



# Highlights of the 2020 – 2025 Victorian Order of Nurses (VON) Tentative Agreement

## Background

The collective agreement between the Nova Scotia Nurses' Union and the Victorian Order of Nurses expired on October 31, 2020. Face-to-face bargaining with representatives of the VON commenced in November 2023. After several bargaining days, the parties reached a tentative agreement in the early hours of December 14, 2023.

Voting on ratification of the tentative agreement will **open Thursday, December 14, at 8:00p.m.**, and **close on Monday, December 18<sup>th</sup>, 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](mailto: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 **5<sup>th</sup> nation-wide**.
- Nova Scotian RNs will be the **highest paid in Atlantic Canada** and **5<sup>th</sup> 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%

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

\*Excludes 12% reclassification adjustment from June 2020.

\*applies to all RN classifications

\*\*applies to RNs and LPNs

Hourly Salaries	LPN (top step)	LPN (25 yr.)	RN (top step)	RN (25 yr.)
<i>Expired</i>	\$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

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. It will also be a one-time only application instead of yearly but will receive annually.

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.

**\*NEW\*** Paid Preceptor training will be made available.

## 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\*** Casuals cannot have their Extra Shifts cancelled (shifts scheduled prior to posting) without mutual agreement.

**\*NEW\*** MOA for 10 – 12 hour shifts.

Casuals: Increase to 4 hours' notice required to cancel Relief Shifts (increased from 3 hours).

**\*NEW\*** Introduction of a new process for assigning short notice on-call shifts.

**\*NEW\*** Shift exchanges will not be unreasonably denied, and the manager must respond in writing.

**\*NEW\*** MOA for Halifax site on required overtime (limit of 7.5 hours per week).

## Vacations and Holidays

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

**\*NEW\*** If a Nurse has approved vacation that is cancelled less than 30 days prior to commencing the vacation, the Nurse will be paid **2x their hourly rate** for the days they work and would otherwise have been on vacation.

Addition of Truth and Reconciliation to holidays (September 30)

## Health and Safety

**\*NEW\*** MOA for On-call - Overnight safety protocol includes process for nurses to ensure the Employer is aware of their location/whereabouts.

## 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.

37.5 hours of appointment time/emergency time now includes stepchild/step-parent and can use all 37.5 hours for any matter.

**\*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 or part-time work of less than 0.4FTE to nurses with no posting.

## Other improvements

**\*NEW\*** MOA for Medical Supplies Storage Stipend, \$500 on first pay of fiscal year to acknowledge limits of personal use for vehicles. Pro-rated for part-time nurses.

Uniform allowance may now be used for outerwear.

**\*NEW\*** Improvements to Probationary Period language to include midpoint review.

**\*NEW\*** MOA re: EDIRA working group.

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

**\*NEW\*** MOA re: reduction in appointment status

**\*NEW\*** Same date seniority process.

**\*NEW\*** Requirement to advise a nurse on their right to have Union present at investigation meeting.