) policies around current and future privatization and inclusion of these employees into HSA membership, wages and seniority lists and report to members by December 31, 2020.

BE IT FURTHER RESOLVED: That all members create union policy on inclusions into seniority lists and wages of further/future private professions merging into HSA publicly funded professions.

Submitted by: Richmond Chapter

Committee Recommendation: Non-Concurrence

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

## 36. LABOUR RELATIONS

WHEREAS: The Health Sciences Association (“HSA”) represents the interests of thousands of provincially regulated health professionals, and

WHEREAS: The current provincial government is seeking to adjust the regulation and amalgamate colleges for many of the professions that the HSA represents, and

WHEREAS: College activities are meant to represent the public interest, but at the expense of the members both in the form of registration fees and accountability measures

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) initiate a consultation with affected members to determine issues and priorities in relation to the regulation of health professionals, and

BE IT FURTHER RESOLVED: that HSA **continue** to protect the interests of health science professionals in the process of restructuring regulatory bodies.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: Concurrence as amended

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

## 37. LABOUR RELATIONS (Covers 38)

WHEREAS: The employer recently stopped paying Medical Services Plan (MSP) fees for employees, and

WHEREAS: Health Sciences Association (“HSA”) put that money into a “trust” until it was determined how the money previously paid by the employer would be used, and

WHEREAS: The members of HSA have seen no refund of these funds and received no specific named benefit from this “trust”, and

WHEREAS: HSA provided a non-detailed, non-specific explanation to members “although not expressly stated in the 2019-2022 contract, the matter was negotiated to the satisfaction of Union in newest contract”.

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) provide members with detailed specifics and explanation of what exactly

was gained in the recent contract instead of providing members with a refund of Medical Services Plan trust fund as members have not received a monetary refund.

Submitted by: Richmond Chapter

Committee Recommendation: Non-Concurrence

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

### 38. LABOUR RELATIONS (Covered by 37)

WHEREAS: The employer has stopped paying Medical Services Plan fees for employees in 2018; and

WHEREAS: Health Sciences Association (“HSA”) put that money into a trust; and

WHEREAS: the members of HSA have seen no refund of these funds, nor received any specific benefit from this trust; and

WHEREAS: HSA provided a non-detailed, non-specific explanation to members: “Although not expressly stated in the 2019-2022 contract, the matter was negotiated to the satisfaction of the Union in the newest contract.”

THEREFORE BE IT RESOLVED THAT: Health Sciences Association (“HSA”) provide members with details of what exactly was gained in the recent contract regarding the Medical Services Plan trust fund money.

Submitted by: Royal Jubilee Hospital

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

### 39. LABOUR RELATIONS

WHEREAS: Many individual professions are unhappy with Health Sciences Association (“HSA”) representation of their profession’s interests in bargaining in the past twenty years; and

WHEREAS: Groups such as Respiratory, Radiation

Therapy and Magnetic Resonance Imaging are extremely disappointed with the poor wages negotiated by Health Sciences Association over two decades of bargaining.

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) immediately address individual professional groups unhappy with their representation with meaningful discussion and a concrete plan of action to address the issues.

Submitted by: Richmond Chapter

Committee Recommendation: Non-Concurrence

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

# RESOLUTIONS: MEMBER SERVICES

## 40. MEMBER SERVICES

WHEREAS: Stewards are busy working in their professional areas; and

WHEREAS: Stewards find time in their busy workdays to support members with workplace concerns and grievances; and

WHEREAS: Member involvement is generally low, and the time and energy required to mobilize/ inform members is significant

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) **continue to** provide support to stewards (education, posters, videos, delegation of tasks etc.) to promote member involvement and solidarity.

Submitted by: Nanaimo Regional General Hospital

Committee Recommendation: Concurrence as amended

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

## 41. MEMBER SERVICES

WHEREAS: Health Sciences Association (“HSA”) values the participation and engagement of its members; and

WHEREAS: HSA has had mixed success in engaging its members in the past; and

WHEREAS: Chapters which are successful in engaging its members are required to do so on their own with limited support from HSA.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) create a clear plan for member engagement efforts with defined objectives, scope and budget/financial resources needed to achieve them.

Submitted by: BC Cancer Agency (Vancouver)

Committee Recommendation: Concurrence

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

## 42. MEMBER SERVICES

WHEREAS: Health Science Association (“HSA”) members vote on other health professionals to represent them on contract negotiations; and

WHEREAS: HSA members do not vote on HSA staff (chief negotiator or classification lead, etc.) representation for contract negotiations; and

WHEREAS: Many HSA members are unhappy with wages, classifications and past negotiations in the last twenty years by HSA staff.

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) members vote also on HSA staff (chief negotiator, classification lead, etc.) to represent them at the bargaining table.

Submitted by: Richmond General Hospital

Committee Recommendation: Non-Concurrence

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

## 43. MEMBER SERVICES

WHEREAS: Health Sciences Association (“HSA”) services members across the province of BC, and not just in the lower mainland, and yet all current Labour Relations Officers (“LROs”) are working from the HSA office in New Westminster; and

WHEREAS: LROs play a vital role in resolving issues; and

WHEREAS: Face to face meetings between the HSA LROs and HSA members, department managers and human resource representatives make their relationship strong; and

WHEREAS: The LRO could stay in touch and attend

meetings at the HSA office via technology (ie) tele-conference equipment, Skype, Facetime.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) explore hiring at least one Labour Relations Officer in Kelowna and/or Kamloops to service sites outside the lower mainland and report back their findings at the 2021 HSA Convention.

Submitted by: 100 Mile House

Committee Recommendation: Concurrence

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

#### 44. MEMBER SERVICES

WHEREAS: Health Sciences Association (“HSA”) often seeks to fill positions in member engagement teams, staffing positions and workshop participants; and

WHEREAS: members are frequently interested and would like to have the opportunity to apply for the available positions, and

WHEREAS: members who fail to get a position are not given any justification or feel the process is neither fair nor equitable,

THEREFORE BE IT RESOLVED: That there be equitable opportunities and more transparent disclosure on the selection process for educational opportunities and the member engagement team and employment openings within Health Sciences Association (“HSA”) to its membership.

Submitted by: BC Cancer Agency (Vancouver)

Committee Recommendation: Concurrence as amended

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

#### 45. MEMBER SERVICES

WHEREAS: Health Science Professionals have routinely voted at hotels or by mail for contract approvals or denial by members, and

WHEREAS: votes are manually counted for contract approval or denials by members, and

WHEREAS: there are costs associated with this process as well as possible counting errors

WHEREAS: it is difficult for members to leave during their shifts to vote or to drive to hotels, and

WHEREAS: voting turnout has been low in the past contracts.

THEREFORE BE IT RESOLVED: That the 2022 contract be approved or denied by Health Sciences Association members by neutral third party with online electronic voting after a review of security, accuracy and costs are analyzed.

Submitted by: Richmond Chapter

Committee Recommendation: Non-Concurrence

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

#### 46. MEMBER SERVICES

WHEREAS: Health Science Association (“HSA”) members arriving to vote on contracts at voting stations have been asked if they would to speak to Health Science Association staff prior to voting on contracts by HSA staff, and

WHEREAS: Fair and democratic and non-biased outcome of voting is expected, and

WHEREAS: This could be viewed as attempts by the Union to influence voting outcomes for the contract, and

WHEREAS: The member is free to ask to speak to staff on their own initiative.

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) remain impartial when discussing contract negotiations to staff prior to voting at the voting stations.

Submitted by: Richmond Chapter

Committee Recommendation: Concurrence

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

#### 47. MEMBER SERVICES

WHEREAS: There are opportunities in Health Sciences Association (“HSA”) for members to engage in activism from internal mobilization to pursuing the union’s labour rights, public services advocacy, and social justice work; and

WHEREAS: Young workers in HSA have expressed interest in increasing participation in the union’s activities ranging from chapter meetings, committee and government relations activities, to participation in broader labour movement and social justice activism, but often lack the knowledge about what opportunities exist and how HSA can support their involvement; and

WHEREAS: The union’s strategic plan prioritizes member engagement and activism through mentorship,

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) support mentorship of less experienced members to give them opportunities to be exposed to and learn from members involved in the union’s engagement and activism programs such as committees, campaigns, and government relations activities, and broader labour movement activism including participation in BC Federation of Labour and CLC convention activities, Labour Council campaigns/actions, and other labour movement related activities.

Submitted by: Board of Directors (Young Workers’ Advisory Group)

Committee Recommendation: Concurrence

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

#### 48. MEMBER SERVICES

WHEREAS: We have entered a time of increasing awareness of how our actions and choices impact the environment, and

WHEREAS: HSA should endeavor to decrease its carbon footprint, and

WHEREAS: HSA strives to offer a multitude of educational opportunities to its members, and

WHEREAS: It can be challenging for members to take time from their clinical responsibilities to attend educational events at the HSA office, and

WHEREAS: Travel to these events has a negative environmental impact

THEREFORE BE IT RESOLVED: That HSA will increase member access to educational opportunities and decrease the need for travel by offering live-streamed speakers or creating webinars that can be incorporated into chapter meetings

Submitted by: Sunny Hill Health Centre

Committee Recommendation: Concurrence

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

# RESOLUTIONS: COMMUNICATIONS

## 49. COMMUNICATIONS

WHEREAS: one organ donor can save up to 8 lives; and

WHEREAS: there are two types of organ donors, deceased and living donors; and

WHEREAS: donation is only considered after all life-saving efforts have been exhausted; and

WHEREAS: organs from deceased donors are allocated without prejudice; and

WHEREAS: Health Sciences Association (“HSA”) members are actively involved with the health care of people who will benefit from organ transplants.

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) provide member education (via The Report) on organ donation (both living and deceased) the value of discussing your wishes surrounding organ donation with family members and that they can register in advance to be organ donors in the case of their death.

Submitted by: Nanaimo Regional General Hospital

Committee Recommendation: Concurrence

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

## 50. COMMUNICATIONS

WHEREAS: Members with issues may choose to communicate with their regional director via email using the address listed on the Health Sciences Association (“HSA”) website (example: REGION05@hsabc.org), and

WHEREAS: such emails are screened by HSA staff, and that regional directors do not receive all emails sent to them, and

WHEREAS: the individual screening the email may be in a conflict of interest with the content of the email,

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) publicize that emails sent to a regional director are screened by individuals other than the regional director on the HSA website, as well as via an email auto-reply, and that regional directors receive all emails sent to their region’s email account.

Submitted by: BC Cancer Agency (Vancouver)

Committee Recommendation: Concurrence

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

51. COMMUNICATIONS

WHEREAS: Health Sciences Association (“HSA”) periodically sends out surveys to the membership; and

WHEREAS: Having an accurate cross section of the membership is important for the validity of survey results; and

WHEREAS: Members are frequently called upon to answer surveys, but may disengage or be less likely to respond in the future if they do not hear about the results.

THEREFORE BE IT RESOLVED: That the Health Science Association (“HSA”) send out results of surveys to members in a timely manner.

Submitted by: Royal Inland Hospital

Committee Recommendation: Non-Concurrence

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

52. COMMUNICATIONS

WHEREAS: The Health Science Association (“HSA”) emails its membership about a variety of topics, such as contract, campaigns, regional updates, and chapter meetings; and

WHEREAS: Member engagement is critical to the strength and success of the Health Science Association (“HSA”); and

WHEREAS: Email burnout and disengagement can occur when someone receives too many emails.

THEREFORE BE IT RESOLVED: That the Health Science Association (“HSA”) give members options to select which types of emails they receive.

Submitted by: Royal Inland Hospital

Committee Recommendation: Non-Concurrence

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

## RESOLUTIONS: FINANCE

### 53. FINANCE

WHEREAS: The truth and reconciliation call to action #23 states:

We call upon all levels of government to:

- i. Increase the number of Aboriginal professionals working in the health-care field.
- ii. Ensure the retention of Aboriginal health-care providers in Aboriginal communities.
- iii. Provide cultural competency training for all healthcare professionals; and

WHEREAS: Health Science Association (“HSA”) members would benefit from increased cultural competency training; and

WHEREAS: HSA currently provides two \$1500 bursaries to Indigenous students.

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) will provide a response to the Call To Action by increasing the number of bursaries for Indigenous students entering the health care field.

BE IT FURTHER RESOLVED: That HSA expand its cultural competency training for members.

SUBMITTED BY: Child Development Centre of Prince George

Committee Recommendation: Concurrence

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

### 54. FINANCE

WHEREAS: The government of British Columbia gives Health Sciences Association (HSA) Union a large pot of money for education.

WHEREAS: There are many years that the members do not use the entire amount of this education fund.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) members receive a written report annually of unused education fund money so that the members can provide guidance/negotiate how the unused portion of this fund is allocated.

BE IT FURTHER RESOLVED: That an amendment be made to possibly increase funding to \$1500.00.

Submitted by: Richmond Chapter

Committee Recommendation: Non-Concurrence

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

### 55. FINANCE

WHEREAS: The government of British Columbia gives Health Sciences Association (“HSA”) Union funding for education; and

WHEREAS: The entire amount of this education fund may not be fully utilized.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) members receive a written report annually of unused education fund money.

Submitted by: Vancouver General Hospital

Committee Recommendation: Concurrence

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

56. FINANCE

WHEREAS: Other unions make staff salaries available to their membership, and

WHEREAS: the majority of Health Sciences Association (“HSA”) members are public sector workers whose salaries above a certain threshold are publicly accessible, and

WHEREAS: HSA is a democratic union that is accountable to its membership and operates in a fully transparent manner

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) publish information about staff salaries, benefits and expenses available to its members.

Submitted by: BC Cancer Agency (Vancouver)

Committee Recommendation: Non-Concurrence

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

57. FINANCE (Covers 58)

WHEREAS: Health Sciences Association (“HSA”) values the engagement and participation of its membership, and

WHEREAS: HSA does not have a policy which defines equitable spending at the chapter level, and

WHEREAS: Steward teams within chapters are actively promoting and supporting HSA at their worksite, and

WHEREAS: chapters within HSA that have enquired about the allowable spending limits for chapter meetings have not been provided with any guidelines nor spending limit until the chapter has exceeded an imaginary line of spending.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) allocate a budget for each chapter to manage for member engagement events/ purposes.

Submitted by: BC Cancer Agency (Vancouver)

Committee Recommendation: Concurrence

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

58. FINANCE (Covered by 57)

WHEREAS: Health Sciences Association (“HSA”) is a democratic institution that is governed by its membership; and

WHEREAS: Engagement of its membership is a critically important and valued component of our union; and

WHEREAS: HSA is a democratic union that is accountable to its membership and operates in a fully transparent manner; and

WHEREAS: Chapters within HSA have been restricted from accessing financial resources to support its chapter meetings and other engagement efforts that have produced successful attendances and participation rates.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) allocate adequate budget to provide lunches for members who choose to attend chapter meetings and other events or sessions at the chapter level.

Submitted by: BC Cancer Agency (Vancouver)

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

59. FINANCE

WHEREAS: Pre-Convention Workshops are popular and frequently filled up, and

WHEREAS: Some Convention delegates who wish to attend Pre-Convention Workshops are denied due to a lack of space and limited enrollment,

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) make more spaces available for members to attend pre-convention workshops, including those who are not delegates.

Submitted by: BC Cancer Agency (Vancouver)

Committee Recommendation: Non-Concurrence

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

60. FINANCE

WHEREAS: Under Article 7, Sec 2 (c) of the Health Sciences Association of British Columbia (“HSA”) Constitution, the Board of Directors recommends the appointment of the union’s auditor to the annual Convention which appoints the same.

THEREFORE BE IT RESOLVED: That Meyers Norris Penny LLP be confirmed as the union’s auditor until the year 2021 Annual Convention.

Submitted by: Board of Directors (Finance Committee)

Committee Recommendation: Concurrence

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

# RESOLUTIONS: OCCUPATIONAL HEALTH & SAFETY

## 61. OCCUPATIONAL HEALTH & SAFETY

WHEREAS: calling into the Workplace Call Centre is a cumbersome, and unproductive process, often resulting in the employee abandoning the reporting of incidents, and

WHEREAS: evening, night, and weekend employees cannot access the call system during their shifts, and  
WHEREAS: a failure to report contributes to unsafe work.

THEREFORE BE IT RESOLVED THAT: Health Sciences Association (“HSA”) compile data regarding the effectiveness of incident reporting (near miss, violence, injury etc.) throughout the province.

Submitted by: Royal Jubilee Hospital

Committee Recommendation: Non-Concurrence

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

## 62. OCCUPATIONAL HEALTH & SAFETY

WHEREAS: The BC government has introduced WorkSafe BC presumptive coverage for select occupations, including nurses and health care aides, in an effort to streamline mental health claims for psychological injuries that result from a workplace traumatic event(s); and

WHEREAS: There are a number of health care and community social services professionals currently not covered by the legislation who face ongoing workplace risks; and

WHEREAS: For workers suffering from a psychological injury, presumptive coverage is an important pathway to help ease the complex maze of the workers’ compensation system, a pathway that can reduce stress and stigma for workers in need;

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) continue to lobby the BC Government to expand presumptive coverage for mental health disorder claims that result from a workplace traumatic event(s) to include the whole team of health care and community social service workers in BC.

Submitted by: Board of Directors (Political Action Committee)

Committee Recommendation: Concurrence

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

# RESOLUTIONS: POLITICAL ACTION

## 63. POLITICAL ACTION

WHEREAS: Canada's Employment Insurance program currently provides up to 15 weeks of maternity leave for a person who has given birth, but an adoptive parent is not eligible to take maternity leave, and

WHEREAS: many children and youth who are adopted have endured adverse childhood experiences -- negative, stressful, traumatizing events that occur before the age of 18 and confer health risks across the lifespan, and

WHEREAS: attachment and bonding are complex ongoing processes for any family, but are more challenging for adoptive families, yet the current system provides considerably less time for adopted children to bond with their families as compared to biological children;

THEREFORE BE IT RESOLVED: that Health Sciences Association ("HSA") lobby the federal government to provide equal total leave time for adoptive parents as for birth parents under the Employment Insurance program.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: Non-Concurrence

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

## 64. POLITICAL ACTION

WHEREAS: We live in a society based on the democratic process for electing our municipal, provincial and federal governments; and

WHEREAS: We all wish to exercise our right to vote, according to our own personal and ideals, values and preferences, for the candidate and party of our choice.

THEREFORE BE IT RESOLVED: That Health Sci-

ences Association ("HSA") discontinue sending out emails, notices and bulletins during political elections to its members endorsing specific candidates or parties and/or encouraging said members to vote for the same.

Submitted by: Victoria Arthritis Centre

Committee Recommendation: Non-Concurrence

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

## 65. POLITICAL ACTION (Covers 66)

WHEREAS: The high cost of childcare in BC is a huge burden for working families; and

WHEREAS: The BC government implemented a childcare plan in 2018 including \$10/day childcare pilot programs, increased wages and training supports for staff working in childcare settings, a pathway for childcare programs to get licensed, and increased subsidies for low-income families; and

WHEREAS: These measures have brought immense relief to the families lucky enough to benefit, however, many parents still struggle to find a childcare space when they need it and struggle to afford the fees.

THEREFORE BE IT RESOLVED: that Health Sciences Association ("HSA") continue to lobby the government to expand its childcare plan to universal access \$10/day childcare for all childcare spaces in BC.

Submitted by: Centre for Child Development

Committee Recommendation: Concurrence

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

66. POLITICAL ACTION (Covered by 65)

WHEREAS: Approximately 85% of HSA members are women, and

WHEREAS: Accessible and affordable childcare continue to be a barrier for women in the workforce,

THEREFORE BE IT RESOLVED: Health Sciences Association (“HSA”) continue to lobby the BC government for more childcare spots and truly affordable childcare.

Submitted by: 100 Mile House

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

67. POLITICAL ACTION

WHEREAS: The current provincial NDP government is in alliance with the Green Party, and may not remain in power until the next scheduled provincial election set for October 16, 2021; and

WHEREAS: After 16 years, we are finally seeing desperately needed investments in health care in BC, including increased infrastructure and services; and

WHEREAS: It is critical health care issues are part of any provincial election dialogue.

THEREFORE BE IT RESOLVED THAT: The Health Sciences Association (“HSA”) remain in a state of election readiness should a provincial election be called before the scheduled date of October 16, 2021 to raise critical health care and social services related issues, share information with members regarding political parties and their platforms, and encourage participation in the electoral process.

Submitted by: Board of Directors (Political Action Committee)

Committee Recommendation: Concurrence

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

68. POLITICAL ACTION

WHEREAS: increasing congestion on Highway 1 between the Fraser Valley and Vancouver contributes to unsafe driving conditions; and

WHEREAS: people in the Fraser Valley who cannot drive or do not have access to a vehicle lack reliable, efficient transit options;

THEREFORE BE IT RESOLVED: that a rail-based transit system connecting the Fraser Valley and Vancouver would be in the best interest of the people of the Fraser Valley, and

BE IT FINALLY RESOLVED: that Health Sciences Association (“HSA”) lobby the provincial and federal governments to develop a safe, efficient rail-based transit system connecting the communities of the Fraser Valley with Vancouver.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: Concurrence

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

## RESOLUTIONS: HUMAN RESOURCES

COMPOSITE 1. HUMAN RESOURCES (to cover 69 and 70)

WHEREAS: There are critical shortages in many professions represented by Health Sciences Association (“HSA”) in the healthcare and community sectors; and

WHEREAS: Different areas of the province have more trouble recruiting and retaining qualified Health Science and Early Childhood Professionals; and

WHEREAS: Loan forgiveness can be one tool to attract these professionals to underserved areas of the province.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the provincial government to expand the loan forgiveness program to encompass more professions including but not limited to Early Childhood Professionals.

BE IT FURTHER RESOLVED: That HSA also lobby the provincial government to designate more areas of the province as underserved communities.

SUBMITTED BY: Resolutions Committee

Committee Recommendation: Concurrence

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

69. HUMAN RESOURCES (covered by Composite 1)

WHEREAS: The NDP Government has made significant advances in providing affordable childcare spaces. This has increased the need for more early childhood professionals. Support Services have been effected due to shortages of Early Childhood Educators/Child and Youth Professionals; and

WHEREAS: There is a critical shortage of Early Childhood Intervention Professionals in northern communities. It is difficult to maintain Early Child-

hood Educators, Supported Child Development Consultants and Support Staff); and

WHEREAS: Currently Early Childhood Education and Child and Youth Care is not eligible for the BC loan forgiveness program.

THEREFORE BE IT RESOLVED: The Health Science Association (“HSA”) lobby the provincial government to include Early Childhood Education and Child and Youth Care professions to be eligible for BC loan forgiveness program.

SUBMITTED BY: Child Development Centre of Prince George

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

70. HUMAN RESOURCES (Covered by Composite 1)

WHEREAS: Student Aid BC provides a loan forgiveness program to certain professionals willing to relocate to underserved communities; and

WHEREAS: The Sunshine Coast faces a shortage of ultrasonographers, physiotherapists, occupational therapists, speech language pathologists and other health science professionals; and

WHEREAS: The Sunshine Coast is not considered an underserved community as per Student Aid BC.

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) lobby the Ministry of Education to designate the Sunshine Coast (including Sechelt, Gibsons and Pender Harbour) an underserved community and add it to the loan forgiveness program.

SUBMITTED BY: Sunshine Coast Chapter

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

## 71. HUMAN RESOURCES

WHEREAS: Physicians and other staff in rural and underserved communities often find themselves in positions where they don't have knowledge of safe and proper use of respiratory care equipment in their facilities or how to care for patients with complex respiratory needs; and

WHEREAS: This causes an increase in workload and phone consultations for respiratory therapists at larger centres as well as patient transfers to these larger centres that may not be essential; and

WHEREAS: Regional respiratory therapy educators could be utilized to train, consult and give direction on how to care for patients and properly use equipment in both acute and routine care situations.

THEREFORE BE IT RESOLVED: That the Health Sciences Association ("HSA") lobby health authorities and the government for regional respiratory therapy educator positions to aid health care professionals in providing safe and knowledge led care to patients in communities that do not have full time support.

SUBMITTED BY: University Hospital of Northern British Columbia

Committee Recommendation: Concurrence

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

## 72. HUMAN RESOURCES

WHEREAS: Social workers, occupational therapists, recreation therapists and other clinical health science professionals regularly act as case managers on interdisciplinary community (home care, mental health, etc.) health teams; and

WHEREAS: Some health authorities prioritize hiring nurses to fill community case manager positions.

THEREFORE BE IT RESOLVED: That the Health Sciences Association ("HSA") lobby health authorities and the Ministry of Health to ensure that inter-

disciplinary community (home care, mental health, etc.) health teams include at least an equal number of health science professionals relative to nurses.

SUBMITTED BY: Sunshine Coast Chapter

Committee Recommendation: Concurrence

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

## COMPOSITE 2. HUMAN RESOURCES (to cover 73, 74, 75, 76)

WHEREAS: Professional shortages in the health care and social services sectors require ongoing action by government; and

WHEREAS: Inadequate staffing levels have an impact on the physical and mental health needs of British Columbians; and

WHEREAS: Shortages result in HSA members suffering from burn-out and compromising patient and client care,

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") continue to explore strategies for working with employers in the health care and social services sectors to address professional shortages, and

BE IT FURTHER RESOLVED: That HSA continue to lobby the provincial government to address recruitment and retention challenges in these sectors, including increasing access to training, and ensuring concrete steps are taken at the local level to ensure optimal staffing is in place to deliver necessary health care and social services to all British Columbians.

SUBMITTED BY: Resolutions Committee

Committee Recommendation: Concurrence

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

73. HUMAN RESOURCES (Covered by Composite 2)

WHEREAS: There continues to be an ongoing of lack of psychology services that impacts children and families, including access to children and youth with special needs (“CYSN”), and funding for autism intervention services. Further, children are aging out, entering the school system without having had access to any service. Please refer to the Select Standing Committee Report on Children and Youth, Children and Youth with Neuro-Diverse Special Needs; and

WHEREAS: Waitlists for autism assessment across BC average 60 weeks (PHSA BCAAN website Dec 2019 ) and without access to psychology assessment to receive diagnosis, children and families are not able to meet eligibility criteria; creating a barrier to respite and funding. School age children not meeting eligibility criteria will not be able to receive needed supports at school.

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) and affiliates work with the provincial government to create and implement a retention and recruitment plan specific to psychology services for children.

Submitted by: Queen Alexandra Center for Children’s Health

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

74. HUMAN RESOURCES (Covered by Composite 2)

WHEREAS: it is difficult to find daycares who accept children with special needs; and

WHEREAS: Continued low wages have left providers struggling to hire qualified staff, while staffing shortages mean that those already in the sector have no relief if they are unwell or looking to take some vacation time; and

WHEREAS: Child care providers throughout the province have told the government that compensation is the main reason why they are struggling to

find qualified staff. The median Early Childhood Educator (ECE) wage stands at \$18 an hour, yet childcare providers are unable to offer higher wages for staff without passing this cost on to parents in the form of fee increases.

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) continue to lobby the government to expand their Early Childhood Educator (“ECE”) recruitment and retention strategy including increase wages and training spaces for ECE as well as support staff (non-ECE) who work with children with special needs in childcare settings.

Submitted by: Centre for Child Development

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

75. HUMAN RESOURCES (Covered by Composite 2)

WHEREAS: Health Sciences Association (“HSA”) members across BC continually struggle with unmanageable workloads at their worksites; and

WHEREAS: Many patients, residents, and members of the public have difficulty accessing or receiving the type and level of services they require as a result of unmanageable workload and inadequate staffing levels; and

WHEREAS: Excessive workload continually results in HSA members being unable to meet their professional responsibilities to their patients, residents, and clients.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to lobby the BC government to provide enough funding so that all sites within the BC Health Authorities (both acute care and community) have adequate staffing levels so that HSA members can do their jobs.

Submitted by: 100 Mile House

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

76. HUMAN RESOURCES (Covered by Composite 2)

WHEREAS: Health Sciences Association (“HSA”) members are struggling with unmanageable workloads, and casual staff, who could provide some relief to the workload, are hard to attract and keep, particularly in rural locations, and

WHEREAS: Due to this lack of adequate staffing, many patients, residents and members of the public cannot access the services they need from HSA workers, and

WHEREAS: HSA members are often becoming “burnt out” due to cancelled vacations, denied LOAs, and pressure to work when sick due to lack of casual staff,

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) continue to lobby the BC government and the health authorities to adequately staff all their sites, and

BE IT FURTHER RESOLVED: that HSA work with the health authorities to find creative solutions to attract casual staff to all sites, i.e. float positions between sites.

Submitted by: 100 Mile House

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

## RESOLUTIONS: HEALTH SERVICES

### 77. HEALTH SERVICES (covers 78)

WHEREAS: many people are affected by infertility, a medical condition associated with social isolation, depression, and decreased work productivity, that the World Health Organization recognizes to “generate disability (an impairment of function) and thus access to health care falls under the Convention on the Rights of Persons with Disability,” and

WHEREAS: a small percentage of infertile people require treatments that are not publicly funded, including intra-uterine insemination and in vitro fertilization and these who pay for fertility treatments out-of-pocket are more likely to make healthcare decisions based on financial concerns rather than medical advice, which is associated with transfers of multiple embryos, higher-risk pregnancies, and long-term costs associated with preterm births, and

WHEREAS: other provinces including Ontario, Quebec, Manitoba, and New Brunswick provide publicly funded options for fertility treatment,

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) lobby the Ministry of Health to provide comprehensive publicly funded fertility treatment options for British Columbians.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: Concurrence

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

### 78. HEALTH SERVICES (covered by 77)

WHEREAS: The province of British Columbia lacks a provincial budget to support women, single men, or men in same-sex partnerships to have a baby through in vitro fertilizations (IVF).

