

**MNU & Winnipeg 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	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse / ORT I	2015	Hourly	<b>27.645</b>	<b>28.550</b>	<b>29.444</b>	<b>30.529</b>	<b>31.523</b>	<b>32.635</b>	<b>33.797</b>	<b>34.473</b>
		Monthly	4,642.056	4,794.021	4,944.138	5,126.328	5,293.237	5,479.960	5,675.080	5,788.591
		Annual	55,704.675	57,528.250	59,329.660	61,515.935	63,518.845	65,759.525	68,100.955	69,463.095
ORT II	2015	Hourly	<b>29.444</b>	<b>30.529</b>	<b>31.523</b>	<b>32.644</b>	<b>33.679</b>	<b>34.729</b>	<b>35.801</b>	<b>36.517</b>
		Monthly	4,944.138	5,126.328	5,293.237	5,481.472	5,655.265	5,831.578	6,011.585	6,131.813
		Annual	59,329.660	61,515.935	63,518.845	65,777.660	67,863.185	69,978.935	72,139.015	73,581.755
Nurse II	2015	Hourly	<b>36.115</b>	<b>37.375</b>	<b>38.640</b>	<b>39.957</b>	<b>41.245</b>	<b>42.582</b>		<b>43.433</b>
		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 II (20 Year Scale)	2015	Hourly	<b>36.838</b>	<b>38.123</b>	<b>39.413</b>	<b>40.757</b>	<b>42.070</b>	<b>43.433</b>		
		Monthly	6,185.714	6,401.487	6,618.100	6,843.780	7,064.254	7,293.125		
		Annual	74,228.570	76,817.845	79,417.195	82,125.355	84,771.050	87,517.495		
Nurse III	2015	Hourly	<b>37.488</b>	<b>38.752</b>	<b>40.072</b>	<b>41.360</b>	<b>42.555</b>	<b>43.858</b>	<b>45.204</b>	<b>46.108</b>
		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)	2015	Hourly	<b>38.237</b>	<b>39.527</b>	<b>40.873</b>	<b>42.187</b>	<b>43.406</b>	<b>44.736</b>	<b>46.108</b>	
		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	
Nurse III - WRHA Community PIO	2015	Hourly	<b>36.766</b>	<b>37.999</b>	<b>39.315</b>	<b>40.572</b>	<b>41.737</b>	<b>42.994</b>	<b>44.333</b>	<b>45.219</b>
		Monthly	6,173.624	6,380.665	6,601.644	6,812.715	7,008.338	7,219.409	7,444.250	7,593.024
		Annual	74,083.490	76,567.985	79,219.725	81,752.580	84,100.055	86,632.910	89,330.995	91,116.285
Nurse IV St. B, Grace, Victoria, Riverview- ICP, Misericordia ICP, OESH- PIO	2015	Hourly	<b>38.774</b>	<b>40.209</b>	<b>41.647</b>	<b>43.214</b>	<b>45.010</b>	<b>46.751</b>	<b>48.575</b>	<b>49.546</b>
		Monthly	6,510.801	6,751.761	6,993.225	7,256.351	7,557.929	7,850.272	8,156.552	8,319.599
		Annual	78,129.610	81,021.135	83,918.705	87,076.210	90,695.150	94,203.265	97,878.625	99,835.190
Nurse IV (20 Year Scale) St. B, Grace, Victoria, Riverview- ICP, Misericordia ICP, OESH- PIO	2015	Hourly	<b>39.549</b>	<b>41.013</b>	<b>42.479</b>	<b>44.078</b>	<b>45.910</b>	<b>47.687</b>	<b>49.546</b>	
		Monthly	6,640.936	6,886.766	7,132.932	7,401.431	7,709.054	8,007.442	8,319.599	
		Annual	79,691.235	82,641.195	85,595.185	88,817.170	92,508.650	96,089.305	99,835.190	
Nurse IV - HSC	2015	Hourly	<b>38.774</b>	<b>40.209</b>	<b>41.647</b>	<b>43.214</b>	<b>45.010</b>	<b>46.751</b>	<b>48.653</b>	<b>50.633</b>
		Monthly	6,510.801	6,751.761	6,993.225	7,256.351	7,557.929	7,850.272	8,169.650	8,502.125
		Annual	78,129.610	81,021.135	83,918.705	87,076.210	90,695.150	94,203.265	98,035.795	102,025.495
Nurse IV - HSC (20 Year Scale)	2015	Hourly	<b>39.549</b>	<b>41.013</b>	<b>42.479</b>	<b>44.078</b>	<b>45.910</b>	<b>47.687</b>	<b>49.626</b>	<b>51.646</b>
		Monthly	6,640.936	6,886.766	7,132.932	7,401.431	7,709.054	8,007.442	8,333.033	8,672.224
		Annual	79,691.235	82,641.195	85,595.185	88,817.170	92,508.650	96,089.305	99,996.390	104,066.690
ICP-Clinical Team Leader / Infection Control Specialist	2015	Hourly	<b>40.845</b>	<b>43.194</b>	<b>45.787</b>	<b>48.378</b>	<b>50.969</b>	<b>53.560</b>		<b>54.631</b>
		Monthly	6,858.556	7,252.993	7,688.400	8,123.473	8,558.545	8,993.617		9,173.455
		Annual	82,302.675	87,035.910	92,260.805	97,481.670	102,702.535	107,923.400		110,081.465
ICP-Clinical Team Leader / Infection Control Specialist (20 Year Scale)	2015	Hourly	<b>41.662</b>	<b>44.058</b>	<b>46.703</b>	<b>49.345</b>	<b>51.988</b>	<b>54.631</b>		
		Monthly	6,995.744	7,398.073	7,842.212	8,285.848	8,729.652	9,173.455		
		Annual	83,948.930	88,776.870	94,106.545	99,430.175	104,755.820	110,081.465		
Nurse V	2015	Hourly	<b>40.929</b>	<b>42.497</b>	<b>44.292</b>	<b>46.033</b>	<b>47.935</b>	<b>49.798</b>	<b>51.739</b>	<b>52.774</b>
		Monthly	6,872.661	7,135.955	7,437.365	7,729.708	8,049.085	8,361.914	8,687.840	8,861.634
		Annual	82,471.935	85,631.455	89,248.380	92,756.495	96,589.025	100,342.970	104,254.085	106,339.610
Nurse V (20 Year Scale)	2015	Hourly	<b>41.747</b>	<b>43.346</b>	<b>45.178</b>	<b>46.955</b>	<b>48.894</b>	<b>50.793</b>	<b>52.774</b>	
		Monthly	7,010.017	7,278.516	7,586.139	7,884.527	8,210.118	8,528.991	8,861.634	
		Annual	84,120.205	87,342.190	91,033.670	94,614.325	98,521.410	102,347.895	106,339.610	
Clinical Nurse Specialist	2015	Hourly	<b>46.646</b>	<b>50.068</b>	<b>52.128</b>	<b>54.184</b>	<b>56.403</b>			<b>57.531</b>
		Monthly	7,832.641	8,407.252	8,753.160	9,098.397	9,471.004			9,660.414
		Annual	93,991.690	100,887.020	105,037.920	109,180.760	113,652.045			115,924.965
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	<b>47.578</b>	<b>51.069</b>	<b>53.169</b>	<b>55.267</b>	<b>57.531</b>			

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Nurse Practitioner	2015	Monthly	7,989.139	8,575.336	8,927.961	9,280.250	9,660.414				
		Annual	95,869.670	102,904.035	107,135.535	111,363.005	115,924.965				
		Hourly	<b>46.646</b>	<b>50.068</b>	<b>52.128</b>	<b>54.184</b>	<b>56.403</b>				<b>57.531</b>
Nurse Practitioner (20 Year Scale)	2015	Monthly	7,832.641	8,407.252	8,753.160	9,098.397	9,471.004				9,660.414
		Annual	93,991.690	100,887.020	105,037.920	109,180.760	113,652.045				115,924.965
		Hourly	<b>47.578</b>	<b>51.069</b>	<b>53.169</b>	<b>55.267</b>	<b>57.531</b>				
Licensed Practical Nurse - Churchill	2015	Monthly	7,989.139	8,575.336	8,927.961	9,280.250	9,660.414				
		Annual	95,869.670	102,904.035	107,135.535	111,363.005	115,924.965				
		Hourly	<b>28.963</b>	<b>29.910</b>	<b>30.845</b>	<b>31.982</b>	<b>33.025</b>	<b>34.189</b>	<b>35.406</b>		<b>36.114</b>
Nurse II - Churchill	2015	Monthly	4,863.370	5,022.388	5,179.390	5,370.311	5,545.448	5,740.903	5,945.258		6,064.143
		Annual	58,360.445	60,268.650	62,152.675	64,443.730	66,545.375	68,890.835	71,343.090		72,769.710
		Hourly	<b>37.835</b>	<b>39.155</b>	<b>40.480</b>	<b>41.860</b>	<b>43.209</b>	<b>44.605</b>			<b>45.497</b>
Nurse II (20 Year Scale) - Churchill	2015	Monthly	6,353.127	6,574.777	6,797.267	7,028.992	7,255.511	7,489.923			7,639.705
		Annual	76,237.525	78,897.325	81,567.200	84,347.900	87,066.135	89,879.075			91,676.455
		Hourly	<b>38.591</b>	<b>39.938</b>	<b>41.290</b>	<b>42.697</b>	<b>44.074</b>	<b>45.497</b>			
Nurse III - Churchill	2015	Monthly	6,480.072	6,706.256	6,933.279	7,169.538	7,400.759	7,639.705			
		Annual	77,760.865	80,475.070	83,199.350	86,034.455	88,809.110	91,676.455			
		Hourly	<b>39.273</b>	<b>40.597</b>	<b>41.979</b>	<b>43.329</b>	<b>44.581</b>	<b>45.947</b>	<b>47.357</b>		<b>48.303</b>
Nurse III (20 Year Scale) - Churchill	2015	Monthly	6,594.591	6,816.913	7,048.974	7,275.661	7,485.893	7,715.267	7,952.030		8,110.879
		Annual	79,135.095	81,802.955	84,587.685	87,307.935	89,830.715	92,583.205	95,424.355		97,330.545
		Hourly	<b>40.059</b>	<b>41.409</b>	<b>42.820</b>	<b>44.196</b>	<b>45.473</b>	<b>46.867</b>	<b>48.303</b>		
Nurse IV - Churchill	2015	Monthly	6,726.574	6,953.261	7,190.192	7,421.245	7,635.675	7,869.750	8,110.879		
		Annual	80,718.885	83,439.135	86,282.300	89,054.940	91,628.095	94,437.005	97,330.545		
		Hourly	<b>40.620</b>	<b>42.124</b>	<b>43.630</b>	<b>45.272</b>	<b>47.152</b>	<b>48.978</b>	<b>50.887</b>		<b>51.905</b>
Nurse IV (20 Year Scale) - Churchill	2015	Monthly	6,820.775	7,073.322	7,326.204	7,601.923	7,917.607	8,224.223	8,544.775		8,715.715
		Annual	81,849.300	84,879.860	87,914.450	91,223.080	95,011.280	98,690.670	102,537.305		104,588.575
		Hourly	<b>41.433</b>	<b>42.966</b>	<b>44.502</b>	<b>46.177</b>	<b>48.096</b>	<b>49.958</b>	<b>51.905</b>		
Nurse V - Churchill	2015	Monthly	6,957.291	7,214.708	7,472.628	7,753.888	8,076.120	8,388.781	8,715.715		
		Annual	83,487.495	86,576.490	89,671.530	93,046.655	96,913.440	100,665.370	104,588.575		
		Hourly	<b>42.878</b>	<b>44.520</b>	<b>46.401</b>	<b>48.225</b>	<b>50.218</b>	<b>52.169</b>	<b>54.202</b>		<b>55.287</b>
Nurse V (20 Year Scale) - Churchill	2015	Monthly	7,199.931	7,475.650	7,791.501	8,097.781	8,432.439	8,760.045	9,101.419		9,283.609
		Annual	86,399.170	89,707.800	93,498.015	97,173.375	101,189.270	105,120.535	109,217.030		111,403.305
		Hourly	<b>43.736</b>	<b>45.411</b>	<b>47.328</b>	<b>49.190</b>	<b>51.222</b>	<b>53.212</b>	<b>55.287</b>		
Nurse Practitioner - Churchill	2015	Monthly	7,344.003	7,625.264	7,947.160	8,259.821	8,601.028	8,935.182	9,283.609		
		Annual	88,128.040	91,503.165	95,365.920	99,117.850	103,212.330	107,222.180	111,403.305		
		Hourly	<b>48.867</b>	<b>52.453</b>	<b>54.609</b>	<b>56.764</b>	<b>59.088</b>				<b>60.270</b>
Nurse Practitioner (20 Year Scale) - Churchill	2015	Monthly	8,205.584	8,807.733	9,169.761	9,531.622	9,921.860				10,120.338
		Annual	98,467.005	105,692.795	110,037.135	114,379.460	119,062.320				121,444.050
		Hourly	<b>49.844</b>	<b>53.502</b>	<b>55.702</b>	<b>57.899</b>	<b>60.270</b>				
Weekend Worker - Licensed Practical Nurse / ORT I	2015	Monthly	8,369.638	8,983.878	9,353.294	9,722.207	10,120.338				
		Annual	100,435.660	107,806.530	112,239.530	116,666.485	121,444.050				
		Hourly	<b>31.793</b>	<b>32.833</b>	<b>33.860</b>	<b>35.107</b>	<b>36.253</b>	<b>37.529</b>	<b>38.866</b>		<b>39.643</b>
Weekend Worker Rates - ORT II	2015	Monthly	5,338.575	5,513.208	5,685.658	5,895.050	6,087.483	6,301.745	6,526.249		6,656.720
		Annual	64,062.895	66,158.495	68,227.900	70,740.605	73,049.795	75,620.935	78,314.990		79,880.645
		Hourly	<b>33.860</b>	<b>35.107</b>	<b>36.253</b>	<b>37.540</b>	<b>38.730</b>	<b>39.938</b>	<b>41.170</b>		<b>41.994</b>
Weekend Worker - Nurse II	2015	Monthly	5,685.658	5,895.050	6,087.483	6,303.592	6,503.413	6,706.256	6,913.129		7,051.493
		Annual	68,227.900	70,740.605	73,049.795	75,643.100	78,040.950	80,475.070	82,957.550		84,617.910
		Hourly	<b>41.533</b>	<b>42.982</b>	<b>44.436</b>	<b>45.951</b>	<b>47.433</b>	<b>48.970</b>			<b>49.949</b>
Weekend Worker - Nurse II (20 Year Scale)	2015	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
		Hourly	<b>42.363</b>	<b>43.841</b>	<b>45.325</b>	<b>46.871</b>	<b>48.381</b>	<b>49.949</b>			
Weekend Worker - Nurse III	2015	Monthly	7,113.454	7,361.635	7,610.823	7,870.422	8,123.976	8,387.270			
		Annual	85,361.445	88,339.615	91,329.875	94,445.065	97,487.715	100,647.235			
		Hourly	<b>43.111</b>	<b>44.565</b>	<b>46.082</b>	<b>47.563</b>	<b>48.938</b>	<b>50.438</b>	<b>51.985</b>		<b>53.025</b>

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
		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
<b>Weekend Worker - Nurse III (20 Year Scale)</b>	2015	Hourly	<b>43.973</b>	<b>45.456</b>	<b>47.004</b>	<b>48.515</b>	<b>49.917</b>	<b>51.446</b>	<b>53.025</b>	
		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	
<b>Weekend Worker - Nurse IV</b>	2015	Hourly	<b>44.589</b>	<b>46.241</b>	<b>47.893</b>	<b>49.696</b>	<b>51.761</b>	<b>53.764</b>	<b>55.861</b>	<b>56.977</b>
		Monthly	7,487.236	7,764.635	8,042.033	8,344.787	8,691.535	9,027.872	9,379.993	9,567.388
		Annual	89,846.835	93,175.615	96,504.395	100,137.440	104,298.415	108,334.460	112,559.915	114,808.655
<b>Weekend Worker - Nurse IV (20 Year Scale)</b>	2015	Hourly	<b>45.482</b>	<b>47.165</b>	<b>48.851</b>	<b>50.690</b>	<b>52.796</b>	<b>54.839</b>	<b>56.977</b>	
		Monthly	7,637.186	7,919.790	8,202.897	8,511.696	8,865.328	9,208.382	9,567.388	
		Annual	91,646.230	95,037.475	98,434.765	102,140.350	106,383.940	110,500.585	114,808.655	
<b>Weekend Worker - Nurse IV-HSC</b>	2015	Hourly	<b>44.589</b>	<b>46.241</b>	<b>47.893</b>	<b>49.696</b>	<b>51.761</b>	<b>53.764</b>	<b>55.951</b>	<b>58.228</b>
		Monthly	7,487.236	7,764.635	8,042.033	8,344.787	8,691.535	9,027.872	9,395.105	9,777.452
		Annual	89,846.835	93,175.615	96,504.395	100,137.440	104,298.415	108,334.460	112,741.265	117,329.420
<b>Weekend Worker - Nurse IV-HSC (20 Year Scale)</b>	2015	Hourly	<b>45.482</b>	<b>47.165</b>	<b>48.851</b>	<b>50.690</b>	<b>52.796</b>	<b>54.839</b>	<b>57.070</b>	<b>59.392</b>
		Monthly	7,637.186	7,919.790	8,202.897	8,511.696	8,865.328	9,208.382	9,583.004	9,972.907
		Annual	91,646.230	95,037.475	98,434.765	102,140.350	106,383.940	110,500.585	114,996.050	119,674.880
<b>Weekend Worker - Nurse V</b>	2015	Hourly	<b>47.068</b>	<b>48.870</b>	<b>50.935</b>	<b>52.939</b>	<b>55.126</b>	<b>57.267</b>	<b>59.499</b>	<b>60.689</b>
		Monthly	7,903.502	8,206.088	8,552.835	8,889.340	9,256.574	9,616.084	9,990.874	10,190.695
		Annual	94,842.020	98,473.050	102,634.025	106,672.085	111,078.890	115,393.005	119,890.485	122,288.335
<b>Weekend Worker - Nurse V (20 Year Scale)</b>	2015	Hourly	<b>48.010</b>	<b>49.848</b>	<b>51.954</b>	<b>53.998</b>	<b>56.228</b>	<b>58.412</b>	<b>60.689</b>	
		Monthly	8,061.679	8,370.310	8,723.943	9,067.164	9,441.618	9,808.348	10,190.695	
		Annual	96,740.150	100,443.720	104,687.310	108,805.970	113,299.420	117,700.180	122,288.335	
<b>Weekend Worker - Licensed Practical Nurse - Chu</b>	2015	Hourly	<b>33.306</b>	<b>34.397</b>	<b>35.472</b>	<b>36.780</b>	<b>37.979</b>	<b>39.317</b>	<b>40.717</b>	<b>41.532</b>
		Monthly	5,592.633	5,775.830	5,956.340	6,175.975	6,377.307	6,601.980	6,837.063	6,973.915
		Annual	67,111.590	69,309.955	71,476.080	74,111.700	76,527.685	79,223.755	82,044.755	83,686.980
<b>Weekend Worker - Nurse II - Churchill</b>	2015	Hourly	<b>43.510</b>	<b>45.029</b>	<b>46.552</b>	<b>48.139</b>	<b>49.691</b>	<b>51.295</b>		<b>52.321</b>
		Monthly	7,306.054	7,561.120	7,816.857	8,083.340	8,343.947	8,613.285		8,785.568
		Annual	87,672.650	90,733.435	93,802.280	97,000.085	100,127.365	103,359.425		105,426.815
<b>Weekend Worker - Nurse II (20 Year Scale) - Churr</b>	2015	Hourly	<b>44.380</b>	<b>45.929</b>	<b>47.483</b>	<b>49.102</b>	<b>50.685</b>	<b>52.321</b>		
		Monthly	7,452.142	7,712.245	7,973.187	8,245.044	8,510.856	8,785.568		
		Annual	89,425.700	92,546.935	95,678.245	98,940.530	102,130.275	105,426.815		
<b>Weekend Worker - Nurse III - Churchill</b>	2015	Hourly	<b>45.164</b>	<b>46.687</b>	<b>48.277</b>	<b>49.828</b>	<b>51.269</b>	<b>52.839</b>	<b>54.460</b>	<b>55.549</b>
		Monthly	7,583.788	7,839.525	8,106.513	8,366.952	8,608.920	8,872.549	9,144.742	9,327.603
		Annual	91,005.460	94,074.305	97,278.155	100,403.420	103,307.035	106,470.585	109,736.900	111,931.235
<b>Weekend Worker - Nurse III (20 Year Scale) - Chur</b>	2015	Hourly	<b>46.067</b>	<b>47.621</b>	<b>49.242</b>	<b>50.825</b>	<b>52.295</b>	<b>53.896</b>	<b>55.549</b>	
		Monthly	7,735.417	7,996.360	8,268.553	8,534.365	8,781.202	9,050.037	9,327.603	
		Annual	92,825.005	95,956.315	99,222.630	102,412.375	105,374.425	108,600.440	111,931.235	
<b>Weekend Worker - Nurse IV - Churchill</b>	2015	Hourly	<b>46.713</b>	<b>48.442</b>	<b>50.174</b>	<b>52.063</b>	<b>54.225</b>	<b>56.324</b>	<b>58.520</b>	<b>59.691</b>
		Monthly	7,843.891	8,134.219	8,425.051	8,742.245	9,105.281	9,457.738	9,826.483	10,023.114
		Annual	94,126.695	97,610.630	101,100.610	104,906.945	109,263.375	113,492.860	117,917.800	120,277.365
<b>Weekend Worker - Nurse IV (20 Year Scale) - Chur</b>	2015	Hourly	<b>47.647</b>	<b>49.411</b>	<b>51.178</b>	<b>53.104</b>	<b>55.310</b>	<b>57.451</b>	<b>59.691</b>	
		Monthly	8,000.725	8,296.930	8,593.639	8,917.047	9,287.471	9,646.980	10,023.114	
		Annual	96,008.705	99,563.165	103,123.670	107,004.560	111,449.650	115,763.765	120,277.365	
<b>Weekend Worker - Nurse V - Churchill</b>	2015	Hourly	<b>49.310</b>	<b>51.198</b>	<b>53.361</b>	<b>55.460</b>	<b>57.751</b>	<b>59.994</b>	<b>62.333</b>	<b>63.579</b>
		Monthly	8,279.971	8,596.998	8,960.201	9,312.658	9,697.355	10,073.993	10,466.750	10,675.974
		Annual	99,359.650	103,163.970	107,522.415	111,751.900	116,368.265	120,887.910	125,600.995	128,111.685
<b>Weekend Worker - Nurse V (20 Year Scale) - Chur</b>	2015	Hourly	<b>50.296</b>	<b>52.222</b>	<b>54.428</b>	<b>56.568</b>	<b>58.905</b>	<b>61.193</b>	<b>63.579</b>	
		Monthly	8,445.537	8,768.944	9,139.368	9,498.710	9,891.131	10,275.325	10,675.974	
		Annual	101,346.440	105,227.330	109,672.420	113,984.520	118,693.575	123,303.895	128,111.685	

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.

**MNU & Winnipeg 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	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse / ORT I	2015	Hourly	<b>27.991</b>	<b>28.907</b>	<b>29.812</b>	<b>30.911</b>	<b>31.917</b>	<b>33.043</b>	<b>34.219</b>	<b>34.904</b>
		Monthly	4,700.155	4,853.967	5,005.932	5,190.472	5,359.396	5,548.470	5,745.940	5,860.963
		Annual	56,401.865	58,247.605	60,071.180	62,285.665	64,312.755	66,581.645	68,951.285	70,331.560
ORT II	2015	Hourly	<b>29.812</b>	<b>30.911</b>	<b>31.917</b>	<b>33.052</b>	<b>34.100</b>	<b>35.163</b>	<b>36.249</b>	<b>36.973</b>
		Monthly	5,005.932	5,190.472	5,359.396	5,549.982	5,725.958	5,904.454	6,086.811	6,208.383
		Annual	60,071.180	62,285.665	64,312.755	66,599.780	68,711.500	70,853.445	73,041.735	74,500.595
Nurse II	2015	Hourly	<b>36.566</b>	<b>37.842</b>	<b>39.123</b>	<b>40.456</b>	<b>41.761</b>	<b>43.114</b>		<b>43.976</b>
		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 II (20 Year Scale)	2015	Hourly	<b>37.298</b>	<b>38.600</b>	<b>39.906</b>	<b>41.266</b>	<b>42.596</b>	<b>43.976</b>		
		Monthly	6,262.956	6,481.583	6,700.883	6,929.249	7,152.578	7,384.303		
		Annual	75,155.470	77,779.000	80,410.590	83,150.990	85,830.940	88,611.640		
Nurse III	2015	Hourly	<b>37.957</b>	<b>39.236</b>	<b>40.573</b>	<b>41.877</b>	<b>43.087</b>	<b>44.406</b>	<b>45.769</b>	<b>46.684</b>
		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)	2015	Hourly	<b>38.715</b>	<b>40.021</b>	<b>41.384</b>	<b>42.714</b>	<b>43.949</b>	<b>45.295</b>	<b>46.684</b>	
		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	
Nurse III - WRHA Community PIO	2015	Hourly	<b>37.226</b>	<b>38.474</b>	<b>39.806</b>	<b>41.079</b>	<b>42.259</b>	<b>43.531</b>	<b>44.887</b>	<b>45.784</b>
		Monthly	6,250.866	6,460.426	6,684.091	6,897.849	7,095.990	7,309.580	7,537.275	7,687.897
		Annual	75,010.390	77,525.110	80,209.090	82,774.185	85,151.885	87,714.965	90,447.305	92,254.760
Nurse IV St. B, Grace, Victoria, Riverview- ICP, Misericordia ICP, OESH- PIO	2015	Hourly	<b>39.259</b>	<b>40.712</b>	<b>42.168</b>	<b>43.754</b>	<b>45.573</b>	<b>47.335</b>	<b>49.182</b>	<b>50.165</b>
		Monthly	6,592.240	6,836.223	7,080.710	7,347.026	7,652.466	7,948.335	8,258.478	8,423.540
		Annual	79,106.885	82,034.680	84,968.520	88,164.310	91,829.595	95,380.025	99,101.730	101,082.475
Nurse IV (20 Year Scale) St. B, Grace, Victoria, Riverview- ICP, Misericordia ICP, OESH- PIO	2015	Hourly	<b>40.043</b>	<b>41.526</b>	<b>43.010</b>	<b>44.629</b>	<b>46.484</b>	<b>48.283</b>	<b>50.165</b>	
		Monthly	6,723.887	6,972.908	7,222.096	7,493.953	7,805.438	8,107.520	8,423.540	
		Annual	80,686.645	83,674.890	86,665.150	89,927.435	93,665.260	97,290.245	101,082.475	
Nurse IV - HSC	2015	Hourly	<b>39.259</b>	<b>40.712</b>	<b>42.168</b>	<b>43.754</b>	<b>45.573</b>	<b>47.335</b>	<b>49.261</b>	<b>51.266</b>
		Monthly	6,592.240	6,836.223	7,080.710	7,347.026	7,652.466	7,948.335	8,271.743	8,608.416
		Annual	79,106.885	82,034.680	84,968.520	88,164.310	91,829.595	95,380.025	99,260.915	103,300.990
Nurse IV - HSC (20 Year Scale)	2015	Hourly	<b>40.043</b>	<b>41.526</b>	<b>43.010</b>	<b>44.629</b>	<b>46.484</b>	<b>48.283</b>	<b>50.246</b>	<b>52.292</b>
		Monthly	6,723.887	6,972.908	7,222.096	7,493.953	7,805.438	8,107.520	8,437.141	8,780.698
		Annual	80,686.645	83,674.890	86,665.150	89,927.435	93,665.260	97,290.245	101,245.690	105,368.380
ICP-Clinical Team Leader / Infection Control Specialist	2015	Hourly	<b>41.356</b>	<b>43.734</b>	<b>46.359</b>	<b>48.983</b>	<b>51.606</b>	<b>54.230</b>		<b>55.314</b>
		Monthly	6,944.362	7,343.668	7,784.449	8,225.062	8,665.508	9,106.121		9,288.143
		Annual	83,332.340	88,124.010	93,413.385	98,700.745	103,986.090	109,273.450		111,457.710
ICP-Clinical Team Leader / Infection Control Specialist (20 Year Scale)	2015	Hourly	<b>42.183</b>	<b>44.609</b>	<b>47.287</b>	<b>49.962</b>	<b>52.638</b>	<b>55.314</b>		
		Monthly	7,083.229	7,490.595	7,940.275	8,389.453	8,838.798	9,288.143		
		Annual	84,998.745	89,887.135	95,283.305	100,673.430	106,065.570	111,457.710		
Nurse V	2015	Hourly	<b>41.441</b>	<b>43.028</b>	<b>44.846</b>	<b>46.608</b>	<b>48.534</b>	<b>50.420</b>	<b>52.386</b>	<b>53.434</b>
		Monthly	6,958.635	7,225.118	7,530.391	7,826.260	8,149.668	8,466.358	8,796.483	8,972.459
		Annual	83,503.615	86,701.420	90,364.690	93,915.120	97,796.010	101,596.300	105,557.790	107,669.510
Nurse V (20 Year Scale)	2015	Hourly	<b>42.269</b>	<b>43.888</b>	<b>45.743</b>	<b>47.542</b>	<b>49.505</b>	<b>51.428</b>	<b>53.434</b>	
		Monthly	7,097.670	7,369.527	7,681.012	7,983.094	8,312.715	8,635.618	8,972.459	
		Annual	85,172.035	88,434.320	92,172.145	95,797.130	99,752.575	103,627.420	107,669.510	
Clinical Nurse Specialist	2015	Hourly	<b>47.229</b>	<b>50.694</b>	<b>52.780</b>	<b>54.861</b>	<b>57.108</b>			<b>58.250</b>
		Monthly	7,930.536	8,512.368	8,862.642	9,212.076	9,589.385			9,781.146
		Annual	95,166.435	102,148.410	106,351.700	110,544.915	115,072.620			117,373.750
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	<b>48.173</b>	<b>51.707</b>	<b>53.834</b>	<b>55.958</b>	<b>58.250</b>			

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Nurse Practitioner	2015	Monthly	8,089.050	8,682.467	9,039.626	9,396.281	9,781.146				
		Annual	97,068.595	104,189.605	108,475.510	112,755.370	117,373.750				
		Hourly	47.229	50.694	52.780	54.861	57.108				58.250
Nurse Practitioner (20 Year Scale)	2015	Monthly	7,930.536	8,512.368	8,862.642	9,212.076	9,589.385				9,781.146
		Annual	95,166.435	102,148.410	106,351.700	110,544.915	115,072.620				117,373.750
		Hourly	48.173	51.707	53.834	55.958	58.250				
Licensed Practical Nurse - Churchill	2015	Monthly	8,089.050	8,682.467	9,039.626	9,396.281	9,781.146				
		Annual	97,068.595	104,189.605	108,475.510	112,755.370	117,373.750				
		Hourly	29.325	30.284	31.231	32.382	33.438	34.616	35.849		36.565
Nurse II - Churchill	2015	Monthly	4,924.156	5,085.188	5,244.205	5,437.478	5,614.798	5,812.603	6,019.645		6,139.873
		Annual	59,089.875	61,022.260	62,930.465	65,249.730	67,377.570	69,751.240	72,235.735		73,678.475
		Hourly	38.308	39.644	40.986	42.383	43.749	45.163			46.066
Nurse II (20 Year Scale) - Churchill	2015	Monthly	6,432.552	6,656.888	6,882.233	7,116.812	7,346.186	7,583.620			7,735.249
		Annual	77,190.620	79,882.660	82,586.790	85,401.745	88,154.235	91,003.445			92,822.990
		Hourly	39.073	40.437	41.806	43.231	44.625	46.066			
Nurse III - Churchill	2015	Monthly	6,677.038	6,902.047	7,137.130	7,366.672	7,579.423	7,811.651	8,051.436		8,212.300
		Annual	80,124.460	82,824.560	85,645.560	88,400.065	90,953.070	93,739.815	96,617.235		98,547.605
		Hourly	39.764	41.104	42.504	43.871	45.138	46.521	47.949		48.907
Nurse III (20 Year Scale) - Churchill	2015	Monthly	6,810.700	7,040.242	7,280.027	7,513.935	7,731.051	7,968.150	8,212.300		
		Annual	81,728.400	84,482.905	87,360.325	90,167.220	92,772.615	95,617.795	98,547.605		
		Hourly	41.128	42.651	44.175	45.838	47.741	49.590	51.523		52.554
Nurse IV - Churchill	2015	Monthly	6,906.077	7,161.814	7,417.719	7,696.964	8,016.510	8,326.988	8,651.570		8,824.693
		Annual	82,872.920	85,941.765	89,012.625	92,363.570	96,198.115	99,923.850	103,818.845		105,896.310
		Hourly	41.951	43.503	45.058	46.754	48.697	50.582	52.554		
Nurse IV (20 Year Scale) - Churchill	2015	Monthly	7,044.272	7,304.879	7,565.989	7,850.776	8,177.038	8,493.561	8,824.693		
		Annual	84,531.265	87,658.545	90,791.870	94,209.310	98,124.455	101,922.730	105,896.310		
		Hourly	43.414	45.077	46.981	48.828	50.846	52.821	54.880		55.978
Nurse V - Churchill	2015	Monthly	7,289.934	7,569.180	7,888.893	8,199.035	8,537.891	8,869.526	9,215.267		9,399.639
		Annual	87,479.210	90,830.155	94,666.715	98,388.420	102,454.690	106,434.315	110,583.200		112,795.670
		Hourly	44.283	45.979	47.920	49.805	51.862	53.877	55.978		
Nurse V (20 Year Scale) - Churchill	2015	Monthly	7,435.854	7,720.640	8,046.567	8,363.090	8,708.494	9,046.846	9,399.639		
		Annual	89,230.245	92,647.685	96,558.800	100,357.075	104,501.930	108,562.155	112,795.670		
		Hourly	49.478	53.109	55.292	57.474	59.827				61.023
Nurse Practitioner - Churchill	2015	Monthly	8,308.181	8,917.886	9,284.448	9,650.843	10,045.950				10,246.779
		Annual	99,698.170	107,014.635	111,413.380	115,810.110	120,551.405				122,961.345
		Hourly	50.467	54.171	56.398	58.623	61.023				
Nurse Practitioner (20 Year Scale) - Churchill	2015	Monthly	8,474.250	9,096.214	9,470.164	9,843.779	10,246.779				
		Annual	101,691.005	109,154.565	113,641.970	118,125.345	122,961.345				
		Hourly	32.190	33.243	34.283	35.546	36.706	37.998	39.352		40.139
Weekend Worker - Licensed Practical Nurse / ORT I	2015	Monthly	5,405.238	5,582.054	5,756.687	5,968.766	6,163.549	6,380.498	6,607.857		6,740.007
		Annual	64,862.850	66,984.645	69,080.245	71,625.190	73,962.590	76,565.970	79,294.280		80,880.085
		Hourly	34.283	35.546	36.706	38.009	39.214	40.437	41.685		42.519
Weekend Worker Rates - ORT II	2015	Monthly	5,756.687	5,968.766	6,163.549	6,382.345	6,584.684	6,790.046	6,999.606		7,139.649
		Annual	69,080.245	71,625.190	73,962.590	76,588.135	79,016.210	81,480.555	83,995.275		85,675.785
		Hourly	42.052	43.519	44.991	46.525	48.026	49.582			50.573
Weekend Worker - Nurse II	2015	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
		Hourly	42.893	44.389	45.892	47.457	48.986	50.573			
Weekend Worker - Nurse II (20 Year Scale)	2015	Monthly	7,202.450	7,453.653	7,706.032	7,968.821	8,225.566	8,492.050			
		Annual	86,429.395	89,443.835	92,472.380	95,625.855	98,706.790	101,904.595			
		Hourly	43.650	45.122	46.658	48.158	49.550	51.068	52.635		53.688

