



Annual Report

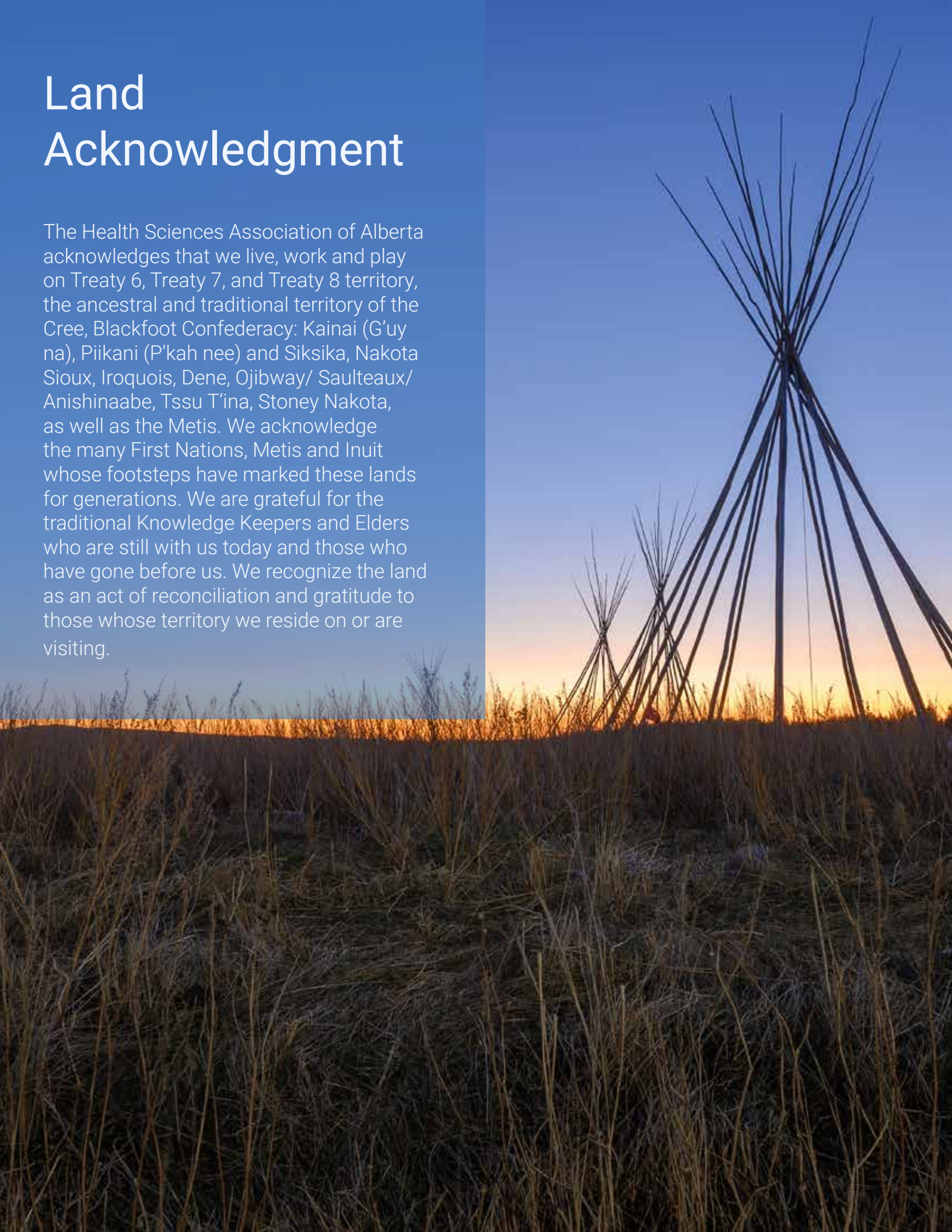
2024/2025

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Land Acknowledgment

The Health Sciences Association of Alberta acknowledges that we live, work and play on Treaty 6, Treaty 7, and Treaty 8 territory, the ancestral and traditional territory of the Cree, Blackfoot Confederacy: Kainai (G'uy na), Piikani (P'kah nee) and Siksika, Nakota Sioux, Iroquois, Dene, Ojibway/ Saulteaux/ Anishinaabe, Tssu T'ina, Stoney Nakota, as well as the Metis. We acknowledge the many First Nations, Metis and Inuit whose footsteps have marked these lands for generations. We are grateful for the traditional Knowledge Keepers and Elders who are still with us today and those who have gone before us. We recognize the land as an act of reconciliation and gratitude to those whose territory we reside on or are visiting.



President's Message



This past year has been a testament to the unwavering strength of our members. From the front-line professional who stayed hours past their shift to ensure care didn't falter, to the thousands of you who stepped forward in your workplaces, in bargaining tables, and on the steps of the Legislature, you've shown what it means to be unbreakable.

The theme for our 2025 convention, "Unbreakable: Unleash Your Power, Build Our Future" could not better reflect the spirit I witness in our members every day. You have shown what it means to stand firm in the face of adversity.

The challenges we've faced have been significant. We've navigated through tough negotiations, encountered delays, and seen attempts to divide us. But despite these hurdles, you have remained steadfast. You've held the line, stood in solidarity with colleagues, and

demonstrated leadership at every turn. That is the essence of our power and unity.

I encourage you to take the time to read through this report to learn more about the significant accomplishments we've made together: thanks to the dedication, commitment, and strength of our members. From new initiatives to the ongoing progress in strengthening our collective efforts, the details in this report highlight how we are building a stronger future for our union.

But let me be clear: none of this matters without you. It is your courage, your actions, and your passion that drive this union forward.

Looking ahead, we know the road remains challenging. The dismantling of healthcare in Alberta continues at an alarming pace, and we face the growing threat of for-profit care. Yet we are not powerless. Together, we have the collective strength to ensure our voices are heard and that decisions are made based on the experience and evidence you bring to the table.

I'm incredibly proud of what we have accomplished together. Your dedication and leadership are the foundation of our success. Thank you for your unwavering commitment to making our collective strength a reality.

ORIGINAL SIGNED

Mike Parker
President

“

To all of our members, your commitment to your profession, to each other, and to the people of Alberta inspires me every day. Together, you're making a real, lasting impact in communities across the province.



Thank you to the members who have taken on leadership roles within the union. Without your passion and dedication, we wouldn't be where we are today.

~ Mike Parker

”

Vice-president's Message



This year, I've heard one message repeated time and time again: working in health care is harder than ever. Short staffing, frozen wages, and burnout have stretched our system to its limits. Yet, despite these overwhelming challenges, it's HSAA members who continue to hold the system together for Albertans.

What stands out most, though, is how, even in the toughest moments, we've never wavered in our commitment to each other. Our solidarity has been a beacon, reaching across workplaces, disciplines, and communities. At a time when employers have sought to divide us, we have stood firm and sent a powerful message: "We will not be divided." This is solidarity in action.

In the past year, we've worked hard to strengthen how we support our members. We've built new tools and new ways to connect, including an updated website and a new HSAA App. In response to what we've heard from members, we're reworking our education program,

improving how we support Local Units, and creating clearer paths for members to lead through working groups and committees that reflect your interests and experiences.

Most importantly, we've made sure that your voices are heard—on issues like short staffing, public health care, and every fight that matters. Because we know that our collective strength lies in each other.

HSAA is made up of over 240 professions and our diversity is our greatest strength. What binds us, though, isn't our job titles. It's our shared belief that Albertans deserve better care, that we can provide that care, and that we will never stop working to ensure that happens.

To all the Local Unit Chairs and leaders, Stewards, Committee members, and workplace champions: THANK YOU. Your leadership and dedication are what drive us forward.

As we look ahead, we know the road won't always be easy. But we will keep showing up, we will keep standing together, and we will continue building an unbreakable movement. Together, we will create a future where publicly funded health care is not just protected but strengthened, and where every member, no matter their employer, has the wages, working conditions, and respect they deserve.

ORIGINAL SIGNED

Leanne Alfaro
Vice-president

“



When we stand together, we're not just a group of individuals--we are a collective force. Empowering one another and standing united is how we pave the way for better working conditions and improved healthcare for all. Through our collective efforts, we make a lasting impact.

~ Leanne Alfaro

”

Who We Are





Purpose

The Health Sciences Association of Alberta is a trade union representing approximately 30,000 paramedical technical, professional and general support employees in the public and private health-care sectors of Alberta.

Mission

Advocate for the rights and promote unity of our diverse membership of health-care professionals as they care for people and enhance the well-being of our communities.

Vision

HSAA is recognized as a progressive health-care union that: advocates for publicly-funded and publicly-delivered universal health care; champions worker rights in our members' workplaces whether they be public or private; and, focuses on improving the lives of its members, the people they care for, and the communities they serve.

Values

Solidarity

Unity and common purpose in advocating for and supporting worker rights.

Integrity

Open, honest and fair in our actions and decision-making.

Diversity, Equity and Inclusion

Champion diversity, equity and inclusion as essential to the success of our organization and society.

Respect

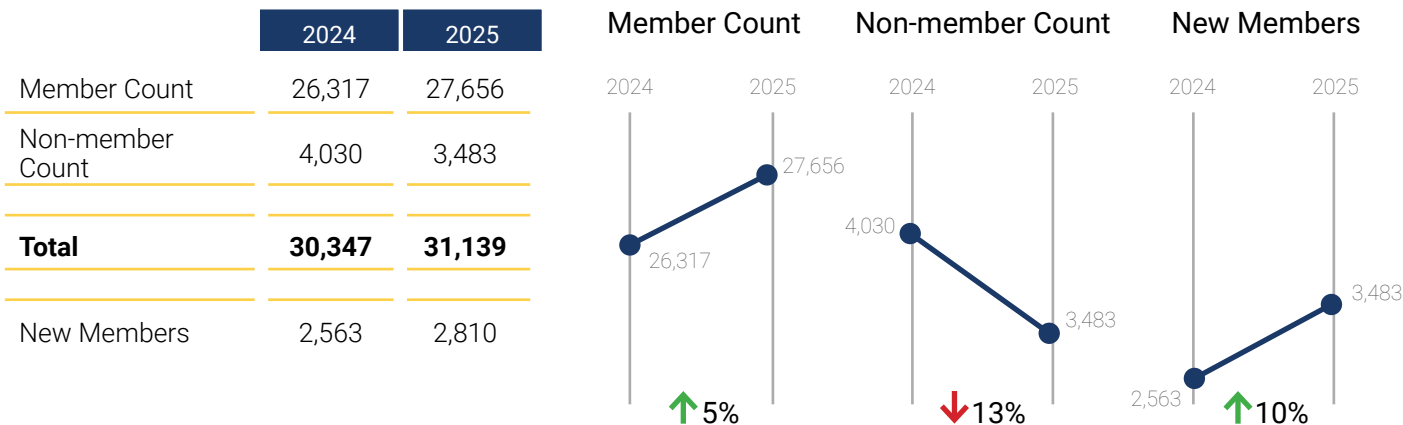
Treat everyone with respect, dignity, professionalism and empathy.

Accountability

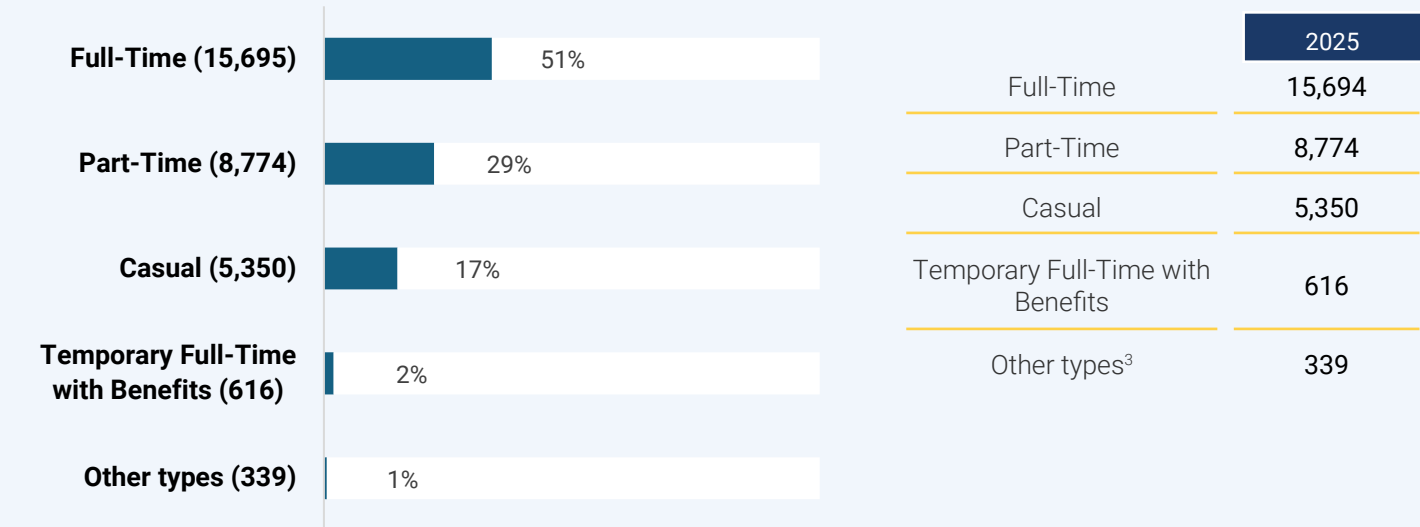
Hold ourselves accountable and each other accountable as we work towards shared goals.

Member Composition

Current Membership Counts¹

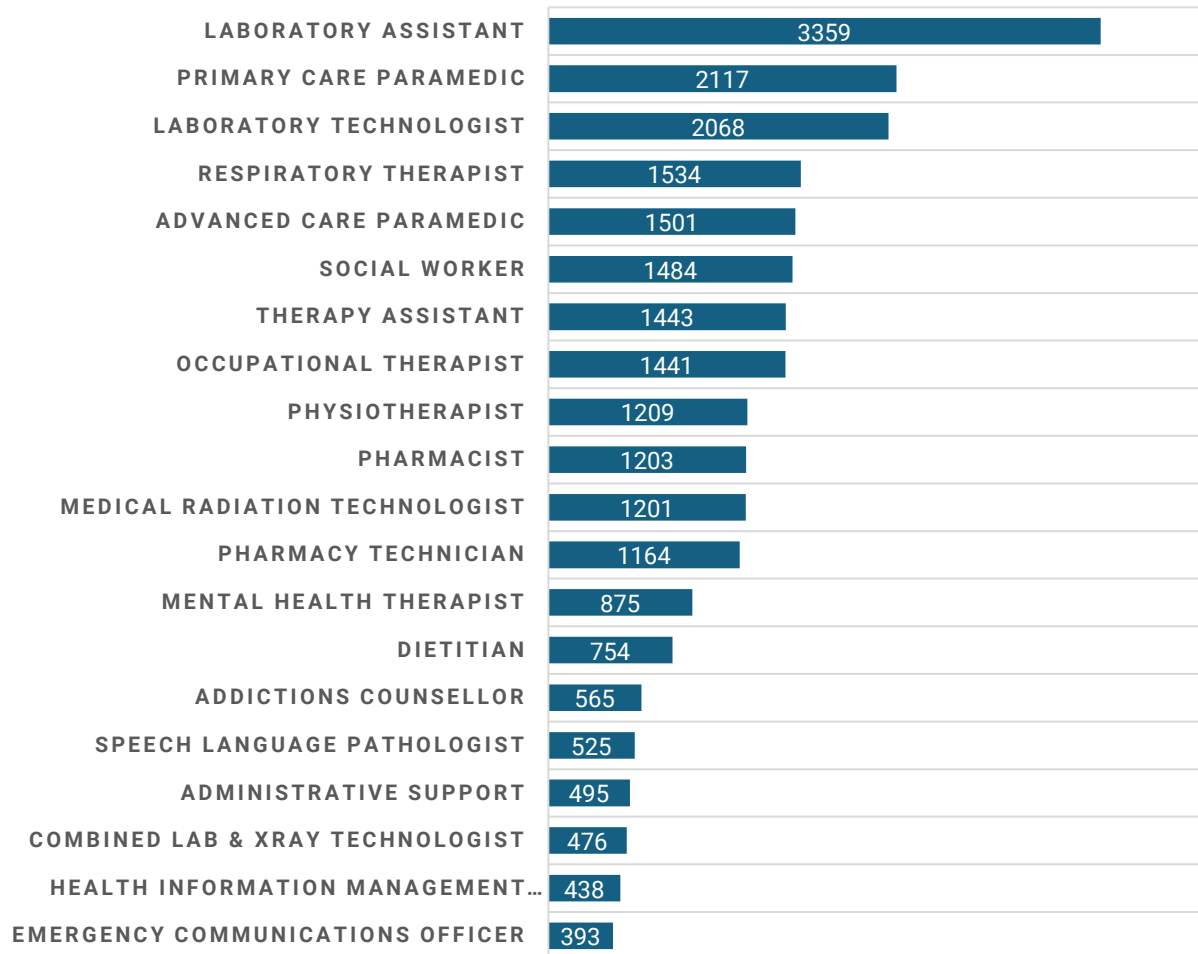


Job Count by Type

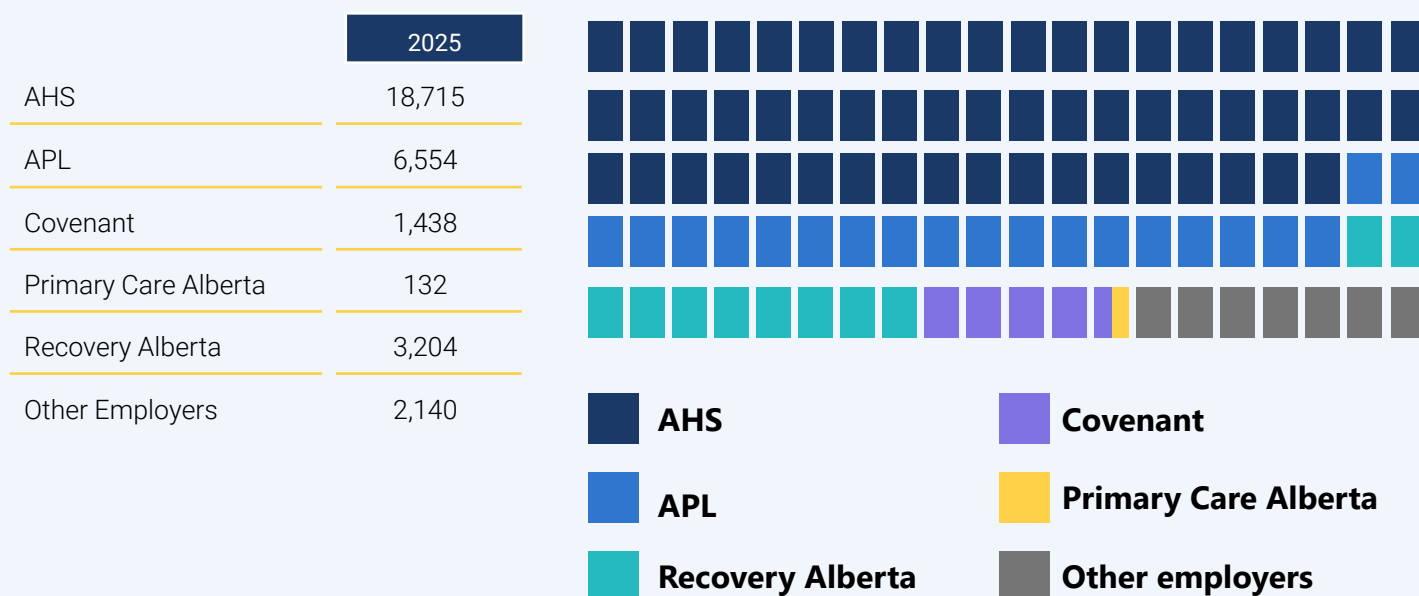


¹ Including members who are on leave; ² Temporary Full-Time, 114; Temporary Part-Time, 74; Temporary Part-Time with Benefits, 44; Benefits Eligible Casual, 34; Other, 36; Unknown, 37, ³ Members who hold jobs at more than one employer may be counted twice.

