

**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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	20 Year	
Nursing Instructor 2 - Mental Health	1885	Hourly	35.100	36.288	37.639	39.000	40.433	41.935	43.553	45.264	46.975	47.916
		Monthly	5,513.625	5,700.240	5,912.460	6,126.250	6,351.350	6,587.290	6,841.450	7,110.220	7,378.990	7,526.805
		Annual	66,163.500	68,402.880	70,949.515	73,515.000	76,216.205	79,047.475	82,097.405	85,322.640	88,547.875	90,321.660
Nursing Instructor 3 - Mental Health	1885	Hourly	36.288	37.627	38.954	40.362	41.783	43.308	44.939	46.614	48.395	49.363
		Monthly	5,700.240	5,910.575	6,119.024	6,340.198	6,563.413	6,802.965	7,059.168	7,322.283	7,602.048	7,754.105
		Annual	68,402.880	70,926.895	73,428.290	76,082.370	78,760.955	81,635.580	84,710.015	87,867.390	91,224.575	93,049.255
Nurse Educator	1885	Hourly	38.035	39.421	40.840	42.377	44.146	45.857	47.708	49.641		50.635
		Monthly	5,974.665	6,192.382	6,415.283	6,656.720	6,934.601	7,203.370	7,494.132	7,797.774		7,953.915
		Annual	71,695.975	74,308.585	76,983.400	79,880.645	83,215.210	86,440.445	89,929.580	93,573.285		95,446.975
Nurse II	1885	Hourly	38.606	39.953	41.305	42.713	44.089	45.519				46.428
		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)	1885	Hourly	39.379	40.752	42.131	43.568	44.971	46.428				
		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 IV	1885	Hourly	41.448	42.982	44.519	46.194	48.114	49.975	51.925			52.963
		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)	1885	Hourly	42.277	43.841	45.409	47.118	49.076	50.976	52.963			
		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 V	1885	Hourly	43.752	45.428	47.347	49.208	51.241	53.232	55.307			56.414
		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)	1885	Hourly	44.626	46.335	48.294	50.193	52.266	54.296	56.414			
		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			
Nurse Practitioner	1885	Hourly	49.863	53.521	55.723	57.921	60.293					61.499
		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
Nurse Practitioner (20 Year Scale)	1885	Hourly	50.859	54.591	56.836	59.079	61.499					
		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					
Weekend Worker - Nurse II	1885	Hourly	44.397	45.946	47.501	49.120	50.704	52.347				53.394
		Monthly	6,974.083	7,217.394	7,461.545	7,715.939	7,964.791	8,222.879				8,387.270
		Annual	83,688.995	86,608.730	89,538.540	92,591.265	95,577.495	98,674.550				100,647.235
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	45.285	46.865	48.451	50.103	51.718	53.394				
		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				
Weekend Worker - Nurse IV	1885	Hourly	47.664	49.430	51.196	53.123	55.331	57.472	59.713			60.906
		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
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	48.619	50.418	52.220	54.186	56.337	58.621	60.906			
		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			
Weekend Worker - Nurse V	1885	Hourly	50.314	52.240	54.448	56.590	58.928	61.216	63.602			64.874
		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
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	51.321	53.286	55.537	57.722	60.106	62.440	64.874			
		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			

