



Highlights of the 2020 – 2025 Long Term Care Provincial General Provisions Tentative Agreement

Background

The collective agreements between the Nova Scotia Nurses' Union and the Long Term Care sector expired on October 31, 2020. Face-to-face bargaining with representatives of Long Term Care commenced in November 2023. After several bargaining days, the parties reached a tentative agreement on December 18, 2023.

Voting on ratification of the tentative agreement will **open Monday, December 18, at 8:00p.m.**, and **close on Thursday, December 21st, at noon**. The vote will be conducted online using Intelivote. Members will receive voting credentials to the email they have provided to the NSNU Provincial Office.

If you do not receive an email from Intelivote, and you know you are in the NSNU database, please contact Intelivote at **1-888-281-8683**. Members who do not regularly receive information from NSNU and did not receive a voting invitation from Intelivote can call the NSNU at 902-469-1474, or email nsnu.office@nsnu.ca. Please encourage new co-workers to contact NSNU as they may not be listed in our database; not receiving e-memos or voting instructions.

Term of Agreement

The proposed tentative agreement covers the period November 1, 2020, to October 31, 2025.

General Wage Increases

The economic increases and adjustments mean by the end of the contract:

- Nova Scotian LPNs will be the **highest paid in Atlantic Canada** and **5th nation-wide**.
- Nova Scotian RNs will be the **highest paid in Atlantic Canada** and **5th nation-wide**.
- **Retroactivity** applies to the wage increases back to **November 1, 2020**. The employers will calculate and pay retro amounts as expeditiously as possible once the agreement is signed.

Nov. 1, 2020	1.5%
Nov. 1, 2021	1.5%
Nov. 1, 2022	3.0%
Oct. 31, 2023	0.5%
Nov. 1, 2023*	\$1.05* classification adjustment
Nov. 1, 2023	2 step additions totaling 5.06%**
Nov. 1, 2023	3%
Nov. 1, 2024	2%

*applies to all RN classifications

**applies to RNs and LPNs

% increase 2020-2025	
LPN	12 – 17% *
RN	15 – 21%

*Excludes 12% reclassification adjustment from June 2020.

Hourly Rates (1950 hours annually)	LPN (top step)	LPN (25 yr.)	RN (top step)	RN (25 yr.)
Expired	\$30.42	\$31.49	\$41.48	\$42.94
Nov. 1, 2023	\$35.10	\$36.33	\$49.01	\$50.73
Nov. 1, 2024	\$35.81	\$37.06	\$49.99	\$51.74

Hourly Rates (2080 hours annually)	LPN (top step)	LPN (25 yr.)	RN (top step)	RN (25 yr.)
Expired	\$28.52	\$29.52	\$38.89	\$40.25
Nov. 1, 2023	\$32.91	\$34.06	\$45.95	\$47.55
Nov. 1, 2024	\$33.57	\$34.75	\$46.87	\$48.51

Annual Salaries	LPN (top step)	LPN (25 yr.)	RN (top step)	RN (25 yr.)
<i>Expired</i>	\$59,324	\$61,400	\$80,895	\$83,726
Nov. 1, 2023	\$68,463	\$70,859	\$95,572	\$98,917
Nov. 1, 2024	\$69,832	\$72,276	\$97,483	\$100,895

Premium	Current	Date of ratification INCREASE to:	As of Apr. 1, 2025	% increase
Shift	\$2.35	\$3.50	\$4.00	70%
Weekend	\$2.35	\$3.50	\$4.00	70%

Where possible, increments and premiums were negotiated as flat rates so that the value of the premium was not dependent on a Nurse's hourly wage. This means a premium is worth the same regardless of classification and years of service.

Other Increments and Premiums

NEW LPNs are now eligible for the long service increment based on years of nursing experience, not service with the Employer. This is an additional 3.5% at 25 years.

Late career retention bonus will **increase from 2% to 3%** as of October 31, 2025.

Retiree recruitment incentive **increased to \$750** per 12-month period for 30 'shifts'. This represents a 50% increase.

NEW A new Preceptor Premium (**\$1.50/hour**) will be effective as of the date of signing.

Facility Responsibility Pay increased from \$1.00/hour to **\$2.00/hour** applicable to all Nurses who are designated to be responsible for the facility. This represents a 100% increase to this premium.

Hours of Work

48 hours of notice (previously 24 hours) must be provided when the employer changes a Nurses' shift, if not, the entire shift is paid at the applicable overtime rate.

NEW Maximum Hours of Work is 16 hours inclusive of regular and overtime hours.

Vacations and Holidays

Vacation cancellation language – if a Nurse is recalled from vacation, they will receive **3x their hourly rate** (was previously 2x).

Addition of Truth and Reconciliation to holidays (September 30)

Health and Safety

NEW Right to Refuse Unsafe Work language

NEW Point of Care Risk Assessment language

Leaves of Absence

NEW Bereavement leave added “person equivalent to immediate family”. For the purposes of bereavement leave, “Immediate Family” will include one person who is equivalent to a member of the immediate family for the Nurse. A Nurse shall be entitled to bereavement leave for such person only once during the Nurse’s total period of employment with the Employer.

NEW Deferred Bereavement Leave language

37.5 hours of appointment time/emergency time now includes appointments for Immediate Family

NEW Pregnancy leave includes loss of pregnancy: after 19 weeks paid and top up.

NEW Loss of pregnancy (prior to 19 weeks) 5 days unpaid but can use sick or other banks to compensate.

Job Postings

NEW Designated postings for Equity, Diversity, Inclusion, Reconciliation, and Accessibility purposes.

NEW Employer may offer temporary part-time work of less than 0.4FTE to nurses with no posting.

Other improvements

NEW MOA re: EDIRA working group.

NEW process for LPNs who transition to RNs (pending acute care application)

NEW Committee to review Nursing Leadership and Practice Premiums

NEW Committee on Innovative and Creative Scheduling

NEW Exploring Cross-Sector Staffing MOA

NEW Enhanced Role Opportunities for Nurses MOA

NEW MOA re: Increase in Hours During Peak Vacation (EOI)