

MEMORANDUM OF AGREEMENT

BETWEEN

Breton Ability Centre (The "EMPLOYER")

AND

The Nova Scotia Nurses Union (The "UNION")

Holiday Premium Pay

WHEREAS the Union and the Employer are parties to a collective agreement.

AND WHEREAS a practice regarding holiday premium pay, is different than what is stated in the collective agreement, has been in place for several years and the parties wish to adopt the current practice permanently.

THEREFORE hours of holiday premium pay will be paid based on the following, on a without prejudice and without precedent basis.

- 1 Holiday Premium Pay shall be paid to Nurses where their shift begins on the calendar date of the holiday and shall be paid Holiday Premium Pay for the entirety of the shift to be worked. Compensation for Holiday Premium Pay remains the same. For example, if a Nurse is scheduled to work from 7pm on December 25th through to 7 am on December 26th, they shall be paid the holiday premium for the entirety of their shift, not just the hours worked on the calendar day of the holiday.
- 2 Nurses who begin a shift on a day prior to a holiday and where the shift continues into the holiday will not be paid holiday premium pay. For example, if a Nurse scheduled to work from 7pm on December 24th through to 7 am on December 25th, they shall be paid straight time for the duration of the shift. They will not be entitled to holiday pay for the hours worked on the actual calendar day of the holiday.

- 3 Article 10.11 of the collective agreement between the parties will be amended to reflect the new practice during the next round of negotiations. All other articles of the collective agreement remain the same and shall apply.
- 4 This Memorandum of Agreement shall be effective date of signing and remain in place until a new collective agreement is negotiated.

DATED this 27 day of February, 2026

FOR THE EMPLOYER

Barbara Berman

Donald Groder

FOR THE UNION

[Signature]

Bruce Street