

SH Tentative Agreement - Summary of Changes

DURATION: Four (4) year agreement, expiring **October 31, 2026**

PAY: Appendix “A” - With retroactivity from the effective date.

Effective October 1, 2022 - Increase to rates of pay: **3.50%**

Effective October 1, 2022 - Wage adjustment: **1.25%**

Effective October 1, 2023 - Increase to rates of pay: **3.00%**

Effective October 1, 2023 – Pay line adjustment of **0.5%** to be applied to:

- Dentistry (DE)
- Nutrition and Dietetics (ND)
- Medicine (MD)
- Occupational and Physical Therapy (OP)
- Pharmacy (PH)
- Social Work (SW)
- Veterinary Medicine (VM)

Effective October 1, 2024 - Increase to rates of pay: **2.00%**

Effective October 1, 2024 - Wage adjustment: **0.25%**

Effective October 1, 2025 - Increase to rates of pay: **2.00%**

Effective October 1, 2024 – Market adjustment of **9.25%** for all employees in the PS classification

Effective October 1, 2024 – Market adjustment of **4.5%** for all employees in all NU classifications

The following restructure to take place on implementation of the new Collective Agreement (no retroactivity):

- **DE:** additional of one (1) new step at the maximum for all levels
- **VM:** additional of one (1) new step at the maximum for all levels
- **PH:** additional of one (1) new step at the maximum for all levels
- **ND:** additional of one (1) new step at the maximum for all levels
- **SW:** additional of two (2) new steps at the maximum for all levels

New Nurse Practitioner pay grid which combines NU salary and increases (with retroactivity), and the Nurse Practitioner allowance which includes an additional 15% increase to the Nurse Practitioner allowance (no retroactivity). This will make all salary eligible for overtime and other salary related benefits.

The Employer will provide a one-time lump-sum payment of two thousand five hundred dollars (\$2,500) to incumbents of positions within the SH group on the date of signing of the Collective Agreement.

The following provisions are a **summary of the substantive amendments** made during this round of negotiations in addition to salary increases reviewed above. All **provisions not mentioned remain unchanged.**

Editorial amendments are **not** included below.

Article	Existing Agreement	New Agreement
Article 1 Purpose of the Agreement	1.02 The parties to this agreement share a desire to improve the quality of the public service of Canada, to maintain professional standards	1.02 The parties to this agreement recognize the important and unique role of health professionals and share a desire to improve the quality of the public service of Canada, to maintain professional standards in the delivery of health services
Article 8 Hours of Work and Shift Work	8.03 Flexible Hours Upon request of the employee and with agreement of the employer and employee may work flexible hours between 6am and 6pm. 8.06 Compressed workweek An employee can request to work a compressed schedule, with their hours averaged over a 21 day period or a 28 eight day period with hours between 6 am and 6pm. 8.14 Scheduling of shifts Shift schedules are posted 2 weeks in advance	8.03 Flexible Hours An employee may now request flexible hours outside of regular hours of work, starting before 6am and finishing after 6pm. 8.06 Compressed workweek schedule An employee can now request to work a compressed schedule, with their hours averaged over a period up to a 28 eight days with hours that start before 6 am and finish after 6pm. 8.14 Scheduling of shifts Shift schedules are posted 3 weeks in advance
Article 9	Overtime meal allowance (\$12) not applicable to those in travel status	Overtime meal allowance (\$12) not applicable to those in travel status and those who obtain authorization

Overtime		to work from their residence or another place the employer agrees
Article 10 Call-Back	<p>10.02</p> <p>Employees who respond to a call back from their residence receive compensation at their OT rate or 2 hours straight time pay, whichever is more.</p> <p>This does not apply to the NU Group who work in remote and isolated communities. This Group is paid as per 10.01.</p>	<p>10.02</p> <p>Employees who respond to a call back from their residence receive compensation at their OT rate or 2 hours straight time pay, whichever is more.</p> <p>This does not apply to Nurse Practitioners and the NU Group who work in remote and isolated communities. NPs and NUs in remote and isolated communities are paid as per 10.01.</p>
Article 12 Designated Paid Holidays		<p>12.01</p> <p>National Day for Truth and Reconciliation added as a designated paid holiday.</p>
Article 13 Travelling Time	<p>13.01 (Travel Time)</p> <p>Travel time within Canada limited to 12 hours at straight time rates</p> <p>13.09 Travel Status Leave</p> <p>An employee who is away from their permanent residence on travel status for 40 nights receives an additional day off with pay</p>	<p>13.01 (Travel Time)</p> <p>Travel time within Canada increased to 15 hours at straight time rates</p> <p>13.09 Travel Status Leave</p> <p>An employee who is away from their permanent residence on travel status for 20 nights receives an additional day off with pay</p>
Article 15 Vacation Leave	<p>15.02 Accumulation of vacation leave credits</p> <p>13.75 hours of vacation leave credits per month commencing in the 16th year of service</p> <p>15.07 Replacement of vacation leave</p> <p>Vacation leave is replaced for any period where employee is granted sick leave on the production of a</p>	<p>15.02 Accumulation of vacation leave credits</p> <p>13.75 hours of vacation leave credits per month commencing in the 15th year of service</p> <p>15.07 Replacement of vacation leave</p> <p>Vacation leave is replaced for any period where employee is granted sick leave (on the production of a)</p>

	medical certificate	medical certificate)
Article 16 Sick Leave	16.01 No additional accrual of sick leave credit for shift workers	16.01 (b) – NEW A shift worker shall accrue an additional 1.25 hours of sick leave credit each calendar month. The additional hours do not carry over.
Article 17 Bereavement Leave	17.02 Bereavement leave with pay One day of bereavement for the death of employee’s brother-in-law, sister-in-law or grandparents of spouse.	17.02 Bereavement leave with pay One day of bereavement for the death of employee’s aunt or uncle , brother-in-law, sister-in-law or grandparents of spouse. NEW – Three (3) days of bereavement leave with pay in the event of a still birth experience by the employee or their spouse (incl common-law)
Article 17 Care of Immediate Family		17.09 Leave without pay for care of immediate family Expanded the definition of family for the application of this article to include: stepchildren, ward of the employee, grandparents, siblings, step siblings, parents-in-law and children-in-law
Article 17 Leave with pay for family related responsibilities	17.13 Leave with pay for family related responsibilities 17.13 (c)(vii) seven decimal five (7.5) hours out of the thirty-seven decimal five (37.5) hours may be used to attend an appointment with a legal or financial representative for non-employment-related matters	17.13 Leave with pay for family related responsibilities Increased the definition of family to include stepchildren, ward of an employee and any relative for whom the employee has a duty of care 17.13(c)(vi) – NEW An employee may use this leave to visit a member of their family that is nearing the end of their life 17.13 (c)(vii)

		Fifteen (15) hours out of the thirty-seven decimal five (37.5) hours may be used to attend an appointment with a legal or financial representative for non-employment-related matters
Article 17 Medical Appointments for Pregnant Employees	17.20 (a) Up to three decimal seven five (3.75) hours of reasonable time off with pay will be granted to pregnant employees for the purpose of attending routine medical appointments.	17.20 (a) Up to three decimal seven five (3.75) hours of reasonable time off with pay will be granted to pregnant employees for the purpose of attending each routine medical appointment.
Article 17 Domestic Violence Leave	17.21 Defined as abuse or neglect from whom the employee has or had an intimate relationship	17.21 Expanded definition to include abuse or neglect from an employee's family member
New Article Leave for Indigenous Traditional Practices		NEW Five (5) days leave (2 paid, 3 unpaid) may be taken for participating in Indigenous Cultural Practices
Article 18 Career and Professional Development		Additional language: Participation in language workshops, immersion programs to attain language competencies An employee who is denied professional development may request reasons in writing Added flexibility for approvals, the employer can approve time, travel costs, registration fees or travel time, independent of each other

Article 21 Registration Fees	21.01 Provision silent on timeliness of reimbursement	21.01 NEW The Employer shall endeavour to submit incurred expenses for reimbursement in a timely fashion
Article 36 Joint Consultation	36.02 Provision silent on scope of practice	36.02 Scope of practice included as a subject appropriate for consultation NEW - A joint committee may, by mutual agreement, establish sub-committees where a subject requires in-depth discussion.
Article 39 Part-Time Employees	39.05 Designated Holidays A part-time employee shall not be paid for designated holidays, but shall receive a premium of 4.25% for all straight time hours worked	39.05 Designated Holidays A part-time employee shall not be paid for designated holidays, but shall receive a premium of 4.6% for all straight time hours worked Should a new designated paid holiday be declared, part-time employee's premium will increase by 0.38%
Article 44 CSSDA	44.02 The value of the CSSDA shall be two thousand \$2,000 annually	44.02 The value of the CSSDA shall be two thousand \$2,140 annually
Article 45 Pay	45.09 Acting Pay Acting pay triggered at four (4) days for all employees except ND-DIT 1, OP1, and NU 1-4	45.09 Acting Pay Acting pay triggered at three (3) days for all employees except ND-DIT 1, OP1, and NU 1-4
Article 47 Shift and	47.01 and 47.02 Shift and weekend premiums are earned at \$2.00/hr	47.01 and 47.02 Shift and weekend premiums are earned at \$2.25/hr

Weekend Premiums		
Appendix "E" Recruitment Allowance for ISC NUs in Remote and Isolated Communities	Recruitment Allowance: <ul style="list-style-type: none"> • In the month of hiring: \$2,250 • At the end of twelve (12) months: \$3,250 	Recruitment Allowance: <ul style="list-style-type: none"> • In the month of hiring: \$6,750 • At the end of twelve (12) months: \$9,750 <p>Part-time employees shall receive the allowance on a pro-rated basis</p>
Appendix "F" Retention Allowance for ISC NUs in Remote and Isolated Communities	Retention Allowance: <ul style="list-style-type: none"> • Annual amount: \$5,500 • Daily amount: \$21.08 	Retention Allowance: <ul style="list-style-type: none"> • Annual amount: \$16,500 • Daily amount: \$63.24
Appendix "I" Trip for ISC NUs living in Remote and Isolated Communities	The Employer will reimburse two (2) trips out for a full-time NU living in community	The Employer will reimburse two (2) trips out for a full-time NU living in community The Employer will reimburse one (1) trip out for a part-time NU living in community
Appendix BB Implementation		The Employer has 180 days to implement salary adjustments, unless they require specific manual interventions, in which case the employer has 460 days to implement. After the deadline passes there is a \$200 non-pensionable penalty if the outstanding amount owing is over \$500.