HSAA CapitalCare Collective Agreement Highlights

The proposed changes to the collective agreement are unanimously recommended by the bargaining committee and contain no concessions. The language keeps the members' wages competitive and recognizes long-term employees for their continued service. There is a strong mix of monetary gains, benefit improvements, and work-life supports. This language gives members clearer rights at work and more practical tools to enforce the agreement when issues arise.

Term: April 1, 2024 to March 31, 2028

Wages and Targeted Market Adjustments

HSAA members secured general wage increases of 3% in each year of the four-year agreement. The increases apply April 1, 2024, April 1, 2025, April 1, 2026 and April 1, 2027. That puts this agreement in line with the broader HSAA settlement pattern at major tables, including AHS (multi-employer).

There is a new letter of understanding that ensures that any compensation adjustment determined by an AHS and HSAA joint committee struck through a Letter of Understanding #52 Re: Classification Review, pertaining to Occupational Therapists and Physical Therapists, will be applied to these classifications in the CapitalCare collective agreement. For members in that work, this will keep their classifications competitive to other major healthcare employers in Alberta. As part of this Letter of Understanding, any outcomes arrived at through the AHS Letter of Understanding #51 Re: Review of Classification's Total Compensation will be applied to the respective classification. This language will also ensure that the wages of all CapitalCare classifications remain competitive.

Therapy Assistants Wages

As of April 9, 2026, the Therapy Assistants included in the HSAA bargaining unit will be placed on a new salary grid which is being introduced to this collective agreement. All Therapy Assistants should see an increase in their wages when placed on the proper HSAA grids regardless of their Diploma or non-Diploma status.

Recognition for Long-Service Members

Experienced members matter. This agreement reflects new language introducing a 2% Long Service Pay Adjustment for eligible employees with 20 or more calendar years of service with CapitalCare, effective September 1, 2026. The adjustment forms part of the employee's Basic Rate of Pay. That is important. It means the value is built into the wage rate rather than being treated as a one-time lump sum that disappears after payment.

On-Call

The on-call rates have been increased to $7.00 per hour regardless of whether the on-call period follows regular days of work or on days off and on Named Holidays.

Preceptor Pay

For the first time, this collective agreement contains Preceptor Pay. Compensation of $2.00 per hour is paid to an employee assigned to act as a Preceptor for supervising, educating and evaluating students.

Kilometer Reimbursement Rate

Kilometer reimbursement rate has now been increased to $0.57 from $0.505.

Benefits

Coverage for Massage Therapy has increased to $75 from $50 per visit to a maximum of $1000 per participant each benefit year.

The agreement also improves Diabetes-related coverage, which now includes coverage language for continuous glucose monitoring systems. These are practical gains. They put more value into benefits that members and their families are more likely to need.

Removal of Benefit Waiting Period and Effective Date of Coverage

There is new language removing the waiting period for benefits for all new employees and pertains to Group Life, Accidental Death and Dismemberment, Short-Term Disability and Long-Term Disability. Dental coverage and Supplemental Health Benefit coverage will begin the first day of the month following the benefit eligibility date.

Professional Fee Reimbursement

As of the date of ratification, new language reimburses a regular and temporary employee up to $504 for professional fees/dues for active licensure. To qualify, the employee must work 810 hours in the previous registration year.

Leaves of Absences

Professional Development Days

Effective the date of ratification, each regular employee will be entitled to 3 Professional Development Days following 90 days of employment. This language ensures employees remain current with the latest developments in their classification.

Bereavement Leave

The language defining common-law and same sex relationship has been deleted from the agreement making this language less restrictive for members. Additionally, the language has been revised so that attending a funeral for a close friend or other relative now provides up to one working day off with pay, rather than general time off with pay.

Union Business

The language regarding HSAA’s requirement to reimburse CapitalCare for union business has changed to include more than just wages and a 15% administrative leave. The exact benefits to be included in the reimbursement will be determined during the life of the collective agreement through a new Letter of Understanding that binds the parties to an agreement to apply a decision that is determined between AHS and HSAA via mutual agreement or arbitration.

Critical Illness Leave

This language previously applied only to critically ill children but has now been expanded to include critically ill adults as well.

Domestic Violence Leave

We were able to negotiate 5 paid shifts for any member involved in a Domestic Violence situation. The language has been strengthened through increasing access through applicable leave banks vacation, named holidays and time off in lieu of overtime. That matters because the language recognizes safety, and the real circumstances members may face outside the workplace.

Probationary Period

The updated language gives managers discretion to allow employees who transfer to a new position during their probationary period to continue that period, rather than restarting it.

Occupational Health and Safety

Time paid for committee members to attend committee meetings will now be paid at the applicable rate of pay.

Discipline & Dismissal

With this revamped language, disciplines will be removed from an employee's file 6 months earlier than before. The discipline will remain on the file for 18 months with absences from work over 30 days being carved out of that time frame.

Grievance Process and Arbitration

This collective agreement includes enhanced language to improve information sharing throughout the grievance process, increasing the likelihood of resolution. The timeline to advance an individual or policy grievance to arbitration has been extended from 10 to 20 days. Arbitration will now proceed with a single arbitrator by default, unless a three-person board is specifically requested.

Increasing and Decreasing FTE

When an FTE change request is denied, the employer must now provide the employee with the reason for the decision and also notify HSAA of both the request and the rationale for the denial.

Underpayments & Overpayments

The language has been revised to allow employees to request calculations in cases of underpayment. Overpayments are requested to be paid back at the discretion of the Employer, with new language enabling both parties to discuss and agree on the repayment amount per pay period.

Workload Discussion

A new Letter of Understanding provides the employee with the opportunity to discuss workload issues with their immediate supervisor. If concerns are not resolved, the employee can request an evaluation of their workload concern.

Other Improvements

There are other minor improvements to this collective agreement that have not been listed in this highlights document. Although not included, they strengthen the rights of the employees and add clarity to the language to ensure proper application for fair and equitable treatment of employees.

Summary

The overall impact of the new or improved language to the members is:

- Higher premiums (on-call, mileage, preceptor)
- Paid professional supports (PD days + fees)
- Expanded leaves (critical illness, domestic violence)
- Better benefits (faster access + improved coverage)
- Long-service wage recognition