

IN THE MATTER OF: A Joint Steering Committee Hearing
Regarding a Classification Review of
Licensed Practical Nurses:

Between:

Nova Scotia Government and General Employees Union
(the "Union")

- and -

Nova Scotia Health Authority
(the "Employer")

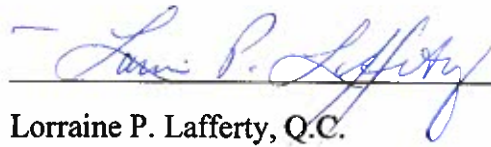
CONSENT AWARD

I hereby order:

1. Effective March 17, 2014, all LPNs of the former Capital District Health Authority and represented by the Union will receive a 12% increase to their applicable hourly rate. The increase for the period from March 17, 2014 to June 10, 2020 will not be compounded;
2. Retroactive pay for eligible LPNs will be made in the form of a lump sum payment of 12% on their earnings for any period of time from March 17, 2014 to June 10, 2020, during which the LPN worked at the former CDHA and was represented by the Union;
3. All LPNs who are employees of the Employer as of June 11, 2020, including those on approved leave, as well as retirees and those who resigned, are eligible for retroactive pay under paragraph 2;
4. In addition, LPNs who have resigned or retired since March 17, 2014 will have thirty (30) days from Monday, June 15, 2020 to apply to the Employer in writing for retroactive pay under paragraph 2;

5. The existing job evaluation of the LPN position will not be amended;
6. The parties agree not to disclose the contents of this award until noon on Monday June 15, 2020; and
7. I will remain seized of the matter in the event of any disputes regarding the implementation of this award.

Dated: June 11, 2020



Lorraine P. Lafferty, Q.C.