

UNITED NURSES OF ALBERTA
Consolidated Financial Statements
Year Ended December 31, 2024



INDEPENDENT AUDITOR'S REPORT

To the Members of United Nurses of Alberta

Opinion

We have audited the consolidated financial statements of United Nurses of Alberta and its locals (the Group), which comprise the consolidated statement of financial position as at December 31, 2024, and the consolidated statements of revenue and expenditures, changes in net assets and cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the financial position of the Group as at December 31, 2024, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Consolidated Financial Statements* section of our report. We are independent of the Group in accordance with the ethical requirements that are relevant to our audit of the consolidated financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information, other than the consolidated financial statements and our auditor's report thereon, in the Annual Report. The Annual Report is expected to be made available to us after the date of this auditor's report.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information identified above when it becomes available and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

When we read the Annual Report, if we conclude that there is a material misstatement therein, we are required to communicate the matter to those charged with governance.

Responsibilities of Management and Those Charged with Governance for the Consolidated Financial Statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has

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Independent Auditor's Report to the Members of United Nurses of Alberta (continued)

no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Consolidated Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Edmonton, Alberta
August 26, 2025

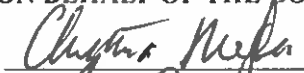
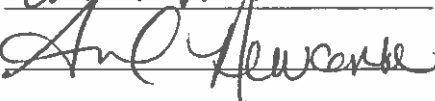

Chartered Professional Accountants

UNITED NURSES OF ALBERTA
Consolidated Statement of Financial Position
December 31, 2024

	2024	2023
ASSETS		
CURRENT		
Cash (Note 4)	\$ 28,879,894	\$ 25,849,942
Accounts receivable (Note 5)	8,358,856	6,069,316
Prepaid expenses	2,320,626	2,302,394
	<u>39,559,376</u>	<u>34,221,652</u>
INVESTMENTS (Note 6)	23,431,916	24,774,976
RESTRICTED CASH (Note 7)	2,804,822	2,514,202
EQUIPMENT AND LEASEHOLDS (Note 8)	3,316,151	2,516,855
	<u>\$ 69,112,265</u>	<u>\$ 64,027,685</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 8,694,226	\$ 8,369,315
FUNDS HELD IN TRUST (Note 7)	2,804,822	2,514,202
DEFERRED LEASE INDUCEMENTS (Note 9)	1,223,737	1,405,135
	<u>12,722,785</u>	<u>12,288,652</u>
NET ASSETS		
Invested in Equipment and Leaseholds	2,426,130	1,484,826
Collective Bargaining Fund	8,068,726	8,854,245
Office Fund	1,205,371	1,374,180
International Solidarity Fund	470,768	428,263
Unappropriated General Fund	44,218,485	39,597,519
	<u>56,389,480</u>	<u>51,739,033</u>
	<u>\$ 69,112,265</u>	<u>\$ 64,027,685</u>

LEASE COMMITMENTS (Note 10)

ON BEHALF OF THE BOARD

 Director
 Director

UNITED NURSES OF ALBERTA
Consolidated Statement of Revenue and Expenditures
Year Ended December 31, 2024

	2024	2023
REVENUE		
Membership dues	\$ 44,611,778	\$ 41,022,588
Investment income	2,602,088	2,277,650
Other	139,485	126,077
	<u>47,353,351</u>	<u>43,426,315</u>
EXPENDITURES		
Collective agreement administration	1,055,537	769,563
Collective bargaining	1,486,264	2,016,714
Education	1,912,657	1,392,866
Executive board	1,986,163	2,066,633
General and administrative (<i>Note 8</i>)	10,246,735	8,760,991
Research	108,532	150,254
Membership services	9,830,776	9,859,793
Salaries, benefits and development	16,076,240	14,731,426
	<u>42,702,904</u>	<u>39,748,240</u>
EXCESS OF REVENUE OVER EXPENDITURES	<u>\$ 4,650,447</u>	<u>\$ 3,678,075</u>

