

CFNU Contract Comparison Document

**Nurses' Union Affiliates of CFNU and
Other Unions Representing Nurses**

**Researched and prepared by
The Manitoba Nurses' Union**
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Revision History

- June 27th, 2007 – LPN salary scales.
- June 29th, 2007 – NLNU salaries to reflect a new contract period beginning July 1st, 2007.
- July 16th, 2007 – UNA information to reflect Mediator’s recommendations accepted.
- November 16th, 2007 – NBNU salaries to new contract period beginning July 1st, 2007.
- December 17th, 2007 – FIQ to reflect a new contract period beginning November 21st, 2007; corrected PIPSC top salary for ON, PQ, YT/NWT, Atlantic.

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Introduction

The Contract Comparison Document is a collection of data gathered from affiliates of the Canadian Federation of Nurses' Union (CFNU) and provides valuable information from several healthcare unions. The following unions are affiliates of the CFNU:

- British Columbia Nurses' Union
- United Nurses of Alberta
- Saskatchewan Nurses Union
- Ontario Nurses' Union
- Prince Edward Island Nurses Union
- New Brunswick Nurses' Union
- Nova Scotia Nurses' Union
- Newfoundland and Labrador Nurses' Union
- Manitoba Nurses' Union

Unless otherwise noted, all information is based on a seven and three-quarter length shift (shift lengths vary across the country) i.e. not a twelve-hour shift. It is understood that nurses across the country work shifts of varying length. For the purpose of this document, to give a relative overview of contract clauses and salaries amongst the affiliates, it is easiest to limit information to the one shift. Also, information has been gathered from collective agreements that the respective affiliates believe best represents their agreements. If more detail is required, please contact the affiliate directly or contact the Manitoba Nurses' Union office and ask to speak to the Researcher.

Information gathered from the Ontario Nurses' Association (ONA) is based on the hospital sector agreement. The General Duty Registered Nurse salary is negotiated at the Central Table, as are numerous provision, however, the bulk of negotiations are conducted at the Local level.

Please be advised that this document is only intended as a guide. Copies of collective agreements are available from the website of most unions. The MNU Researcher can provide copies of most agreements upon request.

A Word of Acknowledgement:

Thank you to the affiliates, non-affiliate nurse unions and health care unions that provided information and expertise throughout the re-development of this valuable resource tool. The project would not have been possible without your assistance.

Additional information, comments, or suggestions can be directed to:
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General Duty Registered Nurse
Salary in Current Increment Term

Union	Dollars Per Hour		Annual Income		Steps	Increment Term		Annual Hours
	Minimum	Maximum	Minimum	Maximum		Start	End	
ONA	26.800	38.740	52260.000	75543.000	9	4/1/2007	3/31/2008	1950.00
UNA	29.330	38.500	56337.518	73950.795	9	4/1/2007	3/31/2008	1920.75
BCNU	26.910	35.320	50569.272	66373.344	9	4/1/2007	3/31/2008	1879.20
SUN	26.900	32.960	52422.720	64232.448	5	4/1/2007	3/31/2008	1948.80
MNU	26.798	31.592	53997.222	63658.270	6	10/1/2006	9/30/2007	2015.00
NBNU	26.380	31.490	51638.850	61641.675	6	7/1/2007	12/31/2007	1957.50
NSNU	26.281	30.715	51252.000	59895.000	6	5/1/2006	10/31/2006	1950.00
FIQ	20.580	30.650	38927.070	57974.475	12	11/21/2007	03/31/2008	1891.50
PEINU	25.130	30.620	49003.500	59709.000	6	4/1/2007	3/31/2008	1950.00
NLNU	23.478	30.002	45782.210	58503.900	7	7/1/2007	6/30/2008	1950.00

The following affiliates denote the General Duty Registered Nurse classification as follows and may include Registered Psychiatric Nurse:

SUN - Nurse A, includes Registered Psychiatric Nurse

MNU - Nurse II, Registered Psychiatric Nurse

NLNU - Nurse I (NS-28)

PEINU - RN I

BCNU - Level 1, includes Registered Psychiatric Nurse

NSNU - RN 2

NBNU - Registered Nurse 2

UNA - agreement includes market conditions lump sum payments of: 2007 - \$1500, 2008 - \$1625, 2009 - \$1750.

PIPSC - Hospital Nursing NU-HOS-2 (Reported separately)

General Duty Registered Nurse

Salary at Contract Expiry

Union	Dollars Per Hour		Annual Income		Steps	Contract Expiry	Annual Hours
	Minimum	Maximum	Minimum	Maximum			
UNA	32.340	42.450	62117.055	81535.837	9	3/31/2010	1920.75
ONA	26.800	38.740	52260.000	75543.000	9	3/31/2008	1950.00
BCNU	29.020	38.100	54534.384	71597.520	9	3/31/2010	1879.20
SUN	26.900	32.960	52422.720	64232.448	5	3/31/2008	1948.80
FIQ	21.410	31.890	40497.015	60319.935	12	3/31/2010	1891.50
MNU	26.798	31.592	53997.222	63658.270	6	9/30/2007	2015.00
NBNU	26.380	31.490	51638.850	61641.675	6	12/31/2007	1957.50
NSNU	26.281	30.715	51252.000	59895.000	6	10/31/2006	1950.00
PEINU	25.130	30.620	49003.500	59709.000	6	3/31/2008	1950.00
NLNU	23.478	30.002	45782.210	58503.900	7	6/30/2008	1950.00

The following affiliates denote the General Duty Registered Nurse classification as follows and may include Registered Psychiatric Nurse:

SUN - Nurse A, includes Registered Psychiatric Nurse

MNU - Nurse II, Registered Psychiatric Nurse

NLNU - Nurse I (NS-28)

PEINU - RN I

BCNU - Level 1, includes Registered Psychiatric Nurse

NSNU - RN 2

NBNU - Registered Nurse 2

UNA - agreement includes market conditions lump sum payments of: 2007 - \$1500, 2008 - \$1625, 2009 - \$1750

PIPSC - Hospital Nursing NU-HOS-2 (Reported separately)

Licensed Practical Nurse
Salary in Current Increment Term

Union	Dollars Per Hour		Annual Income		Steps	Increment Term		Annual Hours
	Minimum	Maximum	Minimum	Maximum		Start	End	
SK SEIU	23.990	25.680	46751.712	50045.184	3	4/1/2007	3/31/2008	1948.80
SK CUPE	23.990	25.680	46636.560	49921.920	3	4/1/2007	3/31/2008	1944.00
MNU	20.513	25.077	41334.338	50530.870	7	10/1/2006	9/30/2007	2015.00
AUPE	19.910	23.460	40118.650	47271.900	8	4/1/2007	3/31/2008	2015.00
BCHEU	22.940	22.940	44733.000	44733.000	1	4/1/2007	3/31/2008	1950.00
PQ CUPE	17.290	22.680	37717.000	42916.230	10	4/1/2007	11/20/2007	1892.25
AB CUPE	18.660	21.400	36387.000	41730.000	6	5/1/2006	10/31/2006	1950.00
NB CUPE	20.097	20.868	39339.877	40849.110	3	1/1/2007	6/30/2007	1957.50
NAPE	18.530	20.540	36125.760	40060.640	3	4/1/2007	3/31/2008	1950.00
PEI UPSE	18.790	20.430	36640.500	39838.500	3	4/1/2007	3/31/2008	1950.00
NSNU	17.522	19.567	34169.000	38156.000	5	5/1/2006	10/31/2006	1950.00
NF CUPE	17.630	19.550	34365.830	38131.210	3	10/1/2003	3/31/2004	1957.50

BCHEU - Nursing Assistant (OR Technician)

NB CUPE - Registered Nursing Assistant

ONT CUPE - Unwilling to provide wages. States that a huge discrepancy exists, wages are negotiated at local level, not centrally.

PQ CUPE – Infirmier ou infirmiere auxiliaire

SK CUPE - Licensed Practical Nurse (Full Scope)

SK SEIU - Licensed Practical Nurse (Full Scope)

Licensed Practical Nurse

Salary at Contract Expiry

Union	Dollars Per Hour		Annual Income		Steps	Contract Expiry	Annual Hours
	Minimum	Maximum	Minimum	Maximum			
SK SEIU	23.990	25.680	46751.712	50045.184	3	3/31/2008	1948.800
SK CUPE	23.990	25.680	46636.560	49921.920	3	3/31/2008	1944.000
MNU	20.513	25.077	41334.338	50530.870	7	9/30/2007	2015.000
BCHEU	24.760	24.760	48282.000	48282.000	1	3/31/2010	1950.000
PQ CUPE	18.260	23.970	34552.485	45357.232	10	3/31/2010	1892.250
AUPE	17.910	23.460	36088.650	47271.900	8	3/31/2008	2015.000
PEI UPSE	19.840	21.570	38688.000	42061.500	3	3/31/2009	1950.000
AB CUPE	18.660	21.400	36387.000	41730.000	6	10/31/2006	1950.000
NB CUPE	20.097	20.868	39339.877	40849.110	3	6/30/2007	1957.500
NAPE	18.530	20.540	36125.760	40060.640	3	3/31/2008	1950.000
NSNU	17.522	19.567	34169.000	38156.000	5	10/31/2006	1950.000
NF CUPE	17.630	19.550	34365.830	38131.210	3	3/31/2004	1957.500

BCHEU - Nursing Assistant (OR Technician)

NB CUPE - Registered Nursing Assistant

ONT CUPE - Unwilling to provide wages. States that a huge discrepancy exists, wages are negotiated at local level, not centrally.

PQ CUPE – Infirmier ou infirmiere auxiliaire

SK CUPE - Licensed Practical Nurse (Full Scope)

SK SEIU - Licensed Practical Nurse (Full Scope)

Student/Undergraduate Wages

Salary in Current Increment Term

Union	Dollars Per Hour		Annual Income		Steps	Increment Term		Annual Hours
	Minimum	Maximum	Minimum	Maximum		Start	End	
UNA	0.000	22.030	0.000	40299.255	1	4/1/2007	3/31/2008	1920.75
BCNU	0.000	21.780	0.000	40928.976	1	4/1/2006	3/31/2007	1879.20

Student/Undergraduate Wages**Salary at Contract Expiry**

Union	Dollars Per Hour		Annual Income		Steps	Contract Expiry	Annual Hours
	Minimum	Maximum	Minimum	Maximum			
UNA	0.000	24.289	0.000	46653.096	1	3/31/2010	1920.75
BCNU	0.000	24.080	0.000	45251.136	0	3/31/2010	1879.20

Graduate Nurse
Salary in Current Increment Term

Union	Dollars Per Hour		Annual Income		Steps	Increment Term		Annual Hours
	Minimum	Maximum	Minimum	Maximum		Start	End	
UNA	26.843	32.792	51558.692	62985.234	9	4/1/2007	3/31/2008	1920.75
NBNU	24.670	29.400	48291.525	57550.500	6	7/1/2007	12/31/2007	1957.50
NSNU	22.870	26.860	44592.00	52384.000	6	5/1/2006	10/31/2006	1950.00
MNU	0.000	24.655	0.000	49679.825	1	10/1/2006	9/30/2007	2015.00
SUN	0.000	23.220	0.000	45251.136	1	4/1/2007	3/31/2008	1948.80
NLNU	0.000	22.965	0.000	44781.750	1	7/1/2007	6/30/2008	1950.00
FIQ	0.000	18.670	0.000	35314.305	1	11/21/2007	3/31/2008	1891.50

UNA - Certified Graduate Nurse, Temporary Permit Holder, and Graduate Psychiatric Nurse

MNU - Graduate Nurse salary shall be discounted 8% of GDRN start salary.

NLNU - Unregistered Nurse shall receive salary \$950.00 below the minimum salary of Nurse I and shall not advance up the scale.

ONA - Negotiated at local level.

Graduate Nurse
Salary at Contract Expiry

Union	Dollars Per Hour		Annual Income		Steps	Contract Expiry	Annual Hours
	Minimum	Maximum	Minimum	Maximum			
UNA	29.594	36.154	56842.675	69442.795	9	3/31/2010	1920.75
NBNU	24.670	29.400	48291.525	57550.500	6	12/31/2007	1957.50
NSNU	22.870	26.860	44592.000	52384.000	6	10/31/2006	1950.00
MNU	0.000	24.655	0.000	49679.825	1	9/30/2007	2015.00
SUN	0.000	23.220	0.000	45251.136	1	3/31/2008	1948.80
NLNU	0.000	22.965	0.000	44781.750	1	6/30/2008	1950.00
FIQ	0.000	19.420	0.000	36737.785	1	3/31/2010	1891.50

UNA - Certified Graduate Nurse, Temporary Permit Holder, and Graduate Psychiatric Nurse

MNU - Graduate Nurse salary shall be discounted 8% of GDRN start salary.

NLNU - Unregistered Nurse shall receive salary \$950.00 below the minimum salary of Nurse I and shall not advance up the scale.

ONA - Negotiated at local level.

PIPSC General Duty Registered Nurse

Province	Dollars Per Hour		Annual Income		Steps	Increment Term		Annual Hours
	Minimum	Maximum	Minimum	Maximum		Start	End	
BC	32.585	36.425	63786.000	71303.000	5	10/1/2006	9/30/2007	1957.50
Quebec	30.444	35.833	59595.000	70144.000	5	10/1/2006	9/30/2007	1957.50
Yukon/NWT	31.217	35.592	61107.000	69672.000	5	10/1/2006	9/30/2007	1957.50
Ontario	31.217	35.592	61107.000	69672.000	5	10/1/2006	9/30/2007	1957.50
Alberta	31.605	34.911	61867.000	68339.000	5	10/1/2006	9/30/2007	1957.50
Manitoba	31.605	34.911	61867.000	68339.000	5	10/1/2006	9/30/2007	1957.50
Atlantic	28.844	33.104	56463.000	64801.000	5	10/1/2006	9/30/2007	1957.50

The following affiliates denote the General Duty Registered Nurse classification as follows and may include Registered Psychiatric Nurse:

PIPSC - Hospital Nursing NU-HOS-2 (Reported separately)

Assistant Head Nurse/Supervisor
Salary in Current Increment Term

Union	Dollars Per Hour		Annual Income		Steps	Increment Term		Annual Hours
	Minimum	Maximum	Minimum	Maximum		Start	End	
UNA	30.325	40.329	58246.743	77461.926	9	4/1/2007	3/31/2008	1920.75
BCNU	31.990	39.220	60115.608	73702.224	9	4/1/2007	3/31/2008	1879.20
SUN	29.320	35.920	57138.816	70000.896	5	4/1/2007	3/31/2008	1948.80
PEINU	27.590	33.950	53800.500	66202.500	6	4/1/2007	3/31/2008	1950.00
FIQ	23.230	33.710	43939.545	63762.465	12	11/21/2007	3/31/2008	1891.50
MNU	27.816	33.542	56049.373	67586.168	7	10/1/2006	9/30/2007	2015.00
NBNU	27.010	32.280	52872.075	63188.100	6	7/1/2007	12/31/2007	1957.50
NSNU	26.281	30.715	51252.000	59895.000	6	5/1/2006	10/31/2006	1950.00

The following classifications are remunerated in this salary scale:

PEINU - RN III, also coordinators of worksites with no nursing supervisor. Supervisors in major acute care facilities classified as RN IV.

SUN - Nurse B, Supervises 'A', Public Health Nurse, CMHN's and Educators

BCNU - Level 2, Includes nurse co-ordinators, clinicians and educators.

MNU - Nurse III Includes Clinical Resource Nurse.

UNA - agreement includes market conditions lump sum payments of: 2007 - \$1500, 2008 - \$1625, 2009 - \$1750

Assistant Head Nurse/Supervisor

Salary at Contract Expiry

Union	Dollars Per Hour		Annual Income		Steps	Contract Expiry	Annual Hours
	Minimum	Maximum	Minimum	Maximum			
UNA	33.433	44.462	64216.434	85400.386	9	3/31/2010	1920.75
BCNU	34.500	42.290	64832.400	79471.368	9	3/31/2010	1879.20
SUN	29.320	35.920	57138.816	70000.896	5	3/31/2008	1948.80
FIQ	24.160	35.070	45698.640	66334.905	12	3/31/2010	1891.50
PEINU	27.590	33.950	53800.500	66202.500	6	3/31/2008	1950.00
MNU	27.816	33.542	56049.373	67586.168	7	9/30/2007	2015.00
NBNU	27.010	32.280	52872.075	63188.100	6	12/31/2007	1957.50
NSNU	26.281	30.715	51247.950	59894.250	6	3/31/2006	1950.00

The following classifications are remunerated in this salary scale:

PEINU - RN III, also coordinators of worksites with no nursing supervisor. Supervisors in major acute care facilities classified as RN IV.

SUN - Nurse B, Supervises 'A', Public Health Nurse, CMHN's and Educators

BCNU - Level 2, Includes nurse co-ordinators, clinicians and educators.

