

# **MEMORANDUM OF AGREEMENT**

**BETWEEN**

**DIGBY/CLARE HOME SUPPORT AGENCY  
(AGENCE DE SOUTIEN A DOMICILE)**

**(Hereinafter referred to as the "Employer")**

**AND**

**THE NOVA SCOTIA NURSES' UNION**

**(Hereinafter referred to as the "Union")**



**November 1, 2011 - October 31, 2012**

**1. Term of the Agreement**

November 1, 2011 – October 31, 2012

**2. RN Wage rate adjustments**

A grid adjustment effective November 1, 2011 as follows: The bottom step of each pay grid is to be removed and a new step inserted at the top of each pay grid with a differential of 3.5% between the top two steps of each pay grid exclusive of the 25 year rate. The 25 year rate is to be maintained at 3.5% above the top step of each pay grid. For purposes of clarity the differential between Year 4 and Year 5 of the adjusted grid for the Staff Nurse is to be 3.5% and the differential between Year 5 and the 25 year rate is to be maintained at 3.5%. Each Register Nurse is to be placed at the same step on the adjusted grid as she/he was on the prior grid.

Effective May 1, 2012 - a 1.6% general economic increase.

**APPENDIX "A"**  
**CLASSIFICATIONS AND PAY SCALES**  
 Hourly Rates (Approximate Annual Equivalents for Full-Time)

**Hourly Rate Is Determined by 1950 Hours**

**RN-1**

	<b>Start</b>
<b>Oct 31, 2011 (expired)</b>	Annual \$50,602 Hourly \$25.9497
<b>November 1, 2011 (grid adjustment)</b>	Annual \$51,929 Hourly \$26.6300
<b>May 1, 2012 (1.6%)</b>	Annual \$52,759 Hourly \$27.0561

**RN-2**

	<b>Start</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Year 25</b>
<b>Oct 31, 2011 (expired)</b>	Annual \$58,160 Hourly \$29.8258	\$59,709	\$61,477	\$63,467	\$65,679	\$67,969	\$70,348
<b>November 1, 2011 (grid adjustment)</b>	Annual \$59,709 Hourly \$30.6198	\$61,477	\$63,467	\$65,679	\$67,969	\$70,348	\$72,810
<b>May 1, 2012 (1.6%)</b>	Annual \$60,664 Hourly \$31.1097	\$62,461	\$64,483	\$66,730	\$69,056	\$71,473	\$73,975
		\$32.0311	\$33.0680	\$34.2207	\$35.4135	\$36.6530	\$37.9358

IN WITNESS WHEREOF the Parties hereto have executed this Collective Agreement

on this 20<sup>th</sup> day of September, 2012.

FOR THE UNION:

Janet Hazelton

Janet Hazelton, President

Christine Van Zoost

Christine VanZoost, V.P.

FOR THE EMPLOYER:

Anna Caggins

Millicent Bullen