

Memorandum of Agreement

Between:

METRO COMMUNITY LIVING LIMITED

("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 31.01 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 35.01 is amended by deleting "2023" and replaced with "2024".**
- 2. Article 35.04 is amended by deleting "2023" and replaced 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:

| 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 |

November 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 |

November 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 |

October 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 |

4. Notwithstanding Article 35.06 of the Collective Agreement, all current Community Residential Workers as of the date of ratification of this Memorandum of Agreement, February 3, 2023, shall be placed at a step 5 of the new scale effective April 1, 2022, or date of hire if hired after April 1, 2022.
5. 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.

METRO COMMUNITY LIVING
LIMITED

NOVA SCOTIA GOVERNMENT
& GENERAL EMPLOYEES
UNION



per: Jen Parsons



per.