



HSAA
The Union of Healthcare Professionals

ANNUAL REPORT

25|26

RESO

CONVENTION DEBATE

CONVENTION 2022

HSAA
The Union of Healthcare Professionals

Professionals



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LEADERSHIP REFLECTION

ROOTED IN OUR SHARED GOALS. RISING WITH PURPOSE.



From Michael Parker, President
SHOWING UP, TOGETHER

This past year demanded a great deal from all of you. Across Alberta, you worked through uncertainty, system change, workplace strain and bargaining pressure. Through it all, you kept showing up for your patients, your clients and each other.

Over the years, I've come to see that what holds this union together is not any one role or any one voice. It is the way members stand up for one another. That is the power of a union. When members stand together, their voices are stronger and real progress becomes possible.

As I step away from this role, one thing is especially clear to me: the strength of this union has always come from its members. I have seen it in the way you show up, support one another and keep pushing for better, even in difficult moments.



From Leanne Alfaro, Vice-President
BUILDING WHAT COMES NEXT

As I step into my role as President, I have been thinking about what our Union needs from its leaders in the years ahead.

We have a strong foundation to build on. But we can reach further, to more members and ensure that they feel connected to our Union and to each other.

Your voices are what make up our Union and that means creating space for different perspectives, listening to one another and ensuring members are seen, heard and reflected in the work we do every day.

As your President, I'll be focused on staying connected with you, making sure you have a place in our Union and working on strengthening the relationships that hold this union together and will give us the power to achieve our collective goals.

EXECUTIVE SUMMARY

A STRONG UNION WHEN MEMBERS NEEDED IT MOST

2025 was a demanding year for members and a defining year for HSA. Members secured strong collective agreements, pushed for safer workplaces and built solidarity across Local Units and worksites. HSA supported members with benefits and financial assistance, while strengthening communication and public awareness across Alberta. Through it all, HSA remained financially strong, debt-free and ready to act when members needed it most.

KEY OUTCOMES FROM THIS FISCAL YEAR¹

HIGHLIGHTS	MEMBER IMPACT
Bargaining delivered real improvements for members.	Eight collective agreements were ratified, including the AHS multi-employer agreement with more than 100 gains in pay, leave, workload and professional support.
Labour Relations helped members resolve workplace issues.	1,629 issue files were opened, 1,201 files came from the top three areas (investigations, duty to accommodate and compensation) and 1,169 files were resolved without filing a grievance.
Grievance action enforced rights and delivered real outcomes.	537 grievances were opened, 131 cases advanced to arbitration and \$574,438 was secured through outcomes, including monetary settlements, reduced discipline and reinstatements.
Members strengthened workplace health and safety.	432 members served on Joint Workplace Health and Safety Committees, 295 committee appointments were made and worker-member recruitment time was reduced by 62%.
Communications kept members informed and raised public awareness across Alberta.	1,669 critical updates were delivered, the redesigned website recorded more than 1.8 million page views and the “In Their Shoes” campaign generated 10.3 million impressions and 17,155 clicks.
Member benefits provided practical financial support.	1,482 applications for six support programs were approved and \$581,956.47 was distributed through funds and bursaries for learning and emergency support.
Local Units grew as trusted points of connection.	HSA ended the fiscal year with 226 active Local Units, 1,197 Local Unit Executive members, 403 stewards and fewer non-members across the province.
Education and events brought members together.	967 attendees took part in 25 learning opportunities; Convention attendance reached 614 and Day of Unity rallies mobilized more than 2,000 people across 11 worksites.
Members were backed by a financially stable union.	HSA retained a positive financial position, remained debt-free, approved a balanced \$33.7 million budget for 2026/2027 and ended the year with \$13.4 million in the Strike Fund.

¹ Reporting period: March 1, 2025, to February 28, 2026, unless otherwise stated.

Thank you to HSAA staff



I want to recognize the dedicated staff that support members every day through bargaining, representation, member services, arbitration support, communications, education, finance, information technology and governance. Much of this work happens behind the scenes, but it helps HSAA enforce agreements, respond to workplace issues, support members and remain ready to serve health-care professionals across Alberta.

Christine deMontigny, *Executive Director*



LAND ACKNOWLEDGEMENT

The Health Sciences Association of Alberta acknowledges that we live, work and play on Treaty 6, Treaty 7 and Treaty 8 territory, the ancestral and traditional territory of the Cree, Blackfoot Confederacy: Kainai (G'uy na), Piikani (P'kah nee) and Siksika, Nakota Sioux, Iroquois, Dene, Ojibway/Saulteaux/Anishinaabe, Tsuut'ina, Stoney Nakota, as well as the Métis. We acknowledge the many First Nations, Métis and Inuit whose footsteps have marked these lands for generations. We are grateful for the traditional Knowledge Keepers and Elders who are still with us today and those who have gone before us. We recognize the land as an act of reconciliation and gratitude to those whose territory we reside on or are visiting.



STRATEGIC DIRECTION

MESSAGE FROM THE PRESIDENT AND VICE-PRESIDENT ON THE BOARD'S ROLE

We would like to thank our fellow Board members for their dedication and commitment. Their time, judgment and front-line perspectives are critical for making strategic decisions in the interests of members.

Together we have served as ambassadors for our members and partners. Our role, as the Board, is to provide governance and strategic oversight. This includes monitoring progress on the strategic plan, financial oversight, risk management and ensuring that our governance continues to work well and evolve as member needs grow and change.

We know that transparency and accountability are important to our members. In support of this, we are including an attendance report to show the time and effort our Board has invested in board, committee and working group meetings.

We also worked together to build a new strategic plan for 2026–2028. It sets a clear direction for the years ahead and creates a roadmap for sustainability.

Once again, thank you. We are grateful to every Board member for their commitment to our membership.





ACCOUNTABILITY IN PRACTICE

This table shows Board, committee and working group representation during the reporting period.

Meeting Name	# of Meetings	Mike Parker	Leanne Alfaro	Melissa Creyke	Megan Connolly	Faika Satterthwaite	Sarah Dorma	Shawn Lorenz	Darlene Fetaz	D.J. McMillan	Laurie Brassard	Michael Hennig	Kris Moskal	Micheal Lockerby	Ella Lunn	Omer Hussein	Nancy Arlinghaus	Janet Pederson	Trevor Puritch
		President	Vice President	Equity, Indigenous	Calgary District	Calgary District	Calgary District	Calgary District	Central District	Central District	Edmonton District	Edmonton District	Edmonton District	Edmonton District	Edmonton District	North District	North District	South District	South District
Board of Directors	6	5	6	6	6	6	6	5	6	6	6	6	6	6	6	5	6	6	6
Special Board of Directors	15	10	15	13	14	11	15	8	14	14	15	14	15	15	14	12	13	14	15
Finance	2		2								1						2		2
CBRP	3		3				3			3			3						
Governance	4		4			4			4				4						
Members' Benefits	4																	4	
WHSW	3							3											
Convention Resolutions	1		1										1						
Convention Social	3						3												
Indigenous Circle	2			2															
Appointments Process for Bargaining Committees	2								2							2			
Political Action	2	2										2					2		
Awareness & Advocacy	2													2		2			
RISE	3			3												3			
Young Workers	3				3														
Femtorship	2														2				
Local Unit Policy Review	2		2						2										
Total		17	33	24	23	21	27	16	28	23	22	22	29	23	22	24	23	24	23
Summary		Mike Parker	Leanne Alfaro	Melissa Creyke	Megan Connolly	Faika Satterthwaite	Sarah Dorma	Shawn Lorenz	Darlene Fetaz	D.J. McMillan	Laurie Brassard	Michael Hennig	Kris Moskal	Micheal Lockerby	Ella Lunn	Omer Hussein	Nancy Arlinghaus	Janet Pederson	Trevor Puritch
		President	Vice President	Equity, Indigenous	Calgary District	Calgary District	Calgary District	Calgary District	Central District	Central District	Edmonton District	Edmonton District	Edmonton District	Edmonton District	Edmonton District	North District	North District	South District	South District
Total Board meetings scheduled		20	33	25	23	24	27	16	28	23	23	23	29	23	22	28	24	25	23
Total Board meetings attended		17	33	24	23	21	27	16	28	23	22	22	29	23	22	24	23	24	23
%		85%	100%	96%	100%	88%	100%	100%	100%	100%	96%	96%	100%	100%	100%	86%	96%	96%	100%

Note: Variations in total scheduled meetings are due to a number of circumstances where the Board member was ineligible to attend, such as a declared conflict of interest. Reporting period June 1, 2025 to May 8, 2026.

COMMITTEES

HSAA committees bring members, elected leaders and staff together to support governance, review key issues and advance priorities identified by the membership. This includes Standing Committees, Discretionary and Ad Hoc Committees (Working Groups) for a specific purpose. Together, they help strengthen planning, accountability and member voice across the union.

THANK YOU TO HSAA COMMITTEE MEMBERS

“To every member who served on a committee this year: thank you for giving your time, experience and perspective to work that helps guide important decisions across our Union. Your involvement helps ensure HSAA’s work is grounded in member experience, shaped by real workplace knowledge and focused on what members need.

Leanne Alfaro, *Vice-President*

STANDING COMMITTEES

Standing committees are established under the HSAA Constitution to support Board work. They review key data and member perspectives, then bring forward recommendations for Board consideration.

DISCIPLINE COMMITTEE

What this group does

Hears and determines the disposition of complaints involving breaches of the HSAA Constitution and determines any discipline.

Committee Focus

- Hears complaints of constitutional breach.
- Applies principles of natural justice during hearings.
- Convenes hearing panels as required.

Member Impact

- Supports fair and consistent member discipline processes when a discipline hearing is recommended.
- Supports due process and natural justice.
- Provides a peer structure for determining discipline.
- Protects the integrity of union governance processes.

MEMBERS' APPEALS & REVIEW COMMITTEE

What this group does

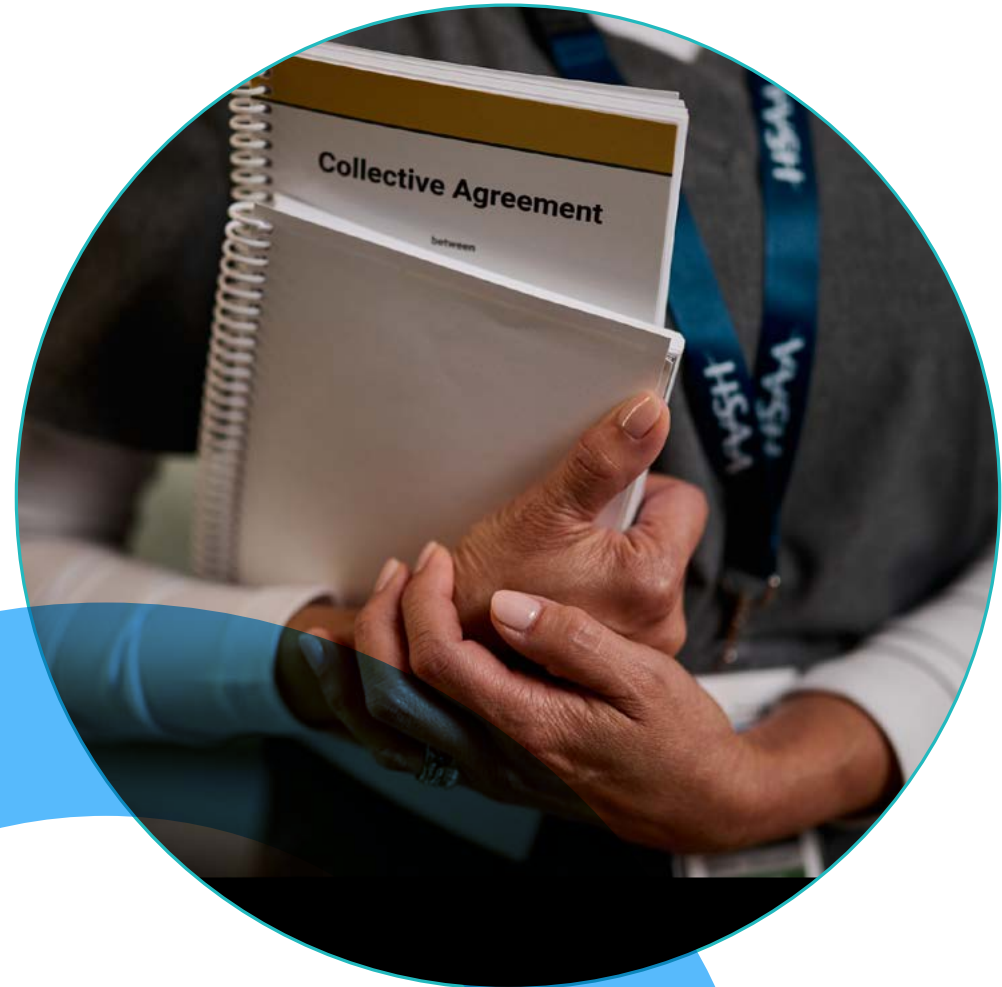
Reviews member appeals and complaints to support fair representation and consistent policy application.

Committee Focus

- Hears member appeals related to grievance arbitration decisions.
- Reviews appeals of Members' Benefits Committee decisions.
- Hears appeals of Elections/Credentials Committee rulings.
- Hears appeals related to member discipline decisions.
- Helps ensure appeal and discipline processes follow legislation, HSAA's Constitution and HSAA policies.

Member Impact

- Helps ensure members are treated fairly and consistently.
- Provides a clear process for hearing member appeals under HSAA's Constitution and policies.
- Supports accountability by hearing eligible member appeals brought forward under HSAA's Constitution and policies.
- Reinforces confidence in union representation processes.



CONSTITUTION, BYLAWS, RESOLUTIONS AND POLICY COMMITTEE

What this group does

Reviews HSAA's Constitution, bylaws and policies and recommends updates to the Board.

Committee Focus

- Reviews constitutional amendments, bylaws and policies.
- Supports policy development across the union.
- Helps align governance work with the Strategic Plan.
- Supports annual compliance requirements.
- Recommends investigators for constitutional complaint matters.

Highlights

- Local Unit election rules were strengthened through proposed updates to Policy 2.25.
- Policy amendments were reviewed and brought forward to help keep HSAA policies current, clear and aligned with union needs.
- Qualified independent investigators were vetted for Board consideration to support a fair and credible complaint process.

Member Impact

- Keeps HSAA policies and processes clear, fair and up to date.
- Supports transparent and accountable decision-making.
- Strengthens trust in union governance and member processes.

Committee Members and Support Staff

- D.J. McMillan , Advanced Care Paramedic (Chair)
- Leanne Alfaro, Vice-President
- Kris Moskal, Advanced Care Paramedic (Board)
- Sarah Dorma, Social Worker (Board)
- Holly Kelly, Primary Care Paramedic (MAL)
- Tauqeer Islam, Health Information Management Professional (MAL)
- Emanuelito Tomas, Mental Health Therapist (MAL)
- Celine Koryzma, Psychologist (MAL)
- Rhonda Kew, Registered Dental Assistant (MAL)
- Christine deMontigny, Executive Director (Staff)



ELECTIONS/CREDENTIALS COMMITTEE

What this group does

Helps ensure HSAA elections are fair, transparent and conducted according to the constitution and union policies.

Committee Focus

- Recommends the Chief Returning Officer.
- Reviews election policies and procedures.
- Oversees election processes and ballot concerns.
- Investigates election complaints.
- Reports election results.
- Evaluates elections and recommends improvements.

Highlights

- 4,218 ballots were cast in the Executive Officer election.
- Strong candidate participation provided members with meaningful engagement across Executive Officer and Board elections.
- Improvements to the nomination process helped candidates track submission requirements and deadlines more clearly.
- The committee reviewed and reported on 10 election complaints through a formal process.

Member Impact

- Supports fair and credible elections.
- Strengthens confidence in HSAA's democratic processes.
- Provides a clear process for addressing election concerns and complaints.

Committee Members and Support Staff

- Mary Shortall, CRO (Chair)
- Janelle Hudak, Social Worker (MAL)
- Jamilla Mansoor, Primary Care Paramedic (MAL)
- Dennis Kawaguchi, Biomedical Equipment Technologist (MAL)
- Ursula Parenteau, Respiratory Therapist (MAL)



WORKPLACE HEALTH, SAFETY AND WELLNESS COMMITTEE

What this group does

Helps members build safer, healthier workplaces through awareness, advocacy and local participation.

Committee Focus

- Reviews workplace health, safety and wellness data and priorities.
- Reviews related policies and position statements.
- Supports member participation in workplace safety committees.
- Recommends employer and government advocacy priorities.
- Reviews related resolutions and member campaigns.

Highlights

- Aligned the health and safety work plan with the Strategic Plan.
- Member learning was supported through recommended funding for the Canadian Mental Health Association Working Stronger Conference and the Canadian Institute for Public Safety Research and Treatment National Conference.
- A new Workplace Health, Safety and Wellness Committee Charter clarified the role of the committee.

Member Impact

- Keeps workplace health, safety and wellness issues visible.
- Strengthens member voice in workplace safety discussions.
- Supports advocacy for safer and healthier workplaces.

Committee Members and Support Staff

- Shawn Lorenz, Primary Care Paramedic (Chair)
- Jessica Cairns, Laboratory Assistant (MAL)
- Kais Barhoumi, Laboratory Assistant (MAL)
- Sandra Nasheim, Mental Health Therapist (MAL)
- Tanya Hendriks, Dental Hygienist (MAL)
- Jana Yee, Physiotherapist (MAL)
- Todd Romanow, Director, Labour Relations North (Staff)
- Ray Geldreich, Senior Advisor, Health, Safety and Wellness (Staff)



MEMBERS' BENEFITS COMMITTEE

What this group does

Oversees member funds, bursaries, discounts and benefit programs that support members and align with HSAA priorities.

Committee Focus

- Reviews member benefits, trends and program gaps.
- Recommends improvements to benefits and supports.
- Promotes awareness of available member benefits.
- Reviews financial assistance applications and disbursements.
- Reviews insurance rebate allocations, where applicable.
- Selects member award recipients.

Member Impact

- Helps ensure member benefits remain relevant, accessible and responsive to member needs.
- Ensures financial assistance and award applications are reviewed fairly.
- Improves awareness of supports available to members.
- Strengthens overall value of HSAA membership.

Committee Members and Support Staff

- Janet Pederson, Medical Radiation Technologist (Chair)
- Laurel Bridger, Infection Control Practitioner (MAL)
- Judy Hebert, Social Worker (MAL)
- Carrie Cuthbert, Advanced Care Paramedic (MAL)
- Alex Wyse, Advanced Care Paramedic (MAL)
- Mojirayo Adebode, Laboratory Assistant (MAL)
- Suneet Atwal, Dietitian (MAL)
- Jamina Kotak, General Manager (Staff)

Key highlights

Six financial support opportunities were available.

1,482 applications were approved for learning, family needs and difficult moments.

\$581,956.47 was distributed through funds and bursaries.

200 plus discounts provided additional savings for members.



Financial support in action

The table below highlights financial assistance provided to members throughout the year.

OPPORTUNITY	BENEFITS	APPLICANTS	APPROVED	DISTRIBUTED
Dell Taylor Memorial Education Fund	Opportunities for members to build skills through courses, exams, conferences and professional development.	1,263	1,190	\$312,091.26
George C. Hall Bursary	Financial support for members and eligible family members pursuing full-time post-secondary education.	604	120	\$120,000.00
Emergency Financial Assistance Fund	Support for members facing unexpected financial pressure, with approvals increasing 33.3% from the last fiscal year.	114	80	\$96,865.21
Part-Time Bursary	Education support for members and eligible family members balancing work, family and everyday demands.	215	82	\$49,200.00
Disaster Relief Fund	Support during emergencies and difficult life events.	5	4	\$2,000.00
Elisabeth Ballermann Social Justice & Labour Relations Fund	Opportunities for members to build knowledge in labour relations, unionism and social justice.	23	6	\$1,800.00
TOTAL		2,224	1,482	\$581,956.47

No members accessed the Line of Duty Death Benefit in 2025. That is the outcome hoped for, while the support remains available if the unthinkable happens.

MEMBERS WITH BENEFITS

The *Members with Benefits* contest highlighted the real-life value of HSA membership through stories shared by members across the province. More than 100 people entered the contest, sharing how HSA benefits make a difference in members' everyday lives.

“ The HSA Bursary has allowed me to expand my practice by being able to attend educational opportunities in my field without finances as a barrier. It is really nice to have my Union support my continuing education.

Recreation Therapist

**members
with
benefits**

**Don't keep it a secret...
What's your favourite
benefit?**

Tell us yours. Win \$250



2025 DAY OF UNITY RALLIES

Day of Unity rallies gave members a visible way to stand together when it mattered. Across 11 worksites, more than 2,000 members, allies and supporters showed up to call for respect, stronger support and a better collective agreement.

The public heard that message. In 24 hours, the rallies generated 140 media hits and helped bring attention to the short-staffing, burnout and workplace pressure affecting health-care professionals across Alberta.



FINANCE COMMITTEE

What this group does

Advises the Board on matters of the union's finance and proposes the HSA budget for the coming year.

Committee Focus

- Reviews investments and financial performance.
- Monitors investment managers and strategy.
- Recommends auditors.
- Develops financial policy recommendations.
- Prepares and recommends the annual budget.
- Supports communication on finance-related matters.

Highlights

- Reviewed and recommended the 2026/2027 budget for approval.
- Engaged specialist to support investment training and review.
- Reviewed and supported development of the Investment Policy and Procurement Policy.
- Oversaw the successful 2024/2025 audit.
- Reviewed and recommended the cash management plan for potential job action.

Member Impact

- Helps ensure finances are managed responsibly.
- Supports informed financial decision-making.
- Strengthens accountability, oversight and long-term planning.
- Helps protect HSA's financial stability.

Committee Members and Support Staff

- Leanne Alfaro, Vice-President (Chair)
- Nancy Arlinghaus, Health Information Management Professional (Board)
- Laurie Brassard, Laboratory Technologist (Board)
- Trevor Puritch, Primary Care Paramedic (Board)
- Jennifer Nakaska, Speech Language Pathologist (MAL)
- Michelle McLean, Administrative Support (MAL)
- Andrew Wong, Pharmacist (MAL)
- Natricia Walters, Administrative Support (MAL)
- Benjamin Lawson, Speech Language Pathologist (MAL)
- Christine deMontigny, Executive Director (Staff)
- Michel Oltuszyk, Manager, Finance (Staff)

Fiscal year at a glance

- Positive year-end financial position, with audited financial statements.
- \$33.7 million budget for 2026/2027.
- \$13.4 million Strike Fund balance at fiscal year-end.
- Balanced 2026/2027 budget aligned with key priorities.
- \$10.9 million in general investments.
- \$7.9 million in cash funds.



Breakdown by Expense Category – Total Dues \$1,180 Per Dues Payer Per Year (Average)

STAFFING	\$628	53%
Wages, Benefits, Education, Travel	\$628	53%
MEMBERSHIP	\$232	20%
Arbitration/Labour Board	\$9	1%
Bargaining	\$11	1%
Convention/Conferences	\$108	9%
Education	\$34	3%
Services	\$65	6%
Outreach	\$4	0%
GOVERNANCE	\$95	8%
Committees	\$25	2%
Board of Directors	\$21	2%
Executive Officer Salaries, Benefits, and Expenses	\$23	2%
Local Unit Funding	\$21	2%
Investigations & Hearings	\$2	0%
Partner Events	\$3	0%
AFFILIATION	\$80	7%
Dues: NUPGE, CLC, AFL, DLC, AWHC	\$66	6%
Events	\$14	1%

OPERATING COSTS	\$103	9%
Office Admin & Interest	\$15	1%
IT	\$32	3%
Professional Fees	\$8	1%
Calgary & Edmonton Offices	\$48	4%
COMMUNICATION/PUBLIC RELATIONS	\$41	4%
Internal/External Communication	\$31	3%
Sponsorship/Humanitarian	\$7	1%
Special Projects	\$4	0%

WHERE EACH DUES DOLLAR GOES

This breakdown shows how each dollar will be allocated across services, support and operations in the 2026/2027 fiscal year.