UNITED NURSES OF ALBERTA
Consolidated Statement of Changes in Net Assets
Year Ended December 31, 2024

	2023 Balance	Excess of revenue over (under) expenditures	Transfers	2024 Balance
Invested In Equipment And Leaseholds	\$ 1,484,826	\$ (428,156)	\$ 1,369,460	\$ 2,426,130
Collective Bargaining Fund	8,854,245	(1,344,944)	559,425	8,068,726
Office Fund	1,374,180	(27,261)	(141,548)	1,205,371
International Solidarity Fund	428,263	42,505	-	470,768
Unappropriated General Fund	39,597,519	6,408,303	(1,787,337)	44,218,485
	<u>\$ 51,739,033</u>	<u>\$ 4,650,447</u>	<u>\$ -</u>	<u>\$ 56,389,480</u>

	2022 Balance	Excess of revenue over (under) expenditures	Transfers	2023 Balance
Invested in Equipment and Leaseholds	\$ 727,612	\$ (313,687)	\$ 1,070,901	\$ 1,484,826
Collective Bargaining Fund	7,222,126	(1,367,881)	3,000,000	8,854,245
Office Fund	792,795	(78,064)	659,449	1,374,180
International Solidarity Fund	425,805	2,458	-	428,263
Unappropriated General Fund	38,892,620	5,435,249	(4,730,350)	39,597,519
	<u>\$ 48,060,958</u>	<u>\$ 3,678,075</u>	<u>\$ -</u>	<u>\$ 51,739,033</u>

UNITED NURSES OF ALBERTA
Consolidated Statement of Cash Flows
Year Ended December 31, 2024

	2024	2023
OPERATING ACTIVITIES		
Revenue over expenditures	\$ 4,650,447	\$ 3,678,075
Items not affecting cash:		
Amortization of equipment and leaseholds	570,164	439,062
Amortization of deferred lease inducements	(142,008)	(125,375)
Non-cash rent incentive	(39,390)	263,369
Change in non-cash working capital <i>(Note 11)</i>	(1,982,861)	366,235
Cash flow from operating activities	<u>3,056,352</u>	<u>4,621,366</u>
FINANCING ACTIVITIES		
Net increase in funds held in trust <i>(Note 7)</i>	<u>290,620</u>	<u>368,942</u>
INVESTING ACTIVITIES		
Proceeds from disposition of investments	24,774,976	7,895,250
Purchase of investments	(23,431,916)	(24,774,976)
Purchase of equipment and leaseholds	(1,369,460)	(1,882,089)
Net increase in restricted cash <i>(Note 7)</i>	<u>(290,620)</u>	<u>(368,942)</u>
Cash flow used by investing activities	<u>(317,020)</u>	<u>(19,130,757)</u>
INCREASE (DECREASE) IN CASH FLOW	3,029,952	(14,140,449)
Cash - beginning of year	<u>25,849,942</u>	<u>39,990,391</u>
CASH - END OF YEAR	<u>\$ 28,879,894</u>	<u>\$ 25,849,942</u>

UNITED NURSES OF ALBERTA
Notes to Consolidated Financial Statements
Year Ended December 31, 2024

1. PURPOSE

The objective of the United Nurses of Alberta is the advancement of the social, economic and general welfare of nurses and other allied personnel. The Union is incorporated under the Societies Act of the Province of Alberta and is exempt from income tax under the provisions of paragraph 149(1)(l) of the Income Tax Act. No dividends may be paid nor any assets of the Union distributed to the members of the Union.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

These consolidated financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Basis of presentation

These consolidated financial statements include the accounts of United Nurses of Alberta - Provincial and the United Nurses of Alberta - Locals.

Measurement uncertainty

The preparation of consolidated financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the consolidated financial statements and the reported amounts of revenues and expenses during the period. Estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Estimates made by management include:

- The assessment of the useful lives of capital assets. This assessment has an impact on the amortization and net book value of the assets recorded in the consolidated financial statements.
- The estimates associated with the accrual of salary continuance liabilities and the related impact of retro-pay provisions in a new collective agreement for members. These assessments have an impact on accounts receivable, accounts payable and accrued liabilities, member dues and salary expense in the consolidated financial statements.

Financial Instruments

Initial measurement

The Union initially measures its financial assets and liabilities originated or exchanged in arm's length transactions at fair value. Financial assets and liabilities originated or exchanged in related party transactions, except for those that involved parties whose sole relationship with the Union is in the capacity of management, are initially measured at cost. The cost of a financial instrument in a related party transaction depends on whether the instrument has repayment terms. If it does, the cost is determined using its undiscounted cash flows, excluding interest and dividend payments, less any impairment losses previously recognized by the transferor. Otherwise, the cost is determined using the consideration transferred or received by the Union in the transaction.

Subsequent measurement

(continues)

UNITED NURSES OF ALBERTA
Notes to Consolidated Financial Statements
Year Ended December 31, 2024

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

The Union subsequently measures all its financial assets and liabilities at cost or amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in income in the period incurred.

Financial assets measured at amortized cost include cash, accounts receivable, restricted cash and guaranteed investment certificates included in investments. Financial liabilities measured at amortized cost include accounts payable and accrued liabilities and funds held in trust.

Impairment

For financial assets measured at cost or amortized cost, the Union determines whether there are indications of possible impairment. When there are, and the Union determines that a significant adverse change has occurred during the period in the expected timing or amount of future cash flows, a write-down is recognized in income. If the indicators of impairment have decreased or no longer exist, the previously recognized impairment loss may be reversed to the extent of the improvement. The carrying amount of the financial asset may be no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in income.

Transaction costs

Transaction costs attributable to financial instruments subsequently measured at fair value and to those originated or exchanged in a related party transaction are recognized in income in the period incurred. Transaction costs related to financial instruments originated or exchanged in an arm's length transaction that are subsequently measured at cost or amortized cost are recognized in the original cost of the instrument. When the instrument is measured at amortized cost, transaction costs are recognized in income over the life of the instrument using the straight-line method.

Cash

Cash consists of balances held with financial institutions. Cash subject to restrictions that prevent its unrestricted use is included in restricted cash (Note 6).

Equipment

Equipment is recorded at cost less accumulated amortization. Amortization is provided using the straight-line method at the following annual rates:

Office equipment	12.5%	straight-line method
Computer equipment	25.0%	straight-line method

Leasehold improvements

Leasehold improvements are recorded at cost less accumulated amortization and is amortized on the straight-line basis over the term of the lease including one renewal term.

Deferred lease inducements

Lease inducements are capitalized and taken into income on the straight-line basis over the term of the lease including one renewal term.

Deferred rent incentives

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UNITED NURSES OF ALBERTA
Notes to Consolidated Financial Statements
Year Ended December 31, 2024

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Rent incentives are recorded over the term of the lease on a straight line basis that reflects an increased expense with increased cash requirements in years expensed as the annual rental rates increase throughout the lease.

Revenue recognition

United Nurses of Alberta uses the deferral method of accounting for contributions. Transfers to the equipment and leasehold fund and collective bargaining fund have been recorded in the statement of changes in net assets.

Collective Bargaining Fund

The Collective Bargaining Fund was established and internally restricted in 1979 to provide assistance to members in the event of a strike and to cover costs of contract negotiations. A minimum of three million dollars (cash value) shall be in the Collective Bargaining Fund at the commencement of provincial group bargaining. Contributions to this fund shall be allocated from the Union's membership dues and disbursements from this fund shall be determined through annual budgeting prepared by the Executive Board.

Invested in Equipment and Leaseholds

The Invested in Equipment and Leaseholds is a reflection of the Union's net equipment and leaseholds.

Office Fund

The Office Fund is a reflection of funds being set aside for possible future building purchase or building construction.

International Solidarity Fund

The International Solidarity Fund is a reflection of funds being set aside for grants to the Union's members for the purpose of engaging in missions abroad that provide humanitarian assistance of capacity-building to a host community.

