



Health Sciences Association  
**The union of caring professionals**



1. Emergency Resolution **in progress**  
**Therefore Be It Resolved** that Health Sciences Association of British Columbia (HSA) join the National Union of Public and General Employees (NUPGE) and the Canadian Labour Congress (CLC) to continue to demand that the parliament of Afghanistan withdraw the Shia Family Law.  
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1. **Therefore Be It Resolved** that Article 4 (Definitions) of the Health Sciences Association of British Columbia (HSA) Constitution be adopted by convention as found in the attached Schedule 1, Part 1, of the HSA 2009 Annual Report. **completed**
2. **Therefore Be It Resolved** that Article 13 (Committees) of the Health Sciences Association of British Columbia Constitution be adopted by convention as found in the attached Schedule 1, Part 2, of the HSA 2009 Annual Report. **completed**  
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3. **Therefore Be It Resolved** that Article 15 (Complaints and Dispute Resolution) of the Health Sciences Association of British Columbia Constitution be adopted by convention as found in the attached Schedule 1, Part 3, of the HSA 2009 Annual Report. **completed**  
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4. **Therefore Be It Resolved** that Article 6 (Members Rights and Obligations) of the Health Sciences Association of British Columbia Constitution be adopted by convention as found in the attached Schedule 1, Part 4, of the HSA 2009 Annual Report. **completed**  
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5. **Therefore Be It Resolved** that Health Sciences Association of British Columbia inform the membership on the impact the economy could have on the public services in BC. **ongoing**  
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6. **Therefore Be It Resolved** that the Health Sciences Association of British Columbia provide information to its membership on the 'single transferrable vote' system vs. the 'first past the post' system. **completed**

7. **Therefore Be It Resolved** that Health Sciences Association of British Columbia inform members what criteria are used by the labour councils to recommend these candidates running for political office. **in progress**
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8. **Therefore Be It Resolved** that the board of directors investigate and establish appropriate forums to discuss and keep track of bargaining issues between bargaining proposal conferences; and **ongoing**

Be It Finally Resolved that the bargaining issues identified be communicated back to the membership for consideration.

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9. **Therefore Be It Resolved** that that Health Sciences Association of British Columbia continue to research which media outlets are entirely or partially unionized; and **completed**

**Be It Further Resolved** that HSA continue to purchase time/space from unionized media outlets unless union media does not service a specific region; and

**Be It Finally Resolved** that HSA through its affiliation with the British Columbia Federation of Labour continue to encourage other unions to support union media outlets.

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10. **Therefore Be It Resolved** that Health Sciences Association of British Columbia (HSA) educate members about their right to refuse overtime and the difference between the right to refuse overtime and an employer's right to require them to work. **ongoing**
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11. **Therefore Be It Resolved** that Health Sciences Association of British Columbia continue to explore avenues with respect to the media to bring these issues of training, retention and an aging workforce, to the forefront; **ongoing**

**Be It Finally Resolved** that HSA continue to bring forward some of the roles HSA members play in health care.

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# business arising

**13. Therefore Be It Resolved** that the Health Sciences Association of British Columbia provide education to the membership about the Living Wage campaign. **completed**

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**15. Therefore Be It Resolved** that the Health Sciences Association of British Columbia education committee reinstate the part-time awards and increase total dollars awarded; and **in progress**

**Be It Finally Resolved** that if there is a lack of interest in part-time awards, and there are no applications received, then the education committee should put those monies toward full time awards.

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**18. Therefore Be It Resolved** that Health Sciences Association of British Columbia lobby the health authorities to improve and mandate a full recycling program of all materials including, but not limited to, plastics, cardboard, glass, paper, batteries, lights, and electronics. **to be done at local level**

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**20. Therefore Be It Resolved** that Health Sciences Association of British Columbia continue to support the Living Wage campaign; and **completed/ongoing**

**Be It Finally Resolved** that HSA continue to bring the issues of poverty reduction and living wages to the attention of provincial and federal governments.

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**21. Therefore Be It Resolved** that the Health Sciences Association of British Columbia delegates vote to increase the committee for equality and social action budget from it's current level of .45% of general revenue to .5% of general revenue; and **completed**

**Be It Finally Resolved** that CESA report back to the 2010 convention delegates detailing the additional programs funded through this increase.