MNU - Nurse III Includes Clinical Resource Nurse

UNA - agreement includes market conditions lump sum payments of: 2007 - \$1500, 2008 - \$1625, 2009 - \$1750

Head Nurse

Salary in Current Increment Term

Union	Dollars Per Hour		Annual Income		Steps	Increment Term		Annual Hours
	Minimum	Maximum	Minimum	Maximum		Start	End	
UNA	32.099	43.076	61654.154	82738.227	9	4/1/2007	3/31/2008	1920.75
BCNU	34.080	41.080	64043.136	77197.536	9	4/1/2007	3/31/2008	1879.20
MNU	28.770	36.042	57972.180	72625.459	7	10/1/2006	9/30/2007	2015.00
PEINU	28.610	35.780	55789.500	69.771.000	6	4/1/2007	3/31/2008	1950.00
NBNU	28.100	33.630	55005.750	65830.725	6	7/1/2007	12/31/2007	1957.50
NLNU	24.910	31.987	48574.500	62374.650	7	7/1/2007	6/30/2008	1950.00
NSNU	26.984	31.418	52626.000	61269.000	6	5/1/2006	10/31/2006	1950.00

NLNU - Nurse II (NS-30), Psy Nurse II (NS-30)

BCNU - Level 3 Includes: Head Nurse and Supervisors

MNU - Nurse IV, includes Educator.

NSNU - RN 3

NBNU - Registered Nurse 4 or Nurse Manager, may be responsible for more than one unit.

PEINU – RN IV – supervisors in major acute care facilities

UNA - agreement includes market conditions lump sum payments of: 2007 - \$1500, 2008 - \$1625, 2009 - \$1750

Head Nurse

Salary at Contract Expiry

Union	Dollars Per Hour		Annual Income		Steps	Contract Expiry	Annual Hours
	Minimum	Maximum	Minimum	Maximum			
UNA	35.389	47.492	67973.421	91220.259	9	3/31/2010	1920.75
BCNU	36.750	44.310	69060.600	83267.352	9	3/31/2010	1879.20
MNU	28.770	36.042	57972.180	72625.459	7	9/30/2007	2015.00
PEINU	28.610	35.780	55789.500	69.771.000	6	3/31/2008	1950.00
NBNU	28.100	33.630	55005.750	65830.725	6	12/31/2007	1957.50
NLNU	24.910	31.987	48574.500	62374.650	7	6/30/2008	1950.00
NSNU	26.984	31.418	52626.000	61269.000	6	10/31/2006	1950.00

NLNU - Nurse II (NS-30), Psy Nurse II (NS-30)

BCNU - Level 3 Includes: Head Nurse and Supervisors

MNU - Nurse IV, includes Educator.

NSNU - RN 3

NBNU - Registered Nurse 4 or Nurse Manager, may be responsible for more than one unit.

PEINU – RN IV – supervisors in major acute care facilities.

UNA - agreement includes market conditions lump sum payments of: 2007 - \$1500, 2008 - \$1625, 2009 - \$1750

Clinical Nurse Specialist

Salary in Current Increment Term

Union	Dollars Per Hour		Annual Income		Steps	Increment Term		Annual Hours
	Minimum	Maximum	Minimum	Maximum		Start	End	
UNA	33.700	45.217	64729.275	86850.552	9	4/1/2007	3/31/2008	1920.75
BCNU	35.470	42.610	66655.224	80072.712	9	4/1/2007	3/31/2008	1879.20
MNU	34.611	41.851	69741.681	84330.296	5	10/1/2006	9/30/2007	2015.00
SUN	31.950	39.150	62264.160	76295.520	5	4/1/2007	3/31/2008	1948.80
PEINU	28.610	35.780	55789.500	69771.000	6	4/1/2007	3/31/2008	1950.00
NBNU	29.720	35.580	58176.900	69647.850	6	7/1/2007	12/31/2007	1957.50

The following affiliates denote the Clinical Nurses Specialist classification as follows and may include Educator, Head Nurse and Nurse Practitioner as well:

PEINU - RN IV

SUN - Nurse C (Advanced Clinical/Practice Nurses, supervises 'B')

UNA - Clinical Nurse Specialist

ONA - Negotiated at the Local Level

BCNU - Level 4 Includes: CNS and Educator responsible for post-secondary education.

NBNU - Registered Nurse 5 includes: Clinical Nurse Specialist

UNA - agreement includes market conditions lump sum payments of: 2007 - \$1500, 2008 - \$1625, 2009 - \$1750

Clinical Nurse Specialist

Salary at Contract Expiry

Union	Dollars Per Hour		Annual Income		Steps	Contract Expiry	Annual Hours
	Minimum	Maximum	Minimum	Maximum			
BCNU	38.250	45.950	71879.400	86349.240	9	3/31/2010	1879.20
UNA	37.154	49.852	71363.545	95753.229	9	3/31/2010	1920.75
MNU	34.611	41.851	69741.681	84330.296	5	9/30/2007	2015.00
SUN	31.950	39.150	62264.160	76295.520	5	3/31/2008	1948.80
PEINU	28.610	35.780	55789.500	69771.000	6	3/31/2008	1950.00
NBNU	29.720	35.580	58176.900	69647.850	6	12/31/2007	1957.50

The following affiliates denote the Clinical Nurses Specialist classification as follows and may include Educator, Head Nurse and Nurse Practitioner as well:

PEINU - RN IV

SUN - Nurse C (Advanced Clinical/Practice Nurses, supervises 'B')

UNA - Clinical Nurse Specialist

ONA - Negotiated at the Local Level

BCNU - Level 4 Includes: CNS and Educator responsible for post-secondary education.

NBNU - Registered Nurse 5 includes: Clinical Nurse Specialist

UNA - agreement includes market conditions lump sum payments of: 2007 - \$1500, 2008 - \$1625, 2009 - \$1750

Nurse Practitioner

Salary in Current Increment Term

Union	Dollars Per Hour		Annual Income		Steps	Increment Term		Annual Hours
	Minimum	Maximum	Minimum	Maximum		Start	End	
NBNU	37.990	42.800	74365.425	83781.000	6	7/1/2006	12/31/2006	1957.50
PEINU	37.410	42.330	72949.500	82543.500	6	4/1/2007	3/31/2008	1950.00
MNU	34.611	41.851	69741.681	84330.296	5	10/1/2006	9/30/2007	2015.00
ONA	37.223	41.364	72584.850	80659.800	9	4/1/2007	3/31/2008	1950.00
SUN	31.170	37.440	60474.993	72970.867	5	4/1/2006	3/31/2007	1948.80
NLNU	26.841	34.479	52339.950	67234.050	7	7/1/2007	6/30/2008	1950.00

MNU - currently in the process of negotiating salary, benefits and other provisions to achieve consistency between nurses in Winnipeg and those outside Winnipeg.

NLNU - Nurse Practitioner Acute Care (NS-32), Nurse Practitioner Primary Health Care (NS-32), and Regional Nurse (Coastal Nursing Stations NS-32); Educator (NS-32), although a classification in and of itself within NLNU collective agreement, has been included in this classification.

NSNU - Included, currently being negotiated (March 2004).

PIPSC - NU-CHN-3, the Nurse Practitioner classification, only located in Remote and Isolated Communities. Please add the following to the salary if applicable:

1. Isolated Post Allowance - Amount varies between posts.
2. Recruitment/retention Allowance - \$6000/year
3. Expanded Role Allowance - \$6000/year

SUN - Nurse C (Advanced Clinical/Practice Nurses, supervises 'B')

Nurse Practitioner Salary at Contract Expiry

Union	Dollars Per Hour		Annual Income		Steps	Contract Expiry	Annual Hours
	Minimum	Maximum	Minimum	Maximum			
NBNU	37.990	42.800	74365.425	83781.000	6	12/31/2007	1957.50
PEINU	37.410	42.330	72949.500	82543.500	6	3/31/2008	1950.00
MNU	34.611	41.851	69741.681	84330.296	5	9/30/2007	2015.00
ONA	37.223	41.364	72584.850	80659.800	9	3/31/2008	1950.00
SUN	31.950	39.150	62264.160	76295.520	5	3/31/2008	1948.80
NLNU	26.841	34.479	52339.950	67234.050	7	6/30/2008	1950.00

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Nurse Practitioner Primary Health Care (NS-32), and Regional Nurse (Coastal Nursing Stations NS-32); Educator (NS-32), although a classification in and of itself within NLNU collective agreement, has been included in this classification.

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1. Isolated Post Allowance - Amount varies between posts.
2. Recruitment/retention Allowance - \$6000/year
3. Expanded Role Allowance - \$6000/year

SUN - Nurse C (Advanced Clinical/Practice Nurses, supervises 'B)

Full-Time / Part-Time / Casual

BCNU

Full-Time

Definition: Works an average of 36 hours per week.

Part-Time:

Definition: An employee who is regularly scheduled to work a minimum of 14.4 hours per week, but less than the full time hours of 36 hours per week.

Vacation: Prorated.

Increments Based on a calendar year's length of service.

Sick Leave: Prorated.

Seniority Accrual: Shall accrue.

Other: N/A

Overtime: All hours worked in excess of regular shifts where such work would result in excessive number of consecutive shifts, depending on the length of the shift.

Casual:

Definition: An employee may be employed to work full shifts or part shifts on a continuous or intermittent basis.

Pay in lieu: 12.2% of basic salary for vacation and stats.

Increments Upon completion of 1879.2 hours.

Sick Leave: No provision.

Seniority Accrual: Shall accrue.

Seniority Conversion: No provision.

Other: N/A

Overtime: All hours worked in excess of regular shifts where such work would result in excessive number of consecutive shifts, depending on the length of the shift.

Full-Time / Part-Time / Casual**FIQ****Full-Time**

Definition: Not available.

Part-Time:

Definition: Not available.

Vacation: Based on years of service.
 0 - 16 yrs: 8% total salary.
 17 - 18 yrs: 8.4% total salary.
 19 - 20 yrs: 8.8% total salary.
 21 - 22 yrs: 9.2% total salary.
 23 - 24 yrs: 9.6% total salary.
 25+ yrs: 10% total salary.

Increments Not available.

Sick Leave: Employees working greater than 25% of full-time hours receive 4% of salary in lieu of a sick leave bank and participate in the short term disability plan.
 Employees working less than 25% of full-time hours may choose to opt out of the short-term disability plan and receive an additional 2% of salary.

Seniority Accrual: Accrued at the rate of 1.4 calendar days for each regularly scheduled day as per letter of hire. Additional shifts will earn days on the basis of (hours worked divided by regular hours) x 1.4. Cannot earn days in excess of full time entitlement.

Other: Not available.

Overtime: All hours in excess of regular daily or full-time bi-weekly hours, or on scheduled day of rest.

Casual:

Definition: Casual classification does not exist. Instead has unscheduled part-time employees that can access the same benefits as regular part-time employees.

Pay in lieu: Not applicable.

Increments Not applicable.

Sick Leave: Not applicable.

Seniority Accrual: Not applicable.

Seniority Conversion: Not applicable.

Other: Not applicable.

Overtime: Not applicable.

Full-Time / Part-Time / Casual**MNU****Full-Time**

Definition: Works the full prescribed hours of work of 77.50 hours bi-weekly.

Part-Time:

Definition: Works on a regular and continuing basis for less than the full prescribed hours, but not less than 7.75 hours per bi-weekly period when averaged over a 4 week period.

Vacation: Pro-rated.

Increments Based on 1343 hours worked or one year's service whichever occurs later.

Sick Leave: Pro-rated.

Seniority Accrual: Calculated in accordance with regular hours worked.

Other: N/A

Overtime: All hours in excess of regular daily or full-time bi-weekly hours.

Casual:

Definition: Called in occasionally by the Employer to replace a full-time or part-time nurse or to supplement regular staff coverage in situations of unforeseen staff shortages.

Pay in lieu: Vacation pay at the rate of 6% of all hours paid at basic salary which includes hours worked on a stat.

Increments Based on 2015 regular hours worked.

Sick Leave: No provision.

Seniority Accrual: Accrued for regular hours worked, but only for the purposes of application for vacancies, term positions and new positions were there are no qualified full-time or part-time applicants currently in the bargaining unit.

Seniority Conversion: No provision.

Other: N/A

Overtime: All hours in excess of regular daily hours.

Full-Time / Part-Time / Casual**NBNU****Full-Time**

Definition: An employee who normally works on a scheduled basis 37.5 hours/week averaged over a 4 week period and who is hired for an indeterminate period.

Part-Time:

Definition: An employee who normally works on a scheduled basis a lesser number of hours, but more than 1/3 of the 37.5 hours/week averaged over a 4 week period and who is hired for an indeterminate period.

Vacation: Prorated.

Increments Upon completion of 1957.5 hours.

Sick Leave: Prorated.

Seniority Accrual: Shall accrue to a yearly maximum of 1957.5 hours.

Other: N/A

Overtime: All hours in excess of regular daily or full-time bi-weekly hours averaged over a 4-week period or on a scheduled day of rest.

Casual:

Definition: An employee who is employed on an unscheduled basis for a continuous period of 6 months or more, who works more than 1/3 of the weekly normal hours averaged over a 6 month period and who agrees to report for work during such 6 month period as required. Such a person shall be considered an employee as of the first worked day of the 7th month of continuous employment.

Pay in lieu: Shall receive 13% of regular hourly rate in lieu of vacation, sick leave and stats.

Increments Upon completion of 1957.5 hours.

Sick Leave: No provision.

Seniority Accrual: Shall accrue to a yearly maximum of 1957.5 hours.

Seniority Conversion: No provision.

Other: N/A

Overtime: All hours in excess of regular daily or full-time bi-weekly hours averaged over a 4-week period or during one shift of a double shift.

Full-Time / Part-Time / Casual**NLNU****Full-Time**

Definition: Shall be 75 hours biweekly.

Part-Time:

Definition: An employee who shall be regularly scheduled to work the number of shifts each week as specified.

Vacation: Based on years of service.

Increments No provision.

Sick Leave: No provision.

Seniority Accrual: No provision.

Other: N/A

Overtime: All hours in excess of equivalent full-time hours, except when Employee requests to work additional shifts.

Casual:

Definition: An employee who works on an occasional or intermittent basis.

Pay in lieu: 20% of basic salary in lieu of statutory holidays, vacations, sick leave, and benefits.

Increments No provision.

Sick Leave: No provision.

Seniority Accrual: Accrued only for the purposes of application for vacancies.

Seniority Conversion: No provision.

Other: N/A

Overtime: All hours worked in excess of regular hours.

Full-Time / Part-Time / Casual**NSNU****Full-Time**

Definition: Shall be 75 hours per biweekly pay period.

Part-Time:

Definition: Nurse hired to position less than work period of FT Nurse.

Vacation: Earned on basis of regular hours worked.

Increments On a year to year basis following the setting of the original Anniversary Date, the Nurse shall be advanced on the increment scale within the Nurse's classification except where the Nurse is absent without pay for reasons other than Pregnancy/Birth, Parental and Adoption Leaves. The Anniversary Date shall be altered in direct relationship to the length of the unpaid absence in excess of one (1) month.

Sick Leave: Accumulate at the rate of 11.25 hours for each 162.5 regular hours paid.

Seniority Accrual: Defined as the length of service from the date of employment.

Other: Overtime:
Will receive 1.5 or 2 times pay if they work beyond their appointment status, even if it is not more than 75 hours in a pay period or more than 8/10/12 hours in a day. Also depends on whether it is 'required' or 'voluntary.'

Overtime: All hours in excess of regular daily or full-time bi-weekly hours.

Casual:

Definition: Nurse in an employment relationship which is not regular.

Pay in lieu: 11% of their earnings. 4% vacation and 7% for all other benefits.

Increments If worked more than 1000 regular hours by anniversary date shall be recognized for an additional year of service.

Sick Leave: Included with pay in lieu of.

Seniority Accrual: Casual seniority list.

Seniority Conversion: Shall have time worked converted on the basis of 1950 hours equals 1 year of service for the purpose of vacation service. Hours worked since February 26, 2004 is now convertible to 'regular seniority' if the casual nurse attains a regular position.

Other: Not eligible for maternity top-up.

Overtime: All hours in excess of regular daily or full-time bi-weekly hours.

Full-Time / Part-Time / Casual**ONA****Full-Time**

Definition: Works 37.5 hours per week.

Part-Time:

Definition: Regular Part Time. Regularly works less than the normal full time hours and who offers to make a commitment to be available for work on a regular pre-determined basis.

Vacation: Based on hours of service. 1500 hours equals one year of service.

Increments Upon completion of 1500 hours.

Sick Leave: Receives 13% in lieu of benefits and pension. If employee opts into pension in lieu is reduced to 9%.

Seniority Accrual: Shall accrue.

Other: Eligible for jury and witness leave.

Overtime: All hours in excess of regular daily hours.

Casual:

Definition: Regularly works less than the normal full time hours and does not offer to make a commitment to be available for work on a regular pre-determined basis.

Pay in lieu: 13% in lieu of benefits and pension

Increments Upon completion of 1500 hours.

Sick Leave: Receives 13% in lieu of benefits and pension. If employee opts into pension in lieu is reduced to 9%.

Seniority Accrual: Shall accrue.

Seniority Conversion: No provision.

Other: Casuals entitled to vacation. Based on hours of service. 1500 hours equals one year of service.
Eligible for jury and witness leave.

Overtime: All hours in excess of regular daily hours.

Full-Time / Part-Time / Casual**PEINU****Full-Time**

Definition: Works a regular schedule of hours, 37.5 hours averaged over a 4 week period.

Part-Time:

Definition: Works less than the fully prescribed hours of work on a recurring and regularly scheduled basis.

Vacation: Accrual based on working hours of service.

Increments Upon completion of 1950 hours shall be entitled to receive increment.

Sick Leave: Pro-rated.

Seniority Accrual: Calculated in accordance with regular hours worked.

Other: N/A

Overtime: All hours in excess of regular daily or full-time weekly hours, or additional shifts scheduled by the Employer.

Casual:

Definition: An employee who works on a day-to-day basis as required and are not considered as filling permanent or temporary positions.

Pay in lieu: 12% of their earnings in lieu of statutory holidays and vacations.

Increments Upon completion of 1950 hours shall be entitled to receive increment.

Sick Leave: No provision.

Seniority Accrual: Calculated in accordance with regular hours worked.

Seniority Conversion: No provision.

Other: N/A

Overtime: All hours in excess of regular daily or full-time bi-weekly hours.

Full-Time / Part-Time / Casual**SUN****Full-Time**

Definition: Works on a regular and continuing scheduled basis. Normal hours of work shall be 80 hours in a bi-weekly.

Part-Time:

Definition: Works on a regular and continuing scheduled basis.

Vacation: Accrued and paid out as requested by Employee.

Increments Step 1: Based on 1948.8 hours worked or one year's service whichever occurs later. Step 2: Completion of 974.4 hours or one year

Sick Leave: Pro-rated to a maximum of 190 working days.
Family sick: pro-rated to a max of 5 days

Seniority Accrual: Hire date: Date on which a Part-time or temporary service commenced.

Other: N/A

Overtime: All hours in excess of regular daily or full-time bi-weekly hours.

Casual:

Definition: Works on a call-in basis and who does not appear on the schedule on a regular and continuing basis except for the purpose of:
(i) Replacement for illness and WCB of less than 120 days;
(ii) Vacation replacement;
(iii) Stat holiday replacement;
(iv) Temporary excess work load.

Pay in lieu: Vacation credit shall be accrued and paid out during normal vacation period.

Increments Based on 1948.8 hours worked or one year's service whichever occurs later.

Sick Leave: Pro-rated to a maximum of 190 working days.
Family sick: pro-rated to a max of 5 days

Seniority Accrual: Hire date seniority.

Seniority Conversion: No provision.

Other: N/A

Overtime: All hours worked in excess of regular daily or biweekly hours.

Full-Time / Part-Time / Casual**UNA****Full-Time**

Definition: Hired to work 7.75 hours per day and 36.81 hours/week averaged over 1 complete shift schedule of 12 weeks.

Part-Time:

Definition: Hired to work for scheduled shifts, whose hours is less than 36.81 hours/week averaged over 1 complete shift schedule of 12 weeks.

Vacation: Vacation prorated; in lieu of stat pay 4.8% .

Increments Upon completion of 1920.75 regular hours and thereafter 1711.50 regular hours.

Sick Leave: Prorated.

Seniority Accrual: Shall accrue.

Other: N/A

Overtime:

Casual:

Definition: Hired to work 7.75 hours per day and 36.81 hours/week averaged over 1 complete shift schedule of 12 weeks.

Pay in lieu: Vacation prorated on earning payable on each pay period; in lieu of stat pay 4.8% .

Increments Upon completion of 1920.75 regular hours and thereafter 1711.50 regular hours.

Sick Leave: No provision.

Seniority Accrual: Shall accrue.

Seniority Conversion: No provision.

Other: N/A

Overtime:

Collective Agreement Provisions

Academic Allowances

Union	Post Grad Course: 3 to 6 months	Post Grad Course: 6 months plus	1 Year Course 1 Year Course	Contract Expiry	Annual Hours
BCNU	\$50.00/month	\$50.00/month	\$25.00/month	3/31/2010	1879.20
FIQ	.56/hour	\$1.09/hour	\$1.09/hour	6/30/2004	1891.50
MNU	.298/hour	.298/hour	.298/hour	9/30/2007	2015.00
NBNU	\$16.59/month	\$33.19/month	\$20.75/month	12/31/2007	1957.50
NLNU	\$199.00/year	\$331.00/year	\$331.00/year	6/30/2005	1950.00
NSNU	\$225.00/year	\$450.00/year	\$180.00/year	10/31/2006	1950.00
ONA	\$300.00/year	\$475.00/year	\$850.00/year	3/31/2006	1950.00
PEINU	No provision	No provision	No provision	3/31/2008	1950.00
PIPSC	\$550/year	\$850/year	\$2000/year	9/30/2007	1957.50
SUN	.17/hour	.17/hour	.17/hour	3/31/2008	1948.80
UNA	.50/hour	.50/hour	.50/hour	3/31/2006	1920.75

Academic Allowances

Union	Additional Diploma	Baccalaureate	Masters	Doctorate	Contract Expiry	Annual Hours
BCNU	No provision	\$100.00/month	\$125.00/month	No provision	3/31/2010	1879.20
FIQ	\$1.09/hour	\$1.62/hour	\$2.77/hour	No provision	6/30/2004	1891.50
MNU	.298/hour	.596/hour	.893/hour	No provision	9/30/2007	2015.00
NBNU	\$49.78/month	\$103.72/month	\$124.45/month	No provision	12/31/2007	1957.50
NLNU	No provision	\$82.00/month	\$110.00/month If eligible Nurse will also receive BN allowance.	No provision	6/30/2005	1950.00
NSNU	\$360.00/year	\$975.00/year	1320.00/year	No provision	10/31/2006	1950.00
ONA	Local provision. Note: Local 'superior condition' 50 out of 153 hospitals have this provision.	\$1050.00/year	\$1450.00/year	No provision	3/31/2006	1950.00
PEINU	No provision	No provision	No provision	No provision	3/31/2008	1950.00
PIPSC	\$1500/year	\$3000/year	\$3500/year	No provision.	9/30/2007	1957.50

CFNU National Database

Union	Additional Diploma	Baccalaureate	Masters	Doctorate	Contract Expiry	Annual Hours
SUN	.17/hour	.21/hour - Nurse A, B .45/hour - Nurse C	.64/hour	No provision	3/31/2008	1948.80
UNA	.50/hour	\$1.25/hour	\$1.50/hour	\$1.75/hour	3/31/2006	1920.75

Premiums

Union	Nights	Evenings	Weekends	Professional Fees
BCNU	\$3.50/hour	.70/hour	\$2.00/hour Super Shift - additional \$1/00/hour between 2330 Fri. 0730 Sat and 2330 Sat and 0730 Sun	No provision.
FIQ	0-5 years \$2.08/hour 5-10 years	4% of basic salary	4% of basic salary	No provision.
MNU	\$1.75/hour	\$1.00/hour	\$1.35/hour	No provision.
NBNU	\$5.40/shift	\$3.60/shift	\$1.25/hour	No provision.
NLNU	.33/hour (\$0.72 effective June 30, 2008)	.33/hour (\$0.72 effective June 30, 2008)	.28/hour (\$1.25 effective June 30, 2008)	No provision.
NSNU	\$3.00 for 4 hours or more per shift. \$4.50 for 12 hour shift.	\$3.00 for 4 hours or more per shift. \$4.50 for 12 hour shift.	.50/hour	No provision.
ONA	\$1.65/hour	\$1.40/hour	\$1.80/hour	No provision.
PEINU	\$3.00/hour	\$3.00/hour	\$3.00/hour	No provision.
PIPSC	\$2.00/hour	\$2.00/hour	\$2.00/hour	The Employer shall reimburse an employee for the payment of membership, registration or other related fees to organizations or governing bodies when the Employer is satisfied that the payment of such fees is a requirement for the continuation of the performance of the duties of the employee's position.

Union	Nights	Evenings	Weekends	Professional Fees
SUN	\$1.50	\$1.50	\$1.25	The Employer shall pay license to practice fees in full for all Employees covered by SUN agreement.
UNA	\$3.50/hour \$4.25 – April 1/08 \$5.00 – April 1/09	\$2.25/hour \$2.50/hour – April 1/08 \$2.75/hour – April 1/09	\$2.25/hour \$2.75/hour – April 1/08 \$3.25/hour – April 1/09	An Employee who has accumulated 684.6 hours or more regular hours in the previous fiscal year will receive a \$100 reimbursement of registration fee.

Union	In-Charge	Team-Leader Pay	Responsibility Pay	Preceptor	Mentor
BCNU	\$9.38/shift	No provision.	\$1.25/hour	No provision.	No provision.
FIQ	\$11.08/shift	\$37.24/week	No provision	No provision.	No provision.
MNU	\$0.70/hour	No provision	\$0.70/hour	No provision	No provision.
NBNU	\$0.60/hour	No provision.	See In-charge pay.	No provision.	No provision.
NLNU	.85/hour provided works 5 hours of shift.	.85/hour provided works 5 hours of shift.	.65/hour after 4 hours worked	No provision.	No provision.
NSNU	No provision.	No provision.	.93/hour \$7.00/7.5 hour shift for management relief	No provision.	No provision.
ONA	\$1.00/hour	\$1.00/hour	\$1.40/hour	No provision.	.60/hour
PEINU	LOU - under review.	No provision.	No provision.	No provision.	\$450 credit for professional development
PIPSC	No provision.	No provision.	0.66/hour	No provision.	No provision.
SUN	\$1.00/hour	No provision	Minimum of 5%.	No provision	No provision.
UNA	\$2.00/hour \$3.00/hour for site responsibility	No provision	\$2/hour for out-of-scope replacement of one shift or longer.	\$0.65/hour	No provision.

Collective Agreement Provisions - Premiums

Union	Standby	Call Back	Travel Allowance
BCNU	April 1st, 2006: \$3.00/hour for first 72 hours/month. 2007: \$3.25; 2008: \$3.50; 2009: \$3.75 \$4.25/hour after 72 hours.	2 hours at appropriate OT rate.	.50/km
FIQ	1 hour straight time/8 hour shift	2 hours at 1.5 times basic rate.	.34/km, \$1.19/km for gravel road.
MNU	2 hours basic pay per 7.75 hour shift or portion thereof.	3 hours at OT rate.	0.367/km south of 53rd parallel. 0.410/km north of 53rd parallel. Minimum \$4.00 to maximum of \$10.00 for call back.
NBNU	\$1.50/hour \$1.75/hour effective Jan/05 \$2.00/hour effective Jan/06	3 hour minimum at 1.5 times basic rate.	Taxi receipt, not to exceed \$11.00.
NLNU	\$6.90/8 hour shift. \$10.35/12 hour shift. \$9.10/8 hour shift on Stat \$13.65/12 hour shift on Stat	3 hours at appropriate OT rate (1.5 or 2 times) basic rate.	\$8.50 maximum allowable, 31.5/km.
NSNU	\$1.50/hour	4 hours at straight time or 1.5 times whichever is greater.	.34/km to max of \$15.00
ONA	\$3.30/hour \$4.90/hour, on Statutory holiday.	4 hours 1.5 basic rate.	.22/km Or taxi receipt
PEINU	\$2.50/hour	3 hours at 1.5 times basic rate. Weekend premium will be	.30/km minimum of \$6.00 to a maximum of \$20.00.
PIPSC	\$2.50/hour	3 hours at OT rate.	Amount varies between provinces.
SUN	\$2.19/hour, minimum 8 hours. \$4.12/hour, minimum 8 hours on Statutory holiday and not	2 hours at 1.5 times basic rate. 2 hours at 2 times basic rate if between hours of 2400 and 0700, or Stat, or scheduled day	South of 54th Parallel .381/km with minimum of \$4.50/round trip. North of 54th Parallel .411/km.

Union	Standby	Call Back	Travel Allowance
UNA	\$3.30/hour \$4.50/hour on named holiday or day of rest.	3 hours at 2 times basic rate. Plus shift differentials and weekend premiums, as applicable. Employee called back to get 8 consecutive hours off in 12 hour period or, where less, at employee's request, employee not required to report for duty until received 8 hours off duty without loss of earnings.	0.44/km, plus \$130/month personal vehicle usage required.

Collective Agreement Provisions - Premiums

Union	Isolation Pay - Dependent	Isolation Pay - Single	Transportation Compensation	Escort Duty
BCNU	No provision	\$74.00/month	.46/km	OT if applicable, expenses.
FIQ	\$6825.00 - \$16295 Annually	\$4774.00 - \$9243.00 Annually	.34/km, \$1.19/km for gravel road.	OT if applicable, expenses.
MNU	\$89.25 - \$300.68	\$54.54 - \$173.09	0.367/km south of 53rd parallel. 0.410/km north of 53rd parallel. Minimum \$4.00 to maximum of \$10.00 for call back.	Minimum 3 hours pay.
NBNU	No provision.	No provision.	Taxi fare or expense not to exceed	OT if applicable, expenses.
NLNU	Labrador - \$4300 - \$5200 Travel Allowance Labrador - Employee and each dependent	Nfld - \$660.00/year, Labrador - \$2150 - 2600.	\$8.50/callback. 31.5/km	\$51.00/each assignment and expenses. \$61 if air ambulance or longer than 4 hours.
NSNU	No provision.	No provision.	.34/km to max of \$15.00	No provision.
ONA	Local provision.	Local provision.	.22/km to a maximum of \$25.00, or taxi receipt.	Minimum 4 hour pay, OT if applicable, expenses.
PEINU	No provision.	No provision.	.30/km minimum of \$5.50 to a maximum of \$8.50.	OT if applicable, expenses.
PIPSC	No provision.	Amount varies between posts.	Amount varies between provinces.	No provision.
SUN	\$40.00 to \$263.50/month and \$1447.03 to \$3472.88/year dependent on	\$125.00/month	.431/km with minimum of \$4.50/round trip.	OT if applicable, expenses, and no loss of time off.
UNA	No provision.	No provision.	\$0.44/km, plus \$130/month in personal vehicle usage required.	Basic rate of pay or OT pay, as applicable, plus expenses, plus \$50/round trip beyond a 35km radius from Ee's place of

Overtime

Union	Time And Half	Double Time	Sharing Overtime
BCNU	<ol style="list-style-type: none"> 1. First 2 hours in excess of daily/full shift hours. 2. For the first 7.2 hours in excess of 36 hours in 1 week. 3. Without 14 days notice of shift change resulting in Employee working on paid holiday. 4. Without 10 days notice of shift change shall be paid for all time worked on first day of shift posting change. 5. If scheduled to work 3 different shifts in any 7 consecutive day period, shall be paid for the third change. 	<ol style="list-style-type: none"> 1. For all hours worked in excess of the first 2 hours of OT. 2. For all hours in excess of 43.2 hours per week. 3. All hours worked on scheduled day off. 	No provision.
FIQ	<ol style="list-style-type: none"> 1. In excess of regular hours. 2. Without 16 hours between shifts. 3. Scheduled day off. 4. Recalled after leaving facility (also 1 hour straight 	<ol style="list-style-type: none"> 1. Worked on a statutory holiday. 	Overtime shall be distributed as equitably as possible amongst those nurses qualified for the work.
MNU	<ol style="list-style-type: none"> 1. First 3 hours. 2. In excess of the normal full-time hours in the rotation pattern in effect on each nursing unit for full-time nurses or the normal full-time hours in two (2) consecutive bi-weekly periods for part-time nurses. 	<ol style="list-style-type: none"> 1. In excess of the first 3 hours. 2. Called in on scheduled day off. 3. 2nd of two consecutive shifts. 	Overtime shall be distributed as equitably as possible amongst those nurses qualified for the work.
NBNU	<ol style="list-style-type: none"> 1. On scheduled day off. 2. In excess of regular daily/weekly hours. 3. In excess of 7 consecutive days. 4. Without 16 hours between shifts and/or without 48 hours notice. 6. During the 2nd of a double shift. 7. During vacation and/or weekend off. 	Christmas and New Year's.	Overtime shall be distributed as equitably as possible amongst those nurses qualified for the work.

Union	Time And Half	Double Time	Sharing Overtime
NLNU	<ol style="list-style-type: none"> 1. In excess of normal hours. 2. Without 24 hours notice of shift change. 3. On the 7th consecutive evening/night shift. 4. On the 4th consecutive 12 	<ol style="list-style-type: none"> 1. Without 48 hours notice of change of days of rest. 2. In excess of 7 consecutive 8 hour shifts, 4 consecutive 12s. 	Overtime shall be distributed as equitably as possible amongst those nurses qualified for the work.
NSNU	<ol style="list-style-type: none"> 1. OT hours worked in excess of normal weekly hours or normal daily hours. 2. For working on a scheduled holiday. 	<ol style="list-style-type: none"> 1. Nurse works in excess of 4 hours OT in one day. 2. 2.33 x regular rate for working OT on holiday. 3. 2.5 x regular rate if not scheduled to work holiday, called in without 72 hours notice. 	No provision.
ONA	<ol style="list-style-type: none"> 1. Required to work on scheduled day off. 2. In excess of regular daily/bi-weekly hours. 3. Required to work during vacation. 	<ol style="list-style-type: none"> 1. OT on Stat holiday. 	No provision.
PEINU	<ol style="list-style-type: none"> 1. In excess of daily or wkly hours averaged over 4 wk period. 2. First 3.75 hours of second consecutive shift. 3. PT not given 48 hours notice and who do not wish to work extra shifts. 	<ol style="list-style-type: none"> 1. Remainder of second consecutive shift after 3.75 hours (12 hour shift only). 2. Any continuous hours following second 8 hour shift. 	No provision.
PIPSC	<ol style="list-style-type: none"> 1. Employee is required to change shift without 72 hours notice. 2. In excess of normal daily hours. 	<ol style="list-style-type: none"> 1. All hours worked in excess of 7 1/2 consecutive hours. 2. For all hours worked on the second or subsequent day of rest. 	No provision.
SUN	<ol style="list-style-type: none"> 1. In excess of daily/bi-weekly hours for first 3 hours. 2. OT will apply when employee has worked at more than FT at other facilities/agencies within RHA(s). 	<ol style="list-style-type: none"> 1. After first 3 hours. 2. Continuous with regular shift between 2400 and 0700. 3. Required to work on scheduled day off. 4. Required to change scheduled shift(s) without 14 days notice. If emergency, 2 times rate shall be paid for first 5 shifts changed. 5. Called back from vacation. 	No provision.

Union **Time And Half**
UNA No provision.

Double Time

1. In excess of daily hours.
2. Missed meal/rest period.
3. Worked on scheduled day of rest.
4. Change of scheduled shift without proper notice.

Note: No employee shall work more than a total of 16 hours in a 24 hour period beginning at the 1st hour the employee reported for work.

5. Employee may decline unreasonable overtime, except in emergency situations, without being subject to discipline.

Sharing Overtime
No provision.

Statutory Holidays

Union	OT Rate of Pay On Statutory Holidays	Regular Rate of Pay On Statutory Holidays	Christmas New Years	Casual Employees
BCNU	2 times the basic rate of hours worked in excess of 7 1/2 hours.	1.5 times basic rate.	No provision.	1.5 times basic rate.
FIQ	2.0 times basic rate.	Basic rate. 2.0 times basic rate, if unable to receive compensatory day within 4 weeks.	Shall receive either of the holiday days off and shall receive 5 consecutive days off during the holiday not worked.	No provision.
MNU	2 times, and day off. Also if not scheduled, but called in without 72 hours notice is entitled 2 times.	1.5 times and a day off or may opt to take the pay for that day.	Shall receive either of the holiday days off.	No provision
NBNU	1.5 times the Stat rate.	2.0 times the basic rate. Super Stats: Christmas, Labour Day and Good Friday 2.5 times and alternate	Shall receive either of the holiday days off.	No difference
NLNU	2.5 times basic rate in pay or time off and alternate day off at 7.5 hours.	1.5 times basic rate in pay or time off and alternate day off at 7.5 hours.	If scheduled to work Christmas Day, shall have Eve as day of rest and shall not be scheduled for New Year's Eve and Day.	1.5 times basic rate.
NSNU	2.33 times basic rate beyond regular daily hours.	1.5 times basic rate.	Shall receive either Christmas or New Years off, plus on attached day if working the other holiday.	1.5 times basic rate.
ONA	2 times basic rate beyond regular daily hours.	1.5 times basic rate and alternate day off, or payment at basic rate.	Shall receive either Christmas or New Years off, plus on attached day if working the other holiday.	1.5 times basic rate.
PEINU	2 times basic rate beyond regular daily hours.	1.5 times basic rate and alternate day off, or payment at basic rate.	Shall receive either Christmas or New Years off, plus on attached day if working the other holiday.	1.5 times basic rate.

Union	OT Rate of Pay On Statutory Holidays	Regular Rate of Pay On Statutory Holidays	Christmas NewYears	Casual Employees
SUN	1. Required to work scheduled Stat off - 2 times basic rate and day off.	2 times basic rate.	Employer agrees to assign time off as equitably possible.	1.5 times basic rate.
UNA	2 times basic rate beyond regular daily hours.	1.5 times basic rate and alternate day off, or payment at basic rate.	Shall receive either Christmas or New Years off, plus on attached day if working the other holiday.	1.5 times basic rate.

Leave of Absence

Education, Public Office, and Court/Jury Duty

Union	Education	Education Development	Public Office	Jury Witness
BCNU	Employee Requested: To maximum of 9 days of Employer contribution from April 1, 1992. Employer Requested: With pay and shall cover	156 hours for Employer approved programs, employee must continue employment for one year or repay	Yes, without pay.	Yes, with pay, and shall remit to employer any payment received, except reimbursement of expenses.
FIQ	Yes, without pay. Maximum of 24 months continous, or divided into 2 or 3 absences not to exceed 36 months. Must have 1 year service.	No provision.	Yes, without pay.	Yes, with pay.
MNU	Yes, with pay if employer requires nurse to attend.	\$200.00/nurse	Yes, without pay.	Yes, with pay, and shall remit to employer any payment received, except reimbursement of expenses.
NBNU	Yes.	\$400,000 Educational Assistance Fund.	No provision.	Yes, with pay.
NLNU	Yes, without pay.	Funds available to those employed for 5 years or more. Minimum leave 6 wks to a maximum of 12 months. Two-thirds of salary reimbursed. Must remain employed for 2 times length of ed leave.	No provision.	Yes, with pay and alternative day of rest.
NSNU	No provision	When required by employer, shall be compensated with time off or pay/hour spent in attendance. Shall be reimbursed costs related to registration, books and course fees.	Shall be granted leave, without pay, if elected not to exceed	Shall be granted, with pay.
ONA	Yes, without pay. of expenses.	No provision.	No provision.	Yes, with pay, and shall remit to employer any payment received, except reimbursement

Union	Education	Education Development	Public Office	Jury Witness
PEINU	Yes	\$200,000	Yes, without pay.	Yes, with pay, and shall remit to employer any payment received, except reimbursement of expenses.
PIPSC	Yes, pro-rated based on years of service.	No provision.	No provision.	Yes
SUN	Yes, without pay.	No funds available.	Yes, without pay.	Yes, with pay, and shall remit to employer any payment received.
UNA	Yes, without pay. 24 months seniority retained and accrued. Yes, without loss of pay up to 5 days/year to fulfill university/college attendance requirements.	Mandatory in-services will be provided at applicable rate of pay on: CPR, Anaphylaxis, Fire, Evacuation/Disaster procedure, Lifting and prevention of back injury, pension plan and staff abuse, plus not less than 23 hours of additional in-service education. - All Employees (FT, PT, Cas) receive at least 3 professional development days/year at basic rate of pay.	Yes, without pay. Maximum 4 years	Yes, with pay, and be granted an alternate day of rest.

Marriage, Family, Special, Pre-Retirement

Union	Marriage	Family	Special	Pre-Retirement
BCNU	5 days	2 days	Accrual of .5 day/4 weeks to a maximum of 20 days. To provide care to a family member who has a serious illness up to 2 days at a time.	No provision.
FIQ	No provision.	6 days/year from sick leave credits or without pay.	To attend to family member shall be granted up to 6 months leave, without pay.	Gradual retirement.
MNU	No provision.	Yes, with pay. Accrual of .25 day/month for family illness.	No provision.	4 days/year employment shall be granted, at option of nurse, as a lump sum payment or as a continuation of salary.
NBNU	No provision.	3 days.	No provision.	No provision.
NLNU	No provision.	Yes, with pay, to a maximum of 3 days/8 hour shift and 22.5 hours/12 hour shift.	An employee may be granted leave, without pay, in the event that an employee has no current or accumulated annual leave available, employee shall retain accumulated sick and vacation entitlement. Extended unpaid leave: Permanent employee who has completed a minimum of 2 years service shall be entitled to 12 months leave, for each two years of service to a maximum of 24 months.	No provision.
NSNU	No provision.	37.5 hours/year (prorated for part-time).	Employer shall grant unpaid leaves of absence for personal reasons. Compassionate Care Leave - per EI Act and Labour Standards Code.	No provision.
ONA	No provision.	No provision.	No provision.	No provision.
PEINU	No provision.	5 days/illness to a maximum of 15/year.	1. Leave with pay for serious illness in immediate family. Maximum 3 days. Extension not to exceed 2 days when illness occurs outside of province. 2. Leave without pay may be authorized in exceptional circumstances. Will not be reasonably withheld.	No provision.

Union	Marriage	Family	Special	Pre-Retirement
PIPSC	No provision.	Employee shall be granted leave without pay for family-related needs. One day leave/year with pay shall be granted for family related needs.	<ol style="list-style-type: none"> 1. Up to 5 years leave without pay may be granted for personal long-term care of employee's family. 2. Volunteer Leave: One day/year. 3. Personal Leave: One day/year. 	No provision.
SUN	No provision.	Yes, with pay. Accrual of 2.66 hours/month to a maximum of 40 hours.	<ol style="list-style-type: none"> 1. General Leave, without pay, not in excess of 22 working days/year shall be granted. 2. Leave over 120 days requires valid reason. 3. Terminal Care Leave: Family member in the end-stage, shall be granted up to 6 months leave, without pay. 4. Long Service Leave: Employees with 3 or more years of service may be granted up to 3 weeks/year leave without pay. 	No provision.
UNA	No provision.	Up to 4 days/year without loss of pay may be granted as either family leave or special leave. Special leave is subject to a 'pressing necessity'	Terminal Care Leave: An employee with a relative (consistent with Compassionate Care Leave criteria) in the end-stage of life shall be entitled up to 6 months unpaid leave, but benefits will continue at normal cost sharing.	No provision.

Union

Union	Union	Union Full-Time Position
BCNU	Yes, with pay (Union will reimburse).	Yes, with pay for length of office (Union will reimburse).
FIQ	Yes, with pay, number of days specified for a position.	Yes, without pay for a non-elected position for a maximum of 2 years. Yes, without pay, for elected position, automatically renewable from year to year.
MNU	Yes, with pay (Union will reimburse	Yes, with pay for a period of up to 1 year (Union will reimburse Employer). Leave shall be renewed each year of term of office.
NBNU	With pay, shall grant, at discretion of employer. Negotiating and executive meetings shall be granted. Union will reimburse Employer.	Shall be granted leave without pay for term and leave for second consecutive term shall be granted.
NLNU	Yes, with pay. 1. Provincial Exec. Not to exceed 22.5 hours. 2. BOD member not to exceed 22.5 hours. 3. NLNU Convention - Prov. Exec. Member, BOD member or elected delegate not to exceed 22.5 hours. 4. Union sponsored educational seminars - paid leave/year (multiply # of shop stewards by 7.5) 5. CFNU Convention - 37.5 hours no more than 2 Employees/hospital. 6. Paid leave for negotiating team members.	2 years without pay, shall be renewed upon request.
NSNU	Shall grant, subject to employers ability to obtain replacement, with pay 3 reps at Annual or Provincial meetings. Shall grant, subject to employers ability to obtain replacement, without pay, reps on Board of Directors, Prov. Committee.	Shall be granted leave without pay for term and leave for second consecutive term shall be granted.
ONA	Yes, with pay, criteria set out in the Appendix of Local Provisions.	Yes, with pay, for a period of up to 3 consecutive 2 year terms.

Union	Union	Union Full-Time Position
PEINU	1. Yes, with pay to investigate complaints from members, process grievances and attend arbitration hearings. 2. Yes, with pay (Union shall reimburse) to any Employee elected or appointed to participate in any activities of the Union, provided Employer receives 48 hours written	Union office leave, without pay, for a period of 1 term, shall be renewed upon request.
PIPSC	No provision.	No provision.
SUN	Yes, with pay on request of Local or Union. Yes, without pay, number granted leave shall be mutually determined between Local and Employer.	Yes, without pay for a period of up to 2 years. Leave shall be renewed each year of term of office.
UNA	Yes, without pay, with approval.	Yes, without pay, no term limitations, with approval.

Bereavement Leave

Union	Number of Days	Relationship to Employee	Additional Info
BCNU	3	Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Relative In Household, Grandchild, Mother-In-Law, Father-In-Law,	2 additional days for travel shall be granted if Employer believes warranted. Special leave shall be granted as follows: 1 day for travel and 1 day may be added to the 3 days of compassionate leave.
	1	Grandparent, Grandchild, Brother-In-Law, Sister-In-Law,	Entitled to 1 day travel if 240 km or more.
	5	Spouse/Common-Law, Child,	Entitled to 1 day travel if 240 km or more.
FIQ	3	Parent, Brother, Sister, Step-Parent, Mother-In-Law, Father-In-Law, Daughter-In-Law, Son-In-Law,	Entitled to 1 day travel if 240 km or more.
	4	Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Former Legal Guardian, Step-Parent, Fiance, Relative In Household, Grandchild, Mother-In-Law, Father-In-Law, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Spouse's Grandparents,	May be extended up to 2 additional days for travel.
	1	Pallbearer, Mourner,	
MNU	5	Brother, Sister, Grandchild,	1 travel day allowed.
	3	Grandparent, Relative In Household, Mother-In-Law, Father-In-Law, Daughter-In-Law, Son-In-Law,	1 travel day allowed.
	1	Aunt, Uncle, Brother-In-Law, Sister-In-Law, Niece, Nephew, Spouse's Grandparents,	1 travel day allowed.
	7	Spouse/Common-Law, Parent, Child, Former Legal Guardian, Same Sex Spouse,	1 travel day allowed.
NBNU	5	Brother, Sister, Grandchild,	1 travel day allowed.
	3	Grandparent, Relative In Household, Mother-In-Law, Father-In-Law, Daughter-In-Law, Son-In-Law,	1 travel day allowed.
	1	Aunt, Uncle, Brother-In-Law, Sister-In-Law, Niece, Nephew, Spouse's Grandparents,	1 travel day allowed.
	7	Spouse/Common-Law, Parent, Child, Former Legal Guardian, Same Sex Spouse,	1 travel day allowed.

Union	Number of Days	Relationship to Employee	Additional Info
NLNU	1	Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law,	Up to 4 days for travel to attend outside of the province.
	3	Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Former Legal Guardian, Relative In Household, Grandchild, Mother-In-Law, Father-In-Law,	Up to 4 days for travel to attend outside of the province.
NSNU	1	Aunt, Uncle, Niece, Nephew, Spouse's Grandparents,	Without pay, no travel days.
	1	Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law,	Without pay, 2 travel days if required.
	7	Spouse/Common-Law, Parent, Child, Brother, Sister,	With pay for immediate family.
ONA	3	Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Grandchild, Mother-In-Law, Father-In-Law, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Spouse's Grandparents,	No provision for travel days.
	1	Aunt, Uncle, Niece, Nephew,	No provision for travel days.
PEINU	1	Aunt, Uncle, Niece, Nephew,	Includes great-grandchild or great-grandparent.
	1/2 day	Pallbearer,	Includes flowerbearer or reader.
	5	Spouse/Common-Law, Parent, Child, Former Legal Guardian, Step-Parent,	2 travel days may be granted.
	3	Grandparent, Brother, Sister, Relative In Household, Grandchild, Mother-In-Law, Father-In-Law, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Step Brother, Step Sister,	Definition of spouse: person to whom legally married, or person with whom living for at least 12 months as a couple in relationship of permanence. 2 travel days may be granted.
PIPSC		Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Former Legal Guardian, Step-Parent, Relative In Household, Grandchild, Mother-In-Law, Father-In-Law,	May be granted up to 3 days paid for travel.

Union	Number of Days	Relationship to Employee	Additional Info
SUN	4	Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Fiance, Grandchild, Mother-In-Law, Father-In-Law,	Relationship to Employee - Or equivalent. 2 travel days if 500 km or more.
	2	Aunt, Uncle, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Niece, Nephew, Spouse's Grandparents,	Relationship to Employee - Or equivalent. 2 travel days if 500 km or more.
UNA	1	Mourner,	Relative or close friend
	5	Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Former Legal Guardian, Step-Parent, Fiance, Grandchild, Aunt, Mother-In-Law, Father-In-Law, Uncle, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Niece, Nephew, Same Sex Spouse, Step Brother, Step Sister, Step Child,	2 unpaid travel days if required.

Maternity/Paternity/Adoption Leave

BCNU

Top-Up Eligibility not required.
EI supplement to 85% of regular weekly earnings for maximum of 17 weeks.

Maternity Up to 52 weeks without pay.

Parental Up to 52 weeks without pay.

Paternity Up to 37 weeks without pay.

Adoption Up to 37 weeks without pay.

Maintain Benefits on Maternity Leave (Yes / No) Yes

Maintained Benefits Benefits paid by Employer and maintained for up to 52 weeks.

FIQ

Top-Up Eligibility not required.
Employee receives either 93% of regular salary while eligible but not receiving EI benefits, or a top-up to 93% of regular salary on top for 20 weeks.

Maternity 24 months

Parental Unavailable

Paternity Unavailable

Adoption Unavailable

Maintain Benefits on Maternity Leave (Yes / No) No

Maintained Benefits Nurse may pay premiums for duration of leave.