Unappropriated General Fund

The Unappropriated General Fund includes the surplus remaining after deducting operating expenditures and transfers to other funds. The transfers to the other funds are approved by the Executive Board. Membership dues are recognized as revenue in accordance with the pay period to which the members' payroll and dues relate. Investment revenue is recorded when it is earned.

UNITED NURSES OF ALBERTA
Notes to Consolidated Financial Statements
Year Ended December 31, 2024

3. FINANCIAL INSTRUMENTS

The Union is exposed to various risks through its financial instruments. The following analysis provides information about the Union's risk exposure and concentration at December 31, 2024.

Liquidity risk

Liquidity risk is the risk that the Union will encounter difficulty in meeting obligations associated with financial liabilities. The Group is exposed to this risk mainly in respect of its receipt of funds from its members' employers. It mitigates this risk by only entering into contracts when there are sufficient funds to do so, and by maintaining highly liquid cash and investment balances for contingencies.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. Changes in market interest rates may have an effect on the cashflows associated with some financial assets and liabilities, known as cash flow risk, and on the fair value of other financial assets and liabilities, known as price risk. The Union is exposed to interest rate risk through its interest-bearing investments and available line of credit. The risk is managed by concentrating investing in low risk income generating investments.

4. BANK LINE-OF-CREDIT

The Union has a line-of-credit available in the amount of \$4,800,000 by way of demand operating loan. The operating loan advances are due on demand, bear interest at the lender's prime rate and are secured by a general security agreement covering all assets of the Union as well as a guaranteed investment certificate in the minimum amount of \$890,567. The Union did not utilize any funds from this line-of-credit in the year or in the prior year.

5. ACCOUNTS RECEIVABLE

	<u>2024</u>	<u>2023</u>
Membership dues	\$ 7,547,668	\$ 5,258,128
Leasehold inducement receivable from landlord	<u>811,188</u>	<u>811,188</u>
	<u>\$ 8,358,856</u>	<u>\$ 6,069,316</u>

6. INVESTMENTS

Investments consist of guaranteed investment certificates. The guaranteed investment certificates have interest rates ranging from 2.70% and 5.20% (2023 - 0.45% and 5.32%) and mature between January 2025 and November 2027 (2023 - January 2024 and October 2025). Certain guaranteed investment certificates have been provided as security on the bank line-of-credit described in Note 4. The Union intends for the guaranteed investment certificates to be reinvested upon maturity and thus they are classified as long term.

UNITED NURSES OF ALBERTA
Notes to Consolidated Financial Statements
Year Ended December 31, 2024

7. RESTRICTED CASH AND FUNDS HELD IN TRUST

	<u>2024</u>	<u>2023</u>
Opening balance	\$ 2,514,202	\$ 2,145,260
Receipts during the year	976,277	884,761
Expenditures during the year	<u>(685,657)</u>	<u>(515,819)</u>
Ending balance	<u>\$ 2,804,822</u>	<u>\$ 2,514,202</u>

Restricted cash is held in trust for members of certain locals outside Union business. Some employers entitled to employment insurance premium reductions have distributed the employee portion of their savings through Union locals rather than reimbursing the employees directly. This balance represents the accumulated, unexpended funds held in trust for those members. In accordance with the Canada Revenue Agency, it is expected that the contributions to these funds are spent either within the year or within four months of the following year.

8. EQUIPMENT AND LEASEHOLDS

	Cost	Accumulated amortization	2024 Net book value
Office equipment	\$ 1,536,946	\$ 560,361	\$ 976,585
Computer equipment	1,619,084	1,234,075	385,009
Leasehold improvements	3,985,118	2,030,561	1,954,557
	<u>\$ 7,141,148</u>	<u>\$ 3,824,997</u>	<u>\$ 3,316,151</u>
	Cost	Accumulated amortization	2023 Net book value
Office equipment	\$ 965,963	\$ 449,459	\$ 516,504
Computer equipment	1,552,348	1,094,159	458,189
Leasehold improvements	3,941,427	2,399,265	1,542,162
	<u>\$ 6,459,738</u>	<u>\$ 3,942,883</u>	<u>\$ 2,516,855</u>

Included in general and administrative expenditures is amortization expense of \$570,164 (2023 - \$439,062).

