

# Nurses Provincial Collective Agreement

## Former Community LPNs

<b>Effective First Pay Period after February 1, 2018</b>				
	Step 1	Step 2	Step 3	Step 4
Licensed Practical Nurses (LPN)	27.19	27.89	28.69	29.52
LPN Supervisor	29.05	29.86	30.74	N/A

<b>Effective First Pay Period after April 1, 2018</b>				
	Step 1	Step 2	Step 3	Step 4
Licensed Practical Nurses (LPN)	27.33	28.03	28.83	29.67
LPN Supervisor	29.20	30.01	30.89	N/A

### Effective First Pay Period after February 1, 2018

	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Level 3 (RN/RPN)*	5,427	5,635	5,844	6,052	6,262	6,471	6,680	6,878	7,124
	33.40	34.68	35.96	37.24	38.54	39.82	41.11	42.33	43.84
Level 4 (RN/RPN)	6,453	6,568	6,712	6,883	7,090	7,258	7,467	7,669	7,909
	39.71	40.42	41.30	42.36	43.63	44.66	45.95	47.19	48.67
Level 5 (RN/RPN)	6,873	6,921	7,055	7,238	7,456	7,632	7,840	8,039	8,285
	42.30	42.59	43.42	44.54	45.88	46.97	48.25	49.47	50.98
Level 6 (RN/RPN)	7,154	7,212	7,345	7,529	7,755	7,939	8,155	8,351	8,592
	44.02	44.38	45.20	46.33	47.72	48.86	50.18	51.39	52.87

\*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."

### Effective First Pay Period after February 1, 2018

	Start	1 Year	2 Year	4 Year	6 Year	8 Year
Level 1 (LPN)	4,398	4,529	4,661	4,751	4,795	4,841
	27.06	27.87	28.68	29.24	29.51	29.79
Level 2 (LPN)	4,582	4,719	4,854	4,948	4,996	5,044
	28.20	29.04	29.87	30.45	30.74	31.04

### Effective First Pay Period after February 1, 2018

	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Forensic Nurse "A" (Max Security)	5,701	5,907	6,116	6,324	6,534	6,743	6,955	7,151	7,398
	35.08	36.35	37.64	38.92	40.21	41.50	42.80	44.01	45.53
Forensic Nurse "B" (Min/Med Security & FCLN)	5,548	5,754	5,964	6,172	6,382	6,590	6,801	6,997	7,245
	34.14	35.41	36.70	37.98	39.27	40.55	41.85	43.06	44.58

### Effective First Pay Period after April 1, 2018

	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Level 3 (RN/RPN)*	5,454	5,663	5,873	6,082	6,293	6,503	6,713	6,912	7,160
	33.56	34.85	36.14	37.43	38.73	40.02	41.31	42.54	44.06
Level 4 (RN/RPN)	6,485	6,601	6,746	6,917	7,125	7,294	7,504	7,707	7,949
	39.91	40.62	41.51	42.57	43.85	44.89	46.18	47.43	48.92
Level 5 (RN/RPN)	6,907	6,956	7,090	7,274	7,493	7,670	7,879	8,079	8,326
	42.50	42.81	43.63	44.76	46.11	47.20	48.49	49.72	51.24
Level 6 (RN/RPN)	7,190	7,248	7,382	7,567	7,794	7,979	8,196	8,393	8,635
	44.25	44.60	45.43	46.57	47.96	49.10	50.44	51.65	53.14

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### Effective First Pay Period after April 1, 2018

	Start	1 Year	2 Year	4 Year	6 Year	8 Year
Level 1 (LPN)	4,420	4,552	4,684	4,775	4,819	4,865
	27.20	28.01	28.82	29.38	29.66	29.94
Level 2 (LPN)	4,605	4,743	4,878	4,973	5,021	5,069
	28.34	29.19	30.02	30.60	30.90	31.19

### Effective First Pay Period after April 1, 2018

	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Forensic Nurse "A" (Max Security)	5,730	5,937	6,147	6,356	6,567	6,777	6,990	7,187	7,435
	35.26	36.54	37.83	39.11	40.41	41.70	43.02	44.23	45.75
Forensic Nurse "B" (Min/Med Security & FCLN)	5,576	5,783	5,994	6,203	6,414	6,623	6,835	7,032	7,281
	34.31	35.59	36.89	38.17	39.47	40.76	42.06	43.27	44.81

## Special Wage Rate Schedules for Pine Free Clinic Nurses

<b>Effective First Pay Period after February 1, 2018</b>									
	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Monthly Rate	\$5,745	\$5,972	\$6,197	\$6,419	\$6,648	\$6,865	\$7,079	\$7,272	\$7,517
Hourly Rate	\$35.35	\$36.75	\$38.14	\$39.50	\$40.91	\$42.25	\$43.56	\$44.75	\$46.26

<b>Effective First Pay Period after April 1, 2018</b>									
	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Monthly Rate	\$5,774	\$6,002	\$6,228	\$6,451	\$6,681	\$6,899	\$7,114	\$7,308	\$7,555
Hourly Rate	\$35.53	\$36.94	\$38.33	\$39.70	\$41.11	\$42.46	\$43.78	\$44.97	\$46.49

**Wage rates for Employed Student Nurses**

First Pay Period after February 1, 2018	\$27.70
First Pay Period after April 1, 2018	\$27.84