

IN THE MATTER OF THE *LABOUR RELATIONS CODE*, RSA 2000, C L-1
AND IN THE MATTER OF A COMPULSORY ARBITRATION BOARD PROCEEDING

BETWEEN:

CANADIAN BLOOD SERVICES

CBS or the Employer

-and-

HEALTH SCIENCES ASSOCIATION OF ALBERTA

HSAA or the Union

COMPULSORY INTEREST ARBITRATION INTERIM AWARD

The Board: Mark Asbell, K.C. (Arbitrator), Alexis Snowdon (Nominee for the Employer), Thomas Feth (Nominee for the Union)

For the Union: Andrew Kim (Counsel), James Stevenson (Labour Relations Officer), Marnie Stuart (Team Lead, Negotiations), Blaine Lamer (Bargaining Committee Member), Scott Romine (Committee Member), Karen Caig (Union Member)

For the Employer: Craig Neuman, K.C. (Counsel), Kapil Uppal (Associate Director, Employee Relations), Jordan Strohschein (Business Partner, Employee Relations), Lorn Berry (Associate Director, Supply Chain Operations West), Mario Kalinowski (Manager, Field Logistics, Supply Chain Operations West)

Date of Award: August 21, 2026

INTERIM BOTTOM-LINE AWARD

[1] This is a bottom-line award of the arbitration panel for a Compulsory Interest Arbitration settling a new collective agreement for the Health Sciences Association of Alberta (HSAA) and Canadian Blood Services (CBS) involving eleven (11) drivers and mobile operators (the Transport Unit Employees) represented by HSAA operating out of CBS' Edmonton donor centre.

[2] After discussions with the parties, the arbitration panel is issuing the following bottom-line decision with full-reasons to follow in due course.

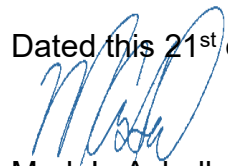
[3] There are two items that remain in dispute between the parties to establish the terms of a new Collective Agreement: the duration of the new agreement and the general wage adjustments. The two items are interconnected.

[4] By a majority decision, the arbitration panel hereby orders as follows:

- The term of the new Collective Agreement shall be for three (3) years from April 1, 2021 to March 31, 2024;
- Article 24.01 Wage Increases shall be:
 - Effective October 1, 2021 – 1%
 - Effective September 1, 2022 – 1.25%
 - Effective April 1, 2023 – 2%.

[5] The nominee for the Employer agrees with the Award. The nominee for the Union dissents.

Dated this 21st day of August, 2026



Mark L. Asbell, K.C.
Arbitrator