

MEMORANDUM OF AGREEMENT

Between

WINDSOR ELMS VILLAGE FOR CONTINUING CARE SOCIETY

(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 (G20069 and G20070) 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 30th day of October, 2020.

Susan Hayes
For the Employer

Chris Albrecht
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