

# NBA WAGE GRIDS – LPNs, RNs, & RPNs

2014-2019 PROVINCIAL COLLECTIVE AGREEMENT

*\*Includes grandparented Community Bargaining Association (CBA) wage grids (for LPNs)*

## ARTICLE 61 – WAGE SCHEDULE CLASSIFICATIONS

Nursing jobs have been categorized into four job groups. These are:

- Community Health Activities (CH)
- Direct Patient/Client/Resident Care Activities (DC)
- Educational Activities (ED)
- Program and Service Activities (PS)

	CH	DC	ED	PS
<i>Level 1 (LPN)*</i>	LPN1	LPN1		
<i>Level 2 (LPN)</i>	LPN2	LPN2	LPN2	
<i>Level 3 (RN/RPN)**</i>	CH1	DC1		PS1
<i>Level 4 (RN/RPN)</i>	CH2A/CH2B	DC2A/DC2B	ED2	PS2
<i>Level 5 (RN/RPN)</i>	CH3	DC3	ED3	PS3
<i>Level 6 (RN/RPN)</i>	CH4A/CH4B	DC4	ED4	

In the event that an employee moves from a licensed practical nurse (LPN) position to a registered nurse (RN) or registered psychiatric nurse (RPN) position, she shall be placed at the lowest step in the new increment structure that shall give her a monthly wage increase. Moving from a LPN position to an RN or RPN position shall not be considered to be a promotion and shall not trigger the requirements of Article 18.06.

*\* To include LPN Orthopaedic Technologists (previously FBA SA25)*

*\*\* To include Licensed Graduate Nurses, which are defined by the College of Registered Nurses of British Columbia as “nurses granted LGN registration in B.C. prior to Oct. 1, 1990. An LGN registrant may perform or provide services as if he or she is a registered nurse registrant.”*

## Effective the first pay period after April 1, 2018

*\*Economic Stability Dividend payments will increase this wage grid*

<b>NBA Wage Grid</b>									
<b>YEAR</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
Level 1 (LPN)	4,420	4,552	4,684	n/a	4,775	n/a	4,819	n/a	4,865
	27.20	28.01	28.82		29.38		29.66		29.94
Level 2 (LPN)	4,605	4,743	4,878	n/a	4,973	n/a	5,021	n/a	5,069
	28.34	29.19	30.02		30.60		30.90		31.19
Level 3 (RN/RPN)	5,454	5,663	5,873	6,082	6,293	6,503	6,713	6,912	7,160
	33.56	34.85	36.14	37.43	38.73	40.02	41.31	42.52	44.06
Level 4 (RN/RPN)	6,485	6,601	6,746	6,917	7,125	7,294	7,504	7,707	7,949
	39.91	40.62	41.51	42.57	43.85	44.89	46.18	47.43	48.92
Level 5 (RN/RPN)	6,907	6,956	7,090	7,274	7,493	7,670	7,879	8,079	8,326
	42.50	42.81	43.63	44.76	46.11	47.20	48.49	49.72	51.24
Level 6 (RN/RPN)	7,190	7,248	7,382	7,794	7,979	8,196	8,393	8,635	8,571
	44.25	44.60	45.43	46.57	47.96	49.10	50.44	51.65	53.14

<b>Grandparented CBA LPN Wage Grid</b>				
	<b>First Year</b>	<b>Second Year</b>	<b>Third Year</b>	<b>Fourth Year</b>
Licensed Practical Nurse (Level 1)	4,441	4,555	4,683	4,821
	27.33~	28.03	28.83	29.67
LPN Supervisor (Level 2)	4,745	4,877	5,020	N/A
	29.20~	30.01	30.89	N/A

~ denotes wage increments that no longer apply to any LPNs (based on May 10, 2016 being the last date eligible for this wage grid - anticipating the entire grid being phased out on May 10, 2024)

**Effective the first pay period after February 1, 2018**

*\*Economic Stability Dividend payments will increase this wage grid*

NBA Wage Grid									
YEAR	1	2	3	4	5	6	7	8	9
Level 1 (LPN)	4,368	4,495	4,628	n/a	4,717	n/a	4,761	n/a	4,805
	26.88	27.66	28.48		29.03		29.30		29.57
Level 2 (LPN)	4,548	4,685	4,818	n/a	4,912	n/a	4,960	n/a	5,007
	27.99	28.83	29.65		30.23		30.52		30.81
Level 3 (RN/RPN)	5,387	5,593	5,801	6,007	6,217	6,424	6,632	6,828	7,072
	33.15	34.42	35.70	36.97	38.26	39.53	40.81	42.02	43.52
Level 4 (RN/RPN)	6,405	6,520	6,662	6,833	7,038	7,203	7,411	7,611	7,852
	39.42	40.12	41.00	42.05	43.31	44.33	45.61	46.84	48.32
Level 5 (RN/RPN)	6,823	6,870	7,002	7,183	7,400	7,576	7,783	7,980	8,224
	41.99	42.28	43.09	44.20	45.54	46.62	47.90	49.11	50.61
Level 6 (RN/RPN)	7,100	7,159	7,291	7,474	7,698	7,880	8,094	8,290	8,528
	43.69	44.06	44.87	45.99	47.37	48.49	49.81	51.02	52.48

Grandparented CBA LPN Wage Grid				
	First Year	Second Year	Third Year	Fourth Year
Licensed Practical Nurse (Level 1)	27.19~	27.89	28.69	29.52
LPN Supervisor (Level 2)	29.05~	29.86	30.74	

~ denotes wage increments that no longer apply to any LPNs (based on May 10, 2016 being the last date eligible for this wage grid - anticipating the entire grid being phased out on May 10, 2024)

**Effective September 1, 2017**

**\*\$1/hr increase applies LPNs only**

<b>NBA Wage Grid</b>									
YEAR	1	2	3	4	5	6	7	8	9
Level 1 (LPN)	4,337	4,466	4,597	n/a	4,685	n/a	4,729	n/a	4,774
	26.69	27.48	28.29		28.83		29.10		29.38
Level 2 (LPN)	4,519	4,654	4,787	n/a	4,880	n/a	4,927	n/a	4,974
	27.81	28.64	29.46		30.03		30.32		30.61

<b>Grandparented CBA LPN Wage Grid</b>				
	First Year	Second Year	Third Year	Fourth Year
Level 1 (LPN)	4,357	4,469	4,597	4,730
	26.81~	27.50	28.29	29.11
Level 2 (LPN Supervisor)	4,656	4,786	4,927	
	28.65~	29.45	30.32	

~ denotes wage increments that no longer apply to any LPNs (based on May 10, 2016 being the last date eligible for this wage grid - anticipating the entire grid being phased out on May 10, 2024)

**Effective the first pay period after April 1, 2017**

*The following grids include the 0.5% increase*

<b>NBA Wage Grid</b>									
<b>YEAR</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
Level 1 (LPN)	4,175	4,303	4,434	n/a	4,523	n/a	4,567	n/a	4,611
	25.69	26.48	27.29		27.83		28.10		28.38
Level 2 (LPN)	4,356	4,491	4,624	n/a	4,717	n/a	4,764	n/a	4,811
	26.81	27.64	28.46		29.03		29.32		29.61
Level 3 (RN/RPN)	5,352	5,557	5,763	5,968	6,176	6,382	6,588	6,783	7,026
	32.94	34.20	35.46	36.73	38.01	39.27	40.54	41.74	43.24
Level 4 (RN/RPN)	6,364	6,477	6,619	6,788	6,992	7,158	7,364	7,563	7,800
	39.16	39.86	40.73	41.77	43.03	44.05	45.32	46.54	48.00
Level 5 (RN/RPN)	6,778	6,825	6,958	7,138	7,353	7,527	7,732	7,928	8,171
	41.71	42.00	42.82	43.93	45.25	46.32	47.58	48.79	50.28
Level 6 (RN/RPN)	7,055	7,112	7,244	7,425	7,648	7,829	8,042	8,236	8,473
	43.42	43.77	44.58	45.69	47.06	48.18	49.49	50.68	52.14

<b>Grandparented CBA LPN Wage Grid</b>				
	<b>First Year</b>	<b>Second Year</b>	<b>Third Year</b>	<b>Fourth Year</b>
Level 1 (LPN)	4,194	4,306	4,435	4,568
	25.81	26.50	27.29	28.11
Level 2 (LPN Supervisor)	4,493	4,623	4,765	
	27.65	28.45	29.32	

**Effective the first pay period after February 1, 2017**

*The following grids include the 1% increase, plus the Economic Stability Dividend payment of 0.35%*

<b>NBA Wage Grid</b>									
YEAR	1	2	3	4	5	6	7	8	9
Level 1 (LPN)	4,154	4,282	4,412	n/a	4,500	n/a	4,544	n/a	4,588
	25.56	26.35	27.15		27.69		27.96		28.23
Level 2 (LPN)	4,334	4,469	4,601	n/a	4,694	n/a	4,740	n/a	4,787
	26.67	27.50	28.31		28.89		29.17		29.46
Level 3 (RN/RPN)	5,325	5,529	5,734	5,938	6,145	6,350	6,555	6,749	6,991
	32.77	34.02	35.29	36.54	37.82	39.08	40.34	41.53	43.02
Level 4 (RN/RPN)	6,332	6,445	6,586	6,754	6,957	7,122	7,327	7,525	7,761
	38.97	39.66	40.53	41.56	42.81	43.83	45.09	46.31	47.76
Level 5 (RN/RPN)	6,744	6,791	6,923	7,102	7,316	7,490	7,694	7,889	8,130
	41.50	41.79	42.60	43.70	45.02	46.09	47.35	48.55	50.03
Level 6 (RN/RPN)	7,020	7,077	7,208	7,388	7,610	7,790	8,002	8,195	8,431
	43.20	43.55	44.36	45.46	46.83	47.94	49.24	50.43	51.88

<b>Grandparented CBA LPN Wage Grid</b>				
	First Year	Second Year	Third Year	Fourth Year
Level 1 (LPN)	4,173	4,285	4,412	4,545
	25.68	26.37	27.15	27.97
Level 2 (LPN Supervisor)	4,470	4,600	4,740	
	27.51	28.31	29.17	

**Effective the first pay period after April 1, 2016**

<b>NBA Wage Grid</b>									
<b>YEAR</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
Level 1 (LPN)	4,100	4,225	4,353	n/a	4,441	n/a	4,483	n/a	4,527
	25.23	26.00	26.79		27.33		27.59		27.86
Level 2 (LPN)	4,277	4,409	4,540	n/a	4,631	n/a	4,677	n/a	4,722
	26.32	27.13	27.94		28.50		28.78		29.06
Level 3 (RN/RPN)	5,254	5,455	5,658	5,859	6,063	6,265	6,468	6,659	6,898
	32.33	33.57	34.82	36.06	37.31	38.55	39.80	40.98	42.45
Level 4 (RN/RPN)	6,248	6,359	6,498	6,664	6,864	7,027	7,229	7,425	7,658
	38.45	39.13	39.99	41.01	42.24	43.24	44.49	45.69	47.13
Level 5 (RN/RPN)	6,654	6,701	6,831	7,007	7,219	7,390	7,592	7,784	8,022
	40.95	41.24	42.04	43.12	44.42	45.48	46.72	47.90	49.37
Level 6 (RN/RPN)	6,926	6,983	7,112	7,290	7,509	7,686	7,895	8,086	8,319
	42.62	42.97	43.77	44.86	46.21	47.30	48.58	49.76	51.19

<b>Grandparented CBA LPN Wage Grid</b>				
	<b>First Year</b>	<b>Second Year</b>	<b>Third Year</b>	<b>Fourth Year</b>
Licensed Practical Nurse (Level 1)	25.34	26.01	26.79	27.60
LPN Supervisor (Level 2)	27.13	27.94	28.78	