

CFNU Contract Comparison Document

Salary Comparisons

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

**Researched and prepared by
The Manitoba Nurses' Union**
Updated November 3rd, 2008

Revision History

- Jan 21st, 2008: Created salary comparison sub-document.
- April 9th, 2008: Updated salary information for new NSNU, ONA and MNU agreements.
- July 16th, 2008: Updated salary information for new SUN agreement.
- November 3rd, 2008: Updated to reflect 5% adjustment to MNU salaries.

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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 PROVIDED 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	
UNA	30.800	40.430	59,159.10	77,655.92	8	4/1/2008	3/31/2009	1920.75
ONA	27.670	39.402	53,956.50	76,833.90	8	4/1/2008	3/31/2009	1950.00
SUN	29.590	38.400	57,664.99	74,833.92	6	4/1/2008	3/31/2009	1948.80
MNU	31.021	36.572	62,507.32	73,692.58	6	10/1/2008	9/30/2009	2015.00
BCNU	27.850	36.560	52,335.72	68,703.55	8	4/1/2008	3/31/2009	1879.20
NSNU	27.830	32.523	54,268.00	63,420.00	6	4/1/2008	10/31/2008	1950.00
NBNU	26.380	31.490	51,638.85	61,641.68	6	7/1/2007	12/31/2007	1957.50
FIQ	20.990	31.260	39,702.59	59,128.29	12	4/1/2008	03/31/2009	1891.50
PEINU	25.130	30.620	49,003.50	59,709.00	6	4/1/2007	3/31/2008	1950.00
NLNU	23.478	30.002	45,782.21	58,503.90	7	7/1/2007	6/30/2008	1950.00

The following agreements have long-term recognition steps beyond the standard salary scales:

Union	Step	\$/Hour	Annual
UNA	20 year	41.239	79,209.81
ONA	25 year	39.990	76,833.90
SUN	20 year	39.170	73,334.50
NSNU	25 year	33.661	65,640.00

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
- 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			
SUN	34.250	44.460	66,746.40	86,643.65	5	3/31/2012	1948.80
UNA	32.340	42.450	62,117.06	81,535.84	8	3/31/2010	1920.75
ONA	29.360	41.802	57,252.00	81,513.90	8	3/31/2011	1950.00
BCNU	29.020	38.100	54,534.38	71,597.52	8	3/31/2010	1879.20
MNU	31.021	36.572	62,507.32	73,692.58	6	9/30/2009	2015.00
NSNU	29.238	34.169	57,014.00	66,630.00	6	10/31/2009	1950.00
FIQ	21.410	31.890	40,497.02	60,319.94	12	3/31/2010	1891.50
NBNU	26.380	31.490	51,638.85	61,641.68	6	12/31/2007	1957.50
PEINU	25.130	30.620	49,003.50	59,709.00	6	3/31/2008	1950.00
NLNU	23.478	30.002	45,782.21	58,503.90	7	6/30/2008	1950.00

The following agreements have long-term recognition steps beyond the standard salary scales:

Union	Step	\$/Hour	Annual
SUN	20 year	45.350	88,378.08
UNA	20 year	43.350	83,264.51
ONA	25 year	42.440	82,758.00
NSNU	25 year	35.365	68,962.00

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
- 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	
MNU	23.747	29.030	47,850.21	58,495.45	7	10/1/2008	9/30/2009	2015.00
SK SEIU	23.990	25.680	46,751.71	50,045.18	3	4/1/2007	3/31/2008	1948.80
SK CUPE	23.990	25.680	46,636.56	49,921.92	3	4/1/2007	3/31/2008	1944.00
BCHEU	23.750	23.750	46,312.50	46,312.50	1	4/1/2008	3/31/2009	1950.00
PQ CUPE	17.900	23.500	33,871.28	44,467.88	10	4/1/2008	3/31/2009	1892.25
AUPE	19.910	23.460	40,118.65	47,271.90	8	4/1/2007	3/31/2008	2015.00
AB CUPE	18.660	21.400	36,387.00	41,730.00	6	5/1/2006	10/31/2006	1950.00
PEI UPSE	19.650	21.360	38,317.50	41,652.00	3	4/1/2008	3/31/2009	1950.00
NSNU	18.932	21.141	36,917.40	41,224.95	5	11/1/2006	10/31/2008	1950.00
NB CUPE	20.097	20.868	39,339.88	40,849.11	3	1/1/2007	6/30/2007	1957.50
NAPE	18.530	20.540	36,125.76	40,060.64	3	4/1/2007	3/31/2008	1950.00
NF CUPE	17.630	19.550	34,365.83	38,131.21	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			
MNU	23.747	29.030	47,850.21	58,495.45	7	9/30/2009	2015.000
SK SEIU	23.990	25.680	46,751.71	50,045.18	3	3/31/2008	1948.800
SK CUPE	23.990	25.680	46,636.56	49,921.92	3	3/31/2008	1944.000
BCHEU	24.760	24.760	48,282.00	48,282.00	1	3/31/2010	1950.000
PQ CUPE	18.260	23.970	34,552.49	45,357.23	10	3/31/2010	1892.250
AUPE	17.910	23.460	36,088.65	47,271.90	8	3/31/2008	2015.000
PEI UPSE	19.840	21.570	38,688.00	42,061.50	3	3/31/2009	1950.000
AB CUPE	18.660	21.400	36,387.00	41,730.00	6	10/31/2006	1950.000
NB CUPE	20.097	20.868	39,339.88	40,849.11	3	6/30/2007	1957.500
NAPE	18.530	20.540	36,125.76	40,060.64	3	3/31/2008	1950.000
NSNU	17.522	19.567	34,169.00	38,156.00	5	10/31/2006	1950.000
NF CUPE	17.630	19.550	34,365.83	38,131.21	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	23.130	0.000	44,426.94	1	4/1/200	3/31/2009	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	28.180	34.430	54,126.74	66,131.42	9	4/1/2008	3/31/2009	1920.75
NBNU	24.670	29.400	48,291.53	57,550.50	6	7/1/2007	12/31/2007	1957.50
MNU	0.000	28.850	0.000	58,132.75	1	10/1/2008	9/30/2009	2015.00
NSNU	24.213	28.444	47,215.00	55,467.00	6	11/1/2007	10/31/2008	1950.00
SUN	0.000	25.540	0.000	49,772.35	1	4/1/2008	3/31/2009	1948.80
NLNU	0.000	22.965	0.000	44,781.75	1	7/1/2007	6/30/2008	1950.00
FIQ	0.000	19.040	0.000	35,314.31	1	4/1/2008	3/31/2009	1891.50

The following agreements have long-term recognition steps beyond the standard salary scales:

Union	Step	\$/Hour	Annual
UNA	20 year	36.176	70,543.00

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	56,842.68	69,442.80	9	3/31/2010	1920.75
NBNU	24.670	29.400	48,291.53	57,550.50	6	12/31/2007	1957.50
NSNU	25.438	29.884	49,605.00	58,274.00	6	10/31/2009	1950.00
SUN	0.000	29.570	0.000	57,626.02	1	3/31/2012	1948.80
MNU	0.000	28.850	0.000	58,132.75	1	9/30/2009	2015.00
NLNU	0.000	22.965	0.000	44,781.75	1	6/30/2008	1950.00
FIQ	0.000	19.420	0.000	36,737.79	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

