

# MEMO



**Date:** 23 June 2023

**To:** All Nursing Staff

**Re:** Nurses Bargaining Association implementation updates

**From:** Melissa Francis, Director of People & Culture

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As you are aware the Nurses' Bargaining Association (NBA) reached an agreement that will have a positive impact for our nursing staff, including wage increases for our organization. This negotiation has now been fully ratified under the Province's Shared Recovery Mandate to support the government's key priorities to improve public services and the health care system, while supporting economic recovery for all.

Here are the key details regarding the upcoming wage increases:

1. General wage increases (GWI) for all employees effective:
  - April 1, 2022, \$0.25 per hour and then 3.24 per cent
  - April 1, 2023, 5.5 per cent plus 1.25 per cent Cost of Living Adjustment (COLA)
  - April 1, 2024, 2.0 per cent plus up to 1.0 per cent COLA
2. A revised wage schedule with new increments at 10 yrs, 15 yrs, 20 yrs, 25 yrs, and 30 yrs
3. A new premium for regular status employees of \$2.15 per hour, for each hour worked, excluding overtime.
4. Increases to shift premiums, on-call rates, responsibility pay, business allowance and isolation allowance.

Menno Place is working to provide these updates as soon as feasible. We anticipate all wage increases to be adjusted prior to the last pay period of July 2023. Following this wage adjustment, the finance team will continue working on retroactive payments due to the members, where further communication will be issued surrounding this timing.

These wage increases are just one aspect of our ongoing efforts to create a supportive and rewarding work environment. We are committed to providing opportunities for professional development, teamwork, and fostering a culture of collaboration and growth. If you have any questions or concerns regarding the upcoming wage increases, please do not hesitate to reach out to the People & Culture portfolio. We are here to address any queries you may have and provide the necessary assistance.

Once again, we appreciate your dedication to the success of our organization. Thank you for your ongoing commitment and hard work. We look forward to continuing this journey together as we strive for excellence.