



Business Arising from the 2012 HSA Convention

<p>Emergency resolution</p>	<p>THEREFORE BE IT RESOLVED: That the members be asked if they would consider a dues increase to be used to maintain those members on long term disability at their current compensation levels.</p>	<p>Completed</p>
<p>7. Constitution</p>	<p>THEREFORE BE IT RESOLVED: That the new wording be “Article 14, section 1(b)(iii) Regions with up to and including 500 health science professional members are entitled to two delegates. Regions with more than 500 health science professional members are entitled to an additional delegate for each additional 500 health science professional members or portion thereof.”</p>	<p>Completed</p>
<p>8. Constitution</p>	<p>THEREFORE BE IT RESOLVED: That Article 16, Section 2 (a) of the HSA Constitution be amended to read:</p> <p style="text-align: center;"><i>Such amendments shall be effective only if the following procedure has been complied with:</i></p> <p style="text-align: center;"><i>(a) The proposed amendments were mailed to the membership’s last known home</i></p> <p>Address distributed to members using their last known contact information-at least 30 days before any vote considering such amendments is to be held.</p>	<p>Completed</p>
<p>12. Communications</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) continue working to increase the public profile of HSA, and the public’s understanding of the diverse professions we represent including the essential role we play in health care and community social services.</p>	<p>Ongoing</p>
<p>16. Communications</p>	<p>THEREFORE BE IT RESOLVED: That the Resolutions Committee inform members of their recommendation prior to convention; and</p> <p>BE IT FURTHER RESOLVED: That the reasons for the Committee’s recommendation on a resolution be articulated upon request to the Chair of the Committee to allow for thoughtful preparation of amendments before presenting on the floor of Convention.</p>	<p>Ongoing</p>

<p>17. Education</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) undertake a comprehensive education plan for members regarding sick leave benefits, medical Employment Insurance and Long Term Disability with enhanced training for HSA stewards.</p>	<p>Ongoing</p>
<p>18. Education</p>	<p>THEREFORE BE IT RESOLVED: That the Education Committee, with the approval of the Board, will broaden the number of courses and programs which they fund for members, with particular emphasis on the Canadian Labour Congress Winter School at Harrison.</p>	<p>Ongoing</p>
<p>19. Education</p>	<p>THEREFORE BE IT RESOLVED: That courses be developed for stewards attending Return to Work and Duty to Accommodate meetings with members and the Employer.</p>	<p>Ongoing</p>
<p>20. Education</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) provide education to the membership regarding the history of the right to strike.</p> <p>BE IT FURTHER RESOLVED: That HSA provide education to the membership regarding the obligation to honour sanctioned picket lines.</p> <p>BE IT FINALLY RESOLVED: That such education be carried out through an article in The Report and in any other fashion deemed useful.</p>	<p>Ongoing</p>
<p>22. Equality and Social Action</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC lobby the provincial and federal governments through the BC Federation of Labour, the National Union of Public and General Employees and the Canadian Labour Congress to recognize and increase promotion of International Women's Day.</p>	<p>Ongoing</p>
<p>23. Equality and Social Action</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) continue to provide financial support to organizations working against violence against women.</p> <p>BE IT FINALLY RESOLVED: That HSA continue to lobby government, through the BC Federation of Labour, the National Union of Public and General Employees and the Canadian Labour Congress to make awareness and prevention of violence against women a provincial and national priority.</p>	<p>Ongoing</p>
<p>24. Equality and Social Action</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) continue to lobby the provincial and federal governments through the BC Federation of Labour, the National Union of Public and General Employees and the Canadian Labour Congress for implementation of a public system of integrated early care and learning.</p>	<p>Ongoing</p>
<p>25. Finance</p>	<p>THEREFORE BE IT RESOLVED: That Meyers Norris Penny be confirmed as the union's auditor until the year 2013 Annual Convention.</p>	<p>Done</p>
<p>26. Finance</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC reduce the funding for the Political Action Fund on an ongoing basis at to .5% of total revenue.</p>	<p>Completed</p>

<p>27. Finance</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC increase the funding for the Equality and Social Action Fund on an ongoing basis to .60% of total revenue (an addition of \$13,211).</p>	<p>Completed</p>
<p>30. Finance</p>	<p>THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC increase the flat rate of childcare and elder care up to \$20/hour, to a maximum of \$360 in a 24 hour period, for members who attend union activities on their days off.</p>	<p>Completed</p>
<p>33. Finance</p>	<p>THEREFORE BE IT RESOLVED: That alcohol is a non-essential beverage; and BE IT FURTHER RESOLVED: That alcohol products will be available at union events; and BE IT FINALLY RESOLVED: That Health Sciences Association of BC (HSA) will not use HSA union member dues to purchase alcohol products.</p>	<p>Ongoing</p>
<p>35. Governance</p>	<p>THEREFORE BE IT RESOLVED: That Regional Directors communicate directly to their regional members with regular, required updates specific to their regions.</p>	<p>Ongoing</p>
<p>36. Health Services</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC continue contracting with a lobbyist to address the issues of recruitment and retention for all health science professionals and to lobby against the withdrawal of the of the market wage adjustment for pharmacists.</p>	<p>Ongoing / Completed</p>
<p>40. Health Services</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC through its affiliates lobby to address the withdrawal of the market adjustment by Health Employers Association of BC and the Ministry of Health. (pharmacists)</p>	<p>Completed</p>
<p>42. Health Services</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) advocate and lobby the provincial government (Ministry of Children and Family Development (MCFD)) for continuation of benefits program without limits. BE IT FINALLY RESOLVED: That if future limits are considered, HSA will advocate that all relevant stakeholders be consulted (e.g. therapists, families, MCFD).</p>	<p>Ongoing</p>
<p>43. Health Services</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) lobby the provincial government through the BC Federation of Labour for increased funding ; and BE IT FURTHER RESOLVED: That HSA publicize the benefit to the public at large of children and youth receiving the appropriate service at the appropriate time.</p>	<p>Ongoing</p>
<p>44. Health Services</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC work to increase public awareness of the importance of services for non-medical conditions (i.e. behavioral problems) relating to children and families; and BE IT FURTHER RESOLVED: That the profile of HSA members who provide child/family/community services be highlighted.</p>	<p>Ongoing</p>

45. Health Services	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) lobby the Ministry of Children and Family Development to create consistent service delivery guidelines for Early Intervention Programs.	Ongoing
46. Health Services	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC lobby the Ministry of Children and Family Development to create an equitable method of funding early intervention services for children with special needs.	Ongoing
47. Health Services	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) lobby the provincial government (Ministry of Children and Family Development, Ministry of Education and Ministry of Health) for a provincial School Aged Therapy (SAT) program funding model that links provincial and local SAT funding to estimated service expectations as described in the attached SAT audit report. For full report see: http://www.fin.gov.bc.ca/ocg/ias/pdf_Docs/2010/039205.pdf	Ongoing
48. Health Services	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) lobby the provincial government to increase funding of those resources that directly and indirectly allow families to access medical and support services without undue hardship (i.e. transportation). BE IT FURTHER RESOLVED: That HSA lobby the provincial government to increase funding for the expansion of those existing services.	Ongoing
49. Health Services	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC lobby the provincial government through the BC Federation of Labour to provide subsidized bus passes to the children of these families with disabled parents .	Ongoing
50. Health Services	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC lobby the Ministry of Health to restore funding to community based programs, e.g. Chimo Achievement Centre so they can continue to provide support for seniors and people with disabilities.	Ongoing
51. Health Services	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC lobby the Ministry of Health Services in support of adopting a Home and Community Care prevention-oriented health care model.	Ongoing
57. Health Human Resources	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC continue to encourage the employer to find ways to attract workers into difficult to fill positions through improved recruitment and retention strategies.	Ongoing
58. Health Human Resources	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) continue to investigate the negative effects of excessive workload on members THEREFORE BE IT FURTHER RESOLVED: That HSA continue to address the issue of hospital overcrowding.	Ongoing
60. Labour Relations	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC work with the Employers to try to develop creative solutions for backfilling - allowing our members vacation, sick leave and time off.	Ongoing

61. Member Services	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) continue its efforts to recruit stewards at all sites.	Ongoing
63. Member Services	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC (HSA) make steward lists available for each Health Region.	Ongoing
65. Member Services	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC look at ways to increase employer-paid steward time.	Ongoing
67. Occupational Health & Safety	THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC demand that employers implement appropriate hazard and risk identification controls, and subsequent control plans as required by Worksafe BC and the Workers Compensation Act.	Ongoing
68. Occupational Health & Safety	THEREFORE BE IT RESOLVED: That the Health Sciences Association of BC apply pressure to WorkSafe BC to include work-related stress as a compensable condition.	In progress
69. Occupational Health & Safety	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC advocate with Employers for reinstatement of ergonomic assessments in workplaces where they have been discontinued or replaced with a self-assessment.	In progress
70. Occupational Health & Safety	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC continue to lobby Worksafe BC to compensate members for lost time due to musculoskeletal injuries as a result of job duties.	Ongoing
71. Political Action	THEREFORE BE IT RESOLVED: That the maximum number of days of wage replacement Health Sciences Association of BC provides members to enable them to take time off work to run for provincial office, or carry out approved provincial electoral work, be increased from 20 to 30 days per provincial electoral cycle.	Completed
72. Political Action	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC work with the BC and Canadian health coalitions, provincial and national labour organizations, and other Medicare allies, to pressure the federal and provincial governments to negotiate a new Health Accord which will actually strengthen and improve Canada's public health care system.	Ongoing
73. Political Action	THEREFORE BE IT RESOLVED: That Health Sciences Association of BC educate our members, and work with other Medicare allies to educate the public: 1. about the fallacy of the constantly repeated statement that Medicare is financially unsustainable; and 2. about the many benefits of funding and delivering health care through a public system like Medicare.	Ongoing

<p>74. Political Action</p>	<p>THEREFORE BE IT RESOLVED: That HSA work with the National Union of Public and General Employees (NUPGE) and the Canadian Labour Congress (CLC) to protect public sector workers' defined benefit pension; and</p> <p>BE IT FURTHER RESOLVED: That Health Sciences Association of BC work with NUPGE, the CLC and other allies to promote retirement security for all Canadians by promoting policy measures to protect all workplace pension plans and to improve public programs such as Old Age Security, the Guaranteed Income Supplement and the Canada Pension Plan.</p>	<p>Ongoing</p>
<p>77. Political Action</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC lobby the Canada Revenue Agency through the National Union of Public and General Employees and the Canadian Labour Congress to increase the non-taxable benefit ceiling for mileage compensation to better reflect the true cost of using one's own vehicle for work.</p>	<p>In progress</p>
<p>78. Political Action</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC lobby all levels of government through the BC Federation of Labour, the National Union of Public and General Employees and the Canadian Labour Congress to make post-secondary education more affordable.</p>	<p>Ongoing</p>
<p>79. Political Action</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC continue to work with the BC Federation of Labour, the National Union of Public and General Employees and the Canadian Labour Congress to counter the ongoing erosion of collective bargaining rights in BC and Canada.</p>	<p>Ongoing</p>
<p>80. Political Action</p>	<p>THEREFORE BE IT RESOLVED: That Health Sciences Association of BC lobby the BC government to create a Community Social Services Development fund that will invest in and support the professional development of community social services workers.</p>	<p>Ongoing</p>