



Maritime Resident Doctors Collective Agreement 2024-2027

Overview of changes from previous agreement

- **Compensation**
 - **Salary:** New salary chart that removes the old PGY1 level and starts at the PGY2 salary (for PGY1s) This represents an ~11% increase for PGY1s over the term of this agreement. See salary chart for all levels. Salary will be retroactive to July 1, 2024.
 - **Call Stipend:** Call stipend increases as follows:
 - Weekday Call **\$180** (up from \$145.01) per in house, and
 - Weekend Call **\$220** (up from \$161.75) per in house, and
 - Weekday/Weekend Call **\$90** (up from \$72.51) per home call.
 - **Chief and Associate Chief Stipends:**
 - Chief Residents paid annual allowance of **\$5000** (up from \$3590.86) plus **\$50 per Resident over ten (10) residents**.
 - Associate Chief Residents paid an annual allowance of **\$2500** (up from \$2138.68) plus at sites with 4 or more residents get **\$50 per resident over ten (10) residents**.

Salary Chart – 2024-2027

	Present	July 1, 2024	July 1, 2025	July 1, 2026
PGY 1	\$69,687	\$75,527	\$77,038	\$78,578
PGY 2	\$75,527	\$80,646	\$82,259	\$83,904
PGY 3	\$80,646	\$85,988	\$87,708	\$89,462
PGY 4	\$85,988	\$91,777	\$93,613	\$95,485
PGY 5	\$91,777	\$97,968	\$99,927	\$101,926
PGY 6	\$97,968	\$103,870	\$105,947	\$108,066
PGY 7	\$103,870	\$110,897	\$113,115	\$115,377
PGY 8	\$110,897			

- **Vacation Requests:**
 - Resident requests vacation three months in advance and services must **respond within 30 days** of receiving request. Ex: Ask on May 15th for week off in November, must respond by June 15th.
- **Leave:**
 - **Float Days:** Must be taken in the four-month period they are earned.
 - **Exam Leave:** Same for RC or CFPC, either two blocks of four days off or one seven-day block.
 - **Holidays:** Now includes February holiday in all three provinces (Heritage Day [NS], Family Day [NB] and Islander Day [PEI]) and Truth and Reconciliation Day, where recognized.
- **Accommodations:**
 - **Expense Claims:** Expense claim forms for travel/relocation etc. need to be submitted for reimbursement with receipts within six months of the expense.
 - **Travel between Workplaces:** Travel paid for required travel from home to an alternate work site at the prevailing kilometrage rate based upon the distance from their assigned hospital to the alternate workplace, where the alternate work site is more than 20 kilometres from their assigned hospital.
- **Periods of Duty:**
 - **Evening Shifts:** New provision that allows services to do an evening shift instead of a regular daytime shift. Evening shifts paid at \$150 each. Has to end no later than 11 p.m. and can only do **two per month** in addition to call. Can do more than two but anything over two counts toward call maximums. Ex: seven call plus two evening shifts (nine total) can be four call and five evening shifts (still total nine). Also, for example, 3-11 pm shift, no work before start of shift, have to have minimum eight hours off before start of new day, if evening shift goes beyond midnight, converts to a call and paid call premium.

Full agreement will be available at www.MaritimeResidentDoctors.ca