



memorandum

TO: Delegates to the 2022 HSA Annual Convention
HSA Members-at-Large
HSA Chief Stewards

FROM: HSA Board of Directors

DATE: July 21, 2022

SUBJECT: OUTSTANDING RESOLUTIONS FROM 2022 HSA ANNUAL CONVENTION

Prior to adjournment of the HSA Annual Convention on April 30, 2022, delegates referred a number of resolutions to the Board of Directors for consideration at the board's first regular meeting following convention, which was held June 8 and 9, 2022.

This year, 130 resolutions were submitted from 30 different chapters and union committees. Guided by policy, the committee deemed 19 of these out of order. A number exceeded the allowable word count and seven were bargaining related. The committee amalgamated 15 resolutions into four composite resolutions, and identified a number that were duplicated by chapters. An extraordinary resolution was also brought forward to convention. In total, 88 resolutions were on the agenda for the convention delegates to debate.

During the convention, delegates voted to support 29 resolutions, and defeat 11. 48 did not make it to a vote by delegates and were referred to the Board of Directors for decision.

For your information, in 2021, 85 resolutions were forwarded for debate by convention delegates, and 49 were referred to the Board of Directors for decision after time for debate ran out.

The union's Resolutions Committee, comprised of one elected member-at-large from each of HSA's ten regions across the province, met in advance of convention to consider, discuss, and debate each resolution before making its recommendation and developing rationales to support its decisions to support or oppose each resolution.

At the June board meeting, each referred resolution was considered. Board members were informed by the committee's rationales, feedback from delegates, and perspectives raised in the course of the board's own discussion of each of the resolutions. Minutes of the June board meeting were reviewed and approved by the Board of Directors in July to confirm the accuracy of the attached report.

The outstanding resolutions from the 2022 HSA convention were dealt with by the Board of Directors as follows:

#	Therefore be it resolved	Resolutions Committee Rationale	BoD vote
15	that Health Sciences Association will strive to make Steward training more accessible and practical through mentoring and blended learning models as well as engage in consultations with members to determine accessibility.	<p>HSA recognizes the importance of stewards and offers Basic Steward Training workshops in person and recently via a virtual platform.</p> <p>This 3-day program introduces new stewards to the structure of HSA, the steward’s role, member advocacy, grievance handling, and contract interpretation. The experienced educators promote skills to enable stewards to function confidently in their new role.</p> <p>As stated in this resolution, our stewards are already struggling in workplaces that are underfunded, understaffed, and under-supported. Asking them on top of their heavy workloads to mentor new stewards, including all that is reviewed in basic steward training, would be a large imposition.</p> <p>HSA has bargained to include paid time off for stewards to attend steward training as part of the collective agreement. The employer is to make every reasonable effort to accommodate such a leave request. HSA encourages new stewards to take advantage of this opportunity.</p> <p>The Resolutions Committee is opposed to this resolution.</p>	Defeated
16	that if an HSA workshop fills up quickly or has a waiting list, HSA will offer that workshop again within twelve months from the date of the original workshop as schedules and budgets permit.	<p>The resolutions committee commends the appetite of our membership for education. Practically speaking, it can be difficult to guarantee repetition of workshops within a defined timeline due to many extenuating circumstances including facilitator availability and the need to offer a broad range of opportunities to our membership.</p> <p>HSA is committed to maximizing educational opportunities where possible and ensuring that education offered is relevant to our membership’s interests and needs.</p>	Carried
17	Within 6 months HSA will research, report and recommend an explicitly anti-racist/decolonization strategy to replace Bourinot’s Rules and facilitate consensus and collaboration in the democratic	<p>The Resolutions Committee is opposed to this resolution.</p> <p>Convention typically has over 300 members in attendance. Facilitating discussion with a large group of people where various opinions may be divergent is a challenging.</p>	Defeated

	<p>processes of the Union. The recommendation to be voted on and adopted at HSA Convention 2023.</p>	<p>Having a known process to facilitate the procedure such as Bourinot's Rules of Order, may be initially awkward, but our members have learned the procedure and are able to participate. A majority of other unions in the BC Federation of Labour and National Union of Government Unions, use Bourinot's Rules of Order.</p> <p>In addition, most governing bodies such as our BC legislature and the Federal parliament use Bourinot's Rules of Order.</p> <p>While there are other ways to run meetings and facilitate discussion and voting, the committee feels that our union would need significant time to look into the options and consult with staff and external experts in facilitation.</p> <p>While it would be important to have a fulsome review of alternatives, the timeline prescribed by the resolution is not long enough to consider such a change.</p>	
19	<p>THEREFORE BE IT RESOLVED: we/HSA start by undertaking a survey to encourage members to self-identify various aspects of their identities, so that we understand the true makeup demographics of HSA membership, in order to know where to start to begin working towards inclusion with an evidence-based approach to addressing systemic inequities.</p>	<p>The Resolutions Committee is in favour of this resolution.</p> <p>HSA is at the beginning stages of undertaking a more strategic approach to equity, diversity, and inclusion. Demographic data will help provide a basis for understanding the membership as it is now and where it is heading. The data can also be a powerful tool for tracking change over time and uncovering the needs or strengths of the membership to guide planning, policy development or decision making.</p>	Carried
26	<p>that HSA compensates members for attending on off work hours, otherwise schedule convention and other meetings during day time hours Monday - Friday.</p>	<p>The committee had a lengthy discussion about the scheduling of convention and other meetings. We want to point out that many of our members do not work a traditional Monday to Friday schedule, so no matter what days convention or meetings are scheduled someone will be attending on their days off.</p> <p>Members of the committee also expressed that because of lack of backfill, it is sometimes easier to attend union functions on their days off as their workload is not so overwhelming when they return to work.</p>	Defeated

		The committee was also discussed the issue of Saturday compensation and concluded that we were not in favour of it. We believe that the benefits of attending convention far outweigh the volunteerism that is required.	
28	<p>that members participating in the Bargaining Prioritization Committee be compensated at the rate of their applicable collective agreement including any relevant articles for overtime; and</p> <p>BE IT FURTHER RESOLVED that HSA increase accessibility for members and explore alternative options for when to hold the Bargaining Prioritization Committee during the bargaining Proposal Conference; and</p> <p>BE IT FINALLY RESOLVED that the timing of meetings for Bargaining Prioritization Committee be communicated to delegates in advance for members to plan their availability.</p>	<p>It is the policy of the union to make members doing union work whole when it comes to wage replacement, so that members do not lose income. Paying overtime would not be fiscally prudent and would be an accounting nightmare. As activists, we know there is always some volunteerism necessary to create a strong union movement.</p> <p>The prioritization committee has traditionally been held during the evening to make best use of the time allotted for the Bargaining Proposal Conference.</p> <p>While the committee did not support the resolution, it was agreed that proper notification of time and possible commitments of the meetings be communicated in advance.</p>	Defeated

29	that the monetary food limit for meetings be increased.	<p>The committee is opposed to this resolution.</p> <p>As stated in the 2021 Annual Report, members directed the union to create a system to offer chapters n annual budget to spend as they see fit. There are no restrictions on how much a chapter may spend on individual meeting – you might have cookies at every meeting, or you might invite members to a holiday celebration complete with food. It’s up to the chapter to decide how to spend the budget.</p> <p>The budgets set are as follows: More than 750 members; \$7500; 250 – 749 members: \$2,500; 100 – 249 members: \$1,000; 50 – 99 members: \$500; Less than 50 members: \$100</p> <p>Attendance records along with the chapter expense form must be submitted for reimbursement, and chapter stewards are responsible for managing their chapter’s budget. This approach was introduced pre-pandemic, and the finance committee anticipated monitoring the system and developing it as chapters had experiences with the system</p> <p>As this was introduced on the eve of the onset of the pandemic and the move to remote work and online meetings, in-person meetings were suspended. All chapter meetings moved online, and opportunities to offer snacks at meetings were reduced. The finance committee considered the circumstances, and agreed that chapters could offer \$10 coffee cards to participants to allow folks to grab a cup of coffee for the meeting.</p> <p>Beyond the annual budget, there is no restriction on how chapters spend that money</p>	Defeated
30	that HSA shall be directly billed by vendors or will provide Chapters access to an HSA credit card to fund Chapter meeting expenses.	<p>In researching the union’s policies related to advances for steward expenses, it became apparent that there are no policies in place to support stewards who may use their personal finances to support chapter expenses.</p> <p>While Policy statement 7.1 of the Member Reimbursement for Expenses Policy (available on the HSA portal) stipulates “HSA advances funds to members to cover up to 75% of expected expenses for approved attendance at scheduled events,” this policy is difficult to apply to the</p>	Defeated

		<p>instance of chapter meetings, as there is no requirement to approve attendance at a chapter meeting.</p> <p>The Union Credit Card Policy stipulates that HSA credit cards are available to the President, the Board of Directors, and designated HSA staff and are issued in the name of the holder. That being said, the practice has been to support stewards by having staff cover the costs of large food orders using union-issued credit cards, and, in some cases, arranging to have items such as office supplies direct-billed to the union.</p> <p>The committee was in agreement that issuing credit cards to stewards would present a host of administrative and risk challenges, and would not be in the union's best interest.</p> <p>So while the committee opposes the resolution, the committee did raise the issue with the secretary treasurer and chair of the Committee on Organizational Policies to review the expense policies to ensure stewards understand they have options and do not have to be put in the position of using personal funds to conduct union business which may have high costs and could place undue burden on a steward.</p>	
31	that HSA allocate additional funds to these areas of the budget where possible.	<p>The bargaining fund covers all the costs of bargaining and the defence fund is responsible for funding the cost of job action. The Board of Directors assigns a percentage of membership dues income to both the bargaining and defence fund as part of the annual budgeting process. The percentage allocated is determined on projections of what might be needed for the fund that year. The Board of Directors can also approve fund transfers at anytime if it is determined that these funds need to be increased. It would not be fiscally responsible to allocate additional funds if they are not necessary.</p>	Defeated
36	That HSA advocate and lobby provincial government and TransLink (for lower mainland) and BC Transit (for rest of BC) to improve transportation options for children with special needs including: Increase HandyDART services, provide wheelchair taxi	<p>This resolution was submitted to the annual convention in 2020 by the Royal Jubilee Hospital and was passed by delegates to that Convention. The resolution calls on HSA to continuing to pursue change to make access to transportation equitable.</p> <p>On September 1, 2021, the BC government announced that transit would be free for children aged 12 and under. While this benefits all</p>	Carried

