

Memorandum of Agreement

Between:

SHADY OAKS RESIDENTIAL LTD.

("Employer")

and

NOVA SCOTIA GOVERNMENT & GENERAL EMPLOYEES UNION

("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 32.04 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 32.01 is amended by deleting "2023" and replaced with "2024".
2. Appendix "A" is amended by introducing a new Community Residential Worker classification scale effective retroactive to April 1, 2022, as follows:

April 1, 2022, Classification Adjustment:

Community Residential Worker – Classification Adjustment		
	Hourly Rate @ 2080 Hours	Annual rates
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

April 1, 2022, 1.5% economic adjustment

Community Residential Worker		
	Hourly Rate @ 2080 Hours	Annual rates
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

Community Residential Worker		
	Hourly Rate @ 2080 Hours	Annual rates
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

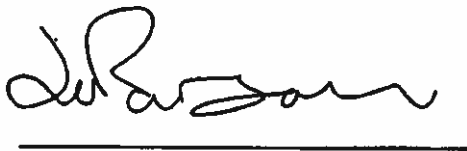
Community Residential Worker		
	Hourly Rate @ 2080 Hours	Annual rates
Step 1 (start)	\$22.5593	\$46,923
Step 2 (after year 1)	\$23.0199	\$47,881
Step 3 (after 2 years)	\$23.4897	\$48,859
Step 4 (after 3 years)	\$23.9691	\$49,856
Step 5 (after 4 years)	\$24.4581	\$50,873

3. All current Community Residential Workers 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.
4. All Community Residential Workers that are new to the organization after the date of signing and have previous experience with another employer in the DSP Sector within Nova Scotia, will be placed at the equivalent step on the scale with this organization that was recognized with their previous employer.

Signed this 22nd day of March 2023.

SHADY OAKS RESIDENTIAL LTD.

NOVA SCOTIA GOVERNMENT
& GENERAL EMPLOYEES
UNION



per: Jen Parsons



per: