

This agreement made this 2 day of March, 2023

Between:

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

and

King's Meadow Resident 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 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 Living Facilitator wage classification scale effective retroactive to April 1, 2022, as follows:

April 1, 2022, Classification Adjustment:

Community Living Facilitator-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

November 1, 2022, 1.5% economic adjustment

Community Living Facilitator		
	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

November 1, 2023, 3% economic adjustment

Community Living Facilitator		
	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

October 31, 2024, 0.5% economic adjustment

Community Living Facilitator		
	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. Notwithstanding Article 34.05(e) of the Collective Agreement all Community Living Facilitators 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



King's Meadow Residential Society