Top Disciplines



Job Count by Employer³



Board of Directors



Michael Parker
President



Leanne Alfaro
Vice-president



Melissa Creyke
Equity – Indigenous



Megan Connolly
Calgary District



Lisa Constantini
Calgary District



Faika Satterthwaite
Calgary District



Sarah Dorma
Calgary District



Shawn Lorenz
Calgary District



Darlene Fetaz
Central District



D.J. McMillan
Central District



Laurie Brassard
Edmonton District



Michael Hennig
Edmonton District



Micheal Lockerby
Edmonton District



Kris Moskal
Edmonton District



Jelili Mystapha
Edmonton District



Omer Hussein
North District



Nancy Arlinghaus
North District

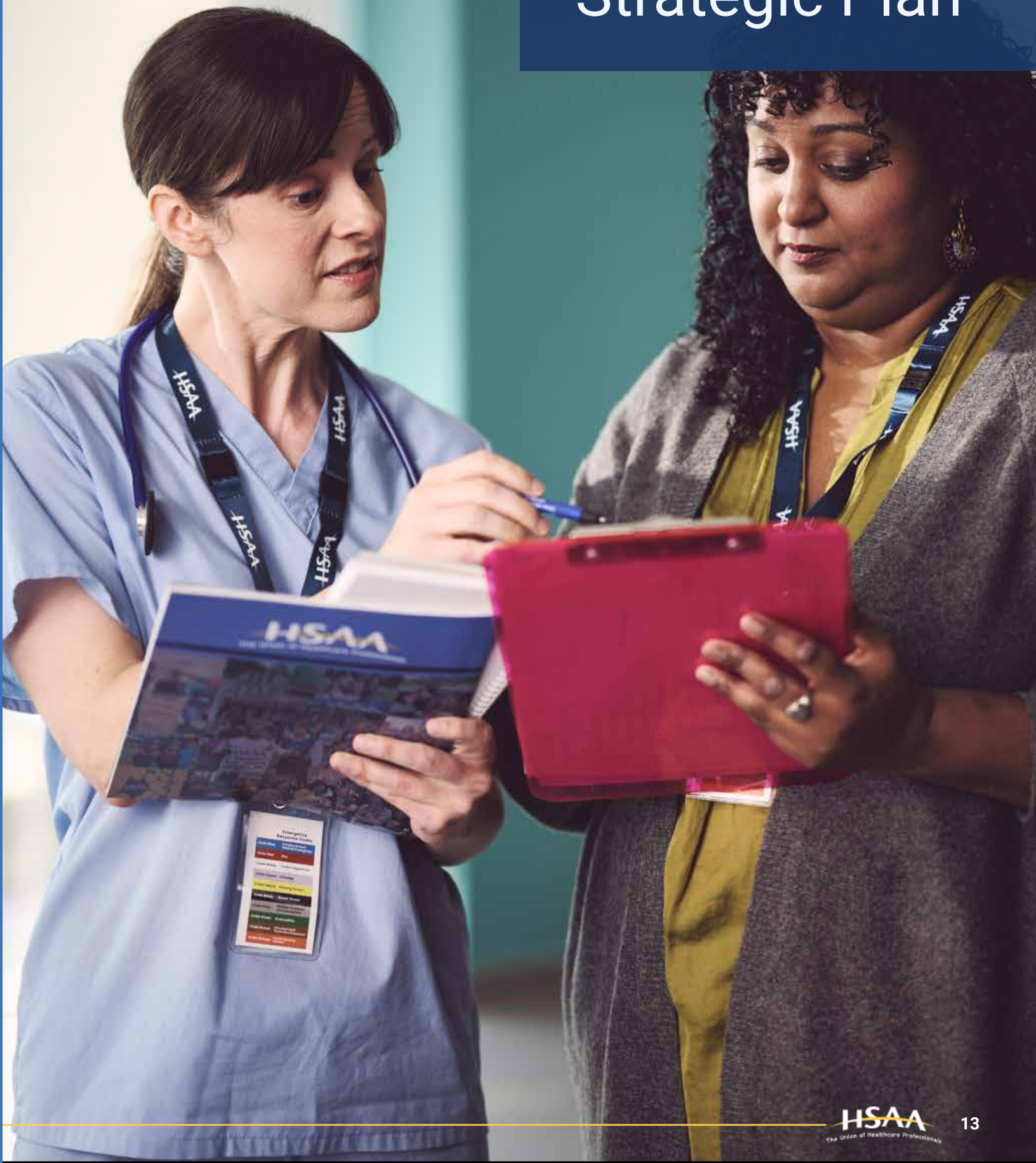


Janet Pederson
South District



Trevor Puritch
South District

Strategic Plan



Our Commitment to You

At HSAA, our strategic goals are not just guiding principles, they are a reflection of our unwavering commitment to supporting our members, strengthening public healthcare, ensuring employers are treating members fairly, ensuring the public understands the critical role our members play in their healthcare, and advancing the services provided to you by our organization.

All of the work described throughout the following sections of this Annual Report is rooted in these strategic goals. Whether it's fighting for better working conditions, advocating for accessible healthcare, or amplifying your voice, we are focused on advancing the outcomes that matter most to you.

This collective effort is driven by the passion and dedication of our entire team. From our President and Vice-president, to the entire Board of Directors, and our staff, each of us is deeply committed to working towards these goals because we know that the success of HSAA translates directly to the betterment of our members, the health care system, and individuals across Alberta.



Members

Members understand union fundamentals and value the importance of working together to improve the conditions and outcomes for all workers.



Government

The provincial government upholds, protects and expands upon a fully accessible and quality health-care system that is publicly-funded and publicly-delivered.



Employers

Employers support employees in their delivery of quality, safe and reliable care.



Patients and all Albertans

The public understands the integral role that HSAA plays in health care.



HSAA

HSAA provides high-quality, trusted, member-centred services and advocacy.

Board Report



2024-25 Board of Directors' Report

In 2024-25, the Board focused much of its efforts on advocating for HSAA members, with 80-90% of our members in bargaining at any given time. Our work was centred on advancing the needs of our members during a critical time for health care.

One of the most powerful moments this year was the Rally for Respect held at the legislature on October 24, 2025. As an organizer of this event, HSAA participated alongside UNA, AUPE, ATA, CUPE, and NASA, where thousands of public-sector workers united in a collective call for respect and fairness. The sight of the legislature grounds filled with our passionate union members was truly moving.

But that wasn't the only time we made our presence felt at the legislature. Your President, Mike Parker, alongside your Vice-president, Leanne Alfaro, attended the Budget 2025 release, where we seized the opportunity to speak with multiple media outlets, ensuring your voice was front and centre. Additionally, we organized a lobby day at the legislature, where we met with MLAs to advocate for our members. We also had an opportunity to meet with the Premier to educate her on the integral role HSAA members play in healthcare and the impacts of short staffing and unsustainable workloads on you and Albertans.

Beyond government relations, we strengthened our ties with key allies, including Friends of Medicare, the Parkland Institute, Public Interest Alberta. We proudly supported campaigns like the Alberta Workers Association for Research and Education (AWARE) program, the Friends of Medicare "STOP the Destruction: Rebuild our Health Care" campaign, and the Public Interest Alberta Project to preserve members' jobs and benefits and stop privatization of community care and mental health and services. Our partnership with the Canadian Mental Health Association for the *Working Stronger 2025* Conference also underscored our commitment to improving

workplace mental health for all.

On the ground, we have been inspired by our members' engagement. Our food truck events, which visited worksites across the province, brought members together to connect and take a well-deserved break. The positive feedback from these events affirmed their success in fostering unity and support within our communities. In March, our President and Vice-President also connected with members during their Executive Officer Tours to communities across Alberta, answering questions and hearing firsthand stories about the state of health care that our members are experiencing. We were also moved by the strength and resilience of those impacted by the Jasper Wildfires and we immediately activated the Disaster Relief Fund to offer much-needed support to our affected members.

This year, technology also played a big role in advancing our work. We launched a new and improved website, featuring local unit pages that allow members to communicate directly with their local unit members. Additionally, the release of our new HSAA app, a direct result of member feedback, provides easy access to collective agreements, bargaining updates, HSAA news, and more.

To ensure members have the tools they need to guide the work of HSAA, we introduced new resolution tools to support members in submitting resolutions at convention, including a video series, a Quick FAQ guide, and more user-friendly resolution web pages. Our goal is to empower members to actively participate in shaping the union's actions, and we hope these resources make the resolution process more accessible and streamlined.

Inclusivity remains a core value of our union. This year, we took significant steps to advance gender equality and inclusion, hosting our first-ever Women's Summit with the theme "Empowered Women, Empower Women." We also launched

a Women in Leadership Working Group to support the develop a program that mentors and empowers members. We also featured a new “Women’s Spotlight” in our newsletters to highlight advocacy and achievement. Our female board members attended the *Art of Leadership Women’s Conference*, where they were inspired to continue fostering leadership within our union.

At the 2024 Convention, members approved a resolution to add a Board seat for a self-identified Indigenous member. We were thrilled to welcome Melissa Creyke as the first member to take this seat, and she is already making invaluable contributions to the work of the Board. We are also establishing an Indigenous Circle Working Group created a framework for an ongoing Indigenous Circle that will be established this Fall. The circle will be to ensure the voices and needs of our indigenous members are integrated into all aspects of our work, from day-to-day operations to governance.

In June, we celebrated Pride Month, joining in solidarity with our 2SLGBTQIA+ members under the theme “No One Left Behind: Equality, Freedom, and Justice for ALL.” We are unwavering in our commitment to protect the rights of the 2SLGBTQIA+ community and resist any attempts to undo progress.

In terms of governance, we focused on strengthening the foundation of our organization to ensure long-term sustainability and accountability. This year, we conducted a review of committees to align with the strategic plan; created new working groups, including the Indigenous Circle Working Group, Women in Leadership Working Group, Appointments Process for Bargaining Working Group, and the Member Awards Working Group; Member Awards Working Group, Governance Committee and Convention Social Committee. We also improved funding policies for medium sized local units to provide more equitable support compared to larger counterparts. We also updated policies to clarify the roles of local units and to ensure fairness in steward elections.

As we reflect on 2024-25, we are continually inspired by the strength and dedication of our members. Their resilience and commitment drive everything we do, and we are honored to support and advocate for them every step of the way. While progress has been made in advancing our

collective goals, we know that the work is far from done. We remain focused on empowering members, amplifying their voices, and ensuring that we remain a steadfast ally in the fight for better health care and fair treatment. The ongoing collaboration with our members is what fuels our commitment to create a stronger, more inclusive union for the future.



2024 Resolution Update

Resolutions are submitted and voted on by members, a critical mechanism by which the direction and priorities of HSAA are set.

In this section, we provide updates on key resolutions passed at last year's convention, offering context on their significance to the success of our union. In line with our commitment to transparency, we also explain where we are at in terms of resolutions that have not yet been fully realized. For a complete overview, please refer to the convention package, where you'll find all resolutions and their current status.

1. Amend Article 48.04 to require a resolution to be submitted by a group of members (more than 1).

Status: Complete

Why this is significant: This change ensures resolutions have some support before being presented to the membership at convention. It encourages thoughtful collaboration and ensures that the proposed issue has been carefully considered by multiple voices within the union. Since resolutions can require significant time to ensure thoughtful discussion and debate, this approach helps focus our efforts on resolutions that reflect the priorities of our collective membership.



2024 Resolution Update (cont...)



2. Pressure healthcare employers to establish and adhere to mandatory staffing levels for HSA members in all healthcare settings to ensure patient safety and quality care.

These levels will be evidence-based and consider, but not be limited to, patient acuity, patient-centred care needs, and student teaching responsibilities. Employers must be held accountable and provide resources for compliance, including hiring additional staff and implementing workload management strategies.

Result: In progress.

Where we are at now :

- HSA has lobbied the Health Minister on this matter. Unfortunately, there has been little support from their side.
- Conversations have been started and are ongoing with Human Health Resources National through NUPGE.
- While the initial intention was to address this at the bargaining table, conversations at this time are focused on the workload appeal process. However, HSA remains mindful of this resolution and continues to evaluate if the right opportunity arises to bring it forward, while also considering our overall bargaining strategy. It is critical that we ensure that any actions we take are in the best interest of our members and the broader negotiation process.