THEREFORE BE IT RESOLVED: That HSA strongly advocate to the provincial government on behalf of its members and all British Columbians to adopt a

provincially recognized fertility program in the same manner of the Ontario Fertility Program (OFP): The importance is greater for qualified and experienced stewards in these positions, and

In the past five years alone, there has been more than a 30 per cent increase in the number of IVF cycles initiated in Canada. The Ontario Fertility Program (OFP), which was introduced in December 2015, covers one IVF cycle per lifetime for women and for single men or men in same-sex partnerships,

We need the Premier of BC to demonstrate the political courage and non-partisan foresight in seeking new paths to ensure British Columbians have capacity to build families.

Submitted by: Surrey Memorial Hospital

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

### 79. HEALTH SERVICES

WHEREAS: British Columbians require affordable, effective medications for all health conditions; and

**WHEREAS: Government is imposing a Biosimilars initiative for patients.**

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the Ministries of Health, provincial and federal, to provide universal Pharmacare, and

BE IT FURTHER RESOLVED: that HSA lobby the provincial and federal Ministries of Health to fund medications prescribed by physicians **and** conduct further research to explore potential negative health impacts of biosimilars.

Submitted by: Abbotsford Regional Hospital

Committee Recommendation: Concurrence as amended

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

80. HEALTH SERVICES (covers 81 and 82)

WHEREAS: British Columbians requiring medical treatments that are life-sustaining require urgent and affordable transportation to access treatment, and

WHEREAS: existing programs and infrastructure are not sufficient to support British Columbians attending treatment, creating crisis to physical and mental health,

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the Ministry of Health to develop transportation services that meet the needs of all British Columbians requiring life sustaining medical treatment.

Submitted by: Abbotsford Regional Hospital

Committee Recommendation: Concurrence

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

81. HEALTH SERVICES (covered by 80)

WHEREAS: An estimated one in 10 British Columbians has some level of kidney disease, and 19,000 are being cared for at kidney clinics or on dialysis; and

WHEREAS: transportation options for patients to access life-sustaining dialysis treatment is essential to maintain their health; and

WHEREAS: Existing transportation such as Handy-Dart, City Bus, SNT, volunteers are limited and insufficient for patients and eligibility criteria.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby municipal, provincial, and federal governments to improve transportation service and infrastructure as well as funding for Fraser East and other health regions.

Submitted by: Abbotsford Regional Hospital

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

82. HEALTH SERVICES (covered by 80)

WHEREAS: British Columbians receiving renal hemodialysis as a life-sustaining treatment require urgent and affordable transportation to access treatment, and

WHEREAS: existing programs and infrastructure are not sufficient to support British Columbians attending treatment, creating risks to physical and mental health,

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the Ministry of Health to develop transportation services that meet the needs of all British Columbians requiring hemodialysis.

Submitted by: Abbotsford Regional Hospital

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

83. HEALTH SERVICES

WHEREAS: The Ministry of Social Services and Poverty Prevention (“MSSPP”) allows application for a Monthly Nutrition Supplement (“MNS”) which is additional funding) for people designated as “Persons with Disabilities”; and

WHEREAS: Dietitians assess peoples’ nutritional needs based on their medical condition and treatments; and

WHEREAS: MSSPP requires the person applying for MNS be in a caloric deficit to qualify for funding; and

WHEREAS: Caloric intake does not equate nutritional adequacy; and

WHEREAS: People with medical conditions require modification to protein, fat, carbohydrate, sodium, potassium etc., all of which increase the cost of foods; and

WHEREAS: Such arbitrary criteria is not in the best interest of people with complex medical conditions.

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) lobby the government to revise the criteria for the Monthly Nutrition Supplement (“MNS”) in consultation with registered dietitians.

Submitted by: Nanaimo Regional General Hospital

Committee Recommendation: Concurrence

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

#### 84. HEALTH SERVICES

WHEREAS: Public speech and language therapy is provided by two different agencies in the Fraser Valley with clients transferring between agencies depending on other developmental concerns that may arise or resolve later, causing confusion for parents, and

WHEREAS: Speech and language service models differ between Health Units and Child Development Centres which makes it confusing and frustrating for families who experience multiple service models; and

WHEREAS: Many speech and language clients of Fraser Health also access Infant-Child Development Consultant services through Child Development Centres;

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) lobby the government for the reallocation of speech and language funding for birth to Kindergarten entry from Fraser Health to Ministry for Children and Family Development Child Development Centres; and

BE IT FURTHER RESOLVED: that HSA lobby the government to ensure that speech and language services are delivered by a single agency in the Fraser Valley.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: Non-Concurrence

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

#### 85. HEALTH SERVICES

WHEREAS: Many extended health benefits plan do not cover Occupational Therapy services, and

WHEREAS: Occupational therapy enables British Columbians living with injury, disease, or other conditions to participate in meaningful daily activities, to maintain or rebuild independence and life skills, and to be as productive as possible in the workplace and community, and

WHEREAS: Occupational therapy reduces reliance on costly health services and has been shown to reduce hospital re-admissions; and

WHEREAS: Occupational Therapists often work on inter-professional teams, or share roles with Physiotherapists and Speech-Language Pathologists, whose services are often covered in extended health benefit plans

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) will lobby third-party payers including insurance companies, governmental agencies, and employers to include coverage for Occupational Therapy Services similar to other allied health services in their health benefit plans.

Submitted by: Fraser Valley Child Development Centre

Committee Recommendation: Non-Concurrence

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

86. HEALTH SERVICES (covers 87)

WHEREAS: Access to community therapy services (OT, PT, SLP) throughout school years is critical for children and teens with special needs 5-19 years old reaching their full potential. Waitlists are long and continue to grow, meaning that many children and with special needs miss critical development stages because services are not available, and

WHEREAS: While Ministry of Children and Family Development (“MCFD”), Ministry of Health, and Ministry of Education have provided some additional funding for more staff to address waitlists, it is inadequate to meet the need in BC and there is not a standardized implementation or access to school-aged therapies across the province, and

WHEREAS: the complexity of the clients as well as the workload keeps increasing, leading to burnout and staff recruitment and retention challenges

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) advocate and lobby the Ministry of Children and Family Development and other related ministries (e.g. Health and Education) to review School-aged Therapy service delivery and increase funding for staff to allow timely and equitable access everywhere in BC.

Submitted by: Centre for Child Development

Committee Recommendation: Concurrence

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

87. HEALTH SERVICES (covered by 86)

WHEREAS: Manifestations of particular delays/disorders may preclude children from attending school full-time without access to needs-based resources (which are often limited in availability due to lack of funding), and

WHEREAS: full-time access to public education at the age of 6+ is considered a basic human right (as stated in the Convention on the Rights of the Child), THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) advocate to the Ministry of Education that all children access full-day education with appropriate resourcing necessary to ensure full-time attendance and equal ability to gain from the education system, and

BE IT FURTHER RESOLVED: that HSA advocate to the Ministry of Education that all children receive access to services and resources via a needs-based system of allocation.

Submitted by: Fraser Valley Child Development Centre

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

88. HEALTH SERVICES

WHEREAS: The Ministry for Children and Family Development (“MCFD”) funded respite program is inadequate, and recent slight increases in respite dollars do not address retention and recruitment for respite workers; and

WHEREAS: Current criteria for respite is limited, as it does not include children with mental health and invisible disabilities

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) **lobby the Ministry of Children and Family Development (“MCFD”)** to highlight the significant lack of funding and lack of providers **for MCFD-funded respite care and the overall impact this has** on the health and well-being of families.

Submitted by: Queen Alexandra Centre for Children's Health

Committee Recommendation: Concurrence as amended

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

#### 89. HEALTH SERVICES (covers 90 and 91)

WHEREAS: Access to early intervention therapies (OT, PT, SLP) as soon as possible is critical for kids with special needs 0-5 years old reaching their full potential. Waitlists are long and continue to grow, meaning that many children with special needs miss critical development stages because services are not available; and

WHEREAS: while Ministry of Children and Family Development ("MCFD") has provided some welcomed additional funding for more staff to address waitlists, it is inadequate to meet the need in BC; and

WHEREAS: The complexity of the clients as well as the workload keeps increasing, leading to burnout and staff recruitment and retention challenges.

THEREFORE BE IT RESOLVED: that Health Sciences Association ("HSA") continue to advocate and lobby Ministry of Children and Family Development ("MCFD") and the provincial government for increased funding to allow timely and equitable access to Early Intervention Therapy.

Submitted by: Centre for Child Development

Committee Recommendation: Concurrence

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

#### 90. HEALTH SERVICES (covered by 89)

WHEREAS: Early Intervention waitlists continue to grow each year with many children aging out before receiving essential therapy and supported child development services; and

WHEREAS: Research has shown that early intervention provides a positive outcome with less costs later the health care system; and

THEREFORE BE IT RESOLVED: That the Health Science Association ("HSA") lobby the provincial government to increase funding for early intervention services.

SUBMITTED BY: Child Development Centre of Prince George

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

#### 91. HEALTH SERVICES (covered by 89)

WHEREAS: The current provincial government is funding long overdue mental health and addiction programs, recognizing the crisis created, particularly in the youth population, due to historic cut backs and lack of funding; and

WHEREAS: Current programs whose mandate is to support early years programs have increased waitlists, and are underfunded; and

WHEREAS: There is research to support that earlier intervention, particularly in the formative years, will lead to positive outcomes for children.

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") and affiliates engage and promote early years' programs as a priority within current government mandate.

Submitted by: Queen Alexandra Centre for Children's Health

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

## 92. HEALTH SERVICES

WHEREAS: HandyDART transportation services are for people with special needs (12 yrs and up) who are unable to use conventional public transit without assistance to access essential medical appointments; and

WHEREAS: All major charity funding for wheelchair accessible vans are not available anymore (e.g. Giving in Action, President's Choice grant) and the cost of wheelchair accessible vans are prohibitively expensive (\$50,000+); and

WHEREAS: Transportation remains a top barrier to children with special needs attending their numerous medical appointments as well as therapeutic opportunities such as swimming and community recreation programs.

THEREFORE BE IT RESOLVED: that Health Sciences Association ("HSA") advocate and lobby the provincial government and TransLink (for Lower Mainland) and BC Transit (for rest of BC) to increase funding for HandyDART as well as to allow children with special needs under 12 years to access the service (with caregiver accompaniment).

Submitted by: Royal Jubilee Hospital

Committee Recommendation: Concurrence

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

# RESOLUTIONS: EQUALITY AND SOCIAL ACTION

## 93. EQUALITY AND SOCIAL ACTION

WHEREAS: Employees are vulnerable to and experience prejudice, racism and discrimination in the workplace; and

WHEREAS: People are entitled to full protection from discrimination within the Charter of Rights and Freedoms and jurisdictional human rights law.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) commit to recognizing and addressing overt and covert discriminatory and racist incidents or behaviors in the workplace as illustrated by the anti-racism and equity survey facilitated by HSA; and

BE IT FURTHER RESOLVED: That HSA lobby employers to facilitate anti-racism and equity awareness training for all HSA **members**; and

BE IT FINALLY RESOLVED: That HSA commit to developing leading edge, continuous status monitoring of marginalized individuals in the workplace through timely review processes.

Submitted by: Canadian Mental Health Association

Committee Recommendation: Concurrence as amended

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

## 94. EQUALITY AND SOCIAL ACTION

WHEREAS: Canada has perpetuated intergenerational trauma throughout its history upon the many nations making up Canada’s Indigenous Peoples; and

WHEREAS: The Truth and Reconciliation Commission Article 23 iii ([http://trc.ca/assets/pdf/Calls\\_to\\_Action\\_English2.pdf](http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf)) demands that all levels of government “provide cultural competency training for all healthcare professionals”.

THEREFORE BE IT RESOLVED: That Health Sci-

ences Association (“HSA”) will lobby the government of British Columbia to fund Indigenous Cultural Safety (“ICS”) training for all healthcare professionals.

Submitted by: Canadian Mental Health Association

Committee Recommendation: Concurrence

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

## 95. EQUALITY AND SOCIAL ACTION

WHEREAS: The Canadian Human Rights Tribunal found in September 2019 that the federal government willfully and recklessly discriminated against First Nations children, and

WHEREAS: The Canadian Human Rights Tribunal ordered the federal government to pay \$40,000 in compensation to First Nations children, youth, parents or grandparents who were harmed by the child welfare system or were denied or delayed services due to Canada’s discriminatory implementation of Jordan’s Principle;

THEREFORE BE IT RESOLVED THAT: Health Sciences Association (“HSA”) work through NUPGE and the Canadian Labour Congress to demand the federal government comply with the Canadian Human Rights Tribunal ruling 2019 CHRT 39, pay the compensation ordered, cease denying rights to First Nations children, and end discrimination in the delivery of public services to Indigenous peoples.

Submitted by: Board of Directors (Women’s Rights Committee)

Committee Recommendation: Concurrence

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

Composite 3. EQUALITY AND SOCIAL ACTION (covers 96, 97, 98, 99 & 100)

WHEREAS: Adequate and appropriate housing is a key social determinant of health

WHEREAS: Housing affordability is a key factor in recruitment and retention of health care and community social service workers to British Columbia, and

WHEREAS: A recent report from the BC Office of the Canadian Centre for Policy Alternatives estimates that there is a need for 10,000 new units of non-market rental housing in the lower mainland of BC alone, and

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby the provincial government to meet its commitments in the 2018 30-Point Plan for a Fairer Housing Market, including

- Making a \$6 billion plus investment in affordable housing
- Building more than 14,000 units for individuals, working families, and seniors
- Building 2,500 new supportive housing homes for people struggling with homelessness, and

BE IT FURTHER RESOLVED: That HSA lobby the BC government to make financial support available for patients requiring short- and long-term housing arrangements while receiving treatment, including age cohort specific mental health supported housing spaces, and

BE IT FURTHER RESOLVED: That HSA lobby the BC government to increase the shelter portion of the Persons with Disabilities (“PWD”) benefit, and

BE IT FINALLY RESOLVED: That HSA lobby the BC government to pursue solutions for affordable housing that includes purpose-built rentals, increased cooperative housing projects, and other options to assist the working middle class and young workers to be able to find affordable and adequate housing options.

SUBMITTED BY: Resolutions Committee

Committee Recommendation: Concurrence

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

96. EQUALITY AND SOCIAL ACTION (Covered by Composite 3)

WHEREAS: British Columbians have a basic right to housing that is affordable and safe; and

WHEREAS: currently BC Housing waitlists are lengthy, leading to increased homelessness and precarious living situations for increasing numbers of British Columbians.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) lobby provincial government to resolve the housing crisis through provision of subsidized housing options.

Submitted by: Abbotsford Regional Hospital

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

97. EQUALITY AND SOCIAL ACTION (Covered by Composite 3)

WHEREAS: Housing is critical to health; and

WHEREAS: There is a critical shortage of low-income/subsidized housing; and

WHEREAS: People often relocate from their home communities to access care (specifically dialysis); and

WHEREAS: Hospital discharges and readmissions are negatively impacted by lack of housing.

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) lobby government to increase funding for low-income/subsidized housing to provide both for short and long-term accommodation.