9. DEFERRED LEASE INDUCEMENTS AND RENT INCENTIVES

	<u>2024</u>	<u>2023</u>
Lease inducements		
Original inducement	\$ 2,082,402	\$ 1,487,997
Leasehold inducement accrued in the year	-	811,188
Accumulated amortization	<u>(1,192,381)</u>	<u>(1,267,156)</u>
	<u>890,021</u>	<u>1,032,029</u>

(continues)

UNITED NURSES OF ALBERTA
Notes to Consolidated Financial Statements
Year Ended December 31, 2024

9. DEFERRED LEASE INDUCEMENTS AND RENT INCENTIVES *(continued)*

Rent incentives

Original incentive	373,106	373,106
Accumulated amortization	<u>(39,390)</u>	<u>-</u>
	<u>333,716</u>	<u>373,106</u>
Grand total	<u>\$ 1,223,737</u>	<u>\$ 1,405,135</u>

Included in general and administrative expenditures is amortization of lease inducements of \$142,008 (2023 - \$125,375), additional rent incentives of \$nil (2023 - 263,369) and amortization of rent incentives of \$39,390 (2023 - \$nil).

10. LEASE COMMITMENTS

The payments below include minimum lease payments for Edmonton office space. Under the terms of the agreement which was amended in the year to include additional space, the Union is required to pay minimum monthly lease payments of \$101,399 in 2025 and increasing payments annually. The lease expires July 31, 2036 and allows for two consecutive five year renewal options.

The payments below also include minimum lease payments for Calgary office space which expires August 31, 2036 with two five year renewal options. The lease requires minimum monthly payments of \$37,914 in 2025 and increasing payments annually.

Minimum lease payments over each of the next five years under operating lease agreements for premises and equipment are approximately as follows:

2025	\$ 1,671,747
2026	1,728,434
2027	1,903,880
2028	2,038,987
2029	2,087,204
Thereafter	14,681,808
	<u>\$ 24,112,060</u>

11. CHANGE IN NON-CASH WORKING CAPITAL

	<u>2024</u>	<u>2023</u>
Accounts receivable	\$ (2,289,540)	\$ (448,011)
Prepaid expenses	(18,232)	(260,975)
Accounts payable and accrued liabilities	<u>324,911</u>	<u>1,075,221</u>
	<u>\$ (1,982,861)</u>	<u>\$ 366,235</u>

UNITED NURSES OF ALBERTA
Notes to Consolidated Financial Statements
Year Ended December 31, 2024

12. STATEMENT OF FINANCIAL POSITION - UNITED NURSES OF ALBERTA - LOCALS

	<u>2024</u>	<u>2023</u>
ASSETS		
CURRENT		
Cash	\$ 7,436,637	\$ 7,086,381
Accounts receivable	759,148	371,223
Prepaid expenses	145,066	141,915
	<u>8,340,851</u>	<u>7,599,519</u>
EQUIPMENT	83,857	39,271
INVESTMENTS	6,391,501	6,641,458
RESTRICTED CASH (Note 7)	<u>2,804,822</u>	<u>2,514,202</u>
	<u>\$ 17,621,031</u>	<u>\$ 16,794,450</u>
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities	\$ 691,202	\$ 913,403
FUNDS HELD IN TRUST (Note 7)	<u>2,804,822</u>	<u>2,514,202</u>
	<u>3,496,024</u>	<u>3,427,605</u>
NET ASSETS		
Invested in Equipment	83,857	39,271
Unappropriated General Fund	<u>14,041,150</u>	<u>13,327,574</u>
	<u>\$ 17,621,031</u>	<u>\$ 16,794,450</u>