

**Memorandum of Agreement**

**Between:**

**COLCHESTER RESIDENTIAL SERVICES SOCIETY**

**("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 31.04 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 31.01 is amended by deleting the body of the article and replacing it with the following:**

**This agreement shall be in effect for a term beginning November 1, 2015 until October 31, 2024. After October 31, 2024 this agreement shall be automatically renewed thereafter for successive periods of twelve (12) months unless either party requests the negotiations of a new agreement by giving notice to the other party within the two (2) month period preceding the date of expiry of the Agreement.**

- 2. Appendix "A" is amended by introducing a new Residential Support Worker classification scale effective retroactive to April 1, 2022, as follows:**

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

<b>Residential Support Worker – Classification Adjustment</b>		
	<b>Hourly Rate @ 2080 Hours</b>	<b>Annual rates</b>
<b>Step 1 (start)</b>	<b>\$21.4712</b>	<b>\$44,660</b>
<b>Step 2 (after year 1)</b>	<b>\$21.9096</b>	<b>\$45,572</b>
<b>Step 3 (after 2 years)</b>	<b>\$22.3587</b>	<b>\$46,502</b>
<b>Step 4 (after 3 years)</b>	<b>\$22.8130</b>	<b>\$47,451</b>
<b>Step 5 (after 4 years)</b>	<b>\$23.2784</b>	<b>\$48,419</b>

**November 1, 2022, 1.5% economic adjustment**

<b>Residential Support Worker</b>		
	<b>Hourly Rate @ 2080 Hours</b>	<b>Annual rates</b>
<b>Step 1 (start)</b>	<b>\$21.7933</b>	<b>\$45,330</b>
<b>Step 2 (after year 1)</b>	<b>\$22.2382</b>	<b>\$46,256</b>
<b>Step 3 (after 2 years)</b>	<b>\$22.6921</b>	<b>\$47,199</b>
<b>Step 4 (after 3 years)</b>	<b>\$23.1552</b>	<b>\$48,163</b>
<b>Step 5 (after 4 years)</b>	<b>\$23.6276</b>	<b>\$49,145</b>

November 1, 2023, 3% economic adjustment

<b>Residential Support 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 Support 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	\$49,856
Step 5 (after 4 years)	\$24.4581	\$50,873


- Notwithstanding Article 31.02 of the Collective Agreement, all Residential 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.

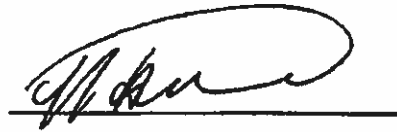
4. Employees who do not meet or maintain the Provincial Advisory Committee standards will continue to follow their current scale until they meet the qualifications of the Residential Support Worker classification.

Signed this 3 day of March, 2023

**COLCHESTER RESIDENTIAL  
SERVICES SOCIETY**

**NOVA SCOTIA GOVERNMENT  
& GENERAL EMPLOYEES  
UNION**

  
per

  
per