

Nova Scotia Government and General Employees Union  
Local 77 – Dalhousie University

## Highlights of the Tentative Agreement

Information Sessions:  
November 6<sup>th</sup>, 2025

Electronic Ratification Vote:  
TBD

RECOMMENDING  
ACCEPTANCE

**NSGEU**

Nova Scotia Government & General Employees Union  
255 John Savage Avenue  
Dartmouth, NS B3B 0J3  
902-424-4063 or 1-877-556-7438  
nsgeu.ca

Only articles that have been substantively amended are included in this document. General housekeeping items are not included. Language changes are indicated by additions being

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**bolded** and deletions being ~~struck through~~. Notes are *italicized*. All other changes including renumbering and formatting will occur during final editing.

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### ARTICLE 11 - LAY-OFF, REDEPLOYMENT, RECALL AND SEVERANCE PAY

Changes include a Letter of Understanding to introduce greater job security for members with 15 years or more of seniority, renaming the “reemployment/redeployment” list the “job placement” list, the rearrangement of some articles, and moving recall notice language from one section of Article 11 to another section of the same Article. Additionally, the removal of paragraph three of 11.13 with the intent to clarify the member’s entitlement to opt for severance up to four weeks after the expiry of their notice period.

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### ARTICLE 23 – INSURED BENEFITS

23.8 Employees who hold a fifty percent (50%) or greater full time equivalency position will have **twelve hundred dollars (\$1200)** ~~one thousand dollars (\$1000.00)~~ credited annually, on July 1st, to a Health Spending Account (HSA). Claims to the Health Spending Account must be eligible under Canada Revenue Agency guidelines.

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### ARTICLE 25 – HEALTH AND SAFETY

Now includes specific language regarding workplace psychological harm, bullying and harassment.

25.1 **The University and Union recognize that the workplace should be free of psychological harm, bullying and harassment.** The Union and the Employer shall continue to have a mutual co-operative concern and responsibility for the occupational health and safety of Employees.

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### ARTICLE 37 - LEAVES OF ABSENCE

#### NEW 37.7 – Leave for Indigenous Practices

**37.7 An Employee who is Indigenous and has completed their probationary period shall be granted paid leave of absence of up to five (5) days per calendar year to permit the Employee to engage in days of importance, traditional ceremonial, and cultural indigenous practices, and ceremonies and celebrations.**

**Unused leave under this provision shall not be carried forward to subsequent calendar years. A new entitlement of up to five (5) days shall be provided at the beginning of each calendar year.**

Current Article 37.7 becomes 37.8.

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### ARTICLE 38 – PREGNANCY AND PARENTAL LEAVES

Changes to increase pregnancy/parental leave to 52 weeks from the current 17 and 10 weeks.

- 38.5 During the pregnancy leave, an Employee shall be eligible to claim benefits under the Supplementary Unemployment Benefit (SUB) Plan as outlined in Appendix E of this Agreement to a maximum of **fifty-two (52)** ~~seven-teen (17)~~ weeks.
- 38.10 The Employer agrees to modify the existing Supplementary Unemployment Benefit (SUB) Plan such that when an Employee who becomes a parent (other than through giving birth) including through adoption, qualifies for parental leave pursuant to the Nova Scotia Labour Standards Code, and qualifies for benefits under the Employment Insurance Act related to parental leave, including adoption the benefit payable by the Employer shall be the difference between ninety-five percent (95%) of the Employee's regular salary at the commencement of the leave and the amount the Employee receives from Employment Insurance benefits, plus any other earnings from employment, for a maximum period of **fifty-two (52)** ~~ten (10)~~ weeks. Any remaining entitlement to leave pursuant to the Nova Scotia Labour Standards Code shall be without payment from the Employer. This shall not apply to an Employee who is seeking benefits pursuant to Article 38.9.

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### ARTICLE 40 – ANNUAL VACATION

Changes include a movement in the second vacation entitlement milestone from 20 years to 15, an additional three days of annual vacation entitlement for those in their 25<sup>th</sup> year and an additional, for that vacation year only, day of vacation on the 10<sup>th</sup> and 20<sup>th</sup> anniversary year.

- 40.8
- a) Employees with more than one (1) year but less than five (5) years of service, excluding unpaid leaves, as of June 1st shall be granted three (3) weeks' (15 working days) vacation in that vacation year. Working day for the purpose of this article means an Employee's regularly scheduled workday.
  - b) Employees with five (5) years or more of service, excluding unpaid leaves, shall be granted four (4) weeks' (20 working days) vacation beginning with the vacation year in which their fifth (5th) anniversary falls. Working day for the purpose of this article means an Employee's regularly scheduled workday.
  - c) Employees with **fifteen (15)** ~~twenty (20)~~ years or more of service, excluding unpaid leaves, shall be granted five weeks' (25 working days) vacation beginning with the vacation year in which their **fifteenth** ~~twentieth~~ anniversary falls. Working day for the purpose of this article means an Employee's regularly scheduled workday.

