

2025-2029 Collective Agreement

WAGE INCREASE

A **12% general wage increase** over four years, retroactive to April 1, 2025. Compounded over the term of the agreement, the increases equal approximately 12.55%.

PREMIUMS

Regular and evening premiums **will reach up to \$3.60 and \$2.23 per hour** respectively by April 2028.

2X OVERTIME

New double-time overtime for nurses who miss meal breaks and for those who work end-of-shift OT on extended-hour shifts.

BENEFITS

Members eligible for **\$4,000 on massage therapy** annually and \$2,000 for dependents. Significant improvements to mental health, vision, dental, and insurance coverage.

RATIOS

An additional \$300 million commitment toward **implementation of minimum nurse-to-patient ratios**, bringing the total provincial investment to \$600 million.

EMPLOYER-FUNDED NURSES BENEFITS

A new **Employer-Funded Nurses Benefits Trust (EFNBT)** dedicated exclusively for NBA members.

LEAVES

Improved **compassionate leave** for all members, plus leave for reservists in the Canadian Armed Forces and **special leave for citizenship ceremonies**.

SCHEDULING

Introduction of a **"Shift Select Positions"** scheduling model, providing more flexibility to schedule shifts that meet the needs of members.

CASUAL INCENTIVES

New annual **incentive payments of up to \$2430** for casual nurses working higher straight-time hour thresholds throughout the calendar year.