PIPSC - Hospital Nursing NU-HOS-2

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	31.840	42.350	58,246.74	77,461.93	9	4/1/2008	3/31/2009	1920.75
BCNU	33.110	40.590	62,220.31	76,276.73	9	4/1/2008	3/31/2009	1879.20
SUN	32.250	40.220	62,848.80	78,380.74	5	4/1/2008	3/31/2009	1948.80
MNU	32.200	38.828	64,883.00	78,238.42	7	10/1/2008	9/30/2009	2015.00
FIQ	23.690	34.380	44,809.64	65,029.77	12	4/01/2008	3/31/2009	1891.50
PEINU	27.590	33.950	53,800.50	66,202.50	6	4/1/2007	3/31/2008	1950.00
NSNU	27.830	32.523	54,268.00	63,420.00	6	4/1/2008	10/31/2008	1950.00
NBNU	27.010	32.280	52,872.08	63,188.10	6	7/1/2007	12/31/2007	1957.50

The following agreements have long-term recognition steps beyond the standard salary scales:

Union	Step	\$/Hour	Annual
UNA	20 year	43.200	82,976.40
SUN	20 year	41.020	79,939.78
NSNU	25 year	33.661	65,640.00

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.

Assistant Head Nurse/Supervisor

Salary at Contract Expiry

Union	Dollars Per Hour		Annual Income		Steps	Contract Expiry	Annual Hours
	Minimum	Maximum	Minimum	Maximum			
SUN	37.330	46.560	72,748.70	90,736.13	5	3/31/2012	1948.80
UNA	33.430	44.470	64,210.67	85,415.75	9	3/31/2010	1920.75
BCNU	34.500	42.290	64,832.40	79,471.37	9	3/31/2010	1879.20
MNU	32.200	38.828	64,883.00	78,238.42	7	9/30/2009	2015.00
FIQ	24.160	35.070	45,698.64	66,334.91	12	3/31/2010	1891.50
PEINU	27.590	33.950	53,800.50	66,202.50	6	3/31/2008	1950.00
NBNU	27.010	32.280	52,872.08	63,188.10	6	12/31/2007	1957.50
NSNU	26.281	30.715	51,247.95	59,894.25	6	3/31/2006	1950.00

The following agreements have long-term recognition steps beyond the standard salary scales:

Union	Step	\$/Hour	Annual
UNA	20 year	45.360	87,140.59
SUN	20 year	45.350	88,378.08
NSNU	25 year	35.365	68,962.00

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

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	33.710	45.220	64,748.48	86,856.32	9	4/1/2008	3/31/2009	1920.75
BCNU	35.270	42.520	66,279.38	79,903.58	9	4/1/2008	3/31/2009	1879.20
MNU	33.305	41.724	67,109.58	84,073.86	7	10/1/2008	9/30/2009	2015.00
PEINU	28.610	35.780	55,789.50	69,771.00	6	4/1/2007	3/31/2008	1950.00
NBNU	28.100	33.630	55,005.75	65,830.73	6	7/1/2007	12/31/2007	1957.50
NSNU	28.576	33.269	55,722.00	64,874.00	6	4/1/2008	10/31/2008	1950.00
NLNU	24.910	31.987	48,574.50	62,374.65	7	7/1/2007	6/30/2008	1950.00

The following agreements have long-term recognition steps beyond the standard salary scales:

Union	Step	\$/Hour	Annual
UNA	20 year	46.120	88,584.99
NSNU	25 year	34.433	67,145.00

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

Head Nurse

Salary at Contract Expiry

Union	Dollars Per Hour		Annual Income		Steps	Contract Expiry	Annual Hours
	Minimum	Maximum	Minimum	Maximum			
UNA	35.400	47.480	67,994.55	91,197.21	9	3/31/2010	1920.75
BCNU	36.750	44.310	69,060.60	83,267.40	9	3/31/2010	1879.20
MNU	33.305	41.724	67,109.58	84,073.86	7	9/30/2009	2015.00
PEINU	28.610	35.780	55,789.50	69,771.00	6	3/31/2008	1950.00
NSNU	30.022	34.953	58,542.00	68,158.00	6	10/31/2009	1950.00
NBNU	28.100	33.630	55,005.75	65,830.73	6	12/31/2007	1957.50
NLNU	24.910	31.987	48,574.50	62,374.65	7	6/30/2008	1950.00

The following agreements have long-term recognition steps beyond the standard salary scales:

Union	Step	\$/Hour	Annual
UNA	20 year	48.430	93,021.92
NSNU	25 year	36.176	70,543.00

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.