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- d) Employees with twenty-five (25) years or more of service, excluding unpaid leaves, shall be granted **six (6) weeks** ~~five (5) weeks plus two (2) days' (27 working days)~~ vacation beginning with the vacation year in which their twenty-fifth (25th) anniversary falls. Working day for the purpose of this article means an Employee's regularly scheduled workday.

### 40.20

- a) Employees with more than one (1) year but less than five (5) years of service, excluding unpaid leaves, as of June 1st shall be granted three (3) weeks' (15 working days) vacation in that vacation year. Working day for the purpose of this article means an Employee's regularly scheduled workday.
- b) Employees with five (5) years or more of service, excluding unpaid leaves, shall be granted four (4) weeks' (20 working days) vacation beginning with the vacation year in which their fifth (5th) anniversary falls. Working day for the purpose of this article means an Employee's regularly scheduled workday.
- c) Employees with **fourteen (14)** ~~nineteen (19)~~ years or more of service, excluding unpaid leaves, shall be granted five (5) weeks' (25 working days) vacation beginning with the vacation year in which their **fourteenth (14)** ~~nineteenth (19th)~~ anniversary falls. Working day for the purpose of this article means an Employee's regularly scheduled workday.
- d) Employees with twenty-four (24) years or more of service, excluding unpaid leaves, shall be granted **six (6) weeks** ~~five (5) weeks plus two (2) days' (27 working days)~~ vacation beginning with the vacation year in which their twenty-fourth (24th) anniversary falls. Working day for the purpose of this article means an Employee's regularly scheduled work day.

**NEW – One (1) additional vacation for only the vacation year in which their tenth (10) and twentieth (20) anniversary falls.**

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## ARTICLE 45 – NO DISCRIMINATION

### NEW 45.2

The Employer and the Union acknowledge that an Employee within the Bargaining Unit alleging or accused of discrimination shall continue to have the right to Union representation where consistent with procedures established under the Policy and shall be advised of their right to have a Union representative present before any formal resolution is sought.

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## ARTICLE 46 – SEXUALIZED VIOLENCE ~~SEXUAL HARASSMENT~~

The Employer and the Union acknowledge that an Employee within the Bargaining Unit alleging or accused of **sexualized violence** ~~sexual harassment~~ shall continue to have the right to Union representation where consistent with procedures established under the

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**Policy and shall be advised of their right to have a Union representative present before any formal resolution is sought.**

All references to sexual harassment in this Article will be changed to sexualized violence.

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### **ARTICLE 37 - LEAVES OF ABSENCE**

#### **NEW 37.7 – Leave for Indigenous Practices**

**37.7 An Employee who is Indigenous and has completed their probationary period shall be granted paid leave of absence of up to five (5) days per calendar year, to permit the Employee to engage in days of importance, traditional ceremonial, and cultural indigenous practices, and ceremonies and celebrations.**

**Unused leave under this provision shall not be carried forward to subsequent calendar years. A new entitlement of up to five (5) days shall be provided at the beginning of each calendar year.**

Current Article 37.7 becomes 37.8.

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Economic Increases:

**July 1, 2025 – 3.25%**

**July 1, 2026 – 3.25%**

**July 1, 2027 – 3.5%**

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### **Letter of Understanding #5**

**Re: Application of Layoff Procedures – Additional Consideration for Long-Service Employees**

**In recognition of the Union's concerns regarding the increase in the number of layoffs and in the spirit of collaboration to support employment stability for long-service Employees, the Parties agree to the following provisions relating to the application of Article 11 – Layoff and Recall of the Collective Agreement:**

- 1. In the event that layoffs become necessary, Employees with fifteen (15) or more years of seniority shall be provided with additional consideration under the layoff process outlined below.**
- 2. For Employees with fifteen (15) or more years of seniority, layoffs shall occur from among Regular Employees within the same classification who have one (1) year or less of seniority as of the date of layoff, performing similar work based on the**

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applicable job description or posting. The least senior Employee in that grouping shall be displaced first.

3. The senior Employee will be considered for the identified position provided they possess the requisite skill, aptitude, and ability to perform the duties of the position effectively, as determined by the Employer. The senior Employee's résumé will be shared with the appropriate hiring manager to support this assessment. Employees being considered are eligible for the raining assistance referenced in Article 11.5.
4. If the senior Employee elects not to be considered for the identified position, the standard layoff procedures pursuant to Article 11 of the Collective Agreement shall apply.
5. The senior Employee will have one (1) week from the date of notice of layoff to confirm in writing whether they wish to be considered for the identified position under the provisions outlined above.

This Letter of Understanding shall form part of the Collective Agreement and remain in effect for its duration unless otherwise amended by mutual agreement of the Parties.