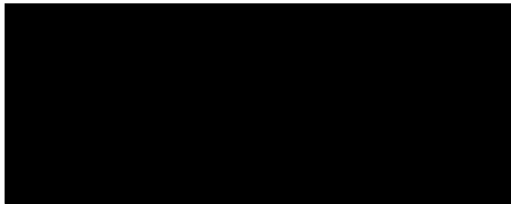


July 22, 2020



Via email: [gage@secondstreet.org](mailto:gage@secondstreet.org)

Dear Gage Haubrich:

**Re: You are entitled to the records - 2020-01009-PSC**

Public Service Commission received your application for access to information under the *Freedom of Information and Protection of Privacy Act* on June 23, 2020.

In your application, you requested a copy of the following records:

*Please provide documentation on the last time the provincial government negotiated a pay reduction (or if one was decided by an arbitrator) with each of its unions and bargaining units (reduction to wages and salaries, not reductions to benefits, overtime pay, etc.). A summary note is preferable - for example:*

- *Nurses Union, 2010, 1 % reduction;*
- *Teachers Union, 2010, 1 % reduction;*
- *Jail Guards Union, 2008, 1.5% reduction;*
- *CUPE, 2011, 1 % reduction;*
- *Further, many governments often track negotiated settlements over time in a spreadsheet, noting the negotiated increase/decrease for each union by year. If one is available, please provide the most recent table.*

Responsive records have been located and are attached.

You have the right to ask for a review of this decision by the Information Access and Privacy Commissioner (formerly the Review Officer). You have 60 days from the date of this letter to exercise this right. If you wish to ask for a review, you may do so on Form 7, a copy of which is attached. Send the completed form to the Information Access and Privacy Commissioner, P.O. Box 181, Halifax, Nova Scotia B3J 2M4.

Please be advised that a de-identified copy of this disclosure letter and the attached response to your FOIPOP application will be made public after 14 days. The package will be posted online at <https://informationaccess.novascotia.ca>. The letter will not include your name, address, or any other personal information that you have supplied while making your application under FOIPOP.

Please contact Kimberly MacDougall at 902-424-3127 or by e-mail at [Kimberly.MacDougall@novascotia.ca](mailto:Kimberly.MacDougall@novascotia.ca), if you need further assistance in regards to this application.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Laura Lee Langley', is written over the typed name and title.

Laura Lee Langley  
Commissioner

Attachments

Collective Bargaining Summary - September 2019

		# of Agreements	# of expired agreements	FTEs	2008	2009				2010				2011				2012				2013				2014				2015				2016				2017				2018				2019				2020			
					Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Acute Care Support Agreements	CUPE & Unifor Agreements (DHA 1-8, IWK Service, 4-8 Clerical)	2	0	2090		2.9%	1.0%				1.0%				2.0%				2.5%				3.0%				0.0%				0.0%				1.0%				1.5% (Nov 1/17) & 0.5% (Oct 31/18)				1.5% (Nov 1/18) & 0.5% (Oct 31/19)				1.5% (Nov 1/19) & 0.5% (Oct 31/20)				31-Oct-20		
	NSGEU Agreements (CDHA Clerical and Service & IWK Clerical)			2526	2.9%	1.0%				1.0%				2.0% (CDHA Only)				2.5% (CDHA Only)				3.0% (CDHA Only)				0.0%				0.0%				1.0%				1.5% (Nov 1/17) & 0.5% (Oct 31/18)				1.5% (Nov 1/18) & 0.5% (Oct 31/19)				1.5% (Nov 1/19) & 0.5% (Oct 31/20)				31-Oct-20			
	NSGEU Agreements (DHA 1-3 Clerical)			397	2.9%	2.9%				1.0%				1.0%				2.0%				2.5%				3.0%				0.0%				0.0%				1.0%				1.5% (Nov 1/17) & 0.5% (Oct 31/18)				1.5% (Nov 1/18) & 0.5% (Oct 31/19)				1.5% (Nov 1/19) & 0.5% (Oct 31/20)			
Acute Care Professional Agreements (Health Care Bargaining Unit effective April 1, 2015)	CUPE & Unifor Agreements (DHA 1-8 Health Professionals)	2	0	1969		2.9%	1.0%				1.0%				2.0%				2.5%				3.0%				0.0%				0.0%				1.0%				1.5% (Nov 1/17) & 0.5% (Oct 31/18)				1.5% (Nov 1/18) & 0.5% (Oct 31/19)				1.5% (Nov 1/19) & 0.5% (Oct 31/20)				31-Oct-20		
	NSGEU Agreements (CDHA & IWK Health Professionals)			2812	2.9% (+2.1% for some positions)	1.0%				1.0%				2.0%				2.5%				3.0%				0.0%				0.0%				(PH/AS/CC increase effective 5 months later - Apr 1/17)				(PH/AS/CC increases effective 5 months later - Apr 1/18 and Mar 31/19)				(PH/AS/CC increases effective 5 months later - Apr 1/19 and Mar 31/20)				(PH/AS/CC increases effective 5 months later - Apr 1/20 and Mar 31/21)				31-Oct-20			
Medical Residents	Mar-Doc Agreement	1	0	500												1.5% (1-Jul-11)	1.5% (1-Jan-12)	1.5% (1-Jul-12)	1.5% (1-Jan-13)	1.5% (1-Jul-13)	1.5% (1-Jan-14)	0% (July 1, 2014)				0%				1%				1.5% (Jul 1/17) & 0.5% (Jun 30/18)				1.5% (Jul 1/18) & 0.5% (Jun 30/19)				1.5% (Jul 1/19) & 0.5% (Jun 30/20)				1.5%*				Me too if Council Nurses exceeds t			
Nursing Agreements	NSNU Registered Nurses (Acute Care)	2	0	3242	2.9%	1.0% + 2.1% classification adjustment				1.0%				3.50%	1.60%	2.5%				3.0%				0.0%				0.0%				1.0%				1.5% (Nov 1/17) & 0.5% (Oct 31/18)				1.5% (Nov 1/18) & 0.5% (Oct 31/19)				1.5% (Nov 1/19) & 0.5% (Oct 31/20)				31-Oct-20					
	NSGEU Registered Nurses (Former CDHA Only)			2009	2.9%	1.0% + 2.1% classification adjustment				1.0%				3.50%	1.60%	2.5%				3.0%				0.0%				0.0%				1.0%				1.5% (Nov 1/17) & 0.5% (Oct 31/18)				1.5% (Nov 1/18) & 0.5% (Oct 31/19)				1.5% (Nov 1/19) & 0.5% (Oct 31/20)				31-Oct-20					
