

# Resolutions 2025

*\*Constitution amendments are identified in bold font.*

*\*\*Resolutions noted as requiring Constitutional amendments or legal consultation and are subject to change. The membership will be notified of any changes to those resolutions on May 14.*

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**1. CONSTITUTION**

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**HSAW WILL:****Amend Article 23 – Board of Directors, as presented:**

- 23.01 There shall be a Board of Directors (referred to in the Constitution as the “Board”) which shall be composed of: **the President, Vice-President, sixteen (16) District Board members and one (1) Equity Board Member.**
- (a) ~~President\*~~
  - (b) ~~Vice-President\*~~
  - (c) ~~Board members elected to represent their respective districts as provided in Article – Representation.~~
- ~~\*Executive Officers~~

- 23.02 **The Executive Officers are the President and Vice President.**

BECAUSE (RATIONALE): Updated to reflect the creation of the Equity Board Member – Indigenous position and to define Executive Officers.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 2. CONSTITUTION

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### HSAA WILL:

#### Amend Article 24 – Representation, as presented:

24.01 **The District Board members shall be comprised of five (5) members each from Calgary and Edmonton, and two (2) members each from the North, South and Central districts.**

**The Equity Board member(s) shall be comprised of (1) one member self-identified as Indigenous.**

~~Board Members shall be elected to represent the following HSAA districts:~~

- ~~(a) North;~~
- ~~(b) Central;~~
- ~~(c) Edmonton;~~
- ~~(d) Calgary; and~~
- ~~(e) South.~~

24.02 ~~Districts shall elect Board Members as follows:~~

- ~~(a) Edmonton and Calgary shall each be entitled to five (5) District Board representatives; and~~
- ~~(b) North, Central and South shall each be entitled to two (2) District Board representatives.~~

BECAUSE (RATIONALE): Updated to reflect the creation of the Equity Board Member – Indigenous position.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

### 3. CONSTITUTION

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#### HSAA WILL:

#### Amend Article 26 – Eligibility for Election or to Serve as an HSAA Representative, as presented:

- 26.01 Only active members in good standing are eligible for nomination, election or appointment.
- 26.02 *President or Vice-President*
- Any active member in good standing of the Union is eligible for nomination for the position of President or Vice-President.
- 26.03 *District Board Members*
- (a) ~~To be eligible for election in a district, a member must be employed in a bargaining unit in that district.~~ **Any active member in good standing of the Union who is employed in a bargaining unit within that district is eligible for nomination.**
- (b) In situations where a member ~~works~~ **is employed** in more than one district, that member must choose which district to run for in any given year and they cannot represent more than one district at any given time.
- (c) A member of the Board whose term does not expire at the next convention may only run for a vacant ~~District~~ **or Equity Board** position if they resign their current ~~District~~ **Board** position prior to the call for nominations.
- 26.04 *Equity Board Member(s)*
- (a) **Any active member in good standing of the Union who self identifies as a member of the designated equity group is eligible for nomination.**
- (b) **A member of the Board whose term does not expire at the next convention may only run for a vacant District or Equity Board position if they resign their current Equity Board position prior to the call for nominations.**

BECAUSE (RATIONALE): Updated to reflect the creation of the Equity Board Member – Indigenous position.

SUBMITTED BY: Board of Directors

## 4. CONSTITUTION

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### HSAW WILL:

#### Amend Article 27 – Nominations and Elections, as presented:

##### 27.04 District Board Members

###### (a) **Nomination:**

- (i) Any five (5) members in good standing in a district in which an election is to be held may nominate an eligible member to the Board.
- (ii) The nomination must be signed by the five (5) nominators and by the nominee to indicate their willingness to stand for election.
- (iii) Nominations shall begin after March 1, as determined by the Elections/Credentials Committee. Nominations must be received by the prescribed deadline.

###### (b) **Election:**

- (i) Each active member in a district in which an election is held shall receive an electronic ballot.
- (ii) Ballots shall be processed in accordance with the procedure determined by the Elections/Credentials Committee. Except for [Vacancies in Mid-Term/District and Equity Board Members](#), or where no candidate is nominated after the first call for nominations, elections for District Board members shall be completed no later than May 7.
- (iii) In the event that there is only one candidate in a district, that candidate shall be acclaimed.
- (iv) The Board Members so elected shall be sworn in and take office at the conclusion of the convention, or at the first Board meeting thereafter, but in every case no later than June 14.
- (v) Subject to the above, the election procedure shall be determined by the Elections/Credentials Committee and approved by the Board.

## **27.05 Equity Board Member(s)**

### **(a) Nomination:**

- (i) Any five (5) members in good standing may nominate an eligible self-identified equity member to the Board**
- (ii) The nomination must be signed by the five (5) nominators and by the nominee to indicate their willingness to stand for election.**
- (iii) Nominations shall begin after March 1, as determined by the Elections/Credentials Committee. Nominations must be received by the prescribed deadline.**

### **(b) Election:**

- (i) Each active self-identified member of the designated equity group in which an election is held shall receive an electronic ballot.**
- (ii) Ballots shall be processed in accordance with the procedure determined by the Elections/Credentials Committee. Except for *Vacancies in Mid-Term/District and Equity Board Members*, or where no candidate is nominated after the first call for nominations, elections for self-identified members of the designated equity group shall be completed no later than May 7.**
- (iii) In the event that there is only one candidate for the designated equity group, that candidate shall be acclaimed.**
- (iv) The Board Member so elected shall be sworn in and take office at the conclusion of the convention, or at the first Board meeting thereafter, but in every case no later than June 14.**
- (v) Subject to the above, the election procedure shall be determined by the Elections/Credentials Committee and approved by the Board.**

BECAUSE (RATIONALE): Updated to reflect the creation of the Equity Board Member – Indigenous position.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 5. CONSTITUTION

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### **HSAW WILL:**

#### **Amend Article 28 – Term of Office, as presented:**

- 28.01 The President and Vice-President shall each serve a term of three (3) years.
- 28.02 The District **and Equity** Board Members shall each serve a term of three (3) years.
- 28.03 The Board Members take office at the conclusion of the convention, or the first Board meeting thereafter, but in every case no later than June 14.
- 28.04 If elected mid-term the newly elected Executive Officer or Board Member is sworn in and takes office at the next Board meeting following their election.

BECAUSE (RATIONALE): Updated to reflect the creation of the Equity Board Member – Indigenous position.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 6. CONSTITUTION

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### HSAW WILL:

**Amend Article 29 – Election of District Board Members, as presented:**

### **Article 29 – ~~Election of District Board Members~~ Rotation of District Board Member Terms**

- 29.01 Elections for District Board Members shall be held in rotation so that not all positions are vacant in any year. The rotation shall be determined by the Elections/Credentials Committee.

BECAUSE (RATIONALE): Updated to clarify that the section refers to the rotation of District Board Member terms.

SUBMITTED BY: Board of Directors



Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 7. CONSTITUTION

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### HSAА WILL:

**Amend Article 32 – District Board Members, as presented:**

#### **Article 32 – District **and Equity** Board Members**

- 32.01 Should a **District or Equity** member of the Board vacate their position before completion of their three-year (3) term, the Elections/Credentials Committee shall arrange for ~~the an~~ election. ~~of a replacement from that district.~~
- 32.02 Should the term remaining for the newly elected/appointed Board Member be six (6) months or less they shall serve the balance of the term and, in addition, the following three-year (3) term of office.

### BECAUSE (RATIONALE):

Updated to reflect the creation of the Equity Board Member – Indigenous position.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 8. CONSTITUTION

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### HSAА WILL:

#### Amend Article 33 – Vacancy (Automatic), as presented:

- 33.01 The President or Vice-President shall automatically vacate their office if:
- (a) They resign in writing under their hand or has been deemed to resign under this article;
  - (b) They are removed from office by a vote of two-thirds (2/3) majority of a duly convened **Special meeting of the membership in accordance with *Article-Meetings of the Membership***; ~~general meeting of the Union~~;
  - (c) They are found to have compromised mental capacity;
  - (d) They become ineligible for active membership in the Union;
  - (e) They are no longer employed in an HSAА bargaining unit and the provision in Article - [Active Members](#) does not apply;
  - (f) They miss more than one-third (1/3) of the regularly scheduled Board meetings during any year of their term without valid reason acceptable to the Board.
- 33.02 Any **District or Equity** member of the Board shall automatically vacate their office if:
- (a) They resign in writing under their hand or has been deemed to resign under this article;
  - (~~b~~) They are removed from office by a vote of two-thirds (2/3) majority of a duly convened **Special meeting of the membership in accordance with *Article-Meetings of the Membership***; ~~general meeting of the Union~~;
  - (c) They are found to have compromised mental capacity;
  - (d) They become ineligible for active membership in the Union;
  - (e) They are no longer employed in an **HSAА** bargaining unit in the district in which they were elected;
  - (f) **They no longer self-identify as a member of the designated equity group;**

- (g) They miss more than one-third (1/3) of the regularly scheduled Board meetings during any year of their term without valid reason acceptable to the Board.

In the event that a member of the Board vacates their office before the annual convention, the vacancy shall be filled pursuant to provisions contained in the Constitution.

BECAUSE (RATIONALE): Updated to reflect the creation of the Equity Board Member – Indigenous position and to provide clarity of special meetings to align with article 48.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 9. CONSTITUTION

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### HSAW WILL:

#### Amend Article 35 – Leave of Absence, as presented:

- 35.01 The Board of Directors shall grant a leave of absence to any of its members in accordance with any applicable legislation.
- 35.02 The Board may grant any other leave of absence at its discretion.
- 35.03 If the Board approves a leave of absence request from a Board Member of longer than six months, it shall arrange for an election of a temporary replacement as per Article - [Vacancies in Mid-term/District and Equity Board Members](#). The term of office of the temporary Board Member duly elected shall terminate when the Board Member on leave returns to their position or the term expires.

BECAUSE (RATIONALE): Updated to reflect the creation of the Equity Board Member – Indigenous position.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 10. CONSTITUTION

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### HSAW WILL:

#### Amend Article 47 – Meetings of the Board, as presented:

- 47.01 Members of the Board shall have twenty-one (21) days' notice of regular meetings of the Board. Such notice may be verbal or written.
- 47.02 Special meetings of the board may be called by the President or any three (3) members of the Board. Members of the Board shall be given seven (7) days' notice (verbal or written). In urgent situations, this notice requirement may be waived by two-thirds (2/3) of the members of the Board.
- 47.03 Quorum of the Board shall be fifty percent plus one (50% +1) of the Board, including the President and Vice-President.
- 47.04 All votes shall be by a show of hands, unless a secret ballot is demanded by any **District** Board Member:
- (a) The results of votes shall be recorded in the minutes.
  - (b) In case of a tie vote, the resolution is defeated.

### BECAUSE (RATIONALE):

Updated to reflect the creation of the Equity Board Member – Indigenous position.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 11. CONSTITUTION

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### HSAA WILL:

#### Amend Article 48 – Meetings of the Membership as presented:

##### 48.04 Resolutions

- (a) A group of members or a Local Unit may bring matters before Convention for consideration by means of resolutions submitted to the Constitution, Bylaws, Resolutions & Policy Committee. These resolutions may include proposed constitutional changes, policy matters or position statements.
- (b) The Board of Directors may submit its own resolutions to Convention.
- (c) All resolutions for submission to Convention must be received at the Union head office at least **ninety (90)** ~~forty five (45)~~ days prior to Convention or they shall not be considered.
- (d) All policy resolutions shall not exceed 150 words.
- (e) Copies of resolutions shall be provided to all members at least thirty (30) days prior to Convention.
- (f) Emergency resolutions may be submitted **from the floor** in writing ~~to the table~~ at convention **by at** the close of the first day. An emergency resolution must deal with a subject matter that has arisen during the **ninety (90)** ~~forty five (45)~~ days immediately preceding the opening of the convention. The Constitution, Bylaws, Resolution & Policy Committee shall determine whether it is an emergent resolution or not and proceed accordingly.

BECAUSE (RATIONALE): The submission deadline was amended to provide sufficient time to bring back information to the membership to ensure they have the knowledge to properly vote on resolutions.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**12. CONSTITUTION**

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**HSAW WILL:****Amend Article 52.01 – Complaints Management Process, as presented:**

52.01 (a) Any member(s) who has (have) reasonable grounds to believe that another member, or a member of a Local Unit Executive, or a member of the Board of Directors, has been guilty of a breach of the Code of Ethics or a breach of any of the Constitution of the Union may make a complaint thereof in writing to the Executive Officers of the Union.

(b) A complaint under (a) above must be made within twenty-one (21) days of the date on which the complainant first knew, or in the circumstances ought to have known of the circumstances which are the basis of the complaint. No complaint shall be accepted beyond this twenty-one (21) day period.

**Notwithstanding the twenty-one (21) day time limit, incidents of harassment are not subject to the twenty-one (21) day timeline.**

(c) In the case of a complaint against a member of the Board of Directors, the Executive Assistant shall forward the complaint immediately to the President and/or Secretary Treasurer of the National Union of Public and General Employees (NUPGE) who shall determine whether the complaint was filed on time, in accordance with (b) above.

(d) In the case of all other complaints, the Executive Officer shall determine whether the complaint was filed on time, in accordance with (b) above.

(e) The decision of the NUPGE President / Secretary Treasurer or Executive Officer under (c) or (d) above, as the case may be, is final and will be served on the parties to the complaint. A party wishing to challenge this decision shall submit an appeal to the Members' Appeal Review Committee (MARC) within fifteen (15) days of receipt of the decision. The MARC shall determine the appeal by documentary review only.

BECAUSE (RATIONALE): Due to the nature of harassment, it may take time for members to report formal complaints; therefore, harassment should be excluded from the 21-day timeline.

SUBMITTED BY: Board of Directors

**13. CONSTITUTION**

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**HSAW WILL:****Amend Article 52.02 – Complaints Management Process as presented:****52.02 No member shall retaliate against a member because that member:**

- (a) has made or attempted to make a complaint under the Constitution,**
- (b) has given evidence or otherwise participated in, or may give evidence or otherwise participate, in the complaint process under the Constitution,**
- (c) has made or is about to make a disclosure that person may be required to make under the Constitution, or**
- (d) has assisted in any way in**
  - i. making or attempting to make a complaint under the Constitution, or**
  - ii. the investigation, settlement or a hearing of a complaint under the Constitution.**

**52.023** Within fifteen (15) days of receipt of the complaint, the Executive Officers shall assign an independent investigator, to be selected from a roster of qualified, third-party investigators that are recommended by the Constitution, Bylaws, Resolutions and Policy Committee, and pre-approved by the Board of Directors, who shall be supplied with:

- (a) A copy of the complaint;
- (b) A copy of the relevant sections of the Constitution;
- (c) Contact information for the complainant(s) and respondent(s) and known witnesses; and
- (d) Any other relevant information or documentary evidence.

**52.034** Within fifteen (15) days of receipt of the complaint, the Executive Officers shall provide the respondent(s) with a copy of the complaint and the name and contact information of the investigator.

**52.045** The investigator shall inquire into the complaint by contacting the complainant(s), respondent(s), and witnesses to determine if there is sufficient evidence to support the referral to the Discipline Committee.

**52.056** The investigator may, at their discretion, determine the scope of the investigation



and may, where there are multiple complainants, respondents, or witnesses, determine that it is not necessary to interview each complainant, respondent, or witness.

**52.067** The investigation shall be confidential. Information received by the investigator shall be held in strict confidence except as necessary to conduct the investigation and to report to the Executive Officers in accordance with Article 52.07. The investigator shall make every effort to conduct interviews outside the member's workplace and hours of work.

**52.078** The investigator shall report to the Executive Officers in writing, within forty-five (45) days of the appointment, summarizing their findings and providing any documentary evidence gathered during the investigation and shall recommend that:

- (a) The complaint be dismissed; or
- (b) An alternative dispute resolution mechanism be utilized.
- (c) A disciplinary hearing should be conducted.

**52.089** If the investigator's report recommends dismissal of the complaint the Executive Officers shall inform the complainant and respondent within fifteen (15) days of its receipt. A party wishing to challenge this decision shall submit an appeal to the Members' Appeal Review Committee (MARC) within fifteen (15) days of receipt of the decision. The MARC shall determine the appeal by documentary review only.

**52.0910** If the investigator's report recommends an alternative dispute resolution (ADR) the Executive Officers shall inform the complainant and respondent within fifteen (15) days of its receipt. The Executive Officers shall implement an ADR without delay. Where a party declines to participate in ADR, or the ADR does not result in a resolution between the parties, the complaint shall proceed to a hearing.

**52.4011** If the investigator's report recommends disciplinary hearing, the Executive Officers shall select five (5) members from the Discipline Committee within fifteen (15) days of its receipt.

**52.4412** An Executive Officer shall give notice in writing to the respondent(s) and to the complainant(s) specifying the date and place of the hearing, with particulars of the charge.

**52.4213** Notice shall be given to the respondent(s) and the complainant(s) not less than thirty (30) days prior to the hearing. Such notice shall be affected by regular mail and e-mail, sent to the last address mailing and e-mail addresses listed with the Union.

**52.4314** Should the respondent(s) or complainant(s) fail to attend the hearing:

- (a) In the case of the respondent(s), the hearing may proceed in their absence, upon proof of service of the notice in accordance with 52.12 upon them.

- (b) In the case of the complainant(s), the complaint may be dismissed, upon proof of service of the notice in accordance with 52.12 upon them.
- (c) In exceptional circumstances satisfactory to the Discipline Committee, an adjournment may be granted.

**52.4415** The Discipline Committee shall hear and determine the disposition of the complaint.

**52.4516** The Discipline Committee shall determine its own procedures and,

- (a) May accept oral or written evidence that it considers proper, whether admissible in a court of law or not;
- (b) Is not bound by the law of evidence applicable to judicial proceedings;
- (c) Shall follow the rules of natural justice in the conduct of its hearing;
- (d) Shall allow witnesses to be called and cross-examined;
- (e) Shall deliberate upon its decision in private, considering only the evidence and submissions raised during the hearing, to reach its decision; and
- (f) May retain legal counsel to advise it regarding its procedures and practices before and during the hearing.

**52.4617** The Executive Director, or designate, shall represent the interests of the Union in the disciplinary hearing. They shall present the evidence of the complaint at the hearing on behalf of the Union and shall make submissions at the hearing.

They shall be guided by the principle of making every effort to ensure that the whole truth, whether in support or against the complaint, is presented to the Discipline Committee. At the discretion of the Executive Director, or their delegate, legal counsel may be hired to assist.

**52.4718** The Executive Director shall make every effort to provide pre-hearing disclosure of the case that shall be presented on behalf of the Union to the respondent(s) and complainant(s) prior to the hearing.

**52.4819** The respondent(s) charged shall have the right, subject to the provisions of the *Labour Relations Code* and applicable privacy legislation:

- (a) To be informed of the charges and provided a full and complete copy of the complaint and any amendments or additions thereto;
- (b) To know the identity of the complainant(s);
- (c) To be provided with a copy of the investigator's report;
- (d) To be provided with any additional documentary evidence gathered by the investigator;
- (e) To call and cross-examine witnesses;
- (f) To be heard; and
- (g) To be represented by legal counsel.

**52.4920** The Discipline Committee shall, within fifteen (15) days render a decision, in writing, explaining the rationale for its decision and for any penalty assessed, that may include:

- A written reprimand
- Prohibition on holding elected positions in the Union
- Prohibition on attending Union events including Convention
- Removal from office\*
- Removal from an appointed position of the Union
- A fine up to \$25,000
- Suspension or expulsion from Union membership
- Any other discipline that is deemed appropriate.

\*subject to provisions of Articles - Removal from Office and Removal of Local Unit Executive Member

A copy of the decision shall be submitted to:

- (a) The Executive Officers;

- (b) The respondent(s);
- (c) The complainant(s); and
- (d) The Executive Director, designate or legal counsel.

The decision shall be sent to the respondent(s) and the complainant(s) by registered mail, email or courier, requiring a signature, or electronic acknowledgement, upon receipt.

**52.201** Should either party wish to appeal the decision of the Discipline Committee, they shall inform the Executive Officers in writing within fifteen (15) days of receiving the decision. Any appeal must be related to:

- (a) the findings of the Discipline Committee; or
- (b) the severity of the sanction.

**52.242** The Members' Appeals and Review Committee (MARC) shall hear any appeal within fifteen (15) days. This shall be completed by documentary review. The decision of the MARC is final.

**52.223** The complainant(s) and the respondent(s) shall be notified of the decision and rationale of the MARC without delay by registered mail, email, or courier, requiring a signature or electronic acknowledge upon receipt.

**52.234** Any member who has been expelled from the Union shall forfeit all rights and benefits of membership.

**52.245** Any member who has been expelled from the Union may apply to the Board of Directors for reinstatement after five (5) years. This may be granted by a two-thirds (2/3) vote.

BECAUSE (RATIONALE): Proposed language added to protect members from retaliation.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 14. CONSTITUTION

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### HSAA WILL:

#### Amend Article 25 – Local Unit as presented:

**25.01 A Local Unit shall be composed of ten (10) members or more.**

25.042 Members are by default assigned to a Local Unit. However, a group of HSAA members may define itself as a “Local Unit” of HSAA, with consideration to the following principles:

- (a) Members covered under the same bargaining certificate existing at the same site are encouraged to amalgamate into one Local Unit.
- (b) Members covered by separate bargaining certificates existing at the same site may opt to amalgamate.
- (c) Members covered by the same bargaining certificate with small numbers at multiple sites may wish to act as one Local Unit.

### BECAUSE (RATIONALE):

To ensure that there is a sufficient number of members within a Local Unit to achieve the directives set out in Policy: *Purpose of a Local Unit* and to align with the goals for Local Units in the Strategic Plan.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**15. OCCUPATIONAL HEALTH & SAFETY**

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**HSAW WILL:**

**Work with affiliates to advocate on behalf of members to the Alberta government to include mental occupational injury in presumptive legislation for all front-line workers to specifically include:**

- **All scientifically recognized types of mental injury, including, but not limited to PTSD.**
- **Workplace stressors that cause both chronic psychological injuries and acute mental injuries.**
- **Both traumatic and nontraumatic workplace stress triggers**

**BECAUSE (RATIONALE):**

Evidence shows that front-line workers are screening positive for high rates of clinically significant symptoms consistent with one or more mental disorders like post-traumatic stress disorder, major depressive disorder, generalized anxiety disorder, social anxiety disorder, panic disorder, mood disorder and substance abuse.

**AND BECAUSE (RATIONALE):**

Some front-line professions are almost 4.5 times more likely than the general population to screen positive for mental injury.

**AND BECAUSE (RATIONALE):**

There are no national standards on presumptive laws, creating inconsistencies in presumptive coverage across the country with some provinces resulted in unequal treatment of workers, and in some workers' rights to occupational health and safety are not protected at all.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 16. POLITICAL ACTION

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### **HSAW WILL:**

**Work with affiliate unions to develop and share collective agreement language that helps address potential abuses of AI.**

### **AND HSAW WILL:**

**Lobby the provincial government for restrictions on the use of AI in public services at the provincial level.**

### **AND HSAW WILL:**

**Call on the National Union of Public and General Employees (NUPGE) to lobby the federal government to adopt restrictions on the use of AI that are strong enough to protect human rights, privacy, and labour rights.**

### **BECAUSE (RATIONALE):**

How AI is used and what controls are put in place will determine whether working people benefit from it.

### **AND BECAUSE (RATIONALE):**

No provincial legislation regulating the use of AI has been introduced.

### **AND BECAUSE (RATIONALE):**

The risks to human rights, privacy and labour rights if restrictions are not put in place haven't received enough attention from governments.

### **AND BECAUSE (RATIONALE):**

Governments need to be putting restrictions in place to prevent violations of human rights, privacy, and labour rights. These restrictions need to apply to both the public and private sectors.

### **AND BECAUSE (RATIONALE):**

Intelligence and Data Act will not protect human rights, privacy, and labour rights.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**17. HEALTH SERVICES & COMMUNITY SOCIAL SERVICES**

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**HSAW WILL:**

**Work with partner Unions and allies to pressure the government for stable funding for true systems of care that includes health care, home care, addictions care, elder care, childcare, social services, and supports for people with disabilities.**

**AND HSAW WILL:**

**Advocate to end the unequal gender distribution of paid and unpaid care.**

**AND HSAW WILL:**

**Advocate for fair compensation and decent working conditions for care workers.**

**AND HSAW WILL:**

**Educate workers, public and governments on the value of care to the well-being of women, families, communities and the economy.**

**AND HSAW WILL:**

**Continue raising the profile of care workers, the work they do and the conditions they face.**

BECAUSE (RATIONALE): HSAW members work in the system of care and deserve good working conditions and fair wages.

AND BECAUSE (RATIONALE): Everyone needs care at some point; it is central to social, economic and environmental well-being.

AND BECAUSE (RATIONALE): Women disproportionately provide unpaid caregiving which can affect their own well-being, and participation in the work force.

AND BECAUSE (RATIONALE): Workers in the care economy face diverse challenges, but common are low wages, poor working conditions, lack of benefits, precarious employment, and high turnover. Staffing shortages that predated the pandemic are worsening due to overwork and burnout. The dramatic increase in cost of living has many of these low-paid workers struggling even harder to meet their basic needs such as housing and food.

AND BECAUSE (RATIONALE): Care is a human right. We need to ensure care work and workers are properly valued through a publicly funded and managed system with a unionized workforce.

SUBMITTED BY: Board of Directors



Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 18. HEALTH HUMAN RESOURCES

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### **HSAA WILL:**

**Call on the provincial government to significantly increase funding for health-care worker retention programs, including creating an immediate emergency fund for this purpose.**

### **AND HSAA WILL:**

**Demand enhanced mental health and safety support legislation for all health-care workers in Alberta.**

### **AND HSAA WILL:**

**Call on the Alberta Federation of Labour to work with the Canadian Labour Congress and provincial and national affiliated Unions to:**

- **Advocate for a Pan-Canadian Health Human Resources Strategy to address workforce shortages in the public health-care system.**
- **Call for the creation of a Public Agency for Mobile Health Workers Staffing to regulate and stabilize the public health-care sector.**
- **Advocate for the inclusion of Alberta Unions and health agencies in striking a Public Health Care Sectoral Table tasked with coordinating the Pan-Canadian Health Human Resources Strategy.**

**BECAUSE (RATIONALE):** The health-care staffing crisis is severely impacting all HSAA members across our province.

**AND BECAUSE (RATIONALE):** Alberta cannot solve the staffing crisis on our own, the Canadian public health-care system is in a state of crisis. Chronic underfunding, a lack of coordinated planning and a lack of attention to the shortage of public health-care workers have undermined the public system.

**AND BECAUSE (RATIONALE):** The shortage of health-care workers is impeding quality of care and putting lives at risk.

**AND BECAUSE (RATIONALE):** Strong action is needed to retain public health-care workers and to provide support for further recruitment and training of health-care workers to address the shortages. The strategy must include standardized data collection to allow for effective planning and policymaking, as well as enhanced mental health and safety support initiatives to protect the well-being of health care workers.

AND BECAUSE (RATIONALE): Without dramatically increased retention and recruitment efforts, we will see more public health-care workers leaving.

AND BECAUSE (RATIONALE): The establishment of a Public Agency for Mobile Health Workers Staffing is also critical to regulating and stabilizing the workforce, ensuring that all Canadians have access to the care they need, regardless of where they live. This public agency would remove the need for private health staffing agencies, which undermine public health care delivery.

AND BECAUSE (RATIONALE): The crisis in health care staffing is not just a problem for health workers: it is a national emergency that threatens the health and well-being of every person in Canada. Provinces must work with and support the federal government in addressing the health human resources crisis.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**19. POLITICAL ACTION**

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**HSAA WILL:**

**Lobby all levels of government to increase funding for women's health programs and research.**

**AND HSAA WILL:**

**Work with other labour Unions and partner groups to produce sample contract language and/or policy language that would allow women to take time off without stigma or financial penalty for issues related to hormonal health such as menstrual pain.**

**AND HSAA WILL:**

**Work with other labour Unions and partner groups on Women's Issues to raise awareness of the disparities that exist in the health-care system regarding women's health.**

**AND HSAA WILL:**

**Call on the Alberta Federation of Labour to work with the Canadian Labour Congress and affiliates and allies to pressure all levels of government to address the issue.**

**AND HSAA WILL:**

**Work with Provincial and National labour organizations and partner groups to advocate for the inclusion of provincial unions and health agencies in striking a Public Health Care Sectoral Table tasked with coordinating the Pan-Canadian Health Human Resources Strategy.**

**BECAUSE (RATIONALE):** Nearly 80% of the membership of our Union are women.

**AND BECAUSE (RATIONALE):** Women and gender-diverse people are stereotyped as exaggerating their pain for attention and are often disregarded when talking about their symptoms. This results in women not seeking medical attention, living in severe pain, having symptoms that affect their ability to work, impact their quality of life, and can put their lives at risk.

**AND BECAUSE (RATIONALE):** Women's health research receives less than 7% of medical research funding in Canada according to the Women's Health Collective Canada (WHCC). It has only recently been discovered that heart disease, one of the most prevalent conditions that harms and kills women, presents differently in women, often with more complex and undetectable symptoms. Research must be done to determine how symptoms manifest differently for women than men.

AND BECAUSE (RATIONALE): Women have been excluded from most clinical trials as scientists believed that female hormones would distort results impacting knowledge and risks associated with drug effects in women.

AND BECAUSE (RATIONALE): Conditions such as painful periods, perimenopause, and menopause are not adequately addressed. Pain and premenstrual syndrome are often dismissed and severe conditions such as endometriosis, which can lead to infertility, go undiagnosed or untreated. The Menopause Foundation of Canada reports that 1 in 4 women suffer severe menopausal symptoms and 10% stop working.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 20. POLITICAL ACTION

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### **HSAW WILL:**

**Continue to advocate for a universally accessible, publicly funded and delivered, not-for-profit, inclusive, and high-quality childcare system.**

### **AND HSAW WILL:**

**Work with allies to monitor the implementation of the early learning and childcare agreements in Canada and Alberta with particular attention to the need to expand public and not-for-profit childcare.**

### **AND HSAW WILL:**

**Continue working with provincial and national allies to advance our shared goals for a universal childcare system and call on all levels of Government to support it.**

BECAUSE (RATIONALE): Having access to high-quality early learning and childcare plays a critical role in children's development, supports families and contributes positively to our economy and society.

AND BECAUSE (RATIONALE): HSAW has long advocated for a national childcare system that is universally accessible, publicly funded and delivered, not-for-profit, inclusive, and high quality.

AND BECAUSE (RATIONALE): Even with recent progress on a Canada-wide early learning and childcare system, gaps remain. As childcare fees have decreased under the new federal-provincial-territorial agreements, the increase in the number of childcare spaces has not kept pace with demand meaning many families still can't access affordable childcare.

AND BECAUSE (RATIONALE): For-profit providers are waiting in the wings to "solve" the problems in the Canada-wide system with Alberta pushing the federal government to loosen restrictions preventing public funding from going to the for-profit childcare sector.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**21. POLITICAL ACTION**

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**HSAA WILL:**

**Work with other labour Unions and partner groups to produce sample contract language and/or policy language on workplace supports, training and safety policies for HSAA bargaining.**

**AND HSAA WILL:**

**Advocate the government to mandate intimate partner violence and domestic violence training in all workplaces in Alberta.**

**AND HSAA WILL:**

**Encourage employers to coordinate training on intimate partner and domestic violence at work.**

**AND HSAA WILL:**

**Lobby the provincial government to ensure that intimate partner violence and domestic violence leave is available to all Albertans for a minimum of 5 days.**

**AND HSAA WILL:**

**Lobby governments to increase funding to community services, transitional housing and provide the affordable housing to those rebuilding their and their children's lives after escaping intimate partner or domestic violence.**

BECAUSE (RATIONALE): Intimate partner violence and domestic violence is a workplace issue that affects a significant number of union and non-unionized workers. It can lead to workplace safety issues, absenteeism, among many other far-reaching impacts to the worker and their co-workers, and that makes it a union concern.

AND BECAUSE (RATIONALE): Education, awareness and proactive measures in the workplace are essential to curving the rate of intimate partner and domestic violence and provide knowledge on how to respond and support someone facing it.

AND BECAUSE (RATIONALE): Anyone can be a victim of intimate partner violence or domestic violence, but women, girls and gender-diverse people are more likely to be affected, as are gender-diverse people. It is disproportionately higher for women who are racialized, Indigenous, living with disabilities, transgender, immigrants, and refugees. Furthermore, marginalized women and gender-diverse people face barriers in accessing supports.

AND BECAUSE (RATIONALE): The COVID -19 pandemic caused a pandemic within a pandemic with an alarming increase in intimate partner and domestic violence causing an increase demand on shelters and community supports. In addition, rapid inflation and rise of the cost of living has placed additional stress on households, as

people struggle to cover basic needs such as food and housing. These increased pressures can lead to higher rates of violence and abuse.

**AND BECAUSE (RATIONALE):**

There are numerous policy responses that are needed. Access to affordable housing, adequately resourced shelters and transition housing, and community-based supports are crucial to those fleeing violence—for both their immediate safety and long-term healing.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**22. GOVERNANCE**

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**HSAA WILL:****Develop dedicated union training program specific to engaging young workers in their Union.****AND HSAA WILL:****Explore ways to reduce barriers to young workers' participation in our union and the labour movement.****AND HSAA WILL:****Encourage locals to facilitate young worker participation in H S A A events.****AND HSAA WILL:****Encourage Local Units to engage in succession planning with advice from their young workers and young members from a diverse range of backgrounds.****AND HSAA WILL:****Support NUPGE to submit a resolution to the Canadian Labour Congress to raise the age limit for the Young Workers' Advisory Committee to 35 and under.****BECAUSE (RATIONALE):** As of March 2025, approximately 6,100 active members of HSAA are young workers.**AND BECAUSE (RATIONALE):** Engaging young workers is a challenge for many unions. Many young workers are focused on establishing their careers and have many competing life priorities that leave them with less time to get involved.**AND BECAUSE (RATIONALE):** Many young workers work two or more jobs to earn a living wage (usually without benefits) which eats into the amount of personal time they have.**AND BECAUSE (RATIONALE):** Union orientation time is restricted by the employers and are often held soon after someone is hired and being bombarded with information about their new roles. This negatively affects HSAAs ability to onboard, educate and engage new members reducing the likelihood that young workers will get involved.**AND BECAUSE (RATIONALE):** There is often a perception that young workers aren't "ready" or don't have enough to contribute to unions, or that they don't care. It is important to counter this—young workers need to be valued and feel seen for them to participate in our Union.

SUBMITTED BY: Board of Directors



Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**23. HEALTH HUMAN RESOURCES**

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**HSAA WILL:**

**Work to increase awareness of the damage that privatization does to public services; the financial cost, access and how privatizing health-care services impacts health-care workers.**

**AND HSAA WILL:**

**Build on the approach taken to respond to the health human resources crisis by working with allies to develop public solutions to problems facing public services, particularly health care, and to lobby for their adoption by governments.**

**AND HSAA WILL:**

**Support efforts to reduce the secrecy surrounding privatization including stronger access to information laws, stronger reporting requirements for corporations lobbying governments, and government requirements for corporations to report who really controls them in a publicly accessible registry.**

BECAUSE (RATIONALE): Privatization of healthcare has been a threat to both the quality of the services the public receives and the working conditions for the people who deliver them.

AND BECAUSE (RATIONALE): We see the impact of underfunding in our public health-care system. Problems like shortages of health-care professionals and gaps in primary care are being used by the privatization industry to undermine support for public health care. The privatization industry is claiming that privatization will fix the problems with health care, but it is making it worse.

AND BECAUSE (RATIONALE): People are being forced to pay out of pocket for services that should be covered by in the public health-care system. Those who can't afford to pay, or who can't find private alternatives, are waiting longer for treatment in the public system, or going without the care they need.

AND BECAUSE (RATIONALE): Because of the problems underfunding has created in the health care and other sectors, protecting public services requires more than just opposing privatization. To successfully fight privatization, we need to be putting forward public solutions to the problems caused by starving public services of resources, starting with adequate funding.

AND BECAUSE (RATIONALE): With the secrecy surrounding privatization, the public accountability that is essential for democratic control of public services is undermined.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**24. CLIMATE JUSTICE**

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**HSAA WILL:**

**Lobby governments to take ambitious, meaningful action on the climate crisis, including reducing emissions and investing in adaptation highlighting the direct impacts the climate crisis has on our health-care system.**

**AND HSAA WILL:**

**Emphasize the role of public services in mitigating climate change and adapting to its effects.**

**AND HSAA WILL:**

**Use the social determinants of health to advocate for initiatives that promote the development of sustainable and equitable communities to reduce health inequalities and mitigate the impacts of climate change on the health-care system.**

**AND HSAA WILL:**

**Continue to work with allies through the Alberta Health Professionals for the Environment, Climate Action Network Canada, the Green Economy Network, the Canadian Labour Congress to advocate for climate justice.**

BECAUSE (RATIONALE): Climate change will continue to impact all facets of health and is a threat to public health. It affects the health of Albertans, raises the cost of health care and negatively impacts HSAA members and is impacting all of us in our communities and in our workplaces.

AND BECAUSE (RATIONALE): Climate change does not impact everyone equally. Some people are more vulnerable because of their economic situations increasing exposure and ability to adapt. Marginalized communities, particularly Indigenous peoples, are disproportionately experiencing the negative impacts of climate change.

AND BECAUSE (RATIONALE): Climate justice means tackling climate change, inequality and injustice together. We need solutions that not only transition us to a greener, more sustainable world, but that also promote equity and justice.

AND BECAUSE (RATIONALE): Governments must play a leading role. The public sector has an important role to play in facilitating climate action. Strong, robust public services are also critical to adapting to the impacts of climate change, from fighting fires to health care to providing education and training.

SUBMITTED BY: Board of Directors

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**25. MEMBER SERVICES**

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**HSAW WILL:**

**Move to a Direct Deposit system for all members and away from the dates and archaic paper cheques.**

**BECAUSE (RATIONALE):**

It is 2025.

**AND BECAUSE (RATIONALE):**

Long gone are the days of McDonalds using styrofoam, builders using asbestos and the general populace having had a cheque book. Time for HSAW to ride this wave

**SUBMITTED BY: Edmonton Metro EMS Local Unit**

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 26. GOVERNANCE

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### **HSAA WILL:**

#### **Assign a unique number to each Local.**

#### BECAUSE (RATIONALE):

This will make it easier for Locals to be identified and refer to themselves when communicating with members.

