

**MEMORANDUM OF AGREEMENT**

**Between**

**BAYSIDE HOME CORPORATION**

**(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 Barrington, Nova Scotia, this 13 day of November, 2020.

Pd Hatfield  
For the Employer

J Brannen  
For the Union

Chris Albrecht

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
<b>Licensed Practical Nurse (LPN)</b>  <i>Note: * For the Recruitment and Retention Incentive for LPNs, entitlement is subject to Article 8.00 B.</i>	<b>Start</b>	\$26.4245	\$54,963	\$26.5566	\$55,238
	<b>Year 1</b>	\$27.0298	\$56,222	\$27.1650	\$56,503
	<b>Year 2</b>	\$27.6139	\$57,437	\$27.7520	\$57,724
	<b>Year 3</b>	\$28.3793	\$59,029	\$28.5212	\$59,324
	<b>Year 25*</b>	\$29.3726	\$61,095	\$29.5195	\$61,400