



# Labour Relations & Compensation Analysis Services



**HEALTH  
ASSOCIATION  
NOVA SCOTIA**

LEADERSHIP. SERVICES. SUPPORT.

Be Part of the Health Association Advantage

**Has your organization ever considered  
becoming a member of the Health Association  
Nova Scotia Labour Relations and  
Compensation Analysis Service?**

**If not, there are many reasons why you  
should consider joining us.**

# Why Us?

There are a number of important characteristics of our Service that not only enhances its effectiveness in addressing labour relations issues in the health care sector, but also distinguishes it from the alternatives offered in the broader marketplace:

- Our team of experienced legal counsel and compensation professionals have specialized expertise in and focus solely on labour relations and compensation in the health care sector.
- Our members have access to a comprehensive array of valuable labour relations legal services as well as compensation consulting expertise including:
  - » Representation and support regarding the negotiation, preparation and day-to-day interpretation of collective agreements.
  - » Legal representation at grievance arbitrations, mediations and alternative dispute resolution forums.
  - » Practical, timely and effective day-to-day advice on labour relations, compensation and human resource matters.



- Highly competitive fee structure when compared to services provided by legal firms and private contractors.
- Certainty and convenience of a “flat rate” fee.
- Integration of Compensation Analysis Services with Labour Relations Services provides a cost effective and comprehensive approach to issues that have compensation implications including:
  - » Job evaluation and compensation expertise to complement collective bargaining and arbitrations.
  - » Ability to provide expert compensation testimony for hearings and arbitrations.
- Long standing, ongoing relationships with stakeholders and unions.
- Leadership roles in provincial bargaining processes.
- Dedicated focus on a provincial, as well as a local view, for labour relations, helping to ensure balance and consistency across the province.



“ Health Association Nova Scotia Labour Relations Service... provides for the retention of historical knowledge and benefit of long standing experience. Having one group consistently representing the ongoing relations between the employers and the unions provides for the knowledge retention of past agreements and provides a consistent stabilizing knowledge base. ”

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# More About Us

## **Collective Bargaining**

Our team of highly experienced, well-respected labour negotiators act as chief negotiators for our members in the collective bargaining process, both for first collective agreements and for the renewal of existing ones.

Collective bargaining in Nova Scotia's health and community services sectors has become an increasingly complex and centralized process, with the goal of ensuring equity, consistent practices and high standards across the province. As a provincial shared service delivered exclusively to our members, we play a significant role in achieving this goal by ensuring consistent representation of employers and a systems approach to bargaining. We provide leadership in provincial collective bargaining processes by working closely with employers and government to set strategic bargaining objectives and to coordinate and negotiate major bargaining initiatives.

During the course of our over forty year history, we have built strong relationships with key stakeholders within the health system including employers and the Departments of Health and Wellness and Community Services, the primary sources of funding for employers within the sector.

In addition, our Service maintains productive, ongoing relationships with the unions that represent employees within the Nova Scotia health and community services sectors: NSNU, NSGEU, CUPE, Unifor, SEIU and UFCW.

## **Alternate Dispute Resolution**

Our Labour Relations Service assists our members in the resolution of disputes that arise between them and their unions. In fact, we have been recognized as being a leader in the use of ADR (alternate dispute resolution) problem solving approaches such as mediations.

## **Arbitrations**

In those cases where resolution is not possible, we prepare and present cases on behalf of our members in arbitration. (All costs associated with professional representation in arbitration hearings are covered as part of the annual contract fee.)

## **Additional Labour Relations and Human Resources Services**

In addition to collective bargaining, dispute resolution and arbitration representation, our Service offers a range of other valuable labour law and human resource services and advice to our members, including: the interpretation and application of collective agreements; assistance in the development of

effective human resource policies; research and legal opinions on an array of labour relations issues; assistance with strike planning and management processes; and practical advice and support with day-to-day legal, human resource and people issues. All of these services are included as part of the annual contract fee.

## **Compensation Analysis**

Our Service includes a team of compensation specialists with extensive knowledge of the Nova Scotia healthcare sector. Our team plays a pivotal supporting role in collective bargaining as well as undertaking special, sector-wide management/union and non-union projects for the Departments of Health and Wellness and Community Services.

Our team of compensation experts are available to provide or assist with:

- Compensation Consulting
- Job Evaluation
- Job Design
- Job Description Writing
- Workshops and Training

*(Some of these services are offered on a fee-for-service basis.)*

# Education and Publications

## Webinars and Conferences

The Labour Relations and Compensation Analysis Service provides a number of initiatives to build knowledge and capacity within our members. We offer regular webinars and regional seminars on a wide variety of timely and relevant labour relations, compensation, and human resource issues, and also host an annual Labour Relations Conference. These sessions are provided on a cost-recovery basis, helping to ensure that our members have access to efficient and cost-effective educational opportunities.

We also tailor education offerings to meet the specific needs of our individual members. Customized programming is available upon request and is delivered on a cost-recovery basis.

Participant Feedback:

- *“Well done again. Great job Health Association Nova Scotia.”*
- *“Conference was very good. Timely, practical information and advice that we employers need.”*

## Bulletins

Our Service also publishes the Labour Relations Bulletin. Designed to provide our members with timely, relevant information on pertinent labour relations issues, this newsletter provides summaries and analysis of arbitration and court decisions and new legislation in Nova Scotia; details on significant collective bargaining settlements provincially and nationally; as well as other features of interest to our members.





# What we do for others...

With over 40 years of dedicated service to Nova Scotia's health and community services sectors, we have earned a solid reputation for the delivery of high quality, cost-effective services for the Nova Scotia Health Authority and IWK Health Centre, continuing care organizations (nursing homes, home care agencies, and residential care facilities), adult residential centres/ regional rehabilitation centres and other health-related agencies.

# ...We can do for you

Our team of talented, experienced legal counsel and compensation professionals, provides comprehensive labour law, human resource and compensation consulting support to our members. We would welcome the opportunity to provide these services to your organization.

“ Health Association Nova Scotia  
Labour Relations Service... provides  
the employer organizations...[with]  
greater access to labour relations  
expertise and resources which would  
be hard to duplicate or provide on an  
individual basis, particularly in the  
smaller...health facilities. ”

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**For further information about our Labour Relations and Compensation Analysis Service and how it could benefit your organization please contact:**

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