#### AND BECAUSE (RATIONALE):

This will give Locals an increased sense of autonomy and identity.

#### AND BECAUSE (RATIONALE):

This will make it easier for Locals to create clothing and swag that identifies what Local they belong to.

#### AND BECAUSE (RATIONALE):

This will align HSAA with a common practice of most other trade unions.

SUBMITTED BY: Alex Robb and Kelly Sherwood

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 27. CONSTITUTION

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### HSAA WILL:

#### Amend Article 19 – Fees and Dues as presented:

19.02 The dues of the Health Sciences Association of Alberta shall be ~~1.4~~ **1.5** percent of gross earnings, **of which 0.1 percent shall be allocated to the Strike Fund.**

#### BECAUSE (RATIONALE):

Our strike fund is what gives us power in collective bargaining. A bigger strike fund, even if not used, sends a clear message to the employer that we are capable of sustained and prolonged job action.

#### AND BECAUSE (RATIONALE):

The current labour climate is hostile and likely to get worse. It is not a matter of if we will ever need our strike fund but rather a matter of when.

#### AND BECAUSE (RATIONALE):

If we want to build power, we must commit to growing our strike fund every year that it is not used.

SUBMITTED BY: Alex Robb and Micheal Lockerby

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**28. GOVERNANCE\*\***

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**HSAA WILL:**

**Reinstate the following member lead Committees - Young Workers, Political Action, Women's, and Social Justice - that previously gave diverse groups of members from all areas of HSAA a voice and ability to address issues both inside and outside Our Union that effected these groups.**

**BECAUSE (RATIONALE):**

These committees gave massive opportunity for members to become engaged in Our Union that when they were removed were not replaced with any opportunities of the same level.

**AND BECAUSE (RATIONALE):**

These Committees gave a voice to groups that get buried under the greater Union Body.

**AND BECAUSE (RATIONALE):**

These Groups recruited, trained, and built the future of Our Union, and without them engagement and involvement will dwindle.

**AND BECAUSE (RATIONALE):**

When this change was made, we were promised it would fall under HSAA Staff work, and in the last year since the change was made nothing has been heard on any of the topics so closely followed by these groups.

**AND BECAUSE (RATIONALE):**

It gives members a face and a voice. It allows for more than the Board and Executives to speak to membership and builds a community of engagement for Our Union.

**SUBMITTED BY: Eric Townshend, Montana Schneider and Danica Armstrong.**

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_  
Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**29. MEMBER SERVICES**

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**HSAA WILL:**

**Review, further develop, and implement additional systems relating to submitting Member and LU/E expense claims to include an online submission form and approval process followed by electronic reimbursement (eTransfer).**

**BECAUSE (RATIONALE):**

This change would align with the current Member expense reimbursement process, support timely payments to Members who pay out of pocket, reduce union reimbursement costs related to paper cheques and postage, digitize and expedite approval from LUEs/HSAA, as well as increase the likelihood of member’s willingness to pay for expenses up front when supporting LU/E activities.

SUBMITTED BY: Edmonton Community Health Hub North Local Unit

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_  
Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**30. MEMBER SERVICES**

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**HSAW WILL:**

**Review, develop, and implement new systems relating to T4s and Members ability to generate and obtain them via the HSAW website, as required.**

**BECAUSE (RATIONALE):**

This change would increase timely access to tax documents, reduce union costs related to paper copies and postage, as well as increase Members use of and familiarity of the HSAW website.

SUBMITTED BY: Edmonton Community Health Hub North Local Unit



Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 31. GOVERNANCE

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### **HSAA WILL:**

**Review, establish, and implement new systems relating to HSAA domain hosted (@hsaa.ca) email addresses for LUE Members to use to conduct union business.**

### **BECAUSE (RATIONALE):**

These email addresses will be managed by HSAA and utilized for all future LUEs. This change would allow LUE members to move away from using personal email addresses for LUE business and increase timely responses to Members' questions and concerns as well as improve the handover experience for new/incoming LUE Members.

SUBMITTED BY: Edmonton Community Health Hub North Local Unit

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_  
Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**32. CONSTITUTION**

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**HSAW WILL:**

**Amend Article 59 – Dell Taylor Memorial Education Fund as presented:**

59.01 The purpose of the Dell Taylor Memorial Education Fund is to provide assistance to members enrolling in a course of studies related to that member's discipline.

Such monies are to be used for the payment of registration, examination, ~~and/or~~ tuition fees **and/or travel expenses** exclusively.

**BECAUSE (RATIONALE):**

Not all discipline-related seminars, conferences or courses are local and may require associated travel expenses.

**AND BECAUSE (RATIONALE):**

This additional criterion will not alter the current available funding limit of \$350 per fiscal year (March 01- February 28).

**AND BECAUSE (RATIONALE):**

This additional criterion for the Dell Taylor Memorial Fund aligns with the Elisabeth Ballermann Social Justice & Labour Relations Fund.

SUBMITTED BY: Rhonda Kew and Kaitlin Fong.

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_  
Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

### 33. GOVERNANCE

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#### **HSAA WILL:**

**Encourage the Board to establish a Board Mandated EMS Committee.**

#### BECAUSE (RATIONALE):

Emergency Medical Services in Alberta still trail most of their peers across Canada in performance metrics that affect public safety;

#### AND BECAUSE (RATIONALE):

Historical short staffing, burnout, and psychological injuries have deteriorated the quality of care that HSAA's paramedics want to provide to Albertans and to themselves;

#### AND BECAUSE (RATIONALE):

The advocacy of the ad hoc EMS Committee in the recent past at HSAA provided an award-winning public campaign that brought paramedics into the conversations of Albertans, leading to significant changes in structure, funding, and delivery that improved EMS for as long as the Committee was active.

SUBMITTED BY: Calgary Suburban EMS Local Unit

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

### 34. GOVERNANCE

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#### **HSAA WILL:**

**Allow fulsome debate and extensions to occur BEFORE the Board introduces their recommendation of resolutions.**

#### BECAUSE (RATIONALE):

It is the mandate of the HSAA board to carry out the will of membership, and not vice versa.

#### AND BECAUSE (RATIONALE):

Delegates should consider whether resolutions are beneficial to their local units, not whether the resolutions are recommended by the executives.

#### AND BECAUSE (RATIONALE):

Some of HSAA's most enduring and definitive resolutions have been forged against the recommendations of the Board, it is therefore in the best interest of delegates and members at large that outside influence be limited to the period that debate of the issue has ended.

SUBMITTED BY: Calgary Suburban EMS Local Unit

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

### 35. POLITICAL ACTION

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#### **HSAW WILL:**

**Continue to advocate for the Professional Regulation of Addictions Counsellors and protect against the deskilling of the profession by remaining an active voice to protect Albertans who access Addictions and Mental Health Services.**

#### BECAUSE (RATIONALE):

This government continues to delay the registration of Addictions Counsellors, 10 years' worth of delays in fact.

#### AND BECAUSE (RATIONALE):

This government's Recovery Model endorses the use of Recovery Coaches, through their own Recovery Coach program.

#### AND BECAUSE (RATIONALE):

This vulnerable population of people deserve to have skilled educated professionals providing evidence/science-based services.

#### AND BECAUSE (RATIONALE):

Addictions Counsellors deserve a regulatory body, to keep up safe and up to date on professional practices.

SUBMITTED BY: Sheri Carter, Celine Koryzma, Lee Cochlan, Cassie Schattle, Melissa Spataro, Amy Laughlin and Kristina Brache.

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

### 36. HEALTH SERVICES & COMMUNITY SOCIAL SERVICES

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#### **HSAW WILL:**

**Continue to fight this Government's messaging, especially around Opioid deaths, and their introduction of Compassionate Care Legislation.**

#### **BECAUSE (RATIONALE):**

This government continues to send out information that is based on their Recovery Model and not what is evidence/science based.

#### **AND BECAUSE (RATIONALE):**

Albertans trust HSAW and our professionals on giving accurate information.

**SUBMITTED BY:** Sheri Carter, Celine Koryzma, Lee Cochlan, Cassie Schattle, Melissa Spataro, Amy Laughlin and Kristina Brache.

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_  
Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**37. HEALTH SERVICES & COMMUNITY SOCIAL SERVICES**

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**HSAA WILL:**

**Continue to advocate for safe consumption sites and harm reduction approaches, across Alberta which are science/evidence-based practices.**

**BECAUSE (RATIONALE):**

This government continues to close these sites, this is causing serious harm to those who use these sites including overdoses, other medical issues, strain on other medical sites and death in some cases.

**AND BECAUSE (RATIONALE):**

Albertans trust HSAA professionals to provide accurate science/evidence-based practices.

**AND BECAUSE (RATIONALE):**

People will die without these sites

**SUBMITTED BY:** Sheri Carter, Celine Koryzma, Lee Cochlan, Cassie Schattle, Melissa Spataro and Kristina Brache.

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_  
Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

### 38. POLITICAL ACTION

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#### **HSAA WILL:**

**Continue to advocate that Addiction Care is Health Care.**

#### **HSAA WILL:**

**Request the Alberta Federation of Labour promote Addictions care is Health Care, promote our campaign and that the AFL will advocate and work with all of its affiliates that Addictions Care is Health Care.**

#### **HSAA WILL:**

**Call upon NUPGE to advocate that the Canadian Health Coalition include Addictions Care is Health Care in its next Federal Lobby Day.**

#### **BECAUSE (RATIONALE):**

HSAA members voted to form an ad hoc Addictions and Mental Health Committee, which has now met for 2 years and met its mandate.

#### **AND BECAUSE (RATIONALE):**

This campaign has been one of HSAA's most successful campaigns, within our members and Albertans in general.

#### **AND BECAUSE (RATIONALE):**

This is a national issue, affecting Canadians from coast to coast to coast.

#### **AND BECAUSE (RATIONALE):**

The work doesn't end with us, this needs more Provincial and National attention.

**SUBMITTED BY: Sheri Carter, Celine Koryzma, Lee Cochlan, Cassie Schattle, Melissa Spataro, Amy Laughlin and Kristina Brache.**



Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**39. FINANCE****HSAA WILL:**

**Restore the annual Local Unit funding for units with 10 or fewer members to a minimum of \$750.**

**BECAUSE (RATIONALE):**

Increasing member engagement, at the local level, has been a movement/ change in strategy, our union is working towards and has continued to focus on,

**AND BECAUSE (RATIONALE):**

This will allow member engagement to continue & even develop if it can keep up with inflation and rising costs,

**AND BECAUSE (RATIONALE):**

Rural and remote local units will utilize these funds for local engagement, education & learning opportunities when attending more centralized union events are not feasible,

**AND BECAUSE (RATIONALE):**

Restoring funding demonstrates that HSAA values all members equally—regardless of worksite size or location.

**AND BECAUSE (RATIONALE):**

As a Local Unit operating in a rural area, we face significant barriers that our urban counterparts may not. Many of our members cannot attend Convention, LRC, or other union events—not because of lack of interest, but because our site is chronically short-staffed and it's nearly impossible to take time off. This isolation makes local engagement even more important.

The reduction in Local Unit funding from \$750 to \$500—while modest on paper—is a 33% cut that drastically limits our ability to engage members, particularly in the face of rising costs. Hosting AGMMs, wellness lunches, or even informal appreciation events becomes a financial strain under the current allocation.

This funding cut disproportionately impacts smaller and rural units, at a time when we need every member to feel included and engaged—especially during a tough bargaining round.

Restoring this funding is not just a matter of correcting a financial decision—it is a meaningful opportunity to act on our union's values of solidarity, equity, and respect. It sends a clear message that every member, no matter how remote their worksite or how small their unit, is equally valued and supported. In this critical moment, we ask Convention delegates to support this resolution and demonstrate that HSAA stands united—that no member is left behind because of where they live or the size of their Local Unit.

SUBMITTED BY: Fairview EMS Local Unit

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 40. CONSTITUTION

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### HSAW WILL:

#### Amend Article 27 – Nominations and Elections as presented:

27.01 **Election of the President and Vice President shall be conducted by ranked choice voting.**

All **other Board Member** elections shall be determined by a single ballot; the member(s) with the largest number of votes shall be declared elected. Where two Board positions are vacant, the member with the second largest number of votes shall also be elected.

#### BECAUSE (RATIONALE):

Ranked choice voting is more democratic and allows voters to rank candidates in order of preference as opposed to just choosing one candidate.

#### AND BECAUSE (RATIONALE):

Ranked choice voting has been proven to improve representative outcomes, discourage negative campaigning, increase voter participation and lower barriers to minority candidates winning elections.

#### AND BECAUSE (RATIONALE):

Many other large unions and democratic organizations already use ranked choice voting for leadership elections. This resolution would align HSAW with the best democratic process being used by similar organizations.

SUBMITTED BY: Alex Robb and Sean Wheeler

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**41. GOVERNANCE\*\***

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**HSAA WILL:**

**Determine the eligibility of members to participate in workshops, committees and conventions with priority given to full time and part time members over casual members because it will encourage greater participation and interaction amongst active dues paying members.**

**HSAA WILL:**

**Determine the local unit casual members are associated with by the site they work the most hours.**

**BECAUSE (RATIONALE):**

1. Active dues paying members get more opportunity to participate in HSAA events before active non- dues paying members.
2. Availability for casual members to pick up shifts to cover active dues paying members to cover their shift.
3. Increase participation for members and communication in their worksite to promote union involvement.
4. Promote members to take on roles and engaging in union activism.
5. Increased opportunity to educate members on the support HSAA provides to the membership to promote better working conditions.

**AND BECAUSE (RATIONALE):**

1. Increase the number of active local units.
2. Members, being associated with the local unit they're the most engaged.
3. Increase member participation which will promote members to take on roles and engage in union activities.

**SUBMITTED BY: Lethbridge Chinook Regional Hospital Local Unit**

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**42. GOVERNANCE\*\***

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**HSAA WILL:**

**Adopt a policy prioritizing the selection of union members for workshops, committees, and conventions based directly on the number of hours worked by each member, irrespective of their employment position (full-time, part-time, or casual).**

**HSAA WILL:**

**Determine the local unit members are associated with by the site they work the most hours.**

**BECAUSE (RATIONALE):**

1. The priority for selection be proportionally assigned to members with higher hours worked, ensuring fairness and acknowledgment of their contribution to the workforce.
2. Increase availability for casual members to pick up shifts to cover active dues paying members to cover their shift.
3. Increase participation for members and communication in their worksite to promote union involvement.
4. Promote all members to take on roles and engaging in union activism.
5. Increased opportunity to educate members on the support HSAA provides to the membership to promote better working conditions.
6. Encourage greater participation and interaction amongst active dues paying members.

**AND BECAUSE (RATIONALE):**

1. Increase the number of active local units.
2. Members represent and associate with the local unit they're the most engaged.
3. Increase member participation which will promote members to take on roles and engage in union activities

**SUBMITTED BY: Lethbridge Chinook Regional Hospital Local Unit**

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

### 43. LABOUR RELATIONS ADVOCACY

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#### **HSAA WILL:**

**Advocate for recognition of the cumulative education of Advanced Care Paramedics—including Primary Care Paramedic training and relevant post-secondary education—when considering compensation structures, with the goal of improving wage equity and professional recognition within the scope of HSAA’s advocacy efforts.**

#### **BECAUSE (RATIONALE):**

Advanced Care Paramedics complete significant education and training, including Primary Care Paramedic certification and often other relevant post-secondary credentials. Acknowledging this full educational pathway supports fair compensation and professional respect. This resolution aligns with HSAA's commitment to equitable recognition of qualifications and will involve financial implications related to wage advocacy and administrative support. This proposal does not engage in bargaining, but rather encourages a strategic approach to advocacy for fair valuation of ACP qualifications.

