

HEALTH ADMINISTRATIVE PROFESSIONALS' TENTATIVE AGREEMENT

After a difficult and prolonged round of negotiations, your bargaining committee has reached a tentative agreement which includes significant compounded percentage increases over the lifetime of the agreement, as well as other language improvements.

While the negotiations were difficult, the committee members from all three unions (NSGEU, CUPE & Unifor) believe this is the best agreement they can achieve without resorting to strike action, and are recommending that you vote to ratify the tentative agreement.

BACKGROUND:

The collective agreement for the Nova Scotia Council of Administrative Professionals expired on October 31st, 2020. Face-to-face bargaining with representatives of the IWK Health Centre, Nova Scotia Health, and the Department of Health and Wellness commenced on October 28th, 2022 with an exchange of proposals, after which followed six days of bargaining. Talks broke off on January 19th, 2023, and the Council of Unions filed for Conciliation, which took place in late March, and resulted in a tentative agreement that the Council brought forward to the membership for ratification in early April. That first tentative agreement was rejected by a narrow margin, and the membership subsequently gave the committee a strong strike mandate to back their demands at the bargaining table.

The Council waited for weeks for the employer to return to the bargaining table, during which time your Essential Services Committee worked diligently within the confines of legislation that was designed to favour the employer, to try and conclude an essential services staffing plan that would allow you to hold an effective strike. Unions also began to increase pressure on government and employers by launching a series of advertising campaigns and member actions to raise awareness around the importance of the work you do, and the lack of respect being shown to you by both government and employers throughout the bargaining process. As a result of our combined efforts, the employer returned to the table on Wednesday, October 11th and tabled an improved offer. After many more hours of back and forth with the employer representatives, your committee reached an agreement they are comfortable recommending for acceptance to the membership.

CONTINUED ON REVERSE...



HIGHLIGHTS

At a time when Canadians are contending with record-high inflation and staffing shortages, your committee was able to achieve wage increases and language improvements.

In addition to all that was previously agreed to and presented in April, here are the **new key details** of the gains contained in the tentative agreement:

1. WAGE INCREASES:

Pattern economic adjustments totaling 6.5% over the first three years of the agreement (Nov. 1st, 2020 to October 31st, 2023) 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 1st, 2022;
- Increase of 0.5% to all pay grades on October 31st, 2023;

PLUS new economic adjustments will be applied as follows:

- Increase of 3.0% to all pay grades on November 1st, 2023;
- Increase of 2.0% to all pay grades on November 1st, 2024
- 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;
- All classifications will receive an extra **\$0.80 per hour increase**, effective November 1st, 2023, prior to the 3% general economic increase on November 1st, 2023.

Taken together, these economic increases represent between a 15.15% to 22.75% wage increase within the life of this agreement.

For example, a member who is currently at the top of their pay scale earning \$18.00 per hour would be earning \$22.10 per hour by November 1st, 2024. And, a member earning \$27.00 per hour would be earning \$31.09 per hour by November 1st, 2024.

**15.15 to
22.75%**

% increase over life of agreement

**7.87 to
9.2%**

% increase in last 2 years of agreement

2. SHIFT PREMIUM:

Effective November 1st, 2023, or date of ratification, whichever is later, for all hours worked, including overtime hours worked, on shifts where half or more of the hours are regularly scheduled between 6:00 p.m. and 6:00 a.m., members shift premiums increase from \$2.35 per hour to \$3.50 per hour. This amount increases again to \$4.00 per hour effective November 1st, 2024.

3. WEEKEND PREMIUM:

Effective November 1st, 2023 or date of ratification, whichever is later for all hours worked between the hours of 0001 Saturday and 0700 Monday, members shift premiums increase from \$2.35 per hour to \$3.50 per hour. This amount increases again to \$4.00 per hour effective November 1st, 2024.

4. Improvements in Bereavement Leave;

5. Improvements in Family Leave;

6. For members at NSH, improvements in Storm & Emergency Leave.

You can review the [full tentative agreement online here](#).