

Between:

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

and

**Louisdale Community Homes
Association
(the "Employer")**

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

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

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

NOW THEREFORE, pursuant to Article 34.05 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 34 is amended by deleting "October 31, 2023" in two places and replaced with "October 31, 2024"
2. Appendix "A" is amended by introducing a new Community Residential Worker
3. Adjustment wage classification scale effective retroactive to April 1, 2022, as follows:

April 1, 2022, Classification Adjustment:

Community Residential Worker- 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

November 1, 2022, 1.5% economic adjustment

Community Residential Worker- Classification Adjustment	
	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

November 1, 2023, 3% economic adjustment

Community Residential Worker- Classification Adjustment	
	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

October 31, 2024, 0.5% economic adjustment

Community Residential Worker- Classification Adjustment	
	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

4. All current Community Residential Workers 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.

Signed and dated this ^{28th} day of March, 2023



The Nova Scotia Government Employees Union



Louisdale Community Homes Association