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
		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
<b>Weekend Worker - Nurse III (20 Year Scale)</b>	2015	Hourly	<b>44.523</b>	<b>46.024</b>	<b>47.592</b>	<b>49.121</b>	<b>50.541</b>	<b>52.089</b>	<b>53.688</b>	
		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	
<b>Weekend Worker - Nurse IV</b>	2015	Hourly	<b>45.146</b>	<b>46.819</b>	<b>48.492</b>	<b>50.317</b>	<b>52.408</b>	<b>54.436</b>	<b>56.559</b>	<b>57.689</b>
		Monthly	7,580.766	7,861.690	8,142.615	8,449.063	8,800.177	9,140.712	9,497.199	9,686.945
		Annual	90,969.190	94,340.285	97,711.380	101,388.755	105,602.120	109,688.540	113,966.385	116,243.335
<b>Weekend Worker - Nurse IV (20 Year Scale)</b>	2015	Hourly	<b>46.051</b>	<b>47.755</b>	<b>49.462</b>	<b>51.324</b>	<b>53.456</b>	<b>55.524</b>	<b>57.689</b>	
		Monthly	7,732.730	8,018.860	8,305.494	8,618.155	8,976.153	9,323.405	9,686.945	
		Annual	92,792.765	96,226.325	99,665.930	103,417.860	107,713.840	111,880.860	116,243.335	
<b>Weekend Worker - Nurse IV-HSC</b>	2015	Hourly	<b>45.146</b>	<b>46.819</b>	<b>48.492</b>	<b>50.317</b>	<b>52.408</b>	<b>54.436</b>	<b>56.650</b>	<b>58.956</b>
		Monthly	7,580.766	7,861.690	8,142.615	8,449.063	8,800.177	9,140.712	9,512.479	9,899.695
		Annual	90,969.190	94,340.285	97,711.380	101,388.755	105,602.120	109,688.540	114,149.750	118,796.340
<b>Weekend Worker - Nurse IV-HSC (20 Year Scale)</b>	2015	Hourly	<b>46.051</b>	<b>47.755</b>	<b>49.462</b>	<b>51.324</b>	<b>53.456</b>	<b>55.524</b>	<b>57.783</b>	<b>60.134</b>
		Monthly	7,732.730	8,018.860	8,305.494	8,618.155	8,976.153	9,323.405	9,702.729	10,097.501
		Annual	92,792.765	96,226.325	99,665.930	103,417.860	107,713.840	111,880.860	116,432.745	121,170.010
<b>Weekend Worker - Nurse V</b>	2015	Hourly	<b>47.656</b>	<b>49.481</b>	<b>51.572</b>	<b>53.601</b>	<b>55.815</b>	<b>57.983</b>	<b>60.243</b>	<b>61.448</b>
		Monthly	8,002.237	8,308.685	8,659.798	9,000.501	9,372.269	9,736.312	10,115.804	10,318.143
		Annual	96,026.840	99,704.215	103,917.580	108,006.015	112,467.225	116,835.745	121,389.645	123,817.720
<b>Weekend Worker - Nurse V (20 Year Scale)</b>	2015	Hourly	<b>48.610</b>	<b>50.471</b>	<b>52.603</b>	<b>54.673</b>	<b>56.931</b>	<b>59.142</b>	<b>61.448</b>	
		Monthly	8,162.429	8,474.922	8,832.920	9,180.508	9,559.664	9,930.928	10,318.143	
		Annual	97,949.150	101,699.065	105,995.045	110,166.095	114,715.965	119,171.130	123,817.720	
<b>Weekend Worker - Licensed Practical Nurse - Chu</b>	2015	Hourly	<b>33.722</b>	<b>34.827</b>	<b>35.915</b>	<b>37.240</b>	<b>38.454</b>	<b>39.808</b>	<b>41.226</b>	<b>42.051</b>
		Monthly	5,662.486	5,848.034	6,030.727	6,253.217	6,457.068	6,684.427	6,922.533	7,061.064
		Annual	67,949.830	70,176.405	72,368.725	75,038.600	77,484.810	80,213.120	83,070.390	84,732.765
<b>Weekend Worker - Nurse II - Churchill</b>	2015	Hourly	<b>44.054</b>	<b>45.592</b>	<b>47.134</b>	<b>48.741</b>	<b>50.312</b>	<b>51.936</b>		<b>52.975</b>
		Monthly	7,397.401	7,655.657	7,914.584	8,184.426	8,448.223	8,720.920		8,895.385
		Annual	88,768.810	91,867.880	94,975.010	98,213.115	101,378.680	104,651.040		106,744.625
<b>Weekend Worker - Nurse II (20 Year Scale) - Churr</b>	2015	Hourly	<b>44.935</b>	<b>46.503</b>	<b>48.077</b>	<b>49.716</b>	<b>51.319</b>	<b>52.975</b>		
		Monthly	7,545.335	7,808.629	8,072.930	8,348.145	8,617.315	8,895.385		
		Annual	90,544.025	93,703.545	96,875.155	100,177.740	103,407.785	106,744.625		
<b>Weekend Worker - Nurse III - Churchill</b>	2015	Hourly	<b>45.729</b>	<b>47.271</b>	<b>48.880</b>	<b>50.451</b>	<b>51.910</b>	<b>53.499</b>	<b>55.141</b>	<b>56.243</b>
		Monthly	7,678.661	7,937.589	8,207.767	8,471.564	8,716.554	8,983.374	9,259.093	9,444.137
		Annual	92,143.935	95,251.065	98,493.200	101,658.765	104,598.650	107,800.485	111,109.115	113,329.645
<b>Weekend Worker - Nurse III (20 Year Scale) - Chur</b>	2015	Hourly	<b>46.643</b>	<b>48.216</b>	<b>49.858</b>	<b>51.460</b>	<b>52.949</b>	<b>54.570</b>	<b>56.243</b>	
		Monthly	7,832.137	8,096.270	8,371.989	8,640.992	8,891.020	9,163.213	9,444.137	
		Annual	93,985.645	97,155.240	100,463.870	103,691.900	106,692.235	109,958.550	113,329.645	
<b>Weekend Worker - Nurse IV - Churchill</b>	2015	Hourly	<b>47.297</b>	<b>49.048</b>	<b>50.801</b>	<b>52.714</b>	<b>54.903</b>	<b>57.028</b>	<b>59.252</b>	<b>60.437</b>
		Monthly	7,941.955	8,235.977	8,530.335	8,851.559	9,219.129	9,575.952	9,949.398	10,148.380
		Annual	95,303.455	98,831.720	102,364.015	106,218.710	110,629.545	114,911.420	119,392.780	121,780.555
<b>Weekend Worker - Nurse IV (20 Year Scale) - Chur</b>	2015	Hourly	<b>48.243</b>	<b>50.029</b>	<b>51.818</b>	<b>53.768</b>	<b>56.001</b>	<b>58.169</b>	<b>60.437</b>	
		Monthly	8,100.804	8,400.703	8,701.106	9,028.543	9,403.501	9,767.545	10,148.380	
		Annual	97,209.645	100,808.435	104,413.270	108,342.520	112,842.015	117,210.535	121,780.555	
<b>Weekend Worker - Nurse V - Churchill</b>	2015	Hourly	<b>49.926</b>	<b>51.838</b>	<b>54.028</b>	<b>56.153</b>	<b>58.473</b>	<b>60.744</b>	<b>63.112</b>	<b>64.374</b>
		Monthly	8,383.408	8,704.464	9,072.202	9,429.025	9,818.591	10,199.930	10,597.557	10,809.468
		Annual	100,600.890	104,453.570	108,866.420	113,148.295	117,823.095	122,399.160	127,170.680	129,713.610
<b>Weekend Worker - Nurse V (20 Year Scale) - Chur</b>	2015	Hourly	<b>50.925</b>	<b>52.875</b>	<b>55.108</b>	<b>57.275</b>	<b>59.641</b>	<b>61.958</b>	<b>64.374</b>	
		Monthly	8,551.156	8,878.594	9,253.552	9,617.427	10,014.718	10,403.781	10,809.468	
		Annual	102,613.875	106,543.125	111,042.620	115,409.125	120,176.615	124,845.370	129,713.610	

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.

**MNU & Winnipeg 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	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse / ORT I	2015	Hourly	<b>28.383</b>	<b>29.312</b>	<b>30.229</b>	<b>31.344</b>	<b>32.364</b>	<b>33.506</b>	<b>34.698</b>	<b>35.393</b>	
		Monthly	4,765.979	4,921.973	5,075.953	5,263.180	5,434.455	5,626.216	5,826.373	5,943.075	
		Annual	57,191.745	59,063.680	60,911.435	63,158.160	65,213.460	67,514.590	69,916.470	71,316.895	
ORT II	2015	Hourly	<b>30.229</b>	<b>31.344</b>	<b>32.364</b>	<b>33.515</b>	<b>34.577</b>	<b>35.655</b>	<b>36.756</b>	<b>37.491</b>	
		Monthly	5,075.953	5,263.180	5,434.455	5,627.727	5,806.055	5,987.069	6,171.945	6,295.364	
		Annual	60,911.435	63,158.160	65,213.460	67,532.725	69,672.655	71,844.825	74,063.340	75,544.365	
Nurse II	2015	Hourly	<b>37.078</b>	<b>38.372</b>	<b>39.671</b>	<b>41.022</b>	<b>42.346</b>	<b>43.718</b>		<b>44.592</b>	
		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 II (20 Year Scale)	2015	Hourly	<b>37.820</b>	<b>39.140</b>	<b>40.465</b>	<b>41.844</b>	<b>43.192</b>	<b>44.592</b>			
		Monthly	6,350.608	6,572.258	6,794.748	7,026.305	7,252.657	7,487.740			
		Annual	76,207.300	78,867.100	81,536.975	84,315.660	87,031.880	89,852.880			
Nurse III	2015	Hourly	<b>38.488</b>	<b>39.785</b>	<b>41.141</b>	<b>42.463</b>	<b>43.690</b>	<b>45.028</b>	<b>46.410</b>	<b>47.338</b>	
		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)	2015	Hourly	<b>39.257</b>	<b>40.581</b>	<b>41.963</b>	<b>43.312</b>	<b>44.564</b>	<b>45.929</b>	<b>47.338</b>		
		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		
Nurse III - WRHA Community PIO	2015	Hourly	<b>37.747</b>	<b>39.013</b>	<b>40.363</b>	<b>41.654</b>	<b>42.851</b>	<b>44.140</b>	<b>45.515</b>	<b>46.425</b>	
		Monthly	6,338.350	6,550.933	6,777.620	6,994.401	7,195.397	7,411.842	7,642.727	7,795.531	
		Annual	76,060.205	78,611.195	81,331.445	83,932.810	86,344.765	88,942.100	91,712.725	93,546.375	
Nurse IV St. B, Grace, Victoria, Riverview- ICP, Misericordia ICP, OESH- PIO	2015	Hourly	<b>39.809</b>	<b>41.282</b>	<b>42.758</b>	<b>44.367</b>	<b>46.211</b>	<b>47.998</b>	<b>49.871</b>	<b>50.867</b>	
		Monthly	6,684.595	6,931.936	7,179.781	7,449.959	7,759.597	8,059.664	8,374.172	8,541.417	
		Annual	80,215.135	83,183.230	86,157.370	89,399.505	93,115.165	96,715.970	100,490.065	102,497.005	
Nurse IV (20 Year Scale) St. B, Grace, Victoria, Riverview- ICP, Misericordia ICP, OESH- PIO	2015	Hourly	<b>40.604</b>	<b>42.107</b>	<b>43.612</b>	<b>45.254</b>	<b>47.135</b>	<b>48.959</b>	<b>50.867</b>		
		Monthly	6,818.088	7,070.467	7,323.182	7,598.901	7,914.752	8,221.032	8,541.417		
		Annual	81,817.060	84,845.605	87,878.180	91,186.810	94,977.025	98,652.385	102,497.005		
Nurse IV - HSC	2015	Hourly	<b>39.809</b>	<b>41.282</b>	<b>42.758</b>	<b>44.367</b>	<b>46.211</b>	<b>47.998</b>	<b>49.951</b>	<b>51.984</b>	<b>53.024</b>
		Monthly	6,684.595	6,931.936	7,179.781	7,449.959	7,759.597	8,059.664	8,387.605	8,728.980	8,903.613
		Annual	80,215.135	83,183.230	86,157.370	89,399.505	93,115.165	96,715.970	100,651.265	104,747.760	106,843.360
Nurse IV - HSC (20 Year Scale)	2015	Hourly	<b>40.604</b>	<b>42.107</b>	<b>43.612</b>	<b>45.254</b>	<b>47.135</b>	<b>48.959</b>	<b>50.949</b>	<b>53.024</b>	
		Monthly	6,818.088	7,070.467	7,323.182	7,598.901	7,914.752	8,221.032	8,555.186	8,903.613	
		Annual	81,817.060	84,845.605	87,878.180	91,186.810	94,977.025	98,652.385	102,662.235	106,843.360	
ICP-Clinical Team Leader / Infection Control Specialist	2015	Hourly	<b>41.935</b>	<b>44.346</b>	<b>47.008</b>	<b>49.669</b>	<b>52.328</b>	<b>54.989</b>		<b>56.088</b>	
		Monthly	7,041.585	7,446.433	7,893.427	8,340.253	8,786.743	9,233.570		9,418.110	
		Annual	84,499.025	89,357.190	94,721.120	100,083.035	105,440.920	110,802.835		113,017.320	
ICP-Clinical Team Leader / Infection Control Specialist (20 Year Scale)	2015	Hourly	<b>42.774</b>	<b>45.234</b>	<b>47.949</b>	<b>50.661</b>	<b>53.375</b>	<b>56.088</b>			
		Monthly	7,182.468	7,595.543	8,051.436	8,506.826	8,962.552	9,418.110			
		Annual	86,189.610	91,146.510	96,617.235	102,081.915	107,550.625	113,017.320			
Nurse V	2015	Hourly	<b>42.021</b>	<b>43.630</b>	<b>45.474</b>	<b>47.261</b>	<b>49.213</b>	<b>51.126</b>	<b>53.119</b>	<b>54.182</b>	
		Monthly	7,056.026	7,326.204	7,635.843	7,935.910	8,263.683	8,584.908	8,919.565	9,098.061	
		Annual	84,672.315	87,914.450	91,630.110	95,230.915	99,164.195	103,018.890	107,034.785	109,176.730	
Nurse V (20 Year Scale)	2015	Hourly	<b>42.861</b>	<b>44.502</b>	<b>46.383</b>	<b>48.208</b>	<b>50.198</b>	<b>52.148</b>	<b>54.182</b>		
		Monthly	7,197.076	7,472.628	7,788.479	8,094.927	8,429.081	8,756.518	9,098.061		
		Annual	86,364.915	89,671.530	93,461.745	97,139.120	101,148.970	105,078.220	109,176.730		
Clinical Nurse Specialist	2015	Hourly	<b>47.890</b>	<b>51.404</b>	<b>53.519</b>	<b>55.629</b>	<b>57.908</b>			<b>59.066</b>	
		Monthly	8,041.529	8,631.588	8,986.732	9,341.036	9,723.718			9,918.166	
		Annual	96,498.350	103,579.060	107,840.785	112,092.435	116,684.620			119,017.990	
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	<b>48.847</b>	<b>52.431</b>	<b>54.588</b>	<b>56.741</b>	<b>59.066</b>				

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse Practitioner	2015	Monthly	8,202.225	8,804.039	9,166.235	9,527.760	9,918.166			
		Annual	98,426.705	105,648.465	109,994.820	114,333.115	119,017.990			
		Hourly	47.890	51.404	53.519	55.629	57.908			59.066
Nurse Practitioner (20 Year Scale)	2015	Monthly	8,041.529	8,631.588	8,986.732	9,341.036	9,723.718			9,918.166
		Annual	96,498.350	103,579.060	107,840.785	112,092.435	116,684.620			119,017.990
		Hourly	48.847	52.431	54.588	56.741	59.066			
Licensed Practical Nurse - Churchill	2015	Monthly	8,202.225	8,804.039	9,166.235	9,527.760	9,918.166			
		Annual	98,426.705	105,648.465	109,994.820	114,333.115	119,017.990			
		Hourly	29.736	30.708	31.668	32.835	33.906	35.101	36.351	37.077
Nurse II - Churchill	2015	Monthly	4,993.170	5,156.385	5,317.585	5,513.544	5,693.383	5,894.043	6,103.939	6,225.846
		Annual	59,918.040	61,876.620	63,811.020	66,162.525	68,320.590	70,728.515	73,247.265	74,710.155
		Hourly	38.844	40.199	41.560	42.976	44.361	45.795		46.711
Nurse II (20 Year Scale) - Churchill	2015	Monthly	6,522.555	6,750.082	6,978.617	7,216.387	7,448.951	7,689.744		7,843.555
		Annual	78,270.660	81,000.985	83,743.400	86,596.640	89,387.415	92,276.925		94,122.665
		Hourly	39.620	41.003	42.391	43.836	45.250	46.711		
Nurse III - Churchill	2015	Monthly	6,652.858	6,885.087	7,118.155	7,360.795	7,598.229	7,843.555		
		Annual	79,834.300	82,621.045	85,417.865	88,329.540	91,178.750	94,122.665		
		Hourly	40.321	41.679	43.099	44.485	45.770	47.172	48.620	49.592
Nurse III (20 Year Scale) - Churchill	2015	Monthly	6,770.568	6,998.599	7,237.040	7,469.773	7,685.546	7,920.965	8,164.108	8,327.323
		Annual	81,246.815	83,983.185	86,844.485	89,637.275	92,226.550	95,051.580	97,969.300	99,927.880
		Hourly	41.128	42.514	43.962	45.374	46.686	48.117	49.592	
Nurse IV - Churchill	2015	Monthly	6,906.077	7,138.809	7,381.953	7,619.051	7,839.358	8,079.646	8,327.323	
		Annual	82,872.920	85,665.710	88,583.430	91,428.610	94,072.290	96,955.755	99,927.880	
		Hourly	41.704	43.248	44.793	46.480	48.409	50.284	52.244	53.290
Nurse IV (20 Year Scale) - Churchill	2015	Monthly	7,002.797	7,262.060	7,521.491	7,804.767	8,128.678	8,443.522	8,772.638	8,948.279
		Annual	84,033.560	87,144.720	90,257.895	93,657.200	97,544.135	101,322.260	105,271.660	107,379.350
		Hourly	42.538	44.112	45.689	47.409	49.379	51.290	53.290	
Nurse V - Churchill	2015	Monthly	7,142.839	7,407.140	7,671.945	7,960.761	8,291.557	8,612.446	8,948.279	
		Annual	85,714.070	88,885.680	92,063.335	95,529.135	99,498.685	103,349.350	107,379.350	
		Hourly	44.022	45.708	47.639	49.512	51.558	53.560	55.648	56.762
Nurse V (20 Year Scale) - Churchill	2015	Monthly	7,392.028	7,675.135	7,999.382	8,313.890	8,657.448	8,993.617	9,344.227	9,531.286
		Annual	88,704.330	92,101.620	95,992.585	99,766.680	103,889.370	107,923.400	112,130.720	114,375.430
		Hourly	44.903	46.623	48.591	50.502	52.588	54.631	56.762	
Nurse Practitioner - Churchill	2015	Monthly	7,539.962	7,828.779	8,159.239	8,480.128	8,830.402	9,173.455	9,531.286	
		Annual	90,479.545	93,945.345	97,910.865	101,761.530	105,964.820	110,081.465	114,375.430	
		Hourly	50.171	53.853	56.066	58.279	60.665			61.877
Nurse Practitioner (20 Year Scale) - Churchill	2015	Monthly	8,424.547	9,042.816	9,414.416	9,786.015	10,186.665			10,390.180
		Annual	101,094.565	108,513.795	112,972.990	117,432.185	122,239.975			124,682.155
		Hourly	51.174	54.929	57.188	59.444	61.877			
Weekend Worker - Licensed Practical Nurse / ORT I	2015	Monthly	8,592.968	9,223.495	9,602.818	9,981.638	10,390.180			
		Annual	103,115.610	110,681.935	115,233.820	119,779.660	124,682.155			
		Hourly	32.641	33.708	34.763	36.044	37.220	38.530	39.903	40.701
Weekend Worker Rates - ORT II	2015	Monthly	5,480.968	5,660.135	5,837.287	6,052.388	6,249.858	6,469.829	6,700.379	6,834.376
		Annual	65,771.615	67,921.620	70,047.445	72,628.660	74,998.300	77,637.950	80,404.545	82,012.515
		Hourly	34.763	36.044	37.220	38.541	39.763	41.003	42.269	43.114
Weekend Worker - Nurse II	2015	Monthly	5,837.287	6,052.388	6,249.858	6,471.676	6,676.870	6,885.087	7,097.670	7,239.559
		Annual	70,047.445	72,628.660	74,998.300	77,660.115	80,122.445	82,621.045	85,172.035	86,874.710
		Hourly	42.641	44.128	45.621	47.176	48.698	50.276		51.281
Weekend Worker - Nurse II (20 Year Scale)	2015	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
		Hourly	43.494	45.010	46.534	48.121	49.672	51.281		
Weekend Worker - Nurse III	2015	Monthly	7,303.368	7,557.929	7,813.834	8,080.318	8,340.757	8,610.935		
		Annual	87,640.410	90,695.150	93,766.010	96,963.815	100,089.080	103,331.215		
		Hourly	44.261	45.754	47.311	48.832	50.244	51.783	53.372	54.440



Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
		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
<b>Weekend Worker - Nurse III (20 Year Scale)</b>	2015	Hourly	<b>45.146</b>	<b>46.668</b>	<b>48.258</b>	<b>49.809</b>	<b>51.249</b>	<b>52.818</b>	<b>54.440</b>	
		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	
<b>Weekend Worker - Nurse IV</b>	2015	Hourly	<b>45.778</b>	<b>47.474</b>	<b>49.171</b>	<b>51.021</b>	<b>53.142</b>	<b>55.198</b>	<b>57.351</b>	<b>58.497</b>
		Monthly	7,686.889	7,971.676	8,256.630	8,567.276	8,923.428	9,268.664	9,630.189	9,822.621
		Annual	92,242.670	95,660.110	99,079.565	102,807.315	107,081.130	111,223.970	115,562.265	117,871.455
<b>Weekend Worker - Nurse IV (20 Year Scale)</b>	2015	Hourly	<b>46.696</b>	<b>48.424</b>	<b>50.154</b>	<b>52.043</b>	<b>54.204</b>	<b>56.301</b>	<b>58.497</b>	
		Monthly	7,841.037	8,131.197	8,421.693	8,738.887	9,101.755	9,453.876	9,822.621	
		Annual	94,092.440	97,574.360	101,060.310	104,866.645	109,221.060	113,446.515	117,871.455	
<b>Weekend Worker - Nurse IV-HSC</b>	2015	Hourly	<b>45.778</b>	<b>47.474</b>	<b>49.171</b>	<b>51.021</b>	<b>53.142</b>	<b>55.198</b>	<b>57.443</b>	<b>59.781</b>
		Monthly	7,686.889	7,971.676	8,256.630	8,567.276	8,923.428	9,268.664	9,645.637	10,038.226
		Annual	92,242.670	95,660.110	99,079.565	102,807.315	107,081.130	111,223.970	115,747.645	120,458.715
<b>Weekend Worker - Nurse IV-HSC (20 Year Scale)</b>	2015	Hourly	<b>46.696</b>	<b>48.424</b>	<b>50.154</b>	<b>52.043</b>	<b>54.204</b>	<b>56.301</b>	<b>58.592</b>	<b>60.976</b>
		Monthly	7,841.037	8,131.197	8,421.693	8,738.887	9,101.755	9,453.876	9,838.573	10,238.887
		Annual	94,092.440	97,574.360	101,060.310	104,866.645	109,221.060	113,446.515	118,062.880	122,866.640
<b>Weekend Worker - Nurse V</b>	2015	Hourly	<b>48.323</b>	<b>50.174</b>	<b>52.294</b>	<b>54.351</b>	<b>56.596</b>	<b>58.795</b>	<b>61.086</b>	<b>62.308</b>
		Monthly	8,114.237	8,425.051	8,781.034	9,126.439	9,503.412	9,872.660	10,257.358	10,462.552
		Annual	97,370.845	101,100.610	105,372.410	109,517.265	114,040.940	118,471.925	123,088.290	125,550.620
<b>Weekend Worker - Nurse V (20 Year Scale)</b>	2015	Hourly	<b>49.291</b>	<b>51.178</b>	<b>53.339</b>	<b>55.438</b>	<b>57.728</b>	<b>59.970</b>	<b>62.308</b>	
		Monthly	8,276.780	8,593.639	8,956.507	9,308.964	9,693.493	10,069.963	10,462.552	
		Annual	99,321.365	103,123.670	107,478.085	111,707.570	116,321.920	120,839.550	125,550.620	
<b>Weekend Worker - Licensed Practical Nurse - Chu</b>	2015	Hourly	<b>34.194</b>	<b>35.315</b>	<b>36.418</b>	<b>37.761</b>	<b>38.992</b>	<b>40.365</b>	<b>41.803</b>	<b>42.640</b>
		Monthly	5,741.743	5,929.977	6,115.189	6,340.701	6,547.407	6,777.956	7,019.420	7,159.967
		Annual	68,900.910	71,159.725	73,382.270	76,088.415	78,568.880	81,335.475	84,233.045	85,919.600
<b>Weekend Worker - Nurse II - Churchill</b>	2015	Hourly	<b>44.671</b>	<b>46.230</b>	<b>47.794</b>	<b>49.423</b>	<b>51.016</b>	<b>52.663</b>		<b>53.717</b>
		Monthly	7,501.005	7,762.788	8,025.409	8,298.945	8,566.437	8,842.995		9,019.980
		Annual	90,012.065	93,153.450	96,304.910	99,587.345	102,797.240	106,115.945		108,239.755
<b>Weekend Worker - Nurse II (20 Year Scale) - Churr</b>	2015	Hourly	<b>45.564</b>	<b>47.154</b>	<b>48.750</b>	<b>50.412</b>	<b>52.037</b>	<b>53.717</b>		
		Monthly	7,650.955	7,917.943	8,185.938	8,465.015	8,737.880	9,019.980		
		Annual	91,811.460	95,015.310	98,231.250	101,580.180	104,854.555	108,239.755		
<b>Weekend Worker - Nurse III - Churchill</b>	2015	Hourly	<b>46.369</b>	<b>47.933</b>	<b>49.564</b>	<b>51.157</b>	<b>52.637</b>	<b>54.248</b>	<b>55.913</b>	<b>57.030</b>
		Monthly	7,786.128	8,048.750	8,322.622	8,590.113	8,838.630	9,109.143	9,388.725	9,576.288
		Annual	93,433.535	96,584.995	99,871.460	103,081.355	106,063.555	109,309.720	112,664.695	114,915.450
<b>Weekend Worker - Nurse III (20 Year Scale) - Chur</b>	2015	Hourly	<b>47.296</b>	<b>48.891</b>	<b>50.556</b>	<b>52.180</b>	<b>53.690</b>	<b>55.334</b>	<b>57.030</b>	
		Monthly	7,941.787	8,209.614	8,489.195	8,761.892	9,015.446	9,291.501	9,576.288	
		Annual	95,301.440	98,515.365	101,870.340	105,142.700	108,185.350	111,498.010	114,915.450	
<b>Weekend Worker - Nurse IV - Churchill</b>	2015	Hourly	<b>47.959</b>	<b>49.735</b>	<b>51.512</b>	<b>53.452</b>	<b>55.672</b>	<b>57.826</b>	<b>60.082</b>	<b>61.283</b>
		Monthly	8,053.115	8,351.335	8,649.723	8,975.482	9,348.257	9,709.949	10,088.769	10,290.437
		Annual	96,637.385	100,216.025	103,796.680	107,705.780	112,179.080	116,519.390	121,065.230	123,485.245
<b>Weekend Worker - Nurse IV (20 Year Scale) - Chur</b>	2015	Hourly	<b>48.918</b>	<b>50.729</b>	<b>52.543</b>	<b>54.521</b>	<b>56.785</b>	<b>58.983</b>	<b>61.283</b>	
		Monthly	8,214.148	8,518.245	8,822.845	9,154.985	9,535.148	9,904.229	10,290.437	
		Annual	98,569.770	102,218.935	105,874.145	109,859.815	114,421.775	118,850.745	123,485.245	
<b>Weekend Worker - Nurse V - Churchill</b>	2015	Hourly	<b>50.625</b>	<b>52.564</b>	<b>54.784</b>	<b>56.939</b>	<b>59.292</b>	<b>61.594</b>	<b>63.996</b>	<b>65.275</b>
		Monthly	8,500.781	8,826.372	9,199.147	9,561.007	9,956.115	10,342.659	10,745.995	10,960.760
		Annual	102,009.375	105,916.460	110,389.760	114,732.085	119,473.380	124,111.910	128,951.940	131,529.125
<b>Weekend Worker - Nurse V (20 Year Scale) - Chur</b>	2015	Hourly	<b>51.638</b>	<b>53.615</b>	<b>55.880</b>	<b>58.077</b>	<b>60.476</b>	<b>62.825</b>	<b>65.275</b>	
		Monthly	8,670.881	9,002.852	9,383.183	9,752.096	10,154.928	10,549.365	10,960.760	
		Annual	104,050.570	108,034.225	112,598.200	117,025.155	121,859.140	126,592.375	131,529.125	

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.

**MNU & Winnipeg 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	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse / ORT I	2015	Hourly	<b>28.525</b>	<b>29.459</b>	<b>30.380</b>	<b>31.501</b>	<b>32.526</b>	<b>33.674</b>	<b>34.871</b>	<b>35.570</b>
		Monthly	4,789.823	4,946.657	5,101.308	5,289.543	5,461.658	5,654.426	5,855.422	5,972.796
		Annual	57,477.875	59,359.885	61,215.700	63,474.515	65,539.890	67,853.110	70,265.065	71,673.550
ORT II	2015	Hourly	<b>30.380</b>	<b>31.501</b>	<b>32.526</b>	<b>33.683</b>	<b>34.750</b>	<b>35.833</b>	<b>36.940</b>	<b>37.678</b>
		Monthly	5,101.308	5,289.543	5,461.658	5,655.937	5,835.104	6,016.958	6,202.842	6,326.764
		Annual	61,215.700	63,474.515	65,539.890	67,871.245	70,021.250	72,203.495	74,434.100	75,921.170
Nurse II	2015	Hourly	<b>37.263</b>	<b>38.564</b>	<b>39.869</b>	<b>41.227</b>	<b>42.558</b>	<b>43.937</b>		<b>44.815</b>
		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 II (20 Year Scale)	2015	Hourly	<b>38.009</b>	<b>39.336</b>	<b>40.667</b>	<b>42.053</b>	<b>43.408</b>	<b>44.815</b>		
		Monthly	6,382.345	6,605.170	6,828.667	7,061.400	7,288.927	7,525.185		
		Annual	76,588.135	79,262.040	81,944.005	84,736.795	87,467.120	90,302.225		
Nurse III	2015	Hourly	<b>38.680</b>	<b>39.984</b>	<b>41.347</b>	<b>42.675</b>	<b>43.908</b>	<b>45.253</b>	<b>46.642</b>	<b>47.575</b>
		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)	2015	Hourly	<b>39.453</b>	<b>40.784</b>	<b>42.173</b>	<b>43.529</b>	<b>44.787</b>	<b>46.159</b>	<b>47.575</b>	
		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	
Nurse III - WRHA Community PIO	2015	Hourly	<b>37.936</b>	<b>39.208</b>	<b>40.565</b>	<b>41.862</b>	<b>43.065</b>	<b>44.361</b>	<b>45.743</b>	<b>46.657</b>
		Monthly	6,370.087	6,583.677	6,811.540	7,029.328	7,231.331	7,448.951	7,681.012	7,834.488
		Annual	76,441.040	79,004.120	81,738.475	84,351.930	86,775.975	89,387.415	92,172.145	94,013.855
Nurse IV St. B, Grace, Victoria, Riverview- ICP, Misericordia ICP, OESH- PIO	2015	Hourly	<b>40.008</b>	<b>41.488</b>	<b>42.972</b>	<b>44.589</b>	<b>46.442</b>	<b>48.238</b>	<b>50.120</b>	<b>51.121</b>
		Monthly	6,718.010	6,966.527	7,215.715	7,487.236	7,798.386	8,099.964	8,415.983	8,584.068
		Annual	80,616.120	83,598.320	86,588.580	89,846.835	93,580.630	97,199.570	100,991.800	103,008.815
Nurse IV (20 Year Scale) St. B, Grace, Victoria, Riverview- ICP, Misericordia ICP, OESH- PIO	2015	Hourly	<b>40.807</b>	<b>42.318</b>	<b>43.830</b>	<b>45.480</b>	<b>47.371</b>	<b>49.204</b>	<b>51.121</b>	
		Monthly	6,852.175	7,105.898	7,359.788	7,636.850	7,954.380	8,262.172	8,584.068	
		Annual	82,226.105	85,270.770	88,317.450	91,642.200	95,452.565	99,146.060	103,008.815	
Nurse IV - HSC	2015	Hourly	<b>40.008</b>	<b>41.488</b>	<b>42.972</b>	<b>44.589</b>	<b>46.442</b>	<b>48.238</b>	<b>50.201</b>	<b>52.244</b>
		Monthly	6,718.010	6,966.527	7,215.715	7,487.236	7,798.386	8,099.964	8,429.585	8,772.638
		Annual	80,616.120	83,598.320	86,588.580	89,846.835	93,580.630	97,199.570	101,155.015	105,271.660
Nurse IV - HSC (20 Year Scale)	2015	Hourly	<b>40.807</b>	<b>42.318</b>	<b>43.830</b>	<b>45.480</b>	<b>47.371</b>	<b>49.204</b>	<b>51.204</b>	<b>53.289</b>
		Monthly	6,852.175	7,105.898	7,359.788	7,636.850	7,954.380	8,262.172	8,598.005	8,948.111
		Annual	82,226.105	85,270.770	88,317.450	91,642.200	95,452.565	99,146.060	103,176.060	107,377.335
ICP-Clinical Team Leader / Infection Control Specialist	2015	Hourly	<b>42.145</b>	<b>44.568</b>	<b>47.243</b>	<b>49.917</b>	<b>52.590</b>	<b>55.264</b>		<b>56.368</b>
		Monthly	7,076.848	7,483.710	7,932.887	8,381.896	8,830.738	9,279.747		9,465.127
		Annual	84,922.175	89,804.520	95,194.645	100,582.755	105,968.850	111,356.960		113,581.520
ICP-Clinical Team Leader / Infection Control Specialist (20 Year Scale)	2015	Hourly	<b>42.988</b>	<b>45.460</b>	<b>48.189</b>	<b>50.914</b>	<b>53.642</b>	<b>56.368</b>		
		Monthly	7,218.402	7,633.492	8,091.736	8,549.309	9,007.386	9,465.127		
		Annual	86,620.820	91,601.900	97,100.835	102,591.710	108,088.630	113,581.520		
Nurse V	2015	Hourly	<b>42.231</b>	<b>43.848</b>	<b>45.701</b>	<b>47.497</b>	<b>49.459</b>	<b>51.382</b>	<b>53.385</b>	<b>54.453</b>
		Monthly	7,091.289	7,362.810	7,673.960	7,975.538	8,304.990	8,627.894	8,964.231	9,143.566
		Annual	85,095.465	88,353.720	92,087.515	95,706.455	99,659.885	103,534.730	107,570.775	109,722.795
Nurse V (20 Year Scale)	2015	Hourly	<b>43.075</b>	<b>44.725</b>	<b>46.615</b>	<b>48.449</b>	<b>50.449</b>	<b>52.409</b>	<b>54.453</b>	
		Monthly	7,233.010	7,510.073	7,827.435	8,135.395	8,471.228	8,800.345	9,143.566	
		Annual	86,796.125	90,120.875	93,929.225	97,624.735	101,654.735	105,604.135	109,722.795	
Clinical Nurse Specialist	2015	Hourly	<b>48.129</b>	<b>51.661</b>	<b>53.787</b>	<b>55.907</b>	<b>58.198</b>			<b>59.361</b>
		Monthly	8,081.661	8,674.743	9,031.734	9,387.717	9,772.414			9,967.701
		Annual	96,979.935	104,096.915	108,380.805	112,652.605	117,268.970			119,612.415
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	<b>49.091</b>	<b>52.693</b>	<b>54.861</b>	<b>57.025</b>	<b>59.361</b>			

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
		Monthly	8,243.197	8,848.033	9,212.076	9,575.448	9,967.701			
		Annual	98,918.365	106,176.395	110,544.915	114,905.375	119,612.415			
Nurse Practitioner	2015	Hourly	<b>48.129</b>	<b>51.661</b>	<b>53.787</b>	<b>55.907</b>	<b>58.198</b>			<b>59.361</b>
		Monthly	8,081.661	8,674.743	9,031.734	9,387.717	9,772.414			9,967.701
		Annual	96,979.935	104,096.915	108,380.805	112,652.605	117,268.970			119,612.415
Nurse Practitioner (20 Year Scale)	2015	Hourly	<b>49.091</b>	<b>52.693</b>	<b>54.861</b>	<b>57.025</b>	<b>59.361</b>			
		Monthly	8,243.197	8,848.033	9,212.076	9,575.448	9,967.701			
		Annual	98,918.365	106,176.395	110,544.915	114,905.375	119,612.415			
Licensed Practical Nurse - Churchill	2015	Hourly	<b>29.885</b>	<b>30.862</b>	<b>31.826</b>	<b>32.999</b>	<b>34.076</b>	<b>35.277</b>	<b>36.533</b>	<b>37.262</b>
		Monthly	5,018.190	5,182.244	5,344.116	5,541.082	5,721.928	5,923.596	6,134.500	6,256.911
		Annual	60,218.275	62,186.930	64,129.390	66,492.985	68,663.140	71,083.155	73,613.995	75,082.930
Nurse II - Churchill	2015	Hourly	<b>39.038</b>	<b>40.400</b>	<b>41.768</b>	<b>43.191</b>	<b>44.583</b>	<b>46.024</b>		<b>46.945</b>
		Monthly	6,555.131	6,783.833	7,013.543	7,252.489	7,486.229	7,728.197		7,882.848
		Annual	78,661.570	81,406.000	84,162.520	87,029.865	89,834.745	92,738.360		94,594.175
Nurse II (20 Year Scale) - Churchill	2015	Hourly	<b>39.818</b>	<b>41.208</b>	<b>42.603</b>	<b>44.055</b>	<b>45.476</b>	<b>46.945</b>		
		Monthly	6,686.106	6,919.510	7,153.754	7,397.569	7,636.178	7,882.848		
		Annual	80,233.270	83,034.120	85,845.045	88,770.825	91,634.140	94,594.175		
Nurse III - Churchill	2015	Hourly	<b>40.523</b>	<b>41.887</b>	<b>43.314</b>	<b>44.707</b>	<b>45.999</b>	<b>47.408</b>	<b>48.863</b>	<b>49.840</b>
		Monthly	6,804.487	7,033.525	7,273.143	7,507.050	7,723.999	7,960.593	8,204.912	8,368.967
		Annual	81,653.845	84,402.305	87,277.710	90,084.605	92,687.985	95,527.120	98,458.945	100,427.600
Nurse III (20 Year Scale) - Churchill	2015	Hourly	<b>41.334</b>	<b>42.727</b>	<b>44.182</b>	<b>45.601</b>	<b>46.919</b>	<b>48.358</b>	<b>49.840</b>	
		Monthly	6,940.668	7,174.575	7,418.894	7,657.168	7,878.482	8,120.114	8,368.967	
		Annual	83,288.010	86,094.905	89,026.730	91,886.015	94,541.785	97,441.370	100,427.600	
Nurse IV - Churchill	2015	Hourly	<b>41.913</b>	<b>43.464</b>	<b>45.017</b>	<b>46.712</b>	<b>48.651</b>	<b>50.535</b>	<b>52.505</b>	<b>53.556</b>
		Monthly	7,037.891	7,298.330	7,559.105	7,843.723	8,169.314	8,485.669	8,816.465	8,992.945
		Annual	84,454.695	87,579.960	90,709.255	94,124.680	98,031.765	101,828.025	105,797.575	107,915.340
Nurse IV (20 Year Scale) - Churchill	2015	Hourly	<b>42.751</b>	<b>44.333</b>	<b>45.917</b>	<b>47.646</b>	<b>49.626</b>	<b>51.546</b>	<b>53.556</b>	
		Monthly	7,178.605	7,444.250	7,710.230	8,000.558	8,333.033	8,655.433	8,992.945	
		Annual	86,143.265	89,330.995	92,522.755	96,006.690	99,996.390	103,865.190	107,915.340	
Nurse V - Churchill	2015	Hourly	<b>44.242</b>	<b>45.937</b>	<b>47.877</b>	<b>49.760</b>	<b>51.816</b>	<b>53.828</b>	<b>55.926</b>	<b>57.046</b>
		Monthly	7,428.969	7,713.588	8,039.346	8,355.533	8,700.770	9,038.618	9,390.908	9,578.974
		Annual	89,147.630	92,563.055	96,472.155	100,266.400	104,409.240	108,463.420	112,690.890	114,947.690
Nurse V (20 Year Scale) - Churchill	2015	Hourly	<b>45.128</b>	<b>46.856</b>	<b>48.834</b>	<b>50.755</b>	<b>52.851</b>	<b>54.904</b>	<b>57.046</b>	
		Monthly	7,577.743	7,867.903	8,200.043	8,522.610	8,874.564	9,219.297	9,578.974	
		Annual	90,932.920	94,414.840	98,400.510	102,271.325	106,494.765	110,631.560	114,947.690	
Nurse Practitioner - Churchill	2015	Hourly	<b>50.422</b>	<b>54.122</b>	<b>56.346</b>	<b>58.570</b>	<b>60.968</b>			<b>62.186</b>
		Monthly	8,466.694	9,087.986	9,461.433	9,834.879	10,237.543			10,442.066
		Annual	101,600.330	109,055.830	113,537.190	118,018.550	122,850.520			125,304.790
Nurse Practitioner (20 Year Scale) - Churchill	2015	Hourly	<b>51.430</b>	<b>55.204</b>	<b>57.474</b>	<b>59.741</b>	<b>62.186</b>			
		Monthly	8,635.954	9,269.672	9,650.843	10,031.510	10,442.066			
		Annual	103,631.450	111,236.060	115,810.110	120,378.115	125,304.790			
Weekend Worker - Licensed Practical Nurse / ORT I	2015	Hourly	<b>32.804</b>	<b>33.877</b>	<b>34.937</b>	<b>36.224</b>	<b>37.406</b>	<b>38.723</b>	<b>40.103</b>	<b>40.905</b>
		Monthly	5,508.338	5,688.513	5,866.505	6,082.613	6,281.091	6,502.237	6,733.962	6,868.631
		Annual	66,100.060	68,262.155	70,398.055	72,991.360	75,373.090	78,026.845	80,807.545	82,423.575
Weekend Worker Rates - ORT II	2015	Hourly	<b>34.937</b>	<b>36.224</b>	<b>37.406</b>	<b>38.734</b>	<b>39.962</b>	<b>41.208</b>	<b>42.480</b>	<b>43.330</b>
		Monthly	5,866.505	6,082.613	6,281.091	6,504.084	6,710.286	6,919.510	7,133.100	7,275.829
		Annual	70,398.055	72,991.360	75,373.090	78,049.010	80,523.430	83,034.120	85,597.200	87,309.950
Weekend Worker - Nurse II	2015	Hourly	<b>42.854</b>	<b>44.349</b>	<b>45.849</b>	<b>47.412</b>	<b>48.941</b>	<b>50.527</b>		<b>51.537</b>
		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 II (20 Year Scale)	2015	Hourly	<b>43.711</b>	<b>45.235</b>	<b>46.767</b>	<b>48.362</b>	<b>49.920</b>	<b>51.537</b>		
		Monthly	7,339.805	7,595.710	7,852.959	8,120.786	8,382.400	8,653.921		
		Annual	88,077.665	91,148.525	94,235.505	97,449.430	100,588.800	103,847.055		
Weekend Worker - Nurse III	2015	Hourly	<b>44.482</b>	<b>45.983</b>	<b>47.548</b>	<b>49.076</b>	<b>50.495</b>	<b>52.042</b>	<b>53.639</b>	<b>54.712</b>

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
		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
<b>Weekend Worker - Nurse III (20 Year Scale)</b>	2015	Hourly	<b>45.372</b>	<b>46.901</b>	<b>48.499</b>	<b>50.058</b>	<b>51.505</b>	<b>53.082</b>	<b>54.712</b>	
		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	
<b>Weekend Worker - Nurse IV</b>	2015	Hourly	<b>46.007</b>	<b>47.711</b>	<b>49.417</b>	<b>51.276</b>	<b>53.408</b>	<b>55.474</b>	<b>57.638</b>	<b>58.789</b>
		Monthly	7,725.342	8,011.472	8,297.938	8,610.095	8,968.093	9,315.009	9,678.381	9,871.653
		Annual	92,704.105	96,137.665	99,575.255	103,321.140	107,617.120	111,780.110	116,140.570	118,459.835
<b>Weekend Worker - Nurse IV (20 Year Scale)</b>	2015	Hourly	<b>46.929</b>	<b>48.666</b>	<b>50.405</b>	<b>52.303</b>	<b>54.475</b>	<b>56.583</b>	<b>58.789</b>	
		Monthly	7,880.161	8,171.833	8,463.840	8,782.545	9,147.260	9,501.229	9,871.653	
		Annual	94,561.935	98,061.990	101,566.075	105,390.545	109,767.125	114,014.745	118,459.835	
<b>Weekend Worker - Nurse IV-HSC</b>	2015	Hourly	<b>46.007</b>	<b>47.711</b>	<b>49.417</b>	<b>51.276</b>	<b>53.408</b>	<b>55.474</b>	<b>57.730</b>	<b>60.080</b>
		Monthly	7,725.342	8,011.472	8,297.938	8,610.095	8,968.093	9,315.009	9,693.829	10,088.433
		Annual	92,704.105	96,137.665	99,575.255	103,321.140	107,617.120	111,780.110	116,325.950	121,061.200
<b>Weekend Worker - Nurse IV-HSC (20 Year Scale)</b>	2015	Hourly	<b>46.929</b>	<b>48.666</b>	<b>50.405</b>	<b>52.303</b>	<b>54.475</b>	<b>56.583</b>	<b>58.885</b>	<b>61.281</b>
		Monthly	7,880.161	8,171.833	8,463.840	8,782.545	9,147.260	9,501.229	9,887.773	10,290.101
		Annual	94,561.935	98,061.990	101,566.075	105,390.545	109,767.125	114,014.745	118,653.275	123,481.215
<b>Weekend Worker - Nurse V</b>	2015	Hourly	<b>48.565</b>	<b>50.425</b>	<b>52.555</b>	<b>54.623</b>	<b>56.879</b>	<b>59.089</b>	<b>61.391</b>	<b>62.620</b>
		Monthly	8,154.873	8,467.198	8,824.860	9,172.112	9,550.932	9,922.028	10,308.572	10,514.942
		Annual	97,858.475	101,606.375	105,898.325	110,065.345	114,611.185	119,064.335	123,702.865	126,179.300
<b>Weekend Worker - Nurse V (20 Year Scale)</b>	2015	Hourly	<b>49.537</b>	<b>51.434</b>	<b>53.606</b>	<b>55.715</b>	<b>58.017</b>	<b>60.270</b>	<b>62.620</b>	
		Monthly	8,318.088	8,636.626	9,001.341	9,355.477	9,742.021	10,120.338	10,514.942	
		Annual	99,817.055	103,639.510	108,016.090	112,265.725	116,904.255	121,444.050	126,179.300	
<b>Weekend Worker - Licensed Practical Nurse - Chu</b>	2015	Hourly	<b>34.365</b>	<b>35.492</b>	<b>36.600</b>	<b>37.950</b>	<b>39.187</b>	<b>40.567</b>	<b>42.012</b>	<b>42.853</b>
		Monthly	5,770.456	5,959.698	6,145.750	6,372.438	6,580.150	6,811.875	7,054.515	7,195.733
		Annual	69,245.475	71,516.380	73,749.000	76,469.250	78,961.805	81,742.505	84,654.180	86,348.795
<b>Weekend Worker - Nurse II - Churchill</b>	2015	Hourly	<b>44.894</b>	<b>46.461</b>	<b>48.033</b>	<b>49.670</b>	<b>51.271</b>	<b>52.926</b>		<b>53.986</b>
		Monthly	7,538.451	7,801.576	8,065.541	8,340.421	8,609.255	8,887.158		9,065.149
		Annual	90,461.410	93,618.915	96,786.495	100,085.050	103,311.065	106,645.890		108,781.790
<b>Weekend Worker - Nurse II (20 Year Scale) - Churr</b>	2015	Hourly	<b>45.792</b>	<b>47.390</b>	<b>48.994</b>	<b>50.664</b>	<b>52.297</b>	<b>53.986</b>		
		Monthly	7,689.240	7,957.571	8,226.909	8,507.330	8,781.538	9,065.149		
		Annual	92,270.880	95,490.850	98,722.910	102,087.960	105,378.455	108,781.790		
<b>Weekend Worker - Nurse III - Churchill</b>	2015	Hourly	<b>46.601</b>	<b>48.173</b>	<b>49.812</b>	<b>51.413</b>	<b>52.900</b>	<b>54.519</b>	<b>56.193</b>	<b>57.315</b>
		Monthly	7,825.085	8,089.050	8,364.265	8,633.100	8,882.792	9,154.649	9,435.741	9,624.144
		Annual	93,901.015	97,068.595	100,371.180	103,597.195	106,593.500	109,855.785	113,228.895	115,489.725
<b>Weekend Worker - Nurse III (20 Year Scale) - Chur</b>	2015	Hourly	<b>47.532</b>	<b>49.135</b>	<b>50.809</b>	<b>52.441</b>	<b>53.958</b>	<b>55.611</b>	<b>57.315</b>	
		Monthly	7,981.415	8,250.585	8,531.678	8,805.718	9,060.448	9,338.014	9,624.144	
		Annual	95,776.980	99,007.025	102,380.135	105,668.615	108,725.370	112,056.165	115,489.725	
<b>Weekend Worker - Nurse IV - Churchill</b>	2015	Hourly	<b>48.199</b>	<b>49.984</b>	<b>51.770</b>	<b>53.719</b>	<b>55.950</b>	<b>58.115</b>	<b>60.382</b>	<b>61.589</b>
		Monthly	8,093.415	8,393.147	8,693.046	9,020.315	9,394.938	9,758.477	10,139.144	10,341.820
		Annual	97,120.985	100,717.760	104,316.550	108,243.785	112,739.250	117,101.725	121,669.730	124,101.835
<b>Weekend Worker - Nurse IV (20 Year Scale) - Chur</b>	2015	Hourly	<b>49.163</b>	<b>50.983</b>	<b>52.806</b>	<b>54.794</b>	<b>57.069</b>	<b>59.278</b>	<b>61.589</b>	
		Monthly	8,255.287	8,560.895	8,867.008	9,200.826	9,582.836	9,953.764	10,341.820	
		Annual	99,063.445	102,730.745	106,404.090	110,409.910	114,994.035	119,445.170	124,101.835	
<b>Weekend Worker - Nurse V - Churchill</b>	2015	Hourly	<b>50.878</b>	<b>52.827</b>	<b>55.058</b>	<b>57.224</b>	<b>59.588</b>	<b>61.902</b>	<b>64.316</b>	<b>65.601</b>
		Monthly	8,543.264	8,870.534	9,245.156	9,608.863	10,005.818	10,394.378	10,799.728	11,015.501
		Annual	102,519.170	106,446.405	110,941.870	115,306.360	120,069.820	124,732.530	129,596.740	132,186.015
<b>Weekend Worker - Nurse V (20 Year Scale) - Chur</b>	2015	Hourly	<b>51.896</b>	<b>53.883</b>	<b>56.159</b>	<b>58.367</b>	<b>60.778</b>	<b>63.139</b>	<b>65.601</b>	
		Monthly	8,714.203	9,047.854	9,430.032	9,800.792	10,205.639	10,602.090	11,015.501	
		Annual	104,570.440	108,574.245	113,160.385	117,609.505	122,467.670	127,225.085	132,186.015	

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.

**MNU & Winnipeg 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 <sup>(1)</sup>	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse <sup>(2)</sup>	2015	Hourly	<b>28.867</b>	<b>29.813</b>	<b>30.745</b>	<b>31.879</b>	<b>32.916</b>	<b>34.078</b>	<b>35.289</b>	<b>36.348</b>	<b>37.075</b>
ORT I		Monthly	4,847,250	5,006,100	5,162,598	5,353,015	5,527,145	5,722,264	5,925,611	6,103,435	6,225,510
		Annual	58,167,005	60,073,195	61,951,175	64,236,185	66,325,740	68,667,170	71,107,335	73,241,220	74,706,125
Undergraduate Nursing Employee	2015	Hourly	<b>28.867</b>								
		Monthly	4,847,250								
		Annual	58,167,005								
ORT II <sup>(2)</sup>	2015	Hourly	<b>30.745</b>	<b>31.879</b>	<b>32.916</b>	<b>34.087</b>	<b>35.167</b>	<b>36.263</b>	<b>37.383</b>	<b>38.504</b>	<b>39.274</b>
		Monthly	5,162,598	5,353,015	5,527,145	5,723,775	5,905,125	6,089,162	6,277,229	6,465,463	6,594,759
		Annual	61,951,175	64,236,185	66,325,740	68,685,305	70,861,505	73,069,945	75,326,745	77,585,560	79,137,110
Nurse II <sup>(3)</sup>	2015	Hourly	<b>37.710</b>	<b>39.027</b>	<b>40.347</b>	<b>41.722</b>	<b>43.069</b>	<b>44.464</b>	<b>45.353</b>		<b>46.260</b>
		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 II (20 Year Scale) <sup>(3)</sup>	2015	Hourly	<b>38.465</b>	<b>39.808</b>	<b>41.155</b>	<b>42.558</b>	<b>43.929</b>	<b>45.353</b>	<b>46.260</b>		
		Monthly	6,458,915	6,684,427	6,910,610	7,146,198	7,376,411	7,615,525	7,767,825		
		Annual	77,506,975	80,213,120	82,927,325	85,754,370	88,516,935	91,386,295	93,213,900		
LPN - CRN	2015	Hourly	<b>38.427</b>	<b>39.746</b>	<b>41.095</b>	<b>42.455</b>	<b>43.752</b>	<b>45.130</b>	<b>46.278</b>	<b>47.203</b>	<b>48.147</b>
		Monthly	6,452,534	6,674,016	6,900,535	7,128,902	7,346,690	7,578,079	7,770,848	7,926,170	8,084,684
		Annual	77,430,405	80,088,190	82,806,425	85,546,825	88,160,280	90,936,950	93,250,170	95,114,045	97,016,205
LPN - CRN (20 Year Scale)	2015	Hourly	<b>39.196</b>	<b>40.541</b>	<b>41.917</b>	<b>43.304</b>	<b>44.627</b>	<b>46.033</b>	<b>47.204</b>	<b>48.147</b>	
		Monthly	6,581,662	6,807,510	7,038,563	7,271,463	7,493,617	7,729,708	7,926,338	8,084,684	
		Annual	78,979,940	81,690,115	84,462,755	87,257,560	89,923,405	92,756,495	95,116,060	97,016,205	
Nurse III <sup>(4)</sup>	2015	Hourly	<b>39.144</b>	<b>40.464</b>	<b>41.843</b>	<b>43.187</b>	<b>44.435</b>	<b>45.796</b>	<b>47.202</b>	<b>48.146</b>	<b>49.109</b>
		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	8,246,220
		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	98,954,635
Nurse III (20 Year Scale) <sup>(4)</sup>	2015	Hourly	<b>39.926</b>	<b>41.273</b>	<b>42.679</b>	<b>44.051</b>	<b>45.324</b>	<b>46.713</b>	<b>48.146</b>	<b>49.109</b>	
		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	
Nurse III - WRHA Community PIO	2015	Hourly	<b>38.391</b>	<b>39.678</b>	<b>41.052</b>	<b>42.364</b>	<b>43.582</b>	<b>44.893</b>	<b>46.292</b>	<b>47.218</b>	<b>48.162</b>
		Monthly	6,446,489	6,662,598	6,893,315	7,113,622	7,318,144	7,538,283	7,773,198	7,928,689	8,087,203
		Annual	77,357,865	79,951,170	82,719,780	85,363,460	87,817,730	90,459,395	93,278,380	95,144,270	97,046,430
Nurse IV <sup>(5)</sup>	2015	Hourly	<b>40.488</b>	<b>41.986</b>	<b>43.488</b>	<b>45.124</b>	<b>46.999</b>	<b>48.817</b>	<b>50.803</b>	<b>52.871</b>	<b>53.928</b>
		Monthly	6,798,610	7,050,149	7,302,360	7,577,072	7,891,915	8,197,188	8,530,670	8,877,922	9,055,410
		Annual	81,583,320	84,601,790	87,628,320	90,924,860	94,702,985	98,366,255	102,368,045	106,535,065	108,664,920
Nurse IV (20 Year Scale) <sup>(5)</sup>	2015	Hourly	<b>41.297</b>	<b>42.826</b>	<b>44.356</b>	<b>46.026</b>	<b>47.939</b>	<b>49.794</b>	<b>51.818</b>	<b>53.928</b>	
		Monthly	6,934,455	7,191,199	7,448,112	7,728,533	8,049,757	8,361,243	8,701,106	9,055,410	
		Annual	83,213,455	86,294,390	89,377,340	92,742,390	96,597,085	100,334,910	104,413,270	108,664,920	
ICP-Clinical Team Leader / Infection Control Specialist	2015	Hourly	<b>42.651</b>	<b>45.103</b>	<b>47.810</b>	<b>50.516</b>	<b>53.221</b>	<b>55.927</b>			<b>57.044</b>
		Monthly	7,161,814	7,573,545	8,028,096	8,482,478	8,936,693	9,391,075			9,578,638
		Annual	85,941,765	90,882,545	96,337,150	101,789,740	107,240,315	112,692,905			114,943,660
ICP-Clinical Team Leader / Infection Control Specialist (20 Year Scale)	2015	Hourly	<b>43.504</b>	<b>46.006</b>	<b>48.767</b>	<b>51.525</b>	<b>54.286</b>	<b>57.044</b>			
		Monthly	7,305,047	7,725,174	8,188,792	8,651,906	9,115,524	9,578,638			
		Annual	87,660,560	92,702,090	98,265,505	103,822,875	109,386,290	114,943,660			
Nurse V	2015	Hourly	<b>42.738</b>	<b>44.374</b>	<b>46.249</b>	<b>48.067</b>	<b>50.053</b>	<b>51.999</b>	<b>54.026</b>		<b>55.106</b>
		Monthly	7,176,423	7,451,134	7,765,978	8,071,250	8,404,733	8,731,499	9,071,866		9,253,216
		Annual	86,117,070	89,413,610	93,191,735	96,855,005	100,856,795	104,777,985	108,862,390		111,038,590
Nurse V (20 Year Scale)	2015	Hourly	<b>43.592</b>	<b>45.262</b>	<b>47.174</b>	<b>49.030</b>	<b>51.054</b>	<b>53.038</b>	<b>55.106</b>		
		Monthly	7,319,823	7,600,244	7,921,301	8,232,954	8,572,818	8,905,964	9,253,216		
		Annual	87,837,880	91,202,930	95,055,610	98,795,450	102,873,810	106,871,570	111,038,590		
Clinical Nurse Specialist	2015	Hourly	<b>48.707</b>	<b>52.281</b>	<b>54.432</b>	<b>56.578</b>	<b>58.896</b>				<b>60.073</b>
		Monthly	8,178,717	8,778,851	9,140,040	9,500,389	9,889,620				10,087,258
		Annual	98,144,605	105,346,215	109,680,480	114,004,670	118,675,440				121,047,095
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	<b>49.680</b>	<b>53.325</b>	<b>55.519</b>	<b>57.709</b>	<b>60.073</b>				
		Monthly	8,342,100	8,954,156	9,322,565	9,690,303	10,087,258				
		Annual	100,105,200	107,449,875	111,870,785	116,283,635	121,047,095				
Nurse Practitioner	2015	Hourly	<b>48.707</b>	<b>52.281</b>	<b>54.432</b>	<b>56.578</b>	<b>58.896</b>				<b>60.073</b>
		Monthly	8,178,717	8,778,851	9,140,040	9,500,389	9,889,620				10,087,258
		Annual	98,144,605	105,346,215	109,680,480	114,004,670	118,675,440				121,047,095
Nurse Practitioner (20 Year Scale)	2015	Hourly	<b>49.680</b>	<b>53.325</b>	<b>55.519</b>	<b>57.709</b>	<b>60.073</b>				



