

WELCOME TO YOUR UNION!



What's Inside?

- Welcome!
- Who we are.
- What we do.
- Union dues and you.
- Exclusive member benefits.
- Shaping our Union.
- Events and education.

WELCOME.

Welcome to our Union, the Health Sciences Association of Alberta!

You are now a part of one Alberta's largest health-care unions, joining tens of thousands of health-care workers across our province, just like yourself!

Our Union is as diverse as it is strong. Representing health-care professionals from countless disciplines. From testing to treatment, the health-care system in Alberta cannot function without us!

Whether you've joined us from another unionized position or this is your first unionized role, we are so excited to welcome you to HSAA and wanted to make sure you had all of the information and support you need from your Union as you get settled into your new position.



The rights that we all enjoy as Union members are a direct result of our members, over the years, advocating to improve our working conditions and lives!

But, the work of our Union doesn't stop once we negotiate a Collective Agreement with your employers. Just as we care about every patient and client who walks through our doors, we care about each other and our communities. Whether we are working together to improve our lives as health-care workers, our patients or our communities, advocating for a strong, universal health-care system or championing workers rights, we are doing it because HSAA members have set the priorities.

Everything we do is because of our members; we are at the centre of our Union! Members set our Union's priorities and direction; we are leading voices from our workplaces, to the bargaining table and the board room!

We encourage you to get to know your Union; check out our website, reach out to your Local Unit Chairs, Stewards and fellow members. Call the Member Resource Centre, email your Board members, or us, your Executive Officers.

Get to know what we do, ask questions and get involved. This is your Union - our Union - and we are stronger together.

In solidarity,

Mike Parker, President & Leanne Alfaro, Vice-President

HSAA.CA

WHO WE ARE.

Our History

In 1971, a small but determined group of paramedical technical and professional employees recognized the benefits their unionized colleagues in other professions received and wanted the same.

Recognizing their unique roles in health care, they were reluctant to become a small voice within a large, established union and chose instead to form an independent union that would be in their control and represent their needs, specifically.

And that's how our Union was formed.

Members at the Misericordia Hospital in Edmonton formed the first bargaining unit of our Union.

George C. Hall played an instrumental role in the formation of HSAA, becoming our first Executive Director, helping to pave the way for us to become a well-respected member of Alberta's labour movement.

Today, we are an ever-growing team of health-care experts with members across Alberta in public, private and community health care.

Our Union is strong. We are known across the province as a trusted voice on health-care issues, and we have those who came before us to thank.

Our Goals



HSAA members understand and value the importance of working together to improve the conditions and outcomes of all workers.



Members are supported by their employers in their delivery of quality, safe and reliable health care.



Albertans know, understand and value HSAA members for their integral role in our health-care system.



Our Union provides high-quality, trusted, member-centered services and advocacy.



The provincial government upholds, protects and expands fully accessible and high quality, publicly-funded and publicly delivered.

WELCOME.

Am I an HSAA Member?

We all make up our Union.

All of us are a part of our bargaining unit and, as per Canadian law, we all pay dues to HSAA.

These dues ensure we all benefit from the rights outlined in our Collective Agreement and have the right to receive a standard level of representation, if we need it.

But, this alone does not make us all 'active members' of HSAA. Becoming an active member is as easy as completing a form! By doing so, you will receive far more benefits than members who only pay their dues.



And the best part? It's free and easy to become an active member!

Benefits	Dues Payers	Members
Rights under our Collective Agreements	✓	✓
Right to shape our Union	X	✓
Personal representation with workplace issues	✓	✓
Grievance preparation and filing	✓	✓
Representation for discipline with your Professional College	X	✓
Disability claim support	X	✓
Help navigating WCB	X	✓
Workplace health and safety	✓	✓
Emergency Financial Assistance Fund (up to \$2,000)	X	✓
Workshops, conferences and premiere events! (with all costs covered and wage replacement)	X	✓
Bursaries	X	✓
Educational funding	X	✓
Partner group scholarships	X	✓
Fundraising sponsorships	X	✓
Incredible HSAA member discounts	X	✓

Ready to become an active member? Turn to pages 9, 10 and 11! Or, keep reading to learn more about these benefits.

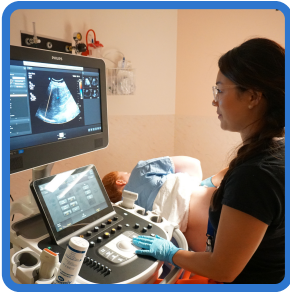
WE ARE OUR UNION.

Active members are at the heart of our Union, leading and directing HSAA right from the Local Unit level and up!



EXECUTIVE OFFICERS.

Every 3 years, active members elect our President and Vice-President. Between them, they chair the Board of Directors and are responsible for HSAA's finances. Together, they are the voice of our Union and fully accountable to HSAA members.



DISTRICT BOARD MEMBERS.

Elected for 3-year terms by active members, District Board Members complete our Board of Directors. They collectively help establish and implement our policies and direct the strategic direction of our Union.



COMMITTEES.

Committees are led by Board Members and driven by Members-at-Large who help with policy development and overall work of our Union. Members can apply to participate on committees of interest, play an active role and help shape the direction of HSAA.



LOCAL UNIT EXECUTIVES.

At our local Annual General Membership Meetings, members shape our Union in our worksites. Members elect other members to represent them, keep them informed, and organize HSAA outreach and member engagement activities.



WHAT WE DO.

Collective Bargaining.

WAGES

- Higher wages with regular step increases!
- Shift differential & weekend premiums
- Overtime & on-call benefits
- Benefits & pension plan

Hours of Work

- Set hours of work
- More breaks
- Mealtimes
- Defined periods of rest
- No last minute schedule changes

Work-Life Balance

- More paid vacations
- More named holidays
- Right to sick time
- Recognized leaves of absences
- Right to personal days

Dispute Resolution

- Right to union representation
- Fair and equitable processes
- Detailed grievance and arbitration process

Safer Workplaces

- Joint Workplace Health and Safety Committees
- Stronger health and safety policies
- Language around workplace harassment, violence and discrimination.

And so much more!



Collective Bargaining is one of the pillars of our Union and is most effective when all of us participate!

Once a Collective Agreement is set to expire, members under that agreement, along with HSAA expert negotiators, form the Bargaining Committee and begin the process of Collective Bargaining.

Once our Committee is formed, all members under the Collective Agreement take part in the bargaining process by setting the priorities for their bargaining committee through surveys. Members let their committee know what benefits or language members want:

- Protected and unchanged.
- Fought for and added.
- Changed or deleted.

Our Committee takes the priorities outlined by members to the table and negotiates with our employers to get better working conditions, fair wages and better work-life balance for all of us, keeping us informed and updated along the way!

Over the years, HSAA members have made great gains through Collective Bargaining.

Have questions about bargaining? Call us today at 1-844-280-4722

WHAT WE DO.

Representation.

Being a part of HSAA means you don't need to face issues on your own. Our Union is there to help us with things like:

- Understanding our rights under our collective agreements
- Representing members in employer investigations and disciplinary meetings
- Filing grievances and attending arbitration hearings
- Workplace harassment and bullying
- Classification issues
- and **so much more!**

DID YOU KNOW?

Active Members have access to **EVEN MORE** representation?

Keep reading to find out more!

Who can help?

Member Stewards

Stewards are members of our Union who are elected and trained to help fellow HSAA colleagues in their workplaces and are often your first point of contact.

They are there to answer your questions about our Union, our contract and work with our Labour Relations Officers to help us navigate challenges in the workplace.

Member Resources Centre (MRC)

Have an issue and unsure who your Steward or LRO are? Well, our MRC is here to help!

Our Union has a team of folks who can answer your questions. If you are facing a challenge that requires more support, they will put you in contact with your Stewards and LROs.

Labour Relations Officers (LROs)

LROs are our team of expert staff who help resolve issues with our employer.

They are experts in our Collective Agreements and can help us navigate the most challenging of situations.

When justified, they will advance your concern through the grievance process.

Need to reach your Steward? Connect with your LRO? Have questions and not sure who to connect with?

