

MEMORANDUM OF UNDERSTANDING – PENSIONS

January 1, 2026

WHEREAS CUPE Local 227 (“**CUPE**”) and the Halifax Regional Water Commission (“**Commission**” or the “**Employer**”) entered a memorandum of understanding which, among other things, amended the collective agreement and Halifax Regional Water Commission Employees’ Pension Plan (the “**Plan**”) (the “**Pension MOU**”) which forms part of the Collective Agreement in effect between the parties;

AND WHEREAS certain terms of the Pension MOU have been implemented between 2016 to 2019 pursuant to the Pension MOU and an actuarial valuation as at January 1 2016 based on the amendments to the Plan made pursuant to the Pension MOU, including increasing the definition of average earnings from five years to seven years, reduction of guaranteed annual indexation to a maximum of 1% (from 2%) and the addition of conditional indexation, the freezing of a maximum earnings base at the maximum in 2015 for eight years, then indexing at the rate of 1%, and additional contribution rate amounts (0.4%) from the members as a contribution to special payments in respect of the Plan;

AND WHEREAS the most recent actuarial valuation confirms the plan is in a healthy funded position;

AND WHEREAS certain terms in the Pension MOU are required to be implemented if the funded level of the Plan improves;

AND WHEREAS CUPE and the Commission have amended the terms of the Plan in memoranda of understanding on November 19, 2024, and further desire to clarify and amend terms of the Plan pursuant to their obligations in the Original MOU;

AND WHEREAS the parties wish to implement certain terms of the Original MOU and amend the Pension Plan for the purpose of changing the best average earnings calculation to be based on five years instead of seven, and for the purpose of changing member required contributions;

NOW THEREFORE CUPE and the Commission agree as follows:

1. The recitals to this memorandum of understanding are true in substance and fact.
2. The parties agree to Amendment No 3. to the Plan, a copy of which is attached as Schedule “A” to this memorandum of understanding.
3. This memorandum of understanding forms part of the collective agreement between the parties.

Dated at the Halifax Regional Municipality, in the Province of Nova Scotia this 16 day of January, 2026.

Signed on behalf of:

**Halifax Regional Water
Commission**



**Canadian Union of Public
Employees, Local 227**


