

This agreement made this 9 day of February, 2023

**Between:**

The Nova Scotia Government Employees Union  
(the "Union")

and

Regional Residential Services Society  
(the "Employer")

**WHEREAS** a collective agreement is in effect between the Employer and the Union;

**AND WHEREAS** said collective agreement does not expire until March 31, 2023;

**AND WHEREAS** the parties are desirous of amending certain provisions of said collective agreement;

**NOW THEREFORE**, pursuant to Article 31.4 of said collective agreement, the Employer and Union agree to reopen certain provisions of the collective agreement and they shall be amended as expressly provided below:

1. Article 31.1 is amended by deleting "March 31, 2023" in two places and replaced with "March 31, 2024"
2. Appendix "A" is amended by introducing a new Counsellor, Counsellor Assistant and Night Awake Counsellor wage classification scale effective retroactive to April 1, 2022, as follows:

April 1, 2022, Classification Adjustment:

Counsellor, Counsellor Assistant and Night Awake Counsellor – Classification Adjustment	
	Hourly Rate
Step 1 (start)	\$21.47
Step 2 (after year 1)	\$21.91
Step 3 (after 2 years)	\$22.36
Step 4 (after 3 years)	\$22.81
Step 5 (after 4 years)	\$23.28

April 1, 2022, 1.5% economic adjustment

Counsellor, Counsellor Assistant and Night Awake Counsellor	
	Hourly Rate
Step 1 (start)	\$21.79
Step 2 (after year 1)	\$22.24
Step 3 (after 2 years)	\$22.69
Step 4 (after 3 years)	\$23.15
Step 5 (after 4 years)	\$23.63

April 1, 2023, 3% economic adjustment

Counsellor, Counsellor Assistant and Night Awake Counsellor	
	Hourly Rate
Step 1 (start)	\$22.45
Step 2 (after year 1)	\$22.90
Step 3 (after 2 years)	\$23.37
Step 4 (after 3 years)	\$23.85
Step 5 (after 4 years)	\$24.34

March 31, 2024, 0.5% economic adjustment

Counsellor, Counsellor Assistant and Night Awake Counsellor	
	Hourly Rate
Step 1 (start)	\$22.56
Step 2 (after year 1)	\$23.02
Step 3 (after 2 years)	\$23.49
Step 4 (after 3 years)	\$23.97
Step 5 (after 4 years)	\$24.46

April 1, 2023, Classification Adjustment

Housekeeper – Classification Adjustment	
	Hourly Rate
	\$16.33

April 1, 2023, 3% economic adjustment

Housekeeper – Classification Adjustment	
	Hourly Rate
	\$16.82

March 31, 2024, 0.5% economic adjustment

Housekeeper – Classification Adjustment	
	Hourly Rate
	\$16.90

3. Notwithstanding Article 31.5 of the Collective agreement, Counsellors, Counsellor Assistants and Night Awake Counsellors as of the date of ratification of this Memorandum of Agreement, February 3, 2023, shall be placed at step 5 of the new scale effective April 1, 2022, or date of hire if hired after April 1, 2022.

  
The Nova Scotia Government Employees Union

  
Regional Residential Services Society