Call the MRC today! 1-844-280-4722

WHAT WE DO.

Health, Safety and Wellness.

When it comes to our health and safety, our Union is top-notch!

Trained members and expert staff are there to help:

- Educate us about our health and safety rights.
- Monitor workplace health and safety concerns.
- Work with members to address health and safety concerns in our workplaces.
- Conduct investigations of injuries, illnesses and near-misses.
- Negotiate to include strong health and safety language into our Collective Agreements.



Your Basic Rights

Right to Know
about health and
safety matters.



Right to Participate
in health and safety
decisions



Right to Refuse
unsafe work!



YOUR DUES AND YOU.

Becoming an active member in HSAA is voluntary; however, all employees in the Bargaining Unit are required to have Union dues deducted. But what are these dues for?

Our dues do a lot!

The dues collected are used to provide you with direct services and offer active members a number of added benefits!

Collectively, our dues go towards:

- Negotiating our Collective Agreements
- Supporting members with workplace issues
- Processing of grievances and arbitrations
- Providing expert guidance in terms of Negotiations, Labour Relations, Health and Safety, Local Unit support and education
- Running top-tier workshops for members about their Union, issues in the workplace, mental health, pensions, retirement and so much more!
- Creating opportunities for us to shape our Union and connect with fellow members like conventions, conferences, and membership meetings
- Providing Local Unit funds so we can engage on a local level
- Offering Bursaries and Emergency Assistance Funds

Are our dues all the same?

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A

Every HSAA member pays the same percentage of core dues. However, many members also contribute a small portion of their dues to our non-core activities.

Read on to learn more!



YOUR DUES AND YOU.

What is the difference between core and non-core dues?

Core dues, as defined by the government, are dues that go to our Union's general operations that directly benefit you and your HSAA colleagues.

Non-core dues are funds that HSAA uses to contribute to broader society by making charitable donations and supporting partner organizations who advocate on issues that HSAA members have told us they care about like job security and affordable child care.

What do non-core dues do?



Non-core dues allow our Union to make a positive impact in our communities. Whether it is stepping up in the time of crisis like contributing to the Fort McMurray fire relief effort or helping to ensure there is support in our communities for Albertans in need through donations to food banks or women's shelters across our province. HSAA members can also request donations that can also be used to support HSAA members with their charitable causes!



But our support doesn't only benefit our communities; it benefits us as HSAA members.

By giving back, we build strong connections in our communities, building our profiles as credible experts on health care and ensuring we have the public's support to help advance our issues.

How do I make my choice?

Choosing to support the community work of our Union is easy!

When you complete your membership form, check the box that indicates you wish to opt-in to non-core dues!

If you do not wish to support the community work of our Union, simply leave that box blank.



MEMBER BENEFITS.

What is an active member?



We all make up our Union. We are all protected by our Collective Agreements and have the right to basic representation when needed.

But there's so much more our Union has to offer!

By becoming an active member, you have access to a whole world of additional benefits offered by HSA that are only accessible by our exclusive members website!

Becoming an active member is free and easy!

All you have to do is complete your membership form!

1

Learn more about how our Union allocates non-core dues and complete your membership form online.

OR

2

Complete the paper form in this package and submit to our Union office.

SCAN ME!



Have questions about Membership? Call us today at 1-844-280-4722

MEMBER BENEFITS.

More Union Representation.

Just like unions work hard to ensure workers have more benefits and rights than the legal minimum standards, our Union goes above and beyond for all active members.

All members at HSAA receive:

- The rights and benefits of our Collective Agreements
- Personal representation in the workplace
- Support with grievances and arbitration when appropriate
- Workplace health and safety support

Our Union recognizes that the base level of support doesn't go far enough to support HSAA members.

That's why active members who have completed their membership form also receive:

- Support with Regulatory College discipline
- Assistance with disability claims
- Support with WCB cases

Discounts, Bursaries and Funds!



Active members may qualify for scholarships through our affiliate groups, like the National Union of Public and General Employees.



A number of bursaries are available to active members through our Union. Some are even open to partners and dependents!



Emergencies happen and we aren't always prepared. Our Union has a fund set up allowing members to apply for up to \$2,000.



