

**MEMORANDUM OF AGREEMENT**

**Between**

**DIGBY-CLARE HOME SUPPORT AGENCY**

**NOVA SCOTIA BRANCH**

**(the "Employer")**

**- and -**

**NOVA SCOTIA NURSES' UNION**

**(the "Union")**

**WHEREAS** the classification of Licensed Practical Nurse at the former Capital District Health Authority received a pay adjustment by Consent Award dated June 11, 2020 and a Supplemental Award dated October 16, 2020;

**AND WHEREAS** the Employer wants to adjust the pay rate for its LPN classification;

**AND WHEREAS** the Union has filed grievances in relation to LPN pay;

**AND WHEREAS** the Employer denies that the Union's grievances have merit, and wishes to make this pay adjustment Without Prejudice and Without Precedent to any grievances, or other claims filed now or in the future;

**THEREFORE** the Parties agree to the following:

1. The Employer shall adjust the pay table for the classification "Licensed Practical Nurse" as attached hereto as **Schedule "A"**.
2. The pay adjustment described in paragraph 1 shall be effective June 11, 2020. The adjustment will be paid after the employer receives the funding.
3. This Agreement shall be completely without prejudice and without precedent to both parties.

**DATED** at Dartmouth, Nova Scotia, this 20<sup>th</sup> day of November, 2020.

  
\_\_\_\_\_  
For the Employer

  
\_\_\_\_\_  
For the Union

**Annual Equivalent Based on 1820 hours at 1950 rates for Digby-Clare**

**LPN 2**  
**Licensed Practical Nurse**

		Wage Adjustment 12%		% Increase: 0.50%	
		11-Jun-20 Hourly	11-Jun-20 Annual	31-Oct-20 Hourly	31-Oct-20 Annual
	<b>Start</b>	28.1858	51,298	28.3267	51,555
	<b>Year 1</b>	28.8317	52,474	28.9759	52,736
	<b>Year 2</b>	29.4547	53,608	29.6020	53,876
	<b>Year 3</b>	30.2712	55,094	30.4225	55,369
	<b>Year 25*</b>	31.3307	57,022	31.4874	57,307

*Note: \* For the Recruitment and Retention Incentive for LPNs, entitlement is subject to Article 8.00B*

**LPN 1**

24.0715      43,810      24.1918      44,029