3. Create a seat at the Board level that can be filled by a self-identified Indigenous member of the Union.

Status: Complete

Why this is significant: This decision helps ensure that Indigenous voices are directly represented in the decision-making process of the Union, promoting greater inclusivity and equity. It gives the Indigenous community a seat at the table, encouraging cultural awareness and sensitivity in organizational decisions. It builds stronger, more respectful relationships with Indigenous communities and ultimately strengthens the organization's ability to serve all members in a fair and meaningful way.

4. Lobby LAPP for improvements in the executions of our pension plan and advocate for the Supplemental Pension for EMS.

Status: In progress.

Where we are at now :

- In January, HSAA lobbied the Board members at LAPP Sponsor meeting. We are obtaining an actuarial valuation and are awaiting proposals on supplemental and pension improvements.
- Sent lobby letter to Minister of Finance, and have a meeting scheduled in May 2025.



Members

Board of Directors

Provides strategic oversight, governance, and decision-making to ensure the Union's success and accountability to membership.

Executive Officers

President

Presides over Board meetings, ensures adherence to policies, acts as the spokesperson, implements union policies, coordinates activities, chairs the Members' Appeals and Review Committee, and addresses disciplinary matters.

Vice-President

Oversees Union finances as well as finance-related committees, maintains accurate membership and meeting records, addresses disciplinary matters, chairs the Executive Director hiring committee, the bargaining committee for in-scope employees, and the Members' Appeals and Review Committee.

District Board Members (# of seats)

Brings expertise and diverse perspectives to Board discussions while upholding fiduciary responsibility to act in the organization's best interest.

Equity Board Member -
Indigenous (1)

Calgary District (5)

Edmonton District (5)

North District (2)

South District (2)

Central District (2)

Standing Committees

Permanent Committees of the Union as outlined in the Constitution. Advises the Board on Constitution and policy-related matters.

Constitution, Bylaws, Resolutions & Policy

Discipline

Elections/Credential

Finance

Member's Appeals & Review

Members' Benefits

Workplace Health, Safety & Wellness

Board-mandated Committees and Working Groups¹

Temporary, ad hoc groups formed at the Board's discretion to focus on priority areas identified through the strategic plan or other emergent needs.

Mental Health & Addictions Committee

Governance Committee

Local Unit Review Committee

Convention Social Committee

Women in Leadership Working Group

Indigenous Circle Working Group

Appointment's Process for Bargaining Working Group

Member Awards Working Group

Elected by Members

Appointed by the Board

Local Units

Comprised of local members who advocate on behalf of the workforce at the local level.



¹As of May 2025; ² An active Local Unit must have a Chair or co-chairs and hold an AGMM.

Committee Updates



Committee Orientation

“

Thank you

On behalf of the HSAA Board of Directors and staff, we want to thank our committee members, for generously donating your most valuable resources—time and expertise. Your dedication has a direct and meaningful impact on the lives of your fellow healthcare workers, and the benefits extend beyond our community to the public we serve. The hours and energy you invest do not go unnoticed, and we are deeply grateful for your commitment to improving both the healthcare sector and the lives of Albertans. Thank you for everything you do.

~ Mike Parker and Leanne Alfaro

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Standing Committees

Standing committees are permanent committees of our Union as outlined in our Constitution

Constitution, Bylaws, Resolutions & Policy Committee

(Submitted by: DJ McMillan, Chair)



Members:

D.J McMillan, Chair

Leanne Alfaro, Vice-President

Sondra Baker

Tawanda Chiremba

Megan Connolly

Harpreet Dhingra

Darlene Fetaz

Tauqeer Islam

Holly Kelly

Jennifer Robertson

Emanuelito Tomas

Highlights

- **Indigenous Equity Board Member:** Constitutional amendments were recommended to Articles 23, 24, 26, 27, 28, 29, 32, 33, 35 and 37 to implement a resolution passed at Convention 2024 to establish a new Equity Board Member position.
- **Resolutions Sub-Committee:** To address the growing number of Convention resolutions, the Committee recommended the creation of a new Sub-Committee. Comprised of members-at-large and one Board member, it reviews submissions, assesses their impact, and provides informed recommendations to delegates.
- **Policy and Governance Modernization:** The Committee reviewed and recommended amendments to several key policies and governance documents, including:
 - Policy 2.52: Updated to reflect Sub-committee processes and emergency resolution criteria.
 - Policy 2.43: Strengthened protections and procedures for addressing harassment.
 - Policy 2.17: Modernized election process for Joint Worksite Health & Safety Committees.
 - Policies 2.16 & 2.13: Clarified member engagement, communication, and stewardship roles.
 - Articles 52.01 & 52.02: Updated complaint timelines, investigation procedures, and discipline procedures.
- **Resolutions support:** New educational videos were recommended to help members draft effective Convention resolutions, making it easier for members to engage in shaping HSAA's priorities through accessible, on-demand support on the members' site.
- **Investigator Vetting:** The Committee continued its work to identify and recommend qualified independent investigators, strengthening the integrity and effectiveness of HSAA's complaint management process



Elections/Credentials Committee

(Submitted by: Mary Shortall, Chair/Chief Returning Officer)



Members:
Mary Shortall, Chair/Chief Returning Officer
Janelle Hudak
Dennis Kawaguchi
Jamilla Mansoor
Oge Obiorah



Elections Overseen

Election	% of District members that cast a vote	Number of members nominated	Successful candidate(s)
Indigenous Board Seat	76%	9	Melissa Creyke
Board of Directors By-election	7%	5	Micheal Lockerby
2025 District Board Elections:			
■ Edmonton	8%	14 (across all 2025 Board Elections)	Laurie Brassard Ella Lunn
■ Calgary	10%		Megan Connolly Sondra Baker
■ North	No election		N/A
■ South	Candidate acclaimed		Janet Pederson
■ Central	Candidate acclaimed		D.J McMillan

Other Highlights

- **Approved Board Election Calendar:** A formal Board election calendar was recommended to provide clear timelines and consistency in the nomination and election process, supporting transparency and improved member engagement.
- **Recommended updates to Policy 2.01 Rules and Procedures for Executive Officers and Board Members:** Recommendations provided clarity for nominees when submitting the confidentiality form and electronic confirmation of acceptance.



Finance Committee

(Submitted by: Leanne Alfaro, Vice-president/Chair)



Members:

Leanne Alfaro, Vice-president/
Chair

Chandra Arsenault

Lisa Constantini

Michelle McLean

Jennifer Nakaska

Janet Pederson

Faika Satterthwaite

Andrew Wong

Natricia Walters

Highlights

The Finance Committee report highlights two key areas: a review of the past fiscal year and an overview of the upcoming budget. This report is intended to provide members with a high-level summary. For those seeking more in-depth information, more details will be presented during the Finance Committee report at Convention, and the audited financial statements and approved budget for 2025/26 will be published on our website once finalized in late May.

As detailed in our audited financial statements, HSAA ended the 2024/2025 fiscal year with a surplus. This was primarily due to increased revenues and staff vacancies. However, we had increased expenditures in areas that aligned with our strategic and operational priorities, including member education, bargaining and outreach.

HSAA also held our largest Convention ever, and other well-attended events, such as the Labour Relations Conference, Workplace Health & Safety Conference, and the Chairs and Stewards Conferences. These events align with our priorities, as they are essential to fostering leadership, deepening engagement and building solidarity.

As takes place annually, HSAA members received information on how the breakdown of their dues would be spent and were asked to decide which parts of HSAA's work they wanted to contribute to, which includes "core" and "non-core" services, as defined in Bill 32.

It is critical to note that, in 2024/25, only 14% of our members opted in to support all of HSAA's work. This significantly limited our ability to support humanitarian and social justice initiatives and to contribute to affiliate organizations.

Through forecasting, the committee recommended an increase to the Strike, Defense and Building Reserve Fund, which includes the Calgary building project. This recommendation is intended to ensure HSAA is prepared for future challenges.

The committee also recommended to the Board of Directors to allocate funding for strategic operations projects, aimed at enhancing our organizational effectiveness. Further details on these initiatives will be shared following the completion of the annual audit.

Operationally, the Board of Director's remains committed to transparency around how members' dues are spent. To support this, the charts on the adjacent page show the membership dues breakdown for an average member for the 2025/26 fiscal year.

As a service-driven organization, you will see that staffing remains HSAA's largest and most important investment. The committee recognizes the critical value our staff provide in delivering advocacy, operational continuity, and direct support to members. Their contributions are essential to HSAA's strength and day-to-day effectiveness.

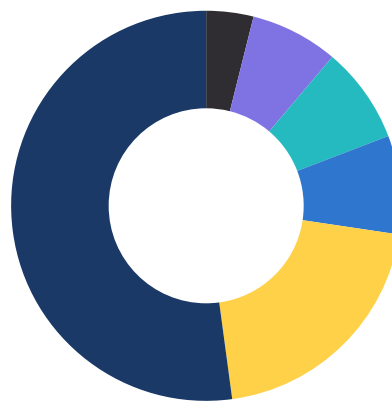
Looking ahead to 2025/26, the committee completed a budgeting process that is complex and required several steps to ensure we meet the needs of our members. Following that process, the committee recommended a balanced budget that aligns with our strategic and operational goals for our membership.

In closing, HSAA remains debt-free with substantial reserves in place to protect against the unexpected. We are committed to using members' hard-earned dues responsibly, balancing today's needs with long-term planning to sustain and strengthen HSAA for years to come. We approach this responsibility with the highest level of care and integrity, and remain confident, despite any uncertainties ahead, in HSAA's financial health and our ability to serve members with strength and stability.

2025/26 Budget

HSAA Dues Breakdown

- Based on an average member's dues who have opted-in.
- Opt-in numbers include "non-core" activities, as defined in Bill 32.



