



A message from your Atlantic Regional Director



To Nova Scotia health care members,

Nova Scotia Health Authority and NSGEU have come to an agreement as a result of an outstanding LPN classification grievance in the former Capital District Health Authority (CDHA). In 2014, the former CDHA NSGEU Licensed Practical Nurses (LPNs) filed a substantial change appeal. The matter was heard by an arbitrator in December 2017, and subsequently in a mediation arbitration on June 10 & 11, 2020.

The negotiated agreement, known as a consent award, was negotiated by NSHA and NSGEU, with a decision imposed by an arbitrator. The outcome of the agreement has resulted in a reclassification for former CDHA NSGEU Licensed Practical Nurses (LPNs).

Effective June 11, 2020, the consent award will, in summary:

- Provide an hourly increase of 12% to LPNs' current rate
- Be retroactive to March 2014
- Impact approximately 385 NSGEU LPNs (former CDHA only)

NSNU, CUPE and Unifor LPNs and other NSHA NSGEU LPNs will not receive this adjustment as it only applies to the former CDHA NSGEU LPNs that were part of the original appeal.

Unifor is committed to achieving wage parity and recognition for LPNs in all sectors.

At this time, it is unclear how long it will take to complete a review on implications to the remaining NSHA LPNs outside of the NSGEU who were under the former CDHA. The NSHA expects to begin discussions with Unifor and other unions to discuss impact for our members.

Your union representatives have been closely monitoring these proceedings and are currently working to engage the NSHA in discussions on your behalf.

In solidarity,

Linda MacNeil
Atlantic Regional Director