

**Memorandum of Agreement**

**Between:**

**YARMOUTH ASSOCIATION FOR COMMUNITY RESIDENTIAL OPTIONS**

**("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 October 31, 2023;**

**AND WHEREAS the parties are desirous of amending certain provisions of said collective agreement;**

**NOW THEREFORE, pursuant to Article 32.6 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 32.1 is amended by deleting "2021" and replaced with "2024".**
- 2. Article 32.4 is amended by deleting two references to "2021" and replacing both with "2024".**
- 3. 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:**

<b>Community Residential 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>Community Residential Worker</b>		
	<b>Hourly Rate @ 2080 Hours</b>	<b>Annual rates</b>
Step 1 (start)	\$21.7933	\$45,330
Step 2 (after year 1)	\$22.2382	\$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>Community Residential 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>Community Residential Worker</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	\$49,858
Step 5 (after 4 years)	\$24.4581	\$50,873

4. Notwithstanding Article 32.5, Community Residential Workers 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 3 day of March, 2023.

YARMOUTH ASSOCIATION FOR  
COMMUNITY RESIDENTIAL OPTIONS

NOVA SCOTIA GOVERNMENT  
& GENERAL EMPLOYEES  
UNION

Tracy Carbonell  
per:

[Signature] March 3, 2023  
per: