

Manitoba Nurses Union

Contract Interpretation Manual

April 1, 2017 to March 31, 2024



A COMMITMENT TO CARING

IMPORTANT - PLEASE READ

INTRODUCTION

This manual is to assist Regional/Worksite Presidents who must interpret and/or apply the Central Table Collective Agreements. The manual is not the “final word” on the subjects it addresses. The Collective Agreement remains the legal binding document, but is subject to interpretation, precedent as a result of grievance resolution or other agreement between Employer and Union (MNU Central) or arbitration ruling. Interpretation may differ from that presented herein, particularly as this is a Collective Agreement with a number of new and/or modified provisions. We have endeavoured to interpret clauses so that they reflect the intent of the language when it was negotiated. Where no interpretation is given, the contract language is self-explanatory.

As interpretation is solidified, adapted by agreement or arbitration ruling, or as the Collective Agreement changes so will the manual - remaining reflective of the **intent**, and practical application, of the language contained in the Agreement.

Remember, this is not the final word and we may not have covered every possible situation. We, therefore, advise you to proceed with some caution. If you are unsure of the answer(s) to your question, please contact your Labour Relations Officer.

HOW TO USE THIS MANUAL

Each section of language contained in the MNU Collective Agreement is contained herein and is shown in **green**. The base Collective Agreement used is Interlake-Eastern. The following colour legend is used to reflect a difference from the foregoing language where there is a specific site or Employer exemption/variation:

- **Pink- NHREO (Northern)**
- **Blue- SHEO (Shared Health)**
- **Red- WCHREO (Winnipeg Churchill)**
- **Purple- PMHREO (Prairie Mountain)**
- **Orange- SHREO (Southern Health)**

Following each clause is a brief explanation of the language and perhaps an example or two of the application of the language. When searching for answers, look up the "issues" in the index; cross referencing is often necessary when dealing with problems.

Where there are references to "attachments" - these are numbered and are at the back of the manual.

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PREAMBLE

Statement of intent and philosophy is to be used as a guide to interpret other provisions in the Collective Agreement.

WHEREAS, it is the desire of both parties to this Agreement to recognize a mutual obligation to provide the best possible quality of health care through the successful operation of the Health Care Organization; and recognizing that some Employers are Faith based; and to maintain harmonious relationships between the Employers and the members of the Union; and to recognize the value of joint discussion and negotiation in matters related to working conditions; and

Expresses the obligation to provide the best possible quality of health care. This provision should be addressed within NAC and/or IAC presentations or at discussions relating to quality of nursing care.

Expresses the obligation to maintain harmonious relationships between the Employer and the Union related to all working conditions. This should be used as a guidepost in any discussions.

WHEREAS, the Employers Organization and the Union have agreed to enter into a Collective Agreement containing terms and conditions of employment of the nurses as herein set forth;

WHEREAS, the Employers Organization recognizes the responsibility to secure nurses from risks to their safety, health and welfare arising out of or in connection with the activities in their workplaces, the Employers will comply with their responsibilities in accordance with Section 2(2) of The Workplace Safety and Health Act.

Expresses the obligation of the Employer under the Workplace Safety and Health Act. Nurses are guaranteed under the legislation the right to know about hazards, the right to participate in safety discussions and committees, the right to be free from discrimination and the right to refuse dangerous work.

Excerpt from the current Workplace Safety and Health Act Specific objects and purposes

- 2(2)** Without limiting the generality of subsection (1), the objects and purposes of this Act include
- (a) the promotion and maintenance of the highest degree of physical, mental and social well-being of workers;

- (b) *the prevention among workers of ill health caused by their working conditions;*
- (c) *the protection of workers in their employment from factors promoting ill health;*
- (d) *the placing and maintenance of workers in an occupational environment adapted to their physiological and psychological condition; and*
- (e) *the promotion of workers' rights*
 - (i) *to know about safety and health hazards in their workplaces,*
 - (ii) *to participate in safety and health activities at their workplaces,*
 - (iii) *to refuse dangerous work, and*
 - (iv) *to work without being subject to reprisal.*

The [Workplace Safety and Health Act and Regulations](#) are available on line.

NOW, THEREFORE, the Employers Organization and the Union mutually covenant and agree as follows:

The Union and the Employer have agreed to all of the terms and conditions of the Collective Agreement and, as such, both parties are obligated to uphold the provisions of same.

ARTICLE 1 -- SCOPE OF RECOGNITION

101 The Employers Organization recognizes the Union as sole bargaining agent for nurses in the bargaining unit defined in the Health Section Bargaining Unit Review Act Certificate issued under Health Sector Bargaining Unit Restructuring Act (HSBURA) (*nos. specific to each bargaining unit/Collective Agreement*).

This clause incorporates by reference a description of the bargaining unit. Reference should be made to this provision as well as definitions (301) and Appendix "C" whenever bargaining unit work is an issue.

This clause reflects the principles of the Labour Relations Act which sets out the Union as the sole bargaining agent. The purpose of this is to ensure that the Union members have the right to collective representation through their Union as the designated bargaining agent.

The Local/Worksite Executive (Regional/Direct Operations or non-transferred Worksite) is considered the in situ representative of the Local/Worksite. As a result of HSBURA changes to the bargaining unit, only MNU central office representatives can enter into, or approve agreements with the Employer for that bargaining unit. Such agreements are conducted in collaboration with the Local/Worksite Executive. The worksite unit is not the bargaining agent nor representative of the entire bargaining unit.

An individual Union member or a worksite unit cannot make any agreement with the Employer which changes the terms of the Collective Agreement to affect the bargaining unit, or themselves, unless the Collective Agreement clearly provides for such agreements to be made.

A nurse with the same Employer must be “in” or “out” of scope but not both.

ARTICLE 2 - DURATION

201 This Collective Agreement shall be in full force and effect from the 1st day of April, 2017, up to and including the 31st day of March, 2024.

This clause determines the effective date and expiry date of the Collective Agreement. (7-year agreement ratified on October 14, 2021) Not all provisions herein are fully retroactive to the effective date (April 1, 2017) of this Agreement. Any questions as to which elements are or are not fully retroactive should be directed to your Labour Relations Officer.

202 Either party to this Collective Agreement desiring to terminate this Collective Agreement or renegotiate a new Agreement, shall give notice to the other party in writing at least ninety (90) days prior to the expiration date of the Collective Agreement and present its proposals in writing at a meeting between the parties, within thirty (30) days following such notice. If notice is not given as above, the Collective Agreement shall be automatically renewed without change for a further period of one (1) year.

A mechanism is provided here for the “opening” of the Collective Agreement by either the MNU or the Employer and negotiating its terms either in whole or in part.

The process for “opening” is clearly defined in the language above stating that written notice is given by either party to the other indicating that they wish to open the Collective Agreement (i.e. negotiate to arrive at a new Collective Agreement). Such notice must be given, in writing, at least 90 days before the date the Collective Agreement expires.

*Within the 30 days after the notice to open the Collective Agreement is received, the parties **meet** to exchange their proposals to the Collective Agreement unless a later date is mutually agreed.*

In the event that either party does not serve notice to negotiate the Collective Agreement within the specified time period, the current Collective Agreement may have to continue for another one year - without change to any of its provisions. The expiry may have to be moved to the next year in the same month and on the same day as the contract stipulates in 201.

203 The provisions of this Agreement shall continue in effect following the expiry date until replaced by a new Agreement, or until the declaration of a strike or lockout, whichever occurs first.

This provision mandates that the Collective Agreement continues in effect and only ends when a new/revised Collective Agreement is ratified or the Union goes on strike or the Employer locks out the nurses. This clause is commonly known as a “bridging clause”.

ARTICLE 3 -- DEFINITIONS

301 A "nurse" is a Registered Nurse, or a Nurse Practitioner (Registered Nurse Extended Practice) or a Licensed Practical Nurse, or a Registered Psychiatric Nurse, or a graduate nurse, or a graduate nurse extended practice or a graduate practical nurse, or a graduate psychiatric nurse, or Operating Room Technician who is employed by the Employer in one of the occupational classifications described in Appendix "C" attached hereto and forming part of this Agreement, subject to Article 3807 herein.

We have given a definition to the term “nurse” as used in this Collective Agreement. This provision does not preclude a nurse from working in more than one occupational classification at the same time. The term “nurse” is also applicable to an Operating Room

Technician or an Undergraduate Nursing Employee where this classification is included in the bargaining unit.

302 Employment status of nurses shall be defined as:

A status is established for nurses according to the working hours and conditions of their employment.

- (a) A "full-time nurse" is one who works the full prescribed hours of work specified in Article 14.

*Full-time nurses are those nurses who are **hired to work** full-time hours as specified in the Collective Agreement (see Article 14 in your Collective Agreement – full-time hours of work consist of 2015 annual hours (e.g. 7.75 hour shift equates to 2015 full time annual hours).*

- (b) A "part-time nurse" is one who works on a regular and continuing basis for less than the full prescribed hours as specified in Article 14 but not less than seven and three-quarter (7.75) hours per bi-weekly period when averaged over a four (4) week period.

*A part-time nurse will be **assigned and committed** to work regularly scheduled shifts on a continuing basis and the EFT must be confirmed in writing at the time of commencing employment or the position (see Article 3401).*

- (c) A "casual nurse" is one called in occasionally by the Employer to replace a full-time or part-time nurse or to supplement regular staff coverage in situations of unforeseen staff shortage.

Casual nurses do not derive their status from the number of hours they work – they do not have guaranteed hours of work.

Casuals are called in on an occasional basis. They are called in for the specific purpose of replacing a full or part-time nurse or they may be called in if the workload temporarily increases. Shifts assigned to casuals are not guaranteed nor are casual nurses obligated to work shifts that they have previously accepted.

303 "Weekend" shall mean the 48 hour period between 0001 hours on the Saturday to 2400 hours on the following Sunday.

*The weekend is Saturday and Sunday which is the period from **at or about** 0001 hours Saturday to **at or about** 2400 hours Sunday. (48 hour period) This does not impact 8 hour night shifts that commence between 2300 – 2400 hours.*

304 "Bi-weekly period" as used herein shall mean the two (2) weeks constituting a pay period.

A bi-weekly period, for the purposes of this Collective Agreement commences at the beginning of the pay period and terminates at the end of the pay period, with the elapsed time between those two points being two (2) weeks.

305 The provisions of this Collective Agreement are intended to be gender neutral and gender inclusive. A word used in the singular applies also in the plural, unless the context otherwise requires.

This simply allows for the exchange of references to gender, without having to insert the pronoun in the text of the Collective Agreement. Also, the singular may be taken to be plural in a situation where reference is being made to more than one nurse, etc. This alleviates the need for the Collective Agreement to contain both singular and plural.

306 A "Registered Nurse" or a "Nurse Practitioner" (Registered Nurse Extended Practice) is a person entitled to practice under the Regulated Health Professions Act of Manitoba.

307 A "Licensed Practical Nurse" is a person entitled to practice under the Licensed Practical Nurses' Act of Manitoba.

308 A "Registered Psychiatric Nurse" is a person entitled to practice under the Regulated Health Professions Act of Manitoba.

The above clauses 306, 307 and 308 define the designations Registered Nurse, Nurse Practitioner, Registered Psychiatric Nurse and Licensed Practical Nurse by referencing the respective Acts which govern the practice of such persons. Thus, in order for a person to hold themselves out as either a RN, NP, RPN or LPN they must comply with the requirements set forth in the respective Acts.

309 An “Operating Room Technician” shall mean a person who has graduated from a formal course in Operating Room Technology approved by the Employer.

Operating Room Technicians are considered members of the bargaining unit as identified in HSBURA.

310 A “graduate nurse” means a person whose name is entered on the graduate nurse register of the College of Registered Nurses of Manitoba. A “graduate nurse extended practice” means a person whose name is entered on the graduate nurse extended practice register of the College of Registered Nurses of Manitoba. A “graduate practical nurse” means a person whose name is entered on the register of graduate practical nurses of the College of Licensed Practical Nurses of Manitoba. A “graduate psychiatric nurse” means a person whose name is entered on the register of graduate psychiatric nurses of the College of Registered Psychiatric Nurses of Manitoba. The terms of this Agreement shall be applicable to the graduate nurse, the graduate practical nurse, graduate psychiatric nurse, and graduate nurse practitioner, except as otherwise specified in the Collective Agreement.

In this clause we create a definition to deal with persons who have graduated from a nursing program but who do not hold a registration/license and cannot be considered as either a RN, NP, RPN or LPN for the purpose of this Collective Agreement or for the purpose of the governing Acts. Thus, without this clause, a nurse whose name is not included in one of the above registers would not be eligible for hire as a graduate nurse.

311 Definition of Continuous Service/Length of Employment

“Length of Employment” with an Employer shall mean the period of time since an employee last became a full-time or part-time employee in a permanent or term position for purposes of calculating all entitlements pursuant to this Agreement including, but not limited to, vacation, bonus vacation and pre-retirement leave and “Length of Service” shall have a similar meaning. Conversion from full-time or part-time status to casual status shall be considered a break in service and no period of casual employment or prior full-time or part-time employment in a permanent or term position shall be included in an employee’s length of employment or length of service even when a casual employee subsequently becomes a full-time or part-time employee.

This provision embeds our longstanding interpretation regarding the status of casual nurses. This applies only when calculating entitlements and does not preclude the Employer from giving nurses service recognition/awards.

312 “Site(s)” shall mean the program(s)/facility(ies) within the Employer as listed in Appendix “D” under the Site List column.

Appendix “D” lists the sites in the various Employers’ Organizations. Please note that the sites (Direct Operations and Non-transferred) listed in Appendix “D” for the purposes of the Collective Agreement may be different than the worksites within the MNU internal structure.

313 “Employer” shall mean the legal entity with whom the nurse is employed as listed in Appendix “D” under the Employer List column.

314 “Employers Organization” shall mean the party to this Agreement, being the collective total of Employers (under HSBURA) listed in Appendix “D” (Employer list column) herein established for the purpose of identifying the group of Employers party to this Collective Agreement.

ARTICLE 4 -- MANAGEMENT RIGHTS

401 The Union recognizes the sole right of the Employer, unless otherwise provided in this Agreement, to exercise its function of management under which it shall have, among others, the right to maintain efficiency and quality of patient/resident/client care; the right to direct the work of its nurses; the right to hire, classify, assign to nursing positions and promote; the right to determine job content and the number of nurses in a nursing unit; the right to demote, discipline, suspend, layoff and discharge for just cause; the right to make, alter and enforce rules and regulations in a manner that is fair and consistent with the terms of this Agreement.

The Union recognizes the Employer’s management rights to the extent that they are limited or qualified by other language in the Collective Agreement, current legislation including the Labour Relations Act, Human Rights Act and the [Workplace Health & Safety Act](#), or by past practice of the Employer in applying the Collective Agreement. Only certain portions of the Employment Standards Code and Regulations apply to nurses as professionals. See

[Attachment #8](#) for those portions of the Regulations that do apply to nurses.

The Employer has the right to determine which category and/or classification of worker fills a shift or a vacancy subject to limitations in other parts of the Collective Agreement, e.g. Article 34. However, we reserve the right to challenge if the Employer assigns bargaining unit work inappropriately to non bargaining unit workers.

The Employer has the right to lay off nurses, however, under the layoff procedure (Article 27), the Employer has conceded some rights to the Union. It cannot lay off whomever it pleases for convenience sake. The Employer must take into consideration:

- 1. Seniority*
- 2. Ability to do the work required*
- 3. The right to bump*
- 4. Employment Security Provisions in Article 2701 and redeployment principles as contained in the Collective Agreement including MOU #11 re: Participation in PHCLA/Redeployment.*

If you are in doubt about the Employer decisions or actions:

- 1. Check the Collective Agreement for language which may limit or put conditions on their rights.*
- 2. If no restrictions exist, then determine what policy they have in effect to cover the situation.*
- 3. Determine if this policy falls in line with pertinent legislation (i.e. Labour Relations Act, Human Rights Act, Workplace Safety & Health Act, etc.)*
- 4. Make certain their decision for a course of action is based on good sound management practice, not on bias or prejudices. Make certain it is consistent with other decisions they have made in the past.*
- 5. Be prepared to ask questions regarding their action(s) and the rationale for the Employer's position.*

[@SHEO](#)

401 The Union recognizes the right of the Employer to exercise its function of management which includes, without limiting the generality of the foregoing; the right to direct the work of its nurses; to hire, promote, demote and discipline, suspend and discharge for just cause; or to expand or contract the numbers of the work force; to assign activities, determine job content; to transfer nurses to any area within the jurisdiction of the Employer; and to determine the numbers and the classification of nurses at any designated work area; to make, modify, and enforce rules and

regulations in a manner consistent with the terms of this Agreement, and to establish the standards of volume, the level and quality of work performance, and if necessary, to sub-contract work to meet the requirements of the institution.

402 The Employer, in administering the Collective Agreement, shall act reasonably, fairly, in good faith, and in a manner consistent with the Collective Agreement as a whole.

This language comes from the Labour Relations Act and seeks to ensure reasonable application/administration of the Collective Agreement and/or policies of the Employer.

ARTICLE 5 -- UNION SECURITY AND REPRESENTATION

501 All nurses who are union members in good standing, or who may subsequently become union members in good standing shall as a condition of employment maintain union membership during the life of this Agreement. All nurses who are not union members shall not be required to become members as a condition of employment. All new nurses hired shall as a condition of employment, become union members within ninety (90) days from the date of employment and shall as a condition of employment, remain union members in good standing during the life of this Agreement.

The Employer agrees to deduct an amount equal to the current Union dues as directed in writing by the Manitoba Nurses' Union from each nurse in the bargaining unit, whether a member of the Union or not. Such letter shall include any dues exemptions. The Employer shall forward such dues to the Manitoba Nurses' Union by the fifteenth (15th) day of the following month together with a list of the names of nurses from each site for whom deductions have been made and a list of the names of all nurses newly hired/terminated and all nurses on leave of absence for a period of four (4) weeks or longer. Electronic copies of the lists from each site will be provided with specifications as indicated below.

Annually, a list including the name, address and telephone number of each nurse currently in the bargaining unit shall be sent to the Union. This information may only be used by the Union for the purpose of communicating with its members.

The Employer also agrees to deduct once annually the amount of any special general assessment made by the Union. The Union shall notify the Employer, in writing, of the amount of the assessment at least one (1) month in advance of the end of the pay period in which the deductions are to be made.

In accordance with the law, each and every nurse in the bargaining unit who is included in the scope of this agreement shall have dues deducted. These dues are deducted from their bi-weekly pay regardless of whether they have signed a Union membership form in accordance with the Rand formula for dues deduction. See [Attachment #9](#) for history of the Rand formula. (Full-time and part-time nurses have dues deducted 26 pay periods per year, casual nurses have dues deducted in each pay period that they work.)

The Employer must send the dues to the MNU by the 15th day of the following month. Accompanying the payment of dues is to be a list of nurses from each site for whom deductions have been made and lists of nurses who:

- 1. have terminated employment;*
- 2. are newly hired;*
- 3. are currently on a leave of absence for four (4) weeks or longer.*

There is also provision for the Union to assess a general levy against its members which the Employer will deduct and forward to the MNU. This assessment has to be specific and generally assessed to all nurses and it can only happen once per year.

Excerpt from the MNU Handbook:

Dues Exemption:

- (a) **Leave of Absence:** *A member on leave of absence of more than four weeks is exempted from paying dues. (less than four weeks – no exemption) A member on layoff (who is not working – see (b) below) or in receipt of Workers Compensation or on Disability & Rehabilitation (D&R) benefits or on an unpaid leave of absence for a period of four weeks or longer remains a member in good standing without paying dues. As well, dues are not deducted from pre-retirement leave salary and the MNU will continue to represent these members should the need arise. MNU members on maternity leave with “top up” are exempt from paying dues, as they are not on a paid LOA.*

- (b) **Nurses on Lay-off:** *Nurses who are laid off, but who continues to work additional available shifts and/or in a term position, shall pay full dues on a biweekly basis (i.e., the same as when they are working regular full-time or part-time).*

The Employer agrees to provide each newly hired nurse with a Union Membership Form, or provide an electronic Union Membership Form, or link to an electronic Union Membership Form as requested/determined by the Union at the time of hiring. A nurse who chooses to complete the Union Membership Form shall forward the completed Union Membership Form to the Worksite President.

This ensures each newly hired nurse is provided a membership form and/or instruction to complete an electronic/online form and the opportunity to become a signed member in a timely fashion. This should allow Worksites to have up to date membership lists.

When the Union Representative attends orientation sessions, they should encourage new hires to sign and return the membership forms or [apply for membership online](#). If a nurse chooses not to sign the membership form which includes their address, phone number and current e-mail address, they will not receive regular communications from the Union.

The Union commits to have in place reasonable administrative and physical safeguards to ensure the confidentiality and security of this information.

The Union must take all reasonable steps to ensure the member information is retained securely and is used exclusively for Union business and communication with its members and not accessed, disseminated or dispersed for any other purpose without the consent of the nurses.

502 The Employer agrees to deduct union dues and the amount of any special general assessment in arrears upon receiving written authorization from the Union, and the Union agrees that all nurses to which the foregoing applies shall be given advance notice of the requested adjustment; and the Union further agrees to make refunds to nurses in the event of an overdeduction of dues.

This clause provides for a method of collecting dues that for one reason or another have fallen into arrears or collecting special assessments. The Employer does not take any action to collect dues in arrears until it receives written authority from the MNU.

The MNU will give the nurse(s) advance notice of any requested adjustments.

Worksite Treasurers should review monthly dues deduction listings to ensure all nurses in the bargaining unit are being deducted dues.

503 When a nurse makes known to the Employer or the Union that they are a member of a religious group which has as one of its articles of faith the belief that members of the group are precluded from being members of or financially supporting any union or professional association, the matter shall be dealt with in accordance with Section 76(3) of the Labour Relations Act of Manitoba.

For those nurses whose articles of faith dictate that they are prevented from joining or financially contributing to a Union, they must indicate same to the Union or Employer and make application to the Manitoba Labour Board if they wish to be considered for exemption from paying dues. There are several religious organizations that fall within these provisions.

A nurse who succeeds in this application shall continue to be deducted monies equivalent to union dues and such monies deducted shall be forwarded to a charity mutually agreed upon between the Union and the nurse.

The nurse who has succeeded in their application forfeits most of their Union rights. The Union has no obligation to represent them in matters pertaining to the Collective Agreement and will not file a grievance on their behalf. But, the nurse does have the right to cast a ballot for ratification or strike votes.

504 The Union shall notify the Employer in writing of any change in the amount of dues at least one (1) month in advance of the end of the pay period in which the deductions are to be made; however, such change shall not be made more frequently than once in a twelve (12) month period.

Should the Union wish to change the amount of dues to be deducted from each person in the bargaining unit, notice to the Employer must be given in writing by the MNU. The Region/Worksite must advise the MNU Provincial Office if a decision is made to change their Region/Worksite dues. The MNU will notify the Employer one (1) month or more before the end of the pay period in which dues deductions are to be made.

The Union cannot make changes more than once in a twelve (12) month period.

505 The Union shall save the Employer harmless from any claims from nurses covered by this Agreement as a result of dues or special general assessments having been collected in accordance with the terms of this Article.

506 The Union shall provide the Employer with a list of officers and nurse representatives of the Union, and shall provide the Employer with a revised list within four (4) weeks of any changes made. The Employer also agrees to notify the Union when there are changes to relevant management positions.

This clause ensures the Union and Employer are kept informed of those persons with whom it is to deal on matters relating to the Collective Agreement.

The Region/Worksite shall supply such a list and supply revised lists within 4 weeks of any changes being made whenever any of their representatives are replaced or reorganized. List should include Executive and Voting Delegates. In accordance with the MNU Constitution, Regions/Worksites should be electing their Voting Delegates for the AGM in the following year, not the current year.

507 Union activities other than those provided for in this Agreement shall not be conducted during the hours of duty of any nurse, nor in any non-public restricted area of the Employer's premises, without prior authorization by persons designated by the Employer.

This provision allows nurses to use Employer time to act on behalf of the Union or in some specific matters of Union business. These instances generally relate to administering or enforcement of the Collective Agreement (grievance, arbitration, orientation) or negotiating the terms of the Agreement.

If the Region/Worksite wishes to conduct any business on Employer time for which it has no specific right under the Collective Agreement, it must make a request of the Employer. The granting of such request is at the discretion of the Employer and should not be unreasonably denied.

508 If required in relation to the renewal of this Agreement or any new Agreement which may be negotiated as herein provided, nurse representatives or officers of the Union shall be granted time off duty, without loss of pay, to participate in negotiations in which both the Employer and the Union are represented, subject to a maximum cost as follows:

- (a) Local Negotiations:
Facilities of less than 150 beds -- Two (2) nurses
Facilities of 151 - 400 beds -- Three (3) nurses
Facilities of over 400 beds -- Four (4) nurses

This sub-paragraph (a) shall only apply in the event Local Negotiations of individual site Collective Agreements are reinstated, such that the Employers Organization structure established under the HSBURA is no longer applicable to the affected Employers/sites for the purpose of collective bargaining.

(b) In the case of "Central Table" negotiations, salaries of up to twelve (12) nurses representing participating Manitoba Nurses' Union regions/locals shall be maintained by the respective Employers.

The number of nurses from each Employers Organization shall be designated/determined by the Union.

Provision is made for nurses to negotiate without suffering loss of pay. The negotiations must be with the Employer and a maximum is set on the number of nurses who will be paid during such negotiations.

Joint negotiations are also addressed and the Employer is again responsible for ensuring that the nurses, who are on the MNU PCBC do not suffer any loss of pay for those periods of negotiations.

The Employer continues to pay the nurse their scheduled days when they are away at negotiations.

509 Copies of this Agreement shall be provided by the Union, and the Employer will supply a copy to each nurse at the time of hiring. The Employer agrees to obtain a completed Manitoba Nurses' Union Membership application form for all newly hired nurses.

This ensures each newly hired nurse receives instructions as to how to access a copy of the Collective Agreement at the time of hiring. Any questions related to the Collective Agreement can be reviewed during the Union orientation (see 512).

510 A suitable notice board or notice board space for the use of the Union will be provided by the Employer. Such notice boards shall be located in each building within the site where members of the bargaining unit are regularly employed. The Employer reserves the right to request the removal of posted material if considered damaging to the Employer and the Union agrees to comply with this request.

The Employer provides notice board space for the Union. Generally this consists of a notice board specified for Union use, perhaps to be used in conjunction with other Unions within the facility. The use of this board should be for the posting of information regarding Union meetings, elections and other non-confidential Union information. No prior approval is required.

Requests by the Employer for removal of material should not be frivolous in nature. They should only stem from a real concern for the reputation of the facility or the Employer/nurse relations within the facility.

511 The Employer agrees to show on the income tax (T-4) slip of each nurse, the total amount of union dues deducted from their earnings and remitted to the Union.

512 A representative of the Union shall be granted not less than **forty-five (45) minutes** during the orientation period in order to familiarize nurses in the bargaining unit with the general conditions and responsibilities with respect to this Collective Agreement and to the Union. A management representative may be present during this period.

It is important that the Employer advise the Union of newly hired nurses and when their orientation will occur. This is an opportunity for the Region/Worksite to meet/sign up new members and let them know what the MNU is. Instructions as to how to access a copy of the Collective Agreement should be provided to each newly hired nurse at this time. Each Region/Worksite should assign the President or designate to conduct this orientation to the Union.

The Region/Worksite President should ensure that during the orientation, new hires are reminded to check their proper placement on the salary scale as per Article 38, their entitlement to Academic Allowances according to Appendix "B", and to ensure that they are enrolled in pension and benefit plans.

513 No nurse shall be required to make a written or verbal agreement with the Employer which may conflict with the terms of this Agreement, in accordance with Section 72(1) of the Labour Relations Act of Manitoba.

Section 72(1) of the Labour Relations Act identifies the Union as the sole bargaining agent for the bargaining unit and precludes any one individual from entering into agreements with the Employer, unless the Collective Agreement clearly provides for such agreements to be made (see 101). The Employer cannot rely upon any nurse's voluntary agreement to violate the terms of the Collective Agreement.

ARTICLE 6 -- CONTINUANCE OF OPERATIONS

601 The Union agrees that during the life of this Agreement there shall be no strike, and to this end the Union will take affirmative action to prevent any nurse covered by this Agreement from striking. The Employer agrees that for the duration of this Agreement, there shall be no lockout.

A strike or lockout, as defined in the Labour Relations Act, cannot occur during the life of the Collective Agreement.

The grievance arbitration procedure is provided for dispute resolution during the life of the Collective Agreement.

ARTICLE 7 -- NON DISCRIMINATION

701 The parties agree that there shall be no discrimination, interference, restriction, harassment or coercion based on the applicable characteristics cited in Section 9 of the Human Rights Code of Manitoba.

This clause incorporates rights and responsibilities as determined in section 9 of the Manitoba Human Rights Code. This requires members to access the grievance/arbitration process to address discriminatory issues should the need arise.

Excerpt from Manitoba Human Rights Code:
PART II PROHIBITED CONDUCT AND SPECIAL PROGRAMS

"Discrimination" defined

9(1)

In this Code, "discrimination" means

- (a) differential treatment of an individual on the basis of the individual's actual or presumed membership in or association with some class or group of persons, rather than on the basis of personal merit; or*
- (b) differential treatment of an individual or group on the basis of any characteristic referred to in subsection (2); or*
- (c) differential treatment of an individual or group on the basis of the individual's or group's actual or presumed association with another individual or group whose identity or membership is determined by any characteristic referred to in subsection (2); or*
- (d) failure to make reasonable accommodation for the special needs of any individual or group, if those special needs are based upon any characteristic referred to in subsection (2).*

Interpretation

9(1.1)

In this Code, "discrimination" includes any act or omission that results in discrimination within the meaning of subsection (1), regardless of

- (a) the form of the act or omission; and*
- (b) whether the person responsible for the act or omission intended to discriminate.*

Applicable characteristics

9(2)

The applicable characteristics for the purposes of clauses (1)(b) to (d) are

- (a) ancestry, including colour and perceived race;*
- (b) nationality or national origin;*
- (c) ethnic background or origin;*
- (d) religion or creed, or religious belief, religious association or religious activity;*
- (e) age;*
- (f) sex, including sex-determined characteristics or circumstances, such as pregnancy, the possibility of pregnancy, or circumstances related to pregnancy;*
- (g) gender identity;*
- (h) sexual orientation;*
- (i) marital or family status;*

- (j) *source of income;*
- (k) *political belief, political association or political activity;*
- (l) *physical or mental disability or related characteristics or circumstances, including reliance on a service animal, a wheelchair, or any other remedial appliance or device;*
- (m) *social disadvantage.*

The Human Rights Code is available on line at
<http://web2.gov.mb.ca/laws/statutes/ccsm/h175e.php>

702 The Employer and the Union agree that no form of workplace harassment, sexual harassment, disruptive workplace conflict, disrespectful behavior or violence, shall be condoned in the workplace. It is further agreed that both parties will work together in recognizing and resolving such problems should they arise. Situations involving sexual harassment shall be treated in strict confidence by both the Employer and the Union, except where disclosure is required by law.

See [Attachment #1](#) regarding **Harassment and Abuse Between Members – Protocol Regarding Union Representation (Article 7A.04)**.

[Attachment #2A](#)- **Preventing Workplace Harassment**

ARTICLE 7A -- HEALTH AND SAFETY

7A01 The parties to this Collective Agreement endorse the importance of a safe and secure environment, in which nurses must work. The parties will work together in recognizing and resolving Occupational Health and Safety issues.

7A02 In accordance with the Workplace Safety and Health Act, the Employer agrees to make reasonable and proper provisions for the maintenance of a high standard of health and safety in the workplace and will provide safety and personal protective equipment where required and install safety devices where necessary.

This wording guarantees the rights of nurses and the obligation of the Employer to ensure a safe workplace for nurses. The Employer is also obligated to provide necessary safety, PPE protective equipment and the education for proper use of such equipment (for example N95 masks). Workplace Safety and Health Regulations

Part 6 obligates nurses to use the protective equipment supplied. Where the safety equipment is inadequate, the nurse has the right to challenge the Employer through the Workplace Safety and Health Committee.

Respiratory protective equipment

6.15(1) An employer must ensure that respiratory protective equipment provided to a worker is selected, used and maintained in accordance with CAN/CSA-Z94.4-11, Selection, Use, and Care of Respirators.

6.15(2) An employer must ensure that a worker using the respiratory protective equipment

- (a) is adequately trained by a competent person in the proper fit,*
- (b) testing, maintenance, use and cleaning of the equipment and in*
- (c) its limitations;*
- (d) is able to test, maintain and clean the equipment;*
- (e) is able to use the equipment safely; and*
- (f) inspects and tests the equipment before each use.*

7A03 *The Workplace Safety and Health Committee shall operate with Union representation for the purpose of ensuring health and safety in the workplace and the identification of health and safety hazards.*

The Workplace Safety and Health Act says there must be a Workplace Safety and Health Committee established at each workplace with more than twenty employees and the Collective Agreement supports the provisions of the Act. The MNU constitution and bylaws determines how the Worksites elect and/or select their representatives. The worker members of the WSHC determine the Worker co-chair by election (separate and apart from the entire WSHC). It is important that the worksite MNU WSH Representative attend all of the committee meetings and provide regular reports to the executive and membership. Worksites are advised to elect/appoint an alternate so that if the representative is unable to attend, MNU members are still represented at the meeting. Worksite and Regional Presidents should make every effort to keep current on the status of WSH issues within their jurisdiction including receiving copies of WSHC minutes as a regular order of business. If you have any questions contact your Labour Relations Officer.

On an annual basis the Workplace Safety and Health Committee will be provided with and will review the Critical Incident Stress Management policy, security/response plans and all other applicable policies and regulations.

The Employer will make available where it exists, support through the Critical Incident Stress Management (CISM) team, or where there is no CISM team, appropriate Critical Incident support, to a nurse affected by a Critical Incident, an incident or circumstances that are deemed by the nurse to be outside the normal experience of their duties/workplace, and/or upon request of the nurse, or the manager on behalf of the nurse.

The Employer will communicate to members the option to activate CISM as well as provide information as to the nature of the support provided by the CISM teams.

*Requiring the Employer to provide these policies to the Workplace Safety and Health Committee ensures that the policies are reviewed and recommendations can be submitted. Please note that this language **does not** require the Employer to implement the recommendations.*

7A04 The Employer and the Union agree that no form of abuse of nurses will be condoned in the workplace. Both parties will work together in recognizing, facilitating the reporting of alleged abuse and resolving such problems as they arise.

Any nurse who believes a situation may become or has become abusive shall report this to the immediate supervisor. The Employer shall notify the Union ninety-six (96) hours after the receipt of the report. Every reasonable effort will be made to rectify the abusive situation to the mutual satisfaction of the parties.

There shall be a policy supporting a Respectful Workplace and zero tolerance of staff abuse which shall be reviewed annually by the Workplace Health and Safety Committee. Such policy shall address the issue of communication strategies, which will include signage. The Employer's Respectful Workplace policy shall include a commitment to conclude the investigation as quickly as is reasonably possible.

Any workplace injury or harmful exposure suffered by a nurse shall be reported to the Union no later than ninety-six (96) hours after the report/notification is made to the Employer. Such report to the Union will include the name of the affected nurse and a brief description as to the mechanism of injury/exposure, subject to the restrictions and requirements of PHIA.

This enshrines the employer's obligation to have a respectful workplace policy as well as the employer's commitment to basic principles such as an expeditious and impartial investigation. This is intended to address the concern that investigations are often protracted and that sometimes the employer selects an investigator who is not perceived by members to be impartial.

This clause seeks to ensure a safe working environment for nurses. There is an obligation on the part of the Employer to notify the Union of any abuse, workplace injury or harmful exposure within 96 hours of the occurrence being reported. Development of a reporting process for incidents of abuse should be determined in accordance with Manitoba Health Policy 215.5 Violence Prevention Program for Healthcare Workers in Manitoba and Manitoba Regulation Part 11 Violence in the Workplace, and Part 10 Harassment which form as attachments to this manual.

This clause can have a very broad application and no individuals who enter your work environment are exempt. It can apply in situations where the abuser includes: co-workers, contractors, volunteers, families, visitors, doctors, Employer representatives.

The Workplace Safety and Health Regulations require that the Employer, through the Workplace Safety and Health Committee, establish policies that clearly express that no form of harassment or abuse will be tolerated. The Workplace Safety and Health Committee, which is a joint committee comprised of Union and Management representatives, shall review the Respectful Workplace policy once a year. The policy must address how zero tolerance of staff abuse will be communicated within the facility/worksites. The communication strategy will include signs which advise staff, visitors, patients/residents/clients, doctors, etc. that this workplace supports zero tolerance of abuse.

See [Attachment #1](#) regarding **Harassment and Abuse Between Members – Protocol Regarding Union Representation (Article 7A.04)**.

See [Attachment #2](#)- **Workplace Safety and Health Regulations Part 10 and 11**

See [Attachment #2A](#)- **Preventing Workplace Harassment**

See [Attachment #2B](#)- **Workplace Violence Prevention Guide**

See [Attachment #2C](#) **Manitoba Health Policy 215.5 Violence Prevention Program**

7A05 At the request of a nurse, the Employer shall provide, at no cost to the nurse, vaccination(s) and/or immunization(s) for occupational illness(es) in accordance with the Canadian Immunization Guide from the Laboratory Centre for Disease for Health Canada.

All reasonable efforts should be made to provide immunization(s) to the nurse during their regularly scheduled work hours.

*The Employer shall bear the cost. See [Attachment #3](#) - **Canadian Immunization Guide.***

7A06 **Rehabilitation and Return to Work Program** - The Employer agrees to actively participate and facilitate the rehabilitation and return to work of ill, injured or disabled nurses even when they are not covered under the D & R, WCB or MPI programs. Any such nurse will be supernumerary in nature when reasonably possible. The Union shall be notified by the Employer if there is a request for a Rehabilitation and Return to Work Program for a nurse. The Employer shall include the Union in the initial meeting with the nurse to review the provisions of the program to ensure that the work designated is within their restrictions and limitations. If required, the Employer shall schedule subsequent (progress) review(s) with the Union and the nurse and may proceed without the Union's involvement subject to the Union's concurrence. Where appropriate, by agreement between the Employer and the Union, job postings may be waived.

Not Applicable at non-transferred sites

Nurses may be placed in a rehabilitation program within a fifty (50) kilometre radius of the originating site unless a greater distance is mutually agreed between the Employer and the nurse.

*This clause outlines the Employer's and the Union's legal responsibility under the Human Rights Code to accommodate nurses returning from medical leaves of absence and leaves of absence related to D & R, MPI and WCB claims. Where D & R, MPI or WCB is not funding the return to work, the Employer is responsible for payment of hours worked**. The nurse in the Rehabilitation and Return to Work Program must be "supernumerary" when reasonably possible. "Supernumerary" means that the nurse is in addition to the regular staffing complement to ensure that the return to work will be successful.*

In the absence of a third party insurer attendance by the affected member at any meetings related to the Return to Work program shall be compensated by the employer.

The inclusion of the Union in the Rehabilitation and Return to Work process is mandatory. This clearly defines the requirement for union representation at the initial meeting. With union concurrence, subsequent meetings may not require union representation, however the Union makes this determination. It is not the Employer's decision as to whether or not the Union attends.

*** If the nurse is in receipt of EI, the Employer is still responsible to pay for hours worked and it is the responsibility of the nurse to report their earnings to EI.*

It may be necessary to consider waiving job postings after all avenues have been exhausted, to ensure every reasonable effort has been made to accommodate a nurse in the workplace in accordance with the Duty to Accommodate.

Case Law is continually evolving in regards to the Duty to Accommodate. Please consult with your Labour Relations Officer on any matters related to Accommodation.

7A07 Whistle Blowing Protection - Nurses who exercise their rights in accordance with the Public Interest Disclosure Act shall not be subject to discipline or reprisal.

Reflects the provisions of the Public Interest Disclosure Act.

7A08 Basic pay or equivalent time off with a minimum of one (1) hour guaranteed to nurses who are not on duty, will be granted to nurses appointed by the Union to attend meetings of the Workplace Safety and Health Committee or to perform such other duties as may be specified in the Workplace Safety and Health Act or prescribed by regulation.

In accordance with the Workplace Safety and Health Act, a nurse is entitled to take time off from their regular work duties in order to carry out their duties as a committee member under this Act and the regulations. The nurse shall be paid by the Employer at their regular or premium pay, as applicable, for all time spent carrying out their duties as a committee member under this Act and the regulations.

Upon application, each nurse on the Workplace Safety and Health Committee shall be granted paid educational leave in accordance with the Workplace Safety and Health Act.

As part of the above paid education days, new Committee Members shall be required to attend a basics course offered by Manitoba Workplace Safety and Health or an equivalent course approved by the Workplace Safety and Health Committee within their first year on the Committee.

This seeks to ensure that new Workplace Safety and Health Committee members receive valuable basic training in order to be a productive and effective member of the committee. As well, it allows for this training to take place within the first year when it is needed most. Finally, the language recognizes the professional autonomy of members in selecting training that best meets their needs provided that it covers the basics of workplace health and safety.

Time off for committee work – [See Sections 40\(11\), 40\(12\) and 44\(1\) under Attachment #2.](#)

The rights for workers regarding the Workplace Safety and Health Committee are clearly enshrined in the legislation. It is common for Employers to request a variance from these legislated rights. Workplace Safety and Health Committee members should contact the LRO if the Employer is proposing a variance.

ARTICLE 7B – REPRESENTATIVE WORKFORCE

7B01 Health services across Manitoba are provided in facilities located on the original lands of First Nations and Inuit peoples, and on the homeland of the Métis Nation. Manitoba’s health authorities respect that First Nations treaties were made on these territories and we dedicate ourselves to collaborate in partnership with First Nations, Inuit, and Métis peoples in the spirit of reconciliation.

Confirms commitment of both Employer and MNU in relation to recognition of treaties with First Nations, Inuit and Metis people in the spirit of reconciliation.

7B02 The Union and the Employer agree with the goal of achieving a representative workforce for First Nations, Métis, and Inuit (“Indigenous”) peoples who are significantly underrepresented in the health workforce. Additional actions are needed to promote and facilitate employment of Indigenous persons in health care occupations at all levels. The parties shall work collaboratively to:

- (a) Develop strategic initiatives and programs that:
 - Foster mutual respect, trust, equity, open communication, and understanding;
 - Focus on recruiting, training, and career development of Indigenous staff;
 - Identify workplace barriers that may be discouraging or preventing Indigenous staff from entering and remaining in the workforce;
 - Foster reconciliation in race and cultural relations;
 - Promote the elimination of anti-Indigenous racism in the healthcare system.
- (b) Promote and publicize initiatives undertaken to encourage, facilitate, and support the development of a representative workforce.

Recognizes both the parties commitment to work towards a representative workforce.

7B03 The Employer will implement educational opportunities for all employees to promote awareness of cultural diversity with an emphasis on Indigenous peoples. This will include enhanced orientation sessions for new employees to promote cultural awareness with emphasis on Indigenous peoples. Anti-racism education will be offered. The Union will encourage participation in such efforts amongst its members.

Where the Employer offers education with respect to diversity, cultural awareness and/or anti-racism, the Union will encourage member participation.

7B04 Truth and Reconciliation

The parties agree to collaborate in finding constructive ways of implementing the Calls to Action outlined by the Truth and Reconciliation Commission of Canada, June 2015 that are relevant to health and healthcare, including improving cultural competencies, improving health outcomes, supporting culturally appropriate healthcare services, and increasing the number of Indigenous employees in the health care system.

ARTICLE 8 -- TECHNOLOGICAL CHANGE

801 Technological Change shall mean the introduction by the Employer of equipment or material of a different nature or kind than that previously used by the Employer, and a change in the manner in which the Employer carries on the work, that is directly related to the introduction of that equipment or material.

In the event of a technological change occurring during the life of this Agreement which will displace or adversely affect one or more nurses in the bargaining unit:

- (a) The Employer shall notify the Union at least one hundred and twenty (120) working days before the introduction of the technological change, with a detailed description of the project it intends to carry out, disclosing all foreseeable effects and repercussions on nurse(s).
- (b) The Employer and the Union will meet as soon as possible and not later than ninety (90) working days prior to the intended date of implementation for the purpose of negotiating reasonable provisions to protect the interest of nurse(s) so affected.
- (c) If the Employer and the Union fail to agree upon measures to protect the nurse(s) from any adverse effects, the matter may be referred by either party to arbitration as provided for under the terms of this Agreement.

When considering technological change, it should not be confused with "Change of Function of Nursing Unit" (refer to Article 9).

The introduction of new computer systems, (e.g. charting systems, electronic medical records) does not constitute technological change under this article. This example may need to be addressed under Article 2407 and/or Nursing Advisory Committee. Equipment or material that affects employment security and/or staff mix/ratios, e.g. robotics, could be considered Technological Change. Prior to implementing a technological change, the Employer should have developed a plan of action. This will ensure that when the one hundred and twenty (120) days minimum notice is given to the Union, meaningful negotiations may take place. This is important as an arbitration hearing will give a decision if one cannot be reached between both parties.

Applicable for IEHREO, PMHREO, SHREO, NHREO, WCHREO, SHEO (direct operations):

A nurse who is displaced from their job as a result of technological change:

- 802** A nurse who is displaced from their job as a result of technological change:
- (i) shall be entitled to apply for any vacancy within the sites comprising the Employer, or
 - (ii) shall have the right to displace a nurse with less seniority in accordance with Article 27 specified in this Agreement.

Applicable for all non-transferred sites:

A nurse who is displaced from their job as a result of technological change:

- (i) shall be entitled to apply for any vacancy, or
- (ii) shall have the right to displace a nurse with less seniority in accordance with Article 27 specified in this Agreement.

The option provided in (i) job competition and (ii) bumping, is at the nurse's discretion.

803 Where newer skills are required than are already possessed by nurse(s) who are affected by a technological change as provided in Article 801, such nurse(s) shall, at the expense of the Employer, be given a reasonable training period during which they may acquire the skills necessitated by the new method of operation or, at the option of the Employer, be trained in a new area in respect of which there is a demand for individuals possessing such skills. There shall be no reduction in wage or salary rates during the training period of any such nurse.

ARTICLE 9 -- CHANGE OF FUNCTION OF NURSING UNIT

901 Should the Employer find it necessary in the interest of patient/client care, reduction of costs, or increased efficiency, to change the general overall function of a nursing unit/Community Health Program (**Community Health Program n/a @ non-transferred facilities**), the Employer shall provide written notice to the nurses and the Union at least ninety (90) days in advance of the change of function. The Employer and the Union shall enter into discussion within fourteen (14) calendar days of notice being given for the purpose of affecting reasonable provisions to protect the interests of the nurse(s) so affected.

Health care delivery is evolving in our Province. Please contact your Labour Relations Officer with your specific situation.

The notice to MNU and subsequent discussions are to ensure that the affected nurse's rights are protected. The Employment Security provisions will be applicable in conjunction with this clause when there are associated deletions. Reasonable provisions may include training, adequate orientation, relocation, enforcing bumping rights.

An arbitration award has determined that two conditions need to be met in order for 90 days Change of Function notice to apply:

- 1. If it is the Employer who initiates the change of its own volition, and*
- 2. There must be a change to the general overall function of the nursing unit.*

i.e. Changing from acute care to transitional care does not qualify nor does changing from a urology surgical unit to a general surgical unit qualify.

Changing from a surgical unit to a medical unit or a long-term care unit would qualify.

Applicable for Home Care Nurses

In the event that the Employer transfers the delivery of Home Care services to another employer, the Employer shall notify the Union in writing at least ninety (90) days in advance of any transfer of services. The notification to the Union shall identify which services are being transferred, the name of the employer to which the services are being transferred and the names of the nurses within the bargaining unit affected by the transfer of services. At the request of either party, the parties shall meet to discuss the impact of the transfer.

ARTICLE 10 -- EMERGENCY, DISASTER, FIRE PLANS

1001 **Emergency**

(a) In any emergency or disaster, nurses are required to perform duties as assigned notwithstanding any contrary provision in this Agreement.

For purposes of this Article, emergencies will be those situations which directly affect the safety or well-being of patients/residents/clients in the site.

In the event of the declaration of an emergency, written confirmation of same will be given to the President of the Union by the Employer.

In the event of the issuance of a major health alert such as a possible pandemic occurrence, it is understood that notification will also be provided to the Manitoba Nurses' Union.

Nurses are required to perform duties as assigned during any period declared as an emergency.

A critical event must occur before a disaster is declared. Situations such as a fire or contaminated water supply within a facility or a disaster outside of the facility such as a blizzard or flood, plane crash, motor vehicle accident, train wreck, might be classified as an Emergency. Disaster exercises or fire drills are not emergencies (see 1002).

The notice to MNU of a major health alert such as a possible pandemic occurrence is in addition to notice to the Worksite. The notification to MNU is to ensure the

best possible communication and co-ordination of any necessary responses to a major health alert.

Written confirmation of the declaration of Emergency may be delayed in extreme situations.

A staffing shortage in itself is not an emergency.

- (b) Compensation for unusual working conditions related to such emergency will be determined by later discussion, between the Employer and the Union, and/or by means of the grievance procedure if necessary, except that the provisions of Article 16 shall apply to overtime hours worked.
- (c) This clause is subject to the Labour Relations Act of Manitoba.

The Employer cannot declare an emergency in the event of strike by its employees.

1002 Drills

- (a) Site disaster, emergency or fire plans brought into effect by drill shall override the provisions of this Agreement provided always that where overtime is worked by reason of a disaster or fire drill, pay, or by mutual agreement equivalent time off will be granted.
- (b) The importance of regular disaster plan exercises and fire drills is mutually acknowledged by the Employer and the Union and, to this end, the participation of all nurses is encouraged.
- (c) Fire drills and equipment testing shall be held in accordance with the Manitoba Fire Code, and a review of written disaster plan exercises will be conducted at least once annually. The site will ensure that the telephone fan-out system will be maintained on a perpetual basis. Each newly hired nurse shall receive the appropriate information relative to the site emergency, disaster, and fire plans during orientation to the site. An inservice session related to evacuation procedures will be conducted at least once annually.

The Workplace Safety and Health Committee will be provided with a copy of the written Disaster Plan annually for their information. The Committee may provide feedback.

*This allows the Workplace Safety and Health Committee to monitor this policy. Please note that this language **does not** require the employer to implement the recommendations.*

Under the National Building Code, Hospitals and Personal Care Homes are classified Group B, Division 2 occupancies. Under this classification the Manitoba Fire Code orders that fire drills shall be held at least monthly.

ARTICLE 11 -- JOINT COMMITTEES

1101

Release Time

(a)

Basic pay or equivalent time off, with a minimum of one (1) hour guaranteed to nurses who are not on duty, will be granted to nurses appointed by the Union to attend meetings of the Union Management Committee, Nursing Advisory Committee and any other worksite, regional, or provincial joint committee to which the Union is required or requested by the Employer to appoint representatives.

The “one (1) hour” is a minimum and should not preclude meetings from lasting as long as required to deal with the issues.

(b)

All reasonable efforts will be made to relieve a nurse who is appointed to attend meetings of the Union Management Committee, Nursing Advisory Committee, NRRF Committee or any other worksite, regional, or provincial joint committee to which the Union is required or requested by the Employer to appoint representatives, without loss of salary or benefits. This clause is applicable when the meeting(s) occurs during hours the nurse is otherwise scheduled to work.

Improves the opportunity for nurses to be relieved to attend joint committee meetings. Nurses need to advise their manager in advance of an upcoming meeting for which they require relief.

1102 Union Management Committee

- (a) The Employer and the Union agree to establish and maintain a Union Management Committee at each site comprising the Employers Organization, consisting of not less than two (2) persons appointed by each of the parties. Management representatives shall include the designated senior nursing manager at the site. Union representatives shall be nurses employed at the site and shall include the President and/or Vice-President of the Local/Worksite. Appointments shall be made for a term of one (1) year but without limit on the number of consecutive terms a member may serve. The committee shall meet at the request of either party subject to five (5) days notice being given, but not less than bi-monthly unless otherwise mutually agreed. Other persons may be invited to participate as mutually agreed.

The purpose of this committee shall be to discuss/study/make recommendations to the Employer and Union regarding matters of mutual concern at that site.

This Committee is intended to be a constructive vehicle for both parties at each site and should meet at least bi-monthly to maintain communication between senior site management and the worksite unit. Meetings may be held more frequently if requested by either party. Information discussed at those meetings provides the Employer with the opportunity to respond to the nurses' concerns on a formal basis. Minutes should be kept as a record. It is not intended that this Committee become involved in collective bargaining or grievance discussions. Issues related to nursing workload and/or staffing must be dealt with under Nursing Advisory Committee.

Any interpretations discussed should be confirmed with your Labour Relations Officer prior to agreement with the Employer.

Examples of appropriate topics for discussion at Union Management meetings include the reporting process for abuse incidents, payroll questions, parking issues, security (which might also be covered in WSH), benefit plan changes, laundry, dietary, pharmacy, and cafeteria.

- (b) In addition, the Employer and the Union agree to establish and maintain a Union Management Committee for the Employers Organization consisting of one (1) nurse from each site in the agreed upon groupings appointed by the Union, and senior management representatives appointed by the Employer, the number of whom shall not exceed the number of Union

representatives. The Committee shall meet at the request of either party subject to ten (10) days notice being given, but not less than semi-annually. Other persons may be invited to participate as mutually agreed.

This committee shall address concerns as follows:

- (i) Issues that have been referred by any site Union Management Committee because they could not be resolved at the site level, or
- (ii) Issues that have region-wide implication.

Where a nurse is required to use their vehicle to travel to attend meetings of this committee at a location other than their work site/office, they shall be reimbursed by the Employer in accordance with the prevailing Province of Manitoba mileage rates. It is understood that any adjustments in the mileage rates shall be implemented as quickly as reasonably possible, retroactive to the date the Province of Manitoba mileage rates became effective.

Rural EO Union Management Pilot Project (n/a @ SHREO)

Within sixty (60) days of ratification the following Pilot Project shall commence.

The Union agrees to the following committee structure:

- IEHREO – six (6) committees
- NHREO – three (3) committees
- SHEO – three (3) committees* (HSC, Mental Health, Provincial Programs)
**With the ability to add additional committees as Shared Health increases jurisdiction over various areas.*
- PMHREO – twelve (12) committees
- WCHREO – three (3) committees (Acute Care, Long Term Care, Community Programs)

1. The Union and Employer agree to meet to discuss an appropriate structure for the Union Management Meetings for the XXX Health Region Employers Organization. The committee will be comprised of equal representations from the Employer and Union. Upon agreement of a new structure the following will apply:
 - (a) Individual sites may opt out of the committee groupings.

- (b) The Employer will pay mileage for all site representatives to attend six (6) committee meetings per fiscal year.
- (c) Eighteen (18) months after ratification the Union and the PHLRS shall reconvene for three purposes:
 - i. to assess the relative strengths and weaknesses of the Pilot Project and determine whether or not to continue;
 - ii. to determine if the Union Management model could be applied to NAC's and if so, to negotiate an implementation plan;
 - iii. to review any requests for sites wishing to opt out of the Pilot Project.
- (d) If a site specific issue or concern arises, either party may request a site Union Management meeting. Such meeting will take place within five (5) days of the request.

2. The Employer will allow participation without loss of salary and benefits for Union appointees (for nurses) and will compensate Union appointees as per regular pay and benefits for all time engaged in committee activities.

3. The Collective Agreement language will stand. The committee will not have the authority to modify the Collective Agreement; however, will be able to make recommendations to the respective parties bargaining committee for the subsequent round of bargaining.

INTERLAKE EASTERN

- 1. Selkirk Regional Health Centre
- 2. Community – Home Care
- 3. Community – Public Health and Primary Care (includes Quick Care) & Crisis Services
- 4. West
 - Stonewall and District Health Centre
 - Teulon Hunter Memorial Health Centre
 - Lakeshore District Health Centre (Ashern Hospital & PCH, Eriksdale Hospital & PCH, Lundar PCH)
- 5. Central
 - Arborg and District Health Centre
 - Fisher Branch Personal Care Home
 - Hodgson Renal Health Centre
 - Johnson Memorial Hospital
 - Berens River Renal Health Centre

6. East

Beausejour Health Centre
East Gate Lodge
Kin Place Health Complex
Pine Falls Health Complex
Whitemouth Health District
Winnipeg River Health District- Lac du Bonnet
Winnipeg River Health District- Pinawa Hospital

NORTHERN

1. West # 1

Flin Flon General Hospital
Snow Lake Medical Nursing Unit
Home Care Program
Public Health Program

2. West # 2

The Pas Health Complex
Home Care Program
Public Health Program

3. East

Thompson General Hospital
Gillam Hospital, Inc.
Lynn Lake Hospital
Leaf Rapids Health Centre
Home Care Program
Public Health Program

PRAIRIE MOUNTAIN HEALTH

1. Swan River, Benito
2. Dauphin, St. Pauls
3. Russell, Rosburn, Birtle, Shoal Lake, Hamiota, Rivers
4. Boissevain, Melita, Deloraine, Killarney, Cartwright
5. Wawanesa, Glenboro, Treherne, Baldur, Carberry
6. Neepawa Hospital, Country Meadows PCH, Minnedosa
7. Grandview, Gilbert Plains, Roblin, McCreary, Erickson, Sandy Lake
8. Virden, Elkhorn, Reston, Souris, Hartney
9. Brandon (Brandon Regional Health Centre)
10. Fairview, and Rideau Park
11. Home Care, Public Health
12. Community Programs (Community Based Mental Health, Child & Adolescent Treatment Centre, Crisis Services, Regional Programs)

Not Applicable at Southern Health Region Employers Organization

All Union Management Committees are site based.

1103 Nursing Advisory Committee

(1) Purpose of the Committee

(a) At the request of either the Union, or the Employer's senior nursing management representative, a Nursing Advisory Committee (NAC) shall be established to:

- (i) Review and make recommendations relative to those unresolved issues relating to workload and staffing including documented Workload Staffing Reports.
- (ii) Provide a forum for discussion and make recommendations on issues relative to nursing professional practice such as nursing standards, nursing functions, physical planning and layout of facilities as they relate to nursing and other matters of concern.