- Staffing, 52%
- Membership, 21%
- Governance, 8%
- Operating Costs, 8%
- Affiliation, 7%
- Comms/PR, 4%

Breakdown by Expense Category (Total dues: opt-in, \$1,126; opt-out, \$1,065)

	Opt In	Opt Out		Opt In	Opt Out
Staffing	\$587	\$587	Partner Events	\$3	\$ -
Wages, Benefits, Education, Travel	\$587	\$587	Operating Costs	\$90	\$90
Membership	\$231	\$231	Office Admin & Interest	\$ 14	\$14
Arbitration/Labour Board	\$ 15	\$15	IT	\$25	\$25
Bargaining	\$22	\$22	Professional Fees	\$4	\$
Convention/Conferences	\$92	\$ 92	Calgary & Edmonton Offices	\$47	\$47
Education	\$37	\$37	Affiliation	\$82	\$32
Services	\$61	\$61	Dues Core: NUPGE	\$ 21	\$21
Outreach	\$ 4	\$4	Dues Non-Core: CLC, AFL, DLC, AWHC	\$41	\$ -
Governance	\$92	\$89	Events	\$20	\$11
Committees	\$23	\$23	Communication/Public Relations	\$44	\$36
Board of Directors	\$23	\$23	Internal/External Communication	\$28	\$28
Executive Officer Salaries, Benefits, and Expenses	\$21	\$21	Sponsorship/Humanitarian	\$11	\$ 3
Local Unit Funding	\$20	\$20	Special Projects	\$5	\$5
Investigations and Hearings	\$2	\$ 2			

Member Benefits Committee

(Submitted by: Laurel Bridger, Chair)



Members:

Laurel Bridger, Chair

Mojirayo Adebode

Carrie Cuthbert

Judy Hebert

Lynn Hogan

Alex Wyse

Funds/Bursaries Distributed

Fund/Bursary	# of Applicants	# of Applicants Approved	Total Support Provided
Disaster Relief Fund (activated for fires in Fort McMurray and Jasper)	45	45	\$22,500
Emergency Financial Assistance Fund	84	59	\$99,000
Dell Taylor Memorial Education Fund	1,443	1,352	\$267,000
George C. Hall Bursary	447	120	\$120,000
Part-time Bursary	206	91	\$55,000
Elisabeth Ballerman Social Justice and Labour Relations Fund	23	15	\$4,600

Other Highlights

- **Member Benefits Awareness:** Enhanced efforts to grow awareness and value within the Members' Benefits program. Researched new insurance providers, improved communication about existing offerings, strengthened our partnership with Union Savings, and recommended the launch of a member discount with Papa John's.
- **Member Recognition:** honoured members through annual awards celebrating exceptional dedication and leadership.
- **Gas and Grocery Giveaway Campaign:** In partnership with Belairdirect, this campaign awarded 70 prizes of \$250 to help members manage rising living costs and generated strong engagement province-wide and boosted awareness of the Members' Benefits program.
- **"Members with Benefits" Campaign:** Launching September 1, 2025, this new initiative will invite members to share written or video testimonials about how they or others have benefited from HSAA's programs.

Workplace Health, Safety & Wellness Committee

(Submitted by: Wendy Lindeman Chair)



Members:

Wendy Lindeman, Chair

Amber Bagan

Kais Barhoumi

Jessica Cairns

Vishal Gautam

Randi Hogg

Sandra Nasheim

Highlights

- **Made Recommendations regarding Day of Mourning Policy and Toolkit:** to help Joint Worksite Health and Safety Committees (JWHSCs) organize Day of Mourning events, complete with practical templates and ideas. Supported the creation of a formal HSAA Day of Mourning policy to ensure consistent recognition across member worksites.
- **Improving JWHSC–Local Unit Communication:** A draft reporting pathway was developed to help JWHSC representatives share key decisions and safety concerns with Local Unit Executives (LUEs), closing the loop on hazard escalation, strengthening local advocacy, and boosting member engagement.
- **Workplace Health & Safety Education Enhancements:** Recommended updates to training competencies for LUEs and Stewards to include expanded content on JWHSC functions, hazard identification, and psychosocial risks.
- **Psychosocial Hazard Tools:** Identified draft resources and existing tools to help JWHSCs assess psychosocial hazards, including workload, violence, and stress.
- **Review of Alberta OHS Code – Part 27:** Reviewed proposed updates to Alberta’s OHS Code on violence and harassment, providing input into HSAA’s official submission. Advocacy efforts focused on preserving worker voice in investigations and holding employers accountable.
- **Member Engagement in Government Consultations:** Contributed to HSAA’s positions by reviewing government consultation materials and survey responses, ensuring member perspectives were reflected in official submissions.
- **Learning from Other Jurisdictions:** Attended a workplace health and safety conference in British Columbia to study best practices in progressive health and safety approaches.



Board-mandated Committees

Board-mandated committees are established by the Board with a defined purpose and scope of work to address specific priority areas identified by our membership. They do not have set end dates but are stood down by the Board once their scope of work has been completed.

Local Unit Review Committee

(Submitted by: Rhonda Kew)



Members:

Leanne Alfaro, Vice-President/

Chair

Mike Parker, President

Nizar Dleikan

Alison Gourley

Michael Hennig

Omar Hussein

Rhonda Kew

Jeff Lear

Micheal Lockerby

Highlights

- **Union Leadership Education:** A new *Introduction to Union Leadership* course is in development to support members considering Local Unit Executive (LUE) roles, aiming to strengthen recruitment and leadership capacity at the local level.
- **Local Unit Executive Handbook:** Work began on a comprehensive handbook outlining the roles, responsibilities, and opportunities available to LUEs. This resource will support consistent operations and member engagement within Local Units.
- **Mentorship Program for Local Unit Leaders:** A mentorship program is being developed to connect new leaders with experienced LUEs, promoting leadership development and knowledge transfer across the organization.
- **Chairs Conference:** A bi-annual, retreat-style conference for Local Unit Chairs was launched to foster leadership development, peer connection, and advanced union education in a collaborative setting.
- **Virtual Member Orientation:** A new virtual orientation session was created to introduce members to HSAA, hosted regularly by LUEs and open to all members. This initiative expands access to orientation and deepens early member engagement.
- **Centralized Local Unit Email Addresses:** Each Local Unit has been assigned a dedicated HSAA email address to improve consistency in member communication, enhance unit identity, and maintain continuity through leadership transitions.
- **Direct Deposit for Member Expenses:** The implementation of direct deposit for member reimbursements, including Local Unit funds, was prioritized to support LUEs in day-to-day operations and improve efficiency.



- **Standardized Worksite Support:** Efforts were made to standardize the presence of Labour Relations Officers and Local Unit Advisors across worksites to ensure more consistent, visible support and direct member engagement.
- **Internal Organizing Strategy:** A new internal organizing approach was launched to re-engage inactive Local Units by increasing communication, education, and member involvement at the worksite level. This strategy aims to foster a stronger sense of ownership, belonging, and grassroots advocacy.

Addictions and Mental Health Committee

(Submitted by: Sheri Carter, Chair)



Members:

Sheri Carter, Chair
 Kristina Brache
 Birdie-Lee Cochlan
 Draea Code
 Celine Koryzma
 Amy Laughlin
 Brandy Newman¹

Cassie Schattle
 Melissa Spataro

Highlights

- **Addiction Care is Health Care Campaign:** Launched a social media campaign focused on educating the public, our members, and the Union on the importance of mental health and addiction care. Read more about this campaign in the advocacy section of this Annual Report.
- **Regulation of Addiction Counselors:** Continued work on FACT-AB and ACTA, advocating for the creation of a regulatory body for Addiction Counselors, making strides towards advancing regulation.
- **Advocacy in Mental Health and Addictions:** Advocated for evidence-based practices amidst opposition at the Recovery Alberta Conference in April 2024. Met with key government figures, including:
 - Dan Williams, Minister of Mental Health and Addiction
 - Marshall Smith, Chief of Staff (Former)
 - Tom Mountain, Chief Operating Officer of Recovery Alberta
- **Attended a Lobby Day at the Legislature in partnership with Public Interest Alberta:** HSA members attended Question Period and raised awareness in the legislature about the need for regulated addiction professionals to provide publicly-funded, evidence-based care.
- **Focus on Opioid crisis:** Mental health and addiction struggles affect countless Albertans daily. With opioid-related deaths at an all-time high, it is more critical than ever to ensure access to qualified, regulated addiction professionals and a full spectrum of public health services. We encourage all members to engage in difficult conversations and support those in need.

¹ Stepped down in April, 2024



Working Groups

Working groups are established by the Board with a defined purpose and scope of work to address specific priority areas identified by our membership. They have an identified start and end date and are disbanded after their scope of work has been completed.

Women in Leadership Working Group

(Submitted by: Eleanor Leverington)



Members:

Leanne Alfaro, Vice-President/ Treena Ward

Chair

Alex Boyko

Julia Dalman

Melinda Dolhan

Ava Funkhouser

Eleanor Leverington

Highlights

Contributed to Developing Effective Women in Leadership Program Framework: Informed by the voices of women through member survey data, this framework acknowledges the unique and systemic barriers that women face in accessing and thriving in leadership roles within HSAA.

Further details:

- The framework is grounded in the core values of equity, diversity, and inclusion, this framework embraces an inclusive definition of “woman”, acknowledging any adult who identifies as female regardless of sex assigned at birth.
- Themes that emerged included:
 - Competing time commitments
 - Minimal access to support and mentorship
 - Limited communication about union roles and responsibilities
 - Gaps in educational opportunities tailored to the specific needs of women
- Key program outcomes identified were:
 - Increase the number of women running for and participating in HSAA leadership positions and union activities, including Femtorship (where women mentors support and empower other women)
 - Enhance educational opportunities tailored to women
 - Improve communication about roles/responsibilities of HSAA positions that are more **inclusive** and meaningful to women
 - Increase the percentage of women who report feeling more confident and empowered toward taking leadership positions.



- Recommendations put forward:

Update HSAA Role Descriptions: Remove gendered language and highlight benefits for women.

Increase Support: Provide women with the information and resources to confidently take on leadership roles.

Women-focused Education: Offer diverse training on topics like women in leadership and women's issues.

Femtorship Program: Create a mentorship program to support women in leadership.

Woman's panel at Convention 2025: Members of the working group will be joining membership at Convention as part of a women's panel for discussion and support of women leadership within HSAA.

Indigenous Circle Working Group

(Submitted by: Melissa Creyke)



Members:

Mike Parker, Chair/President

Sondra Baker

Lindsay Ashmore

Elder Betty

Heidi Bacon

Melissa Creyke

Tracey Lundstrom

Rhonda Yoder

Highlights

- **Inaugural year:** the Indigenous Working Group was formed in September to support the development of the framework for the Indigenous Circle. The first meeting started with Elder Betty Letendre opening us in prayer and starting this work in a good way. She supported our group with starting the framework and sharing her experience in doing this work.
- **Framework Development:** Focused on Indigenizing and decolonizing HSAA processes, the group explored ways to engage Indigenous and non-Indigenous members, breaking barriers through traditional Indigenous knowledge and education.
- **Continuing the Journey:** While progress has been made, the journey continues with the creation of the Circle, led by Indigenous members to guide HSAA's next steps toward Truth and Reconciliation.
- **Working Group Composition:** The group included self-identified Indigenous members, offering valuable perspectives from both Western and Indigenous viewpoints.



Appointments Process Working Group

(Submitted by: Darlene Fetaz, Chair)



Members:

Darlene Fetaz, Chair

Nick Stahmer

Leanne Alfaro, Vice-president

Nichole Blake

Omar Hussein

Jibin Jacob

Deborah Poku

Nicole Rogers

Highlights

- **Identified gaps and barriers:** Reviewed the current HSA Bargaining Committee appointment process to identify inconsistencies and obstacles members face in seeking appointments.
- **Standardized appointment process:** Provided input into a transparent, standardized process for all HSA Bargaining Committees, ensuring consistent and representative composition, including Board Members.
- **Created guidelines for fair representation:** Reflecting member diversity within bargaining units, and establish clear selection criteria.
- **Clarified Roles and Responsibilities:** Recommended definitions to the roles and responsibilities of Bargaining Committee members, including the Chair, and provided input on Board Member expectations for committee involvement.

Member Awards Working Group

(Submitted by: Faika Satterthwaite, Chair)



Members:

Faika Satterthwaite, Chair

Nancy Arlinghaus

Cecilia Mah

Jamilla Mansoor

Chantal McBride

Highlights

Comprehensive review of awards system: Undertook a comprehensive review of the current awards system, including the criteria for nomination and selection of award recipients; the transparency and communication of the awards process; member feedback and suggestions regarding the awards process; and comparison with best practices from similar organizations.

Findings and Recommendations:

- **Criteria Improvement:** The nomination criteria should be updated to reflect the current values and goals of HSAA's strategic plan.
- **Transparency:** There is a need for clearer communication about the awards process, including timelines and decision-making criteria.
- **Inclusivity:** Efforts should be made to ensure the nomination process is inclusive and representative of all member demographics.
- **Engagement:** Greater member engagement can be achieved through interactive nomination processes and feedback mechanisms including HSAA website and newsletters.

Changes implemented:

- **Increased consistency:** All current awards reviewed, amended and language changed to ensure consistency, seamless process and will require two members to sign.
- **New member orientation packages:** will now contain awards information.
- **Local unit executives:** will now receive \$250 per award to celebrate the presentation with invitations to the HSAA President, VP and their own District Board Members.
- **Additional awards:** Two additional new awards were added for 2026.

The Changing Healthcare Landscape



Understanding Alberta's Health Care Restructuring

This past year, the Government of Alberta launched the biggest overhaul of our provincial health care system in decades. Alberta Health Services (AHS), once the single health authority for the province, was dismantled and turned into a hospital-based service provider.

In its place, the government has created four new health agencies: Primary Care Alberta, Acute Care Alberta, Recovery Alberta, and Assisted Living Alberta. Significant taxpayer money has been spent to stand up these new organizations, which now operate alongside or instead of AHS. A new layer of regional oversight bodies called “health corridors” is also expected to be announced, although details remain unclear.

While the government claims this restructuring will improve patient care, HSAA members have told us it feels chaotic and confusing. Your union has taken action by negotiating a Letter of Understanding (LOU) that protects your rights through any staff transfers. It guarantees that your contract, benefits, and seniority remain intact.

This explains what each of the four new agencies does, what changes have happened so far, and how HSAA is working to support you through it all.



1



Primary Care
Alberta

This new agency coordinates primary health care, such as family medicine, chronic disease management, and walk-in clinics. It also includes clinical services such as communicable disease control, immunizations, newborn screening and health promotion. Its goal is to improve access and reduce pressure on emergency rooms and hospitals.

When it started

Primary Care Alberta became operational in late 2024.

Impact on members

In December 2024, about 130 HSAA members were transferred from AHS and Recovery Alberta. In May 2025, the government announced Bill 55: The Health Statutes Amendment Act, 2025 which, if passed, makes amendments that will transfer clinical public health members from AHS to Primary Care Alberta and Alberta Health. The LOU applies.

Leadership

Kim Simmonds is the Chief Executive Officer. The agency falls under the Ministry of Health.

2



Acute Care
Alberta



Alberta Health
Services

Emergency
Health Services

Cancer
Care

Organ and Tissue
Donation

Acute Care Alberta is responsible for managing all hospitals, emergency services, and surgical care as well as cancer care and organ and tissue donation and transplantation. It also oversees AHS, Covenant Health, and Lamont Health Centre. The government also announced that Acute Care Alberta will implement a new funding model that pays hospitals and for-profit corporations based on the number of procedures they complete.

When it started

The agency was announced in January 2025 and became operational in April.

Impact on members

Program coordination staff have been transferred. The full transfer of EMS, including ambulance, dispatch, and air transport, is expected. The LOU applies.

Leadership

Dr. Chris Eagle is the interim President and CEO. The agency is under the Ministry of Health.

3



Recovery Alberta is responsible for delivering public mental health, addiction, and correctional health services across Alberta. It also oversees the government's 11 new "recovery communities" in development across Alberta, some of which were previously public facilities that are now being operated by private, for-profit corporations.

When it started

The agency became operational in September 2024.

Impact on members

HSAA members began transitioning into Recovery Alberta on October 1, 2024, with many job responsibilities still shared with AHS until April 2025. The LOU applies.

Leadership

Kerry Bales is the Chief Executive Officer. Recovery Alberta is overseen by the Ministry of Mental Health and Addictions.

4



Assisted Living
Alberta

Assisted Living Alberta is being created to manage continuing care, home care, and community-based care for seniors and vulnerable populations. The agency will focus on wraparound services that help people age in place and live independently.

When it starts

Operations began on April 1, 2025, with the agency expected to be fully running by fall 2025.

Impact on members

No transfers involving HSAA members have been announced yet. However, we anticipate that this agency may eventually affect members in long-term care, home care, and other community-based roles.

Leadership

Dr. Sayeh Zielke has been named Interim CEO. The agency is overseen by the Ministry of Seniors, Community and Social Services.

Advocacy in Action: Campaigns That Made an Impact

At HSAA, every campaign we launch is a step toward better care for Albertans.

We use the power of our public campaigns to elevate the voices of members, raise awareness about the challenges facing Alberta's health care system, advocate for real improvements to public health care, and shift both public and political sentiment.

Over the past year, we've run bold, strategic campaigns that reached millions of Albertans, prompted media coverage, and influenced the policy conversation on issues critical to our members. Most importantly, they reminded the public that HSAA members *are* health care, showing up with skill and heart—every hour, every shift, every day.

Mental Health & Addictions Campaign



"Addiction Care IS Health Care."

Launched in fall 2024, this campaign was informed by members on the Addictions and Mental Health Committee and created to call out the dangers of the Alberta government's one-size-fits-all, abstinence-only approach to addiction and mental health treatment. HSAA members led the charge with a clear message: addiction care is health care.

Featuring video ads, podcast spots, and a surge of Meta and Google engagement, this campaign saw record-breaking reach and engagement. It generated **over 15.9 million impressions** on Meta, **nearly 1,300 emails to MLAs**, and **more than 1,800 new sign-ups to HSAA's supporter list**. Stickers were also sent to Albertans who requested them, resulting in a bonus guerrilla marketing push as they began to appear in public spaces.

This campaign sparked significant discussion in the Alberta Legislature, with elected officials noting the volume of correspondence in their inboxes. This shows how strategic advocacy can push evidence-based care to the forefront of the conversation.



Labs Privatization

"Lab Work is Critical to Health Care."

Privatization failed again, and this time Albertans paid the price through delayed diagnoses and chaos in the system. The outsourcing of public lab services to DynaLIFE in 2023 was a disaster that impacted thousands of members, as DynaLIFE punished for lower wages and the termination of defined-benefit pensions. In early 2025, we worked to tell Albertans the story of what happens when critical health services are handed over to for-profit corporations without proper due diligence or care for front-line staff.

Using authentic, story-driven video content, the campaign **reached 1.1 million Albertans** and logged over **4.2 million impressions**. The result was a cost-effective, high-impact campaign that reinforced why health care belongs in public hands.



Short-staffing Crisis

"Health care short-staffing is a problem."

In summer 2024, we turned up the pressure on a long-standing issue: chronic short-staffing. The lack of focus from the Government of Alberta on retention and recruitment in Alberta's health care system hurts both patients and professionals, as wait times increase and workers face severe burnout.

Through surveys and digital storytelling, HCAA invited both Albertans and front-line workers to share their experiences and demand better staffing solutions. Meta and Google ads delivered **over 13 million impressions**, and **more than 4,300 people took action**. While new supporter growth came in under goal, the campaign built a critical foundation for future organizing and deeper member engagement.

Member Spotlight

"HSAA members care for you every day. Stand up for them."

Behind every diagnosis, every emergency call, and every recovery story is an HSAA member. The Member Spotlight campaign was created to both humanize and profile the health care professionals who interact with patients at every step of their health care journey. We sought to highlight members' dedication to patient care, and remind Albertans that public health care depends on people. HSAA members are skilled, compassionate professionals who stand with their patients every step of the way.

Launched in March 2025, the campaign has delivered approximately **20 million impressions** and over **30,000 clicks on our video** advertisement across platforms. The video featured powerful imagery of one Albertan's story, with a message of connection and team-based care, building public support and member pride.

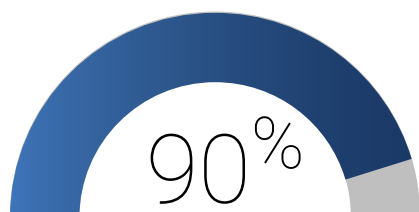


Operations Reports

HSAA
The Union of Healthcare Professionals



Bargaining



90%
of members in negotiations
throughout the fiscal year.



20
active bargaining tables.



5

ratified bargaining tables
(proofing).

Top 5 bargaining-related issues:

- Wages
- Benefits
- Job security
- Leave and provisions
- Workload and staffing

Ratified Collective Agreements:

- CBS Technical (May 2/24)
- Rexall Pharmacies ULC Edmonton (Jul 11/24)
- Bonnyville Regional Fire Authority (Sep 20/24)
- Stettler District Ambulance Association (Nov 4/24)
- East Central 911 Call Answer Society (Dec 4/24)

Active bargaining tables:

- Alberta Precision Laboratories
- Associated Ambulance and Services (Whitecourt) Ltd.
- Bethany Care Society
- Canadian Blood Services Transport
- Canadian Blood Services Technical
- CapitalCare
- Carewest
- Christenson Communities Ltd.
- Covenant Health
- East Central Ambulance Association
- Good Samaritan Society
- Prairie Emergency Medical Systems
- Rexall Pharmacies Ltd. (Calgary)

- Siksika Health Services
- WCB-Alberta (Millard Health)
Wheatland and Adjacent Districts
Emergency Medical Services Association

Informal mediation:

- Christenson Communities

Formal mediation:

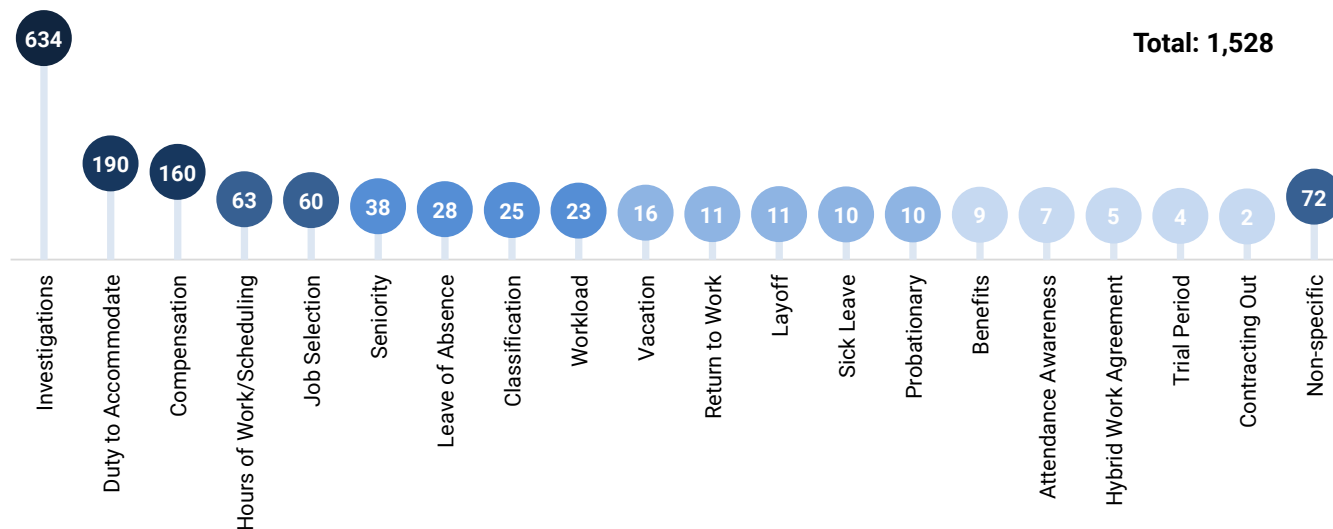
- Alberta Health Services

Essential services tables:

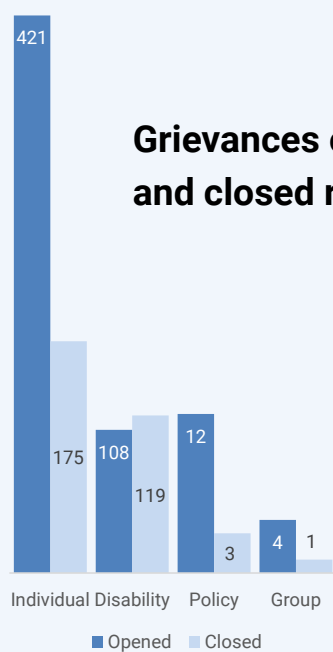
- Alberta Precision Labs (APL)
- Canadian Blood Services Transport

Labour Relations

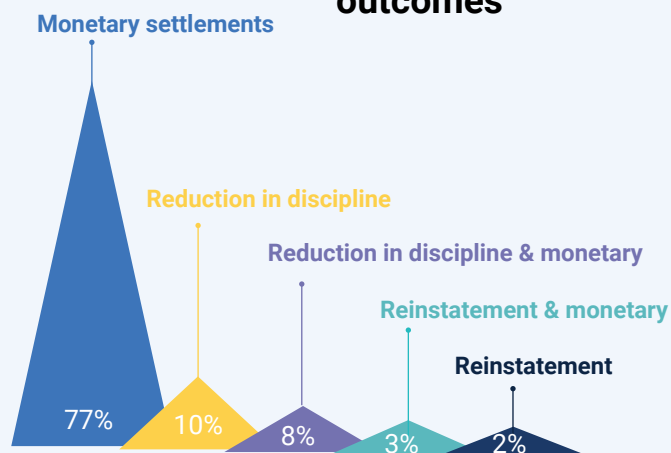
Number of files by issue types



Grievances open and closed rates



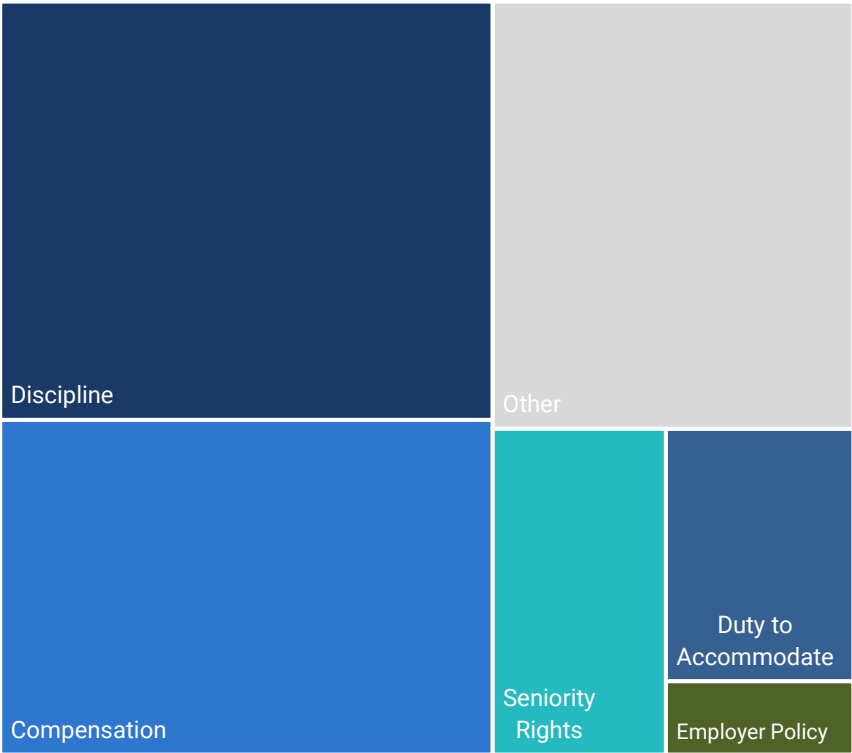
Grievance outcomes



Grievance Categories

Individual Grievances

Discipline	135
Compensation	108
Other	101
Seniority Rights	37
Duty to Accommodate	31
Employer Policy	9



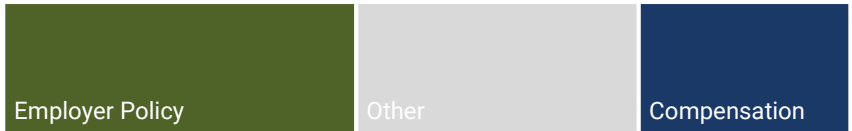
Group Grievances

Compensation	3
Other	1



Policy Grievances

Employer Policy	5
Compensation	3
Other	4



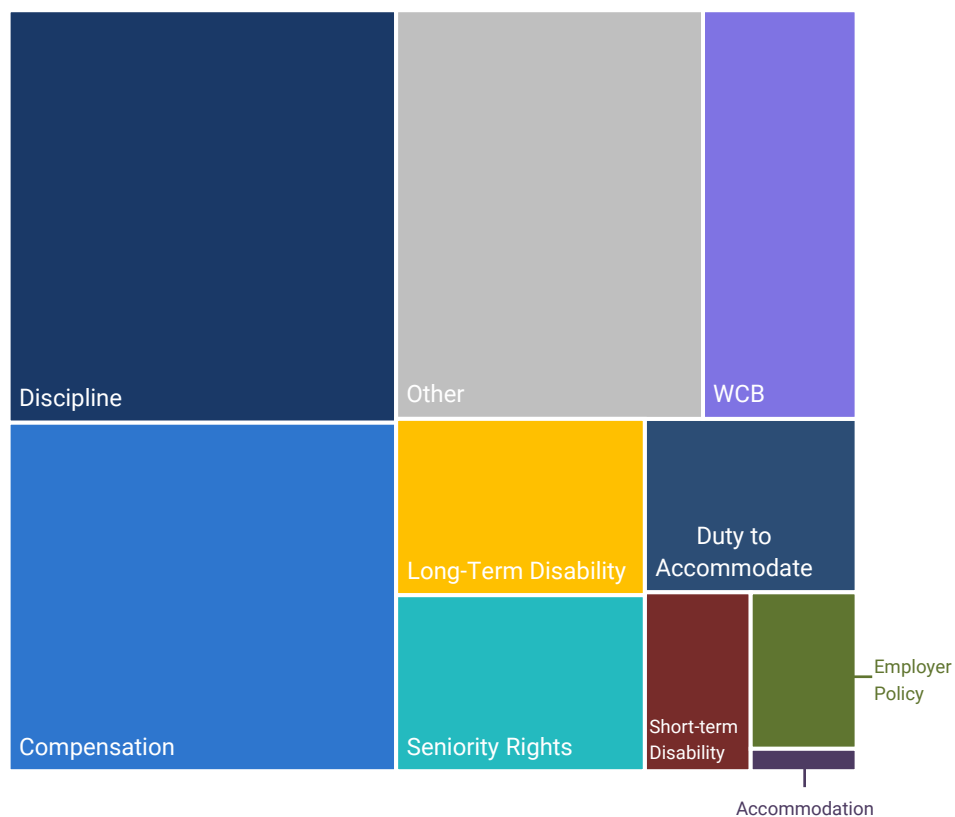
Disability Grievances

WCB	53
Long-term Disability	37
Short-term Disability	16
Accommodation	2



Grievances - ALL

Discipline	135
Compensation	114
Other	106
WCB	53
Long-Term Disability	37
Seniority Rights	37
Duty to Accommodate	31
Short-Term Disability	16
Employer Policy	14
Accommodation	2



Engagement

Governance Committee Membership

Serving on a governance board or committee offers a unique opportunity to contribute to meaningful, high-level impact. Members bring valuable expertise to key decisions, helping shape strategy, ensure accountability, and support the organization’s mission. It’s a chance to collaborate with peers, develop governance and leadership skills, and play a role in lasting, positive change.

19

Committee Board Members



15

Committee Chairs



177

Committee Members



Workplace-level Committee Membership

19

Employee-management Advisory Committees

51

Health and Safety Committee (HSC) Co-chairs

19

HSC LOA Workers Members

13

HSC Temp Workers Members

381

HSC Worker Members

Serving on an operations-focused union committee is a way to actively support fellow members and contribute to the work that affects them every day. Committee members apply their knowledge to practical issues, help implement initiatives, and collaborate to improve conditions and outcomes across the workplace.

Local Unit Success Stories

In 2024/25, we saw significant Local Unit (LU) membership growth, momentum that was driven by the dedication of our LU leaders and members. The following numbers reflect some of the tangible impact of those efforts:

6%

increase in active local unit count. (23/24 - 198; 24/25 - 210)

10%

decrease in inactive local unit count. (23/24 - 191; 24/25 - 172)

89%

of membership is in an active local unit. (88% in 23/24)

11%

decrease in non-members in active local units. (23/24 - 3,381; 24/25 - 3,007)

19%

increase in Local Unit Executive numbers. (23/24 - 911; 24/25 - 1086)



32%

increase in number of stewards alone! (23/24 - 250; 24/25 - 331)

36

newly founded local units.



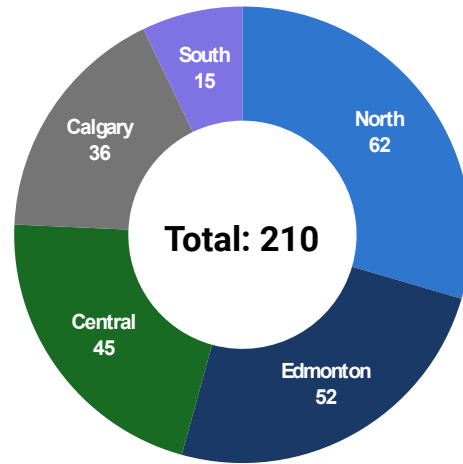
HSAA congratulates our members on the formation of **39** new Local Units! This has driven our membership to record highs, increasing access to the benefits of active membership.



New Local Units

Red Deer Centre 5010
CapitalCare Norwood
Stettler Community Health Centre
Vermillion EMS - Prairie
Edmonton Inglewood House
Swan Hills EMS
Swan Hills Healthcare Centre
Daysland Health Centre
High Prairie EMS
Nordeggs EMS - Associated Ambulance
CBS Calgary
Fort MacLeod EMS
Red Deer Remand Centre
High Level EMS
CBS Transport
Spirit River EMS
Fort Vermilion EMS
Medicine Hat Carry Drive PSC
Elk Point EMS
Smoky Lake George McDougall Health Centre
Hinton Healthcare Centre
Grimshaw/Berwyn and District Community Health Centre
Cold Lake Healthcare Centre
Marlborough PSC
Henwood Treatment Centre
Wabasca Local Unit
Edmonton General Continuing Care Centre
Wainwright Health Centre
Manning EMS
Hanna Local Unit
East Calgary Health Centre
Rocky Mountain House Health Centre
Bonnyville Healthcare Centre - Technical
Fort MacLeod Health Centre
Calgary Adult Addiction Services
Edmonton Downtown Labs

2025 Local Units by District



Local Union Leaders

Thank you to everyone who has stepped into these vital leadership roles and to those who continue to serve year after year. Your commitment strengthens our union and makes a real difference.



Updated Website and App

At the 2023 Convention, members voted to launch a new app for HSAA members. One designed by and for members. From day one, your voices shaped the vision to ensure the tools we developed truly reflected what you need.

To deliver the functionality you deserve, we went further than just building an app. We modernized our entire website to improve your overall digital experience.



HSAA.CA

Launched: Jan/25

- All content has been consolidated into one easy-to-navigate site.
- More information is now available without requiring members to log in.
- New Local Unit pages, managed by Local Unit Executives, offer a direct and effective way for members to stay connected with their local leadership.
- Dedicated Health & Safety pages make critical information easier to access, beyond what's provided by employers.
- Enhanced webforms feature a modern design, improved digital signature capabilities, and a more mobile-friendly user experience.
- Content has been modernized, including converting PDF content into web format, improving the digital experience and delivering more accurate, helpful search results.



HSAA APP

Launched: May/25

- At-your-fingertips access to your collective agreements.
- Coming soon: highlight, bookmark, and annotate your agreement right from your mobile device!
- Convenient, mobile-friendly access to key webforms, making it easier to submit from anywhere.
- Quick access to your Local Unit and Health and Safety Committee contact information.
- Stay informed with the latest news and bargaining updates, all in one place. Receive real-time notifications so you never miss an important update.
- Easily find and register for events, view your agenda, and stay current on event details.
- Access exclusive event content like app-only scavenger hunts during select events.

Get the app:



Google Playstore



Apple Store

Conventions and Conferences

Conventions and conferences are more than just events, they are powerful opportunities for members to grow, connect, and strengthen their collective voice. These gatherings offer education, skill-building, peer support, and a direct voice in union priorities.

These events are investments in our collective strength, bringing our members together to build lasting connections, and return to workplaces informed, empowered, and united.



Conference Attendance

In 2024, HSAA held our Annual Convention, as well as 6 additional conferences.

	Attendance
Convention	546
Labour Relations Conference	290
Health, Safety and Wellness Conference	98
Chair's Conference	97
Stewards Conferences (2)	94
Union Leadership Conference	85
Women's Conference	88



Workshops

Through practical skill-building, shared experiences, and meaningful discussion, workshops help members strengthen their knowledge and expand their capacity to lead, advocate, and support one another. These sessions are investments in member development, ensuring everyone returns to their work better equipped, more connected, and ready to make an impact.

Workshop Attendance

In 2024, HSAA held 45 workshops.

	# of workshops held	Total Attendees
LUE Workshops		
Intro to LUE	4	90
My Union, My Roll	4	98
Rules are Rules	2	38
See it, Name it, Check it	2	24
General Workshops		
Collective Bargaining	4	86
HSAA 101	4	37
Pension and Retirement	9	257
The Working Mind	5	94
Truth and Reconciliation	3	72
Unconscious Bias	2	39
Understanding your Collective Agreement	4	71
Women in Leadership	2	51

Workplace Health, Safety and Wellness

HSAA continues to support strong, effective member engagement in workplace health, safety, and wellness through training, advocacy, and access to resources.

Who we support

254

Joint Health and Safety Committees (JHSCs)

400+

JHSC members

30,000

members supported through the health and safety issues resolutions process

Member engagement

114

members recruited to committees

415

members appointed to JHSCs

229

members participated in Health and safety in the workplace events

Workplace Health, Safety and Wellness 2024 accomplishments

Training and Education

- Held a two-day biannual Health, Safety and Wellness conference.
- Delivered multiple sessions of the JHSC Training Course.
- Hosted an advanced Psychological Health & Safety workshop for experienced JHSC members.
- Piloted a new Introduction to Health, Safety, and Union Advocacy Course for members new to union involvement.
- Sponsored 50 members to attend the Canadian Mental Health Association (CMHA) Workplace Mental Health Conference.
- Supported the HSW Committee on development of a new Health and Safety workshop.

Improving Accessibility

- Upgraded the HSAA website to provide easier access to worksite-specific health and safety info.
- Supported HSW committee in development and distribution of Day of Mourning resources.

New Committee Launched

- Introduced the Workplace Health, Safety, & Wellness Committee to provide expert advice to the HSAA Board and Executive Director on HSW strategies, member resources, and training.

Advocacy

- Collaborated with employers to expand violence hazard assessments and improve.
- Supported bargaining with evidence-based reports to improve health and safety language in Collective Agreements.
- Successfully lobbied to protect key provisions in violence and harassment legislation under threat of rollback.
- Reviewed and provided feedback on employer policies to ensure they protect members' rights and reflect front-line realities.

Classifications

40 Classification appeal files opened

20 Classification appeal files closed

28 Current open appeal files

3 Appeal hearings. 1 internal and 2 external

9 New classification files opened and closed:

2 AHS:

- Behavioural Specialist (Local Condition)
- Emergency Medical Services (EMS) Cadet

2 Carewest:

- Health Information Management Professional II
- Dietitian II

2 WCB (Millard Health):

- Psychologist II (Clinical Supervisor)
- Occupational Therapy Consultant

1 Covenant Health:

- Lactation and Infant Feeding Specialist.

2 CASA:

- Behavioural Specialist
- Classroom Behaviour Consultant

4 New classifications have been developed for the following two Collective Agreements ¹:

HSAA/AHS:

- Paramedical Technical: Nuclear Medicine Technologist I & II (Updated)

HSAA/APL:

- Under Paramedical Technical: Medical Laboratory Assistant I & II

As of March 2025, several Classification Specifications (class specs) still need to be developed or updated to reflect changes to entry to practice, education and registration requirements. HSAA and the Employer(s) continue to work on these as new classifications are developed, or reviews are undertaken.

¹ HSAA's website currently includes most of the classification specifications for AHS; however, APL classification specifications are currently unavailable.

Covenant Health Labour Relations Board Decision

On October 21, 2024, the Alberta Labour Relations Board approved the transfer of about 124 CUPE members at Covenant Health into the HSAA Therapy Assistant classification. The change took effect on December 30, 2024.

APL Medical Transcriptionist Business as Usual Classification Review

In June of 2024, APL began a review of the Medical Transcriptionist roles that were impacted by the introduction of Connect Care. The employer has taken the position that this is a “business as usual” classification review. As such, they are treating it as a classification-related change under Article 40. HSAA believes that the appropriate application of the Collective Agreement is Article 31: Technological Change. The change to the “work” was as a direct result of Connect Care and the technology that exists within that platform. HSAA has filed a policy grievance as per Article 46.

Provincial Laboratory Assistant Classification Review

As part of the transition from DynaLIFE Laboratories to APL, the Parties agreed to conduct a classification review to ensure consistency and equity among Medical Laboratory Assistant positions province-wide. Nearly 3,800 positions were reviewed. Approximately 3,700 were unaffected, while about 80 were impacted. Of those, around 75 were reclassified from MLA I to the Administrative Support series, most to Administrative Support II, with a few moving to Administrative Support I or Administrative Support III. These changes took effect on November 18, 2024.

Nuclear Medicine Technologist Review

In 2024, Alberta Health Services’ In-Scope Classification and Compensation (ISCC) team reviewed Nuclear Medicine Technologist (NMT) positions across the province to address classification inconsistencies following changes to entry-to-practice guidelines. Changes were implemented on July 29, 2024.

HSAA filed a Policy Grievance on July 17, 2024, asserting that the NMT I classification should be placed in a different pay grade. After the Step 1 hearing, the Employer denied the grievance. On the same day, it was referred to arbitration. An Arbitrator has been selected, and a hearing is scheduled for December 2–4, 2025.


A related group grievance, filed on September 20, 2024, is on hold pending the outcome of the policy grievance.

Disabilities and Benefits

The Disabilities team plays a vital role in advocating for members navigating occupational and non-occupational claims. Our priority is to ensure timely and fair access to benefits, allowing members to prioritize recovery while we manage the complexities of the process. Through continued education, outreach, and collaboration, we are committed to driving meaningful change; because when our members thrive, we all thrive.


Training and Education

In 2024–25, we enhanced our early intervention strategies by working closely with Labour Relations Officers to address cases before they escalate. By taking a proactive approach, we helped ensure that members receive wage benefits and treatments earlier, while also alleviating the stress navigating the appeal process.




Addressing Mental Health

Mental health remains the leading cause of both occupational and non-occupational leaves. As a member of the Labour Coalition with WCB Alberta, we advocated for reforms to ensure mental health is treated with the same urgency and legitimacy as physical injuries in the disability claims process.



Appeal Successes

We saw a 23% increase in files opened, reflecting a growing trust in our team's ability to advocate for members. Our dedicated efforts led to key victories in appeals, successfully overturning unfair decisions that would have otherwise left members without financial support during critical times. Our increased involvement in DTA meetings, grievance support, and medical accommodations played a vital role in driving these outcomes—highlighting the impact of a knowledgeable, committed team fighting for fairness and accountability.



HSAA

The Union of Healthcare Professionals

CALGARY

#6160 333 – 96 AVENUE NE
CALGARY, ALBERTA T3K 0S3

EDMONTON

18410 – 100 AVENUE NW
EDMONTON, ALBERTA T5S 0K6

TOLL FREE

1-844-280-HSAA(4722)

EMAIL

MRC@HSAA.CA