\$0.30

Labour Relations



\$0.21

Operations



\$0.15

Governance



\$0.14

Membership Engagement



\$0.08

Community and Affiliate Partners



\$0.07

Communications

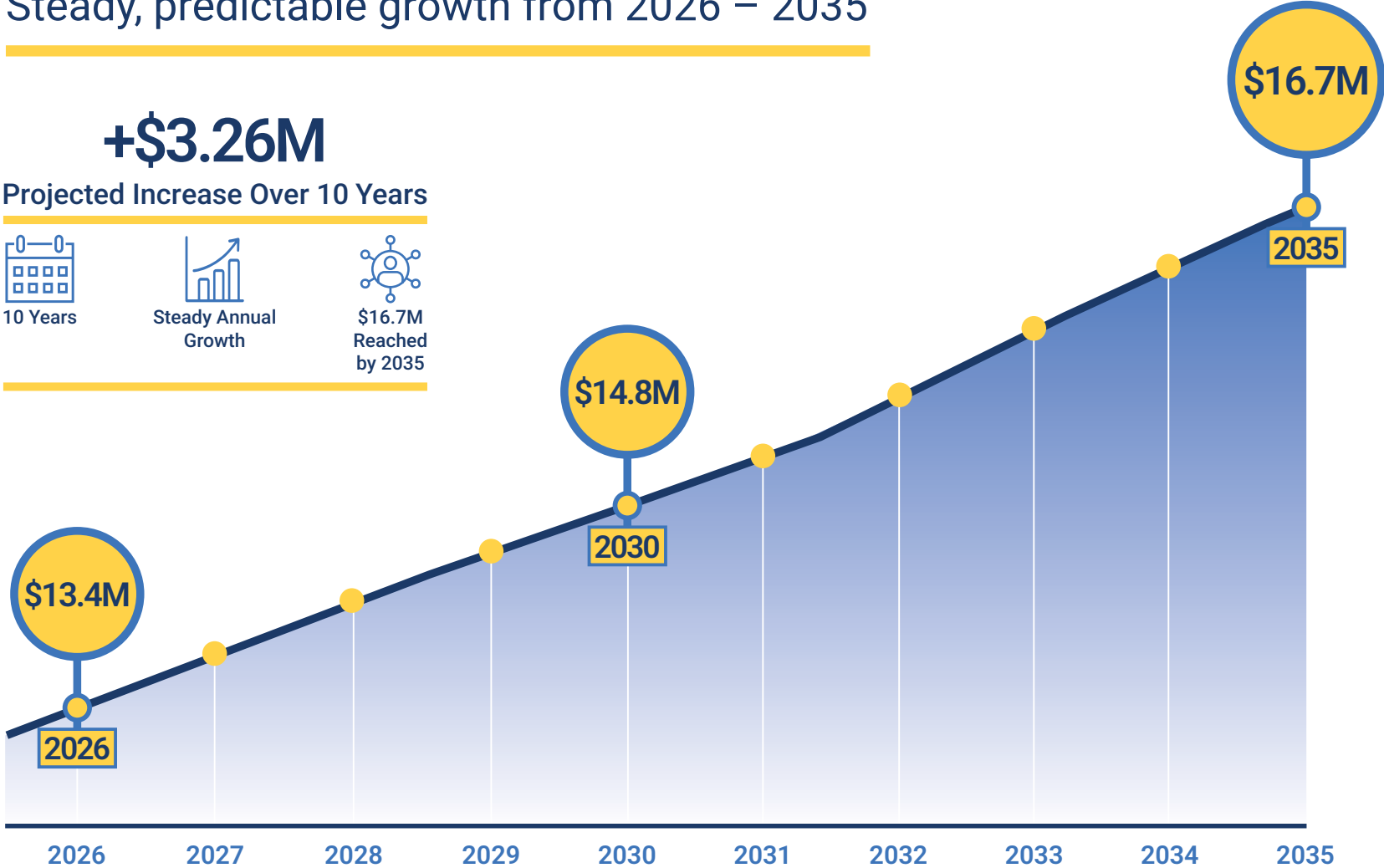
Strike Fund Investment Growth

As of February 28, 2026, HSAA had \$13.4 million in its Strike Fund. Even without adding any new funds and based on the 2.45% GIC rate set out in HSAA's investment policy, the fund could grow to about \$16.7 million over 10 years through conservative investment interest alone.

A strong Strike Fund that keeps up with inflation helps protect members and gives HSAA leverage at the bargaining table.

STRIKE FUND BALANCE GROWTH

Steady, predictable growth from 2026 – 2035



Financial Results and Member Impact

KEY TAKEAWAYS	SUPPORTING DETAILS	MEMBER IMPACT
The year ended with a surplus.	The positive year-end result was driven by retroactive dues following ratification of major agreements, lower spending tied to paused or postponed activities between September and November and staff attrition.	HSAA remains debt-free with reserves in place.
Financial planning supported future priorities.	Funds were directed toward the Strike Fund and Building Reserve Fund, including the Calgary building project and other operational priorities.	Supported strike readiness and long-term infrastructure planning in Calgary.
Bargaining, engagement and solidarity were prioritized.	Increased spending supported bargaining, public awareness campaigns, Convention, workshops, site visits and other engagement opportunities.	Increased member involvement and raised public awareness of HSAA members and issues.
HSAA staff remained a significant budget category.	Dedicated HSAA staff provided members with direct support, ensured seamless operations and advocated on behalf of members.	Members received timely support, representation and service to address needs promptly and effectively.

BILL 32

Bill 32 changed how some union activities can be funded through member dues. Under the legislation, members were informed about core and non-core activities and could choose whether to opt in to support non-core work through their dues. In 2025/26, 14% of members had opted to support non-core work. This limited the funding available for donations, sponsorships, humanitarian support and affiliate contributions.

After a court decision and further review of HSAA’s core vs non-core activities, all HSAA work is deemed core, except for charitable donations. As of March 1, 2026, donations are funded through investment interest revenue.

BOARD-MANDATED COMMITTEES

Board-Mandated Committees are not constitutional committees but rather formed at the direction of the Board to work on priority areas identified by the membership. They can be discretionary or Ad Hoc Committees (Working Groups). They remain active until the Board determines their mandate has been fulfilled.

This section provides a high-level overview of each group and its current focus.

CONVENTION RESOLUTIONS COMMITTEE

What this group does

Reviews resolutions submitted by members and the Board of Directors for Convention and presents these resolutions with recommendations to delegates at Convention.

Committee Focus

- Issues the call for resolutions and sets the deadline.
- Reviews member-submitted resolutions and supporting information.
- Provides recommendations to Convention on submitted resolutions.
- Prioritizes the order of resolutions for presentation.
- Prepares the resolutions report for members.
- Reports back on rejected resolutions.
- Presents resolutions to delegates on the Convention floor.

Member Impact

- Helps ensure resolutions are reviewed fairly and consistently.
- Supports informed decision-making by Convention delegates.



- Provides transparency in how resolutions are assessed.
- Strengthens clarity and effectiveness of Convention process.

Committee Members and Support Staff

- Kris Moskal, Advanced Care Paramedic (Chair)
- Leanne Alfaro, Vice-President
- Rhonda Kew, Registered Dental Assistant (MAL)
- Christine Laval, Health Promotion Facilitator (MAL)
- Kaitlin Fong, Dental Hygienist (MAL)
- Laura Fidgen, Program Specialist (MAL)
- Alison Gourley, Radiation Therapist (MAL)
- Stephanie White-Downey, Registered Dental Assistant (MAL)

CONVENTION SOCIAL COMMITTEE

What this group does

Helps shape the Convention experience through theme development, social events and guest speaker recommendations.

Committee Focus

- Reviews Convention feedback and event data.
- Develops the Convention theme.
- Recommends guest speakers.
- Coordinates social events.

Member Impact

- Creates a more engaging and welcoming Convention experience.
- Supports connection, recognition and member participation.
- Helps ensure Convention reflects member interests and feedback.

Committee Members and Support Staff

- Sarah Dorma, Social Worker (Chair)
- Diana Gardiner, Respiratory Therapist (MAL)
- Kerri Power, Social Worker (MAL)
- Amy Laughlin, Addictions Counsellor (MAL)
- Cecilia Mah, Pharmacist (MAL)
- Mindi Forsyth, Coordinator, EMS Business Standards & Operations Support (MAL)
- Julia Dalman, Manager, Education & Events (Staff)

GOVERNANCE COMMITTEE

What this group does

Helps guide how HSAA governs itself by supporting effective leadership, accountability and organizational policies and practices.

Committee Focus

- Reviews governance structures and practices.
- Supports Board onboarding and development.
- Recommends governance improvements.
- Reviews governance policies and processes and makes recommendations to the Board of Directors.
- Supports Board succession planning and education.

Member Impact

- Supports strong, effective and accountable governance.
- Helps Board members understand and fulfill their roles.
- Strengthens consistency in decision-making and oversight.
- Ensures ongoing improvement in HSAA governance practices.

Committee Members and Support Staff

- Leanne Alfaro, Vice-President (Chair)
- Darlene Fetaz, Respiratory Therapist (Board)
- Kris Moskal, Advanced Care Paramedic (Board)
- Faika Satterthwaite, Recreation Therapist (Board)

INDIGENOUS CIRCLE

What this group does

Brings together Indigenous members to share perspectives, guide reconciliation and strengthen cultural awareness and inclusion.

Committee Focus

- Advances Indigenous-led priorities and outreach.
- Promotes awareness, education and member support.
- Identifies gaps in processes and practices.
- Supports changes to advance reconciliation and decolonization.
- Encourages Indigenous member engagement across HSAA.

Highlights

- A traditional protocol document is being developed with Elder guidance to help HSAA respectfully request Indigenous knowledge, ceremony or cultural support.
- Truth and Reconciliation Calls to Action 18–24 guide input on how HSAA can respond to health-related reconciliation priorities.
- An Indigenous community recognition award is being explored as a meaningful way to recognize Indigenous community contributions.
- Ensure Indigenous members' identities, communities, experiences and protocols shape the work ahead.

Member Impact

- Creates a dedicated space for Indigenous members to connect, share and be heard.
- Helps ensure Indigenous perspectives inform union policies, advocacy and practices.
- Supports reconciliation through education, awareness and systemic change.
- Strengthens inclusion and representation within HSAA.

Committee Members and Support Staff

- Melissa Creyke, Mental Health Therapist (Chair)
- Allan Trombley, Laboratory Assistant (MAL)
- Daneel Harkiss, Social Worker (MAL)
- Heidi Bacon, Pharmacy Technician (MAL)
- Kayla Oueslati, Administrative Support (MAL)
- Tracey Lundstrom, Radiation Therapist (MAL)
- Lindsay Harper, Dosimetrist (MAL)
- Julia Dalman, Manager, Education & Events (Staff)



AD HOC COMMITTEES

Ad Hoc Committees (Working Groups) have a defined purpose, workplan and timeline. They examine specific member-identified issues and bring recommendations to the Board for consideration and decision.

AWARENESS AND ADVOCACY WORKING GROUP

What this group does

Develops HSAA's public advocacy and awareness efforts by co-developing advertising campaigns, outreach initiatives and member engagement strategies to ensure they reflect the real front-line experiences of health-care professionals.

Working Group Focus

- Advises on campaign messaging, design and outreach strategies.
- Helps increase member participation in advocacy efforts.
- Promotes members' professions and public value.
- Evaluates feedback to strengthen future campaigns.