Workload Staffing Reports are specifically referenced in the Nursing Advisory Committee language. This will ensure that unresolved issues identified by WSR's filled out by nurses will be part of the Nursing Advisory Committee agenda and discussions.

The words "and other matters of concern" broadens the scope of discussion under (a) (ii) to include other issues, for example: Employer policies, nursing administration, funding, etc.

- (b) The parties mutually recognize that resolving nurses' workplace issues supports the delivery of effective patient/resident/client care and contributes to a healthy work environment.
- (c) It is further agreed it is in the best interests of the Employer, the facilities/sites/programs and the nurses to work together to resolve the issues relative to staffing and scheduling, prolonged periods of work (consecutive hours and consecutive shifts), standby assignments, agency nurse utilization and the use of part time additional shifts and casual shifts as it relates to the creation of permanent positions.

(d) It is further agreed that to facilitate the effective functioning of the NAC, the NAC as a committee may request and obtain data related to use of additional and/or casual shifts, overtime hours, and vacancies, as well as Agency Nurse utilization with a view to making recommendations relative to the creation of positions and service delivery strategies to ensure the highest quality of patient/client/resident care and compliance with professional nursing standards.

(i) *As part of the data related to Agency Nurse Utilization, a standing NAC agenda item will be maintained to discuss the Agency Report that is provided to MNU Central on a quarterly basis in accordance with MOU #5.*

The content of these four sections provides further direction with respect to issues that can be discussed at the Nursing Advisory Committee. The MNU representatives on the NAC should ensure that the data referred to in (c) above is shared at the NAC on a regular ongoing basis.

Ensures the Union's access to data required to make informed decisions by the NAC committee members. Including the use and application of Agency nurses in detail and the provision of that information to MNU Central in quarterly reports. The detailed information is confidential and can only be used for discussions at NAC or during grievance proceedings.

Reminder MNU committee members may request and obtain data related to use of additional and/or casual shifts, overtime hours, and vacancies.

(e) The parties further agree that the cost of producing the Workload Staffing Reports will be shared equally.

The addition of 1(e) confirms the long-standing practice that because the forms are a joint venture, the cost to produce the forms is also a joint venture. The cost of establishing a WSR online program has been shared by both the Employer and the Union.

- (f) Any information shared with NAC cannot be used or shared by NAC members for any purpose other than that set out in this Article.

The release of this data is limited to the committee members and should only be shared with the referring nurses.

(2) Committee Representation and Meeting Processes

- (a) The NAC shall be comprised of at least two (2)* and up to three (3)** nurses appointed by the Union and senior nursing management representatives appointed by the Employer, the number of whom shall not exceed the number of Union representatives. Other persons may be invited to participate as mutually agreed.

*Two (2) at those facilities which have less than three (3) out of scope senior nursing managers.

**Four (4) for those facilities exceeding 400 beds.

The intent of having a Senior Nursing Management representative is to have a person who is able to make/influence decisions on behalf of the Employer. Management representatives may not all be nurses however, we suggest that at least one of them be a nurse.

- (b) The NAC shall meet at the request of either party subject to five (5) days notice being given but not less than bi-monthly unless otherwise mutually agreed.
- (c) The chair and the secretary of the NAC shall alternate between the parties. The secretary shall be the opposite party to the chair.
- (d) Agendas shall be circulated at least seven (7) calendar days prior to each meeting; however this shall not preclude members from raising issues without prior agenda notice. It is understood that issues may be deferred to future meetings to enable appropriate investigation.
- (e) Minutes of the NAC meetings shall be circulated to members of the committee and shall be approved at the next NAC meeting.

Minutes of the meeting must accurately reflect the discussions that have taken place including the Union's position and the Employer's position on the issues and the minutes may be amended as necessary to reflect this.

- (f) A regular report outlining the activities and deliberations of the NAC including the number, type and disposition of issues dealt with by the NAC shall be forwarded to the facility's/Regional Health Authority's Board of Directors (Board).
- (g) The NAC shall be provided with a copy of that portion of the minutes of the Board's meeting relating to its deliberations of the NAC report. The NAC shall provide the nurse(s) with a copy of that portion of the minutes of the Board's meeting relating to issues raised by a nurse(s) under 1 (a) (i) above.

(3) Nursing Advisory Committee Procedures

- (a) A nurse(s) with a concern as referenced in 1 (a) (i) above shall discuss the matter at the ward/unit/program level utilizing established lines of communication including the designated out of scope manager with the objective of resolving the concern. If the matter is not resolved to the satisfaction of the nurse(s), the nurse(s) may complete and submit a Workload Staffing Report. The Manager shall provide a written response as soon as is reasonably possible and no later than 14 days after the form has been submitted to management. The response will outline the action(s) taken and any further actions to be implemented. The Workload Staffing Report will then be reviewed at the next scheduled Nursing Advisory Committee meeting.

Workload Staffing Reports have traditionally been completed when nurses identified unsafe patient care or potentially unsafe situation as a result of workload. The WSR will be completed if the nurse has identified an unsafe or potentially unsafe situation and the situation is allowed to continue with no expeditious or immediate steps taken to create an environment where safe, quality patient care can be delivered by the nurse.

If the Employer has been made aware of the unsafe situation and does not respond or if the response was ineffective, the nurses concerned will complete the WSR and submit the WSR to the out of scope manager with whom they discussed the situation. Where online forms are not available, nurses are advised to take a photocopy of the WSR for their records and document the date and time they discussed the situation and submitted the form. The out of scope manager has 14 days after the form is submitted to provide a written response. Their response MUST outline the actions they took in response to the report of unsafe conditions and what further actions will be implemented to avoid a repeat of the situation. As a very important next step in the process, all WSR's are to be reviewed and discussed at the next NAC meeting. The NAC members must follow-up with the nurse who completed the form to advise the nurse of the outcome of the discussion and any further actions to be taken.

- (b) Those issues referenced in 1 (a) (ii) above may be placed on the agenda at any time by any NAC member.
- (c) If the decision of the NAC regarding an issue referenced in 1 (a) (i) or 1 (a) (ii) above is unacceptable to the nurse(s) who submitted the issues, or if the NAC is unable to resolve the issues in 1 (a) (i) or 1 (a) (ii), the matter shall be referred in writing to the facility Administrator/Executive Management Committee/regional senior nursing manager/senior nursing officer. Upon the request of either party, a meeting will be scheduled as soon as reasonably possible, but no later than fourteen (14) days.

This allows for unresolved NAC issues relative to nursing professional practice as referred to in 1 (a) (ii) above to be referred to the facility administration and an IAC if required.

This provides an opportunity for the nurse(s) who submitted the issue to the NAC or the EO NAC to meet with the EO Executive Management Committee.

- (d) The response of the Administrator/Executive Management Committee/ regional senior nursing manager/senior nursing officer shall be provided in writing to the nurse(s) and the NAC within fourteen (14) calendar days of the referral unless otherwise mutually agreed.
- (e) Where, in the opinion of the nurse(s) who submitted the issue, the response from the Administrator/Executive Management Committee/regional senior nursing manager/senior nursing officer does not resolve the issue, it may be referred to an Independent Assessment Committee (IAC) within twenty-one (21) days following the response.

1104 Independent Assessment Committee

- (a) The IAC shall be composed of three (3) nurses, one (1) of whom shall be appointed by the Manitoba Nurses' Union, and one (1) of whom shall be appointed by the Employer. The third (3rd) nurse shall chair the IAC and shall be selected in the following manner:
 - (i) A list of IAC Chairpersons as agreed between the parties shall be appended to this Collective Agreement.
 - (ii) When a Chairperson is required, the Provincial Health Labour Relations Services (PHLRS) and the Manitoba Nurses' Union will be contacted. They will provide the name of the person to be utilized on the alphabetical listing of Chairpersons. The name to be provided shall be the name following that of the last person utilized.
 - (iii) Should the person whose name is so selected be unable to serve, or where the person would be unsuitable due to connections with the parties or geographic community involved, the next person on the list shall be approached to act as Chairperson.
 - (iv) In the event that an individual whose name appears on the list of IAC Chairpersons can no longer serve in that capacity, another individual shall be jointly selected by the Manitoba Nurses' Union and the Provincial Health Labour Relations Services (PHLRS) and the list of Chairpersons shall be amended accordingly.
 - (v) Appointments to the IAC shall be confirmed within twenty-one (21) calendar days of the referral.

The MNU nominee must be appointed by MNU Provincial Office.

The IAC will be established, investigate and hear evidence relating to the issue(s) and make recommendations to resolve the issues. However, in Regional Agreements, issues that remain unresolved at the Worksite should be referred to the Regional NAC to attempt resolution prior to referring to an IAC.

- (b) A meeting of the IAC to investigate and make recommendations shall be held within thirty (30) calendar days of the IAC's appointment unless a longer time frame is otherwise mutually agreed between the Employer and the Union. Such recommendations shall be provided in writing to the nurse(s), the NAC and the Administrator/Executive Management Committee/regional senior nursing manager/senior nursing officer within a further fourteen (14) calendar days. The Employer shall convene a meeting of Employer representatives, the Union and representative(s) selected by, and from amongst, the nurses who referred the matter/issues to the NAC, subsequent to the receipt of the report, to review and discuss potential implementation of the recommendations.

This clause ensures the Employer will convene a meeting with the Union and nurse representatives to review and discuss potential implementation of the recommendations of the report. This allows an opportunity for the nurses who referred the matter initially to an IAC to have dialogue with the Employer representatives on the recommendations.

- (c) Each party shall bear the cost of its own appointee to the IAC and shall jointly bear the cost of the Chairperson.
- (d) Nurses required to attend IAC meetings shall be granted Union leave upon seven (7) calendar days notice in accordance with Article 2409.
- (e) Nurses who are nominees to an IAC shall be granted leave of absence in accordance with 2409.

- (f) A regular report outlining the activities and deliberations of the IAC including the number, type and disposition of issues dealt with by the IAC shall be forwarded to the facility's/Region's Board of Directors (Board).
- (g) The NAC shall be provided with a copy of that portion of the minutes of the Board's meeting relating to its deliberations of the NAC report. The NAC shall provide the nurse(s) with a copy of that portion of the minutes of the Board's meeting relating to issues raised by a nurse(s) under 1 (a) (i) above.

1105 Employers Organization Nursing Advisory Committee
(1) Purpose of the Committee

- (a) In addition, at the request of either the Union or the Employer's senior nursing management, an Employers Organization Nursing Advisory Committee (EO NAC) shall be established to address issues as outlined in Article 1103 (a) above which have regional impact, as well as the following:

@WCHREO, SHEO
(1) Purpose of the Committee

- (a) The parties agree that an Employers Organization Nursing Advisory Committee (EO NAC) shall be established for the WCHREO and SHEO and the facilities/sites/programs affiliated therein to address issues outlined in Article 1103 above, which have Regional impact as well as the following. The EO NACs participants will be as follows:

**NURSING ADVISORY COMMITTEE (NAC) PARTICIPANTS
 COMMUNITY CARE**

Public Health Nurses Worksite 1
 Home Care Nurses Worksite 97
 Breast Health Centre Nurses Worksite 132
 Clinical Nurse Specialists Worksite 134
 Nurse Practitioners/RNEP Worksite 141
 Primary Care Nurses Worksite 142
 Klinik
 Mount Carmel Clinic
 Nine Circles Community Health Centre
 Nor'West Co-op Community Health Centre
 Women's Health Clinic

Manitoba Adolescent Treatment Centre *
Rehabilitation Centre for Children Local 58*
Crisis Response Services

NURSING ADVISORY COMMITTEE (NAC) PARTICIPANTS ACUTE CARE

Health Sciences Centre Local Worksite 10
St. Boniface Nurses Local 5
Concordia Nurses Local 27
Misericordia Nurses Local 2
Grace Nurses Worksite 41
Victoria Nurses Worksite 3
Seven Oaks Nurses Local 72
Pan Am Nurses Worksite 135
Regional Programs Nurses Worksite 153
Riverview Health Centre Nurses Local 1a

- (b) The parties mutually recognize that resolving nurses' workplace issues supports the delivery of effective patient/resident/client care and contributes to a healthy work environment.
- (c) It is further agreed it is in the best interests of the Employers Organization, the facilities/sites/programs and the nurses to work together to resolve the issues relative to staffing and scheduling, prolonged periods of work (consecutive hours and consecutive shifts), standby assignments, and the use of part time additional shifts and casual shifts as it relates to the creation of permanent positions.
- (d) It is further agreed that the Employers Organization NAC will review data relative to use of additional and/or casual shifts, with a view to making recommendations relative to the creation of positions.
- (e) It is agreed this structure shall not preclude issues as noted above being brought forward and/or resolved at the facility/site/program NAC in accordance with the provisions of Article 1103.

(2) EO NAC Committee Representation and Meeting Processes

- (a) The Employers Organization NAC shall be comprised of (1) one nurse from each facility/site/program appointed by the Union, and senior nursing management representatives from the facilities/sites appointed by the Employer, the number of whom shall not exceed the number of Union representatives. Other persons may be invited to participate as mutually agreed.
- (b) Where a nurse is required to use their vehicle to travel to attend meetings of this committee at a location other than their work site, they shall be reimbursed by the Employer in accordance with the prevailing Province of Manitoba mileage rates. It is understood that any adjustments in the mileage rates shall be implemented as quickly as reasonably possible, retroactive to the date the Province of Manitoba mileage rates became effective.
- (c) The Employers Organization NAC shall meet at the request of either party subject to five (5) days notice being given but not less than bi-monthly unless otherwise mutually agreed.
- (d) The chair and the secretary of the Employers Organization NAC shall alternate between the parties. The secretary shall be the opposite party to the chair.
- (e) Agendas shall be circulated at least seven (7) calendar days prior to each meeting; however, this shall not preclude members from raising issues without prior agenda notice. It is understood that issues may be deferred to future meetings to enable appropriate investigation.
- (f) Minutes of the Employers Organization NAC meetings shall be circulated to members of the committee and shall be approved at the next Employers Organization NAC meeting.

(3) EO NAC Procedures

- (a) A nurse(s) with a concern which may be of regional impact may complete and submit a NAC summary report to the Chair of the Employers Organization NAC
- (i) If such issue is determined to be of regional impact it will be placed on the agenda of the Employers Organization NAC. If not, it shall be referred to the appropriate facility/site/program NAC.
- (b) If the decision of the Employers Organization NAC regarding an issue referenced above is unacceptable to the nurse(s) who submitted the issue, or if the EO NAC is unable to resolve the issue, the matter shall be referred in writing to the regional senior nursing manager/senior nursing officer. Upon the request of either party, a meeting will be scheduled as soon as reasonably possible.
- (c) The response of the EO Executive Management Committee shall be provided in writing to the nurse(s) and the EO NAC within fourteen (14) calendar days of the referral unless otherwise mutually agreed.
- (d) Where in the opinion of the nurse who submitted the issue to the Employers Organization NAC, the response from the EO Executive Management Committee does not resolve the issue it can be referred to an Independent Assessment Committee (IAC) within twenty-one (21) days following the response.

1106 Employers Organization Independent Assessment Committee (IAC)

- (a) The IAC shall be composed of three (3) nurses, one (1) of whom shall be appointed by the Manitoba Nurses' Union, and one (1) of whom shall be appointed by the Employer. The third (3rd) nurse shall chair the IAC and shall be selected in the following manner:
- (i) A list of IAC Chairpersons as agreed between the parties shall be appended to this Collective Agreement.

- (ii) When a Chairperson is required, the Provincial Health Labour Relations Services (PHLRS) and the Manitoba Nurses' Union will be contacted. They will provide the name of the person to be utilized on the alphabetical listing of Chairpersons. The name to be provided shall be the name following that of the last person utilized.
 - (iii) Should the person whose name is so selected be unable to serve, or where the person would be unsuitable due to connections with the parties or geographic community involved, the next person on the list shall be approached to act as Chairperson.
 - (iv) In the event that an individual whose name appears on the list of IAC Chairpersons can no longer serve in that capacity, another individual shall be jointly selected by the Manitoba Nurses' Union and the Provincial Health Labour Relations Services (PHLRS) and the list of Chairpersons shall be amended accordingly.
 - (v) Appointments to the IAC shall be confirmed within twenty-one (21) calendar days of the referral.
- (b) A meeting of the IAC to investigate and make recommendations shall be held within thirty (30) calendar days of the IAC's appointment unless a longer time frame is otherwise mutually agreed between the Employer and the Union. Such recommendations shall be provided in writing to the nurse(s), the EO NAC and the senior nursing manager/senior nursing officer within a further fourteen (14) calendar days. The Employer shall convene a meeting of Employer representatives, the Union and representative(s) selected by, and from amongst, the nurses who referred the matter/issues to the EO NAC, subsequent to the receipt of the report, to review and discuss potential implementation of the recommendations.
- (c) Each party shall bear the cost of its own appointee to the IAC and shall jointly bear the cost of the Chairperson.

- (d) Nurses required to attend IAC meetings shall be granted Union leave upon seven (7) calendar days notice in accordance with Article 2409.
- (e) Nurses who are nominees to an IAC shall be granted leave of absence in accordance with Article 2409.
- (f) A regular report outlining the activities and deliberations of the EO IAC including the number, type and disposition of issues dealt with by the EO IAC shall be forwarded to the Regional Health Authority's Board of Directors (Board).
- (g) The EO NAC shall be provided with a copy of that portion of the minutes of the Board's meeting relating to its deliberations of the EO NAC report. The EO NAC shall provide the nurse(s) with a copy of that portion of the minutes of the Board's meeting relating to issues raised by a nurse(s) under (a) (i) above.

1107 Patient Care Optimization Committee

WHEREAS it is the desire of the Employers Organizations to ensure that quality health care services are delivered to Manitobans through a system which is, to the fullest extent possible, sustainable, accessible, cost-effective, efficient and effective;

AND WHEREAS Nurses are an integral part of the delivery of health care services in facilities, programs and communities throughout the province, and have a shared commitment and responsibility for the provision of appropriate, quality health care to Manitobans;

AND WHEREAS the Employers Organizations are responsible for the provision of health care services and programs for Manitobans, and as such desire to attract and retain nurses to work as part of the delivery of those services;

AND WHEREAS the parties recognize that it is in the best interest of the health care delivery system to have all parties working together towards these mutual goals, and the parties wish to work towards the achievement of these goals through collaborative initiatives to optimize patient care;

1. The Employers Organizations through the Provincial Health Labour Relations Services (PHLRS), and the Union, agree to establish the Patient Care Optimization Committee, which shall have a dual purpose:

- (a) to make recommendations to the Deputy Minister of Health regarding the identification, development and implementation of system delivery changes that are intended to improve the effectiveness and efficiency of health care service delivery in Manitoba; and
- (b) to administer and distribute the Patient Care Optimization Allocation, described below, which shall be used to support the following objectives:
 - i) to improve recruitment and retention of nurses where staffing priorities and needs are identified; and
 - ii) to incentivize training or education with respect to identified areas of need in the health care system.

2. The Patient Care Optimization Committee (“Committee”) shall be established as follows:

- a) the Committee shall be comprised of equal representation from the Union and Employer representatives through the PHLRS, to a maximum of five (5) representatives each, unless expanded by agreement of the Committee. MNU appointees shall be permitted to participate in Committee functions without loss of salary and or benefits;
- b) each of the Union and PHLRS shall nominate an appointee to serve as Committee co-chair;
- c) the Committee shall develop Terms of Reference and ensure processes are in place to appropriately authorize distribution of the allocated funds.
- d) the Committee shall meet three times per year at minimum, or more frequently as required upon agreement of the Committee. PHLRS shall provide all necessary administrative resources required by the Committee to carry out its functions and mandate;
- e) the Committee shall make recommendations to the Deputy Minister of Health that will include but are not limited to:
 - i. improving scheduling practices to reduce the use of overtime and agency nurses;
 - ii. creating a balance of full-time and part-time positions;
 - iii. improving the quality of work-life balance through the implementation of the group self-scheduling guidelines;
 - iv. improving weekend staffing resources through broader implementation of the weekend worker;
 - v. focusing on safe practices and the reduction of WCB injuries; and
 - vi. ensuring the skill sets of specialty nurses are used to maximum effect in the delivery of quality health services.

The parties agree to commit the necessary resources and expertise to this work.

- f) the Committee will be provided an allocation of \$4 million per year and shall be responsible to determine how these funds are to be disbursed to improve recruitment and retention of nurses where staffing priorities and needs are identified; and to incentivize training or education with respect to identified areas of need in the health care system;
- g) the Committee shall make all decisions about the disbursement of the allocated funds by mutual agreement, failing which either party shall have the right to refer any dispute to an arbitrator, who shall be empowered to determine any dispute about how the allocated funds shall be disbursed in accordance with principles as defined in this Article.

3. The allocated funds shall be fully disbursed each year, or any portion thereof may be carried over to the next year by mutual agreement or order of the arbitrator.

4. For clarity, to the extent the allocated funds are to be used to incentivize training/education in identified areas of need for recruitment or retention of nurses, the funds shall not be utilized to replace funding the Employer Organizations provide under Article 2407 for education/training/certification, nor for other necessary instruction deemed mandatory for nurses engaged in a specific role/function/assignment or duty.

ARTICLE 12 -- GRIEVANCE PROCEDURE

In grievances involving application of the Collective Agreement and non-disciplinary issues, the onus of proof lies with the grievor. The onus of proof lies with the Employer on all disciplinary matters.

1201 For purposes of this Agreement "grievance" shall mean a dispute between a nurse; or between a group of nurses with a similar grievance; or between the Union and the Employer regarding the application, interpretation or alleged violation of this Agreement.

A definition of a grievance is established in this clause. A grievance is any difference which arises between the nurse, nurses or the Union and the Employer. The differences are restricted, however, to the application, interpretation or violation of the Collective

Agreement. To determine if a grievance exists, one has to determine if the complaint arises as a result of incorrect or unfair application of the Collective Agreement.

Not all problems that arise are clear cut in terms of whether or not they constitute a grievance, some are questionable. If you are approached to initiate a grievance, an investigation of the complaint must be done.

1202 Unless dismissed or suspended by the Employer a nurse shall continue to work in accordance with this Agreement until such time as the dispute has been resolved.

*The nurse has an obligation to obey the Employer's direction and then initiate a grievance. The only exceptions to this are if the nurse is concerned about **their personal safety** (WS and H Act) or the nurse is being asked to do something illegal. With respect to the right to refuse dangerous work, the nurse must **first** report their concerns to the immediate supervisor to allow the supervisor to rectify the situation. For further information, refer to [Attachment #2- Workplace Safety and Health Act](#).*

1203 A nurse may be accompanied by, or represented by, a Union representative at any stage of the grievance procedure.

The nurse is entitled to have a Union representative assist them in presenting their case to the Employer at any or each step of the grievance procedure.

A Union representative is a duly elected or appointed representative of the Local/Worksite or a Labour Relations Officer. If the Employer approaches the Union representative to be present at the meeting, it is imperative that the Union representative ask the nurse if they wish them to attend.

1204 A nurse or Union representative shall request permission from their immediate supervisor to leave their duties in order to process grievances; they shall report to their immediate supervisor upon their return; they shall be granted this permission when, in the opinion of their immediate supervisor, it will not prejudice care or student education or require any staff replacement in either area. They shall not suffer loss of salary when engaged in such activities during regular working hours.

*Under this clause a nurse or Union representative is allowed time to process a grievance, during working hours **without loss of pay**. The Employer shall not unreasonably deny the representative such time off.*

1205 Discussion Stage:

A nurse shall, within fifteen (15) days of the occurrence of the grievance, attempt to resolve the grievance through discussion with their immediate supervisor outside the bargaining unit, and if the matter is not settled to their satisfaction the nurse may proceed with the grievance themselves or elect to be represented by a Union representative.

The 15 days starts the day after the grievance occurs and excludes Saturdays, Sundays and Recognized Holidays.

The Discussion Stage of the grievance may be initiated verbally or in writing. If the matter is submitted on a grievance form, it will require the signature of the grievor.

1206 Step One:

If the grievance is not resolved within the time period specified in Article 1205 above, the grievor and/or Union representative may, within a further ten (10) days submit the grievance in writing to the Human Resources Consultant or equivalent. The Human Resources Consultant or equivalent shall reply in writing within ten (10) days of receipt of the written grievance.

A grievance concerning general application or interpretation of the Agreement, including the question of whether the matter falls within the scope of this Agreement, or which affects a group of nurses in more than one (1) department, may be submitted as Step 1.

The Employer agrees to notify the Union in writing when there are changes in personnel in these positions.

If the dispute is not resolved within the 15 day period of the Discussion Stage the grievor and/or a Union representative may immediately present the grievance, in writing, on the prescribed MNU grievance form to the Human Resources Consultant or equivalent. The Union has 10 days, excluding Saturdays, Sundays and Recognized Holidays, following the discussion stage to submit the grievance at Step One (total 25 days). The Human Resources Consultant or equivalent has 10 days, excluding Saturdays, Sundays and Recognized Holidays, from the date following receipt of the written grievance from the Union to respond to the grievance in writing.

In the event the Human Resources Consultant or equivalent fails to respond within the specified time limits, the Union should file the next step of the grievance immediately.

1207 Step Two:

If the grievance remains unresolved, the Union may, within a further ten (10) days, submit the grievance in writing to the appropriate Human Resources Director or designate, who shall reply in writing within ten (10) days of receipt of the written grievance.

The Employer agrees to notify the Union in writing when there are changes in personnel in these positions.

MNU takes control of the grievance at Step Two. In the event the Human Resources Director or equivalent fails to respond within the specified time limits, the MNU may refer the grievance to arbitration or to the Grievance Investigation Process – See Memorandum #20.

1208 For purposes of determining the lengths of time in the foregoing procedure, Saturdays, Sundays and Recognized Holidays are excluded.

1209 The time limits fixed in the grievance procedure may be extended by mutual agreement between the Employer and the aggrieved nurse and/or Union, and shall be confirmed in writing. The parties agree that “in writing” includes electronic communications such as email. Confirmation includes indication of receipt of such communication.

Either party may request an extension to the time limits specified in the grievance procedure. Any agreement shall be confirmed in writing. Generally, extensions are granted if they will not prejudice the parties, i.e. locating witnesses or documents to be used in evidence.

1210 Subject to the provision of Article 1209 above, and subject to Section 121(2) of the Labour Relations Act of Manitoba, failure of the nurse/Union to comply with any of the time limits specified in this Article shall result in the grievance being deemed abandoned, without prejudice.

If an extension is granted then the limits are revised to the date agreed upon by the parties.

Section 121.2 of the Labour Relations Act of Manitoba allows for a grievance to be processed even when time limits have been exceeded. The process can continue as though the time limits weren't breached and the Arbitrator can decide on whether or not such a breach prejudices the case of either party. If it determines not, then they can set out an award binding both parties.

ARTICLE 13 -- ARBITRATION PROCEDURE

1301 In the event of the failure of the parties to settle a grievance by means of the grievance procedure stated in Article 12, within ten (10) days of the date upon which the written reply referred to in Article 12 is received from the appropriate Human Resources Director, or designate, the matter may then be referred to arbitration as hereinafter set forth.

Only the MNU Provincial Office can refer a matter to arbitration. The MNU Board of Directors must approve funds before a matter can proceed to an arbitration hearing.

1302 A referral for arbitration shall be made in writing by either party, addressed to the other party to this Agreement, within the time defined in Article 1301. The referral for arbitration shall contain the names of three (3) proposed sole arbitrators. The other party shall, within ten (10) days of the receipt of such notice, notify the party who referred the matter to arbitration of the acceptance of one of the arbitrators named or propose others. Where the parties are unable to agree on the choice of a single arbitrator, the party who referred the matter to arbitration may make application to the Manitoba Labour Board to select an arbitrator, or proceed as outlined in Article 1303.

1303 If mutual agreement is not reached by both parties to choose a sole arbitrator, in accordance with the process in Article 1302, then the party who referred the matter to arbitration shall submit the matter in dispute to a Board of Arbitration by giving notice to the other party within seven (7) days and such notice shall contain the party's one (1) nominee of the intended Board of Arbitration. The other party to the dispute shall, within seven (7) days after the receipt of such notice, also appoint a nominee and the two (2) nominees thus appointed shall, within ten (10) days thereafter, select a third member who shall be the Chairperson of the Board of Arbitration.

1304 Should either party fail to appoint an Arbitrator as herein provided, or if any Arbitrator thus appointed should fail or be unable to serve and another Arbitrator not be appointed in their place by the party who made the original appointment, then the other party to the dispute may request the Manitoba Labour Board to select a substitute.

LROs forward the request to the Manitoba Labour Board.

1305 Should the two (2) appointed nominees fail within ten (10) days to agree upon a Chairperson, the two (2) nominees shall forward a request to the Manitoba Labour Board to select a Chairperson.

LROs forward the request to the Manitoba Labour Board.

1306 It is mutually agreed by both parties to this Collective Agreement that the decision of the Arbitrator, or the decision of the Chairperson in the absence of the majority decision of the Arbitration Board shall be final and binding upon the Employer, the Union and the nurse(s) concerned; however, the Arbitrator or the Arbitration Board shall not be authorized to make any decisions inconsistent with the provisions in this Collective Agreement.

The decision of a sole arbitrator or Arbitration Board is final and binding upon both parties and the award must be implemented.

1307 The Arbitrator or Board of Arbitration shall determine its own procedure but shall give full opportunity to all parties to present evidence and make representations.

The arbitration hearing is more informal than the court of law.

1308 In the event of a grievance alleging unjust layoff, suspension or discharge being referred to arbitration, the Arbitrator or Board of Arbitration shall be authorized to rule whether or not the nurse(s) concerned shall be reinstated and, in the event of reinstatement, shall also be authorized to make an award in terms of compensation for regular salary lost or a reasonable alternate award, however, any monetary award shall not exceed the difference between salary lost and any wages that may have been earned from employment with another employer during the period of the layoff, suspension or discharge.

The onus of proof lies with the Employer on all disciplinary matters. In grievances involving application of the Collective Agreement and non-disciplinary issues, the onus of proof lies with the grievor.

There is an obligation on the nurse who is terminated/suspended to mitigate losses of salary. This will include applying for alternate positions and/or EI during the period that the nurse is waiting for their grievance to be arbitrated.

We recommend that nurses who are applying for EI consult with the Community Unemployed Help Centre (204-942-6556), before their application is submitted.

1309 Any costs incurred by either of the parties hereto, preceding or during arbitration proceedings, shall be borne by the respective parties incurring such costs, but the costs of the Arbitrator or of the Chairperson of the Arbitration Board shall be borne by the parties hereto in equal shares.

A formula is provided for covering the costs of arbitration as follows:

- (a) Cost of the Chairperson: Is split on a 50-50 basis by both the Employer and the Union. This usually includes the cost of the meeting room, preparation of the award, meetings with the board members, phoning to arrange the arbitration, etc.*
- (b) Cost of nominee: Each party pays the cost of their own nominee to the board. This is basically a cost for the nominee's time with the other members of the board, either in caucus or sitting at the hearing. It may also include preparation of a dissenting award if that is provided.*
- (c) Cost of counsel: Each party pays for the cost of the lawyer, etc. representing them. This cost generally includes all preparation, investigation, research and presentation of the material at the hearing.*

1310 For the purposes of determining lengths of time in the foregoing procedure, Saturdays, Sundays and Recognized Holidays are excluded.

1311 Nothing in this Collective Agreement shall preclude a nurse or the Union committee and the Employer from mutually agreeing to settle a dispute by means other than those described in the grievance and arbitration procedures or to extend any of the stipulated time limits.

1312 Nurses whose attendance is required at arbitration hearings related to the Agreement shall be given permission to be absent from work and shall not suffer any loss of salary as a result.

If a nurse is required or subpoenaed to be a witness at an arbitration hearing then the Employer must pay their wages for any hours lost as a result of the nurses absence from work. This provision applies regardless for whom they are a witness. If you receive a subpoena please call your Labour Relations Officer.

MNU Handbook Policy Re: Grievance Arbitration and Labour Board Hearings:

16. POLICIES APPLICABLE TO GRIEVANCE AND ARBITRATION

- (a) Locals/Worksites must consult with a Labour Relations Officer (LRO) prior to filing grievances.
- (b) Grievances cannot proceed to arbitration unless approved by the Board of Directors.
- (c) Expenses paid by MNU include:
 - i. Costs associated with travel, research, and preparation of materials and briefs;
 - ii. Cost of legal counsel if necessary and approved by the Director of Labour Relations;
 - iii. Cost of hearings;
 - iv. Any additional or unusual expenses will be considered as necessary;
 - v. Other involved members (i.e., other than the grievor) in any grievance have the right to have legal counsel of their own choice present at arbitration hearings and further, such legal counsel will be at that member's own expense.

Grievance Arbitration, Labour Board Hearings, Inquests and/or Inquiries (re witnesses, including grievors at Arbitration and Labour Board Hearings):

- i. The MNU shall not pay the salary of any nurse who is eligible to be reimbursed for loss of salary under Article 13 of the Collective Agreement (or applicable clause in each Collective Agreement).

- ii. Subject to paragraph (i) above, if the MNU requires and/or subpoenas a witness for a hearing or the witness needs to prepare with MNU legal counsel, the MNU will pay expenses, salary replacement for salary lost and if on a day off, salary replacement for the hours spent at the hearing up to a maximum of seven and three-quarter (7 ³/₄) hours.

If the President of a Local/Worksite or a Grievance Representative **is required** by the MNU to be present at the hearing(s), the MNU will reimburse for salary lost. There must be notice of requirement to attend by the Director of Labour Relations.

If observers (i.e., those not required) attend, it is at their own or Local/Worksite's expense.

(Also, note: Central Collective Agreement – Article 1204 (or applicable clause in other Collective Agreements, deals with grievance – mediation cases.)

1313 The Arbitrator shall be requested to provide both parties with a hard (paper) copy as well as an electronic version of the arbitration award.

ARTICLE 14 -- HOURS OF WORK

1401 *Prior to April 1, 2022 – Refer to MOU #35 Re: Hours of Work Effective April 1, 2022:*

Regular daily, biweekly, and annual hours of work for full-time nurses, excluding meal periods, shall consist of seven and three-quarter (7.75) hours per day, seventy-seven and one-half (77.50) hours biweekly when averaged over the rotation period and two thousand and fifteen (2015) hours per year.

This clause ensures annual full-time hours equal 2015 hours. The average weekly hours may be greater and/or lesser hours than this amount, i.e. a full-time nurse may not actually work 10 shifts in 2 weeks (bi-weekly period). Meal periods are not included in this total and are unpaid. Rest periods of 15 minutes are included in the 77.50 hours and must be paid.

@WCHREO

Applicable for WRHA - Public Health Program, WRHA - Clinical Nurse Specialists, WRHA - Primary Care Program, WRHA - Nurse Practitioners, WRHA - Regional Programs, Women's Health Clinic, Mount Carmel Clinic, Nine Circles Community Health Centre, Klinik Community Health, and Nor'West Co-op Community Health Centre sites only:

- (a) Upon mutual agreement between a nurse and their supervisor, a nurse may work alternate hours during the day or in a bi-weekly period in order to facilitate the provision of services and/or to accommodate the nurse's personal schedule. Such alteration of hours, although subject to Employer approval, is voluntary and at the discretion of the nurse. In instances where working alternate hours under these circumstances results in additional hours being worked in a day or bi-weekly pay period, the nurse shall take the equivalent time off at a time mutually agreeable to the nurse and their supervisor. To the extent practicable, this time off shall occur within four (4) weeks of the nurse having worked the additional hours.
- (b) In instances where additional hours are being scheduled in a day or bi-weekly pay period as a result of direction from the supervisor, compensation for the additional hours worked will be in accordance with Article 16 - Overtime.
- (c) The provisions of Article 1404, Article 16 and Article 17 shall not apply to a nurse working alternate hours in (a) above.

Additional for WRHA - Public Health Program site only:

- (d) In order to facilitate the provision of Public Health nursing services, a nurse may periodically elect to work; or upon a minimum of two (2) weeks notice may be scheduled to work during the evening in accordance with Article 1505.

1402 Prior to April 1, 2022 – Refer to MOU #35 Re: Hours of Work

Effective April 1, 2022:

The meal period will be scheduled by the Employer and will be one-half (.50) of an hour in duration, unless otherwise mutually agreed between the nurse(s) concerned and the Employer.

Applicable for Home Care Nurses:

Where a nurse works for five (5) or more consecutive hours, an unpaid meal period of one half (.50) hour will be provided.

1403 A rest period of fifteen (15) minutes will be allocated by the Employer during each continuous three (3) hour period of work.

Every nurse must receive a 15 minute paid break scheduled by the Employer, for every 3 hours of work and if missed shall be paid at overtime rates (i.e. an additional 15 minutes).

@WCHREO

1403 A rest period of fifteen (15) minutes will be allocated by the Employer during each continuous three (3) hour period of work. Rest periods shall be taken away from the work area unless otherwise mutually agreed.

@SHEO

1403 This article shall not preclude the implementation of modified daily or bi-weekly hours of work by mutual agreement in accordance with the agreed upon letter of understanding between a majority of nurses in a work unit and the Employer. The Employer agrees to notify the Union in writing prior to the implementation of a modified shift in any ward or unit.

1404 A shift shall be seven and three-quarter (7.75) consecutive hours of work exclusive of meal times and inclusive of two (2) fifteen (15) minute rest periods. This clause shall not, however, prevent trial and implementation of changes in shift length if mutually agreed between a majority of nurses whose schedule is affected, the Union representing those nurses whose schedule is affected, and the Employer. Any change in shift length agreements shall take the form of an addendum attached to and forming part of this Agreement.

Applicable for Home Care Nurses:

A shift shall not be less than one (1) paid hour nor more than seven and three-quarter (7.75) paid hours and shall be governed by the following conditions:

- (a) a nurse shall receive one (1) hour regular salary for any and all client assignments in the first one (1) hour of their work day, and*
- (b) a nurse shall receive regular salary for all additional time required to complete any further client assignments up to and including seven and three-quarter (7.75) hours in any one (1) day. Nurses may be required to work split shifts, and in so doing shall receive a premium of twelve dollars (\$12.00), and*
- (c) shifts shall be inclusive of paid rest periods and exclusive of the unpaid meal period except as per Article 1402 above, and*
- (d) This clause shall not, however, prevent trial and implementation of changes in shift length if mutually agreed between a majority of nurses whose schedule is affected, the Union representing those nurses whose schedule is affected, and the*

Employer. Any change in shift length agreements shall take the form of an addendum attached to and forming part of this Agreement.

Applicable for Health Sciences Centre and CancerCare Manitoba sites only:

A shift shall be seven and three-quarter (7.75) consecutive hours of work exclusive of meal times and inclusive of two (2) twenty (20) minute rest periods. This clause shall not, however, prevent trial and implementation of changes in shift length if mutually agreed between a majority of nurses whose schedule is affected, the Union representing those nurses whose schedule is affected, and the Employer. Any change in shift length agreements shall take the form of an addendum attached to and forming part of this Agreement.

Shift lengths may be altered by agreement of the Union, acting on behalf of the nurses, by agreement of the majority of nurses whose schedule is affected, and the Employer. The Worksite must be involved in this discussion since any change will require an amendment to the Collective Agreement. Amendments of this nature altering shift lengths must be included in a memorandum and approved by a simple majority vote of the membership at a general meeting of the Worksite. The memorandum may be generic in nature or specific to a small group of nurses on a unit or ward. A procedure for implementation and discontinuance should be included in the memorandum. Unless otherwise specified in an existing memo which alters the shift length, the percentage recommended for implementation and/or discontinuance is 50% plus 1 (unless otherwise specified in the Collective Agreement i.e. 12 hour memo). If there is discontinuance hours of work revert back to the 7.75 hour shift.

If the agreement contains the standard memorandum on shifts of less than 7 3/4 hours, that memo sets out the process to follow for shifts of less than 7 3/4 hours. If the agreement does not contain that memo, 1404 applies.

Nurses eligible to vote with respect to altering shift length include:

- *permanent and term nurses on the unit for the trial period.*
- *permanent nurses including the nurses on leave who hold a permanent position vote for permanent implementation of the altered shift length.*
- *casual nurses are not eligible to vote in either case.*

“Nurses whose schedule is affected” mean those nurses who will actually work the altered shift.

Employment Security notice/deletions are not required for trial and/or permanent implementation of changes in shift length unless the EFT's change.

The Employer may post new and/or vacant positions with altered shift lengths i.e. 10 hours and 12 hours if in accordance with the 10 and 12 hour memo.

1405 A full-time or part-time nurse who is advised not to report for their scheduled shift, or who is sent home because of lack of work, shall receive pay for the scheduled hours not worked.

Applicable for Home Care Nurses:

*Where a Home Care nurse is unable to complete their scheduled shift due to client circumstances, the nurse may be reassigned to other clients, or may be reassigned to other work for which the nurse is qualified within any of the sites comprising the Employer. It is understood that such reassignment will only occur within a sixty (60) km. radius [fifty (50) km radius applicable @ Brandon Regional Health Centre site, **WCHREO**] of the originating site, unless a greater distance is mutually agreed between the Employer and the nurse. Travel time and Transportation Allowance as outlined in Article 20 shall be paid to the nurse to travel to the reassigned site.*

Should reassignment as contemplated above not be possible, the Home Care nurse shall receive pay for the scheduled hours not worked.

This guarantees payment for all scheduled shifts for full and part-time nurses. This clause applies to the changeover from Central Standard Time to Daylight Saving Time (as per Article 1606).

1406 Where a nurse cannot arrive as scheduled at the Worksite due to whiteout/blizzard conditions as declared by Environment Canada or the Employer, or due to road closures as declared by police agencies or Manitoba Infrastructure, the nurse shall be rescheduled at a mutually agreeable time if possible during the following two (2) consecutive bi-weekly pay periods to work any hours missed. Where the scheduling of such shift cannot be accommodated or the nurse chooses not to be rescheduled, the nurse may take the time from banked time which includes banked overtime, Recognized Holidays or vacation.

Additional for Churchill Health Centre site only:

In the event that Polar Bears constitute an immediate danger to nurses travelling to and from the Worksite, the Employer shall ensure that nurses are reimbursed for, or provided with transportation.

The nurse has the choice to either have their shift rescheduled as above, take banked time as per above (vacation refers to 3 saved vacation days as per 2101) or take an unpaid leave of absence as a last resort only.

If the nurse chooses to work, it must be an additional available shift not already assigned to another nurse.

1407 Whenever a nurse is called in to work within one (1) hour of the start of the shift and reports for duty within one (1) hour of the start of the shift, they shall be entitled to pay for the full shift. In such circumstances the scheduled shift hours shall not be extended to equal a full shift.

This guarantees that a nurse will not be penalized when called in to work on short notice. This is for both a regular shift or an overtime shift.

Applicable for WRHA - Public Health Program site only:

1408 A maximum of thirty (30) nurses, excluding nurses in the Antenatal Home Care and Travel Health programs, will be assigned to work in any office on weekends, on an equitable, rotational basis. With mutual agreement between the Employer and the nurse, the nurse's scheduled days off may be altered to be taken during the one (1) week prior to and/or the two weeks following the assignment. The number of nurses assigned to work weekends may be increased by mutual agreement between the parties, such agreement shall not be unreasonably denied.

Master rotations must include no more than 30 Public Health nurses scheduled to work on a weekend with the exception of Antenatal Home Care and Travel Health programs.

ARTICLE 15 -- SHIFT SCHEDULES

*“Shift pattern” refers to a master rotation. A master rotation is a template. Posted shift schedules may vary from the master rotation due to the requirements of scheduling Christmas, other recognized holidays and/or an individual nurse’s vacation. A nurse’s shift schedule should not change to accommodate another nurse’s vacation. (See [Attachment #4](#) - **Vacation Scheduling Procedure**)*

1501 Shift schedules for a minimum of a four (4) week period shall be posted at least two (2) weeks in advance of the beginning of the scheduled period. Shifts within the minimum four (4) week period shall not be altered after posting except by mutual agreement between the nurse(s) concerned and the Employer. Requests for specific days off duty shall be submitted in writing at least two (2) weeks prior to posting and granted, if possible in the judgment of the Employer.

Only 4 weeks of hours is confirmed even though an Employer may post a longer period of time. There must be a mechanism to identify the confirmed 4 week period if more than 4 weeks of hours are posted at the same time.

If a 4 week schedule commences on March 1st, the Employer must have the schedule posted at least 14 days in advance of that schedule (February 14th). If the nurse is requesting a specific day off within the period to be posted (March 1st – March 28th) the nurse must submit their request, in writing, at least 14 days in advance of February 14th (January 31st). A reason for the request is not required. The Employer is obligated to give consideration to that request and incorporate it, if possible, into the nurse’s 28 day schedule (March 1st – March 28th). Alterations of hours within the confirmed 4 week portion of the posted hours shall not occur unless agreed to by the nurse.

1502 Requests for interchanges in posted shifts or a portion thereof shall also be submitted in writing, co-signed by the nurse willing to exchange shifts with the applicant. Where reasonably possible, interchanges in posted shifts are to be completed within the posted shift schedule. It is understood that any change in shifts or days off initiated by the nurses and approved by the Employer shall not result in overtime costs to the Employer. Requests for interchanges shall be granted if reasonably possible, including considering the length of notice provided by the nurse and shall receive a prompt reply.

A nurse who participates in an interchange which results in them working in excess of a shift in any 24 hour period shall not be entitled to overtime pay as a result of the interchange.

*Requests for interchanges in full or portion of shifts can be made at any time. The intent is that interchanges are to be done within the confirmed 4 week portion of the posted hours but it may not always be possible. If it is not possible, then it must be done in the next posted 4 week period. There is no notice period required nor limit to the number of interchanges a nurse may request. All requests for interchanges must be in writing and approved by the Employer. The Employer **may** delegate this to an in-scope charge nurse, CRN, etc. A nurse who has an interchange approved, is not obligated to work the shift if the nurse they interchanged with is unable to work the shift. Once an interchange is approved, it becomes part of the nurse's scheduled hours of work and as such, cannot be altered.*

Interchanges with casuals are not permitted.

1503 Night shift shall be considered as the first shift of each calendar day.

This applies to a 7.75 hour shift. For a 12-hour shift, night shift shall be considered as the last shift of each calendar day.

Applicable for Victoria General Hospital and Misericordia Health Centre sites only:

Night shift shall be considered as the last shift of each calendar day.

This clause relates only to shift scheduling and it is to ensure the nurse receives a full weekend off as defined in Article 303.

It should be noted that "ESP" scheduling, which is in effect with many Employers, indicates on paper that Night shift is the last shift of the day. However, the Collective Agreement prevails and what the nurses actually work is in keeping with 1503.

1504 Master rotations for each nursing unit shall be planned by the Employer in meaningful consultation with the nurse(s) concerned.

The process for meaningful consultation shall include:

- Employer proposes a master rotation including the Employer established criteria and provides to nurses concerned
- Nurses are provided reasonable time to submit feedback and/or an alternate master rotation for consideration.

- The amended or new master rotation is provided to nurses for review. Nurses are provided with a reasonable time to submit feedback.
- At each step of the consultation process the Union will be provided with the new or revised master rotation to ensure contract compliance.
- Employer has the sole discretion to select the new master rotation and provides rationale for the selection.

This defines and describes what would be considered meaningful consultation. It states the requirement for the Employer to establish and communicate basic staffing criteria and places the onus on the Employer to provide rationale and communicate with the Union at every step of the process. It states the fact that the Employer has the sole discretion in implementing the master rotation but strengthens the requirement for them to consult with members when doing so.

*Although it is discouraged, nurses may mutually agree to variations of (b) through (g). However, when a master rotation is planned, if any one or more of the shift patterns/lines in that master rotation **violates** (b) through (g), 100% of the nurses **on the unit** must agree with the violations. This ensures that no nurse will be forced to accept a rotation pattern which violates their rights. When a nurse who has agreed to work a non-conforming shift pattern vacates their position, the master rotation shall be reviewed as outlined above before the vacancy is filled. When 100% approval is not achieved, and a nurse(s) still wishes to work a non-conforming shift pattern, they may achieve this through the interchange process - see 1501.*

A Float Pool Nurse has a master rotation. The Regional Float Nurse and a Relief Nurse do not have a master rotation but they do have a posted shift schedule in accordance with 1501. There may be exceptions provided for with respect to the Provincial Float Pool exclusively.

In a situation where a nurse holds more than one part-time position in the bargaining unit, each position is treated separately with respect to the scheduling provisions. However, the sum of those positions is not required to comply with the provisions, i.e. nurse may work all three shifts or every weekend. (Also see MOU #12 re Provisions for Part-time Nurses Occupying More Than One Position).

Master Rotations shall, unless otherwise mutually agreed between the nurse(s) concerned and the Employer, observe the conditions listed hereinafter:

- (a) a minimum of fifteen hours (15) off between assigned shifts.

The nurse must have a minimum of 15 hours off between shifts. This does not apply to 12 hour shifts. Nurses cannot mutually agree to work more than 1 shift in a calendar day at straight time rates unless it is an approved interchange initiated by the nurses as described in 1502.

- (b) (i) a minimum of forty-seven (47) hours off at one time, or

When full-time nurses' days off are scheduled, a minimum of 47 hours off must be provided. When going from Day shift to Evening shift, a single day off is satisfactory. This still equates to 47 hours off.

Part-time nurses do not have designated days off.

- (ii) where only "8" hour shifts are worked, a single weekday off may be permitted on a changeover from Day shift to Evening shift or in a staffing pattern that provides alternate weekends off. This is subject to meaningful consultation between the nurses affected and the Union.

This allows more flexibility in scheduling for nurses who work 8 hour shifts and do not wish to work 7 shifts in a row. Nurses must have meaningful input when new rotations are created.

Applicable for Victoria General Hospital site only:

Each nurse shall receive a minimum of forty-seven (47) hours off except that a single day may be assigned:

- (i) *on a changeover from Day shift to Night shift provided that three (3) days are given on completion of the Night shift, or*
(ii) *on a changeover from Day shift to Evening shift, and*
(iii) *not more than twice in each rotation pattern when the single day off results in less than forty-seven (47) continuous hours off between shifts.*

- (c) a minimum of eight (8) days off within each period of four (4) consecutive weeks.

- (d) alternate weekends off shall be granted as often as reasonably possible, with each nurse receiving a minimum of every third weekend off.

Weekends are defined in Article 303.

@WCHREO

- (d) a minimum of fifty percent (50%) of weekends off in each master rotation period with a maximum of two (2) weekends worked between weekends off.

- (d) **Applicable for Health Sciences Centre and CancerCare Manitoba sites only:**

Alternate weekends off shall be granted as often as reasonably possible with each nurse receiving a minimum of every third (3rd) weekend off, however, overtime rates of pay shall apply to weekend hours worked on the third (3rd) and any subsequent consecutive weekends unless otherwise mutually agreed between the nurse concerned and the Employer.

Applicable for Eden Mental Health Centre (Winkler), Breast Health Centre, Diagnostic Services, Provincial Float Pool and MAID Services sites only:

Alternate weekends off shall be granted as often as reasonably possible, with each nurse receiving a minimum of every third weekend off.

Applicable for Rehabilitation Centre for Children site only:

Alternate weekends off shall be granted.

Applicable for Manitoba Adolescent Treatment Centre site only:

Full-time employees hired after January 1, 1994 shall have a minimum of every second weekend off. Weekends being defined as Saturday and Sunday. Should such full-time employees be required to work weekends as defined, consideration shall be given to classification and gender balance, then employees shall be assigned such weekends in reverse order of seniority.

Applicable for Crisis Response Services site only:

See MOU re: Weekend Work former MGEU Local 220 (to be referred to Standardization Committee)

(e) a maximum of seven (7) consecutive days of work and preferably less between days off. It is understood that eight (8) consecutive days of work may be assigned for the purpose of meeting the requirements of sections 2204 and 2209 (2208 @SHEO) (and 2210 @WCHREO) inclusive herein.

Applicable at Health Sciences Centre site only:

Not more than seven (7) consecutive working days.

Maximum number of consecutive days of work varies between Worksites as indicated in the Collective Agreement.

(f) nurses who are required to rotate shifts being assigned to work either Day shift and Evening shift, or Day shift and Night shift. There shall be at least as great a number of Day shifts assigned as there are Night (or Evening) shifts within each standard rotation pattern, whenever reasonably possible. This provision is not applicable to a nurse who agrees to work permanently on Evenings or Nights, or a nurse who accepts a position which has been posted as a permanent Night or Evening position.

Applicable at Health Sciences Centre and CancerCare Manitoba sites only:

The Employer will make every effort to ensure that no nurse will be required to work more than fifty percent (50%) of their shift on Evenings or Nights, calculated three (3) times per year. The Union acknowledges that the Employer may not in all instances be able to comply with this provision and agrees that when compliance is not possible, the number of shifts may be increased, subject to a double payment of the shift premium being applicable to the shifts worked in excess of fifty-two percent (52%). This provision does not apply to nurses who have agreed to work permanent Evenings and/or Nights or who have accepted a position which has been bulletined as having a non-conforming shift pattern.

Nurses who are required to rotate shifts shall be assigned to work either Day shift and Evening shift, or Day shift and Night shift, unless otherwise agreed.

Shifts for nurses shall be days and evenings or days and nights - not all three shifts. A nurse working either of these shifts shall have at least as many days as evening or nights in their schedule, whenever reasonable possible. When it isn't reasonably possible, then the ratio of Evening or Night shifts relative to Day shifts must be distributed equitably amongst the nurses affected.

- (g) A nurse will receive consideration in scheduling to allow the nurse to pursue academic course(s) to further their education. Whenever reasonably possible, subject to patient/resident/client care requirements, the granting shall be based on the following:
- (i) the nurse submits their written request at least eight (8) weeks prior to commencing the academic course(s), and
 - (ii) another nurse(s) on the unit is (are) prepared to interchange their 'normally' scheduled shifts for the 'normally' scheduled shifts of the nurse attending the academic course(s), as agreed in writing,
 - (iii) upon completion of the academic course(s) each nurse shall revert to their former rotation pattern.

Proof of registration in such course(s) shall be submitted by the nurse upon request.

The language provides for discretion in the granting of such schedule change for the purpose indicated, however, it directs the Employer to consider each request.

The nurse must make the necessary arrangements with the other nurses who are going to be affected and obtain an agreement with them, in writing, before they would be considered for such a leave. In granting such a leave, the Employer may consider the scheduling of all nurses who may be affected by the granting of the changes.

Applicable for Community Health Nurses:

It is understood that should the Employer implement a seven (7) day work schedule, the parties will meet to negotiate appropriate provisions to cover same.

(h) No nurse shall work more than a total of sixteen (16) consecutive hours (inclusive of regular and overtime hours) in a twenty-four (24) hour period, unless otherwise mutually agreed between the nurse and Employer.

Applicable for Victoria General Hospital site only:

(i) Violation of any provision of Article 1504 during the minimum four (4) week period outlined in Article 1501 shall result in payment to each affected nurse at overtime rates for all hours worked during the specific violation of the provision.

1505 Group Self-Scheduling

A. The following conditions and understandings apply to Group Self-Scheduling:

1. The procedure to be followed for Group Self-Scheduling shall be as follows:

- (a) A meeting of all nurses on the unit/worksite/program who wish to participate in Group Self-Scheduling and the Employer (as designated) will be held to discuss tentative unit/worksite/program specific Group Self-Scheduling guidelines, the Master Rotation, the Group Self Schedule and proposed date of commencement of the initial test period. A letter will be forwarded to the Local/Worksite President to inform them of the proposed changes.
- (b) The length of the initial trial period for Group Self-Scheduling shall be six (6) months in length or for a shorter period as mutually agreed between the Union and the Employer.
- (c) Six (6) weeks prior to the completion of the initial trial period, a meeting of all participating nurses on the unit/worksite/program and the Employer will be held to evaluate Group Self-Scheduling.

2. Upon mutual agreement between the Employer and the Union the Group Self Schedule shall continue for a minimum duration of an additional six months. The Employer shall not unreasonably withhold its agreement. In the event the parties are not able to agree the Collective Agreement provision on Hours of Work, Article 14 shall apply.

The Group Self-Schedule may be cancelled at the end of any six (6) month period by either the Employer or the Union by giving written notice of at least six (6) weeks to the other party of its desire to terminate the agreement. The notice shall coincide with the effective date of the implementation of the existing/new master rotation for the unit/worksite/program. This date must commence with the beginning of a new pay period.

3. Group Self-Scheduling shall not result in any additional costs to the Employer
4. All full-time and part-time nurses on a unit/worksite/program may participate in Group Self-Scheduling.
5. Terms and conditions of the Collective Agreement, Appendices and Supplementary Memorandums of Understanding shall remain in full force and effect.
6. Unit/worksite/program specific guidelines for Group Self-Scheduling shall be established/revised for each unit/worksite/program in consultation with, and agreement by, the Union. All self-scheduling groups shall follow the attached general guidelines and are subject to approval by both the Union and the Employer. The provisions of the Collective Agreement including hours of work, shift schedules and overtime shall be adhered to.
7. The Master Rotation must be in place for each unit/worksite/program in accordance with the provisions of Article 1504 of the MNU Collective Agreement. It is understood that any nurse(s) who requests to be scheduled in accordance with their line on the Master Rotation shall be permitted to do so. All nurses hired into a position(s) on the unit/worksite/program shall be provided with the option of following the Master Rotation or Group Self-Schedule, however, the nurse(s) shall complete the Group Self-Schedule for the remainder of the posted shift schedule.
8. A nurse who is participating in Group Self-Scheduling has the option of reverting to being assigned their shift schedule in accordance with their line on the Master

Rotation and a nurse who has a Master Rotation has the option of participating in a self-scheduling group. The nurse must advise their out-of-scope manager/designate in writing of this request two (2) weeks prior to the next round of shift selection. This scheduling preference, Master Rotation or Group Self-Scheduling, must be worked for a minimum of six (6) months before making another change.

9. It is understood that this Article shall apply to any nurse or group of nurses whether or not they have a master rotation.

