

Memorandum of Agreement

Between:

**CANADIAN ASSOCIATION FOR COMMUNITY LIVING, ANTIGONISH BRANCH
("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 30.04 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 30.01 is amended by deleting two references to "2023" and replacing both with "2024".**
- 2. Appendix "A" is amended by introducing a new Instructor, Independent Support Worker and Residential Counselor classifications scale effective retroactive to April 1, 2022, as follows:**

April 1, 2022, Classification Adjustment:

Instructor, Independent Support Worker, and Residential Counsellor - Classification Adjustment	
	Hourly Rate @ 2080 Hours
Step 1 (start)	\$21.4712
Step 2 (after year 1)	\$21.9098
Step 3 (after 2 years)	\$22.3567
Step 4 (after 3 years)	\$22.8130
Step 5 (after 4 years)	\$23.2784

April 1, 2022, 1.5% economic adjustment

Instructor, Independent Support Worker, and Residential Counsellor	
	Hourly Rate @ 2080 Hours
Step 1 (start)	\$21.7933
Step 2 (after year 1)	\$22.2382
Step 3 (after 2 years)	\$22.6921
Step 4 (after 3 years)	\$23.1552
Step 5 (after 4 years)	\$23.6276

April 1, 2023, 3% economic adjustment

Instructor, Independent Support Worker, and Residential Counsellor	
	Hourly Rate @ 2080 Hours
Step 1 (start)	\$22.4471
Step 2 (after year 1)	\$22.9054
Step 3 (after 2 years)	\$23.3728
Step 4 (after 3 years)	\$23.8499
Step 5 (after 4 years)	\$24.3364

March 31, 2024, 0.5% economic adjustment

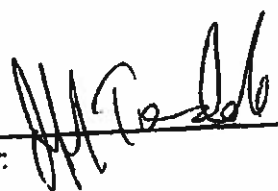
Instructor, Independent Support Worker, and Residential Counsellor	
	Hourly Rate @ 2080 Hours
Step 1 (start)	\$22.5593
Step 2 (after year 1)	\$23.0199
Step 3 (after 2 years)	\$23.4897
Step 4 (after 3 years)	\$23.9691
Step 5 (after 4 years)	\$24.4581

3. Notwithstanding Article 30.05 of the Collective Agreement all Instructors, Residential Counsellors and Independent Support 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 10th day of March, 2023.

CANADIAN ASSOCIATION FOR
COMMUNITY LIVING

NOVA SCOTIA GOVERNMENT
& GENERAL EMPLOYEES
UNION

per: 

per: 