¹ 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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	20 Year	
Nursing Instructor 2 - Mental Health	1885	Hourly	35.539	36.742	38.109	39.488	40.938	42.459	44.097	45.830	47.562	48.515
		Monthly	5,582.585	5,771.556	5,986.289	6,202.907	6,430.678	6,669.601	6,926.904	7,199.129	7,471.198	7,620.898
		Annual	66,991.015	69,258.670	71,835.465	74,434.880	77,168.130	80,035.215	83,122.845	86,389.550	89,654.370	91,450.775
Nursing Instructor 3 - Mental Health	1885	Hourly	36.742	38.097	39.441	40.867	42.305	43.849	45.501	47.197	49.000	49.980
		Monthly	5,771.556	5,984.404	6,195.524	6,419.525	6,645.410	6,887.947	7,147.449	7,413.862	7,697.083	7,851.025
		Annual	69,258.670	71,812.845	74,346.285	77,034.295	79,744.925	82,655.365	85,769.385	88,966.345	92,365.000	94,212.300
Nurse Educator	1885	Hourly	38.510	39.914	41.351	42.907	44.698	46.430	48.304	50.262		51.268
		Monthly	6,049.279	6,269.824	6,495.553	6,739.975	7,021.311	7,293.379	7,587.753	7,895.323		8,053.348
		Annual	72,591.350	75,237.890	77,946.635	80,879.695	84,255.730	87,520.550	91,053.040	94,743.870		96,640.180
Nurse II	1885	Hourly	39.088	40.452	41.821	43.246	44.641	46.087				47.009
		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)	1885	Hourly	39.870	41.262	42.658	44.112	45.534	47.009				
		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 IV	1885	Hourly	41.967	43.520	45.076	46.772	48.716	50.599	52.574			53.625
		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)	1885	Hourly	42.805	44.390	45.976	47.707	49.690	51.613	53.625			
		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 V	1885	Hourly	44.299	45.995	47.939	49.822	51.881	53.897	55.999			57.119
		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)	1885	Hourly	45.184	46.915	48.898	50.821	52.919	54.975	57.119			
		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			
Nurse Practitioner	1885	Hourly	50.486	54.190	56.420	58.645	61.046					62.267
		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
Nurse Practitioner (20 Year Scale)	1885	Hourly	51.495	55.273	57.547	59.817	62.267					
		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					
Weekend Worker - Nurse II	1885	Hourly	44.952	46.520	48.094	49.734	51.338	53.001				54.061
		Monthly	7,061.232	7,307.565	7,554.739	7,812.323	8,064.366	8,325.644				8,492.050
		Annual	84,734.780	87,690.785	90,656.865	93,747.875	96,772.390	99,907.730				101,904.595
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	45.851	47.450	49.057	50.730	52.364	54.061				
		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				
Weekend Worker - Nurse IV	1885	Hourly	48.260	50.048	51.836	53.787	55.022	58.190	60.460			61.668
		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
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	49.227	51.048	52.873	54.864	57.143	59.353	61.668			
		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			
Weekend Worker - Nurse V	1885	Hourly	50.943	52.893	55.129	57.298	59.664	61.982	64.398			65.686
		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
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	51.962	53.952	56.231	58.444	60.857	63.221	65.686			
		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			

¹ 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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	20 Year	
Nursing Instructor 2 - Mental Health	1885	Hourly	36.037	37.256	38.643	40.041	41.511	43.053	44.714	46.472	48.228	49.194
		Monthly	5,660.812	5,852.297	6,070.171	6,289.774	6,520.686	6,762.909	7,023.824	7,299.977	7,575.815	7,727.558
		Annual	67,929.745	70,227.560	72,842.055	75,477.285	78,248.235	81,154.905	84,285.890	87,599.720	90,909.780	92,730.690
Nursing Instructor 3 - Mental Health	1885	Hourly	37.256	38.630	39.993	41.439	42.897	44.463	46.138	47.858	49.686	50.680
		Monthly	5,852.297	6,068.129	6,282.234	6,509.376	6,738.404	6,984.396	7,247.511	7,517.694	7,804.843	7,960.983
		Annual	70,227.560	72,817.550	75,386.805	78,112.515	80,860.845	83,812.755	86,970.130	90,212.330	93,658.110	95,531.800
Nurse Educator	1885	Hourly	39.049	40.473	41.930	43.508	45.324	47.080	48.980	50.966		51.986
		Monthly	6,133.947	6,357.634	6,586.504	6,834.382	7,119.645	7,395.483	7,693.942	8,005.909		8,166.134
		Annual	73,607.365	76,291.605	79,038.050	82,012.580	85,435.740	88,745.800	92,327.300	96,070.910		97,993.610
Nurse II	1885	Hourly	39.635	41.018	42.407	43.851	45.266	46.733				47.667
		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)	1885	Hourly	40.428	41.839	43.256	44.730	46.171	47.667				
		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 IV	1885	Hourly	42.554	44.129	45.707	47.427	49.398	51.308	53.310			54.375
		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)	1885	Hourly	43.404	45.011	46.620	48.375	50.386	52.335	54.375			
		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 V	1885	Hourly	44.919	46.639	48.610	50.520	52.607	54.652	56.782			57.919
		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)	1885	Hourly	45.817	47.571	49.582	51.533	53.660	55.744	57.919			
		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			
Nurse Practitioner	1885	Hourly	51.193	54.949	57.210	59.465	61.902					63.140
		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
Nurse Practitioner (20 Year Scale)	1885	Hourly	52.216	56.047	58.353	60.654	63.140					
		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					
Weekend Worker - Nurse II	1885	Hourly	45.582	47.171	48.767	50.430	52.056	53.743				54.818
		Monthly	7,160.135	7,409.827	7,660.526	7,921.637	8,177.206	8,442.178				8,610.935
		Annual	85,921.615	88,917.920	91,926.315	95,059.640	98,126.470	101,306.140				103,331.215
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	46.494	48.114	49.743	51.440	53.098	54.818				
		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				
Weekend Worker - Nurse IV	1885	Hourly	48.935	50.748	52.562	54.540	56.807	59.005	61.306			62.531
		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
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	49.916	51.764	53.613	55.632	57.942	60.184	62.531			
		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			
Weekend Worker - Nurse V	1885	Hourly	51.656	53.634	55.900	58.099	60.499	62.850	65.299			66.605
		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
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	52.690	54.708	57.018	59.261	61.709	64.106	66.605			
		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			

¹ 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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	20 Year	
Nursing Instructor 2 - Mental Health	1885	Hourly	36.217	37.442	38.836	40.241	41.719	43.268	44.938	46.704	48.469	49.440
		Monthly	5,689.087	5,881.514	6,100.488	6,321.190	6,553.360	6,796.682	7,059.011	7,336.420	7,613.672	7,766.200
		Annual	68,269.045	70,578.170	73,205.860	75,854.285	78,640.315	81,560.180	84,708.130	88,037.040	91,364.065	93,194.400
Nursing Instructor 3 - Mental Health	1885	Hourly	37.442	38.823	40.193	41.646	43.111	44.685	46.369	48.097	49.934	50.933
		Monthly	5,881.514	6,098.446	6,313.650	6,541.893	6,772.020	7,019.269	7,283.797	7,555.237	7,843.799	8,000.725
		Annual	70,578.170	73,181.355	75,763.805	78,502.710	81,264.235	84,231.225	87,405.565	90,662.845	94,125.590	96,008.705
Nurse Educator	1885	Hourly	39.244	40.675	42.140	43.726	45.551	47.315	49.225	51.221		52.246
		Monthly	6,164.578	6,389.365	6,619.492	6,868.626	7,155.303	7,432.398	7,732.427	8,045.965		8,206.976
		Annual	73,974.940	76,672.375	79,433.900	82,423.510	85,863.635	89,188.775	92,789.125	96,551.585		98,483.710
Nurse II	1885	Hourly	39.833	41.224	42.619	44.070	45.493	46.967				47.906
		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)	1885	Hourly	40.630	42.049	43.472	44.953	46.402	47.906				
		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 IV	1885	Hourly	42.767	44.349	45.936	47.664	49.445	51.565	53.577			54.647
		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)	1885	Hourly	43.621	45.236	46.853	48.617	50.638	52.597	54.647			
		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 V	1885	Hourly	45.143	46.872	48.853	50.773	52.870	54.926	57.067			58.208
		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)	1885	Hourly	46.046	47.809	49.830	51.790	53.928	56.023	58.208			
		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			
Nurse Practitioner	1885	Hourly	51.448	53.224	55.149	57.163	59.222	61.222				63.455
		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)	1885	Hourly	52.477	54.327	56.345	58.458	60.658	63.455				
		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					
Weekend Worker - Nurse II	1885	Hourly	45.809	47.408	49.011	50.682	52.316	54.012				55.091
		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)	1885	Hourly	46.726	48.355	49.992	51.697	53.363	55.091				
		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 IV	1885	Hourly	49.180	51.001	52.825	54.812	57.091	59.300	61.613			62.843
		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
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	50.165	52.022	53.881	55.910	58.232	60.485	62.843			
		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			
Weekend Worker - Nurse V	1885	Hourly	51.914	53.903	56.179	58.390	60.802	63.164	65.625			66.939
		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
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	52.953	54.981	57.303	59.557	62.018	64.427	66.939			
		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			

