Essential Care, Equal Pay

Continuing Care Assistants (CCAs) play a key role in long-term care, providing the hands-on support and human connection that make quality of life possible for residents. They make up the largest group represented by CUPE (Canadian Union of Public Employees) in the long-term care sector.

Unfortunately, CUPE members in long-term care have been working at 2023 wages while their counterparts with settled agreements are earning 2026 wages. The wages being offered by the employer ensures CUPE members are paid the same wage as their counterparts in hospitals, home care and 23 agreements already accepted in other long-term care facilities.

Current CCA CUPE LTC Pay		Current CCA pay in hospitals
Frozen at expired 2023 wages	VS	Negotiated wage pattern
$50,121 ($24.10/hour)		**$55,323** ($28.37/hour)

**Average hourly rates are based on 40-hour work weeks for LTC (long-term care). Hourly rates in hospitals are based on 35-hour work weeks. Annual rates are the same in both sectors. Hourly average wage does not include other compensation such as weekend premiums.*

Above rate represents the wage for a CCA at the top of the wage scale.

Other examples comparing the current wages for CUPE members in long-term care and those in the hospitals and home care:

	Current CUPE LTC Pay		Current pay in hospitals	
Food Services, Housekeeping, Laundry	**$39,048**	$18.77/ hour	**$42,040**	$21.56/ hour
LPN (Licensed Practical Nurse)	**$63,265**	$30.42/ hour	**$69,831**	$35.81/ hour
Maintenance Worker	**$48,057**	$23.10/ hour	**$51,751**	$26.58/ hour
Physiotherapy Aide	**$50,583**	$24.32/ hour	**$60,126**	$30.83/ hour

Above rates represent the wages at the top of the wage scale for each classification.

For more information on wages in other positions represented by CUPE in long-term care, please visit: ***https://novascotia.ca/cupe-updates/***