

July 22, 2025

Dr. Mircea Fagarasanu
Alberta Health Services
Sr. Program Director - Workplace Health and Safety, Acting VP Clinical Excellence

Sent via Email

Re: Health Safety and Wellness Issue: Edmonton Zone EMS JWHSC Information Request

Dear Mircea,

Since January 2025, the Edmonton Zone EMS Joint Worksite Health and Safety Committee (JWHSC) has requested the results of the 2024 AHS People Survey for EMS. Despite repeated follow-up requests at the February, March, April, and May meetings, this information has yet to be provided.

When any health, safety, or wellness data or assessments are conducted on workers, it is a fundamental right, especially for Joint Worksite Health and Safety Committees, to receive timely and detailed results. This is a core element of "The Right to Know" and is a well-established principal in Canadian occupational health and safety law.

The AHS People Survey assesses several critical psychological safety factors aligned with the CSA Standard on Psychological Health and Safety in the Workplace. These include:

- Recognition and Reward
- Psychological Support
- Clear Leadership and Expectations (Roles and Responsibilities)
- Engagement
- Growth and Development
- Involvement and Influence

Our collective agreement with AHS requires that the JWHSC be involved in managing psychological hazards in the workplace. Specifically, Article 42.09 states:

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18410 – 100 Avenue NW
Edmonton, AB T5S 0K6
Fax: (780) 488-0534

Toll-free: 1-844-280-HSAA (4722)



Canadian Labour Congress
Congrès du travail du Canada



Calgary Office
6160 – 333 – 96 Avenue NE
Calgary, AB T3K 0S3
Fax: (403) 250-8576

"The Employer shall implement a psychological health and safety plan consistent with the current CSA Psychological Health and Safety in the Workplace Standard. Aspects of this plan relevant to a particular workplace may be reviewed annually by the Health and Safety Committee."

Accordingly, and in alignment with Article 42.09 of the collective agreement between Alberta Health Services and the Health Sciences Association of Alberta, we are formally escalating this matter and requesting a resolution. Please contact the undersigned at your earliest convenience to arrange a meeting in accordance with Article 42.09(b).

Thank you for your attention to this important matter.

Sincerely,



Ray Geldreich, CRSP
Senior Advisor, Health Safety and Wellness
Health Sciences Association of Alberta

Kelly R. Sherwood, ACP
Worker Co-chair
Edmonton Zone EMS JWHSC

CC:

Todd Romanow, HSAA Manager Negotiations and Policy
John Carpenter, HSAA Director Labour Relations North
Rod Kaliel, AHS Executive Director WHS Programs
Jeff Roe, AHS Executive Director WHS Services
Tana Saint, AHS Director WHS Services Edmonton Zone
Shanalee Brenneis, HSAA HSW Program Assistant