	NSNU Registered Nurses (VON & Nursing Homes)	65	0	757	2.9%	1.0% + 2.1% classification adjustment				1.0%				3.50%	1.60%	2.5%				3.0%				0.0%				0.0%				1.0%				1.5% (Nov 1/17) & 0.5% (Oct 31/18)				1.5% (Nov 1/18) & 0.5% (Oct 31/19)				1.5% (Nov 1/19) & 0.5% (Oct 31/20)				31-Oct-20					
	LPNs (NSNU Agreements NH and AC)	0	0	1818	Scope change 6%+2.9%		1.0%				1.0%				2.00%				2.5%				3.0%				0.0%				0.0%				1.0%				1.5% (Nov 1/17) & 0.5% (Oct 31/18)				1.5% (Nov 1/18) & 0.5% (Oct 31/19)				1.5% (Nov 1/19) & 0.5% (Oct 31/20)				31-Oct-20		
Continuing Care Services (Nursing Homes and other Facilities)	Nursing Homes (CUPE, CAW, IUOE, SEIU, UFCW) *LPN scope change at Sept 2009 55 of 69 Settled	68	13	5638		2.9%	1.0%				1.0%				2.0%				2.5%				3.0%				0.0%				0.0%				1.0%				1.5% (Nov 1/17) & 0.5% (Oct 31/18)				1.5% (Nov 1/18) & 0.5% (Oct 31/19)				1.5% (Nov 1/19) & 0.5% (Oct 31/20)				31-Oct-20		
	Nursing Homes (NSGEU) 1 of 6 settled	6	5	483	2.9%		2.9%				1.0%				1.0%				2.0%				2.5%				3.0%				3 expired on 31-Oct-15; One expired on 31-Oct-14																						
	Home Support (CUPE, NSGEU) 6 of 21 settled	21	15	2112	2.9%		1% (18 Settled)				1.0%				2.0% (CUPE Only)				2.5% (CUPE Only)				3.0% (CUPE Only)				0.0%				0.0%				1.0%				1.5% (Apr 1/18) & 0.5% (Mar 31/19)				1.5% (Apr 1/19) & 0.5% (Mar 31/20)				1.5% (Apr 1/20) & 0.5% (Mar 31/21)						
Residential Care Facilities (CAW, CUPE, IUOE, NSGEU, SEIU, UBCJA) 5 of 10 settled	10	5	175	2.9%* + \$500 Match	1.21% + Acute Gap	2.9%				1.0%				1.0%				2.0%				2.5%				3.0%				0.0%				0.0%				1.0%				1.5% (Apr 1/18) & 0.5% (Mar 31/19)				1.5% (Apr 1/19) & 0.5% (Mar 31/20)				1.5% (Apr 1/20) & 0.5% (Mar 31/21)			
Emergency Medical Care	Paramedics (IUOE)	1	1	1078	5.1% (2.9% + 2.1%)				5.1% (2.9% + 2.1%)				2.0%				2.0%				1.6%				2.5%				2.5%				31-Oct-15																				
	Dispatchers (CUPE)	1	1	56	3.0%	5.1% (2.9% + 2.1%)				5.1% (2.9% + 2.1%)				5.1% (2.9% + 2.1%)				1.0%				1.0%				2.0%				2.5%				3.0%				Percentage Increase to match Paramedics				Percentage Increase to match Paramedics				31-Mar-19							
	Telehealth (NSGEU)	1	0	12												3% (Nov 4/13) Date of Certification				2.0%				2.0%				2.0%				31-Oct-18																					
	Nova Scotia Hearing and Speech Centers (NSGEU)	1	0	159	2.9%				1.0%				1.0%				2.0%				2.5%				3.0%				0.0%				0.0%				1.0%				1.5% (Apr 1/18) & 0.5% (Mar 31/19)				1.5% (Apr 1/19) & 0.5% (Mar 31/20)				1.5% (Apr 1/20) & 0.5% (Mar 31/21)				
Settled at 1 & 1		181	40																																																		
Settled at 2, 2.5, & 3																																																					
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Settled at 0,0,1, 1.5 & 0.5, 1.5 & 0.5, 1.5 & 0.5, 1.5 & 0.5, 1.5																																																					
Arbitrated																																																					

