

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	27.645	28.550	29.444	30.529	31.523	32.635	33.797	34.473
		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	29.444	30.529	31.523	32.644	33.679	34.729	35.801	36.517
		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	36.115	37.375	38.640	39.957	41.245	42.582		43.433
		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	36.838	38.123	39.413	40.757	42.070	43.433		
		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	37.488	38.752	40.072	41.360	42.555	43.858	45.204	46.108
		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	38.237	39.527	40.873	42.187	43.406	44.736	46.108	
		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	36.766	37.999	39.315	40.572	41.737	42.994	44.333	45.219
		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	2015	Hourly	38.774	40.209	41.647	43.214	45.010	46.751	48.575	49.546
		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	2015	Hourly	39.549	41.013	42.479	44.078	45.910	47.687	49.546	
		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	38.774	40.209	41.647	43.214	45.010	46.751	48.653	50.633
		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	39.549	41.013	42.479	44.078	45.910	47.687	49.626	51.646
		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	40.845	43.194	45.787	48.378	50.969	53.560		54.631
		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	41.662	44.058	46.703	49.345	51.988	54.631		
		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	40.929	42.497	44.292	46.033	47.935	49.798	51.739	52.774
		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	41.747	43.346	45.178	46.955	48.894	50.793	52.774	
		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	46.646	50.068	52.128	54.184	56.403			57.531
		Monthly	7,832.641	8,407.252	8,753.160	9,098.397	9,471.004			9,660.414

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
	Annual	93,991.690	100,887.020	105,037.920	109,180.760	113,652.045				115,924.965

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	47.578	51.069	53.169	55.267	57.531				
		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				
Nurse Practitioner	2015	Hourly	46.646	50.068	52.128	54.184	56.403			57.531	
		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)	2015	Hourly	47.578	51.069	53.169	55.267	57.531				
		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				
Licensed Practical Nurse - Churchill	2015	Hourly	28.963	29.910	30.845	31.982	33.025	34.189	35.406		36.114
		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
Nurse II - Churchill	2015	Hourly	37.835	39.155	40.480	41.860	43.209	44.605			45.497
		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
Nurse II (20 Year Scale) - Churchill	2015	Hourly	38.591	39.938	41.290	42.697	44.074	45.497			
		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			
Nurse III - Churchill	2015	Hourly	39.273	40.597	41.979	43.329	44.581	45.947	47.357		48.303
		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
Nurse III (20 Year Scale) - Churchill	2015	Hourly	40.059	41.409	42.820	44.196	45.473	46.867	48.303		
		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		
Nurse IV - Churchill	2015	Hourly	40.620	42.124	43.630	45.272	47.152	48.978	50.887		51.905
		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
Nurse IV (20 Year Scale) - Churchill	2015	Hourly	41.433	42.966	44.502	46.177	48.096	49.958	51.905		
		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		
Nurse V - Churchill	2015	Hourly	42.878	44.520	46.401	48.225	50.218	52.169	54.202		55.287
		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
Nurse V (20 Year Scale) - Churchill	2015	Hourly	43.736	45.411	47.328	49.190	51.222	53.212	55.287		
		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		
Nurse Practitioner - Churchill	2015	Hourly	48.867	52.453	54.609	56.764	59.088				60.270
		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
Nurse Practitioner (20 Year Scale) - Churchill	2015	Hourly	49.844	53.502	55.702	57.899	60.270				
		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				
Weekend Worker - Licensed Practical Nurse / ORT I	2015	Hourly	31.793	32.833	33.860	35.107	36.253	37.529	38.866		39.643
		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
Weekend Worker Rates - ORT II	2015	Hourly	33.860	35.107	36.253	37.540	38.730	39.938	41.170		41.994
		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
Weekend Worker - Nurse II	2015	Hourly	41.533	42.982	44.436	45.951	47.433	48.970			49.949
		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)	2015	Hourly	42.363	43.841	45.325	46.871	48.381	49.949			
		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			

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	Hourly	43.111	44.565	46.082	47.563	48.938	50.438	51.985	53.025	
		Monthly	7,239.055	7,483.206	7,737.936	7,986.620	8,217.506	8,469.381	8,729.148	8,903.781	
		Annual	86,868.665	89,798.475	92,855.230	95,839.445	98,610.070	101,632.570	104,749.775	106,845.375	
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	43.973	45.456	47.004	48.515	49.917	51.446	53.025		
		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		
Weekend Worker - Nurse IV	2015	Hourly	44.589	46.241	47.893	49.696	51.761	53.764	55.861	56.977	
		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)	2015	Hourly	45.482	47.165	48.851	50.690	52.796	54.839	56.977		
		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 IV-HSC	2015	Hourly	44.589	46.241	47.893	49.696	51.761	53.764	55.951	58.228	59.392
		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	9,972.907
		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	119,674.880
Weekend Worker - Nurse IV-HSC (20 Year Scale)	2015	Hourly	45.482	47.165	48.851	50.690	52.796	54.839	57.070	59.392	
		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	
Weekend Worker - Nurse V	2015	Hourly	47.068	48.870	50.935	52.939	55.126	57.267	59.499	60.689	
		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)	2015	Hourly	48.010	49.848	51.954	53.988	56.228	58.412	60.689		
		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		
Weekend Worker - Licensed Practical Nurse - Chu	2015	Hourly	33.306	34.397	35.472	36.780	37.979	39.317	40.717	41.532	
		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	
Weekend Worker - Nurse II - Churchill	2015	Hourly	43.510	45.029	46.552	48.139	49.691	51.295		52.321	
		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	
Weekend Worker - Nurse II (20 Year Scale) - Churc	2015	Hourly	44.380	45.929	47.483	49.102	50.685	52.321			
		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			
Weekend Worker - Nurse III - Churchill	2015	Hourly	45.164	46.687	48.277	49.828	51.269	52.839	54.460	55.549	
		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	
Weekend Worker - Nurse III (20 Year Scale) - Chur	2015	Hourly	46.067	47.621	49.242	50.825	52.295	53.896	55.549		
		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		
Weekend Worker - Nurse IV - Churchill	2015	Hourly	46.713	48.442	50.174	52.063	54.225	56.324	58.520	59.691	
		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	
Weekend Worker - Nurse IV (20 Year Scale) - Chur	2015	Hourly	47.647	49.411	51.178	53.104	55.310	57.451	59.691		
		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		
Weekend Worker - Nurse V - Churchill	2015	Hourly	49.310	51.198	53.361	55.460	57.751	59.994	62.333	63.579	
		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	
Weekend Worker - Nurse V (20 Year Scale) - Chur	2015	Hourly	50.296	52.222	54.428	56.568	58.905	61.193	63.579		
		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		

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	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	27.991	28.907	29.812	30.911	31.917	33.043	34.219	34.904
		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	29.812	30.911	31.917	33.052	34.100	35.163	36.249	36.973
		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	36.566	37.842	39.123	40.456	41.761	43.114		43.976
		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	37.298	38.600	39.906	41.266	42.596	43.976		
		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	37.957	39.236	40.573	41.877	43.087	44.406	45.769	46.684
		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	38.715	40.021	41.384	42.714	43.949	45.295	46.684	
		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	37.226	38.474	39.806	41.079	42.259	43.531	44.887	45.784
		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	2015	Hourly	39.259	40.712	42.168	43.754	45.573	47.335	49.182	50.165
		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	2015	Hourly	40.043	41.526	43.010	44.629	46.484	48.283	50.165	
		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	39.259	40.712	42.168	43.754	45.573	47.335	49.261	51.266
		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	40.043	41.526	43.010	44.629	46.484	48.283	50.246	52.292
		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	41.356	43.734	46.359	48.983	51.606	54.230		55.314
		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	42.183	44.609	47.287	49.962	52.638	55.314		
		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	41.441	43.028	44.846	46.608	48.534	50.420	52.386	53.434
		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	42.269	43.888	45.743	47.542	49.505	51.428	53.434	
		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	47.229	50.694	52.780	54.861	57.108			58.250

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
	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 Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	48.173	51.707	53.834	55.958	58.250				
		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				
Nurse Practitioner	2015	Hourly	47.229	50.694	52.780	54.861	57.108			58.250	
		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)	2015	Hourly	48.173	51.707	53.834	55.958	58.250				
		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				
Licensed Practical Nurse - Churchill	2015	Hourly	29.325	30.284	31.231	32.382	33.438	34.616	35.849		36.565
		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
Nurse II - Churchill	2015	Hourly	38.308	39.644	40.986	42.383	43.749	45.163			46.066
		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
Nurse II (20 Year Scale) - Churchill	2015	Hourly	39.073	40.437	41.806	43.231	44.625	46.066			
		Monthly	6,561.008	6,790.046	7,019.924	7,259.205	7,493.281	7,735.249			
		Annual	78,732.095	81,480.555	84,239.090	87,110.465	89,919.375	92,822.990			
Nurse III - Churchill	2015	Hourly	39.764	41.104	42.504	43.871	45.138	46.521	47.949		48.907
		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
Nurse III (20 Year Scale) - Churchill	2015	Hourly	40.560	41.927	43.355	44.748	46.041	47.453	48.907		
		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		
Nurse IV - Churchill	2015	Hourly	41.128	42.651	44.175	45.838	47.741	49.590	51.523		52.554
		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
Nurse IV (20 Year Scale) - Churchill	2015	Hourly	41.951	43.503	45.058	46.754	48.697	50.582	52.554		
		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		
Nurse V - Churchill	2015	Hourly	43.414	45.077	46.981	48.828	50.846	52.821	54.880		55.978
		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
Nurse V (20 Year Scale) - Churchill	2015	Hourly	44.283	45.979	47.920	49.805	51.862	53.877	55.978		
		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		
Nurse Practitioner - Churchill	2015	Hourly	49.478	53.109	55.292	57.474	59.827				61.023
		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
Nurse Practitioner (20 Year Scale) - Churchill	2015	Hourly	50.467	54.171	56.398	58.623	61.023				
		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				
Weekend Worker - Licensed Practical Nurse / ORT I	2015	Hourly	32.190	33.243	34.283	35.546	36.706	37.998	39.352		40.139
		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
Weekend Worker Rates - ORT II	2015	Hourly	34.283	35.546	36.706	38.009	39.214	40.437	41.685		42.519
		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
Weekend Worker - Nurse II	2015	Hourly	42.052	43.519	44.991	46.525	48.026	49.582			50.573
		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)	2015	Hourly	42.893	44.389	45.892	47.457	48.986	50.573			
		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			

