

HSAA CONVENTION 2024 APPROVED RESOLUTIONS Status Report

#	TITLE	HSAA WILL	STATUS
3.	ARTICLE 52: COMPLAINTS MANAGEMENT PROCESS	Amend Article 52, as presented.	Implemented
4.	ARTICLE 53: COSTS	Amend Article 53, as presented.	Implemented
6.	ARTICLE 48: MEETINGS OF THE MEMBERSHIP – RESOLUTIONS	Amend Article 48.04, as presented.	Implemented and highlighted in the January 2025 newsletter.
9.	DELL TAYLOR MEMORIAL EDUCATION FUND	Increase the maximum dollar amount of the Dell Taylor Memorial Education Fund from \$250 to \$350 per member per fiscal year, effective March 1, 2025.	Implemented March 1, 2025, and highlighted in the March 2025 newsletter.
11.	ALLIED HEALTH STAFFING LEVELS	Pressure healthcare employers to establish and adhere to mandatory staffing levels for HSAA 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 centered 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.	<p>HSAA has lobbied the Health Minister on this matter.</p> <p>Conversations have been started and are ongoing with Human Health Resources National through NUPGE.</p> <p>HSAA has lobbied the legislature with our members.</p> <p>Proposals are at the bargaining tables to address workload appeals.</p>

12.	INDIGENOUS BOARD SEAT	Create a seat at the Board level that can be filled by a self-identified Indigenous member of the union.	<p>The equity Board position was elected August 2024 and Melissa Creyke was sworn in September 2024.</p> <p>Required resolutions for Constitutional amendments are being brought forward to Convention 2025.</p>
14.	LAPP	Lobby LAPP for improvements in the execution of OUR pension plan.	<p>HSAA lobbied the Board members at the LAPP Sponsor meeting and struck a committee at the LAPP Board to review all opportunities for benefit enhancement. The work is ongoing.</p> <p>HSAA is currently working with an actuarial to provide advisory services on a pension analysis and continues to lobby LAPP.</p> <p>HSAA met with the Minister of Finance on May 12, 2025, and brought forward this matter.</p>
16.	POSITION STATEMENT #2 - REAFFIRMING HSAA'S COMMITMENT TO MEDICARE	Change HSAA Position Statement #2 to include addiction and mental health care and supportive living care, under the following bullet point Inclusion of community care, rehabilitation, home care, and long-term care within the scope of the legal framework defining medicare in Canada.	Updated on the website June 2024.

18.	ENVIRONMENTAL RESPONSIBILITY	Promote environmental responsibility by asking that Healthcare employers apply the recommendations of the Canadian Coalition of Green Health Care (CCGH) in Alberta.	The Board joined on as signatories to the Coal and Green Energy Policy to support the Alberta Health Professionals for the Environment (AHPE) and continues to advocate for a greener healthcare environment.
19.	SUPPLEMENTAL PENSION FOR EMS	Advocate for the "Supplemental Pension" for EMS, which was awarded to the paramedics with the City of Calgary prior to becoming AHS.	<p>HSAA is currently working with an actuarial to provide advisory services on a pension analysis and continues to lobby LAPP.</p> <p>HSAA met with the Minister of Finance on May 12, 2025, and brought forward this matter.</p>
20.	HSAA LOGO USE	Implement a streamlined and timely process which allows members to create and submit custom designs to be used on the Union branded merchandise using the HSAA logo. Upon approval these designs will be available to all members via the merchandise store. Further personalization such as local units, professional title, or member names will be optional.	<i>Policy 2.10 Customized Designs on Union Branded Merchandise</i> was developed, approved, and implemented in June 2024.
21.	MODIFIED WORK WEEK	Advocate the option for employees to work a compressed work week (4 days on, 3 off), or alternatives such working 9 days in a two-week rotation instead of 10.	There is currently language that allows for this in some of our Collective Agreements. This was highlighted in the March 2025 newsletter. For Collective Agreements that do not include Modified Workday language, members were encouraged to submit their suggestion in the bargaining survey for consideration.

22.	HSAA ORGANIZATIONAL CHART	Provide its members with an organizational chart that includes all paid employees, including title, hierarchical structure, and numbers of all filled and open positions within HSAA, posted on the HSAA website within the member access portal and updated yearly.	Completed and posted on the website September 2024 and updated regularly.
23.	HSAA MEMBER RETIREMENT GIFTS	Explore alternative quality gift options for retiring members to choose from the recognition of their service and or/ membership to HSAA.	Completed, the new options were provided and highlighted in the May 2025 newsletter.
27.	RESOLUTIONS - CONVENTION AGENDA	Allot more time during the convention to voting and debating resolutions. Other parts of the convention should be minimized or cut out before running out of time on voting/debating resolutions brought forward by our members.	The number of resolutions received is considered when determining the time allotment within the agenda and has been increased accordingly.