

# Highlights of the deal between CUPE and the Government of Nova Scotia

The Government of Nova Scotia has entered into a historic deal with the Canadian Union of Public Employees and its 3,000 school board workers across the province.

Here are the highlights of the deal:

- Within 60 days, a Joint Committee will be formed with equal representation from the union and government to determine how **provincial bargaining** will be implemented between School Boards and CUPE locals. This will replace the present bargaining structure for CUPE school board workers.
- The Committee will also work toward **standardized job descriptions, classifications and wage rates** for CUPE school board workers across the province. Any dispute flowing from this process will be resolved through arbitration.
- Effective April 1, 2005, **wage parity** adjustments of 20% of the difference between existing wage rates in the same job classifications will begin. These 20% adjustments will occur over a five-year period or until wage parity is achieved – whichever comes first.
- In addition, the members of CUPE Local 5050 (Cape Breton-Victoria Regional School Board) will get their **employer's last offer**, including the economic adjustments and the extra 1.5%.
- All **wage rates for Casual employees will go up to 100%** within the same five-year period.
- The members of CUPE Local 955 will get the economic adjustments of 2.9% in each year of a three-year deal.

All CUPE school board workers will be 'swept into' the wage parity and provincial bargaining features of this deal between the union and the Government of Nova Scotia.