¹ 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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	20 Year	
Nursing Instructor 2 - Mental Health	1885	Hourly	36.652	37.891	39.302	40.724	42.220	43.787	45.477	47.264	49.051	50.033
		Monthly	5,757.418	5,952.045	6,173.689	6,397.062	6,632.058	6,878.208	7,143.679	7,424.387	7,705.095	7,859.350
		Annual	69,089.020	71,424.535	74,084.270	76,764.740	79,584.700	82,538.495	85,724.145	89,092.640	92,461.135	94,312.205
Nursing Instructor 3 - Mental Health	1885	Hourly	37.891	39.289	40.675	42.146	43.628	45.221	46.925	48.674	50.533	51.544
		Monthly	5,952.045	6,171.647	6,389.365	6,620.434	6,853.232	7,103.465	7,371.135	7,645.874	7,937.892	8,096.703
		Annual	71,424.535	74,059.765	76,672.375	79,445.210	82,238.780	85,241.585	88,453.625	91,750.490	95,254.705	97,160.440
Nurse Educator	1885	Hourly	39.715	41.163	42.646	44.251	46.098	47.883	49.816	51.836		52.873
		Monthly	6,238.565	6,466.021	6,698.976	6,951.095	7,241.228	7,521.621	7,825.263	8,142.572		8,305.467
		Annual	74,862.775	77,592.255	80,387.710	83,413.135	86,894.730	90,259.455	93,903.160	97,710.860		99,665.605
Nurse II ⁽²⁾	1885	Hourly	40.311	41.719	43.130	44.599	46.039	47.530	48.481			49.450
		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) ⁽²⁾	1885	Hourly	41.118	42.553	43.993	45.493	46.959	48.481	49.450			
		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			
Nurse IV ⁽³⁾	1885	Hourly	43.280	44.882	46.487	48.236	50.240	52.184	54.307	56.517		57.647
		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 Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	20 Year
Nurse IV (20 Year Scale) ⁽³⁾	1885	Hourly	44.145	45.780	47.415	49.200	51.245	53.228	55.392	57.647	
		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	
Nurse V	1885	Hourly	45.685	47.434	49.439	51.382	53.505	55.585	57.752		58.906
		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)	1885	Hourly	46.598	48.384	50.427	52.411	54.575	56.696	58.906		
		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		
Nurse Practitioner	1885	Hourly	52.066	55.887	58.186	60.480	62.958				64.216
		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)	1885	Hourly	53.106	57.003	59.348	61.689	64.216				
		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				
Weekend Worker - Nurse II ⁽²⁾	1885	Hourly	46.359	47.976	49.599	51.290	52.944	54.659	55.753		56.868
		Monthly	7,282.210	7,536.268	7,791.165	8,056.810	8,316.577	8,586.083	8,757.862		8,932.999
		Annual	87,386.520	90,435.215	93,493.985	96,681.715	99,798.920	103,032.995	105,094.340		107,195.985
Weekend Worker - Nurse II (20 Year Scale) ⁽²⁾	1885	Hourly	47.287	48.935	50.592	52.317	54.003	55.752	56.868		
		Monthly	7,427.962	7,686.889	7,947.160	8,218.178	8,482.982	8,757.694	8,932.999		
		Annual	89,135.540	92,242.670	95,365.920	98,618.130	101,795.785	105,092.325	107,195.985		
Weekend Worker - Nurse IV ⁽³⁾	1885	Hourly	49.770	51.614	53.459	55.470	57.777	60.012	62.452	64.994	66.293
		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) ⁽³⁾	1885	Hourly	50.767	52.647	54.528	56.581	58.931	61.211	63.702	66.293	
		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	1885	Hourly	52.538	54.549	56.854	59.090	61.532	63.922	66.413		67.741
		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)	1885	Hourly	53.588	55.641	57.990	60.273	62.762	65.199	67.741		
		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		

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

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

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