

Nurses' Provincial Collective Agreement

Effective April 1, 2011									
	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Level 1	4,822	5,005	5,193	5,376	5,562	5,749	5,935	6,111	6,330
	30.79	31.96	33.16	34.33	35.52	36.71	37.90	39.02	40.42
Level 2	5,733	5,835	5,963	6,115	6,298	6,447	6,634	6,812	7,027
	36.61	37.26	38.08	39.05	40.22	41.17	42.36	43.50	44.87
Level 3	6,106	6,148	6,269	6,430	6,624	6,781	6,967	7,143	7,362
	38.99	39.26	40.03	41.06	42.30	43.30	44.49	45.61	47.01
Level 4	6,355	6,408	6,526	6,690	6,890	7,053	7,244	7,420	7,634
	40.58	40.92	41.67	42.72	44.00	45.04	46.26	47.38	48.75

Effective April 1, 2013									
	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Level 1	5,153	5,350	5,549	5,746	5,946	6,144	6,344	6,531	6,765
	31.71	32.92	34.15	35.36	36.59	37.81	39.04	40.19	41.63
Level 2	6,128	6,237	6,373	6,536	6,732	6,892	7,090	7,282	7,511
	37.71	38.38	39.22	40.22	41.43	42.41	43.63	44.81	46.22
Level 3	6,526	6,572	6,700	6,872	7,080	7,248	7,446	7,634	7,868
	40.16	40.44	41.23	42.29	43.57	44.60	45.82	46.98	48.42
Level 4	6,793	6,849	6,975	7,150	7,365	7,538	7,743	7,930	8,159
	41.80	42.15	42.92	44.00	45.32	46.39	47.65	48.80	50.21

Special Wage Rate Schedule for Pine Free Clinic Nurses Effective April 1, 2011									
	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Monthly Rate	\$5,104	\$5,306	\$5,506	\$5,703	\$5,905	\$6,098	\$6,289	\$6,461	\$6,679
Hourly Rate	\$32.59	\$33.88	\$35.16	\$36.42	\$37.71	\$38.94	\$40.16	\$41.26	\$42.65

Special Wage Rate Schedule for Pine Free Clinic Nurses Effective April 1, 2013									
	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Monthly Rate	\$5,455	\$5,671	\$5,884	\$6,095	\$6,312	\$6,518	\$6,721	\$6,906	\$7,139
Hourly Rate	\$33.57	\$34.90	\$36.21	\$37.51	\$38.84	\$40.11	\$41.36	\$42.50	\$43.93

Note: Effective 30 days after ratification of the Collective Agreement, the 1.5 wage rate of pay under the Special Wage Rate Schedule as a result of Vince Ready's May 12, 1999 arbitration award on the allocation of jobs under MOU #17 will no longer apply to the Long Term Care Case Manager position.

Unless otherwise negotiated, incumbents in the Long Term Care Case Manager position at the time of ratification will continue to receive wage increases.