

**MEMORANDUM OF AGREEMENT BETWEEN**

**SAINT MARY'S UNIVERSITY ("SMU")  
AND THE NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES UNION, Local 179 ("NSGEU")**

**For Employees who were previously members of Local 170**

The parties agree that agreement was reached on December 20, 2021 to extend the current NSGEU 170 collective agreement (the "Collective Agreement") that has a term of July 1, 2016 to June 30, 2019 by three (3) years. The term of the new Collective Agreement will therefore begin July 1, 2020 and end June 30, 2022. Except for economic adjustments under Schedule "A" – Wages, and Article 22.01 all terms of the current Collective Agreement are extended and remain in force. The economic adjustments under Schedule "A" – Wages, and Article 22.01 will be extended as follows:

**ARTICLE 22 TERM OF THE AGREEMENT**

22.01 This Collective Agreement shall be effective from July 1, 2021, to June 30, 2022, inclusive. Subject to Article 22.02 [Retroactivity], this Collective Agreement shall be implemented from the date of signing this Agreement.

**SCHEDULE "A" – WAGES A.01 WAGES**

The following wage schedules are applicable to all members of the previous Local 170 Bargaining Unit, following successful completion of their probationary period:

	<b>General Worker</b>	<b>Maintenance Assistant</b>	<b>Maintenance 1</b>	<b>Security</b>
<b>July 1, 2018</b> Hourly Salary	\$17.24 \$35,859.20	\$20.51 \$42,660.80	\$22.78 \$47,382.40	\$18.47 \$38,417.60
<b>July 1, 2019</b> Hourly Salary	\$17.50 \$36,400.00	\$20.82 \$43,305.60	\$23.12 \$48,089.60	\$18.75 \$39,000.00
<b>July 1, 2020</b> Hourly Salary	\$17.76 \$36,940.80	\$21.13 \$43,950.40	\$23.47 \$48,817.60	\$19.03 \$39,582.40
<b>July 1, 2021</b> Hourly Salary	\$18.03 \$37,502.40	\$21.45 \$44,616.00	\$23.82 \$49,545.60	\$19.31 \$40,164.80

## **A.02 ADJUSTMENTS & PERCENTAGE INCREASES**

- (a) The wages set out in Article A.01 are intended to reflect wage adjustments as follows:
- (1) Effective July 1, 2019, an increase of one and one-half per cent (1.5%);
  - (2) Effective July 1, 2020, an increase of one and one-half per cent (1.5%);
  - (3) Effective July 1, 2021, an increase of one and one-half per cent (1.5%).
- (b) Where a wage adjustment and a general wage increase are to take place on the same date, the wage adjustment shall be made first.

### **For Employees who were previously members of Local 79**

The parties agree that agreement was reached on December 20, 2021 to extend the current NSGEU 79 collective agreement (the "Collective Agreement") that has a term of July 1, 2015 to June 30, 2018 by four (4) years. The term of the new Collective Agreement will therefore begin July 1, 2019 and end June 30, 2022. Except for economic adjustments under Schedule II – Salaries, Article 47.1, 47.2, and Article 49.1 all terms of the current Collective Agreement are extended and remain in force. The economic adjustments under Schedule II – Salaries, Article 47.1, 47.2 and Article 49.1 will be extended as follows:

#### **ARTICLE 47 SALARY AND CLASSIFICATION**

47.1 Classifications and salary rates contained in Schedule II form part of this Agreement.

47.2

- (a) The salary rates contained in Schedule II of this Agreement shall be paid retroactively to and including July 1<sup>st</sup>, **2018** and shall be applicable to members of the bargaining unit on the date of the signing of this Agreement.\*
- (b) The salary rates contained in Schedule II B of this Agreement shall be effective July 1<sup>st</sup>, **2019**.
- (c) The salary rates contained in Schedule II C of this Agreement shall be effective July 1<sup>st</sup>, **2020**.
- (d) **The salary rates contained in Schedule II D of this Agreement shall be effective July 1<sup>st</sup>, 2021.**

**\*On a without prejudice or precedent basis, any former permanent employee who worked after June 30, 2018 and who terminated on or after August 6<sup>th</sup>, 2021 would be entitled to retro pay provided they identify themselves to the University payroll department within 30 days following the signing of this rollover MOA. Those former employees must identify themselves to payroll via email at [payroll@smu.ca](mailto:payroll@smu.ca). As part of identifying themselves they will also be required to confirm their banking information.**

#### **ARTICLE 49 TERM OF AGREEMENT**

49.1 This Agreement shall be in effect for a term beginning from July 1, 2019 to June 30, 2022. All provisions of this agreement shall, unless otherwise stated, be effective from the date of the signing of this agreement. After June 30, 2022, this agreement shall be automatically renewed thereafter for successive periods of twelve (12) months unless either party requests the negotiation of a new agreement by giving written notice to the other party within the two (2) month period preceding the date of expiry of the Agreement.

**SCHEDULE II – SALARIES**

**SCHEDULE II A – SALARY SCALE EFFECTIVE JULY 1, 2018**

Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9*	Scale Increment	Scale Adjustment
2	-	-	-	31,799	32,813	33,864	34,947	36,067	36,495	3.20%	1.50%
3	-	-	-	-	32,998	34,054	35,140	36,269	36,699	3.20%	1.50%
4	-	-	-	33,782	34,864	35,979	37,132	38,319	38,775	3.20%	1.50%
5	-	-	-	35,980	37,132	38,319	39,546	40,810	41,295	3.20%	1.50%
6	-	-	38,364	39,592	40,857	42,164	43,515	44,908	45,441	3.20%	1.50%
7	-	42,409	43,768	45,168	46,613	48,102	49,642	51,231	51,839	3.20%	1.50%
8	-	46,701	48,197	49,736	51,333	52,972	54,666	56,416	57,087	3.20%	1.50%
9	-	51,331	52,972	54,666	56,416	58,222	60,083	62,006	62,741	3.20%	1.50%
10	-	56,486	58,297	60,160	62,086	64,071	66,121	68,236	69,048	3.20%	1.50%

\*partial step

**SCHEDULE II B – SALARY SCALE EFFECTIVE JULY 1, 2019**

Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9*	Scale Increment	Scale Adjustment
2	-	-	-	32,276	33,305	34,372	35,472	36,608	37,043	3.20%	1.50%
3	-	-	-	-	33,493	34,565	35,667	36,813	37,250	3.20%	1.50%
4	-	-	-	34,289	35,387	36,518	37,689	38,894	39,357	3.20%	1.50%
5	-	-	-	36,519	37,689	38,894	40,140	41,422	41,915	3.20%	1.50%
6	-	-	38,939	40,186	41,470	42,797	44,168	45,581	46,122	3.20%	1.50%
7	-	43,045	44,424	45,845	47,312	48,823	50,386	52,000	52,617	3.20%	1.50%
8	-	47,402	48,920	50,482	52,103	53,766	55,486	57,262	57,943	3.20%	1.50%
9	-	52,101	53,766	55,486	57,262	59,096	60,984	62,936	63,682	3.20%	1.50%
10	-	57,333	59,171	61,062	63,017	65,032	67,113	69,260	70,084	3.20%	1.50%

\*partial step

**SCHEDULE II C – SALARY SCALE EFFECTIVE JULY 1, 2020**

Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9*	Scale Increment	Scale Adjustment
2	-	-	-	32,760	33,805	34,888	36,004	37,157	37,598	3.20%	1.50%
3	-	-	-	-	33,995	35,084	36,202	37,365	37,809	3.20%	1.50%
4	-	-	-	34,803	35,918	37,066	38,254	39,477	39,947	3.20%	1.50%
5	-	-	-	37,067	38,254	39,477	40,742	42,044	42,543	3.20%	1.50%
6	-	-	39,524	40,789	42,092	43,439	44,830	46,265	46,814	3.20%	1.50%
7	-	43,691	45,091	46,533	48,022	49,556	51,142	52,780	53,406	3.20%	1.50%
8	-	48,113	49,654	51,239	52,884	54,573	56,318	58,121	58,812	3.20%	1.50%
9	-	52,882	54,573	56,318	58,121	59,982	61,899	63,880	64,638	3.20%	1.50%
10	-	58,193	60,059	61,978	63,962	66,007	68,120	70,299	71,135	3.20%	1.50%

\*partial step

**SCHEDULE II D – SALARY SCALE EFFECTIVE JULY 1, 2021**

Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9*	Scale Increment	Scale Adjustment
2	-	-	-	33,251	34,312	35,411	36,544	37,714	38,162	3.20%	1.50%
3	-	-	-	-	34,505	35,610	36,745	37,926	38,376	3.20%	1.50%
4	-	-	-	35,325	36,457	37,622	38,828	40,070	40,546	3.20%	1.50%
5	-	-	-	37,623	38,828	40,070	41,353	42,674	43,182	3.20%	1.50%
6	-	-	40,116	41,401	42,723	44,090	45,503	46,959	47,516	3.20%	1.50%
7	-	44,346	45,767	47,231	48,742	50,299	51,909	53,571	54,207	3.20%	1.50%
8	-	48,834	50,399	52,008	53,677	55,392	57,163	58,993	59,694	3.20%	1.50%
9	-	53,675	55,392	57,163	58,993	60,882	62,827	64,839	65,607	3.20%	1.50%
10	-	59,066	60,959	62,908	64,921	66,998	69,141	71,353	72,202	3.20%	1.50%

\*partial step




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For Saint Mary's University

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For NSGEU 179

20-Dec-2021

20-Dec-2021

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Date

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Date