

MEMORANDUM OF AGREEMENT

Between

MACLEOD GROUP HEALTH SERVICES LIMITED

OPERATING AS:

PORT HAWKESBURY NURSING HOME

(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 19th day of November, 2020.


For the Employer


For the Union

Schedule "A"

(Hourly rate determined by 2080 hours)

| | | Wage Adjustment 12% | | % Increase: 0.50% | |
|---|----------|--------------------------|-------------------------------------|--------------------------|-------------------------------------|
| Classification | | Jun.11-20 Hourly Rate | Jun.11-20 Approx. Annual Rate | Oct.31-20 Hourly Rate | Oct.31-20 Approx. Annual Rate |
| Licensed Practical Nurse (LPN) <i>Note: * For the Recruitment and Retention Incentive for LPNs, entitlement is subject to Article 8.00 B.</i> | Start | \$26.4245 | \$54,963 | \$26.5566 | \$55,238 |
| | Year 1 | \$27.0298 | \$56,222 | \$27.1650 | \$56,503 |
| | Year 2 | \$27.6139 | \$57,437 | \$27.7520 | \$57,724 |
| | Year 3 | \$28.3793 | \$59,029 | \$28.5212 | \$59,324 |
| | Year 25* | \$29.3726 | \$61,095 | \$29.5195 | \$61,400 |