Member Impact

- Amplifies member voices.
- Raises awareness of members' role in health care.
- Supports advocacy on member, professional and patient issues.

Working Group Members and Support Staff

- Micheal Lockerby, Advanced Care Paramedic (Chair)
- Omer Hussein, Medical Radiological Technologist (Board)
- Sheri Carter, Addictions Counsellor (MAL)
- Maria Czarina Briones, Occupational Therapist (MAL)
- Alex Robb, Advanced Care Paramedic (MAL)
- Nena Knox, Administrative Support (MAL)
- Iniyebi Ikoli, Laboratory Technologist (MAL)
- Danielle Yardeni, Laboratory Assistant (MAL)
- Jodi Thesenvitz, Director of Engagement (Staff)



FEMTORSHIP PROGRAM WORKING GROUP

What this group does

Develop a Femtorship Program that supports and encourages women to grow, connect and lead within HSAA.

Working Group Focus

- Provides feedback and advice on key areas, including:
 - Call for interest.
 - Role descriptions and expectations of femtors and femtees.
 - Process to collect feedback from femtors and femtees.
 - Plan to recognize and celebrate milestones.
 - Evaluation plan and improvement recommendations.

Member Impact

- Supports leadership development for women in HSAA.
- Creates mentorship, growth and confidence-building opportunities.
- Strengthens representation in leadership roles.

Working Group Members and Support Staff

- Ella Lunn, Respiratory Therapist (Chair)
- Katie Roshuk, Emergency Communications Officer (MAL)
- Naedean Fraser, Primary Care Paramedic (MAL)
- Ellie Leverington, Occupational Therapist (MAL)
- Kristina Brache, Psychologist (MAL)
- CJ Hoban, Clinical Informatician (MAL)
- Julia Dalman, Manager, Education & Events (Staff)



LOCAL UNIT POLICY REVIEW WORKING GROUP

What this group does

Reviews Local Unit policies to improve clarity, consistency and usability for members and Local Units.

Working Group Focus

- Identifies gaps, redundancies and barriers in Local Unit policies.
- Reviews policy structure, titles and content.
- Recommends updates to improve clarity and consistency.
- Supports policies that better reflect Local Unit needs.

Member Impact

- Makes Local Unit policies easier to understand and apply.
- Supports more effective Local Unit operations and leadership.

Working Group Members and Support Staff

- Darlene Fetaz, Respiratory Therapist (Chair)
- Leanne Alfaro, Vice-President
- Kaitlin Fong, Dental Hygienist (MAL)
- Nichole Blake, Combined Lab & Xray Technologist (MAL)
- Carmen Olson, Dietitian (MAL)
- Christine deMontigny, Executive Director (Staff)
- Erik Carlson, Local Unit Advisor (Staff)



POLITICAL ACTION WORKING GROUP

What this group does

Strengthens member involvement in public advocacy, political action and engagement with elected officials by advising on rallies, info-pickets and lobbying efforts at municipal, provincial and federal levels. This group remains in place until fall 2027.

Working Group Focus

- Builds member confidence in advocacy.
- Supports planning for lobby days, rallies and collective actions.
- Develops and launches a constituency liaison program connecting members with elected officials.
- Identifies opportunities for advocacy at the municipal, provincial and national levels.

Member Impact

- Gives members a stronger voice in public policy discussions.
- Builds confidence to take part in advocacy and collective action.
- Supports action on member, professional and patient issues.

Working Group Members and Support Staff

- Mike Parker, President (Chair)
- Michael Hennig, Advanced Care Paramedic (Board)
- Nancy Arlinghaus, Health Information Management Professional (Board)
- Jeff Lear, Speech Language Pathologist (MAL)
- Birdie-Lee Cochlan, Addictions Counsellor (MAL)
- Amanda Brayall, Occupational Therapist (MAL)
- Andrea Voss, Social Worker (MAL)
- Klara Jodry, Laboratory Assistant (MAL)
- Dayna Wyman, Advanced Care Paramedic (MAL)
- Melina Sinclair, Speech Language Pathologist (MAL)
- Christine deMontigny, Executive Director (Staff)
- Jodi Thesenvitz, Director of Engagement (Staff)



RACIAL INCLUSIVITY, SOLIDARITY AND EQUITY (RISE) WORKING GROUP

What this group does

Identifies barriers to inclusion and helps strengthen equity, representation and belonging for Black, Indigenous and People of Colour (BIPOC) members to ensure they are empowered and supported within HSAA.

Working Group Focus

- Reviews BIPOC member engagement and awareness.
- Advises on evaluating BIPOC participation in the union.
- Develops strategies to support participation and leadership.
- Guides Local Units on inclusive engagement.

Member Impact

- Promotes a more inclusive and equitable union culture.
- Helps ensure diverse voices are heard and represented.
- Strengthens belonging and participation across HSAA.

Working Group Members and Support Staff

- Omer Hussein, Medical Radiological Technologist (Board)
- Melissa Creyke, Mental Health Therapist (Board)
- Naghma Najmi, Social Worker (MAL)
- Jasmine Reddick, Addictions Counsellor (MAL)
- Clinton Osondu, Laboratory Specialist (MAL)
- Adetola Wall, Mental Health Therapist (MAL)

- Tobias Mwandala, Mental Health Therapist (MAL)
- Aries Nath, Clinical Informatician (MAL)
- Daneel Harkiss, Social Worker (MAL)
- Jodi Thesenvitz, Director of Engagement (Staff)



YOUNG WORKERS WORKING GROUP

What this group does

Identifies opportunities to strengthen engagement, mentorship and leadership development for young workers within HSAA and the labour movement.

Working Group Focus

- Reviews young worker engagement and awareness.
- Develops strategies to increase participation and leadership.
- Explores education topics and delivery methods for young workers.
- Supports Local Unit succession and leadership development.

Member Impact

- Builds the next generation of union leaders.
- Increases engagement among newer members.
- Supports the long-term strength of HSAA.

Working Group Members and Support Staff

- Megan Connolly, Social Worker (Chair)
- Daelynn Kew, Advanced Care Paramedic (MAL)
- Nicole Cornell, Pharmacy Technician (MAL)
- Clark Carpio, Laboratory Technologist (MAL)
- Kelcy Fidler, Donor Care Associate (MAL)
- Katelyn Barrett-Erickson, Community Health Educator (MAL)
- Sophia Saraceni, Nuclear Medicine Technologist (MAL)
- Allan Trombley, Laboratory Assistant (MAL)
- Jodi Thesenvitz, Director of Engagement (Staff)



2026–2028 STRATEGIC PLAN AT A GLANCE

MISSION

To unite and empower health-care professionals through advocacy, engagement and solidarity, so that Albertans know and appreciate their value.

VISION

HSAA and our members are united, valued and respected, with a powerful voice. We advocate for publicly funded, universal health care. HSAA is a strong union whose efforts improve the lives of our members and the communities in which they work.

CORE VALUES

Unity, Respect, Inclusivity and Integrity

STRATEGIC PLAN GOALS

Members

Members are safe, valued and respected health-care professionals in their Union, their workplace and their community.

Employers

HSAA will improve our members' well-being by strengthening relationships with employers to foster safe, supportive and sustainable workplaces.

Government

HSAA builds relationships with all levels of government to advance members' priorities while valuing our diverse political perspectives.

Patients and All Albertans

HSAA will raise public awareness of who our members are, the value of the care they provide and their integral role in the health-care system.



GROWING MEMBERSHIP, STRONGER VOICE

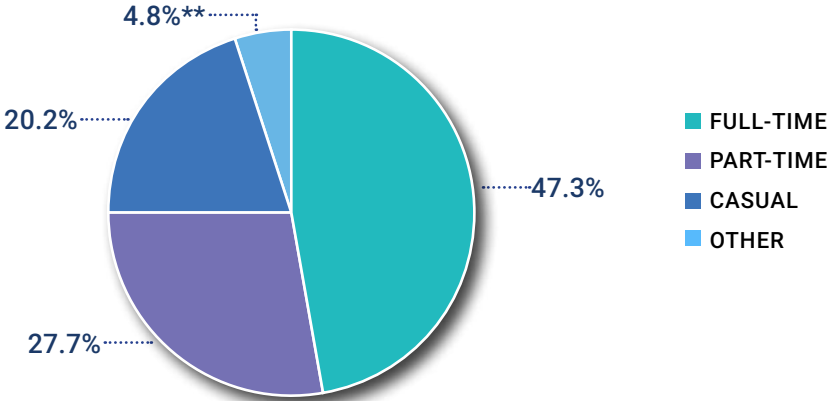
HSAA’s membership continues to reflect the size, diversity and complexity of Alberta’s health-care workforce. Members work across hundreds of professions, employers and communities throughout the province.

CURRENT MEMBERSHIP COUNT

YEAR	MEMBERS	NON-MEMBERS	TOTAL MEMBERS	GROWTH
2024	27,464	3,415	30,879	—
2025	29,513	2,187	31,700	2.7%
2026 (YTD)	30,147	2,233	32,380	2.1%*

* Member count is based on members who paid union dues during the reporting period. Because some AHS retro pay was included in this year’s numbers, the 2026 increase may look higher than usual and may not reflect regular membership growth on its own.

