

HSAA CONVENTION 2025 APPROVED RESOLUTIONS Status Report

#	TITLE	HSAA WILL	STATUS
1.	Constitution	Amend Article 24 – Representation, as presented.	Implemented
2.	Constitution	Amend Article 23 – Board of Directors, as presented	Implemented
3.	Constitution	Amend Article 26 – Eligibility for Election or to Serve as an HSAA Representative, as presented.	Implemented
4.	Constitution	Amend Article 27 – Nominations and Elections, as presented.	Implemented
5.	Constitution	Amend Article 28 – Term of Office, as presented.	Implemented
6.	Constitution	Amend Article 29 – Election of District Board Members, as presented	Implemented
7.	Constitution	Amend Article 32 – District Board Members, as presented.	Implemented
8.	Constitution	Amend Article 33 – Vacancy (Automatic), as presented	Implemented
9.	Constitution	Amend Article 35 – Leave of Absence	Implemented
10.	Constitution	Amend Article 47 – Meetings of the Board, as presented	Implemented
11.	Constitution	Amend Article 48 – Meetings of the Membership as presented.	Implemented
12.	Constitution	Amend Article 52.01 – Complaints Management Process, as presented:	Implemented
13.	Constitution	Amend Article 52.02 – Complaints Management Process as presented	Implemented
15.	Occupational Health & Safety	<p>Work with affiliates to advocate on behalf of members to the Alberta government to include mental occupational injury in presumptive legislation for all front-line workers to specifically include:</p> <ul style="list-style-type: none"> • All scientifically recognized types of mental injury, including, but not limited to PTSD. • Workplace stressors that cause both chronic psychological injuries and acute mental injuries. • Both traumatic and nontraumatic workplace stress triggers 	In progress for development of legislation language and connection with affiliates to strengthen our position.

16.	Political Action	<p>Work with affiliate unions to develop and share collective agreement language that helps address potential abuses of AI.</p> <p>Lobby the provincial government for restrictions on the use of AI in public services at the provincial level.</p> <p>Call on the National Union of Public and General Employees (NUPGE) to lobby the federal government to adopt restrictions on the use of AI that are strong enough to protect human rights, privacy, and labour rights.</p>	<p>Outreach to other national and provincial Unions is occurring on this issue and reviewing how to best start developing our own proposals suited to our members.</p> <p>Exploring a partnership with other healthcare unions in Alberta to develop restrictions or guidelines on the use of AI in healthcare settings.</p> <p>The Executive team is bringing forward to the National Executive Board of NUPGE for consideration.</p>
17.	Health Services & Community Social Services	<p>Work with partner Unions and allies to pressure the government for stable funding for true <i>systems</i> of care that includes health care, home care, addictions care, elder care, childcare, social services, and supports for people with disabilities.</p> <p>Advocate to end the unequal gender distribution of paid and unpaid care.</p> <p>Advocate for fair compensation and decent working conditions for care workers.</p> <p>Educate workers, public and governments on the value of care to the well-being of women, families, communities and the economy.</p> <p>Continue raising the profile of care workers, the work they do and the conditions they face.</p>	<p>Outreach to other national and provincial Unions is occurring on this issue.</p> <p>A government relations strategy is underway including meetings across multiple ministries and with leadership of provincial health authorities.</p> <p>The upcoming HSAA member awareness campaign will highlight the critical roles care workers of HSAA play in supporting Albertans, and the working conditions they face.</p>

18.	Health Services & Community Social Services	<p>Call on the provincial government to significantly increase funding for healthcare worker retention programs, including creating an immediate emergency fund for this purpose.</p> <p>Demand enhanced mental health and safety support legislation for all health-care workers in Alberta.</p> <p>Call on the Alberta Federation of Labour to work with the Canadian Labour Congress and provincial and national affiliated Unions to:</p> <ul style="list-style-type: none"> o Advocate for a Pan-Canadian Health Human Resources Strategy to address workforce shortages in the public health-care system. o Call for the creation of a Public Agency for Mobile Health Workers Staffing to regulate and stabilize the public health-care sector. o Advocate for the inclusion of Alberta Unions and health agencies in striking a Public Health Care Sectoral Table tasked with coordinating the Pan-Canadian Health Human Resources Strategy. 	<p>A government relations strategy is underway including meetings across multiple ministries and with leadership of provincial health authorities.</p> <p>The Executive Team is having discussions with AFL.</p> <p>Developing a resolution for AFL Convention in 2027.</p> <p>Advocating for a comprehensive health workforce strategy is central to the new strategic plan and will be supported through multiple strategies including the campaigns, lobby day and constituency action team supported by the Political Action working group and partnerships with other unions and associations.</p>
19.	Political Action	<p>Lobby all levels of government to increase funding for women's health programs and research.</p> <p>Work with other labour Unions and partner groups to produce sample contract language and/or policy language that would allow women to take time off without stigma or financial penalty for issues related to hormonal health such as menstrual pain and menopause.</p> <p>Work with other labour Unions and partner groups on Women's Issues to raise awareness of the disparities that exist in the health-care system regarding women's health.</p>	<p>Exploring a partnership with Health Cities for developing legislation and access to funding.</p> <p>Through the work of the NUPGE Advisory committee on Women's Issues, HSAA is collaborating to gather information on collective agreement language on initiatives regarding women's health.</p>