From travel to retail to fitness to events to arts and culture – the savings for HSAA members are endless!



WAIT, THERE'S MORE!

MEMBER BENEFITS.

Shape our Union.



Our Union. Our Voice. Our Vote.

Our Union is run by and shaped by us, active HSAA members.

Members vote for:

- Executive Officers
- District Board Members
- Local Unit Executive Teams

Voting for Local Unit positions happens during Annual General Membership Meetings that take place from October through to February.

Executive Officers serve three-year terms, with elections taking place at the end of their term and Board Member elections take place on a rotating basis, annually prior to our annual convention.



Want to do more than voting? Active members can put their names forward to run for positions!

Join a committee!

Members can apply to join one of our committees to help support our Board's policy development and overall work of our Union.

Examples of our HSAA Committees include:

- Elections and Credentials
- Finance
- Member Benefits



Come to our Annual Convention!

Not only is our Convention a great time and chance to connect with HSAA members from across Alberta, but members make important decisions on the priorities and direction of our Union!

Members discuss, debate and vote on:

- Policies
- Position statements
- Constitutional Amendments



EVENTS AND EDUCATION.

Signature events.

Honestly, you don't want to miss out!

Our Union holds several events for members, annually. In addition to our Convention, we hold Labour Relations Conferences, open to all active members! Labour Relations Conferences are a fantastic way for members to learn about and engage in discussions about issues facing HSAA members.

Themes change year to year, there's always something new to learn about and discuss!



Not sure about the big events, but still want to upgrade your knowledge, develop new skills and connect with members?

Our robust education program may be just what you are looking for! Active members get free access to engaging and relevant workshops offered by our Union every year, both in-person and online!

Some workshop topics include:

In-person workshops:

- Understanding your Collective Agreement
- Steward Learning Series
- Women in Leadership
- The Working Mind
- Truth and Reconciliation

Self-paced, online workshops:

- Benefits to being an HSAA member
- Collective Bargaining
- The Grievance Procedure
- Pensions
- Work-Life Balance
- Mental Health in the Workplace

We even offer specialized training for members who take on roles in our Union!

Date of Application: _____ / _____ / _____
Day Month Year

PERSONAL INFORMATION

Last Name: _____ First Name: _____

Family Name before marriage : _____ Birthdate: _____ / _____ / _____
Day Month Year

Gender : Male Female Non-binary Two Spirit None, I identify as: _____

Address : _____

City : _____ Prov : _____ Postal Code : _____

Home Phone : _____ Cell Phone : _____

Work Phone : _____ Personal email : _____

EMPLOYER DETAILS

Name of Employer (AHS, APL, DynaLife etc.) : _____ Employee #: _____

Name of Worksite (hospital, clinic, station etc.) : _____

Employment Type : Temporary Full-time Part-time Casual FTE _____
(full Time Equivalent, ie 0.5)

Job Title/ Discipline : _____ Level : _____

Date of Hire : _____ / _____ / _____
Day Month Year

DUES ELECTION

Please select one option below:

Yes, I would like to support HSAA's community initiatives and pay 1.4% in dues.

No, I do not wish to support HSAA's community initiatives, I will contribute 1.324% in dues.

Signature : _____ Date : _____ / _____ / _____
Day Month Year

I hereby make application for membership in the Health Sciences Association of Alberta (HSAA), and I further agree to be governed by the Constitution and Policies of my Union and to accept my Union as the exclusive bargaining agent (including an Application for Certification) and to represent me in my dealings with my Employer.

I hereby authorize and instruct my Employer to deduct from my earnings such sums as set out in my election above, set by my said Union as dues or special assessments and such sums to be deducted from my pay and paid to my Union. Notice of any change is to be given to my Employer in writing by the Vice President of my Union.

I agree that HSAA may collect, use and disclose personal information only insofar as it relates to the obtaining, managing and maintaining of my employment within the bargaining unit(s) represented by HSAA, and insofar as it relates to the administration of the Collective Agreement(s) to Collective Bargaining by HSAA, and in compliance with the Constitution, policies and the mission statement of HSAA.