

**FOR POSTING**

**IMPLEMENTATION OF THE NINE (9) INCREMENT WAGE SCHEDULE**

There is apparently some confusion, due to statements allegedly made by BCNU, regarding the placement of nurses on, and their movement through, the new nine increment wage schedule. This memo is intended to dispel the rumours and provide nurses with the facts.

- A nurse with 8 years or more of recognized experience at her current and/or previous employer(s) moves to the 8<sup>th</sup> step on October 1/01 and the 9<sup>th</sup> step on April 1/02. The nurse is not required to spend a year at the 8<sup>th</sup> step prior to moving to step 9.

2000/01	Year 1 2001/2002		Year 2 2002/2003	Year 3 2003/2004
Anniv. Date March 1	Salary Increase Apr 1/01	Move to 8 <sup>th</sup> Increment Oct 1/01	Move to 9 <sup>th</sup> Increment Apr 1/02	Salary Increase Apr 1/03
\$26.50	\$27.03	\$29.74	\$32.42	\$32.91

\*COLA guaranteed at 1.5%; If Consumer Price Index (CPI) exceeds 1.5%, nurse receives higher amount (e.g. 2.5%)

- A nurse with the requisite years of recognized experience for placement at the 7<sup>th</sup> or 8<sup>th</sup> increment step moves to that step on October 1/01. She moves to subsequent steps on her increment anniversary date.

2000/01	Year 1 2001/2002			Year 2 2002/2003	Year 3 2003/04
Anniv. Date March 1	Salary Increase Apr 1/01	Move to 7 <sup>th</sup> Increment Oct 1/01	Move to 8 <sup>th</sup> Increment Mar 1/02	Salary Increase Apr 1/02	Move to 9 <sup>th</sup> Increment Mar 1 /03
\$26.50	\$27.03	\$28.87	\$29.74	\$31.31	\$32.42
				\$32.91	

\*COLA guaranteed at 1.5%; If Consumer Price Index (CPI) exceeds 1.5%, nurse receives higher amount (e.g. 2.5%)

- A nurse moves through the nine step scale in the same manner she moved through the six step scale. A nurse with 5 years of recognized experience, (currently on the 6<sup>th</sup> step) moves to the 7<sup>th</sup> step on her increment anniversary date.

2000/01	Year 1 2001/2002			Year 2 2002/2003	Year 3 2003/2004		
Anniv. Date March 1	Salary Increase Apr 1/01	Salary Increase Oct 1/01	Move to 7 <sup>th</sup> Increment Mar 1/02	Salary Increase Apr 1/02	Move to 8 <sup>th</sup> Increment Mar 1/03	Salary Increase Apr 1/03	Move to 9 <sup>th</sup> Increment Mar 1 /04
\$26.50	\$27.03	\$27.94	\$28.87	\$30.41	\$31.31	\$31.78	\$32.91

\*COLA guaranteed at 1.5%; If Consumer Price Index (CPI) exceeds 1.5%, nurse receives higher amount (e.g. 2.5%)

**Note:** The above example assumes the increment anniversary date occurs subsequent to October 1/01. If the increment anniversary date occurs prior to October 1/01, the nurse moves to the 7<sup>th</sup> step on October 1/01 but retains her original increment anniversary date.

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- The implementation procedures specified above also apply to casuals with the following exceptions:
  - a) Increment progression for casuals remains dependant on completion of 1879.2 hours as opposed to the completion of one year of service for a regular employee.
  - b) The effective date for the placement of casuals entitled to higher increment levels is September 8/01.
  
- The implementation procedures specified above also apply to Nurses who have ported from one employer to another. The Article 51.02(A) requirement for an employee to serve twelve months at the ported step does not mean that an employee must remain at that step for 12 months if the employee's previous experience justifies placement at a higher step.

A porting employee who moves to a higher increment step under this procedure retains her increment anniversary date.