		<p>Call on the Alberta Federation of Labour to work with the Canadian Labour Congress and affiliates and allies to pressure all levels of government to address the issue.</p> <p>Work with Provincial and National labour organizations and partner groups to advocate for the inclusion of provincial unions and health agencies in striking a Public Health Care Sectoral Table tasked with coordinating the Pan-Canadian Health Human Resources Strategy.</p>	<p>Will review and develop language for inclusion in 2028 bargaining proposals.</p> <p>Developing a resolution for AFL Convention in 2027.</p>
20.	Political Action	<p>Continue to advocate for a universally accessible, publicly funded and delivered, not-for-profit, inclusive, and high-quality childcare system.</p> <p>Work with allies to monitor the implementation of the early learning and childcare agreements in Canada and Alberta with particular attention to the need to expand public and not-for-profit childcare.</p> <p>Continue working with provincial and national allies to advance our shared goals for a universal childcare system and call on all levels of Government to support it.</p>	<p>Ongoing support established with partner groups, such as Child Care Now.</p> <p>Continued allyship with provincial and national bodies for advocating for universal childcare system.</p>
21.	Political Action	<p>Work with other labour Unions and partner groups to produce sample contract language and/or policy language on workplace supports, training and safety policies for HSAA bargaining.</p> <p>Advocate the government to mandate intimate partner violence and domestic violence training in all workplaces in Alberta.</p> <p>Encourage employers to coordinate training on intimate partner and domestic violence at work.</p> <p>Lobby the provincial government to ensure that intimate partner violence and domestic violence leave is available to all Albertans for a minimum of 5 days.</p>	<p>Will review and develop language for inclusion in 2028 bargaining proposals to build on existing language as amended in 2025.</p> <p>Advocating to government and employers on mandatory training on intimate partner and domestic violence at work.</p>

		Lobby governments to increase funding to community services, transitional housing and provide the affordable housing to those rebuilding their and their children's lives after escaping intimate partner or domestic violence.	Collaborating with our partners organizations, such as Public Interest Alberta.
22.	Governance	<p>Develop dedicated union training program specific to engaging young workers in their Union.</p> <p>Explore ways to reduce barriers to young workers' participation in our union and the labour movement.</p> <p>Encourage locals to facilitate young worker participation in HSAA events.</p> <p>Encourage Local Units to engage in succession planning with advice from their young workers and young members from a diverse range of backgrounds.</p> <p>Support NUPGE to submit a resolution to the Canadian Labour Congress to raise the age limit for the Young Workers' Advisory Committee to 35 and under.</p>	<p>The Young Workers Working Group is working on recommendations for reducing barriers to young workers participation in HSAA.</p> <p>A training co-facilitation plan is in development and will include young workers.</p> <p>A draft LUE handbook has been developed which includes advice on engaging with young workers and succession planning.</p> <p>Supporting the resolution at CLC Convention 2026.</p>
23.	Health Human Resources	<p>Work to increase awareness of the damage that privatization does to public services; the financial cost, access and how privatizing health-care services impacts health-care workers.</p> <p>Build on the approach taken to respond to the health human resources crisis by working with allies to develop public solutions to problems facing public services, particularly health care, and to lobby for their adoption by governments.</p> <p>Support efforts to reduce the secrecy surrounding privatization including stronger access to information laws, stronger reporting requirements for corporations lobbying governments, and government requirements for corporations to report who really controls them in a publicly accessible registry.</p>	Reducing the impact of privatization on our members and supporting free and equal access to quality health care for Albertans is central to the new strategic plan and will be supported through multiple strategies including campaigns and partnerships with other unions and allies.