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	Hourly	43.650	45.122	46.658	48.158	49.550	51.068	52.635	53.688	
		Monthly	7,329.563	7,576.736	7,834.656	8,086.531	8,320.271	8,575.168	8,838.294	9,015.110	
		Annual	87,954.750	90,920.830	94,015.870	97,038.370	99,843.250	102,902.020	106,059.525	108,181.320	
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	44.523	46.024	47.592	49.121	50.541	52.089	53.688		
		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		
Weekend Worker - Nurse IV	2015	Hourly	45.146	46.819	48.492	50.317	52.408	54.436	56.559	57.689	
		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)	2015	Hourly	46.051	47.755	49.462	51.324	53.456	55.524	57.689		
		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 IV-HSC	2015	Hourly	45.146	46.819	48.492	50.317	52.408	54.436	56.550	58.956	60.134
		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	10,097.501
		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	121,170.010
Weekend Worker - Nurse IV-HSC (20 Year Scale)	2015	Hourly	46.051	47.755	49.462	51.324	53.456	55.524	57.783	60.134	
		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	
Weekend Worker - Nurse V	2015	Hourly	47.656	49.481	51.572	53.601	55.815	57.983	60.243	61.448	
		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)	2015	Hourly	48.610	50.471	52.603	54.673	56.931	59.142	61.448		
		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		
Weekend Worker - Licensed Practical Nurse - Chu	2015	Hourly	33.722	34.827	35.915	37.240	38.454	39.808	41.226	42.051	
		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	
Weekend Worker - Nurse II - Churchill	2015	Hourly	44.054	45.592	47.134	48.741	50.312	51.936	53.612	52.975	
		Monthly	7,397.401	7,655.657	7,914.584	8,184.426	8,448.223	8,720.920	8,995.385	8,895.385	
		Annual	88,768.810	91,867.880	94,975.010	98,213.115	101,378.680	104,651.040	107,945.625	106,744.625	
Weekend Worker - Nurse II (20 Year Scale) - Churc	2015	Hourly	44.935	46.503	48.077	49.716	51.319	52.975			
		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			
Weekend Worker - Nurse III - Churchill	2015	Hourly	45.729	47.271	48.880	50.451	51.910	53.499	55.141	56.243	
		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	
Weekend Worker - Nurse III (20 Year Scale) - Chur	2015	Hourly	46.643	48.216	49.858	51.460	52.949	54.570	56.243		
		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		
Weekend Worker - Nurse IV - Churchill	2015	Hourly	47.297	49.048	50.801	52.714	54.903	57.028	59.252	60.437	
		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	
Weekend Worker - Nurse IV (20 Year Scale) - Chur	2015	Hourly	48.243	50.029	51.818	53.768	56.001	58.169	60.437		
		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		
Weekend Worker - Nurse V - Churchill	2015	Hourly	49.926	51.838	54.028	56.153	58.473	60.744	63.112	64.374	
		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	
Weekend Worker - Nurse V (20 Year Scale) - Chur	2015	Hourly	50.925	52.875	55.108	57.275	59.641	61.958	64.374		
		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		

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	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	28.383	29.312	30.229	31.344	32.364	33.506	34.698	35.393
		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	30.229	31.344	32.364	33.515	34.577	35.655	36.756	37.491
		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	37.078	38.372	39.671	41.022	42.346	43.718		44.592
		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	37.820	39.140	40.465	41.844	43.192	44.592		
		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	38.488	39.785	41.141	42.463	43.690	45.028	46.410	47.338
		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	39.257	40.581	41.963	43.312	44.564	45.929	47.338	
		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	37.747	39.013	40.363	41.654	42.851	44.140	45.515	46.425
		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	2015	Hourly	39.809	41.282	42.758	44.367	46.211	47.998	49.871	50.867
		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	2015	Hourly	40.604	42.107	43.612	45.254	47.135	48.959	50.867	
		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	39.809	41.282	42.758	44.367	46.211	47.998	49.951	51.984
		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
		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
Nurse IV - HSC (20 Year Scale)	2015	Hourly	40.604	42.107	43.612	45.254	47.135	48.959	50.949	53.024
		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	41.935	44.346	47.008	49.669	52.328	54.989		56.088
		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	42.774	45.234	47.949	50.661	53.375	56.088		
		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	42.021	43.630	45.474	47.261	49.213	51.126	53.119	54.182
		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	42.861	44.502	46.383	48.208	50.198	52.148	54.182	
		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	47.890	51.404	53.519	55.629	57.908			59.066
		Monthly	8,041.529	8,631.588	8,986.732	9,341.036	9,723.718			9,918.166

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
	Annual	96,498.350	103,579.060	107,840.785	112,092.435	116,684.620				119,017.990

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	48.847	52.431	54.588	56.741	59.066				
		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				
Nurse Practitioner	2015	Hourly	47.890	51.404	53.519	55.629	57.908			59.066	
		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)	2015	Hourly	48.847	52.431	54.588	56.741	59.066				
		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				
Licensed Practical Nurse - Churchill	2015	Hourly	29.736	30.708	31.668	32.835	33.906	35.101	36.351		37.077
		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
Nurse II - Churchill	2015	Hourly	38.844	40.199	41.560	42.976	44.361	45.795			46.711
		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
Nurse II (20 Year Scale) - Churchill	2015	Hourly	39.620	41.003	42.391	43.836	45.250	46.711			
		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			
Nurse III - Churchill	2015	Hourly	40.321	41.679	43.099	44.485	45.770	47.172	48.620		49.592
		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
Nurse III (20 Year Scale) - Churchill	2015	Hourly	41.128	42.514	43.962	45.374	46.686	48.117	49.592		
		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		
Nurse IV - Churchill	2015	Hourly	41.704	43.248	44.793	46.480	48.409	50.284	52.244		53.290
		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
Nurse IV (20 Year Scale) - Churchill	2015	Hourly	42.538	44.112	45.689	47.409	49.379	51.290	53.290		
		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		
Nurse V - Churchill	2015	Hourly	44.022	45.708	47.639	49.512	51.558	53.560	55.648		56.762
		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
Nurse V (20 Year Scale) - Churchill	2015	Hourly	44.903	46.623	48.591	50.502	52.588	54.631	56.762		
		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		
Nurse Practitioner - Churchill	2015	Hourly	50.171	53.853	56.066	58.279	60.665				61.877
		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
Nurse Practitioner (20 Year Scale) - Churchill	2015	Hourly	51.174	54.929	57.188	59.444	61.877				
		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				
Weekend Worker - Licensed Practical Nurse / ORT I	2015	Hourly	32.641	33.708	34.763	36.044	37.220	38.530	39.903		40.701
		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
Weekend Worker Rates - ORT II	2015	Hourly	34.763	36.044	37.220	38.541	39.763	41.003	42.269		43.114
		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
Weekend Worker - Nurse II	2015	Hourly	42.641	44.128	45.621	47.176	48.698	50.276			51.281
		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)	2015	Hourly	43.494	45.010	46.534	48.121	49.672	51.281			
		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			

