

A Call to Action: How you can get involved in the Health Sciences Association (HSA)/Health Employers Association of BC (HEABC) bargaining process*

**Note: The collective agreement for health science professionals is negotiated between employers and the Health Science Professionals Bargaining Association (HSPBA). It covers more than 16,000 members of HSA along with members of the Hospital Employees Union (HEU), the Canadian Union of Public Employees (CUPE), the Professional Employees Association (PEA) and the BC Government Employees Union (BCGEU)*

1. Attend Chapter Meetings and Create and Vote on Bargaining Proposals:

- HSA chapters are **worksite** based
- These chapter meetings are for members to propose and vote on bargaining proposals/contract changes to be brought forward at the Bargaining Proposal Conference and also where delegates will be elected to attend the regional meetings (see regional meetings below)
- Local worksite chapter meetings are organized by your local HSA steward team. Check your union bulletin board or contact a member of your HSA steward team, for information on the chapter meetings at your worksite
- How do I know who my local HSA steward team is? Find out here: <https://hsabc.org/find-your-steward>



2. Attend Regional Meetings:

- HSA members belong to one of ten regions in BC
- What's my region? Find out here: <https://hsabc.org/about/hsa-regions-map>
- Regional meetings occur annually and are a forum for HSA members to review the issues and activities of the past year
- All members are welcome to attend Regional Meetings, but only official and elected delegates have the right to vote at the meeting and to receive wage replacement to take time off from work to participate (delegates were elected at your worksite chapter meetings!)
- This fall, Regional Meeting delegates under the Health Science Professional Bargaining Association (HSPBA) Collective Agreement will also elect regional representatives to the HSPBA Bargaining Proposal Conference to set priorities for 2025 HSPBA contract negotiations



Region	Date	Time	Location
Region 1	October 8, 2024	8:45 am – 4 pm	Tigh-Na-Mara Resort, Parksville
Region 2	October 9, 2024	8:45 am – 4 pm	Coast Hotel Victoria, Victoria
Regions 3/7	October 11, 2024	8:45 am – 4 pm	Sheraton Guildford Hotel, Surrey
Regions 4/6	September 25, 2024	8:45 am – 4 pm	Sapperton Pensioners' Hall, New Westminster
Region 5	October 2, 2024	8:45 am – 4 pm	Sapperton Pensioners' Hall, New Westminster
Regions 8/9	September 27, 2024	8:45 am – 4 pm	Coast Capri Hotel, Kelowna
Region 10	October 4, 2024	8:45 am – 4 pm	Ramada Plaza, Prince George



3. Apply to Attend the Bargaining Proposal Conference November 5-8, 2024

- Delegates at the Bargaining Proposal Conference will be elected from the regional meetings (see regional meetings above)
- At this conference, delegates review and prioritize all bargaining proposals received from chapters across the province to create “bargaining priorities”
- **Members do not have to attend their Regional Meeting to put their name forward for election as a delegate to the Bargaining Proposal Conference. All members, whether they attend their Regional Meeting or not, are invited to submit a written expression of interest to have their name put forward for election as a delegate from their HSA Region to the Bargaining Proposal Conference**
- How to do this:
 - o Email written expression of interest (max 250 words) to info@hsabc.org
 - o This is due 1 week prior to your regional meeting
 - o Deadlines based on regional meetings:

Region	HSPBA Bargaining Proposal Conference delegate nomination deadline
1 (Central to North Island)	Tuesday, Oct. 1
2 (South Island)	Wednesday, Oct. 2
3/7 (Lower Mainland - Fraser Health)	Friday, Oct. 4
4/6 (Lower Mainland – Vancouver Coastal and Providence Health)	Wednesday, Sept. 18
5 (Provincial Health)	Wednesday, Sept. 25
8/9 (Interior and Kootenays)	Friday, Sept. 20
10 (Central and North)	Friday, Sept. 27

4. Apply to be on the HSPBA Bargaining Committee

- Delegates at the Bargaining Proposal Conference will elect seven members to sit on the union Bargaining Committee who will participate in face-to face negotiations with the employer
 - o The Bargaining Committee will include one member from each of the province’s health authority employers, one member representing affiliated worksites, and, if among those committee members, there is no representative representing community-based worksites, an additional member representing community-based members will be elected. In addition, two members of the Board of Directors will serve on the Bargaining Committee, one of whom will chair the committee
- **Members do not have to be a delegate to the Bargaining Proposal Conference to put their name forward for election as a member of the Bargaining Committee**
- How to do this:
 - o Email a written expression of interest (max 300 words) to info@hsabc.org
 - o **Deadline: October 28th at 5 pm**

Overview of Bargaining Process:

