



memorandum

TO: HSA Members
FROM: Kane Tse, HSA President
DATE: August 26, 2021
SUBJECT: 2021 HSA Regional Meetings and Bargaining Processes – Frequently Asked Questions

REGIONAL MEETINGS:

Q) What are the Regional Meetings?

A) HSA is divided into 10 geographic regions. Every member belongs to a worksite-based chapter, and chapters are assigned to a region. The Regional Meeting is an annual meeting held in the fall, bringing together members from throughout the region. The regional meeting is an opportunity for attendees to receive updates on the work of the union. There will be reports from the President, the Regional Director, who represents members of the region on the board of directors, and staff. Updates and information is also shared by Chief Stewards from worksites around the region, as well as union activists: Members-At-Large, Constituency Liaisons and Labour Council Delegates.

This year, the Regional Meetings will be held on a virtual platform and will focus on bargaining, as the public sector collective agreements covering the vast majority of HSA members are up for negotiation in 2022. Members in each collective agreement will have a discussion breakout group to discuss bargaining priorities.

Attendees who belong to the HSPBA Collective Agreement will also elect delegates to the HSA HSPBA Ba Bargaining Proposal Conference.

Q) How do I attend the Regional Meeting?

A) Chief Stewards are automatic delegates to your region's Regional Meeting. If your chapter has more than 49 members, then additional members can be elected as delegates to attend. Chapters hold local meetings to elect delegates to attend and participate in the Regional Meeting. Contact your local chief steward for information about a local meeting to elect delegates. You can find your Chief Steward's contact information on the HSA website here: <https://hsabc.org/find-your-steward>

HSPBA BARGAINING PROPOSAL CONFERENCE & DELEGATES

Q) What is the HSPBA Bargaining Proposal Conference?

A) The HSPBA Bargaining Proposal Conference (BPC) is a two-day virtual event scheduled for November 22 and 23. At this conference, all bargaining proposals submitted by chapters across the province will be discussed and prioritized by the delegates to this conference. In addition to setting the bargaining

priorities, delegates to this conference elect HSA members to serve on the Bargaining Committee, which participates in face-to-face negotiations with the employer.

- Q) How do I attend the HSPBA Bargaining Proposal Conference as a delegate?
- A) If you would like to attend the HSPBA Bargaining Proposal Conference, please write a brief bio/description (limit 300 words) and send it by email to info@hsabc.org. Members attending your regional meeting will receive all candidates' statements and will vote for the candidates they wish to send to the Bargaining Proposal Conference. The number of delegates to the Bargaining Proposal Conference varies based on the number of members in the region.

You do not have to attend your Regional Meeting to submit your name for election to the Bargaining Proposal Conference. Nominations will be in writing only. Only delegates at the Regional Meeting vote on electing delegates to the HSPBA Bargaining Proposal Conference.

- Q) What does an HSPBA Bargaining Proposal Conference Delegate do?
- A) An HSPBA Bargaining Proposal Conference Delegate attends the virtual Bargaining Proposal Conference on Nov 22 - 23, and discusses, debates and votes on prioritizing all HSPBA Bargaining Proposals received from chapters across the province.

These members also vote to elect the members of the Bargaining Committee as part of the business of the Bargaining Proposal Conference.

HSPBA BARGAINING COMMITTEE

- Q) What is the HSPBA Bargaining Committee?
- A) The HSPBA Bargaining Committee is composed of two members of the union's Board of Directors, and members who are employees of each Health Authority, along with a delegate to represent members working for affiliate. Along with the Chief Negotiator and other staff, the committee negotiates the next contract with the employer. The union bargaining committee is guided by the bargaining proposals and priorities set members at the Bargaining Proposal Conference.

- Q) How do I get on the HSPBA Bargaining Committee?
- A) In order to be elected onto the HSPBA Bargaining Committee, you must submit a written statement (maximum 300 words) to info@hsabc.org.

The members at the Bargaining Proposal Conference will elect the bargaining committee. You do not have to be a delegate to the Bargaining Proposal Conference to run for the bargaining committee, however it is strongly recommended that members who wish to serve on the Bargaining Committee attend the Bargaining Proposal Conference as a delegate, as the discussion and deliberations at the Bargaining Proposal Conference are valuable information that informs the bargaining committee about the issues and priorities HSA members want their representatives in negotiations to focus on.

CSSEA/CBA/NBA Bargaining Proposal Conference

- Q) What about members covered by other public sector collective agreements?
- A) In addition to the HSPBA Bargaining Proposal Conference, HSA holds a one-day virtual Bargaining Proposal Conference for members covered by the Community Social Services, Community Health, and

Nurses collective agreements. Negotiations for those contracts are not led by HSA, but by the union with the most members covered by the collective agreement. However, HSA has representation on the bargaining committee to ensure that HSA members' interests are well represented in contract negotiations.

A joint bargaining proposal conference for members covered by these collective agreements will be held October 14, 2021. Delegates to this Bargaining Proposal Conference will elect members representatives to serve on the Bargaining Committees.

Any member can run to represent HSA members on the Community Social Services, Community Health, or Nurses' bargaining committee. If you would like to run to serve as a member of the negotiating committee for the contract you work under, submit a nomination statement to info@hsabc.org by October 7, 2021.

- Q) I am an HSA member and I work for a private sector company. Does this information apply to me?
- A) The Regional Meetings are open for participation by delegates of members from every HSA worksite, including private sector employers.

The bargaining cycle does not line up with the public sector contract negotiations, so there is no need for a Bargaining Proposal Conference for members working for private sector employers at this time.

BARGAINING PROPOSAL RESOLUTIONS

- Q) I have an idea for something I want to see in my next contract. What should I do?
- A) Submit your idea to your Chief Steward, and attend your local chapter's bargaining proposals meeting. After it is discussed, members at the meeting will vote on the proposals, and proposals that are supported will be forwarded for discussion at the Bargaining Proposal Conference. Your proposal must be received by the deadline.

- Q) What is the deadline for chapters to submit Bargaining Proposals voted on by members?

- A) HSPBA: November 7, 2021

CSS/NBA/CBA: September 30, 2021

In addition to the chapter meetings for bargaining proposals, HSA conducts members surveys to give members opportunities to provide input on priorities for bargaining.

- Q) How do we make proposals about changes to our HSPBA health and welfare benefits?
- A) The Joint Health Science Benefits trust (JHSBT) was established April 1, 2017 to provide employee benefits to members of the Health Science Professionals Bargaining Association (HSPBA) and their dependents. The Trust receives negotiated funding from employers and some contributions from employees, which it holds in the Trust fund for the purpose of providing group health and insurance benefits to eligible employees, their eligible dependents and beneficiaries. This change removed the provision and structure of health and welfare benefits from the HSPBA collective agreement.

The only area of negotiation through HSPBA collective agreement bargaining is related the level of funding to cover the health and welfare benefits provided by the Trust. (i.e., does more funding need to be negotiated to cover the cost of providing health and welfare benefits)

Any proposals related to health and welfare benefits submitted to the November Bargaining Proposal Conference will not be considered to take forward to HSPBA contract negotiations, but will be forwarded to the JHSBT Trustees for consideration.

HSPBA has representatives on the joint Trust whose responsibility it is to represent the interests of members.

This fall, the Trust will survey members, and this will be the members' opportunity to provide input on health and welfare benefits coverage.