

June 19, 2020

*Via Email*

Dr. Brendan Carr  
Chief Executive Officer  
Nova Scotia Health Authority

Dear Dr. Carr:

***RE: LPN Reclassification Award***

As you are aware, wage rates for Licensed Practical Nurses at the former CDHA have been increased by 12% as the result of a Consent Award issued by Arbitrator Lorraine Lafferty. The increase, which settled a job evaluation grievance filed by the NSGEU, was retroactive to March 17, 2014.

As you know, wage parity has long been accepted as a fundamental principle in the health sector in Nova Scotia. Wage parity protects the interests of employers and employees throughout the province. It allows employers to retain their work force. It ensures that employees will continue to live and work in their communities instead of being drawn to larger metropolitan centres.

Of particular note is the ability for the NSHA to reassign Nurses across facilities and across Unions. Such reassignment will create scenarios where LPNs are working side by side, doing the exact same work, one being paid 12% more than the other.

The Nova Scotia Nurses Union is formally requesting that you protect the principle of wage parity and adjust the wage rates of the LPNs you employ to match the wage rates now in effect at the former Capital District Health Authority. This adjustment should be retroactive to March of 2014 to reflect the important changes in the duties and responsibilities of LPNs that was the basis of the Arbitrator's Award.

We believe that maintaining wage parity across the health sector is necessary so that all Nova Scotians can continue to receive the high quality health services they deserve regardless of where they live. As the CEO of the NSHA which employs these healthcare workers, we assume you want the same.

Yours truly,



Janet Hazelton, BScN RN MPA  
President, Nova Scotia Nurses' Union

cc. Joanne Stone