

MEMORANDUM OF AGREEMENT

BETWEEN:

Nova Scotia Health Authority (the "Employer")

- and -

Nova Scotia Council of Health Care Unions (the "Council")

WHEREAS on February 9, 2022, the Province of Nova Scotia announced a wage adjustment for the classification of Care Team Assistant ("CTA");

AND WHEREAS the wage adjustment for CTAs was announced to be effective February 10, 2022;

AND WHEREAS the parties are currently bound by a collective agreement, the term of which is November 1, 2020 to October 31, 2023;

AND WHEREAS by the terms of that agreement, CTAs are entitled to a wage adjustment of 3% on June 1, 2022;

AND WHEREAS the Council must choose between agreeing to the announced wage adjustment of February 10, 2022 or maintaining its negotiated wage adjustment of June 1, 2022;

THEREFORE the parties agree that:

1. In lieu of the 3% increase scheduled for June 1, 2022, effective February 10, 2022, the wage scale for the classification of CTA will be adjusted to that found in the attached Schedule "A";
2. Article 34.01(c) of the collective agreement will be amended by deleting the following:

~~3% on June 1, 2022~~

3. Appendix "A" of the collective agreement will be amended by deleting the final three wage scales of the HTH 405, Care Team Assistant, classification and replacing them with the three wage scales in the attached Schedule "A";
4. Effective February 10, 2022, any employee grandparented in any of the following classifications:
  - A Personal Care Worker PIO DHA 2 – HC03P;
  - B Continuing Care Assistant PIO DHA 2 – HC03P;
  - C Personal Care Worker PIO DHA 9 – HTH205;
  - D Personal Care Worker DHA 9 – HTH010P;

- E Continuing Care Assistant PIO DHA 8 – HTH02P; or  
F Patient Support Worker PIO – DHA 9 – HTH108

shall be reclassified as a Care Team Assistant and will be entitled to the wage rates contained in HTH 405, Care Team Assistant;

5. The relevant constituent union shall withdraw any grievances related to those employees/classifications described in paragraph 4 seeking a 5% wage adjustment to match the wage adjustment given to CTAs; and
6. The application of these wage adjustments shall not constitute a promotion or reclassification, and employees shall remain on the same step of the wage scale on February 10, 2022 as they were on February 9, 2022, until they are entitled to progress to the next step independent of this Memorandum of Agreement.

Dated: April 25, 2022

For the Employer:



For the Council:

A Lynette Johnson NSGECU

Susan J. Lee Unit for

Bruce Strach CUPE 8920

# SCHEDULE "A"

## Acute Care

	10-Feb-22		01-Nov-22		31-Oct-23	
Steps	Hourly	Approx. Annual (1950 hours)	Hourly	Approx. Annual (1950 hours)	Hourly	Approx. Annual (1950 hours)
1	22.9026	44660	23.2461	45330	23.4786	45783
2	23.3703	45572	23.7209	46256	23.9581	46718
3	23.8472	46502	24.2049	47200	24.4469	47671
4	24.3338	47451	24.6988	48163	24.9458	48644
5	24.8303	48419	25.2028	49145	25.4548	49637
25	25.6994	50114	26.0849	50866	26.3457	51374