

Collective Bargaining Seniors and Long-term Care

Funded Offer Overview

APRIL 13, 2026

Executive Summary

- The majority of SLTC collective agreements expired October 31, 2023.
- The details provided herein reference bargaining unit classifications within the sector. If individual locals do not have the classification, the item would not be applicable.
- The funded offer is for a 4-year term, the majority of which will run November 1, 2023 to October 31, 2027. Bargaining for renewed collective agreements can begin August 2027.
- Over the 4-year term, wages will increase between 12% and 24%, depending on classification. Wage retro pay back to 2023 is also available.
- Effective date of ratification, shift and weekend premiums will increase by 70% from \$2.35/hour to \$4/hour.
- The funded offer is complex, and while further details are set out herein, broadly speaking the offer can be considered as 2, 2-year terms:
 - **Year 1-2:** Alignment with like classifications in Nova Scotia's broader health system (i.e., Acute Care, Home Care). The investments in these years include a combination of economic and special adjustments and vary by classification.
 - **Years 3-4:** Economic adjustments aligned with the recent Civil Service Agreement arbitrated award with a "me too" for any general economic or classification specific adjustments in acute care in relation to the same classification in long-term care. This "me too" ensures wage competitiveness with the bargaining outcome in Acute Care (agreements expired October 31, 2025 – bargaining for renewed agreements not yet underway).

Year 1 Investments

- **First day of Year 1 (November 1, 2023):**

- LPNs only: 2 additional steps added to the LPN wage scale (each step 2.5% above the previous step)
- All classifications: 3% general economic adjustment
- All classifications except CCAs and LPNs: 2.5% special adjustment

- **Mid point Year 1 (April 1, 2024):**

- All classifications remaining below \$20/hour following the application of the 3% and 2.5% will be increased to \$20/hour (i.e., \$0.18 adjustment)

- **Final day of Year 1 (October 31, 2024):**

- CCAs only: 2.5% wage adjustment
- Certain Allied Health Care Classifications*: 1 additional step added to the applicable wage scale (2.5% above the previous step) and will be available to Employees after 5 years of service with the Employer in the classification

** Activity Worker/Recreation Programmer; Dietitian; Occupational Therapist; Physiotherapist ; Physio Aide; Social Worker/Care Navigator*

Year 2 Investments

- **First day of Year 2 (November 1, 2024):**

- All classifications: 2% general economic adjustment
- Certain classifications*: Additional 2.5% special investment to align with Acute Care

** Activity Worker/Recreation Programmer; Dietitian; Occupational Therapist; Physiotherapist ; Physio Aide*

- **Mid point Year 2 (April 1, 2025):**

- Certain classifications*: Additional 2.5% special investment to align with Acute Care

** Activity Worker/Recreation Programmer; Dietitian; Occupational Therapist; Physiotherapist ; Physio Aide*

- **Final day of Year 2 (October 31, 2025):**

- CCAs only: one new step added to the top of the wage scale, 2.5% above the previous top step
- Certain Allied Health Care Classifications*: 1 additional step added to the applicable wage scale (2.5% above the previous step) and will be available to Employees after 6 years of service with the Employer in the classification

** Activity Worker/Recreation Programmer; Dietitian; Occupational Therapist; Physiotherapist ; Physio Aide; Social Worker/Care Navigator*

Year 3 Investments

- **First day of Year 3 (November 1, 2025):**
 - All classifications: 2% general economic adjustment

- **Mid point Year 3 (April 1, 2026):**
 - If an employer has a classification for Physio Aides and/or Recreation/Activity Workers/Aides based on a CCA certificate or without degree/diploma that classification will be eliminated. Employees who were in that classification will be placed at the same step on the next higher remaining pay band for the same classification.

Year 4 Investments

- **First day of Year 4 (November 1, 2026):**
 - All classifications: 2% general economic adjustment
- **Date of Ratification:**
 - Shift and Weekend Premiums increase to \$4/hour (from \$2.35/hr)
- **Contract expires October 31, 2027**

Additional Investments – Defined Benefit Pension

- For entities not currently enrolled in a Defined Benefit pension, funding has been approved to enable enrollment in a Defined Benefit plan.
- If the bargaining unit does not want to join a Defined Benefit plan but requests an increase in contributions to their current Defined Contribution plan or group RRSP, an increase in employer and employee pension contributions up to 8.4% matching effective a future date is available.

Additional Investments – LPN Premiums

- The following enhancements to premiums for LPNs match those negotiated in the most recent Acute Care Nursing Agreement :
 - LPN 25-year rate is amended to be available to LPNs based on nursing experience and not service with the Employer.
 - LPNs will be eligible for Leadership premiums
 - LPNs will be entitled to preceptor premiums in the amount of \$1.50 on the same terms as other LPNs in the health case sector.

Additional Changes – Placement on Wage Scale

- Employees will be given recognition for previous experience for their placement on the wage scale (excluding the probationary rate).
- Placement is subject to submitting evidence satisfactory to the Employer.
- An Employee will not get credit for previous experience if more than three (3) years have elapsed since such work has been completed.

Additional Protection – Me too in Years 3 and 4

- For the last 2 years of the agreement (November 1, 2025 to October 31, 2027) a “me too” has been included in the funded offer to ensure competitiveness with the Acute Care sector.
- The “me too” provides assurances to align general economic adjustments and classification adjustments that may occur within this period of time.

2023 vs 2027 Hourly Rates

Classification	Average wage (top of scale) under current expired agreement	Projected average wage (top of scale) at the end of new agreements expiring in 2027
CCA	\$24.10/hr	\$27.68/hr
Food services, housekeeping, laundry	\$18.77/hr	\$21.22/hr
LPN	\$30.42/hr	\$34.93/hr
Journeyman Cook	\$24.56/hr	\$27.52/hr
Maintenance worker (non-trade)	\$23.10/hr	\$25.68/hr
Cook	\$22.47/hr	\$25.17/hr
Activity Worker, Recreation programmer	\$24.11/hr	\$29.82/hr
Physio Aide	\$24.32/hr	\$30.08/hr
Seamstress	\$19.45/hr	\$21.79/hr
Orderlies	\$24.73/hr	\$28.31/hr
Ward Clerk	\$20.44/hr	\$22.90/hr
Dietitian	\$40.71/hr	\$50.35/hr
Occupational Therapist	\$40.21/hr	\$49.73/hr
Physiotherapist	\$40.21/hr	\$49.73/hr
Watchman	\$19.83/hr	\$22.22/hr
Hair Dresser	\$19.57/hr	\$21.93/hr
Utility Worker – Driver	\$18.30/hr	\$21.22/hr
Social Worker	\$39.39/hr	\$46.37/hr
LTCA	\$18.77/hr	\$21.22/hr