24.	Climate Justice	<p>Lobby governments to take ambitious, meaningful action on the climate crisis, including reducing emissions and investing in adaptation highlighting the direct impacts the climate crisis has on our health-care system.</p> <p>Emphasize the role of public services in mitigating climate change and adapting to its effects.</p> <p>Use the social determinants of health to advocate for initiatives that promote the development of sustainable and equitable communities to reduce health inequalities and mitigate the impacts of climate change on the health-care system.</p> <p>Continue to work with allies through the Alberta Health Professionals for the Environment, Climate Action Network Canada, the Green Economy Network, the Canadian Labour Congress to advocate for climate justice.</p>	Continued allyship with provincial and national bodies advocating about the climate crisis.
25.	Member Services	Move to a Direct Deposit system for all members and away from the dated and archaic paper cheques	Completed. Electronic Funds Deposit Form implemented in summer 2025 as an optional alternative to cheques.
29.	Member Services	Review, further develop, and implement additional systems relating to submitting Member and LU/E expense claims to include an online submission form and approval process followed by electronic reimbursement (direct deposit).	<p>In progress, reviewing options for implementation.</p> <p>Electronic Funds Deposit Form implemented in summer 2025 as an optional alternative to cheques and is available for Local Unit claims.</p>

32.	Constitution	<p>Amend Article 59 – Dell Taylor Memorial Education Fund as presented:</p> <p>Such monies are to be used for the payment of registration, examination, and/or tuition fees and/or travel expenses exclusively.</p>	Implemented
35.	Political Action	Continue to advocate for the Professional Regulation of Addictions Counsellors and protect against the deskilling of the profession by remaining an active voice to protect Albertans who access Addictions and Mental Health Services.	<p>College of Alberta Psychologists (CAP) has confirmed that it has agreed to assume responsibility for developing a potential pathway for the regulation of graduate-trained Counselling Therapists in Alberta.</p> <p>Will continue to advocate to the government and work with the Association of Counselling Therapy of Alberta (ACTA) and CAP.</p>
36.	Health Services & Community Social Services	Continue to fight this Government's messaging, especially around Opioid deaths, and their introduction of Compassionate Intervention Legislation.	<p>Ongoing.</p> <p>HSAAs partnered with the Parkland Institute to produce the Ripple Effects The Drug Toxicity Crisis and Its Impact on Frontline Health Workers Report and issued a press release and other promotional materials through social media.</p>
37.	Health Services & Community Social Services	Continue to advocate for safe consumption sites and harm reduction approaches, across Alberta which are science/evidence-based practices.	<p>In progress</p> <p>Continued partnership with affiliates and partners on advocacy efforts including Friends of Medicare.</p>

38.	Political Action	<p>Continue to advocate that Addiction Care is Health Care.</p> <p>Request the Alberta Federation of Labour promote Addictions care is Health Care, promote our campaign and that the AFL will advocate and work with all of its affiliates that Addictions Care is Health Care.</p> <p>Call upon NUPGE to advocate that the Canadian Health Coalition include Addictions Care is Health Care in its next Federal Lobby Day.</p>	<p>In progress</p> <p>Continued partnership with affiliates and partners on advocacy efforts including Friends of Medicare.</p> <p>Will bring forward for CHC Lobby Day 2027.</p>
39.	Finance	Restore the annual Local Unit funding for units with 10 or fewer members to a minimum of \$750.	Completed. Policy was updated and restored in June 2025
44.	Governance	Release voting results to local unit memberships following a local unit election. Information shall include but not be limited to, total number of ballots casted and vote results for each candidate.	Completed. This is now standard practice and followed.
45.	Governance	Provide a secure communication platform for Stewards.	In progress. Pilot deployment to commence in May 2026, with full Steward deployment tentatively scheduled for September 2026.
48.	Health Services & Community Social Services	Petition the government to have Home Care included in Universal Health Care in Canada.	The Executive team is bringing forward to the National Executive Board of NUPGE/CLC for consideration.
50.	Labour Relations Advocacy	<p>Prioritize advocating for members to have portability of all entitlements across the newly formed health care agencies and entities under Alberta Health (including already established and any forthcoming Health Agencies/entities coming from the dissolution of AHS)</p> <p>The prioritized aspects of portability will include: internal applicant status across</p>	<p>Will review and develop language for for inclusion in 2028 bargaining proposals.</p> <p>A government relations strategy is underway, which includes advocating for portability through</p>

		<p>public health agencies & entities; transferring of seniority date, rate of pay, and years of service which apply to long service vacation accruals; transferring unused vacation, sick leave banks, and vacation accrual entitlement; the ability to take temporary positions in other agencies and have your permanent position or FTE held for your return; the ability to move to a new position and be able to return to your original position within the current allotted time period in our agreement due to lack of fit; and importantly have layoff and recall language to apply to positions across agencies</p>	<p>meetings across multiple ministries and with leadership of provincial health authorities.</p>
51.	Labour Relations Advocacy	<p>Prioritize keeping the existing AHS/Bethany Nursing Home of Camrose/Lamont Healthcare Centre group unit together for collective bargaining of our future agreements.</p>	<p>In progress and having discussions with employers.</p> <p>A government relations strategy is underway, which includes advocating for maintaining the AHS/Bethany Nursing Home of Camrose/Lamont Healthcare Centre group unit for collective bargaining going forward with the exception of EMS members with EHS based on member feedback.</p>