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.

**NURSE A (L1-1)**  
START = $27.67  
END = $30.62  
% increase: 10.7

**NURSE B (L1-5)**  
START = $29.90  
END = $32.51  
% increase: 8.73

**NURSE C (L1-9)**  
START = $30.46  
END = $32.98  
% increase: 8.3

* 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).
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.

**NURSE A (L2-1)**
START = $28.84
END = $31.91
% increase: 10.6

**NURSE B (L2-5)**
START = $31.14
END = $33.88
% increase: 8.8

**NURSE C (L2-9)**
START = $31.74
END = $34.37
% increase: 8.3

* 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.

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