

**MNU & Shared Health Employer Organization
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse II	1950	Hourly	37.319	38.621	39.928	41.289	42.620	44.001		44.881
		Monthly	6,064.310	6,275.885	6,488.300	6,709.446	6,925.723	7,150.228		7,293.125
		Annual	72,771.725	75,310.625	77,859.600	80,513.355	83,108.675	85,802.730		87,517.495
Nurse III	1950	Hourly	38.738	40.044	41.408	42.739	43.974	45.320	46.711	47.645
		Monthly	6,294.860	6,507.107	6,728.757	6,945.033	7,145.694	7,364.489	7,590.505	7,742.302
		Annual	75,538.320	78,085.280	80,745.080	83,340.400	85,748.325	88,373.870	91,086.060	92,907.620
Nurse III (20 Year Scale)	1950	Hourly	39.512	40.845	42.235	43.593	44.853	46.227	47.645	
		Monthly	6,420.630	6,637.242	6,863.258	7,083.900	7,288.591	7,511.920	7,742.302	
		Annual	77,047.555	79,646.905	82,359.095	85,006.805	87,463.090	90,143.040	92,907.620	
Weekend Worker - Nurse II	1950	Hourly	42.917	44.415	45.917	47.483	49.014	50.602		51.614
		Monthly	6,974.083	7,217.394	7,461.545	7,715.939	7,964.791	8,222.879		8,387.270
		Annual	83,688.995	86,608.730	89,538.540	92,591.265	95,577.495	98,674.550		100,647.235
Weekend Worker - Nurse III	1950	Hourly	44.548	46.051	47.618	49.148	50.569	52.119	53.718	54.793
		Monthly	7,239.055	7,483.206	7,737.936	7,986.620	8,217.506	8,469.381	8,729.148	8,903.781
		Annual	86,868.665	89,798.475	92,855.230	95,839.445	98,610.070	101,632.570	104,749.775	106,845.375
Weekend Worker - Nurse III (20 Year Scale)	1950	Hourly	45.439	46.971	48.571	50.132	51.581	53.161	54.793	
		Monthly	7,383.800	7,632.820	7,892.755	8,146.477	8,381.896	8,638.641	8,903.781	
		Annual	88,605.595	91,593.840	94,713.060	97,757.725	100,582.755	103,663.690	106,845.375	

¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.

**MNU & Shared Health Employer Organization
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse II	1950	Hourly	37.785	39.103	40.427	41.805	43.153	44.551		45.442
		Monthly	6,140.041	6,354.303	6,569.404	6,793.237	7,012.368	7,239.559		7,384.303
		Annual	73,680.490	76,251.630	78,832.845	81,518.840	84,148.415	86,874.710		88,611.640
Nurse III	1950	Hourly	39.222	40.544	41.925	43.273	44.523	45.886	47.295	48.240
		Monthly	6,373.613	6,588.378	6,812.883	7,031.846	7,235.025	7,456.508	7,685.378	7,839.022
		Annual	76,483.355	79,060.540	81,754.595	84,382.155	86,820.305	89,478.090	92,224.535	94,068.260
Nurse III (20 Year Scale)	1950	Hourly	40.006	41.355	42.763	44.138	45.414	46.805	48.240	
		Monthly	6,500.894	6,720.193	6,949.063	7,172.393	7,379.770	7,605.785	7,839.022	
		Annual	78,010.725	80,642.315	83,388.760	86,068.710	88,557.235	91,269.425	94,068.260	
Weekend Worker - Nurse II	1950	Hourly	43.454	44.970	46.491	48.076	49.627	51.235		52.259
		Monthly	7,061.232	7,307.565	7,554.739	7,812.323	8,064.366	8,325.644		8,492.050
		Annual	84,734.780	87,690.785	90,656.865	93,747.875	96,772.390	99,907.730		101,904.595
Weekend Worker - Nurse III	1950	Hourly	45.105	46.626	48.213	49.763	51.202	52.770	54.390	55.478
		Monthly	7,329.563	7,576.736	7,834.656	8,086.531	8,320.271	8,575.168	8,838.294	9,015.110
		Annual	87,954.750	90,920.830	94,015.870	97,038.370	99,843.250	102,902.020	106,059.525	108,181.320
Weekend Worker - Nurse III (20 Year Scale)	1950	Hourly	46.007	47.558	49.178	50.758	52.226	53.825	55.478	
		Monthly	7,476.154	7,728.197	7,991.490	8,248.235	8,486.676	8,746.611	9,015.110	
		Annual	89,713.845	92,738.360	95,897.880	98,978.815	101,840.115	104,959.335	108,181.320	

¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.

MNU & Shared Health Employer Organization
APPENDIX "A" - SALARIES

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse II	1950	Hourly	38.314	39.651	40.993	42.389	43.758	45.175		46.078
		Monthly	6,226.014	6,443.298	6,661.422	6,888.278	7,110.599	7,340.981		7,487.740
		Annual	74,712.170	77,319.580	79,937.065	82,659.330	85,327.190	88,091.770		89,852.880
Nurse III	1950	Hourly	39.771	41.111	42.512	43.878	45.146	46.529	47.957	48.916
		Monthly	6,462.777	6,680.565	6,908.260	7,130.245	7,336.279	7,560.952	7,793.013	7,948.839
		Annual	77,553.320	80,166.775	82,899.115	85,562.945	88,035.350	90,731.420	93,516.150	95,386.070
Nurse III (20 Year Scale)	1950	Hourly	40.566	41.934	43.362	44.756	46.049	47.460	48.916	
		Monthly	6,591.905	6,814.226	7,046.287	7,272.807	7,483.038	7,712.245	7,948.839	
		Annual	79,102.855	81,770.715	84,555.445	87,273.680	89,796.460	92,546.935	95,386.070	
Weekend Worker - Nurse II	1950	Hourly	44.062	45.599	47.142	48.749	50.321	51.952		52.990
		Monthly	7,160.135	7,409.827	7,660.526	7,921.637	8,177.206	8,442.178		8,610.935
		Annual	85,921.615	88,917.920	91,926.315	95,059.640	98,126.470	101,306.140		103,331.215
Weekend Worker - Nurse III	1950	Hourly	45.736	47.279	48.888	50.460	51.919	53.509	55.151	56.255
		Monthly	7,432.160	7,682.859	7,944.305	8,199.707	8,436.805	8,695.229	8,962.048	9,141.383
		Annual	89,185.915	92,194.310	95,331.665	98,396.480	101,241.660	104,342.745	107,544.580	109,696.600
Weekend Worker - Nurse III (20 Year Scale)	1950	Hourly	46.651	48.224	49.867	51.469	52.957	54.579	56.255	
		Monthly	7,580.766	7,836.335	8,103.323	8,363.761	8,605.561	8,869.023	9,141.383	
		Annual	90,969.190	94,036.020	97,239.870	100,365.135	103,266.735	106,428.270	109,696.600	

¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.

