

**MEMORANDUM OF AGREEMENT #11
Re: Recruitment and Retention Adjustments**

The parties recognize that recruitment and retention challenges with specific bargaining unit positions may occur over the life of the collective agreement. The intention of this memorandum is to provide an expeditious means of addressing salary issues which may be associated with such recruitment and retention challenges.

Recruitment and retention adjustments(s) (RRA) subject to this Memorandum are guided by the following:

1. Positions identified to receive a RRA may include specialized and/or unique positions that are not part of a larger generic group; or the recruitment challenge can be directly linked to the geographic location of the work.
2. The RRA is not considered as base pay, but is pensionable.
3. An eligible employee in receipt of salary protection pursuant to Clause 32.12 will have the RRA reduced by the corresponding amount of salary protection.
4. Except in cases of temporary appointments and substitution pay, an eligible regular employee in receipt of a RRA will continue to receive the RRA should it be discontinued pursuant to #5 below so long as they remain in the position and the principle duties of the position remain unchanged.
5. Any RRA is subject to mutual agreement between the Bargaining Principals and expires the day preceding the expiry of the Thirteenth Master and Subsidiary Agreements except that the Employer may terminate the payment of any RRA with 60 days' notice to the Union. Except as provided in #4 above, payment of the RRA will cease on the expiry or termination date.

The parties agree to recruitment and retention adjustments as per the attached Appendix A to expire in accordance with #5 above.

Note: For the purposes of this Memorandum, references to Ministries include all Agencies, Boards and Commissions that are subject to the Thirteenth Master and Subsidiary Agreements.

**APPENDIX A to MOU
Re: Recruitment and Retention Adjustments**

Position / Classification	RRA %
LSO 3 Engineer (DPE)	4.4%
LSO 4 Engineer (DPE)	4.4%
LSO 5 Engineer (DPE)	4.4%
LSO 3 Petroleum Engineer - EMPR (DPE)	40%*
LSO 4 Petroleum Engineer - EMPR (DPE)	40%*
LSO 5 Petroleum Engineer - EMPR (DPE)	40%*
LSO 3 Petroleum Geologist - EMPR (DPG)	7%
LSO 4 Petroleum Geologist - EMPR (DPG)	7%
LSO 5 Petroleum Geologist - EMPR (DPG)	7%
Pharmacist 2	3%
Pharmacist 3	3%
Pharmacist 4	3%

* up to 40%, applied consistently