

MEMORANDUM OF AGREEMENT

Between

THE NOVA SCOTIA HEALTH AUTHORITY

(the "Employer")

- and -

The NOVA SCOTIA NURSES UNION

(the "Union")

WHEREAS the classification of Licensed Practical Nurse at the former Capital District Health Authority represented by NSGEU 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, classification appeals 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" represented by NSNU as attached hereto in **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, and the pay adjustment, shall be without prejudice and without precedent to both parties.

DATED at Dartmouth, Nova Scotia, this 4th day of November, 2020.


For the Employer


For the Union

**NSHA / NSNU
Nursing
WAGE APPENDIX 'A1'**

Pay Grade	Classification	Steps	%		0.00%		%		0.00%	
			Expired Hourly Rate	Expired Approx. Annual Rate	Nov.01-14 Hourly Rate	Nov.01-14 Approx. Annual Rate	Nov.01-15 Hourly Rate	Nov.01-15 Approx. Annual Rate		
LPN02	LPN-2 (Licensed Practical Nurse)	Start	\$23.5918	\$46,004	\$23.5918	\$46,004	\$23.5918	\$46,004	\$23.5918	\$46,004
		Year 1	\$24.1324	\$47,058	\$24.1324	\$47,058	\$24.1324	\$47,058	\$24.1324	\$47,058
		Year 2	\$24.6539	\$48,075	\$24.6539	\$48,075	\$24.6539	\$48,075	\$24.6539	\$48,075
		Year 3	\$25.3373	\$49,408	\$25.3373	\$49,408	\$25.3373	\$49,408	\$25.3373	\$49,408
		Year 25*	\$26.2241	\$51,137	\$26.2241	\$51,137	\$26.2241	\$51,137	\$26.2241	\$51,137
Note: * For the Recruitment and Retention Incentive for LPNs, entitlement is subject to Article 8.00 C.										

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Pay Grade	Classification	Steps	% Increase:		% Increase:		% Increase:		% Increase:	
			Nov.01-16 Hourly Rate	Nov.01-16 Approx. Annual Rate	Nov.01-17 Hourly Rate	Nov.01-17 Approx. Annual Rate	Oct.31-18 Hourly Rate	Oct.31-18 Approx. Annual Rate	Nov.1-18 Hourly Rate	Nov.1-18 Approx. Annual Rate
LPN02	LPN-2 (Licensed Practical Nurse)	Start	\$23.8277	\$46,464	\$24.1851	\$47,161	\$24.3060	\$47,397	\$24.6706	\$48,108
		Year 1	\$24.3737	\$47,529	\$24.7393	\$48,241	\$24.8630	\$48,483	\$25.2359	\$49,210
		Year 2	\$24.9004	\$48,555	\$25.2739	\$49,284	\$25.4003	\$49,530	\$25.7813	\$50,273
		Year 3	\$25.5907	\$49,902	\$25.9746	\$50,651	\$26.1045	\$50,904	\$26.4961	\$51,667
		Year 25*	\$26.4863	\$51,648	\$26.8836	\$52,423	\$27.0180	\$52,685	\$27.4233	\$53,475
		Note: * For the Recruitment and Retention Incentive for LPNs, entitlement is subject to Article 8.00 C.								

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Pay Grade	Classification	Steps	% Increase:		0.50%		% Increase:		1.50%		% Increase:		12%		% Increase:		0.50%	
			Oct.31-19 Hourly Rate	Oct.31-19 Approx. Annual Rate	Nov.1-19 Hourly Rate	Nov.1-19 Approx. Annual Rate	Jun.11-20 Hourly Rate	Jun.11-20 Approx. Annual Rate	Oct.31-20 Hourly Rate	Oct.31-20 Approx. Annual Rate								
LPN02	LPN-2 (Licensed Practical Nurse)	Start	\$24.7940	\$48,349	\$25.1659	\$49,074	\$28.1859	\$54,963	\$28.3268	\$55,238								
		Year 1	\$25.3621	\$49,456	\$25.7425	\$50,198	\$28.8318	\$56,222	\$28.9760	\$56,503								
		Year 2	\$25.9102	\$50,524	\$26.2989	\$51,282	\$29.4547	\$57,437	\$29.6020	\$57,724								
		Year 3	\$26.6286	\$51,926	\$27.0280	\$52,705	\$30.2715	\$59,029	\$30.4229	\$59,324								
		Year 25*	\$27.5604	\$53,743	\$27.9738	\$54,549	\$31.3309	\$61,095	\$31.4876	\$61,400								
Note: * For the Recruitment and Retention Incentive for LPNs, entitlement is subject to Article 8.00 C.																		