B. GROUP SELF-SCHEDULING GUIDELINES

The Key to success is co-operation. We must also remember to be fair, responsible and keep an open mind. The Group Self-Scheduling process will benefit each one of us by allowing more freedom of choice. At the same time we must keep in mind that first and foremost the unit/worksites/program must be staffed properly.

General Information

1. The unit/worksites/program specific Group Self-Scheduling guidelines must follow the provisions of the Collective Agreement.
2. Group Self-Scheduling is a process whereby a group of two (2) or more nurses on the same unit/worksites/program agree to work together and take responsibility for coordinating and selecting their scheduled shifts within the combined master rotation schedules of the group over the scheduling period. Each nurse must meet their current EFT requirement and the additional requirements contained herein.
3. The out-of-scope Manager/designate has the responsibility of overseeing the process and has final authority in resolving issues. However such authority is to be exercised reasonably and in accordance with the principles described herein.
4. To form a self-scheduling group, nurses must be of equal competency and skill sets. Where necessary, consideration must also be given to ensuring that there are nurses who are able to take charge/special skill assignments (e.g. triage, LDRP, OR, clinic etc.) based on the Employer Master Rotation requirements.

5. Group Self-Scheduling meetings shall be held at least once a year so that there is a forum for all participating nurses to voice concerns or make suggestions for change. Attendance is voluntary and all nurses on the unit/worksite/program shall be invited.
6. The guidelines below are generic and are used on all units/worksites/ programs that practice Group Self-Scheduling.

C. GUIDELINES

1. The Employer established Master Rotation will be used as the basis for each nurse within the Group Self-Scheduling unit/worksite/program.
2. Nurses within the self-scheduling group are not allowed to schedule themselves in a way that would incur any overtime costs, unless pre-approved by their out of scope Manager/ designate.
3. Each nurse must work a minimum of one (1) shift within each pay period
4. Shifts can be interchanged once selections are completed, however all nurses may be recommended to work a minimum of four (4) week day shifts in a six (6) week period in order to maintain adequate experience and for evaluation purposes.
5. The self-scheduling group must comply with the provisions of the Collective Agreement and meet the deadlines of these guidelines and the current posting practices.
6. EFT requirements will be averaged over the six (6), three (3) or two (2) consecutive bi-weekly periods in the shift schedule pattern as applicable, or where it exists.
7. The out of scope Manager/designate will receive the proposed schedule of the self-scheduling group no later than two (2) weeks prior to the required posting date for the schedule period. The out of scope Manager/designate must approve the proposed schedule prior to it being posted as part of the unit/worksite/program posted schedule. Such approval is not to be unreasonably denied. If approval is denied, the Employer will notify the Union in writing as soon as practicable, such notification to include the reasons for denial.
8. Vacation scheduling will be done in accordance with Article 21.

9. All changes to the self-scheduling group schedule must be confirmed with the out of scope Manager/designate in accordance with Article 1502.

This provision will allow for groups of nurses (two or more nurses) to voluntarily opt into a group self-scheduling process. The purpose of self-scheduling allows nurses to take more control over their work life balance. Nurses who are currently using multiple interchanges to manage their schedule, can use this memo to gain greater predictability and stability. This provision allows the worksite president to be involved and monitor the process. Please note that the new scheduling process allows for nurses to opt in or out after satisfying a six month commitment to a self-scheduling arrangement.

There is an onus on the Employer to seriously consider Group Self-Scheduling requests. The Employer cannot arbitrarily dismiss Self-Scheduling requests and must provide reasonable consideration to such.

Please be sure to consult with the LRO before initiating a Group Self Scheduling Plan.

ARTICLE 16 -- OVERTIME

The Employer can only mandate overtime as a last resort. They must have exhausted all avenues prior to mandating overtime. For example:

- ***qualified nurses on standby – Cross-reference 1801.***
- ***part-time nurses – additional shifts***
- ***casuals***
- ***voluntary overtime regardless of occupational class***
- ***close beds temporarily/shift in services***
- ***It is our expectation that the Employer canvas the out-of-scope managers and agency nurses to work prior to mandating a bargaining unit member to work overtime.***

In the event the Employer mandates a nurse to work overtime and the nurse believes they are unable to work the overtime, it is essential that the nurse clearly state the reason they are unable to perform the overtime assignment. The most important factor affecting nurses with respect to being required to perform overtime is whether the work assigned is of such a nature that it could

result in patient abandonment or significant risk to patients health. Reasonable justification for refusing the overtime will vary according to factors such as:

- The nurse is near exhaustion and could injure themselves or the patient;*
- The nurse believes their continued attendance would compromise patient care;*
- The nurse has a health condition the restrictions of which prevent overtime assignments (duty to accommodate- health of the nurse potentially harmed);*
- Whether the nurse is, in some sense, involuntarily prevented from working e.g. child care arrangements (because of lack of appropriate notice), medical appointments that cannot be changed;*
- The availability of others to work the overtime;*
- The amount of overtime and regular hours worked by the nurse in the recent past;*
- The expected duration of the overtime assignment, i.e. working 2 hours vs. 8 hours;*
- The amount of notice given by the employer to the nurse prior to the commencement of the overtime shift (unreasonable inconvenience);*
- Whether the assignment is in an area of the health care facility which more regularly and usually demands overtime.*

Part-time nurses cannot be mandated from home unless they qualify for overtime pay, for example an extension (before or after) of a scheduled shift in the same calendar day and/or already in excess of full-time hours in 2 consecutive bi-weekly periods. A nurse working an 8 hour night shift cannot be mandated to work the preceding evening shift because this is not the same calendar day. The nurse can query their manager as to whether agency should be considered for mandating as well.

Overtime can only be mandated by out-of-scope management and this function cannot be delegated to in-scope nurses who are designated “in charge”.

As per 1504 (h):

“No nurse shall work more than a total of sixteen (16) consecutive hours (inclusive of regular and overtime hours) in a twenty-four (24) hour period, unless otherwise mutually agreed between the nurse and Employer.”

In the final analysis, if a nurse elects to refuse to work overtime when the Employer mandates them, they may be at risk of being disciplined or reported to the College.

In all instances where mandatory overtime is worked, report to worksite president and complete a Workload Staffing Report if applicable.

1601 Overtime shall be authorized time worked which exceeds the normal daily shift as defined in Article 14 herein or the normal full-time hours in the rotation pattern in effect on each nursing unit for full-time nurses or the normal full-time hours in two (2) consecutive bi-weekly periods for part-time nurses. Overtime hours extending beyond the normal daily shift into the next calendar day shall continue to be paid at the overtime rates in accordance with Article 1602.

Applicable for Churchill Health Centre site only:

Overtime shall be authorized time worked which exceeds the normal daily shift as defined in Article 14 herein or the normal full-time hours in the rotation pattern in effect on each nursing unit for both full-time and part-time nurses. Overtime hours extending beyond the normal daily shift into the next calendar day shall continue to be paid at the overtime rates in accordance with Article 1602.

@NHREQ

1601 Overtime shall be authorized time worked which exceeds the normal daily shift as defined in Article 14 herein or the normal full-time hours in the rotation pattern in effect on each nursing unit for both full-time and part-time nurses. Overtime hours extending beyond the normal daily shift into the next calendar day shall continue to be paid at the overtime rates in accordance with Article 1602.

Part-time nurses are eligible for overtime once they exceed the normal full-time hours (paid at regular rate) in any two consecutive bi-weekly pay periods. The “normal full-time hours” in the rotation pattern include worked time, income protection, bereavement leave, vacation, etc. The two consecutive bi-weekly periods are fixed bi-weekly periods.

Casuals are treated the same way as part-time nurses for the purposes of this clause.

The overtime calculation will be based on a calendar day not the 24-hour clock basis.

Authorization must be obtained prior to the start of any overtime work except in emergency situations. The Employer agrees the authorization in these emergency situations will not be unreasonably withheld. Payment for overtime worked when emergency circumstances prevent prior authorization shall be subject to a claim accompanied by a special written report prepared by the nurse before leaving the facility/site substantiating the reason for the overtime work.

It is important that authorization for the overtime be obtained prior to working, with the exception of emergencies. It may be that a nurse is prevented from obtaining prior authorization due to unexpected patient care needs on the unit, or the inability to access an individual who has authority to approve the overtime. An “emergency” in this clause is not an emergency as detailed in Article 10. If the Employer says “go home” - go home.

If authorization cannot be obtained in an emergency, the nurse must complete a written claim prior to leaving the facility in order to receive the overtime pay.

Overtime can only be cancelled if the work that gave rise to the overtime no longer exists i.e. patient dies, census down, vacant position is filled. If the reason for the work continues to exist and the nurse is cancelled, all we can expect to get in a grievance is straight time rates for the cancelled hours not worked (because they did not work it).

Applicable for Community Health Nurses (n/a effective April 1, 2022):

Effective October 14, 2021, overtime shall be authorized time worked in excess of eighty (80) hours in a bi-weekly period and will be paid at two (2.0) times their basic salary

**No longer applicable effective April 1, 2022.*

1602 Effective October 14, 2021, each nurse shall be paid at the rate of two (2) times their basic salary for all hours of authorized overtime in any one (1) day. A full-time nurse shall receive two (2) times their basic salary for all overtime worked on a scheduled day off. However, notwithstanding Article 1601 above, all overtime worked on a Recognized Holiday shall be paid at two and one-half (2.50) times their basic salary.

All overtime is paid at double time except overtime worked on a Recognized Holiday which is paid at 2.5 times.

1603 Notwithstanding Articles 1601 and 1602 above, where a nurse works two consecutive shifts, the nurse shall be paid the full hours for both shifts and shall not be required to work an additional fifteen (15) minutes. They shall receive pay at the rate of double their basic salary for the additional shift, except when the additional shift is worked on a Recognized Holiday, they shall receive pay at the rate of two and one-half (2.50) times their basic salary for the additional shift.

This clarifies the nurse will be paid for 2 complete shifts and will not be deducted for the overlap.

1604 At the nurse's request, overtime shall be banked and shall be compensated by time off at overtime rates to be taken at a time mutually agreed. At the nurse's request, any banked overtime, or portion thereof, shall be paid out on a separate cheque without a surcharge on the dates designated by the Employer. At the nurse's request, any banked overtime or portion thereof shall be paid out at any time on a regular pay cheque. Overtime may be accumulated to a maximum of seventy-seven and one-half (77.50) hours at any one time. Any overtime in excess of seventy-seven and one-half (77.50) hours shall be paid as earned. All accumulated overtime must be taken as time off or paid out by March thirty-first (31st) of each fiscal year. Accumulated overtime not taken as time off or paid out by this date shall be paid to the nurse in the last pay period of the fiscal year on a separate cheque without a surcharge.

This allows full-time and part-time nurses the opportunity to bank overtime. Any overtime in excess of the "cap" will be paid as earned. Payout of overtime on a separate cheque will only be done on dates designated by the Employer. There is no minimum amount of hours to be paid on a separate cheque. However, payout of overtime may be requested on a regular pay cheque at any time.

Applicable for Churchill Health Centre and Holy Family Home sites only:

At the nurse's request, overtime shall be banked and shall be compensated by time off at overtime rates to be taken at a time mutually agreed. At the nurse's request, any banked overtime, or portion thereof, shall be paid out on a separate cheque without a surcharge on the dates designated by the Employer. At the nurse's request, any banked overtime or portion thereof shall be paid out at any time on a regular pay cheque. All accumulated overtime must be taken as time off or paid out by March thirty-first (31st) of each fiscal year. Accumulated overtime not taken as time off or paid out

by this date shall be paid to the nurse in the last pay period of the fiscal year on a separate cheque without a surcharge.

Applicable in the North

1604 At the nurse's request, overtime shall be banked and shall be compensated by time off at overtime rates to be taken at a time mutually agreed. At the nurse's request, any banked overtime, or portion thereof, shall be paid out on a separate cheque without a surcharge on the dates designated by the Employer. At the nurse's request, any banked overtime or portion thereof shall be paid out at any time on a regular pay cheque. All accumulated overtime must be taken as time off or paid out by March thirty-first (31st) of each fiscal year. Accumulated overtime not taken as time off or paid out by this date shall be paid to the nurse in the last pay period of the fiscal year on a separate cheque without a surcharge.

NOTE: Part-time nurses who hold more than one position and earn overtime in either position are not limited to utilization of banked over time only in the department/unit where it was earned. It can be requested as time off in either department/unit.

1605 A full-time nurse reporting back to work upon request after leaving the site following completion of a shift but before commencement of their next scheduled shift shall be paid at overtime rates of pay with a guaranteed minimum of three (3) hours at overtime rates. If the extra time worked under this subsection commences within less than three (3) hours before the start of a shift, the guaranteed minimum of overtime pay will not apply. In such cases, the nurse will be paid at overtime rates from the time the nurse starts to work to the beginning of their shift.

*This clause applies only to full-time nurses who **physically** return to the workplace.*

(If referring to Standby, see Article 18. If referring to part-time nurses see Article 3403.)

Applicable for Home Care Nurses:

A full-time nurse reporting back to work upon request after completing the daily client assignment and following completion of a seven and three-quarter (7.75) hour shift but before commencement of their next scheduled shift shall be paid at overtime rates of pay with a guaranteed minimum of three (3) hours at overtime rates. If the extra time worked under this subsection commences within less than three (3) hours before the start of a shift, the guaranteed minimum of overtime pay will not apply. In such cases, the nurse will be paid at overtime rates from the time the nurse starts to work to the beginning of their shift.

1606 Overtime worked as a result of the changeover from Daylight Savings Time to Central Standard Time shall be deemed to be authorized overtime.

The changeover from Central Standard Time to Daylight Savings Time will be considered as full hours worked for that shift.

1607

Applicable for IEHREO, NHREO, PMHREO, SHREO, WCHREO, SHEO (direct operations)

Overtime shall be distributed as equitably as possible, within the posted shift schedule, amongst those nurses qualified for the work in accordance with Article 1601. Preference for such overtime shall be awarded in order by unit, site and then Employer (***unit, program and then site @ non-transferred sites***).

- (i) “Home Unit” – full-time nurses or part-time nurses who are at full-time hours and/or eligible for overtime (equitable distribution) – once offered to full-time and part-time nurses, shifts can be offered to casual nurses who are at full-time hours and/or eligible for overtime;
- (ii) “Home Program” – full-time nurses or part-time nurses who are at full-time hours and/or eligible for overtime – once offered to full-time and part-time nurses, shifts can be offered to casual nurses who are at full-time hours and/or eligible for overtime;
- (iii) “External to Program” – full-time nurses or part-time nurses who are at full-time hours and/or eligible for overtime – once offered to full-time and part-time nurses, shifts can be offered to casual nurses who are at full-time hours and/or eligible for overtime.

Overtime shall be offered and shared as fairly as possible amongst full-time and part-time nurses within the classification required by the Employer, provided the nurses are all qualified and are available for the overtime assignment. If there is no one available in the required classification, then overtime can be offered to any other classification.

Equitable does not necessarily mean equal. In order to be equitable, a record must be kept of overtime offered and worked within the posted shift schedule.

**MNU takes the position that bargaining unit members are offered overtime on a voluntary basis before agency nurses are utilized.*

Applicable for Home Care Nurses:

Overtime shall be distributed as equitably as possible amongst those nurses qualified for the work, and giving consideration to client needs and continuity of care.

No nurse shall be required to work overtime against their wishes when other qualified nurses within the same site are able and willing to perform the required work. The Employer may maintain a sign-up sheet (or in electronic format) for nurses to indicate advanced availability for work in such case. The sign-up sheet may include eligible nurses from the Employer, as well as the site.

1608 In every period of overtime, a paid rest period of twenty (20) minutes shall occur during each continuous three (3) hours, unless the overtime worked is a full shift in which case regular meal/rest periods shall occur.

Nurses should take the 20 minute rest period during the 3 hour period even if they take it after working 2 hours and 40 minutes. If it's not possible to take the break, the only way the nurse will be paid for the break is if they remain on the premises for an additional 20 minutes or if the Employer authorizes them to leave the premises for that paid 20 minute break.

1609 A nurse required to work overtime without advance notice for a period in excess of two (2) hours immediately following their regular shift shall receive a meal voucher for the facility cafeteria to cover the cost of a meal of up to eight dollars (\$8.00) [ten dollars (\$10.00) effective October 14, 2021], or if this is not possible, a meal allowance of eight dollars (\$8.00) [ten dollars (\$10.00) effective October 14, 2021] shall be provided.

The intent is for unforeseen overtime and does not apply when nurses have pre-booked overtime.

Applicable for Home Care Nurses (n/a @ SHEO):

A nurse required to work overtime without advance notice for a period in excess of two (2) hours immediately following their regular hours of work shall be provided with a meal allowance of eight dollars (\$8.00) [ten dollars (\$10.00) effective October 14, 2021].

Applicable @ former Brandon RHA and Dinsdale:

When a nurse is required to work overtime without advance notice for a period in excess of two (2) hours immediately following their scheduled shift, the Employer shall provide a meal at no cost to the nurse.

Applicable for Grace Hospital site only:

When a nurse is required to work overtime without advance notice for a period in excess of two (2) hours following their assigned shift, the Employer shall provide a meal at no cost to the nurse.

Applicable in the North:

1609 *When a nurse is required to work overtime without advance notice for a period in excess of two (2) hours immediately following their scheduled shift, the Employer shall provide a meal at no cost to the nurse.*

1610 A nurse who is required to remain on the nursing unit during a meal period or who is required to return to their unit during a meal period, and the missed portion of the meal period is not rescheduled during their shift, shall receive pay at overtime rates for the missed meal period or portion thereof.

ARTICLE 17 -- SHIFT PREMIUM AND WEEKEND PREMIUM

There is no prohibition against pyramiding of premiums in this Collective Agreement, i.e. you are eligible for more than one premium at any one time, e.g. shift premium plus weekend premium plus standby.

1701

- (a) An evening shift premium of one dollar and seventy-five cents (\$1.75) [two dollars (\$2.00) effective October 14, 2021] per hour shall be paid to a nurse for all hours actually worked on any shift when the majority of the hours on that shift fall between 1800 hours and the next succeeding 2400 hours.
- (b) A night shift premium of two dollars and fifty cents (\$2.50) [three dollars and fifty cents (\$3.50) effective October 14, 2021] per hour shall be paid to a nurse for all hours actually worked on any shift when the majority of hours on that shift falls between 2400 hours and 0600 hours.

Applicable for St. Boniface Hospital site only:

A premium of one dollar and seventy-five cents (\$1.75) [two dollars (\$2.00) effective October 14, 2021] per hour shall be paid to nurses for all hours worked on the Evening shift between 1530 and 2345 hours, except for the periods from 1530 hours to 1545 hours on the Day shift. A premium of two dollars and fifty cents (\$2.50) [three dollars and fifty cents (\$3.50) effective October 14, 2021] per hour shall be paid to all nurses for all hours worked on the eight (8) hour night shift between 2330 and 0745 hours and between 1930 and 0755 hours for the twelve (12) hour night shift. The Night shift premium shall not be applicable from 0730 to 0745 hours on the Day shift.

The above premiums are applicable to any overtime hours worked between 1530 hours and 0730 hours whether paid in money or time off.

In order to be paid the premiums on overtime hours, the nurse has to work the majority (more than half) of the hours on the shift (Evening or Night shift) drawing the premiums. As a result of an Arbitration Award, the nurse will continue to draw whatever premium is applicable to their originating shift for up to one-half of the overtime shift.

See [Attachment #7](#) – **Premiums on Overtime**

*Unless a nurse works a permanent evening or night shift as per Article 1705 they do not receive any premium for vacation hours, sick time hours, hours spent on WCB, any period of paid leave, etc., by virtue of their schedule falling during the 1800-0600 period. Unless eligible under Article 1705 the nurse must **work** to be eligible for the premium.*

The night shift premium applies to all hours worked on a 12-hour Night shift.

1702 (n/a @ St. Boniface Hospital) The Evening shift premium shall also be applicable to each hour worked after 1600 hours on a "modified" Day or Evening shift during which at least two (2) hours are worked between 1600 hours and the termination of the shift.

For purposes of application of this provision, a "modified" Day shift shall mean one that commences at a different time than the majority of Day shifts worked by nurses, and a "modified" Evening shift shall mean one that commences at a different time than the majority of Evening shifts worked by nurses. This provision shall be applicable from 1600 hours to the termination of the Day shift on a twelve (12) hour shift pattern.

The evening shift premium is payable on a 12-hour Day shift for all hours worked after 1600 hours.

1703 When a nurse is on standby, shift premium and weekend premium are payable only for hours actually worked on a callback.

*A nurse shall only receive the premiums for hours **worked** while on standby.*

1704 A weekend premium of two (\$2.00) dollars per hour shall be paid to a nurse for all hours actually worked on any shift where the majority of the hours on that shift fall between 0001 hours on the Saturday and 2400 hours on the following Sunday.

1705 Shift premium shall not be payable when a nurse is on standby, leave of absence, sick time, Recognized Holiday, paid vacation and Workers' Compensation unless the nurse works a permanent evening or night shift.

ARTICLE 18 -- STANDBY

There is no prohibition against pyramiding of premiums in this Collective Agreement.

1801 "Standby" shall refer to any period of time duly authorized by the Employer during which a nurse is required to be available to return to work without undue delay. Callback shall be limited to the unit(s) for which the nurse is on standby. Standby shall be assigned and scheduled in accordance with the provisions of Article 1501 whenever reasonably possible.

Nurses can be required to take standby and shall be assigned in advance. Standby shall be scheduled and posted in accordance with the posting provisions of Article 15, i.e. 4 weeks of hours posted 2 weeks in advance.

When the standby is assigned, it must include the unit or units that the nurse is on standby for. The assignment of the unit(s) must be fair and reasonable and, in accordance with Article 1805, the nurse must be qualified for the assignment.

Nurses may request to interchange their standby assignment with another qualified nurse.

There should be a meeting between the Union and the Employer if standby is going to be introduced to a new unit(s) in accordance with 1103(1)(c).

Standby assignment can be cancelled at any time by the Employer if the need for standby no longer exists.

A nurse designated for standby duty must be available during the period of standby at a known telephone number or by another method of communication as mutually agreed between the supervisor and the nurse and must be available to return for duty as quickly as possible if called. A nurse does not have to leave the facility in order to be qualified for standby premium.

Standby is not to be used for baseline staffing. Standby must not be used by the Employer as a substitute for posting and filling vacancies and/or filling additional available shifts. According to an arbitration award involving MNU received in 2003, an Employer may use a previously assigned standby nurse as a last resort to address a staffing need as an alternative to mandating overtime. It has never

been the intent to have standby assigned as an alternative to filling additional available shifts. This has previously been determined to be an unfair labour practice as it provides premium pay for what should otherwise be regular pay.

Applicable for Community Health Nurses and Home Care Nurses:

"Standby" shall refer to any period of time duly authorized by the Employer during which a nurse is required to be available to return to work without undue delay. Callback shall be limited to the program(s) for which the nurse is on standby. Standby shall be assigned and scheduled in accordance with the provisions of Article 1501 whenever reasonably possible.

1802 Nurses required to be on standby shall receive two (2) hours basic pay per eight (8) hour shift or portion thereof.

A nurse receives 2 hours pay for every 8 hour period or portion of an 8 hour period that they are on standby, i.e. the nurse on standby for 9 hours receives 4 hours pay, a nurse on standby for 12 hours receives 4 hours pay, the nurse on standby for 16 hours receives 4 hours pay, the nurse on standby for 18 hours receives 6 hours pay, and so on.

1803 A nurse actually called back to work when they are on standby shall be paid for hours worked at the overtime rates, or may, at the nurse's request, be granted time off which is the equivalent of overtime rates. The nurse will be guaranteed a minimum of three (3) hours at the overtime rate except when called in within three (3) hours of the commencement of their next shift. In such cases the nurse shall be paid at the overtime rate from the time the nurse started work to the beginning of their shift.

When the nurse works during a period of standby, they shall receive three hours pay at double time, even if they work for less than 3 hours for each time they are called back to work. However, a nurse on standby after their regular scheduled shift who does not leave the facility, will continue to receive standby premium and will be paid for all hours worked at overtime rates. The 3 hour minimum does not apply.

Nurses who are called at home must return to the facility in order to receive the 3 hour minimum overtime pay.

If the nurse is called in within three hours of the commencement of their shift, they should be paid only for actual hours worked (i.e. if a nurse is scheduled to work at 0800 hours and is called in at 0600 – they are only entitled to 2 hours at overtime rates. The overtime rate is modified according to Article 16, e.g. Recognized Holidays.

1804 Standby allowance shall be paid for any time during which a nurse is actually called back to work.

1805 Assignment of standby shall be distributed as equitably as possible amongst those nurses qualified for the assignment.

Standby shall be assigned/scheduled and shared as fairly as possible amongst all full-time and part-time, providing the nurses are all qualified for the standby assignment.

Equitable does not necessarily mean equal. In order to be equitable, a record must be kept of standby assigned. The Worksite must be involved in establishing this equitable process.

1806 The Employer will provide parking space in near proximity to the site for the use of nurses on standby who are called back.

Concerns had been expressed by nurses responding to callback about their safety and security at night when responding to callback. The intent of this clause is to make sure that every consideration is extended to the nurse to be as close to the facility as possible for their personal safety, when returning to the hospital at night on a callback.

1807 Whenever reasonably possible, a pager (or alternate) shall be provided by the Employer to nurses during any period of assigned standby.

1808 Telephone Consultation(s):

When a nurse is consulted by telephone outside of their regular working hours and is authorized to handle bona fide work-related matters without returning to the workplace, the following shall apply:

- (a) A nurse who is placed on standby shall, in addition to standby premium, be paid at the applicable overtime rates for all time spent on any telephone calls received. In any event the nurse shall be guaranteed a minimum of fifteen (15) minutes compensation at the aforementioned rate per call. Accumulated time spent on telephone consultations

extending beyond fifteen (15) minutes shall be compensated at the next higher fifteen (15)-minute interval.

- (b) A nurse designated by the Employer but not on standby shall be paid at the applicable overtime rates for all time spent on any telephone calls received. In any event the nurse shall be guaranteed a minimum of fifteen (15) minutes compensation at the aforementioned rate per call. Accepting any such calls and/or processing such electronic communications when not receiving the standby premium shall be at the discretion of the nurse. Accumulated time spent on telephone consultations extending beyond fifteen (15) minutes shall be compensated at the next higher fifteen (15)-minute interval.
- (c) Nurses consulted by telephone outside of their regular working hours shall document all calls received and shall submit a log of all such calls to their supervisor for processing.
- (d) Where the nurse is authorized to handle bona fide work-related matters through electronic means, including email, without returning to the workplace, the nurse shall be compensated in the same manner as a telephone consultation.

Telephone consultations are paid in 15 minute intervals at double time, whether the nurse is assigned standby or authorized to take telephone calls during their time off.

Applicable for Brandon Regional Health Centre site only:

1809

When a nurse is called in and works more than four (4) hours of the eight (8) hours immediately preceding their next assigned shift, that shift shall be rescheduled, unless otherwise mutually agreed between the nurse and the Employer.

@SHEO

1809 If there is a sufficient number of nurses qualified for assignment to standby, a nurse shall not be assigned to standby on the day immediately preceding or during their days off, unless otherwise mutually agreed.

1809

Applicable for St. Boniface Hospital site (Cardiac Operating Room nurses excluded), Misericordia Health Centre site (Operating Room nurses excluded), and Victoria General Hospital site (Operating Room and PACU nurses excluded) only:

A nurse may be required by the Employer to be available for duty for a period of not more than sixteen (16) hours consecutively unless otherwise agreed to between the nurse and the Employer.

NOTE: Please reference MOU Re: Article 18 Exclusions Waiver.

Applicable to Health Sciences Centre site only:

1810

A nurse may be required by the Employer to be available for duty for a period of not more than sixteen (16) hours consecutively unless otherwise agreed to between the nurse and the Employer.

1810

Applicable for St. Boniface Hospital site (Cardiac Operating Room nurses excluded), Misericordia Health Centre site (Operating Room nurses excluded), and Victoria General Hospital site (Operating Room and PACU nurses excluded) only:

A nurse shall not be required to be on standby during the evening prior to or on their scheduled days off, or on a change over from Day Shift to Evening Shift unless otherwise mutually agreed between the nurse and the Employer.

NOTE: Please reference MOU Re: Article 18 Exclusions Waiver.

Applicable for Brandon Regional Health Centre site only:

1810

A nurse may be required by the Employer to be available for duty for a period of not more than sixteen (16) hours consecutively unless otherwise agreed to between the nurse and the Employer.

Applicable for Brandon Regional Health Centre site only:

1811

A nurse shall not be required to be on standby during the evening prior to or on their scheduled days off, unless otherwise agreed upon between the nurse and the Employer.

1811

Applicable for St. Boniface Hospital site only:

When a nurse is called in and works more than four (4) hours of the eight (8) hours immediately preceding their next assigned shift, the time worked shall be payable at regular pay (straight time) and the next assigned shift shall be deemed to be a rest period at regular pay in lieu of overtime rates.

When a nurse is called in and works any time of the four (4) hours immediately preceding their next assigned shift, the time worked shall be payable at overtime rates with a minimum of three (3) hours pay at overtime rates.

ARTICLE 19 – RESPONSIBILITY PAY

There is no prohibition against pyramiding of premiums in this Collective Agreement.

1901 A nurse assigned to perform all or substantially all the responsibilities of a more senior classification for at least two (2) consecutive hours or for the entirety of their shift, or a nurse designated as being "in charge" shall be compensated by an allowance of one dollar (\$1.00) for each hour worked, except for a Nurse III temporarily replacing a Nurse IV.

A Licensed Practical Nurse will receive responsibility pay when they are assigned charge nurse responsibilities by the Employer. For temporary assignments of promotion of more than four (4) weeks in length, the terms of Article 2801 herein shall be applicable to salary rates.

This premium is applicable to full-time, part-time and casual nurses. The Employer determines when assignment of charge is required and which classification will be assigned charge responsibility.

This language ensures a LPN will receive responsibility pay when they are designated as the Charge Nurse.

There are two situations where the allowance is paid:

1. *When a nurse is temporarily assigned to perform the majority of a higher classification's duties;*

2. *When a nurse is placed “in charge” by the Employer or **circumstances require** that a nurse assumes a charge role even though the Employer has not formally designated them as the “charge” nurse.*

Nurses who are red-circled are entitled to be paid Responsibility Pay when assigned charge duties.

1902 Assignment of "charge" responsibility shall be equitably distributed amongst those nurses available and qualified for the assignment.

Charge responsibility shall be divided as equitably as possible so that one nurse does not obtain all of the “charge” assignments.

When assigning a nurse “in charge”, the Employer should be rotating this assignment amongst all nurses involved in any area. This will ensure that all nurses have an opportunity to develop their overall skills and will ensure that arrangement will always have staff with “charge” experience during staff shortfalls (i.e. vacation, illness, leaves of absence).

ARTICLE 20 – TRANSPORTATION ALLOWANCE/ESCORT DUTY

2001 A nurse who is required to terminate or commence work between the hours of 0001 and 0600 hours and who does not have their own transportation, will have transportation provided by the Employer at no cost to the nurse.

There is no longer a limitation on whether or not transportation is available. Under the new language it is a clear obligation of the Employer to provide the transportation in the circumstances described in the above provision.

2002 A nurse required to return to the site/worksite/facility on a callback as referenced in Article 1803 shall receive:

- (a) return transportation provided by the Employer, or

- (b) if the nurse elects to use their own vehicle, they shall be reimbursed for all travel in accordance with the prevailing Province of Manitoba mileage rates, subject to a minimum guarantee of \$4.00 and a maximum payment of twenty-five (\$25.00) dollars [thirty (\$30.00) dollars effective October 14, 2021].

@SHEO, WCHREO

- (b) if the nurse elects to use their own vehicle, they shall be reimbursed for all travel in accordance with the prevailing Province of Manitoba mileage rates, subject to a minimum guarantee of \$4.00.

It is understood that any adjustments in the mileage rates shall be implemented as quickly as reasonably possible, retroactive to the date the Province of Manitoba mileage rates became effective.

Adjustments mean the rates may increase or decrease.

MILEAGE RATES:

	South of 53°	North of 53°
<i>April 1, 2022</i>	<i>45.0¢/km</i>	<i>49.4¢/km</i>
<i>October 1, 2022</i>	<i>49.0¢/km</i>	<i>53.4¢/km</i>

The following formula shall be utilized to calculate the value of the allowances:

Base Rate = 41.0¢/km based on a price of \$1.00/litre of regular gasoline, (south of the 53rd) and 45.4¢/km (north of the 53rd parallel).

The kilometer rates shall be adjusted based on the following ratio:

- for every full 10.0¢ increase/decrease in the price per litre of regular gasoline from the base rate of \$1.00/litre, there shall be a 1.0¢/km increase/decrease in the private vehicle kilometer reimbursement rates from the base rate of 41.0¢/km and 45.4¢/km respectively.

The private vehicle kilometer rates shall be determined based on the previous six (6) months average of regular gasoline prices in Winnipeg. A semi-annual review, for April 1 to September 30, and October 1 to March 31, will be conducted. Any increase or decrease resulting from a review shall be effective October 1 and April 1 respectively. The first potential adjustment would be scheduled to occur October 1st or April 1st, whichever occurs first, following the date of signing.

2003 Where a nurse is required and authorized to use their privately owned vehicle on the Employer's business:

- (a) the nurse shall be reimbursed by the Employer for all travel from the site/worksites and between work locations in accordance with the prevailing Province of Manitoba mileage rates.

It is understood that any adjustments in the mileage rates shall be implemented as quickly as reasonably possible, retroactive to the date the Province of Manitoba mileage rates became effective.

There is no cap on the number of km driven at the agreed upon km rate.

- (b) The nurse shall be reimbursed for parking expenses incurred away from the site/worksites during the course of the authorized business.

2004 Escort Duty:

- (a) (i) A nurse called in to escort a patient when they are not on standby or provided they do not qualify for pay at overtime rates in accordance with Article 16, shall be paid for all time involved with the patient assignment including travel time required to return to the site, subject to a minimum guarantee of four (4) hours [**three (3) hours for WCHREO/SHEO, seven and three-quarter (7.75) hours for NHREO**] at regular rates of pay. All hours worked in excess of seven and three-quarter (7.75) hours shall be paid in accordance with Article 16.

@WCHREO, SHEO

For facilities/sites/programs outside of Winnipeg, the minimum guarantee of hours shall correspond to the geographic region in which the facilities/sites/programs are located.

Because WCHREO and SHEO have facilities outside of the greater Winnipeg region the escort duty amounts correspond to the location of those sites and not to the normal amounts prescribed in the WCHREO and SHEO Agreements.

- (ii) When a nurse is required to escort a patient while on a scheduled shift, overtime rates of pay will apply in accordance with Article 16 for all hours worked in excess of the scheduled shift length (i.e. 7.75 hours, 11.625 hours).
- (iii) A full-time or part-time nurse scheduled or called in for escort duty when the nurse is not on standby whose escort duty is cancelled, shall be paid or assigned work for a period of four (4) hours **[three (3) hours for WCHREO/SHEO, seven and three-quarter (7.75) hours for NHREO]**.
- (iv) When a nurse on escort duty is no longer involved with the patient assignment, time and return travel time will be paid as follows:
 - For each subsequent twenty-four (24) hour period that the nurse is awaiting return travel the nurse shall be paid wages for one regular shift (or overtime in accordance with Article 16)
 - For each portion of a twenty-four (24) hour period that the nurse is awaiting return travel or travelling to return to the facility, the nurse will be paid the greater of hours worked plus actual hours in travel status (or overtime in accordance with Article 16) or a prorated shift based on the portion of the twenty-four (24) hour period away.

- (v) Where a nurse is responsible for the care and control of equipment and/or drugs, and such equipment and/or drugs is not readily portable and requires the nurses' full attention, then the nurse shall be considered as being still on duty as if the nurse was still involved with the patient and shall be paid accordingly.

The intent of this provision is to ensure that nurses on transport duty are fairly compensated when they are required to stay with equipment that is not readily portable such as incubators. This clarifies that the nurse receives escort duty pay even when there is no patient.

A casual nurse whose Escort Duty is cancelled prior to their arrival at the site, shall not be entitled to the payment or work noted above. If their Escort Duty is cancelled after the nurse has reported for duty, they shall be paid or assigned work for a period of four (4) hours **[three (3) hours for WCHREO/SHEO, seven and three-quarter (7.75) hours for NHREO]**.

It is understood that the full-time, part-time or casual nurse shall have the right to refuse the assigned work and as such they shall not be entitled to the minimum payment noted above.

This provides payment to nurses who are providing escort duty which includes payment for travel time involved with the patient assignment, travel time and compensation for the wait time to return home/to the facility.

- (b) A nurse going out on escort duty will not suffer any loss in basic salary as a result of missing any portion of a scheduled shift. Therefore, a nurse who is unable to return from escort duty in time to work a scheduled shift or portion thereof shall be paid for the missed hours at their basic salary. Where a nurse misses only a portion of their scheduled shift while on escort duty, they will be expected to work the remainder of their shift.
- (c) A nurse required for escort duty on a Recognized Holiday shall be paid in accordance with Article 22, and Article 16 if applicable, for all time involved with the patient assignment including travel time required to return to the site.

- (d)
 - (i) A nurse on escort duty out of province/country shall be provided with a travel advance for all anticipated travel expenses (transportation, meals, accommodation) before commencing escort duty, unless the nurse chooses to make alternate arrangements.
 - (ii) A nurse on escort duty within the province shall be provided with meal allowance/advance of ten dollars (\$10.00), once per shift. If the escort duty extends over another meal period, meal expenses shall be claimed in accordance with Employer policy. If required, a subsequent travel/expense claim will be submitted in accordance with the Employers travel policy.

The \$10.00 meal advance applies to escort duty within the province regardless of the time involved. Dependent on Travel Policy, the advance may need to be substantiated by an expense claim and any unused portion may have to be returned. Meals of greater than \$10.00 may be reimbursed dependent on Employer policy. This further clarifies that the \$10.00 advance is paid only once per shift

Additional for Home Care:

2005 *Where a nurse is authorized to use their privately owned vehicle on the Employer's business, the nurse shall be reimbursed in accordance with 2003 above for all travel between work locations and any distances greater than eight (8) kilometers when traveling to the first work assignment of the day or traveling home from the last work assignment of the day.*

Where the nurse travels greater than 8 kilometers from their home to the first client assignment of the day or greater than 8 kilometers from the last client assignment of the day to their home, they cannot claim transportation allowance for the first 8 kilometers in either direction. Where the first client assignment of the day is less than 8 kilometers from the nurse's home, they can claim transportation allowance after completing their first client assignment. If the nurse must report to the designated Community Health Services site before beginning their client assignment, all mileage is claimable after leaving the office. They are not entitled to transportation allowance to travel to the office prior to beginning their client assignment.

Where nurses are required to work split shifts, mileage is only paid for the distance between clients, not from Client A to home and home to Client B.

Additional for Home Care and Public Health:

2005

Applicable to nurses who live within the City of Winnipeg:

Where a nurse is authorized to use their privately owned vehicle on the Employer's business, the nurse shall be reimbursed in accordance with Article 2003 above for all travel between work locations and any distance greater than eight (8) kilometres when traveling from home to the first work assignment of the day or traveling home from the last work assignment of the day. Where the nurse is required to report to the designated Community Health Services site at the beginning of the day or at the end of the day, the nurse will be reimbursed in accordance with Article 2003 for all travel between the designated Community Health Services site and all client visits.

Applicable to nurses who live outside the City of Winnipeg:

Where a nurse is authorized to use their privately owned vehicle on the Employer's business, the nurse shall be reimbursed in accordance with Article 2003 above for all travel between work locations and any distance greater than eight (8) kilometres from their closest point of entry to the Perimeter Hwy. (from the nurse's home) when the nurse is directed to report to a client's home as the first work assignment of the day or traveling home from a client's home after the last work assignment of the day. Where the nurse is required to report to the designated Community Health Services site at the beginning of the day or at the end of the day, the nurse will be reimbursed in accordance with Article 2003 for all travel between the designated Community Health Services site and all client visits.

Additional for Home Care:

2006 Where bus and taxi transportation is authorized for travel between work locations, the nurse shall be reimbursed transportation expenses.

Additional for Home Care:

2007 Travel time between work locations shall be considered time worked. Travel time from the nurse's home to the first work assignment of the day shall also be considered time worked but only where:

- (a) *the first assignment is to report to a client's residence, rather than to the Community Health Services site to which the nurse normally reports, and*
- (b) *the client's residence is more than twenty-four (24) kilometers away from the office and from the nurse's home.*

Home Care nurses are paid for all time required to travel between client assignments. Travel time is also paid when the nurse's first assignment is to report to a client's residence rather than the designated Community Health Services site and the client's residence is more than 24 kilometers away from the office and the nurse's home. If this distance is shorter, travel time cannot be claimed to travel to the first assignment.

Travel time from the last work assignment of the day to the nurse's home shall also be considered time worked but only where:

- (a) *the last assignment is at a client's residence, rather than at the Community Health Services site to which the nurse normally reports, and*
- (b) *the client's residence is more than twenty-four (24) kilometers away from the office and the nurse's home.*

Travel time from the last work assignment of the day shall be considered time worked only when the last assignment is at a client's residence and only if the client's residence is greater than 24 kilometers away from the designated Community Health Services site and the nurse's home. If the distance is shorter, travel time cannot be claimed.

ARTICLE 21 -- VACATIONS

Also See [Attachment #4](#) - **Vacation Scheduling Procedure.**

2101 Unless otherwise agreed between the nurse and the Employer, the Employer will provide for vacation days to be taken on a consecutive basis, recognizing that five (5) vacation days [thirty-eight point seven five (38.75) hours] equals one (1) calendar week. The vacation year shall be from May 1st to April 30th (**April 1st to March 31st @ Betel Home Foundation, Villa Youville, Dinsdale Personal Care Home and Winnipegosis Health Centre, Crisis Response Services, MAID Services, Breast Health Centre, and Manitoba Adolescent Treatment Centre**). The dates used to

calculate vacation earned shall be from the end of the last full pay period of April (**March @ Betel Home Foundation, Villa Youville, Dinsdale Personal Care Home and Winnipegosis Health Centre, Crisis Response Services, MAID Services, Breast Health Centre, and Manitoba Adolescent Treatment Centre**) in one vacation accrual year to the end of the last full pay period of the following April (**March @ Betel Home Foundation, Villa Youville, Dinsdale Personal Care Home and Winnipegosis Health Centre, Crisis Response Services, MAID Services, Breast Health Centre, and Manitoba Adolescent Treatment Centre**) Vacation earned in any vacation year is taken in the following vacation year.

This clarifies the dates used for calculating vacation earned that the Employers have been using (26 pay periods which do not necessarily fall within May 1st to April 30th – or dates as applicable)

The nurse shall have the right to request which day of the week their vacation begins. Upon request, a nurse may be permitted to retain up to three (3) days of their regular vacation for the purpose of taking such time off for personal reasons such as religious observance or special occasion. Any such days not scheduled at the commencement of the vacation year shall be requested and duly considered in accordance with Article 1501.

The above Article is subject to MOU #41 Re: Article 2101 & 2109 and MOU #35 Re: Hours of Work

@WCHREO

2101 Unless otherwise agreed between the nurse and the Employer, the Employer will provide for vacation days to be taken on a consecutive basis, recognizing that five (5) vacation days [thirty-eight point seven five (38.75) hours] equals one (1) calendar week. The vacation year shall be from May 1st to April 30th*

****April 1st to March 31st @***

Actionmarguerite (Saint-Boniface)	Actionmarguerite (Saint-Vital)	Actionmarguerite (St. Joseph)
Centre de santé Saint-Boniface	Deer Lodge	Fred Douglas Lodge Society
Golden Links Lodge	Klinic Community Health	Middlechurch Home of Winnipeg
Mount Carmel Clinic	Nine Circles Community Health Centre	Nor"West Co-op Community Health Centre
Pan Am Clinic	River Park Gardens	Seven Oaks General Hospital
The Convalescent Home of Winnipeg	The Salvation Army Golden West Centennial Lodge	The Simkin Centre

Victoria Hospital	Women's Health Clinic	WRHA - Clinical Nurse Specialists
WRHA - Home Care Program	WRHA - Nurse Practitioners	WRHA - Primary Care Program
WRHA - Public Health Program	WRHA - Regional Programs	

***June 1st to May 31st @ Holy Family Home and LHC Personal Care Home**

The dates used to calculate vacation earned shall be from the end of the last full pay period of April* in one vacation accrual year to the end of the last full pay period of the following April*. Vacation earned in any vacation year is taken in the following vacation year.

***March @**

Actionmarguerite (Saint-Boniface)	Actionmarguerite (Saint-Vital)	Actionmarguerite (St. Joseph)
Centre de santé Saint-Boniface	Deer Lodge	Fred Douglas Lodge Society
Golden Links Lodge	Klinik Community Health	Middlechurch Home of Winnipeg
Mount Carmel Clinic	Nine Circles Community Health Centre	Nor'West Co-op Community Health Centre
Pan Am Clinic	River Park Gardens	Seven Oaks General Hospital
The Convalescent Home of Winnipeg	The Salvation Army Golden West Centennial Lodge	The Simkin Centre
Victoria Hospital	Women's Health Clinic	WRHA - Clinical Nurse Specialists
WRHA - Home Care Program	WRHA - Nurse Practitioners	WRHA - Primary Care Program
WRHA - Public Health Program	WRHA - Regional Programs	

***May @ Holy Family Home and LHC Personal Care Home.**

The nurse shall have the right to request which day of the week their vacation begins. Upon request, a nurse may be permitted to retain up to three (3) days of their regular vacation for the purpose of taking such time off for personal reasons such as religious observance or special occasion. Any such days not scheduled at the commencement of the vacation year shall be requested and duly considered in accordance with Article 1501.

The above Article is subject to MOU #41 Re: Article 2101 & 2109 and MOU #35 Re: Hours of Work.

The Employer is to schedule vacations as requested. Nurses are entitled to take all of their vacation entitlement earned in the previous year at once without having to return to work until the vacation is exhausted, unless otherwise requested and approved.

Vacation is earned in one vacation year and taken in the next vacation year.

*Vacation is to be requested in **weeks**, indicating the day of the week vacation is requested to begin, and then the amount of weeks taken will be counted from the day vacation begins.*

Part-time nurses who request one week of vacation which includes their entire EFT shall be advised that this is 2 weeks of vacation. One week vacation is equivalent to half of the nurse's EFT. Two weeks vacation is equivalent to the entire EFT.

Nurses who request to retain up to 3 vacation days for personal use must realize these days are included in their total vacation entitlement. Three (3) days is not prorated for part-time nurses, however in saving those 3 days, it reduces the nurse's vacation entitlement on a prorated basis.

This ensures that 3 personal days retained and not selected during the vacation selection period, can be requested in accordance with 1501 and will be considered regardless of the allotted number of nurses who may be off on vacation at that time. While this does not guarantee that the request will be granted, the request must be considered by the Employer in accordance with the expectations outlined in 1501.

2102 A nurse who has completed less than one (1) year of employment as at the cut-off date shall be entitled to a paid vacation at the rate of one and one-quarter (1.25) days *[one and two-thirds (1.66) days @ NHREO]* per month worked, however, unless otherwise mutually agreed, the Employer is not obliged to permit earned vacation to be taken until a nurse has completed six (6) months of employment.

Applicable for Churchill Health Centre site only:

A nurse who has completed less than one (1) year of employment as at the cut-off date shall be entitled to a paid vacation at the rate of one and two-thirds (1.66) days per month worked, however, unless otherwise mutually agreed, the Employer is not obliged to permit earned vacation to be taken until a nurse has completed six (6) months of employment.

Applicable for St Boniface Hospital site only:

Unless mutually agreed between the nurse and the Employer, the Employer is not obliged to permit earned vacation to be taken until a nurse has completed six (6) months of employment. For the purpose of the calculation of vacation entitlement, a nurse employed between the first (1st) and fifteenth (15th) of the month inclusive, or terminating between the sixteenth (16th) and thirty-first (31st) of the month inclusive shall be deemed to have a full month of service.

2103

(a) Except as provided in subsection (b) hereinafter, nurses shall be entitled to paid vacation calculated on the basis of vacation earned at the following rates:

<u>Length of Employment</u>	<u>Rate at Which Vacation Earned</u>
In the first three (3) years	Fifteen (15) days/three (3) weeks (116.25 hours) per year
In the fourth (4 th) to tenth (10 th) year inclusive	Twenty (20) days/four (4) weeks (155 hours) per year
In the eleventh (11 th) to twentieth (20 th) year inclusive	Twenty-five (25) days/five (5) weeks (193.75 hours) per year
In the twenty-first (21 st) and subsequent years	Thirty (30) days/six (6) weeks (232.50 hours) per year

The nurse earns paid vacation at the rate of:

- 15 days per year: (year 1-3) - from the date of hire until the end of the 3rd year of employment;
- 20 days per year: (year 4-10) - from the date of the 4th anniversary until the end of the 10th;
- 25 days per year: (year 11-20) - from the date of the 11th anniversary until the end of the 20th;
- 30 days per year: (year 21 onward) - from the date of the 21st anniversary.

In the case of a Nurse IV or V apply the appropriate vacation as addressed in 2103(b).

The provisions of 2105 should be considered when determining the rate at which vacation is earned, i.e. 15 days per year, 20 days per year, etc. The full-time nurses who agree to work during their week of vacation shall be compensated at overtime rates of pay. Part-time nurses who agree to work during their week of vacation shall be paid at straight time unless they qualify for overtime as per 1601.

It is recommended that nurses on vacation should only be called in as a last resort.

Applicable for NHREO & Churchill:

<u>Length of Employment</u>	<u>Rate at Which Vacation Earned</u>
In the first three (3) years	Twenty (20) days/four (4) weeks (155 hours) per year
In the fourth (4 th) to tenth (10 th) year inclusive	Twenty-five (25) days/five (5) weeks (193.75 hours) per year
In the eleventh (11 th) to twentieth (20 th) year inclusive	Thirty (30) days/six (6) weeks (232.50 hours) per year
In the twenty-first (21 st) and subsequent years	Thirty-five (35) days/seven (7) weeks (271.25) hours per year

Two (2) additional paid days travel time will be granted each year

These are seven and three-quarter hour (7.75) days – the pay is prorated for part-timers, but not the time. These days are to be taken on either the last scheduled shift(s) prior to vacation or the first scheduled shift(s) back.

- (b) In addition to (a) above, all nurses employed in the NIV or NV occupational classifications shall be entitled to paid vacation calculated on the basis of vacation earned at a rate which is five (5) days more than the rates at which vacation is earned in (a).
This provision shall apply to nurses employed in the classification of Nurse IV or higher on April 1, 1998. This Article will not apply to nurses who are newly employed as or reclassified to Nurse IV or higher after April 1, 1998.

All Community Health Nurses are entitled to this benefit provided they were employed prior to April 1, 1998 by the current, or predecessor, Employer in a NIV, NV or comparable classification.

- (c) Vacation entitlement for the vacation year following completion of the 3rd, 10th and 20th years of continuous employment shall be determined by a pro-rata calculation based upon the two (2) rates of earned vacation.

In a changeover year - when a nurse is going from their 3rd to their 4th (or 10th to 11th) year of service and earning vacation at two different rates during the same vacation year, they will have an entitlement in the following year which is somewhere between 15 and 20 days (or 20 and 25 days).

Additional for Thompson, Gillam, Leaf Rapids, Lynn Lake, and Bay Line communities:

(d) NOTE: When a nurse takes their earned vacation between November 1st and March 1st, the nurse shall receive an additional one (1) day's paid vacation.

Additional for Churchill Health Centre site only:

(d) Vacation travel assistance shall be paid once annually commencing with the nurse's second (2nd) year of employment, and shall consist of economy return airfare, or its equivalent from Churchill to Winnipeg. Commencing in the nurse's sixth (6th) year of employment and each year thereafter, the amount of vacation travel assistance shall consist of two (2) times economy return airfare, or its equivalent from Churchill to Winnipeg.

Travel assistance shall be provided for nurses only and shall be issued not later than the nurse's last day of work prior to taking vacation. Unused travel assistance shall not be paid on termination of employment.

In the event of the discontinuation of scheduled commercial flights between Churchill and Winnipeg, the amounts referred to above shall be equal to the rates in effect prior to such discontinuation.

It is understood that Vacation Travel Assistance shall be used solely for the purpose of aiding a nurse leaving the Churchill area utilizing commercial transportation when on vacation, banked time off, and/or any combination of the two, and such assistance shall not be paid for any other purpose.

Applicable for Klinic Community Health and Nine Circles Community Health Centre sites only:

See attached MOU's Re: Vacation Accrual per MNU Article 2103.

2104 In recognition of length of service, each nurse shall receive an additional five (5) days of vacation on completion of twenty (20) years of continuous service, and on each subsequent fifth (5th) anniversary of employment (i.e. 25th, 30th, 35th, 40th, etcetera). Such days shall be taken during the vacation year in which the 20th or subsequent 5th anniversary occurs.

The nurse is provided an extra vacation bonus in recognition of long service as a nurse. Five extra days are granted in the vacation year in which the full-time nurse completes 20 years of continuous service. "Continuous service" is clarified in Article 310 and 2105.

Part-time nurses' entitlement is prorated based on regular paid hours in the preceding vacation year. The 5 days are granted for that vacation year and in each vacation year that a subsequent 5th anniversary occurs. The 5 days are taken at any time during the vacation year in which these anniversaries occur. The 5 days can be taken prior to the anniversary date if the nurse so requests in accordance with 2109, however if the nurse terminates employment prior to the actual anniversary date, any of the bonus week vacation taken must be repaid.

If the nurse is on an unpaid leave of absence for the entire vacation year that they would otherwise qualify for this bonus week, they are not entitled to this bonus week. It does not carry over.

This applies to nurses who exercise their rights under the mobility provisions of Article 30A and 42.

2105 For the purposes of determining the rate at which vacation is earned, the term of continuous service of a nurse will be deemed to include:

- (a) any periods when a nurse is receiving income protection benefits, is on paid vacation, is on paid leave of absence, is on unpaid leave of absence related to illness or disability of up to two (2) years
- (b) any period of Workers' Compensation up to two (2) years
- (c) any period of unpaid leave of absence of up to four (4) weeks
- (d) any period of layoff of less than eighteen (18) weeks
- (e) educational leave of up to two (2) years
- (f) any period of Parenting Leave.

Continuous service commences from the date of last hire and continues to the current date. The exceptions are:

- (a) *When a nurse has been on Workers Compensation for more than 2 years. That time in excess of 2 years interrupts their continuous service and is subtracted from the time frame which extends from the date of last hire to the current date.*
- (b) *An unpaid leave of absence which is more than four consecutive weeks. That period in excess of 4 consecutive weeks interrupts their continuous service and is subtracted from the time frame which extends from the date of last hire to the current date. Two leaves of absence, 3 weeks each, would not be considered a six*

week leave of absence and thus would not interrupt the nurse's period of continuous service.

- (c) *Leaves of absence for educational purposes which exceed 2 years. That period in excess of 2 years interrupts their continuous service and is subtracted from the time frame which extends from the date of last hire to the current date.*

There is no interruption in continuous service when a nurse is on periods of paid vacation, paid leave of absence, receiving income protection, on educational leaves of absence of up to two years, on unpaid leave of absence related to illness or disability of up to 2 years, parenting leave and layoffs of less than 18 weeks. These periods are calculated as a part of their continuous service.

*For example: a nurse who is on educational leave for 2 years would not earn vacation or be paid vacation, however, their length of employment as set out in 2103 (a) would continue uninterrupted for purposes of determining their **rate** at which vacation is earned.*

2106 *Nurses on Workers Compensation or MPI (as a result of a motor vehicle accident while on duty) will continue to accrue paid vacation for a period of one (1) year from the date of the first absence from work, related to the occurrence of the compensable injury or illness.*

The nurse earns vacation credit for the first year they are on WCB. They are treated as if they had worked for that year and they earn vacation days at their appropriate rate and are able to take the vacation earned in the next year. This provision is applied separately for each absence on Workers Compensation.

2107 *Terminal vacation pay shall be calculated in accordance with Articles 2103 and 2105 and based on the nurse's rate of pay on the date of termination.*

A nurse who leaves the employ of the Employer is to receive vacation pay earned up to the last day of employment. Last day of employment does not necessarily mean last day of work. It may include pre-retirement leave which is taken as a continuation of salary, banked time, recognized holidays and any vacation credits taken as continuation of salary. Nurses will not earn vacation on lump sum payments at termination.

2108 The Employer shall notify each nurse, prior to their vacation, of the date and time upon which they are to report back to work following their vacation, but this will not preclude the making of a change during the nurse's vacation period if mutual agreement is reached between the Employer and the nurse.

2109 The Employer shall be responsible for posting the vacation entitlement lists, along with a list of the number of nurses in each occupational classification per unit/site that may be scheduled for vacation at one time, in an accessible location, by March 1st (**February 1st @ Betel Home Foundation, Villa Youville, Dinsdale Personal Care Home and Winnipegosis Health Centre**) of each year. The vacation entitlement lists shall reflect each nurse's projected vacation entitlement as at April 30th (**March 31st @ Betel Home Foundation, Villa Youville, Dinsdale Personal Care Home and Winnipegosis Health Centre**) of that year.

Beginning March 15th (**February 15th @ Betel Home Foundation, Villa Youville, Dinsdale Personal Care Home and Winnipegosis Health Centre**) of each year, the Employer shall arrange an appointment with each nurse, in order of seniority, so that the nurse may indicate their choice of vacation dates, in writing. All of the nurse's earned vacation must be chosen at this time except for the three (3) days as per Article 2101. These appointments shall take place in person, unless otherwise mutually agreed, and shall include reviewing the vacation selected/approved to date.

The selected/approved vacation schedule shall be updated on an ongoing basis and shall be posted daily in an accessible location. Once a nurse's vacation selection has been approved, it shall not be changed unless by mutual agreement and without displacing the request of another nurse.

Except in extenuating circumstances, a nurse who fails to indicate their choice of vacation dates in accordance with the above, shall have their vacation scheduled by the Employer.

To the extent that it finds possible, the Employer shall give priority to those nurses in each occupational classification within each nursing unit/site having the most seniority within the unit/site.

The approved vacation schedule will be posted no later than May 1st (**April 1st @ Betel Home Foundation, Villa Youville, Dinsdale Personal Care Home and Winnipegosis Health Centre**). Approved vacation schedules within each nursing unit/site shall not be changed unless mutually agreed upon by the nurse and the Employer.

A nurse who transfers to another unit/site after their vacation request has been approved, shall have their vacation scheduled by the Manager of the new unit/site in consultation with the nurse within the time periods remaining during that vacation year.

Notwithstanding the above, as much as reasonably possible, the approved vacation of deleted and bumped nurses shall continue to be approved regardless of the unit/site they are displaced to. This shall not impact previously approved vacation of nurses in the new unit/site. If the displaced nurse prefers to reschedule the vacation at a time that is mutually agreeable to both the Employer and the nurse, that shall occur.

This wording improves opportunities for deleted/bumped nurses to retain previously approved vacation when they are displaced to a new unit.

A nurse must use current annual vacation, (which was earned during the previous vacation year), during the current vacation year. If the current annual vacation is not used or scheduled by January 15th, the Employer has the right to schedule the vacation prior to the end of the current vacation year. Vacation may be paid out only in extenuating circumstances.

This provision ensures that all vacation is either scheduled or used before the start of the next vacation year.

For former Civil Service nurses who have maintained their pension with the Civil Service Superannuation Plan, vacation days may be reserved in accordance with the Memorandum of Understanding Supplementary to the Collective Agreement.

See MOU #19 Re: Former Civil Service Nurses Who Have Maintained Their Pension With the Civil Service Superannuation Plan.

*See Attachment #4 **Vacation Scheduling Procedure.***

@SHEO

2109 The Employer shall be responsible for posting the vacation entitlement lists, along with a list of the number of nurses in each occupational classification per unit/site that may be scheduled for vacation at one time, in an accessible location, by February 1st (**March 1st @ Diagnostic Services, CancerCare Manitoba, Eden Mental Health Centre, and Rehabilitation Centre for Children**) of each year. The vacation entitlement lists shall reflect each nurse's projected vacation entitlement as at April 30th (**March 31st @ Crisis Response Services, MAID Services, Breast Health Centre, and Manitoba Adolescent Treatment Centre**) of that year.

Beginning February 15th (**March 15th @ Diagnostic Services, CancerCare Manitoba, Eden Mental Health Centre, and Rehabilitation Centre for Children**) of each year, the Employer shall arrange an appointment with each nurse, in order of seniority, so that the nurse may indicate their choice of vacation dates, in writing. All of the nurse's earned vacation must be chosen at this time except for the three (3) days as per Article 2101. These appointments shall take place in person, unless otherwise mutually agreed, and shall include reviewing the vacation selected/approved to date.

The selected/approved vacation schedule shall be updated on an ongoing basis and shall be posted daily in an accessible location. Once a nurse's vacation selection has been approved, it shall not be changed unless by mutual agreement and without displacing the request of another nurse.

Except in extenuating circumstances, a nurse who fails to indicate their choice of vacation dates in accordance with the above, shall have their vacation scheduled by the Employer.

To the extent that it finds possible, the Employer shall give priority to those nurses in each occupational classification within each nursing unit having the most seniority within the site.

The approved vacation schedule will be posted no later than April 1st (**March 31st @ Manitoba Adolescent Treatment Centre; May 1st @ Diagnostic Services, CancerCare Manitoba, Eden Mental Health Centre, and Rehabilitation Centre for Children**). Approved vacation schedules within each nursing unit/site shall not be changed unless mutually agreed upon by the nurse and the Employer.

A nurse who transfers to another unit/site after their vacation request has been approved, shall have their vacation scheduled by the

Manager of the new unit/site in consultation with the nurse within the time periods remaining during that vacation year.

Notwithstanding the above, as much as reasonably possible, the approved vacation of deleted and bumped nurses shall continue to be approved regardless of the unit/site they are displaced to. This shall not impact previously approved vacation of nurses in the new unit/site. If the displaced nurse prefers to reschedule the vacation at a time that is mutually agreeable to both the Employer and the nurse, that shall occur.

A nurse must use current annual vacation, (which was earned during the previous vacation year), during the current vacation year. If the current annual vacation is not used or scheduled by January 15th, the Employer has the right to schedule the vacation prior to the end of the current vacation year. Vacation may be paid out only in extenuating circumstances.

For former Civil Service nurses who have maintained their pension with the Civil Service Superannuation Plan, vacation days may be reserved in accordance with the Memorandum of Understanding Supplementary to the Collective Agreement.

The above Article is subject to MOU #41 Re: Article 2101 & 2109 and MOU #35 Re: Hours of Work.

@WCHREO

2109 The Employer shall be responsible for posting the vacation entitlement lists, along with a list of the number of nurses in each occupational classification per unit/site that may be scheduled for vacation at one time, in an accessible location, by March 1st* of each year. The vacation entitlement lists shall reflect each nurse's projected vacation entitlement as at April 30th** of that year.

***February 1st @ St. Boniface Hospital**

****March 31st @**

Actionmarguerite (Saint-Boniface)	Actionmarguerite (Saint-Vital)	Actionmarguerite (St. Joseph)
Centre de santé Saint-Boniface	Deer Lodge	Fred Douglas Lodge Society
Golden Links Lodge	Klinic Community Health	Middlechurch Home of Winnipeg
Mount Carmel Clinic	Nine Circles Community Health Centre	Nor'West Co-op Community Health Centre
Pan Am Clinic	River Park Gardens	Seven Oaks General Hospital

The Convalescent Home of Winnipeg	The Salvation Army Golden West Centennial Lodge	The Simkin Centre
Victoria Hospital	Women's Health Clinic	WRHA - Clinical Nurse Specialists
WRHA - Home Care Program	WRHA - Nurse Practitioners	WRHA - Primary Care Program
WRHA - Public Health Program	WRHA - Regional Programs	

***April 1st @ LHC Personal Care Home**

****May 31st @ Holy Family Home and LHC Personal Care Home**

Beginning March 15th* of each year, the Employer shall arrange an appointment with each nurse, in order of seniority, so that the nurse may indicate their choice of vacation dates, in writing. All of the nurse's earned vacation must be chosen at this time except for the three (3) days as per Article 2101. These appointments shall take place in person, unless otherwise mutually agreed, and shall include reviewing the vacation selected/approved to date.

***February 15th @**

Actionmarguerite (Saint-Boniface)	Actionmarguerite (Saint-Vital)	Actionmarguerite (St. Joseph)
Centre de santé Saint-Boniface	Deer Lodge	Fred Douglas Lodge Society
Golden Links Lodge	Klinik Community Health	Middlechurch Home of Winnipeg
Mount Carmel Clinic	Nine Circles Community Health Centre	Nor'West Co-op Community Health Centre
Pan Am Clinic	River Park Gardens	Seven Oaks General Hospital
St. Boniface Hospital	The Convalescent Home of Winnipeg	The Salvation Army Golden West Centennial Lodge
The Simkin Centre	Victoria Hospital	Women's Health Clinic
WRHA - Clinical Nurse Specialists	WRHA - Home Care Program	WRHA - Nurse Practitioners
WRHA - Primary Care Program	WRHA - Public Health Program	WRHA - Regional Programs

***April 15 @ LHC Personal Care Home**

The selected/approved vacation schedule shall be updated on an ongoing basis and shall be posted daily in an accessible location. Once a nurse's vacation selection has been approved, it shall not be changed unless by mutual agreement and without displacing the request of another nurse.

Except in extenuating circumstances, a nurse who fails to indicate their choice of vacation dates in accordance with the above, shall have their vacation scheduled by the Employer.

To the extent that it finds possible, the Employer shall give priority to those nurses in each occupational classification within each nursing unit/site having the most seniority within the site.

The approved vacation schedule will be posted no later than May 1st
 *. Approved vacation schedules within each nursing unit/site shall not be changed unless mutually agreed upon by the nurse and the Employer.

***April 1st @**

Actionmarguerite (Saint-Boniface)	Actionmarguerite (Saint-Vital)	Actionmarguerite (St. Joseph)
Centre de santé Saint-Boniface	Deer Lodge	Fred Douglas Lodge Society
Golden Links Lodge	Klinic Community Health	Middlechurch Home of Winnipeg
Mount Carmel Clinic	Nine Circles Community Health Centre	Nor'West Co-op Community Health Centre
Pan Am Clinic	River Park Gardens	Seven Oaks General Hospital
St. Boniface Hospital	The Convalescent Home of Winnipeg	The Salvation Army Golden West Centennial Lodge
The Simkin Centre	Victoria Hospital	Women's Health Clinic
WRHA - Clinical Nurse Specialists	WRHA - Home Care Program	WRHA - Nurse Practitioners
WRHA - Primary Care Program	WRHA - Public Health Program	WRHA - Regional Programs

***June 1st @ Holy Family Home and LHC Personal Care Home**

A nurse who transfers to another unit/site after their vacation request has been approved, shall have their vacation scheduled by the Manager of the new unit/site in consultation with the nurse within the time periods remaining during that vacation year.

Notwithstanding the above, as much as reasonably possible, the approved vacation of deleted and bumped nurses shall continue to be approved regardless of the unit/site they are displaced to. This shall not impact previously approved vacation of nurses in the new unit/site. If the displaced nurse prefers to reschedule the vacation at a time that is mutually agreeable to both the Employer and the nurse, that shall occur.

A nurse must use current annual vacation, (which was earned during the previous vacation year), during the current vacation year. If the current annual vacation is not used or scheduled by January 15th, the Employer has the right to schedule the vacation prior to the end of the current vacation year. Vacation may be paid out only in extenuating circumstances.

Applicable for Public Health only: For former Civil Service nurses who have maintained their pension with the Civil Service Superannuation Plan, vacation days may be reserved in accordance with the Memorandum of Understanding Supplementary to the Collective Agreement.

The above Article is subject to MOU #41 Re: Article 2101 & 2109 and MOU #35 Re: Hours of Work.

ARTICLE 22 -- RECOGNIZED HOLIDAYS

2201 For purposes of this Agreement, Recognized (paid) Holidays shall be New Year's Day (January 1st), Louis Riel Day (la journée Louis Riel), Good Friday, Easter Monday, Victoria Day, Canada Day (July 1st), Terry Fox Day (la journée Terry Fox), Labour Day, National Day for Truth and Reconciliation (September 30th), Thanksgiving Day, Remembrance Day (November 11th), Christmas Day (December 25th), and Boxing Day (December 26th); and any other statutory holidays declared by federal or provincial authority.

Alternate days cannot be substituted for the Recognized Holidays listed above. Part-time nurses are compensated for Recognized Holidays in accordance with Article 3407.

2202 Whenever a Recognized Holiday falls on their scheduled days off, it is understood that this day off in lieu shall be banked in accordance with Article 2206, or the nurse may request that a day in lieu of the Recognized Holiday be scheduled on a date mutually agreed between the Employer and the nurse, or the nurse may request that they receive an extra day's pay at their basic rate of pay.

2203 A nurse required to work on a Recognized Holiday shall be paid at the rate of one and one-half (1.50) times their basic pay and in addition it is understood that one (1) day off shall be banked in accordance with Article 2206, or the nurse may request that a day in lieu of the Recognized Holiday be scheduled on a date mutually agreed between the Employer and the nurse, or the nurse may request that they receive an extra day's pay at the nurse's basic rate of pay.

Both in Articles 2202 and 2203, the Recognized Holiday/lieu day will be banked up to the maximum allowed under Article 2206, unless the nurse requests that the day be scheduled or paid out.

If a part-time nurse works a Recognized Holiday, they are entitled to pay at time and one-half but does not receive an additional paid day off. They are paid a percentage on each pay cheque in lieu of time off in Recognized Holidays. Refer to Article 3407.

2204 A day off given in lieu of a Recognized Holiday shall be added to a weekend off or to scheduled days off unless otherwise mutually agreed.

If the nurse is requesting to have the lieu day scheduled, it will be scheduled as stated above unless the nurse requests to have the lieu days scheduled in accordance with Article 1501.

2205 The Employer agrees to assign time off as equitably as possible over Christmas and New Year's, endeavouring to grant each nurse as many consecutive days off as reasonably possible over either Christmas Day or New Year's Day **with a minimum of five (5) consecutive days off if at all possible @ NHREO.** As much as reasonably possible, Christmas Eve and Boxing Day shall be assigned with Christmas Day; New Year's Eve shall be assigned with New Year's Day, unless otherwise mutually agreed.

Nurses shall be assigned time off over Christmas or New Years in alternate years unless otherwise mutually agreed.

We recognize that in order to comply with Article 2205, the Employer may need to deviate from the master rotation for the weeks around Christmas and New Year's. Nurses are entitled to be off either Christmas or New Year's each year. Nurses are not entitled to be off both, however, where this can be accommodated, this should be applied equitably. Nurses should be canvassed in the early Fall, to ascertain their preferences.

If a nurse is granted vacation over the Christmas period, in accordance with Article 2109, they are not entitled to be off New Year's in accordance with Article 2205 because the Christmas period would not be considered time worked. This means that if a nurse wanted to have both Christmas and New Year's off, they must request a period of vacation covering both holidays.

Over the Christmas/New Year's schedule, if an interchange is approved in the previous year, i.e. a nurse scheduled to work New Year's Day but interchanges to work Christmas Day and be off New Year's Day, for the purpose of the Christmas and New Year's schedule, the Employer should follow the "original" holiday schedule i.e. the nurse would be off New Year's Day in the following year and work Christmas Day.

2206 A nurse may accumulate up to four (4) days off in lieu of Recognized Holidays to be taken with scheduled days off or to complete a partial week of vacation or at such other time as is requested and granted in accordance with Article 1501. Unless otherwise agreed between the nurse concerned and the Employer, accumulated lieu days must be taken within the fiscal year in which they were earned.

A nurse having accumulated 4 lieu days (7.75 hours) will either have any subsequent Recognized Holiday scheduled off or paid out until such time as their accumulated lieu days fall below 4. However, where the Employer repeatedly refuses the request of the nurse to take a banked paid lieu day the MNU takes the position that unilateral payout by the Employer is inappropriate.

All banked lieu days must be taken within the fiscal year unless there is mutual agreement to carry them into the next fiscal year. This is important to bear in mind when Good Friday and Easter Monday fall in the latter part of March.

2207

Effective April 1, 2022: For the purpose of this Article, a day is equivalent to seven and three-quarter (7.75) hours.

Applicable for Community Health Nurses:

2208 *Where the Employer requires a nurse to work a regular work day on December 24th when that day falls on Monday through Friday inclusive, such nurse shall be entitled to one-half (½) day of compensatory leave with pay to a maximum of four (4) hours.*

The above referenced clause ceases to apply to any nurses hired into a Rural Community Health Nurse position April 30, 2014.

This applies to both full-time and part-time CHNs who are required to work and is not prorated.

@SHEO

2208 The Employer will ensure that all nurses receive at least two (2) other Recognized Holidays besides Christmas or New Year's on the day on which they occur, if reasonably possible.

Applicable for Health Sciences Centre site only:

The Employer will ensure that all nurses receive at least two (2) other Recognized Holidays besides Christmas or New Year's on the day on which they occur.

Additional for Home Care Nurses & Primary Care and Nurse Practitioners:

2209 *Assignment of Recognized Holidays on the actual day of their occurrence shall be made as equitably as reasonably possible.*

@WCHREO

2210 A nurse who is assigned to work a weekend shall be assigned and will work on a Recognized Holiday that falls on the Friday or Monday consecutive with that weekend, whenever reasonably possible.

ARTICLE 23 -- INCOME PROTECTION AND WORKERS COMPENSATION

2301 A nurse having accumulated income protection may claim basic pay for such income protection against such accumulation with respect to periods during which:

- (i) The nurse was unable to work because of an incapacitation due to accident or illness, however, a nurse cannot receive income protection benefits for any period of time during which the nurse is eligible for wage loss benefits from either the Workers Compensation Board or the Manitoba Public Insurance as a result of a motor vehicle accident [subject to Article 2303], or

Recent case law supports that a woman may be entitled to use income protection for pregnancy related causes during the ante-partum (and post-partum) period.

- (ii) In the opinion of the Employer, the nurse's presence constituted a health hazard for patient and/or other employees and the nurse was instructed by the Employer to leave the nurse's place of duty; or

There must be reasonable grounds for the Employer to place the nurse on medical leave.

- (iii) The nurse attends an appointment related to a medical/dental examination and/or treatment, subject to Article 3704.

Such paid time would include travel to and from the appointment (see further explanation under Article 3704).

Additional for Breast Health Centre, WRHA- Public Health Program site only:

- (iv) A deduction shall be made from accumulated sick leave of all normal working days absent for sick leave. No deductions for absences on account of illness will be made for periods of two (2) hours or less, to a maximum of six (6) such absences per year.

A nurse who has had accumulated sick credits and subsequently used all their credits will be entitled to the benefit of this Article regarding absence for two (2) hours or less.

2302 Each nurse shall accumulate income protection at the rate of one and one-quarter (1.25) days for each full month of employment.

This calculation is based on a daily shift length as defined in 1404. "Full month of employment" includes all Employer paid hours and unpaid leave of absences of up to 4 weeks. See 3406 for part-time nurse entitlement.

NOTE: *For each one and one-quarter (1.25) days of income protection accumulated, one day* (80%) shall be reserved exclusively for the nurse's personal use as outlined in Article 2301. The remaining one-quarter (.25) of a day* (20%) shall be reserved for either the nurse's personal use as outlined in Article 2301, or for use in the event of family illness as specified in Article 2312. The Employer shall maintain an up to date record of the balance of income protection credits reserved for each of these purposes.*

*(*In the nurse's first year of employment, amend "one day" to read "three-quarters of a day" and amend "one-quarter of a day" to read "one-half of a day".*)*

This note is required due to Employment Insurance regulations governing reduced EI premiums. These regulations specify that in an employee's first year of employment, only 9 days income protection must be designated for "personal use" and in subsequent years, 12 days per year must be designated for personal use.

Any days designated for family illness can be accessed for personal illness once the personal illness bank is exhausted. However, the reverse is not the case.

2303

- (a) (i) A nurse who becomes injured or ill in the course of performing their duties must report such injury or illness as soon as possible to their immediate supervisor.
- (ii) A nurse unable to work because of a work related injury or illness will inform the Employer immediately, in accordance with established procedures, so that a claim for compensation benefits can be forwarded to the Workers Compensation Board (WCB). Workers Compensation payment will be paid directly to the nurse by WCB.
- Where a nurse is unable to work because of injuries sustained in a motor vehicle accident they must advise their supervisor as soon as possible and they must submit a claim for benefits to the Manitoba Public Insurance (MPI). The nurse shall be entitled to receive full income protection benefits for any period of time deemed to be a "waiting period" by MPI.
- (iii) Where a nurse has applied for WCB or MPI benefits and where a loss of normal salary would result while awaiting a WCB/MPI decision, the nurse may elect to submit an application to the Employer requesting an advance subject to the following conditions:

- (iv) Advance payment(s) shall not exceed the nurse's basic salary as defined in Article 3802 (exclusive of overtime), less the nurse's usual income tax deductions, Canada Pension Plan contributions, and EI contributions.
 - (v) The advance(s) will cover the period of time from the date of injury until the date the final WCB/MPI decision is received, however in no case shall the total amount of the advance exceed seventy percent (70%) of the value of the nurse's accumulated income protection credits.
 - (vi) The nurse shall reimburse the Employer by assigning sufficient WCB/MPI payments to be paid directly to the Employer to offset the total amount of the advance or by repayment to the Employer immediately upon receipt of payment made by WCB/MPI directly to the nurse.
 - (vii) In the event that the WCB/MPI disallows the claim, including any appeal, the nurse shall be paid for the absence in accordance with the income protection provisions of this Agreement and the Employer shall recover the total amount of the advance by payroll deduction.
 - (viii) Upon request, the Employer will provide a statement to the nurse indicating the amount of advance payment(s) made and repayment(s) received by the Employer.
- (b) (i) A nurse who has accumulated sufficient income protection credits may elect to submit an application to the Employer requesting that the Employer supplement the WCB/MPI payments. The amount of such supplement will equal ten percent (10%) of the nurse's regular net salary not earned due to the time loss. Regular net salary will be based on the nurse's basic salary as defined in Article 3802 of the Collective Agreement (exclusive of overtime), less the nurse's usual income tax

deduction, Canada Pension Plan contributions and Employment Insurance contributions.

The Employer's supplement shall be charged to the nurse's accumulated income protection credits and such supplement shall be paid until the nurse's accumulated income protection credits are exhausted, or until 119 calendar days have elapsed since the first day of supplement, whichever is less.

If the nurse wishes to receive the supplement they must apply for it. The Employer cannot pay it out automatically.

If they don't pre-pay their Health Benefits as provided under HEB the Employer won't pay their portion. If the nurse doesn't apply for the supplement, they will have to pay both the Employer and the employee portion of the contributions to benefits. Even if the nurse doesn't have a sufficient balance, if they apply, the Employer will still have to make their contributions.

- (ii) Subject to the provisions of each plan, the nurse may request the Employer to reimburse the nurse from the supplement, if sufficient, the contributions which would have been paid by the nurse to the Employer's pension plan, dental care plan, Disability & Rehabilitation plan, and group life insurance plan as if the nurse was not disabled. If the supplement is not sufficient, or where the nurse elects to receive an advance, the nurse may, subject to the provisions of each plan, forward self-payments to the Employer to ensure the continuation of these benefit plans. The Employer will contribute its usual contributions to these benefit plans while the nurse contributes.

It is imperative that nurses continue to pay their D&R premiums while they are on an unpaid leave of absence or they will not qualify for benefits after the 119 day waiting period.

- (iii) Further to this, the Employer shall notify Workers Compensation/ Manitoba Public Insurance of salary adjustments at the time they occur.
- (iv) In accordance with Section 41(6)(b) of the Workers Compensation Act of Manitoba, the Employer shall make application to the WCB by January 1, 1994 so that the WCB may determine whether or not the supplements referenced in 2303(b)(i) shall continue in effect after January 1, 1995.
- (v) If at any time it is decided by the WCB/MPI that any payment to be made to the nurse by the Employer must be offset against benefits otherwise payable by the WCB/MPI, then such payment shall not be payable.
- (c) Where the WCB/MPI recommends a work assessment period or a modified return to work period, the provisions of Article 7A06 shall apply.
- (d) A nurse who is on D&R/WCB/MPI prior to the commencement of their vacation shall, upon their request, have their vacation displaced and such vacation shall be re-scheduled at a time mutually agreed between the nurse and the Employer within the available time periods remaining during that vacation year. If the nurse's current annual vacation cannot be reasonably scheduled by the end of the current vacation year the nurse may elect to carry over to the next vacation year up to five (5) days of current annual vacation (pro-rated for part-time).

This provides for carryover of 1 week (38.75 hours) of vacation (prorated for part-time nurses based on their EFT). This vacation is scheduled at the same time as the nurses vacation provided for under Article 2103 is scheduled.

Nurses who are applying for WCB/MPI benefits should also apply for D & R benefits.

2304 The Employer shall be entitled to recover any income protection paid to a nurse if their employment is not continued beyond their probationary period, from the nurse's final termination cheque.

Additional for Thompson General Hospital site only:
Weekly Income Benefit: *Employees will receive a weekly income of fifty dollars (\$50.00) per week for fifty-two (52) weeks if they become wholly and continuously disabled as a result of a non-occupational accident or sickness not covered by Workers Compensation and provided they are under regular treatment by a licensed physician. Such payment shall be made in accordance with the Thompson General Hospital's agreement with London Life (London Life Group Insurance Plan). The Thompson General Hospital agrees to further this program by applying the portion of the eligible nurse's earned sick time to bring this up to an amount equaling seventy-five percent (75%) of the nurse's gross income per week, for the paid fifty-two (52) weeks, or until such time as the nurse's earned sick time is completely used up.*

This Article will only be applicable to nurses within the bargaining unit as of April 30, 2014 for the duration of their employment. This Article will not apply to any nurses who are hired after April 30, 2014. Any nurses who are covered on April 30, 2014 who leave their employment and subsequently return, will not be eligible for the weekly income benefit when they return.

2305 A nurse who is unable to report for work due to illness shall inform the Employer prior to the commencement of their next scheduled shift(s). A nurse who fails, without valid reason, to give notice as specified below will not be entitled to receive income protection benefits for the shift(s) in question.

Prior to Day shift	--	One (1) hour
Prior to Evening shift	--	Three (3) hours
Prior to Night shift	--	Three (3) hours

A nurse returning to work following an absence of one (1) week or more shall inform the Employer by 1200 hours the day prior to returning to work.

When a nurse is unable to provide the above notice due to a valid reason, the Employer cannot unreasonably deny the income protection.

2306 The Employer, either at the time of notification by the nurse of claiming income protection, or by advance notice prior to future income protection claims, may require a medical certificate or report as proof of the validity of any claim for income protection and as proof of the nurse's ability to perform their regular duties.

Failure to provide such a certificate when requested will disqualify a nurse from receiving paid income protection and may result in a refusal of permission for the nurse to resume their duties.

The Employer may request a medical certificate to validate a personal illness or illness of a spouse, parent or child. The cost of providing a basic medical certificate is the nurse's expense. Any special reports that the Employer requires are at the Employer's expense (see Article 37).

See [Attachment #6](#) - **Employer's Right to Medical Information**

Employers' requests for certificates for all future income protection claims must be applied fairly, reasonably and without discrimination. This clause should not be used to harass individual nurses who utilize their income protection.

Attendance Management Programs instituted by the Employer must be fair, reasonable, non-discriminatory and consistently applied. Union representatives should not participate in the development of such programs given that they are, at times, subject to grievance.

2307 Days off and Recognized Holidays or days given in lieu of Recognized Holidays which fall within a period of sick leave shall not be considered a part of, or charged to, the nurse's accumulated income protection.

2308 At the effective date of this Agreement, each nurse will retain income protection benefits accumulated and not used to that date.

2309 As soon as a nurse is aware of a date upon which surgery will occur, they shall notify the Employer, in writing, of this date and any change thereto so that staff coverage for their intended absence may be arranged.

Where a nurse has been provided necessary time off due to scheduled surgery and where the surgery is subsequently cancelled, and where the Employer has made arrangements for alternate staffing to cover the anticipated absence, the Employer shall have the right to cancel the relief shifts.

These relief shifts shall be clearly identified as being subject to forty-eight (48) hours notice of cancellation.

*As soon as a nurse knows that they are going to require surgery, the Employer must be informed **in writing (in writing includes e-mail notification)**. Such notification does not require the reason for the surgery. In that notice, the nurse should indicate they will update the Employer as to the tentative surgery date. This will allow the Employer the ability to find a replacement for the nurse.*

This allows the nurse to cancel their request for a leave when surgery is cancelled therefore saving their income protection for when the surgery does occur. These are the only approved additional available shifts other than those identified in Compassionate Care Leave that can be cancelled after being approved. The nurse whose surgery has been cancelled may need to utilize income protection to cover any shift within the 48 hour period.

2310 If hospitalized due to accident or illness while on scheduled vacation, a nurse may utilize income protection to cover the hospitalization and/or post-hospitalization period, and the displaced vacation shall be re-scheduled at a time mutually agreed between the nurse and the Employer within the available time periods remaining during that vacation year. Proof of such hospitalization and/or post-hospitalization period shall be provided if requested.

While on vacation, a nurse who is treated in a health care facility as a result of an accident or illness can use their income protection to cover the period of their hospitalization and the recovery period after they are discharged. When this occurs, the vacation entitlement which was replaced by income protection is put back into the nurse's vacation bank to be rescheduled at a future date as mutually agreed.

2311 The Employer will annually, on written request, provide each nurse with a statement of their accrued income protection credits.

2312 Subject to the provisions of Article 2302, a nurse may use income protection for the purpose of providing care in the event of an illness of a spouse, common law spouse including same sex partner and fiancé, dependent child, dependent step-child, parent, step-parent or parent-in-law.

2313 A nurse who has completed the probationary period who is unable to perform their work by reason of an accident or illness not fully covered by income protection, upon providing an acceptable medical certificate, shall be granted unpaid leave of absence as required for recovery; subject to review at three (3) months, or lesser intervals, at the discretion of the Employer.

There is no maximum length of time for the leave, but it can be periodically reviewed by the Employer. Such review shall not automatically result in discontinuing the leave.

2314 Accumulation of income protection will continue during any unpaid leave of absence or layoff of four (4) weeks or less.

ARTICLE 24 -- LEAVE OF ABSENCE

2401 The nurse will be required to submit a written request for any leave of absence unless otherwise herein stipulated. These requests will specify the reason for the leave and will be considered on an individual basis and may be allowed at the discretion of the Employer unless otherwise indicated in the agreement; however, requests for education leave will be given special consideration. Except in emergencies, such requests must be made at least four (4) weeks in advance. The Employer shall notify the nurse of its decision in writing, within two (2) weeks of receipt of the request. Requests for extension of educational leave, maternity leave, parenting leave, adoption leave and bereavement leave will be granted if reasonably possible.

Where a nurse requests to return to work prior to the expiry of the leave of absence as set out in the approved request, the Employer shall have no obligation to return the nurse to work until such time that the leave of absence would have expired, except as per Article 2408 C.6.

Where a nurse has been granted a leave of absence from their entire EFT, the nurse shall be eligible to work additional available shifts. However, the nurse shall not have preference over part-time nurses who offer to work these shifts. When the nurse is awarded additional available shifts, they are compensated in accordance with Article 2704 (a) – (f).

Where a nurse has requested and been granted a partial leave of absence, they will be entitled to accrual of vacation, income protection credits, pre-retirement leave and Recognized Holiday pay on a pro-rata basis.

The Employer must apply fair and reasonable discretion in applying this clause. Some of the factors that may be considered include staffing situations, vacation schedules, reason for the leave, etc.

The Employer cannot cancel term positions [exception see 3006] or scheduled additional available shifts [exception see 2309 & 2416(f)] in order to accommodate a nurse's early return to work from an approved leave of absence.

The Employer is required to respond in writing within two weeks. If the Employer has not responded, nurses are advised to follow-up with the person they sent the request to. The absence of written approval should not be deemed to be a denial of the leave of absence.

2402 Overstaying of leave of absence without valid reason may be deemed as a resignation.

2403

Applicable for IEHREO, PMHREO, SHREO, NHREO, WCHREO, SHEO (direct operations):

The Employer shall make every reasonable effort to assure that a nurse granted leave of absence for any reason shall return to the same position. For leaves of absence of sixty (60) weeks or less, or eighty (8) weeks or less in the case of Parenting Leave or Parental Leave, the nurse is assured of being placed in the same occupational classification **within the site** and at the same step on their salary scale on their return, but the nurse cannot be assured of being placed in the same nursing unit, position or shift. In the case of longer leaves of absence, a nurse may be placed in any position covered by this agreement **within a fifty (50) kilometre radius of the originating site, unless a greater distance is mutually agreed between the Employer and the nurse**, and shall be reinstated at their previous salary, provided that such salary shall not exceed the maximum for the position in which the nurse is placed. Notwithstanding Article 3001, a nurse not placed in their former position will be given consideration over other nurses for the first vacancy made available to the nurse in a similar position **within the sites comprising the Employer.**

Applicable for non-transferred sites:

The Employer shall make every reasonable effort to assure that a nurse granted leave of absence for any reason shall return to the same position. For leaves of absence of sixty (60) weeks or less, or eighty (80) weeks or less in the case of parenting leave or parental leave, the nurse is assured of being placed in the same occupational classification within the site and at the same step on their salary scale on their return, but the nurse cannot be assured of being placed in the same nursing unit, position or shift. In the case of longer leaves of absence, a nurse may be placed in any position within the site and shall be reinstated at their previous salary, provided that such salary shall not exceed the maximum for the position in which the nurse is placed. Notwithstanding Article 3001, a nurse not placed in their former position will be given consideration over other nurses for the first vacancy made available to the nurse in a similar position.

*The Employer is to make every **reasonable** effort to ensure a nurse is returned to their **same position** upon returning from a leave of absence [position is occupational classification, (Appendix "C"), salary step (Appendix "A"), status (clause 302), shift/ward/department]. This may include the posting of a term position for the duration of the leave of absence.*

"Notwithstanding 3001" - this allows for the waiving of postings to facilitate the return to work of a nurse from an extended leave of absence.

2404 There shall be no loss of income protection accumulations or vacation accumulations up to the date of any leave of absence whether granted with or without pay.

2405 Income protection and vacation benefits will continue to accrue during any period of an unpaid leave of absence, approved by the Employer of four (4) weeks or less.

"Four weeks" means 4 consecutive weeks.

2406 Professional Leave: If, in the opinion of the Employer it is in the best interests of patient/resident/client care, nurses may, whenever practicable, be granted time off with pay in order to attend professional or educational meetings, conventions, workshops and institutes.

2407

Education Leave:

- (a) Where the Employer requires a nurse to attend educational conferences, workshops, programs or seminars during working hours, the Employer shall pay registration or tuition fees, and approved expenses and shall ensure that the nurse suffers no loss of salary.

*Before you attend any of the above sessions, it is important to clarify whether the Employer is **requiring** vs. **requesting** you to attend. Only **required** sessions are covered by this provision. Expenses include travel, accommodation and meals.*

- (b) Where the Employer requires a nurse to attend educational conferences, workshops, programs or seminars during non-working time, the Employer shall pay registration or tuition fees, and approved expenses and shall pay for the time of such attendance at straight time rates.

*Before you attend any of the above sessions, it is important to clarify whether the Employer is **requiring** vs. **requesting** you to attend. Only **required** sessions are covered by this provision. Expenses include travel, accommodation and meals.*

(c) Employer Sponsored Educational Development:

A nurse shall be granted, upon written request, funding up to a maximum of \$200 per fiscal year, to attend approved workshops, courses, and other programs that are relevant to nursing practice. Such requests must be submitted to the senior nursing manager or designate prior to attendance at such program. The \$200 allowance referenced herein shall be for reimbursement of tuition or registration and recommended/required books and shall occur upon satisfactory completion of the workshop, course, or educational program.

Nurses must submit their request to the senior nursing manager or designate prior to attending any workshop/course or program. This provision is applicable to all nurses covered by this agreement including nurses on lay-off, leave of absence, full-time, part-time or casual (see 3504) and is not pro-rated. This money is not to be used to fund Employer-required sessions [see (a) and (b) above]. It is neither taxable nor is it a taxable benefit. It is negotiated by the Union but not paid by the Union.

2408 **Parenting Leave**

Parenting Leave consists of Maternity and Parental Leave. Parental Leave includes Paternity and Adoption Leave. A nurse shall be granted leave of absence for up to eighty (80) weeks where they qualify for Parenting Leave.

A nurse who qualifies for Maternity Leave may apply for such leave in accordance with either Maternity Leave Plan “A” or Maternity Leave Plan “B” but not both.

A. **Maternity Leave Plan “A”**

1. Up to seventeen (17) weeks of Maternity Leave without pay will be granted subject to the following conditions:
 - (a) a written request must be submitted no later than the end of the fifth (5th) month of pregnancy and not less than one (1) month before the intended date of the leave.
 - (b) if requested by the nurse, unpaid Maternity Leave of shorter duration may be granted at the discretion of the Employer.
 - (c) the Employer is entitled to require a nurse to stop work in the case of unsatisfactory job performance or if the state of the nurse’s health as verified by a qualified medical practitioner becomes incompatible with the requirements of their job.

B. **Maternity Leave Plan “B”**

1. In order to qualify for Plan B, a pregnant nurse must:
 - (a) submit to the Employer an application in writing, for leave under Plan B not less than one (1) month before the intended date of the leave.
 - (b) provide the Employer with a certificate of a duly qualified medical practitioner certifying that they are pregnant and specifying the estimated date of their delivery.
 - (c) provide the Employer with proof that they have applied for Employment Insurance benefits and that the Employment and Social Development Canada (ESDC) has agreed that the nurse has qualified for and

is entitled to such Employment Insurance benefits pursuant to the Employment Insurance Act.

- (d) the Employer is entitled to require a nurse to stop work in the case of unsatisfactory job performance or if the state of the nurse's health as verified by a qualified medical practitioner becomes incompatible with the requirements of their job.

2. An applicant for Maternity Leave under Plan B must sign an agreement with the Employer providing that:

- (a) the nurse will return to work and remain in the employ of the Employer for at least six (6) months following their return to work, except that where a nurse is the successful applicant for a part-time position which commences on the date of their return from Maternity Leave or at any time during the six (6) months following their return from Maternity Leave, the nurse must remain in the employ of the Employer and work the working hours remaining in the balance of the six (6) months of the full-time employment; and

Return of service in exchange for the paid top-up means the nurse has to work whatever their EFT was prior to the leave. Return of service for repayment of mat leave top up can be mobilized to any Employer where the Employers Organization Collective Agreement applies.

- (b) the nurse will return to work on the date of the expiry of their Maternity Leave and where applicable, their Parental Leave, unless this date is modified as per C.6 below.
- (c) should the nurse fail to return to work as provided under (a) and/or (b) above, they are indebted to the Employer for the full amount of pay received from the Employer

- as a maternity allowance during the entire period of maternity leave.
- (d) In the event the nurse does not complete the full period of service as required under (a) and (b) above, the nurse shall repay a portion of the “top up” as follows:

Monetary value of top up provided
(value is based on hours paid at regular
rate of pay in 6 months prior to leave X number of hours
not worked
Hours of service required to be worked
(based on monetary value)

This provides a formula for repayment of top-up when a nurse does not complete her return for service. Repayment of return for service can be mobilized to other Employers Organizations.

3. A nurse who qualifies is entitled to a maternity leave consisting of:
- (a) a period not exceeding seventeen (17) weeks if delivery occurs on or before the date of delivery specified in the certificate, as in (1) (b).
 - (b) a period of seventeen (17) weeks plus an additional period equal to the period between the date of delivery specified in the certificate and the actual date of delivery, if delivery occurs after the date mentioned in that certificate, as in (1) (b).
 - (c) the Employer may, notwithstanding the above, vary the length of maternity leave upon proper certification by the attending physician.
4. Within twelve (12) weeks of receiving the Employment and Social Development Canada (ESDC) approval for Employment Insurance benefits pursuant to the Employment Insurance Act, the nurse must provide proof to the Employer. Reasonable consideration will be given to extending the above period of time for the nurse in exceptional circumstances.

Following receipt of the above proof, the Employer shall provide the nurse a Maternity Leave allowance with the SUB Plan as follows:

- (a) for the first week a nurse shall receive ninety-three percent (93%) of their weekly rate of pay;
- (b) for up to a maximum of sixteen (16) additional weeks, payments equivalent to the difference between the EI benefits the nurse is eligible to receive and ninety-three percent (93%) of their normal weekly earnings.
- (c) All other time as may be provided under this Article, shall be on a leave without pay basis.

- 5. Plan B does not apply to a newly hired nurse occupying a term position.

The nurse has no position to provide the return of service.

- 6. A leave of absence under Plan B shall be considered to be an unpaid leave of absence. Income protection credits and vacation entitlement shall not accrue.

C. 1. Parental Leave

- (i) In order to qualify for Parental Leave a nurse must be the natural mother of a child; or be the natural father of a child or must assume actual care and custody of their newborn child (Paternity Leave) or adopt a child under the law of the province (Adoption Leave), or be a partner in a same sex relationship who assumes care and custody of a child.
- (ii) A nurse who qualifies for Parental Leave, except in the case of Adoption Leave as specified below, must submit to the Employer an application in writing for Parental Leave at least four (4) weeks before the intended date of the commencement of the leave.

- (iii) In the case of Adoption Leave, the nurse must submit a written request for such leave. The nurse may commence Adoption Leave upon one (1) days' notice provided that application for such leave is made when the adoption has been approved and the Employer is kept informed of the progress of the adoption proceedings.
- (iv) A nurse who qualifies in accordance with (i), (ii) and (iii) will be granted Parental Leave without pay for a continuous period of up to sixty-three (63) weeks inclusive of vacation as specified in (C.2.) below. If requested by the nurse, extensions to leaves under this clause will be granted in accordance with Article 2401.

2. Except as outlined below, any nurse must use current annual vacation, (which was earned during the previous vacation year), during the current vacation year. If the current annual vacation is not used, then the Employer has the right to schedule the vacation prior to the end of the current vacation year or pay out any monies owing.

Where Parenting Leave is forty-eight (48) weeks or less, vacation shall be scheduled and taken in accordance with the provisions of the Collective Agreement. No carry-over of vacation is permitted.

Where Maternity and/or Parental Leave exceeds forty-eight (48) weeks, the nurse may elect to carry over to the next vacation year, up to five (5) days of current annual vacation. The balance of the current annual vacation will be paid out at a time immediately following the period during which EI benefits were payable (even if this period extends into the following vacation year). Any vacation earned up to the time of the commencement of leave will be retained and will be available to be taken in the following vacation year.

3. Subject to 4. below, Parental Leave must commence no later than eighteen (18) months following the birth or adoption of the child or of the date on which the child comes into actual care and custody of the nurse.
4. Where a nurse takes Parental Leave in addition to Maternity Leave, the nurse must commence the Parental Leave immediately on the expiry of the Maternity Leave without a return to work unless otherwise approved by the Employer.
5. Three (3) days of paid leave of absence (23.25 hours) shall be granted to a full-time nurse prior to the commencement of Maternity, Paternity, or Adoption Leave or at the time of the birth or adoption of a child. If the nurse is taking a Maternity, Paternity, or Adoption Leave, the nurse will use this three (3) days of paid leave to replace scheduled hours of work immediately prior to the Sunday of the week the Maternity, Paternity, or Adoption Leave commences.

Part-time nurses shall be entitled to a pro rata amount of this leave based on their hours paid at regular rate of pay in the previous six (6) months.

This ensures that any nurse can take the 3 days of paid leave without taking any unpaid leave. If the nurse is taking a Maternity, Paternity or Adoption Leave, the 3 days of paid leave should be taken as the last 3 scheduled days of the pay week, i.e. prior to Sunday because Sunday is the first day of the EI week. This allows the nurse to maximize EI benefits.

6. A nurse may end Maternity or Parental Leave earlier than the expiry date of the leave by giving the Employer written notice at least two (2) weeks or one pay period, whichever is longer, before the day the nurse wants to end the leave. This provision includes the cancellation of any term position. Where the Employer has made arrangements for alternate staffing to cover the nurse's absence, the Employer shall have the

right to cancel shifts. A minimum of two (2) weeks notice shall be provided for any such cancelled shift.

2409

Union Leave:

- (a) Subject to at least two (2) or more weeks written notice of request, and no additional costs to the Employer, leave of absence without loss of salary or benefits shall be granted to Union representatives for the purpose of attendance at Manitoba Nurses' Union/Canadian Federation of Nurses' Unions/Canadian Labour Congress meetings or seminars. It is understood that the Manitoba Nurses' Union will reimburse the Employer for salary, benefits and related payroll costs.

Union Leave is considered a mandatory leave. MNU will challenge employers if they try to assess replacement or overtime costs for union leave. "No additional costs" relates to the nurse on Leave e.g. payroll costs which MNU is billed for with salary replacement. It is not related to replacement/overtime costs.

- (b) Subject to six (6) weeks' notice, a nurse elected or selected to a full-time or part-time position with the Manitoba Nurses' Union or the Canadian Federation of Nurses' Unions/Canadian Labour Congress shall be granted leave of absence without loss of seniority, salary or benefits for a period of up to two (2) years. Such leave shall be renewed each year, on request, during the nurse's term of office. It is understood that the Manitoba Nurses' Union will reimburse the Employer for the total recovery of payroll and related costs. Notwithstanding Article 3006, the Employer may elect to post these terms as either fixed terms up to two (2) years or indefinite terms.

Ensures nurses elected/selected to a position with any of these organizations will be granted a leave of absence for up to 2 years.

This allows for posting of term positions for up to 2 years or as indefinite terms in order to backfill the positions vacated.

2410 Legal and Investigative Proceedings:

- a) A nurse required to attend a court proceeding, other than a court proceeding occasioned by the nurse's private affairs where they are a party to that proceeding, shall receive leave of absence at their regular basic rate of pay, and remit to the Employer any jury or witness fees received, only for those days they were normally scheduled to work. The nurse shall not request reimbursement for, or be required to remit any reimbursement of expenses for such duty.

Paid jury and witness duty is only for public duty (i.e. jury duty, witness to a motor vehicle collision or a crime, etc.)

If a nurse is subpoenaed as a witness in a work related matter on their scheduled day off, the Employer and the nurse will mutually agree on alternate time off in lieu.

- b) A nurse required to attend a court proceeding/inquest to provide medical/clinical evidence shall receive a leave of absence at their regular basic rate of pay, and shall remit to the employer any witness fees received. The nurse shall not be required to remit any reimbursement of expenses for such duty.
- c) Where a nurse is required to prepare for a court proceeding/inquest where they will provide medical/clinical evidence, during time that the nurse is not scheduled to work, the Employer and the nurse will mutually agree on alternate time off in lieu or compensate for time at regular rates of pay, subject to the Employer's prior approval of the required preparation time.
- d) Where the Employer requires the nurse to participate in a workplace investigation that is required by legislation or Employer policy, and where such investigation meetings cannot be scheduled on the nurse's regular day of work, the Employer will compensate the nurse for the investigation meeting time at regular rates of pay.

These Articles (c) & (d) ensure that all nurses shall be compensated for time spent at Legal and Investigative proceedings and includes time to prepare for required court proceedings where the nurse will provide evidence. Possible proceedings that would now fall under this provision are:

- *Investigations under the provisions of the Protection for Persons in Care Act*
- *Respectful Workplace Investigations*
- *Inquiries and inquests*

- *Work related court proceedings (eg Sexual Assault Nurse Examiner)*
- *Workplace Investigations such as Ombudsman reviews.*

The above list is not exhaustive, please consult with your LRO. Please note that this language also applies to casual nurses. See Article 3504.

- e) A nurse required to attend a court proceeding as a party to that proceeding, occasioned by the nurse's private affairs shall receive a leave of absence without pay for the required absence.

Nurses will be granted an unpaid leave of absence for attendance at court proceedings for private affairs (i.e. divorce, criminal matters, etc.)

2411 Bereavement Leave:

(a) Bereavement leave of up to four (4) (five (5) @ NHREO) working days without loss of pay shall be granted in the event of death of a spouse, common-law spouse, fiancé, same-sex partner, child, stepchild, parent, step-parent, sibling, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, grandparent, grandparent-in-law, grandchild, former legal guardian, and any other relative who had recently been residing in the same household. Such days may be taken only in the period which extends from the date of death up to and including the day following interment, funeral or initial memorial service or four (4) calendar days following the death, whichever is the greater. For nurses residing above the 53rd parallel, leave will be extended one (1) additional working day.

Bereavement leave may be extended by up to two (2) additional working days as may be necessitated by reason of travel to attend the internment, funeral or initial memorial service.

One (1) bereavement leave day may be retained at the nurse's request for use in the case where actual internment, funeral or initial memorial service is at a later date.

The intent of this clause is to protect the nurse's salary at a time of loss. This means that the nurse would have to be scheduled to work on the days for which they claim compensation. If they are on vacation, holidays or leave of any type, they do not qualify. Further time beyond the 4 paid days

may be compensated under income protection provisions or as a request for personal leave.

These 4 days do not need to be consecutive.

Attendance at the funeral is not required to qualify for this provision unless the travel time is requested.

The one day that may be retained for use at a later date is not extended to include travel days.

This allows attendance at an internment or memorial service in cases where there is no funeral.

(b) Provided the nurse has not received bereavement leave in accordance with (a) above, necessary time off up to one (1) day at basic pay will be granted to a nurse to attend an internment, funeral or initial memorial service as a pallbearer.

The Employer must grant paid leave under this clause to a pallbearer.

Provided the nurse has not received bereavement leave in accordance with (a) above, necessary time off up to one (1) day at basic pay may be granted a nurse to attend either an internment, funeral or initial memorial service as a mourner. Special consideration will be given to requests for leave related to the death of significant other persons under this provision.

The Employer may grant paid leave under this clause to a mourner.

When the Employer grants leave under this clause to a mourner, it must be paid time in accordance with this clause. An Employer cannot arbitrarily deny mourner leave.

It is possible that a nurse will only be granted a portion of their shift to attend an internment, funeral or memorial service.

(c) For the purpose of this Article, a day is defined as a calendar day irrespective of the number of hours per day scheduled for the affected nurse.

@NHREQ

(d) When a family member of a nurse's immediate family becomes ill, the Employer agrees to allow compassionate leave to such a nurse. The leave shall be of such duration to allow for care and comfort of the nurse's ill relative. It is understood that a

request for such a leave be considered on an individual basis by the Employer and it is understood that this leave is without pay.

2412 Leave re Public Office: A nurse will be granted unpaid leave of absence to enable them, if nominated, to campaign for public office and, if elected, to serve their term(s) of office.

Applicable for Health Sciences Centre site only:

Election Leave:

Upon written request, the Employer shall allow leave of absence of up to two (2) months without pay and without loss of seniority so that a nurse may be a candidate in federal, provincial, or municipal elections. A nurse who is elected to public office shall be granted leave of absence without pay for the term(s) of their office.

2413 Pre-retirement Leave:

(a) Full-time nurses who:

- (i) retire at age sixty-five (65) years; or
- (ii) retire after age sixty-five (65) years; or
- (iii) have completed at least ten (10) years continuous employment and retire after age fifty-five (55) years but before age sixty-five (65) years; or
- (iv) have completed at least ten (10) years of continuous employment and who meet the "Magic 80" provisions of the HEPP Retirement Pension Plan; or
- (v) terminate employment at any time due to permanent disability

Note: Nurses with permanent disability should apply for pre-retirement leave as a lump sum payment or to be rolled over into a RRSP. Call your Labour Relations Officer for further information.

shall be granted paid pre-retirement leave on the basis of four (4) days per year of employment.

Subject to the above, pre-retirement leave for any period of layoff up to a maximum of five (5) years will be calculated on a pro rata basis, based on the following formula:

$$\frac{\text{Hours Worked During Layoff}}{\text{Annual Full-time Hours}} \times \text{Entitlement of a Full-Time Nurse}$$

A nurse who has worked a combination full-time/part-time will be pro-rated based on the formula below in (b). Note that “average annual hours actually worked” is applied as “average annual regular hours paid”. A nurse’s pre-retirement leave is calculated on each year of employment, the sum total is based on the nurse’s years of service, i.e. for the years the nurse worked full-time, they receive 4 days per year, for the years they worked part-time, the number of days they received will be pro-rated based on the average annual regular hours paid.

- (b) Part-time nurses who:
- (i) retire at age sixty-five (65) years; or
 - (ii) retire after age sixty-five (65) years; or
 - (iii) have completed at least ten (10) years continuous employment and retire after age fifty-five (55) years but before age sixty-five (65) years; or
 - (iv) have completed at least ten (10) years of continuous employment and who meet the "Magic 80" provisions of the HEPP Retirement Pension Plan; or
 - (v) terminate employment at any time due to permanent disability

Note: Nurses with permanent disability should apply for pre-retirement leave as a lump sum payment at current rates or to be rolled over into a RRSP. Call your Labour Relations Officer for further information.

shall be granted paid pre-retirement leave as specified above on a pro rata basis. Calculation will be based on the following formula:

$$\frac{\text{Average Annual Hours Actually Worked From Last Date of Employment}}{\text{Annual Full-time Hours}} \times \text{Entitlement of a Full-time Nurse}$$

Subject to the above, pre-retirement leave for any period of layoff up to a maximum of five (5) years will be calculated on a pro rata basis, based on the following formula:

$$\frac{\text{Hours Worked During Layoff}}{\text{Annual Full-time Hours}} \times \text{Entitlement of a Full-Time Nurse}$$

- (c) Calculation of pre-retirement leave entitlement shall begin from the date of the nurse's last commencing employment with the Employer and shall be based on the nurse's total length of continuous employment on the date of retirement.

Not applicable for non-transferred Employers:

Note: It is understood that for the purposes of calculation of pre-retirement leave entitlement, for nurses employed within two (2) or more sites that now comprising the same Employer, the earliest of their employment dates will apply.

- (d) Payment shall, at the option of the nurse, be made in a lump sum or as a continuation of salary until scheduled retirement date, or as a combination of continuation of salary followed by a lump sum payment.

NOTE: *Where a nurse chooses to take a lump sum payment, the retirement date shall be their last day worked. The lump sum shall be payable as soon as reasonably possible after the last day paid.*

- (e) Where a nurse is entitled to pre-retirement leave in accordance with the conditions listed above, and the nurse dies prior to receiving this benefit, it is understood that the pre-retirement leave benefit shall be paid to their estate.

The lump sum payment shall be at the current basic salary which includes Academic Allowance.

The nurse may make a choice as to how they wish to receive their pre-retirement leave. It is strongly suggested that a nurse seek financial advice prior to choosing continuation of salary, a lump sum payment or a combination of continuation of salary and lump sum payment.

1. *As a continuation of salary to the scheduled retirement date.*

If they nurse chooses this option, they have to commence their leave prior to their retirement date so that the leave expires on the date they are to retire. Then they will be paid during the leave period at the rate they would have earned had they continued to work in the facility receiving all salary adjustments made to their scale during that period. They would also accumulate vacation days, be paid for recognized holidays and earn sick leave credits. (As their pre-retirement leave is calculated up to the date they retire, they would not earn additional leave as it is already calculated in their entitlement). During this period of leave, they receive their normal pay and have the normal deductions taken from their cheque, which includes contributions to all benefit plans.

2. *As a lump sum payment.*

If this option is chosen then the nurse will have retired on the day they receive the payment for their leave. This happens when the nurse:

elects to take a lump sum payment and leaving work prior to their intended retirement date, OR

works right up to their intended retirement date.

3. *If a nurse elects a combination of continuance of salary and lump sum payment, the provisions of each shall apply.*

When they receive the lump sum payment, it will include only the dollar amount of the leave payment accumulated, less income tax, EI and CPP deductions. They will not have pension or other monies deducted from this amount. To calculate the gross dollar amount, use the wage rate applicable to the nurse on their retirement date or termination date (the date the lump sum is paid) and multiply it by the benefit accrued.

When a lump sum is paid out for this benefit, there is no accrual of any additional vacation time, income protection or recognized holiday pay past the date the lump sum was paid.

Note: *Payment of the lump sum terminates employment and the retirement day is the last day the nurse works.*

Example:

Nurse works: 2 years at 2015 hours (FT)
3 years at 1000 hours (PT)
5 years at 1500 hours (PT)
2 years at 500 hours (PT)
1 year at 2015 hours (FT)

With an average of 4030
3000
7500
1000
2015
17545

divided by 13 (years) = 1350 hours per year

Therefore:

(Average FT/PT hours) 1350 hours

----- X 4 days X 13 years

(Full-time) 2015 hours

1350

----- x 52 days = 34.8 paid pre-retirement days.

2015

Rate of Pay for Pre-Retirement Leave Benefits:

Payment of Pre-Retirement Benefits for those nurses who are on leave of absence or Disability & Rehabilitation just prior to retirement or termination for permanent disability, will be paid at the current MNU rate of pay as per Appendix "A" not the rate of pay applicable on the last day that the nurse actually worked.

Applicable for Riverview Health Centre site only:

2413 Pre-Retirement Leave:

(a) Full time nurses who retire in accordance with the Winnipeg Civic Employee's Pension Plan shall be granted paid pre-retirement leave on the basis of four (4) days per year of employment.

The retirement eligibility provisions of The Winnipeg Civic Employee's Pension Plan are as follows:

Normal Retirement Date

Each Member's normal retirement date is the last day of the pay period in which the member attains age 65.

Alternative Retirement Date

A contributing Member may elect to retire from employment on the last day of any pay period in which the member:

- a. is age 55 or older,

- b. has completed at least 30 years of Eligibility Service,
- c. has completed a number of years of Eligibility Service that when added to their age totals at least 80, or
- d. is Totally and Permanently Disabled.

Subject to the above, pre-retirement leave for any period of layoff up to a maximum of five (5) years will be calculated on a pro rata basis, based on the following formula:

$$\frac{\text{Hours Worked During Layoff}}{\text{Annual Full-time Hours}} \times \text{Entitlement of a Full-Time Nurse}$$

(b) Part-time nurses who retire in accordance with the Winnipeg Civic Employee's Pension Plan shall be granted paid pre-retirement leave as specified above on a pro rata basis.

Calculation will be based on the following principle:

The retirement eligibility provisions of The Winnipeg Civic Employee's Pension Plan are as follows:

Normal Retirement Date

Each Member's normal retirement date is the last day of the pay period in which the member attains age 65.

Alternative Retirement Date

A contributing Member may elect to retire from employment on the last day of any pay period in which the member:

- a. is age 55 or older,
- b. has completed at least 30 years of Eligibility Service,
- c. has completed a number of years of Eligibility Service that when added to their age totals at least 80, or
- d. is Totally and Permanently Disabled.

Average Annual Hours

$$\frac{\text{Actually Worked From Last Date of Employment}}{\text{Annual Full-time Hours}} \times \text{Entitlement of a Full-time Nurse}$$

Subject to the above, pre-retirement leave for any period of layoff up to a maximum of five (5) years will be calculated on a pro rata basis, based on the following formula:

$$\frac{\text{Hours Worked During Layoff}}{\text{Annual Full-time Hours}} \times \text{Entitlement of a Full-Time Nurse}$$

(c) *Calculation of pre-retirement leave entitlement shall begin from the date of the nurse's last commencing employment with the Employer and shall be based on the nurse's total length of continuous employment on the date of retirement.*

(d) *Payment shall, at the option of the nurse, be made in a lump sum or as a continuation of salary until scheduled retirement date, or as a combination of continuation of salary followed by a lump sum payment.*

NOTE: *Where a nurse chooses to take a lump sum payment, the retirement date shall be their last day worked. The lump sum shall be payable as soon as reasonably possible after the last day paid.*

(e) *Where a nurse is entitled to pre-retirement leave in accordance with the conditions listed above, and the nurse dies prior to receiving this benefit, it is understood that the pre-retirement leave benefit shall be paid to their estate.*

2414 Citizenship Leave: Nurses shall be allowed the necessary time off with pay to attend citizenship court to become a Canadian citizen. The nurse shall notify the Employer a minimum of seven (7) days prior to the date this leave is required.

This leave cannot be used as time off to write the citizenship exam. This provision only applies to the nurse and not other family members.

2415 Subject to the provisions of each plan, a nurse granted leave of absence without pay for a period exceeding four (4) weeks may prepay all monthly payroll deductions which will become due during such absence, with the exception of Union dues.

2416 Compassionate Care Leave:

A nurse shall receive Compassionate Care Leave without pay to provide care or support to a seriously ill family member, subject to the following conditions:

- (a) A nurse must have completed at least thirty (30) days of employment as of the intended date of leave.
- (b) A nurse who wishes to take a leave under this Article must give the Employer notice of at least one (1) pay period, unless circumstances necessitate a shorter period.

- (c) A nurse may take no more than two (2) periods of leave, totaling no more than twenty-eight (28) weeks, which must end no later than fifty-two (52) weeks after the day the first period of leave began. No period of leave may be less than one (1) week's duration.
- (d) For a nurse to be eligible for leave, a physician or nurse practitioner who provides care to the family member must issue a certificate stating that:
- (1) a family member of the nurse has a serious medical condition with a significant risk of death within twenty-six (26) weeks from
 - (i) the day the certificate is issued, or
 - (ii) if the leave was begun before the certificate was issued, the day the leave began; and
 - (2) the family member requires the care or support of one (1) or more family members.
- The nurse must give the Employer a copy of the physician's or nurse practitioner's certificate as soon as possible.
- (e) A family member for the purpose of this Article shall be defined as:
- (i) a spouse or common-law partner of the nurse;
 - (ii) a child of the nurse or a child of the nurse's spouse or common-law partner;
 - (iii) a parent of the nurse or a parent of the nurse's spouse or common-law partner;
 - (iv) a brother, sister, step-brother, step-sister, uncle, aunt, nephew, niece, grandchild or grandparent of the nurse or of the nurse's spouse or common-law partner;
 - (v) a current or former foster parent of the nurse or of the nurse's spouse or common-law partner;
 - (vi) a current or former foster child, ward or guardian of the nurse, or of the nurse's spouse or common-law partner;
 - (vii) the spouse or common-law partner of a person mentioned in any of the clauses (iii), (iv) (v) and (vi);
 - (viii) any other person whom the nurse considers to be like a close relative, whether or not they are related by blood, adoption, marriage or common-law relationship.
- (f) Unless otherwise mutually agreed, a nurse may end their Compassionate Care Leave earlier than twenty-eight (28) weeks by giving the Employer at least forty-eight (48)

hours notice. Any additional available shifts resulting from Compassionate Care Leave being granted shall be clearly indicated as “Compassionate Care Leave shifts – subject to forty-eight (48) hours notice of cancellation”.

- (g) Seniority shall be retained/accrued as per Article 25.
- (h) Subject to the provisions of Article 2302, a nurse may apply to utilize income protection to cover part or all of the two (2) week Employment Insurance waiting period.
- (i) In the event that the death of a family member occurs during this period of leave, the nurse shall be eligible for Bereavement Leave as outlined in Article 2411.

2417 **Secondment to Educational Institutions**

The Parties understand and agree that there may be occasions where it is beneficial to allow a current nurse to move, without loss of employment status, seniority or benefit accruals, to work temporarily for nursing educational institutions.

These individuals will be placed on a paid leave of absence for the duration of the educational institution secondment.

This provision permits nurses to take a paid leave of absence to be part of nurse education programs. This is seen to be a benefit to the health care system as positions with educational institutions are sometimes not competitive and therefore difficult to fill. The nurse retains all salary and benefits during the time with the educational institution.

ARTICLE 25 -- SENIORITY

2501 "Seniority" shall be defined as the length of the nurse's continuous employment from the last date on which the nurse commenced work with the Employer, subject to Article 34 herein.

Seniority is the time that a nurse has been employed on a full-time or part-time basis, without interruption, in a position(s) which falls within the scope of the MNU bargaining unit, except as modified in Articles 2503 and 2504.

Example #1: *Hired - November 5, 1985
Quit - August 17, 1997
Rehired - January 21, 1998
Their seniority is calculated from January 21, 1998 and all of their benefits are calculated from January 21, 1998. When they quit they lose their seniority and they do not get it back when they are rehired. Accumulation of seniority starts over.*

Example #2: *Nurses, who previously occupied positions which traditionally fall within the scope of this agreement, who enter the bargaining unit by reason of certification of their worksite, shall be granted seniority as if they had always been within the bargaining unit.*

Example #3: *A bargaining unit member awarded a permanent out-of-scope position and vacating their bargaining unit position, loses their seniority and cannot recover same by re-entering the bargaining unit at a later date.*

Example #4: *A full-time or part-time nurse who changes employment status to casual, loses their seniority, and cannot recover same at a later date. See also Article 302(c).*

Example #5: *Nurses who work in more than one worksite with the same Employer, or hold more than one position in the same worksite, shall accumulate seniority on all regular paid hours provided they hold at least one position with the Employer that is either full-time, part-time. This means they have one seniority listing with that Employer.*

Note: *See Article 34 for seniority of a part-time nurse.
See Article 35 for seniority related to a casual nurse.*

Note: *See [Attachment #5](#).*

2502 *Seniority shall be considered as a factor in vacancy selection (including promotion and transfer), demotion, and if all other posted selection criteria are equal, it shall be considered as the governing factor. Seniority of a nurse relates to the seniority of other nurses in the same occupational classification and shall transfer with the nurse when moving from one classification to another.*

NOTE: Memo #21 Re: Transfer – Job Selection shall be in effect for the duration of this Collective Agreement.

*Seniority must be considered as one of the factors when making selections for posted vacancies, promotions and transfers and, when candidates are equal, **seniority rules**. A nurse's seniority is carried with them when moving between occupational classifications, i.e. LPN, Nurse II, Nurse III, Nurse IV, Nurse V.*

See Memo #27 which may modify Article 2502.

Applicable for St. Boniface Hospital site only:

Seniority shall be used as a factor in cases of promotion, demotion, vacancy selection, lay-off and recall of a nurse subject to the provision of this Agreement.

- (a) General Duty Nurses – where required qualifications are met, preference will be given to the nurse with the most seniority.
- (b) All Nurse III positions and higher – if all other selection criteria are relatively equal, seniority shall be considered as the governing factor.

Seniority of a Registered Nurse relates only to that of other Registered Nurses; seniority of a Registered Psychiatric Nurse relates only to that of other Registered Psychiatric Nurses and seniority of a Licensed Practical Nurse relates only to that of other Licensed Practical Nurses.

2503 The seniority of a nurse will be retained but will not accrue if:

- (i) the nurse is on any unpaid leave of absence in excess of four (4) consecutive weeks except those referenced in (ii) below, and those referenced in Article 2504;
- (ii) the nurse is on an unpaid leave of absence due to injury or illness which may be compensable by Workers Compensation, MPI or D & R, for a period of more than two (2) years from the date of the first absence from work related to the injury or illness;
- (iii) the nurse is on an educational leave of absence in excess of two (2) years;
- (iv) the nurse is laid off for more than twenty-six (26) weeks and less than five (5) years;

- (v) the nurse obtains a term position of sixty (60) weeks or less, or up to a maximum of eighty (80) weeks to replace an employee who is on Parenting Leave or Parental Leave, outside the bargaining unit with the same Employer.

A bargaining unit member cannot work concurrently in a managerial-excluded position (out-of-scope) with the same Employer for reasons of conflict of interest (see 2505). A nurse must take a leave of absence from their bargaining unit position in order to occupy an out-of-scope position with the same Employer for 60 weeks or less, or 80 weeks in the case of Parenting Leave. They cannot work in the bargaining unit during this time.

2504 The seniority of a nurse will be retained and will accrue if:

- (i) the nurse is on any period of paid leave of absence;
- (ii) the nurse is on any period of Employer paid income protection;
- (iii) the nurse is on an educational leave of absence up to two (2) years;
- (iv) the nurse is on an unpaid leave of absence due to injury or illness which may be compensable by Workers Compensation, MPI or D & R/LTD for a period of up to two (2) years from the date of the first absence from work related to the injury or illness;
- (v) the nurse is on any period of unpaid leave of absence of less than four (4) weeks, except those referenced in (iv) above;
- (vi) the nurse is laid off for less than twenty-six (26) weeks;
- (vii) the nurse is on parenting leave;
- (viii) the nurse is on Compassionate Care Leave, Leave Related to Critical Illness, or Domestic Violence Leave, as provided for in the Employment Standards Code.

NOTE: *Accrual under these provisions is based on the nurse's regular EFT.*

2505 The seniority of a nurse will terminate if:

- (i) the nurse resigns;
- (ii) the nurse is discharged, and not reinstated under the grievance procedure;
- (iii) the nurse is laid off for more than five (5) years;
- (iv) the nurse fails to report for duty within seven (7) days after notification to do so, subject to Article 2707;

- (v) the nurse fails to report for work as scheduled at the end of a leave of absence, vacation, or suspension without valid reason;
- (vi) the nurse obtains a permanent position outside the bargaining unit; or a term position which is greater than sixty (60) weeks, or up to a maximum of eighty (80) weeks to replace an employee who is on Parenting Leave or Parental Leave.

A bargaining unit member vacating their bargaining unit position, and obtaining a permanent out-of-scope position or a term out-of-scope position greater than 60 weeks or 80 weeks in the case of Parenting Leave with the same Employer is deemed to have resigned, loses their seniority and cannot recover same by re-entering the bargaining unit at a later date. The nurse also forfeits their rights under the Collective Agreement. They cannot work in the bargaining unit. Please also see Article 310.

2506 The Employer shall once annually, by January 31st, provide the Union with a seniority listing of names of nurses within the scope of this Agreement, together with the length of each nurse's continuous employment with the Employer. Any alleged errors in the list will be reviewed by the Employer and corrected as soon as possible.

The Worksite should ensure that they receive this list annually and that the members review the list to verify its accuracy. An inaccurate seniority listing should be challenged by the Union and/or the nurse(s) affected immediately. If the seniority list is not corrected, the nurse and/or the Union can file a grievance.

ARTICLE 26 -- NOTICE OF TERMINATION OF EMPLOYMENT

2601 Employment may be terminated voluntarily by a nurse or for just cause by the Employer subject to the following periods of written notice, exclusive of any vacation due:

- (a) for classifications other than Nurse IV or Nurse V -- four (4) weeks, and
- (b) for Nurse IV and Nurse V classifications, Clinical Nurse Specialist and RNEP -- six (6) weeks.

Vacation may not be used as part of the period of termination notice.

2602 Employment may be terminated with less notice or without notice:

- (a) by mutual agreement between the nurse and the Employer for special circumstances [It is agreed that transfer of a spouse of less than four (4) weeks notice shall constitute reasonable cause for lesser notice to be given @ NHREO.], or
- (b) during the probationary period of a newly hired nurse subject to Article 31 herein, or
- (c) in the event a nurse is dismissed for sufficient cause to justify lesser or no notice.

2603 The Employer may give equivalent basic pay in lieu of notice.

2604 Subject to other provisions contained in this Agreement relative to termination of employment, each nurse shall, unless otherwise mutually agreed, upon termination of their employment receive pay in lieu of unused vacation, and all salary earned to date of termination on the pay date applicable to the pay period in which the termination date occurred.

ARTICLE 27 -- LAYOFF AND RECALL

Employment Security notice is required for the following:

- *If bed closures/interruption of services impact on occupied positions (either increase or decrease) or by deletions;*
- *If care or delivery is being altered even if no positions are affected (it may be an Employment Security or Change of Function);*
- *If temporary bed closures/interruption of services occur, where it is in the control of the Employer, for a defined period of time, (for example a summer closure), and nursing staff are affected i.e. no work is available on the affected unit/facility.*

When the 90 day notice has been given and there is no work available on the unit during that period, nurses may be transferred to other areas but their EFT and shift cannot be altered. If the closure is permanent, or if it is a temporary closure for a defined period of time, the process to establish the nurses' new positions is ongoing and the new positions become effective at the end of the notice period.

There is a distinction between temporary closures that are beyond the Employer's control i.e. a lack of doctors, and situations where the closures are within the Employer's control. Each situation is unique and must be investigated and evaluated on its own merit.

This is not a secondment issue. Secondment is "my unit is business as usual and I am seconded to another unit".

"Transfer" occurs when a unit or beds on a unit are closed and there is no work and it is necessary to re-assign nurses in order to maintain their employment status during the 90 day period.

Employment Security notice is not required for the following:

- *when temporary closures or reduction in beds occur and there is no change to nursing positions*
- *when the circumstances leading to the temporary closures of beds and/or units is beyond the Employer's control and does negatively impact the nurses' positions. In these cases, nurses may be transferred to other areas but their EFT and shift cannot be altered.*

Each situation is unique and must be investigated and evaluated on its own merit.

"At least 90 days" may mean the Employer can give more notice which is beneficial. Only if there is an inordinate (excessive) delay, we may require a new notice.

A rotation change in itself does not require 90 days notice if all positions, (i.e. EFT, shift) stay the same. A rotation change does require notice in accordance with 1501.

Employment Security notice is not required for the trial and/or implementation of a "12" hour shift unless EFT's are changing.

2701 Employment Security:

It is understood that the terms of Article 2701 shall not be applicable to Home Care Nurses for circumstances arising out of short-term fluctuations in client need or service.

- (a) *It will be incumbent upon the Employer to notify the Union, in writing, at least ninety (90) days prior to any alteration in the delivery of health care and/or in the current complement of nursing staff.*

Note: The Employer is obligated to provide full particulars regarding any alteration in the delivery of health care. If there is inordinate delay in the Employer providing the necessary particulars to the Union, a further 90 day notice period is required.

If the alteration in the delivery of health care results in any deletions or layoffs, appropriate notice must be given to the individuals involved in accordance with Article 27.

- (b) If it becomes necessary to reduce the staffing complement, all avenues relevant to the issue of employment security for the nurses will be examined and discussed between the Employer and the Union, no later than twenty (20) days after the notification in (a) above.
- (c) The Employer and the Union agree to meet to develop the process for the planned reductions within five (5) days after (b) above.
- (d) The Employer will, wherever reasonably possible, carry out these reductions by way of attrition.
- (e) In keeping with the Employer's commitment to ensure that any affected nurse shall retain employment with the Employer, and where reductions cannot be dealt with through attrition, Article 27 shall apply. Should the nurse choose to not exercise seniority rights under Article 27, then layoff in accordance with Article 27 shall apply.
- (f) In the event of (e) above occurring or in the event of the closure of a facility/site/program and in conjunction with (g) below, the Employer will make every reasonable effort to achieve necessary funding for retraining to assist with retention of employment for nurses.
- (g) The Employer will also cooperate with other Employers, the Provincial Health Labour Relations Services, and/or the Government of Manitoba, to participate in the establishment of a broader redeployment and retraining effort.

See [Attachment #13](#) re: *Employment Security Process Template*

2702

Applicable for IEHREO, PMHREO, SHREO, NHREO, WCHREO, SHEO (direct operations):

When a reduction in the working force becomes necessary, nurses will be laid off in reverse order of seniority within their occupational classification within the site, subject only to more senior nurses being qualified, competent and willing to perform the required work.

Applicable for non-transferred sites:

When a reduction in the working force becomes necessary, nurses will be laid off in reverse order of seniority within their occupational classification, subject only to more senior nurses being qualified, competent and willing to perform the required work.

2703 Notice of intention of layoff or equivalent pay thereof shall be given to the nurse(s) concerned in writing and a copy of the notice forwarded to the Union. The parties agree that “in writing” includes electronic communications such as email.

- Layoffs of six (6) weeks or less - two (2) weeks notice;
- Layoffs of longer than six (6) weeks - four (4) weeks notice.

A nurse who is on layoff shall not be entitled to notice of layoff when the nurse comes back to work on an incidental basis.

2704 No layoff of full-time or part-time nurses shall occur within a site when casual nurses are being employed within that site, unless no full-time or part-time nurse on staff within that site is qualified, competent and willing to fill the position(s) in question.

Notwithstanding Article 3402, additional available shifts shall be offered to a nurse on layoff, before part-time and casual nurses, provided the nurse is qualified, competent and willing to perform the required work. During the first three (3) years of a layoff, the nurse on layoff will receive preferential consideration for the assignment of such shifts at the site of layoff, provided that this will not result in the nurse working in excess of their regular EFT commitment.

In addition, during the first three (3) years of layoff, if a laid off nurse indicates their availability for additional available shifts at any of the other sites comprising the Employer, the nurse will receive preferential consideration over part-time nurses for the assignment of such shifts, provided that this will not result in the nurse working in excess of their regular EFT commitment. During the period between three (3) to five (5) years, a laid off nurse may indicate availability for additional available shifts within any of the sites comprising the

Employer but will not receive preferential consideration over part-time nurses.

Notwithstanding Article 1405, during the period between three (3) to five (5) years where a nurse does not work all or part of said additional available shift(s), for any reason, payment shall be made only in respect of hours actually worked; this is not applicable to the base EFT of a term position occupied by a laid off nurse.

In the event the nurse accepts additional available shifts, the provisions of the Collective Agreement shall be applicable except as modified hereinafter:

- (a) vacation pay shall be calculated in accordance with Article 2103 and shall be paid at the prevailing rate for the nurse on each pay cheque, and shall be prorated on the basis of hours paid at regular rate of pay,
- (b) income protection accumulation shall be calculated as follows:

$$\frac{\text{Additional available hours worked by the laid-off nurse}}{\text{Full-time hours}} \times \text{Entitlement of Full-time Nurse}$$

- (c) in the event the layoff is longer than twenty-six (26) weeks, seniority shall be calculated in accordance with regular hours worked,
- (d) the nurse shall be paid four point six two percent (4.62%) (five percent (5.0%) effective September 30, 2021) of the basic rate of pay in lieu of time off on Recognized Holidays. Such holiday pay shall be calculated on all paid hours and shall be included in each pay cheque,
- (e) participation in benefit plans is subject to the provisions of each plan.
- (f) increments (calculated from the date of the nurse's last increment, or their starting date as the case may be) shall be provided on the basis of one (1) increment for each 1343 hours worked or one (1) calendar year from the date of their last increment, whichever occurs later. In the case of the increment being given on the basis of 1343 hours worked, it shall be applied to the pay period next following completion of 1343 hours worked.

Any period of time during the layoff when the nurse works additional available shifts or works in a term position shall not extend the five (5) year period referenced in Article 25.

However, a nurse on layoff who agrees to work in a term position shall retain their right to be recalled into a permanent position while working in the term position.

Laid off nurses who have been awarded additional available shifts, cannot be cancelled nor can the nurse cancel their shift. Additional available shifts will be awarded in seniority order amongst laid off nurses (provided they are qualified, competent and willing to perform the required work) up to their regular EFT, i.e. the most senior nurse on layoff is offered shifts up to their EFT first, unless there is a shift they cannot work then on to the next nurse in order of seniority.

2705 No new nurses will be hired at a site when other nurses are on layoff from that site, except for reasons of a special skill requirement.

2706 All nursing job vacancies, permanent and term, shall be posted in accordance with the terms of this Agreement. Nurses on layoff shall be entitled to apply for these vacancies.

Nurses cannot bump into vacancies because all jobs must be posted. Nurses on layoff do not have preference for vacancies by virtue of the fact that they are laid off.

2707
Applicable for IEHREO, SHREO, NHREO, PMHREO, WCHREO, SHEO (direct operations):

Nurses shall be recalled in seniority order to available positions in equal or lower paid occupational classifications at the originating site or at other sites within a fifty (50) kilometre radius of the originating site provided they are qualified to perform the required work. In addition, at the time of layoff, nurses may request recall to sites outside the fifty (50) kilometre radius. Such recall shall be made in writing either by personal service, registered mail, or confirmed electronic mail and shall provide for at least one (1) weeks' notice to report back to work. Confirmation includes indication of receipt of such communication.

The nurses affected will contact the Employer by telephone not later than four (4) days, excluding Saturdays, Sundays and Recognized Holidays following the notice of recall being delivered.

Failure to notify as above shall result in the nurse being placed last on the recall list.

A nurse being placed last on the recall list who is subsequently recalled to work and who fails to report for duty as scheduled without valid reason shall have their employment terminated.

The only time that recall is used is when the posting process results in the position not being filled by a nurse occupying a position within the site (see Article 2705). Nurses must be recalled before the Employer considers any applications from outside the site.

When a nurse declines their first recall and is subsequently recalled to a different position they must report for duty as scheduled or have their employment terminated should they fail to do so without valid reason. The Employer cannot offer the nurse the same position twice.

2708

Applicable for IEHREO, SHREO, PMHREO, NHREO, WCHREO, SHEO (direct operations):

In the event of a deletion of an occupied position, as much notice as possible shall be given to the incumbent who will be entitled to exercise their seniority rights, subject to the nurse's ability, performance and qualifications, to displace a nurse in a position of equal or lower classification within the site. Where it is not possible due to seniority level or where there are no positions available within point two (0.2) of the EFT of the position occupied by the nurse at the time of the deletion, the nurse shall be entitled to exercise their seniority rights, subject to their ability, performance and qualifications, to displace a nurse in a position of equal or lower classification within any of the other sites comprising the Employer. Any nurse thus displaced shall also be entitled to a like exercise of seniority rights.

Applicable for non-transferred sites:

In the event of a deletion of an occupied position, as much notice as possible shall be given to the incumbent who will be entitled to exercise their seniority rights, subject to the nurse's ability, performance and qualifications, to displace a nurse in a position of equal or lower classification. Any nurse thus displaced shall also be entitled to a like exercise of seniority rights.

This clause identifies the rights of a nurse who is displaced by the deletion of their position, e.g. a Nurse III position might be deleted by an Employer. The nurse in that position would have the right to “bump” into another Nurse III position providing they have seniority and the ability to do the job. As well, the same Nurse III could bump into a Nurse II position (lower classification) again providing they have the seniority and the ability to do the job. Any nurse “bumped” out of their position in this example would as well be able to exercise their seniority to “bump” into the same or lower classification. This procedure causes a chain reaction, and can result in several “bumps” until the most junior person is laid off. (See also 2904 re: red circling)

MNU’s definition of position allows the nurse to bump outside of the Worksite if necessary to maintain their occupational classification, shift description and EFT. If Employer disagrees, bump without prejudice and file a grievance.

There is no restriction on EFT that a nurse can bump into.

A deletion process may be cancelled.

See Employment Security Process for Implementation of New Rotation/Positions [Attachment #14](#)

2709 Laid off nurses shall be entitled to apply for nursing job vacancies in any of the sites comprising the Employer Organization other than those to which they have recall rights. Copies of job postings will be sent to the President of the Local/Worksite during the period when any nurses are on layoff.

Nurses who are on layoff from a site have to be recalled before any applications from nurses who work in other sites can be considered.

2710 Accumulated vacation entitlement shall be paid out at time of layoff except where, prior to the date of layoff, a nurse has been awarded a term or permanent position which commences within four (4) weeks of date of layoff.

Nurses who are laid off should contact their Employer to arrange for continuation of benefit plans, e.g. dental, group health, etc.

2711 Nurses who are absent from work due to a leave of absence for any reason shall be advised of layoff or deletion of their position in accordance with this Agreement and shall be required to comply with all provisions of this Agreement except that they shall not be expected to return to work prior to the expiry of their leave of absence.

The nurse who “owns” the position is the person who exercises their bumping rights even if the nurse is on a leave of absence.

ARTICLE 28 -- PROMOTION AND REASSIGNMENT

2801 Upon promotion, a nurse shall receive a salary applicable to their new classification which provides an increase of at least one increment above their former salary. A promotion shall mean an increase in classification from one occupational classification to another.

Nurses who are currently at a twenty year step who secure a promotion are placed on the twenty year scale of the higher classification.

See formula under 3803(b).

2802 The nurse's anniversary date of employment prior to promotion shall continue to govern with respect to increments.

2803 The first three (3) calendar months following a nurse's promotion shall be considered to be a trial period, and the Union shall be notified by the Employer. During the first six (6) weeks of this trial period, the nurse may return to their former position at their request or be returned to their former position by the Employer. During the last six (6) weeks of this trial period, the nurse may return to their former classification at their request or be returned to their former classification by the Employer.

Applicable for Community Health Nurses (IEHREO, SHREO, NHREO, PMHREO):

All promotions and voluntary transfers into a Community Health Nurse position are subject to a six (6) month trial period. During this trial period, the promoted (or transferred) nurse may revert to their former position, or may be returned (or transferred) by the Employer.

The “trial period” is not a probationary period.

“promotion” means inscope.

This clause does not apply to lateral transfers, i.e. Nurse II to Nurse II.

Applicable for Health Sciences Centre site only:

All promotions and voluntary transfers are subject to a three (3) month trial period, which may be extended up to an additional three (3) months at the Employer's discretion, and the Union shall be notified by the Employer. During this trial period, the promoted (or transferred) nurse may revert to their former position, or may be returned (or transferred) by the Employer.

Applicable for St. Boniface Hospital site only:

Promotions will be on a six (6) month trial period.

During the first twelve (12) weeks of this trial period, the nurse may return to their former position at the nurse's request or be returned to their former position by the Employer. During the last twelve (12) weeks of this trial period, the nurse may return to their former classification at the nurse's request or be returned to their former classification by the Employer. A nurse who is unsuccessful in a position to which they were promoted will be guaranteed the same salary that the nurse received prior to the promotion. Notwithstanding Article 2802 above, the anniversary date of such nurse for receipt of next annual increment shall be the anniversary date on record prior to the promotion.

2804

Applicable for direct operations and non-transferred multi-site Employers:

A. Reassignments in the Event of Unforeseen Staffing Shortages

In the event of a temporary lateral work reassignment being necessitated by an unforeseen staffing shortage on a nursing unit in any site within the Employer, a nurse may be reassigned subject to the following condition:

Where the reassigned nurse does not have the specific current competency for that similar patient/resident/client base, they would only be assigned functional tasks or would work directly with a nurse on that unit when providing patient/resident/client care.

A lateral reassignment is within the same occupational classification. If there should be an unforeseen, temporary shortage of nursing staff in one nursing unit, a nurse from another unit may be sent to cover the shift. This clause is intended to apply on a shift to shift basis regardless of the start time of the shift. Examples are short notice sick calls, unanticipated heavy workload and increased acuity, bereavement leave. This does not include vacation relief and/or filling of vacancies or long term absences due to sick leave or anticipated absences due to other leaves.

When nurses are re-assigned and they do not have specific competency in that re-assignment, the expectation is that they perform functional tasks (such as taking vital signs, performing treatments and administering medications) or work with another nurse.

Reassignment for unforeseen circumstances do not attract any premiums as outlined in this Article.

B. Reassignments in the Event of Foreseen Staffing Shortages

The position of MNU is that casuals cannot be reassigned/redeployed, as they are not entitled to any of the reassignment premiums.

1. *In the event of a temporary lateral work reassignment being necessitated by a foreseen staffing shortage on a nursing unit in any site within the Employer, a nurse may be reassigned to meet patient care needs subject to the following conditions:*

Foreseen refers to a situation or circumstances that can be reasonably anticipated by the Employer with sufficient time to prepare or respond to the need. These would include approved leaves such as vacation, lieu time, banked OT, etc. It would also include anticipated sick leave for surgeries or longer term leaves (sick leave, Parenting Leave, Maternity Leave, etc.) and vacant positions which remain unfilled.

(a) No nurse shall be compelled to accept reassignment for a foreseen staffing shortage except as provided for under MOU # 37 Re: Involuntary Reassignments in the Event of Foreseen Staffing Shortages.

For limitations on involuntary reassignment see MOU #37.

(b) Where the reassigned nurse does not have the specific current competency for that similar patient/resident/client base, they would only be assigned functional tasks or would work directly with a nurse on that unit when providing patient/resident/client care.

(c) Before reassigning a nurse for a foreseen staffing shortage, the Employer shall take the reasonable steps available to management to fill the vacant shift, based on relevant factors/circumstances including, but not limited to:

- timing and circumstances of the vacant shift;
- maintenance of patient care;
- wellbeing of nursing staff.

(d) In the event of a long term or repetitive vacancy which the Employer has not been able to fill in accordance with the Collective Agreement, either party may refer the issue to the NAC and the Patient Care Optimization Committee provided for in Article 11 for consultation.

The Employer and the Union can consider additional incentives through Patient Care Optimization Committee.

(e) Where the Employer is unable to fill vacant shifts through other means, in accordance with the Collective Agreement, the Employer shall then seek volunteers for reassignment, to be applied equitably (on a quarterly basis), with the following compensation: nurses shall be paid the greater of six (\$6.00) per hour or fifteen percent (15%) (effective October 14, 2021) above their normal rate of pay for all hours worked at the reassigned facility/program/site/unit. (for clarity this premium is over and above overtime rates, where overtime is earned during reassignment).

When Reassignment occurs for foreseen circumstances the premium applies. The premium is over and above all other aspects of compensation provided for elsewhere in the Collective Agreement.

(f) Where a nurse is reassigned to a facility/site other than their regular facility/site within the Employer they shall also be compensated as follows:

- i. Provided with a daily “work disruption” allowance, for each day actually worked as follows:
 - Over 1 and up to – 49 km between sending and receiving site - \$40

- Between 50 – 99 km between sending and receiving site - \$80
- Between 100 – 149 km between sending and receiving site - \$130
- 150 or more between sending and receiving site - \$180

The greater the distance between sending and receiving site, the greater the compensation. Applies only to days worked.

(g) Where a change in work schedule is required by the Employer (receiving unit/facility/program/site) as a result of a reassignment, the nurse(s) shall be compensated with a Shift Disruption Allowance as described below for each shift that has been changed and worked by the nurse. The following rules shall apply:

- i. Compensation of one of the following amounts as applicable per shift, whichever is greatest:
 - \$25 Impact Shift Changes: an adjustment is made to the start and end times of a shift that is greater than 1 hour and up to 4 hours; or
 - \$35 Impact Shift Changes: a change is made to the calendar day that a nurse was scheduled to work (no change to shift length or shift description); or
 - \$50 Impact Shift Changes: an adjustment is made to the start and end times of a shift that is greater than 4 hours; a change is made to the shift length (eg: 8 to 12 hours); a change is made to the shift description (eg: from straight Days to Days/Nights, or from straight Days to Days/Evenings);
- ii. Shift disruption allowance will not be paid on days during which the nurse does not work or for shifts that have not been changed;

- iii. Nurses shall not be eligible to receive overtime as a result of changes to their shift length (i.e. changing from 8 to 12 hour shifts), unless they are in an overtime situation as identified in the nurse(s) respective Collective Agreement and are now required to work additional hours. For clarity, adding hours to shift duration when a nurse has been reassigned during the course of their shift, shall result in daily overtime compensation.
- iv. Changes to shift length must not cause a decrease to the nurses' EFT; and
- v. Shift disruption allowance will cease to be paid, upon the effective date of the subsequent shift schedule which shall be posted in accordance with the Collective Agreement, and the nurse is scheduled as posted. If this posted schedule is disrupted the nurse shall be paid in accordance with a. above. When the reassigned nurse is returned to their regular assignment, the Shift Disruption Allowance is not applicable.

Shift disruption in this Article only applies when reassigned for foreseen circumstances. If no reassignment occurs and shifts are changed, Article 15 applies.

- C. This lateral work reassignment will be made by the out of scope manager with as much notice as possible, whether within one (1) site, or from one (1) site to another within the Employer. Selection of the nurse to be reassigned shall be based on ability and experience and shared as equally as possible amongst the nurses in each site. It is understood that lateral work reassignments will only occur within a fifty (50) kilometre radius of the originating site, unless a greater distance is mutually agreed between the Employer and the nurse.

The Employer cannot compel reassignment greater than within 50 kms without the agreement of the nurse.

- D. Orientation will be provided of sufficient duration to assist the nurse in becoming acquainted with essential information such as policies and procedures, routines, location of supplies and equipment, and fire and disaster plans.

E. Nurses who are reassigned from one site to another within the Employer shall be eligible for transportation reimbursement in accordance with the prevailing Province of Manitoba mileage rates subject to a minimum guarantee of four dollars (\$4.00) and in accordance with the following formula:

- Distance (in kms) from the nurse's home to the new worksite minus the distance (in kms) from the nurse's home to the nurse's originating worksite.

It is understood that any adjustments in the mileage rates shall be implemented as quickly as reasonably possible, retroactive to the date the Province of Manitoba mileage rates became effective.

Parking in close proximity to the "receiving facility/site" will be made available. Parking expenses shall be reimbursed to the nurse by the Employer.

Employer responsible to provide proximal parking and pay for same or reimburse the cost of such to the nurse.

NOTE: Please reference MOU #37 Re: Involuntary Reassignments in the Event of Foreseen Staffing Shortages.

Applicable for single site Employers:

A. Reassignments in the Event of Unforeseen Staffing Shortages

1. In the event of a temporary lateral work reassignment being necessitated by an unforeseen staffing shortage on a nursing unit within the same facility/site, a nurse may be reassigned subject to the following condition:

See explanation above.

(a) Where the reassigned nurse does not have the specific current competency for that similar patient/resident/client base, they would only be assigned functional tasks or would work directly with a nurse on that unit when providing patient/resident/client care.

B. Reassignments in the Event of Foreseen Staffing Shortages

1. In the event of a temporary lateral work reassignment being necessitated by a foreseen staffing shortage on a nursing unit, a nurse from within the same site/facility/program may be reassigned to meet patient care needs subject to the following conditions:

As this section applies only to single site Employers reassignment cannot occur outside the site/facility/program, therefore Work Disruption Allowance is not applicable.

See explanation above.

- (a) No nurse shall be compelled to accept reassignment for a foreseen staffing shortage except as provided for under MOU Re: Involuntary Reassignments in the Event of Foreseen Staffing Shortages.
- (b) Where the reassigned nurse does not have the specific current competency for that similar patient/resident/client base, they would only be assigned functional tasks or would work directly with a nurse on that unit when providing patient/resident/client care.
- (c) Before reassigning a nurse for a foreseen staffing shortage, the Employer shall take the reasonable steps available to management to fill the vacant shift, based on relevant factors/circumstances including, but not limited to:
 - timing and circumstances of the vacant shift;
 - maintenance of patient care;
 - wellbeing of nursing staff.
- (d) In the event of a long term or repetitive vacancy which the Employer has not been able to fill in accordance with the Collective Agreement, either party may refer the issue to the NAC and the Patient Care Optimization Committee provided for in Article 11 for consultation.
- (e) Where the employer is unable to fill vacant shifts through other means, in accordance with the Collective Agreement, the employer shall then seek volunteers for reassignment, to be applied equitably (on a quarterly basis), with the following compensation; nurses shall be paid the greater of six dollars (\$6.00) per hour or fifteen percent (15%) (effective October 14, 2021) above their normal rate of pay for all hours worked at the reassigned facility/program/site/unit. (for clarity this premium is

over and above overtime rates, where overtime is earned during reassignment).

- (f) Where a change in work schedule is required by the Employer (receiving unit/) as a result of a reassignment, the nurse(s) shall be compensated with a Shift Disruption Allowance as described below for each shift that has been changed and worked by the nurse. The following rules shall apply:
- i. Compensation of one of the following amounts as applicable per shift, whichever is greatest:
 - \$25 Impact Shift Changes: an adjustment is made to the start and end times of a shift that is greater than 1 hour and up to 4 hours; or
 - \$35 Impact Shift Changes: a change is made to the calendar day that a nurse was scheduled to work (no change to shift length or shift description); or
 - \$50 Impact Shift Changes: an adjustment is made to the start and end times of a shift that is greater than 4 hours; a change is made to the shift length (eg: 8 to 12 hours); a change is made to the shift description (eg: from straight Days to Days/Nights, or from straight Days to Days/Evenings);
 - ii. Shift disruption allowance will not be paid on days during which the nurse does not work or for shifts that have not been changed;
 - iii. Nurses shall not be eligible to receive overtime as a result of changes to their shift length (i.e. changing from 8 to 12 hour shifts), unless they are in an overtime situation as identified in the nurse(s) respective Collective Agreement and are now required to work additional hours. For clarity, adding hours to shift duration when a nurse has been reassigned during the course of their shift, shall result in daily overtime compensation.

- iv. Changes to shift length must not cause a decrease to the nurses' EFT; and
 - v. Shift disruption allowance will cease to be paid, upon the effective date of the subsequent shift schedule which shall be posted in accordance with the Collective Agreement, and the nurse is scheduled as posted. If this posted schedule is disrupted the nurse shall be paid in accordance with a. above. When the reassigned nurse is returned to their regular assignment, the Shift Disruption Allowance is not applicable.
- C. This lateral work reassignment will be made by the out of scope manager with as much notice as possible. Selection of the nurse to be reassigned shall be based on ability and experience and shared as equally as possible amongst the nurses in the site.
- D. Orientation will be provided of sufficient duration to assist the nurse in becoming acquainted with essential information such as policies and procedures, routines, location of supplies and equipment, and fire and disaster plans.

NOTE: *Please reference MOU # 37 Re: Involuntary Reassignments in the Event of Foreseen Staffing Shortages.*

ARTICLE 29 -- DISCIPLINE, DEMOTION AND ACCESS TO PERSONNEL FILE

2901 In all instances where the Employer considers that a nurse warrants disciplinary action, the Employer shall make every effort to take such action at a meeting with the nurse and shall give the nurse advance notice of the nature of the complaint. The nurse may be accompanied at the meeting by a Union representative. The Employer shall inform the nurse of their right to have a Union representative present and advise the Union that this has been done.

Nurses should always ask the reason for the meeting and shall be advised of their right to have a Union representative present. It is strongly recommended that nurses should not attend meetings alone if there is any indication that the meeting is disciplinary in nature. The nurse who is unaccompanied by a Union rep, may

request that the meeting cease and be rescheduled until they are able to have a Union rep present.

2902 If the action referred to in the above clause results in a written warning, suspension, demotion or dismissal of a nurse, the Employer shall notify the nurse in writing of the action taken and the reasons either by personal service, registered mail, or confirmed electronic mail. Confirmation includes indication of receipt of such communication.

2903 A nurse who is demoted due to inadequate performance shall be paid at the step of the lower scale that corresponds to their level of experience.

When a nurse is demoted and there is no vacant position, the Employer would lay off the least senior nurse and the demoted nurse would assume that position.

2904 If a nurse is reclassified to a lower paid position because of changing conditions within the Employer, the nurse will retain their current salary level until the salary scale of the lower position reaches their level of salary.

The application of this provision as it relates to the deletion, layoff/recall procedure shall be limited to a three (3) year period from the date the nurse assumes a position in the lower paid classification or until the salary scale of the lower position reaches their level of salary whichever occurs first.

This provision is known as “red-circling”. When the nurse is red circled, their salary does not change each time there is a salary increase to their classification. They stay at the red circled salary until the salary scales of the lower position reaches their current salary. At that time, they will be placed on the appropriate salary scale which corresponds with their current classification.

2905 A nurse shall be given the opportunity to examine any document which is placed in their personnel file, including, but not limited to, those documents which may be utilized to substantiate a disciplinary action against them, and their reply to any such document shall also be placed in their personnel file. Upon written request the nurse shall also receive an exact copy of such document.

@SHEO

2905 A nurse shall be given the opportunity to examine any document expressing dissatisfaction with their performance or conduct which is in their file and their reply to any such document shall also be placed in their file. Upon written request, the nurse shall also receive a copy of such a document.

The nurse has the right to examine their personnel file and to have a copy of it without charge or other conditions.

2906 A nurse accompanied by a Union representative if they so elect may examine their personnel file upon request. A nurse shall have recourse to the grievance procedure to dispute any derogatory entry in their personnel file. The Employer agrees not to introduce as evidence any such derogatory entry at any hearing unless the nurse has been made aware of its contents at the time of filing or a reasonable time thereafter. Any nurse who has been terminated may consult their file and upon written request shall receive copies of specified documents so long as the written request is made within sixty (60) days of the nurse's termination.

Any entry on their file that they have not been made aware of cannot be used against them in an arbitration hearing. This holds with the principle that if one is not told they are being reprimanded, then the reprimand never took place. Thus, at any time the Employer makes a derogatory entry into a nurse's file, the nurse shall be advised that it has been made.

Anecdotal notes are not part of the personnel file. They should not be kept in HR files, however, the Manager may keep them for purposes of substantiating performance issues.

Documentation regarding the circumstances of a verbal reprimand may be included in a personnel file. Letters of Direction are not disciplinary in nature and can be included in a personnel file.

Nurses who are terminated are encouraged to request and obtain copies of their personnel file as this information will be required in preparation for an arbitration hearing.

2907 There shall be one (1) personnel file maintained by the Employer for each nurse.

ARTICLE 30 -- VACANCIES, TERM POSITIONS AND NEW POSITIONS

3001 Subject to Article 3002 herein, the Employer agrees to post notices of vacant, term or new positions covered under this Agreement in paper form at the site the vacancy occurs, and on the Employer website on the same date for at least seven (7) days to enable nurses presently in the employ of the Employer to apply for same. In addition, a copy of each posting will be emailed to the MNU Local/Worksite President or designate. Such posting shall not preclude the Employer from advertising outside the Employer. All postings shall state minimum qualifications required, the equivalent to full-time (E.F.T.) site(s) of the position and date of closing of the competition. Job descriptions shall be available to applicants on request.

Where a site/facility does not have reliable internet connectivity, the Employer will ensure a paper copy of all postings will be posted.

@SHEO, WCHREO

3001 Subject to Article 3002 herein, the Employer agrees to post notices of vacant, term or new positions covered under this Agreement for at least seven (7) days to enable nurses presently in the employ of the Employer to apply for same. Such posting shall not preclude the Employer from advertising outside the site premises. All postings shall state minimum qualifications required, the equivalent to full-time (E.F.T.) and date of closing of the competition. Job descriptions shall be available to applicants on request.

Where a site/facility does not have reliable internet connectivity, the Employer will ensure a paper copy of all postings will be posted.

“Minimum qualifications required” means the posting shall contain all criteria against which the nurse is being measured. Arbitrators have gone further and said all selection criteria must be identified for the applicants, i.e. on the posting.

Local/Worksite Presidents need to ensure they receive copies of all job postings and review them to ensure they are consistent.

*See Attachment # 12 - **What Should Appear on a Standard Job Posting.***

The posting must state the specific classification required.

3002 The Employer will be required to post a notice of vacancy for only five (5) days for a vacancy that is created by:

- (a) a nurse terminating employment and not giving the full period of notice as specified in Article 26 herein, or
- (b) a transfer occasioned by posting.
- (c) Where a term position has been created due to a leave of absence where less than four (4) weeks notice has been given.

3003 Provided that equivalent qualifications are met, preference shall be given to the nurses presently in the bargaining unit who have submitted a written application for the vacant, term or new positions in the following order:

- (a) applicants from the site where the vacancy occurs;

This includes casual nurses. Therefore casual nurses at the site will receive preference over other nurses not holding a position at the site. See Article 3509.

- (b) applicants from the Employer where the vacancy occurs;

- (c) applicants from the other Employers within the Employers Organization;

- (d) applicants from other Employers Organizations.

NOTE: Refer to Appendix "D" for Site and Employer list.

Notwithstanding the above, a nurse will have unit or site preference when new positions are posted as a result of an Employment Security Notice.

Preference must be given to nurses presently in the bargaining unit (including nurses in term positions subject to 3006) and not to out-of-scope nurses who are presently in the employ of the Regional Health Authority. Part-time nurses only get preference at the site where they have a designated EFT, they do not get preference at the site(s) where they pick up additional shifts.

Nurses in term positions have site preference where they currently occupy a term.

As a result of employment security notices, nurses will have unit preference for newly posted positions.

3004 The name of the successful applicant and the position awarded will be posted on the bulletin board or per electronic format accessible to all nurses for a period of seven (7) calendar days with a copy of this information forwarded to the Local/Worksite President.

Any nurse who was interviewed but was not the successful applicant shall be entitled to consult with the hiring Manager. Such consultation will take place within two (2) weeks of the request. The purpose of the consultation shall be to provide the nurse with constructive feedback regarding their application.

An unsuccessful applicant may inquire of the hiring Manager or the Human Resources Consultant or designate to why they were not selected for an interview.

This will ensure that nurses will have a clear and defined process when inquiring about the disposition of their application. If the nurse is not successful after an interview, they may request a meeting with the hiring manager for constructive feedback within two weeks of request.

Nurses not selected for an interview may request the reason from the hiring manager or human resources personnel.

In the case of a nurse from the bargaining unit being awarded a position within the Employer, the transfer shall be carried out within the time frame of the period of notice of termination for the position from which the nurse is transferring, unless otherwise mutually agreed between the nurse and the Employer.

3005 The applicant selected for any position shall receive, within two (2) weeks of the selection being made, written confirmation of the salary scale, the nurse's placement on such scale, and any special conditions that may be applicable to their appointment.

See Article 2801, 3803 and 3804 re placement on salary scale.

3006 "Term Position":

A position occupied by a full-time or part-time nurse for a specified period of time, up to a maximum of sixty (60) weeks, or up to a maximum of eighty (80) weeks to replace a nurse(s) who is/are on Parenting Leave or Parental Leave, where patient/client/resident census or workload necessitates a temporary increase in staffing, if mutually agreed, to replace a nurse(s) who is/are on vacation or leave of absence, or to carry out a special short term project or

where the Employer has provided notice of permanent deletion of position(s) under Employment Security provisions in Article 27, or as otherwise mutually agreed between the Union and the Employer. If the Employer determines there is a term position to be filled by a nurse, the term position shall be posted in accordance with Article 30. This shall not preclude the Employer from utilizing part-time nurses and/or casual nurses to work available shifts as specified in Articles 34 and 35 when the Employer decides that a term position is not required.

Term positions can be utilized for vacation relief. Nurses taking term positions for vacation relief may have to forfeit their previously approved vacation during the term.

The Employer shall provide written confirmation of the start and expiry dates of the term position prior to the nurse's commencement in the position. This period may be extended if the Employer so requests and the Union agrees.

The maximum duration specified in paragraph 1 above for term positions shall not apply in situations where a nurse is absent indefinitely due to Workers Compensation and/or illness and/or accident or where there is a temporary vacancy due to leave for Public Office. In these cases, the Employer shall state on the job posting that the said term position is an "Indefinite Term" which will expire subject to a minimum of twenty-four (24) hours notice. The "Indefinite Term" will expire upon either the return to work or termination of employment of the nurse on leave. Any term positions directly resulting from the above procedure will be posted in the same manner.

There is no cut-off for "indefinite terms". Indefinite terms can only be posted to replace a nurse who is absent indefinitely due to illness, accident or Workers Compensation, leave for Public Office.

In case a nurse on Maternity or Parental Leave wants to exercise their right to return from such leave earlier than anticipated, having given appropriate notice as per Article 2408 C.6, the Employer shall state on the job posting that the said term position is a "Maternity or Parental Leave of absence term" which may expire sooner than indicated, subject to minimum notice of two (2) weeks or one pay period, whichever is longer. Any term positions directly resulting from the filling of such a term position will be posted in the same manner.

The terms of this Collective Agreement shall be applicable to the nurse in the term position, except that a nurse occupying a term position may be required to complete the term before being considered for other term positions within the bargaining unit.

On expiry of the term position the nurse:

(a) newly hired from outside the Employer, or a casual nurse from within the Employer, shall be entitled to exercise their seniority rights to obtain any vacant position within the site(s) comprising the Employer for which the nurse is qualified, without interruption of seniority or benefits if the position commences within six (6) weeks of the expiry of the term position. During this six (6) week period if a nurse secures casual employment, they may work available casual shifts.

Casual status during the bridging period shall not be considered a break in service. A nurse who applies for and is awarded a position that would be starting within 6 weeks of the expiry of the term, is deemed to still be employed and considered an internal applicant at the site during the 6 week bridging period.

The bridging provision applies to casual nurses who have been in term positions with the Employer.

(b) who was employed by the Employer immediately prior to accepting the term position shall return to their former position if reasonably possible. A nurse not returned to their former position shall be returned to their former occupational classification and employment status within the site.

The Employer has an obligation to provide the nurse with a position that matches their former EFT.

(c) In accordance with the provisions of Article 21, if a nurse's term position ends prior to the start of the vacation year, the nurse shall schedule the next year's vacation on the unit they are returning/going to.

This is intended to provide predictability and consistency in vacation selection for nurses occupying term positions. This provision applies only when the nurse is returning to their former position or going to another position.

ARTICLE 30A -- NURSE-INITIATED MOBILITY

30A01 As vacancies arise that any of the Sites/Employers intend to fill, the following procedures will apply:

The nurse must advise their new Employer that they have benefits/seniority to transfer. It will not be automatically done.

- (a) Vacancies will be filled in accordance with the provisions of the Collective Agreement.
- (b) An internal and external posting may occur simultaneously. Nurses from other Sites/Employers will have the right to apply for said vacancy.
If the selected nurse is a current employee of one of the sites/Employers of an Employers Organization, that nurse will be entitled to transfer all seniority, service and other benefits herein and will be treated in all respects as if they had always been a nurse of the receiving Employer. In addition, hours worked since the last increment shall be credited towards the next increment level.
- (c) Where there are no qualified applicants, as per the order established in Article 3003, positions will be awarded to qualified nurses in the following order:
 - Recall of laid off workers from the site/Employer posting the vacancy (unless otherwise stipulated in the applicable collective agreement);
 - Applicants from the Redeployment List;
 - Applicants external to (a) above.

Mobility applies in all transfers between Employers Organizations.

30A02 A nurse who is employed by an Employer in an Employers Organization, who is awarded a position with another Employer with the same or in another Employers Organization, and who commences employment with this Employer within six (6) weeks of termination of employment from their former Employer, will be entitled to mobility of benefits as specified hereinafter:

- (a) continuous service date
- (b) accumulated income protection benefits;
- (c) length of employment applicable to rate at which vacation is earned;
- (d) length of employment applicable to pre-retirement leave;

- (e) length of employment applicable for qualification for the Magic 80 (as per the terms and conditions of the applicable pension plan) pension provisions;
- (f) length of employment applicable to next increment date;
- (g) the terms and conditions of the benefit plan(s) for the new Employer apply; however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions;

For details with respect to HEB waiting periods see [Attachment #15](#).

- (h) seniority credits (in accordance with receiving Collective Agreement).
- (i) transfer of current vacation hours unless the nurse elects to have their current vacation hours paid out by the previous Employer at the time of the transfer;
- (j) placement at the greater of the nurse's salary level at the sending facility/program/site, or in accordance with the recognition of previous experience clause(s) in Article 38.
- (k) where a nurse transfers prior to the completion of maternity leave return of service requirements, the nurse shall be allowed to complete the return of service requirements at the receiving site/Employer.

30A03 For clarity the following guidelines shall govern with respect to the application of this Article:

- (a) The provisions of this Article shall be effective October 14, 2021.
- (b) Where nurse-initiated mobility is implemented retroactively, the items transferred shall be on a "go forward" basis from October 14, 2021. No processes [e.g. vacation selection, vacancy selection] or access to benefits [e.g. income protection] shall be adjusted retroactively.

As per item 1. of MOU #43, any interprovincial mobility which occurred due to HSBURA prior to October 14, 2021 are governed by the terms negotiated specifically for each circumstance.

- (c) The onus is on the nurse to advise their new Employer that there are benefits/seniority to transfer.

The nurse must advise their new Employer that they have benefits/seniority to transfer. It will not be automatically done.

- (d) The provisions of this Article only apply where a nurse terminates from one Employer and commences employment with another Employer. It does not apply to "merge"

employment/benefits etc. from two or more Employers to one of those Employers.

In normal circumstances usually there is only one sending and one receiving Employer. However as a result of HSBURA there were individual circumstances where nurses were able to merge employment/benefits from two previous Employers.

- (e) Once notified of nurse-initiated mobility of benefits/seniority, the receiving Employer shall notify the sending Employer by forwarding a "Mobility Form" to the sending site/Employer. That site/Employer will complete the form as soon as possible and forward to the receiving site/Employer. The Mobility Benefits Transfer Form shall be provided in its entirety to the receiving MNU Worksite.

Worksite Presidents need to ensure they are receiving mobility benefits transfer forms.

- (f) Nurse-initiated mobility applies for employment into either a permanent or term position. In the case of a term position, all benefits/seniority, etc. are transferred at the time of employment. Should the nurse not obtain a permanent position in accordance with the new Employer's collective agreement, all seniority and benefits shall terminate, unless the nurse obtains employment with another MNU Employer where nurse-initiated mobility applies, and within the timelines specified.

The nurse has 6 weeks to reconnect seniority and benefits at the conclusion of a term or permanent position.

- (g) Employment terminates with the sending Employer and commences with the receiving Employer, in order for nurse-initiated mobility to apply. However, a nurse may accept a casual position with the sending Employer. Such shall not affect the nurse's ability to mobilize seniority, service and benefits accrued while employed in a permanent or term position at the sending Employer to the receiving Employer as long as the nurse secures a permanent or term position within six (6) weeks of terminating regular (non-casual) employment.

The nurse may secure a casual position at the sending Employer while seeking/commencing employment with a new Employer. This will not result in the nurse losing seniority and benefits as long as they secure a new position with a receiving Employer within 6 weeks of terminating their employment at the sending facility.

- (h) Any banked Recognized Holidays and/or overtime will be paid out by the sending Employer at the time of transfer.

Nurses are not able to transfer their recognized holidays and overtime banks to the new Employer.

- (i) A nurse who occupies a casual position at a receiving Employer AND a permanent or term position at a sending Employer, AND who subsequently obtains a permanent or term position at a receiving Employer, will be allowed to transfer seniority and benefits accrued in the permanent or term position at the sending Employer, to the newly acquired permanent or term position in the receiving Employer. The seniority accrued as a casual at a receiving Employer cannot be added to the seniority being transferred with the permanent/term position.

There is no ability to combine seniority from the sending facility with the seniority accrued as a casual at the receiving facility.

30A04

- (a) Increments: Nurses having a permanent or term position in a sending Employer, will be allowed to transfer their "hours worked" for purposes of determining when they are entitled to their next increment, when they secure a permanent or term position at a receiving Employer. Casual nurses are NOT allowed to transfer such hours.
- (b) Vacation: Vacation earned at the sending Employer shall not be paid out upon transfer unless the nurse requests. In the event a nurse elects to have their vacation transferred, it does not mean that the previously approved vacation dates will be honored at the receiving site. The receiving Employer will schedule the remaining vacation in consultation with the nurse, based on operational requirements and in accordance with Article 21.
- (c) Probationary Period: As with any other voluntary transfer to a permanent position in an Employer other than one in which a nurse is currently working, the nurse is subject to a probationary period.

- (d) Pre-Retirement Credits: To be calculated in days at the sending Employer.
- (e) Term Positions: Nurse-initiated mobility applies for voluntary transfers into either a permanent or term position. In the case of a term position, all benefits/seniority, etc. are transferred at the time of employment. Should the nurse not obtain a permanent position in accordance with the new Employer's collective agreement, all seniority and benefits shall terminate, unless the nurse in turn obtains employment with another MNU Employer in the same or in another Employers Organization where nurse-initiated mobility applies, and within six (6) weeks.
- (f) More Than One Position at Same Employer:
There can only be one sending and one receiving Employer. If a nurse has two (2) or more permanent positions with the same Employer, the nurse must resign from both positions with the sending Employer in order to transfer the seniority and benefits from the sending Employer to a receiving Employer.
- (g) Positions at More Than One Employer:
There can only be one sending and one receiving Employer. Even if a nurse has two (2) or more permanent positions, (at more than one Employer) the nurse will only be able to transfer the seniority and benefits from one of the Employers when they voluntarily transfer to a receiving Employer.
Transfer of seniority and benefits shall be applicable to all nurses, including those who are on lay off, currently employed in a permanent or term position who secure a permanent or term position in a receiving Employer in which they don't currently hold a permanent position.
- (h) The Local/Worksite President at a receiving site/Employer will be provided with written notification regarding each nurse's mobility seniority at the time of their transfer. The Mobility Benefits Transfer Form shall be provided to the receiving Worksite in its entirety. At minimum, the following specific data shall be provided:
- Start date at sending Employer
 - Seniority (hours)
 - Seniority date at sending Employer
 - Termination date at sending Employer
 - Start date at receiving Employer.

The Worksite President must ensure they are receiving the Mobility Benefits Transfer Form.

- (i) Bridging Time for the Purposes of Mobility: A nurse who commences employment with the receiving Employer within six (6) weeks of termination of employment with the sending Employer will be entitled to mobility of seniority, service and benefits as above.
- (j) The parties agree that seniority shall not transfer across sectors.

For example, a health care aide covered under a CUPE agreement who subsequently becomes a nurse cannot transfer their CUPE seniority to a MNU position. However, they are able to transfer their length of continuous service for the purposes of vacation entitlement, pension accrual and pre-retirement leave to a new Employer.

ARTICLE 31 – PROBATIONARY PERIOD

3101 **@WCHREO Applicable for all nurses except those nurses as designated in 3101 (b) herein.** The period from the date of last employment to the completion of three (3) calendar months of employment for full-time nurses [and from the date of last employment to the later of completion of four (4) calendar months or thirty (30) shifts worked for part-time nurses] will be recognized as a probationary period. During such period the nurse shall not have recourse to the grievance procedure for reasons of termination of employment for unsuitability or unsatisfactory performance. This clause shall not preclude the Employer from extending the probationary period of a full-time or part-time nurse up to an additional three (3) calendar months providing that the Employer gives written notification to the Union specifying the reason(s) for the extension.

Applicable for Community Health Nurses and Home Care Nurses (applicable @ IEHREO, PMHREO, NHREO, SHREO):

The period from the date of employment to the completion of six (6) calendar months of employment will be recognized as a probationary period. During such period the nurse shall not have recourse to the grievance procedure for reasons of termination of employment for unsuitability or unsatisfactory performance.

