

COPY

MEMORANDUM OF AGREEMENT

Between:

The Nova Scotia Nurses' Union



- and -

South Shore District Health Authority

or

South West Nova District Health Authority

or

Annapolis Valley District Health Authority

or

Colchester East Hants Health Authority

or

Cumberland Health Authority

or

Pictou County Health Authority

or

Guysborough Antigonish Strait Health Authority

or

Cape Breton District Health Authority

or

Capital District Health Authority

or

Izaak Walton Killam Health Centre

EFFECTIVE: NOVEMBER 1, 2011

EXPIRY: OCTOBER 31, 2012

DATE OF SIGNING: JULY 16, 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.

3. LPN Wage rate adjustment (where applicable)

November 1, 2011 – 2%

4. Recruitment and Retention Incentive for LPNs (where applicable)

Effective date of ratification, a 25 year step will be added for LPNs as follows:

(New)

8.XX (a) Upon completion of twenty-five (25) years of service with the Employer, LPNs will receive an additional salary increment of 3.5% greater than the highest rate in effect for the classification. For the purpose of this Article, Service refers to a continuous employment relationship with the Employer, commencing on the first shift worked in the LPN classification with the Employer.

(b) For LPNs with a current Service date that was determined pursuant to Article 21 of the Collective Agreement that Service date will apply for purposes of determining entitlement to the Recruitment and Retention Incentive up to the date of ratification of this Agreement. Thereafter, Service for the purpose of the Recruitment and Retention Incentive will be Service with the Employer as described in Article 8.XX (a).

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

LPN-1 (Graduate Practical Nurse)

LPN01

| | | Start | Year 1 | Year 2 | Year 3 | Year 4 |
|--------------------------------|--------|-----------|-----------|-----------|-----------|-----------|
| Oct. 31, 2011 (expired) | Annual | \$36,484 | \$37,728 | \$38,972 | \$40,216 | \$41,459 |
| | Hourly | \$18.7099 | \$19.3476 | \$19.9855 | \$20.6234 | \$21.2612 |
| November 1, 2011 (2%) | Annual | \$37,214 | \$38,482 | \$39,751 | \$41,020 | \$42,289 |
| | Hourly | \$19.0841 | \$19.7346 | \$20.3852 | \$21.0359 | \$21.6864 |

LPN-2 (Licensed Practical Nurse)

LPN02

| | | Start | Year 1 | Year 2 | Year 3 | Year 25 |
|--|--------|-----------|-----------|-----------|-----------|-----------|
| Oct. 31, 2011 (expired) | Annual | \$42,720 | \$43,699 | \$44,644 | \$45,881 | |
| | Hourly | \$21.9078 | \$22.4099 | \$22.8941 | \$23.5287 | |
| November 1, 2011 (2%) | Annual | \$43,575 | \$44,573 | \$45,536 | \$46,799 | |
| | Hourly | \$22.3460 | \$22.8581 | \$23.3520 | \$23.9993 | |
| July 16, 2012 (Date of Ratification) * <i>(25 yr rate: +3.5% < Yr 3 rate)</i> | Annual | \$43,575 | \$44,573 | \$45,536 | \$46,799 | \$48,437 |
| | Hourly | \$22.3460 | \$22.8581 | \$23.3520 | \$23.9993 | \$24.8393 |

Note: * For the Recruitment and Retention Incentive for LPNs, entitlement is subject to Article 8.XX.

RN-1

RN01

| | | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
|---|--------|--------------|---------------|---------------|---------------|---------------|---------------|
| Oct. 31, 2011 <i>(expired)</i> | Annual | \$50,602 | \$51,929 | \$53,476 | \$55,245 | \$57,235 | \$59,445 |
| | Hourly | \$25.9497 | \$26.6300 | \$27.4233 | \$28.3305 | \$29.3514 | \$30.4846 |
| November 1, 2011 <i>(grid adjustment)</i> | Annual | \$51,929 | \$53,476 | \$55,245 | \$57,235 | \$59,238 | \$61,312 |
| | Hourly | \$26.6300 | \$27.4233 | \$28.3305 | \$29.3514 | \$30.3787 | \$31.4420 |
| May 1, 2012 <i>(1.6%)</i> | Annual | \$52,759 | \$54,331 | \$56,128 | \$58,151 | \$60,186 | \$62,293 |
| | Hourly | \$27.0561 | \$27.8621 | \$28.7838 | \$29.8210 | \$30.8648 | \$31.9450 |

RN-2

RN02

| | | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 25 |
|---|--------|--------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Oct. 31, 2011 <i>(expired)</i> | 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 <i>(grid adjustment)</i> | 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 <i>(1.6%)</i> | 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

RN03

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

RN-4

RN04

| | | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 25 |
|---|------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Oct. 31, 2011 (expired) | Annual Hourly | \$61,278 \$31.4246 | \$62,826 \$32.2186 | \$64,595 \$33.1255 | \$66,585 \$34.1459 | \$68,797 \$35.2806 | \$71,086 \$36.4546 | \$73,575 \$37.7305 |
| November 1, 2011 (grid adjustment) | Annual Hourly | \$62,826 \$32.2186 | \$64,595 \$33.1255 | \$66,585 \$34.1459 | \$68,797 \$35.2806 | \$71,086 \$36.4546 | \$73,574 \$37.7305 | \$76,150 \$39.0511 |
| May 1, 2012 (1.6%) | Annual Hourly | \$63,831 \$32.7341 | \$65,628 \$33.6555 | \$67,650 \$34.6922 | \$69,898 \$35.8451 | \$72,224 \$37.0379 | \$74,752 \$38.3342 | \$77,368 \$39.6759 |

RN-5 (Community Health Nurse)

RN05

| | | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 25 |
|---|--------|-----------|-----------|-----------|-----------|-----------|-----------|
| Oct. 31, 2011 (expired) | Annual | \$67,771 | \$70,193 | \$72,699 | \$75,216 | \$77,733 | \$80,454 |
| | Hourly | \$34.7543 | \$35.9963 | \$37.2815 | \$38.5725 | \$39.8631 | \$41.2584 |
| November 1, 2011 (grid adjustment) | Annual | \$70,193 | \$72,699 | \$75,216 | \$77,733 | \$80,454 | \$83,270 |
| | Hourly | \$35.9963 | \$37.2815 | \$38.5725 | \$39.8631 | \$41.2583 | \$42.7023 |
| May 1, 2012 (1.6%) | Annual | \$71,316 | \$73,862 | \$76,420 | \$78,977 | \$81,741 | \$84,602 |
| | Hourly | \$36.5722 | \$37.8780 | \$39.1897 | \$40.5009 | \$41.9184 | \$43.3856 |

RN-6 (Clinical Nurse Educator)

RN06

| | | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 25 |
|---|--------|-----------|-----------|-----------|-----------|-----------|-----------|
| Oct. 31, 2011 (expired) | Annual | \$72,699 | \$75,217 | \$77,733 | \$80,250 | \$82,770 | \$85,671 |
| | Hourly | \$37.2815 | \$38.5726 | \$39.8631 | \$41.1540 | \$42.4463 | \$43.9340 |
| November 1, 2011 (grid adjustment) | Annual | \$75,217 | \$77,733 | \$80,250 | \$82,770 | \$85,667 | \$88,666 |
| | Hourly | \$38.5726 | \$39.8631 | \$41.1540 | \$42.4463 | \$43.9319 | \$45.4695 |
| May 1, 2012 (1.6%) | Annual | \$76,420 | \$78,977 | \$81,534 | \$84,095 | \$87,038 | \$90,084 |
| | Hourly | \$39.1898 | \$40.5009 | \$41.8125 | \$43.1254 | \$44.6348 | \$46.1971 |

RN-8 (Occupational Health Nurse)

RN08

| | | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 25 |
|---|------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Oct. 31, 2011 (<i>expired</i>) | Annual Hourly | \$65,514 \$33.5967 | \$67,853 \$34.7963 | \$70,202 \$36.0011 | \$72,551 \$37.2057 | \$74,900 \$38.4104 | \$77,522 \$39.7548 |
| November 1, 2011 (<i>grid adjustment</i>) | Annual Hourly | \$67,853 \$34.7963 | \$70,202 \$36.0011 | \$72,551 \$37.2057 | \$74,900 \$38.4104 | \$77,522 \$39.7548 | \$80,235 \$41.1462 |
| May 1, 2012 (1.6%) | Annual Hourly | \$68,938 \$35.3530 | \$71,325 \$36.5771 | \$73,712 \$37.8010 | \$76,099 \$39.0250 | \$78,762 \$40.3908 | \$81,519 \$41.8045 |

RN-9 (Enterostomal Therapist; Infection Control Nurse)

RN09

| | | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 25 |
|---|------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|
| Oct. 31, 2011 (<i>expired</i>) | Annual Hourly | \$67,852 \$34.7961 | \$70,202 \$36.0012 | \$72,551 \$37.2057 | \$74,900 \$38.4104 | \$77,252 \$39.6165 | \$79,956 \$41.0030 |
| November 1, 2011 (<i>grid adjustment</i>) | Annual Hourly | \$70,202 \$36.0012 | \$72,551 \$37.2057 | \$74,900 \$38.4104 | \$77,252 \$39.6165 | \$79,956 \$41.0031 | \$82,754 \$42.4382 |
| May 1, 2012 (1.6%) | Annual Hourly | \$71,326 \$36.5772 | \$73,712 \$37.8010 | \$76,099 \$39.0250 | \$78,488 \$40.2504 | \$81,235 \$41.6591 | \$84,079 \$43.1172 |