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	
MNU	40.067	48.448	80,735.01	97,622.72	5	10/1/2008	9/30/2009	2015.00
UNA	35.370	47.470	69,936.93	91,178.00	9	4/1/2008	3/31/2009	1920.75
BCNU	36.710	44.100	68,985.43	82,872.72	9	4/1/2008	3/31/2009	1879.20
SUN	35.150	43.070	68,500.32	83,934.82	5	4/1/2008	3/31/2009	1948.80
PEINU	28.610	35.780	55,789.50	69,771.00	6	4/1/2007	3/31/2008	1950.00
NBNU	29.720	35.580	58,176.90	69,647.85	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 (listed separately within agreement)

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

Clinical Nurse Specialist

Salary at Contract Expiry

Union	Dollars Per Hour		Annual Income		Steps	Contract Expiry	Annual Hours
	Minimum	Maximum	Minimum	Maximum			
UNA	37.154	49.852	71,363.55	95,753.23	9	3/31/2010	1920.75
SUN	40.700	49.850	79,316.16	97,147.68	5	3/31/2012	1948.80
MNU	40.067	48.448	80,735.01	97,622.72	5	9/30/2009	2015.00
BCNU	38.250	45.950	71,879.40	86,349.24	9	3/31/2010	1879.20
PEINU	28.610	35.780	55,789.50	69,771.00	6	3/31/2008	1950.00
NBNU	29.720	35.580	58,176.90	69,647.85	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 (listed separately within agreement)

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

Nurse Practitioner
Salary in Current Increment Term

Union	Dollars Per Hour		Annual Income		Steps	Increment Term		Annual Hours
	Minimum	Maximum	Minimum	Maximum		Start	End	
NSNU	39.802	46.350	77,614.10	90,382.50	6	11/1/2008	3/31/2009	1950.00
MNU	40.067	48.448	80,735.01	97,622.72	5	10/1/2008	9/30/2009	2015.00
SUN	35.150	43.070	68,500.32	83,934.82	5	4/1/2008	3/31/2009	1948.80
NBNU	37.990	42.800	74,365.43	83,781.00	6	7/1/2006	12/31/2006	1957.50
PEINU	37.410	42.330	72,949.50	82,543.50	6	4/1/2007	3/31/2008	1950.00
ONA	38.433	42.708	74,944.35	83,280.60	9	4/1/2008	3/31/2009	1950.00
NLNU	26.841	34.479	52,339.95	67,234.05	7	7/1/2007	6/30/2008	1950.00

The following agreements have long-term recognition steps beyond the standard salary scales:

Union	Step	\$/Hour	Annual
NSNU	25 year	46,620	90,910.00
SUN	20 year	43.930	85,610.78

MNU - RNEP

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 - includes Specialty Nurse Practitioner and Primary Health Care Nurse Practitioner.

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			
SUN	40.700	49.850	79,316.16	97,147.68	5	3/31/2012	1948.80
MNU	40.067	48.448	80,735.01	97,622.72	5	9/30/2009	2015.00
NSNU	40.638	47.323	79,244.00	92,281.00	6	10/31/2009	1950.00
NBNU	37.990	42.800	74,365.43	83,781.00	6	12/31/2007	1957.50
PEINU	37.410	42.330	72,949.50	82,543.50	6	3/31/2008	1950.00
ONA	37.223	41.364	72,584.85	80,659.80	9	3/31/2008	1950.00
NLNU	26.841	34.479	52,339.95	67,234.05	7	6/30/2008	1950.00

The following agreements have long-term recognition steps beyond the standard salary scales:

Union	Step	\$/Hour	Annual
SUN	20 year	50.860	99,115.97
NSNU	25 year	48.980	95,510.00

MNU - RNEP

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 - includes Specialty Nurse Practitioner and Primary Health Care Nurse Practitioner.

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')