

BENEFITS OF BEING AN HSAA MEMBER

Labour Relations

HSAA's primary responsibility is to be available when members need its services. The members' main contact with their union is the Labour Relations Officer (LRO). LROs have many years of training and experience to deal with contract interpretation and resolving workplace conflicts. This involves processing grievances and arbitrations. LROs are located in Edmonton, Calgary and Lethbridge and can quickly travel to any part of the province to deal with local issues.

Membership Communications

HSAA's newsletter, the *Challenger*, provides members with information on union and membership activities. The AGM booklet, sent to each member prior to the Annual General Meeting, provides information on the union's business and financial activities. The HSAA website (www.hsaa.ca) keeps members up to date on important issues. It is a vital information source for members and the public.

Bursaries

HSAA provides bursaries of up to \$500 each to eligible members or their spouses or dependants who are pursuing full-time post-secondary education.

Professional Development

HSAA provides up to \$150 per member per year towards the cost of discipline-related courses, conferences and workshops. HSAA also provides members with workshops on topics such as conflict resolution, retirement and financial planning. HSAA also provides up to \$200 per member per year for courses and conferences on labour relations.



EDMONTON OFFICE

10212 - 112 Street •
Edmonton, AB T5K 1M4 •
780-488-0168 •
toll free 1-800-252-7904 •
www.hsaa.ca •

CALGARY OFFICE

204, 200 Country Hills Landing NW •
Calgary, AB T3K 5P3 •
403-250-8999 •
toll free 1-800-252-7904 •
www.hsaa.ca •

LETHBRIDGE OFFICE

404, 515 - 7 Street •
Lethbridge, AB T1J 2G8 •
403-328-8005 •
toll free 1-866-328-8005 •
www.hsaa.ca •

Join



Alberta's #1 EMS Union!



www.strengthinmembers.ca



The Health Sciences Association of Alberta (HSAA) is a union that represents more than 17,000 technical, professional, general support and ambulance employees in the public and private health care sectors of Alberta.

Since 1972, HSAA has been improving the salaries and working conditions of its members. It has negotiated contracts that are benchmarks for the industry.

What can the Health Sciences Association do for me?

Health Sciences, through its collective efforts, is able to negotiate solid contracts that ensure our members receive their fair share. HSAA ensures that once a contract is negotiated, the employer cannot arbitrarily change the terms and conditions of employment.

Why should I join a union? I already have similar salary and benefits as unionized health-care workers and I don't have to pay union dues.

If you are in an occupation that is represented by HSAA at other work sites, you likely can thank HSAA for your present contract terms.

However, those who are not members of HSAA miss out on one huge benefit.

As a member of HSAA, wages and working conditions are clearly spelled out in a binding contract. Without a contract, employers are free to make changes to wages and working conditions when they see fit. They are not required to sit down and consult with you. Given the uncertainty created by the provincial government's recent, and future, health-care reforms, HSAA will fight for your rights at the bargaining table.

Your union membership accomplishes two things: you strengthen HSAA's ability to negotiate on your behalf; and you protect yourself against an employer making arbitrary decisions about your wages and working conditions.



We are the union of choice for ambulance employees across Alberta!

Alberta's #1 EMS union!

HSAA is the number-one choice for EMS professionals across the province. Currently, Health Sciences represents 17 EMS Units in Alberta, and we continue to grow! The reason? Our collective agreements are the strongest in the industry - both in wage scale and benefits - and our Labour Relations specialists work tirelessly on behalf of our members.

What does it cost for membership?

HSAA's dues are the lowest in the health sector at 1.25% of gross annual earnings. For most of our members, the net cost for membership is a dollar a day or less.

My employer will be angry if I sign a card. What happens then?

HSAA membership is not a weapon, it is protection. Any discussions you have with an HSAA representative are confidential. It is illegal to interfere in any way with your right to consider membership in an organization like HSAA. Under the Labour Relations Code, the penalties for employers interfering with those rights are severe.