	<p>vouchers for medical appointments, and grants for purchase of wheelchair accessible vans.</p>	<p>children, it does not address issues specific to children with special needs, such as increasing HandyDART service, providing wheelchair taxi vouchers and granted to support purchases of wheelchair accessible vans.</p> <p>There is currently no funding nor support available for families who need to purchase wheelchair vans. Over a decade ago, grant funding was available through the Vancouver Foundation Giving in Action fund which covered 50-75% of costs. This program was discontinued some time ago and is no longer available</p> <p>Access to transportation should not be a barrier for children with special needs to attend medical and therapeutic appointments, nor should it be a barrier to access to social and recreational activities.</p>	
37	<p>that the Health Sciences Association (“HSA”) advocate and lobby the Ministry of Children and Family Development (“MCFD”) and the federal government for increased funding to allow for equitable access to transportation services.</p>	<p>Much like the previous one, this resolution calls for government support to improve equitable transportation services, with this resolution calling on not just the provincial government, but the federal government in provide support required to make transportation accessible for all.</p>	Carried
38	<p>that HSA lobby MCFD to protect the Key Worker Program and dedicated Key Worker role for children and youth with FASD and CDBC diagnoses.</p>	<p>The Key Worker program involves family-centered services support for Fetal Alcohol Spectrum Disorder (FASD) and related conditions. These health care workers assist families by providing education and directing them to resources needed to manage the complex needs of these children.</p> <p>A 2009 report by the MCFD outlined the standards required for care, and a further report in 2021 by the Representative for Children and Youth expressed the importance of having Key Workers whose specialized knowledge and skills of FASD involved in treatment and that families needed better accessibility to the support provided by these professionals.</p> <p>With the announcement of the MCFD new Hub program for CYSN in Fall of 2021, it has not been made clear what the impact of these new hubs is on Key Workers and what their role in treatment of FASD would look like under that new model.</p>	Carried

		HSA should continue to work with MCFD and lobby the ministry to ensure that this vitally important and effective Key Worker Program and Key Worker role remain intact under the new Hub model.	
41	that HSA lobby the provincial government to provide increased increase funding for publicly funded assessment of developmental differences.	<p>When children need supports to enable them to participate in pre-school programs, it is necessary that these supports be available to help them develop their full potential.</p> <p>Publicly funded assessments and treatments are essential to maintaining equity in our province. All children and families, regardless of income, deserve to be supported as early as possible.</p>	Carried
42	That the Health Sciences Association (“HSA”) advocate and lobby the Ministry of Children and Family Development (“MCFD”) and the federal government for increased funding to allow for equitable access to the Supported Child Development Program.	<p>British Columbia has a \$3.2 billion Bilateral Agreement with the federal government to accelerate implementation of the provincial government’s commitments to the popular \$10aDay Plan.</p> <p>HSA supports the work of the BC Coalition of Child Care Advocates, which has driven the \$10aDay Plan, and which supports the stated goals agreed to in the bilateral federal provincial plan, which includes supporting quality and inclusive care including expanded access to supported child development.</p> <p>The committee supports the resolution, and continued work by HSA and its allies to hold both levels of government to the promises they have made to support equitable access to supported child development.</p>	Carried
43	that the HSA lobby the government to increase funding to the infant/ child/ Youth Mental Health Services programs at this time such that families can access the right services when they need it.	<p>Many HSA members and professions work closely with children and youth with special needs and their families.</p> <p>As this resolution points out, their work often involves facilitating and coordinating access to specialized and expensive resources, equipment, home modifications, and specialist support. Waitlists for services and funding are often years long in length.</p> <p>As such, the resolutions committee is in agreement that it is important for HSA to continue its advocacy with the provincial government and other stakeholders to improve funding and access</p>	Carried

		to services for children and families with special needs including mental health needs.	
44	that HSA lobby the government to increase funding to support children with special needs in childcare settings including hiring more support workers.	<p>In June 2021, the provincial government introduced Bill 15, the Early Learning and Childcare Act and Early Childhood Educators Acts, which includes a commitment in the government's 10 year plan to revamp the delivery of child care services and to give families access to quality, affordable child care. These proposed acts will reduce barriers to quality care, such as improving inclusive childcare access.</p> <p>The province's commitment to rebuilding the child care delivery system for all children has been at the centre of its election commitments to British Columbians.</p> <p>The committee supports this resolution as it gives the union direction to continue to lobby and support change for improved services for all families and their children.</p>	Carried
45	that HSA work with the Prosthetic and Orthotic Association of British Columbia to develop a plan to advocate for equity in accessing funding of orthotic treatments (orthopedic bracing) for all children and adults in British Columbia living with physical impairments.	<p>The BC PharmaCare Prosthetic and Orthotic program helps with the cost of custom orthoses that help attain or maintain basic functionality or prevent further deformity. The program covers: Lower extremity orthoses (permanent leg braces) – e.g., ankle foot orthotics (AFOs); and Spinal orthoses (body braces) to correct medical conditions such as spina bifida and scoliosis. However only people aged 18 or younger are eligible.</p> <p>There is no comparable program for adults with bracing needs using orthotic devices that help improve skeletal instability or misalignments due to various weaknesses or pain sources. These adults face the additional bureaucratic burden of seeking funding from various agencies such as the Ministry of Social Development, Department of Veteran's Affairs, Muscular Dystrophy Association of Canada, Spina Bifida & Hydrocephalus Association of British Columbia, ICBC, Worksafe BC, War Amps/ CHAMPS, and Pacific Blue Cross (\$1000 and over only). Despite this, there is no guarantee funding will be provided.</p>	Carried
46	that Health Sciences Association ("HSA") lobby the BC government to include enteral nutrition formula and equipment coverage under the medical services plan.	Home enteral nutrition (HEN) is the provision of nutrition and water through a tube when not admitted to a hospital. It is also commonly referred to as tube feeding. As the global healthcare system shifts to manage chronic diseases in the community setting, home enteral nutrition (HEN) is becoming increasingly common in the adult	Carried

