

## Nurses' Bargaining Association Collective Agreement - Wage Schedules

Effective First Pay Period after April 1, 2020									
	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Level 1 (LPN)	4,574	4,708	4,850	4,921	4,992	5,063	5,133	5,204	
	28.15	28.97	29.85	30.28	30.72	31.16	31.59	32.02	
Level 2 (LPN)	4,766	4,906	5,054	5,128	5,202	5,276	5,349	5,423	
	29.33	30.19	31.10	31.56	32.01	32.47	32.92	33.37	
Level 3 (RN/RPN)*	5,773	5,995	6,218	6,438	6,662	6,884	7,106	7,317	7,580
	35.53	36.89	38.26	39.62	41.00	42.36	43.73	45.03	46.65
Level 4 (RN/RPN)	6,865	6,988	7,141	7,323	7,543	7,721	7,944	8,159	8,415
	42.25	43.00	43.94	45.06	46.42	47.51	48.89	50.21	51.78
Level 5 (RN/RPN)	7,312	7,364	7,505	7,700	7,932	8,119	8,341	8,552	8,814
	45.00	45.32	46.18	47.38	48.81	49.96	51.33	52.63	54.24
Level 6 (RN/RPN)	7,611	7,673	7,814	8,010	8,251	8,447	8,676	8,885	9,141
	46.84	47.22	48.09	49.29	50.78	51.98	53.39	54.68	56.25

\*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 they are a registered nurse registrant."

## Former Community LPNs

<b>Effective First Pay Period after April 1, 2020</b>				
	Step 1	Step 2	Step 3	Step 4
Licensed Practical Nurses (LPN)	4,701	4,823	4,959	5,103
	28.93	29.68	30.52	31.40
LPN Supervisor	5,024	5,162	5,314	
	30.92	31.77	32.70	

## Special Wage Rate Schedules for Pine Free Clinic Nurses

Effective First Pay Period after April 1, 2020									
	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Monthly Rate	6,113	6,354	6,593	6,829	7,073	7,303	7,531	7,737	7,998
Hourly Rate	37.62	39.10	40.57	42.02	43.53	44.94	46.34	47.61	49.22