Applicable for WRHA - Home Care Program, WRHA - Public Health Program, WRHA - Clinical Nurse Specialists, WRHA - Nurse Practitioners, and WRHA Regional Programs sites only:

- (b) The period from the date of last employment to the completion of six (6) calendar months of employment for full-time and part-time nurses. During such period the nurse shall not have recourse to the grievance procedure for reasons of termination of employment for unsuitability or unsatisfactory performance. This clause shall not preclude the Employer from extending the probationary period of a full-time or part-time nurse up to an additional three (3) calendar months providing that the Employer gives written notification to the Union specifying the reason(s) for the extension.

The probationary period applies only to newly hired nurses, and excludes nurses transferring within the Facility/site or who have been redeployed or where there is a program transfer.

During a probationary period nurses are free to make application to other positions.

Under the Labour Relations Act a probationary nurse who is terminated may initiate a grievance under the grievance processes outlined in the Act.

ARTICLE 32 -- PERFORMANCE APPRAISALS

3201 The Employer shall complete a written appraisal of a nurse's performance at least bi-annually. Upon request, the nurse shall be given an exact copy of the appraisal.

The Employer may require nurses to participate in peer appraisals however the peer review of a nurse's performance should not constitute the primary focus or underpinning of an Employer's performance evaluation process.

Please contact your LRO if you are requested to do a peer appraisal.

3202 The nurse shall have an opportunity to read such document.

3203 The nurse's signature on such document merely signifies that the contents of the document have been read.

3204 If the nurse disputes the appraisal, the nurse may file a reply to the document in accordance with Article 29, and/or the nurse may file a grievance under Article 12 of this Agreement.

Any nurse who files a reply/rebuttal to their performance appraisal must ensure they include the following statement: "This document shall be attached to the performance appraisal and shall be referred to concurrently with all references to the performance appraisal dated _____ and provided by _____."

The nurse may file a grievance in conjunction with any rebuttal.

ARTICLE 33 -- DAMAGE TO PERSONAL PROPERTY

3301 In recognition of the fact that during the performance of their duties nurses may have their clothing or other personal property damaged, the Employer agrees to make appropriate compensation for same in accordance with Employer policy.

Compensation would be in accordance with the Employer's policy. It should be noted that policy cannot deny compensation. In situations where personal property is damaged (e.g. eye glasses broken) as a result of an assault/accident at work and the nurse is eligible for WCB benefits, WCB would reimburse the nurse for replacing the glasses.

ARTICLE 34 -- SPECIAL UNDERSTANDINGS RE PART-TIME NURSES

3401 A part-time nurse shall be assigned and committed to work their EFT as agreed to in writing at the time of commencing employment. This written agreement shall only be revised when the nurse secures an alternate position in accordance with the provisions of the Collective Agreement.

When posting part-time positions the EFT must be stated. Once the commitment is made by the Employer and nurse, the part-time employment status can only be changed through a posting and selection process and/or by way of a layoff/deletion notice or by way of "Duty to Accommodate", or through an Increase of EFT process (MOU #16).

There is no obligation for part-time nurses to agree to work additional available shifts over and above their EFT. Further, part-time nurses cannot be required or forced to come to work on any day they are not scheduled to work.

3402 Part-time nurses who make known to the Employer that they wish to work occasional additional available shifts shall be given preference for such shifts unless the part-time nurse has already worked in that day with such preference being given on the following basis within the sites comprising the Employer.

- (i) First, among nurses on each unit/ward where the shift is available who meet the provisions above, and who have requested additional shifts, if mutually agreed between the Employer and the Union;
- (ii) Second, among those nurses within that site, who meet the provisions above, and who have requested additional shifts;
- (iii) Third, among those nurses from other sites comprising the Employer who meet the provisions above and who have requested additional shifts.

There shall be a process mutually agreed to between the Employer and the Union in regards to the offering of additional available shifts.

Applicable for non-transferred sites:

Part-time nurses who make known to the Employer that they wish to work occasional additional available shifts shall be given preference for such shifts unless the part-time nurse has been scheduled to work in that day.

Applicable for WRHA - Home Care Program, WRHA - Primary Care Program, and WRHA - Public Health Program sites only:

- (i) *First, among nurses in each community paired area (Home Care), where the shift is available who meet the provisions above, and who have requested additional shifts or; among nurses in each work location including specific centralized program teams, where the shift is available who meet the provisions above, and who have requested additional shifts or;*
- (ii) *Second, among those nurses within the same site from other WRHA community paired areas, work locations, or specific centralized program teams who meet the provisions above, and who have requested additional shifts;*
- (iii) *Third, among those other WRHA Community Health Services in other sites who meet the provisions above and who have requested additional shifts*

Once a shift has been awarded to a part-time nurse it becomes part of their scheduled hours for that period and the nurse is entitled to all terms and conditions of the Collective Agreement with respect to that shift. Exception: when there has been an error made with respect to awarding additional available shifts every effort should be made to correct the error prior to the date of the scheduled shift(s). This means that the shift may be taken away from the part-time nurse who was awarded the shift in error.

The Employer does not have to call a part-time nurse if the nurse has already worked in that calendar day. A nurse cannot work more than their scheduled shift in a calendar day (i.e. midnight to midnight) without being compensated at overtime rates of pay.

There should be a protocol which sets out how additional available shifts will be distributed amongst part-time nurses. If there is no established protocol please contact your Labour Relations Officer.

Principles to include when developing a protocol:

- The Employer determines the classification of nurse that is required, i.e. LPN, Nurse II, Nurse III.
- A nurse who owns a position in a classification higher than the classification identified by the Employer, does not get preference over a nurse in the classification needed, i.e. all Nurse II's are considered before a Nurse III classification and higher, or all LPNs are considered before Nurse II.

Regarding pay for a Nurse III classification and higher:

- When volunteering to work a Nurse II shift, in accordance with the established protocol regarding the awarding of additional available shifts, the nurse will be paid at the Nurse II rate for any additional available shift(s) that are awarded.
- When the request to work an additional available shift is initiated by the Employer the nurse will be paid at their normal rate of pay.

These principles would also apply when a nurse works overtime. There is no ability to bank hours worked/additional shifts paid at regular rates of pay.

Nurses who are on scheduled vacation or scheduled paid leaves are not considered to be available to work additional available shifts. Nurses have used their seniority to schedule vacation, which means another nurse was not granted their request for vacation. These nurses will only be offered additional available shifts as a last resort prior to mandating overtime.

3403 A part-time nurse called back to work hours in excess of a shift (as defined in Article 1404) in any one (1) day shall be paid at overtime rates of pay with a guaranteed minimum of three (3) hours at overtime rates. If the extra time worked under this subsection commences within less than three (3) hours before the start of a shift, the guaranteed minimum of overtime pay will not apply. In such cases, the nurse will be paid at overtime rates from the time the nurse starts to work to the beginning of their shift.

When a part-time nurse is required to return to work in the same calendar day, they must be paid at appropriate overtime rates.

Applicable for Home Care Nurses:

3403 A part-time nurse called back to work hours in excess of a seven and three-quarter (7.75) hour shift in any one (1) day shall be paid at overtime rates of pay with a guaranteed minimum of one (1) hour at overtime rates. If the extra time worked under this subsection commences within less than one (1) hour before the start of a shift, the guaranteed minimum of overtime pay will not apply. In such cases, the nurse will be paid at overtime rates from the time the nurse starts to work to the beginning of their shift.

3404 Except for part-time nurses who agree to work on a greater number of weekends, it is understood that a part-time nurse may be required to work on alternate weekends.

Applicable for Victoria General Hospital site only:

Except for part-time nurses who agree to work on a greater number of weekends, it is understood that a part-time nurse may be required to work on every third weekend and may be assigned to work either over Christmas or New Year's.

3405

- (a) Vacation pay shall be calculated as follows:
- | | | |
|-------------------------------|---|------------------|
| Hours Paid at Regular | | |
| Rate of Pay | | |
| <u>(during vacation year)</u> | X | Entitlement of a |
| Full-time Hours | | Full-time Nurse |
- (b) Part-time nurses shall receive their entitled vacation over a period of time equivalent to the vacation period of a full-time nurse **(includes travel time as per 2103 @ NHREO)** and shall be paid their earned vacation pay proportionately during each week of scheduled vacation.

See Article 21. This is in keeping with the vacation scheduling procedure (Attachment #4) and ensures that both full-time and part-time nurses are treated equally.

3406 Income protection accumulation for part-time nurses shall be calculated as follows:

$$\frac{\text{Hours Paid at Regular Rate of Pay}}{\text{Full-time Hours}} \quad \times \quad \text{Entitlement of Full-time Nurses}$$

See Article 2302.

3407 Part-time nurses will be paid four point six two percent (4.62%) (five percent (5%) effective September 30, 2021) of their basic pay in lieu of time off on Recognized Holidays. Such holiday pay shall be calculated on all paid hours (excluding overtime hours as defined in Article 16) and shall be included in each regular pay cheque.

Part-time nurses are not guaranteed their EFT during any pay period in which a Recognized Holiday falls. 5% is equivalent to the 13 Recognized Holidays that the full-time nurse receives.

See Article 3412.

3408 Effective for all nurses April 1, 2022 subject to MOU #34 Re: Article 3408 (Increments).

A part-time nurse shall receive increments (calculated from the date of their last increment, or their starting date as the case may be) on the basis of one (1) increment for each 1343 hours worked or one (1) years' service, whichever occurs later. In the case of the increment being given on the basis of 1343 hours worked, it shall be applied to the pay period next following completion of 1343 hours worked.

It must be noted that the nurse receives the increment on the later of one year or 1343 hours of work.

3409 (n/a @ St. Boniface Hospital and Misericordia Health Centre) Seniority accumulated by a part-time nurse up to October 14, 2021 shall be retained. Seniority hours calculated after October 14, 2021 shall be in accordance with hours paid at the regular rate of pay.

Seniority accrual as per Article 2504 applies. For St. Boniface and Misericordia see memos re: Part Time Nurse Accrual of Seniority and Increments.

3410 Subject to Article 3806, a nurse whose employment status changes from part-time to full-time shall be entitled to receive an increment on the later of:

- (a) one (1) calendar year from the date of their last increment, or date of employment as the case may be;
- (b) on completion of 2015 hours calculated under the formula:

$$B = 2015 - (A \times 3/2)$$

A = number of hours during which seniority was accrued under part-time status since the date of their last increment, or starting date as the case may be.

B = number of hours remaining to be worked as full-time to earn an increment.

3411 Subject to Article 3806, a nurse whose employment status changes from full-time to part-time shall be entitled to receive an increment on the later of:

- (a) one (1) calendar year from the date of their last increment, or date of employment as the case may be;
- (b) on completion of 1343 hours calculated under the formula:

$$B = 1343 - (A \times 2/3)$$

A = number of hours during which seniority was accrued under full-time status since the date of their last increment, or starting date as the case may be.

B = number of hours remaining to be worked as part-time to earn an increment.

3412 **(3411 @ WCHREO)** Where a Recognized Holiday (or the Employer's designated lieu day) falls on a part-time nurse's normally scheduled day of work but the nurse's department/unit/program is closed, it is recognized that the nurse shall receive an unpaid leave of absence unless they request one of the following options:

- The nurse(s) may request to use one (1) of their retained vacation days or banked overtime in accordance with Article 1501; or
- Notwithstanding Article 3402 the nurse may request to be scheduled for an alternate shift, subject to the availability of work and provided the nurse is qualified to perform the required work. This alternate shift must be requested a minimum of two (2)

weeks in advance of, and scheduled within, the posted shift schedule in which the Recognized Holiday falls. It is understood that this rescheduled shift will be payable at the nurse's basic rate of pay.

This ensures that part-time nurses working in units that normally close on Recognized Holidays can maintain their EFT if they wish to do so. It is important for the nurse to request a leave of absence if they do not wish to make up the shift because the leave of absence accrues seniority. The 5% pay in lieu of time off of Recognized Holidays is used to maintain the nurses EFT.

@SHEO

3413 All part-time nurses shall receive the wage rates and applicable benefits on a pro rata basis according to their paid hours of work, except as otherwise specified herein.

Applicable for Health Sciences Centre site only:

3414 No part-time nurses presently in the employ of the Employer may be laid off or discharged to allow for hiring of full-time staff.

ARTICLE 35 -- SPECIAL UNDERSTANDINGS RE CASUAL NURSES

3501 A casual nurse is one called in occasionally by the Employer to replace a full-time or part-time nurse or to supplement regular staff coverage in situations of unforeseen staff shortage.

The intent here is not to have casuals scheduled. Part-time nurses must be offered all additional available shifts prior to casuals being given the shifts.

Applicable for Home Care Nurses:

A casual nurse is called in by the Employer to replace a full-time or part-time nurse or to supplement regular staffing requirements.

3502 Casual nurses will receive vacation pay at the rate of six percent (6%) of all hours paid at basic salary including hours worked on Recognized Holidays in a bi-weekly pay period.

3503 Casual nurses are paid in accordance with the salaries specified in Appendices "A" and "B" and receive a starting salary as described in Article 38.

A casual nurse shall receive increments on the basis of one (1) increment for each 2015 regular hours worked. Such increment shall be applied on the first day of the first pay period following completion of 2015 hours.

When a nurse elects to terminate their full-time or part-time position and makes application to be hired as a casual nurse, the following conditions will apply:

- (a) Such casual nurse will be paid in accordance with the salary specified in Appendices "A" and "B";
- (b) The nurse will receive the salary of the occupational classification into which they are assigned and at the same increment level that had been attained while working as a full-time or part-time nurse.

3504 Casual nurses will be entitled to:

- compensation for overtime worked in accordance with Article 16;
- shift premium and weekend premium outlined in Article 17;
- the allowance as outlined in Article 18;
- Responsibility Pay premium outlined in Article 19;
- transportation allowance/escort duty outlined in Article 20;
- the rights outlined in Articles 2905, 2906, 2907;
- the Employer Sponsored Educational Development allowance in Article 2407 (a) (b) (c);
- the Legal and Investigative Proceedings in Article 2410;
- continuation of placement at the twenty (20) year rate if rehired after a period of no longer than six (6) months. For clarity a period of pre-retirement leave does not count towards the six (6) month qualification time limit.

3505 Casual nurses required to work on a Recognized Holiday, excluding Remembrance Day, shall be paid at the rate of time and one-half (1.50) their basic rate of pay. Casual nurses required to work on Remembrance Day shall be paid at the rate of double their basic rate of pay.

If there is a change in Manitoba legislation that extends Recognized Holidays to all employees, the parties agree that casual nurses as defined in Article 35 shall receive this benefit.

This provision is designed to ensure that casuals are not excluded if legislation changes in the future.

3506 The Employer agrees to deduct union dues in an amount specified by the Union in any pay period for which the casual nurse receives any payment, and such dues shall be forwarded to the Manitoba Nurses' Union monthly in accordance with Article 501. In the event that no payment is made during the pay period, the Employer shall have no responsibility to deduct and submit dues for that period.

3507 A casual nurse reporting for work and finding no work available will be guaranteed three (3) hours pay at their basic rate of pay.

A casual who is called in for work and reports for duty is guaranteed 3 hours pay at basic rates, if there is no work available and their work is cancelled. In the event that a casual is called and "cancelled" before they arrive at work they do not receive the 3 hours pay. See Article 2004 for exception related to Escort Duty.

The casual nurse can cancel their agreement to work a shift/hours at any time. If the nurse is disciplined as a result of cancelling a shift the Union retains the right to file a grievance on behalf of that nurse. The Union's position is that casuals have the right to cancel a previously accepted shift, however, as a professional courtesy to colleagues and the employer, as much notice as possible should be given.

Applicable for Home Care Nurses:

Where a Home Care nurse is unable to complete their scheduled shift due to client circumstances, the nurse may be reassigned to other clients, or may be reassigned to other work for which they are qualified within any of the sites comprising the Employer. It is understood that such reassignment will only occur within a sixty (60) km. radius of the originating site, unless a greater distance is mutually agreed between the Employer and the nurse. Travel time and Transportation Allowance as outlined in Article 20 shall be paid to the nurse to travel to the reassigned site.

Should reassignment as contemplated above not be possible, the Home Care nurse shall receive pay for the scheduled hours not worked.

3508 Articles 12 and 13 herein apply only with respect to the terms of this Article.

Casuals can only grieve if their rights under Article 35 are violated.

3509 Previous nursing experience of casuals will be considered in terms of applicability to the position applied for and, provided that equivalent qualifications are met, preference shall be given to the casual nurses over applicants from outside the site.

3510 Casual nurses shall accrue seniority for hours worked only for the purposes of Article 30 and only in situations where there are no qualified full-time or part-time applicants currently in the bargaining unit. On expiry of a term position, if a casual nurse is not successful in obtaining another term or permanent position in accordance with Article 3006 (a), the nurse shall retain any previous casual seniority and seniority accrued while in the term position shall be converted to casual seniority.

- (a) Subject to (b) and (c) below, casual nurses will receive payment for one (1) orientation day following the completion of every two (2) shifts worked.
- (b) Should the above-noted casual nurse, within eighteen (18) calendar months of obtaining a casual employment status, obtain a permanent or term full-time or part-time position in any unit or department, the nurse shall be paid their outstanding orientation pay at regular rates on their first pay cheque subsequent to obtaining the said position.
- (c) When the orientation is six (6) days or greater, the casual nurse shall be paid two-thirds of the orientation period at the time of taking the orientation. The outstanding unpaid orientation period shall be subject to the recovery process outlined above.

If a full-time or part-time nurse converts to casual status, they lose all previous seniority and begins to accrue casual seniority and this seniority can only be used to compete vs. other casuals for positions. However the casual has no seniority in relation to competing against P/T or F/T nurses within the same site.

Any casual nurse who obtains a part-time or full-time EFT does not take their casual seniority to the new position.

A casual nurse who secures a term position will retain casual seniority and accrue seniority which will be converted to casual seniority upon expiry of the term position.

ARTICLE 36 -- SPECIAL UNDERSTANDINGS RE GRADUATE NURSES, GRADUATE PRACTICAL NURSES AND GRADUATE PSYCHIATRIC NURSES

The terms of this Agreement shall be applicable to the graduate nurse, graduate practical nurse and graduate psychiatric nurse except as follows:

3601 **Salaries and Increments of the Graduate Nurse, Graduate Practical Nurse and Graduate Psychiatric Nurse:**

- (a) Starting salary of the newly graduated graduate nurse, graduate practical nurse or graduate psychiatric nurse awaiting initial registration as a Registered Nurse, Licensed Practical Nurse or Registered Psychiatric Nurse shall be discounted by eight percent (8%) until such time as registration/license is achieved.
- (b) The anniversary date of a newly graduated graduate nurse or graduate psychiatric nurse who obtains registration within one (1) year of commencing employment shall be the date of their commencement of employment.
- (c) The anniversary date of a newly graduated graduate practical nurse who obtains their license within an eighteen (18) month period of commencing employment (or within the time period as amended in the regulations of the LPN Act) shall be the date of their commencement of employment.

3602 **Out of Province Nurses**

- (a) A person in good standing as a Registered Nurse or a Registered Psychiatric Nurse in another province, country or territory whose name appears on the graduate nurse or graduate psychiatric nurse register may commence employment at the Nurse II Start rate and upon providing proof of registration in Manitoba not later than eight (8) months following commencement of their employment, shall receive recognition of previous experience as specified in Article 3803, retroactive to the date of their employment.

- (b) When registration of a nurse in good standing as a Registered Nurse or a Registered Psychiatric Nurse in another province, country or territory is obtained later than eight (8) months but before one (1) year the anniversary date shall be the date on which registration is obtained.
- (c) A person in good standing as a Licensed Practical Nurse in another province, country or territory whose name appears on the graduate practical nurse register may commence employment at the LPN start rate and upon providing proof of registration in Manitoba not later than eight (8) months following commencement of their employment, shall receive recognition of previous experience as specified in Article 3804, retroactive to the date of their employment.
- (d) When registration of a nurse in good standing as a Licensed Practical Nurse in another province, country or territory is obtained later than eight (8) months but before one (1) year the anniversary date shall be the date on which registration is obtained.

3603 Termination

- (a) In accordance with the Regulated Health Professions Act or the relevant regulations to this Act, failure of the graduate nurse to successfully complete the examination required for registration within a time period prescribed by the CRNM will be deemed to be just cause for termination.
- (b) Failure of the graduate practical nurse to successfully in accordance with the Regulated Health Professions Act or the relevant regulations to this Act, failure of the graduate psychiatric nurse to successfully complete the examination required for registration within a time period prescribed by the CRPNM will be deemed to be just cause for termination.
- (c) In accordance with the Licensed Practical Nurses Act or the relevant regulations to this Act, failure of the graduate practical nurse to successfully complete the examination required for licensure within a time period prescribed by the CLPNM will be deemed to be just cause for termination.

This Article ensures that provisions related to graduate nurses are in accordance with the Regulated Health Professions Act and Licensed Practical Nurses Act.

ARTICLE 37 -- HEALTH PROGRAM

3701 Health examinations required by the Employer shall be provided by the Employer and shall be at the expense of the Employer.

3702 Time off without loss of regular pay shall be allowed at a time determined by the Employer for such medical examinations and laboratory tests, provided that these are performed on the Employer's premises or at a facility designated by the Employer.

3703 With the approval of the Employer, a nurse may choose to be examined by a physician, nurse practitioner, or physician/clinical assistant of their own choice, at their own expense, as long as the Employer receives a statement as to the fitness of the nurse from the physician, nurse practitioner, or physician/clinical assistant.

A physician, nurse practitioner or physician/clinical assistant can issue a medical note.

3704 Time off for medical and dental examinations and/or treatments, may be granted and such time off including necessary travel time, shall be chargeable against accumulated income protection benefits.

If the Employer grants time off for the purpose of medical or dental examinations, etc., then the Employer must pay income protection. The request must be reasonably considered by the Employer.

Additional @SHEO

It is understood that nurses should attempt to schedule these appointments on time off.

ARTICLE 38 -- SALARIES AND INCREMENTS

3801 Nurses shall be paid in accordance with the salary schedule as outlined in Appendix "A", forming part of the Agreement.

3802 "Basic or Regular Salary or Pay" shall mean the rates of pay shown in Appendix "A" (Salaries) and Appendix "B" (Academic Allowances).

The academic allowance - once awarded to a nurse - becomes a part of their hourly or monthly rate. Academic Allowance is paid on overtime.

3803 **Placement of a Registered Nurse or Registered Psychiatric Nurse on the Nurse II scale:**

- (a) The starting salary of a Registered Nurse or Registered Psychiatric Nurse newly employed as a Nurse II shall recognize previous experience applicable to the position applied for on the basis of equivalent full-time experience as specified hereinafter:

@SHEO

3803 The minimum salary of a newly hired nurse will be determined by nursing experience:

- (a) on an equivalent full-time basis, and
- (b) considered by the Employer to be related to the position applied for and held, and
- (c) in accordance with the following table:

<u>Length of Experience</u>	<u>Starting Rate</u>
Less than 2015 hours	Start Rate
2015 hours within past 4 years	1 Year Rate
4030 hours within past 5 years	2 Year Rate
6045 hours within past 6 years	3 Year Rate
8060 hours within past 6 years	4 Year Rate
10075 hours within past 7 years (Effective April 1, 2021)	5 Year Rate
12090 hours within past 8 years (Effective April 1, 2022)	6 Year Rate
14105 hours within past 9 years	7 Year Rate

For all CNS and Nurse Practitioners:

<u>Length of Experience</u>	<u>Starting Rate</u>
Less than 10,075 hours	Start Rate
10,075 hours within past 6 years	1 Year Rate
12,090 hours within past 7 years	2 Year Rate
14,105 hours within past 8 years	3 Year Rate
16,120 hours within past 9 years	4 Year Rate

(d) & (e) @ SHEO

- (b) A nurse employed at a Nurse III, IV, V classification shall be granted a starting salary that is not less than one (1) increment step above what their starting salary would be if they were employed as a Nurse II.

- (c) The starting salary of a Registered Nurse or Registered Psychiatric Nurse who has had previous experience as a Licensed Practical Nurse, shall commence at the Nurse II 1 Year rate as specified in Appendix "A", and after not more than three (3) months from the date of commencement of their employment as a Registered Nurse or Registered Psychiatric Nurse, the Employer shall, on the basis of written performance appraisal discussed with the nurse, grant such additional increments as performance warrants, with a minimum of one (1) increment for each two (2) years worked as a Licensed Practical Nurse within the previous five (5) year period.

@WCHREO

- (c) A nurse in good standing as a Registered Nurse or Registered Psychiatric Nurse in another country, province, or territory will commence employment at the "R.N/R.P.N." start rate presently in effect at the facility/site and, upon providing proof of Manitoba registration not later than six (6) calendar months following commencement of their employment, shall receive recognition of previous experience as specified in sub-clauses (a) and (b) above, retroactively to the date of commencing employment.

(d) **Applicable for Graduate Nurse Practitioners**

The starting salary of the newly graduated Nurse Practitioner who is employed as a Registered Nurse (Graduate Nurse Extended Practice) [RN(GNEP)] or as a Registered Nurse Graduate Nurse Practitioner [RN(GNP)], shall be at the start rate and, once licensure is obtained as a Nurse Practitioner (Registered Nurse, Extended Practice) [NP(RNEP)], probation, if applicable, shall begin and the Nurse Practitioner will be granted increments in accordance with Article 3803(a) retroactive to start date.

@WCHREO

- (d) The starting salary of a Registered Nurse or Registered Psychiatric Nurse who has had previous experience as a Licensed Practical Nurse shall commence at the R.N./R.P.N. 1 Year rate as specified in Appendix "A", and after not more than three (3) months from the date of commencement of their employment as a Registered Nurse or Registered Psychiatric Nurse, the Employer shall, on the basis of written performance appraisal discussed with the nurse, grant such additional increments as performance warrants, with a minimum of one (1) increment for each two (2) years worked as a Licensed Practical Nurse within the previous five (5) year period.

The nurse must ensure that their hours are accurate for starting salary calculations. The nurse should request and obtain the calculation of hours from their previous Employer and provide same to the new Employer to ensure the correct placement on the salary scale.

Except in cases related to 2904 (demotions), where a higher classification, e.g. Nurse IV, voluntarily applies for a Nurse II position, they will be placed on the Nurse II salary scale in accordance with the above formula.

Examples based on salaries in effect April 1, 2022.

Example #1: Nurse II Year 4 gets promoted to Nurse IV and must be paid at least equivalent to Nurse II Year 5 salary when placed on the Nurse IV salary scale.

Example #2: Nurse II Year 7 gets promoted to Nurse IV and their increase must be at least the equivalent of one increment above their Nurse II Year 7 salary.

*(Year 7 monthly salary) 7923.148 – (Year 6 monthly salary) 7767.825
= (X) 155.323
Add X to Year 7 monthly salary = 155.323 + 7923.148 = 8078.471
= minimum increase when placed on Nurse IV scale. This is
Nurse IV Year 5.*

Example #3: Nurse II Year 7 gets promoted to Nurse III and their increase must be at least the equivalent of one increment above their Nurse II Year 7 salary

(Year 7 monthly salary) 7923.148 – (Year 6 monthly salary) 7767.825 = (X) 155.323

Add X to Year 7 monthly salary = 155.323 + 7923.148 = 8078.471 = minimum increase when placed on Nurse III scale. This is Nurse III Year 6.

There may be exceptions that apply under the Mobility Memorandum

@NHREO

(e) Notwithstanding Article 3803(c), a nurse returning from a leave of absence who has completed the Registered Nurse program having had previous experience as a Registered Psychiatric Nurse, and who returns to work in the psychiatric area shall receive full recognition for previous experience when placed on the salary schedule. Not applicable at the Snow Lake site.

@WCHREO

(e) Notwithstanding Article 3803 (d), a nurse returning from a leave of absence who has completed the Registered Nurse program having had previous experience as a Registered Psychiatric Nurse, and who returns to work in the psychiatric area, or who obtains a position that requires psychiatric nursing experience, shall receive full recognition for previous experience when placed on the salary schedule, and in addition, would receive the applicable academic allowance.

3804 Applicable to Licensed Practical Nurses

(a) The starting salary of a newly employed Licensed Practical Nurse shall recognize previous experience applicable to the position held on the basis of equivalent full-time experience as specified hereinafter:

Placement of an LPN or ORT on scale:

<u>Length of Experience</u>	<u>Starting Rate</u>
Less than 2015 hours	Start Rate
2015 hours within past 4 years	1 Year Rate
4030 hours within past 5 years	2 Year Rate
6045 hours within past 6 years	3 Year Rate
8060 hours within past 6 years	4 Year Rate

10075 hours within past 7 years 5 Year Rate
12090 hours within past 7 years 6 Year Rate
(Effective April 1, 2021)
14105 hours within past 8 years 7 Year Rate
The nurse must ensure that their hours are accurate for starting salary calculations. The nurse should request and obtain the calculation of hours from their previous Employer and provide same to the new Employer to ensure the correct placement on the salary scale.

@WCHREO

Starting salary of a nurse who has completed the Licensed Practical Nurse Program, having had previous experience as a Certified Nursing Assistant or as a Registered Nursing Assistant shall commence at the L.P.N. Start Rate as specified in Appendix "A", and after not more than three (3) months in said position, the Employer shall, on the basis of written performance appraisal discussed with the nurse, grant such additional increments as performance warrants.

3805 (3804 @ SHEO) Starting salaries, as specified above, are to be regarded as minimum and shall not prevent the Employer from granting a higher starting salary to any nurse, when, in the judgment of the Employer, additional experience or other qualifications so warrant it.

Nurses should not hesitate to request a higher starting salary than what 3803 or 3804 formulas provide as this clause gives the Employer the ability to honour such a request. However the nurse cannot grieve if the Employer refuses. The nurse cannot be granted a salary higher than those listed in Appendix "A", i.e. it has to be within the salary scales we've negotiated for a particular classification.

3806 **(3805 @ SHEO)** Increments:

(a) Increments as specified in salary schedule Appendix "A" shall be granted annually on the anniversary date of the nurse's employment, or as altered by the terms of this Agreement, the latter of which shall take precedence, however, the Employer may, with reasonable cause and on the basis of a written performance appraisal previously discussed with the nurse, withhold an annual increment, subject to review within and not later than three (3) months of the date such increment was withheld.

The nurse is granted an increment annually (on their anniversary date) according to the schedule of wages set out in Appendix "A". Other clauses of the Collective Agreement may affect the anniversary date and delay the implementation of the increment [see 3806(b)]. The nurses anniversary date transfers to any new position a nurse is awarded.

Any withholding of an increment would have to be justifiable and defensible through the grievance procedure. It must be noted that the appraisal must be objective and the results are to be discussed with the nurse. Also, the nurse must know what standards they are to meet to bring their performance in line with what is expected.

Regarding nurses occupying more than one part-time position within the sites comprising the RHA – the nurse's earliest date of hire within any of the sites comprising the RHA is to be considered as the anniversary date of hire. Nurses holding more than one position will be at the same increment step (highest year) on the salary scale for all positions in the same occupational classification in a RHA.

- (b) *If a nurse takes an unpaid leave of absence, the annual date on which they will be paid an increment will be delayed for one (1) month for every full month they are on leave of absence except that salary increases will not be delayed because of educational leave of up to two (2) years.*

When a nurse takes an unpaid leave of absence their anniversary date is adjusted forward by one month for each full month of leaves.

Example:

Anniversary date - January 11, 1995

Unpaid leave (3 months in 1997)

New Anniversary date (for incremental purposes only)

- April 11th

Unpaid leaves include periods on Workers Compensation, D&R, MPI, etc.

3807 (3806 @SHEO) If new classifications which come under the scope of this Agreement are created during the term of this Agreement, or if there is a substantial change in the job content of an existing classification falling within the bargaining unit, the Employer will inform the Union of the proposed rates of pay for such positions. If the Union wishes to enter into negotiations on these rates of pay it will so inform the Employer within seven (7) days and negotiations will commence within an additional ten (10) days, which time may be extended by mutual agreement between the Employer and the Union. If the parties are unable to reach agreement concerning the rates of pay the dispute shall, at the request of either or both parties, be dealt with in accordance with the provisions as set forth in Article 13 Arbitration Procedure herein, commencing at Article 1302.

3808 (3807 @SHEO) Retroactivity:

Should there be retroactive wage and benefit adjustments, such shall be made payable within ninety (90) days of the date of ratification of the Collective Agreement.

This will ensure retroactive salary adjustments are completed within a reasonable time frame.

Upon written application to the Employer within ninety (90) days of ratification of the Collective Agreement, nurses who have terminated employment with the Employer shall be entitled to retroactive pay.

3809 (3808 @SHEO) Should an error be made in a nurse's pay which results in a loss of seven and three-quarter (7.75) hours or more of regular pay, the Employer agrees to issue a manual cheque or direct deposit as soon as possible after becoming aware of the error. If the error results in a loss of less than seven and three-quarter (7.75) hours of regular pay, the correction will be made on the next scheduled pay day.

This is a new provision which ensures that nurses who have had a payroll error made will have it corrected in a timely manner.

ARTICLE 39 – EMPLOYEE BENEFIT PROGRAM

Nurses having questions/concerns about any benefit plans should contact HEB/HEPP Office at 204-942-6591 or 1-888-842-4233.

3901 Dental Plan:

The parties agree that the Health Care Employees Benefit Plan sponsored dental plan will be on a 50-50 cost shared basis. **Not applicable at the Thompson General Hospital site.**

Premiums may be adjusted by the HEB Board from time to time as costs or utilization changes.

The Employer pays 50% of the monthly dental premiums for all full/part-time nurses on the dental plan. See the Dental Plan booklet for further information regarding the plan.

Applicable for Health Sciences Centre and CancerCare Manitoba sites only:

Dental Plan:

The current dental plan will pay a percentage of basic and major dental expenses in accordance with the current Manitoba Dental Association Fee Schedule.

For CCMB and HSC, check with Worksite President for details of dental plan.

Applicable for WRHA - Public Health Program site only:

Dental Plan:

Commencing January 1, 1981, the Employer shall pay one hundred percent (100%) of the premium cost of a Dental Plan, the terms of which will be supplied by the Employer to Winnipeg Public Health Nurses Worksite 1. Pursuant to the terms of the Dental Plan, coverage will be provided to eligible employees and eligible dependents.

Effective December 27, 1992, the current year Manitoba Dental Association fee guide will be implemented as a basis for payment.

The Employer will provide the Union with a summary of the Dental benefit in effect on January 1, 1991 as well as the contract number.

3902 Disability & Rehabilitation:

The Employer agrees to participate in the Disability and Rehabilitation Plan. The Employer will pay the entire premium to a maximum of 2.3%.

The parties agree that income protection credits and Workers Compensation benefits will be used where applicable, to offset the elimination period. Once the elimination period has been exhausted, the nurse will commence drawing disability benefits. It is understood that the elimination period for the Disability and Rehabilitation Plan is one hundred and nineteen (119) calendar days. A nurse may claim income protection benefits for the period of time not to exceed this elimination period.

The provisions of the D & R Plan may be found in the D & R Booklet. A nurse will normally be paid from accumulated sick time (if sufficient accumulation exists) to cover the elimination period. Nurses may also be eligible for sick benefits under the Employment Insurance Act. When 119 calendar days has elapsed, no more income protection is payable. The onus is on the nurse to have applied for D & R coverage beyond that time. In the case of a WCB claim, it is up to the D & R carrier and the WCB to determine their respective obligations to the nurse (see Income Protection Article 23).

Nurses applying for WCB or MPI who may be off for extended periods and who are covered by the D & R plan, should be simultaneously applying for D & R benefits. Nurses should ensure premiums for other benefit plans are paid when income protection is exhausted and prior to D&R commencing.

It is imperative that nurses continue to pay their D&R while they are on an unpaid leave of absence or they will not qualify for benefits after the 119 day waiting period.

Any unused Income Protection credits remain in the income protection bank for use by the nurse on their return from D & R or WCB.

The HEB Board have approved that Appendix "A" and "B" are recognized as base salary for D&R.

For more information [click here](#).

3903 Health Spending Account

A Health Spending Account (HSA) shall be made available for eligible nurses. The HSA shall only apply and be made available to top up the existing benefits provided in the HEBP “Enhanced” Extended Health Benefit Plan and the HEBP Dental Plan.

The annual HSA benefit amounts shall be:

April 1, 2011	- \$500.00 for full-time nurses
	- \$250.00 for part-time nurses
April 1, 2022	- \$700.00 for full-time nurses
	- \$350.00 for part-time nurses

For the purpose of the HSA, a nurse is deemed to qualify for the full-time benefit if the nurse has been paid for a minimum of 1,500 hours in the previous calendar year. Hours paid at overtime rates do not count in the annual determination of whether a nurse qualifies for the full-time benefit.

1500 hours works out to be 0.75 EFT.

A “year” or “the annual HSA benefit” is defined as the calendar year – January 1st to December 31st.

In order to be eligible for the HSA, a nurse must be enrolled in the “Enhanced” Extended Health Care Plan.

Nurses who become enrolled in the “Enhanced” Extended Health Care Plan will commence HSA coverage following one (1) year participation in the “Enhanced” Extended Health Care Plan.

Unutilized HSA monies are not carried over to the subsequent year.

3904 Applicable for Community Health Nurses & WRHA-Public Health Nurses:

All Manitoba Nurses' Union members transitioned to the Employer Organizations from the Civil Service will remain in the Government of Manitoba benefit plans consistent with those in place in the Civil Service at the time of the nurse's transition to the EO. These Benefits programs include the Ambulance & Hospital Semi-Private (AHSP), Dental, Vision, Prescription Drugs, Extended Health, Travel Health, Long-Term Disability (LTD) plans and Health Spending Account and nurses will be "grandparented" to those plans for the duration of their employment.

All future changes to Benefit Plans negotiated in the Civil Service shall be applicable to the MNU members who are “grandparented” to these plans.

Current plan details and claim forms can be reviewed and downloaded at:

<http://www.gov.mb.ca/finance/labour/blue.html>

NOTE: *Those Community Health Nurses that were already MNU members and those who are newly organized into the MNU, will be covered by the Health Care Employees’ Benefit Plans (HEBP) and the Health Care Employees’ Pension Plan (HEPP).*

Any former Civil Service nurse who takes a new position with a different Central Table Employer, should contact the new Employer to discuss implications and options respecting their pension transfer.

Example: *A Community Health Nurse who takes a position in a facility within the same RHA will continue to be covered as above. If that Community Health Nurse should take a position in a facility that is outside that RHA, they will be enrolled in HEBP and HEPP as a result of the new position.*

“Civil Service nurses” means all former nurses who were previously employed by the Province of Manitoba and covered by MGEU Collective Agreement. Nurses transitioning to MNU in their current position will be grandfathered. There will be no new entrants to the Civil Service Benefit Plans unless otherwise negotiated as a result of a change of Employer under a Transition Agreement. In all other cases new hires go into the HEBP and HEPP plans.

Applicable for WRHA - Public Health Nurses:

3905 *In the event a reduction in the permanent working force becomes necessary, permanent nurses that are unable to maintain positions in accordance with the bumping provisions of the Collective Agreement and who are severed, will receive dental care and vision care benefits in accordance with this Article for a period of three (3) years from the actual date of termination.*

Applicable for Riverview Health Centre site only:

3906 It is understood and agreed that this Agreement incorporates the terms and conditions of By-Law No. 5300/89 that merges the Pension Plan and Pension Funds No. 0397877 established and maintained under the Employee Benefits Program inclusive of D & R Program, being City of Winnipeg By-Law No. 1125/75 and Prior Pension Plan By-Law No. 2819/80 only insofar as Employee Benefits Program By-Law No. 1125/75 and Prior Pension Plan By-Law 2819/80 are applicable to each individual member of the Manitoba Nurses' Union Local 1a.

The parties agree to endorse the contribution rates and benefit levels as provided by the Winnipeg Civic Benefits Program and any changes that may be agreed to between the City of Winnipeg and the Civic Unions from time to time.

Applicable for Riverview Health Centre site only:

3907 Group Insurance:

Employees presently enrolled in Group Life Insurance Plan – City of Winnipeg By-Law No. 5644/91 shall continue to receive such coverage as provided. Before any changes are made by the City to any benefit plan, as it now exists, the Union will be notified and given the opportunity to make known its view on the proposed change.

ARTICLE 40 – OVERPAYMENTS

4001 The Employer may not make deductions from wages unless authorized by statute, by Court Order, by Arbitration Award, by this Agreement, by the Union or to correct an overpayment error made in good faith. Where an error has been made in good faith, the Employer shall be entitled to recover any overpayment made, for a period of time that does not extend further back than twelve (12) months from date of discovery, provided:

The Employer is entitled to repayment of overpayments just as a nurse is entitled to recover underpayment.

Conditions and limitations in regards to recovery of overpayment by the Employer as outlined in this Article.

Employer cannot recover overpayments that extend beyond 12 months prior to the date of discovery.

- (a) Once the error is discovered, notice and a detailed breakdown of the error is given by the Employer to the affected nurse and the Union within twenty (20) business days of discovery;
- (b) The proposed recovery is made in as fair and reasonable a manner as possible; and,
- (c) The proposed recovery is made over a period of time which is no less than the period during which the overpayment was made unless otherwise agreed between the Employer and the nurse.

This outlines the process for recovery of overpayments in a fair and reasonable time frame and allows the nurse input.

In the event the nurse retires from, or leaves the employ of the Employer before the Employer is able to fully recover an overpayment as contemplated in this Article, the Employer shall be entitled to make a full recovery at the time of retirement or termination of employment of that nurse and reduce accordingly any payments that might be owing to that nurse to recover the overpayment.

When a repayment agreement has been made and the nurse terminates their employment with the Employer, the Employer is entitled to deduct any money owing from the nurse's last pay cheque.

4002 "Under deduction" shall include, but is not limited to, any statutory deduction, or any other amount for which the nurse has provided their consent to be deducted from their wages, that has not been deducted by the Employer as a result of a good faith error on the part of the Employer.

It is understood that where the Employer is required, or has received consent, to remit a deduction from the wages of a nurse, that the Employer is responsible to ensure those deductions are remitted appropriately and in compliance with the necessary conditions of such remittance. Where the Employer has failed to remit as required and as a result of that failure the nurse has been denied access to a benefit which they would otherwise have received but for the failure to remit, the Union on behalf of the nurse is able to seek, through the grievance process, appropriate redress for any and all incurred losses. All appeal processes under the applicable plan must be exhausted prior to any grievance being initiated through the grievance process. The jurisdiction of an arbitrator appointed pursuant to the grievance process to interpret and apply any applicable benefit plan shall be limited to the application of this provision.

The Employer can recover under deductions of premium payments for health benefits, pension premiums, etc. However, where the Employer fails to submit a required premium to maintain coverage, the Union may grieve any loss of entitlement suffered by the nurse as a result.

4003 All under deductions are considered to be an accounts receivable and will be deducted from a nurse's wages when discovered by the Employer.

The deduction will be made in a fair and reasonable manner after notification to the nurse and taking into consideration the amount of the account receivable and the purpose of the amount under deducted.

Where an error has been made in good faith, the Employer shall be entitled to recover any under deduction made, for a period of time that does not extend further back than twelve (12) months from date of discovery.

12 month limit same as overpayment.

ARTICLE 41 – STAFF ORIENTATION

4101 The Employer shall provide an appropriate orientation program for nurses newly employed. The orientation program shall include such essential information as policies, nursing procedures, the location of supplies and equipment, fire, safety and disaster plans. Further, an orientation program shall be provided upon request for nurses returning from an extended leave of absence or moving to a new area of practice. Notwithstanding the above, specialty areas may require extended orientation programs.

4102 The Employer shall provide a program of inservice education for nurses pertinent to patient/resident/client care. Such program of inservice shall be of sufficient nature to properly familiarize the nurse with all relevant aspects of duties and responsibilities.

4103 The Employer shall provide access to reference materials as is required in relation to maintaining current knowledge of general nursing care.

This Article establishes a minimum requirement for orientation. Please note the reference to nurses moving to a new area of practice or returning from an extended leave.

ARTICLE 42 -- EMPLOYER-INITIATED MOBILITY

These provisions are similar to those of nurse initiated mobility as outlined in Article 30A and preserve nurse service and seniority and allow for the transferability of those on a provincial scale for all Central Table Employers.

4201 It is the desire of, and in the best interest of, the parties to work toward the avoidance of job loss by providing for the mobility of nurses within and between Employers Organizations.

The parties recognize that it is in the best interest of patient/resident /client care to retain the knowledge and expertise of health care providers within the programs and the parties wish to promote career opportunities by removing systemic barriers.

The parties agree to work towards a systemic labour adjustment plan utilizing a provincial attrition model where reasonable, and utilizing any other programs as agreed to by the parties.

Commitment by Employer to utilize a provincial approach to attrition and labour adjustment.

4202 In the event that this Article conflicts with the terms of any other existing Article within the Collective Agreement, the terms of this Article shall prevail (unless otherwise specified).

4203

(a) In the event of a transfer/closure/consolidation/merger of one or more of the programs and/or facilities and/or sites, the Employer(s) will notify the Union, where possible*, at least ninety (90) days prior to the implementation date unless otherwise provided for in the applicable Collective Agreement. The Employer(s) will determine the estimated number and types of positions available, and update such data as the reconfiguration/implementation plans are defined.

*lesser notice may be given only in exceptional circumstances.

(b) The Employer(s) and Union shall meet within thirty (30) days of notice provided for in Article 4203 (a) to discuss issues arising out of the transfer of nurses.

(c) The Employer(s) shall prepare and provide the following data relative to the transfer/closure/consolidation/merger to the Union:

- any positions affected
- where applicable, number of vacancies and/or new positions created at the receiving facility/program/site
- up to date seniority lists
- pertinent classification information
- relevant time frames

4204 Staff Mobility

A. **Transfers with Programs**

1. When programs are transferred, consolidated, or merged from one or more facilities/programs/sites to another, the Employer(s) will determine the number of nurses required by classification.

Where, in the event of a transfer/closure/consolidation/merger of one or more of the programs and/or facilities and/or sites, an affected nurse's worksite/originating site is moved from one (1) city or town to another city or town potentially requiring a change of residence by the nurse, the Union and the nurse shall be given notice of the move three (3) months in advance of the date upon which the move of the nurse is to be effected. Such notice shall be provided in writing to the Union and the affected nurse by the Employer.

Should the nurse accept the position requiring relocation they may request that the effective date of the relocation be deferred by up to one (1) month for personal reasons such as the impact on school-age children.

Where a nurse has accepted relocation involving a change in residence, they shall be reimbursed as per the MOU #26 re: Relocation Expenses for Program Transfers.

Qualified nurses affected will first be given the opportunity to move with the facility(ies)/program(s)/site(s), before other nurses. Where excess numbers of nurses wish to move, nurses will be selected in descending order of seniority. Where an insufficient number of nurses by classification volunteer to move, the remaining vacancies shall be filled by utilizing the job posting/recall procedures in the applicable Collective Agreement. Where a nurse is not able or elects not to move, the provisions of Article 27 will apply.

2. If vacancies continue to exist after the job competition, the Employer(s) reserves the right to transfer affected nurses from the sending facility(ies)/program(s)/site(s) to fill the vacancies commencing with the most junior qualified nurse. A nurse shall not be compelled to accept a transfer where the receiving facility/program/site is greater than fifty (50) kilometres from the sending facility/program/site. In such case, where a nurse declines to accept a position at the receiving facility(ies)/program(s)/site(s), and no similar position is available at the sending facility(ies)/program(s)/site(s) for which the nurse is qualified, the nurse may exercise their seniority rights (deletion/bumping) or be placed on layoff in accordance with Article 27. Where it is not possible due to seniority level or where there are no positions available within .2 of the EFT of the position occupied by the nurse at the time of the deletion, the nurse shall be entitled to exercise their seniority rights, subject to their ability, performance and qualifications, to displace a nurse in a position of equal or lower classification within any of the other sites comprising the Employer. Any nurse thus displaced shall also be entitled to a like exercise of seniority rights.

3. Nurses who are transferred in accordance with this Article shall retain seniority, service, and all other benefits as specified hereinafter:
 - (a) continuous service date
 - (b) accumulated income protection benefits;
 - (c) length of employment applicable to rate at which vacation is earned;
 - (d) length of employment applicable to pre-retirement leave;
 - (e) length of employment applicable for qualification for the Magic 80 (as per the terms and conditions of the applicable pension plan) pension provisions;
 - (f) length of employment applicable to next increment date;
 - (g) the terms and conditions of the benefit plan(s) for the new Employer apply; however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and condition;
 - (h) seniority credits (in accordance with receiving Collective Agreement).
 - (i) transfer of current vacation hours unless the nurse elects to have their current vacation hours paid out by the previous Employer at the time of the transfer;

- (j) placement at the greater of the nurse's salary level at the sending facility/program/site, or in accordance with the recognition of previous experience clause(s) in Article 38.
- (k) where a nurse transfers prior to the completion of maternity leave return of service requirements, the nurse shall be allowed to complete the return of service requirements at the receiving facility(ies)/program(s)/site(s).

4. Nurses who are transferred in accordance with this Article will be treated in all respects as if they had always been nurses of the receiving facility(ies)/program(s)/site(s).

To ensure the accuracy of the calculation of seniority and service of transferred nurses, the Employer(s) will provide sufficient information to verify an accurate calculation has been made.

5. The receiving facility(ies)/program(s)/site(s) will provide an orientation period to nurses transferring to new facility(ies)/program(s)/site(s) and shall take into consideration the individual needs of the transferring nurse(s). The orientation period shall be of sufficient duration to assist the nurse in becoming familiarized with essential information such as policies and procedures, routines, location of supplies and equipment, and fire and disaster plans.

It is further agreed that periods of orientation shall be considered time worked.

Issues related to orientation will be referred immediately to the Employers Organizationl Nursing Advisory Committee, in order to ensure a standardized, effective orientation structure, duration and content across the Employers Organizations.

6. No new probationary/trial period will be served by transferring nurses. Any transferring nurse who had not yet completed their probationary/trial period at the sending facility/program/site will complete the balance of the period required at the receiving facility/program/site.

7. Should the transferred nurse decide not to remain at the receiving facility/program/site, such nurse shall provide written notice to the receiving facility/program/site no later than sixty (60) days following the date of transfer. The nurse shall be entitled to be placed on the Central Redeployment list and the recall list of the sending facility(ies)/program(s)/site(s).
8. It is agreed that vacation earned at the sending facility/program/site shall not be paid out upon transfer unless the nurse requests.

In the event a nurse elects to have their accrued vacation transferred, it does not mean that the previously approved vacation dates will be honored at the receiving facility/program/site. The receiving Employer will schedule the remaining vacation in consultation with the nurse, based on operational requirements and in accordance with Article 21.

In the event a Transfer of Program as per Article 4204 (A), the parties agree that where affected nurses hold accrued seniority and service at multiple Employers/facilities/programs/sites, the parties will review the effect of the restructuring on such nurses to ensure fairness and equity in the recognition of seniority and service.

B. Temporary Transfer of Nurses

1. To facilitate temporary transfers within and between Employers Organizations to facilities/programs/sites experiencing a need for additional nurses on a sporadic or episodic basis, nurses qualified to perform the work from other facilities/programs/sites, as determined by the Employer(s), shall be offered the opportunity to work in the facility(ies)/program(s)/site(s) experiencing the need for additional nurses.

Allows for temporary transfer of nurses on a voluntary basis between Central Table Employers and Employer Organizations. Involuntary temporary transfer can be conducted within the limitations as described in this Article (see #4. & #9. below).

Temporarily transferred nurses shall be paid the greater of six dollars (\$6.00) per hour or fifteen percent (15%) (effective October 14, 2021) above their normal rate of pay for all hours worked at the receiving facility/program/site.

2. Temporary transfers shall not be implemented until the applicable provisions of the Collective Agreement of the receiving facility/program/site relating to the assigning of occasional additional shifts are fulfilled. Before transferring nurses, the Employer shall first seek to prebook remaining available shifts on the basis of voluntary eligible overtime.
3. The temporarily transferred nurses will continue to be covered by the terms of the sending facility's/program's/site's Collective Agreement.
4. Where an insufficient number of qualified nurses volunteer to be temporarily transferred, the Employer reserves the right to transfer nurses (based on operational requirements at affected facilities/programs/sites) from such facility(ies)/program(s)/site(s) as determined by the Employer, commencing with the most junior qualified nurse (regardless of classification) at the sending facility(ies)/program(s)/site(s) for a maximum of six (6) weeks duration, unless otherwise mutually agreed between the nurse and the Employer.

A nurse shall not be compelled to transfer to a facility/program/site greater than fifty (50) kilometres from their home facility/program/site.

The Employer agrees that this provision (#4) shall be utilized only under extenuating and emergency circumstances, and further, shall be implemented only in accordance with the provisions of Article 1001 of the Collective Agreement.

5. Temporarily transferred nurses will be provided with a daily "work disruption" allowance, for each day actually worked as follows:
 - (a) Between 1 – 49 km between sending and receiving site
- \$40
 - Between 50 – 99 km between sending and receiving site
- \$80
 - Between 100 – 149 km between sending and receiving site
- \$130
 - 150 km or more between sending and receiving site
- \$180and

(b) Where a nurse is temporarily transferred and due to the distance involved—requires accommodations, the Employer shall pay actual travel time at the nurse’s regular rate of pay for one-time return travel between the sending and receiving locations. All travel expenses, accommodations, as well as a daily per diem of sixty dollars (\$60.00) will be paid for the duration of the transfer, including days in which the nurse has not worked.

6. The receiving facility/program/site will provide an orientation period to the temporarily transferred nurse. The orientation shall be of sufficient duration to assist the nurse in becoming familiarized with essential information such as policies, procedures, routines, location of supplies and equipment, and fire and disaster plans. The orientation shall take into consideration the individual needs of the transferring nurse(s).

It is further agreed that periods of orientation shall be considered time worked.

Issues related to orientation will be referred immediately to the Employers Organization I Nursing Advisory Committee, in order to ensure a standardized, effective orientation structure, duration and content across the Employers Organizations.

7. It is further agreed that should it be necessary to temporarily transfer nurses from one facility/program/site to another, in accordance with this Article as much notice as possible shall be provided to such nurse. Should the temporary transfer be required during the course of a scheduled shift, travel time from the sending to the receiving facility/program/site shall be considered time worked. If personal transportation is not available, transportation will be provided. Where a change in work schedule is required by the Employer (receiving facility/program/site) as a result of a transfer, the nurse(s) shall be compensated as per #10 below.

8. “Personal transportation” will be expanded to include the following:

Return transportation will be provided by the Employer, if the nurse requests transportation or if personal transportation is not available. If personal transportation is utilized, the following shall apply:

- (a) Parking in close proximity to the “receiving facility/site” will be made available.
- (b) Parking expenses shall be reimbursed to the nurse by the Employer.
- (c) The nurse shall be eligible for transportation reimbursement in accordance with the prevailing Province of Manitoba mileage rates in accordance with the following formula, subject to a minimum guarantee of four dollars (\$4.00):

Distance (in kms) from the nurse’s home to the “receiving facility/site” minus the distance (in kms) from the nurse’s home to the “sending facility/site”.
It is understood that any adjustments in the mileage rates shall be implemented as quickly as reasonably possible, retroactive to the date the Province of Manitoba mileage rates became effective.

- 9. In the event of a temporary transfer which exceeds six (6) weeks in duration, and where a nurse has requested to discontinue their transfer and return to the sending facility/program/site, the Employer shall conduct a recanvass for volunteers amongst qualified nurses. Where there are insufficient volunteers to replace the temporarily transferred nurse, as per #4 above, the sending facility shall send the next most qualified junior nurse in order of ascending seniority to replace the temporarily transferred nurse requesting return.
- 10. Where a change in work schedule is required by the Employer (receiving facility/program/site) as a result of a temporary transfer, the nurse(s) shall be compensated with a Shift Disruption Allowance as described below for each shift that has been changed and worked by the nurse. The following rules shall apply:
 - (a) Compensation of one of the following amounts as applicable per shift, whichever is greatest:
 - i. \$25 Impact Shift Changes: an adjustment is made to the start and end times of a shift that is greater than 1 hour and up to 4 hours; or
 - ii. \$35 Impact Shift Changes: a change is made to the calendar day that a nurse was scheduled to work (no change to shift length or shift description); or

- iii. \$50 Impact Shift Changes: an adjustment is made to the start and end times of a shift that is greater than 4 hours; a change is made to the shift length (eg: 8 to 12 hours); a change is made to the shift description (eg: from straight Days to Days/Nights, or from straight Days to Days/Evenings);
 - (b) Shift disruption allowance will not be paid on days during which the nurse does not work or for shifts that have not been changed;
 - (c) Nurses shall not be eligible to receive overtime as a result of changes to their shift length (i.e. changing from 8 to 12 hour shifts), unless they are in an overtime situation as identified in the nurse(s) respective Collective Agreement and are now required to work additional hours.
 - (d) Changes to shift length must not cause a decrease to the nurses' EFT; and
 - (e) Shift disruption allowance will cease to be paid, upon the effective date of the subsequent shift schedule which shall be posted in accordance with the Collective Agreement, and the nurse is scheduled as posted. If this posted schedule is disrupted the nurse shall be paid in accordance with 10. (a) above. When the transferred nurse is returned to their owned position, the Shift Disruption Allowance is not applicable.
11. The parties agree that the provisions of this Article are intended to satisfy the requirements of Article 1001 (b) except where unusual working conditions related to such emergency are not specifically contemplated herein.
12. Where distance is indicated herein, it is understood to be the distance measured in kilometres by the most direct route by serviceable public roadway between applicable locations.

APPENDIX “A” -- SALARIES

Each nurse currently employed within an Employers Organization on October 14, 2021 shall be entitled to a one-time lump sum payment calculated on the following basis:

\$0.50 per hour for all hours paid at the nurse’s regular rate of pay between October 1, 2020 and September 30, 2021, subject to a minimum payment of \$500 total between all employers for which the nurse is employed.

For the purposes of this calculation, hours paid excludes all overtime worked.

All statutory deductions will apply to this payment. The lump-sum payment is deemed non-pensionable and is not subject to benefit deductions.

