

**Memorandum of Agreement**

**Between:**

**HUB RESIDENTIAL SERVICES SOCIETY**

**("Employer")**

**and**

**NOVA SCOTIA GOVERNMENT & GENERAL EMPLOYEE'S UNION**

**("Union")**

**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 34.01 is amended by deleting "2023" and replacing it with "2024".**
- 2. Article 34.04 is amended by deleting 2023 and replacing it with "2024".**
- 3. Appendix "A" is amended by introducing a new Residential Counselor classification scale effective retroactive to April 1, 2022, as follows:**

**April 1, 2022, Classification Adjustment:**

<b>Residential Counselor – Classification Adjustment</b>		
	<b>Hourly Rate @ 2080 Hours</b>	<b>Annual rates</b>
Step 1 (start)	\$21.4712	\$44,660
Step 2 (after year 1)	\$21.9096	\$45,572
Step 3 (after 2 years)	\$22.3567	\$46,502
Step 4 (after 3 years)	\$22.8130	\$47,451
Step 5 (after 4 years)	\$23.2784	\$48,419

**November 1, 2022 1.5% economic adjustment**

<b>Residential Counselor</b>		
	<b>Hourly Rate @ 2080 Hours</b>	<b>Annual rates</b>
Step 1 (start)	\$21.7933	\$45,330
Step 2 (after year 1)	\$22.2382	\$46,256
Step 3 (after 2 years)	\$22.6921	\$47,199
Step 4 (after 3 years)	\$23.1552	\$48,163
Step 5 (after 4 years)	\$23.6276	\$49,145

**November 1, 2023 3% economic adjustment**

<b>Residential Counselor</b>		
	<b>Hourly Rate @ 2080 Hours</b>	<b>Annual rates</b>
Step 1 (start)	\$22.4471	\$46,690
Step 2 (after year 1)	\$22.9054	\$47,643
Step 3 (after 2 years)	\$23.3728	\$48,615
Step 4 (after 3 years)	\$23.8499	\$49,608
Step 5 (after 4 years)	\$24.3364	\$50,620

October 31, 2024, 0.5% economic adjustment

<b>Residential Counselor</b>		
	<b>Hourly Rate @ 2080 Hours</b>	<b>Annual rates</b>
Step 1 (start)	\$22.5593	\$46,923
Step 2 (after year 1)	\$23.0199	\$47,881
Step 3 (after 2 years)	\$23.4897	\$48,859
Step 4 (after 3 years)	\$23.9691	\$49,856
Step 5 (after 4 years)	\$24.4581	\$50,873

4. Notwithstanding Article 34.02 of the Collective Agreement, Residential Counselors as 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 this 9<sup>th</sup> day of March, 2023.

Hub Residential Services Society

Nova Scotia Government & General  
Employees Union, Local 110

per:

per: