

Nurses' Bargaining Association Collective Agreement - Wage Schedules

Effective First Pay Period after April 1, 2021									
	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Level 1 (LPN)	4,620	4,755	4,899	4,976	5,053	5,130	5,206	5,283	5,360
	28.43	29.26	30.15	30.62	31.10	31.57	32.04	32.51	32.98
Level 2 (LPN)	4,814	4,955	5,105	5,185	5,265	5,345	5,425	5,505	5,585
	29.62	30.49	31.42	31.91	32.40	32.89	33.38	33.88	34.37
Level 3 (RN/RPN)*	5,888	6,115	6,342	6,567	6,795	7,022	7,248	7,463	7,732
	36.23	37.63	39.03	40.41	41.82	43.21	44.60	45.93	47.58
Level 4 (RN/RPN)	7,002	7,128	7,284	7,469	7,694	7,875	8,103	8,322	8,583
	43.09	43.86	44.82	45.96	47.35	48.46	49.86	51.21	52.82
Level 5 (RN/RPN)	7,458	7,511	7,655	7,854	8,091	8,281	8,508	8,723	8,990
	45.90	46.22	47.11	48.33	49.79	50.96	52.36	53.68	55.32
Level 6 (RN/RPN)	7,763	7,826	7,970	8,170	8,416	8,616	8,850	9,063	9,324
	47.77	48.16	49.05	50.28	51.79	53.02	54.46	55.77	57.38

*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

Effective First Pay Period after April 1, 2021				
	Step 1	Step 2	Step 3	Step 4
Licensed Practical Nurses (LPN)	4,795	4,919	5,058	5,205
	29.51	30.27	31.13	32.03
LPN Supervisor	5,124	5,265	5,420	
	31.53	32.40	33.35	

Special Wage Rate Schedules for Pine Free Clinic Nurses

Effective First Pay Period after April 1, 2021									
	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Monthly Rate	6,235	6,481	6,725	6,966	7,214	7,449	7,682	7,892	8,158
Hourly Rate	38.37	39.88	41.38	42.87	44.39	45.84	47.27	48.57	50.20