



Health Care Council of Unions

Collective Agreement Signing & Details of Special Catch-Up Adjustments

Dear CUPE member,

Since the ratification of your collective agreement in mid-September, your representatives on the Council of Unions have been ensuring the details of the final collective agreement are correct.

To expedite payment of retro and premiums, the Council signed a Memorandum of Agreement with the employer to allow them to process the general economic increases and shift & weekend premiums in advance of having a signed collective agreement. We have not yet received a date from the employer on when members will receive these payments.

For those occupations who are not leading in Atlantic Canada, **special catch-up adjustments** of up to 2.5% and 2.5% will be applied on November 1st, 2024, and April 1st, 2025, respectively. The parties must determine which occupations are eligible for these adjustments, and what amount they will receive. There are more than 200 occupations to assess, and as per the Memorandum that has been signed, the assessment must be completed within 90 working days from the signing of the collective agreement.

Council representatives met with employer representatives on Tuesday, October 22nd to work out the details of how the joint committee will assess occupations' eligibility for the special catch-up adjustments. We have now scheduled a number of meetings over the next few months to complete this work, which will see the parties assess all occupations in the bargaining unit. We will provide updates as this process unfolds. We appreciate your ongoing patience.