

# SUPPORT SERVICES TENTATIVE AGREEMENT

After a tough round of negotiations concluding with three days of conciliation, your bargaining committee reached a tentative agreement.

While the negotiations were difficult, the committee members from all three unions (NSGEU, CUPE & Unifor) believe this is a fair deal for members and are recommending that you vote to ratify the tentative agreement.

## HIGHLIGHTS

At a time when many provinces in Canada are dealing with high inflation, COVID burnout, and staffing shortages, your committee was able to achieve wage increases and some language improvements.

Here are the key details of the gains contained in the tentative agreement.

### 1. Wage increase:

Economic adjustments totaling 6.5% (compounded) over three years. Wage adjustments will be applied as follows:

- Increase of 1.5% to all pay grades on November 1<sup>st</sup>, 2020;
- Increase of 1.5% to all pay grades on November 1<sup>st</sup>, 2021;
- Increase of 3.0% to all pay grades on November 1, 2022;
- Increase of 0.5% to all pay grades on October 31<sup>st</sup>, 2023;
- All classifications with a top rate of less than \$20 per hour as of October 31<sup>st</sup>, 2022 will receive an extra \$1 per hour increase at each step prior to the 3.0% increase effective November 1<sup>st</sup>, 2022;

- The classifications of Patient Attendant and Unit Aide will be moved to SUP 104 effective November 1<sup>st</sup>, 2022 at NSH. Store Clerks and Unit Aides at IWK will also move to SUP 104.

2. An agreement was reached to create gender neutral language throughout the agreement.

3. Creation of Equity, Diversity, Inclusion & Reconciliation committees at NSH and IWK (Article 2).

4. New job posting language aimed at improving diversity at NSH and IWK.

5. A new Memorandum of Agreement (MOA) at NSH that allows employees to request a permanent or temporary reduction in designation.

6. A \$0.10 increase to shift and weekend premiums for CUPE and Unifor members at NSH and IWK, bringing them up to match NSGEU members.

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7. NSH and IWK agreed to increases in standby pay effective Oct. 31<sup>st</sup>, 2023. This will see standby increase from \$16.21 for each eight-hour period to \$20. Standby on a holiday will increase from \$32.40 to \$40 (Article 16).

8. Agreement to increase the boot allowance to \$200

9. The parties agreed to allow to further ease the transfer of seniority between the NSH and IWK. The new Article 1.03(b)(iii) will read;

At the IWK: Should a member of any bargaining unit at the IWK who is also concurrently a member of any bargaining unit at the Nova Scotia Health Authority be the successful candidate for a permanent position in the IWK Health Care Bargaining unit, that Employee shall keep or transfer the greater of their IWK or NSH seniority, provided they terminate their permanent employment with NSH, to their new Health Care Bargaining Unit position at the IWK.

At the NSH: Should a member of any bargaining unit at NSH who is also concurrently a member of any bargaining unit at the Izaak Walton Killam Health Centre be the successful candidate for a permanent position in the NSH Health Care Bargaining unit, that Employee shall keep or transfer the greater of their IWK or NSH seniority, provided they terminate their permanent employment with IWK, to their new Health Care Bargaining Unit position at NSH.

10. Casual Seniority protection for those on leave related to WCB , Pregnancy Leave, Parental Leave, or Adoption Leave.

11. Trial period for new positions to apply across bargaining units.

12. The parties agreed to adjust the dates by which Employees will make their vacation requests from February 1<sup>st</sup> to January 15<sup>th</sup> and August 1<sup>st</sup> to July 15<sup>th</sup>. The IWK has agreed that it will produce its closure memos in advance of the vacation request dates (Article 17).

13. The parties agreed to inclusion of Leave for Victims of Domestic Violence in the IWK and NSH collective agreements. This leave is in accordance with the Labour Standards Code. The parties also increased the leaves allowed for Compassionate Care and for Parents of a Critically Ill Child to match corresponding increases in Labour Standards (Article 19).

14. The IWK and the Council agreed for clarity to clearly define a complete week for the purposes of vacation selection during prime time. The new IWK article 17.06 (d) reads “For the purposes of this Article, a “complete week” is one calendar week running from Monday at 00:01 hours to Sunday at 24:00 hours. Regardless of the amount of vacation requested by an Employee during each complete week, a junior Employee will not be granted vacation above a senior Employee.”

15. The parties amended Article 28.02 at NSH so that mileage rates are specifically tied to the Civil Service mileage rate as they are at the IWK.

16. The parties agreed to a new MOA at NSH and IWK to allow for improved recruitment by allowing the employers to provide additional vacation to a newly hired employee if required to assist with recruitment and with agreement of the union.

17. The Council agreed with NSH and IWK that part-time and casual employees may revise their availability forms one month earlier than had previously been the case. That is:

- i. Feb. 1<sup>st</sup> (rather than March) for April to June
- ii. May 1<sup>st</sup> (rather than June 1) for July to Sept. and
- iii. Nov. 1<sup>st</sup> (rather than Dec.) for Jan. to March.

18. The MOA for Unifor members at the IWK on Paid Education Leave.

19. The addition of National Truth & Reconciliation Day as a paid holiday.

20. A new MOA when traveling on the business of NSH or IWK.

21. A new MOA on seniority tie-breaking at NSH and the IWK. ■