

**Memorandum of Agreement Re:  
Collective Agreement Extension and Amendment**

**Between:**

**Victoria Park Guest House Inc**

**And**

**Nova Scotia Government and General Employees Union**

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 33.04 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 33.01 is amended by deleting "2023" in two places and replaced with "2024".
2. Appendix "A" is amended by introducing a new Residential Rehabilitation Worker (RRW) classification scale effective retroactive to April 1, 2022, as follows:

April 1, 2022, Classification Adjustment:

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

April 1, 2022, 1.5% economic adjustment

<b>RRW</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

April 1, 2023, 3% economic adjustment

<b>RRW</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

March 31, 2024, 0.5% economic adjustment

RRW		
	Hourly Rate @ 2080 Hours	Annual rates
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

3. All RRWs 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 this 17 day of ivl c... t... 2023

employer



Union