		# of Agreements	EE's	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	
<b>Education</b>																	<b>Q1</b>
Educational Support and other Auxilliary Services	CUPE Agreements (Bus Drivers, Custodial, and other non-teaching staff) <small>(AVRCE, CBRVCE, CSAP, SRCE, SSRCE, TCRCE)</small>	7	1	1914		2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Apr 1/18) & 0.5% (Mar 31/19)	1.5% (Apr 1/19) & 0.5% (Mar 31/20)	1.5% (Apr 1/20) & 0.5% (Mar 31/21)
	CUPE Agreement (Bus Drivers, Custodial) <small>CCRCE</small>	1	0	430		2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Apr 1/18) & 0.5% (Mar 31/19)	1.5% (Apr 1/19) & 0.5% (Mar 31/20)	1.5% (Apr 1/20) & 0.5% (Mar 31/21)
	NSGEU Agreements (Secretarial and Clerical) <small>(TCRCE, SSRCE)</small>	2	0	112		2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Apr 1/18) & 0.5% (Mar 31/19)	1.5% (Apr 1/19) & 0.5% (Mar 31/20)	1.5% (Apr 1/20) & 0.5% (Mar 31/21)
	NSGEU Agreement (Student Support) <small>AVRCE</small>	1	0	390		2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Apr 1/18) & 0.5% (Mar 31/19)	1.5% (Apr 1/19) & 0.5% (Mar 31/20)	1.5% (Apr 1/20) & 0.5% (Mar 31/21)
	CUPE Agreement (Support Support) <small>HRCE</small>	1	0	761	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Aug 1/17) & 0.5% (Jul 31/18)	1.5% (Aug 1/18) & 0.5% (Jul 31/19)	1.5% (Aug 1/19) & 0.5% (Jul 31/20)	31-Jul-20
	NSGEU Agreements (Secretarial, Clerical, Student Support) <small>CSAP</small>	1	0	116	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Apr 1/18) & 0.5% (Mar 31/19)	1.5% (Apr 1/19) & 0.5% (Mar 31/20)	1.5% (Apr 1/20) & 0.5% (Mar 31/21)	
	SEIU Agreements (SSRCE/TCRCE)	2	0	285	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Apr 1/18) & 0.5% (Mar 31/19)	1.5% (Apr 1/19) & 0.5% (Mar 31/20)	1.5% (Apr 1/20) & 0.5% (Mar 31/21)	
	NSGEU Agreements (Secretarial, Clerical, Student Support) <small>CCRCE</small>	1	0	524	2.9%	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Jul 1/18) & 0.5% (Jun 30/19)	1.5% (Jul 1/19) & 0.5% (Jun 30/20)	1.5% (Jul 1/20) & 0.5% (Jun 30/21)
	NSUPE Agreement (Custodial) <small>HRCE</small>	1	0	369	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	31-Jul-15						
	NSGEU Agreements (Secretarial, Clerical) <small>HRCE</small>	1	0	186	2.9%	2.9%	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Oct 1/19) & 0.5% (Sept 30/20)	1.5% (Oct 1/20) & 0.5% (Sept 30/21)
Teachers P-12	NSTU Teachers	1	1	tbd	2.9%	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Aug 1/18) & 0.5% (Jul 31/19)	31-Jul-19	
APSEA	NSGEU Agreement	2	2		2.9%	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	31-Mar-17					
	NSTU Academic Staff	1	0	666	2.9% + 1% adj	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Aug 1/18) & 0.5% (July 31/19)	31-Jul-20	
NSCC Educational Staff	NSCCAU - Faculty & Professional Support Staff	2	0	175	2.9% + 1%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Sept 1/17) & 0.5% (Aug 31/18)	1.5% (Sept 1/18) & 0.5% (Aug 31/19)	1.5% (Sept 1/19) & 0.5% (Aug 31/20)	31-Aug-20
	NSGEU - Operational Support	1	0	500	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Apr 1/18) & 0.5% (Mar 31/19)	1.5% (Apr 1/19) & 0.5% (Mar 31/20)	1.5% (Apr 1/20) & 0.5% (Mar 31/21)	
	Settled at 1 & 1	25	4														
	Settled at 2, 2.5, & 3																
	Settled at 0,0,1, 1.5 & 0.5																
	Settled at 0,0,1, 1.5 & 0.5, 1.5 & 0.5, 1.5 & 0.5																
	Settled at 0,0,1, 1.5 & 0.5, 1.5 & 0.5, 1.5 & 0.5, 1.5 & 1.5																
	Arbitrated																
	Legislated																

		# of Agreements	EE's	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020																				
<b>Community Services and Other</b>				<b>Q4</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
	Nova Scotia Civil Service Master Agreement	1	0	7901		2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0%	0%	1%	1.5% (Apr 1/18) & 0.5% (Mar 31/19)	1.5% (Apr 1/19) & 0.5% (Mar 31/20)	1.5% (Apr 1/20) & 0.5% (Mar 31/21)																			
	CUPE Highway Workers	1	0	1181	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Nov 1/17) & 0.5% (Oct 31/18)	1.5% (Nov 1/18) & 0.5% (Oct 31/19)	1.5% (Nov 1/19) & 0.5% (Oct 31/20)	31-Oct-20																			

Other	Nova Scotia Crown Attorney Association Crown Attorneys	1	1	91	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0%	0%	1%	1.5% (Apr 1/18) & 0.5% (Mar 31/19)	31-Mar-19			
	NSGEU WCB Support Staff	1	0	326	2.9%	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Jan 1/18) & 0.5% (Dec 31/18)	1.5% (Jan 1/19) & 0.5% (Dec 31/19)	1.5% (Jan 1/20) & 0.5% (Dec 31/20)	31-D
	Tourism Nova Scotia (NSGEU)	1	0									0%	0%	1%	1.5% (Apr 1/18) & 0.5% (Mar 31/19)	1.5% (Apr 1/19) & 0.5% (Mar 31/20)	1.5% (Apr 1/20) & 0.5% (Mar 31/21)	
	NSGEU NSBI Professional Staff	1	0	17	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0%	0%	1%	1.5% (Apr 1/18) & 0.5% (Mar 31/19)	1.5% (Apr 1/19) & 0.5% (Mar 31/20)	1.5% (Apr 1/20) & 0.5% (Mar 31/21)		
	NSGEU NSLC Managers, Administration and Support	3	2	913	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	31-Mar-15							
Community Services Agreements	Housing Authority Agreements NSGEU, CUPE, IUOE, USW, UFCW - Cohort 5 4 of 8 settled 1 agreement expired Oct 31/15	8	4	394	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Apr 1/18) & 0.5% (Mar 31/19)	1.5% (Apr 1/19) & 0.5% (Mar 31/20)	1.5% (Apr 1/20) & 0.5% (Mar 31/21)		
	Children's Residential CUPE NSGEU Cohort 6	4	4	136	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	31-Mar-15							
	SPD Residential (non-CUPE) NSGEU, IUOE, NSUPE, CAW, - Cohort 7 4 of 9 settled 1 agreement expires Mar 31/23, with 1.5% in 21 and 22	9	5	540	2.9%	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0%	0%	1%	1.5% (Apr 1/18) & 0.5% (Mar 31/19)	1.5% (Apr 1/19) & 0.5% (Mar 31/20)	1.5% (Apr 1/20) & 0.5% (Mar 31/21)	
	SPD Residential and Day Program CUPE Cohort 8	18	18	1203	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	31-Mar-15							
	Nursing Agreements (RNs PNs) CUPE, NSNU, SEIU- Cohort 4 4 of 5 settled 1 agreement expires Mar 31/21	5	1	138	5.1% RN (9.1% LPN)	1.0%	1.0%	3.50%	1.60%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Nov 1/17) & 0.5% (Oct 31/18)	1.5% (Nov 1/18) & 0.5% (Oct 31/19)	1.5% (Nov 1/19) & 0.5% (Oct 31/20)	31-Oct-20
	SPD Residential & Day Program NSGEU & IUOE (1)Cohort 1 7 of 10 settled 4 expire Oct 31/19	10	3	332	2.9%	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0.0%	0.0%	1.0%	1.5% (Nov 1/18) & 0.5% (Oct 31/19)	1.5% (Nov 1/19) & 0.5% (Oct 31/20)	1.5% (Nov 0.5% (Oct	
	CUPE, IUOE, Unifor Cohort 3 2 of 7 settled	7	5	183	2.9%	2.9%	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0%	0%	1%	1.5% (Apr 1/19) & 0.5% (Mar 31/20)	1.5% (Apr 1/20) & 0.5% (Mar 31/21)	
	Transition Houses & Men's Intervention Programs Cohort 2**** 2 of 7 settled	7	5	100	2.9%	2.9%	1.0%	1.0%	2.0%	2.5%	3.0%	0%	0%	1%	1.5% (Apr 1/18) & 0.5% (Mar 31/19)	1.5% (Apr 1/19) & 0.5% (Mar 31/20)	1.5% (Apr 1/20) & 0.5% (Mar 31/21)	
Settled at 1 & 1	77	48																
Settled at 2, 2.5, & 3																		
Settled at 0,0,1, 1.5 & 0.5																		
Settled at 0,0,1, 1.5 & 0.5, 1.5 & 0.5, 1.5 & 0.5																		
Settled at 0,0,1, 1.5 & 0.5, 1.5 & 0.5, 1.5 & 0.5, 1.5, 1.5																		
Arbitrated																		
DCS, DHW, EECD				283		92												