2026 JOB COUNT BY TYPE



** Job count is based on members who paid union dues during the reporting period. Because some AHS retro pay was included in this year’s numbers, the 2026 increase may look higher than usual and may not reflect regular job growth on its own.

HSAA CONVENTION 2025 APPROVED RESOLUTIONS

At Convention, members vote on resolutions that help set HSAA’s direction. Carried resolutions become part of the union’s work moving forward. This 2025 snapshot shows the breadth of that work:



[View the full 2025 tracker](#)

LARGEST MEMBER DISCIPLINES – TOP 15

DISCIPLINE	2024	2025	2026
Laboratory Assistant	3,422	3,504	3,559
Laboratory Technologist	2,074	2,131	2,134
Primary Care Paramedic	2,105	2,089	2,134
Respiratory Therapist	1,550	1,566	1,589
Social Worker	1,469	1,490	1,518
Therapy Assistant	1,431	1,488	1,508
Advanced Care Paramedic	1,508	1,487	1,503
Occupational Therapist	1,413	1,453	1,503
Medical Radiation Technologist	1,212	1,255	1,290
Physiotherapist	1,170	1,221	1,268
Pharmacist	1,203	1,252	1,264
Pharmacy Technician	1,165	1,193	1,212
Mental Health Therapist	837	823	828
Dietitian	760	765	772
Administrative Support	431	549	567

MEMBER COUNT BY EMPLOYER

EMPLOYER	2025 ACTIVE MEMBERS	2026 ACTIVE MEMBERS
Alberta Health Services	11,200	11,329
Alberta Precision Laboratories	6,806	6,870
Acute Care Alberta	4,617***	130
Emergency Health Services	—***	3,813
Recovery Alberta	3,263	3,335
Other Employers****	2,281	2,280
Assisted Living Alberta	1,469	1,873
Covenant Health	1,476	1,510
Health Shared Services	726	714
Primary Care Alberta	593	618
Cancer Care Alberta	—***	807
Give Life Alberta	54	54

***At the time 2025 numbers were generated, Emergency Health Services and Cancer Care Alberta were included in Acute Care Alberta.

****Associated Ambulance and Services (Whitecourt) Ltd.; Bethany Care Society; Bethany Nursing Home of Camrose; Bonnyville Regional Fire Authority; Canadian Blood Services; CapitalCare; Carewest; CASA Mental Health; Christenson Communities Ltd.; East Central 911 Call Answer Society; East Central Ambulance Association; Foothills Regional Emergency Services Commission; Good Samaritan Society; House Next Door; Mosaic Primary Care Network; Prairie Emergency Medical Services Inc.; Rexall Pharmacies Ltd.; Siksika Health Services; Stettler District Ambulance Association; Wheatland and Adjacent Districts Emergency Medical Services Association; Workers' Compensation Board.

OPERATIONS REPORT

BARGAINING

Bargaining advanced across major provincial and local tables during a year shaped by employer restructuring, essential service agreement requirements and preparations for a possible strike.

ALBERTA HEALTH SERVICES (AHS) MULTI-EMPLOYER AGREEMENT HIGHLIGHTS

The AHS multi-employer agreement was one of this year's most significant ratifications, delivering more than 100 gains in pay, leave, workload protections and professional support.

Members gained: preceptor pay; long service pay; improved personal leave pay; EMS automatic progression; professional fees reimbursement; classification review work; workload appeal process; and a \$55-million Rural Capacity Investment Fund.

“Our Union responded to one of the most complex bargaining periods we have faced. Approximately 94% of our members were in negotiations during the fiscal year. Through that work, we protected wages, defended hard-won rights and stood together around the priorities that mattered most to our members.

Leanne Alfaro, *Vice-President*



WHERE BARGAINING STOOD AT THE END OF THE FISCAL YEAR

Some bargaining tables reached ratified agreements, while others continued through negotiations and mediation processes.

The main issues in bargaining were: wages and total compensation; workload and staffing pressures; job security during restructuring; scheduling, premiums and hours of work; and benefits, leaves and classification fairness.

STATUS	TABLES/AGREEMENTS
Ratified Collective Agreements	Rexall Pharmacies ULC (Calgary); East Central Ambulance Association; Alberta Health Services; Siksika Health Services; Covenant Health; Alberta Precision Laboratories; WCB-Alberta (Millard Health); Carewest
Bargaining in progress	Good Samaritan Society; CapitalCare; Covenant Health – Bonnyville Health Centre; Bethany Care Society; Canadian Blood Services Technical; Associated Ambulance and Services (Whitecourt) Ltd.; Foothills Regional Emergency Services Commission; Bonnyville Regional Fire Authority; CASA Mental Health; House Next Door; Siksika Health Services
Mediation/Arbitration	Canadian Blood Services Transport; Christenson Communities Ltd.; Prairie Emergency Medical Systems

ESSENTIAL SERVICES AGREEMENTS (ESA)

Essential Services Agreements (ESAs) help protect Albertans' health and safety during a strike or lockout while protecting members' bargaining rights. There are currently 21 collective agreements that require ESAs.

Where ESAs stand²

STATUS	ESA
Finalized / filed	Canadian Blood Services Transport; Alberta Health Services; Christenson Communities Ltd.
Withdrawn after ratification³	Alberta Precision Laboratories; Covenant Health; Workers' Compensation Board
In progress	Canadian Blood Services Technical; Carewest; Good Samaritan

² Not all 21 ESA-eligible tables are shown because HSAA has not always negotiated ESAs in advance at every eligible table, and any ESA tied to a ratified agreement must be negotiated again in the next bargaining round.

³ESAs are usually withdrawn after ratification because they are only needed when a strike or lockout is possible.

LABOUR RELATIONS

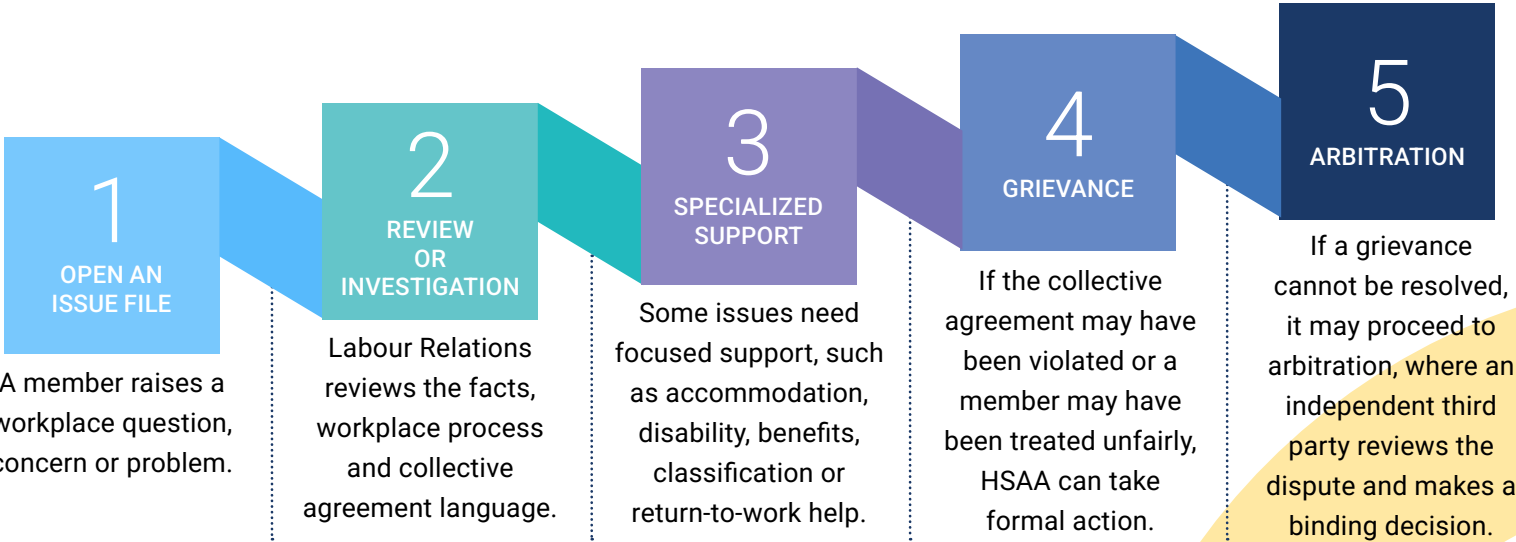
When members face workplace questions, investigations, accommodation issues, classification concerns, discipline, pay problems or other disputes, Labour Relations provides advice, representation and support. These issues can affect a member's income, health, reputation, schedule and job security. Labour Relations helps make sure members do not have to navigate them alone.

KEY HIGHLIGHTS

- Workplace issues were resolved before becoming formal grievances.
- 1,629** issue files opened this fiscal year.
- 1,201** files came from the top three issue areas: investigations, duty to accommodate and compensation.
- 1,169** files were resolved without filing a grievance.

