



## Business Arising from the 2021 HSA Convention

<b>Resolutions #1, #7, #8, #9</b>	Constitutional amendments.	Completed
<b>Resolution #12</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) strongly encourage the leadership of the Municipal Pension Plan fund to divest from investments that involve fossil fuel and oil industry; and <b>BE IT FURTHER RESOLVED:</b> That they seek out investments that are socially responsible.	Ongoing
<b>Resolution #14</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) dedicate resources to educate members about climate change and ways that we can address and combat climate change	Ongoing
<b>Resolution #15</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) support and educate members on the Right to Repair movement.	To be done
<b>Resolution #16</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) educate our members about the value of BC Housing Supportive Housing initiatives.	To be done
<b>Resolution #17</b>	<b>THEREFORE BE IT RESOLVED:</b> That the Health Sciences Association engage in an awareness campaign to promote the tenets of legitimacy, confidentiality, and value of using sick time for the mental health recovery of their members.	Ongoing
<b>Resolution #18</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) will develop an internal campaign to reduce stigma related to substance use and to encourage HSA members who are impacted by substance use to reach out for help.	To be developed

<b>Resolution #19</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) investigate and report back to the next convention about ways that education funds can be distributed equitably; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That education awards also be made available to applicants identifying as LGBTQ2+, BIPOC, having disabilities, and other groups who face barriers; and</p> <p><b>BE IT FINALLY RESOLVED:</b> That the term ‘scholarship’ and ‘bursary’ be changed to ‘education(al) awards’.</p>	Ongoing
<b>Resolution #22</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) increase capacity for educational workshops and offer greater diversity of topics.</p>	Ongoing
<b>Resolution #24</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) create pre-convention tool kits and/or virtual workshops that direct steward teams and new delegates on how to prepare and participate in convention business. This would include mock convention proceedings, resolution writing, and the importance of reading through resolutions prior to convention for better-informed voting.</p>	Ongoing
<b>Resolution #26</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) examine the recommendations of the “In Plain Sight” report and, in consultation with Indigenous leadership, work with union members to formulate a plan on how the union will implement the changes outlined in the report and be accountable to the members and present this to the members for review at the 2022 Convention.</p>	Ongoing
<b>Resolution #28</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That all Health Sciences Association (“HSA”) staff receive mandatory training in cultural safety and anti-racism through courses such as San’yas Indigenous Cultural Safety course.</p>	Ongoing
<b>Resolution #31</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) lobby the BC government to follow the recommendations of the In Plain Sight review; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA encourage diversity among stewards and HSA employees; and</p> <p><b>BE IT FINALLY RESOLVED:</b> That HSA, when choosing representative(s) to negotiate collective agreements, do so while supporting diversity and equity in their selection..</p>	Ongoing
<b>Resolution #35</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That the Health Sciences Association (“HSA”) renew its commitment to reach out to high schools and post-secondary institutions via direct engagement and career fairs to advertise HSA professions.</p>	Ongoing

<b>Resolution #39</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) consult Indigenous leaders about the use of the classification or title of "Chief", and commit to implementing any recommendations, as a result of the consultation..	Ongoing
<b>Resolution #42</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) commit to reviewing and revising policies and procedures with the Constitution to ensure that professions that are underrepresented at Chapters have the means and opportunity to be equitably represented at HSA events, including Convention and bargaining..	Ongoing
<b>Resolution #44</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) create a racial justice committee to advance racial justice, inclusion and equality in the workplace and in our communities.	Ongoing
<b>Resolution #47</b>	<b>THEREFORE BE IT RESOLVED:</b> That the Health Sciences Association Elections committee consist of three members. who are from a region from the non-electing year.	Completed
<b>Resolution #48</b>	<b>THEREFORE BE IT RESOLVED:</b> That all candidates seeking election for all positions of Board of Directors, Member at Large and Trials Committee in Health Sciences Association (“HSA”) be advised of the oath of office and code of conduct and be informed that there is an expectation that they take the oath of office and code of conduct in order to be confirmed as elected to their position in the union..	Ongoing
<b>Resolution #50</b>	<b>THEREFORE BE IT RESOLVED:</b> That elections for regional directors be completed well in advance of nominations opening for officer positions..	Ongoing
<b>Resolution #51</b>	<b>THEREFORE BE IT RESOLVED:</b> That the union organize more opportunities for Presidential Candidates to present their platforms to all HSA members prior to Convention.	Ongoing
<b>Resolution #52</b>	<b>THEREFORE BE IT RESOLVED:</b> That speakers at the mic asking questions of a podium speaker be given an additional 30 seconds to ask one follow-up question following the response to their initial question.	Completed
<b>Resolution #54</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) publish attendance records and activities of the Board of Directors, quarterly in the HSA Report; and  <b>BE IT FURTHER RESOLVED:</b> that quarterly publishing will start immediately with the first Report after the 2021 HSA Convention.	Ongoing

<b>Resolution #59</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) will lobby (in conjunction with College of Pharmacists of BC) the BC government to grant pharmacists the authority to independently prescribe contraceptives.	To be done
<b>Resolution #63</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) lobby the government to increase funding for autism assessment services at the BC Autism Assessment Network (“BCAAN”).	Ongoing
<b>Resolution #64</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) lobby the BC government to include fertility treatments as part of the public health plan.	To b done
<b>Resolution #67</b>	<b>THEREFORE BE IT RESOLVED:</b> That the Health Sciences Association (“HSA”) lobby the government to increase the number of publicly funded Long Term Care beds in BC.	Ongoing
<b>Resolution #68</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) advocate and lobby the Attorney General and Minister Responsible for Housing and other related Ministries (e.g. Ministry of Children & Family Development and Ministry of Social Development and Poverty Reduction) to review and increase BC Housing rental stock of wheelchair-accessible units to allow timely and equitable access everywhere in BC.	Ongoing
<b>Resolution #70</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) lobby the Ministry of Health to develop transportation services that meet the needs of all British Columbians requiring hemodialysis.	Ongoing
<b>Resolution #71</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) lobby the Ministries of Health, provincial and federal, to provide universal Pharmacare; and  <b>BE IT FURTHER RESOLVED:</b> that HSA lobby the provincial and federal Ministries of Health to fund medications prescribed by physicians and conduct further research to explore potential health impacts of biosimilars.	Ongoing
<b>Resolution #72</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) lobby the BC government and the College of Dietitians of BC to grant Registered Dietitians with the appropriate certification and training the authority to sign orders for parenteral nutrition.	To be done
<b>Resolution #73</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) lobbies the health authorities and the Ministry of Health to place a focus on the creation of practice educator roles in health sciences departments.	Ongoing

<b>Resolution #74</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) provide feedback to health authorities in BC about member experiences during the COVID-19 vaccine rollout; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA lobby HEABC to ensure that HSPs are included in all future Occupational Health and Safety (OHS) rollouts.</p>	Ongoing
<b>Resolution #75</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That the Health Sciences Association direct employers to comply with the HSPBA Collective Agreement and allow their employees adequate time to conduct union business.</p>	Ongoing
<b>Resolution #76</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) continues to develop ways to support our members’ mental health needs through education, support resources, and debriefings that address current work climate as well as post-pandemic recovery..</p>	Ongoing
<b>Resolution #79</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) support services provide support to newly elected stewards within one month 2 weeks of HSA being notified of the election results by providing a welcome email that includes immediate information regarding the role of the steward including the name of a contact person from HSA head office for immediate questions, followed by a welcome package sent in the mail containing relevant products to support and encourage next steps and in addition, ongoing support services and mentorship. for the first 6 months following election.</p>	Ongoing
<b>Resolution #80</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) provide more support and opportunities for virtual engagement and gathering among members.</p>	Ongoing
<b>Resolution #81</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That the union provide chapters with the required equipment and training to fulfill the union’s mandate.</p>	Ongoing
<b>Resolution #84</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) explore employing Labour Relations Officers who reside and are based outside of the Lower Mainland and report back its findings to the 2022 HSA Convention.</p>	Ongoing
<b>Resolution #86</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) explore continuing to offer an online option for future meetings; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That the exploration considers creating a secure, password-protected web portal with transcripts and recordings of said meetings available.</p>	Ongoing

<b>Resolution #88</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That the Health Sciences Association ("HSA") lobby the Health Authorities to ensure the non-smoking policy is strictly enforced at all sites to prevent Health Science Association ("HSA") Members and other staff being exposed to second-hand smoke and its associated health risks; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA work with the health authorities to find creative solutions to prevent individuals smoking at all sites.</p>	To be done
<b>Resolution #89</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That HSA review Article 12 of the Constitution to better reflect the complexities of choosing and defining the role of the Occupational Health &amp; Safety ("OHS") steward and Joint Occupational Health &amp; Safety ("JOHS") committee worker reps.</p>	Completed
<b>Resolution #90</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That HSA work with labour organizations and allies (BC Federation of Labour, NUPGE and CLC) to lobby the federal/provincial governments to establish paid sick leave for all, including temporary/foreign workers, in Canada.</p>	Ongoing
<b>Resolution #92</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association ("HSA") continue to lobby the federal government through the National Union of Public and General Employees and the Canadian Labour Congress to increase the length of time for Medical EI coverage, and report back to the membership.</p>	Ongoing
<b>Resolution #93</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association ("HSA") continue to show solidarity with farmers and agricultural workers in India; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA continue to work with our allies in the labour movement to highlight the threat these workers face.</p>	Completed
<b>Resolution #96</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association ("HSA") lobby the provincial and federal Ministries of Health to provide universal Pharmacare, eliminating the income based deductible that causes hardship for many British Columbians.</p>	Ongoing
<b>Resolution #98</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association ("HSA") explore ways to encourage the Ministry of Advanced Education and Skills Training to expand training programs into northern, rural, and underserved communities, including distance learning options.</p>	Ongoing
<b>Resolution #102</b>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association ("HSA") call on Canada's federal parties to pass legislation to bring update the Canadian Environmental Protection Act ("CEPA").</p>	Ongoing

