

MEMORANDUM OF AGREEMENT

BETWEEN

**CANADIAN BLOOD SERVICES
HALIFAX, NS**

AND

**THE NOVA SCOTIA NURSES' UNION
(hereinafter referred to as the "Union")**



November 1, 2011 - October 31, 2012

1. Term of the Agreement

November 1, 2011 – October 31, 2012

2. RN Wage Rate Adjustments

A grid adjustment effective November 1, 2011 as follows: The bottom step of each pay grid is to be removed and a new step inserted at the top of each pay grid with a differential of 3.5% between the top two steps of each pay grid exclusive of the 25 year rate. The 25 year rate is to be maintained at 3.5% above the top step of each pay grid. For purposes of clarity the differential between Year 4 and Year 5 of the adjusted grid for the Staff Nurse is to be 3.5% and the differential between Year 5 and the 25 year rate is to be maintained at 3.5%. Each Registered Nurse is to be placed at the same step on the adjusted grid as she/he was on the prior grid.

Effective May 1, 2012 - a 1.6% general economic increase.

APPENDIX "A"
CLASSIFICATIONS AND PAY SCALES
 Hourly Rates (Approximate Annual Equivalents for Full-Time)

RN-2

	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 25
Oct. 31, 2011 (expired)							
Annual	\$58,160	\$59,709	\$61,477	\$63,467	\$65,679	\$67,969	\$70,348
Hourly	\$29.8258	\$30.6198	\$31.5267	\$32.5472	\$33.6818	\$34.8558	\$36.0757
November 1, 2011 (grid adjustment)							
Annual	\$59,709	\$61,477	\$63,467	\$65,679	\$67,969	\$70,348	\$72,810
Hourly	\$30.6198	\$31.5267	\$32.5472	\$33.6818	\$34.8558	\$36.0758	\$37.3384
May 1, 2012 (1.6%)							
Annual	\$60,664	\$62,461	\$64,483	\$66,730	\$69,056	\$71,473	\$73,975
Hourly	\$31.1097	\$32.0311	\$33.0680	\$34.2207	\$35.4135	\$36.6530	\$37.9358

RN-3

	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 25
Oct. 31, 2011 (expired)							
Annual	\$59,719	\$61,267	\$63,036	\$65,026	\$67,238	\$69,528	\$71,961
Hourly	\$30.6250	\$31.4192	\$32.3261	\$33.3465	\$34.4811	\$35.6551	\$36.9030
November 1, 2011 (grid adjustment)							
Annual	\$61,267	\$63,036	\$65,026	\$67,238	\$69,528	\$71,961	\$74,480
Hourly	\$31.4192	\$32.3261	\$33.3465	\$34.4811	\$35.6551	\$36.9030	\$38.1946
May 1, 2012 (1.6%)							
Annual	\$62,248	\$64,044	\$66,066	\$68,314	\$70,640	\$73,112	\$75,671
Hourly	\$31.9219	\$32.8433	\$33.8800	\$35.0328	\$36.2256	\$37.4935	\$38.8057

IN WITNESS WHEREOF the Parties hereto have executed this Collective Agreement

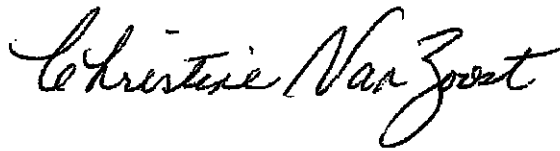
on this 10th day of October, 2012.

FOR THE UNION:

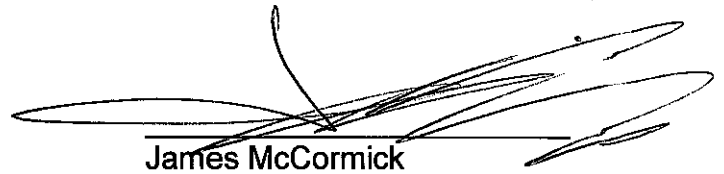
FOR THE EMPLOYER:



Janet Hazelton, President


Bev Colpitts, Manager, HR

Christine VanZoost, V.P.


James McCormick