

## Nurses' Bargaining Association Provincial Collective Agreement – Wage Schedules

Effective First Pay Period after April 1, 2019									
	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Level 1 (LPN)	4,529	4,661	4,802	4,867	4,932	4,997	5,062		
	27.87	28.68	29.55	29.95	30.35	30.75	31.15		
Level 2 (LPN)	4,719	4,857	5,004	5,072	5,139	5,207	5,275		
	29.04	29.89	30.79	31.21	31.62	32.04	32.46		
Level 3 (RN/RPN)*	5,660	5,877	6,096	6,312	6,531	6,749	6,967	7,174	7,431
	34.83	36.17	37.51	38.84	40.19	41.53	42.87	44.15	45.73
Level 4 (RN/RPN)	6,730	6,851	7,001	7,179	7,395	7,570	7,788	7,999	8,250
	41.42	42.16	43.08	44.18	45.51	46.58	47.93	49.22	50.77
Level 5 (RN/RPN)	7,169	7,220	7,358	7,549	7,776	7,960	8,177	8,384	8,641
	44.12	44.43	45.28	46.46	47.85	48.98	50.32	51.59	53.18
Level 6 (RN/RPN)	7,462	7,523	7,661	7,853	8,089	8,281	8,506	8,711	8,962
	45.92	46.30	47.14	48.33	49.78	50.96	52.34	53.61	55.15

\* Includes Licensed Graduate Nurses, which are defined by the College of Registered Nurses of British Columbia as "nurses granted LGN registration in B.C. prior to Oct. 1, 1990. An LGN registrant may perform or provide services as if he or she is a registered nurse registrant."

## Former Community LPNs

Effective First Pay Period after April 1, 2019				
	Step 1	Step 2	Step 3	Step 4
Licensed Practical Nurses (LPN)	4609	4728	4862	5003
	28.36	29.10	29.92	30.79
LPN Supervisor	4925	5061	5210	N/A
	30.31	31.14	32.06	N/A

### Special Wage Rate Schedules for Pine Free Clinic Nurses

Effective First Pay Period after April 1, 2019									
	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Monthly Rate	5,993	6,229	6,464	6,695	6,934	7,160	7,383	7,585	7,841
Hourly Rate	36.88	38.33	39.78	41.20	42.67	44.06	45.43	46.68	48.25