SUBMITTED BY: Jonathan Schwab, Greg Barras, David Harris, Denise Vanderkooi and Katie Churchill

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

#### 44. GOVERNANCE

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**HSAW WILL:**

**Release electronic voting results to local unit memberships following a local unit election. Information shall include but not be limited to, total number of ballots casted and vote results for each candidate.**

**BECAUSE (RATIONALE):**

Releasing results promotes transparency in election process while highlighting engagement.

**AND BECAUSE (RATIONALE):**

Results help membership understand the engagement health of the local unit.

**AND BECAUSE (RATIONALE):**

Sharing electronic voting results would mirror the same results sharing of in-person ballot voting practices.

SUBMITTED BY: Calgary Metro EMS Local Unit

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 45. GOVERNANCE

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### **HSAA WILL:**

**Provide a secure communication platform, ideally email addresses for Local Units, Chairs and Stewards. Individual emails for Co-Chairs, Stewards and a general group email address for a Local Unit Executive.**

### BECAUSE (RATIONALE):

Local Unit, Stewards and Chairs are currently using personal email addresses for HSAA related work and information sharing.

### AND BECAUSE (RATIONALE):

Sensitive personal member information is shared across non-HSAA email platforms. Information includes confidential workplace related information for Stewards assisting members.

### AND BECAUSE (RATIONALE):

There is a risk of personal and confidential information being compromised due to security breaches and the possibility of breaches going undetected when using personal emails.

### AND BECAUSE (RATIONALE):

There is liability associated with any type of email/security breach that needs to be addressed

### AND BECAUSE (RATIONALE):

As HSAA places further emphasis on Local Unit and Steward engagement and autonomy, these members need the appropriate supporting infrastructure to complete their work.

SUBMITTED BY: Calgary Metro EMS Local Unit

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**46. GOVERNANCE\*\***

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**HSAW WILL:**

**Establish an ad hoc committee to address the unique challenges faced by rural EMS members.**

**BECAUSE (RATIONALE):**

This committee can collaborate to raise awareness to address the chronic understaffing, forced redeployments, and unmanageable workloads.

**AND BECAUSE (RATIONALE):**

There is a need to lobby local MLAs, put pressure on political decision-makers (i.e. Door knocking) and mobilize the communities, to find solutions to the numerous rural EMS Code Red situations and where no ambulances are available to respond to emergencies.

**AND BECAUSE (RATIONALE):**

These members deserve targeted, local-level support to address system-wide issues.

**SUBMITTED BY: Grande Prairie EMS Local Unit**



Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

**47. GOVERNANCE\*\***

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**HSAW WILL:**

**Ensure that committees created at Convention by way of voting must be dissolved by a vote at Convention. An effort to dissolve the committees created at Convention must give 90 days notice to HSAW members.**

**BECAUSE (RATIONALE):**

Members voted for the creation of the committee and should be involved in the decision to dissolve said committee.

**AND BECAUSE (RATIONALE):**

Members should be educated in the operational framework replacing the committee and vote to see if more work needs to be done.

**AND BECAUSE (RATIONALE):**

Committees drive engagement in our union. The decision to dissolve one should be debated by our Brothers and Sisters.

SUBMITTED BY: Trevor Fountain and Carissa Fountain

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

#### **48. HEALTH SERVICES & COMMUNITY SOCIAL SERVICES**

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**HSAW WILL:**

**Petition the government to have Home Care included in Universal Health Care in Canada.**

**BECAUSE (RATIONALE):**

Home Care is an essential health care service that reduces strain on hospitals and long term care, while maximizing quality of life.

**SUBMITTED BY:** Tasha Hong and Kathryn Robertson.

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 49. CONSTITUTION

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### HSAW WILL:

#### Amend Article 58 – Bursary Funds as presented:

58.01 The purpose of the Bursary Funds is to provide financial assistance to members, spouses, ~~and~~ children/dependents, **and grandchildren** of members pursuing a recognized degree, diploma or certificate at a post-secondary educational institution.

#### BECAUSE (RATIONALE):

Scholarships are now available to qualifying Active Members and their dependents

#### BECAUSE (RATIONALE):

Costs of post-secondary education are rising.

#### BECAUSE (RATIONALE):

By giving back to our Grandchildren, "we build strong connections in our communities".

SUBMITTED BY: Enid Martin and Sandra Antonation.

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 50. LABOUR RELATIONS ADVOCACY

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### HSAA WILL:

**Prioritize advocating for members to have portability of all entitlements across the newly formed health care agencies and entities under Alberta Health (including already established and any forthcoming Health Agencies/entities coming from the dissolution of AHS)**

**The prioritized aspects of portability will include: internal applicant status across public health agencies & entities; transferring of seniority date, rate of pay, and years of service which apply to long service vacation accruals; transferring unused vacation, sick leave banks, and vacation accrual entitlement; the ability to take temporary positions in other agencies and have your permanent position or FTE held for your return; the ability to move to a new position and be able to return to your original position within the current allotted time period in our agreement due to lack of fit; and importantly have layoff and recall language to apply to positions across agencies.**

### BECAUSE (RATIONALE):

HSAA members work across all of these agencies, with many disciplines being split between agencies. Committing to careers as public health services providers should afford us the opportunity to grow our careers within public health agencies, to develop our skills across populations and sectors, and to bring our expertise to different areas practice, without losing the entitlements we accrue in our current collective agreement as we are providing longstanding service to our communities. We deserve the ability to move and grow in our careers without losing our entitlements within our public health care system.

### BECAUSE (RATIONALE):

Currently AHS/UNA's collective agreement gives hiring preference to employees covered by their agreement over external candidates who do not work for AHS or one of the Public Health Agencies/entities. HSAA members deserve the same!

### BECAUSE (RATIONALE):

HSAA members deserve the job security that comes along with their committed service. In the future whole disciplines may be laid off from certain agencies with no potential ability to move into their discipline roles within other health care agencies.

SUBMITTED BY: Kristina Brache and Suzanne Leacock

Carried: \_\_\_\_\_ Defeated: \_\_\_\_\_

Amended: \_\_\_\_\_ Referred to: \_\_\_\_\_

## 51. LABOUR RELATIONS ADVOCACY

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### HSAA WILL:

**Prioritize keeping our whole bargaining group together for collective bargaining of our future agreements (including Recovery Alberta, Alberta Health Services, Acute Care Alberta, Primary Care Alberta, Continuing Care Alberta, Alberta Shared Services entity, and other announced new Public Health Agencies/entities coming from the dissolution of AHS).**

### BECAUSE (RATIONALE):

We are stronger working in solidarity as a larger collective bargaining group.

### BECAUSE (RATIONALE):

In the future, the government could attempt to use HSAA members within one public health agency to cover or do the work of the same disciplines within another agreement who are attempting to strike or take job action (even if it is considered illegal, they may try anyways). This would ultimately greatly reduce our bargaining power for future agreements.

### BECAUSE (RATIONALE):

Having different agreements be made with different employers could result in different levels of pay and benefits, ultimately resulting in many of us attempting to move positions to be in agencies with the highest pay and benefits, causing chaos and competition between agencies, resulting in poorer health care services for Albertans as experts leave their positions for higher pay elsewhere, and repeated career changes and instability as opposed to being able to focus on providing quality health care services within our areas of expertise and personal passion. This is particularly a concern with the unclear future of portability between agencies. Ideally, we can bargain the best agreements as a strong united front and obtain fair pay and benefits for all.

SUBMITTED BY: Kristina Brache and Suzanne Leacock