

ADMINISTRATIVE PROFESSIONALS TENTATIVE AGREEMENT

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

While the negotiations were challenging, the committee members from all unions believe this is a fair deal for members and are recommending that you vote to ratify the tentative agreement. The agreement provides the same wage improvements achieved for the Health Care and Support Services members, and most significantly, will result in the creation of a Pay Equity Committee which will evaluate all classifications within your bargaining unit compared to similar positions in other workplaces. This will position us well to argue for pay increases by classification when the next round of bargaining commences later this year.

Other significant language improvements are highlighted below.

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 substantial 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 1st, 2020;
- Increase of 1.5% to all pay grades on November 1st, 2021;
- Increase of 3.0% to all pay grades on November 1, 2022;
- Increase of 0.5% to all pay grades on October 31st,

2023;

- All classifications with a top rate of less than \$20 per hour as of October 31st, 2022 will receive an extra \$1 per hour increase at each step prior to the 3.0% increase effective November 1st, 2022

2. The parties agreed to the creation of a Joint Committee, with equal numbers of union and employer representatives, to undertake a systematic review of pay equity affecting the Administration Professionals Pay Plan in the NSH/IWK. The Committee would have the authority to retain outside expertise as required, and would report to the parties with non-binding recommendations no later than sixty (60) days after the completion of the Pay Plan Transition process.

3. Enhancements to the storm leave language for members at NSH, allowing for up to two hours of reasonable lateness to be compensated as regular

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time worked.

4. The ability to defer up to two days of bereavement leave.

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

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

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

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

9. NSH and IWK agreed to increases in standby pay effective Oct. 31st, 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).

10. 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.

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

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

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

14. 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).

15. 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."

16. 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.

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

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

19. Ability to reduce your hours on a temporary or permanent basis.

20. A new comprehensive table providing a breakdown of paid/unpaid breaks per scheduled shift.

Electronic voting will be held between April 13th to 18th. Please ensure the union has your up-to-date information so you receive your voting credentials!