<b>Resolution #103</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) lobby the BC government to take this opportunity to shape a world that is healthy and equitable by moving away from LNG and other fossil fuels.	Ongoing
<b>Resolution #104</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) support the HEU campaign to urge the government of British Columbia to get private companies out of hospitals and Long Term Care (“LTC”) and invest in public health care for everyone.	Ongoing
<b>Resolution #105</b>	<b>THEREFORE BE IT RESOLVED:</b> That the Health Sciences Association (“HSA”) continue to lobby the government to expand its childcare plan to universal access \$10 per day childcare for all childcare spaces in BC; and  <b>BE IT FURTHER RESOLVED:</b> That HSA continue to lobby the government to expand its childcare plan to facilitate the creation of additional licensed childcare spaces.	Ongoing
<b>Resolution #107</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) educate the membership about the risks associated with alcohol intake, how to recognize excessive alcohol use, and treatment options available.  <b>BE IT FURTHER RESOLVED:</b> That HSA lobby the government to further restrict advertisements for alcohol.	To be done
<b>Resolution #108</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) continue to pursue WorkSafe presumptive coverage for mental health for all HSA professions.	Ongoing
<b>Resolution #109</b>	<b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) be in a state of election readiness and, should an early federal election be called, provide relevant information and outreach to members.	Completed

<p><b>Composite Resolution #1</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) maintain a roster of members who wish to act as Ombudspersons at events; and</p> <p><b>BE IT FURTHER RESOLVED:</b> that HSA provide training in conflict resolution, mediation, and peer-counselling to members who act as Ombudspersons for HSA events; and</p> <p><b>BE IT FURTHER RESOLVED:</b> that HSA provide training on understanding and interpretation of the HSA Constitution and governance practices and policies, including the Diversity Awareness and Anti-Harassment Statement; and</p> <p><b>BE IT FURTHER RESOLVED:</b> that HSA review and strengthen its policies concerning the roles and responsibilities of Ombudspersons, including providing adequate notice of HSA events requiring their service; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That Ombudspersons receive support from HSA staff in the execution of their roles and responsibilities, and</p> <p><b>BE IT FINALLY RESOLVED THAT:</b> Ombudspersons be provided legal counsel paid for by the union in the event of retribution from members who are unsatisfied with the decision and actions they take in the course of carrying out their duties as an HSA Ombudsperson.</p>	<p>Under development</p>
<p><b>Composite Resolution #2</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That HSA lobby the provincial government to deliver on the promise to implement a comprehensive Child/Youth with Special Needs framework; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA lobby the provincial government to create more Infant Mental Health clinics in BC; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA continue to lobby the provincial government to develop and implement an action plan and provided the needed resources to address the long waitlists for children’s assessments, diagnosis, and intervention services to ensure children receive services in a timely manner...</p>	<p>Ongoing</p>
<p><b>Composite Resolution #3</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) continue the Core Member Engagement Team (“CMET”) program and increase the number of engagers to provide further outreach to worksites across the province, and</p> <p><b>BE IT FURTHER RESOLVED:</b> That the Core Members Engagement Team (“CMET”) for 2021/2022 be focused solely on member outreach with a goal of solidarity, organizing for power, and targeted support initiatives.</p>	<p>Ongoing</p>



<p><b>Composite Resolution #4</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) will lobby the provincial government to increase Income Assistance rates, including the shelter portion; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA will lobby the government to continue to build second stage housing for women fleeing violence; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA will lobby the government to continue to build supportive housing; and</p> <p><b>BE IT FINALLY RESOLVED:</b> That HSA, through the BC Federation of Labour will encourage other unions in British Columbia to lobby government to do the same.</p>	<p>Ongoing</p>
<p><b>Extraordinary Resolution #1</b></p>	<p><b>THEREFORE BE IT RESOLVED:</b> That Health Sciences Association (“HSA”) again make a public statement of support for the report and calls to action of the Truth and Reconciliation Commission of 2015 and for the communities affected by the tragic discovery of the mass grave; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA work through NUPGE to lobby the federal government to take immediate steps to address Truth and Reconciliation Report Calls To Action #71-76; and</p> <p><b>BE IT FURTHER RESOLVED:</b> That HSA lobby all levels of Canadian government to investigate deaths in residential schools according to the desire of each community.</p> <p><b>BE IT FURTHER RESOLVED THAT:</b> HSA lobby the federal government to stop fighting residential school survivors and Indigenous children in court.</p> <p><b>BE IT FINALLY RESOLVED:</b> that HSA donate \$25,000 to the Indian Residential Schools Society in support of their work providing essential services to Residential School Survivors, their families and those dealing with intergenerational traumas.</p>	<p>Ongoing, and donation made</p>