

**MEMORANDUM OF AGREEMENT**

**Between**

**GLEN HAVEN MANOR 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  Dartmouth , Nova Scotia, this  20<sup>th</sup>  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
<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

## Debbie Grady

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**From:** Lisa Smith <lisa.smith@glenhavenmanor.ca>  
**Sent:** Tuesday, December 1, 2020 1:34 PM  
**To:** Debbie Grady  
**Subject:** RE: Signed MOA

Good Afternoon!

We did receive Schedule A too.

ENJOY the RAIN!

Lisa M. Smith, BBA, BSW, MPA  
Chief Executive Officer  
Glen Haven Manor  
739 East River Road  
New Glasgow, NS B2H 5E9

902 752 7397 (t)  
902 759 8586 (c)  
lisa.smith@glenhavenmanor.ca

[www.glenhavenmanor.com](http://www.glenhavenmanor.com)

-----Original Message-----

**From:** Debbie Grady <Debbie.Grady@nsnu.ca>  
**Sent:** December-01-20 9:17 AM  
**To:** Lisa Smith <lisa.smith@glenhavenmanor.ca>  
**Subject:** RE: Signed MOA

Hi again Lisa - I just want to confirm you also received Appendix A with the hourly rate determined by 2080 hours.

Thanks again,  
Debbie

Debbie Grady

Labour Relations Assistant  
Phone 902-468-6740  
Fax (902) 466-6935

Nova Scotia Nurses' Union | 150 Garland Ave | Dartmouth, Nova Scotia | B3B 0A7 | [www.nsnu.ca](http://www.nsnu.ca)

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From: Debbie Grady  
Sent: Tuesday, December 1, 2020 9:09 AM  
To: Lisa Smith <[lisa.smith@glenhavenmanor.ca](mailto:lisa.smith@glenhavenmanor.ca)>  
Subject: RE: Signed MOA

Thanks so much Lisa! Enjoy your day today!

-----Original Message-----

From: Lisa Smith <[lisa.smith@glenhavenmanor.ca](mailto:lisa.smith@glenhavenmanor.ca)>  
Sent: Monday, November 30, 2020 1:32 PM  
To: Debbie Grady <[Debbie.Grady@nsnu.ca](mailto:Debbie.Grady@nsnu.ca)>  
Cc: Lisa Smith <[lisa.smith@glenhavenmanor.ca](mailto:lisa.smith@glenhavenmanor.ca)>  
Subject: Signed MOA

Good Afternoon!

Please see attached the signed MOA as requested.

ENJOY your DAY!

Lisa M. Smith, BBA, BSW, MPA  
Chief Executive Officer  
Glen Haven Manor  
739 East River Road  
New Glasgow, NS B2H 5E9

902 752 7397 (t)  
902 759 8586 (c)  
[lisa.smith@glenhavenmanor.ca](mailto:lisa.smith@glenhavenmanor.ca)

[www.glenhavenmanor.com](http://www.glenhavenmanor.com)

-----Original Message-----

From: Photo Copier <Copier@glenhavenmanor.ca>

Sent: November-30-20 9:44 AM

To: Lisa Smith <lisa.smith@glenhavenmanor.ca>

Subject: MOA

Reply to: <Copier@glenhavenmanor.ca> <<Copier@glenhavenmanor.ca>> Device Name: Glen Haven Manor - Business Office Device Model: MX-3640N

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