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**22. Therefore Be It Resolved** that Health Sciences Association of British Columbia support the Canadian Labour Congress campaign to "put the Canada-Colombia free trade deal on hold until there is effective prosecution of the killers of civilians including unionized workers and enforcement of minimum International Labour Organization standards on the rights of workers. **completed**

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**23. Therefore Be It Resolved** that Health Sciences Association of British Columbia request statistical and/or anecdotal information from members whose workload is impacted by family law legal aid cuts; and **in progress**

**Therefore Be It Further Resolved** that HSA make this information available to members through The Report and will provide members with tools for lobbying their MLA's; and

**Be It Finally Resolved** that HSA join with other organizations, such as The West Coast Legal Education and Action Fund, to publicize the impact and protest such cutbacks.

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**24. Therefore Be It Resolved** that Health Sciences Association of British Columbia urge candidates in the May 12 provincial election in British Columbia to adopt a poverty reduction plan that: **completed**

- reduces poverty by one third (from 13 per cent to 9 per cent using Statistics Canada's low income cut-off after tax) within four years;
- ensures the poverty rate for particularly vulnerable groups declines by 30 per cent in four years, and by 75 per cent in 10 years;
- ensures that every British Columbian has an income that reaches at least 75 per cent of the poverty line within two years; and
- eliminates street homelessness within eight years.

**Be It Finally Resolved** that HSA call on the provincial government to take concrete policy action to address poverty and homelessness in BC.

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**25. Therefore Be It Resolved** Health Sciences Association of British Columbia endorse the National Union of Public and General Employees' five-point plan for a strong economy and fair society by investing in: **completed**

1. protection and support for vulnerable families, especially major improvements to Employment Insurance, protection of labour rights and pay equity rights, and increases to minimum wages.
2. new investments in public services like health care, child care, elder care, education, mental health and the justice system.
3. a major public infrastructure program to create jobs now, promote environmental goals and build new industries for the future.
4. a modern industrial strategy that invests in traditional sectors and builds a new green economy.
5. a plan that protects and expands pensions, especially increases to Canada Pension Plan and Old Age Security benefits, and the use of tax incentives to encourage defined benefit workplace plans.

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**26. Therefore Be It Resolved** that Health Sciences Association of British Columbia take a lead role in working with the provincial government to lower child care subsidy eligibility requirements and to thereby increase overall subsidy rates to BC families. **in progress**

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**27. Therefore Be It Resolved** that Health Sciences Association of British Columbia will lobby the provincial government to restore the curriculum that includes special needs training as the standard for early childhood education training programs. **deferred**

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**29. Therefore Be It Resolved** that Health Sciences Association of British Columbia lobby with affiliates to demand the increase of funding and the broadening of criteria in order for families in need to receive respite services in a timely manner. **deferred**

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**30. Therefore Be It Resolved** that Smythe Ratcliffe be confirmed as the union's auditor until the year 2010 annual convention. **completed**

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**31. Therefore Be It Resolved** that Health Sciences Association of British Columbia review the current reimbursement policy to include electronic communication for stewards. **completed**

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**36. Therefore Be It Resolved** that Health Sciences Association of British Columbia continue to advise the health authorities that HSA opposes the health authorities' practice of providing any members' social insurance number to any person or corporation, save and except (a) pursuant to the Income Tax Act; (b) pursuant to any law as an exception to the Income Tax Act, and (c) with the knowledge and written consent of the worker, and not to any non-Canadian person or corporation. **ongoing**

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**37. Therefore Be It Resolved** that Health Sciences Association of BC research the effects of fee-based funding of employment services, on employment conditions for staff, quality of service for clients and cost-effectiveness for taxpayers; and **in progress**

**Be It Further Resolved** that HSA use the results of this research to verify that fee-based funding in employment services is detrimental to HSA members; and

**Be It Finally Resolved** that if verified, HSA lobby the provincial government to address the problems associated with fee-based funding in employment services in British Columbia.

