

HSAA – ECAA
Summary of Tentative Agreement
Signed off Articles
UPDATED: October 20, 2025

LEGEND:

Agreed in principle
No Change
Signed off amended

ARTICLE		STATUS	SUBSTANTIVE CHANGES
#	TITLE		
	Preamble	Signed Off	No changes
NEW	Land Acknowledgment	Signed Off	
1	Term of Collective Agreement	Agreed in Principle	Three (3) year term expiring July 31, 2028
2	Definitions	Signed Off	No changes
3	Recognition	Signed Off	No changes
4	Membership And Dues	Signed Off	No changes
5	Management Rights	Signed Off	No changes
6	No Discrimination	Signed Off	No changes
7	No Strike or Lockout	Signed Off	No changes
8	Probationary Period	Signed Off	- Reduced from 6 months to 3 months 28 shifts for Casual employees
9	Hours of Work	Signed Off	9.05 If required to work more than 14 hours in a 24 hours period, minimum hours of rest is now 10 hours (increased from 8)

ARTICLE		STATUS	SUBSTANTIVE CHANGES
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10	Overtime	Signed Off	No changes
11	Promotions, Transfers and Vacancies	Signed Off	No changes
12	Responsibility Pay	Signed Off	No changes
13	Seniority	Signed Off	No changes
14	Annual Vacation	Signed Off	- No longer 2 vacation planner periods. First come, first served unless more than one person wants the same time off, then seniority is the determining factor. - Accrued vacation can be utilized upon completion of the probationary period - Vacation requests must be made in writing at least 30 days in advance. If less than 30 days, can still be approved if operationally possible
15	Named Holidays	Signed Off	15.02 (b) for all hours worked to which the On-Call rate would normally apply, the Holiday rate shall be one and one-half times (1 ½ x) two times (2X) the On-Call rate.
16	Sick Leave	Signed Off	16.02 – language added to clarify that access to sick bank is upon successful completion of the probationary period
17	Workers' Compensation	Signed Off	No changes
18	Employee Benefit Plans	Signed Off	No changes
19	Leaves of Absence	Signed Off	19.10 Personal Leave Days – increase from 2 to 3 days
20	Bulletin Board Space	Signed Off	No Changes
21	Personnel Files and Evaluations	Signed Off	No changes
22	Discipline and Dismissal	Signed Off	22.08 (a) – a request to have a disciplinary letter removed has been reduced to 18 months, from 2 years - NEW – 22.08 (b) – language to clarify that once a letter has been removed, the employer can no longer reference or rely on it

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23	Resignation/Termination	Signed Off	No changes
24	Job Descriptions	Signed Off	No changes
25	Layoff and Recall	Signed Off	No changes
26	Salaries	Signed Off	No changes
27	Court Appearance	Signed Off	No changes
28	Uniform and Clothing	Signed Off	28.02 increase yearly allowance \$250 to \$400 for jumpsuit, boots, or any other item 28.03 language added indicating requests to replace mutilated, destroyed or damaged uniforms shall not be unreasonably denied
29	Occupational Health and Safety	Signed Off	29.01 (a) language clarifying that the Committee This Committee shall meet at least quarterly, or upon receiving written notification of an unresolved issue. - NEW – 29.05 (b) The Employer shall notify the Committee, as soon as reasonably possible, of all serious incidents, and dangerous work refusals. The Committee shall participate in all investigations into serious incidents, potentially serious incidents, and dangerous work refusals. - NEW – 29.05 (c) The Employer shall notify the Committee, as soon as reasonably possible, of an incident when an Employee has experienced violence. Including but not limited to physical, sexual, verbal, or psychological in the workplace. Committee participation in an investigation shall not be unreasonably denied. - NEW – 29.07 (b) Any worksite assessments related to psychological safety shall be shared with the Committee in a timely manner. A request to conduct a psychological health and safety assessment (e.g., Guarding Minds at Work) for a specific work area/unit/program shall not be unreasonably denied or delayed. 29.08 - Where the employer requires that the employee receive specific immunization and titre, as a result of or related to their work, it shall be provided at no cost. Reasonable time shall be paid at the applicable rate of pay to complete the specific immunization or titre. Should a member be required to travel to a location other than their worksite to complete the immunization or titre, the member will be paid as per Article 30: Duty-Incurred Expenses.

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			29.09 (a) Language clarifying that If an issue arises regarding occupational health or safety, the employee or Union shall first seek to resolve the issue through discussion with the applicable immediate supervisor. If the issue is not resolved satisfactorily within two (2) days, it may then be forwarded to an excluded management position. If the issue is not resolved satisfactorily two (2) days it may then be forwarded, in writing, to the committee.
30	Duty-incurred Expenses	Signed Off	30.01 increase to .65 cents per kilometer
31	Grievance and Arbitration	Signed Off	No changes
32	Job Classifications	Signed Off	No changes
33	Medical Examination, Vaccinations and ACP Dues	Signed Off	33.03 Language updated to include reimbursement for Professional Liability Insurance
34	Casual Employees	Signed Off	No changes
35	Copies of Collective Agreement	Signed Off	No changes
36	Critical Incident Stress Management	Signed Off	No changes
37	Employee-Management Advisory Committee	Signed Off	Replacing letter of Understanding #2 with new article 37. EMACs are to discuss issues outside of the collective agreement which are of mutual concern. Employee reps on the committee are appointed by the union.
#1	Letter of Understanding re: Regulatory Practice Review Procedure	Signed Off	LOU removed as practice issues are now handled through the Regulatory Practice Review Committee
#2	Letter of Understanding re: Employee-Management Advisory Committee	Signed Off	LOU removed and language added to the body of the Collective Agreement (Article 37)
#3	Letter of Understanding re: Flexible Spending Account	Signed Off	- Effective January 1, 2026 – Increase account to \$2,200 - Effective January 1, 2027 – Increase account to \$2,400 - Effective January 1, 2028 – Increase account to \$2,600

ARTICLE		STATUS	SUBSTANTIVE CHANGES
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#4	Letter of Understanding re: Mobility	Signed Off	No changes
#5	Letter of Understanding re: Duty to Accommodate	Signed Off	No changes
#6	Letter of Understanding re: Retention Payment	Signed Off	Language added to include how a casual employee's date will be determined (in accordance with article 13.01 (b)) dividing continuous hours of work (Tour of Duty Active hours) by 2,190
SAL	Salary Appendix	Signed Off	- Included Emergency Medical Responder - NEW - Primary Care Paramedic Supervisor - Wage Adjustments, which include all general wage increases and market adjustments as provided for under the terms of the AHS/HSAA Collective Agreement: - April 1, 2024: me-too with AHS/HSAA - April 1, 2025: me-too with AHS/HSAA - April 1, 2026: me-too with AHS/HSAA - April 1, 2027: me-too with AHS/HSAA - April 1, 2028: me-too with AHS/HSAA
NEW	Letter of Agreement re: PCP Supervisor	Signed off	Letter of agreement confirming current supervisors will remain in position. Should they leave the position, the position will be posted.