NP-1 Nurse Practitioner (Specialty Nurse Practitioner and Primary Health Care Nurse Practitioner)

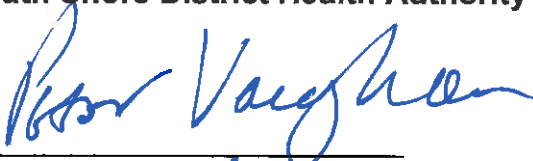
NP01

| | | Start | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 | Year 25 |
|---|--------|--------------|---------------|---------------|---------------|---------------|---------------|----------------|
| Oct. 31, 2011 (expired) | Annual | \$80,837 | \$83,338 | \$85,915 | \$88,572 | \$91,311 | \$94,136 | \$97,430 |
| | Hourly | \$41.4548 | \$42.7372 | \$44.0589 | \$45.4217 | \$46.8264 | \$48.2747 | \$49.9642 |
| November 1, 2011 (grid adjustment) | Annual | \$83,338 | \$85,915 | \$88,572 | \$91,311 | \$94,136 | \$97,430 | \$100,840 |
| | Hourly | \$42.7372 | \$44.0589 | \$45.4217 | \$46.8264 | \$48.2747 | \$49.9643 | \$51.7131 |
| May 1, 2012 (1.6%) | Annual | \$84,671 | \$87,289 | \$89,989 | \$92,772 | \$95,642 | \$98,989 | \$102,454 |
| | Hourly | \$43.4210 | \$44.7638 | \$46.1484 | \$47.5756 | \$49.0471 | \$50.7637 | \$52.5405 |

IN WITNESS WHEREOF the Parties hereto have executed this Collective Agreement
on **July 16, 2012**.

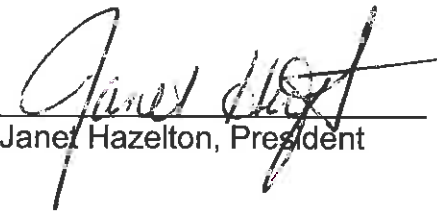
FOR THE EMPLOYER:

South Shore District Health Authority



Dr. Peter Vaughn, CEO

FOR THE UNION:



Janez Hazelton, President

Christine Vanzoost, V.P.

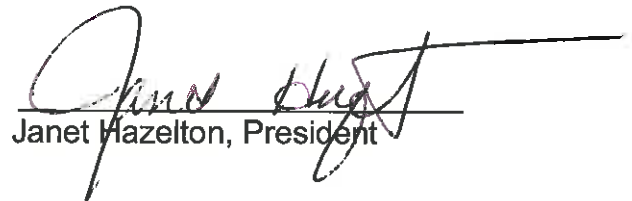
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FOR THE EMPLOYER:

FOR THE UNION:

South West Nova District Health Authority


Blaise MacNeil, Chief Executive Officer


Janet Hazelton, President

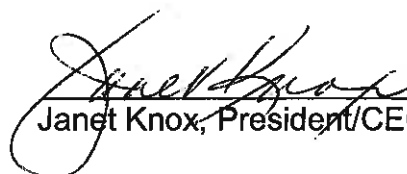
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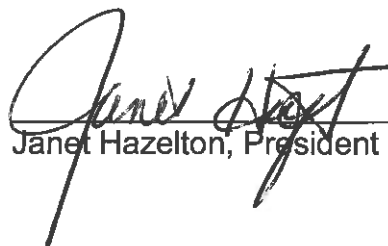
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FOR THE EMPLOYER:

FOR THE UNION:

Annapolis Valley District Health Authority


Janet Knox, President/CEO


Janet Hazelton, President

Christine Vanzoost, V.P.

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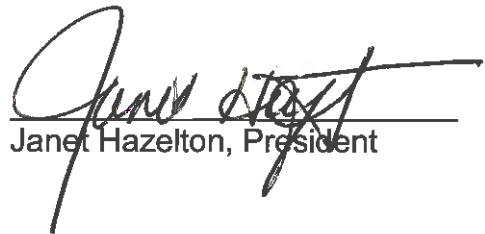
FOR THE EMPLOYER:

FOR THE UNION:

Colchester East Hants Health Authority



Peter MacKinnon, CEO



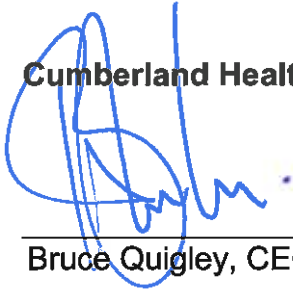
Janet Hazelton, President

Christine Vanzoost, V.P.

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FOR THE EMPLOYER:

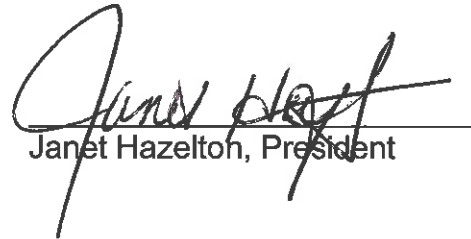
Cumberland Health Authority



Bruce Quigley, CEO

Cheryl Northcutt
VP Patient Care

FOR THE UNION:



Janet Hazelton, President

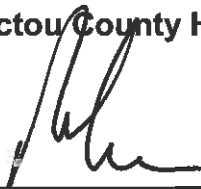
Christine Vanzoost, V.P.

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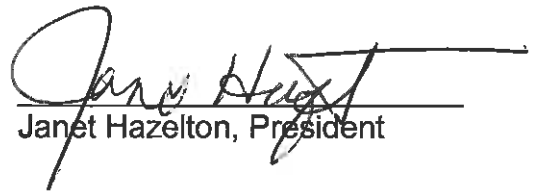
FOR THE EMPLOYER:

FOR THE UNION:

Pictou County Health Authority



Patrick Lee, CEO



Janet Hazelton, President

Christine Vanzoost, V.P.

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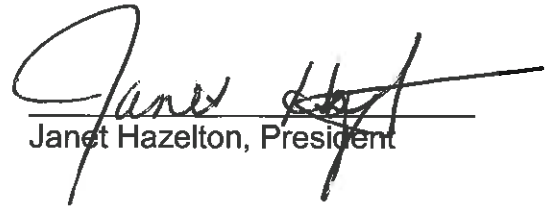
FOR THE EMPLOYER:

FOR THE UNION:

**Guysborough Antigonish Strait
Health Authority**



Liz Millett, CEO



Janet Hazelton, President


Christine Vanzoost, V.P.

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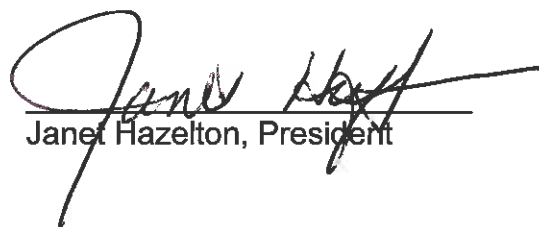
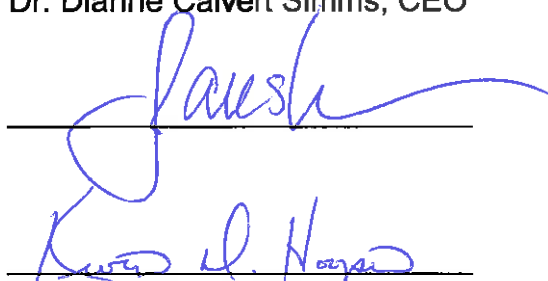
FOR THE EMPLOYER:

FOR THE UNION:

**Cape Breton District
Health Authority**



Dr. Dianne Calvert Simms, CEO



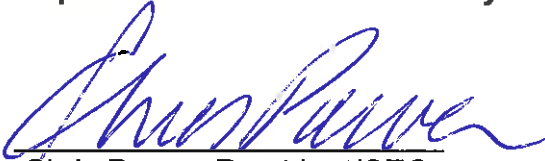
Janet Hazelton, President

Christine Vanzoost, V.P.

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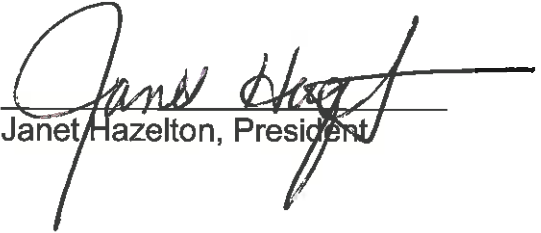
FOR THE EMPLOYER:

Capital District Health Authority



Chris Power, President/CEO

FOR THE UNION:



Janet Hazelton, President

Christine Vanzoost, V.P.

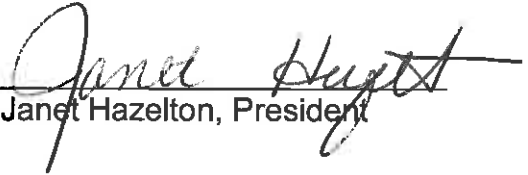
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FOR THE EMPLOYER:

FOR THE UNION:

Izaak Walton Killam Health Centre


Anne McGuire, President/CEO


Janet Hazelton, President

Christine Vanzoost, V.P.