HOW LABOUR RELATIONS SUPPORTS MEMBERS

Labour Relations support starts with an issue file and may progress through review, grievance and arbitration.



Not every issue follows every step. Many are resolved early, while others need formal action to protect member rights.

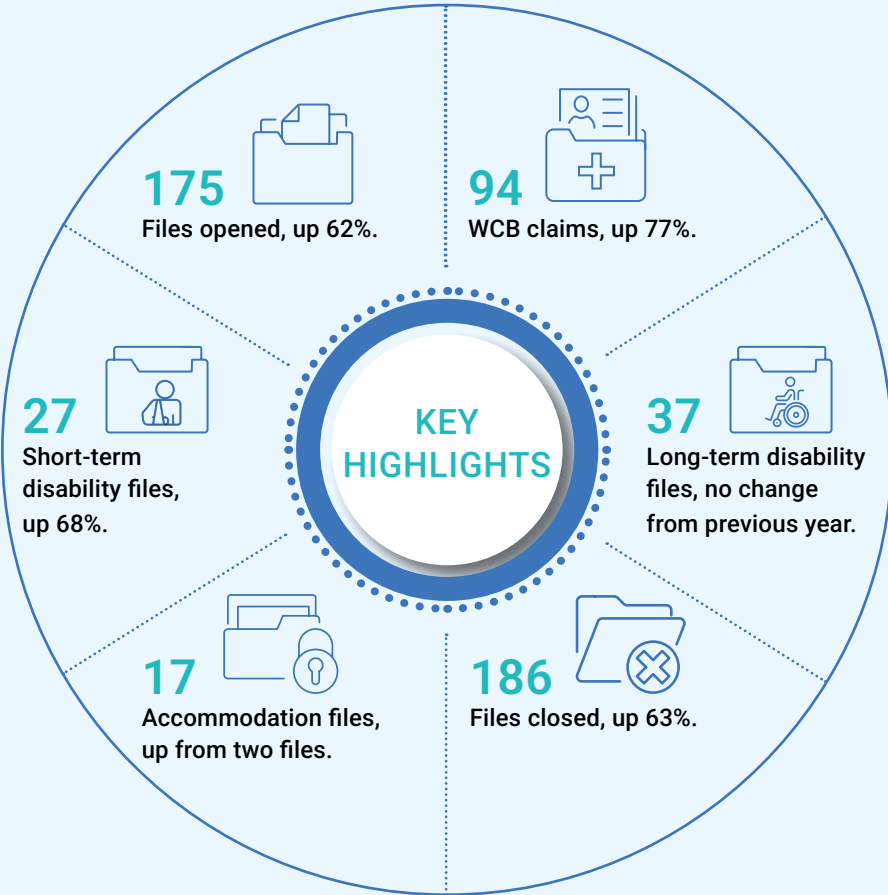
WHERE MEMBERS NEEDED SUPPORT

Behind every file is a member trying to resolve an issue affecting their work, health or livelihood. Labour Relations opened 1,629 issue files this fiscal year, a 6% increase from the previous year, reflecting continued demand for support and representation.



LABOUR RELATIONS: DISABILITY AND BENEFITS

When members experience injury, illness or disability, Labour Relations helps them access benefits, navigate challenges and protect their income and well-being.



Disability and benefits casework helped inform advocacy and bargaining efforts, securing gains in the new AHS agreement:

- Expanded coverage for Continuous Glucose Monitoring.
- Expanded coverage for massage therapy and dental care.
- Removal of the benefit waiting period.

“Every file helps tell us something about what members are facing. Disability and benefits casework helped connect individual experiences to broader advocacy for stronger protections and improved benefits.

Leanne Alfaro, *Vice-President*



LABOUR RELATIONS: CLASSIFICATION

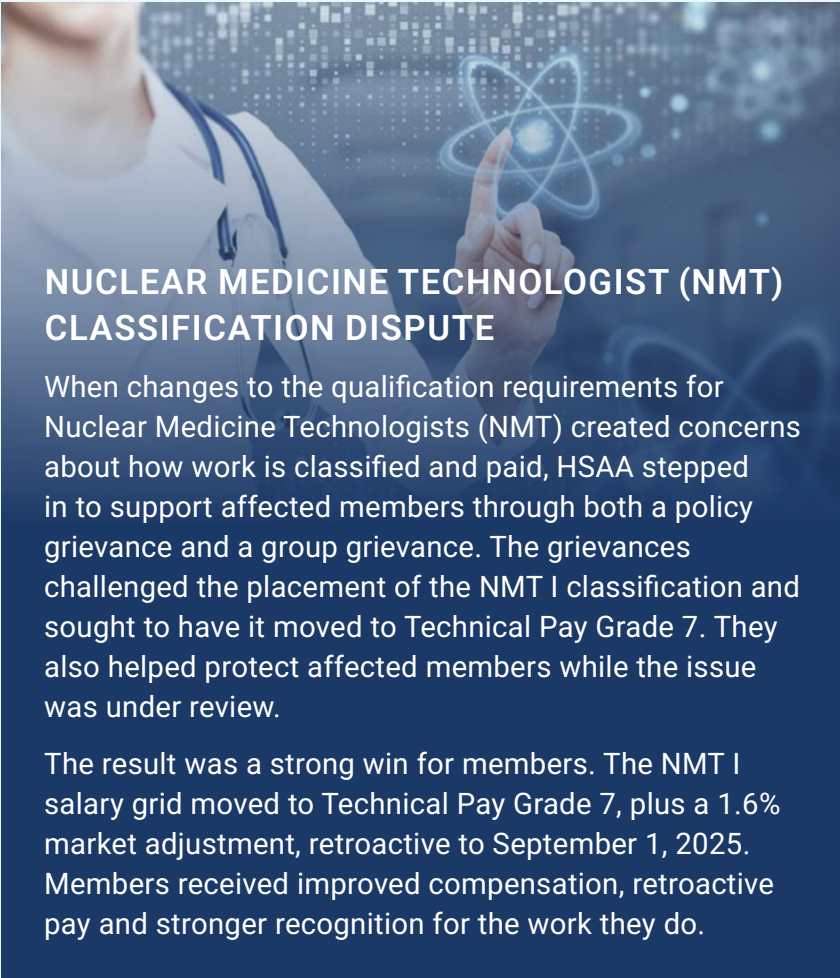
The classification process helps ensure jobs are evaluated fairly based on members’ job description. Labour Relations supports members when duties and responsibilities change significantly, new classifications are introduced or there is disagreement with the employer’s classification assessment.

New Classification Titles

When an employer introduces a new classification, HSAA works with the employer to make sure the job title and compensation are appropriate. If there is still disagreement on compensation, HSAA can refer the disagreement to a third-party adjudicator to make a binding decision on the proposed salary scale.

During this fiscal year, six new classification titles were introduced and added to their respective collective agreements.

EMPLOYER	NEW CLASSIFICATIONS	CLASSIFICATION TITLES
Alberta Health Services	2	Spiritual Health Practitioner I & II; Health and Safety Advisor
Covenant Health	1	Anesthesia Assistant
Carewest	1	Clinical Informatics Specialist
CASA Mental Health	2	Recreation Therapist; Pharmacist



NUCLEAR MEDICINE TECHNOLOGIST (NMT) CLASSIFICATION DISPUTE

When changes to the qualification requirements for Nuclear Medicine Technologists (NMT) created concerns about how work is classified and paid, HSAA stepped in to support affected members through both a policy grievance and a group grievance. The grievances challenged the placement of the NMT I classification and sought to have it moved to Technical Pay Grade 7. They also helped protect affected members while the issue was under review.

The result was a strong win for members. The NMT I salary grid moved to Technical Pay Grade 7, plus a 1.6% market adjustment, retroactive to September 1, 2025. Members received improved compensation, retroactive pay and stronger recognition for the work they do.

LABOUR RELATIONS: GRIEVANCES

Many workplace concerns can be resolved through advice, clarification, investigation or early support. When that is not enough, grievances provide a formal process to challenge unfair treatment, enforce the collective agreement and pursue fair outcomes. Some may involve arbitration, where an independent third party reviews the dispute and makes a binding decision.

“ A grievance is more than a piece of paper. It is one of the ways HSAA helps protect members when their rights, income, job security or fair treatment are at stake.

Scott Wilcox, *Director, Labour Relations*

Key highlights

537 grievances opened, up 27%.

260 grievances closed, up 48%.

131 cases advanced to arbitration, up 57%.

\$574,438 secured through grievance outcomes.

Grievance issue areas

Discipline | 190 grievances | Largest area of formal grievance support.

Compensation | 143 grievances | Pay, premiums, overtime, vacation, benefits and related concerns.

Other | 114 grievances | Includes job selection, classification, scheduling, leave, workload, probation, layoff and benefits.

Duty to accommodate | 49 grievances | Accommodation issues that required formal support.

Seniority rights | 41 grievances | Seniority-related concerns under the collective agreement.

Grievance outcomes

75 members received monetary settlements.

