



**Council of Health Care Unions
Leading in Atlantic Canada Process Concludes**

Dear CUPE member,

Since ratification of your collective agreement in the fall, representatives from the Council of Health Care Unions, Nova Scotia Health (NSH), and IWK have been diligently working on fulfilling the terms of Memorandums of Agreement (MOA) #33 (NSH) and #15 (IWK), also known as the Leading in Atlantic Canada Committee.

As you may recall, these two MOAs would see any classification that was found to not be leading in Atlantic Canada receive up to an additional five per cent paid out in two installments of up to 2.5 per cent each (the first installment effective November 1st, 2024, the second effective April 1st, 2025).

Ultimately, there were 255 classifications that had to be reviewed by the Committee. We were able to reach agreement on [222 of these classifications](#), but the remaining 33 could not be agreed upon and were referred to an arbitration panel, as outlined in the MOA. That panel has now concluded its work and you can review the outcomes on the outstanding classifications here: <https://nsgeu.ca/wp-content/uploads/2025/06/arbitration-list.pdf>

Wage adjustments and retroactive payments for the agreed classifications will be paid on either June 26th (pay period 13) or July 10th (pay period 14). Any increases to classifications as determined by the arbitration panel are targeted for implementation by July 10th.

If there are any questions regarding wage implementation for your specific classification, you must reach out to your respective employer contact as follows:

- hresources@iwk.nshealth.ca
- compensation@nshealth.ca

We appreciate your ongoing patience and support as we navigated this time-consuming, complex, and often frustrating process.

As always, if you have any questions or concerns about this process, please reach out to your Area VP.