

HSAA – APL
Summary of Tentative Agreement
Signed off Articles
UPDATED: January 13, 2026

LEGEND:

Agreed in principle

No Change

Signed off amended

ARTICLE		STATUS	SUBSTANTIVE CHANGES
#	TITLE		
	Preamble	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
	Treaty Acknowledgment	Signed January 16, 2025	<ul style="list-style-type: none"> • Added treaty acknowledgement
1	Term of Collective Agreement	Signed January 13, 2026	<ul style="list-style-type: none"> • Four (4) year term expiring September 30th 2028
2	Definitions	Signed January 13, 2026	<ul style="list-style-type: none"> • 2.04 – GAIN – Inclusion of education allowance and long service adjustment into Basic Rate of Pay
3	Management Rights	Signed March 19, 2025	<ul style="list-style-type: none"> • No changes
4	Recognition and Union Business	Signed May 7, 2025	<ul style="list-style-type: none"> • 4.01 – updated to Bargaining Certificate (per ALRB) • 4.06 – GAIN – update to reflect both in-person orientation and addition of union orientation link to new hire checklist • 4.08 – GAIN – supplying name to Employer “once” recognized as a steward and removal of “steward level”
5	Dues Deduction and Union Membership	Signed January 16, 2025	<ul style="list-style-type: none"> • 5.02 – GAIN – increased info disclosure to union • 5.08 – GAIN – Union ability to alter dues in strike or lockout with 14 days’ notice
6	No Discrimination	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
7	No Strike or Lockout	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
8	Bulletin Boards	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes

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9	Probationary Period	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
10	Hours of Work	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
11	Work Schedules and Shifts	Signed December 11, 2025	<ul style="list-style-type: none"> • 11.02(a) & (b) – GAIN - mutual agreement now needs to be in writing between employer and employee
12	Overtime	Signed December 11, 2025	<ul style="list-style-type: none"> • No Changes
13	On-Call Duty	Signed December 11, 2025	<ul style="list-style-type: none"> • 13.05 – GAIN – Increase to \$7.00 for all On Call Hours • 13.10 – GAIN – increase to \$0.55 per KM and addition of “ride share”
14	Salaries	Signed December 10, 2025	<ul style="list-style-type: none"> • 14.03 – GAIN – Removal of employers ability to withhold increments • 14.04 – GAIN – Removal of 90% pay for Employees waiting licensing/registration. Employees will now be placed at starting rate of the classification level to which they have been hired • 14.06 – Removal of Sole Charge, not used (historical)
15	Recognition of Previous Experience	Signed March 19, 2025	<ul style="list-style-type: none"> • 15.01 – MOVED FROM 15.04 – Employer notification of paygrade/step including reference to ROPE • 15.05(A) – GAIN - 60+30 days to submit ROPE (only policy previously, which could be changed) • 15.05(B) – GAIN – retroactivity of ROPE
16	Shift Differential and Weekend Premium	Signed December 11, 2025	<ul style="list-style-type: none"> • No Changes
17	Responsibility Pay	Signed December 11, 2025	<ul style="list-style-type: none"> • 17.02 – GAIN - addition of preceptor pay (\$2.00 per hour)
18	Temporary Assignments	Signed September 11, 2025	<ul style="list-style-type: none"> • No changes
19	Not allocated	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes (signed off to maintain numbering in CBA)
20	Travel Expenses	Signed December 10, 2025	<ul style="list-style-type: none"> • 20.02 (a) – GAIN - increase KM rate to \$0.72 (previously \$0.61) • 20.02 (b) - GAIN - increase KM rate to \$0.55 (previously \$0.50) • 20.05 – GAIN - Increase to subsistence rates (range \$13 to \$27, previously \$10.50 to \$24.00)
21	Vacation with Pay	Signed June 25, 2025	<ul style="list-style-type: none"> • 21.05(e) – GAIN – clarify seniority specific to vacation on planner • 21.09(b) – GAIN – added conditions to allow for vacation changes where any changes previously were automatically denied • 21.09(c) – GAIN – Notification to Employees of newly opened vacation slots due to changes/cancellations