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	Hourly	44.261	45.754	47.311	48.832	50.244	51.783	53.372	54.440	
		Monthly	7,432.160	7,682.859	7,944.305	8,199.707	8,436.805	8,695.229	8,962.048	9,141.383	
		Annual	89,185.915	92,194.310	95,331.665	98,396.480	101,241.660	104,342.745	107,544.580	109,696.600	
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	45.146	46.668	48.258	49.809	51.249	52.818	54.440		
		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		
Weekend Worker - Nurse IV	2015	Hourly	45.778	47.474	49.171	51.021	53.142	55.198	57.351	58.497	
		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)	2015	Hourly	46.696	48.424	50.154	52.043	54.204	56.301	58.497		
		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 IV-HSC	2015	Hourly	45.778	47.474	49.171	51.021	53.142	55.198	57.443	59.781	60.976
		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	10,238.887
		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	122,866.640
Weekend Worker - Nurse IV-HSC (20 Year Scale)	2015	Hourly	46.696	48.424	50.154	52.043	54.204	56.301	58.592	60.976	
		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	
Weekend Worker - Nurse V	2015	Hourly	48.323	50.174	52.294	54.351	56.596	58.795	61.086	62.308	
		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)	2015	Hourly	49.291	51.178	53.339	55.438	57.728	59.970	62.308		
		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		
Weekend Worker - Licensed Practical Nurse - Chu	2015	Hourly	34.194	35.315	36.418	37.761	38.992	40.365	41.803	42.640	
		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	
Weekend Worker - Nurse II - Churchill	2015	Hourly	44.671	46.230	47.794	49.423	51.016	52.663	53.717		
		Monthly	7,501.005	7,762.788	8,025.409	8,298.945	8,566.437	8,842.995	9,019.980	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	108,239.755	
Weekend Worker - Nurse II (20 Year Scale) - Churc	2015	Hourly	45.564	47.154	48.750	50.412	52.037	53.717			
		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			
Weekend Worker - Nurse III - Churchill	2015	Hourly	46.369	47.933	49.564	51.157	52.637	54.248	55.913	57.030	
		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	
Weekend Worker - Nurse III (20 Year Scale) - Chur	2015	Hourly	47.296	48.891	50.556	52.180	53.690	55.334	57.030		
		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		
Weekend Worker - Nurse IV - Churchill	2015	Hourly	47.959	49.735	51.512	53.452	55.672	57.826	60.082	61.283	
		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	
Weekend Worker - Nurse IV (20 Year Scale) - Chur	2015	Hourly	48.918	50.729	52.543	54.521	56.785	58.983	61.283		
		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		
Weekend Worker - Nurse V - Churchill	2015	Hourly	50.625	52.564	54.784	56.939	59.292	61.594	63.996	65.275	
		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	
Weekend Worker - Nurse V (20 Year Scale) - Chur	2015	Hourly	51.638	53.615	55.880	58.077	60.476	62.825	65.275		
		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		

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	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	28.525	29.459	30.380	31.501	32.526	33.674	34.871	35.570
		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	30.380	31.501	32.526	33.683	34.750	35.833	36.940	37.678
		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	37.263	38.564	39.869	41.227	42.558	43.937		44.815
		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	38.009	39.336	40.667	42.053	43.408	44.815		
		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	38.680	39.984	41.347	42.675	43.908	45.253	46.642	47.575
		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	39.453	40.784	42.173	43.529	44.787	46.159	47.575	
		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	37.936	39.208	40.565	41.862	43.065	44.361	45.743	46.657
		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	2015	Hourly	40.008	41.488	42.972	44.589	46.442	48.238	50.120	51.121
		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	2015	Hourly	40.807	42.318	43.830	45.480	47.371	49.204	51.121	
		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	40.008	41.488	42.972	44.589	46.442	48.238	50.201	52.244
		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	40.807	42.318	43.830	45.480	47.371	49.204	51.204	53.289
		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	42.145	44.568	47.243	49.917	52.590	55.264		56.368
		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	42.988	45.460	48.189	50.914	53.642	56.368		
		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	42.231	43.848	45.701	47.497	49.459	51.382	53.385	54.453
		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	43.075	44.725	46.615	48.449	50.449	52.409	54.453	
		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	48.129	51.661	53.787	55.907	58.198			59.361
		Monthly	8,081.661	8,674.743	9,031.734	9,387.717	9,772.414			9,967.701

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
	Annual	96,979.935	104,096.915	108,380.805	112,652.605	117,268.970				119,612.415

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	49.091	52.693	54.861	57.025	59.361				
		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	48.129	51.661	53.787	55.907	58.198			59.361	
		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	49.091	52.693	54.861	57.025	59.361				
		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	29.885	30.862	31.826	32.999	34.076	35.277	36.533		37.262
		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	39.038	40.400	41.768	43.191	44.583	46.024			46.945
		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	39.818	41.208	42.603	44.055	45.476	46.945			
		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	40.523	41.887	43.314	44.707	45.999	47.408	48.863		49.840
		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	41.334	42.727	44.182	45.601	46.919	48.358	49.840		
		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	41.913	43.464	45.017	46.712	48.651	50.535	52.505		53.556
		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	42.751	44.333	45.917	47.646	49.626	51.546	53.556		
		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	44.242	45.937	47.877	49.760	51.816	53.828	55.926		57.046
		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	45.128	46.856	48.834	50.755	52.851	54.904	57.046		
		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	50.422	54.122	56.346	58.570	60.968				62.186
		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	51.430	55.204	57.474	59.741	62.186				
		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	32.804	33.877	34.937	36.224	37.406	38.723	40.103		40.905
		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	34.937	36.224	37.406	38.734	39.962	41.208	42.480		43.330
		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	42.854	44.349	45.849	47.412	48.941	50.527			51.537
		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	43.711	45.235	46.767	48.362	49.920	51.537			
		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			

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	Hourly	44.482	45.983	47.548	49.076	50.495	52.042	53.639		54.712
		Monthly	7,469.269	7,721.312	7,984.102	8,240.678	8,478.952	8,738.719	9,006.882		9,187.057
		Annual	89,631.230	92,655.745	95,809.220	98,888.140	101,747.425	104,864.630	108,082.585		110,244.680
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	45.372	46.901	48.499	50.058	51.505	53.082	54.712		
		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		
Weekend Worker - Nurse IV	2015	Hourly	46.007	47.711	49.417	51.276	53.408	55.474	57.638		58.789
		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)	2015	Hourly	46.929	48.666	50.405	52.303	54.475	56.583	58.789		
		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 IV-HSC	2015	Hourly	46.007	47.711	49.417	51.276	53.408	55.474	57.730	60.080	61.281
		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	10,290.101
		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	123,481.215
Weekend Worker - Nurse IV-HSC (20 Year Scale)	2015	Hourly	46.929	48.666	50.405	52.303	54.475	56.583	58.885	61.281	
		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	
Weekend Worker - Nurse V	2015	Hourly	48.565	50.425	52.555	54.623	56.879	59.089	61.391		62.620
		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)	2015	Hourly	49.537	51.434	53.606	55.715	58.017	60.270	62.620		
		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		
Weekend Worker - Licensed Practical Nurse - Chu	2015	Hourly	34.365	35.492	36.600	37.950	39.187	40.567	42.012		42.853
		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
Weekend Worker - Nurse II - Churchill	2015	Hourly	44.894	46.461	48.033	49.670	51.271	52.926			53.986
		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
Weekend Worker - Nurse II (20 Year Scale) - Churc	2015	Hourly	45.792	47.390	48.994	50.664	52.297	53.986			
		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			
Weekend Worker - Nurse III - Churchill	2015	Hourly	46.601	48.173	49.812	51.413	52.900	54.519	56.193		57.315
		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
Weekend Worker - Nurse III (20 Year Scale) - Chur	2015	Hourly	47.532	49.135	50.809	52.441	53.958	55.611	57.315		
		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		
Weekend Worker - Nurse IV - Churchill	2015	Hourly	48.199	49.984	51.770	53.719	55.950	58.115	60.382		61.589
		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
Weekend Worker - Nurse IV (20 Year Scale) - Chur	2015	Hourly	49.163	50.983	52.806	54.794	57.069	59.278	61.589		
		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		
Weekend Worker - Nurse V - Churchill	2015	Hourly	50.878	52.827	55.058	57.224	59.588	61.902	64.316		65.601
		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
Weekend Worker - Nurse V (20 Year Scale) - Chur	2015	Hourly	51.896	53.883	56.159	58.367	60.778	63.139	65.601		
		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		

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	20 Year	
Licensed Practical Nurse ⁽²⁾ ORT I	2015	Hourly	28.867	29.813	30.745	31.879	32.916	34.078	35.289	36.348	37.075
		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	28.867								
		Monthly	4,847.250								
		Annual	58,167.005								
ORT II ⁽²⁾	2015	Hourly	30.745	31.879	32.916	34.087	35.167	36.263	37.383	38.504	39.274
		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 ⁽³⁾	2015	Hourly	37.710	39.027	40.347	41.722	43.069	44.464	45.353		46.260
		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) ⁽³⁾	2015	Hourly	38.465	39.808	41.155	42.558	43.929	45.353	46.260		
		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	38.427	39.746	41.095	42.455	43.752	45.130	46.278	47.203	48.147
		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	39.196	40.541	41.917	43.304	44.627	46.033	47.204	48.147	
		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 ⁽⁴⁾	2015	Hourly	39.144	40.464	41.843	43.187	44.435	45.796	47.202	48.146	49.109
		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) ⁽⁴⁾	2015	Hourly	39.926	41.273	42.679	44.051	45.324	46.713	48.146	49.109	
		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	38.391	39.678	41.052	42.364	43.582	44.893	46.292	47.218	48.162
		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 ⁽⁵⁾	2015	Hourly	40.488	41.986	43.488	45.124	46.999	48.817	50.803	52.871	53.928
		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) ⁽⁵⁾	2015	Hourly	41.297	42.826	44.356	46.026	47.939	49.794	51.818	53.928	
		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	42.651	45.103	47.810	50.516	53.221	55.927			57.044
		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	43.504	46.006	48.767	51.525	54.286	57.044			
		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	42.738	44.374	46.249	48.067	50.053	51.999	54.026		55.106
		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	43.592	45.262	47.174	49.030	51.054	53.038	55.106		
		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	48.707	52.281	54.432	56.578	58.896				60.073

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
	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	49.680	53.325	55.519	57.709	60.073			
		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 Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Nurse Practitioner	2015	Hourly	48.707	52.281	54.432	56.578	58.896			60.073	
		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	49.680	53.325	55.519	57.709	60.073				
		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				
Licensed Practical Nurse - Churchill ⁽²⁾	2015	Hourly	30.244	31.232	32.208	33.395	34.485	35.700	36.971	38.080	38.842
		Monthly	5,078.472	5,244.373	5,408.260	5,607.577	5,790.606	5,994.625	6,208.047	6,394.267	6,522.219
		Annual	60,941.660	62,932.480	64,899.120	67,290.925	69,487.275	71,935.500	74,496.565	76,731.200	78,266.630
Undergraduate Nursing Employee - Churchill	2015	Hourly	30.244								
		Monthly	5,078.472								
		Annual	60,941.660								
Nurse II - Churchill ⁽³⁾	2015	Hourly	39.506	40.885	42.269	43.709	45.118	46.576	47.508	48.458	
		Monthly	6,633.716	6,865.273	7,097.670	7,339.470	7,576.064	7,820.887	7,977.385	8,136.906	
		Annual	79,604.590	82,383.275	85,172.035	88,073.635	90,912.770	93,850.640	95,728.620	97,642.870	
Nurse II (20 Year Scale) - Churchill ⁽³⁾	2015	Hourly	40.296	41.702	43.114	44.584	46.022	47.508	48.458		
		Monthly	6,766.370	7,002.461	7,239.559	7,486.397	7,727.861	7,977.385	8,136.906		
		Annual	81,196.440	84,029.530	86,874.710	89,836.760	92,734.330	95,728.620	97,642.870		
LPN - CRN - Churchill	2015	Hourly	40.258	41.638	43.052	44.476	45.835	47.277	48.479	49.448	50.437
		Monthly	6,759.989	6,991.714	7,229.148	7,468.262	7,696.460	7,938.596	8,140.432	8,303.143	8,469.213
		Annual	81,119.870	83,900.570	86,749.780	89,619.140	92,357.525	95,263.155	97,685.185	99,637.720	101,630.555
LPN - CRN - Churchill (20 Year Scale)	2015	Hourly	41.063	42.471	43.913	45.366	46.752	48.223	49.449	50.437	
		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	
		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	
Nurse III - Churchill ⁽⁴⁾	2015	Hourly	41.009	42.390	43.834	45.243	46.551	47.977	49.449	50.438	51.447
		Monthly	6,886.095	7,117.988	7,360.459	7,597.054	7,816.689	8,056.138	8,303.311	8,469.381	8,638.809
		Annual	82,633.135	85,415.850	88,325.510	91,164.645	93,800.265	96,673.655	99,639.735	101,632.570	103,665.705
Nurse III (20 Year Scale) - Churchill ⁽⁴⁾	2015	Hourly	41.830	43.240	44.712	46.148	47.482	48.938	50.438	51.447	
		Monthly	7,023.954	7,260.717	7,507.890	7,749.018	7,973.019	8,217.506	8,469.381	8,638.809	
		Annual	84,287.450	87,128.600	90,094.680	92,988.220	95,676.230	98,610.070	101,632.570	103,665.705	
Nurse IV - Churchill ⁽⁵⁾	2015	Hourly	42.415	43.985	45.557	47.272	49.235	51.140	53.220	55.387	56.495
		Monthly	7,122.185	7,385.815	7,649.780	7,937.757	8,267.377	8,587.258	8,936.525	9,300.400	9,486.452
		Annual	85,466.225	88,629.775	91,797.355	95,253.080	99,208.525	103,047.100	107,238.300	111,604.805	113,837.425
Nurse IV - (20 Year Scale) - Churchill ⁽⁵⁾	2015	Hourly	43.263	44.864	46.467	48.217	50.221	52.164	54.286	56.495	
		Monthly	7,264.579	7,533.413	7,802.584	8,096.438	8,432.943	8,759.205	9,115.524	9,486.452	
		Annual	87,174.945	90,400.960	93,631.005	97,157.255	101,195.315	105,110.460	109,386.290	113,837.425	
Nurse V - Churchill	2015	Hourly	44.773	46.488	48.452	50.357	52.438	54.474	56.597	57.731	
		Monthly	7,518.133	7,806.110	8,135.898	8,455.780	8,805.214	9,147.093	9,503.580	9,693.997	
		Annual	90,217.595	93,673.320	97,630.780	101,469.355	105,662.570	109,765.110	114,042.955	116,327.965	
Nurse V (20 Year Scale) - Churchill	2015	Hourly	45.670	47.418	49.420	51.364	53.485	55.563	57.731		
		Monthly	7,668.754	7,962.273	8,298.442	8,624.872	8,981.023	9,329.954	9,693.997		
		Annual	92,025.050	95,547.270	99,581.300	103,498.460	107,772.275	111,959.445	116,327.965		
Nurse Practitioner - Churchill	2015	Hourly	51.027	54.771	57.022	59.273	61.700			62.932	
		Monthly	8,568.284	9,196.964	9,574.944	9,952.925	10,360.458			10,567.332	
		Annual	102,819.405	110,363.565	114,899.330	119,435.095	124,325.500			126,807.980	
Nurse Practitioner (20 Year Scale) - Churchill	2015	Hourly	52.047	55.866	58.164	60.458	62.932				
		Monthly	8,739.559	9,380.833	9,766.705	10,151.906	10,567.332				
		Annual	104,874.705	112,569.990	117,200.460	121,822.870	126,807.980				
Weekend Worker - Licensed Practical Nurse / ⁽²⁾ ORT I	2015	Hourly	33.198	34.284	35.356	36.659	37.855	39.188	40.584	41.800	42.636
		Monthly	5,574.498	5,756.855	5,936.862	6,155.657	6,356.485	6,580.318	6,814.730	7,018.917	7,159.295
		Annual	66,893.970	69,082.260	71,242.340	73,867.885	76,277.825	78,963.820	81,776.760	84,227.000	85,911.540
Weekend Worker Rates - ORT II ⁽²⁾	2015	Hourly	35.356	36.659	37.855	39.199	40.442	41.702	42.990	44.280	45.166
		Monthly	5,936.862	6,155.657	6,356.485	6,582.165	6,790.886	7,002.461	7,218.738	7,435.350	7,584.124

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
	Annual	71,242.340	73,867.885	76,277.825	78,985.985	81,490.630	84,029.530	86,624.850	89,224.200	91,009.490
Weekend Worker - Nurse II ⁽³⁾	2015	Hourly	43.368	44.881	46.399	47.981	49.528	51.133	52.156	53.199
		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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Weekend Worker - Nurse II (20 Year Scale) ⁽⁵⁾	2015	Hourly	44.236	45.778	47.328	48.942	50.519	52.155	53.199		
		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 - LPN - CRN	2015	Hourly	44.192	45.708	47.259	48.823	50.315	51.900	53.220	54.284	55.370
		Monthly	7,420.573	7,675.135	7,935.574	8,198.195	8,448.727	8,714.875	8,936.525	9,115.188	9,297.546
		Annual	89,046.880	92,101.620	95,226.885	98,378.345	101,384.725	104,578.500	107,238.300	109,382.260	111,570.550
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	45.076	46.622	48.204	49.799	51.321	52.938	54.284	55.370	
		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	
		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	
Weekend Worker - Nurse III ⁽⁴⁾	2015	Hourly	45.016	46.535	48.119	49.665	51.101	52.667	54.283	55.368	56.475
		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) ⁽⁴⁾	2015	Hourly	45.916	47.464	49.081	50.659	52.123	53.719	55.369	56.475	
		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 ⁽⁵⁾	2015	Hourly	46.559	48.284	50.010	51.891	54.049	56.140	58.423	60.801	62.016
		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) ⁽⁵⁾	2015	Hourly	47.492	49.250	51.010	52.931	55.129	57.262	59.592	62.016	
		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	49.148	51.030	53.186	55.278	57.562	59.798	62.128		63.371
		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	50.131	52.051	54.249	56.384	58.713	60.993	63.371		
		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	34.777	35.918	37.039	38.405	39.657	41.054	42.516	43.792	44.668
		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 ⁽³⁾	2015	Hourly	45.433	47.019	48.609	50.266	51.886	53.561	54.634		55.727
		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) - Churc	2015	Hourly	46.342	47.959	49.582	51.272	52.925	54.634	55.727		
		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	46.297	47.885	49.510	51.148	52.711	54.367	55.751	56.866	58.003
		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) - Chu	2015	Hourly	47.223	48.843	50.500	52.171	53.765	55.454	56.866	58.003	
		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 ⁽³⁾	2015	Hourly	47.160	48.751	50.410	52.030	53.535	55.173	56.867	58.004	59.164
		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	48.102	49.725	51.419	53.070	54.605	56.278	58.003	59.164	
		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 ⁽⁵⁾	2015	Hourly	48.777	50.584	52.391	54.364	56.621	58.812	61.205	63.694	64.968
		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	49.753	51.595	53.440	55.452	57.754	59.989	62.427	64.968	
		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	

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
	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	51.489	53.461	55.719	57.911	60.303	62.645	65.088	66.388
	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) - Churn	2015	Hourly	52.519	54.530	56.833	59.067	61.507	63.897	66.388	
	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		

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

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

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

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

⁵ 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	29.444	30.409	31.360	32.517	33.574	34.760	35.995	37.075	37.817
		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	29.444								
		Monthly	4,944.138								
		Annual	59,329.660								
ORT II	2015	Hourly	31.360	32.517	33.574	34.769	35.870	36.988	38.131	39.274	40.059
		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 ⁽²⁾	2015	Hourly	38.464	39.808	41.154	42.556	43.930	45.353	46.260	47.185	48.129
		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) ⁽³⁾	2015	Hourly	39.234	40.604	41.978	43.409	44.808	46.260	47.185	48.129	
		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	39.196	40.541	41.917	43.304	44.627	46.033	47.204	48.147	49.110
		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	39.980	41.352	42.755	44.170	45.520	46.954	48.148	49.110	
		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	39.927	41.273	42.680	44.051	45.324	46.712	48.146	49.109	50.091
		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	40.725	42.098	43.533	44.932	46.230	47.647	49.109	50.091	
		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	39.159	40.472	41.873	43.211	44.454	45.791	47.218	48.162	49.125
		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	41.298	42.826	44.358	46.026	47.939	49.793	51.819	53.928	55.007
		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	42.123	43.683	45.243	46.947	48.898	50.790	52.854	55.007	
		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	43.504	46.005	48.766	51.526	54.285	57.046			58.185
		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	44.374	46.926	49.742	52.556	55.372	58.185			
		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	43.593	45.261	47.174	49.028	51.054	53.039	55.107		56.208
		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	44.464	46.167	48.117	50.011	52.075	54.099	56.208		
		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	49.681	53.327	55.521	57.710	60.074				61.274

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
ORT I	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 ⁽²⁾	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

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Weekend Worker - Nurse II (20 Year Scale) ⁽²⁾	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	
		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	
Weekend Worker - Nurse III	2015	Hourly	45.916	47.466	49.081	50.658	52.123	53.720	55.369	56.475	57.605
		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
		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
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	46.834	48.413	50.063	51.672	53.165	54.793	56.476	57.605	
		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	
		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	
Weekend Worker - Nurse IV	2015	Hourly	47.490	49.250	51.010	52.929	55.130	57.263	59.591	62.017	63.256
		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
		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
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	48.442	50.235	52.030	53.990	56.232	58.407	60.784	63.256	
		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	
		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	
Weekend Worker - Nurse V	2015	Hourly	50.131	52.051	54.250	56.384	58.713	60.994	63.371	64.638	
		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	
		Annual	101,013.965	104,882.765	109,313.750	113,613.760	118,306.695	122,902.910	127,692.565	130,245.570	
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	51.134	53.092	55.334	57.512	59.887	62.213	64.638		
		Monthly	8,586.251	8,915.032	9,291.501	9,657.223	10,056.025	10,446.600	10,853.798		
		Annual	103,035.010	106,980.380	111,498.010	115,886.680	120,672.305	125,359.195	130,245.570		
Weekend Worker - Licensed Practical Nurse - Chu	2015	Hourly	35.473	36.636	37.780	39.173	40.450	41.875	43.366	44.668	45.561
		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
		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
Weekend Worker - Nurse II - Churchill ⁽²⁾	2015	Hourly	46.342	47.959	49.581	51.271	52.924	54.632	55.727	56.841	57.978
		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
		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
Weekend Worker - Nurse II (20 Year Scale) - Churc	2015	Hourly	47.269	48.918	50.574	52.297	53.984	55.727	56.842	57.978	
		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	
		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	
Weekend Worker - LPN - CRN - Churchill	2015	Hourly	47.223	48.843	50.500	52.171	53.765	55.454	56.866	58.003	59.163
		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
		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
Weekend Worker - LPN - CRN (20 Year Scale) - Chi	2015	Hourly	48.167	49.820	51.510	53.214	54.840	56.563	58.003	59.163	
		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	
		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	
Weekend Worker - Nurse III - Churchill	2015	Hourly	48.103	49.726	51.418	53.071	54.606	56.276	58.004	59.164	60.347
		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
		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
Weekend Worker - Nurse III (20 Year Scale) - Chur	2015	Hourly	49.064	50.720	52.447	54.131	55.697	57.404	59.163	60.347	
		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	
		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	
Weekend Worker - Nurse IV - Churchill	2015	Hourly	49.753	51.596	53.439	55.451	57.753	59.988	62.429	64.968	66.267
		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
		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
Weekend Worker - Nurse IV (20 Year Scale) - Churr	2015	Hourly	50.748	52.627	54.509	56.561	58.909	61.189	63.676	66.267	
		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	
		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	

Nurse Classification	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Weekend Worker - Nurse V - Churchill	2015	Hourly	52.519	54.530	56.833	59.069	61.509	63.898	66.390		67.716
		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
		Annual	105,825.785	109,877.950	114,518.495	119,024.035	123,940.635	128,754.470	133,775.850		136,447.740
Weekend Worker - Nurse V (20 Year Scale) - Churi	2015	Hourly	53.569	55.621	57.970	60.248	62.737	65.175	67.716		
		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		

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

² 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	30.033	31.017	31.987	33.167	34.245	35.455	36.715	37.817	38.573
		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	30.033								
		Monthly	5,043.041								
		Annual	60,516.495								
ORT II	2015	Hourly	31.987	33.167	34.245	35.464	36.587	37.728	38.894	40.059	40.860
		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	39.233	40.604	41.977	43.407	44.809	46.260	47.185	48.129	49.092
		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) ⁽⁵⁾	2015	Hourly	40.019	41.416	42.818	44.277	45.704	47.185	48.129	49.092	
		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	39.980	41.352	42.755	44.170	45.520	46.954	48.148	49.110	50.092
		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	40.780	42.179	43.610	45.053	46.430	47.893	49.111	50.092	
		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	40.726	42.098	43.534	44.932	46.230	47.646	49.109	50.091	51.093
		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	41.540	42.940	44.404	45.831	47.155	48.600	50.091	51.093	
		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	39.942	41.281	42.710	44.075	45.343	46.707	48.162	49.125	50.108
		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	42.124	43.683	45.245	46.947	48.898	50.789	52.855	55.007	56.107
		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	42.965	44.557	46.148	47.886	49.876	51.806	53.911	56.107	
		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	44.374	46.925	49.741	52.557	55.371	58.187			59.349
		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	45.261	47.865	50.737	53.607	56.479	59.349			
		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	44.465	46.166	48.117	50.009	52.075	54.100	56.209		57.332
		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	45.353	47.090	49.079	51.011	53.117	55.181	57.332		
		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	50.675	54.394	56.631	58.864	61.275				62.499
		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	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				

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
	Annual	104,149.305	111,792.200	116,390.430	120,980.600	125,935.485				

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Nurse Practitioner ⁽²⁾	2015	Hourly	50.675	54.394	56.631	58.864	61.275	63.113		64.375	
		Monthly	8,509.177	9,133.659	9,509.289	9,884.247	10,289.094	10,597.725		10,809.635	
		Annual	102,110.125	109,603.910	114,111.465	118,610.960	123,469.125	127,172.695		129,715.625	
Nurse Practitioner (20 Year Scale)	2015	Hourly	51.687	55.480	57.762	60.040	62.499	64.375			
		Monthly	8,679.109	9,316.017	9,699.203	10,081.717	10,494.624	10,809.635			
		Annual	104,149.305	111,792.200	116,390.430	120,980.600	125,935.485	129,715.625			
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 ⁽²⁾	2015	Hourly	53.089	56.983	59.325	61.667	64.193	66.119		67.441	
		Monthly	8,914.528	9,568.395	9,961.656	10,354.917	10,779.075	11,102.482		11,324.468	
		Annual	106,974.335	114,820.745	119,539.875	124,259.005	129,348.895	133,229.785		135,893.615	
Nurse Practitioner (20 Year Scale) - Churchill	2015	Hourly	54.150	58.123	60.514	62.900	65.475	67.441			
		Monthly	9,092.688	9,759.820	10,161.309	10,561.958	10,994.344	11,324.468			
		Annual	109,112.250	117,117.845	121,935.710	126,743.500	131,932.125	135,893.615			
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

Nurse Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
		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
Weekend Worker - Nurse V - Churchill	2015	Hourly	53.569	55.621	57.970	60.250	62.739	65.176	67.718	69.070
		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
Weekend Worker - Nurse V (20 Year Scale) - Churchill	2015	Hourly	54.640	56.733	59.129	61.453	63.992	66.479	69.070	
		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	

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

² New 'Year 5' Step-on-Scale for Nurse Practitioner Effective April 1, 2023