		<p>population. A recent clinical research paper* reports the prevalence of adult HEN users within BC is 244 per million people in the population.</p> <p>Certain populations cannot afford and are not subsidized for the cost of tube feeding formula or necessary equipment. The traditional argument that these costs simply replace the cost of purchasing food are no longer valid.</p> <p>A 2018 BC cost analysis project** investigated the cost of commercial tube feeding formulas across British Columbia and compared those costs to daily food costs. The average daily cost to receive 2500 calories per day from a standard formula was \$22.80 (ranging from \$19.08 in Kamloops to \$27.08 in Prince George). A specialized formula some patients need had an average daily cost of \$88.21 (ranging from \$58.33 in Vancouver to \$113.33 in Part Hardy). The daily cost of basic equipment was \$6-11. This can be compared to 2015 Health Canada Nutritious Food Basket data for an adult sedentary male (\$10.02 per day) and an older active male (\$8.63 per day) who both had an estimated energy requirement of 2500 calories per day. This data clearly shows that the cost of tube feeding exceeds the cost of oral eating.</p> <p>As summarized in the report, “Tube feeding is a medically necessary intervention to treat or prevent malnutrition; however, there is little financial support for clients on tube feeds who do not receive income assistance.”</p>	
<p>47</p>	<p>that HSA lobby the provincial government to revisit language around early intervention so that discharge from early intervention services can be postponed till midway through the kindergarten year in order to adequately support the transition into schooling; and</p> <p>BE IT FURTHER RESOLVED That HSA lobby the provincial government to increase funding to early intervention services such that they may provide these continued services.</p>	<p>Early intervention services include occupational therapy, physiotherapy, speech-language pathology and support services for infants and young children who show signs of -- or who are at risk of having - a developmental delay or disability. These services are tailored to the specific needs of each child and family with the goal of enhancing the child’s foundational development and supporting growth and development.</p> <p>Continuing early intervention services into the middle of the kindergarten year would not only ensure children and families are not left without services while waiting for school-based therapy teams to take over, but also allow for team overlap and better hand-over. It is also important to recognize that each school district manages their own school-based therapy services and prioritizes</p>	<p>Carried</p>

		<p>needs differently. For children receiving early intervention services who do not qualify for any school-based therapy, the extension of services would also allow for a smoother transition into school as teachers can engage with therapists who know the children and understand their needs.</p> <p>Finally, this overlap could also enhance early intervention services as therapists would have a better understanding of routines, expectations, and environments within the classroom setting, and be better able to prepare children for this transition.</p>	
<p>48</p>	<p>that HSA establish, within the next 6 months, a formal internship program for members; and</p> <p>BE IT FURTHER RESOLVED that HSA actively recruit, train, and hire HSA members as interns to facilitate development of skills / experience required to seek regular employment as HSA Labour Relations professionals.</p>	<p>It is important to remember that our staff are unionized and are covered by a collective agreement. There is no provision in that collective agreement for an internship program.</p> <p>That being said, HSA has demonstrated consistently in its 51 years, that the work of activists is valued, recognized, and sought.</p> <p>A number of staff now working for the union came from the membership. We currently have former members working as servicing LROs, and in the organizing and education departments, as well as in senior leadership positions as members of the management team, and in membership services coordinating roles.</p> <p>Those members came to staff by building from their experiences as members and stewards. We provide a robust training to help members succeed in these roles, and will continue to do so.</p>	<p>Defeated</p>
<p>50</p>	<p>That HSA staff do not get a pay increase that is higher than what is negotiated at bargaining for HSA members.</p>	<p>We're a union, what we want for one, we want for all. HSA members are covered by 5 collective agreements, which will all achieve different results in Bargaining.</p> <p>Bargaining is a fluid give-and-take process. The bargaining committee needs to have the ability to make trade-offs in the bargaining process without having their hands tied.</p> <p>As with all employers and unions in British Columbia, HSA as an employer "must not fail or refuse to bargain collectively in good faith in British Columbia and to make every reasonable effort to conclude a collective agreement." This motion could be seen to limit efforts to conclude a collective agreement.</p>	<p>Defeated</p>

		<p>The labour market is incredibly competitive, and the field of labour relations is no different. In order to recruit and retain staff who can provide the level of service HSA members deserve, we need a collective agreement that is competitive in the field, with includes other unions in the province, and employer Human Resources departments.</p> <p>The labour market is incredibly competitive, and the field of labour relations is no different. In order to recruit and retain staff who can provide the level of service HSA members deserve, we need a collective agreement that is competitive in the field, with includes other unions in the province, and employer Human Resources departments.</p>	
51	<p>that HSA lobby Health Authorities and the Ministry to address the problems inherent in CERNER CST.</p>	<p>In 2008, the Ministry of Health ordered all health authorities to standardize their clinical information systems to one of two clinical platforms: Cerner or Meditech. VCH (Vancouver Coastal Health), PHSA (Provincial Health Services Authority), and PHC (Providence Health Authority) chose the Cerner platform, which was already being used in Island Health and Northern Health. Other health authorities (ie) Interior Health and Fraser Health are using Meditech.</p> <p>If HSA members are experiencing unreasonable workload due to the implementation of Cerner, they are encouraged to contact their local steward to file workload grievances as per the collective agreement.</p> <p>Steward resources for workload investigation and grievances are available on the HSA Portal.</p>	<p>Defeated</p>
55	<p>that Health Sciences Association will review its policies and standard operating procedures to ensure timely, transparent and adequate communications are provided to members that Health Sciences Association represents.</p>	<p>The employees of the Health Sciences Association strive to provide timely communication and support to HSA members.</p> <p>Through the following process, they can serve members as efficiently as possible:</p> <ul style="list-style-type: none"> • An HSA member communicates their issue to their steward • If the steward cannot resolve the issue on their own, they contact their LRO (usually through an email or phone call/message) • If there is no response within a reasonable time, the steward should phone the HSA office for assistance. HSA staff will connect the steward with an available LRO or staff member who can help. 	<p>Carried</p>