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**39. Therefore Be It Resolved** that Health Sciences Association of British Columbia protect the positions of its members by demanding the retention of qualifications when health authorities fill vacancies. **ongoing**

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**41. Therefore Be It Resolved** that Health Sciences Association of British Columbia continue to actively lobby the government through the British Columbia Federation of Labour (BCFL) to acknowledge the shortages in all HSA disciplines during the balance of the current agreement; and **ongoing**

**Be It Finally Resolved** that HSA continue to actively use the media to inform the public of these shortages.

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**42. Therefore Be It Resolved** Health Sciences Association of British Columbia call on the provincial and federal governments to target a portion of infrastructure stimulus spending to the training and recruitment and retention of health science professionals. **ongoing**

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**44. Therefore Be It Resolved** that Health Sciences Association of British Columbia lobby through the British Columbia Federation of Labour the government to have clients assessed in hospital and provide them with adequate home support while they await assisted living care. **deferred**

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**45. Therefore Be It Resolved** that the Health Sciences Association of British Columbia lobby the government for increased Activities of Daily Living and Instrumental Activities of Daily Living supports and consistency of care for elderly clients in need of ADL and IADL supports. **deferred**

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**46. Therefore Be It Resolved** that Health Sciences Association of British Columbia lobby the government *with the support* of the British Columbia Federation of Labour to provide funding to increase the availability of public outpatient services in British Columbia. **ongoing**

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**48a. Therefore Be It Resolved** that Health Sciences Association of British Columbia continue to participate in a campaign to educate the public and members about the impact of public private partnerships (P3s) on our public health care system. **ongoing**

**Therefore Be It Finally Resolved** that HSA continue to oppose P3s in public services.

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**49. Therefore Be It Resolved** that Health Sciences Association of British Columbia will lobby the government through the British Columbia Federation of Labour to direct the funding to the service providers so that they can, in their professional opinion, allocate the funding and services as they deem necessary. **deferred**

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**50. Therefore Be It Resolved** that the Health Sciences Association of British Columbia lobby through affiliates to have funding restored to pediatric mental health and rehabilitative services; and **ongoing**

**Be It Finally Resolved** that HSA call on the health authorities to ensure that all children with complex health issues have access to receive care from qualified not for profit HSA health care professionals.

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**51. Therefore Be It Resolved** that the Health Sciences Association of British Columbia lobby the government *with the support* of the British Columbia Federation of Labour for adequate funding for increased services (including in/out patient treatment facilities) for children with mental health needs in all communities; and **completed**

**Be It Finally Resolved** that HSA lobby the government *with the support* of the BCFL to provide specialized training for those working with children with specialized needs.

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**52a. Therefore Be It Resolved** that the Health Sciences Association of British Columbia board of directors initiate a review of seniority that would consider, but not be limited to: **in progress**

1. the effect of current seniority practices on a regional and provincial basis;
2. the history and context of HSA seniority;
3. the effect and impact on other members within the bargaining association; and

**Be It Finally Resolved** that the board of directors report back the findings of this review to the 2010 convention.

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**56. Therefore Be It Resolved** that Health Sciences Association of British Columbia endeavor to broaden the participation of members by hosting educational and regional meetings in a variety of centralized areas and at more accessible times (i.e., weekends or evenings). **completed**

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**57. Therefore Be It Resolved** that Health Sciences Association of British Columbia investigate what type of addictions treatment resources other health care unions offer their members; and **in progress**

**Be It Further Resolved** that HSA investigate some of the costs and feasibility of offering its members similar resources for treatment of addictions; and

**Be It Finally Resolved** that HSA report these findings back to the membership at the 2010 convention.

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**58. Therefore Be It Resolved** that Health Sciences Association of British Columbia demand that Workers' Compensation Board/ WorkSafeBC create a registry of those employers who have reached compliance with the violence in the workplace Regulation and ensure that such registered information is available for review by all affected parties; and **in progress**

**Be It Further Resolved** that HSA demand that WCB/Work-SafeBC provide a detailed action plan for those employers not in compliance with the violence in the workplace Regulation, with concomitant penalties for those who do not comply without undue delay.

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**60. Therefore Be It Resolved** that Health Sciences Association of British Columbia (HSA) members be encouraged to withdraw their support for retail outlets that have unstaffed service checkout, *or use staff serviced checkouts where available.* **completed**

**Be It Finally Resolved** that HSA provide information to members about the impact of automated checkouts.

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**62. Therefore Be It Resolved** that Health Sciences Association of BC support the BC Health Coalition and other concerned British Columbians in their opposition to the legal challenge by private, for-profit medical services clinic operators challenging the BC Medicare Protection Act **ongoing**

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**63. Therefore Be It Resolved** that Health Sciences Association of British Columbia lobby the federal government through the Canadian Labour Congress to provide a national 'not-for-profit' publicly funded pharmacare program. **ongoing**