

Memorandum

To: Health Support Bargaining Unit Employees
From: Anna Marenick, Vice-President, People, Culture & Belonging
Date: July 28, 2025
Re: Employee Payment Update July 25, 2025

Please share this message with directors and managers in your areas and request they share with employees they manage in the Health Support Bargaining Unit.

This message provides an update on the timing of payments for the new Health Support Collective Agreement.

Subject: Upcoming Pay Increases and Adjustments (Fall 2025 – Winter 2025)

In advance of formal signing of the new Health Support Collective Agreement, we are proceeding with implementation of the negotiated changes to ensure timely implementation of wage increases and adjustments in accordance with the recently ratified collective agreement. The following is an overview of the targeted dates for payment:

Support Services Increases

Pay Period 20 – October 2, 2025 (WZ, NZ, EZ, and IWK)

- Apply all mass percentage increases for half of the Support Services population:
 - 3.0% General Economic Increase (effective November 1, 2023)
 - 2.5% Special Bargaining Unit Adjustment (effective November 1, 2023)
 - 2.0% General Economic Increase (effective November 1, 2024)
 - Shift and Weekend Premium increase from \$2.35/hour to \$4.00/hour (effective November 1, 2024)
- **Renal Assistants:**
 - 2.5% wage adjustment (effective November 1, 2024, and April 1, 2025 – Health Care Wage MOA Alignment)

Pay Period 21 – October 16, 2025 (CZ)

- Apply the same mass percentage increases to the remaining half of the Support Services population.



Split for Payment Processing

All Support Services employees will see the new rates reflected in Pay Period 20 (October 2, 2025). However, the retroactive payments associated with these increases will be processed in two phases to manage payroll load:

- Pay Period 20 (October 2, 2025): Western, Northern, and Eastern Zone Health Support employees plus IWK retro (including those no longer actively employed)
- Pay Period 21 (October 16, 2025): Central Zone Health Support employees' retro (including those no longer actively employed)

Pay Period 22 – October 30, 2025 (including retro)

Application of a 2.5% Recruitment and Retention Adjustment to Building Trades classifications (effective November 1, 2023).

Pay Period 23 – November 13, 2025 (including retro)

Implementation of additional 2.5% pay scale steps for eligible employees in the following classifications:

- Renal Assistants
- SPD Technicians
- MDR Technicians
- Unit Aides

Effective dates:

- First step: October 31, 2024
- Second step: October 31, 2025

Eligible employees will be moved to the appropriate new step.

Pay Period 24 – November 24, 2025 (including retro)

Market adjustment updates for select trades and specialized classifications:

The first half of the eligible employees will receive:

- Market adjustment roll-in to base wage rates, with retroactive increases applied as of November 1, 2023.
- A one-time increase to base wage rates, effective June 13, 2025:
 - \$1,000 for 4th Class Engineers
 - \$2,475 for Painters, Carpenters, and Building Maintenance Workers

Pay Period 25 – December 11, 2025 (including retro)

Complete implementation of market adjustments for the second half of eligible trades and specialized classifications (same adjustments as Pay Period 24).

We appreciate your continued patience as we complete this important work. Efforts are focused on processing these changes to meet the timelines noted above. If, after these dates, you feel you have not received payment as anticipated, please reach out via email at: compensation@nshealth.ca