

Maritime Resident Doctors Collective Agreement 2018-2021

Overview of changes from previous agreement

Maritime Resident Doctors collective agreement with the province of Nova Scotia is a three-year deal, running from July 1, 2018, through June 30, 2021. This agreement is largely the same as the previous one, with the exception of the following changes:

- **Compensation**
 - **Salary:** A total wage increase of 5.5% over three years. The increases are as follows, 1.5% on July 1/18, 0.5% on June 30/19, 1.5% on July 1/19, 0.5% on June 30/20, 1.5% on July 1/20. (Clause to allow for a greater increase in last year if the nurse's union gets more than a 1.5% increase)
 - **Call Stipend:** Call stipend increases to match the increases to salary. A total increase of 5.5% over three years following the same schedule outlined in salary. Call stipend to begin on date of signing (not retroactive).

- **Leave:**
 - **Paid Floating Leave:** The addition of two days per year (officially, one per six months) of paid floating leave. Requests are to be made to the Program Director with as much notice as possible. Unused leave cannot be carried over or paid out.
 - **Educational & Personal Development Leave:** Up to five days leave with pay for education opportunities (e.g. to attend conferences, seminars, or fellowship interviews, etc.). Additional days may also be granted, if approved by the Program Director of the resident's home program.
 - **Maternity Leave:** No new benefit added. Changes in Federal law now allow maternity leaves to be up to 18 months long. Residents choosing an 18-month maternity leave receive the same total amount of top-up as a 12-month maternity leave, spread over the 18-month period.

- **Schedules:** Duty schedules must now be published four weeks prior to their effective date (up from two weeks). All other language unchanged, including: There shall be no changes to a resident's duty schedule within at least 48 hours of the date scheduled to be worked, without express consent of the resident.

- **Taxis:** After working an in-house or upgraded call shift, residents will be reimbursed for a taxi home if they feel it is unsafe to drive home. You will also be reimbursed for a return trip to retrieve your vehicle, if required. Reimbursement is capped at \$20 each way.



Salary Chart - 2018-2021

	July 1, 2018	June 30, 2019	July 1, 2019	June 30, 2020	July 1, 2020
PGY1	\$63,576	\$63,893	\$64,852	\$65,176	\$66,154
PGY2	\$68,724	\$69,067	\$70,103	\$70,454	\$71,511
PGY3	\$73,385	\$73,751	\$74,858	\$75,232	\$76,360
PGY4	\$78,245	\$78,637	\$79,816	\$80,215	\$81,418
PGY5	\$83,512	\$83,930	\$85,189	\$85,615	\$86,899
PGY6	\$89,146	\$89,592	\$90,936	\$91,391	\$92,762
PGY7	\$94,517	\$94,989	\$96,414	\$96,896	\$98,350
PGY8	\$100,909	\$101,414	\$102,935	\$103,450	\$105,001

Full agreement available 24/7 at www.MaritimeResidentDoctors.ca