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22	Named Holidays	Signed December 11, 2025	<ul style="list-style-type: none"> • No Changes
23	Sick Leave	Signed September 10, 2025	<ul style="list-style-type: none"> • 23.05 – GAIN – no requirement for sick note for single day absences • 23.12 – GAIN – Employee onus to request time off for medical appointments when scheduled
24	Workers' Compensation	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
25	Employee Benefit Plans	Signed December 11, 2025	<ul style="list-style-type: none"> • 25.01(b)(vi) – GAIN – update to accepting prescriptions prescribed by other health care professionals and dispensed by pharmacist • 25.01(c) – minor change to EI Sub Plan language • 25.07 (c) – GAIN – opt in option for health plan post ratification
26	Pension Plan	Signed September 9, 2025	<ul style="list-style-type: none"> • No changes
27	Over/Under Payments	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
28	Seniority	Signed June 25, 2025	<ul style="list-style-type: none"> • No changes
29	Promotions, Transfers and Vacancies	Signed December 11, 2025	<ul style="list-style-type: none"> • 29.05 (NEW) – a new employee must complete probationary period prior to moving to another position • 29.06(c) – GAIN – clarification into relatively equal
30	Layoff and Recall	Signed September 9, 2025	<ul style="list-style-type: none"> • 30.02(b) – GAIN – getting options in advance • 30.02 (b) & (c) – clean up as was missing “least” senior
31	Technological Change	Signed September 9, 2025	<ul style="list-style-type: none"> • No changes
32	Contracting Out	Signed June 23, 2025	<ul style="list-style-type: none"> • No changes
33	Leaves of Absence	Signed January 13, 2026	<ul style="list-style-type: none"> • 33.03(f) (NEW) – Three (3) paid Professional Development Days effective April 1, 2026 • 33.04(e) – GAIN - New Employees hired after January 1 of each year shall receive Personal Leave days effective April 1 of the same year. • 33.05(a) – GAIN - Bereavement Leave with pay now includes Aunt, Uncle, Niece and Nephew. • 33.09(b) – UPDATE – Leave for Public Office • 33.13(a) – GAIN – Domestic Violence Leave up to 5 days' with pay per calendar year. • 33.15 (NEW) – Humanitarian Leave – unpaid job protected leave

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34	In-Service Programs	Signed September 9, 2025	<ul style="list-style-type: none"> • No changes
35	Court Appearance	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
36	Evaluations, Personnel Files and Employee Health Files	Signed February 4, 2025	<ul style="list-style-type: none"> • Clean up only to title of Letter of Expectation
37	Discipline & Dismissal	Signed January 13, 2026	<ul style="list-style-type: none"> • 37.07 – GAIN - Discipline on employee record can now be requested to be removed after 18 months • 37.10(a) - GAIN – the Employer shall now provide at least two (2) working days' notice of an investigation • 37.10(b) – GAIN – upon request, the Employer may disclose known particulars of the concern or complaint
38	Resignation/Termination	Signed December 11, 2025	<ul style="list-style-type: none"> • No changes
39	Job Descriptions	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
40	Job Classifications	Signed January 16, 2025	<ul style="list-style-type: none"> • 40.01(e) – GAIN – HSAA and Employer agreed to external classification expert to assist where may be disputes related to appeals process • 40.02(B to D) – GAIN – Robust Classification Appeal Request process updated from previous LOU and now in Collective Agreement w/ additional clarity
41	Employee-Management Advisory Committee	Signed December 11, 2025	<ul style="list-style-type: none"> • No changes
42	Workplace Health, Safety and Wellness	Signed October 29, 2025	<ul style="list-style-type: none"> • 42.02 – GAIN – committee meeting within 10 days of receiving complaint. Terms of reference w/ agreement of Union • 42.04 – GAIN – “applicable” rate of pay for employee representatives at meetings • 42.09 – GAIN – notification asap to committee // participation of committee • 42.10 – GAIN – resolution meeting at next board meeting where possible while still maintaining max 28-day response requirement from Employer • 42.12 (b) – GAIN – Requests for psychological health & safety assessment not unreasonably denied/delayed
43	Protective Clothing	Signed December 11, 2025	<ul style="list-style-type: none"> • No changes
44	Part-time, Temporary and Casual Employees	Signed December 11, 2025	<ul style="list-style-type: none"> • 44.03(B) – GAIN – clarification on breaks for shifts less than 7.75 hours • 44.04 – GAIN – consequential from revisions to Article 11
45	Modified Workday	Signed October 29, 2025	<ul style="list-style-type: none"> • No substantive changes

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46	Grievance Procedure	Signed February 5, 2025	<ul style="list-style-type: none"> 46.02(b) – GAIN – removal of Employee signature required on grievance 46.02(d) – move from (e) for flow of process 46.02(e) & 46.03(c) – GAIN – use of single arbitrator unless otherwise mutually agreed 46.05 – GAIN – disclosure of information by parties to assist with process
47	Grievance Arbitration	Signed February 26, 2025	<ul style="list-style-type: none"> Updated to reflect current process
48	Copies of the Collective Agreement	Signed January 16, 2025	<ul style="list-style-type: none"> 48.03 – GAIN – shared determination to # of copies for printing
49	Critical Incident Stress Management	Signed September 11, 2025	<ul style="list-style-type: none"> No changes
50	Professional Fee Reimbursement	Signed December 11, 2025	<ul style="list-style-type: none"> (NEW) – GAIN - Regular and Temporary employees entitled to receive \$504 towards licensing/registration fees with their college, association, or licensing governing body
#1	Letter of Understanding re: Job-Sharing	Signed February 4, 2025	<ul style="list-style-type: none"> No changes
#2	Letter of Understanding re: Severance	Signed September 9, 2025	<ul style="list-style-type: none"> No changes
#3	Letter of Understanding re: Mobility	Signed November 14, 2024	<ul style="list-style-type: none"> No Changes
#4	Letter of Understanding re: Joint Committee	Signed February 4, 2025	<ul style="list-style-type: none"> No changes
#5	Letter of Understanding re: Joint Benefits Committee	Signed November 14, 2024	<ul style="list-style-type: none"> No Changes
#6	Letter of Understanding: Flexible Spending Account	Signed December 10, 2025	<ul style="list-style-type: none"> No Changes
#7	Letter of Understanding: Multi-Site Positions	Signed December 11, 2025	<ul style="list-style-type: none"> 1(a) - GAIN – option for new multi-site postings to be 5 sites within 50 km (less km to travel)
#8	Letter of Understanding: Guidelines for Determination of Requirement to Provide an Automobile	Signed May 7, 2025	<ul style="list-style-type: none"> No changes
#9	Letter of Understanding: Increasing or Decreasing Full-Time Equivalency	Signed February 4, 2025	<ul style="list-style-type: none"> 1(a) – GAIN – rationale to be provided for any denial

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#10	Letter of Understanding re: Flex Hours	Signed November 14, 2024	<ul style="list-style-type: none"> • No Changes
#11	Letter of Understanding re: Benefits Eligible Casual Employees (BECE)	Signed November 25, 2024	<ul style="list-style-type: none"> • 2(b)(ii) – GAIN – Employer now must provide notice to end BECE position (previous no notice period required for employer) • 3(a) – GAIN – no requirement for employee to maintain FTE when taking vacation
#12	Letter of Understanding re: Consequential Vacancies	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
#13	Letter of Understanding re: Supernumerary Positions	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
#14	Letter of Understanding re: Part-Time Seasonal Employees	Signed November 25, 2024	<ul style="list-style-type: none"> • No substantive changes
#15	Letter of Understanding re: Alternate Resolution Process (ARP)	Signed February 4, 2025	<ul style="list-style-type: none"> • No changes
#16	Letter of Understanding re: Deferred Salary Leave Plan	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
#17	Letter of Understanding re: Northern Incentive Program	Signed February 25, 2025	<ul style="list-style-type: none"> • No changes
#18	Letter of Understanding re: Portability Between Alberta Health Services and Covenant Health	Signed December 10, 2025	<ul style="list-style-type: none"> • GAIN – Addition of all Provincial Health Agencies (PHA's) and Provincial Health Corporations (PHC's)
#19	Letter of Understanding re: Duty to Accommodate	Signed November 26, 2024	<ul style="list-style-type: none"> • No changes
#20	Letter of Understanding re: Grandfathered Qualification Differentials	Signed February 4, 2025	<ul style="list-style-type: none"> • No changes
#21	Letter of Understanding re: Revised Grievance Arbitration Process	Signed February 4, 2025	<ul style="list-style-type: none"> • No changes
#22	Letter of Understanding re: Employee and Union Developed Shift Schedules	Signed January 16, 2025	<ul style="list-style-type: none"> • Updated titling as it is an employee initiative • #4 – GAIN – updated copies of all non-complaint shift schedules developed under this LOU • #5 – GAIN – Union ability to obtain shift schedules upon request

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#23	Letter of Understanding re: Alternate Scheduling Option – Hours Between Shifts	Signed December 11, 2025	<ul style="list-style-type: none"> • No changes
#24	Letter of Understanding: re: Transitional Provisions for Employees Moving into the HSAA Bargaining Unit	Signed December 11, 2025	<ul style="list-style-type: none"> • GAIN - Removal of “office, clerical, technical” to ensure all Employees captured (due to bargaining cert. change post transition) • Sub Article14: Salaries – GAIN – clarification to reflect step to step placement • Sub Article 28: Seniority – GAIN – language to ensure earliest seniority date always protected • Letter to Employees – GAIN – recognition of anniversary date or increment hours as applicable
#25	Letter of Understanding re: Out of Scope Inclusions and Exclusions	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
#26	Letter of Understanding re: Teleworking Agreement	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
#27	Letter of Understanding: re: Relocation Reimbursement	Signed January 16, 2025	<ul style="list-style-type: none"> • Para.1 – GAIN – removal of specific classifications for eligibility to capture all classifications • Removal of language on developing “relocation directive” since had been completed
#28	Letter of Understanding: re: Appeal Process	Signed to delete January 16, 2025	<ul style="list-style-type: none"> • MOVED – Appeal process now refined and included in the main body of the Collective Agreement under Article 40: Job Classifications
#29	Letter of Understanding re: Joint Classification Committee	Signed November 14, 2024	<ul style="list-style-type: none"> • No changes
#30	Letter of Understanding re: Medical Laboratory Assistant I Recruitment	Signed to Delete November 14, 2024	<ul style="list-style-type: none"> • Removal – This process had been undertaken post ratification of last Collective Agreement which resulted in a Letter of Understanding signed at that time called “MLAI Equivalency” which has been modified and re-signed and included in a new LOU under this Collective Agreement
#31	Letter of Understanding re: Dental and Supplementary Benefits	Signed January 13, 2026	<ul style="list-style-type: none"> • GAIN – Coverage of variety of diabetic equipment/supplies • GAIN - Increase massage therapy coverage from \$50 dollars per visit to seventy-five (\$75) per visit, to a maximum of one thousand dollars (\$1000) dollars per year.
#32	Letter of Understanding re: Red-Circled APL Employees (Due to Transitional Bargaining)	Signed January 13, 2026	<ul style="list-style-type: none"> • GAIN – shall continue for the term of this collective agreement
NEW	Letter of Understanding: re: Medical Laboratory Assistant (MLAI) Equivalency	Signed February 4, 2025	<ul style="list-style-type: none"> • Note – LOU had been in place already post ratification of previous Collective Agreement but has now been updated and put into Collective Agreement • #1 - GAIN – recognition for internal employees • #2 – GAIN – ability for new employees to start at Step 1 of MLA I

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			<ul style="list-style-type: none"> #3 (A & B) - GAIN – removal of specific course names (due to change) but recognition of formal post-secondary requirement #4 (C) – GAIN – six (6) month window to complete required training
NEW	Letter of Understanding: re: Living Donor Wage Replacement	Signed June 23, 2025	<ul style="list-style-type: none"> GAIN - Ability for Employees to receive wage replacement if they are a “living donor”
NEW	Letter of Understanding: re: Optional Prime Time Vacation Selection Process	Signed June 25, 2025	<ul style="list-style-type: none"> GAIN – Ability to have an optional vacation process for peak periods
NEW	Letter of Understanding: re: Employment Insurance Premium Reductions	Signed September 9, 2025	<ul style="list-style-type: none"> GAIN – While has been Employer practice, now in the Collective Agreement to have this money go back to employees
NEW	Letter of Understanding: re: Workload Appeal Process	Signed December 11, 2025	<ul style="list-style-type: none"> GAIN - New Workload Appeal Process
NEW	Letter of Understanding: re: Amending Day Duty	Signed December 11, 2025	<ul style="list-style-type: none"> GAIN – Ability to reduce day duty where agreed to by the parties
NEW	Letter of Understanding: re: Information Sharing	Signed January 13, 2026	<ul style="list-style-type: none"> GAIN – New information provided to the Union
NEW	Letter of Understanding: re: Long Service Pay Adjustments	Signed January 13, 2026	<ul style="list-style-type: none"> GAIN – Effective on date of ratification, Employee who has twenty (20) or more calendar years of service with the Employer, shall receive a two percent (2%) Long Service Pay Adjustment (LSPA)
NEW	Letter of Understanding: re: Removal of Waiting Period for the Employee Benefit Plans	Signed January 13, 2026	<ul style="list-style-type: none"> GAIN – Effective the first (1st) day of the month following ninety (90) days from the date of ratification, the coverage provided under the supplementary benefits plan, will have the waiting period removed
NEW	Letter of Understanding: re: Recruitment Incentive	Signed January 13, 2026	<ul style="list-style-type: none"> GAIN – Effective April 1, 2026, the Employer agrees to allocate \$3 million
NEW	Letter of Understanding: re: Review of Classifications Total Compensation	Signed January 13, 2026	<ul style="list-style-type: none"> GAIN - Provides a mechanism to identify compensation gaps for classifications
LOC CON	Central Zone	Signed Off	<ul style="list-style-type: none"> No Changes
LOC CON	Edmonton Zone	Signed Off	<ul style="list-style-type: none"> No Changes
SAL	Paramedical Technical and Office and Clerical Bargaining Unit – all classifications	Signed January 13, 2026	<p>General Wage Increases:</p> <ul style="list-style-type: none"> 3% October 1, 2024 (for all classifications/all steps) 3% October 1, 2025 (for all classifications/all steps)

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			<ul style="list-style-type: none"> • 3% October 1, 2026 (for all classifications/all steps) • 3% October 1, 2027 (for all classifications/all steps)