

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 15th of August 2018.

"William Kaplan"

William Kaplan, Mediator/ Arbitrator