Nurse Classification <sup>(1)</sup>	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Weekend Worker - Nurse III <sup>(4)</sup>	2015	Hourly	<b>45.016</b>	<b>46.535</b>	<b>48.119</b>	<b>49.665</b>	<b>51.101</b>	<b>52.667</b>	<b>54.283</b>	<b>55.368</b>	<b>56.475</b>
		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	9,483.094
		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	113,797.125
Weekend Worker - Nurse III (20 Year Scale) <sup>(4)</sup>	2015	Hourly	<b>45.916</b>	<b>47.464</b>	<b>49.081</b>	<b>50.659</b>	<b>52.123</b>	<b>53.719</b>	<b>55.369</b>	<b>56.475</b>	
		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	
Weekend Worker - Nurse IV <sup>(5)</sup>	2015	Hourly	<b>46.559</b>	<b>48.284</b>	<b>50.010</b>	<b>51.891</b>	<b>54.049</b>	<b>56.140</b>	<b>58.423</b>	<b>60.801</b>	<b>62.016</b>
		Monthly	7,818.032	8,107.688	8,397.513	8,713.364	9,075.728	9,426.842	9,810.195	10,209.501	10,413.520
		Annual	93,816.385	97,292.260	100,770.150	104,560.365	108,908.735	113,122.100	117,722.345	122,514.015	124,962.240
Weekend Worker - Nurse IV (20 Year Scale) <sup>(5)</sup>	2015	Hourly	<b>47.492</b>	<b>49.250</b>	<b>51.010</b>	<b>52.931</b>	<b>55.129</b>	<b>57.262</b>	<b>59.592</b>	<b>62.016</b>	
		Monthly	7,974.698	8,269.896	8,565.429	8,887.997	9,257.078	9,615.244	10,006.490	10,413.520	
		Annual	95,696.380	99,238.750	102,785.150	106,655.965	111,084.935	115,382.930	120,077.880	124,962.240	
Weekend Worker - Nurse V	2015	Hourly	<b>49.148</b>	<b>51.030</b>	<b>53.186</b>	<b>55.278</b>	<b>57.562</b>	<b>59.798</b>	<b>62.128</b>		<b>63.371</b>
		Monthly	8,252.768	8,568.788	8,930.816	9,282.098	9,665.619	10,041.081	10,432.327		10,641.047
		Annual	99,033.220	102,825.450	107,169.790	111,385.170	115,987.430	120,492.970	125,187.920		127,692.565
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	<b>50.131</b>	<b>52.051</b>	<b>54.249</b>	<b>56.384</b>	<b>58.713</b>	<b>60.993</b>	<b>63.371</b>		
		Monthly	8,417.830	8,740.230	9,109.311	9,467.813	9,858.891	10,241.741	10,641.047		
		Annual	101,013.965	104,882.765	109,311.735	113,613.760	118,306.695	122,900.895	127,692.565		
Weekend Worker - Licensed Practical Nurse - Chu	2015	Hourly	<b>34.777</b>	<b>35.918</b>	<b>37.039</b>	<b>38.405</b>	<b>39.657</b>	<b>41.054</b>	<b>42.516</b>	<b>43.792</b>	<b>44.668</b>
		Monthly	5,839.638	6,031.231	6,219.465	6,448.840	6,659.071	6,893.651	7,139.145	7,353.407	7,500.502
		Annual	70,075.655	72,374.770	74,633.585	77,386.075	79,908.855	82,723.810	85,669.740	88,240.880	90,006.020
Weekend Worker - Nurse II - Churchill <sup>(3)</sup>	2015	Hourly	<b>45.433</b>	<b>47.019</b>	<b>48.609</b>	<b>50.266</b>	<b>51.886</b>	<b>53.561</b>	<b>54.634</b>		<b>55.727</b>
		Monthly	7,628.958	7,895.274	8,162.261	8,440.499	8,712.524	8,993.785	9,173.959		9,357.492
		Annual	91,547.495	94,743.285	97,947.135	101,285.990	104,550.290	107,925.415	110,087.510		112,289.905
Weekend Worker - Nurse II (20 Year Scale) - Churr	2015	Hourly	<b>46.342</b>	<b>47.959</b>	<b>49.582</b>	<b>51.272</b>	<b>52.925</b>	<b>54.634</b>	<b>55.727</b>		
		Monthly	7,781.594	8,053.115	8,325.644	8,609.423	8,886.990	9,173.959	9,357.492		
		Annual	93,379.130	96,637.385	99,907.730	103,313.080	106,643.875	110,087.510	112,289.905		
Weekend Worker - LPN - CRN - Churchill	2015	Hourly	<b>46.297</b>	<b>47.885</b>	<b>49.510</b>	<b>51.148</b>	<b>52.711</b>	<b>54.367</b>	<b>55.751</b>	<b>56.866</b>	<b>58.003</b>
		Monthly	7,774.038	8,040.690	8,313.554	8,588.602	8,851.055	9,129.125	9,361.522	9,548.749	9,739.670
		Annual	93,288.455	96,488.275	99,762.650	103,063.220	106,212.665	109,549.505	112,338.265	114,584.990	116,876.045
Weekend Worker - LPN - CRN (20 Year Scale) - Ch	2015	Hourly	<b>47.223</b>	<b>48.843</b>	<b>50.500</b>	<b>52.171</b>	<b>53.765</b>	<b>55.454</b>	<b>56.866</b>	<b>58.003</b>	
		Monthly	7,929.529	8,201.554	8,479.792	8,760.380	9,028.040	9,311.651	9,548.749	9,739.670	
		Annual	95,154.345	98,418.645	101,757.500	105,124.565	108,336.475	111,739.810	114,584.990	116,876.045	
Weekend Worker - Nurse III - Churchill <sup>(3)</sup>	2015	Hourly	<b>47.160</b>	<b>48.751</b>	<b>50.410</b>	<b>52.030</b>	<b>53.535</b>	<b>55.173</b>	<b>56.867</b>	<b>58.004</b>	<b>59.164</b>
		Monthly	7,918.950	8,186.105	8,464.679	8,736.704	8,989.419	9,264.466	9,548.917	9,739.838	9,934.622
		Annual	95,027.400	98,233.265	101,576.150	104,840.450	107,873.025	111,173.595	114,587.005	116,878.060	119,215.460
Weekend Worker - Nurse III (20 Year Scale) - Chur	2015	Hourly	<b>48.102</b>	<b>49.725</b>	<b>51.419</b>	<b>53.070</b>	<b>54.605</b>	<b>56.278</b>	<b>58.003</b>	<b>59.164</b>	
		Monthly	8,077.128	8,349.656	8,634.107	8,911.338	9,169.090	9,450.014	9,739.670	9,934.622	
		Annual	96,925.530	100,195.875	103,609.285	106,936.050	110,029.075	113,400.170	116,876.045	119,215.460	
Weekend Worker - Nurse IV - Churchill <sup>(5)</sup>	2015	Hourly	<b>48.777</b>	<b>50.584</b>	<b>52.391</b>	<b>54.364</b>	<b>56.621</b>	<b>58.812</b>	<b>61.205</b>	<b>63.694</b>	<b>64.968</b>
		Monthly	8,190.471	8,493.897	8,797.322	9,128.622	9,507.610	9,875.515	10,277.340	10,695.284	10,909.210
		Annual	98,285.655	101,926.760	105,567.865	109,543.460	114,091.315	118,506.180	123,328.075	128,343.410	130,910.520
Weekend Worker - Nurse IV (20 Year Scale) - Chur	2015	Hourly	<b>49.753</b>	<b>51.595</b>	<b>53.440</b>	<b>55.452</b>	<b>57.754</b>	<b>59.989</b>	<b>62.427</b>	<b>64.968</b>	
		Monthly	8,354.358	8,663.660	8,973.467	9,311.315	9,697.859	10,073.153	10,482.534	10,909.210	
		Annual	100,252.295	103,963.925	107,681.600	111,735.780	116,374.310	120,877.835	125,790.405	130,910.520	
Weekend Worker - Nurse V - Churchill	2015	Hourly	<b>51.489</b>	<b>53.461</b>	<b>55.719</b>	<b>57.911</b>	<b>60.303</b>	<b>62.645</b>	<b>65.088</b>		<b>66.388</b>
		Monthly	8,645.861	8,976.993	9,356.149	9,724.222	10,125.879	10,519.140	10,929.360		11,147.652
		Annual	103,750.335	107,723.915	112,273.785	116,690.665	121,510.545	126,229.675	131,152.320		133,771.820
Weekend Worker - Nurse V (20 Year Scale) - Chur	2015	Hourly	<b>52.519</b>	<b>54.530</b>	<b>56.833</b>	<b>59.067</b>	<b>61.507</b>	<b>63.897</b>	<b>66.388</b>		
		Monthly	8,818.815	9,156.496	9,543.208	9,918.334	10,328.050	10,729.371	11,147.652		
		Annual	105,825.785	109,877.950	114,518.495	119,020.005	123,936.605	128,752.455	133,771.820		

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.

<sup>2</sup> New "Year 7" Step-on-Scale for Licensed Practical Nurse Effective April 1, 2021

<sup>3</sup> New "Year 6" Step-on-Scale for Nurse II Effective April 1, 2021

<sup>4</sup> New "Year 7" Step-on-Scale for Nurse III Effective April 1, 2021

<sup>5</sup> Nurse IV Standardized to "Year 7" Step-on-Scale Effective April 1, 2021

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

A1. Effective April 1, 2022

- Monthly salaries include a 2.0% increase  
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse / ORT I	2015	Hourly	<b>29.444</b>	<b>30.409</b>	<b>31.360</b>	<b>32.517</b>	<b>33.574</b>	<b>34.760</b>	<b>35.995</b>	<b>37.075</b>	<b>37.817</b>
		Monthly	4,944.138	5,106.178	5,265.867	5,460.146	5,637.634	5,836.783	6,044.160	6,225.510	6,350.105
		Annual	59,329.660	61,274.135	63,190.400	65,521.755	67,651.610	70,041.400	72,529.925	74,706.125	76,201.255
Undergraduate Nursing Employee	2015	Hourly	<b>29.444</b>								
		Monthly	4,944.138								
		Annual	59,329.660								
ORT II	2015	Hourly	<b>31.360</b>	<b>32.517</b>	<b>33.574</b>	<b>34.769</b>	<b>35.870</b>	<b>36.988</b>	<b>38.131</b>	<b>39.274</b>	<b>40.059</b>
		Monthly	5,265.867	5,460.146	5,637.634	5,838.295	6,023.171	6,210.902	6,402.830	6,594.759	6,726.574
		Annual	63,190.400	65,521.755	67,651.610	70,059.535	72,278.050	74,530.820	76,833.965	79,137.110	80,718.885
Nurse II <sup>(2)</sup>	2015	Hourly	<b>38.464</b>	<b>39.808</b>	<b>41.154</b>	<b>42.556</b>	<b>43.930</b>	<b>45.353</b>	<b>46.260</b>	<b>47.185</b>	<b>48.129</b>
		Monthly	6,458.747	6,684.427	6,910.443	7,145.862	7,376.579	7,615.525	7,767.825	7,923.148	8,081.661
		Annual	77,504.960	80,213.120	82,925.310	85,750.340	88,518.950	91,386.295	93,213.900	95,077.775	96,979.935
Nurse II (20 Year Scale) <sup>(3)</sup>	2015	Hourly	<b>39.234</b>	<b>40.604</b>	<b>41.978</b>	<b>43.409</b>	<b>44.808</b>	<b>46.260</b>	<b>47.185</b>	<b>48.129</b>	
		Monthly	6,588.043	6,818.088	7,048.806	7,289.095	7,524.010	7,767.825	7,923.148	8,081.661	
		Annual	79,056.510	81,817.060	84,585.670	87,469.135	90,288.120	93,213.900	95,077.775	96,979.935	
LPN - CRN	2015	Hourly	<b>39.196</b>	<b>40.541</b>	<b>41.917</b>	<b>43.304</b>	<b>44.627</b>	<b>46.033</b>	<b>47.204</b>	<b>48.147</b>	<b>49.110</b>
		Monthly	6,581.662	6,807.510	7,038.563	7,271.463	7,493.617	7,729.708	7,926.338	8,084.684	8,246.388
		Annual	78,979.940	81,690.115	84,462.755	87,257.560	89,923.405	92,756.495	95,116.060	97,016.205	98,956.650
LPN - CRN (20 Year Scale)	2015	Hourly	<b>39.980</b>	<b>41.352</b>	<b>42.755</b>	<b>44.170</b>	<b>45.520</b>	<b>46.954</b>	<b>48.148</b>	<b>49.110</b>	
		Monthly	6,713.308	6,943.690	7,179.277	7,416.879	7,643.567	7,884.359	8,084.852	8,246.388	
		Annual	80,559.700	83,324.280	86,151.325	89,002.550	91,722.800	94,612.310	97,018.220	98,956.650	
Nurse III	2015	Hourly	<b>39.927</b>	<b>41.273</b>	<b>42.680</b>	<b>44.051</b>	<b>45.324</b>	<b>46.712</b>	<b>48.146</b>	<b>49.109</b>	<b>50.091</b>
		Monthly	6,704.409	6,930.425	7,166.683	7,396.897	7,610.655	7,843.723	8,084.516	8,246.220	8,411.114
		Annual	80,452.905	83,165.095	86,000.200	88,762.765	91,327.860	94,124.680	97,014.190	98,954.635	100,933.365
Nurse III (20 Year Scale)	2015	Hourly	<b>40.725</b>	<b>42.098</b>	<b>43.533</b>	<b>44.932</b>	<b>46.230</b>	<b>47.647</b>	<b>49.109</b>	<b>50.091</b>	
		Monthly	6,838.406	7,068.956	7,309.916	7,544.832	7,762.788	8,000.725	8,246.220	8,411.114	
		Annual	82,060.875	84,827.470	87,718.995	90,537.980	93,153.450	96,008.705	98,954.635	100,933.365	
Nurse III - WRHA Community PIO	2015	Hourly	<b>39.159</b>	<b>40.472</b>	<b>41.873</b>	<b>43.211</b>	<b>44.454</b>	<b>45.791</b>	<b>47.218</b>	<b>48.162</b>	<b>49.125</b>
		Monthly	6,575.449	6,795.923	7,031.175	7,255.847	7,464.568	7,689.072	7,928.689	8,087.203	8,248.906
		Annual	78,905.385	81,551.080	84,374.095	87,070.165	89,574.810	92,268.865	95,144.270	97,046.430	98,986.875
Nurse IV	2015	Hourly	<b>41.298</b>	<b>42.826</b>	<b>44.358</b>	<b>46.026</b>	<b>47.939</b>	<b>49.793</b>	<b>51.819</b>	<b>53.928</b>	<b>55.007</b>
		Monthly	6,934.623	7,191.199	7,448.448	7,728.533	8,049.757	8,361.075	8,701.274	9,055.410	9,236.592
		Annual	83,215.470	86,294.390	89,381.370	92,742.390	96,597.085	100,332.895	104,415.285	108,664.920	110,839.105
Nurse IV (20 Year Scale)	2015	Hourly	<b>42.123</b>	<b>43.683</b>	<b>45.243</b>	<b>46.947</b>	<b>48.898</b>	<b>50.790</b>	<b>52.854</b>	<b>55.007</b>	
		Monthly	7,073.154	7,335.104	7,597.054	7,883.184	8,210.789	8,528.488	8,875.068	9,236.592	
		Annual	84,877.845	88,021.245	91,164.645	94,598.205	98,529.470	102,341.850	106,500.810	110,839.105	
ICP-Clinical Team Leader / Infection Control Specialist	2015	Hourly	<b>43.504</b>	<b>46.005</b>	<b>48.766</b>	<b>51.526</b>	<b>54.285</b>	<b>57.046</b>			<b>58.185</b>
		Monthly	7,305.047	7,725.006	8,188.624	8,652.074	9,115.356	9,578.974			9,770.231
		Annual	87,660.560	92,700.075	98,263.490	103,824.890	109,384.275	114,947.690			117,242.775
ICP-Clinical Team Leader / Infection Control Specialist (20 Year Scale)	2015	Hourly	<b>44.374</b>	<b>46.926</b>	<b>49.742</b>	<b>52.556</b>	<b>55.372</b>	<b>58.185</b>			
		Monthly	7,451.134	7,879.658	8,352.511	8,825.028	9,297.882	9,770.231			
		Annual	89,413.610	94,555.890	100,230.130	105,900.340	111,574.580	117,242.775			
Nurse V	2015	Hourly	<b>43.593</b>	<b>45.261</b>	<b>47.174</b>	<b>49.028</b>	<b>51.054</b>	<b>53.039</b>	<b>55.107</b>		<b>56.208</b>
		Monthly	7,319.991	7,600.076	7,921.301	8,232.618	8,572.818	8,906.132	9,253.384		9,438.260
		Annual	87,839.895	91,200.915	95,055.610	98,791.420	102,873.810	106,873.585	111,040.605		113,259.120
Nurse V (20 Year Scale)	2015	Hourly	<b>44.464</b>	<b>46.167</b>	<b>48.117</b>	<b>50.011</b>	<b>52.075</b>	<b>54.099</b>	<b>56.208</b>		
		Monthly	7,466.247	7,752.209	8,079.646	8,397.680	8,744.260	9,084.124	9,438.260		
		Annual	89,594.960	93,026.505	96,955.755	100,772.165	104,931.125	109,009.485	113,259.120		
Clinical Nurse Specialist	2015	Hourly	<b>49.681</b>	<b>53.327</b>	<b>55.521</b>	<b>57.710</b>	<b>60.074</b>				<b>61.274</b>
		Monthly	8,342.268	8,954.492	9,322.901	9,690.471	10,087.426				10,288.926
		Annual	100,107.215	107,453.905	111,874.815	116,285.650	121,049.110				123,467.110
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	<b>50.674</b>	<b>54.392</b>	<b>56.629</b>	<b>58.863</b>	<b>61.274</b>				
		Monthly	8,509.009	9,133.323	9,508.953	9,884.079	10,288.926				
		Annual	102,108.110	109,599.880	114,107.435	118,608.945	123,467.110				
Nurse Practitioner	2015	Hourly	<b>49.681</b>	<b>53.327</b>	<b>55.521</b>	<b>57.710</b>	<b>60.074</b>				<b>61.274</b>
		Monthly	8,342.268	8,954.492	9,322.901	9,690.471	10,087.426				10,288.926
		Annual	100,107.215	107,453.905	111,874.815	116,285.650	121,049.110				123,467.110



Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Nurse Practitioner (20 Year Scale)	2015	Hourly	50.674	54.392	56.629	58.863	61.274				
		Monthly	8,509.009	9,133.323	9,508.953	9,884.079	10,288.926				
		Annual	102,108.110	109,599.880	114,107.435	118,608.945	123,467.110				
Licensed Practical Nurse - Churchill	2015	Hourly	30.849	31.857	32.852	34.063	35.175	36.414	37.710	38.842	39.619
		Monthly	5,180.061	5,349.321	5,516.398	5,719.745	5,906.469	6,114.518	6,332.138	6,522.219	6,652.690
		Annual	62,160.735	64,191.855	66,196.780	68,636.945	70,877.625	73,374.210	75,985.650	78,266.630	79,832.285
Undergraduate Nursing Employee - Churchill	2015	Hourly	30.849								
		Monthly	5,180.061								
		Annual	62,160.735								
Nurse II - Churchill <sup>(2)</sup>	2015	Hourly	40.296	41.703	43.114	44.583	46.020	47.508	48.458	49.427	50.416
		Monthly	6,766.370	7,002.629	7,239.559	7,486.229	7,727.525	7,977.385	8,136.906	8,299.617	8,465.687
		Annual	81,196.440	84,031.545	86,874.710	89,834.745	92,730.300	95,728.620	97,642.870	99,595.405	101,588.240
Nurse II (20 Year Scale) - Churchill <sup>(2)</sup>	2015	Hourly	41.102	42.536	43.976	45.476	46.942	48.458	49.427	50.416	
		Monthly	6,901.711	7,142.503	7,384.303	7,636.178	7,882.344	8,136.906	8,299.617	8,465.687	
		Annual	82,820.530	85,710.040	88,611.640	91,634.140	94,588.130	97,642.870	99,595.405	101,588.240	
LPN - CRN - Churchill	2015	Hourly	41.063	42.471	43.913	45.366	46.752	48.223	49.449	50.437	51.446
		Monthly	6,895.162	7,131.589	7,373.725	7,617.708	7,850.440	8,097.445	8,303.311	8,469.213	8,638.641
		Annual	82,741.945	85,579.065	88,484.695	91,412.490	94,205.280	97,169.345	99,639.735	101,630.555	103,663.690
LPN - CRN - Churchill (20 Year Scale)	2015	Hourly	41.884	43.320	44.791	46.273	47.687	49.187	50.438	51.446	
		Monthly	7,033.022	7,274.150	7,521.155	7,770.008	8,007.442	8,259.317	8,469.381	8,638.641	
		Annual	84,396.260	87,289.800	90,253.865	93,240.095	96,089.305	99,111.805	101,632.570	103,663.690	
Nurse III - Churchill	2015	Hourly	41.829	43.238	44.711	46.148	47.482	48.937	50.438	51.447	52.476
		Monthly	7,023.786	7,260.381	7,507.722	7,749.018	7,973.019	8,217.338	8,469.381	8,638.809	8,811.595
		Annual	84,285.435	87,124.570	90,092.665	92,988.220	95,676.230	98,608.055	101,632.570	103,665.705	105,739.140
Nurse III (20 Year Scale) - Churchill	2015	Hourly	42.667	44.105	45.606	47.071	48.432	49.917	51.447	52.476	
		Monthly	7,164.500	7,405.965	7,658.008	7,904.005	8,132.540	8,381.896	8,638.809	8,811.595	
		Annual	85,974.005	88,871.575	91,896.090	94,848.065	97,590.480	100,582.755	103,665.705	105,739.140	
Nurse IV - Churchill	2015	Hourly	43.263	44.865	46.468	48.217	50.220	52.163	54.284	56.495	57.625
		Monthly	7,264.579	7,533.581	7,802.752	8,096.438	8,432.775	8,759.037	9,115.188	9,486.452	9,676.198
		Annual	87,174.945	90,402.975	93,633.020	97,157.255	101,193.300	105,108.445	109,382.260	113,837.425	116,114.375
Nurse IV - (20 Year Scale) - Churchill	2015	Hourly	44.128	45.761	47.396	49.181	51.225	53.207	55.372	57.625	
		Monthly	7,409.827	7,684.035	7,958.578	8,258.310	8,601.531	8,934.342	9,297.882	9,676.198	
		Annual	88,917.920	92,208.415	95,502.940	99,099.715	103,218.375	107,212.105	111,574.580	116,114.375	
Nurse V - Churchill	2015	Hourly	45.668	47.418	49.421	51.364	53.487	55.563	57.729		58.886
		Monthly	7,668.418	7,962.273	8,298.610	8,624.872	8,981.359	9,329.954	9,693.661		9,887.941
		Annual	92,021.020	95,547.270	99,583.315	103,498.460	107,776.305	111,959.445	116,323.935		118,655.290
Nurse V (20 Year Scale) - Churchill	2015	Hourly	46.583	48.366	50.408	52.391	54.555	56.674	58.886		
		Monthly	7,822.062	8,121.458	8,464.343	8,797.322	9,160.694	9,516.509	9,887.941		
		Annual	93,864.745	97,457.490	101,572.120	105,567.865	109,928.325	114,198.110	118,655.290		
Nurse Practitioner - Churchill	2015	Hourly	52.048	55.866	58.162	60.458	62.934				64.191
		Monthly	8,739.727	9,380.833	9,766.369	10,151.906	10,567.668				10,778.739
		Annual	104,876.720	112,569.990	117,196.430	121,822.870	126,812.010				129,344.865
Nurse Practitioner (20 Year Scale) - Churchill	2015	Hourly	53.088	56.983	59.327	61.667	64.191				
		Monthly	8,914.360	9,568.395	9,961.992	10,354.917	10,778.739				
		Annual	106,972.320	114,820.745	119,543.905	124,259.005	129,344.865				
Weekend Worker - Licensed Practical Nurse / ORT I	2015	Hourly	33.862	34.970	36.063	37.392	38.612	39.972	41.396	42.636	43.489
		Monthly	5,685.994	5,872.046	6,055.579	6,278.740	6,483.598	6,711.965	6,951.078	7,159.295	7,302.528
		Annual	68,231.930	70,464.550	72,666.945	75,344.880	77,803.180	80,543.580	83,412.940	85,911.540	87,630.335
Weekend Worker Rates - ORT II	2015	Hourly	36.063	37.392	38.612	39.983	41.251	42.536	43.850	45.166	46.069
		Monthly	6,055.579	6,278.740	6,483.598	6,713.812	6,926.730	7,142.503	7,363.146	7,584.124	7,735.753
		Annual	72,666.945	75,344.880	77,803.180	80,565.745	83,120.765	85,710.040	88,357.750	91,009.490	92,829.035
Weekend Worker - Nurse II <sup>(2)</sup>	2015	Hourly	44.235	45.779	47.327	48.941	50.519	52.156	53.199	54.263	55.348
		Monthly	7,427.794	7,687.057	7,946.992	8,218.010	8,482.982	8,757.862	8,932.999	9,111.662	9,293.852
		Annual	89,133.525	92,244.685	95,363.905	98,616.115	101,795.785	105,094.340	107,195.985	109,339.945	111,526.220
Weekend Worker - Nurse II (20 Year Scale) <sup>(2)</sup>	2015	Hourly	45.121	46.694	48.275	49.921	51.529	53.198	54.263	55.348	
		Monthly	7,576.568	7,840.701	8,106.177	8,382.568	8,652.578	8,932.831	9,111.662	9,293.852	
		Annual	90,918.815	94,088.410	97,274.125	100,590.815	103,830.935	107,193.970	109,339.945	111,526.220	
Weekend Worker - LPN - CRN	2015	Hourly	45.076	46.622	48.204	49.799	51.321	52.938	54.284	55.370	56.477
		Monthly	7,569.012	7,828.611	8,094.255	8,362.082	8,617.651	8,889.173	9,115.188	9,297.546	9,483.430
		Annual	90,828.140	93,943.330	97,131.060	100,344.985	103,411.815	106,670.070	109,382.260	111,570.550	113,801.155
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	45.978	47.554	49.168	50.795	52.347	53.997	55.370	56.477	
		Monthly	7,720.473	7,985.109	8,256.127	8,529.327	8,789.934	9,066.996	9,297.546	9,483.430	

