



# memorandum

TO: Delegates to the 2020 HSA Annual Convention  
HSA Members-at-Large  
HSA Chief Stewrds

FROM: HSA Board of Directors

DATE: December 8, 2020

SUBJECT: OUTSTANDING RESOLUTIONS FROM 2020 HSA ANNUAL CONVENTION

Prior to adjournment of the HSA Annual Convention in November 17, 2020, delegates referred a number of resolutions to the Board of Directors for consideration at the board's first regular meeting following convention, which was December 2-3.

65 resolutions were dealt with during the convention, leaving 56 that did not make it to the convention floor. Of those, six were constitutional resolutions which automatically failed as they were not addressed during the convention, and nine were covered by other resolutions, leaving 41 for the Board of Directors to consider.

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 recommend concurrence or non-concurrence with the resolutions.

At the board meeting, each 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.

The outstanding resolutions were dealt with as follows (the board vote is on the committee's recommendation of concurrence or non-concurrence):

#	Resolved	Rationale	Ctte rec.	BoD vote
19	That Health Sciences Association ("HSA") endeavor to announce the dates of Convention the preceding October to ensure that members can be aware of these dates before vacation selection the preceding November.	<p>The committee agrees that as much notice as possible should be given to members about the dates of the union's annual conventions in order that members can plan their vacation and leave schedules.</p> <p>Given the unique circumstances we are in in the midst of the COVID-19 pandemic, this may not be possible in 2020, but the committee supports the spirit of the resolution.</p>	Concurrence	Carried

		The dates for the 2021 Convention are already set with a booking at the Hyatt Regency Hotel in Vancouver, but whether we will be able to hold an in-person convention is far from a certainty today.		
22	That Health Sciences Association (“HSA”) appoint a neutral chair to conduct the business of Convention.	<p>The committee had a lengthy discussion about this resolution, which proposes that a neutral chair be appointed to conduct the Union’s convention. The resolution expresses concern that since the President is a union member, they would have opinions and a vested interest in the outcomes of resolutions.</p> <p>Under the union’s constitution, (Article 9, Section 6 (a)), one of the President’s duties is to “preside at all conventions.”</p> <p>Committee members believe there is value in continuing this practice, as by chairing the union’s largest event, members can see how the President demonstrates leadership skills. This is a democratic union and the convention is the forum through which members set policies and direction for the union. The President is as entitled as any other member to have an opinion and a vested interest in the business of convention - a President who doesn’t have an interest in the business of the union would not be a good leader.</p> <p>Ultimately, the chair takes direction from membership at convention, but that does not preclude the President from having an interest in the outcome.</p> <p>If a President abuses the power of chair, delegates have recourse to challenge the chair.</p>	Non-concurrence	Carried
23	That Health Sciences Association abolish statements 3.9, 3.10 and 3.12 of BOD Policy 2.06 and review any other policy that prevents free exchange of information from the Board to members of the Union.	<p>This resolution calls for the following sections of policy statement 3 - Roles and Responsibilities to be struck:</p> <ul style="list-style-type: none"> <li>• Subsection 3.9: individual board members support decisions outside of the Board caucus.</li> <li>• Subsection 3.10: Board members maintain CONFIDENTIALITY with respect to: <ul style="list-style-type: none"> <li>- Personal matters disclosed to them in the course of their duties</li> <li>- Union matters where disclosure may harm the interest of the members</li> <li>- Union matters which are identified to be confidential.</li> <li>- The position that any individual Board member takes on a union matter.</li> </ul> </li> </ul>	Non-concurrence	Carried

		<ul style="list-style-type: none"> <li>Subsection 3.12: Regional directors are expected to communicate, in writing, to the members of their Region at least quarterly with the assistance of communication staff support as needed. When sensitive information is to be communicated to members regarding extraordinary events Directors are expected to coordinate with communications staff for the purpose of consistency of message.</li> </ul> <p>One of the components of good governance is full and frank disclosure of information in the board room. When board members can't trust each other to keep confidences, it has a negative impact on the governance of the union.</p> <p>The board needs to be sure that board members fully understand that once the board approves a decision, it becomes a decision of the whole board. ALL board members must comply with it. If any board member disagrees with a decision, particularly regarding confidentiality, they may register their dissent by asking for their vote to be recorded. Board or potential board members who are at odds with the confidentiality policy may want to consider whether they are suited for the position.</p>		
24	The Health Sciences Association ("HSA") Constitution be changed to change the term of office for stewards to two years.	<p>In 2018 a similar resolution was put forward and it was passed. Since this required a change to the constitution, constitutional language was returned to the 2019 convention for debate. The resolution failed to get the 2/3 vote required for a constitutional change, and was defeated.</p> <p>The committee recognizes that it can be difficult to recruit stewards, and believes that imposing a two-year term would make it even more challenging to recruit new stewards. While the committee is sympathetic to the challenges of the learning curve for stewards referred to in the resolution, it moves a recommendation of non-concurrence.</p>	Non-concurrence	Carried
31	That Health Sciences Association ("HSA") Board of Directors establish an equitable process for offering unfilled Delegate seats in a timely manner, to Chapters within the same region, so as to ensure Delegate entitlement is	<p>Some chapters struggle to fill delegate entitlement while others with smaller entitlements have delegates who are unable to attend convention.</p> <p>By keeping those seats within the same region an attempt would be made to keep the regional proportion of voting delegates fair.</p>	Concurrence as amended	Carried

	honored in all areas of the province.	The Resolutions Committee would like to see as many delegates as possible at convention and contributing to having a say in the running of our union's business while keeping representation as fair as possible.		
32	That Health Sciences Association ("HSA") designate one Member-At-Large to sit on the Finance Committee.	<p>The financial workings of HSA are a complex and important aspect of Union governance. HSA members need a clear, transparent understanding of where their dues are spent and the financial future of their union. Viewing slides and hearing the finance report at convention, while important, is a tremendous amount of information to take in and process in a short time.</p> <p>Currently the Finance Committee is comprised of members of the Board of Directors, and does not include a member-at-large, as most union committees do. The committee also relies on staff support from the union's controller.</p> <p>The resolutions committee felt that the addition of a member at large to the finance committee would ensure broader membership perspective on decision making about the union's finances.</p>	Concurrence	Carried
33	That proper and complete minutes to be made available for all board meetings to members who request them in a timely manner, including what decisions were made, why this was done, and other issues were discussed that may have affected that decision.	<p>This resolution calls for discussion and decision making of the union's Board of Directors to be documented and made available to members.</p> <p>The committee had a thorough discussion of the pros and cons of this resolution. While some members of the committee focused on the need for confidentiality to encourage frank discussion in the course of the board's decision-making processes, others spoke to the benefit of members understanding the discussion leading to those decisions.</p>	Concurrence	<p>Defeated</p> <p><i>Note: board discussion was around protecting the integrity of the confidentiality of board debate.</i></p> <p><i>Board members discussed exploring alternative decision-minutes styles to endeavor to reflect a synopsis of issues considered on significant issues.</i></p>
34	That Health Sciences Association ("HSA") members who wish to	There are many opportunities for members to participate in the governance of the union – from participating as delegates to the union's annual convention, which is the union's	Non-concurrence	<p>Carried</p> <p><i>Board members</i></p>

	attend board meetings be permitted to attend them.	<p>supreme governing body, to participating as members-at-large on union committees, to serving as a regional director on the union's Board of Directors.</p> <p>One of the components of good governance is full and frank disclosure of information in the board room.</p> <p>Open dialogue is crucial to board deliberations. If Board members do not feel that their conversations are private or that the confidentiality of their discussions will be respected, it weakens the board's ability to carry out its work.</p>		<p><i>discussed strategies for increased opportunities for members to learn about board projects and work through different fora, including presentations on committee and campaign work.</i></p>
35	<p>That a third party review Health Sciences Association ("HSA") policies around current and future privatization and inclusion of these employees into HSA membership, wages and seniority lists and report to members by December 31, 2020.</p> <p>That all members create union policy on inclusions into seniority lists and wages of further/future private professions merging into HSA publicly funded professions.</p>	<p>The Resolution does not accurately reflect the intent and scope of either Article 32 of the HSPBA collective agreement or the Classification Redesign Interim Agreement. Article 32 of the Collective Agreement applies to new certifications. The employees in question were not a new certification but were covered by an existing certification.</p> <p>Article 32.03 has never been applied by HEABC or HSA to mean that superior benefits memoranda must be actually physically attached to the collective agreement. It has been interpreted and applied to mean that such memoranda are legally enforceable in arbitration as a part of the collective agreement.</p> <p>The new members were merged into the seniority list according to the current policy at the BC Labour Relations board which presumes that seniority lists will be merged in these kinds of situations.</p> <p>The Union did not negotiate higher wages for the new members. The new members' wage rates were frozen at their existing rates with no pay increases applying until the wage in the collective agreement catches that wage. This is a process known as "red circling". This will ensure that the principle of equal pay for the same work will apply over time.</p> <p>In not disclosing the wages of the very few new members involved the Union is respecting those new member's privacy rights. Provision (t) of Appendix A of the Classification Redesign Interim Agreement mandates the Appendix A Working Group to identify identical jobs in the public healthcare system that receive different pay rates. The Working Group</p>	Non-concurrence	Carried

		will then report to the committees negotiating the next Health Science Professionals collective agreement regarding the cost of assigning a single salary structure (the highest) to the jobs found to be identical. Provision (t) does not allow for comparison to private sector job and rates.		
36	<p>That the Health Sciences Association (“HSA”) initiate a consultation with affected members to determine issues and priorities in relation to the regulation of health professionals, and</p> <p>That HSA continue to protect the interests of health science professionals in the process of restructuring regulatory bodies.</p>	<p>At the end of November 2019, the Minister of Health released a draft new regulatory framework for professional health colleges for consultation.</p> <p>That Steering Committee recommended reducing the number of regulatory colleges, revamping the makeup of college boards, making the complaint process more transparent, and creating a new oversight body that would perform routine audits and systemic reviews of the colleges</p> <p>HSA consulted with health science professional associations in developing its response to the consultation, and focused on issues around ensuring the breadth of professions is adequately represented in a reconfigured college structure, and that privacy issues related to disciplinary procedures are carefully considered.</p> <p>At the end of August 2020, the all-party Steering Committee on Modernization of Health Professional Regulation released its recommendations, and legislation was to follow. The provincial election was since called, and a new government will be in place shortly.</p>	Concurrence	Carried
37	That Health Sciences Association (“HSA”) provide members with detailed specifics and explanation of what exactly was gained in the recent contract instead of providing members with a refund of Medical Services Plan trust fund as members have not received a monetary refund.	<p>In January 2018, the BC government introduced a 50% reduction of MSP premiums. Under the four master collective agreements that cover HSA members, employers pay 100 per cent of MSP premiums, representing an important negotiated benefit for health care and social service professionals.</p> <p>HSA’s position was that any savings resulting from the reduction in premiums should have been passed on to the members. A bulletin setting out the Union’s position was posted on the HSA website on January 15, 2018. HSA was given the opportunity to make submissions to the MSP Task Force. In its submissions, HSA recommended that any cost-savings resulting from the reduction in MSP premiums should be passed on to the members and recommended that PSEC direct health sector employers to hold any cost-</p>	Non-concurrence	Carried

		<p>savings in trust until the employers and the bargaining associations could decide how to pass on the savings. At no time were monies provided to HSA in trust or to the Joint Health Science Benefit Trust.</p> <p>The employers realized few, if any, savings due to the imposition of the newly created "Employer Health Tax" first introduced in the legislature in the fall of 2018 and which came into effect January 1, 2019.</p> <p>There were no refunds payable or language anticipating refunds in the collective agreements of the HSPBA, CBA, NBA or CSSBA which were in place until March 31, 2019 and all of which were negotiated within the PSEC mandate.</p>		
39	<p>That the Health Sciences Association ("HSA") immediately address individual professional groups unhappy with their representation with meaningful discussion and a concrete plan of action to address the issues.</p>	<p>These are three of the professions (respiratory, radiation therapy, and magnetic resonance imaging) which have been the subject of much discussion at the Recruitment and Retention Committee. This is a committee established pursuant to the collective agreement. It is tri-partite, comprised of union, employer and government representatives.</p> <p>Comprehensive proposals for wage adjustments have been developed and agreed upon by the Committee and these have been forwarded to the Ministry of Health and Public Sector Employers' Council (PSEC) for consideration. There has been consultation with professional associations.</p> <p>This work is ongoing. The proposals have been put forward after research of rates across all provinces. As HSPBA continues to work through the Recruitment and Retention Committee all progress will be communicated.</p>	Non-concurrence	Carried
41	<p>That Health Sciences Association ("HSA") create a clear plan for member engagement efforts with defined objectives, scope and budget/financial resources needed to achieve them.</p>	<p>HSA values the participation and engagement of its members by striving to find innovative ways and opportunities for members to engage, through education workshops, committees, community action events, etc. Over the past three years our organizing staff have been working with members developing and testing campaigns and different structures for the member engagement team. This has included regional engagement teams, local engagement teams, a core engagement team all based on tried and tested organizing models. A member engagement team budget has been in place for the past two years to support the program.</p>	Concurrence	Carried

		<p>In addition to the core member engagement team, which this year includes six members who have been booked off the job to work on connecting with chapter steward teams, and engaging members, local engagement teams receive support from staff organizers.</p> <p>A continuing strategy is to provide staff organizer support for local engagement teams in order to support activities and the development of local engagement plans. Funds are also available to local chapters to host events and programs that build community and solidarity in the local members – including activities like local mindfulness challenges to hosting a yoga event or psychological wellness workshops.</p>		
42	That Health Sciences Association (“HSA”) members vote also on HSA staff (chief negotiator, classification lead, etc.) to represent them at the bargaining table.	<p>HSA has, for many years, hired experienced negotiators to lead our bargaining. Our current Chief Negotiator, Jeanne Meyers, is a lawyer with 35+ years of experience in the trade union movement</p> <p>. Joining the Chief Negotiator is a staff team that includes lawyers, negotiators, researchers and very experienced servicing labour relations officers. They, along with the members elected at the HSPBA Bargaining Proposal Conference, form the bargaining team. The role of the bargaining teams is to represent the interests of the membership in the bargaining process.</p> <p>At the tables where HSA is not the lead union, HSA is represented by professional labour relations staff with negotiating experience, and members from that sector.</p> <p>HSA staff with specialized knowledge and experience in areas such as recruitment and retention, Occupational Health &amp; Safety, Classifications, and Disability Management contribute to the team. They work with the members and are aware of the trends and concerns in their related fields. It would be challenging for members to determine which staff are best suited for the needs required during the bargaining process and thus the members must place trust in the staff leadership to determine who is best able to represent and advocated about the issues of the membership.</p>	Non-concurrence	Carried

		Ultimately, the role of all HSA staff is to support the work of the negotiating committee and the HSA membership.		
43	That Health Sciences Association (“HSA”) explore hiring at least one Labour Relations Officer in Kelowna and/or Kamloops to service sites outside the lower mainland and report back their findings at the 2021 HSA Convention.	<p>This resolution was submitted in January 2020, and the Resolutions Committee considered it in February. That was before the emergence of the COVID-19 pandemic and the worldwide shift to virtual work.</p> <p>The committee considered a number of factors when deciding to recommend concurrence with this resolution that asks for the union to explore hiring an LRO to be physically based in the Interior.</p> <ul style="list-style-type: none"> <li>- the impact of losing work time to travel</li> <li>- the attraction of being based in the Interior</li> <li>- improved availability for meetings with employers</li> <li>- using virtual platforms to remain connected with their peers</li> <li>- if the trial was successful, it would serve to level the perceived discrepancy of service between the lower mainland and the rest of the province.</li> </ul> <p>-All those factors seemed far more important before the universal shift necessitated by the pandemic to working on virtual platforms: everything from meetings with grievors and employers, to arbitrations and Labour Board hearings is being conducted online. And we don’t expect to ever go back to the level of in-person interactions we saw before the pandemic hit. But we do expect that at some point there will be a return to in-person work for LROs, and the committee supports the recommendation to explore the possibility of having an LRO physically based in the Interior.</p>	Concurrence	Carried
45	That the 2022 contract be approved or denied by Health Sciences Association members by neutral third party with online electronic voting after a review of security, accuracy and costs are analyzed.	<p>The Resolutions Committee carefully considered this resolution which has also been debated on the floor at previous conventions. While the current in-person or, in some cases, mail-in systems used for voting on collective agreements is time consuming, can be difficult to organize, and may limit access to the polls for some members.</p> <p>The idea of electronic voting has become more common recently, but it’s far more complex than it first appears.</p> <p>Review of security, accuracy and costs associated with implementing such a system requires time and an objective analysis before an informed decision can be made about use the use of electronic voting.</p>	Non-concurrence	Carried  <i>In its discussion, the Board of Directors did not oppose, and in fact encouraged, exploring online electronic voting options for collective agreement ratification.</i>

		The committee was also concerned that the resolution is too prescriptive in the event there are circumstances that would arise meaning an electronic vote is not viable for all or some eligible voters.		
46	That Health Sciences Association (“HSA”) remain impartial when discussing contract negotiations to staff prior to voting at the voting stations.	<p>The resolutions committee discussed this resolution at length.</p> <p>When a contract is to be voted on, HSA sends out information and has “town hall” phone calls to discuss the contract and answer questions. This also occurs at the voting station where there are individuals available to answer questions or discuss HSA’s opinion on the contract. If the person at the voting station is HSA staff, they are there as resources to explain the union’s board of directors and bargaining committee’s recommendation and to provide information about features of the proposed collective agreement.</p> <p>Unlike other elections, where there is a zone of neutral communication for a certain number of meters around the voting area this does not occur in ratification vote voting setting. The resolutions committee felt that this could be accomplished by moving the polling area further away from the “questions and answer” area where the contract could be discussed. This would increase the impartial voting area while still allow staff to fulfill the expectation of informing the membership.</p>	Concurrence	Carried
47	That Health Sciences Association (“HSA”) support mentorship of less experienced members to give them opportunities to be exposed to and learn from members involved in the union’s engagement and activism programs such as committees, campaigns, and government relations activities, and broader labour movement activism including participation in BC Federation of Labour and CLC convention activities, Labour Council campaigns/actions, and other labour movement related activities.	In accordance with the strategic plan which states that “we must invest in succession planning” mentorship is and should continue to be supported by the HSA so that both young and new members can learn, engage, and grow into union roles and be welcomed additions to the labour movement.	Concurrence	Carried
51	That the Health Science Association (“HSA”) send out results of surveys to	HSA surveys members for many different reasons. The research helps inform the union’s work on a number of fronts, including	Non-concurrence	Carried

	<p>members in a timely manner.</p>	<p>bargaining, public relations campaigns, and priority-setting for the union’s other activities. Member surveys are just one of the many tools HSA uses to stay informed about members’ priorities, interests and experiences. While all our surveys respect the confidentiality of the member responding, there are often occasions where results are shared in a final report summarizing the insights gained. The Racism At Work survey is an example where the survey responses were shared in a final report that provided recommendations for consideration.</p> <p>However, there are some surveys where the information gathered is treated with strict confidentiality. Surveys on bargaining objectives are an example of this. If information collected to inform our work at the bargaining table is released it could potentially weaken the union’s negotiating position if the employer gets access to it. As such, a blanket resolution to release the results of all member surveys cannot be supported.</p>		
<p>52</p>	<p>That the Health Science Association (“HSA”) give members options to select which types of emails they receive.</p>	<p>HSA is a very diverse union, Communication with members is paramount for improving transparency and upholding democratic rights of the members.</p> <p>There are issues such as contract ratification and Board elections that need to be addressed in a timely fashion. Membership engagement and the need for more transparency demanded by the membership overall is important for a successful and strong union. Regional updates are an expected duty of the Regional Director (minimum of quarterly), chapter meeting notices are sent by HSA on behalf of specific chapters.</p> <p>HSA has a duty to communicate with members when the need arises. HSA is a unique and very diverse union with innumerable healthcare professionals who all have specific and divergent challenges within their workplace.</p> <p>In surveys of the membership, members consistently report that the amount of email they receive from the union is just about right. In the most most recent survey taken in the fall of 2019, almost 8 in 10 members who receive email from HSA said they receive about the right amount (78%), with similar numbers saying they receive too much or too little (each 8%)</p>	<p>Non-concurrence</p>	<p>Carried</p>

54	<p>That Health Sciences Association (“HSA”) members receive a written report annually of unused education fund money so that the members can provide guidance/negotiate how the unused portion of this fund is allocated.</p> <p>That an amendment be made to possibly increase funding to \$1500.00.</p>	<p>This resolution calls on the union to report annually on any unused portion of the HSPBA professional development fund so that members can provide direction on how to spend any unused portion of the fund. In addition, it calls for the union to investigate increasing the maximum funding to an individual member in one year to \$1,500.</p> <p>While the committee supports the recommendation to report out on the fund activity, the fund is restricted for use to support members in the Health Science Professionals Bargaining association to pursue professional development and there is no option for the union to spend the funds on anything but professional development for members covered by the health science professionals contract.</p> <p>For example, in 2019 HSA’s portion of the fund was just shy of \$337,000, which allowed for up to 337 members to have access to \$1000 to support their professional development. If the cap was increased to \$1500, the number of members would drop to just 224.</p>	Non-concurrence	Carried
56	<p>That Health Sciences Association (“HSA”) publish information about staff salaries, benefits and expenses available to its members.</p>	<p>Amounts received and benefits drawn by an individual employee are private information, and the collection, use and disclosure of that information is subject to the Personal Information Protection Act.</p> <p>The HSABC annual budget itemizes the monies expended on staff salaries and benefits by department, and that budget is reviewed and accepted annually by members at convention.</p> <p>Given that there is information available to members relating to the monies expended on staff salaries and benefits in the aggregate, we the committee feels that disclosure of individual staff salaries would unduly infringe on the individual privacy of staff.</p>	Non-concurrence	Carried
57	<p>That Health Sciences Association (“HSA”) allocate a budget for each chapter to manage for member engagement events/purposes.</p>	<p>This resolution calls on the HSA to allocate a budget for each chapter to manage for conducting local chapter member engagement and operations.</p> <p>For 2020, the Board of Directors committee has set the global chapter expenses budget at \$75,000.</p> <p>The resolutions community agrees it is easier to organize and manage expenses knowing how much there is available to spend.</p>	Concurrence	Carried

		<p>The committee acknowledges that the allocation of local budgets is challenging when chapter sizes range from a handful of members to several hundred.</p> <p>The committee discussed recommending that the Board of Directors developing an equitable process for setting a budget for each chapter, including considering process that would allocate an equal base amount for each chapter plus a per capita.</p>		
59	That Health Sciences Association (“HSA”) make more spaces available for members to attend pre-convention workshops, including those who are not delegates.	<p>Pre-convention workshops operate within a designated budget every year and the education staff create as many spaces as possible operating within that budget. Many delegates are not able to participate because of those limitations. The committee felt priority for participation should be registered delegates.</p> <p>Pre-pandemic, the committee discussed the budget implications of increasing the number of spaces available for pre-convention education, as well as space limitations. With the shift to online education, it is expected that participation in pre-convention education opportunities can be increased. However, the same budget implications continue to exist, as the union pays for wage replacement.</p> <p>In addition, in some respects, online education is a more challenging teaching and learning environment, as ensuring engagement and learning is more difficult in the absence of an in-person setting where participants and educators can better interact and read each other’s cues.</p>	Non-concurrence	Carried
61	That Health Sciences Association (“HSA”) compile data regarding the effectiveness of incident reporting (near miss, violence, injury etc.) throughout the province.	<p>The points raised in the resolution are all serious concerns and were at the heart of the proposals we brought to the last round of bargaining, which led to the creation of the new OHS organization.</p> <p>Implementation and governance of revised health and safety systems is within the mandate of the new organization – including much needed improvements to the Workplace Health Call Centre and its associated systems Updating data sharing agreements to ensure union access to all health sector OH&amp;S data is also within the organization’s mandate, and access to provincial health sector OHS data – including all the data from reported injuries, incidents and near misses – will be available to</p>	Non-concurrence	Carried

		<p>the union through the data sharing agreements.</p> <p>The staff and resources required to accomplish what the resolution calls for are likely beyond the capacity of the union, but the resources of the new organization can handle it and HSA will have access to the data.</p>		
63	<p>That Health Sciences Association (“HSA”) lobby the federal government to provide equal total leave time for adoptive parents as for birth parents under the Employment Insurance program.</p>	<p>According to the Canadian Labour Congress, work leave for new mothers was first introduced in Canada under BC’s Maternity Protection Act of 1921. The legislation “enabled women to take a limited leave of absence before and after giving birth”. Current Maternity leave benefits of 15 weeks have been in place since the early 1970’s. Currently, the government of Canada website states: “Maternity benefits are only available to the person who is away from work because [of pregnancy] or who have recently given birth. They cannot be shared between parents.” The intent of Maternity benefits are for a person to physically recover from childbirth.</p> <p>In recognition of the very complex attachment, bonding and adjustment issues involved in adopting a young child, adoptive parents are now entitled to the same parental leave benefits as biological parents, currently 35 weeks.</p> <p>Health Sciences Association supports its members in endeavours to raise children and families. However the purpose of maternity leave is specifically intended to support a physical recovery from childbirth.</p>	Non-concurrence	Carried
64	<p>That Health Sciences Association (“HSA”) discontinue sending out emails, notices and bulletins during political elections to its members endorsing specific candidates or parties and/or encouraging said members to vote for the same.</p>	<p>The terms of reference of the union’s political action committee include direction to develop strategies for increasing members’ awareness about the importance and relevance of electoral politics, political action and labour councils. In addition, its purpose is to work to inform the general membership about political and community issues relevant to HSA members and the services they provide. HSA is a non-partisan union and does not endorse specific parties or candidates during political elections. In its communications to its members, the union highlights issues that affect our members and the healthcare and community social services systems our members work in.</p>	Non-concurrence	Carried
68	<p>That a rail-based transit system connecting the Fraser Valley and Vancouver would be in the</p>	<p>As population grows and spreads from urban centres the demand for safe and efficient transit grows, impacting. As a health care and social services union, HSA should support</p>	Concurrence	Carried <i>Board recommended</i>

	<p>best interest of the people of the Fraser Valley, and</p> <p>That Health Sciences Association (“HSA”) lobby the provincial and federal governments to develop a safe, efficient rail-based transit system connecting the communities of the Fraser Valley with Vancouver.</p>	<p>public transportation policies that ensure people have adequate access to transportation options in order to be able to receive treatment and support.</p>		<p><i>this resolution be forwarded to the next BC Federation of Labour convention.</i></p>
71	<p>That the Health Sciences Association (“HSA”) lobby health authorities and the government for regional respiratory therapy educator positions to aid health care professionals in providing safe and knowledge led care to patients in communities that do not have full time support.</p>	<p>Lobbying for regional respiratory therapy educators would firstly create new positions for HSA members but more importantly support rural communities who are underserved in this area, especially those that full-time positions are not feasible to have.</p> <p>These educators could support staff and better equip them to deal with high acuity patients. Many other hospital positions have educators and creating space for a regional educator would be a step in the right direction.</p>	Concurrence	Carried
72	<p>That the Health Sciences Association (“HSA”) lobby health authorities and the Ministry of Health to ensure that interdisciplinary community (home care, mental health, etc.) health teams include at least an equal number of health science professionals relative to nurses.</p>	<p>There is currently much pressure on acute care services to care for patients as quickly as possible, and discharge them home with community supports in place. Health services in the community, whether home care, mental health, or acquired brain injury, exist to assist people in living at home and accessing their local community. This could involve assistance with physical care needs, as well as other activities such activities of daily living, mobilization and recreation tasks, financial aid and support, and accessing transportation services, to name a few.</p> <p>For community services to provide all of these supports requires a multidisciplinary team, which includes nurses, occupational therapists, social workers and recreation therapists. Multidisciplinary teams with a balance of nursing and allied health professionals provide services which focus on patient- and family-centred care. Teams with an imbalance of professionals could lead to unnecessary delays in service provision as well as unsafe practices.</p>	Concurrence	Carried
77	<p>That Health Sciences Association (“HSA”) lobby the Ministry of Health to provide comprehensive publicly funded fertility treatment options for British Columbians.</p>	<p>Access to fertility treatment options is an issue that is facing many British Columbians - from those facing fertility issues to those that have non-traditional family structures and would require fertility treatments in order to have children. The Resolutions Committee believes</p>	Concurrence	Carried

		that fertility treatment should be accessible to everyone regardless of financial means.		
79	<p>That Health Sciences Association (“HSA”) lobby the Ministries of Health, provincial and federal, to provide universal Pharmacare</p> <p>That HSA lobby the provincial and federal Ministries of Health to fund medications prescribed by physicians and research patient outcomes related to use of biosimilars.</p>	<p>In May 2019, PharmaCare launched a Biosimilars Initiative to switch patients using originator (biologic) drugs for certain indications to their biosimilar versions. The first version of a biologic developed is also known as the “originator drug” because they are the original composition of a biologic drug that a biosimilar is based on.</p> <p>As patents expire for originator drugs, other manufacturers may produce new versions of the biologic drugs called biosimilars. Because originator drugs are often large and complex, biosimilars are highly similar, but not identical, to the originator drug.</p> <p>For some patients, it may be medically necessary to continue using the originator or the patient cannot switch to a biosimilar due to a medically necessary reason. In these cases, the prescriber must determine the medical requirement and request exceptional Special Authority approval for continued coverage of the originator.</p>	Concurrence	Carried
84	<p>That Health Sciences Association (“HSA”) lobby the government for the reallocation of speech and language funding for birth to Kindergarten entry from Fraser Health to Ministry for Children and Family Development Child Development Centres.</p> <p>That HSA lobby the government to ensure that speech and language services are delivered by a single agency in the Fraser Valley.</p>	<p>The resolutions committee agrees that there are significant challenges with funding of children’s services provincially. The Constituency Liaisons have been delivering this consistently to the provincial government for the past two years.</p> <p>This resolution speaks specifically to an issue occurring in the Fraser Valley and while HSA is committed to take on the general funding issues of speech therapists working with Children, the committee felt the scope of this resolution is too specific and narrow.</p>	Non-concurrence	Carried
85	<p>That the Health Sciences Association (“HSA”) will lobby third-party payers including insurance companies, governmental agencies, and employers to include coverage for Occupational Therapy Services similar to other allied health services in their health benefit plans.</p>	<p>The Resolutions Committee recognizes the many benefits of Occupational Therapy and how these services contribute greatly to a person’s standard of life.</p> <p>Occupational Therapy unlike similar work of other allied health professions is not currently covered in extended benefit plans.</p> <p>The committee feltt that lobbying third-party payers to include occupational therapy as a benefit that should be provided to all British Columbians is best undertaken by this</p>	Non-concurrence	Carried

		profession's representative body, the College of Occupational Therapists of BC, and that the work of HSA should be to continue to advocate for recognition of the work of all health science professionals.		
101	<p>That Health Sciences Association ("HSA") fund union-paid education to facilitate member knowledge regarding the lives of Indigenous women and girls in Canada and how to become an effective ally.</p> <p>That HSA invite and fund expert speakers Fay Blaney (Aboriginal Women's Action Network) and Diane Redsky (Ma Mawi Wi Chi Itla Centre) to provide member education.</p>	<p>This resolution directs the union to offer a workshop by named facilitators to provide information about the lives and experiences of Indigenous women and girls in Canada through a feminist lens and how to become an effective ally.</p> <p>HSA's education committee and education staff work to balance the many interests and requests for educational workshops for members. In the past several years, workshops have included a Blanket Exercise. Over the past several years, HSA has offered several workshops to that address reconciliation, include a Blanket Exercise to build understanding about our shared history as Indigenous and non-Indigenous peoples in Canada by walking through pre-contact, treaty-making, colonization and resistance. In September this year, HSA offered a two-day decolonization workshop, facilitated by Indigenous educators, exploring a range of issues related to decolonization. While the committee encourages input from members and convention delegates about areas of interest for union-provided education, the committee members does not support being prescriptive about how to deliver the education.</p>	Non-concurrence	Carried

114	<p>That Health Sciences Association (“HSA”) Board of Directors explore sending at least one HSA member to meetings or rallies held and organized by groups active in working to raise awareness around climate change and/or working to oppose the construction of further fossil fuel dependent infrastructure</p>	<p>This resolution calls for the union to fund members to participate in meetings or rallies held and organized by groups working on climate change.</p> <p>HSA members have many interests, and are active in many facets of the communities and our society. While the committee supports the right of all members to be involved in their communities, it does not support the idea that the union is responsible for funding members to pursue their activism.</p> <p>The union has a political action fund which allows for members to apply for support to participate in community-based, political action activities. The Political Action Committee considers requests to ensure they are non-partisan, support one or more of HSA’s constitutional objects and purposes, and involve activities suitable for HSA support.</p>	Non-concurrence	<p>Carried</p> <p><i>The Board of Directors discussed supporting member participation in climate change events through the political action fund as discussed in the Resolutions Committee’s rationale.</i></p>
C-5	<p>That Health Sciences Association (“HSA”) advocate that the Municipal Pension Plan (“MPP”) divest all of its holdings in fossil fuel companies.</p> <p>That HSA ensure that none of its financial holdings is invested in contributing to the fossil fuel industry.</p> <p>That HSA encourage members to divest from fossil fuel extraction projects in their own investment portfolios.</p>	<p>Three resolutions related to divesting from fossil fuels were submitted for consideration. The committee presents this composite resolution to address the common objectives of those resolutions.</p> <p>Divesting from fossil fuels makes sense environmentally and financially. To divest, pension fund managers have to identify fossil fuel companies within a portfolio, withdraw funds, and then allocate these funds to other companies that have comparable returns on investment.</p> <p>Earlier this year, the union’s finance committee met with the union’s fund manager, and reviewed HSA’s investment portfolio. Approximately \$140,000 of \$3.2 million was invested in fossil fuels, and the finance secretary treasurer Becky Packer directed that be divested. The committee has planned a review the union’s investment policy to ensure it reflects the union’s principles.</p> <p>Pension funds invest people’s retirement savings contributions into portfolios of various companies that are expected to provide strong returns over time. Often, these portfolios include fossil fuel companies. HSA is member</p>	Concurrence	<p>Defeated</p> <p><i>The Board of Directors debated the resolution at length. Board members expressed concerns about giving investment advice to members.</i></p> <p><i>The board also discussed tasking the union’s Finance Committee to review all of HSA’ investments.</i></p>