		<ul style="list-style-type: none"> If the member's site has no steward, they are asked to call the HSA office directly for assistance. <p>The committee understands that in some cases communications are delayed for any number of reasons, but agrees with the main point of the resolution, which encourages the union to monitor and review practices to ensure timely communication with members is the norm.</p>	
56	<p>That Health Sciences Association will strive to be more transparent with members about the classification process, especially with members who are awaiting classification decisions; and</p> <p>BE IT FURTHER RESOLVED Health Sciences Association will provide formal clarity to members, especially those who are awaiting classification decisions about what the process entail, and a commitment to regular communication throughout the process; and</p> <p>BE IT FINALLY RESOLVED that Health Sciences Association will complete job evaluation and classification, where necessary, within 3 months of when such a request is made.</p>	<p>As noted in the 2022 Annual Report, the union's classifications department is the busiest it has been in the union's history, with important results for members, achieving improvements that result in an ongoing total value of over \$421,000 for members whose classification changed as a result of that advocacy.</p> <p>While overall win rates and improvements for the membership as a whole is little consolation for an individual member with their personal wage rate at stake in a grievance or even in the determination of appropriate classification when entering the bargaining unit, the committee believes HSA members should appreciate the success of the team in achieving fair and appropriate wage rates for members.</p> <p>That being said, the committee also appreciates the personal stakes involved in these issues, and supports the spirit of the resolution, which is to ensure members have up to date and current communication about their classification status.</p> <p>While some committee members were wary of putting a timeline on the review and completion evaluation and setting of a classification when there are many other factors at play, including responsiveness of the employer, the committee voted to support the resolution, to convey the importance of keeping the communication lines open with members going through classification reviews.</p>	Defeated
57	<p>HSA continue to provide paid time off for members to participate in the HSA Core Member Engagement Team create temporary positions at HSA throughout the year for members to do engagement work and strengthen steward</p>	<p>The Core Member Engagement Team (CMET) has been well received and has connected HSA members to political action campaigns of interest to members: presumptive coverage, paid sick leave, and in 2021 a focus on bargaining and raising awareness about the impact of the pandemic on community social services and</p>	Carried

	teams and engagement at chapters.	<p>health care workers.</p> <p>Through these campaigns members have gained meaningful connections with HSA, which is the first step toward increased engagement with and participation in the union.</p> <p>In addition the experience gained through the work on the team has helped increase skills and experiences for members to continue to pursue activism in the union.</p> <p>The program boasts at three graduates, including President Kane Tse and incoming board member Brooke Carter, and Alexandra Thomson, who have pursued activism right to the board of directors table.</p>	
58	that HSA allocate 10 short term certificate and program scholarships and bursaries of a maximum dollar amount of \$500.00 yearly.	<p>HSA recognizes the importance of the work that our Community Health and Social Services workers do.</p> <p>Because training programs and courses for members working in these areas are often shorter in nature, they have limited access to the educational scholarships and bursaries that are offered to members pursuing part time or full time studies.</p> <p>They also do not have access to the more generous professional development funds negotiated under the HSPBA and NBA collective agreements.</p> <p>Therefore, the Resolutions Committee supports the creation of these 10 short-term certificate and program scholarships and bursaries to address this inequity.</p>	Carried
59	That Health Sciences Association (“HSA”) scholarships and bursaries be henceforth awarded on a lottery basis for any and all applicants who meet the defined criteria for the scholarship or bursary.	As the union already has a robust and comprehensive system in place to rank applications, the committee feels that switching to a lottery model would remove our ability as a union to ensure that those most in need of the bursaries and scholarships receive them.	Defeated
68	that HSA work with BC Federation of Labour National Union of Public and General Employees , to advocate to the Ministry of the Attorney General and Responsible for	Housing supply and affordability is at a crisis point in British Columbia, and the HSA should continue to lobby on this important issue for members, and all British Columbians struggling with access to adequate housing.	Carried

	Housing, BC Housing and Ministries of Social Development and Poverty Reduction (SDPR) and Citizens' Services to identify homeless individuals and assist with increasing access to affordable housing.		
71	<p>that HSA lobby the federal government to improve parental leave allowance for adoptive parents of a dependent child will lobby government through its provincial and federal affiliates to improve parental leave for all parents.</p>	The resolutions committee fully supports continued lobbying through our provincial and federal affiliates to keep pressure on our governments to continue to improve and evolve our parental leave system.	Carried
72	<p>that Health Sciences Association (“HSA”) publicly endorse Defunding the Police; and</p> <p>BE IT FURTHER RESOLVED that HSA provide members with the opportunity to learn about and connect with BIPOC grassroots organizations actively organizing to defund policing and organize alternatives in Canada.</p>	<p>The Resolutions Committee agrees that in too many instances the actions of the police can AND have had detrimental effects on BIPOC and marginalized communities.</p> <p>The committee is in agreement that some of the funds that are used for policing could be better utilized to address the root causes of crime and social inequities such as poverty, prejudice, racism and sexism. However, this resolution asks that HSA publicly endorse the “Defund the Police” movement which calls for the abolition of police.</p> <p>Many HSA members have family members or friends who work in law enforcement, or work with police, who are also members of their respective unions.</p> <p>While the committee is in support of reforming the police, including better training (for example use of de-escalation strategies instead of force, and giving mental health clinicians the lead in situations in which that is a contributing factor), and redirecting some of the police funding to community programs to reduce poverty and prejudice, it does not support the outright abolition of police.</p>	Defeated
73	<p>Health Sciences Association will advocate for alternatives to policing, imprisonment and criminalization of people.</p> <p>BE IT FURTHER RESOLVED Health Sciences</p>	<p>The committee agrees that alternatives to policing, imprisonment and criminalization of people should always be explored. However, the economy of our province is heavily reliant on resource extraction.</p> <p>The use of these resources should be done in an environmentally responsible manner and with</p>	Defeated

	<p>Association will oppose resource extraction and the policing units/departments, which protect industry and capitalist interests over the interest and survival of our planet.</p> <p>.</p>	<p>consultation and consent of affected Indigenous communities.</p> <p>There are many labour union involved int eh resource industry and we need to standin solidarity with our union kin.</p> <p>The committee agrees with the notion of reforming policing practices but doesn not support a blanket opposition to policing units/departments.</p>	
C3	<p>Therefore be it resolved that HSA schedules its annual convention to fall during the week; ie Monday to Friday; and</p> <p>Be it further resolved that if HSA's annual convention is held on Saturday, all delegates are entitled to wage replacement or banked union time for attending.</p> <p>.</p>	<p>The Committee is opposed to this resolution. Giving back to one's community through volunteerism has always been a tenet on which grassroots initiatives are built. The labour movement and all the good that comes from passionate, caring people who want better for their colleagues, for working people, and their communities is driven by a strong spirit of volunteerism and giving back.</p> <p>Unionism is volunteerism and HSA expects that activists will volunteer some of their personal time for the betterment of the union, it's members, and themselves.</p> <p>Our financial policies ensure that members are made whole. No member loses out on a day's wages for attending to union business. Likewise, no member makes extra money from attending to union business. Activism is not a second job. When we limit Convention to only weekdays, so that members can have their weekends off, we are assuming that all members attending Convention only work weekdays. This assumption creates an equity issue that is biased towards and privileges non-shift workers. We must be careful that in creating equity for one group, we do not create inequity in another.</p> <p>Members prefer longer conventions and this costs more. Delegates want a richer convention experience beyond debating resolutions. They also want speakers, topical and timely education, and opportunities to network and build solidarity with one another. This requires time, and extra time has financial implications.</p> <p>When Convention includes the weekend, our travel and hotel costs are substantially higher, and never more so than now as costs have skyrocketed and delegates are accommodated in</p>	Defeated

		single rooms. There are also resource costs relating to administering banked union leave and reimbursing our Employers not only for wages, but also the cost of benefits.	
74	that HSA, through the BC Fed and NUPGE, lobby all levels of government to include tax write off exemptions for healthcare workers for travel expenses (parking, transit, etc.).	<p>The current rate of inflation is the highest it's been in decades.</p> <p>As we are all well aware, the contemporary and ongoing cost of living is also incredibly expensive and unreasonable.</p> <p>Anything that can be done to keep healthcare workers' income in their pockets is well worth pursuing.</p>	Carried
77	<p>That the Health Sciences Association (HSA) formally endorse the call for a Fossil-Fuel Non-Proliferation Treaty that calls for: an end to all new exploration and production of coal, oil and gas; a phase-out of existing production of fossil fuels in line with the 1.5C global climate goal; and a fast-track of real solutions and a just transition for every worker, community, and country.</p> <p>BE IT FURTHER RESOLVED That the HSA directly lobby the provincial government to take action in line with this treaty.</p>	<p>Oil, gas and coal are the root cause of the climate crisis and despite the destructive reality of fossil fuels, as well as the constant warnings of the scientific community, there is no binding mechanism to limit their production.</p> <p>The Paris Agreement, important as it is, does not reference fossil fuels once and has failed to constrain production. The commitments made by states to reduce fossil fuel consumption are indispensable, but to think that they will lead to a decrease in production is false. Therefore, a complementary agreement is needed.</p> <p>Just like fifty years ago, when the world used international treaties to defuse the threats posed by nuclear weapons, today, the world needs a Fossil Fuel Non-Proliferation Treaty to phase out fossil fuels, support dependent economies, workers and communities to diversify away from fossil fuels, ensure 100% access to renewable energy globally and promote a just transition that leaves no-one behind.</p> <p>The Fossil Fuel Non-Proliferation Treaty is a bold new proposal to phase out coal, oil and gas faster, fairly and forever. Similar to other impactful international treaties, a Fossil Fuel Non-Proliferation Treaty will require widespread global support – from a wide range of institutions and individuals including civil society organizations, cities, governments and citizens around the world. The concept of a new Treaty to phase out coal, oil and gas is gaining traction around the world, with thousands of organizations and individuals already endorsing the proposal on every continent.</p>	Carried

		<p>This resolution is asking our union to endorse the development of the Fossil Fuel Non-Proliferation Treaty. Thousands of endorsements have already been made by cities, organizations, corporations, academic institutions and individuals around the world. The city of Vancouver, the David Suzuki Foundation, the BC Teacher's Federation, Stanford University, and the Dalai Lama have all endorsed, just to name a few.</p> <p>Our membership has expressed a desire to take action regarding climate change. This treaty is aligned with that goal, and also addresses the need for workers and developing countries to be supported through the transition of eliminating the proliferation of fossil fuels.</p>	
77A	<p>That HSA lobby the government to create more overall childcare spots for both daycare age and school age before/after care, and to create childcare that has flexibility for shift work; and</p> <p>BE IT FURTHER RESOLVED that HSA lobby the government to reserve childcare spots close to place of employment for essential care workers.</p>	<p>As with the other resolutions calling for support for a robust child care system in British Columbia, the committee favours the call for increased accessibility to child care services for families who depend on child care services – no matter what hours and where they work.</p>	Carried
80	<p>that at least 2 stewards at each site be granted access to a WebEx account.</p>	<p>During the distancing restrictions arising from the COVID pandemic, HSA moved to an online meeting provider, WebEx, which was also offered to Chief Stewards to facilitate chapter meetings. Chief Stewards may not always be available to host union meetings, so the committee supports providing up to two WebEx licenses for chapters to facilitate online meetings for members.</p>	Defeated
82	<p>When grievance conduct or coverage changes, the incoming LRO must schedule an open grievance information meeting with the steward within 4 weeks of taking over a file. If this is not possible within 4 weeks, a reason must be provided directly to the Steward from the incoming LRO.</p>	<p>HSA members and stewards rely on the expertise of labour relations officers throughout much of the grievance process.</p> <p>The unpredictable times of the pandemic have resulted in significant reorganization and disruptions to workflow on both the union and employer sides. Human resources personnel can change quickly and staff assignments have needed to be adjusted. Coupled with increasing workloads, it is possible for time sensitive actions to be missed.</p>	Carried

		<p>Our members depend on their stewards to make sure their grievances are addressed and that the process is respected by the employer. An unfortunate tactic the employer often uses is to just not participate in the grievance process - by ignoring communications from stewards or missing grievance meetings. Without consistent LRO support, it can be difficult for stewards to ensure that the employer representatives are engaged and committed to solutions.</p> <p>Labour relations officers are essential to making sure our members and stewards are heard and their concerns are addressed.</p> <p>In addition to the improvement in communication and information sharing made possible through the implementation of the HSA Portal, meeting with stewards regarding their open grievances will help incoming LRO's to be aware of concerns at the local level, and could help to address grievances at a more appropriate/earlier stage.</p> <p>Keeping communication clear and open helps to maintain trust between members and the union.</p>	
88	<p>that HSA provide at minimum 60 days notice with as much notice as possible for submission of bargaining proposals and convention resolutions.</p>	<p>The committee members recognize the work and effort required to coordinate meetings and support members to have important discussions and debate about union governance and bargaining issues, and supports the call for the union providing as much notice as possible of deadlines for submission of resolutions and, in bargaining years, bargaining proposals.</p> <p>This round of bargaining, for the HSPBA, more than 1000 bargaining proposals came in.</p> <p>And, as you can see, more than 100 resolutions were submitted for convention.</p> <p>The committee acknowledges and applauds our stewards from across the province for the work that what goes into ensuring members have opportunities to have their say, and clearly, as the high level of participation shows, they are doing that successfully.</p> <p>And we agree that early notice of deadlines always helps.</p>	Carried
90	<p>That each member should get a vote in the election of the HSA president.</p>	<p>The committee is opposed to this resolution, which is no stranger to the convention floor.</p>	Defeated

		This has been submitted to convention in some way or another since 2007. It is a sign of a healthy union to question the status quo of our constitution and policies to ensure they reflect the will and best interests of our membership.	
91	that HSA create opportunities (i.e.) holds town hall meetings in which HSA members can publicly discuss ideas and concerns with the board if they so choose. can interact with the board to discuss ideas or concerns.	<p>The union prides itself on being democratic; with democratically elected representatives who are responsible to their Regions and the membership at large.</p> <p>Telephone town hall meetings are a tool that the Board of Directors has used as an avenue for discussion of issues important to members. Over the previous years, the Board has used town hall meetings to providing bargaining updates, information about collective agreements, and other issues of concern to members.</p> <p>The Board is interested in hearing from members about their concerns and suggestions on how to improve our union. Thus, the committee supports the recommendation that the Board explore ways to use the venue of electronic town hall meetings and other options in order to engage and hear from members.</p>	Carried
92	that Health Sciences Association (“HSA”) disseminate results of the formal evaluation of Convention by delegates to all HSA members via email, publication on the HSA website and in The Report.	<p>The Resolutions Committee is opposed to this resolution.</p> <p>Our union strives to involve and engage as many members as possible. Being a representative democracy, not everyone can participate in all events. We elect members as representatives to attend convention chapter delegates. Upon completion of convention, it is expected that those members will inform their chapters about convention, in addition to completing an evaluation form for review by the convention organizers and Board of Directors.</p> <p>The purpose of the HSA convention evaluation is for HSA delegates to have an opportunity to provide confidential feedback which then enables organizers to evaluate and continuously improve the event. The committee feels that delegates may not share as fully if their feedback is made public.</p> <p>Finally, there is the issue of the amount of information collected through the survey. Last year’s Convention survey included multiple choice questions in addition to many questions asking for</p>	Defeated

		"free text" answers. The resulting document is over 50 pages in length, and not appropriate for publication in The Report.	
93	that in order to make these funds more inclusive and available to all worthy organizations that promote social and economic justice, labour solidarity, protection of human rights, a healthy environment and universal health care; that Agencies or facilities with an HSA certification be eligible for The Equality & Social Action fund.	<p>Funding provided to various non-profit organizations through the Community on Equality and Social Action committee is an opportunity to show expression of support to a variety of community-based organizations in BC and internationally. It also provides a means to inform the community about our union and share the benefits that we experience such as having the opportunity to be able to bargain and have protection under our collective bargaining agreements.</p> <p>When a non-profit organization fits the funding criteria, they are welcome to apply to the CESA fund. The criteria used to determine the recipients are as follows:</p> <ul style="list-style-type: none"> - Promotion and protection of trade union rights - Promotion and protection of human rights - Elimination of inequalities in society and workplace - Promotion of issues relevant to women - Elimination of poverty - Promotion and protection of a healthy environment <p>The current allocated budget for CESA is overprescribed threefold with the number of requests from non-profit organizations. Annually, the CESA committee is tasked to decide how much and how to attempt to fund the requests and the committee often has to decrease the amount requested and/or prioritize the most needed requests and decline other requests.</p> <p>The committee feels that while organizations that employ HSA members may be organizations that could benefit from donations, the committee believes the resolution is contradictory to the CESA funding principles of supporting communities beyond those included our union family.</p>	Defeated
95	HSA explore the feasibility work on of providing creating a platform to allow both in-	Over the past two years the union has contemplated how to best hold our annual convention due to the exceptional situations of the public health orders and the COVID pandemic.	Carried

	<p>person and virtual attendance to Convention every year.</p>	<p>In planning for this year’s convention, we opted for in-person, as the provincial health officer had lifted restrictions, and we were getting a lot of feedback from members that they were ready to meet face to face. We proceeded with organizing the convention in person, with an option to pivot to virtual should conditions of the pandemic change. The logistics of delivering a hybrid convention were considered, and while it may be a possibility in the future, much more research, consideration, and work would have to go into finding a platform suitable for hybrid delivery.</p> <p>For an organization whose convention is predominantly an exercise in democracy that requires real time secure and secret voting, opportunity for live debate, and equitable participation, a number of elements have to be explored and problem-solved.</p> <p>Those issues make our convention a lot different from a conference where the communication is mostly one-way, and there is no need for real-time voting and decision-making. Yes, question and answer sessions are possible in hybrid settings, they are not yet ideal, and they are not equitable.</p> <p>Thanks to our collective experience over the past two and a half years, we have, for the first time in the union’s history, taken the step of providing a stream for members to be able to follow the proceedings remotely, and we are optimistic that members will take advantage of the stream to keep abreast of the work delegates are doing here this week. This stream really is a big step to making convention more accessible for members who are always invited to observe, but -- given the need previously to take time off and travel to attend at great expense -- has not been a viable option for most members. It is for these reasons that the committee supports the resolution as it is worded, which directs the union to explore the options of offering a hybrid convention.</p>	
<p>97</p>	<p>that Regional Director attendance be published on the HSA website after each board meeting in real time; and</p> <p>BE IT FINALLY RESOLVED that starting with the 2023</p>	<p>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. As the supreme governing body, the work of our union relies upon informed discussion by our regional directors on our Board of Directors. The Board of Directors meets quarterly.</p>	<p>Carried</p>

	<p>Director elections, the attendance records of Board members eligible for re-election be provided as part of the election profile information for each incumbent or any candidate who has previously been an HSA board member running for that election to the members of the region where the election is being held immediately prior to the election period.</p>	<p>It is important that the Regional Directors attend these meetings in order to make informed decisions and be able to raise issues or concerns that may pertain to the region that they are representing.</p> <p>The dates of the Board of Directors meetings are planned and known several months in advance, which allows board members enough notice to book time off of work, and make arrangements to facilitate their attendance. From time to time, Board members may be asked to participate in additional meetings on shorter notice because of circumstances that may arise that require a decision of the Board of Directors, and labour relations staff work with employers to ensure the board members are able to take the union leave required to attend to union business.</p> <p>Members have a right to know if their Regional Director attends and represents their interests at the Board table. Publishing the attendance record of board provides that information, including whether member's absence was due to an approved leave (eg, illness.)</p>	
<p>99</p>	<p>HSA selects a Convention date and announces it to members by October 31st of the previous calendar year.</p>	<p>Our current policy states that the Board of Directors shall advise members of the time and place of Annual convention at least 6 weeks prior to the date of Convention. The committee is aware that many members need significant lead time in order to request and secure approval for Union Paid Leave. We also know that the logistical arrangements for convention are often booked well in advance.</p> <p>We are continually trying to engage and encourage the involvement of members to attend union organized events. In planning dates for our annual convention, it is possible to provide significant lead time as requested by this resolution.</p>	<p>Carried</p>
<p>100</p>	<p>if an HSA member registers for Convention and is denied Union Leave, this member will be able to vote by proxy on resolutions.</p>	<p>Proxy voting is where a member of a decision-making body may delegate his or her voting power to a representative, to enable a vote to be cast in the members absence. The representative may be another member of the same body, or an external person. Currently, as per the HSA Constitution:</p> <ul style="list-style-type: none"> - Only delegates in attendance at convention are entitled to vote. This is because delegates at convention are privy to the 	<p>Defeated</p>

		<p>rationales presented by the Resolutions Committee, the debate that takes place on the convention floor, and the sharing of ideas and examples among the delegates.</p> <ul style="list-style-type: none"> - Convention delegates are entitled to only 1 vote each. At an in-person convention, resolution support is counted by show of hands. The committee is unsure currently how we could assign another vote to a member physically present at the convention. <p>The current process, as per the constitution, is for Chapters who have elected their complete delegate entitlement to elect up to 2 additional members as alternates to the event. In the case where a member is denied union leave, an alternate may be sent in their place.</p> <p>The Resolutions Committee is opposed to this resolution</p>	
<p>108</p>	<p>That the Health Sciences Association (“HSA”) advocate and lobby the Ministry of Children and Family Development (“MCFD”) and the federal government for increased funding to allow for increases in FTE for support staff at multidisciplinary centres such as Child Development Centres.</p>	<p>The health science and community social service professionals of HSA deliver specialized services at hospitals, long-term care homes, child development centres, community health and social service agencies.</p> <p>Many workplaces have experienced growth and/or increased caseloads. Unfortunately, often support staff are either not provided at all or their levels have not been increased. This results in HSA members having to also do the administrative work required to operate their service. This reduces the specialized services HSA members can dedicate to the people they are there to serve. It also takes away work from members of other unions.</p>	<p>Carried</p>
<p>109</p>	<p>that Health Sciences Association examine how to inform career counsellors at the high schools and career planning centers about the various health care careers available; and</p> <p>BE IT FURTHER RESOLVED that Health Sciences association dedicate resources to high</p>	<p>Resolutions similar to this one have been brought forward to past conventions, and while this important work remains on the agenda, progress has slowed due to the onset of the coronavirus pandemic.</p> <p>Nevertheless, the committee recognizes the importance of promoting our professions through multiple avenues including connection with high schools and post-secondary institutions and acknowledges that part of this work will require HSA to utilize flexible and innovative strategies in</p>	<p>Carried</p>

	school career counsellors in order to highlight the variety of Health care careers available in Health Sciences Association.	order to continue promoting our professions in this new, more virtual, landscape.	
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