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Weekend Worker - Nurse III	2015	Annual	92,645.670	95,821.310	99,073.520	102,351.925	105,479.205	108,803.955	111,570.550	113,801.155	
		Hourly	<b>45.916</b>	<b>47.466</b>	<b>49.081</b>	<b>50.658</b>	<b>52.123</b>	<b>53.720</b>	<b>55.369</b>	<b>56.475</b>	<b>57.605</b>
		Monthly	7,710.062	7,970.333	8,241.518	8,506.323	8,752.320	9,020.483	9,297.378	9,483.094	9,672.840
Weekend Worker - Nurse III (20 Year Scale)	2015	Annual	92,520.740	95,643.990	98,898.215	102,075.870	105,027.845	108,245.800	111,568.535	113,797.125	116,074.075
		Hourly	<b>46.834</b>	<b>48.413</b>	<b>50.063</b>	<b>51.672</b>	<b>53.165</b>	<b>54.793</b>	<b>56.476</b>	<b>57.605</b>	
		Monthly	7,864.209	8,129.350	8,406.412	8,676.590	8,927.290	9,200.658	9,483.262	9,672.840	
Weekend Worker - Nurse IV	2015	Annual	94,370.510	97,552.195	100,876.945	104,119.080	107,127.475	110,407.895	113,799.140	116,074.075	
		Hourly	<b>47.490</b>	<b>49.250</b>	<b>51.010</b>	<b>52.929</b>	<b>55.130</b>	<b>57.263</b>	<b>59.591</b>	<b>62.017</b>	<b>63.256</b>
		Monthly	7,974.363	8,269.896	8,565.429	8,887.661	9,257.246	9,615.412	10,006.322	10,413.688	10,621.737
Weekend Worker - Nurse IV (20 Year Scale)	2015	Annual	95,692.350	99,238.750	102,785.150	106,651.935	111,086.950	115,384.945	120,075.865	124,964.255	127,460.840
		Hourly	<b>48.442</b>	<b>50.235</b>	<b>52.030</b>	<b>53.990</b>	<b>56.232</b>	<b>58.407</b>	<b>60.784</b>	<b>63.256</b>	
		Monthly	8,134.219	8,435.294	8,736.704	9,065.821	9,442.290	9,807.509	10,206.647	10,621.737	
Weekend Worker - Nurse V	2015	Annual	97,610.630	101,223.525	104,840.450	108,789.850	113,307.480	117,690.105	122,479.760	127,460.840	
		Hourly	<b>50.131</b>	<b>52.051</b>	<b>54.250</b>	<b>56.384</b>	<b>58.713</b>	<b>60.994</b>	<b>63.371</b>	<b>64.638</b>	
		Monthly	8,417.830	8,740.230	9,109.479	9,467.813	9,858.891	10,241.909	10,641.047	10,853.798	130,245.570
Weekend Worker - Nurse V (20 Year Scale)	2015	Annual	101,013.965	104,882.765	109,313.750	113,613.760	118,306.695	122,902.910	127,692.565		
		Hourly	<b>51.134</b>	<b>53.092</b>	<b>55.334</b>	<b>57.512</b>	<b>59.887</b>	<b>62.213</b>	<b>64.638</b>		
		Monthly	8,586.251	8,915.032	9,291.501	9,657.223	10,056.025	10,446.600	10,853.798		
Weekend Worker - Licensed Practical Nurse - Chu	2015	Annual	103,035.010	106,980.380	111,498.010	115,886.680	120,672.305	125,359.195	130,245.570		
		Hourly	<b>35.473</b>	<b>36.636</b>	<b>37.780</b>	<b>39.173</b>	<b>40.450</b>	<b>41.875</b>	<b>43.366</b>	<b>44.668</b>	<b>45.561</b>
		Monthly	5,956.508	6,151.795	6,343.892	6,577.800	6,792.229	7,031.510	7,281.874	7,500.502	7,650.451
Weekend Worker - Nurse II - Churchill <sup>(2)</sup>	2015	Annual	71,478.095	73,821.540	76,126.700	78,933.595	81,506.750	84,378.125	87,382.490	90,006.020	91,805.415
		Hourly	<b>46.342</b>	<b>47.959</b>	<b>49.581</b>	<b>51.271</b>	<b>52.924</b>	<b>54.632</b>	<b>55.727</b>	<b>56.841</b>	<b>57.978</b>
		Monthly	7,781.594	8,053.115	8,325.476	8,609.255	8,886.822	9,173.623	9,357.492	9,544.551	9,735.473
Weekend Worker - Nurse II (20 Year Scale) - Churr	2015	Annual	93,379.130	96,637.385	99,905.715	103,311.065	106,641.860	110,083.480	112,289.905	114,534.615	116,825.670
		Hourly	<b>47.269</b>	<b>48.918</b>	<b>50.574</b>	<b>52.297</b>	<b>53.984</b>	<b>55.727</b>	<b>56.842</b>	<b>57.978</b>	
		Monthly	7,937.253	8,214.148	8,492.218	8,781.538	9,064.813	9,357.492	9,544.719	9,735.473	
Weekend Worker - LPN - CRN - Churchill	2015	Annual	95,247.035	98,569.770	101,906.610	105,378.455	108,777.760	112,289.905	114,536.630	116,825.670	
		Hourly	<b>47.223</b>	<b>48.843</b>	<b>50.500</b>	<b>52.171</b>	<b>53.765</b>	<b>55.454</b>	<b>56.866</b>	<b>58.003</b>	<b>59.163</b>
		Monthly	7,929.529	8,201.554	8,479.792	8,760.380	9,028.040	9,311.651	9,548.749	9,739.670	9,934.454
Weekend Worker - LPN - CRN (20 Year Scale) - Chi	2015	Annual	95,154.345	98,418.645	101,757.500	105,124.565	108,336.475	111,739.810	114,584.990	116,876.045	119,213.445
		Hourly	<b>48.167</b>	<b>49.820</b>	<b>51.510</b>	<b>53.214</b>	<b>54.840</b>	<b>56.563</b>	<b>58.003</b>	<b>59.163</b>	
		Monthly	8,088.042	8,365.608	8,649.388	8,935.518	9,208.550	9,497.870	9,739.670	9,934.454	
Weekend Worker - Nurse III - Churchill	2015	Annual	97,056.505	100,387.300	103,792.650	107,226.210	110,502.600	113,974.445	116,876.045	119,213.445	
		Hourly	<b>48.103</b>	<b>49.726</b>	<b>51.418</b>	<b>53.071</b>	<b>54.606</b>	<b>56.276</b>	<b>58.004</b>	<b>59.164</b>	<b>60.347</b>
		Monthly	8,077.295	8,349.824	8,633.939	8,911.505	9,169.258	9,449.678	9,739.838	9,934.622	10,133.267
Weekend Worker - Nurse III (20 Year Scale) - Chur	2015	Annual	96,927.545	100,197.890	103,607.270	106,938.065	110,031.090	113,396.140	116,878.060	119,215.460	121,599.205
		Hourly	<b>49.064</b>	<b>50.720</b>	<b>52.447</b>	<b>54.131</b>	<b>55.697</b>	<b>57.404</b>	<b>59.163</b>	<b>60.347</b>	
		Monthly	8,238.663	8,516.733	8,806.725	9,089.497	9,352.455	9,639.088	9,934.454	10,133.267	
Weekend Worker - Nurse IV - Churchill	2015	Annual	98,863.960	102,200.800	105,680.705	109,073.965	112,229.455	115,669.060	119,213.445	121,599.205	
		Hourly	<b>49.753</b>	<b>51.596</b>	<b>53.439</b>	<b>55.451</b>	<b>57.753</b>	<b>59.988</b>	<b>62.429</b>	<b>64.968</b>	<b>66.267</b>
		Monthly	8,354.358	8,663.828	8,973.299	9,311.147	9,697.691	10,072.985	10,482.870	10,909.210	11,127.334
Weekend Worker - Nurse IV (20 Year Scale) - Churr	2015	Annual	100,252.295	103,965.940	107,679.585	111,733.765	116,372.295	120,875.820	125,794.435	130,910.520	133,528.005
		Hourly	<b>50.748</b>	<b>52.627</b>	<b>54.509</b>	<b>56.561</b>	<b>58.909</b>	<b>61.189</b>	<b>63.676</b>	<b>66.267</b>	
		Monthly	8,521.435	8,836.950	9,152.970	9,497.535	9,891.803	10,274.653	10,692.262	11,127.334	
Weekend Worker - Nurse V - Churchill	2015	Annual	102,257.220	106,043.405	109,835.635	113,970.415	118,701.635	123,295.835	128,307.140	133,528.005	
		Hourly	<b>52.519</b>	<b>54.530</b>	<b>56.833</b>	<b>59.069</b>	<b>61.509</b>	<b>63.898</b>	<b>66.390</b>	<b>67.716</b>	
		Monthly	8,818.815	9,156.496	9,543.208	9,918.670	10,328.386	10,729.539	11,147.988	11,370.645	136,447.740
Weekend Worker - Nurse V (20 Year Scale) - Churr	2015	Annual	105,825.785	109,877.950	114,518.495	119,024.035	123,940.635	128,754.470	133,775.850		
		Hourly	<b>53.569</b>	<b>55.621</b>	<b>57.970</b>	<b>60.248</b>	<b>62.737</b>	<b>65.175</b>	<b>67.716</b>		
		Monthly	8,995.128	9,339.693	9,734.129	10,116.643	10,534.588	10,943.969	11,370.645		
		Annual	107,941.535	112,076.315	116,809.550	121,399.720	126,415.055	131,327.625	136,447.740		

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.

<sup>2</sup> New Year 7' Step-on-Scale for Nurse II Effective April 1, 2022

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

A1. Effective April 1, 2023

- Monthly salaries include a 2.0% increase  
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse / ORT I	2015	Hourly	<b>30.033</b>	<b>31.017</b>	<b>31.987</b>	<b>33.167</b>	<b>34.245</b>	<b>35.455</b>	<b>36.715</b>	<b>37.817</b>	<b>38.573</b>
		Monthly	5,043.041	5,208.271	5,371.150	5,569.292	5,750.306	5,953.485	6,165.060	6,350.105	6,477.050
		Annual	60,516.495	62,499.255	64,453.805	66,831.505	69,003.675	71,441.825	73,980.725	76,201.255	77,724.595
Undergraduate Nursing Employee	2015	Hourly	<b>30.033</b>								
		Monthly	5,043.041								
		Annual	60,516.495								
ORT II	2015	Hourly	<b>31.987</b>	<b>33.167</b>	<b>34.245</b>	<b>35.464</b>	<b>36.587</b>	<b>37.728</b>	<b>38.894</b>	<b>40.059</b>	<b>40.860</b>
		Monthly	5,371.150	5,569.292	5,750.306	5,954.997	6,143.567	6,335.160	6,530.951	6,726.574	6,861.075
		Annual	64,453.805	66,831.505	69,003.675	71,459.960	73,722.805	76,021.920	78,371.410	80,718.885	82,332.900
Nurse II	2015	Hourly	<b>39.233</b>	<b>40.604</b>	<b>41.977</b>	<b>43.407</b>	<b>44.809</b>	<b>46.260</b>	<b>47.185</b>	<b>48.129</b>	<b>49.092</b>
		Monthly	6,587.875	6,818.088	7,048.638	7,288.759	7,524.178	7,767.825	7,923.148	8,081.661	8,243.365
		Annual	79,054.495	81,817.060	84,583.655	87,465.105	90,290.135	93,213.900	95,077.775	96,979.935	98,920.380
Nurse II (20 Year Scale) <sup>(3)</sup>	2015	Hourly	<b>40.019</b>	<b>41.416</b>	<b>42.818</b>	<b>44.277</b>	<b>45.704</b>	<b>47.185</b>	<b>48.129</b>	<b>49.092</b>	
		Monthly	6,719.857	6,954.437	7,189.856	7,434.846	7,674.463	7,923.148	8,081.661	8,243.365	
		Annual	80,638.285	83,453.240	86,278.270	89,218.155	92,093.560	95,077.775	96,979.935	98,920.380	
LPN - CRN	2015	Hourly	<b>39.980</b>	<b>41.352</b>	<b>42.755</b>	<b>44.170</b>	<b>45.520</b>	<b>46.954</b>	<b>48.148</b>	<b>49.110</b>	<b>50.092</b>
		Monthly	6,713.308	6,943.690	7,179.277	7,416.879	7,643.567	7,884.359	8,084.852	8,246.388	8,411.282
		Annual	80,559.700	83,324.280	86,151.325	89,002.550	91,722.800	94,612.310	97,018.220	98,956.650	100,935.380
LPN - CRN (20 Year Scale)	2015	Hourly	<b>40.780</b>	<b>42.179</b>	<b>43.610</b>	<b>45.053</b>	<b>46.430</b>	<b>47.893</b>	<b>49.111</b>	<b>50.092</b>	
		Monthly	6,847.642	7,082.557	7,322.846	7,565.150	7,796.371	8,042.033	8,246.555	8,411.282	
		Annual	82,171.700	84,990.685	87,874.150	90,781.795	93,556.450	96,504.395	98,958.665	100,935.380	
Nurse III	2015	Hourly	<b>40.726</b>	<b>42.098</b>	<b>43.534</b>	<b>44.932</b>	<b>46.230</b>	<b>47.646</b>	<b>49.109</b>	<b>50.091</b>	<b>51.093</b>
		Monthly	6,838.574	7,068.956	7,310.084	7,544.832	7,762.788	8,000.558	8,246.220	8,411.114	8,579.366
		Annual	82,062.890	84,827.470	87,721.010	90,537.980	93,153.450	96,006.690	98,954.635	100,933.365	102,952.395
Nurse III (20 Year Scale)	2015	Hourly	<b>41.540</b>	<b>42.940</b>	<b>44.404</b>	<b>45.831</b>	<b>47.155</b>	<b>48.600</b>	<b>50.091</b>	<b>51.093</b>	
		Monthly	6,975.258	7,210.342	7,456.172	7,695.789	7,918.110	8,160.750	8,411.114	8,579.366	
		Annual	83,703.100	86,524.100	89,474.060	92,349.465	95,017.325	97,929.000	100,933.365	102,952.395	
Nurse III - WRHA Community PIO	2015	Hourly	<b>39.942</b>	<b>41.281</b>	<b>42.710</b>	<b>44.075</b>	<b>45.343</b>	<b>46.707</b>	<b>48.162</b>	<b>49.125</b>	<b>50.108</b>
		Monthly	6,706.928	6,931.768	7,171.721	7,400.927	7,613.845	7,842.884	8,087.203	8,248.906	8,413.968
		Annual	80,483.130	83,181.215	86,060.650	88,811.125	91,366.145	94,114.605	97,046.430	98,986.875	100,967.620
Nurse IV	2015	Hourly	<b>42.124</b>	<b>43.683</b>	<b>45.245</b>	<b>46.947</b>	<b>48.898</b>	<b>50.789</b>	<b>52.855</b>	<b>55.007</b>	<b>56.107</b>
		Monthly	7,073.322	7,335.104	7,597.390	7,883.184	8,210.789	8,528.320	8,875.235	9,236.592	9,421.300
		Annual	84,879.860	88,021.245	91,168.675	94,598.205	98,529.470	102,339.835	106,502.825	110,839.105	113,055.605
Nurse IV (20 Year Scale)	2015	Hourly	<b>42.965</b>	<b>44.557</b>	<b>46.148</b>	<b>47.886</b>	<b>49.876</b>	<b>51.806</b>	<b>53.911</b>	<b>56.107</b>	
		Monthly	7,214.540	7,481.863	7,749.018	8,040.858	8,375.012	8,699.091	9,052.555	9,421.300	
		Annual	86,574.475	89,782.355	92,988.220	96,490.290	100,500.140	104,389.090	108,630.665	113,055.605	
ICP-Clinical Team Leader / Infection Control Specialist	2015	Hourly	<b>44.374</b>	<b>46.925</b>	<b>49.741</b>	<b>52.557</b>	<b>55.371</b>	<b>58.187</b>			<b>59.349</b>
		Monthly	7,451.134	7,879.490	8,352.343	8,825.196	9,297.714	9,770.567			9,965.686
		Annual	89,413.610	94,553.875	100,228.115	105,902.355	111,572.565	117,246.805			119,588.235
ICP-Clinical Team Leader / Infection Control Specialist (20 Year Scale)	2015	Hourly	<b>45.261</b>	<b>47.865</b>	<b>50.737</b>	<b>53.607</b>	<b>56.479</b>	<b>59.349</b>			
		Monthly	7,600.076	8,037.331	8,519.588	9,001.509	9,483.765	9,965.686			
		Annual	91,200.915	96,447.975	102,235.055	108,018.105	113,805.185	119,588.235			
Nurse V	2015	Hourly	<b>44.465</b>	<b>46.166</b>	<b>48.117</b>	<b>50.009</b>	<b>52.075</b>	<b>54.100</b>	<b>56.209</b>		<b>57.332</b>
		Monthly	7,466.415	7,752.041	8,079.646	8,397.345	8,744.260	9,084.292	9,438.428		9,626.998
		Annual	89,596.975	93,024.490	96,955.755	100,768.135	104,931.125	109,011.500	113,261.135		115,523.980
Nurse V (20 Year Scale)	2015	Hourly	<b>45.353</b>	<b>47.090</b>	<b>49.079</b>	<b>51.011</b>	<b>53.117</b>	<b>55.181</b>	<b>57.332</b>		
		Monthly	7,615.525	7,907.196	8,241.182	8,565.597	8,919.230	9,265.810	9,626.998		
		Annual	91,386.295	94,886.350	98,894.185	102,787.165	107,030.755	111,189.715	115,523.980		
Clinical Nurse Specialist	2015	Hourly	<b>50.675</b>	<b>54.394</b>	<b>56.631</b>	<b>58.864</b>	<b>61.275</b>				<b>62.499</b>
		Monthly	8,509.177	9,133.659	9,509.289	9,884.247	10,289.094				10,494.624
		Annual	102,110.125	109,603.910	114,111.465	118,610.960	123,469.125				125,935.485
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	<b>51.687</b>	<b>55.480</b>	<b>57.762</b>	<b>60.040</b>	<b>62.499</b>				
		Monthly	8,679.109	9,316.017	9,699.203	10,081.717	10,494.624				
		Annual	104,149.305	111,792.200	116,390.430	120,980.600	125,935.485				
Nurse Practitioner	2015	Hourly	<b>50.675</b>	<b>54.394</b>	<b>56.631</b>	<b>58.864</b>	<b>61.275</b>				<b>62.499</b>