MNU

Top-Up	No provision.
Maternity	Shall be granted for up to 17 weeks without pay.
Parental	Consists of Maternity and Parental Leave. Consists of Paternity and Adoptive Leave 1. Without pay. 2. Shall be granted for up to 54 weeks. 3. Shall be natural parent of child, or caregiver of newborn, or adoptee.
Paternity	Shall be granted for up to 54 weeks.
Adoption	One day notice.
Maintain Benefits on Maternity Leave (Yes / No)	No
Maintained Benefits	No loss of accumulated income credits or vacation entitlement during leave.

NBNU

Top-Up	Can use up to 10 sick days while on maternity leave, in addition to pre-birth leave.
Maternity	17 weeks.
Parental	Without pay for 35 consecutive weeks, to a maximum of 52 weeks.
Paternity	2 days with pay, additional 4 days without pay.
Adoption	Without pay for 12 consecutive weeks, to a maximum of 52 weeks, upon written request.
Maintain Benefits on Maternity Leave (Yes / No)	Yes
Maintained Benefits	Benefits continue for 17 weeks of maternity leave. Benefits can be continued, provided Employee pre-pays for duration of leave.

NLNU

Top-Up	No provision.
Maternity	Up to 52 weeks in combination with parental and adoption leave.
Parental	35 weeks in combination with maternity and adoption leave.
Paternity	No provision.
Adoption	Up to 52 weeks.
Maintain Benefits on Maternity Leave (Yes / No)	Yes
Maintained Benefits	If Employee elects to pay their portion of benefit premiums while on leave, Employer will continue contributions.

NSNU

Top-Up	Eligibility not required. EI supplement to 75% of regular pay to a maximum of 2 weeks. EI to 93% of regular weekly earnings for maximum of 5 weeks. Not applicable to a Casual nurse.
Maternity	Up to 52 weeks.
Parental	EI supplement to 75% of regular pay to a maximum of 2 weeks. EI to 93% of regular weekly earnings for maximum of 10 weeks.
Paternity	Up to 52 weeks.
Adoption	Up to 52 weeks.
Maintain Benefits on Maternity Leave (Yes / No)	No
Maintained Benefits	Benefits can continue if Employee pays both Employee and Employer portion of premiums for duration of leave.

ONA

Top-Up	Eligibility not required. Will supplement EI to 84% of regular weekly earnings for maximum of 15 weeks after the 2 week waiting period.
Maternity	Up to 12 months.
Parental	Up to 12 months. Top-up can be applied for separately for an 10 weeks at 84% of earnings.
Paternity	Up to 12 months.
Adoption	Up to 12 months.
Maintain Benefits on Maternity Leave (Yes / No)	No
Maintained Benefits	Seniority and service accrue while on maternity and parental leave. Nurse may pre-pay premiums for benefits for duration of leave.

PEINU

Top-Up	75% of weekly for 15 weeks
Maternity	Up to 52 weeks without pay, includes parental.
Parental	Up to 52 weeks without pay, includes parental.
Paternity	5 days without pay.
Adoption	Up to 52 weeks without pay, includes parental.
Maintain Benefits on Maternity Leave (Yes / No)	No
Maintained Benefits	No provision.

PIPSC

Top-Up employee Must have 6 months continuous leave. The EI 2 week waiting period receives 93% of weekly rate of pay. Once EI begins, EI plus top-up.

Maternity 17 weeks and not exceed 52 weeks.

Parental not Parental allowance, must meet eligibility criteria (same as maternity). Shall exceed 52 weeks.

Paternity 37 consecutive weeks in the 52 week beginning on the day in which the child is born or comes into the employee's care.

Adoption 37 consecutive weeks in the 52 week beginning on the day in which the child is born or comes into the employee's care.

Maintain Benefits on Maternity Leave (Yes / No) No

Maintained Benefits Information unavailable.

SUN

Top-Up No provision.

Maternity Up to 18 months.

Parental Up to 35 weeks.

Paternity Up to 18 months.

Adoption Up to 18 months.

Maintain Benefits on Maternity Leave (Yes / No) No

Maintained Benefits No accumulation of sick leave or annual vacation credits on unpaid leave of more than 30 days. Benefits will continue provided plan requirements met.

UNA

Top-Up Eligible once completed probation. 95% pay on illness related portion of leave, up to 12 weeks.

Maternity Up to 12 months.

Parental Includes Maternity - up to 12 months.

Paternity Up to 12 months.

Adoption Up to 12 months.

Maintain Benefits on Maternity Leave (Yes / No) Yes

Maintained Benefits Seniority and service accrue while on maternity and parental leave. Nurse may pre-pay premiums for benefits for duration of leave.

Portability

Union	Seniority	Sick Leave	Vacation	Eligibility	Other
BCNU	Seniority from previous employer credited by new employer..	Accumulated credits.	Accrual rate.	Employment must be obtained within 180 days in a hospital covered in the Collective Agreement.	Salary scale. Severance allowance.
FIQ	No provision.	No provision.	No provision.	No provision.	No provision.
MNU	Seniority credits, Pre-retirement leave and Magic 80 provisions.	Accumulated credits.	Accrual rate.	Nurse employed by Employer who participates at Central Table Negotiations and who is awarded position by Employer who participates at Central Table and who commences employment	Will retain salary increment levels if identical.
NBNU	Salary scale. Retirement allowance.	Accumulated credits	Accrual rate.	Employment must be obtained within 45 days in a hospital covered in the Collective Agreement.	No provision.
NLNU	No provision.	Accumulated credits.	Accrual rate.	Employment must be obtained within 120 days in a hospital covered in the Collective Agreement.	Pension Plan. Service for severance pay purposes. Service for step progression. Health and Insurance Plan.
NSNU	Recognized.	Accumulated credits.	Accrual rate.	Employment must be obtained within 3 months in a hospital covered in the Collective Agreement.	Salary scale. Retirement allowance.
ONA	No provision.	No provision.	No provision.	No provision.	One for one salary scale.

Union	Seniority	Sick Leave	Vacation	Eligibility	Other
PEINU	Retained.	Unused sick days.	Length of vacation entitlement.	Employment must be obtained within 90 days by hospital covered by collective agreement.	Salary step earned and increment date. Accumulated retiring allowance days.
PIPSC	Details unavailable.	Sick leave credits earned but unused by an employee during a previous period of employment in the Public Service shall be restored to an employee whose employment was terminated by reason of lay-off and who is reappointed in the Public Service within two (2) years from the date of lay-off.	Details unavailable.	Details unavailable.	Details unavailable.
SUN	Retained.	Unused and earned within last 24 months.	Most recent accrual rate and vacation length of service date.	Employment must be obtained within 1 year. In addition, all members of CFNU shall be credited with current seniority.	Placed at salary step attained prior to departure.
UNA	If other Employer agreement has reciprocal language.	Yes.	Vacation entitlement, but not existing bank.	Within six months of termination.	Years of experience.

Nursing Advisory Committees or Professional Responsibility

Union	Purpose	Process	Composition	Third Party Referral
BCNU	To address employee concerns relative to patient/resident/client care including: nursing practice conditions, safety of patients/clients/residents and nurses, and workload.	<ol style="list-style-type: none"> 1. Failing resolution at time of occurrence or with supervisor, may submit in writing within 7 calendar days of discussion, a Professional Responsibility Report Form. 2. The Professional Responsibility Committee shall meet within 14 calendar days of receipt of Form. 3. Failing resolution, within 7 calendar days of Committee meeting, employee may submit in writing to Administration. 4. Administration shall meet with employee and shall respond in writing within 7 calendar days of meeting. 5. If not resolved to the employee's satisfaction, the employee may forward the matter, within 7 calendar days, to an Assessment Committee composed of 3 RN/RPNs 6. Within 14 days of the agreed upon selection of the chair, the Assessment Committee shall set a date to conduct a review then report its findings and non-binding recommendations within 30 days to the parties with a copy sent to the Health Authority Board of Directors. 6. If the recommendations of the Assessment Committee are not responded to with a satisfactory implementation plan within 14 days or a longer mutually agreed time, the Assessment Committee Report will be forwarded to the Provincial Workload Committee for Action. 	Union - 1 rep Employer - 1 rep Chair - alternate on 6 month rotation. Ad Hoc Members: Nurse with concern, Union steward, immediate supervisor, excluded supervisor of unit.	Yes

Union	Purpose	Process	Composition	Third Party Referral
FIQ	Study the complaints of employees concerning their workload. Also may study any question directly related to nursing.	Nurse may file a written complaint which shall be submitted to Committee. Within 5 days of receipt of complaint, Committee meets, formulates recommendations and responds in writing to Employer. Employer shall reply within 5 days of receipt of recommendations. If unsatisfactory, may request resource person intervention. Each party appoints 5 candidates for a total of 10 to draw from. Parties shall agree within 10 working days of request of resource person. Resource person is responsible for fact collection from parties, has a maximum of 5 working days to do this. If acceptable resolution cannot be reached then referred to Arbitrator. Arbitrator has 3 weeks following nomination to render written binding decision, which must be	Union - 3 appointees Employer - 3 appointees Unsatisfactory response: Union - 5 candidates Employer - 5 candidates Chair - One of the 10 candidates	No
MNU	Review and make recommendations relative to those unresolved issues relating to workload and staffing.	<ol style="list-style-type: none"> 1. Nurse may refer unresolved issues, in the form of NAC Summary Report to the chair of NAC. 2. If decision of NAC unsatisfactory, matter shall be referred in writing to facility administrator. 3. Employer shall respond in writing within 14 calendar days to nurse(s) submitor. 4. If unsatisfactory, nurse(s) may refer, within 21 days of receipt of employer, to IAC. 	At least 2 nurses (at least one must be RN/RPN) and up to 3 nurses appointed by the union. Senior nursing management rep(s), not to exceed number of union	Yes
NBNU	Responsible for defining problems, developing viable solutions to such problems, recommending proposed solutions.	Shall meet once/month. In the event of an issue(s) remains unresolved after 3 meetings of Committee, item shall be addressed in writing to the concerned party prior to the next regular	Union - 4 reps Employer - 4 reps Chair - Shall alternate.	No

Union	Purpose	Process	Composition	Third Party Referral
NLNU	The Professional Practices Comm. shall meet in order to discuss workload, nursing practice and safety of patients and nurses. The Comm. shall have the power to make recommendations.	Shall submit complaint in writing to immediate supervisor and the Professional Practices Committee. Each hospital shall develop a process for investigating complaints.	Union - 3 reps. Employer - 3 reps. Chair - Shall alternate.	No
NSNU	A nurse who believes that adequate and safe care of patients cannot be provided due to workload shall bring the matter to the attention of the supervisor.	Nurse may file a written report which shall be submitted to employer. If acceptable resolution cannot be reached then referred to Union /Management Committee. If response unsatisfactory report with recommendations shall be forwarded by Union/Management to Senior management requesting written response in timely fashion.	Chair as selected by both union and employer. Up to 3 union reps. Employer up to and equal union reps.	No
ONA	Patient care is enhanced if concerns relating to professional practice, patient acuity, fluctuating workloads and staffing are resolved in a timely and effective	Failing resolution at time of occurrence or with supervisor, may submit in writing within 15 calendar days of incident, to Committee. Within 15 days of receipt, Committee shall convene to hear and attempt to resolve. Failing resolution, within 15 calendar days of Committee meeting, shall be forwarded to IAC.	NAC - chairpersons set out in Appendix 2 of collective agreement.	Yes
PEINU	Define problems, develop viable solutions, recommend proposed solutions and evaluate outcomes.	In the event of an issue(s) remains unresolved after 3 meetings of Committee, may request and shall have the right to present to CEO of Region. CEO shall reply in writing within 30 days, specifying actions.	Union - Local president/worksite rep. Employer - DON or designate.	No
PIPSC	No provision.	No provision.	No provision.	No

Union	Purpose	Process	Composition	Third Party Referral
SUN	Review and make recommendations relative to client care including staffing for nursing practice based on client needs and other matters of mutual concern.	If issues are unresolved after 2 meetings, either party may request and shall have right to present to Employer Board. Board shall respond in writing within 30 days specifying actions. If deemed unsatisfactory, by SUN, may refer within 15 days of receipt of Board's response to an IAC.	Employer reps. not to exceed SUN number Base Hospital - 6 SUN members Regional Hospital - 4 SUN members Other - 2 SUN members	Yes
UNA	Examine and make recommendations regarding the concerns of Employees relative to patient/resident/client care including staff concerns.	Having discussed incident/situation with immediate supervision and unresolved for more that 45 days, Union may request and shall have right to present to governing Board. Board shall reply within 14 calendar days to Professional Resp. Committee. Shall meet once/month and within 10 days of a complaint having been filed.	Union - Up to 4 reps. Employer - Up to 4 reps. Chair - selected from committee.	No

Independent Assessment Committee

Union	Purpose	Process	Composition
BCNU		<p>1. Within 7 calendar days of receipt of written reponse from Adminsitration/Head of Nursing employee may forward the matter to Assesment Committee;</p> <p>2. Within 14 calendar days of the selection of chair, the Assessment Committee shall set a date to conduct a review;</p> <p>3. The Assessment Committee shall report its findings and non-binding recommendations within 30 calendar days of the completion of the review;</p> <p>4. If the recommendations of the Assessment Committee are not responded to with a satisfactory implementation plan within 14 calendar days of receipt of the report, or longer as mutually agreed, the report will be forwarded to the Provincial Nursing Workload Committee for review and action</p>	<p>3 Registered Nurses/Registered Psychiatric Nurses: One chosen by the employer One chosen by the Union One mutal agreed upon to act as chair</p>
FIQ	No provision	No provision	No provision

Union	Purpose	Process	Composition
MNU	Investigate and make recommendations relative to unresolved issues relating to workload and staffing.	A meeting of the IAC shall be held within 30 calendar days of IAC's appointment. Recommendations shall be provided in writing within a further 14 calendar days. The Employer shall convene a meeting subsequent to the receipt of the report to review and discuss potential implementation of recommendations.	1- Union nominated 1 - Employer nominated Chair - Shall be chosen from a list of Chairpersons appended to the Collective Agreement.
NBNU	No provision	No provision	No provision
NLNU	No provision	No provision	No provision
NSNU	No provision	No provision	No provision
ONA	Shall be empowered to investigate and make what findings as are appropriate in the circumstances.	Failing resolution at the Committee level, within 15 calendar days of Committee meeting, complaint shall be forwarded to IAC. The IAC shall set hearing date within 14 calendar days of its appointment. The IAC shall report in writing within 30 calendar days of hearing completion.	1 hospital rep, 1 ONA rep, 1 from selection of reps. Shall report findings within 30 calendar days following completion of hearings.
PEINU	No provision	No provision	No provision
PIPSC	No provision.	No provision.	No provision.

Union	Purpose	Process	Composition
SUN	The decision of the IAC shall be in writing and is valid and binding insofar as it concerns items related to workload.	If deemed unsatisfactory by SUN, may refer within 15 days of receipt of Board's response to an IAC.	1- Union nominated 1 - Employer nominated Chair - Shall be person knowledgeable about health care delivery and nursing practice, may be an RN or RPN.
UNA	No provision	No provision	No provision

Seniority

Union	Termination of Seniority	Retained And Accrued	Retained And Not Accrued
BCNU	No language	<ol style="list-style-type: none"> 1. While in receipt of WCB benefits. 2. Maternity leave. 3. Any paid leave. 4. Union leave. 5. First 144 hours of layoff. 6. First 144 hours of unpaid leave. 7. Absence while on LTD. 8. For a period of 90 days when position accepted outside of bargaining unit. 9. Temporary acceptance of excluded position. 10. At previous employer where previous employer was unionized with one of the constituent unions with the Nurses' Bargaining Association. 	For periods in excess of those detailed in Retained and Accrued.
FIQ	<ol style="list-style-type: none"> 1. Resigns. 2. Dismissal. 3. Fails to report for work within 7 days after layoff recall. 4. Absent from work for more than 3 days without notice/reason. 5. Laid off for more than 12 months. 6. Absence for accident/illness after 36 months. 	<ol style="list-style-type: none"> 1. Education leave. 2. Layoff for 12 months or less. 3. Accident/illness for first 24 months. 4. Employment injury. 5. Authorized absence. 	Accident/illness from the 25th to the 36 month of
MNU	<ol style="list-style-type: none"> 1. Resigns. 2. Discharged for just cause and not reinstated. 3. Fails to report for work within 7 days after notification. 4. Fails to report to work post leave, vacation, suspension without valid reason. 5. Laid off for more than 5 years. 6. Obtains permanent/term position outside of bargaining unit for more than 54 weeks. 	<ol style="list-style-type: none"> 1. Paid leave. 2. Income protection. 3. Education leave up to 2 years. 4. Unpaid leave due to illness/injury up to 2 years. 5. Unpaid leave of less than 4 weeks. 6. Laid off for less than 26 weeks. 7. Parenting leave. 8. Educational Deferred Salary Leave. 9. Laid off less than 26 wks. 	<ol style="list-style-type: none"> 1. Unpaid leave in excess of 4 wks. 2. Unpaid leave due to illness/injury for more than 2 years. 3. Education leave in excess of 2 years. 4. Laid off in excess of 26 weeks less than 5 years. 5. Obtains term of 54 weeks or less outside of bargaining unit.

	Union Seniority	Termination of Retained And Accrued	Retained And Not Accrued
NBNU	<ol style="list-style-type: none"> 1. Discharged for just cause and not reinstated. 2. Resigns or retires. 3. Laid off for more than 18 months. 	<ol style="list-style-type: none"> 1. On sick leave. 2. Laid off less than 12 months. 3. Maternity leave to maximum of 17 weeks. 4. Child care leave to maximum of 35 weeks. 5. Relieving management position for maximum of 12 months. 	<ol style="list-style-type: none"> 1. Relieving management position for more than 12 months. 2. Unpaid leave.
NLNU	<ol style="list-style-type: none"> 1. Resigns. 2. Discharged for just cause and not reinstated. 3. Fails to report for work within 7 days after notification of recall. 4. Fails to report to work post leave, vacation, suspension. 5. Laid off for more than 2 years. 6. Casual and 2 years has lapsed since last shift. 	<ol style="list-style-type: none"> 1. Educational leave. 2. Jury/court leave. 3. Union office leave up to 2 years, shall be renewed upon request. 4. Maternity, Adoption, Parental leave up to maximum of 1950 hours. 	<ol style="list-style-type: none"> 1. During suspension for just cause. 2. With Union consent, accepts position with the Employer outside the bargaining unit and returns to bargaining unit.
NSNU	<ol style="list-style-type: none"> 1. Discharged for just cause and not reinstated. 2. Resigns or retires. 3. Failure to notify employer after recall. 4. Laid off for more than 2 years. 	<ol style="list-style-type: none"> 1. Pregnancy and Parental leave. 2. Union leave. 3. Sick leave. 	<ol style="list-style-type: none"> 1. Accepts position outside of bargaining unit with Employer and remains outside for more than a year, however permission may be granted for extension. 2. Public Office leave up to 5 years.
ONA	<ol style="list-style-type: none"> 1. Resigns. 2. Discharged for just cause and not reinstated. 3. Fails to report for work within 20 days after notification. 4. Fails to report to work post leave, vacation, suspension. 5. Laid off for more than 24 months. 6. Refuses to continue or return to work during an emergency. 	<ol style="list-style-type: none"> 1. LTD, sick leave, jury leave. 2. Leave without pay, less than 30 days. 3. Maternity and parental leave for up to 52 weeks. 4. Adoptive leave up to 52 weeks. 5. Union leave 6. Pre-paid leave (salary 	<ol style="list-style-type: none"> 1. Leave without pay greater than 30 days.
PEINU	<ol style="list-style-type: none"> 1. Resigns. 2. Discharged for just cause and not reinstated. 3. Fails to report for work within 14 days after notification of recall without justifiable reason. 4. Laid off for more than 18 months. 	<ol style="list-style-type: none"> 1. Jury/court leave. 2. Union office leave for a period of 1 term, shall be renewed upon request. 3. Maternity, parental and adoption leave, accrued on basis of normally scheduled hours of work. 	<ol style="list-style-type: none"> 1. During suspension for just cause. 2. Educational leave. 3. Public office leave. 4. Temporary position outside of bargaining unit.
PIPSC	No language.	No language.	No language.

Union	Termination of Seniority	Retained And Accrued	Retained And Not Accrued
SUN	<ol style="list-style-type: none"> 1. Resigns 2. Discharged for just cause and not reinstated. 3. Fails to report for work within 14 days after notification. 4. Laid off for more than 4 years. 5. Does not work for 274 days since last shift. 6. Relieves more than 12 months out of scope. 	<ol style="list-style-type: none"> 1. Approved LOA up to 30 days. 2. Sick leave (without pay), WCB and LTD. 3. Maternity, paternity, adoption and parental leaves. 4. Education leave. 5. Union leave. 6. Public office leave. 7. Time paid in lieu of lay off. 8. While relieving out-of-scope, to max of 12 months. 	<p>Seniority maintained if not lost or not accrued.</p>
UNA	<ol style="list-style-type: none"> 1. Resigns. 2. Fails to report for work within 5 days after layoff recall. 3. Laid off for more that 12 	<p>All leaves of absence that count as continuous service to the Employer.</p>	<p>Can recapture seniority upon return to the bargaining unit from service with any Employer with a bargaining relationship with UNA, provided the Collective Agreement contains a reciprocal recognition clause, and there is no break in Employee's service of less than six months.</p>

Vacation Days

Union	Employment Duration	Vacation Days	Bonus Vacation	Vacation Details	
BCNU	1- 4 Years	20	Yes	Upon the anniversary of 25 years of service shall receive 5 additional vacation days.	
	After 5 years	21	Yes	Upon the anniversary of 30 years of service shall receive 10 additional vacation days.	
	After 6 years	22	Yes	Upon the anniversary of 35 years of service shall receive 15 additional vacation days.	
	After 7 years	23	Yes	Upon the anniversary of 40 years of service shall receive 15 additional vacation days.	
	After 8 years	24	Yes	Upon the anniversary of 45 years of service shall receive 15 additional vacation days.	
	After 9 years	25	No		
	After 10 years	26	No		
	After 11 years	27	No		
	After 12 years	28	No		
	After 13 years	29	No		
	After 14 years	30	No		
	After 15 years	31	No		
	After 16 years	32	No		
	After 17 years	33	No		
	After 18 years	34	No		
	After 19 years	35	No		
	After 20 years	36	No		
	After 21 years	37	No		
	After 22 years	38	No		
	After 23 years	39	No		
	After 24 years	40	No		
	After 25 years	41	No		
	After 26 years	42	No		
	After 27 years	43	No		
	Union	Employment Duration	Vacation Days	Bonus Vacation	Vacation Details
	BCNU	After 28 years	44	No	
		After 29 years	45	No	
FIQ	Less than 1 year	1 2/3 days/month	No		

	1 - 16 years	20	No	
	17 - 18 years	21	No	
	19 - 20 years	22	No	
	21 - 22 years	23	No	
	23 - 24 years	24	No	
	25 years plus	25	No	
MNU	Less than 1 year	1.25 days/month	No	
	1 - 3 years	15	No	
	4 - 10 years	20	Yes	Shall receive additional 5 days on completion of 20 years continuous service, and on each subsequent 5th anniversary of employment. Days shall be taken during vacation year in which anniversary occurs. Shall only apply to nurses employed on or before May 1, 1988.
	11 - 20 years	25	No	
	21 plus years	30	No	
NBNU	Less than 1 year	1.25 days/month	No	
	1 - 5 years	15	No	
	5 - 16 years	20	No	
	16 - 17 years	21	No	
	17 - 18 years	22	No	
	18 - 19 years	23	No	
	19 - 20 years	24	No	
	20 years plus	25	No	
NLNU	Less than 1 year	1 2/3 days/month	Yes	Public Health Nurses receive less annual leave than Hospital/LTC employees, but receive more statutory holidays.
Union	Employment Duration	Vacation Days	Bonus Vacation	Vacation Details
NLNU	1 - 10 years	20	No	
	10 - 25 years	25	No	
	25 years plus	30	No	
NSNU	1- 4 Years	15	No	
	5 - 14 years	20	No	
	14 - 24 years	25	No	
	25 years plus	30	No	
ONA	Less than 1 year	1.25 days/month	No	
	1 - 3 years	15	No	

	4 - 13 years	20	No	
	14 - 23 years	25	No	
	24 plus years	30	No	
	After 28 years	35	No	
PEINU	Less than 1 year	1.25 days/month	No	
	1 - 5 years	15	No	
	5 - 16 years	20	No	
	16 - 25 years	25	No	
	25 years plus	30	No	
PIPSC	Less than 1 year	1.25 days/month	No	
	1 - 16 years	20	No	
	After 17 years	23	No	
	18 - 28 years	25	No	
	After 29 years	30	No	
SUN	1 - 3 years	15	No	
	4 - 14 years	20	No	
	15 - 24 years	25	No	
	25 years plus	30	NO	
Union	Employment Duration	Vacation Days	Bonus Vacation	Vacation Details
SUN	25 years plus	30	No	
UNA	Less than 1 year	15	Yes	25 th Anniversary – 5 additional days
	2 - 9 years	20	Yes	30 th Anniversary – 5 additional days
	10 - 19 years	25	Yes	35 th Anniversary – 5 additional days
	20 years plus	30	No	40 th Anniversary – 5 additional days 45 th anniversary – 5 additional days

Grievance And Arbitration Steps

Union	Grievance Steps	Arbitration Steps
BCNU	<p>1. Verbal discussion with supervisor within 14 working days of incident.</p> <p>2. If verbal unacceptable shall be submitted in writing 14 calendar days, employer shall reply in writing within 7 calendar days of receipt. If dispute unresolved steward shall notify Union within 14 calendar days of employer's response.</p> <p>3. Union shall within further 14 calendar days discuss with employer grievance. Within further 7 calendar days of meeting employer shall respond in writing to union. If unresolved, may be referred to Industry Troubleshooter and/or arbitration within 90 days from employers response.</p>	<p>Industry Troubleshooter - investigate and make recommendations within 5 days of receipt of request.</p> <p>Arbitration - hearing and decision.</p>
FIQ	<p>Verbal discussion with immediate supervisor.</p> <p>1. If verbal unacceptable shall be submitted in writing within 30 days and no later than 6 months of the incident, employer shall reply in writing within 5 days of receipt.</p> <p>2. After the grievance is filed either of the parties may demand to meet in order to study and attempt to find a resolution.</p> <p>3. If no resolution by the end of the 5 days, either party may request arbitration.</p>	<p>1. Arbitrator named.</p> <p>2. Each party chooses assessor to assist arbitrator.</p> <p>3. Parties proceed with hearing within 30 calendar days.</p> <p>4. Arbitrator must deliver award within 60 calendar days after completion of hearing.</p>
MNU	<p>Verbal discussion with supervisor within 15 working days of incident.</p> <p>1. If verbal unacceptable shall be submitted in writing within a further 10 days, employer shall reply in writing within 10 days of receipt.</p> <p>2. If dispute unresolved shall be submitted in writing to senior admin or designate within further 10 working days, employer shall reply within 10 days of receipt.</p>	<p>If unresolved, within 10 days of receipt of employers response, matter may then be referred.</p>

Union	Grievance Steps	Arbitration Steps
NBNU	<p>Verbal discussion with supervisor within 10 working days of incident.</p> <ol style="list-style-type: none"> 1. Within 20 working days may be submitted in writing to designate at first level grievance. If unresolved within a further 5 days, may proceed to next level. 2. Within 5 days from expiration of Step 1 period, may be submitted in writing to designate at second level grievance. If unresolved within 10 days, may proceed to next level. 3. Within 5 days from expiration of Step 2 period may be submitted in writing to Administrator. Administrator shall meet within 10 days of receipt. Post meeting, Administrator shall reply within 10 days of meeting. If unresolved, may refer grievance, within 20 days of Administrator reply, to Adjudication. 	<p>If unresolved, within 20 days of receipt of employers response, matter may then be referred.</p>
NLNU	<ol style="list-style-type: none"> 1. Shall be submitted in writing within 14 calendar days to immediate supervisor or HR representative.. 2. Failing resolution within 7 calendar days of submission of grievance, grievor shall submit in writing to DON within further 7 calendar days. DON shall respond within 10 calendar days of receipt of grievance. 3. If unresolved, grievor shall submit, within 14 calendar days of DON receipt, in writing to CEO. CEO shall respond within 14 calendar days. 4. If unresolved, either party may refer dispute to arbitration within 15 calendar days of receipt of CEO response. 	<p>Case shall be heard by 3 person board or single arbitrator.</p> <ol style="list-style-type: none"> 1. Each party shall name appointee within 14 calendar days of notification of Arbitration. 2. Appointees shall then select chair within 7 calendar days of last appointee submission. <p>Board shall render decision in writing within 1 month after hearing.</p>
NSNU	<ol style="list-style-type: none"> 1. Verbal discussion with supervisor within 10 working days, shall reply in 5 working days. 2. If verbal unacceptable shall be submitted in writing within 10 working days to next management level, shall reply in writing within 10 working days. 3. If unacceptable shall be submitted in writing to CEO or designate within 10 working days of receipt in Step 2. 	<ol style="list-style-type: none"> 1. Arbitrator named, within 14 working days agreed upon. 2. Hearing. 3. Decision of arbitrator. <p>Expediated arbitration may be mutually agreed upon on a case by case basis.</p>

Union	Grievance Steps	Arbitration Steps
ONA	<p>Verbal discussion with supervisor within 9 calendar days of incident.</p> <p>1. If unresolved, within 9 calendar days shall be submitted in writing to CNO. CNO shall reply in writing within 9 calendar days of receipt of grievance.</p> <p>2. If decision unsatisfactory, shall within 9 calendar days, submit in writing to Admin. Meeting shall be held between Admin and Grievance Com within 9 calendar days of receipt. Admin shall reply in writing within 9 calendar days.</p> <p>Failing resolution, may be submitted to arbitration, within 36 calendar days.</p>	<p>1. Arbitrator named, within 7 working days agreed upon.</p> <p>2. Hearing</p> <p>3. Decision of arbitrator.</p>
PEINU	<p>Verbal discussion with supervisor within 20 working days of incident.</p> <p>1. If verbal unacceptable shall be submitted in writing within 5 working days, employer shall reply in writing within 5 days of submission.</p> <p>2. If dispute unresolved shall be referred to arbitration within 10 working days of receipt of Employers decision.</p>	<p>1. Each party shall name appointee within 10 working days of notification of Arbitration.</p> <p>2. Board shall commence proceedings within 15 days after Chair is selected/appointed.</p> <p>3. Shall hear and render decision within 30 days from the last date of any hearing(s).</p>
PIPSC	<p>1. Employee may present grievance not later than the 25th day after the date in which incident occurred. Employer shall reply in writing within 10 working days after grievance presented.</p> <p>2. If dispute unresolved, Employee may present grievance in departments and agencies where such steps are established. The Employer shall reply in writing within 10 working days after grievance advanced at Steps 2 and 3.</p> <p>3. If dispute continues to be unresolved following third step, grievance may be presented to final step, the Employer shall reply in writing within 20 working days.</p> <p>3. Where a grievance has been presented up to and including the final step, and the grievance is not one that may be referred to adjudication, the decision on the grievance taken at the final step in the grievance process is final and binding.</p>	<p>Adjudication.</p>

Union	Grievance Steps	Arbitration Steps
SUN	<ol style="list-style-type: none">1. Failing verbal resolution, shall submit in writing within 30 days of incident to immediate supervisor. Employer shall reply in writing within 15 days of receipt.2. If dispute unresolved may submit in writing to senior admin or designate within 15 days of receipt of immediate supervisor. Employer shall reply, in writing, within 15 days of receipt.3. If unresolved, matter shall be referred to arbitration within 21 calendar days of Employers decision.	Arbitrator named, agreed upon or appointed, hearing and decision.
UNA	<ol style="list-style-type: none">1. Verbal discussion with supervisor.2. If verbal unacceptable shall be submitted in writing within 10 days to Director of Dept. Director shall reply in writing within 7 days of submission.3. The parties will meet within 20 days of submission of grievance at step 2. If not resolved, the Employer will communicate its decision in writing to the Union within 7 days of the meeting.4. If unresolved, may submit to arbitration within 7 days of receipt of Employer's decision or may refer to mediation.	Once board established, arbitrator selected, hearing is to be conducted within 21 days. Decision in writing within 14 days after completion of hearing.

Income Protection/Sick Leave

BCNU

Income Protection (sick leave)	1.5 days/month
Income Protection	156 days - No STD plan.
Sick Leave	Accumulated credits.
WCB Top-Up	Full net pay without deduction from sick leave credits.

FIQ

Income Protection (sick leave)	0.8 days/month.
Income Protection	Annual maximum of 9.6 days. Unused days paid out annually. Can use sick days for 100% pay for up to 5 days per illness. 80% pay from day 6 to 104 weeks.
Sick Leave	No provision.
WCB Top-Up	Information unavailable.

MNU

Income Protection (sick leave)	1.25 days/month
Income Protection	119 days - No STD plan.
Sick Leave	Accumulated credits.
WCB Top-Up	10% of net salary drawn from income protection credits to top-up.

NBNU

Income Protection (sick leave)	1.5 days/month.
Income Protection	240 days. No STD plan. May be permitted to draw on future credits to a maximum of 15 days.
Sick Leave	Accumulated credits
WCB Top-Up	No provision.

NLNU

Income Protection (sick leave)	2 days/month, 1 day/month for nurses hired after December 1 st , 2006
Income Protection	240 days. No STD plan. May be permitted to draw on future credits to a maximum of 15 days.
Sick Leave	Accumulated credits.
WCB Top-Up	No provision.

NSNU

Income Protection (sick leave)	1.5 days/month.
Income Protection	150 days. No STD plan.
Sick Leave	Accumulated credits.
WCB Top-Up	Top-up to pre-injury net pay from sick leave until sick leave bank is exhausted.

ONA

Income Protection (sick leave)	Year 1: 15 weeks at 66 2/3%. Year 2: 15 weeks at 70%. Year 3: 15 weeks at 80%. Year 4 plus: 15 weeks at 100%.
Income Protection	15 weeks (75 days) at 100% pay. After sick credits exhausted, then EI sick leave benefit for 15 weeks. After the combined 30 weeks, LTD.
Sick Leave	No provision.
WCB Top-Up	If any portion of a shift is completed prior to leaving on WCB, the balance of the shift will be paid at the regular hourly rate. No other top-up provided.

PEINU

Income Protection (sick leave)	1.5 days/month.
Income Protection	215 days. No STD plan.
Sick Leave	Unused sick days.
WCB Top-Up	80% (85% after 35 weeks) of net income on a bi-weekly basis on that portion of salary which is in excess of the maximum earnings recognized by the WCB.

PIPSC

Income Protection (sick leave) (9.375) hours for each calendar month for which the employee receives pay for at least ten (10) days.

Income Protection

Sick Leave Sick leave credits earned but unused by an employee during a previous period of employment in the Public Service shall be restored to an employee whose employment was terminated by reason of lay-off and who is reappointed in the Public Service within two (2) years from the date of lay-off.

WCB Top-Up

SUN

Income Protection (sick leave) 1.5 days/month

Income Protection 190 days - No STD plan. May be permitted to draw on future credits to a maximum of 30 days.

Sick Leave Unused and earned within last 24 months.

WCB Top-Up Top-up to net salary by Employer for up to 1 year without deduction from sick leave credits.

UNA

Income Protection (sick leave) 1.5 days/month

Income Protection 120 days - STD plan to bridge into LTD coverage.

Sick Leave Yes.

WCB Top-Up 1/10 sick leave credit per day top-up to full net salary until sick leave credits have been exhausted.

Health and Benefit Provisions

Dental Benefits

BCNU

Enrollment Date	First of the calendar month following 30 days from date of hire.
Employee Eligible	All. Casual Employees entitled to enroll after 172.8 hours and pay full premium cost. Full reimbursement if work more than 939.6 hours/year.
Premium Paid By	100% by Employer for part-time and full-time Employees.
Coverage	Spouse (including same sex) and dependents.
Services	Basic Plan - 100% coverage. Extended Plan - 60% coverage. Ortho Plan - 60% coverage, life time limit is \$2750/person.

FIQ

Enrollment Date	Details unavailable.
Employee Eligible	Details unavailable.
Premium Paid By	Details unavailable.
Coverage	Details unavailable.
Services	Details unavailable.

MNU

Enrollment Date	3 months from date of hire.
Employee Eligible	Full-time and part-time.
Premium Paid By	50/50 cost shared basis. (Rates reviewed annually.) Single - \$25.42/month EE/ER Family - \$74.26/month EE/ER
Coverage	Spouse and eligible dependents.
Services	100% basic, 50% major with a maximum \$1000/year/eligible plan member or dependent. \$1000 ortho maximum/eligible plan member or dependent. Premium waiver on disability.

NBNU

Enrollment Date	Details unavailable.
Employee Eligible	Full-time and eligible part-time.
Premium Paid By	50/50 cost shared basis.
Coverage	Spouse and dependents.
Services	Details unavailable.

NLNU

Enrollment Date	Optional, however, must be enrolled in basic group insurance program.
Employee Eligible	All active and retired employees.
Premium Paid By	Employee 100%.
Coverage	Eligible dependents.
Services	Coverage includes basic and major restorative dental procedures and exhaustive list of other services.

NSNU

Enrollment Date	Details unavailable.
Employee Eligible	Nurses that are eligible, enrollment mandatory unless proof provided of alternate coverage.
Premium Paid By	Cost shared: 65% Employer and 35% Employee.
Coverage	Details unavailable.
Services	Details unavailable.

ONA

Enrollment Date	3 months.
Employee Eligible	Full-time only.
Premium Paid By	Cost shared: 75% Employer and 25% Employee.
Coverage	Spouse/partner and dependents.
Services	Oral examinations once every 9 months (adults only.) 50/50 coinsurance with \$1500 maximum on dentures, crowns, bridgework and repairs.

PEINU

Enrollment Date	Voluntary.
Employee Eligible	Details unavailable.
Premium Paid By	50/50 cost shared.
Coverage	Details unavailable.
Services	Details unavailable.

SUN

Enrollment Date	Full time automatically enrolled. Part-time and casual coverage based on hours worked in the previous calendar year.
Employee Eligible	Worked less than 40% of full time hours, no coverage available. More than 40% will receive 50% of benefits. More than 50% will receive 60%, etc. If worked more that 70% will receive 100% of benefits.
Premium Paid By	By the Employer. Currently paying \$36/full time/month.
Coverage	Spouse and eligible dependents.
Services	100% for preventative, basic and routine services. 75% for basic and routine. 50% for major restorative services and orthodontic coverage for dependent children.

UNA

Enrollment Date	3 months.
Employee Eligible	Mandatory for eligible Employees. Provided they are scheduled to work at least 14 hours per week as averaged over one complete shift cycle.
Premium Paid By	Cost shared: 75% Employer and 25% Employee.
Coverage	Spouse and dependents.
Services	Basic services: 80% Extensive services: 50% to a maximum of \$2000/person/year. Orthodontics: 50% to a lifetime maximum of \$3000.

Extended Health Benefits

BCNU

Enrollment Date	First of the calendar month following 30 days from date of hire.
Employee Eligible	All. Casual Employees entitled to enroll after 172.8 hours and pay full premium cost. Full reimbursement if work more than 939.6 hours/year.
Premium Paid By	100% by Employer for part-time and full-time Employees, which includes spouse (including same sex) and dependents.
Coverage	Spouse (including same sex) and dependents. Deductible - \$25.00 Lifetime Maximum - None Co-insurance - 20% for first \$1000 and 100% on rest.
Services	Hearing Aids - \$600/person/4 year period. Subject to co-insurance. Vision care - \$225/person/2 year period. Subject to co-insurance. Pay Direct Card Paramedicals - No cap on physio and massage therapy. Oral Contraceptives - No

FIQ

Enrollment Date	Details unavailable.
Employee Eligible	Details unavailable.
Premium Paid By	Details unavailable.
Coverage	Details unavailable.
Services	Details unavailable.

MNU

Enrollment Date 3 months from date of hire.

Employee Eligible Full-time and part-time only.

Premium Paid By 100% Employee pay. (Rates reviewed annually) Add \$2.00 for POS drup card.
 Basic:
 Single - \$9.92/month
 Family - \$23.68/month
 Enhanced:
 Single - \$27.81/month
 Family - \$70.75/month

Retiree Group Healthcare Plan:
 Basic:
 Single - \$6.25/month
 Family - \$10.95/month
 Enhanced:
 Single - \$27.20/month
 Family - \$43.95/month

Coverage Basic and Enhanced plans available.

Services Basic:
 Ambulance: 100% in province, out-of-province maximum of \$250/trip/person
 Hospital Room: semi-private room
 Travel Health: Unlimited coverage for actively working employees and those on approved leaves for up to 90 days (prepayment required.)
 Cardiac Rehab: 100% up to lifetime maximum of \$300/person
 Prosthetics: 80% (restrictions apply)
 Rental or purchase of medical equipment: 80% (restrictions apply) or lifetime maximum of \$250/person
 Drug coverage - 80% of first \$250 and 50% of next \$300 to a maximum of \$350/family/year.
 Paramedical: 80% to maximum of \$350/year per services: chiroprapist (podiatrist); certified foot care nurse; clinical psychologist; registered dietician. 80% to maximum of \$100/person/year for athletic therapy.
 Private Duty Nursing: 80% to maximum of \$3000/person/year.

Enhanced:
 Ambulance: 100% in province, out-of-province maximum of \$250/trip/person
 Hospital Room: semi-private room
 Travel Health: Unlimited coverage for actively working employees and those on approved leaves for up to 90 days (prepayment required.)
 Cardiac Rehab: 100% up to lifetime maximum of \$300/person
 Prosthetics: 80% (restrictions apply)
 Rental or purchase of medical equipment: 80% (restrictions apply) or lifetime maximum of \$250/person
 Drug coverage - 80% of first \$375 and 50% of next \$300 to a maximum of \$450/family/year.
 Paramedical: 80% to maximum of \$450/year per services: acupuncturist; athletic therapist; audiologist; chiroprapist (podiatrist); certified foot care nurse; clinical psychologist; licensed massage therapist; naturopath; osteopath; physiotherapist/occupational therapist; registered dietician and speech therapist

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Private Duty Nursing: 90% to maximum of \$3000/person/year.
 Vision Care: 100% to maximum of \$150 every 2 years
 Assisted Care Benefits: 100% for healthcare aides and professional home makers during 12 months following hospital discharge to maximum of \$30/day for up to

days/illness or injury.
 Hearing Aides: 100% up to 5 year maximum of \$450/person
 Orthotics: 80% to maximum of \$250/person/year
 Specialist Referral: 30 cents/kilometer if located more than 150 kilometers from residence to maximum of \$200/person/year
 Tutorial Services: 100% within 6 months of illness or injury to \$10/hour maximum of total maximum of \$1000/illness or injury

NBNU

Enrollment Date Details unavailable.
Employee Eligible Full-time and eligible part-time.
Premium Paid By Employer provided.
Coverage Spouse and dependents.
Services Provision of semi-private or better accommodation without differential charges.
 Use of Out-Patient Department.

NLNU

Enrollment Date Details unavailable.
Employee Eligible Full-time and part-time who work 50% of regular work week.
Premium Paid By Details unavailable.
Coverage Details unavailable.
Services Pre-authorization required for the rental and/or purchase of all equipment and nursing care/home care benefits.
 Reimbursement: 80% for expenses up to \$5000. 90% for expenses over \$5000 and under 10,000 and 100% for expenses over 10,000 in any calendar year.
 Registered nurse, physiotherapist, wheelchair rental, braces, crutches, deep x-rays, ambulance, chiropractors, etc.
 Prescription drugs including oral contraceptives.
 Vision care including eye examinations, \$125 for single vision eyeglasses and \$175 for bifocal limited to one expense every three calendar years. \$250 in two calendar years for contact lenses prescribed due to medical condition requiring contacts.

NSNU

Enrollment Date	Details unavailable.
Employee Eligible	Nurses that are eligible, enrollment mandatory unless proof provided of alternate coverage.
Premium Paid By	Cost shared: 65% Employer and 35% Employee.
Coverage	Details unavailable.
Services	Details unavailable.

ONA

Enrollment Date	Commencement of employment.
Employee Eligible	Full-time only. Coverage includes spouse/partner and dependents.
Premium Paid By	Cost shared: 75% Employer and 25% Employee.
Coverage	Single \$15.00, family \$25.00
Services	Hearing aids - \$300/person Vision: One examination every 24 months, Max \$200 every 24 months Drugs: Formulary Massage Therapy: \$300 annually Physiotherapy: \$300 annually Chiropractic Services: \$300 annually

PEINU

Enrollment Date	No provision.
Employee Eligible	No provision.
Premium Paid By	No provision.
Coverage	No provision.
Services	No provision.

SUN

Enrollment Date	Full time automatically enrolled. Part-time and casual coverage based on hours worked in the previous calendar year.
Employee Eligible	Worked less than 40% of full time hours, no coverage available. More than 40% will receive 50% of benefits. More than 50% will receive 60%, etc. If worked more that 70% will receive 100% of benefits.
Premium Paid By	By the Employer. Based on 2.1% of straight time payroll.
Coverage	Spouse and eligible dependents.
Services	100% prescriptions under the province's formulary. Drug card \$10 user fee/prescription. Shall provide hospital and medical benefits over and above the services provided under Sask Health Services Act including: vision care, charges for services of practioners, diabetic supplies, ambulance services, hospital room and board charges, convalescent hospital services, medical equipment, emergency out of country medical costs, outpatient hospital services, etc.

UNA

Enrollment Date	3 months.
Employee Eligible	Mandatory for eligible Employees. Provided they are scheduled to work at least 14 hours per week as averaged over one complete shift cycle.
Premium Paid By	Cost shared: 75% Employer and 25% Employee.
Coverage	Employees, spouse and dependents.
Services	Vision care: eye examinations and up to \$600 every 2 years for corrective Lenses, includes laser eye surgery. Prescriptions: 80%. Hearing aids: \$3,000/5 years Psychologists: \$100/visit (maximum 20 visits) 100% Direct Bill diabetic supplies 100% coverage for insulin pump every 5 years Surgical stocking/support hose – two pairs/year Foot orthotics: \$500/2 years 100% coverage for respiratory equipment (including CPAP machines and supplies)

Group Life

BCNU

Enrollment Date	Upon completion of 3 month probation.	Terms	Details unavailable.
Employee Eligible	Full-time and part-time Employees only.		
Premium Paid By Coverage	By Employer. \$50,000.	Services	Details unavailable.

FIQ

Enrollment Date	Details unavailable.	Terms	Details unavailable.
Employee Eligible	Details unavailable.		
Premium Paid By Coverage	Details unavailable. Details unavailable.	Services	Details unavailable.

MNU

Enrollment Date	3 months from date of hire.	Terms	Jointly trusteeed.
Employee Eligible	Full-time and part-time.		
Premium Paid By Coverage	Employer paid to 1X salary. Employee paid for additional coverage to 3X salary @ 8.26 cents/\$1000 of coverage. (Rates reviewed annually.) Employee only. Spouse and dependent coverage employee paid.	Services	Employee - up to 4X salary. Premium waiver on disability.

NBNU

Enrollment Date	Commencement of employment.	Terms	Employee shall be considered to be on a leave of absence without pay for a period not to exceed two years.
Employee Eligible	Details unavailable.		
Premium Paid By Coverage	Details unavailable. Employee's annual salary. and	Services	Program also provides options at employee's cost: supplemental life and accidental death dismemberment.

NLNU

Enrollment Date	First day of employment.	Terms	Benefits not payable if loss results from or associated with:
Employee Eligible	Full-time and part-time who work at least 50% of regular work week. Temporary employees hired for a period of more than three months.		suicide or self destruction, declared or undeclared war, insurrection or participation in a riot, active full-time service in armed forces, air travel in any aircraft not properly licensed or flown by pilot not properly certified.
Premium Paid By	Employer 50%.	Services	Waiver of premium provision. If totally disabled for 6 months before age 65, insured member will have premiums continued without payment to age 65.
Coverage	Employee: Benefit equal to two times current annual salary rounded to the next higher \$1000, if not already a multiple thereof, subject to a minimum of \$10,000 and a maximum of \$300,000. Spouse/dependent: \$6000 for spouse and \$3000 for each insured dependent child.		100% for loss of: Life, both hands/feet, sight both eyes, one hand and one foot, etc. 75% for loss of: One arm or one leg, use of one arm or one leg. 66 2/3% for loss of: One hand or one foot, entire sight one eye, speech or hearing in both ears, use of one hand or one foot. 33 1/3% for loss of: Thumb and index finger of one hand, four fingers of one hand. 16 2/3% for loss of: all toes of one foot, hearing in one ear.

NSNU

Enrollment Date	No provision.	Terms	No provision.
Employee Eligible	No provision.		
Premium Paid By	No provision.	Services	No provision.
Coverage	No provision.		

ONA

Enrollment Date	Details unavailable.	Terms	Details unavailable.
Employee Eligible	Full-time only.		
Premium Paid By	Employer paid.	Services	Includes benefits for accidental death and dismemberment.
Coverage	Spouse/partner and dependents.		

PEINU

Enrollment Date	Condition of employment.	Terms	Details unavailable.
Employee Eligible	Condition of employment.		
Premium Paid By	50/50 cost shared.	Services	Details unavailable.
Coverage	Details unavailable.		

SUN

Enrollment Date	Mandatory from date of hire for permanent full-time and part-time.	Terms	Details unavailable.
Employee Eligible	Casuals must work 40% of full-time hours in previous calendar year or 390 hours in the first 26 weeks of employment.		
Premium Paid By	Employer will pay for the first \$25,000 coverage. Equal cost sharing for the remainder of Basic Life premiums. Basic life insurance is \$0.18/\$1000 of coverage. Basic Life is 2X regular salary.	Services	Upon retirement a \$1500 paid up policy.
Coverage	Employee only. Spouse and dependent coverage employee paid. Dependent life insurance \$5.50/month/family.		

UNA

Enrollment Date	Upon approval of application.	Terms	As per terms.
Employee Eligible	Mandatory for eligible Employees. Provided they are scheduled to work at least 14 hours per week as averaged over one complete shift cycle.		
Premium Paid By	Cost shared: 75% Employer and 25% Employee.	Services	Details unavailable.
Coverage	1x basic annual earnings rounded to the next highest one thousand dollars. Employee can purchase additional coverage at their own expense.		

Long Term Disability

BCNU

Enrollment Date Upon completion of 3 month probation.

Employee Eligible Full-time and part-time Employees only.

Premium Paid By Employer.

Funding By Employer only.

Terms Benefit - 70% of first \$4828, 50% of balance or 66% (whichever is more).
 Seniority - Accrues for bidding on positions.
 Early retirement incentive - Lump sum payment for eligible Employees.
 Appeal Procedure - Final appeal to Claims Review committee.
 MSP, EH and Dental premiums cost shared 50/50.
 2 year own occ. Definition of disability.
 Generous rehab. Employment provisions.

FIQ

Enrollment Date Details unavailable.

Employee Eligible Details unavailable.

Premium Paid By 100% Employee paid.

Funding Details unavailable.

Terms Different plans are available.
 24 Month waiting period and benefit of not more that 80% of net pay.

MNU

Enrollment Date 3 months from date of hire.

Employee Eligible Full-time and part-time if more than 15/week.

Premium Paid By Employee contribution: 1% base salary
 Employer contribution: 1.3% March 2003.

Funding Jointly by Employer and Employee.

Terms 60% coverage provided.
 Income protection credits and WC benefits will be used where applicable to offset elimination period (119 calendar days).
 Wavier of premiums after 119 calendar days while disabled on LTD, MPI (auto insurance), WCB or EI.
 20 month own occupation, definition changes to any occupation after 20 months of benefit.

NBNU

Enrollment Date Commencement of employment.
Employee Eligible Optional.
Premium Paid By Employee paid.
Funding Employee funded.
Terms 60% of the first \$2500/monthly salary at date of becoming disabled, plus 50% of salary from \$2501 to \$4750. This is a tax-free benefit in NB and not considered earned income.

Employee shall be considered to be on a leave of absence without pay for a period not to exceed two years.

NLNU

Enrollment Date Details unavailable.
Employee Eligible Optional and must be member of either Publis Service Pension Plan or Uniformed Services Pension Plan and be enrolled in the basic group insurance program.

Premium Paid By Employee pay all basis.
Funding Employee funded.
Terms Benefits for periods of total disability which exceeds 119 days.

NSNU

Enrollment Date LTD Program terms and conditions.
Employee Eligible Mandatory.
Premium Paid By Employer pays 50%.
Funding LTD Program terms and conditions.
Terms 70% of earnings to a maximum of \$5000/month.
 Nurses in receipt of LTD shall not be entitled to continue accumulation of paid sick leave benefits, paid vacation benefits or paid holiday benefits, but shall retain previously accumulated credits for use upon return to work.
 During elimination period and while on LTD may continue to participate in Benefit plans provided employee pays share of premium.
 Employer shall only contribute for a period no longer than two years. Employee may continue benefits after two years provided employee pays both the Employer and Employee portion.

ONA

Enrollment Date Details unavailable.
Employee Eligible Full-time only.
Premium Paid By Cost shared: 75% Employer and 25% Employee.
Funding Jointly funded by Employer and Employee.
Terms 65% of earnings for 6 months.
 70% of earnings for up to 20 years.
 75% of earnings for at least 30 years.

PEINU

Enrollment Date Mandatory.
Employee Eligible Mandatory.
Premium Paid By 50/50 cost shared.
Funding Jointly funded by Employer and Employee.
Terms 70% of earnings to a maximum of \$4500/month.

SUN

Enrollment Date Date of hire.
Employee Eligible All employees must enroll, regardless of hours worked.
Premium Paid By Employee contribution: 46% regular payroll
 Employer contribution: 54% regular payroll
Funding Jointly funded by Employer and Employee.
Terms 75% of previous regular earnings.
 No bridge benefit.
 Seniority accrues throughout paid or unpaid sick leave and while on LTD or WCB.

 LTD benefits will be provided for up to two years when the employee is unable to work in their own occupation. Following two years medical evidence must prove that the member can not work in any occupation.
 SUN benefit officer will assist members to appeal denial of LTD benefits. Access to a legal assistance fund also available if they wish to sue the plan if SUN attempts are unsuccessful in the appeal process.
 A Final Adjudication Process has been developed by the healthcare unions whereby an appeal which has been unsuccessful can be reviewed by a third party physician.

UNA

Enrollment Date 3 months.
Employee Eligible Mandatory for eligible Employees. Provided they are scheduled to work at least 14 hours per week as averaged over one complete shift cycle.
Premium Paid By Cost shared: 75% Employer and 25% Employee.
Funding Jointly funded by Employer and Employee.
Terms 66 2/3% of basic monthly earnings provided. 120 working day elimination period must be satisfied.

Medical Services Plan

BCNU

Enrollment Date	First of the calendar month after date of hire.	Coverage	Details unavailable.
Employee Eligible	All. Casual Employees entitled to enroll after 172.8 hours and pay full premium cost. Full reimbursement if work more than 939.6 hours/year.		
Premium Paid By	100% by Employer for part-time and full-time Employees, which includes spouse (including same sex) and dependents.		
Premium Cost	Premium Cost: Single - \$54.00 For two - \$96.00 Three or more - \$108.00.		

FIQ

Enrollment Date	Details unavailable.	Coverage	Details unavailable.
Employee Eligible	Details unavailable.		
Premium Paid By	Details unavailable.		
Premium Cost	Details unavailable.		

MNU

Enrollment Date	No provision.	Coverage	No provision.
Employee Eligible	No provision.		
Premium Paid By	No provision.		
Premium Cost	No provision.		

NBNU

Enrollment Date	Details unavailable.	Coverage	Details unavailable.
Employee Eligible	Full-time and eligible part-time.		
Premium Paid By	Cost shared: 75% Employer and 25% Employee.		
Premium Cost	Details unavailable.		

NLNU

Enrollment Date	No provision.	Coverage	No provision.
Employee Eligible	No provision.		
Premium Paid By	No provision.		
Premium Cost	No provision.		

NSNU

Enrollment Date No provision.
Employee Eligible No provision.
Premium Paid By No provision.
Premium Cost No provision.

Coverage No provision.

ONA

Enrollment Date Details unavailable.
Employee Eligible Full-time only. Coverage includes spouse/partner and dependents.
Premium Paid By Employer pays 100% of premiums of both the Ontario Health Insurance Plan and the Liberty Health Semi-Private Plan or comparable coverage with another carrier.
Premium Cost Details unavailable.

Coverage Details unavailable.

PEINU

Enrollment Date Voluntary.
Employee Eligible Details unavailable.
Premium Paid By 50/50 cost shared.
Premium Cost Details unavailable.

Coverage Details unavailable.

SUN

Enrollment Date Provided under Extended Health.
Employee Eligible Provided under Extended Health.
Premium Paid By Provided under Extended Health.
Premium Cost Provided under Extended Health.

Coverage Provided under Extended Health.

UNA

Enrollment Date Details unavailable.
Employee Eligible Employee, spouse and dependents.
Premium Paid By Cost shared: 75% Employer and 25% Employee.
Premium Cost Details unavailable.

Coverage As per Alberta Health Care Insurance Plan.

Pension Benefits

BCNU

Name of Plan	Municipal Pension Plan	Website	www.pensionsbc.ca
Governance	The plan is jointly trusteeed.		
Enrollment	Upon completion of 3 month probation for full-time and part-time Employees. Enrollment mandatory for FT and optional for PT and casuals who qualify. Casuals have to earn 35% of YMPE in two consecutive years to become eligible.		
Contribution	Employer rates are variable depending on sex and age of group and salary under and over the YMPE. For example, rate salary under the YMPE for males under 50 is 3.4%; rate for salary over the YMPE for females over 50 is 10.8%. Each employer group has a blended rate calculated yearly. In addition, employers pay 1% of salary into the Inflation Adjustment Account for indexing and retiree group benefits. Employee rates are an average of 7%. This also includes 1% that goes into the Inflation Adjustment Account for indexing only.		
Pension Formula	2% X Highest Average Salary X Pensionable Years of Service. This is paid until age 65 only when it is reduced by .7% of the YMPE or HAS whichever is less. The .7% is considered the CPP Bridge Benefit.		
Early Retirement Incentive Benefits	The employer can pay for the full cost of reducing the % reduction or age plus years of service requirement for an unreduced pension to as low as 75.		
Post Retirement Group Benefit	The plan pays 50% of MSP premiums and subsidizes Extended Health and Dental premiums depending on the retirees years of service. The maximum subsidy for EH and Dental is 75% of premium costs.		
Reduction Factors for Early Retirement	Unreduced pension is available at age 60. Between 55 and 60 the pension is reduced for each year the retirees age is less than 60. An unreduced pension is paid if age plus years of service equals 90 and the retiree is age 55 or over. Penalty for retirement before 'magic 90' is 3% per year.		
Surplus Policy	Transition agreement in place. JTA designates first use - then surplus is shared equally.		

FIQ

Name of Plan Details unavailable.

Website Details unavailable.

Governance Details unavailable.

Enrollment Details unavailable.

Contribution Details unavailable.

Pension Formula Details unavailable.

**Early Retirement
Incentive Benefits** Details unavailable.

**Post Retirement
Group Benefit** Details unavailable.

**Reduction
Factors for Early
Retirement** Details unavailable.

Surplus Policy Details unavailable.

MNU

Name of Plan	Healthcare Employees Pension Plan	Website	http://www.hepp.mb.ca
Governance	Jointly trusteeed. 50% Union and 50% Employer.		
Enrollment	Voluntary upon hire. Mandatory after 2 years employment, including casuals.		
Contribution	6.4% of annual earnings up to YMPE and 8.0% above YMPE matched.		
	Effective July 1, 2006: 6.6% up to YMPE 8.2% over YMPE		
	Effective July 1, 2007: 6.8% up to YMPE 8.4% over YMPE		
Pension Formula	1.5% X highest average CPP earnings X pensionable service and 2% X highest average Non-CPP earnings X pensionable service. Note -Highest average earnings - best 5 of last 11 years. Maximum: Pension cannot exceed Canada and Revenue Agency yearly maximum.		
Early Retirement Incentive Benefits	Bridging (for post-1991 service only), difference between 1.5% & 3% reduction paid to age 65 only.		
Post Retirement Group Benefit	Employee paid post-retirement benefit program - Retiree Group Health and Retiree Group Life.		
Reduction Factors for Early Retirement	Rule of 80, or 55 with mim of 2 years of service, if age plus service is less than 80: for pre-1992 service - 1.5%/year, post-1991 service - 3%/year prior to age 60 or "80 Rule" , whichever is less.		
Surplus Policy	No effective surplus currently available, but fully funded with no deficiency December 31, 2003.		

NBNU

Name of Plan	Information unavailable.	Website	Information unavailable.
Governance	Jointly trusteeed. 50% Union and 50% Employer.		
Enrollment	Full-time Employees only. Mandatory after 6 months of continuous employment.		
Contribution	5.185% of annual earnings up to YMPE and 6.61% above YMPE matched by Employer.		
Pension Formula	<p>(2% of Highest Average Salary X service before January 1, 1990) X Adjustment Factor + (2% of Highest Average Salary X Service after December 31, 1989) - (0.7% of YMPE/BAS X Service after December 31, 1989) X Adjustment Factor Bridge of \$27/Month/year of service payable to age 65.</p> <p>HAS: Highest 5 year average salary BAS: Basic average salary</p>		
Early Retirement Incentive Benefits	Permenant reduction from full-time to part-time for pre-retirement Employees.		
Post Retirement Group Benefit	Retiree plan - 100% Employee paid.		
Reduction Factors for Early Retirement	<p>Non-reduced pension at 60. 3% reduction factor between 55 and 60.</p>		
Surplus Policy	No surplus policy.		

NLNU

Name of Plan	Newfoundland & Labrador Public Service Pension Pla	Website	www.gov.nf.ca/fin/pensions
Governance	Government run.		
Enrollment	Full-time enrolled upon hire. Temporary required to join if employemtn exceeds 4 months. Casuals do not qualify.		
Contribution	Cost shared 50/50. 8.6% up to YBE 6.8% to YMPE 8.6% on earnings over YMPE		
Pension Formula	Best 5 year average salary X years of pensionable service 1.4% formula (lifetime). Those retiring prior to age 65 also receive bridge benefit of 0.6% of best 5 year average salary.		
Early Retirement Incentive Benefits	No.		
Post Retirement Group Benefit	Yes, same group insurance as active employees at same cost. Reduced life insurance provisions.		
Reduction Factors for Early Retirement	Retirement age is 65. Age 55 with 30 years service - no reduction. Between 55 & 60 (age plus service equals to 85, but less than 30 years service) - reduction of 0.5%/month for each month of service below 30 years. Between ages 50 & 55 with minimum of 30 years service - reduction of 0.5%/month for each month under age 55 years.		
Surplus Policy	Information unavailable.		

NSNU

Name of Plan	Information unavailable.	Website	Information unavailable.
Governance	Information unavailable.		
Enrollment	NSAHO Pension Plan terms and conditions.		
Contribution	NSAHO Pension Plan terms and conditions.		
Pension Formula	NSAHO Pension Plan terms and conditions.		
Early Retirement Incentive Benefits	NSAHO Pension Plan terms and conditions.		
Post Retirement Group Benefit	NSAHO Pension Plan terms and conditions.		
Reduction Factors for Early Retirement	Information unavailable.		
Surplus Policy	Information unavailable.		

ONA

Name of Plan	Hospitals of Ontario Pension Plan (HOOPP)	Website	www.hoopp.com
Governance	Jointly trusteesd. 50% Union and 50% Employer.		
Enrollment	Immediate for FT and optional for PT and casual part-time. PT opting to enrol may have to work 700 hours or earn 35% of YMPE in year prior to enrollment, unless waived by Employer.		
Contribution	6.9% of annual earnings up to YMPE and 9.2% above YMPE. Employer portion: 125% of Employee contribution.		
Pension Formula	1.5% X 5 year average earn rate X contin. Service on earnings to YMPE (plus bridge payable to age 65 of .5% X average earn rate X contin. Service)		
	2% X 5 year average earn rate X contin. Service on earnings over YMPE.		
	HOOPP also has a temporary bridge (or transition benefit) for those with 10 years of service who turn 55 on or before Decmenber 31, 2005 worth about \$480/month.		
Early Retirment Incentive Benefits	Local provisions may provide form of benefit.		
Post Retirement Group Benefit	100% employee paid. With early retirement to age 65. Semi-private, extended health coverage, dental.		
Reduction Factors for Early Retirment	Non-reduced pension at 60 or at 55 with 30 years of plan membership. Reduced pension available at age 55 subject to early retirement table based on age and plan membership.		
Surplus Policy	Use of surplus is determined by the Board of Trustees. Note: All surplus funds have been depleted and deficits are a more immediate concern.		

PEINU

Name of Plan	Uniform Pension Plan for Employees of PEI Health and Community Service System	Website	No website.
Governance	No formal trust agreement. Plan operates in the fashion of a joint trust with equal numbers of Union and Employer reps.		
Enrollment	Mandatory for permanent staff on date of hire.		
Contribution	4.7% of annual earnings up to Y.M.P.E and 7.5% above Y.M.P.E. Employer matched. Supplementary plan at contribution rate of 2.5% of total pensionable earnings plus 5% of pensionable earnings above YMPE, employer matched.		
Pension Formula	1.4% of pensionable earnings for every year employed. Pension is a career average for all years worked.		
Early Retirement Incentive Benefits	No provision.		
Post Retirement Group Benefit	Basic life decreases to \$5000. Retiree pays full premium for health, dental and travel coverage.		
Reduction Factors for Early Retirement	.25%/month to age of 60.		
Surplus Policy	No surplus policy.		

SUN

Name of Plan	Saskatchewan Healthcare Employee Pension Plan	Website	www.shepp.ca
Governance	Joint trusteeship.		
Enrollment	Mandatory from date of hire for permanent full-time and part-time. Casual must work either 700 hours in each of two previous years or 780 hours in the past calendar year.		
Contribution	5.85% of annual earnings up to Y.M.P.E and 7.35% for regular earnings above the Y.M.P.E.		
Pension Formula	2% X highest average contributory earnings X credited service up to Dec/89. PLUS 1.65% X highest average base contributory earnings plus 2% X highest average excess contributory earnings X credited service between Jan. 1/90 and Dec 31/00. PLUS 1.4% X highest average base contributory earnings plus 2% X highest average excess contributory earnings X years of credited service after Jan 1/01.		
Early Retirement Incentive Benefits	Unreduced pension when age plus credited service equals 80. A bridge benefit for this early retirement is 2% X highest average contributory earnings X credited service up to age 65.		
Post Retirement Group Benefit	The ENCON Retiree Benefits Extended Health Plan. Retiree paid. Plan contains four options. Employee must have been eligible for the extended health plan while working to be eligible for retiree plan. No medical certificate required.		
Reduction Factors for Early Retirement	If the employee has worked for at least 10 years, the pension will be reduced by 3% X by the lesser of: the number of years short of age 65, or the number of years that the age plus credited service is short of 80 years, or the number of years short of age 62 or 20 years of credited service (whichever is greater.)		
Surplus Policy	In Trust Agreement: 1. To decrease previous contribution and increase due to deficit. 2. Plan improvements 3. Increase reserves		

UNA

Name of Plan	Information unavailable.	Website	No website.
Governance	Information unavailable.		
Enrollment	Provided they are scheduled to work at least 14 hours per week as averaged over one complete shift cycle.		
Contribution	Employer shall provide a supplemental pension plan. Employee shall have the right to contribute 2% of regular earnings and Employer shall match.		
Pension Formula	As per LAPP.		
Early Retirement Incentive Benefits	As per LAPP.		
Post Retirement Group Benefit	As per LAPP.		
Reduction Factors for Early Retirement	Information unavailable.		
Surplus Policy	Information unavailable.		