

MEMORANDUM OF AGREEMENT

between

Her Majesty the Queen in Right of the Province of Nova Scotia

represented by the

PUBLIC SERVICE COMMISSION

and the

NOVA SCOTIA GOVERNMENT AND GENERAL EMPLOYEES' UNION (NSGEU)

RE: EXPRESSIONS OF INTEREST

WHEREAS Article 13.02 (a) of the Civil Service Master Agreement provides as follows: Subject to consideration of ability, experience, qualifications, or where the Employer establishes that special skills or qualifications are required, according to objective tests and standards reflecting the functions of the job concerned, prior to filling new positions or vacancies by job posting, the Employer will invite employees who have the same or greater designated percentage of full-time employment as the new position or vacancy within the same classification and the same department to submit an expression of interest. Where more than one expression of interest is received, the employee with the greatest length of service will fill the position;

AND WHEREAS the parties have agreed that notwithstanding the language of Article 13.02 (a), the following terms and conditions will apply to the Expression of Interest (hereinafter "EOI") process;

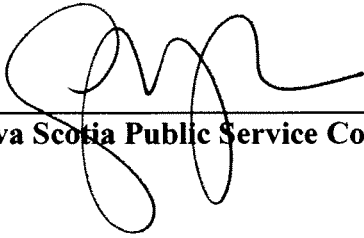
THEREFORE the parties agree as follows:

1. Permanent full-time and part-time employees (that is, employees who have successfully completed their probationary period) are eligible to apply for an EOI in accordance with Article 13.02 (a) of the Civil Service Master Agreement. For greater clarity, this includes a permanent full-time or part-time employee who is working in a temporary or term position.

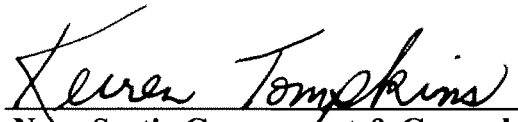
2. Term employees who have completed twelve (12) continuous months of service in their position are eligible to apply for an EOI in accordance with Article 13.02 (a) of the Civil Service Master Agreement.
3. Temporary employees are not eligible to apply for an EOI pursuant to Article 13.02 (a) of the Civil Service Master Agreement.
4. Seasonal employees who have completed their probationary period are eligible to apply for an EOI in accordance with Article 13.02 (a) of the Civil Service Master Agreement. For greater clarity, this includes a seasonal employee (who has completed his/her probationary period) and who is working in a temporary or term position.
5. Where a permanent full-time employee is working in a temporary or term position, the permanent employee is eligible to apply for an EOI in his/her permanent department in his/her permanent job classification and in accordance with Article 13.02 (a) of the Civil Service Master Agreement. The permanent employee is also eligible to apply for an EOI in his/her term or temporary department in his/her term or temporary job classification and in accordance with Article 13.02 (a) of the Civil Service Master Agreement.
6. Where a part-time employee is working in a temporary or term position, the part-time employee is eligible to apply for an EOI in his/her permanent department in his/her permanent job classification and in accordance with Article 13.02 (a) of the Civil Service Master Agreement. The part-time employee is also eligible to apply for an EOI in his/her term or temporary department in his/her term or temporary job classification and in accordance with Article 13.02 (a) of the Civil Service Master Agreement. For greater clarity, reference to "in accordance with Article 13.02 (a) of the Civil Service Master Agreement" includes the pre-condition that the employee must have the same or greater designated percentage of full-time employment in the department and in the classification where the EOI has been posted.
7. Where a seasonal employee is working in a temporary or term position, the seasonal employee is eligible to apply for an EOI in his/her permanent department in his/her permanent job classification and in accordance with Article 13.02 (a) of the Civil Service Master Agreement. The seasonal employee is also eligible to apply for an EOI in his/her term or temporary department in his/her term or temporary job classification and in accordance with Article 13.02 (a) of the Civil Service Master Agreement.
8. This Agreement shall be in effect for a one-year period from February 7, 2011 until February 6, 2012 at which time, the parties will meet to discuss the above-noted language and

negotiate any required changes. If agreement is not reached, the parties will engage the services of a Mediator to assist the parties to resolve any outstanding concerns. Should the parties not reach an agreement after this process, either party may terminate this Agreement.

DATED at Halifax Regional Municipality, Nova Scotia, this ^{20th} 20 day of January, 2011.



Nova Scotia Public Service Commission



**Nova Scotia Government & General
Employees Union**