		<p>of BC's jointly trustee Municipal Pension Plan, which invests in a mix of asset classes to provide the best balance between potential returns and investment risk.</p> <p>The policy the Municipal Pension Plan follows — along with the plan's investment agent BCI — is to engage with resource companies to demand better practices up and down the supply chain. These firms are assessed relative to environmental, social and governance principals and their progress is monitored for improvement.</p> <p>The MPP was an early signatory to the United Nations Principals of Responsible Investing. As a signatory, the MPP is required to report progress on reaching responsible investment goals. The BC family of plans has an excellent reputation in this regard, and greatly assisted the UNPRI in developing the robust reporting system that is now in place for signatories world-wide.</p> <p>With the sense of urgency increasing dramatically in recent years, the MPP began a new risk initiative in 2019 to create better tools to evaluate risks to the Plan. The entire board is tuned in to impacts of climate change, and what the role of a large institutional investor like MPP can do about it.</p> <p>This resolution gives direction to HSA to lobby for divestment from fossil fuels at that level. Finally, while some committee members were reluctant to give direction to individuals about how to invest their personal portfolios, members agreed that the climate crisis is an issue of critical importance, and HSA should contribute to the discussion on divestment and encourage members to consider the impacts of their investments on the health of the planet.</p>		
118	<p>That the Health Sciences Association ("HSA") explore the current impact of our carbon footprint of the HSA building and the building's staff operations.</p> <p>That a report on the current status is reported out to the membership at least 2 months prior to the 2021 Resolutions Submission deadline.</p>	<p>The HSA office building was built with consideration of LEEDS standards, adopting the best green building standards at the time. It was built in a community, New Westminster, that is progressive in environmental practices; the city of New West Electrical Utility purchases power from BC Hydro at wholesale prices and sells it to municipal customers. The city maintains its own substations and actively promotes energy conservation. In 2018 the city created the Urban Solar Panel Garden in which HSA invested by purchasing panels; we get an annual solar credit that is applied to our electrical utility invoices.</p>	Concurrence	Carried

		<p>In 2018 HSA engaged with Climate Smart, a Vancouver based enterprise which provides the tools and assists organizations to assess their carbon footprint and come up with a plan to reduce it. Every aspect of the building and its operations were reviewed.</p> <p>Initiatives like the Portal and Papercut software in the office are aimed at reducing the consumption of paper. We are an organization whose staff and members travel significantly and that is a challenge for us to modify our practice. Two electric vehicle charging stations were recently installed at the office to promote emission-free vehicle use. Many office staff use public transit almost exclusively.</p> <p>HSA's work with the BC Fed has supported a plan for Green Jobs and just transition for those workers whose employment will be at risk because of the transition away from fossil fuel use. At NUPGE we have created a new Environmental Committee that will establish policy and positions on environmental and climate issues, work with its component unions to further their work and goals on environmental sustainability.</p> <p>HSA's work over many decades with Codevelopment Canada to support workers in Central America, and many of the social justice organizations we support through CESA, and other routes, can all be seen as supporting the 17 sustainable development goals that the U.N. has put forth.</p> <p>The activities HSA has been engaged in are just a start.</p>		
<p>119</p>	<p>That Health Sciences Association ("HSA") lobby the provincial government to abandon investment in LNG.</p> <p>That HSA provide financial aid and other resources to support the work of Indigenous communities attempting to stop the Trans Mountain Pipeline and other fossil fuel projects through the courts and/or direct action.</p>	<p>The dispute over the Trans Mountain pipeline raises complicated questions about Indigenous communities' support or opposition to the development. There is no one size fits all answer to these questions. The issues are extremely complicated and involve competing territorial, political, economic, and environmental interests of the many groups involved.</p> <p>Without understating the importance of the issues raised by this resolution, the Committee was not prepared to recommend that HSA should provide financial support and resources to one group over another when the groups themselves are at odds.</p> <p>Members of the committee were also reluctant to ask delegates to make a blanket</p>	<p>Non-concurrence</p>	<p>Carried</p>

		commitment to provide funding for undefined actions and activities that include direct action.		
120	<p>That Health Sciences Association (“HSA”) join the Coalition organizing The Pledge for the Green New Deal/LEAP Manifesto.</p> <p>That HSA provide resources and training for a sustained member-to-member organizing campaign to educate and promote activism, including direct action, to achieve a just transition in our local/international political, economic and social systems.</p>	<p>The issue of climate action is one of the most important challenges of our time, and requires immediate action from both governments and communities across the globe. However, the committee does not support this resolution calling for the union to sign onto a manifesto that does not have broad support in the labour movement and other allies. In opposing this resolution, the committee reminds delegates that it does recommend support for a composite resolution (C-4) creating an important pathway for HSA and its members to develop a climate action plan for the union.</p> <p>That composite resolution includes elements for consideration that include education for members about actions they can take individually and collectively on climate justice, strategies for lobbying all levels of government to reduce carbon emissions, and concrete action for labour organizations like the BC Federation of Labour and Canadian Labour Congress to put concerted focus on strategies to advance a climate change agenda focused on a just transition.</p>	Non concurrence	Carried
121	<p>That the Health Sciences Association (“HSA”) Board of Directors collaborate with the leadership of young workers in the HSA Young Worker’s Working Group and general membership to establish connections with international youth activists.</p> <p>That HSA provide funding and support to enable young workers to attend national/international youth-led organizing events.</p> <p>That young workers be provided the opportunity to lead member education and training in initiatives and strategies to address the climate emergency.</p>	<p>This resolution calls for HSA to invest considerable resources into supporting and developing youth leaders in the international climate justice movement.</p> <p>While the committee supports union education to expose HSA members – young and old, to important public policy issues – and our responses to those issues, as well as opportunities to develop skills to pursue activism on those issues, the committee does not support committing significant levels of union funds to this project.</p> <p>As a union, our focus should be to educate members about the issues, and expose them to the many options they have to pursue action on those issues.</p> <p>An example of the resources the union can offer to help young workers develop opinions and skills to get involved in the international movement is the climate justice workshop held early this year, which featured a number of presenters who spoke about the many strategies people have to get involved in the climate justice movement.</p>	Non-concurrence	Defeated <i>(Resolution carried)</i>