

**Memorandum of Agreement**

**Between:**

**CELTIC COMMUNITY HOMES INC.**

**("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 33.06 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" and replacing it with "2024".**
- 2. Article 33.04 is amended by deleting 2023 and replacing it with "2024".**
- 3. Appendix "A" is amended by introducing a new Residential Rehabilitation Worker classification scale effective retroactive to April 1, 2022, as follows:**

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

| <b>Residential Rehabilitation Worker – 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 Rehabilitation Worker</b> |                                 |                     |
|--|---------------------------------|---------------------|
|  | <b>Hourly Rate @ 2080 Hours</b> | <b>Annual rates</b> |
| Step 1 (start)                           | \$21.7933                       | \$45,330            |
| Step 2 (after year 1)                    | \$22.2362                       | \$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 Rehabilitation Worker</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 Rehabilitation Worker</b> |                                 |                     |
|--|---------------------------------|---------------------|
|  | <b>Hourly Rate @ 2080 Hours</b> | <b>Annual rates</b> |
| <b>Step 1 (start)</b>                    | <b>\$22.5593</b>                | <b>\$46,923</b>     |
| <b>Step 2 (after year 1)</b>             | <b>\$23.0199</b>                | <b>\$47,881</b>     |
| <b>Step 3 (after 2 years)</b>            | <b>\$23.4897</b>                | <b>\$48,859</b>     |
| <b>Step 4 (after 3 years)</b>            | <b>\$23.9691</b>                | <b>\$49,856</b>     |
| <b>Step 5 (after 4 years)</b>            | <b>\$24.4581</b>                | <b>\$50,873</b>     |

4. Notwithstanding Article 33.05 of the Collective Agreement, Residential Rehabilitation Worker 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.

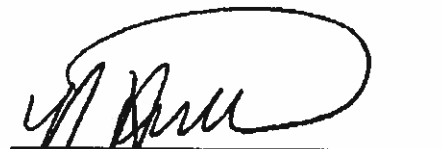
Signed this 3<sup>rd</sup> day of April, 2023.

Celtic Community Homes Inc.

Nova Scotia Government & General  
Employees Union, Local 110



per:



per: