

# CONTRACT INTERPRETATION MANUAL

## Article 63 WAGE SCHEDULES

### Interpretation Guidelines

#### LPN Wages

This Article lays out the wage schedule for LPNs and RNs and including some specialized areas such as Forensics and the Pine Free Clinic.

On May 10, 2016, the 2014-2019 NBA PCA was ratified unifying all nurses into a single collective agreement. The existing six-step LPN wage grid from the 2012-2014 FBA agreement was integrated into the master PCA wage grid. However, increment progression remained the same and occurred on the years set out by the original FBA wage grid (i.e. first, second, third, fifth, seventh, and ninth years).

1. LPNs working in the Operating Room, previously classified under the FBA SA29 wage rate, on and prior to April 1, 2016, will remain grandfathered. This grandfathered rate is equal to a Level 2 LPN on the new PCA wage grid (Appendix EE.5).
2. LPNs who had been working under the 2012-2014 CBA agreement in community on and prior to May 20, 2016 remained grandfathered on the community LPN wage grid. It was mutually understood between the parties that as soon as a grandfathered community LPN was eligible for a higher rate of pay on the PCA wage grid that they would receive it and transition over to the PCA wage grid.

The 2019-2022 NBA PCA saw more changes to the LPN wage grid. Effective April 1 2019 the 2-year gaps were eliminated between the higher increments and the wage grid transitioned to offer seven increments over seven years. On April 1 2020 an eighth-year increment was added and subsequently a ninth was added on April 1, 2021.

#### A.3 - Forensic Premium

As of April 1 2019 Forensic Employees are to be placed on the wage grid in the same way as RNs and paid an additional hourly premium. See the PCA for the calculation of the premium.

### Footnotes

Article	63
Sub-Article	0.0
Last Update	25-05-21
Related Articles	Appendix EE