Submitted by: Nanaimo Regional General Hospital

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

98. EQUALITY AND SOCIAL ACTION  
(Covered by Composite 3)

WHEREAS: Middle class workers are struggling to find affordable housing and increasingly are living from pay cheque to pay cheque, and

WHEREAS: workers can often not afford to live and work in the same community, and

WHEREAS: not to diminish the need for affordable housing and shelter for the homeless, it needs to be recognized that the working middle class are also struggling,

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) lobby government at all levels to find solutions for affordable housing that could include purpose-built rentals, increased cooperative housing projects, and other options that will assist the working middle class and young workers to be able to find affordable housing options.

Submitted by: Central Community Health Centre

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

99. EQUALITY AND SOCIAL ACTION.  
(Covered by Composite 3)

WHEREAS: According to the Canadian rental housing index, the average rent for a 1-bedroom apartment in British Columbia is \$1,148 per month; and

WHEREAS: The government of BC has approved a maximum rental increase of 2.6% in 2020; and

WHEREAS: The shelter portion given to an individual receiving “Persons with Disabilities benefits” (PWD) is \$375 per month and has not been increase in over 10 years.

THEREFORE BE IT RESOLVED: That the Health Sciences Association advocate and lobby all levels of government to increase the shelter portion of the Persons with Disabilities benefit in an effort to keep up with ever increasing rental costs.

Submitted by: Richmond Mental Health

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

100. EQUALITY AND SOCIAL ACTION  
(Covered by Composite 3)

WHEREAS: There is an insufficient number of mental health supported housing spaces province wide; and

WHEREAS: There is an even more limited number of age cohort specific mental health supported housing spaces for both youth and older adults; and

WHEREAS: It can be counter-therapeutic to place vulnerable and/or medically complex youth and older adults in mental health supported housing facilities with 19+ mandates;

THEREFORE BE IT RESOLVED: That the Health Sciences Association advocate and lobby all levels of government to fund the creation of additional, age cohort specific, mental health supported housing spaces across the province.

Submitted by: Richmond Mental Health

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

## 101. EQUALITY AND SOCIAL ACTION

WHEREAS: Indigenous women and girls are over-represented in sex trafficking in Canada; and

WHEREAS: “Man Camps” (temporary housing facilities constructed for predominantly male workers in rural/remote extractive industries such as oil & gas, mining, hydroelectric and forestry) increase Indigenous women and girls’ risk of sexual assault, harassment, prostitution and trafficking; and

WHEREAS: Systematic effects of colonization, racism, sexism, abuse in residential school, poverty and violence uniquely impact Indigenous women and girls; and

WHEREAS: Indigenous-feminist analysis critiques legislative, court and societal responses to violence and commodification of Indigenous women and girls and generates recommendations necessary to ensure their safety and full social and political participation in Canadian society.

THEREFORE BE IT RESOLVED: HSA fund union-paid education to facilitate member knowledge regarding the lives of Indigenous women and girls in Canada and how to become an effective ally.

BE IT FINALLY RESOLVED: That HSA invite and fund expert speakers Fay Blaney (Aboriginal Women’s Action Network) and Diane Redsky (Ma Mawi Wi Chi Itla Centre) to provide member education.

Submitted by: Sunny Hill Health Centre

Committee Recommendation: Non-Concurrence

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

# RESOLUTIONS: CLIMATE ACTION

COMPOSITE 4. CLIMATE ACTION (covers 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112 & 113)

WHEREAS: Individual actions to reduce carbon emissions are important but without urgent, systemic changes, we will not meet the Paris Agreement to keep global warming below 2C, and as close to 1.5C as possible,

THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (“HSA”) develop a climate action plan to promote individual and collective action by HSA union members, the union, the broader labour movement, and all levels of government that includes:

- Conducting a climate impact audit of its business practices
- Reducing the print run of The Report and Annual Report by making printed copies available to members only by request
- Reducing the distribution of plastic promotional materials
- Eliminating the use of single use dishware at union events
- Encouraging HSA members to take individual action on the United Nations call to action on the 17 Sustainable Goals
- Developing tools for steward teams to educate members about how to address climate change
- Working in the broader labour movement to provide leadership resources and participate in the significant systemic change required.
- Calling for the re-establishment of the BC Federation of Labour Climate Change Committee, and becoming an active participant on the committee
- Appointing a representative to the NUPGE National Environment Committee with a mandate to pursue a framework/action plan for unions to use to review how their members/staff conduct union business, set targets to reduce their carbon footprint, and review all policies with a climate emergency lens
- Working with NUPGE’s National Environment Committee to investigate possible actions that can take place at the bargaining table to bring broader environmental concerns into workplace activities

- Working with the BC Federation of Labour, NUPGE, and CLC to lobby the provincial and federal governments to take effective action to address climate change, including reviewing government policies with a climate change lens.

BE IT FURTHER RESOLVED THAT: The climate action plan be presented to the 2021 HSA Annual Convention.

SUBMITTED BY: Resolutions Committee

Committee Recommendation: Concurrence

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

102. CLIMATE ACTION (covered by Composite 4)

WHEREAS: Individual actions to reduce carbon emissions are important but without urgent, systemic changes, we will not meet the Paris Agreement to keep global warming below below 2°C, and as close to 1.5°C as possible, and

WHEREAS: The BC Federation of Labour provides leadership for the labour movement in BC and has access to provincial and national decision makers

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) work with other labour partners to re-start the Climate change committee at the BC Federation of Labour with an urgent mandate to:

- develop a framework/action plan template for unions to use to review how their members/staff conduct union business, set targets to reduce carbon footprint, and review all policies with a climate emergency lens.
- Lobby the provincial and federal governments on the critical need to transition to a low-emission economy.
- develop an urgent action plan on how the BC labour movement can provide leadership, resources, and participate in the significant systemic change

required in the next 10 years.

Submitted by: Centre for Child Development

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

103. CLIMATE ACTION (covered by Composite 4)

WHEREAS: previous lobby campaigns conducted by Health Sciences Association (“HSA”) Constituency Liaisons have brought forth success and positive response to requests, and

WHEREAS: the BC government has started that they are supporting environment change and looking at Green technology through Clean BC

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) Constituency Liaisons meet with their MLAs to lobby the government on climate action and to fund green technology projects in the province

Submitted by: Sunshine Coast Chapter

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

104. CLIMATE ACTION (Covered by Composite 4)

WHEREAS: It appears that the world is reaching a climate crisis and there seems to be a lack of governments to intervene,

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) lobby all levels of government to take effective action to address climate change.

Submitted by: Central Community Health Centre

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

105. CLIMATE ACTION (Covered by Composite 4)

WHEREAS: The United Nations launched an agenda for 17 Sustainable Development Goals that recognizes that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection, and

WHEREAS: The New Zealand Government has introduced a climate change lens practice around any legislation or government decision aimed at reducing emissions, or likely to greatly increase emissions, that will make it mandatory to have a “climate impact assessment” attached.

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) encourage members to take individual action on the United Nations call to action on the 17 Sustainable Development Goals, and

BE IT FURTHER RESOLVED: That HSA lobby all levels of government through NUPGE, the CLC and BC Federation of Labour to put into place a “climate change lens” review to assess government legislation and practices.

Submitted by: Board of Directors (Women’s Rights Committee)

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

106. CLIMATE ACTION (Covered by Composite 4)

WHEREAS: The earth is experiencing climate change; and

WHEREAS: Single use cups and cutlery contribute to climate change by excessive use of paper, polyethylene and plastics; and

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) Convention eliminates the use of single use cups and plastic cutlery; and

BE IT FURTHER RESOLVED: Glassware, ceramics, and reusable cutlery are served with refreshments;

and

BE IT FINALLY RESOLVED: Convention attendees be encouraged to bring and use their own travel mugs if prefer a refreshment “to-go”.

SUBMITTED BY: Penticton Regional Hospital

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

107. CLIMATE ACTION (Covered by Composite 4)

WHEREAS: all people have a right to a healthy environment, including clean air and water, and the world is reaching a climate crisis,

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) develop policy to encourage individual Chapters to lead by example by reducing single use items during meetings and having chapters discuss and educate members how to address climate change at chapter meetings and at their worksites.

Submitted by: Central Community Health Centre

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

108. CLIMATE ACTION (Covered by Composite 4)

WHEREAS: All people have the right to live in a healthy environment, including the right to clean air and water, and the world is reaching a climate crisis, and

WHEREAS: Health Sciences Association (“HSA”) members may not be aware of how they can help,

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) develop and distribute electronically, information and tips regarding ways members can help to address climate change on a local or personal level.

Submitted by: Central Community Health Centre

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

109. CLIMATE ACTION (Covered by Composite 4)

WHEREAS: We, as informed members concerned about the health and safety of the family, community, country and world for all citizens of this planet, and

WHEREAS: There is ample evidence of the damage to the environment, including the oceans, the atmosphere and the land we all live and depend on, that plastic, especially the microplastic particles that result from it’s breakdown, and

WHEREAS: The reduction of unnecessary waste in general is a duty of every concerned citizen of this planet

THEREFORE BE IT RESOLVED: That Health Sciences Association (“HSA”) discontinue providing unnecessary cards, lanyards, recoiling ID Card clips and related items (“swag”) to its members, unless specifically asked for by an individual member for use by that specific member only.

Submitted by: Victoria Arthritis Centre

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

110. CLIMATE ACTION (Covered by Composite 4)

WHEREAS: Technology has changed and now many people prefer to read books, magazines and newspapers electronically.

THEREFORE BE IT RESOLVED: That the Health Science Association (“HSA”) gives members the option of whether to receive a paper copy or an e-copy of The Report.

Submitted by: Royal Inland Hospital

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

111. CLIMATE ACTION (Covered by Composite 4)

WHEREAS: the use of paper products adds to the climate crisis by creating waste material, relies on the use of fossil fuels for delivery and production, and also has financial costs to the union for production,

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) investigate the feasibility of producing and distributing The Report and other information in only electronic format, have the information electronically available on the website, and cease with the mailing out of this material to members.

Submitted by: Central Community Health Centre

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

112. CLIMATE ACTION (Covered by Composite 4)

WHEREAS: All people have a right to a healthy environment including the right to clean air and water, and

WHEREAS: The focus of our union is providing support to British Columbians through both community social services and healthcare, and

WHEREAS: There is a significant threat to the health of both members and those we serve due to climate crisis and devastating changes in the weather and temperature of the earth and water systems

THEREFORE BE IT RESOLVED: That climate crisis be a standing item on the agenda of every Health Sciences Association (“HSA”) Board of Director’s meeting, Regional meeting and Committee on Equality and Social Action meetings to address how our union can address climate crisis.

Submitted by: St Paul’s Hospital

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

113. CLIMATE ACTION (Covered by Composite 4)

WHEREAS: the climate crisis is accelerated by the use of fossil fuels, and

WHEREAS: the lack of sufficient charging stations can be a barrier to moving away from these fuels to electric means of transportation,

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) lobby provincial and municipal governments to significantly expand the number of available electric vehicle charging stations throughout British Columbia.

Submitted by: Central Community Health Centre

Committee Recommendation: Concurrence

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

114. CLIMATE ACTION

WHEREAS: All people have a right to a healthy environment including the right to clean air and water, and

WHEREAS: the focus of our union is providing support to British Columbians through both community social services and healthcare

THEREFORE BE IT RESOLVED: that Health Sciences Association (“HSA”) Board of Directors explore sending at least one HSA member to meetings or rallies held and organized by groups active in working to raise awareness around climate change and/or working to oppose the construction of further fossil fuel dependent infrastructure

Submitted by: St. Paul’s Hospital

Committee Recommendation: Non-Concurrence

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

Composite 5. CLIMATE ACTION (to cover 115, 116, 117)

WHEREAS: Climate risk is recognized as financial risk; and

WHEREAS: Fossil fuels extraction, production, and use have repeatedly shown to significantly contribute to air and water pollution, land degeneration and global warming,

WHEREAS: An increasing number of socially conscious organizations are moving to divest holdings from environmentally destructive corporations; and

WHEREAS: HSA members' money is invested through the Municipal Pension Plan, HSA's investment accounts, and members' individual investment portfolios,

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") advocate that the Municipal Pension Plan ("MPP") divest all of its holdings in fossil fuel companies,

BE IT FURTHER RESOLVED: That HSA ensure that none of its financial holdings is invested in contributing to the fossil fuel industry, and

BE IT FINALLY RESOLVED: That HSA encourage members to divest from fossil fuel extraction projects in their own investment portfolios.

SUBMITTED BY: Resolutions Committee

Committee Recommendation: Concurrence

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

115. CLIMATE ACTION (Covered by Composite 5)

WHEREAS: Climate risk is recognized as financial risk; and

WHEREAS: An increasing number of socially conscious organizations are moving to divest holdings from environmentally destructive corporations,

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") advocate that the Municipal Pension Plan ("MPP") divest all of its holdings in fossil fuel companies.

Submitted by: Canadian Mental Health Association

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

116. CLIMATE ACTION (Covered by Composite 5)

WHEREAS: Fossil fuels extraction, production, and use have repeatedly shown to significantly contribute to air and water pollution, land degeneration and global warming, and

WHEREAS: All people have a right to a healthy environment including the right to clean air and water, and

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") advance the fossil fuel divestment agenda by ensuring that our HSA investments do not contribute to fossil fuel industry.

Submitted by: Sunshine Coast Chapter

Committee Recommendation: Non-Concurrence

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

117. CLIMATE ACTION (Covered by Composite 5)

WHEREAS: Fossil fuels extraction, production, and use have repeatedly shown to significantly contribute to air and water pollution, land degeneration and global warming, and

WHEREAS: All people have a right to a healthy environment including the right to clean air and water

THEREFORE BE IT RESOLVED: That Health Sciences Association ("HSA") educate members about the environment impact resulting from fossil fuel production and use and encourage members to di-

vest from fossil fuel extraction projects in their own investment portfolios.

Submitted by: Sunshine Coast Chapter

Committee Recommendation: Non-Concurrence

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

#### 118. CLIMATE ACTION

WHEREAS: Climate change is deemed one of the biggest issues facing the planet today and poses an increasingly urgent threat to us all, and

WHEREAS: all provincial public-sector organizations including Crown Corporations, Health Authorities, School Districts, post-secondary institutions and the provincial government are subject to the provinces requirement to achieve carbon neutrality, and

WHEREAS: The Health Sciences Association (“HSA”) built its current office headquarters/building in New Westminster within this climate of aiming for carbon neutrality,

THEREFORE BE IT RESOLVED: That the Health Sciences Association (“HSA”) explore the current impact of our carbon footprint of the HSA building and the building's staff operations, and

BE IT FINALLY RESOLVED: That a report on the current status is reported out to the membership at least 2 months prior to the 2021 Resolutions Submission deadline.

Submitted by: Kelowna General Hospital

Committee Recommendation: Concurrence

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

#### 119. CLIMATE ACTION

WHEREAS: The Government of Canada and the Provincial Government of British Columbia claim to

be committed to addressing the climate emergency by reducing carbon emissions and transitioning to a “green economy”; and

WHEREAS: Purchase of, or investments in, fossil fuel industry and infrastructure (including subsidies, tax cuts) such as the Trans Mountain Pipeline and LNG Canada will greatly increase carbon emissions while depleting water sources and poisoning the land and air; and

WHEREAS: Fossil fuel extraction and pollution disproportionately impact the health and autonomy of Indigenous people in rural/remote areas and resulted in the criminalization of Elders and community members who organize to protect their lands and ways of life through direct action.

THEREFORE BE IT RESOLVED: That HSA lobby the provincial government to abandon investment in LNG; and

BE IT FINALLY RESOLVED: That HSA provide financial aid and other resources to support the work of Indigenous communities attempting to stop the Trans Mountain Pipeline and other fossil fuel projects through the courts and/or direct action.

Submitted by: Sunny Hill Health Centre

Committee Recommendation: Non-Concurrence

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

#### 120. CLIMATE ACTION

WHEREAS: Scientific consensus asserts we have less than 10 years to reduce carbon emissions to avoid the most catastrophic effects of climate change; and

WHEREAS: Extreme weather events result in loss of life, shortages of food/water, increases in war/conflict, migration and poverty; and

WHEREAS: Government tax cuts/subsidies and elimination of binding environmental regulation and worker protections result in increased carbon emis-

sions and growing social inequality; and

WHEREAS abandonment of international commitments to refugee protection and due process for migrants has resulted in the loss of life, arbitrary incarceration/deportation (including separation of children from their families) and proliferation of far-right/white supremacist groups inciting and engaging in violence against marginalized people.

THEREFORE BE IT RESOLVED: That HSA join the Coalition organizing The Pledge for the Green New Deal/LEAP Manifesto.

BE IT FINALLY RESOLVED: That HSA provide resources and training for a sustained member-to-member organizing campaign to educate and promote activism, including direct action, to achieve a just transition in our local/international political, economic and social systems.

Submitted by: Sunny Hill Health Centre

Committee Recommendation: Non-Concurrence

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

## 121. CLIMATE ACTION

WHEREAS: Canadian Federal/Provincial governments are failing to urgently and methodically plan to address the climate emergency; and

WHEREAS: Youth have emerged as local, national and international leaders in organizing popular education events and direct action “Climate Strikes” to build public awareness and motivation to compel governments to commit to a measureable, enforceable and justice-based Green transition; and

WHEREAS: Canadian activists such as Autumn Peltier (chief water commissioner for Anishinabek Nation) and creative organizations such as Youth Climate Lab (<https://www.youthclimatelab.org/who>) are connecting youth leaders around the world and speaking at international forums.

BE IT RESOLVED: That the HSA Board of Directors collaborate with the leadership of young workers in the HSA Young Worker’s Working Group and general membership to establish connections with international youth activists; and

BE IT FURTHER RESOLVED: That HSA provide funding and support to enable young workers to attend national/international youth-led organizing events; and

BE IT FINALLY RESOLVED: That Young workers be provided the opportunity to lead member education and training in initiatives and strategies to address the climate emergency.

Submitted by: Sunny Hill Health Centre

Committee Recommendation: Non-Concurrence

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

# APPENDIX & SUPPLEMENTAL MATERIAL

# APPENDIX A: SUMMARY OF RESOLUTIONS 1-14

In 2019, the union's Constitution and Organizational Policies Committee undertook a thorough review of the constitution to ensure it is up to date and reflects the current needs of the union and its members.

The review resulted in a number of proposed changes to the constitution which are being brought forward by the Board of Directors to the 2020 HSA Annual Convention. The Resolutions Committee recommends concurrence with all the proposed changes contained Resolutions 1 through 14.

The following outlines the issues covered by the proposed changes. A copy of the constitution showing the changes, with reference to the related Resolution, follows.

The substantive changes proposed involve:

- Article 4 – Definitions, which clearly defines elements covered by the constitution.
- Article 6 – Members Rights and Obligations.
- Article 8 – Board of Directors, addressing the conduct of the business of the Board of Directors.
- Article 15 – Complaints and Dispute Resolution, which sets out the process for addressing disputes between members.

A number of amendments are also required to ensure the constitution as a whole is consistent with those substantive changes.

And, finally, amendments are proposed to simplify and streamline language, clean up grammar, and ensure consistent numbering.

## Resolution 1:

Article 6, Section 7

Updates the language in the “no discrimination” clause to align more accurately with the accepted definitions of protected groups.

## Resolution 2:

Article 6, Section 6

Spells out members' rights and obligations with a view to ensuring members' privacy rights and confidentiality are protected, and ensures proper functioning of the union by specifying implicit obligations and protecting the integrity of the constitution's processes.

Article 6, Section 7

Clarifies that if rights and obligations are not met, there is a disciplinary process.

## Resolution 3:

Adds a Code of Conduct to the Definitions section of the constitution (Article 4)

Adds an Oath of Office into the sections addressing responsibilities of members of the:

- o Board of Directors (Article 8)
- o Members-at-Large (Article 11),
- o Trial Committee members (Article 13)

## Resolution 4:

Increases the number of members elected to the Trial Committee to seven from five in order to ensure there is a large enough pool of members to convene a hearing panel expeditiously.

## Resolution 5:

Adds responsibility for conduct of complaints under Article 15 to the Secretary Treasurer's duties.

## Resolution 6:

Related to the changes made in Resolution 2 to Article 6, setting out members' Rights and Obligations and the consequence of discipline if those rights and obligations not met.

### **Resolution 7:**

Simplifies and streamlines language, and address grammatical and numbering changes.

### **Resolution 8:**

Article 15, Section 6

Makes allowance for a hearing panel to complete its work, even if it continues beyond the election of a new Trial Committee at an annual convention.

Article 15, Section 6

Addresses how to deal with a decision of a Trial Committee Hearing Panel: if consensus can't be reached, then it's a majority decision.

The remaining amendments change the name of the section from "Trial" to "Hearing Panel," which better reflects the role of the committee.

### **Resolution 9:**

Article 15, Section 8

Propose the union has the right to recoup costs if a complainant initiates but does not participate in an Article 15 process.

### **Resolution 10:**

Article 15, Section 5

(a) Gives authority to the Secretary-Treasurer to take conduct of complaints, and appoint an investigator as needed.

Article 15, Section 6

(e) (iii) Allows any parties to a hearing to examine and cross-examine

(h) Gives the Board of Directors the right to intervene as an interested party

Housekeeping changes related to changing language for consistency and clarification, and addressing grammatical issues.

### **Resolution 11:**

Replaces the current appeal process in Article 15, referring appeals to an Umpire.

### **Resolution 12:**

Housekeeping to simplify and streamline language, and address numbering and grammatical changes.

### **Resolution 13:**

Article 6 – Members' Rights and Obligations, Section 5.

This amendment moves the indemnification clause from the Board of Directors section to the section on Members Rights and Obligations, so that all members elected in any capacity are protected, not just board members.

Article 13, Section 1

(d) Gives decision-making approval of the union's fiscal policies to the Board of Directors

Article 8, Section 7

Changes the definition of quorum at a Board Meeting from six members to a majority of Directors eligible to participate.

The remaining amendments are for clarification about which members are eligible to vote in Regional Director elections.

### **Resolution 14:**

Amendments to simplify and streamline language, and address grammatical and numbering changes.

# FULL TEXT: PROPOSED CONSTITUTIONAL AMENDMENTS COVERED BY BOARD OF DIRECTORS RESOLUTIONS 1-14

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## HSA CONSTITUTION

### Article 1 – Name

The name of the union is “~~the~~ Health Sciences Association of British Columbia,” hereafter referred to as “~~the~~ Union.”

### Article 2 – Location

The head office of the Union shall be maintained in the Greater Vancouver area.

### Article 3 – Objects and Purposes

The Union’s objects and purposes are as follows:

- (a) to seek recognition as bargaining agent on behalf of employees in the health care professions, in other occupations in the provision of health care, and in related professions and occupations;
- (b) to regulate relations between employees and employers through collective bargaining, and to establish and maintain the best possible standards of pay, benefits, and other working conditions;
- (c) to provide a high level of representation for the members and generally promote the interests of the members;
- (d) to promote progressive legislation – particularly in the areas of health care, labour relations, labour standards, and human rights - without affiliating to any political party;
- (e) to cooperate with professional associations on matters of common interest and concern; and
- (f) to cooperate with unions and organizations of unions in order to promote the above objects and purposes.

### Article 4 – Definitions

In this Constitution:

“Board of Directors” is the elected governing body composed of Officers and Regional Directors.

“Chapter” means a unit of seven or more members represented by the Union and/or a group of two or more units of members represented by the Union, where at least one of the units has fewer than 7 members. Chapters with fewer than seven members ~~which~~ **THAT** cannot be grouped because of geographical or other considerations will retain chapter status.

**“CODE OF CONDUCT” MEANS THE POLICY ADOPTED BY THE BOARD OF DIRECTORS TO SET OUT THE RESPONSIBILITIES OF DIRECTORS.**

“Director” means a member of the Board of Directors: that is, an Officer or Regional Director.

“Member in good standing” means any person who qualifies under Article 5.

“Officer” means the President, Vice-President or Secretary-Treasurer.

“Ombudsperson” means a member of the Union appointed by the President or her/his designate to investigate and make decisions in regards to complaints of improper conduct ~~which~~ **THAT** require immediate action at union functions.

“Recognised Unit” means a certified bargaining unit or a unit otherwise recognised as represented by the Union for collective bargaining purposes.

“Region” means a group of Chapters ~~which~~ **THAT** elects **A** Regional Director and certain other representatives.

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“Regional Director” means a member of the Board of Directors elected by a Region.

“Steward” means an elected representative of the members in a Chapter.

**“UNION POLICY” MEANS A POLICY ADOPTED BY THE BOARD OF DIRECTORS.**

## Article 5 – Membership

### Section 1. Eligibility and Membership Criteria

(a) Any person employed in a bargaining unit ~~which~~ **THAT** is represented by the Union is a member of the Union; any person who could be represented by the Union is eligible for membership. Any such membership must not be prohibited under the Constitution.

(b) The Board of Directors may refuse membership for reasonable cause. Reasonable cause shall include the fact that an applicant for membership has:

- (i) crossed a lawful picket line of this or another union;
- (ii) accepted employment as a replacement for an employee not at work due to a strike or lockout;
- (iii) acted to prevent a union from obtaining or maintaining a certification for any unit of employees.

(c) Every applicant for membership shall have a right to natural justice and shall not be denied membership on a discriminatory basis.

### Section 2. Initiation Fees and Dues

(a) The initiation fees and membership dues shall be determined from time to time at a convention of the Union.

(b) The Board of Directors may, as a result of job action, initiate a temporary dues increase to a maximum of 17% of earnings on some or all working members covered by the affected Collective Agreement, with such funds to form part of the Defence Fund of the Union.

(c) No member shall pay more than one initiation fee in any 12 month period.

## Article 6 – Members’ Rights and Obligations

### Section 1. Democratic Participation

Every member has the right to participate in the democratic processes of the Union as set out in this Constitution and specifically has the right to attend and speak at annual and special conventions.

### Section 2. Right to Representation

(a) Every member in a recognized bargaining unit has the right to representation by the Union in presenting appeals pursuant to workers’ compensation and employment insurance legislation, and in presenting complaints before labour standards and labour relations tribunals.

(b) The membership of every recognized unit has the right to representation by the Union in collective bargaining. That membership has the right to ratify any proposed collective agreement by secret ballot vote conducted by the Union in accordance with its policies.

(c) Every member in a recognized bargaining unit has the right to be represented by the Union in presenting grievances to their employer, including representation before arbitrators or other third parties.

(d) Nothing in (a) or (c) requires the Union to represent a member where the member’s claim is without merit and/or where the claim would result in more detriment

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to other members or the membership generally than benefit to the member with the claim. Decisions to proceed, or not to proceed, shall be made in good faith and without discrimination, and shall not be made arbitrarily. Nothing in (a), (b), or (c) requires the Union to participate in a specific tribunal if the Union, by properly adopted policy or resolution, is boycotting the tribunal.

(e) Every member who is affected by a decision under (a) or (c) of this section and believes that the decision is contrary to the principles expressed in this Constitution has the right to appeal that decision to the Executive Committee of the Board of Directors.

(f) Every member who is affected by a decision under 2(b) of this section and believes that the decision is contrary to the principles expressed in this Constitution has the right to appeal that decision to the Board of Directors.

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### Section 3. Responsibilities

Every member shall pay membership dues established in accordance with this Constitution, comply with Union ~~policies~~ **POLICIES**, and comply with decisions of the Convention and the Board of Directors.

### Section 4. Political and Human Rights Issues

Where the Union, through its democratic processes takes positions on political, human rights or other issues not directly related to the objects and purposes set out in sections (a), (b), and (c) of Article 3, these positions are not “**UNION Ppolicies**” or “decisions” for purposes of Article 6, Section 3. No member is liable for any sanction under this Constitution because that member disagrees with or disassociates him or herself from such a position. It is expressly acknowledged that any position taken on such an issue, and any money spent in connection with such an issue, reflects collective decisions, and does not imply the financial or other support of any member who does not support the decision of the Union.

### Section 5. Liability of ~~Members~~ **AND INDEMNIFICATION**

(a) No member of the Union is liable as an individual for any debt or liability of the Union.

**(B) THE UNION SHALL INDEMNIFY AND AGREE TO HOLD THE BOARD OF DIRECTORS, STEWARDS AND PERSONS ELECTED TO SERVE THE UNION INCLUDING THEIR HEIRS, EXECUTORS AND ADMINISTRATORS FROM AND AGAINST ANY AND ALL CHARGES, COSTS, EXPENSES, DAMAGES AND ACTIONS TO WHICH THEY, OR ANY OF THEM, MAY BECOME SUBJECT, INCLUDING LEGAL COSTS FOR OR IN RESPECT OF ANYTHING DONE OR OMITTED TO BE DONE RELATING TO THE DUTIES OF THEIR OFFICE, PROVIDED THAT NOTHING HEREIN SHALL EXEMPT THOSE PERSONS FROM ANY LIABILITY ARISING OUT OF THEIR OWN ACTS OR OMISSIONS ARISING FROM THEIR LACK OF GOOD FAITH, DISHONESTY, OR WILLFUL MISCONDUCT.**

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### Section 6. Obligations

No member shall:

(a) Willfully publish or circulate, verbally or otherwise, misrepresentations concerning the Union, or concerning any member of the Union with respect to a matter connected with the affairs of the Union;

(b) Refuse to comply with the decision of a Union Trial Committee or where the

- decision of the Trial Committee is appealed, the decision of the Convention or the Discipline Appeal Committee;
- (c) Resign membership in the Union during a strike or lockout if the resignation has or may have the purpose or effect of avoiding obligations under this Constitution with respect to strikes or lockouts;
- (d) Cross any union picket line established to maintain or improve wages or conditions, except that this obligation does not apply where the Board of Directors specifically declares that the line is unsanctioned;
- (e) Work during a work stoppage unless working in accordance with the Union's essential service policy or otherwise specifically authorised by decision of the Board of Directors;
- (f) Take or obtain money or property of the Union without authorisation;
- (g) Misrepresent eligibility for any Union office or position;
- (h) Engage in harassment at any Union function;
- (i) Seek a remedy in court or before another tribunal against the Union, or anyone acting on behalf of the Union, before exhausting the procedures set out or permitted by this Constitution.
- (j) VIOLATE THE CONSTITUTION OF THE UNION OR ANY UNION POLICY;**
- (k) OBTAIN MEMBERSHIP, OR HELP SOMEONE ELSE OBTAIN MEMBERSHIP, FRAUDULENTLY OR BY MISREPRESENTATION;**
- (l) COMMUNICATE OR REVEAL CONFIDENTIAL INFORMATION, WITHOUT PROPER AUTHORIZATION, ABOUT THE BUSINESS, MEMBERSHIP, PROCEEDINGS OR OTHER AFFAIRS OF THE UNION TO SOMEONE NOT ENTITLED TO IT;**
- (m) BRING A COMPLAINT UNDER ARTICLE 15 WITHOUT REASONABLE GROUNDS FOR BELIEVING THE COMPLAINT IS TRUE;**
- (n) FAIL TO PAY DUES, FEES, ASSESSMENTS OR FINES PLACED ON THEM UNDER THE CONSTITUTION OR BY UNION POLICY;**
- (o) COMMIT A FRAUD IN A UNION ELECTION OR INTERFERE, OR ATTEMPT TO INTERFERE, WITH THE DEMOCRATIC RIGHTS OF MEMBERS UNDER THIS CONSTITUTION;**
- (p) WHILE HOLDING ELECTED OFFICE, DELIBERATELY CAUSE A MEMBER TO WITHDRAW FROM THE UNION EXCEPT AS PROVIDED BY THE LABOUR RELATIONS CODE OF BRITISH COLUMBIA;**
- (q) WHILE HOLDING ELECTED OFFICE, CONDONE OR HELP ANOTHER ORGANIZATION SEEKING TO REPRESENT HSA MEMBERS;**
- (r) DISRUPT THE DEMOCRATIC PROCESS OF A MEETING, OR FAIL OR REFUSE TO FOLLOW THE RULES OF ORDER WHEN DIRECTED TO DO SO BY THE CHAIR;**
- (s) COERCE, INTIMIDATE OR WRONGFULLY KEEP A MEMBER, OFFICER OR STAFF PERSON OF THE UNION FROM CARRYING OUT THEIR OBLIGATIONS OR DUTIES OR EXERCISING THEIR RIGHTS UNDER THE CONSTITUTION AND UNION POLICY;**
- (t) USE THE NAME OF THE UNION FOR MONEY OR ADVERTISING WITHOUT PROPER AUTHORITY;**
- (u) WHILE BEING A DIRECTOR, MEMBER AT LARGE, OR MEMBER OF THE TRIAL COMMITTEE VIOLATE THE OATH OF OFFICE, OR WHILE A DIRECTOR VIOLATE THE CODE OF CONDUCT;**
- (v) WHILE HOLDING ELECTED OFFICE IN THE UNION, FAIL TO PERFORM THE DUTIES OR OBLIGATIONS OF THEIR OFFICE IN GOOD FAITH, IN A WAY THAT COULD REASONABLY BE UNDERSTOOD TO BREACH THE UNION'S DUTY OF FAIR REPRESENTATION;**

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(w) REVEAL PERSONAL INFORMATION ABOUT A MEMBER OR MEMBERS TO ANYONE NOT ENTITLED TO SUCH INFORMATION;

(x) ENGAGE IN AN ACTIVITY OR COURSE OF CONDUCT WHICH IS DETRIMENTAL TO THE WELFARE OR BEST INTERESTS OF THE UNION; OR

(y) ACCESS ANY UNION RECORDS, HOWEVER STORED, CONTRARY TO THE UNION POLICY IN REGARDS TO ACCESSING UNION RECORDS.

### SECTION 7. DISCIPLINE

ANY MEMBER, SUBJECT TO ARTICLE 15, MAY BE DISCIPLINED FOR BREACH OF ANY OBLIGATION OR RESPONSIBILITY UNDER THE CONSTITUTION.

### Section 8. No Discrimination

(a) The rights and benefits of the Union are conferred on each member, without discrimination on the basis of ~~gender, race, age, mental or physical disability, religion, national origin, political belief, or sexual orientation~~ **SEX, GENDER IDENTITY, GENDER EXPRESSION, AGE, RACE, COLOUR, RELIGIOUS AFFILIATION, NATIONAL OR ETHNIC ORIGIN, DISABILITY, SEXUAL ORIENTATION, POLITICAL BELIEF, SOCIO-ECONOMIC, MARITAL OR FAMILY STATUS.**

(b) Subsection (a) does not apply

(i) as it relates to affirmative action policies or programs, or

(ii) as it relates to age, to a bona fide scheme based on seniority, or

(iii) as it relates to marital status, physical or mental disability, sex or age, to the operation of a bona fide retirement, superannuation or pension plan or to a bona fide group or employee insurance plan.

### Section 9. No Harassment

The Union is committed to harassment-free functions and expects all its members to recognize the right of each individual to be treated with respect. Any person alleging harassment by a member at a Union function may complain directly to an Ombudsperson.

### Article 7 – Convention

#### Section 1. Powers

The Annual Convention when in session has all legislative, executive, judicial and administrative powers of the Union.

#### Section 2. Annual Convention

(a) The Union shall hold an Annual Convention each year at a time and place to be determined by the Board of Directors.

(b) The Board of Directors shall advise members of the time and place of the Annual Convention at least six weeks prior to the date of the Convention.

(c) Upon the advice of the Board of Directors, the Annual Convention shall appoint the Union's auditor.

#### Section 3. Special Convention

Special conventions shall be at the call of

(i) the Board of Directors or

(ii) more than 25 percent of the membership who have indicated in writing their desire for a Special Convention.

Language changes correspond to resolution #2

Language changes correspond to resolution #1

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For purposes of this provision the size of the membership is determined by the number of people paying dues in the month prior to the month of the petition. All of this Article applies to a Special Convention except Section 2 and 4. Special conventions shall deal only with the subject matter contained in the petition or, where called by the Board of Directors, in the Convention call. Upon receipt of a petition with the required number of signatures, the Board of Directors shall call a Convention for a date within six weeks and notify the Chapters of the time and place forthwith.

#### Section 4. Resolutions

- (a) Members of the Union may bring matters before a Convention for consideration by means of resolutions submitted to, and approved by, their Chapter. These resolutions may include proposed constitutional changes or policy matters.
- (b) The Board of Directors may submit its own resolutions to Convention.
- (c) All resolutions for submission to Convention must be received at Union head office at least 65 days prior to Convention or they will not be considered. This requirement does not apply to special conventions.
- (d) All policy resolutions shall not exceed 150 words.
- (e) Copies of resolutions shall be sent to all Chapters at least 30 days before the Convention except in the case of a Special Convention.
- (f) The Board of Directors shall arrange that each delegate to Convention shall be sent a copy of all resolutions to be presented to the Convention, together with a copy of reports to be submitted to the Convention at least 14 days prior to the Convention date except in the case of a Special Convention.
- (g) An extraordinary resolution may be submitted from the floor of the Convention, but only if it arises from circumstances that prevented the resolution from being submitted in the normal manner.

#### Section 5. Delegate Status at Convention

- (a) Representation shall be based on the following: Chapters with up to and including 49 members shall be entitled to one delegate who shall be the Chief Steward or ~~his/her~~ **THEIR** Alternate. Chapters with over 49 members will be entitled to one additional delegate for each additional 50 members or portion thereof.
- (b) Members are eligible to be elected as delegates if they are employed in the Chapter they seek to represent.
- (c) The Chief Steward shall call a Chapter meeting to elect the delegate(s) and shall advertise it in order to provide sufficient notice for members to attend. The meeting should take place not less than six weeks prior to the Convention.
- (d) It is the responsibility of the delegates to attend the Convention and to report back to the Chapter on significant results of the Convention.
- (e) 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.

#### Section 6. Board of Directors and Members-at-Large Delegates

Members of the Board of Directors and Members-at-Large are automatic delegates. Directors-elect and members of committees reporting to Convention are entitled to attend and participate with voice but no vote in the Convention, unless they are otherwise attending as duly eligible and elected delegates.

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#### Section 7. Convention Voting

- (a) Only delegates in attendance at the Convention are entitled to vote and they are entitled to cast one vote on each issue.
- (b) A straight majority vote of the delegates present and voting shall be sufficient to pass any resolution presented to Convention except those ~~which~~ **THAT** change the Constitution, for which a two-thirds majority is required. All resolutions that are adopted will take effect upon adjournment of the Convention unless otherwise specified.

#### Section 8. Quorum

Fifty delegates constitute a quorum at any Annual or Special Convention.

#### Section 9. Procedure

Except as otherwise provided in this Constitution, all matters of procedure at Convention and at any meeting of the Union shall be conducted in accordance with Bourinot's Rules of Order.

### Article 8 – Board of Directors

#### Section 1. Powers

The Board of Directors is the supreme governing body of the Union when the Convention is not in session, subject to the provisions of the Constitution.

#### Section 2. Board Composition

The Board of Directors is composed of the President and one Regional Director from each of the regions. The officers are: President, Vice-President and Secretary-Treasurer. No member may hold more than one position as an Officer, nor simultaneously hold the positions of President and Regional Director.

#### Section 3. Election of Officers

The Board of Directors shall annually elect by majority vote a Vice President and a Secretary-Treasurer. They shall hold office for one year. The Vice-President or Secretary-Treasurer positions may be declared vacant by a vote of two-thirds of the Board of Directors. A vacancy occurring in either of the offices shall be filled by and from the Board of Directors.

#### Section 4. Duties of Vice President

The Vice-President may exercise the following powers and shall perform the following duties:

- (a) Assumes the duties of the President at the President's request or in the President's absence.
- (b) Acts as senior delegate in the absence of the President.
- (c) Chairs the Resolutions Committee and is a member of the Executive Committee.

#### Section 5. Duties of Secretary-Treasurer

The Secretary-Treasurer may exercise the following powers and shall perform the following duties:

- (a) Ensures that accurate records are kept of all official proceedings and financial matters.

- (b) Chairs the Finance Committee and is a member of the Executive Committee.
- (c) Is a signing officer.
- (d) Has the books and accounts of the Union verified by the auditor as needed and at least annually and presents an audited report and statements to the Annual Convention.
- (e) Presents the financial report and budget to the Annual Convention.
- (F) TAKES CONDUCT OF COMPLAINTS AS SET OUT IN ARTICLE 15, COMPLAINTS & DISPUTE RESOLUTION.**

Language changes correspond to resolution #5

**Section 6. Expense Approval**

All expenses of Directors are authorised by the Board of Directors and must be documented with receipts and are subject to the scrutiny of the Finance Committee.

**Section 7. Meetings AND QUORUM**

Meetings of the Board of Directors may be held at any time and place upon seven days' notice or such lesser time as may be agreed upon by a majority of the members of the Board of Directors.

Meetings shall be at the call of the President or a majority of the Directors.

**A MAJORITY OF DIRECTORS ELIGIBLE TO PARTICIPATE** ~~Six members~~ constitutes a quorum.

The Board of Directors may act by telephone, email or other means of communication provided that any decision is made by a quorum constituted through such means.

Language changes correspond to resolution #13

~~Section 8. Electronic Communication~~

The Board of Directors may act by telephone, email or other means of communication provided that any decision is made by a quorum constituted through such means.

**Section 9. Indemnification**

~~The Union shall indemnify and agree to hold the Board of Directors, Stewards and persons elected to serve the Union including their heirs, executors and administrators from and against any and all charges, costs, expenses, damages and actions to which they, or any of them, may become subject, including legal costs for or in respect of anything done or omitted to be done related to the duties of their offices, provided that nothing herein shall exempt those persons from any liability arising out of their own acts or omissions arising from their lack of good faith, dishonesty, or willfull misconduct.~~

Language changes correspond to resolution #13

**Section 8. Staff**

- (a) The Board of Directors shall ensure that employees are hired, as necessary, to carry out the affairs of the Union.
- (b) The Board of Directors shall establish the remuneration and other terms and conditions of employment of the employees of the Union, subject to collective bargaining or contract provisions.

**Section 9. Lending and Borrowing Powers**

The Union may, by resolution of the Annual Convention, or a Special Convention, or upon a motion of the Board of Directors, borrow or lend such amounts of money as are necessary for the conduct of the affairs of the Union.

**Section 10. Board of Directors Authority During Job Action**

In case of any job action involving HSA members, the Board of Directors has the authority and responsibility, subject to express provisions of this Constitution, to determine appropriate policies and procedures with respect to the job action for HSA and its members. Without limiting the generality of the foregoing, and regardless whether the job action is initiated by HSA, by another Union, or by the employer, the Board of Directors has the authority:

- (a) To set and revise job action pay.
- (b) To establish conditions for receiving job action pay, which may include a requirement to perform an amount of picket or alternate duty.
- (c) To determine the members who are permitted or required to perform essential services.
- (d) In the case of a job action initiated by HSA, to determine the timing and duration of strike at any facility.

#### **SECTION 11. OATH OF OFFICE**

**ALL NEWLY ELECTED/RE-ELECTED MEMBERS OF THE BOARD OF DIRECTORS SHALL TAKE AND BE BOUND BY THE FOLLOWING OATH OF OFFICE:**

I, \_\_\_\_\_, **PROMISE THAT:**

**I SHALL TRULY AND FAITHFULLY CARRY OUT MY DUTIES AS A MEMBER OF THE BOARD OF DIRECTORS TO THE BEST OF MY ABILITIES.**

**I SHALL UPHOLD THE CONSTITUTION AND PRINCIPLES OF THE UNION.**

**I SHALL ALWAYS ACT IN ACCORDANCE WITH THE BOARD OF DIRECTORS' CODE OF CONDUCT.**

**I SHALL, IN GOOD FAITH, ABIDE BY, SUPPORT AND PROMOTE THE UNION POLICIES. I SHALL RETURN ALL UNION PROPERTIES OR FUNDS IN MY POSSESSION AT THE END OF MY TERM OF OFFICE.**

**I SHALL PROMOTE A HARASSMENT-FREE AND DISCRIMINATION-FREE ENVIRONMENT AND WORK TO ENSURE THE HUMAN RIGHTS OF ALL MEMBERS ARE RESPECTED.**

**I SHALL ENDEAVOUR TO BUILD HARMONY AND SOLIDARITY IN THE UNION AND THE LABOUR MOVEMENT.**

#### Article 9 – President

##### Section 1. Term of Office of President

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

##### Section 2. Nomination of President

- (a) To be eligible, nominees must have been a member of the Union for at least one year immediately prior to election.
- (b) Any six members may nominate any other member to seek election as President. This nomination shall be in writing, signed by all six nominators, and must be accompanied by a written consent signed by the nominee.
- (c) If the nomination, together with a suitable black and white photograph and a statement of not more than 400 words is received by the head office 60 days or more before the Convention, the statement and photograph will be published in the Annual Report.
- (d) After the Convention is convened, nominations may be delivered to the Chair of the Election Committee or designate until the final call for nominations.

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### Section 3. Election of the President

- (a) The election of the President is by secret ballot and requires a majority vote: that is, over 50 percent of those delegates voting.
- (b) If no candidate gets more than 50 percent, then the candidate receiving the least number of votes and any candidate receiving less than 5% of the votes is dropped from the ballot and a new ballot is cast.
- (c) In event that there is only one candidate, the ballots shall be dispensed with and the presiding officer at the Convention shall declare that candidate elected.
- (d) The outgoing President shall complete a two-week paid transition period with the new President.

### Section 4. Vacancies

If there is a vacancy in the office of President, the Vice-President shall become President until the next Annual Convention where the vacant position will be filled by regular election or by election to finish the term.

### Section 5. Recall of the President

- (a) A motion to recall the ~~P~~president is in order at a Special Convention, if notice is contained in the Convention petition or call.
- (b) A resolution to recall the President is in order at an Annual Convention.
- (c) Either (a) or (b) above requires a two-thirds majority vote of those voting in order to pass.

### Section 6. Duties of the President

The President is the senior elected officer of the Union, who performs the duties on a full-time basis and has the following powers and duties ~~which~~ **THAT** may be exercised or performed in person or by delegation:

- (a) Presides at all meetings, conventions and conferences of the Union except regional meetings and Chapter meetings.
- (b) Is the chief representative of the Union in relations with labour centrals, other unions, and professional associations, (except with respect to collective bargaining) and is the senior delegate of the Union to labour movement meetings, conferences and conventions.
- (c) Is the primary spokesperson for the Union, internally and externally, with respect to the Union's policy, health care issues, and all other matters as determined by the Board of Directors.
- (d) Is Chair of the Executive committee and an ex-officio member of all board and negotiations committees with the exception of the Presidential Issues Committee.
- (e) Is the Chief Executive Officer of the Union.
- (f) Is a signing officer.
- (g) Keeps the Vice-President informed of matters necessary to assume the duties of the President.
- (h) Ensures that policies and decisions of Conventions and the Board of Directors are carried out.
- (i) Reports to the Board of Directors and to the Annual Convention.

### Section 7. Remuneration

The President shall receive such salary and benefits as may be approved by the Board of

Directors and reported to Convention at the next meeting of Convention following the approval by the Board of Directors.

## Article 10 – Regional Directors

### Section 1. Regions

There are ten Regions. Each Region is determined by the Board of Directors with consideration of geographic and numerical factors. Chapters are assigned to the appropriate Region by the Board of Directors. Chapters may appeal the decisions of assignment. Chapters have the right to make final appeal by resolutions to convention.

### Section 2. Term of Office

The term of office is two years. Regional Directors are elected by the members in the Regions they seek to represent. Elections are arranged so that odd-numbered Regions elect in odd-numbered years and even-numbered Regions elect in even-numbered years.

### Section 3. Nominations of Regional Directors

- (a) Regional Directors must have been a member of the Union for at least one year immediately prior to election **AND BE EMPLOYED IN THE REGION THEY SEEK TO REPRESENT.**
- (b) Any two members within a Region may nominate any other member in their Region to seek election as a Regional Director.
- (c) This nomination shall be in writing, signed by both nominators. The nomination must be accompanied by a written consent signed by the nominee, together with a suitable photograph and a statement of not more than 300 words.
- (d) These must be received at Union office at least 70 days before Annual Convention.

### Section 4. Election of Regional Directors

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

### Section 5. Vacancies

- (a) If a Regional Director is unable to complete a two year term, or if a Regional Director position is vacant for any reason, the Board of Directors shall arrange for the election. However, if a vacancy occurs within six months of the expiry of the term of office, the vacancy will be filled by the Resolution Committee member elected by that Region.
- (b) Nominations to fill vacant Regional Director positions shall be declared open for 21 days. At the close of nominations, balloting shall be conducted for a period of at least 35 days.
- (c) Successful candidates elected to fill vacant Regional Director positions shall take office at the conclusion of the ballot count.

### Section 6. Recall of Regional Directors

Recall of a Regional Director requires written petition by a majority of the members of that Region, delivered to the Board of Directors within 45 days from the date of the first signature. The Board of Directors will establish an election procedure. The Regional Di-

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rector is eligible to contest the election, and continues in office pending its outcome. For the purposes of this provision, the size of the membership is determined by the number of people **IN THAT REGION** paying dues in the month prior to the month of the petition. No recall petition shall be acted on if it is delivered within six months of the end of the Regional Director's term.

#### Section 7. Duties of the Regional Director

The Regional Director is the senior elected official in each region who advocates for the membership and has the following duties:

- (a) uphold HSA ~~policies~~ **UNION POLICIES**;
- (b) attend Board of Director meetings;
- (c) chair or participate on HSA committees;
- (d) represent the members of their region at the HSA Board of Directors;
- (e) chair regional meetings;
- (f) perform duties as requested by the President; and
- (g) report to the members of their Region.

#### Article 11 – Members-at-Large

##### Section 1. Duties of Members-at-Large

The regions will elect members who are willing to participate in standing and special committees, as delegates to regional meetings, to Convention, and to the BC Federation of Labour convention.

##### Section 2. Term of Office

The term of office for Members-At-Large shall be two (2) years and will commence upon completion of the annual convention following the regional meeting where elections took place.

##### Section 3. Election of Members-at-Large

Nominees must have been a member of the Union for at least one year immediately prior to election **AND BE EMPLOYED IN THE REGION THEY SEEK TO REPRESENT.**

Regions up to and including 1,999 members shall be entitled to two Members-at-Large and two alternates. Regions with more than 1,999 members will be entitled to one additional Member-at-Large for each additional 1,000 members or portion thereof.

A Region's Member-at-Large entitlement is based on the number of members in that region 60 days prior to the election.

A Region's Member-at-Large entitlement remains the same for the balance of the two-year term.

Odd-numbered regions elect Members-at-Large at regional meetings within the 12-month period prior to Convention held in odd-numbered years.

Even-numbered regions elect Members-at-Large at regional meetings within the 12-month period prior to Convention held in even-numbered years.

A Region's Members-at-Large must be elected from at least two different hospitals/facilities.

Each Region, at the time of election, will elect one of the above Members-at-Large to the Resolutions Committee for a two-year term.

##### Section 4. Vacancies

- (a) The Alternate Member-at-Large will fill a vacancy for the remainder of the term.

(b) In the case of an unfilled vacancy, the vacant position shall be filled at the next regional meeting.

#### **SECTION 5. OATH OF OFFICE**

**ALL NEWLY ELECTED/RE-ELECTED MEMBERS-AT-LARGE SHALL TAKE AND BE BOUND BY THE FOLLOWING OATH OF OFFICE:**

**I, \_\_\_\_\_, PROMISE THAT:**

**I SHALL TRULY AND FAITHFULLY CARRY OUT MY DUTIES AS A MEMBER AT LARGE TO THE BEST OF MY ABILITIES.**

**I SHALL UPHOLD THE CONSTITUTION AND PRINCIPLES OF THE UNION.**

**I SHALL, IN GOOD FAITH, ABIDE BY, SUPPORT AND PROMOTE THE UNION POLICIES.**

**I SHALL PROMOTE A HARASSMENT-FREE AND DISCRIMINATION-FREE ENVIRONMENT AND WORK TO ENSURE THE HUMAN RIGHTS OF ALL MEMBERS ARE RESPECTED.**

**I SHALL ENDEAVOUR TO BUILD HARMONY AND SOLIDARITY IN THE UNION AND THE LABOUR MOVEMENT.**

#### Article 12 – Stewards

##### Section 1. Representation

- (a) There will be a minimum of one Steward per Chapter - the Chief Steward.
- (b) Chapters with two and up to and including 49 members are entitled to two Stewards - the Chief Steward and the Assistant Chief Steward.
- (c) Individual facilities within a Chapter that have more than 49 members are entitled to one additional Steward - General Steward - for each additional 25 members or portion thereof.
- (d) In addition to the provisions of (b) and (c), there will be a minimum of one steward per site in a Chapter comprised of two or more sites.
- (e) There will be a minimum of one Occupational Health and Safety Steward and one Alternate Occupational Health and Safety Steward per Chapter. In those Chapters that have more than one site, there will be a minimum of one Occupational Health and Safety Steward, where practical, per site.
- (f) Chapters may apply to the Board of Directors for consideration of increased steward representation.

##### Section 2. Term of Office and Election

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

##### Section 3. Recall

- (a) Recall of a Steward requires written petition by a majority of the members of that

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Chapter, delivered to the Board of Directors within 45 days from the date of the first signature.

(b) The Board of Directors will establish an election procedure. The Steward is eligible to contest the election, and continues in office pending its outcome. For the purposes of this provision, the size of the membership is determined by the number of people **IN THAT CHAPTER** paying dues in the month prior to the month of the petition.

(c) No recall petition shall be acted on if it is delivered within three months of the end of the Steward's term.

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#### Section 4. Duties

##### 1. Chief Stewards

- (a) To call and preside over Chapter meetings as required.
- (b) To attend the Annual Convention.
- (c) To handle Chapter grievances and to assist other Chapter Stewards in handling grievances.
- (d) To be an advocate on behalf of the members to the employer.
- (e) To keep members informed of Union affairs.
- (f) To meet the new members in their Chapters and introduce them to the Union.
- (g) To keep the assigned Union staff person informed on grievances and other developments in the Chapter.
- (h) To communicate any significant problems and developments to the Regional Director.

##### 2. Assistant Chief Stewards

- (a) To assist the Chief Steward in handling grievances.
- (b) To perform the other functions of the Chief Steward as assigned in consultation with Chief Steward or in the absence of the Chief Steward.

##### 3. General Stewards

- (a) To handle grievances and/or perform other duties as assigned in consultation with the Chief or Assistant Chief Steward.

##### 4. Occupational Health and Safety Stewards

- (a) To represent members on the Joint Occupational Health and Safety Committee in the Chapter or worksite, as required.
- (b) To be an advocate on behalf of members to the employer in health and safety matters.
- (c) To keep members informed on workplace health and safety matters.
- (d) To communicate significant health and safety problems to the Chief Steward and the Union staff person.

#### Section 5. Fair Representation

No Steward shall act in a manner that is arbitrary, discriminatory or in bad faith in the representation of a member ~~or~~ **OF** the Union ~~and its policies~~.

#### Section 6. Confidentiality

A Steward shall use appropriate discretion with respect to personal matters involving members disclosed to them in the course of their duties, and shall maintain appropriate confidentiality with respect to Union matters where disclosure may harm the interest of the members.

Article 13 – Committees

Section 1. Board of Directors Authority to Establish Committees

In addition to standing committees established by this Constitution, the Board of Directors may establish committees. Without limiting the generality of this authority, the Board of Directors may establish an Education Committee, a Staff Relations Committee, a Pension Committee, an Equality of Rights Committee and such other special committees as the Board of Directors may from time to time deem advisable. Unless otherwise directed by the Board of Directors, the role of special committees is advisory to Board of Directors.

Section 2. Standing Committees

1. Finance Committee

- (a) The committee is chaired by the Secretary-Treasurer.
- (b) The committee is composed of the Secretary-Treasurer and two Regional Directors elected by the Board of Directors. The Chairperson may appoint up to two Members-at-Large to the committee. The Board of Directors may assign staff to support the committee.
- (c) The committee prepares a budget for the new fiscal year and recommends it to the Board of Directors.
- (d) The committee ~~makes~~ **RECOMMENDS** fiscal policy, which is subject to the approval of the Board of Directors, and monitors the implementation of approved ~~poli-~~  
~~cies~~ **UNION POLICIES.**
- (e) The committee prepares, in consultation with the Secretary-Treasurer, a financial report for the Annual Convention.

2. Resolutions Committee

- (a) The committee is chaired by the Vice-President.
- (b) The committee is composed of the Vice-President and ten Members-at-Large elected on the basis of one per Region at the time of Member-at-Large elections.
- (c) The committee studies and makes recommendations to the Convention on all resolutions.
- (d) The committee determines the order of dealing with all resolutions at Convention, subject to amendment by the delegates.

3. Trial Committee

- (a) The committee is composed of ~~five~~ **SEVEN** members elected at Convention **TO ADJUDICATE COMPLAINTS BROUGHT AGAINST MEMBERS THROUGH THE PROVISIONS OF THE COMPLAINTS AND DISPUTES RESOLUTION PROCEDURE.**
- (b) The committee **SHALL** elects its Chairperson. The Chairperson may appoint panels of the committee as needed ~~which~~ **THAT** shall have all the authority and responsibility of the committee for a specific complaint.
- (c) Vacancies will be filled by appointment from the general membership by the Board of Directors.
- (D) ALL NEWLY ELECTED/RE-ELECTED TRIAL COMMITTEE MEMBERS SHALL TAKE AND BE BOUND BY THE FOLLOWING OATH OF OFFICE:**

**I, \_\_\_\_\_, PROMISE THAT I SHALL TRULY AND FAITHFULLY CARRY OUT MY DUTIES AS A MEMBER OF THE TRIAL COMMITTEE TO THE BEST OF MY ABILITIES, FAIRLY AND WITHOUT BIAS.  
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Language changes correspond to resolution #13

Language changes correspond to resolution #4

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**UNION.**

4. Executive Committee

- (a) The committee is composed of the President, the Vice-President and the Secretary Treasurer.
- (b) The committee is chaired by the President.
- (c) The committee shall hear appeals by members affected by decisions under Article 6, Section 2(a) and/or (c) of the Constitution.
- (d) The committee develops strategies for initiatives as directed by the Board.
- (e) The committee develops recommendations for Board consideration.
- (f) The committee undertakes such other tasks as delegated by the Board of Directors.

Article 14 - Negotiations

Section 1. Bargaining Proposals

- (a) The Board of Directors shall establish the process for determining bargaining proposals prior to the expiration of the collective agreements.
- (b) (i) The process for the collective agreement, which directly affects the largest number of HSA members, shall be the Bargaining Proposal Conference.
- (ii) The Bargaining Proposal Conference shall be made up of the Board of Directors and elected delegates who are covered by the applicable collective agreement together with other delegates as may be determined by the Board of Directors.
- (iii) Regions with up to and including 500 health science professional members are entitled to two delegates. Regions with more than 500 health science professional members are entitled to an additional delegate for each additional 500 health science professional members or portion thereof.
- (c) Representation in any process established by the Board of Directors for determining bargaining proposals, other than the Bargaining Proposal Conference, shall include, but may not be limited to, the participation of members directly affected by the bargaining.
- (d) Bargaining proposals may be submitted by any directly affected Chapter or by the Board of Directors. Proposals must be voted on and approved by the sponsoring Chapter and where there is no bargaining conference are subject to the approval of the Board of Directors.
- (e) Bargaining proposals must be submitted in a time and manner established by the Board of Directors.
- (f) In the case of contract re-openers where it is necessary to draw up contract proposals but where the agreement is not expiring, the process established by the Board of Directors shall provide for representation from each Region with members directly affected by the re-opened contract, and ensure that the number of delegates from such regions is not less than the number of delegates from the Board of Directors.

Section 2. Negotiating Committees

- (a) The composition of any Negotiating Committee shall be as established by the Board of Directors.
- (b) When a Bargaining Proposal Conference is established, the Negotiating Committee shall include representatives elected at the conference.

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- (c) Negotiating committees are subject to the direction of the Board of Directors.
- (d) Negotiating committees shall report to the President on a regular basis.
- (e) The President may designate the Chairperson and the spokesperson for the Negotiating Committee.
- (f) The committee shall meet and formulate contract language proposals based primarily on the recommendations of the Bargaining Proposal Conference, or where there is not a Bargaining Proposal Conference, proposals are approved by the Board of Directors.

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**Section 3. Ratification by Membership**

- (a) Members shall be provided with a summary of negotiated changes prior to voting on any proposed Collective Agreement.
- (b) All Bargaining Committees shall make a recommendation to the Board of Directors with respect to ratification. The Board of Directors shall make a recommendation to the members preceding any ratification vote.
- (c) All members directly affected by the Collective Agreement are eligible to vote. The proposed Collective Agreement shall be deemed accepted if a simple majority of those actually voting accept it.

**Section 4. Job Action**

Any proposed job action requiring withdrawal of services provided by HSA members will be submitted to the members who are affected for a vote. However, in the case of a picket line set up by another union concerning a collective bargaining dispute, there will not be a vote.

**Article 15 – Complaints & Dispute Resolution**

**Section 1. Complaints**

A member who has reasonable grounds to believe that another member has **VIOLATED ANY OBLIGATION OR RESPONSIBILITY PROVIDED FOR IN THIS CONSTITUTION MAY FILE A COMPLAINT AGAINST THE MEMBER IN ACCORDANCE WITH THE PROCEDURE SET OUT IN THIS ARTICLE.**

Language changes correspond to resolution #6

- ~~(a) Violated any provision of this Constitution;~~
  - ~~(b) Revealed confidential information about the Union or the membership or personal information about a member or members to anyone not entitled to such information;~~
  - ~~(c) Crossed a union picket line;~~
  - ~~(d) Committed fraud or misrepresentation in connection with a Union election; or~~
  - ~~(e) Engaged in an activity or course of conduct which is detrimental to the welfare or best interests of the Union~~
- ~~may file a complain against the member in accordance with the procedure set out in this article.~~

Language changes correspond to resolution #13

**Section 2. Form of Complaint**

All complaints must be set out in writing and delivered to the Secretary-Treasurer of the Union. Complaints must contain the following information:

- (a) Name, address, telephone number and signature of person making the complaint **(THE “COMPLAINANT”)**;
- (b) Member named in complaint;
- (c) Facts which form the basis of the complaint;

- (d) The portion of Constitution which ~~which~~ **THAT** is alleged to have been violated;
- (e) Whether the ~~person making the complaint~~ **COMPLAINANT** has personal knowledge of the facts and, if not, from where the information is derived.

Section 3. Time for Bringing Complaints

A complaint shall be delivered to the Secretary-Treasurer not later than six months after the date on which the ~~person making the complaint~~ **COMPLAINANT** knew or ought to have known of the action or circumstances giving rise to the complaint.

Section 4. Notice of the Complaint

- (a) The Secretary-Treasurer shall, as soon as practicable, after receiving a complaint, notify the person who is the subject of the complaint (**THE “RESPONDENT”**) by mail, ensuring proof of delivery and provide that person with a copy of the complaint received.
- (b) The Secretary-Treasurer shall, in the same notice, require the ~~person who is the subject of the complaint~~ **RESPONDENT** to provide a written response to the complaint, which response may be limited to admitting or denying the complaint. Such response shall be provided within fifteen working days of the complaint being mailed to the ~~member~~ **RESPONDENT**. ~~If the Secretary-Treasurer determines that the complaint relates to an alleged violation of the Personal Information Protection Act, the matter is referred to the Privacy Officer.~~

Section 5. ~~Investigator~~ **INVESTIGATION OF COMPLAINT**

- (a) When a complaint has been received, the Secretary-Treasurer **TAKES CONDUCT OF THE COMPLAINT, SHALL APPOINT AN INVESTIGATOR AS NEEDED, AND SO NOTIFY THE BOARD OF DIRECTORS** ~~shall ask the Board of Directors to appoint an Investigator.~~
- (B) IF THE SECRETARY-TREASURER DETERMINES THAT THE COMPLAINT RELATES TO AN ALLEGED VIOLATION OF THE PERSONAL INFORMATION PROTECTION ACT, THE MATTER SHALL ALSO BE REFERRED TO THE PRIVACY OFFICER.**
- (c) ~~That~~ **THE** Investigator shall make a preliminary investigation of the complaint and for this purpose may consider such evidence and facts which are considered relevant.
- (d) If the Investigator sees an opportunity for alternative dispute resolution, then the Investigator shall recommend this action to the Secretary-Treasurer.
- (e) If the Investigator deems that the complaint is without merit, the complaint is dismissed by the Secretary-Treasurer, **WHOSE** ~~and a~~ report is provided to the Board of Directors ~~on the Investigator’s findings.~~
- (f) Where the Investigator has determined that the complaint has sufficient merit to proceed to trial in whole or in part, the Investigator ~~will~~ **SHALL** provide a report through the Secretary-Treasurer to the Board of Directors. ~~The Board of Directors will~~ **SECRETARY-TREASURER SHALL** then direct the Chair of the Trial Committee to convene a Hearing Panel.

Section 6. ~~Trial~~ **HEARING PANEL**

- (a) The Chair~~person~~ of the Trial Committee ~~will~~ **SHALL** convene a Hearing Panel consisting of at least three members of the Trial Committee to hear the ~~charges~~ **COMPLAINT**.

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Language changes correspond to resolution #10

- (b) **THE HEARING PANEL, SO CONVENED, SHALL HAVE AUTHORITY TO FULFILL ITS RESPONSIBILITIES UP TO AND INCLUDING PUBLISHING ITS WRITTEN DECISION, NOTWITHSTANDING THE TRIAL COMMITTEE'S END OF TERM DATE.**
- (c) ~~Members have~~ **THE RESPONDENT HAS** the right to know the charges **COMPLAINT** against them and to be provided with the particulars of those charges.
- (d) ~~Members~~ **THE RESPONDENT** must be given reasonable notice of the charges **COMPLAINT** prior to any hearing and must be given reasonable notice of the hearing date.
- (e) The Hearing Panel ~~will~~ **SHALL** determine its own procedures, and ~~will~~ **SHALL** hear and receive evidence in accordance with the following principles:
- (i) The hearing must be conducted in compliance with the intent and purpose of this Constitution and within the framework of the Terms of Reference of the Trial Committee;
  - (ii) The Hearing Panel shall call evidence; examine witnesses; receive ~~pre-~~ **sentations EVIDENCE** from the ~~charged members, members making the complaint,~~ **RESPONDENT, COMPLAINANT, AND OTHER WITNESSES, AND, SUBJECT TO (H) BELOW,** the representative(s) of the Board of Directors ~~and other witnesses;~~ and receive documents and submissions;
  - (iii) **THE COMPLAINANT, RESPONDENT, AND, SUBJECT TO (H) BELOW, THE REPRESENTATIVE(S) OF THE BOARD OF DIRECTORS, HAVE THE RIGHT TO EXAMINE AND CROSS-EXAMINE WITNESSES;**
  - (iv) The trial ~~must~~ **SHALL** be conducted in good faith and without bias;
  - (v) The Hearing Panel is not bound by the strict rules of evidence. However, any decision reached must be based on the actual evidence adduced and not influenced by any matters outside the scope of the evidence.
  - (vi) **IF THE HEARING PANEL CANNOT REACH CONSENSUS ON THE CHARGE, THE DECISION OF THE MAJORITY OF THE HEARING PANEL WILL BE THE DECISION OF THE HEARING PANEL.**
- (f) ~~A charged member~~ **THE RESPONDENT AND THE COMPLAINANT HAVE** the right to have a representative accompany them to the hearing.
- (g) The Hearing Panel shall be provided with access to legal counsel.
- (h) **WHERE THE BOARD OF DIRECTORS DETERMINES THAT THE MATTER BEFORE THE HEARING PANEL IS OF SIGNIFICANT INTEREST TO THE UNION OR FOR OTHER GOOD REASON, THE** the Board of Directors shall be a party with the same rights of participation as the other parties to any trial ~~where the Board of Directors determines that the matter before the Trial Committee is of significant interest to the Union or for other good reason.~~ The decision to be a party is in the sole discretion of the Board of Directors. The Board of Directors may appoint a representative(s), including legal counsel, to appear before the ~~Trial Committee~~ **HEARING PANEL.**

Language changes correspond to resolution #8

Language changes correspond to resolution #10

Language changes correspond to resolution #8

Language changes correspond to resolution #10

#### Section 7. Decision

- (a) Upon conclusion of the ~~hearing~~ **TRIAL**, the Hearing Panel shall, as soon as practicable, publish a written decision and forward it to the Board of Directors, the Investigator, the ~~member who filed the complaint~~ **COMPLAINANT**, and the ~~member charged~~ **RESPONDENT.**
- (b) Where the member has been found **GUILTY OF A BREACH OF ANY OBLIGATION OR RESPONSIBILITY** in ~~breach of~~ the Constitution, the Hearing Panel shall decide the appropriate level of discipline considering all of the circumstances. If appropriate, the Hearing Panel may seek further submissions from the parties before imposing

any discipline. **IF THE HEARING PANEL CANNOT REACH CONSENSUS ON THE DISCIPLINE, THE DECISION OF THE MAJORITY OF THE HEARING PANEL WILL BE THE DECISION OF THE HEARING PANEL.** Discipline may include the following:

- (i) A written warning;
- (ii) Removal from office or position in the Union;
- (iii) Prohibition and/or restriction on holding elected positions in the Union;
- (iv) Prohibition and/or restriction on attending Union events including Convention;
- (v) A fine not in excess of \$25,000;
- (vi) Suspension or expulsion from Union membership;
- (vii) Any other discipline deemed appropriate.

Language changes correspond to resolution #8

#### Section 8. Expenses

- (a) The Union ~~will~~ **SHALL** reimburse members and witnesses for their reasonable transportation expenses and lost wages resulting from their necessary attendance at the hearing.
- (b) Should expenses be incurred as a result of processing a complaint and the process is not completed due to **THE COMPLAINANT(S)** ~~the member(s) bringing the complaint~~ not participating in the hearing **PROCESS**, the Union may bill the ~~member(s)~~**COMPLAINANT(S)** to recoup the costs.

Language changes correspond to resolution #9

#### Section 9. Appeal

- (a) ~~Any member found in breach of the Constitution may seek leave to appeal such decision to the next Convention. Any appeal must be submitted in writing to the President within one month of mailing of the decision of the Hearing Panel to the Member's address on file with the Hearing Panel. The appeal must contain the facts which form the basis for the appeal. If leave to appeal is granted, Convention as a whole will hear the appeal.~~
  - ~~—(i)— If leave to appeal is granted, Convention as a whole will hear the appeal~~
- (b) ~~A disciplined member may seek leave to appeal the imposed discipline to the next Convention. Any appeal must be submitted in writing to the President within one month of mailing of the decision of the Hearing Panel to the member's address on file with the Hearing Panel. The appeal must contain the facts which form the basis of the appeal.~~
  - ~~—(i)— If leave to appeal is granted, five (5) members at the Convention shall be selected by lot to hear the appeal of the sentence (the Discipline Appeal Committee). No witness or party to the hearing or member of the Trial Committee shall be permitted to be on the Discipline Appeal Committee.~~
  - ~~—(ii)— The decision of the Discipline Appeal Committee is final and there is no right to appeal its decision. Any party to the original decision may participate in the hearing before the Discipline Appeal Committee. Any appeal in an appeal on the record and not a hearing de novo. The Discipline Appeal Committee may also consider any direction given by Convention at the time of granting leave.~~
  - ~~—(iii)— The Union shall reimburse members for their reasonable transportation expenses and lost wages resulting from necessary attendance at any leave to appeal application or attendance before the Discipline Appeal Committee.~~
  - ~~—(iv)— The Discipline Appeal Committee shall be provided access to legal counsel.~~
  - ~~—(v)— The Discipline Appeal Committee shall publish their written decision as~~

soon as practicable after the conclusion of the Appeal.

(c) In the case of a suspension or expulsion from the Union membership, the penalty will not be implemented in such a manner that it affects a member's employment pending resolution of an appeal. The President shall determine a fair and appropriate procedure.

(A) ANY PARTY TO A DECISION OF A HEARING PANEL MAY APPEAL SUCH DECISION. ANY APPEAL MUST BE SUBMITTED IN WRITING TO THE PRESIDENT WITHIN ONE MONTH OF THE PUBLICATION OF THE DECISION BY THE HEARING PANEL. THE APPEAL MUST CONTAIN THE FACTS WHICH FORM THE BASIS FOR THE APPEAL.

(B) ALL APPEALS SHALL BE HEARD BY A SINGLE UMPIRE APPOINTED BY THE BOARD OF DIRECTORS.

(C) THE UMPIRE MAY SET ASIDE A DECISION, REMIT THE MATTER BACK TO THE HEARING PANEL, OR SUBSTITUTE HIS/HER DECISION FOR THE DECISION OF THE HEARING PANEL ON THE GROUND THAT:

- A PARTY TO THE HEARING WAS DENIED A FAIR HEARING, AND/OR
- THE DECISION OF THE HEARING PANEL IS INCONSISTENT WITH THE PRINCIPLES EXPRESSED OR IMPLIED BY THE CONSTITUTION OR BY THE LABOUR RELATIONS CODE.

(D) THE DECISION OF THE UMPIRE IS FINAL.

(E) THE DECISION OF THE UMPIRE SHALL BE IN WRITING.

(F) ALL PARTIES TO THE ORIGINAL HEARING MAY BE PARTIES TO THE APPEAL.

(G) IN THE CASE OF A SUSPENSION OR EXPULSION FROM UNION MEMBERSHIP, THE PENALTY SHALL NOT BE IMPLEMENTED IN SUCH A MANNER THAT IT AFFECTS A MEMBER'S EMPLOYMENT PENDING RESOLUTION OF AN APPEAL. THE PRESIDENT SHALL DETERMINE A FAIR AND APPROPRIATE PROCEDURE.

(H) SHOULD EXPENSES BE INCURRED AS A RESULT OF ENGAGING AN UMPIRE AND THE PROCESS IS NOT COMPLETED DUE TO THE PARTY WHO SUBMITTED THE APPEAL (THE "APPELLANT") NOT PARTICIPATING IN THE UMPIRE PROCESS, THE UNION MAY BILL THE APPELLANT TO RECOUP THE COSTS.

## Article 16 – Amendments to the Constitution

### Section 1. Introduction of Amendments

This Constitution may be amended by the delegates at Convention. Any proposed amendments may be introduced by the Board of Directors or Chapters as provided in Article 7 Section 4 of this Constitution.

### Section 2. Amendment Procedure

Such amendments shall be effective only if the following procedure has been complied with:

- (a) The proposed amendments were distributed to members using their last known contact information at least 30 days before any vote considering such amendments is to be held.
- (b) Two-thirds of the eligible delegates voting on the proposed amendments are in favour of the amendments.

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# 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.

President [[webpres@hsabc.org](mailto:webpres@hsabc.org)]  
Val Avery, Physiotherapist  
Royal Jubilee Hospital

Region 1 [[REGION01@hsabc.org](mailto:REGION01@hsabc.org)]  
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