Nurses on a leave of absence shall be deemed to be paid their regular rates based on their pre leave EFT subject to the time period above. Such nurses will receive the payment and will be required to report all earnings to any applicable third party payer/insurer.

As it relates to the minimum \$500 total, where a nurse has not received a minimum payment of \$500 as a total for all Employers from which the nurse has received such payment, the nurse shall have ninety (90) days to provide documentation of all information relevant to entitlements under signing bonus to their Employer(s) and the MNU in order to be appropriately compensated.

Where a nurse has changed Employers in the relevant period, the receiving Employer is responsible for paying the signing bonus for both sending and receiving Employer.

**MNU & Rural Health Authorities & Associations - Interlake/Eastern RHA
1885 ANNUAL HOURS- APPENDIX A - SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse II	1885	Hourly	38.606	39.953	41.305	42.713	44.089	45.519		46.428
		Monthly	6,064.310	6,275.885	6,488.300	6,709.446	6,925.723	7,150.228		7,293.125
		Annual	72,771.725	75,310.625	77,859.600	80,513.355	83,108.675	85,802.730		87,517.495
Nurse II (20 Year Scale)	1885	Hourly	39.379	40.752	42.131	43.568	44.971	46.428		
		Monthly	6,185.714	6,401.487	6,618.100	6,843.780	7,064.254	7,293.125		
		Annual	74,228.570	76,817.845	79,417.195	82,125.355	84,771.050	87,517.495		
Nurse IV	1885	Hourly	41.448	42.982	44.519	46.194	48.114	49.975	51.925	52.963
		Monthly	6,510.801	6,751.761	6,993.225	7,256.351	7,557.929	7,850.272	8,156.552	8,319.599
		Annual	78,129.610	81,021.135	83,918.705	87,076.210	90,695.150	94,203.265	97,878.625	99,835.190
Nurse IV (20 Year Scale)	1885	Hourly	42.277	43.841	45.409	47.118	49.076	50.976	52.963	
		Monthly	6,640.936	6,886.766	7,132.932	7,401.431	7,709.054	8,007.442	8,319.599	
		Annual	79,691.235	82,641.195	85,595.185	88,817.170	92,508.650	96,089.305	99,835.190	
Nurse V	1885	Hourly	43.752	45.428	47.347	49.208	51.241	53.232	55.307	56.414
		Monthly	6,872.661	7,135.955	7,437.365	7,729.708	8,049.085	8,361.914	8,687.840	8,861.634
		Annual	82,471.935	85,631.455	89,248.380	92,756.495	96,589.025	100,342.970	104,254.085	106,339.610
Nurse V (20 Year Scale)	1885	Hourly	44.626	46.335	48.294	50.193	52.266	54.296	56.414	
		Monthly	7,010.017	7,278.516	7,586.139	7,884.527	8,210.118	8,528.991	8,861.634	
		Annual	84,120.205	87,342.190	91,033.670	94,614.325	98,521.410	102,347.895	106,339.610	
Nurse Practitioner	1885	Hourly	49.863	53.521	55.723	57.921	60.293			61.499
		Monthly	7,832.641	8,407.252	8,753.160	9,098.397	9,471.004			9,660.414
		Annual	93,991.690	100,887.020	105,037.920	109,180.760	113,652.045			115,924.965
Nurse Practitioner (20 Year Scale)	1885	Hourly	50.859	54.591	56.836	59.079	61.499			
		Monthly	7,989.139	8,575.336	8,927.961	9,280.250	9,660.414			
		Annual	95,869.670	102,904.035	107,135.535	111,363.005	115,924.965			

Weekend Worker - Nurse II	1885	Hourly	44.397	45.946	47.501	49.120	50.704	52.347	53.394
		Monthly	6,974.083	7,217.394	7,461.545	7,715.939	7,964.791	8,222.879	8,387.270
		Annual	83,688.995	86,608.730	89,538.540	92,591.265	95,577.495	98,674.550	100,647.235
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	45.285	46.865	48.451	50.103	51.718	53.394	
		Monthly	7,113.454	7,361.635	7,610.823	7,870.422	8,123.976	8,387.270	
		Annual	85,361.445	88,339.615	91,329.875	94,445.065	97,487.715	100,647.235	
Weekend Worker - Nurse IV	1885	Hourly	47.664	49.430	51.196	53.123	55.331	57.472	59.713
		Monthly	7,487.236	7,764.635	8,042.033	8,344.787	8,691.535	9,027.872	9,379.993
		Annual	89,846.835	93,175.615	96,504.395	100,137.440	104,298.415	108,334.460	112,559.915
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	48.619	50.418	52.220	54.186	56.437	58.621	60.906
		Monthly	7,637.186	7,919.790	8,202.897	8,511.696	8,865.328	9,208.382	9,567.388
		Annual	91,646.230	95,037.475	98,434.765	102,140.350	106,383.940	110,500.585	114,808.655
Weekend Worker - Nurse V	1885	Hourly	50.314	52.240	54.448	56.590	58.928	61.216	63.602
		Monthly	7,903.502	8,206.088	8,552.835	8,889.340	9,256.574	9,616.084	9,990.874
		Annual	94,842.020	98,473.050	102,634.025	106,672.085	111,078.890	115,393.005	119,890.485
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	51.321	53.286	55.537	57.722	60.106	62.440	64.874
		Monthly	8,061.679	8,370.310	8,723.943	9,067.164	9,441.618	9,808.348	10,190.695
		Annual	96,740.150	100,443.720	104,687.310	108,805.970	113,299.420	117,700.180	122,288.335

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

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase

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

Nurse Classification ⁽¹⁾	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Nurse II	1885	Hourly	39.088	40.452	41.821	43.246	44.641	46.087			47.009	
		Monthly	6,140.041	6,354.303	6,569.404	6,793.237	7,012.368	7,239.559			7,384.303	
		Annual	73,680.490	76,251.630	78,832.845	81,518.840	84,148.415	86,874.710			88,611.640	
Nurse II (20 Year Scale)	1885	Hourly	39.870	41.262	42.658	44.112	45.534	47.009				
		Monthly	6,262.956	6,481.583	6,700.883	6,929.249	7,152.578	7,384.303				
		Annual	75,155.470	77,779.000	80,410.590	83,150.990	85,830.940	88,611.640				
Nurse IV	1885	Hourly	41.967	43.520	45.076	46.772	48.716	50.599	52.574			53.625
		Monthly	6,592.240	6,836.223	7,080.710	7,347.026	7,652.466	7,948.335	8,258.478			8,423.540
		Annual	79,106.885	82,034.680	84,968.520	88,164.310	91,829.595	95,380.025	99,101.730			101,082.475
Nurse IV (20 Year Scale)	1885	Hourly	42.805	44.390	45.976	47.707	49.690	51.613	53.625			
		Monthly	6,723.887	6,972.908	7,222.096	7,493.953	7,805.438	8,107.520	8,423.540			
		Annual	80,686.645	83,674.890	86,665.150	89,927.435	93,665.260	97,290.245	101,082.475			
Nurse V	1885	Hourly	44.299	45.995	47.939	49.822	51.881	53.897	55.999			57.119
		Monthly	6,958.635	7,225.118	7,530.391	7,826.260	8,149.668	8,466.358	8,796.483			8,972.459
		Annual	83,503.615	86,701.420	90,364.690	93,915.120	97,796.010	101,596.300	105,557.790			107,669.510
Nurse V (20 Year Scale)	1885	Hourly	45.184	46.915	48.898	50.821	52.919	54.975	57.119			
		Monthly	7,097.670	7,369.527	7,681.012	7,983.094	8,312.715	8,635.618	8,972.459			
		Annual	85,172.035	88,434.320	92,172.145	95,797.130	99,752.575	103,627.420	107,669.510			
Nurse Practitioner	1885	Hourly	50.486	54.190	56.420	58.645	61.046					62.267
		Monthly	7,930.536	8,512.368	8,862.642	9,212.076	9,589.385					9,781.146
		Annual	95,166.435	102,148.410	106,351.700	110,544.915	115,072.620					117,373.750
Nurse Practitioner (20 Year Scale)	1885	Hourly	51.495	55.273	57.547	59.817	62.267					
		Monthly	8,089.050	8,682.467	9,039.626	9,396.281	9,781.146					
		Annual	97,068.595	104,189.605	108,475.510	112,755.370	117,373.750					
Weekend Worker - Nurse II	1885	Hourly	44.952	46.520	48.094	49.734	51.338	53.001				54.061
		Monthly	7,061.232	7,307.565	7,554.739	7,812.323	8,064.366	8,325.644				8,492.050
		Annual	84,734.780	87,690.785	90,656.865	93,747.875	96,772.390	99,907.730				101,904.595
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	45.851	47.450	49.057	50.730	52.364	54.061				
		Monthly	7,202.450	7,453.653	7,706.032	7,968.821	8,225.566	8,492.050				
		Annual	86,429.395	89,443.835	92,472.380	95,625.855	98,706.790	101,904.595				
Weekend Worker - Nurse IV	1885	Hourly	48.260	50.048	51.836	53.787	56.022	58.190	60.460			61.668
		Monthly	7,580.766	7,861.690	8,142.615	8,449.063	8,800.177	9,140.712	9,497.199			9,686.945
		Annual	90,969.190	94,340.285	97,711.380	101,388.755	105,602.120	109,688.540	113,966.385			116,243.335
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	49.227	51.048	52.873	54.864	57.143	59.353	61.668			
		Monthly	7,732.730	8,018.860	8,305.494	8,618.155	8,976.153	9,323.405	9,686.945			
		Annual	92,792.765	96,226.325	99,665.930	103,417.860	107,713.840	111,880.860	116,243.335			
Weekend Worker - Nurse V	1885	Hourly	50.943	52.893	55.129	57.298	59.664	61.982	64.398			65.686
		Monthly	8,002.237	8,308.685	8,659.798	9,000.501	9,372.269	9,736.312	10,115.804			10,318.143
		Annual	96,026.840	99,704.215	103,917.580	108,006.015	112,467.225	116,835.745	121,389.645			123,817.720
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	51.962	53.952	56.231	58.444	60.857	63.221	65.686			
		Monthly	8,162.429	8,474.922	8,832.920	9,180.508	9,559.664	9,930.928	10,318.143			
		Annual	97,949.150	101,699.065	105,995.045	110,166.095	114,715.965	119,171.130	123,817.720			

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

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse II	1885	Hourly	39.635	41.018	42.407	43.851	45.266	46.733		47.667
		Monthly	6,226.014	6,443.298	6,661.422	6,888.278	7,110.599	7,340.981		7,487.740
		Annual	74,712.170	77,319.580	79,937.065	82,659.330	85,327.190	88,091.770		89,852.880
Nurse II (20 Year Scale)	1885	Hourly	40.428	41.839	43.256	44.730	46.171	47.667		
		Monthly	6,350.608	6,572.258	6,794.748	7,026.305	7,252.657	7,487.740		
		Annual	76,207.300	78,867.100	81,536.975	84,315.660	87,031.880	89,852.880		
Nurse IV	1885	Hourly	42.554	44.129	45.707	47.427	49.398	51.308	53.310	54.375
		Monthly	6,684.595	6,931.936	7,179.781	7,449.959	7,759.597	8,059.664	8,374.172	8,541.417
		Annual	80,215.135	83,183.230	86,157.370	89,399.505	93,115.165	96,715.970	100,490.065	102,497.005
Nurse IV (20 Year Scale)	1885	Hourly	43.404	45.011	46.620	48.375	50.386	52.335	54.375	
		Monthly	6,818.088	7,070.467	7,323.182	7,598.901	7,914.752	8,221.032	8,541.417	
		Annual	81,817.060	84,845.605	87,878.180	91,186.810	94,977.025	98,652.385	102,497.005	
Nurse V	1885	Hourly	44.919	46.639	48.610	50.520	52.607	54.652	56.782	57.919
		Monthly	7,056.026	7,326.204	7,635.843	7,935.910	8,263.683	8,584.908	8,919.565	9,098.061
		Annual	84,672.315	87,914.450	91,630.110	95,230.915	99,164.195	103,018.890	107,034.785	109,176.730
Nurse V (20 Year Scale)	1885	Hourly	45.817	47.571	49.582	51.533	53.660	55.744	57.919	
		Monthly	7,197.076	7,472.628	7,788.479	8,094.927	8,429.081	8,756.518	9,098.061	
		Annual	86,364.915	89,671.530	93,461.745	97,139.120	101,148.970	105,078.220	109,176.730	
Nurse Practitioner	1885	Hourly	51.193	54.949	57.210	59.465	61.902			63.140
		Monthly	8,041.529	8,631.588	8,986.732	9,341.036	9,723.718			9,918.166
		Annual	96,498.350	103,579.060	107,840.785	112,092.435	116,684.620			119,017.990
Nurse Practitioner (20 Year Scale)	1885	Hourly	52.216	56.047	58.353	60.654	63.140			
		Monthly	8,202.225	8,804.039	9,166.235	9,527.760	9,918.166			
		Annual	98,426.705	105,648.465	109,994.820	114,333.115	119,017.990			
Weekend Worker - Nurse II	1885	Hourly	45.582	47.171	48.767	50.430	52.056	53.743		54.818
		Monthly	7,160.135	7,409.827	7,660.526	7,921.637	8,177.206	8,442.178		8,610.935
		Annual	85,921.615	88,917.920	91,926.315	95,059.640	98,126.470	101,306.140		103,331.215
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	46.494	48.114	49.743	51.440	53.098	54.818		
		Monthly	7,303.368	7,557.929	7,813.834	8,080.318	8,340.757	8,610.935		
		Annual	87,640.410	90,695.150	93,766.010	96,963.815	100,089.080	103,331.215		
Weekend Worker - Nurse IV	1885	Hourly	48.935	50.748	52.562	54.540	56.807	59.005	61.306	62.531
		Monthly	7,686.889	7,971.676	8,256.630	8,567.276	8,923.428	9,268.664	9,630.189	9,822.621
		Annual	92,242.670	95,660.110	99,079.565	102,807.315	107,081.130	111,223.970	115,562.265	117,871.455
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	49.916	51.764	53.613	55.632	57.942	60.184	62.531	
		Monthly	7,841.037	8,131.197	8,421.693	8,738.887	9,101.755	9,453.876	9,822.621	
		Annual	94,092.440	97,574.360	101,060.310	104,866.645	109,221.060	113,446.515	117,871.455	

Weekend Worker - Nurse V	1885	Hourly	51.656	53.634	55.900	58.099	60.499	62.850	65.299	66.605
		Monthly	8,114.237	8,425.051	8,781.034	9,126.439	9,503.412	9,872.660	10,257.358	10,462.552
		Annual	97,370.845	101,100.610	105,372.410	109,517.265	114,040.940	118,471.925	123,088.290	125,550.620
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	52.690	54.708	57.018	59.261	61.709	64.106	66.605	
		Monthly	8,276.780	8,593.639	8,956.507	9,308.964	9,693.493	10,069.963	10,462.552	
		Annual	99,321.365	103,123.670	107,478.085	111,707.570	116,321.920	120,839.550	125,550.620	

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

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

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

Nurse Classification ⁽¹⁾	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse II	1885	Hourly	39.833	41.224	42.619	44.070	45.493	46.967			47.906
		Monthly	6,257.079	6,475.538	6,694.670	6,922.700	7,146.198	7,377.755			7,525.185
		Annual	75,084.945	77,706.460	80,336.035	83,072.405	85,754.370	88,533.055			90,302.225
Nurse II (20 Year Scale)	1885	Hourly	40.630	42.049	43.472	44.953	46.402	47.906			
		Monthly	6,382.345	6,605.170	6,828.667	7,061.400	7,288.927	7,525.185			
		Annual	76,588.135	79,262.040	81,944.005	84,736.795	87,467.120	90,302.225			
Nurse IV	1885	Hourly	42.767	44.349	45.936	47.664	49.645	51.565	53.577		54.647
		Monthly	6,718.010	6,966.527	7,215.715	7,487.236	7,798.386	8,099.964	8,415.983		8,584.068
		Annual	80,616.120	83,598.320	86,588.580	89,846.835	93,580.630	97,199.570	100,991.800		103,008.815
Nurse IV (20 Year Scale)	1885	Hourly	43.621	45.236	46.853	48.617	50.638	52.597	54.647		
		Monthly	6,852.175	7,105.898	7,359.788	7,636.850	7,954.380	8,262.172	8,584.068		
		Annual	82,226.105	85,270.770	88,317.450	91,642.200	95,452.565	99,146.060	103,008.815		
Nurse V	1885	Hourly	45.143	46.872	48.853	50.773	52.870	54.926	57.067		58.208
		Monthly	7,091.289	7,362.810	7,673.960	7,975.538	8,304.990	8,627.894	8,964.231		9,143.566
		Annual	85,095.465	88,353.720	92,087.515	95,706.455	99,659.885	103,534.730	107,570.775		109,722.795
Nurse V (20 Year Scale)	1885	Hourly	46.046	47.809	49.830	51.790	53.928	56.023	58.208		
		Monthly	7,233.010	7,510.073	7,827.435	8,135.395	8,471.228	8,800.345	9,143.566		
		Annual	86,796.125	90,120.875	93,929.225	97,624.735	101,654.735	105,604.135	109,722.795		
Nurse Practitioner	1885	Hourly	51.448	55.224	57.496	59.763	62.212				63.455
		Monthly	8,081.661	8,674.743	9,031.734	9,387.717	9,772.414				9,967.701
		Annual	96,979.935	104,096.915	108,380.805	112,652.605	117,268.970				119,612.415
Nurse Practitioner (20 Year Scale)	1885	Hourly	52.477	56.327	58.645	60.958	63.455				
		Monthly	8,243.197	8,848.033	9,212.076	9,575.448	9,967.701				
		Annual	98,918.365	106,176.395	110,544.915	114,905.375	119,612.415				
Weekend Worker - Nurse II	1885	Hourly	45.809	47.408	49.011	50.682	52.316	54.012			55.091
		Monthly	7,195.901	7,446.936	7,698.811	7,961.265	8,218.010	8,484.325			8,653.921
		Annual	86,350.810	89,363.235	92,385.735	95,535.180	98,616.115	101,811.905			103,847.055
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	46.726	48.355	49.992	51.697	53.363	55.091			
		Monthly	7,339.805	7,595.710	7,852.959	8,120.786	8,382.400	8,653.921			
		Annual	88,077.665	91,148.525	94,235.505	97,449.430	100,588.800	103,847.055			
Weekend Worker - Nurse IV	1885	Hourly	49.180	51.001	52.825	54.812	57.091	59.300	61.613		62.843
		Monthly	7,725.342	8,011.472	8,297.938	8,610.095	8,968.093	9,315.009	9,678.381		9,871.653
		Annual	92,704.105	96,137.665	99,575.255	103,321.140	107,617.120	111,780.110	116,140.570		118,459.835
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	50.165	52.022	53.881	55.910	58.232	60.485	62.843		
		Monthly	7,880.161	8,171.833	8,463.840	8,782.545	9,147.260	9,501.229	9,871.653		
		Annual	94,561.935	98,061.990	101,566.075	105,390.545	109,767.125	114,014.745	118,459.835		
Weekend Worker - Nurse V	1885	Hourly	51.914	53.903	56.179	58.390	60.802	63.164	65.625		66.939
		Monthly	8,154.873	8,467.198	8,824.860	9,172.112	9,550.932	9,922.028	10,308.572		10,514.942
		Annual	97,858.475	101,606.375	105,898.325	110,065.345	114,611.185	119,064.335	123,702.865		126,179.300
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	52.953	54.981	57.303	59.557	62.018	64.427	66.939		
		Monthly	8,318.088	8,636.626	9,001.341	9,355.477	9,742.021	10,120.338	10,514.942		
		Annual	99,817.055	103,639.510	108,016.090	112,265.725	116,904.255	121,444.050	126,179.300		

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

A1. Effective April 1, 2021

- Monthly salaries include a 1.2% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Nurse II ⁽²⁾	1885	Hourly	40.311	41.719	43.130	44.599	46.039	47.530	48.481	49.450	
		Monthly	6,332.138	6,553.284	6,774.934	7,005.819	7,232.003	7,466.247	7,615.525	7,767.825	
		Annual	75,985.650	78,639.405	81,299.205	84,069.830	86,784.035	89,594.960	91,386.295	93,213.900	
Nurse II (20 Year Scale) ⁽²⁾	1885	Hourly	41.118	42.553	43.993	45.493	46.959	48.481	49.450		
		Monthly	6,458.915	6,684.427	6,910.610	7,146.198	7,376.411	7,615.525	7,767.825		
		Annual	77,506.975	80,213.120	82,927.325	85,754.370	88,516.935	91,386.295	93,213.900		
Nurse IV ⁽³⁾	1885	Hourly	43.280	44.882	46.487	48.236	50.240	52.184	54.307	56.517	57.647
		Monthly	6,798.610	7,050.149	7,302.360	7,577.072	7,891.915	8,197.188	8,530.670	8,877.922	9,055.410
		Annual	81,583.320	84,601.790	87,628.320	90,924.860	94,702.985	98,366.255	102,368.045	106,535.065	108,664.920
Nurse IV (20 Year Scale) ⁽³⁾	1885	Hourly	44.145	45.780	47.415	49.200	51.245	53.228	55.392	57.647	
		Monthly	6,934.455	7,191.199	7,448.112	7,728.533	8,049.757	8,361.243	8,701.106	9,055.410	
		Annual	83,213.455	86,294.390	89,377.340	92,742.390	96,597.085	100,334.910	104,413.270	108,664.920	
Nurse V	1885	Hourly	45.685	47.434	49.439	51.382	53.505	55.585	57.752	58.906	58.906
		Monthly	7,176.423	7,451.134	7,765.978	8,071.250	8,404.733	8,731.499	9,071.866	9,253.216	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	111,038.590
Nurse V (20 Year Scale)	1885	Hourly	46.598	48.384	50.427	52.411	54.575	56.696	58.906	58.906	58.906
		Monthly	7,319.823	7,600.244	7,921.301	8,232.954	8,572.818	8,905.964	9,253.216	9,253.216	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	111,038.590	111,038.590
Nurse Practitioner	1885	Hourly	52.066	55.887	58.186	60.480	62.958				64.216
		Monthly	8,178.717	8,778.851	9,140.040	9,500.389	9,889.620				10,087.258
		Annual	98,144.605	105,346.215	109,680.480	114,004.670	118,675.440				121,047.095
Nurse Practitioner (20 Year Scale)	1885	Hourly	53.106	57.003	59.348	61.689	64.216				
		Monthly	8,342.100	8,954.156	9,322.565	9,690.303	10,087.258				
		Annual	100,105.200	107,449.875	111,870.785	116,283.635	121,047.095				
Weekend Worker - Nurse II ⁽²⁾	1885	Hourly	46.359	47.976	49.599	51.290	52.944	54.659	55.753	56.868	56.868
		Monthly	7,282.210	7,536.268	7,791.165	8,056.810	8,316.577	8,586.083	8,757.862	8,932.999	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	107,195.985
Weekend Worker - Nurse II (20 Year Scale) ⁽²⁾	1885	Hourly	47.287	48.935	50.592	52.317	54.003	55.752	56.868	56.868	56.868
		Monthly	7,427.962	7,686.889	7,947.160	8,218.178	8,482.982	8,757.694	8,932.999	8,932.999	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	107,195.985	107,195.985
Weekend Worker - Nurse IV ⁽³⁾	1885	Hourly	49.770	51.614	53.459	55.470	57.777	60.012	62.452	64.994	66.293
		Monthly	7,818.032	8,107.688	8,397.513	8,713.364	9,075.728	9,426.842	9,810.195	10,209.501	10,413.520
		Annual	93,816.385	97,292.260	100,770.150	104,560.365	108,908.735	113,122.100	117,722.345	122,514.015	124,962.240

Weekend Worker - Nurse IV (20 Year Scale)⁽³⁾	1885	Hourly	50.767	52.647	54.528	56.581	58.931	61.211	63.702	66.293
		Monthly	7,974.698	8,269.896	8,565.429	8,887.997	9,257.078	9,615.244	10,006.490	10,413.520
		Annual	95,696.380	99,238.750	102,785.150	106,655.965	111,084.935	115,382.930	120,077.880	124,962.240
Weekend Worker - Nurse V	1885	Hourly	52.538	54.549	56.854	59.090	61.532	63.922	66.413	67.741
		Monthly	8,252.768	8,568.788	8,930.816	9,282.098	9,665.619	10,041.081	10,432.327	10,641.047
		Annual	99,033.220	102,825.450	107,169.790	111,385.170	115,987.430	120,492.970	125,187.920	127,692.565
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	53.588	55.641	57.990	60.273	62.762	65.199	67.741	
		Monthly	8,417.830	8,740.230	9,109.311	9,467.813	9,858.891	10,241.741	10,641.047	
		Annual	101,013.965	104,882.765	109,311.735	113,613.760	118,306.695	122,900.895	127,692.565	
¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.										
² New 'Year 6' Step-on-Scale for Nurse II Effective April 1, 2021										
³ Nurse IV Standardized to 'Year 7' Step-on-Scale Effective April 1, 2021										

**MNU & Rural Health Authorities & Associations - Interlake/Eastern RHA
2015 ANNUAL HOURS- APPENDIX A- SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	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
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 IV	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)	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 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	

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			
Weekend Worker - Licensed Practical Nurse	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 - 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		
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 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	53.998	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	

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

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	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
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 IV	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)	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 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	

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			
Weekend Worker - Licensed Practical Nurse	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 - 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		
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 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	

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

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	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
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 IV	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)	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 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	
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			

Weekend Worker - Licensed Practical Nurse	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 - 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		
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 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	

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

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	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
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 IV	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)	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 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	
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			

Weekend Worker - Licensed Practical Nurse	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 - 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		
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 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	

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

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⁾	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								
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	8,084.523	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	97,014.271	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 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	
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		

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				
Weekend Worker - Licensed Practical Nurse ⁽²⁾	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 - 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
Weekend Worker - Nurse II (20 Year Scale) ⁽³⁾	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		

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

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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	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								
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) ⁽²⁾	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 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	
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		

Nurse Practitioner	2015	Hourly	49.681	53.327	55.521	57.710	60.074			61.274	
		Monthly	8,342.268	8,954.492	9,322.901	9,690.471	10,087.426			10,288.926	
		Annual	100,107.215	107,453.905	111,874.815	116,285.650	121,049.110			123,467.110	
Nurse Practitioner (20 Year Scale)	2015	Hourly	50.674	54.392	56.629	58.863	61.274				
		Monthly	8,509.009	9,133.323	9,508.953	9,884.079	10,288.926				
		Annual	102,108.110	109,599.880	114,107.435	118,608.945	123,467.110				
Weekend Worker - Licensed Practical Nurse	2015	Hourly	33.862	34.970	36.063	37.392	38.612	39.972	41.396	42.636	43.489
		Monthly	5,685.994	5,872.046	6,055.579	6,278.740	6,483.598	6,711.965	6,951.078	7,159.295	7,302.528
		Annual	68,231.930	70,464.550	72,666.945	75,344.880	77,803.180	80,543.580	83,412.940	85,911.540	87,630.335
Weekend Worker - 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
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		

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

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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	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								
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)	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 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	
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		
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			

Weekend Worker - Licensed Practical Nurse	2015	Hourly	34.539	35.669	36.784	38.140	39.384	40.771	42.224	43.489	44.359
		Monthly	5,799.674	5,989.420	6,176.647	6,404.342	6,613.230	6,846.130	7,090.113	7,302.528	7,448.615
		Annual	69,596.085	71,873.035	74,119.760	76,852.100	79,358.760	82,153.565	85,081.360	87,630.335	89,383.385
Weekend Worker - Nurse II	2015	Hourly	45.120	46.695	48.274	49.920	51.529	53.199	54.263	55.348	56.455
		Monthly	7,576.400	7,840.869	8,106.009	8,382.400	8,652.578	8,932.999	9,111.662	9,293.852	9,479.735
		Annual	90,916.800	94,090.425	97,272.110	100,588.800	103,830.935	107,195.985	109,339.945	111,526.220	113,756.825
Weekend Worker - Nurse II (20 Year Scale)	2015	Hourly	46.023	47.628	49.241	50.919	52.560	54.262	55.348	56.455	
		Monthly	7,728.029	7,997.535	8,268.385	8,550.149	8,825.700	9,111.494	9,293.852	9,479.735	
		Annual	92,736.345	95,970.420	99,220.615	102,601.785	105,908.400	109,337.930	111,526.220	113,756.825	
Weekend Worker - LPN - CRN	2015	Hourly	45.978	47.554	49.168	50.795	52.347	53.997	55.370	56.477	57.607
		Monthly	7,720.473	7,985.109	8,256.127	8,529.327	8,789.934	9,066.996	9,297.546	9,483.430	9,673.175
		Annual	92,645.670	95,821.310	99,073.520	102,351.925	105,479.205	108,803.955	111,570.550	113,801.155	116,078.105
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	46.898	48.505	50.151	51.811	53.394	55.077	56.477	57.607	
		Monthly	7,874.956	8,144.798	8,421.189	8,699.930	8,965.743	9,248.346	9,483.430	9,673.175	
		Annual	94,499.470	97,737.575	101,054.265	104,399.165	107,588.910	110,980.155	113,801.155	116,078.105	
Weekend Worker - Nurse III	2015	Hourly	46.834	48.415	50.063	51.671	53.165	54.794	56.476	57.605	58.757
		Monthly	7,864.209	8,129.685	8,406.412	8,676.422	8,927.290	9,200.826	9,483.262	9,672.840	9,866.280
		Annual	94,370.510	97,556.225	100,876.945	104,117.065	107,127.475	110,409.910	113,799.140	116,074.075	118,395.355
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	47.771	49.381	51.064	52.705	54.228	55.889	57.606	58.757	
		Monthly	8,021.547	8,291.893	8,574.497	8,850.048	9,105.785	9,384.695	9,673.008	9,866.280	
		Annual	96,258.565	99,502.715	102,893.960	106,200.575	109,269.420	112,616.335	116,076.090	118,395.355	
Weekend Worker - Nurse IV	2015	Hourly	48.440	50.235	52.030	53.988	56.233	58.408	60.783	63.257	64.521
		Monthly	8,133.883	8,435.294	8,736.704	9,065.485	9,442.458	9,807.677	10,206.479	10,621.905	10,834.151
		Annual	97,606.600	101,223.525	104,840.450	108,785.820	113,309.495	117,692.120	122,477.745	127,462.855	130,009.815
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	49.411	51.240	53.071	55.070	57.357	59.575	62.000	64.521	
		Monthly	8,296.930	8,604.050	8,911.505	9,247.171	9,631.196	10,003.635	10,410.833	10,834.151	
		Annual	99,563.165	103,248.600	106,938.065	110,966.050	115,574.355	120,043.625	124,930.000	130,009.815	
Weekend Worker - Nurse V	2015	Hourly	51.134	53.092	55.335	57.512	59.887	62.214	64.638		65.931
		Monthly	8,586.251	8,915.032	9,291.669	9,657.223	10,056.025	10,446.768	10,853.798		11,070.914
		Annual	103,035.010	106,980.380	111,500.025	115,886.680	120,672.305	125,361.210	130,245.570		132,850.965
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	52.157	54.154	56.441	58.662	61.085	63.457	65.931		
		Monthly	8,758.030	9,093.359	9,477.385	9,850.328	10,257.190	10,655.488	11,070.914		
		Annual	105,096.355	109,120.310	113,728.615	118,203.930	123,086.275	127,865.855	132,850.965		

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

**MNU & Rural Health Authorities - Northern Manitoba
1885 ANNUAL HOURS- APPENDIX A - SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	1885	Hourly	30.960	31.973	32.972	34.188	35.303	36.547	37.848	38.605
		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	1885	Hourly	40.444	41.855	43.272	44.747	46.189	47.681		48.635
		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)	1885	Hourly	41.252	42.692	44.138	45.642	47.114	48.635		
		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	1885	Hourly	41.981	43.397	44.874	46.317	47.656	49.116	50.623	51.634
		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)	1885	Hourly	42.822	44.265	45.773	47.244	48.609	50.099	51.634	
		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	1885	Hourly	43.421	45.029	46.639	48.394	50.404	52.356	54.396	55.485
		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)	1885	Hourly	44.290	45.929	47.571	49.362	51.413	53.403	55.485	
		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	1885	Hourly	45.835	47.590	49.601	51.551	53.681	55.767	57.940	59.100
		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)	1885	Hourly	46.752	48.543	50.592	52.582	54.755	56.882	59.100	
		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	1885	Hourly	52.237	56.070	58.375	60.679	63.163			64.427
		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)	1885	Hourly	53.282	57.192	59.544	61.892	64.427			
		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	1885	Hourly	35.603	36.769	37.918	39.317	40.598	42.029	43.525	44.396
		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	83,886.980

Weekend Worker - Nurse II	1885	Hourly	46.511	48.134	49.762	51.459	53.118	54.833	55.929
		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)	1885	Hourly	47.441	49.097	50.758	52.488	54.181	55.929	
		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	1885	Hourly	48.279	49.907	51.606	53.264	54.805	56.483	58.216
		Monthly	7,583.788	7,839.525	8,106.513	8,366.952	8,608.920	8,872.549	9,144.742
		Annual	91,005.460	94,074.305	97,278.155	100,403.420	103,307.035	106,470.585	109,736.900
Weekend Worker - Nurse III (20 Year Scale)	1885	Hourly	49.244	50.905	52.638	54.330	55.902	57.613	59.380
		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	1885	Hourly	49.935	51.783	53.634	55.654	57.965	60.208	62.556
		Monthly	7,843.891	8,134.219	8,425.051	8,742.245	9,105.281	9,457.738	9,826.483
		Annual	94,126.695	97,610.630	101,100.610	104,906.945	109,263.375	113,492.860	117,917.800
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	50.933	52.819	54.708	56.766	59.124	61.413	63.808
		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	1885	Hourly	52.711	54.729	57.041	59.285	61.734	64.132	66.632
		Monthly	8,279.971	8,596.998	8,960.201	9,312.658	9,697.355	10,073.993	10,466.750
		Annual	99,359.650	103,163.970	107,522.415	111,751.900	116,368.265	120,887.910	125,600.995
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	53.765	55.824	58.182	60.469	62.967	65.413	67.964
		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.

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	1885	Hourly	31.347	32.373	33.385	34.615	35.744	37.003	38.321	39.087
		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	1885	Hourly	40.950	42.378	43.813	45.306	46.766	48.278		49.243
		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)	1885	Hourly	41.768	43.226	44.689	46.212	47.703	49.243		
		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	1885	Hourly	42.506	43.939	45.435	46.897	48.251	49.729	51.256	52.280
		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)	1885	Hourly	43.357	44.819	46.345	47.834	49.216	50.726	52.280	
		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	1885	Hourly	43.964	45.592	47.222	48.999	51.033	53.010	55.076	56.178
		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)	1885	Hourly	44.844	46.503	48.165	49.978	52.055	54.070	56.178	
		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	1885	Hourly	46.408	48.186	50.221	52.195	54.353	56.464	58.665	59.839
		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)	1885	Hourly	47.337	49.150	51.225	53.240	55.439	57.593	59.839	
		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	1885	Hourly	52.890	56.772	59.105	61.438	63.953			65.231
		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)	1885	Hourly	53.947	57.907	60.288	62.666	65.231			
		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	1885	Hourly	36.048	37.229	38.392	39.808	41.106	42.553	44.069	44.951
		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	1885	Hourly	47.092	48.736	50.385	52.102	53.782	55.518		56.628
		Monthly	7,397.401	7,655.657	7,914.584	8,184.426	8,448.223	8,720.920		8,895.385
		Annual	88,768.810	91,867.880	94,975.010	98,213.115	101,378.680	104,651.040		106,744.625
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	48.034	49.710	51.393	53.145	54.858	56.628		
		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	1885	Hourly	48.883	50.531	52.251	53.930	55.490	57.189	58.944	60.122
		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)	1885	Hourly	49.860	51.541	53.296	55.009	56.601	58.333	60.122	
		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	1885	Hourly	50.559	52.431	54.305	56.349	58.689	60.961	63.338	64.605
		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)	1885	Hourly	51.570	53.479	55.392	57.476	59.863	62.181	64.605	
		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	1885	Hourly	53.369	55.413	57.754	60.026	62.506	64.933	67.465	68.814
		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)	1885	Hourly	54.437	56.522	58.909	61.225	63.754	66.231	68.814	
		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.

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	1885	Hourly	31.787	32.826	33.852	35.099	36.244	37.522	38.858	39.634
		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	1885	Hourly	41.523	42.971	44.426	45.940	47.420	48.953		49.932
		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)	1885	Hourly	42.352	43.831	45.315	46.859	48.371	49.932		
		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	1885	Hourly	43.102	44.553	46.071	47.553	48.927	50.425	51.973	53.012
		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)	1885	Hourly	43.964	45.446	46.994	48.503	49.906	51.435	53.012	
		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	1885	Hourly	44.580	46.231	47.882	49.686	51.748	53.752	55.847	56.965
		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)	1885	Hourly	45.472	47.154	48.840	50.679	52.784	54.827	56.965	
		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	1885	Hourly	47.058	48.860	50.924	52.927	55.114	57.254	59.486	60.677
		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)	1885	Hourly	48.000	49.838	51.942	53.985	56.215	58.399	60.677	
		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	1885	Hourly	53.631	57.567	59.933	62.298	64.849			66.144
		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)	1885	Hourly	54.703	58.717	61.132	63.544	66.144			
		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	1885	Hourly	36.552	37.751	38.930	40.365	41.681	43.149	44.686	45.581
		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	1885	Hourly	47.752	49.418	51.090	52.831	54.534	56.295	57.422
		Monthly	7,501.005	7,762.788	8,025.409	8,298.945	8,566.437	8,842.995	9,019.980
		Annual	90,012.065	93,153.450	96,304.910	99,587.345	102,797.240	106,115.945	108,239.755
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	48.706	50.406	52.112	53.889	55.626	57.422	
		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	1885	Hourly	49.567	51.239	52.982	54.685	56.267	57.989	59.769
		Monthly	7,786.128	8,048.750	8,322.622	8,590.113	8,838.630	9,109.143	9,388.725
		Annual	93,433.535	96,584.995	99,871.460	103,081.355	106,063.555	109,309.720	112,664.695
Weekend Worker - Nurse III (20 Year Scale)	1885	Hourly	50.558	52.263	54.043	55.779	57.393	59.150	60.963
		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	1885	Hourly	51.267	53.165	55.065	57.138	59.511	61.814	64.226
		Monthly	8,053.115	8,351.335	8,649.723	8,975.482	9,348.257	9,709.949	10,088.769
		Annual	96,637.385	100,216.025	103,796.680	107,705.780	112,179.080	116,519.390	121,065.230
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	52.292	54.228	56.167	58.281	60.701	63.051	65.509
		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	1885	Hourly	54.116	56.189	58.562	60.866	63.381	65.842	68.410
		Monthly	8,500.781	8,826.372	9,199.147	9,561.007	9,956.115	10,342.659	10,745.995
		Annual	102,009.375	105,916.460	110,389.760	114,732.085	119,473.380	124,111.910	128,951.940
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	55.199	57.313	59.734	62.082	64.647	67.158	69.777
		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.

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	1885	Hourly	31.946	32.990	34.021	35.275	36.426	37.710	39.053	39.832
		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	1885	Hourly	41.730	43.186	44.649	46.170	47.658	49.198		50.183
		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)	1885	Hourly	42.564	44.050	45.541	47.093	48.612	50.183		
		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	1885	Hourly	43.318	44.776	46.301	47.790	49.171	50.678	52.233	53.277
		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)	1885	Hourly	44.185	45.674	47.229	48.746	50.155	51.693	53.277	
		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	1885	Hourly	44.804	46.462	48.122	49.934	52.006	54.020	56.126	57.250
		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)	1885	Hourly	45.699	47.390	49.084	50.932	53.048	55.101	57.250	
		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	1885	Hourly	47.293	49.105	51.179	53.192	55.390	57.540	59.783	60.980
		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)	1885	Hourly	48.240	50.087	52.202	54.255	56.496	58.690	60.980	
		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	1885	Hourly	53.899	57.855	60.232	62.609	65.173			66.475
		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)	1885	Hourly	54.977	59.011	61.438	63.861	66.475			
		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	1885	Hourly	36.735	37.940	39.124	40.567	41.890	43.365	44.909	45.808
		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	1885	Hourly	47.990	49.665	51.346	53.096	54.807	56.576		57.709
		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)	1885	Hourly	48.950	50.658	52.373	54.158	55.904	57.709		
		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	1885	Hourly	49.815	51.495	53.247	54.959	56.548	58.279	60.068	61.268
		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)	1885	Hourly	50.810	52.524	54.313	56.058	57.679	59.446	61.268	
		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	1885	Hourly	51.523	53.431	55.340	57.424	59.809	62.123	64.546	65.837
		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)	1885	Hourly	52.554	54.499	56.448	58.573	61.005	63.366	65.837	
		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	1885	Hourly	54.387	56.470	58.855	61.170	63.698	66.171	68.752	70.125
		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)	1885	Hourly	55.475	57.599	60.032	62.392	64.970	67.493	70.125	
		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.

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⁾	1885	Hourly	32.330	33.386	34.429	35.698	36.863	38.162	39.521	40.706	41.521
		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
Nurse II ⁽³⁾	1885	Hourly	42.231	43.705	45.184	46.723	48.230	49.788	50.784		51.800
		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) ⁽³⁾	1885	Hourly	43.075	44.578	46.087	47.659	49.196	50.784	51.800		
		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		
Nurse III ⁽⁴⁾	1885	Hourly	43.837	45.313	46.857	48.363	49.761	51.286	52.859	53.916	54.995
		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) ⁽⁴⁾	1885	Hourly	44.715	46.222	47.796	49.331	50.757	52.313	53.916	54.995	
		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 ⁽⁵⁾	1885	Hourly	45.340	47.018	48.699	50.532	52.631	54.667	56.890	59.207	60.391
		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) ⁽⁵⁾	1885	Hourly	46.247	47.958	49.672	51.542	53.685	55.762	58.030	60.391	
		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	1885	Hourly	47.861	49.694	51.794	53.830	56.054	58.231	60.500		61.712
		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)	1885	Hourly	48.820	50.688	52.828	54.906	57.174	59.395	61.712		
		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	1885	Hourly	54.546	58.548	60.955	63.361	65.955				67.272
		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)	1885	Hourly	55.636	59.719	62.175	64.628	67.272				
		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⁾	1885	Hourly	37.175	38.395	39.593	41.054	42.392	43.885	45.448	46.812	47.749
		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 ⁽³⁾	1885	Hourly	48.566	50.262	51.961	53.733	55.464	57.255	58.402	59.570	
		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) ⁽³⁾	1885	Hourly	49.538	51.267	53.001	54.808	56.575	58.402	59.570		
		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 - Nurse III ⁽⁴⁾	1885	Hourly	50.412	52.113	53.887	55.618	57.227	58.978	60.789	62.004	63.244
		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) ⁽⁴⁾	1885	Hourly	51.419	53.154	54.965	56.730	58.371	60.159	62.003	63.244	
		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 ⁽⁵⁾	1885	Hourly	52.141	54.073	56.004	58.113	60.526	62.868	65.426	68.087	69.449
		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) ⁽⁵⁾	1885	Hourly	53.184	55.153	57.126	59.276	61.737	64.126	66.732	69.449	
		Monthly	8,354.358	8,663.660	8,973.467	9,311.315	9,697.859	10,073.153	10,482.534	10,909.210	
		Annual	100,252.295	103,963.925	107,681.600	111,735.780	116,374.310	120,877.835	125,790.405	130,910.520	
Weekend Worker - Nurse V	1885	Hourly	55.040	57.148	59.562	61.905	64.462	66.965	69.577	70.966	
		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)	1885	Hourly	56.141	58.291	60.753	63.141	65.749	68.304	70.966		
		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 & Rural Health Authorities - Northern Manitoba
2015 ANNUAL HOURS- APPENDIX A - SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	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	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)	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	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)	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	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)	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	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)	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	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)	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	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	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)	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	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)	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	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)	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	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)	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.

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	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	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)	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	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)	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	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)	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	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)	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	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)	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	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	2015	Hourly	44.054	45.592	47.134	48.741	50.312	51.936		52.975
		Monthly	7,397.401	7,655.657	7,914.584	8,184.426	8,448.223	8,720.920		8,895.385
		Annual	88,768.810	91,867.880	94,975.010	98,213.115	101,378.680	104,651.040		106,744.625
Weekend Worker - Nurse II (20 Year Scale)	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	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)	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	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)	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	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)	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.

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	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	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)	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	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)	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	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)	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	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)	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	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)	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	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	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
		Annual	90,012.065	93,153.450	96,304.910	99,587.345	102,797.240	106,115.945		108,239.755
Weekend Worker - Nurse II (20 Year Scale)	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	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)	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	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)	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	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)	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.

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	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	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)	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	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)	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	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)	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	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)	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	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)	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	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	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)	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	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)	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	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)	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	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)	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.

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⁾	2015	Hourly	30.244	31.232	32.208	33.395	34.485	35.700	36.971	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	2015	Hourly	30.244								
		Monthly	5,078.472								
		Annual	60,941.660								
Nurse II ⁽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) ⁽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	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 (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 ⁽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) ⁽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 ⁽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) ⁽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	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)	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	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				269,287.980
Nurse Practitioner (20 Year Scale)	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⁾	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 ⁽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) ⁽³⁾	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	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)	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 ⁽⁴⁾	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) ⁽⁴⁾	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 ⁽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) ⁽⁵⁾	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	
		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	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)	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

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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	2015	Hourly	30.849	31.857	32.852	34.063	35.175	36.414	37.710	38.842	39.619
		Monthly	5,180.061	5,349.321	5,516.398	5,719.745	5,906.469	6,114.518	6,332.138	6,522.219	6,652.690
		Annual	62,160.735	64,191.855	66,196.780	68,636.945	70,877.625	73,374.210	75,985.650	78,266.630	79,832.285
Undergraduate Nursing Employee	2015	Hourly	30.849								
		Monthly	5,180.061								
		Annual	62,160.735								
Nurse II ⁽²⁾	2015	Hourly	40.296	41.703	43.114	44.583	46.020	47.508	48.458	49.427	50.416
		Monthly	6,766.370	7,002.629	7,239.559	7,486.229	7,727.525	7,977.385	8,136.906	8,299.617	8,465.687
		Annual	81,196.440	84,031.545	86,874.710	89,834.745	92,730.300	95,728.620	97,642.870	99,595.405	101,588.240
Nurse II (20 Year Scale) ⁽²⁾	2015	Hourly	41.102	42.536	43.976	45.476	46.942	48.458	49.427	50.416	
		Monthly	6,901.711	7,142.503	7,384.303	7,636.178	7,882.344	8,136.906	8,299.617	8,465.687	
		Annual	82,820.530	85,710.040	88,611.640	91,634.140	94,588.130	97,642.870	99,595.405	101,588.240	
LPN - CRN	2015	Hourly	41.063	42.471	43.913	45.366	46.752	48.223	49.449	50.437	51.446
		Monthly	6,895.162	7,131.589	7,373.725	7,617.708	7,850.440	8,097.445	8,303.311	8,469.213	8,638.641
		Annual	82,741.945	85,579.065	88,484.695	91,412.490	94,205.280	97,169.345	99,639.735	101,630.555	103,663.690
LPN - CRN (20 Year Scale)	2015	Hourly	41.884	43.320	44.791	46.273	47.687	49.187	50.438	51.446	
		Monthly	7,033.022	7,274.150	7,521.155	7,770.008	8,007.442	8,259.317	8,469.381	8,638.641	
		Annual	84,396.260	87,289.800	90,253.865	93,240.095	96,089.305	99,111.805	101,632.570	103,663.690	
Nurse III	2015	Hourly	41.829	43.238	44.711	46.148	47.482	48.937	50.438	51.447	52.476
		Monthly	7,023.786	7,260.381	7,507.722	7,749.018	7,973.019	8,217.338	8,469.381	8,638.809	8,811.595
		Annual	84,285.435	87,124.570	90,092.665	92,988.220	95,676.230	98,608.055	101,632.570	103,665.705	105,739.140
Nurse III (20 Year Scale)	2015	Hourly	42.667	44.105	45.606	47.071	48.432	49.917	51.447	52.476	
		Monthly	7,164.500	7,405.965	7,658.008	7,904.005	8,132.540	8,381.896	8,638.809	8,811.595	
		Annual	85,974.005	88,871.575	91,896.090	94,848.065	97,590.480	100,582.755	103,665.705	105,739.140	
Nurse IV	2015	Hourly	43.263	44.865	46.468	48.217	50.220	52.163	54.284	56.495	57.625
		Monthly	7,264.579	7,533.581	7,802.752	8,096.438	8,432.775	8,759.037	9,115.188	9,486.452	9,676.198
		Annual	87,174.945	90,402.975	93,633.020	97,157.255	101,193.300	105,108.445	109,382.260	113,837.425	116,114.375
Nurse IV (20 Year Scale)	2015	Hourly	44.128	45.761	47.396	49.181	51.225	53.207	55.372	57.625	
		Monthly	7,409.827	7,684.035	7,958.578	8,258.310	8,601.531	8,934.342	9,297.882	9,676.198	
		Annual	88,917.920	92,208.415	95,502.940	99,099.715	103,218.375	107,212.105	111,574.580	116,114.375	
Nurse V	2015	Hourly	45.668	47.418	49.421	51.364	53.487	55.563	57.729		58.886
		Monthly	7,668.418	7,962.273	8,298.610	8,624.872	8,981.359	9,329.954	9,693.661		9,887.941
		Annual	92,021.020	95,547.270	99,583.315	103,498.460	107,776.305	111,959.445	116,323.935		118,655.290
Nurse V (20 Year Scale)	2015	Hourly	46.583	48.366	50.408	52.391	54.555	56.674	58.886		
		Monthly	7,822.062	8,121.458	8,464.343	8,797.322	9,160.694	9,516.509	9,887.941		
		Annual	93,864.745	97,457.490	101,572.120	105,567.865	109,928.325	114,198.110	118,655.290		
Nurse Practitioner	2015	Hourly	52.048	55.866	58.162	60.458	62.934				64.191
		Monthly	8,739.727	9,380.833	9,766.369	10,151.906	10,567.668				10,778.739
		Annual	104,876.720	112,569.990	117,196.430	121,822.870	126,812.010				271,120,344.865
Nurse Practitioner (20 Year Scale)	2015	Hourly	53.088	56.983	59.327	61.667	64.191				
		Monthly	8,914.360	9,568.395	9,961.992	10,354.917	10,778.739				
		Annual	106,972.320	114,820.745	119,543.905	124,259.005	129,344.865				

Weekend Worker - Licensed Practical Nurse	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 ⁽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) ⁽²⁾	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	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)	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	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)	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	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)	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	
Weekend Worker - Nurse V	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)	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

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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	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	2015	Hourly	31.466								
		Monthly	5,283.666								
		Annual	63,403.990								
Nurse II	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)	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	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 (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	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)	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	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)	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	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)	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 ⁽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)	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	2015	Hourly	36.182	37.369	38.536	39.956	41.259	42.713	44.233	45.561	46.472
		Monthly	6,075.561	6,274.878	6,470.837	6,709.278	6,928.074	7,172.225	7,427.458	7,650.451	7,803.423
		Annual	72,906.730	75,298.535	77,650.040	80,511.340	83,136.885	86,066.695	89,129.495	91,805.415	93,641.080
Weekend Worker - Nurse II	2015	Hourly	47.269	48.918	50.573	52.296	53.982	55.725	56.842	57.978	59.138
		Monthly	7,937.253	8,214.148	8,492.050	8,781.370	9,064.478	9,357.156	9,544.719	9,735.473	9,930.256
		Annual	95,247.035	98,569.770	101,904.595	105,376.440	108,773.730	112,285.875	114,536.630	116,825.670	119,163.070
Weekend Worker - Nurse II (20 Year Scale)	2015	Hourly	48.214	49.896	51.585	53.343	55.064	56.842	57.979	59.138	
		Monthly	8,095.934	8,378.370	8,661.981	8,957.179	9,246.163	9,544.719	9,735.640	9,930.256	
		Annual	97,151.210	100,540.440	103,943.775	107,486.145	110,953.960	114,536.630	116,827.685	119,163.070	
Weekend Worker - LPN - CRN	2015	Hourly	48.167	49.820	51.510	53.214	54.840	56.563	58.003	59.163	60.346
		Monthly	8,088.042	8,365.608	8,649.388	8,935.518	9,208.550	9,497.870	9,739.670	9,934.454	10,133.099
		Annual	97,056.505	100,387.300	103,792.650	107,226.210	110,502.600	113,974.445	116,876.045	119,213.445	121,597.190
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	49.130	50.816	52.540	54.278	55.937	57.694	59.163	60.346	
		Monthly	8,249.746	8,532.853	8,822.342	9,114.181	9,392.755	9,687.784	9,934.454	10,133.099	
		Annual	98,996.950	102,394.240	105,868.100	109,370.170	112,713.055	116,253.410	119,213.445	121,597.190	
Weekend Worker - Nurse III	2015	Hourly	49.065	50.721	52.446	54.132	55.698	57.402	59.164	60.347	61.554
		Monthly	8,238.831	8,516.901	8,806.558	9,089.665	9,352.623	9,638.753	9,934.622	10,133.267	10,335.943
		Annual	98,865.975	102,202.815	105,678.690	109,075.980	112,231.470	115,665.030	119,215.460	121,599.205	124,031.310
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	50.045	51.734	53.496	55.214	56.811	58.552	60.346	61.554	
		Monthly	8,403.390	8,687.001	8,982.870	9,271.351	9,539.514	9,831.857	10,133.099	10,335.943	
		Annual	100,840.675	104,244.010	107,794.440	111,256.210	114,474.165	117,982.280	121,597.190	124,031.310	
Weekend Worker - Nurse IV	2015	Hourly	50.748	52.628	54.508	56.560	58.908	61.188	63.678	66.267	67.592
		Monthly	8,521.435	8,837.118	9,152.802	9,497.367	9,891.635	10,274.485	10,692.598	11,127.334	11,349.823
		Annual	102,257.220	106,045.420	109,833.620	113,968.400	118,699.620	123,293.820	128,311.170	133,528.005	136,197.880
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	51.763	53.680	55.599	57.692	60.087	62.413	64.950	67.592	
		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	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)	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

**MNU & Rural Health Authorities & Associations - Prairie Mountain Health
1885 ANNUAL HOURS- APPENDIX A - SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	1885	Hourly	29.552	30.519	31.475	32.634	33.697	34.886	36.128	36.850
		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
Nurse II	1885	Hourly	38.606	39.953	41.305	42.713	44.089	45.519		46.428
		Monthly	6,064.310	6,275.885	6,488.300	6,709.446	6,925.723	7,150.228		7,293.125
		Annual	72,771.725	75,310.625	77,859.600	80,513.355	83,108.675	85,802.730		87,517.495
Nurse II (20 Year Scale)	1885	Hourly	39.379	40.752	42.131	43.568	44.971	46.428		
		Monthly	6,185.714	6,401.487	6,618.100	6,843.780	7,064.254	7,293.125		
		Annual	74,228.570	76,817.845	79,417.195	82,125.355	84,771.050	87,517.495		
Nurse III	1885	Hourly	40.073	41.425	42.836	44.212	45.490	46.883	48.322	49.288
		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)	1885	Hourly	40.874	42.253	43.692	45.096	46.400	47.821	49.288	
		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 IV	1885	Hourly	41.448	42.982	44.519	46.194	48.114	49.975	51.925	52.963
		Monthly	6,510.801	6,751.761	6,993.225	7,256.351	7,557.929	7,850.272	8,156.552	8,319.599
		Annual	78,129.610	81,021.135	83,918.705	87,076.210	90,695.150	94,203.265	97,878.625	99,835.190
Nurse IV (20 Year Scale)	1885	Hourly	42.277	43.841	45.409	47.118	49.076	50.976	52.963	
		Monthly	6,640.936	6,886.766	7,132.932	7,401.431	7,709.054	8,007.442	8,319.599	
		Annual	79,691.235	82,641.195	85,595.185	88,817.170	92,508.650	96,089.305	99,835.190	
Nurse V	1885	Hourly	43.752	45.428	47.347	49.208	51.241	53.232	55.307	56.414
		Monthly	6,872.661	7,135.955	7,437.365	7,729.708	8,049.085	8,361.914	8,687.840	8,861.634
		Annual	82,471.935	85,631.455	89,248.380	92,756.495	96,589.025	100,342.970	104,254.085	106,339.610
Nurse V (20 Year Scale)	1885	Hourly	44.626	46.335	48.294	50.193	52.266	54.296	56.414	
		Monthly	7,010.017	7,278.516	7,586.139	7,884.527	8,210.118	8,528.991	8,861.634	
		Annual	84,120.205	87,342.190	91,033.670	94,614.325	98,521.410	102,347.895	106,339.610	
Nurse Practitioner	1885	Hourly	49.863	53.521	55.723	57.921	60.293			61.499
		Monthly	7,832.641	8,407.252	8,753.160	9,098.397	9,471.004			9,660.414
		Annual	93,991.690	100,887.020	105,037.920	109,180.760	113,652.045			115,924.965
Nurse Practitioner (20 Year Scale)	1885	Hourly	50.859	54.591	56.836	59.079	61.499			
		Monthly	7,989.139	8,575.336	8,927.961	9,280.250	9,660.414			
		Annual	95,869.670	102,904.035	107,135.535	111,363.005	115,924.965			

