



Wage harmonization update: Information on additional classifications

As mentioned in our last update to members, this undertaking has included meetings of the joint union-employer committee to review classifications of all support staff in the K-12 sector in Nova Scotia, as well as agreeing on the starting point (or “bare rate”) for comparing wages in each classification.

We are glad to share that the wage harmonization process is almost concluded, and we have reached an agreement on ten additional job classifications in Student Support, Property Services, Student Supervision, and Information Technology. Please see below the list of wage increases for these ten classifications below.

Where job classifications have multiple steps for wage increases, members at every step receive increases calculated based on the top rate. The wage steps are still in place, but the increases are based on the highest possible rate in each classification.

Please note: in some cases, members in different locals are receiving different increases, or no increase at all. To bring everyone in the same job classification up to the same wage level, we need to increase wages by different amounts. If you are in one of the job classifications listed below but do not see an increase listed for your local, then you were already making the highest wage in the sector for your role.

At the end of the wage harmonization process, members in the same classification will be at the same wage rate, regardless of what local you are in.

HOURLY INCREASES FROM WAGE HARMONIZATION PROCESS

- ◆ Student Support Worker
 - Hourly increase of \$4.34 for members in Locals 955 & 5050
- ◆ Parent Navigator
 - Hourly increase of \$1.64 for members in Local 955
 - Hourly increase of \$3.26 for members in Local 5050
- ◆ Child and Youth Care Practitioners
 - Hourly increase of \$5.98 for members in Locals 955 & 5050



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- ◆ Custodian / Concierge 1
 - Hourly increase of \$0.74 for all members EXCEPT in Local 5047
- ◆ Head Custodian
 - Hourly increase of \$1.22 for members in Locals 955, 3876, 4682 & 5050
- ◆ General Maintenance
 - Hourly increase of \$1.06 for members in Locals 955, 964, 3876, 3890 & 5050
- ◆ Building Specialist
 - Hourly increase of \$0.43 for members in Locals 955, 964, 3890, 4682 & 5050
- ◆ Lunch / Bus / Grounds Supervisor
 - Hourly increase of \$1.10 for members in Local 5050
- ◆ Computer Technician
 - Hourly increase of \$6.34 for members in Local 5050
- ◆ Systems Administrator / Technician
 - Hourly increase of \$5.93 for members in Local 955
 - Hourly increase of \$7.38 for members in Local 5050

Note: 50% of this increase takes immediate effect, retroactive to the date of ratification of your local's agreement. This means members will have 50% of the increase applied now and changes will take place when the change is made in the payroll system.

Most recently, we received a decision from an arbitration earlier in February on the mechanic and head mechanic wage rates. The decision resulted in an adjustment to the mechanic rate of \$0.70/hr and an adjustment of \$0.40/hr to the head mechanic rate for all locals with this classification. This adjustment takes effect immediately and will be paid retroactive to the date of ratification of your collective agreement.

As we said to members last week, the employer *knows* how important these wage changes are to our members, and they know that delays will undercut our momentum. We are not deterred or discouraged by their tactics, and we are almost at the finish line for wage harmonization. There are only a few job classifications left to agree on, and we currently are presenting the Lead ECE classification at arbitration. We will give an update on that as soon as that has concluded.

With the next round of bargaining around the corner, it's more important than ever to show the employer that we will fight for fair wages. The NSSBCU is grateful to members for their patience and support so far. It's been a long road, but we **are** getting wins for members, and we plan to keep getting wins once bargaining begins in March.



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BECAUSE WE DO



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We know the value of your work. You know the value of your work. The employer knows the value of your work. Let's make sure they treat everyone doing that work fairly.