**MNU & Shared Health Employer Organization
APPENDIX "A" - SALARIES**

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse II	1950	Hourly	38.505	39.849	41.198	42.601	43.977	45.402		46.309
		Monthly	6,257.079	6,475.538	6,694.670	6,922.700	7,146.198	7,377.755		7,525.185
		Annual	75,084.945	77,706.460	80,336.035	83,072.405	85,754.370	88,533.055		90,302.225
Nurse III	1950	Hourly	39.969	41.317	42.725	44.098	45.372	46.761	48.197	49.161
		Monthly	6,495.017	6,713.980	6,942.850	7,165.844	7,372.885	7,598.733	7,831.969	7,988.635
		Annual	77,940.200	80,567.760	83,314.205	85,990.125	88,474.620	91,184.795	93,983.630	95,863.625
Nurse III (20 Year Scale)	1950	Hourly	40.768	42.143	43.579	44.980	46.280	47.698	49.161	
		Monthly	6,624.816	6,848.313	7,081.550	7,309.245	7,520.484	7,750.865	7,988.635	
		Annual	79,497.795	82,179.760	84,978.595	87,710.935	90,245.805	93,010.385	95,863.625	
Weekend Worker - Nurse II	1950	Hourly	44.282	45.827	47.377	48.992	50.572	52.211		53.255
		Monthly	7,195.901	7,446.936	7,698.811	7,961.265	8,218.010	8,484.325		8,653.921
		Annual	86,350.810	89,363.235	92,385.735	95,535.180	98,616.115	101,811.905		103,847.055
Weekend Worker - Nurse III	1950	Hourly	45.965	47.516	49.133	50.712	52.178	53.777	55.427	56.536
		Monthly	7,469.269	7,721.312	7,984.102	8,240.678	8,478.952	8,738.719	9,006.882	9,187.057
		Annual	89,631.230	92,655.745	95,809.220	98,888.140	101,747.425	104,864.630	108,082.585	110,244.680
Weekend Worker - Nurse III (20 Year Scale)	1950	Hourly	46.884	48.464	50.116	51.727	53.222	54.851	56.536	
		Monthly	7,618.715	7,875.460	8,143.790	8,405.573	8,648.548	8,913.353	9,187.057	
		Annual	91,424.580	94,505.515	97,725.485	100,866.870	103,782.575	106,960.230	110,244.680	

¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.

MNU & Shared Health Employer Organization
APPENDIX "A" - SALARIES

A1. Effective April 1, 2021

- Monthly salaries include a 1.2% increase

Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse II ⁽²⁾	1950	Hourly	38.967	40.328	41.692	43.113	44.505	45.946	46.865	47.802
		Monthly	6,332.138	6,553.284	6,774.934	7,005.819	7,232.003	7,466.247	7,615.525	7,767.825
		Annual	75,985.650	78,639.405	81,299.205	84,069.830	86,784.035	89,594.960	91,386.295	93,213.900
Nurse III ⁽³⁾	1950	Hourly	40.449	41.813	43.238	44.627	45.916	47.323	48.775	49.751
		Monthly	6,572.930	6,794.580	7,026.137	7,251.817	7,461.377	7,689.912	7,926.003	8,084.516
		Annual	78,875.160	81,534.960	84,313.645	87,021.805	89,536.525	92,278.940	95,112.030	97,014.190
Nurse III (20 Year Scale) ⁽³⁾	1950	Hourly	41.257	42.649	44.102	45.519	46.835	48.270	49.751	50.746
		Monthly	6,704.241	6,930.425	7,166.515	7,396.897	7,610.655	7,843.891	8,084.516	8,246.220
		Annual	80,450.890	83,165.095	85,998.185	88,762.765	91,327.860	94,126.695	97,014.190	98,954.635
Weekend Worker - Nurse II ⁽²⁾	1950	Hourly	44.814	46.377	47.946	49.580	51.179	52.837	53.895	54.972
		Monthly	7,282.210	7,536.268	7,791.165	8,056.810	8,316.577	8,586.083	8,757.862	8,932.999
		Annual	87,386.520	90,435.215	93,493.985	96,681.715	99,798.920	103,032.995	105,094.340	107,195.985
Weekend Worker - Nurse III ⁽³⁾	1950	Hourly	46.517	48.086	49.723	51.321	52.804	54.423	56.092	57.214
		Monthly	7,558.937	7,814.002	8,079.982	8,339.581	8,580.710	8,843.667	9,115.020	9,297.210
		Annual	90,707.240	93,768.025	96,959.785	100,074.975	102,968.515	106,124.005	109,380.245	111,566.520
Weekend Worker - Nurse III (20 Year Scale) ⁽³⁾	1950	Hourly	47.447	49.046	50.717	52.348	53.860	55.510	57.215	58.358
		Monthly	7,710.062	7,969.997	8,241.518	8,506.490	8,752.320	9,020.315	9,297.378	9,483.094
		Annual	92,520.740	95,639.960	98,898.215	102,077.885	105,027.845	108,243.785	111,568.535	113,797.125

¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.

² New 'Year 6' Step-on-Scale for Nurse II Effective April 1, 2021

³ New 'Year 7' Step-on-Scale for Nurse III Effective April 1, 2021