

# LPN WAGE GRID LEVEL 1

The following examples illustrate the wage increases nurses will receive, starting at February 1, 2019 up until the final wage increase of the contract, due April 1, 2021.

SCENARIOS	2014-2019		2019-2022		
	February 1, 2019	April 1, 2019	April 1, 2020	April 1, 2021	
<b>NURSE A (L1-1)</b> START = \$27.67 END = \$30.62 % increase: 10.7	START				
	STEP 1 (1 <sup>st</sup> year) 27.67*	STEP 1 (1 <sup>st</sup> year) 27.87* Anniversary Date	STEP 1 28.15*	STEP 1 28.43*	
	STEP 2 (2 <sup>nd</sup> year) 28.50*	STEP 2 (2 <sup>nd</sup> year) 28.68*	STEP 2 28.97* Anniversary Date	STEP 2 29.26*	
	STEP 3 (3 <sup>rd</sup> year) 29.33	STEP 3 (3 <sup>rd</sup> year) 29.55	STEP 3 29.85	STEP 3 30.15 Anniversary Date	END
<b>NURSE B (L1-5)</b> START = \$29.90 END = \$32.51 % increase: 8.73	START				
	STEP 5 (5 <sup>th</sup> year) 29.90	STEP 5 (5 <sup>th</sup> year) 30.35 Anniversary Date	STEP 5 30.72	STEP 5 31.10	
	STEP 6 (6 <sup>th</sup> year) 29.90	STEP 6 (6 <sup>th</sup> year) 30.75	STEP 6 31.16 Anniversary Date	STEP 6 31.57	
	STEP 7 (7 <sup>th</sup> year) 30.17	STEP 7 (7 <sup>th</sup> year) 31.15	STEP 7 31.59 Anniversary Date	STEP 7 32.04 Anniversary Date	END
<b>NURSE C (L1-9)</b> START = \$30.46 END = \$32.98 % increase: 8.3	START				
	STEP 8 (8 <sup>th</sup> year) 30.17	NO STEP 8	STEP 8 32.02	STEP 8 32.51	END
	STEP 9 (9 <sup>th</sup> year) 30.46		NO STEP 9	STEP 9 32.98	END

\* Effective the first pay period after April 1, 2019, each LPN who is paid at the Step 1 or Step 2 wage rate will receive a retention payment of \$0.25 for each straight-time hour paid, to a maximum of 1950hrs. Once an LPN progresses to the Step 3 wage rate, the retention payment ceases.

\*\* Anniversary date: this is the first day of work for nurses working in regular positions. This date does not change when adopting a new wage grid. Nurses who work in casual positions do not have an anniversary date, but receive the increment step increase upon completion of 1950hrs.

\*\*\* It is not possible to lose a step (go down).

# LPN WAGE GRID LEVEL 2

The following examples illustrate the wage increases nurses will receive, starting at February 1, 2019 up until the final wage increase of the contract, due April 1, 2021.

SCENARIOS	2014-2019		2019-2022		
	February 1, 2019	April 1, 2019	April 1, 2020	April 1, 2021	
<b>NURSE A (L2-1)</b> START = \$28.84 END = \$31.91 % increase: 10.6	START				
	STEP 1 (1 <sup>st</sup> year) 28.84*	STEP 1 (1 <sup>st</sup> year) 29.04* Anniversary Date	STEP 1 (1 <sup>st</sup> year) 29.33*	STEP 1 (1 <sup>st</sup> year) 29.62*	
	STEP 2 (2 <sup>nd</sup> year) 29.70*	STEP 2 (2 <sup>nd</sup> year) 29.89*	STEP 2 (2 <sup>nd</sup> year) 30.19* Anniversary Date	STEP 2 (2 <sup>nd</sup> year) 30.49*	
	STEP 3 (3 <sup>rd</sup> year) 30.54	STEP 3 (3 <sup>rd</sup> year) 30.79	STEP 3 (3 <sup>rd</sup> year) 31.10	STEP 3 (3 <sup>rd</sup> year) 31.42 Anniversary Date	END
<b>NURSE B (L2-5)</b> START = \$31.14 END = \$33.88 % increase: 8.8	START				
	STEP 5 (5 <sup>th</sup> year) 31.14	STEP 5 (5 <sup>th</sup> year) 31.62 Anniversary Date	STEP 5 (5 <sup>th</sup> year) 32.01	STEP 5 (5 <sup>th</sup> year) 32.40	
	STEP 6 (6 <sup>th</sup> year) 31.14	STEP 6 (6 <sup>th</sup> year) 32.04	STEP 6 (6 <sup>th</sup> year) 32.47 Anniversary Date	STEP 6 (6 <sup>th</sup> year) 32.89	
	STEP 7 (7 <sup>th</sup> year) 31.44	STEP 7 (7 <sup>th</sup> year) 32.46	STEP 7 (7 <sup>th</sup> year) 32.92	STEP 7 (7 <sup>th</sup> year) 33.38 Anniversary Date	END
<b>NURSE C (L2-9)</b> START = \$31.74 END = \$34.37 % increase: 8.3	START				
	STEP 8 (8 <sup>th</sup> year) 31.44	NO STEP 8	STEP 8 (8 <sup>th</sup> year) 33.37	STEP 8 (8 <sup>th</sup> year) 33.88	END
	STEP 9 (9 <sup>th</sup> year) 31.74		NO STEP 9	STEP 9 (9 <sup>th</sup> year) 34.37	END

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\*\* Anniversary date: this is the first day of work for nurses working in regular positions. This date does not change when adopting a new wage grid. Nurses who work in casual positions do not have an anniversary date, but receive the increment step increase upon completion of 1950hrs.

\*\*\* It is not possible to lose a step (go down).