

MEMORANDUM OF AGREEMENT

BETWEEN:

CAPE BRETON COUNTY HOMEMAKERS AGENCY

-and-

THE NOVA SCOTIA NURSES' UNION

Whereas the collective agreement between the parties effective May 18, 2021 to October 31, 2023 has expired and the parties wish to provide for its extension;

Therefor the parties agree that the collective agreement that expires on October 31, 2023 shall be extended with the following revisions:

1. Term

November 1, 2023 – October 31, 2025

2. Wage Rates

The following adjustments to all wage rates shall take place over the life of this extension and shall be fully retroactive from their effective date:

- i. Increase of 3% to all rates on November 1, 2023;
- ii. Increase of 2% to all rates on November 1, 2024;
- iii. Two (2) additional steps of 2.5% each on November 1, 2023

And the revised Appendix "A" is attached hereto:

				1.5%		3.0%		4.5%		2 Additional Steps (2.5% & 2.5%)		3.0%		2.0%	
Classification		May 18-21* Hourly Rate	May 18-21* Approx. Annual Rate	Nov.01-21 Hourly Rate	Nov.01-21 Approx. Annual Rate	Nov.01-22 Hourly Rate	Nov.01-22 Approx. Annual Rate	Oct.31-23 Hourly Rate	Oct.31-23 Approx. Annual Rate	Nov.01-23 Hourly Rate	Nov.01-23 Approx. Annual Rate	Nov.01-23 Hourly Rate	Nov.01-23 Approx. Annual Rate	Nov.01-24 Hourly Rate	Nov.01-24 Approx. Annual Rate
LPN	Start	\$30.8053	\$56,066	\$31.2673	\$56,907	\$32.7054	\$58,634	\$32.3664	\$58,907	\$32.3664	\$58,907	\$33.3375	\$60,674	\$34.0042	\$61,888
	Year 1	\$31.5113	\$57,351	\$31.9840	\$58,211	\$32.9435	\$59,957	\$33.1082	\$60,257	\$33.1082	\$60,257	\$34.1014	\$62,065	\$34.7835	\$63,306
	Year 2	\$32.1922	\$58,590	\$32.6751	\$59,409	\$33.6554	\$61,253	\$33.8236	\$61,559	\$33.8236	\$61,559	\$34.8304	\$63,406	\$35.5351	\$64,674
	Year 3	\$33.0845	\$60,714	\$33.5808	\$61,117	\$34.5882	\$62,951	\$34.7612	\$63,265	\$34.7612	\$63,265	\$35.8040	\$65,163	\$36.5201	\$66,467
	Year 4									\$35.6302	\$64,847	\$36.6991	\$66,792	\$37.4333	\$68,128
	Year 5									\$36.5210	\$66,468	\$37.6166	\$68,462	\$38.3689	\$69,831
	Year 25	\$34.2423	\$62,321	\$34.7559	\$63,256	\$35.7886	\$65,153	\$35.9776	\$65,479	\$37.7992	\$68,795	\$38.9332	\$70,858	\$39.7119	\$72,276

Classification		1.0%		1.5%		2.0%		2.5%		Wage Adjustment (1.0%)		2 Additional Steps (1.0% & 1.0%)		3.0%		3.5%	
		May 18-21* Hourly Rate	May 18-21* Approx. Annual Rate	Nov 01-23 Hourly Rate	Nov 01-23 Approx. Annual Rate	Nov 01-23 Hourly Rate	Nov 01-23 Approx. Annual Rate	Nov 01-23 Hourly Rate	Nov 01-23 Approx. Annual Rate	Nov 01-23 Hourly Rate	Nov 01-23 Approx. Annual Rate	Nov 01-23 Hourly Rate	Nov 01-23 Approx. Annual Rate	Nov 01-23 Hourly Rate	Nov 01-23 Approx. Annual Rate	Nov 01-23 Hourly Rate	Nov 01-23 Approx. Annual Rate
RN	Start	\$18.2917	\$69,991	\$18.8161	\$70,736	\$19.0121	\$72,658	\$19.2322	\$73,723	\$19.3572	\$75,270	\$19.3572	\$75,270	\$19.3572	\$75,270	\$19.3572	\$75,270
	Year 1	\$19.4261	\$71,755	\$20.0375	\$72,832	\$20.1180	\$75,017	\$20.4241	\$75,392	\$20.5491	\$77,459	\$20.5491	\$77,459	\$20.5491	\$77,459	\$20.5491	\$77,459
	Year 2	\$20.2021	\$74,078	\$21.3126	\$75,189	\$22.5520	\$77,445	\$22.7547	\$77,832	\$23.6997	\$79,879	\$23.6997	\$79,879	\$23.6997	\$79,879	\$23.6997	\$79,879
	Year 3	\$22.1208	\$76,660	\$22.7526	\$77,810	\$24.0952	\$80,144	\$24.2554	\$80,545	\$25.3804	\$82,992	\$25.3804	\$82,992	\$25.3804	\$82,992	\$25.3804	\$82,992
	Year 4	\$23.5897	\$79,332	\$24.2431	\$80,522	\$25.5704	\$82,918	\$25.7987	\$83,353	\$26.9232	\$85,400	\$26.9232	\$85,400	\$26.9232	\$85,400	\$26.9232	\$85,400
	Year 5	\$25.1145	\$83,108	\$25.7912	\$83,340	\$27.3650	\$85,840	\$27.4008	\$86,269	\$28.5258	\$88,317	\$28.5258	\$88,317	\$28.5258	\$88,317	\$28.5258	\$88,317
	Year 6									\$29.7380	\$90,525	\$29.7380	\$90,525	\$29.7380	\$90,525	\$29.7380	\$90,525
	Year 7									\$30.9824	\$92,768	\$30.9824	\$92,768	\$30.9824	\$92,768	\$30.9824	\$92,768
	Year 25	\$46.6933	\$84,982	\$47.3937	\$85,257	\$48.8156	\$88,844	\$49.6596	\$89,269	\$50.2242	\$91,403	\$50.2242	\$91,403	\$50.2242	\$91,403	\$50.2242	\$91,403

*Date of Certification May 18, 2021

3. Shift Premiums

Nurses shall continue to receive the hourly shift premium rate they received prior to the effective date of this Agreement, subject to the following increases:

This premium shall increase to three dollars and fifty cents (\$3.50) per hour effective December 21, 2023 and shall increase to four dollars (\$4.00) per hour effective April 1, 2025.

4. Weekend Premiums

Nurses shall continue to receive the hourly week-end premium rate they received prior to the effective date of this Agreement, subject to the following increases:

This premium shall increase to three dollars and fifty cents (\$3.50) per hour effective December 21, 2023 and shall increase to four dollars (\$4.00) per hour effective April 1, 2025.

SIGNED:

On behalf of The Nova Scotia Nurses Union

Per: Janet Hazelton
Janet Hazelton, President

January 17, 2025
Date

On behalf of Cape Breton County Homemakers Agency

Per: Adesta Nickerson
Adesta Nickerson, Executive Director

Jan 30, 2025
Date