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
		Monthly	8,509.177	9,133.659	9,509.289	9,884.247	10,289.094			10,494.624	
		Annual	102,110.125	109,603.910	114,111.465	118,610.960	123,469.125			125,935.485	
Nurse Practitioner (20 Year Scale)	2015	Hourly	51.687	55.480	57.762	60.040	62.499				
		Monthly	8,679.109	9,316.017	9,699.203	10,081.717	10,494.624				
		Annual	104,149.305	111,792.200	116,390.430	120,980.600	125,935.485				
Licensed Practical Nurse - Churchill	2015	Hourly	31.466	32.494	33.509	34.744	35.879	37.142	38.464	39.619	40.411
		Monthly	5,283.666	5,456.284	5,626.720	5,834.097	6,024.682	6,236.761	6,458.747	6,652.690	6,785.680
		Annual	63,403.990	65,475.410	67,520.635	70,009.160	72,296.185	74,841.130	77,504.960	79,832.285	81,428.165
Undergraduate Nursing Employee - Churchill	2015	Hourly	31.466								
		Monthly	5,283.666								
		Annual	63,403.990								
Nurse II - Churchill	2015	Hourly	41.102	42.537	43.976	45.475	46.940	48.458	49.427	50.416	51.424
		Monthly	6,901.711	7,142.671	7,384.303	7,636.010	7,882.008	8,136.906	8,299.617	8,465.687	8,634.947
		Annual	82,820.530	85,712.055	88,611.640	91,632.125	94,584.100	97,642.870	99,595.405	101,588.240	103,619.360
Nurse II (20 Year Scale) - Churchill	2015	Hourly	41.924	43.387	44.856	46.386	47.881	49.427	50.416	51.424	
		Monthly	7,039.738	7,285.400	7,532.070	7,788.983	8,040.018	8,299.617	8,465.687	8,634.947	
		Annual	84,476.860	87,424.805	90,384.840	93,467.790	96,480.215	99,595.405	101,588.240	103,619.360	
LPN - CRN - Churchill	2015	Hourly	41.884	43.320	44.791	46.273	47.687	49.187	50.438	51.446	52.475
		Monthly	7,033.022	7,274.150	7,521.155	7,770.008	8,007.442	8,259.317	8,469.381	8,638.641	8,811.427
		Annual	84,396.260	87,289.800	90,253.865	93,240.095	96,089.305	99,111.805	101,632.570	103,663.690	105,737.125
LPN - CRN - Churchill (20 Year Scale)	2015	Hourly	42.722	44.186	45.687	47.198	48.641	50.171	51.447	52.475	
		Monthly	7,173.736	7,419.566	7,671.609	7,925.331	8,167.635	8,424.547	8,638.809	8,811.427	
		Annual	86,084.830	89,034.790	92,059.305	95,103.970	98,011.615	101,094.565	103,665.705	105,737.125	
Nurse III - Churchill	2015	Hourly	42.666	44.103	45.605	47.071	48.432	49.916	51.447	52.476	53.526
		Monthly	7,164.333	7,405.629	7,657.840	7,904.005	8,132.540	8,381.728	8,638.809	8,811.595	8,987.908
		Annual	85,971.990	88,867.545	91,894.075	94,848.065	97,590.480	100,580.740	103,665.705	105,739.140	107,854.890
Nurse III (20 Year Scale) - Churchill	2015	Hourly	43.520	44.987	46.518	48.012	49.401	50.915	52.476	53.526	
		Monthly	7,307.733	7,554.067	7,811.148	8,062.015	8,295.251	8,549.477	8,811.595	8,987.908	
		Annual	87,692.800	90,648.805	93,733.770	96,744.180	99,543.015	102,593.725	105,739.140	107,854.890	
Nurse IV - Churchill	2015	Hourly	44.128	45.762	47.397	49.181	51.224	53.206	55.370	57.625	58.778
		Monthly	7,409.827	7,684.203	7,958.746	8,258.310	8,601.363	8,934.174	9,297.546	9,676.198	9,869.806
		Annual	88,917.920	92,210.430	95,504.955	99,099.715	103,216.360	107,210.090	111,570.550	116,114.375	118,437.670
Nurse IV - (20 Year Scale) - Churchill	2015	Hourly	45.011	46.676	48.344	50.165	52.250	54.271	56.479	58.778	
		Monthly	7,558.097	7,837.678	8,117.763	8,423.540	8,773.646	9,113.005	9,483.765	9,869.806	
		Annual	90,697.165	94,052.140	97,413.160	101,082.475	105,283.750	109,356.065	113,805.185	118,437.670	
Nurse V - Churchill	2015	Hourly	46.581	48.366	50.409	52.391	54.557	56.674	58.884		60.064
		Monthly	7,821.726	8,121.458	8,464.511	8,797.322	9,161.030	9,516.509	9,887.605		10,085.747
		Annual	93,860.715	97,457.490	101,574.135	105,567.865	109,932.355	114,198.110	118,651.260		121,028.960
Nurse V (20 Year Scale) - Churchill	2015	Hourly	47.515	49.333	51.416	53.439	55.646	57.807	60.064		
		Monthly	7,978.560	8,283.833	8,633.603	8,973.299	9,343.891	9,706.759	10,085.747		
		Annual	95,742.725	99,405.995	103,603.240	107,679.585	112,126.690	116,481.105	121,028.960		
Nurse Practitioner - Churchill	2015	Hourly	53.089	56.983	59.325	61.667	64.193				65.475
		Monthly	8,914.528	9,568.395	9,961.656	10,354.917	10,779.075				10,994.344
		Annual	106,974.335	114,820.745	119,539.875	124,259.005	129,348.895				131,932.125
Nurse Practitioner (20 Year Scale) - Churchill	2015	Hourly	54.150	58.123	60.514	62.900	65.475				
		Monthly	9,092.688	9,759.820	10,161.309	10,561.958	10,994.344				
		Annual	109,112.250	117,117.845	121,935.710	126,743.500	131,932.125				
Weekend Worker - Licensed Practical Nurse / ORT I	2015	Hourly	34.539	35.669	36.784	38.140	39.384	40.771	42.224	43.489	44.359
		Monthly	5,799.674	5,989.420	6,176.647	6,404.342	6,613.230	6,846.130	7,090.113	7,302.528	7,448.615
		Annual	69,596.085	71,873.035	74,119.760	76,852.100	79,358.760	82,153.565	85,081.360	87,630.335	89,383.385
Weekend Worker Rates - ORT II	2015	Hourly	36.784	38.140	39.384	40.783	42.076	43.387	44.727	46.069	46.990
		Monthly	6,176.647	6,404.342	6,613.230	6,848.145	7,065.262	7,285.400	7,510.409	7,735.753	7,890.404
		Annual	74,119.760	76,852.100	79,358.760	82,177.745	84,783.140	87,424.805	90,124.905	92,829.035	94,684.850
Weekend Worker - Nurse II	2015	Hourly	45.120	46.695	48.274	49.920	51.529	53.199	54.263	55.348	56.455
		Monthly	7,576.400	7,840.869	8,106.009	8,382.400	8,652.578	8,932.999	9,111.662	9,293.852	9,479.735
		Annual	90,916.800	94,090.425	97,272.110	100,588.800	103,830.935	107,195.985	109,339.945	111,526.220	113,756.825
Weekend Worker - Nurse II (20 Year Scale)	2015	Hourly	46.023	47.628	49.241	50.919	52.560	54.262	55.348	56.455	
		Monthly	7,728.029	7,997.535	8,268.385	8,550.149	8,825.700	9,111.494	9,293.852	9,479.735	
		Annual	92,736.345	95,970.420	99,220.615	102,601.785	105,908.400	109,337.930	111,526.220	113,756.825	
Weekend Worker - LPN - CRN	2015	Hourly	45.978	47.554	49.168	50.795	52.347	53.997	55.370	56.477	57.607

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
		Monthly	7,720.473	7,985.109	8,256.127	8,529.327	8,789.934	9,066.996	9,297.546	9,483.430	9,673.175
		Annual	92,645.670	95,821.310	99,073.520	102,351.925	105,479.205	108,803.955	111,570.550	113,801.155	116,078.105
<b>Weekend Worker - LPN - CRN (20 Year Scale)</b>	2015	Hourly	<b>46.898</b>	<b>48.505</b>	<b>50.151</b>	<b>51.811</b>	<b>53.394</b>	<b>55.077</b>	<b>56.477</b>	<b>57.607</b>	
		Monthly	7,874.956	8,144.798	8,421.189	8,699.930	8,965.743	9,248.346	9,483.430	9,673.175	
		Annual	94,499.470	97,737.575	101,054.265	104,399.165	107,588.910	110,980.155	113,801.155	116,078.105	
<b>Weekend Worker - Nurse III</b>	2015	Hourly	<b>46.834</b>	<b>48.415</b>	<b>50.063</b>	<b>51.671</b>	<b>53.165</b>	<b>54.794</b>	<b>56.476</b>	<b>57.605</b>	<b>58.757</b>
		Monthly	7,864.209	8,129.685	8,406.412	8,676.422	8,927.290	9,200.826	9,483.262	9,672.840	9,866.280
		Annual	94,370.510	97,556.225	100,876.945	104,117.065	107,127.475	110,409.910	113,799.140	116,074.075	118,395.355
<b>Weekend Worker - Nurse III (20 Year Scale)</b>	2015	Hourly	<b>47.771</b>	<b>49.381</b>	<b>51.064</b>	<b>52.705</b>	<b>54.228</b>	<b>55.889</b>	<b>57.606</b>	<b>58.757</b>	
		Monthly	8,021.547	8,291.893	8,574.497	8,850.048	9,105.785	9,384.695	9,673.008	9,866.280	
		Annual	96,258.565	99,502.715	102,893.960	106,200.575	109,269.420	112,616.335	116,076.090	118,395.355	
<b>Weekend Worker - Nurse IV</b>	2015	Hourly	<b>48.440</b>	<b>50.235</b>	<b>52.030</b>	<b>53.988</b>	<b>56.233</b>	<b>58.408</b>	<b>60.783</b>	<b>63.257</b>	<b>64.521</b>
		Monthly	8,133.883	8,435.294	8,736.704	9,065.485	9,442.458	9,807.677	10,206.479	10,621.905	10,834.151
		Annual	97,606.600	101,223.525	104,840.450	108,785.820	113,309.495	117,692.120	122,477.745	127,462.855	130,009.815
<b>Weekend Worker - Nurse IV (20 Year Scale)</b>	2015	Hourly	<b>49.411</b>	<b>51.240</b>	<b>53.071</b>	<b>55.070</b>	<b>57.357</b>	<b>59.575</b>	<b>62.000</b>	<b>64.521</b>	
		Monthly	8,296.930	8,604.050	8,911.505	9,247.171	9,631.196	10,003.635	10,410.833	10,834.151	
		Annual	99,563.165	103,248.600	106,938.065	110,966.050	115,574.355	120,043.625	124,930.000	130,009.815	
<b>Weekend Worker - Nurse V</b>	2015	Hourly	<b>51.134</b>	<b>53.092</b>	<b>55.335</b>	<b>57.512</b>	<b>59.887</b>	<b>62.214</b>	<b>64.638</b>		<b>65.931</b>
		Monthly	8,586.251	8,915.032	9,291.669	9,657.223	10,056.025	10,446.768	10,853.798		11,070.914
		Annual	103,035.010	106,980.380	111,500.025	115,886.680	120,672.305	125,361.210	130,245.570		132,850.965
<b>Weekend Worker - Nurse V (20 Year Scale)</b>	2015	Hourly	<b>52.157</b>	<b>54.154</b>	<b>56.441</b>	<b>58.662</b>	<b>61.085</b>	<b>63.457</b>	<b>65.931</b>		
		Monthly	8,758.030	9,093.359	9,477.385	9,850.328	10,257.190	10,655.488	11,070.914		
		Annual	105,096.355	109,120.310	113,728.615	118,203.930	123,086.275	127,865.855	132,850.965		
<b>Weekend Worker - Licensed Practical Nurse - Chu</b>	2015	Hourly	<b>36.182</b>	<b>37.369</b>	<b>38.536</b>	<b>39.956</b>	<b>41.259</b>	<b>42.713</b>	<b>44.233</b>	<b>45.561</b>	<b>46.472</b>
		Monthly	6,075.561	6,274.878	6,470.837	6,709.278	6,928.074	7,172.225	7,427.458	7,650.451	7,803.423
		Annual	72,906.730	75,298.535	77,650.040	80,511.340	83,136.885	86,066.695	89,129.495	91,805.415	93,641.080
<b>Weekend Worker - Nurse II - Churchill</b>	2015	Hourly	<b>47.269</b>	<b>48.918</b>	<b>50.573</b>	<b>52.296</b>	<b>53.982</b>	<b>55.725</b>	<b>56.842</b>	<b>57.978</b>	<b>59.138</b>
		Monthly	7,937.253	8,214.148	8,492.050	8,781.370	9,064.478	9,357.156	9,544.719	9,735.473	9,930.256
		Annual	95,247.035	98,569.770	101,904.595	105,376.440	108,773.730	112,285.875	114,536.630	116,825.670	119,163.070
<b>Weekend Worker - Nurse II (20 Year Scale) - Churr</b>	2015	Hourly	<b>48.214</b>	<b>49.896</b>	<b>51.585</b>	<b>53.343</b>	<b>55.064</b>	<b>56.842</b>	<b>57.979</b>	<b>59.138</b>	
		Monthly	8,095.934	8,378.370	8,661.981	8,957.179	9,246.163	9,544.719	9,735.640	9,930.256	
		Annual	97,151.210	100,540.440	103,943.775	107,486.145	110,953.960	114,536.630	116,827.685	119,163.070	
<b>Weekend Worker - LPN - CRN - Churchill</b>	2015	Hourly	<b>48.167</b>	<b>49.820</b>	<b>51.510</b>	<b>53.214</b>	<b>54.840</b>	<b>56.563</b>	<b>58.003</b>	<b>59.163</b>	<b>60.346</b>
		Monthly	8,088.042	8,365.608	8,649.388	8,935.518	9,208.550	9,497.870	9,739.670	9,934.454	10,133.099
		Annual	97,056.505	100,387.300	103,792.650	107,226.210	110,502.600	113,974.445	116,876.045	119,213.445	121,597.190
<b>Weekend Worker - LPN - CRN (20 Year Scale) - Ch</b>	2015	Hourly	<b>49.130</b>	<b>50.816</b>	<b>52.540</b>	<b>54.278</b>	<b>55.937</b>	<b>57.694</b>	<b>59.163</b>	<b>60.346</b>	
		Monthly	8,249.746	8,532.853	8,822.342	9,114.181	9,392.755	9,687.784	9,934.454	10,133.099	
		Annual	98,996.950	102,394.240	105,868.100	109,370.170	112,713.055	116,253.410	119,213.445	121,597.190	
<b>Weekend Worker - Nurse III - Churchill</b>	2015	Hourly	<b>49.065</b>	<b>50.721</b>	<b>52.446</b>	<b>54.132</b>	<b>55.698</b>	<b>57.402</b>	<b>59.164</b>	<b>60.347</b>	<b>61.554</b>
		Monthly	8,238.831	8,516.901	8,806.558	9,089.665	9,352.623	9,638.753	9,934.622	10,133.267	10,335.943
		Annual	98,865.975	102,202.815	105,678.690	109,075.980	112,231.470	115,665.030	119,215.460	121,599.205	124,031.310
<b>Weekend Worker - Nurse III (20 Year Scale) - Chur</b>	2015	Hourly	<b>50.045</b>	<b>51.734</b>	<b>53.496</b>	<b>55.214</b>	<b>56.811</b>	<b>58.552</b>	<b>60.346</b>	<b>61.554</b>	
		Monthly	8,403.390	8,687.001	8,982.870	9,271.351	9,539.514	9,831.857	10,133.099	10,335.943	
		Annual	100,840.675	104,244.010	107,794.440	111,256.210	114,474.165	117,982.280	121,597.190	124,031.310	
<b>Weekend Worker - Nurse IV - Churchill</b>	2015	Hourly	<b>50.748</b>	<b>52.628</b>	<b>54.508</b>	<b>56.560</b>	<b>58.908</b>	<b>61.188</b>	<b>63.678</b>	<b>66.267</b>	<b>67.592</b>
		Monthly	8,521.435	8,837.118	9,152.802	9,497.367	9,891.635	10,274.485	10,692.598	11,127.334	11,349.823
		Annual	102,257.220	106,045.420	109,833.620	113,968.400	118,699.620	123,293.820	128,311.170	133,528.005	136,197.880
<b>Weekend Worker - Nurse IV (20 Year Scale) - Churr</b>	2015	Hourly	<b>51.763</b>	<b>53.680</b>	<b>55.599</b>	<b>57.692</b>	<b>60.087</b>	<b>62.413</b>	<b>64.950</b>	<b>67.592</b>	
		Monthly	8,691.870	9,013.767	9,335.999	9,687.448	10,089.609	10,480.183	10,906.188	11,349.823	
		Annual	104,302.445	108,165.200	112,031.985	116,249.380	121,075.305	125,762.195	130,874.250	136,197.880	
<b>Weekend Worker - Nurse V - Churchill</b>	2015	Hourly	<b>53.569</b>	<b>55.621</b>	<b>57.970</b>	<b>60.250</b>	<b>62.739</b>	<b>65.176</b>	<b>67.718</b>		<b>69.070</b>
		Monthly	8,995.128	9,339.693	9,734.129	10,116.979	10,534.924	10,944.137	11,370.981		11,598.004
		Annual	107,941.535	112,076.315	116,809.550	121,403.750	126,419.085	131,329.640	136,451.770		139,176.050
<b>Weekend Worker - Nurse V (20 Year Scale) - Churr</b>	2015	Hourly	<b>54.640</b>	<b>56.733</b>	<b>59.129</b>	<b>61.453</b>	<b>63.992</b>	<b>66.479</b>	<b>69.070</b>		
		Monthly	9,174.967	9,526.416	9,928.745	10,318.983	10,745.323	11,162.932	11,598.004		
		Annual	110,099.600	114,316.995	119,144.935	123,827.795	128,943.880	133,955.185	139,176.050		

<sup>1</sup> Eligibility for the 20 Year increment is determined in accordance with Article 2105.