31 discipline outcomes were reduced.

23 members received both money and reduced discipline.

5 members were reinstated to their jobs.

4 members were reinstated and received a monetary settlement.

STANDING FIRM WHEN IT MATTERED MOST

Some grievance victories reach beyond a single member, helping establish fair standards for similar cases in the future.

During the year, HSAA participated in an arbitration involving a member's reinstatement. Reinstatement is one of the most significant outcomes a union can secure because it protects a member's job, income, reputation and future.

After winning the reinstatement at arbitration, the employer challenged the decision through multiple levels, including the Alberta Labour Relations Board and the Alberta Court of Appeal. HSAA continued defending the outcome and succeeded at every stage, showing that when members' rights are challenged, the union is prepared to keep fighting.



HEALTH, SAFETY AND WELLNESS

Through Joint Workplace Health and Safety Committees (JWHSCs) members raise concerns, propose solutions and make a real difference in workplace health and safety.

MEMBER-DRIVEN WORKPLACE IMPROVEMENTS

Psychological safety, violence prevention and improved access to worksite-specific safety information remained key focus areas this fiscal year.

HIGHLIGHT	MEMBER IMPACT
432 members are serving on JWHSCs.	More HSAA representatives meant stronger worker voices on critical health and safety issues.
332 members applied to serve as worker representatives across 185 JWHSCs, resulting in 295 appointments and 26 elections.	Record appointments and elections meant more members could participate and advocate for safer workplaces.
Member Policy 2.17 reduced average recruitment time by 62%.	Faster, clearer and more democratic appointments helped worker representatives begin addressing concerns sooner.
Six safety concerns could not be resolved through the JWHSC.	When local resolution was not possible, HSAA used the escalation process in the applicable collective agreements to move the issue to the next level for review and follow-up.
128 members took part in JWHSC workshops and 44 attended Health, Safety and Wellness town halls.	Training and education helped members better understand safety processes and exercise their rights to tackle workplace health and safety issues.



COMMUNICATIONS

Through email updates, newsletters, web posts and social media, members stayed informed about bargaining, workplace issues and opportunities to get involved. Media and advertising campaigns helped raise awareness about the important role health-care professionals play and the impact of public policies on workers.

KEEPING MEMBERS INFORMED AND EMPOWERED

Communications helped members stay informed and connected while increasing public awareness of member professions and issues like chronic short-staffing.

HIGHLIGHT	MEMBER IMPACT
1,669 critical updates were delivered, including 14 newsletters. Open rates ranged from 69% to 82%.	Members received timely information about bargaining, benefits, leadership opportunities and ways to take collective action.
The redesigned website recorded more than 1.8 million page views and more than 346,000 users.	Information, updates and union resources became easier to access and navigate.
5,159 downloads of the HSAA app in its first year.	Members gained another accessible way to receive updates and information.
HSAA appeared 2,540 times in news coverage, up 253% from the previous fiscal year, with a potential audience reach of 1.05 billion and an estimated \$9.21 million in advertising value.	Increased media visibility helped raise public awareness of members and health-care issues across Alberta.
Social media reached five million impressions and 26,939 followers.	Strong online engagement expanded the reach of HSAA messages and advocacy.

IN THEIR SHOES

Behind every delay, wait time and short-staffed shift are HSAA members working to keep Albertans cared for. The In Their Shoes campaign used real member experiences to show how short-staffing affects members and patient care. It generated 10.3 million impressions, 17,155 online clicks, more than 100,000 video views and thousands of reactions, shares and comments. Seven local creators helped extend the message, adding 4,645 influencer engagements. Together, the campaign helped more Albertans understand why members' work matters.



LOCAL UNITS

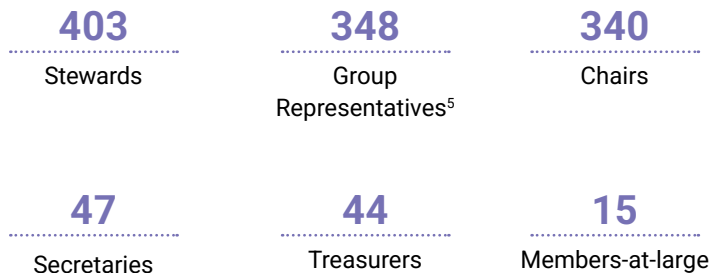
Local Units helped keep members informed, supported and connected during bargaining, strike preparation, ratification and new collective agreements. Growth in Local Units and local leadership strengthened member representation and support across Alberta.

“ Thank you to everyone who stepped into these vital leadership roles and to those who serve year after year. Your commitment strengthens our Union and makes a real difference.

Mike Parker, *President*

LOCAL LEADERSHIP BY ROLE

Local Unit Executive roles increased from 1,086 to 1,197 across six roles this fiscal year, a 10.2% increase.



⁵Group representatives are Local Unit Executive members who vote on Local Unit matters and help run the Local Unit.

LOCAL CONNECTION AND MEMBER SUPPORT

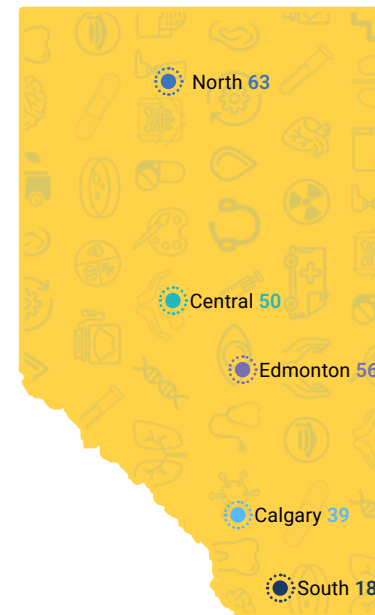
Active Local Units

The number of active Local Units increased by 7.6% from the previous fiscal year, reaching a total of 226. At the same time, the number of non-members across the province decreased by 34%, strengthening HSAA’s presence and membership.

RESPONDING TO MEMBER NEEDS

At Foothills Hospital, Local Units from Alberta Health Services and Alberta Precision Labs identified a growing member need and acted. Recognizing that pension workshops were in high demand, local leaders hosted a Local Authorities Pension Plan education session in October 2025. This removed a barrier to participation and provided a way to bring members together.

226 LOCAL UNITS ACROSS ALBERTA



LOCAL LEADERSHIP IN ACTION

At Foothills Hospital, Local Units from Alberta Health Services and Alberta Precision Laboratories identified a growing member need and acted. Recognizing that pension workshops were in high demand, local leaders hosted a Local Authorities Pension Plan education session in October 2025. This removed a barrier to participation and provided a way to bring members together.

EDUCATION AND EVENTS

Education and events provided space to learn, connect, build practical skills, step into leadership and take collective action.

LEARNING AND LEADERSHIP

A total of 967 attendees participated in 25 learning opportunities designed to strengthen member knowledge, confidence and leadership skills.

HIGHLIGHTS

- 343 members took part in 13 workshops:**
 - 5 Pension & Retirement workshops | 170 attendees
 - 3 The Working Mind workshops | 50 attendees
 - 1 Truth and Reconciliation workshop | 23 attendees
 - 2 SNCit (Domestic Violence) workshops | 37 attendees
 - 2 Women’s Lens: Retirement Financial Planning workshops | 63 attendees

- 329 members completed four strike-related training sessions:**
 - 2 in-person Strike Captain Training sessions | 79 attendees
 - 1 online Strike Captain Training session | 103 attendees
 - 1 online Basic Strike Training session | 147 attendees

4 Steward 101 training sessions | 160 attendees.

4 Local Unit Executive (LUE) 101 training sessions | 135 attendees.

MEMBER IMPACT

Members gained practical knowledge related to mental health, financial planning and community supports.

Members received critical information about strike-readiness roles, expectations and next steps.

More stewards were prepared to support their coworkers, interpret collective agreements, raise workplace concerns and help protect members’ rights.

Local leaders gained tools to plan, engage and build worksite connections.





MEMBER CONNECTION

Events helped members connect, raise visibility and strengthen solidarity across the province.

HIGHLIGHTS

<p>Convention attendance reached 614, up 12% from the previous Convention.</p>
<p>Day of Unity rallies brought together more than 2,000 members, allies and supporters across 11 worksites.</p>
<p>Day of Unity rallies generated 140 media hits in 24 hours.</p>
<p>7 Executive Officer update tour sessions were attended by 188 members.</p>
<p>25 food truck events reached 961 members.</p>
<p>30 site tours brought leaders directly to worksites.</p>

MEMBER IMPACT

<p>Record attendance helped strengthen HSAA’s democratic processes.</p>
<p>Rallies gave members a visible way to stand together and advocate for respect, support and a better collective agreement.</p>
<p>News coverage raised public awareness about short-staffing, burnout and pressures facing health-care professionals.</p>
<p>Members had opportunities to hear directly from leaders, ask questions and stay informed during an important year.</p>
<p>Informal recognition events provided members with a welcoming way to connect and learn more about HSAA.</p>
<p>More opportunities to share workplace realities with leaders.</p>



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