

**Supplemental Award**

**IN THE MATTER OF A MEDIATION- ARBITRATION**

**BETWEEN:**

**Nova Scotia Health Authority & Izaak Walton Killam Health Centre**

**("the Employers")**

**and**

**The Nova Scotia Council of Healthcare Unions**

**("the Council")**

**Before:** William Kaplan  
Mediator / Arbitrator

**Appearances**

**For the Employers:** Jack Graham, Q.C.  
Michael Murphy  
McInnes Cooper  
Barristers & Solicitors  
Thomas Groves  
Health Association Nova Scotia

**For the Council:** Raymond Larkin, Q.C.  
David Roberts  
Pink Larkin  
Barristers & Solicitors

The matters in dispute proceeded to mediation / arbitration in Halifax on July 30, 31 and August 1, 2018.

**Supplemental Award**

In my award dated August 8, 2018, I reserved on one issue: Premiums. Having now had the opportunity for further review of the written submissions in the briefs, along with those made at the mediation/ arbitration, I award the following, effective today’s date:

**34.14 Shift Premium**

For all hours worked, including overtime hours worked, on shifts where half or more of the hours are regularly scheduled between 6:00 p.m. and 6:00 a.m., Employees shall continue to receive the hourly shift premium rate they received prior to the effective date of this Agreement, subject to the following increases:

- (a) Increase of fifteen (15) cents (\$0.15) effective the date of this Agreement;
- (b) Increase of fifteen (15) cents (\$0.15) effective August 1, 2019;
- (c) Increase of twenty (20) cents (\$0.20) effective October 31, 2020.

**34.15 Week-end Premium**

For all hours worked between the hours of 0001 Saturday and 0700 Monday, Employees shall continue to receive the hourly week-end premium rate they received prior to the effective date of this Agreement, subject to the following increases:

- (a) Increase of fifteen (15) cents (\$0.15) effective the date of this Agreement;
- (b) Increase of fifteen (15) cents (\$0.15) effective August 1, 2019;
- (c) Increase of twenty (20) cents (\$0.20) effective October 31, 2020.

**Conclusion**

At the request of the parties, I continue to remain seized with respect to the implementation of my award.

DATED at Toronto this 15<sup>th</sup> of August 2018.

*“William Kaplan”*

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William Kaplan, Mediator/ Arbitrator