



Highlights of the 2014 – 2020 Council of Nursing Unions Collective Agreement

The Council of Nursing Unions, which includes representation from NSNU, NSGEU, CUPE and Unifor, is pleased to present highlights of the 2014 - 2020 Acute Care Agreement.

This was a historic and difficult round of bargaining, integrating Collective Agreements from four different unions into one agreement for the Nova Scotia Health Authority and one for the IWK Health Centre. Despite the circumstances, the Negotiating Committee was able to maintain, as well as improve several key benefits. Details on the changes can be found in this document, and we invite you to review them carefully. No concessions were made on the part of the Union.

All Acute Care members of the Nurses' Union are affected by the outcome of these negotiations. The wage settlement, determined by ratification of the Mediation/Arbitration Agreement on May 18, 2018, is retroactive to November 2014 and the contract itself will expire on October 31, 2020. The information below is only a brief overview. The full agreement can be viewed online at nsnu.ca/councilofnursingunions.

In Solidarity,

Members of the Provincial Negotiating Committee

Term of the Collective Agreement:

November 1, 2014 – October 31, 2020

Wage Increases – Retroactive to November 1, 2014:

Rates of Pay to be increased for all members, based on the Mediation Arbitration Agreement, as follows:

- Increase of 1% to all rates on November 1, 2016
- Increase of 1.5% to all rates on November 1, 2017
- Increase of 0.5% to all rates on October 31, 2018
- Increase of 1.5% to all rates on November 1, 2018
- Increase of 0.5% to all rates on October 31, 2019
- Increase of 1.5% to all rates on November 1, 2019

Union Representation:

- Leave for Contract Negotiations (20 members)

Hours of Work:

- The addition of language for 10-hour shifts
- Scheduling model change language, shift duration and rotation change language
- Definition of smoothing
- 48-hours' notice for change of scheduled shift (from 24 hours)
- Posted schedule: schedule shall cover at least two weeks and be posted four weeks in advance (6 weeks total time)
- Rounding up of overtime
- Increase in transportation allowance for Call-back while on stand-by (\$10 each way)

Premiums and Benefits:

- Increase to regular stand-by premium: \$16.21 to \$20.00 per 8-hour period
- Increase to holiday stand-by premium: \$32.40 to \$40.00 per 8-hour period
- Compensation when rest interval not taken (1.5T)
- Shift and weekend premiums as follows:
 - Increase to \$2.00 effective on the date of the agreement;
 - Increase to \$2.15 effective August 1, 2019;

- Increase of \$2.35 effective October 31, 2020.
- Meal allowance increase to \$15 for 3-hour minimum
- Introduction of language to deal with new classifications and reclassification
- Maintained Nursing Leadership and Practice Premiums

Leaves of Absence:

- Increase to three days for bereavement leave for brother-in-law/sister-in-law
- Sabbatical Leave
- Military Leave
- Leave for Parent of a Critically Ill Child
- Domestic Violence, Intimate Partner Violence, or Sexual violence Leave introduced

Vacations and Holidays:

- New holiday: one-half day beginning at 12:00 Noon on Christmas Eve Day
- Change to the way holidays are banked
- Vacation entitlement by months of service (change from accumulation model)
- Changes to vacation scheduling:
 - Two annual requests, distributed by seniority:
 - February 1 for period from April 1 – September 30
 - August 1 for period from October 1 – March 31
- Peak vacation period: 4 weeks of unbroken vacation by seniority

Seniority:

- Seniority transfer: IWK to NSHA; NSHA to IWK
- Seniority conversion

Job Postings:

- Language added to allow nurses who are unsuccessful candidates for a position to get an explanation from the employer
- Ability to withdraw resignation for up to 3 days
- Restrictions on Multi-unit/Multi-site positions

Health and Safety:

- Addition of language from the *Occupational Health and Safety Act*

Workload:

- Maintained key workload language and Clinical Capacity Report process

Retirement Allowance

- Retirement Allowance Provisions according to Mediation/Arbitration agreement
- Maintained Nurse Retention Bonus
- Maintained Retiree Recruitment Incentive

Sick Leave:

- Maintained sick leave plan

Transportation, Ambulance Escort, and Air Transport:

- Employer's Travel Policy committee to be struck to address multi-site travel
- Travel to or from work between 2400 and 0600: \$10.00 max each way

Labour Management:

- Zone Labour Management committees comprised of all applicable Constituent Unions will replace BUGLM for NSHA, Labour Management Committee for IWK
- Membership as follows:
 - Central Zone: 6 members (+10 NSGEU members)
 - Eastern Zone: 12 members (+1 Unifor, 1 NSGEU member)
 - Northern Zone: 11 members (+1 NSGEU member)
 - Western Zone: 9 members (+3 CUPE, 1 NSGEU member)
 - IWK Health Centre: 6 members (+1 NSGEU member)
- Work-site specific labour management

Casual Nurses:

- Casual Nurses now have specific article
- Holiday changes for Casuals (2x on Christmas)
- Overtime for Casuals maintained
- Overtime on a holiday (2.5x for Christmas, 2x for all others)

- Maintained Education premiums for Casuals
- List of specific exceptions for Casuals

Job Security and TSP:

- New Article deals with Displacement and Layoff
- Joint Committee on Technological Change to deal with issues related to Job Security
- Introduction of Transition Support Program

Nurse Practitioners:

- Creation of an article specific to Nurse Practitioners
- Clarification of difference between Nurse Practitioners who do/do not work shift work
- Overtime: 37.5 hrs. time for time, >37.5 hrs.: regular OT provisions apply
- Nurse Practitioner Security Measures (direct access to 911)

Temporary Reassignment:

- Geographic restrictions added

Long and Short Assignment:

- New article to deal with Nurses in Long or Short Assignments
- Temporary positions are now categorized as Long or short assignments
 - Short assignment = 2 to <9 months
 - Long assignment = >9 months

Part-time Nurses:

- New article specific to Part-time Nurses
- Benefits pro-rated according to designation
- 11% in lieu of benefits paid on hours worked above designation
- Sick leave credits accrued on all hours worked

Portability:

- Maintained NSNU portability of service between health care sectors