

DAY OF UNITY RALLY MEMBER FAQ

Why are we hosting a Day of Unity?

Our Day of Unity sends a clear signal: Alberta's health-care professionals are united, determined, and ready to act for a collective agreement that will recognize our value.

- We face a dangerous shortage of health care professionals in Alberta.
- Shortages mean longer wait times, packed ERs, and delayed care.
- We're facing unsustainable workloads and burnout, which are driving more professionals out of healthcare.
- We're asking for better wages and working conditions that reflect our value and help recruit more professionals.

This is the time to engage, stay united and prepare for next steps. We need as many members as possible at the Day of Unity rallies. A strong showing will help us:

- **Educate the media, public and government** about who HSAA members are and the critical roles we play in caring for Albertans every day.
- **Raise awareness** of the pressures facing health professionals including short-staffing and burnout.
- **Show strength** in numbers to AHS and the Government of Alberta.
- **Build visibility** so the public and media cannot ignore our message.
- **Lay the groundwork** for next steps in bargaining and potential job action.

I am an HSAA member in AHS. Can I attend a Unity Rally at my site or a site nearby?

Yes. AHS members are strongly encouraged to join Unity Day rallies at the nearest site on *unpaid time* (lunch, breaks, vacation or on regular days off).

I work for another HSAA employer. Can I attend a Unity Rally?

Yes! All HSAA members are encouraged to attend on *unpaid time*. A big, united turnout across employers shows our strength.

I work in EMS. Can I participate?

- **Off-duty EMS members:** Yes, join at the closest site in your civilian clothes!
- **On-duty EMS members:** No, you must remain available to respond immediately to emergencies throughout your shift. Please participate in the Day of Unity by wearing your **Strike Ready** pin to show support

Can I wear my uniform at the rally?

- **Hospital staff in scrubs:** May attend in scrubs, but only on clear *unpaid time* (lunch/break).
- **On-duty EMS:** Cannot attend any rally. Wear your **Strike Ready** pin.
- **Off-duty EMS:** Cannot wear employer-issued uniforms off duty.

I don't have a break during the event. Can I attend?

No. You can only attend on *unpaid time*. If you can't join, show solidarity by wearing HSAA or **Strike Ready** gear where allowed.

Can we wear Strike Ready pins at the rally?

- **AHS Member:** Yes, absolutely.
- **Non-AHS Member:** No, please wear HSAA gear.

Can we park on employer property?

- Parking varies by site. Please Park in public parking (not staff) and pay any necessary parking fees.

Our site is not on the list; how can we participate?

- October 2 is a Day of Unity. We are asking all members to participate.
- If you cannot attend a rally because of location or work commitments:
 - **AHS Members:**
 - Please wear your Strike Ready and HSAA gear.
 - Take photos, post to social media (#SupportHSAA)
 - Email photos to Action@hsaa.ca for your Union to post on social media.

Note: October 2nd is our first round of events. If you would like to host an event at your site in the future, please email action@hsaa.ca.

Will HSAA pay members to attend?

No. Participation is voluntary and must be on *unpaid time*. These rallies are vital demonstrations of unity and strength that help us win a stronger contract.

Can we block access to workplaces or disrupt operations?

No. Unity Rallies are peaceful and lawful. They must be held off employer property (e.g., sidewalks) and cannot block access or disrupt facility operations. Any actions that impede access or operations can be seen as illegal and have consequences.