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November 20, 2020

Unifor LPN's Employed by the Nova Scotia Health Authority

As you are all aware, earlier this year another Union and the Employer (NSH) agreed to a consent award adjusting Licensed Practical Nurses rate of pay for an additional 12% with retroactive payments to 2014 as of a result of a grievance. Unifor has grieved the award for equal retroactive payments for all LPN's employed by NSHA. **That grievance has not been resolved to date, is still active and proceeding through the grievance process.** We will update you all on further developments as they happen.

As a result of this award, Government will now extend the 12-per-cent increase to almost 2,600 more LPNs across the public sector effective June 11, 2020.

"This action ensures our commitment to wage parity of LPNs across the province and addresses issues raised by the Nova Scotia Nurses' Union and other healthcare labour groups," said Labour Relations Minister Mark Furey. "All LPNs do the same important work, and deserve the same rate of pay, wherever they are employed. This is the fair and appropriate step to take, and we wanted to move forward without delay."

The new annual compensation for a full-time LPN at the top of the regular salary scale will increase about \$6,000 annually.

A Memorandum of Agreement was signed on October 30, 2020 with Unifor and NSHA to begin the process of adjusting the rates of pay and retroactive payment dating back to June 11, 2020. NSHA have **projected** a date of December 31, 2020 for this payment to be issued – this is for both the rate adjustment and the retroactive payment of the rate to June 11, 2020.

If you have any questions please contact Susan Gill susan.gill@unifor.org OR Jamie Pollock, President Local 4600 at 902-578-1564 or unifor4600@bellaliant.com

In Solidarity,

Susan Gill
National Representative