Weekend Worker - Licensed Practical Nurse	1885	Hourly	33.986	35.097	36.195	37.528	38.753	40.117	41.546	42.377
		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 - Nurse II	1885	Hourly	44.397	45.946	47.501	49.120	50.704	52.347		53.394
		Monthly	6,974.083	7,217.394	7,461.545	7,715.939	7,964.791	8,222.879		8,387.270
		Annual	83,688.995	86,608.730	89,538.540	92,591.265	95,577.495	98,674.550		100,647.235
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	45.285	46.865	48.451	50.103	51.718	53.394		
		Monthly	7,113.454	7,361.635	7,610.823	7,870.422	8,123.976	8,387.270		
		Annual	85,361.445	88,339.615	91,329.875	94,445.065	97,487.715	100,647.235		
Weekend Worker - Nurse III	1885	Hourly	46.084	47.638	49.260	50.843	52.313	53.916	55.570	56.682
		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)	1885	Hourly	47.006	48.591	50.246	51.861	53.360	54.994	56.682	
		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	1885	Hourly	47.664	49.430	51.196	53.123	55.331	57.472	59.713	60.906
		Monthly	7,487.236	7,764.635	8,042.033	8,344.787	8,691.535	9,027.872	9,379.993	9,567.388
		Annual	89,846.835	93,175.615	96,504.395	100,137.440	104,298.415	108,334.460	112,559.915	114,808.655
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	48.619	50.418	52.220	54.186	56.437	58.621	60.906	
		Monthly	7,637.186	7,919.790	8,202.897	8,511.696	8,865.328	9,208.382	9,567.388	
		Annual	91,646.230	95,037.475	98,434.765	102,140.350	106,383.940	110,500.585	114,808.655	
Weekend Worker - Nurse V	1885	Hourly	50.314	52.240	54.448	56.590	58.928	61.216	63.602	64.874
		Monthly	7,903.502	8,206.088	8,552.835	8,889.340	9,256.574	9,616.084	9,990.874	10,190.695
		Annual	94,842.020	98,473.050	102,634.025	106,672.085	111,078.890	115,393.005	119,890.485	122,288.335
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	51.321	53.286	55.537	57.722	60.106	62.440	64.874	
		Monthly	8,061.679	8,370.310	8,723.943	9,067.164	9,441.618	9,808.348	10,190.695	
		Annual	96,740.150	100,443.720	104,687.310	108,805.970	113,299.420	117,700.180	122,288.335	

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

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	1885	Hourly	29.921	30.901	31.868	33.043	34.118	35.322	36.579	37.311
		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
Nurse II	1885	Hourly	39.088	40.452	41.821	43.246	44.641	46.087		47.009
		Monthly	6,140.041	6,354.303	6,569.404	6,793.237	7,012.368	7,239.559		7,384.303
		Annual	73,680.490	76,251.630	78,832.845	81,518.840	84,148.415	86,874.710		88,611.640
Nurse II (20 Year Scale)	1885	Hourly	39.870	41.262	42.658	44.112	45.534	47.009		
		Monthly	6,262.956	6,481.583	6,700.883	6,929.249	7,152.578	7,384.303		
		Annual	75,155.470	77,779.000	80,410.590	83,150.990	85,830.940	88,611.640		
Nurse III	1885	Hourly	40.575	41.942	43.371	44.765	46.059	47.468	48.925	49.904
		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)	1885	Hourly	41.385	42.781	44.238	45.660	46.980	48.419	49.904	
		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 IV	1885	Hourly	41.967	43.520	45.076	46.772	48.716	50.599	52.574	53.625
		Monthly	6,592.240	6,836.223	7,080.710	7,347.026	7,652.466	7,948.335	8,258.478	8,423.540
		Annual	79,106.885	82,034.680	84,968.520	88,164.310	91,829.595	95,380.025	99,101.730	101,082.475
Nurse IV (20 Year Scale)	1885	Hourly	42.805	44.390	45.976	47.707	49.690	51.613	53.625	
		Monthly	6,723.887	6,972.908	7,222.096	7,493.953	7,805.438	8,107.520	8,423.540	
		Annual	80,686.645	83,674.890	86,665.150	89,927.435	93,665.260	97,290.245	101,082.475	
Nurse V	1885	Hourly	44.299	45.995	47.939	49.822	51.881	53.897	55.999	57.119
		Monthly	6,958.635	7,225.118	7,530.391	7,826.260	8,149.668	8,466.358	8,796.483	8,972.459
		Annual	83,503.615	86,701.420	90,364.690	93,915.120	97,796.010	101,596.300	105,557.790	107,669.510
Nurse V (20 Year Scale)	1885	Hourly	45.184	46.915	48.898	50.821	52.919	54.975	57.119	
		Monthly	7,097.670	7,369.527	7,681.012	7,983.094	8,312.715	8,635.618	8,972.459	
		Annual	85,172.035	88,434.320	92,172.145	95,797.130	99,752.575	103,627.420	107,669.510	
Nurse Practitioner	1885	Hourly	50.486	54.190	56.420	58.645	61.046			62.267
		Monthly	7,930.536	8,512.368	8,862.642	9,212.076	9,589.385			9,781.146
		Annual	95,166.435	102,148.410	106,351.700	110,544.915	115,072.620			117,373.750
Nurse Practitioner (20 Year Scale)	1885	Hourly	51.495	55.273	57.547	59.817	62.267			
		Monthly	8,089.050	8,682.467	9,039.626	9,396.281	9,781.146			
		Annual	97,068.595	104,189.605	108,475.510	112,755.370	117,373.750			

Weekend Worker - Licensed Practical Nurse	1885	Hourly	34.410	35.536	36.647	37.997	39.237	40.619	42.066	42.907
		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 - Nurse II	1885	Hourly	44.952	46.520	48.094	49.734	51.338	53.001		54.061
		Monthly	7,061.232	7,307.565	7,554.739	7,812.323	8,064.366	8,325.644		8,492.050
		Annual	84,734.780	87,690.785	90,656.865	93,747.875	96,772.390	99,907.730		101,904.595
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	45.851	47.450	49.057	50.730	52.364	54.061		
		Monthly	7,202.450	7,453.653	7,706.032	7,968.821	8,225.566	8,492.050		
		Annual	86,429.395	89,443.835	92,472.380	95,625.855	98,706.790	101,904.595		
Weekend Worker - Nurse III	1885	Hourly	46.660	48.234	49.876	51.479	52.967	54.590	56.265	57.391
		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)	1885	Hourly	47.594	49.198	50.874	52.509	54.027	55.681	57.391	
		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	1885	Hourly	48.260	50.048	51.836	53.787	56.022	58.190	60.460	61.668
		Monthly	7,580.766	7,861.690	8,142.615	8,449.063	8,800.177	9,140.712	9,497.199	9,686.945
		Annual	90,969.190	94,340.285	97,711.380	101,388.755	105,602.120	109,688.540	113,966.385	116,243.335
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	49.227	51.048	52.873	54.864	57.143	59.353	61.668	
		Monthly	7,732.730	8,018.860	8,305.494	8,618.155	8,976.153	9,323.405	9,686.945	
		Annual	92,792.765	96,226.325	99,665.930	103,417.860	107,713.840	111,880.860	116,243.335	
Weekend Worker - Nurse V	1885	Hourly	50.943	52.893	55.129	57.298	59.664	61.982	64.398	65.686
		Monthly	8,002.237	8,308.685	8,659.798	9,000.501	9,372.269	9,736.312	10,115.804	10,318.143
		Annual	96,026.840	99,704.215	103,917.580	108,006.015	112,467.225	116,835.745	121,389.645	123,817.720
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	51.962	53.952	56.231	58.444	60.857	63.221	65.686	
		Monthly	8,162.429	8,474.922	8,832.920	9,180.508	9,559.664	9,930.928	10,318.143	
		Annual	97,949.150	101,699.065	105,995.045	110,166.095	114,715.965	119,171.130	123,817.720	

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

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	1885	Hourly	30.340	31.334	32.314	33.506	34.596	35.817	37.091	37.834
		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
Nurse II	1885	Hourly	39.635	41.018	42.407	43.851	45.266	46.733		47.667
		Monthly	6,226.014	6,443.298	6,661.422	6,888.278	7,110.599	7,340.981		7,487.740
		Annual	74,712.170	77,319.580	79,937.065	82,659.330	85,327.190	88,091.770		89,852.880
Nurse II (20 Year Scale)	1885	Hourly	40.428	41.839	43.256	44.730	46.171	47.667		
		Monthly	6,350.608	6,572.258	6,794.748	7,026.305	7,252.657	7,487.740		
		Annual	76,207.300	78,867.100	81,536.975	84,315.660	87,031.880	89,852.880		
Nurse III	1885	Hourly	41.142	42.529	43.978	45.391	46.703	48.133	49.611	50.603
		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)	1885	Hourly	41.964	43.380	44.857	46.299	47.637	49.097	50.603	
		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 IV	1885	Hourly	42.554	44.129	45.707	47.427	49.398	51.308	53.310	54.375
		Monthly	6,684.595	6,931.936	7,179.781	7,449.959	7,759.597	8,059.664	8,374.172	8,541.417
		Annual	80,215.135	83,183.230	86,157.370	89,399.505	93,115.165	96,715.970	100,490.065	102,497.005
Nurse IV (20 Year Scale)	1885	Hourly	43.404	45.011	46.620	48.375	50.386	52.335	54.375	
		Monthly	6,818.088	7,070.467	7,323.182	7,598.901	7,914.752	8,221.032	8,541.417	
		Annual	81,817.060	84,845.605	87,878.180	91,186.810	94,977.025	98,652.385	102,497.005	
Nurse V	1885	Hourly	44.919	46.639	48.610	50.520	52.607	54.652	56.782	57.919
		Monthly	7,056.026	7,326.204	7,635.843	7,935.910	8,263.683	8,584.908	8,919.565	9,098.061
		Annual	84,672.315	87,914.450	91,630.110	95,230.915	99,164.195	103,018.890	107,034.785	109,176.730
Nurse V (20 Year Scale)	1885	Hourly	45.817	47.571	49.582	51.533	53.660	55.744	57.919	
		Monthly	7,197.076	7,472.628	7,788.479	8,094.927	8,429.081	8,756.518	9,098.061	
		Annual	86,364.915	89,671.530	93,461.745	97,139.120	101,148.970	105,078.220	109,176.730	
Nurse Practitioner	1885	Hourly	51.193	54.949	57.210	59.465	61.902			63.140
		Monthly	8,041.529	8,631.588	8,986.732	9,341.036	9,723.718			9,918.166
		Annual	96,498.350	103,579.060	107,840.785	112,092.435	116,684.620			119,017.990
Nurse Practitioner (20 Year Scale)	1885	Hourly	52.216	56.047	58.353	60.654	63.140			
		Monthly	8,202.225	8,804.039	9,166.235	9,527.760	9,918.166			
		Annual	98,426.705	105,648.465	109,994.820	114,333.115	119,017.990			

Weekend Worker - Licensed Practical Nurse	1885	Hourly	34.892	36.033	37.160	38.530	39.787	41.187	42.655	43.508
		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 - Nurse II	1885	Hourly	45.582	47.171	48.767	50.430	52.056	53.743		54.818
		Monthly	7,160.135	7,409.827	7,660.526	7,921.637	8,177.206	8,442.178		8,610.935
		Annual	85,921.615	88,917.920	91,926.315	95,059.640	98,126.470	101,306.140		103,331.215
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	46.494	48.114	49.743	51.440	53.098	54.818		
		Monthly	7,303.368	7,557.929	7,813.834	8,080.318	8,340.757	8,610.935		
		Annual	87,640.410	90,695.150	93,766.010	96,963.815	100,089.080	103,331.215		
Weekend Worker - Nurse III	1885	Hourly	47.313	48.909	50.574	52.200	53.709	55.354	57.053	58.194
		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)	1885	Hourly	48.260	49.886	51.586	53.244	54.783	56.461	58.194	
		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	1885	Hourly	48.935	50.748	52.562	54.540	56.807	59.005	61.306	62.531
		Monthly	7,686.889	7,971.676	8,256.630	8,567.276	8,923.428	9,268.664	9,630.189	9,822.621
		Annual	92,242.670	95,660.110	99,079.565	102,807.315	107,081.130	111,223.970	115,562.265	117,871.455
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	49.916	51.764	53.613	55.632	57.942	60.184	62.531	
		Monthly	7,841.037	8,131.197	8,421.693	8,738.887	9,101.755	9,453.876	9,822.621	
		Annual	94,092.440	97,574.360	101,060.310	104,866.645	109,221.060	113,446.515	117,871.455	
Weekend Worker - Nurse V	1885	Hourly	51.656	53.634	55.900	58.099	60.499	62.850	65.299	66.605
		Monthly	8,114.237	8,425.051	8,781.034	9,126.439	9,503.412	9,872.660	10,257.358	10,462.552
		Annual	97,370.845	101,100.610	105,372.410	109,517.265	114,040.940	118,471.925	123,088.290	125,550.620
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	52.690	54.708	57.018	59.261	61.709	64.106	66.605	
		Monthly	8,276.780	8,593.639	8,956.507	9,308.964	9,693.493	10,069.963	10,462.552	
		Annual	99,321.365	103,123.670	107,478.085	111,707.570	116,321.920	120,839.550	125,550.620	

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

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	1885	Hourly	30.492	31.491	32.475	33.673	34.769	35.996	37.276	38.023
		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
Nurse II	1885	Hourly	39.833	41.224	42.619	44.070	45.493	46.967		47.906
		Monthly	6,257.079	6,475.538	6,694.670	6,922.700	7,146.198	7,377.755		7,525.185
		Annual	75,084.945	77,706.460	80,336.035	83,072.405	85,754.370	88,533.055		90,302.225
Nurse II (20 Year Scale)	1885	Hourly	40.630	42.049	43.472	44.953	46.402	47.906		
		Monthly	6,382.345	6,605.170	6,828.667	7,061.400	7,288.927	7,525.185		
		Annual	76,588.135	79,262.040	81,944.005	84,736.795	87,467.120	90,302.225		
Nurse III	1885	Hourly	41.348	42.742	44.199	45.618	46.936	48.374	49.859	50.856
		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)	1885	Hourly	42.174	43.597	45.081	46.531	47.876	49.342	50.856	
		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 IV	1885	Hourly	42.767	44.349	45.936	47.664	49.645	51.565	53.577	54.647
		Monthly	6,718.010	6,966.527	7,215.715	7,487.236	7,798.386	8,099.964	8,415.983	8,584.068
		Annual	80,616.120	83,598.320	86,588.580	89,846.835	93,580.630	97,199.570	100,991.800	103,008.815
Nurse IV (20 Year Scale)	1885	Hourly	43.621	45.236	46.853	48.617	50.638	52.597	54.647	
		Monthly	6,852.175	7,105.898	7,359.788	7,636.850	7,954.380	8,262.172	8,584.068	
		Annual	82,226.105	85,270.770	88,317.450	91,642.200	95,452.565	99,146.060	103,008.815	
Nurse V	1885	Hourly	45.143	46.872	48.853	50.773	52.870	54.926	57.067	58.208
		Monthly	7,091.289	7,362.810	7,673.960	7,975.538	8,304.990	8,627.894	8,964.231	9,143.566
		Annual	85,095.465	88,353.720	92,087.515	95,706.455	99,659.885	103,534.730	107,570.775	109,722.795
Nurse V (20 Year Scale)	1885	Hourly	46.046	47.809	49.830	51.790	53.928	56.023	58.208	
		Monthly	7,233.010	7,510.073	7,827.435	8,135.395	8,471.228	8,800.345	9,143.566	
		Annual	86,796.125	90,120.875	93,929.225	97,624.735	101,654.735	105,604.135	109,722.795	
Nurse Practitioner	1885	Hourly	51.448	55.224	57.496	59.763	62.212			63.455
		Monthly	8,081.661	8,674.743	9,031.734	9,387.717	9,772.414			9,967.701
		Annual	96,979.935	104,096.915	108,380.805	112,652.605	117,268.970			119,612.415
Nurse Practitioner (20 Year Scale)	1885	Hourly	52.477	56.327	58.645	60.958	63.455			
		Monthly	8,243.197	8,848.033	9,212.076	9,575.448	9,967.701			
		Annual	98,918.365	106,176.395	110,544.915	114,905.375	119,612.415			

Weekend Worker - Licensed Practical Nurse	1885	Hourly	35.066	36.213	37.346	38.722	39.986	41.394	42.869	43.726
		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 - Nurse II	1885	Hourly	45.809	47.408	49.011	50.682	52.316	54.012		55.091
		Monthly	7,195.901	7,446.936	7,698.811	7,961.265	8,218.010	8,484.325		8,653.921
		Annual	86,350.810	89,363.235	92,385.735	95,535.180	98,616.115	101,811.905		103,847.055
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	46.726	48.355	49.992	51.697	53.363	55.091		
		Monthly	7,339.805	7,595.710	7,852.959	8,120.786	8,382.400	8,653.921		
		Annual	88,077.665	91,148.525	94,235.505	97,449.430	100,588.800	103,847.055		
Weekend Worker - Nurse III	1885	Hourly	47.550	49.154	50.827	52.461	53.977	55.631	57.338	58.485
		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)	1885	Hourly	48.501	50.136	51.844	53.510	55.057	56.743	58.485	
		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	1885	Hourly	49.180	51.001	52.825	54.812	57.091	59.300	61.613	62.843
		Monthly	7,725.342	8,011.472	8,297.938	8,610.095	8,968.093	9,315.009	9,678.381	9,871.653
		Annual	92,704.105	96,137.665	99,575.255	103,321.140	107,617.120	111,780.110	116,140.570	118,459.835
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	50.165	52.022	53.881	55.910	58.232	60.485	62.843	
		Monthly	7,880.161	8,171.833	8,463.840	8,782.545	9,147.260	9,501.229	9,871.653	
		Annual	94,561.935	98,061.990	101,566.075	105,390.545	109,767.125	114,014.745	118,459.835	
Weekend Worker - Nurse V	1885	Hourly	51.914	53.903	56.179	58.390	60.802	63.164	65.625	66.939
		Monthly	8,154.873	8,467.198	8,824.860	9,172.112	9,550.932	9,922.028	10,308.572	10,514.942
		Annual	97,858.475	101,606.375	105,898.325	110,065.345	114,611.185	119,064.335	123,702.865	126,179.300
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	52.953	54.981	57.303	59.557	62.018	64.427	66.939	
		Monthly	8,318.088	8,636.626	9,001.341	9,355.477	9,742.021	10,120.338	10,514.942	
		Annual	99,817.055	103,639.510	108,016.090	112,265.725	116,904.255	121,444.050	126,179.300	

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

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⁾	1885	Hourly	30.858	31.869	32.865	34.078	35.186	36.428	37.723	38.855	39.632
		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
Nurse II ⁽³⁾	1885	Hourly	40.311	41.719	43.130	44.599	46.039	47.530	48.481		49.450
		Monthly	6,332.138	6,553.284	6,774.934	7,005.819	7,232.003	7,466.247	7,615.525		7,767.825
		Annual	75,985.650	78,639.405	81,299.205	84,069.830	86,784.035	89,594.960	91,386.295		93,213.900
Nurse II (20 Year Scale) ⁽³⁾	1885	Hourly	41.118	42.553	43.993	45.493	46.959	48.481	49.450		
		Monthly	6,458.915	6,684.427	6,910.610	7,146.198	7,376.411	7,615.525	7,767.825		
		Annual	77,506.975	80,213.120	82,927.325	85,754.370	88,516.935	91,386.295	93,213.900		
Nurse III ⁽⁴⁾	1885	Hourly	41.844	43.255	44.729	46.165	47.499	48.954	50.457	51.466	52.496
		Monthly	6,572.930	6,794.580	7,026.137	7,251.817	7,461.377	7,689.912	7,926.003	8,084.523	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	97,014.271	98,954.635
Nurse III (20 Year Scale) ⁽⁴⁾	1885	Hourly	42.680	44.119	45.622	47.089	48.450	49.935	51.466	52.496	
		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 IV ⁽⁵⁾	1885	Hourly	43.280	44.882	46.487	48.236	50.240	52.184	54.307	56.517	57.647
		Monthly	6,798.610	7,050.149	7,302.360	7,577.072	7,891.915	8,197.188	8,530.670	8,877.922	9,055.410
		Annual	81,583.320	84,601.790	87,628.320	90,924.860	94,702.985	98,366.255	102,368.045	106,535.065	108,664.920
Nurse IV (20 Year Scale) ⁽⁵⁾	1885	Hourly	44.145	45.780	47.415	49.200	51.245	53.228	55.392	57.647	
		Monthly	6,934.455	7,191.199	7,448.112	7,728.533	8,049.757	8,361.243	8,701.106	9,055.410	
		Annual	83,213.455	86,294.390	89,377.340	92,742.390	96,597.085	100,334.910	104,413.270	108,664.920	
Nurse V	1885	Hourly	45.685	47.434	49.439	51.382	53.505	55.585	57.752		58.906
		Monthly	7,176.423	7,451.134	7,765.978	8,071.250	8,404.733	8,731.499	9,071.866		9,253.216
		Annual	86,117.070	89,413.610	93,191.735	96,855.005	100,856.795	104,777.985	108,862.390		111,038.590
Nurse V (20 Year Scale)	1885	Hourly	46.598	48.384	50.427	52.411	54.575	56.696	58.906		
		Monthly	7,319.823	7,600.244	7,921.301	8,232.954	8,572.818	8,905.964	9,253.216		
		Annual	87,837.880	91,202.930	95,055.610	98,795.450	102,873.810	106,871.570	111,038.590		
Nurse Practitioner	1885	Hourly	52.066	55.887	58.186	60.480	62.958				64.216
		Monthly	8,178.717	8,778.851	9,140.040	9,500.389	9,889.620				10,087.258
		Annual	98,144.605	105,346.215	109,680.480	114,004.670	118,675.440				121,047.095
Nurse Practitioner (20 Year Scale)	1885	Hourly	53.106	57.003	59.348	61.689	64.216				
		Monthly	8,342.100	8,954.156	9,322.565	9,690.303	10,087.258				
		Annual	100,105.200	107,449.875	111,870.785	116,283.635	121,047.095				

Weekend Worker - Licensed Practical Nurse ⁽²⁾	1885	Hourly	35.488	36.648	37.794	39.187	40.466	41.891	43.383	44.683	45.576
		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 - Nurse II ⁽³⁾	1885	Hourly	46.359	47.976	49.599	51.290	52.944	54.659	55.753		56.868
		Monthly	7,282.210	7,536.268	7,791.165	8,056.810	8,316.577	8,586.083	8,757.862		8,932.999
		Annual	87,386.520	90,435.215	93,493.985	96,681.715	99,798.920	103,032.995	105,094.340		107,195.985
Weekend Worker - Nurse II (20 Year Scale) ⁽³⁾	1885	Hourly	47.287	48.935	50.592	52.317	54.003	55.752	56.868		
		Monthly	7,427.962	7,686.889	7,947.160	8,218.178	8,482.982	8,757.694	8,932.999		
		Annual	89,135.540	92,242.670	95,365.920	98,618.130	101,795.785	105,092.325	107,195.985		
Weekend Worker - Nurse III ⁽⁴⁾	1885	Hourly	48.121	49.744	51.438	53.090	54.625	56.299	58.027	59.186	60.370
		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⁾	1885	Hourly	49.083	50.737	52.466	54.153	55.718	57.424	59.188	60.370	
		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⁾	1885	Hourly	49.770	51.614	53.459	55.470	57.777	60.012	62.452	64.994	66.293
		Monthly	7,818.032	8,107.688	8,397.513	8,713.364	9,075.728	9,426.842	9,810.195	10,209.501	10,413.520
		Annual	93,816.385	97,292.260	100,770.150	104,560.365	108,908.735	113,122.100	117,722.345	122,514.015	124,962.240
Weekend Worker - Nurse IV (20 Year Scale) ⁽⁵⁾	1885	Hourly	50.767	52.647	54.528	56.581	58.931	61.211	63.702	66.293	
		Monthly	7,974.698	8,269.896	8,565.429	8,887.997	9,257.078	9,615.244	10,006.490	10,413.520	
		Annual	95,696.380	99,238.750	102,785.150	106,655.965	111,084.935	115,382.930	120,077.880	124,962.240	
Weekend Worker - Nurse V	1885	Hourly	52.538	54.549	56.854	59.090	61.532	63.922	66.413		67.741
		Monthly	8,252.768	8,568.788	8,930.816	9,282.098	9,665.619	10,041.081	10,432.327		10,641.047
		Annual	99,033.220	102,825.450	107,169.790	111,385.170	115,987.430	120,492.970	125,187.920		127,692.565
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	53.588	55.641	57.990	60.273	62.762	65.199	67.741		
		Monthly	8,417.830	8,740.230	9,109.311	9,467.813	9,858.891	10,241.741	10,641.047		
		Annual	101,013.965	104,882.765	109,311.735	113,613.760	118,306.695	122,900.895	127,692.565		

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

² New 'Year 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 & Rural Health Authorities & Associations - Prairie Mountain Health
2015 ANNUAL HOURS- APPENDIX A - SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	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
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 IV - Brandon	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 - Brandon (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
Nurse IV	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)	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 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
		Annual	93,991.690	100,887.020	105,037.920	109,180.760	113,652.045			115,924.965
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	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			
Weekend Worker - Licensed Practical Nurse	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 - 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		
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-Brandon	2015	Hourly	44.589	46.241	47.893	49.696	51.761	53.764	55.951	58.228
		Monthly	7,487.236	7,764.635	8,042.033	8,344.787	8,691.535	9,027.872	9,395.105	9,777.452
		Annual	89,846.835	93,175.615	96,504.395	100,137.440	104,298.415	108,334.460	112,741.265	117,329.420
Weekend Worker - Nurse IV-Brandon (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 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 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	53.998	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	
¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.										

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	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	
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 IV - Brandon	2015	Hourly	39.259	40.712	42.168	43.754	45.573	47.335	49.261	51.266	52.292
		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	8,780.698
		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	105,368.380
Nurse IV - Brandon (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	
Nurse IV	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)	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 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	
		Monthly	7,930.536	8,512.368	8,862.642	9,212.076	9,589.385			9,781.146	
		Annual	95,166.435	102,148.410	106,351.700	110,544.915	115,072.620			117,373.750	

Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	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				
Weekend Worker - Licensed Practical Nurse	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 - 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			
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-Brandon	2015	Hourly	45.146	46.819	48.492	50.317	52.408	54.436	56.650	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-Brandon (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 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 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	
¹ Eligibility for the 20 Year increment is determined in accordance with Article 2105.										

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	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	
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 IV - Brandon	2015	Hourly	39.809	41.282	42.758	44.367	46.211	47.998	49.951	51.984	53.024
		Monthly	6,684.595	6,931.936	7,179.781	7,449.959	7,759.597	8,059.664	8,387.605	8,728.980	8,903.613
		Annual	80,215.135	83,183.230	86,157.370	89,399.505	93,115.165	96,715.970	100,651.265	104,747.760	106,843.360
Nurse IV - Brandon (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	
Nurse IV	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)	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 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	
		Annual	96,498.350	103,579.060	107,840.785	112,092.435	116,684.620			119,017.990	

Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	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				
Weekend Worker - Licensed Practical Nurse	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 - 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			
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-Brandon	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-Brandon (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 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 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		

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

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	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	
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 IV - Brandon	2015	Hourly	40.008	41.488	42.972	44.589	46.442	48.238	50.201	52.244	53.289
		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	8,948.111
		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	107,377.335
Nurse IV - Brandon (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	
Nurse IV	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)	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 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	
		Annual	96,979.935	104,096.915	108,380.805	112,652.605	117,268.970			119,612.415	

Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	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			
Weekend Worker - Licensed Practical Nurse	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 - 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		
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-Brandon	2015	Hourly	46.007	47.711	49.417	51.276	53.408	55.474	57.730	60.080
		Monthly	7,725.342	8,011.472	8,297.938	8,610.095	8,968.093	9,315.009	9,693.829	10,088.433
		Annual	92,704.105	96,137.665	99,575.255	103,321.140	107,617.120	111,780.110	116,325.950	121,061.200
Weekend Worker - Nurse IV-Brandon (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 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 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	

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

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⁾	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								
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	8,084.523	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	97,014.271	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 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	
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
		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 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				
Weekend Worker - Licensed Practical Nurse ⁽²⁾	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 - 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
Weekend Worker - Nurse II (20 Year Scale) ⁽³⁾	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		

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

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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	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								
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) ⁽²⁾	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 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	
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	
		Monthly	8,342.268	8,954.492	9,322.901	9,690.471	10,087.426			10,288.926	
		Annual	100,107.215	107,453.905	111,874.815	116,285.650	121,049.110			123,467.110	
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	50.674	54.392	56.629	58.863	61.274				
		Monthly	8,509.009	9,133.323	9,508.953	9,884.079	10,288.926				
		Annual	102,108.110	109,599.880	114,107.435	118,608.945	123,467.110				
Nurse Practitioner	2015	Hourly	49.681	53.327	55.521	57.710	60.074			61.274	
		Monthly	8,342.268	8,954.492	9,322.901	9,690.471	10,087.426			10,288.926	
		Annual	100,107.215	107,453.905	111,874.815	116,285.650	121,049.110			123,467.110	
Nurse Practitioner (20 Year Scale)	2015	Hourly	50.674	54.392	56.629	58.863	61.274				
		Monthly	8,509.009	9,133.323	9,508.953	9,884.079	10,288.926				
		Annual	102,108.110	109,599.880	114,107.435	118,608.945	123,467.110				
Weekend Worker - Licensed Practical Nurse	2015	Hourly	33.862	34.970	36.063	37.392	38.612	39.972	41.396	42.636	43.489
		Monthly	5,685.994	5,872.046	6,055.579	6,278.740	6,483.598	6,711.965	6,951.078	7,159.295	7,302.528
		Annual	68,231.930	70,464.550	72,666.945	75,344.880	77,803.180	80,543.580	83,412.940	85,911.540	87,630.335
Weekend Worker - 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
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	

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

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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	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								
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)	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 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	
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				
		Annual	104,149.305	111,792.200	116,390.430	120,980.600	125,935.485				
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			
Weekend Worker - Licensed Practical Nurse	2015	Hourly	34.539	35.669	36.784	38.140	39.384	40.771	42.224	43.489	44.359
		Monthly	5,799.674	5,989.420	6,176.647	6,404.342	6,613.230	6,846.130	7,090.113	7,302.528	7,448.615
		Annual	69,596.085	71,873.035	74,119.760	76,852.100	79,358.760	82,153.565	85,081.360	87,630.335	89,383.385
Weekend Worker - Nurse II	2015	Hourly	45.120	46.695	48.274	49.920	51.529	53.199	54.263	55.348	56.455
		Monthly	7,576.400	7,840.869	8,106.009	8,382.400	8,652.578	8,932.999	9,111.662	9,293.852	9,479.735
		Annual	90,916.800	94,090.425	97,272.110	100,588.800	103,830.935	107,195.985	109,339.945	111,526.220	113,756.825
Weekend Worker - Nurse II (20 Year Scale)	2015	Hourly	46.023	47.628	49.241	50.919	52.560	54.262	55.348	56.455	
		Monthly	7,728.029	7,997.535	8,268.385	8,550.149	8,825.700	9,111.494	9,293.852	9,479.735	
		Annual	92,736.345	95,970.420	99,220.615	102,601.785	105,908.400	109,337.930	111,526.220	113,756.825	
Weekend Worker - LPN - CRN	2015	Hourly	45.978	47.554	49.168	50.795	52.347	53.997	55.370	56.477	57.607
		Monthly	7,720.473	7,985.109	8,256.127	8,529.327	8,789.934	9,066.996	9,297.546	9,483.430	9,673.175
		Annual	92,645.670	95,821.310	99,073.520	102,351.925	105,479.205	108,803.955	111,570.550	113,801.155	116,078.105
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	46.898	48.505	50.151	51.811	53.394	55.077	56.477	57.607	
		Monthly	7,874.956	8,144.798	8,421.189	8,699.930	8,965.743	9,248.346	9,483.430	9,673.175	
		Annual	94,499.470	97,737.575	101,054.265	104,399.165	107,588.910	110,980.155	113,801.155	116,078.105	
Weekend Worker - Nurse III	2015	Hourly	46.834	48.415	50.063	51.671	53.165	54.794	56.476	57.605	58.757
		Monthly	7,864.209	8,129.685	8,406.412	8,676.422	8,927.290	9,200.826	9,483.262	9,672.840	9,866.280
		Annual	94,370.510	97,556.225	100,876.945	104,117.065	107,127.475	110,409.910	113,799.140	116,074.075	118,395.355
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	47.771	49.381	51.064	52.705	54.228	55.889	57.606	58.757	
		Monthly	8,021.547	8,291.893	8,574.497	8,850.048	9,105.785	9,384.695	9,673.008	9,866.280	
		Annual	96,258.565	99,502.715	102,893.960	106,200.575	109,269.420	112,616.335	116,076.090	118,395.355	

Weekend Worker - Nurse IV	2015	Hourly	48.440	50.235	52.030	53.988	56.233	58.408	60.783	63.257	64.521
		Monthly	8,133.883	8,435.294	8,736.704	9,065.485	9,442.458	9,807.677	10,206.479	10,621.905	10,834.151
		Annual	97,606.600	101,223.525	104,840.450	108,785.820	113,309.495	117,692.120	122,477.745	127,462.855	130,009.815
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	49.411	51.240	53.071	55.070	57.357	59.575	62.000	64.521	
		Monthly	8,296.930	8,604.050	8,911.505	9,247.171	9,631.196	10,003.635	10,410.833	10,834.151	
		Annual	99,563.165	103,248.600	106,938.065	110,966.050	115,574.355	120,043.625	124,930.000	130,009.815	
Weekend Worker - Nurse V	2015	Hourly	51.134	53.092	55.335	57.512	59.887	62.214	64.638	65.931	
		Monthly	8,586.251	8,915.032	9,291.669	9,657.223	10,056.025	10,446.768	10,853.798	11,070.914	
		Annual	103,035.010	106,980.380	111,500.025	115,886.680	120,672.305	125,361.210	130,245.570	132,850.965	
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	52.157	54.154	56.441	58.662	61.085	63.457	65.931		
		Monthly	8,758.030	9,093.359	9,477.385	9,850.328	10,257.190	10,655.488	11,070.914		
		Annual	105,096.355	109,120.310	113,728.615	118,203.930	123,086.275	127,865.855	132,850.965		

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

**MNU & Rural Health Authorities & Associations - Southern Manitoba
1885 ANNUAL HOURS- APPENDIX A - SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	1885	Hourly	29.552	30.519	31.475	32.634	33.697	34.886	36.128	36.850
		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
Nurse II	1885	Hourly	38.606	39.953	41.305	42.713	44.089	45.519		46.428
		Monthly	6,064.310	6,275.885	6,488.300	6,709.446	6,925.723	7,150.228		7,293.125
		Annual	72,771.725	75,310.625	77,859.600	80,513.355	83,108.675	85,802.730		87,517.495
Nurse II (20 Year Scale)	1885	Hourly	39.379	40.752	42.131	43.568	44.971	46.428		
		Monthly	6,185.714	6,401.487	6,618.100	6,843.780	7,064.254	7,293.125		
		Annual	74,228.570	76,817.845	79,417.195	82,125.355	84,771.050	87,517.495		
Nurse III	1885	Hourly	40.073	41.425	42.836	44.212	45.490	46.883	48.322	49.288
		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)	1885	Hourly	40.874	42.253	43.692	45.096	46.400	47.821	49.288	
		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 IV	1885	Hourly	41.448	42.982	44.519	46.194	48.114	49.975	51.925	52.963
		Monthly	6,510.801	6,751.761	6,993.225	7,256.351	7,557.929	7,850.272	8,156.552	8,319.599
		Annual	78,129.610	81,021.135	83,918.705	87,076.210	90,695.150	94,203.265	97,878.625	99,835.190
Nurse IV (20 Year Scale)	1885	Hourly	42.277	43.841	45.409	47.118	49.076	50.976	52.963	
		Monthly	6,640.936	6,886.766	7,132.932	7,401.431	7,709.054	8,007.442	8,319.599	
		Annual	79,691.235	82,641.195	85,595.185	88,817.170	92,508.650	96,089.305	99,835.190	
Nurse V	1885	Hourly	43.752	45.428	47.347	49.208	51.241	53.232	55.307	56.414
		Monthly	6,872.661	7,135.955	7,437.365	7,729.708	8,049.085	8,361.914	8,687.840	8,861.634
		Annual	82,471.935	85,631.455	89,248.380	92,756.495	96,589.025	100,342.970	104,254.085	106,339.610
Nurse V (20 Year Scale)	1885	Hourly	44.626	46.335	48.294	50.193	52.266	54.296	56.414	
		Monthly	7,010.017	7,278.516	7,586.139	7,884.527	8,210.118	8,528.991	8,861.634	
		Annual	84,120.205	87,342.190	91,033.670	94,614.325	98,521.410	102,347.895	106,339.610	
Nurse Practitioner	1885	Hourly	49.863	53.521	55.723	57.921	60.293			61.499
		Monthly	7,832.641	8,407.252	8,753.160	9,098.397	9,471.004			9,660.414
		Annual	93,991.690	100,887.020	105,037.920	109,180.760	113,652.045			115,924.965
Nurse Practitioner (20 Year Scale)	1885	Hourly	50.859	54.591	56.836	59.079	61.499			
		Monthly	7,989.139	8,575.336	8,927.961	9,280.250	9,660.414			
		Annual	95,869.670	102,904.035	107,135.535	111,363.005	115,924.965			

Weekend Worker - Licensed Practical Nurse	1885	Hourly	33.986	35.097	36.195	37.528	38.753	40.117	41.546	42.377
		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 - Nurse II	1885	Hourly	44.397	45.946	47.501	49.120	50.704	52.347		53.394
		Monthly	6,974.083	7,217.394	7,461.545	7,715.939	7,964.791	8,222.879		8,387.270
		Annual	83,688.995	86,608.730	89,538.540	92,591.265	95,577.495	98,674.550		100,647.235
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	45.285	46.865	48.451	50.103	51.718	53.394		
		Monthly	7,113.454	7,361.635	7,610.823	7,870.422	8,123.976	8,387.270		
		Annual	85,361.445	88,339.615	91,329.875	94,445.065	97,487.715	100,647.235		
Weekend Worker - Nurse III	1885	Hourly	46.084	47.638	49.260	50.843	52.313	53.916	55.570	56.682
		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)	1885	Hourly	47.006	48.591	50.246	51.861	53.360	54.994	56.682	
		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	1885	Hourly	47.664	49.430	51.196	53.123	55.331	57.472	59.713	60.906
		Monthly	7,487.236	7,764.635	8,042.033	8,344.787	8,691.535	9,027.872	9,379.993	9,567.388
		Annual	89,846.835	93,175.615	96,504.395	100,137.440	104,298.415	108,334.460	112,559.915	114,808.655
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	48.619	50.418	52.220	54.186	56.437	58.621	60.906	
		Monthly	7,637.186	7,919.790	8,202.897	8,511.696	8,865.328	9,208.382	9,567.388	
		Annual	91,646.230	95,037.475	98,434.765	102,140.350	106,383.940	110,500.585	114,808.655	
Weekend Worker - Nurse V	1885	Hourly	50.314	52.240	54.448	56.590	58.928	61.216	63.602	64.874
		Monthly	7,903.502	8,206.088	8,552.835	8,889.340	9,256.574	9,616.084	9,990.874	10,190.695
		Annual	94,842.020	98,473.050	102,634.025	106,672.085	111,078.890	115,393.005	119,890.485	122,288.335
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	51.321	53.286	55.537	57.722	60.106	62.440	64.874	
		Monthly	8,061.679	8,370.310	8,723.943	9,067.164	9,441.618	9,808.348	10,190.695	
		Annual	96,740.150	100,443.720	104,687.310	108,805.970	113,299.420	117,700.180	122,288.335	

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

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	1885	Hourly	29.921	30.901	31.868	33.043	34.118	35.322	36.579	37.311
		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
Nurse II	1885	Hourly	39.088	40.452	41.821	43.246	44.641	46.087		47.009
		Monthly	6,140.041	6,354.303	6,569.404	6,793.237	7,012.368	7,239.559		7,384.303
		Annual	73,680.490	76,251.630	78,832.845	81,518.840	84,148.415	86,874.710		88,611.640
Nurse II (20 Year Scale)	1885	Hourly	39.870	41.262	42.658	44.112	45.534	47.009		
		Monthly	6,262.956	6,481.583	6,700.883	6,929.249	7,152.578	7,384.303		
		Annual	75,155.470	77,779.000	80,410.590	83,150.990	85,830.940	88,611.640		
Nurse III	1885	Hourly	40.575	41.942	43.371	44.765	46.059	47.468	48.925	49.904
		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)	1885	Hourly	41.385	42.781	44.238	45.660	46.980	48.419	49.904	
		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 IV	1885	Hourly	41.967	43.520	45.076	46.772	48.716	50.599	52.574	53.625
		Monthly	6,592.240	6,836.223	7,080.710	7,347.026	7,652.466	7,948.335	8,258.478	8,423.540
		Annual	79,106.885	82,034.680	84,968.520	88,164.310	91,829.595	95,380.025	99,101.730	101,082.475
Nurse IV (20 Year Scale)	1885	Hourly	42.805	44.390	45.976	47.707	49.690	51.613	53.625	
		Monthly	6,723.887	6,972.908	7,222.096	7,493.953	7,805.438	8,107.520	8,423.540	
		Annual	80,686.645	83,674.890	86,665.150	89,927.435	93,665.260	97,290.245	101,082.475	
Nurse V	1885	Hourly	44.299	45.995	47.939	49.822	51.881	53.897	55.999	57.119
		Monthly	6,958.635	7,225.118	7,530.391	7,826.260	8,149.668	8,466.358	8,796.483	8,972.459
		Annual	83,503.615	86,701.420	90,364.690	93,915.120	97,796.010	101,596.300	105,557.790	107,669.510
Nurse V (20 Year Scale)	1885	Hourly	45.184	46.915	48.898	50.821	52.919	54.975	57.119	
		Monthly	7,097.670	7,369.527	7,681.012	7,983.094	8,312.715	8,635.618	8,972.459	
		Annual	85,172.035	88,434.320	92,172.145	95,797.130	99,752.575	103,627.420	107,669.510	
Nurse Practitioner	1885	Hourly	50.486	54.190	56.420	58.645	61.046			62.267
		Monthly	7,930.536	8,512.368	8,862.642	9,212.076	9,589.385			9,781.146
		Annual	95,166.435	102,148.410	106,351.700	110,544.915	115,072.620			117,373.750
Nurse Practitioner (20 Year Scale)	1885	Hourly	51.495	55.273	57.547	59.817	62.267			
		Monthly	8,089.050	8,682.467	9,039.626	9,396.281	9,781.146			
		Annual	97,068.595	104,189.605	108,475.510	112,755.370	117,373.750			

Weekend Worker - Licensed Practical Nurse	1885	Hourly	34.410	35.536	36.647	37.997	39.237	40.619	42.066	42.907
		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 - Nurse II	1885	Hourly	44.952	46.520	48.094	49.734	51.338	53.001		54.061
		Monthly	7,061.232	7,307.565	7,554.739	7,812.323	8,064.366	8,325.644		8,492.050
		Annual	84,734.780	87,690.785	90,656.865	93,747.875	96,772.390	99,907.730		101,904.595
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	45.851	47.450	49.057	50.730	52.364	54.061		
		Monthly	7,202.450	7,453.653	7,706.032	7,968.821	8,225.566	8,492.050		
		Annual	86,429.395	89,443.835	92,472.380	95,625.855	98,706.790	101,904.595		
Weekend Worker - Nurse III	1885	Hourly	46.660	48.234	49.876	51.479	52.967	54.590	56.265	57.391
		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)	1885	Hourly	47.594	49.198	50.874	52.509	54.027	55.681	57.391	
		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	1885	Hourly	48.260	50.048	51.836	53.787	56.022	58.190	60.460	61.668
		Monthly	7,580.766	7,861.690	8,142.615	8,449.063	8,800.177	9,140.712	9,497.199	9,686.945
		Annual	90,969.190	94,340.285	97,711.380	101,388.755	105,602.120	109,688.540	113,966.385	116,243.335
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	49.227	51.048	52.873	54.864	57.143	59.353	61.668	
		Monthly	7,732.730	8,018.860	8,305.494	8,618.155	8,976.153	9,323.405	9,686.945	
		Annual	92,792.765	96,226.325	99,665.930	103,417.860	107,713.840	111,880.860	116,243.335	
Weekend Worker - Nurse V	1885	Hourly	50.943	52.893	55.129	57.298	59.664	61.982	64.398	65.686
		Monthly	8,002.237	8,308.685	8,659.798	9,000.501	9,372.269	9,736.312	10,115.804	10,318.143
		Annual	96,026.840	99,704.215	103,917.580	108,006.015	112,467.225	116,835.745	121,389.645	123,817.720
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	51.962	53.952	56.231	58.444	60.857	63.221	65.686	
		Monthly	8,162.429	8,474.922	8,832.920	9,180.508	9,559.664	9,930.928	10,318.143	
		Annual	97,949.150	101,699.065	105,995.045	110,166.095	114,715.965	119,171.130	123,817.720	

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

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	1885	Hourly	30.340	31.334	32.314	33.506	34.596	35.817	37.091	37.834
		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
Nurse II	1885	Hourly	39.635	41.018	42.407	43.851	45.266	46.733		47.667
		Monthly	6,226.014	6,443.298	6,661.422	6,888.278	7,110.599	7,340.981		7,487.740
		Annual	74,712.170	77,319.580	79,937.065	82,659.330	85,327.190	88,091.770		89,852.880
Nurse II (20 Year Scale)	1885	Hourly	40.428	41.839	43.256	44.730	46.171	47.667		
		Monthly	6,350.608	6,572.258	6,794.748	7,026.305	7,252.657	7,487.740		
		Annual	76,207.300	78,867.100	81,536.975	84,315.660	87,031.880	89,852.880		
Nurse III	1885	Hourly	41.142	42.529	43.978	45.391	46.703	48.133	49.611	50.603
		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)	1885	Hourly	41.964	43.380	44.857	46.299	47.637	49.097	50.603	
		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 IV	1885	Hourly	42.554	44.129	45.707	47.427	49.398	51.308	53.310	54.375
		Monthly	6,684.595	6,931.936	7,179.781	7,449.959	7,759.597	8,059.664	8,374.172	8,541.417
		Annual	80,215.135	83,183.230	86,157.370	89,399.505	93,115.165	96,715.970	100,490.065	102,497.005
Nurse IV (20 Year Scale)	1885	Hourly	43.404	45.011	46.620	48.375	50.386	52.335	54.375	
		Monthly	6,818.088	7,070.467	7,323.182	7,598.901	7,914.752	8,221.032	8,541.417	
		Annual	81,817.060	84,845.605	87,878.180	91,186.810	94,977.025	98,652.385	102,497.005	
Nurse V	1885	Hourly	44.919	46.639	48.610	50.520	52.607	54.652	56.782	57.919
		Monthly	7,056.026	7,326.204	7,635.843	7,935.910	8,263.683	8,584.908	8,919.565	9,098.061
		Annual	84,672.315	87,914.450	91,630.110	95,230.915	99,164.195	103,018.890	107,034.785	109,176.730
Nurse V (20 Year Scale)	1885	Hourly	45.817	47.571	49.582	51.533	53.660	55.744	57.919	
		Monthly	7,197.076	7,472.628	7,788.479	8,094.927	8,429.081	8,756.518	9,098.061	
		Annual	86,364.915	89,671.530	93,461.745	97,139.120	101,148.970	105,078.220	109,176.730	
Nurse Practitioner	1885	Hourly	51.193	54.949	57.210	59.465	61.902			63.140
		Monthly	8,041.529	8,631.588	8,986.732	9,341.036	9,723.718			9,918.166
		Annual	96,498.350	103,579.060	107,840.785	112,092.435	116,684.620			119,017.990
Nurse Practitioner (20 Year Scale)	1885	Hourly	52.216	56.047	58.353	60.654	63.140			
		Monthly	8,202.225	8,804.039	9,166.235	9,527.760	9,918.166			
		Annual	98,426.705	105,648.465	109,994.820	114,333.115	119,017.990			

Weekend Worker - Licensed Practical Nurse	1885	Hourly	34.892	36.033	37.160	38.530	39.787	41.187	42.655	43.508
		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 - Nurse II	1885	Hourly	45.582	47.171	48.767	50.430	52.056	53.743		54.818
		Monthly	7,160.135	7,409.827	7,660.526	7,921.637	8,177.206	8,442.178		8,610.935
		Annual	85,921.615	88,917.920	91,926.315	95,059.640	98,126.470	101,306.140		103,331.215
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	46.494	48.114	49.743	51.440	53.098	54.818		
		Monthly	7,303.368	7,557.929	7,813.834	8,080.318	8,340.757	8,610.935		
		Annual	87,640.410	90,695.150	93,766.010	96,963.815	100,089.080	103,331.215		
Weekend Worker - Nurse III	1885	Hourly	47.313	48.909	50.574	52.200	53.709	55.354	57.053	58.194
		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)	1885	Hourly	48.260	49.886	51.586	53.244	54.783	56.461	58.194	
		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	1885	Hourly	48.935	50.748	52.562	54.540	56.807	59.005	61.306	62.531
		Monthly	7,686.889	7,971.676	8,256.630	8,567.276	8,923.428	9,268.664	9,630.189	9,822.621
		Annual	92,242.670	95,660.110	99,079.565	102,807.315	107,081.130	111,223.970	115,562.265	117,871.455
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	49.916	51.764	53.613	55.632	57.942	60.184	62.531	
		Monthly	7,841.037	8,131.197	8,421.693	8,738.887	9,101.755	9,453.876	9,822.621	
		Annual	94,092.440	97,574.360	101,060.310	104,866.645	109,221.060	113,446.515	117,871.455	
Weekend Worker - Nurse V	1885	Hourly	51.656	53.634	55.900	58.099	60.499	62.850	65.299	66.605
		Monthly	8,114.237	8,425.051	8,781.034	9,126.439	9,503.412	9,872.660	10,257.358	10,462.552
		Annual	97,370.845	101,100.610	105,372.410	109,517.265	114,040.940	118,471.925	123,088.290	125,550.620
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	52.690	54.708	57.018	59.261	61.709	64.106	66.605	
		Monthly	8,276.780	8,593.639	8,956.507	9,308.964	9,693.493	10,069.963	10,462.552	
		Annual	99,321.365	103,123.670	107,478.085	111,707.570	116,321.920	120,839.550	125,550.620	

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

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse	1885	Hourly	30.492	31.491	32.475	33.673	34.769	35.996	37.276	38.023
		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
Nurse II	1885	Hourly	39.833	41.224	42.619	44.070	45.493	46.967		47.906
		Monthly	6,257.079	6,475.538	6,694.670	6,922.700	7,146.198	7,377.755		7,525.185
		Annual	75,084.945	77,706.460	80,336.035	83,072.405	85,754.370	88,533.055		90,302.225
Nurse II (20 Year Scale)	1885	Hourly	40.630	42.049	43.472	44.953	46.402	47.906		
		Monthly	6,382.345	6,605.170	6,828.667	7,061.400	7,288.927	7,525.185		
		Annual	76,588.135	79,262.040	81,944.005	84,736.795	87,467.120	90,302.225		
Nurse III	1885	Hourly	41.348	42.742	44.199	45.618	46.936	48.374	49.859	50.856
		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)	1885	Hourly	42.174	43.597	45.081	46.531	47.876	49.342	50.856	
		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 IV	1885	Hourly	42.767	44.349	45.936	47.664	49.645	51.565	53.577	54.647
		Monthly	6,718.010	6,966.527	7,215.715	7,487.236	7,798.386	8,099.964	8,415.983	8,584.068
		Annual	80,616.120	83,598.320	86,588.580	89,846.835	93,580.630	97,199.570	100,991.800	103,008.815
Nurse IV (20 Year Scale)	1885	Hourly	43.621	45.236	46.853	48.617	50.638	52.597	54.647	
		Monthly	6,852.175	7,105.898	7,359.788	7,636.850	7,954.380	8,262.172	8,584.068	
		Annual	82,226.105	85,270.770	88,317.450	91,642.200	95,452.565	99,146.060	103,008.815	
Nurse V	1885	Hourly	45.143	46.872	48.853	50.773	52.870	54.926	57.067	58.208
		Monthly	7,091.289	7,362.810	7,673.960	7,975.538	8,304.990	8,627.894	8,964.231	9,143.566
		Annual	85,095.465	88,353.720	92,087.515	95,706.455	99,659.885	103,534.730	107,570.775	109,722.795
Nurse V (20 Year Scale)	1885	Hourly	46.046	47.809	49.830	51.790	53.928	56.023	58.208	
		Monthly	7,233.010	7,510.073	7,827.435	8,135.395	8,471.228	8,800.345	9,143.566	
		Annual	86,796.125	90,120.875	93,929.225	97,624.735	101,654.735	105,604.135	109,722.795	
Nurse Practitioner	1885	Hourly	51.448	55.224	57.496	59.763	62.212			63.455
		Monthly	8,081.661	8,674.743	9,031.734	9,387.717	9,772.414			9,967.701
		Annual	96,979.935	104,096.915	108,380.805	112,652.605	117,268.970			119,612.415

Nurse Practitioner (20 Year Scale)	1885	Hourly	52.477	56.327	58.645	60.958	63.455			
		Monthly	8,243.197	8,848.033	9,212.076	9,575.448	9,967.701			
		Annual	98,918.365	106,176.395	110,544.915	114,905.375	119,612.415			
Weekend Worker - Licensed Practical Nurse	1885	Hourly	35.066	36.213	37.346	38.722	39.986	41.394	42.869	43.726
		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 - Nurse II	1885	Hourly	45.809	47.408	49.011	50.682	52.316	54.012		55.091
		Monthly	7,195.901	7,446.936	7,698.811	7,961.265	8,218.010	8,484.325		8,653.921
		Annual	86,350.810	89,363.235	92,385.735	95,535.180	98,616.115	101,811.905		103,847.055
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	46.726	48.355	49.992	51.697	53.363	55.091		
		Monthly	7,339.805	7,595.710	7,852.959	8,120.786	8,382.400	8,653.921		
		Annual	88,077.665	91,148.525	94,235.505	97,449.430	100,588.800	103,847.055		
Weekend Worker - Nurse III	1885	Hourly	47.550	49.154	50.827	52.461	53.977	55.631	57.338	58.485
		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)	1885	Hourly	48.501	50.136	51.844	53.510	55.057	56.743	58.485	
		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	1885	Hourly	49.180	51.001	52.825	54.812	57.091	59.300	61.613	62.843
		Monthly	7,725.342	8,011.472	8,297.938	8,610.095	8,968.093	9,315.009	9,678.381	9,871.653
		Annual	92,704.105	96,137.665	99,575.255	103,321.140	107,617.120	111,780.110	116,140.570	118,459.835
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	50.165	52.022	53.881	55.910	58.232	60.485	62.843	
		Monthly	7,880.161	8,171.833	8,463.840	8,782.545	9,147.260	9,501.229	9,871.653	
		Annual	94,561.935	98,061.990	101,566.075	105,390.545	109,767.125	114,014.745	118,459.835	
Weekend Worker - Nurse V	1885	Hourly	51.914	53.903	56.179	58.390	60.802	63.164	65.625	66.939
		Monthly	8,154.873	8,467.198	8,824.860	9,172.112	9,550.932	9,922.028	10,308.572	10,514.942
		Annual	97,858.475	101,606.375	105,898.325	110,065.345	114,611.185	119,064.335	123,702.865	126,179.300
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	52.953	54.981	57.303	59.557	62.018	64.427	66.939	
		Monthly	8,318.088	8,636.626	9,001.341	9,355.477	9,742.021	10,120.338	10,514.942	
		Annual	99,817.055	103,639.510	108,016.090	112,265.725	116,904.255	121,444.050	126,179.300	

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

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⁾	1885	Hourly	30.858	31.869	32.865	34.078	35.186	36.428	37.723	38.855	39.632
		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
Nurse II ⁽³⁾	1885	Hourly	40.311	41.719	43.130	44.599	46.039	47.530	48.481		49.450
		Monthly	6,332.138	6,553.284	6,774.934	7,005.819	7,232.003	7,466.247	7,615.525		7,767.825
		Annual	75,985.650	78,639.405	81,299.205	84,069.830	86,784.035	89,594.960	91,386.295		93,213.900
Nurse II (20 Year Scale) ⁽³⁾	1885	Hourly	41.118	42.553	43.993	45.493	46.959	48.481	49.450		
		Monthly	6,458.915	6,684.427	6,910.610	7,146.198	7,376.411	7,615.525	7,767.825		
		Annual	77,506.975	80,213.120	82,927.325	85,754.370	88,516.935	91,386.295	93,213.900		
Nurse III ⁽⁴⁾	1885	Hourly	41.844	43.255	44.729	46.165	47.499	48.954	50.457	51.466	52.496
		Monthly	6,572.930	6,794.580	7,026.137	7,251.817	7,461.377	7,689.912	7,926.003	8,084.523	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	97,014.271	98,954.635
Nurse III (20 Year Scale) ⁽⁴⁾	1885	Hourly	42.680	44.119	45.622	47.089	48.450	49.935	51.466	52.496	
		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 IV ⁽⁵⁾	1885	Hourly	43.280	44.882	46.487	48.236	50.240	52.184	54.307	56.517	57.647
		Monthly	6,798.610	7,050.149	7,302.360	7,577.072	7,891.915	8,197.188	8,530.670	8,877.922	9,055.410
		Annual	81,583.320	84,601.790	87,628.320	90,924.860	94,702.985	98,366.255	102,368.045	106,535.065	108,664.920
Nurse IV (20 Year Scale) ⁽⁵⁾	1885	Hourly	44.145	45.780	47.415	49.200	51.245	53.228	55.392	57.647	
		Monthly	6,934.455	7,191.199	7,448.112	7,728.533	8,049.757	8,361.243	8,701.106	9,055.410	
		Annual	83,213.455	86,294.390	89,377.340	92,742.390	96,597.085	100,334.910	104,413.270	108,664.920	
Nurse V	1885	Hourly	45.685	47.434	49.439	51.382	53.505	55.585	57.752		58.906
		Monthly	7,176.423	7,451.134	7,765.978	8,071.250	8,404.733	8,731.499	9,071.866		9,253.216
		Annual	86,117.070	89,413.610	93,191.735	96,855.005	100,856.795	104,777.985	108,862.390		111,038.590
Nurse V (20 Year Scale)	1885	Hourly	46.598	48.384	50.427	52.411	54.575	56.696	58.906		
		Monthly	7,319.823	7,600.244	7,921.301	8,232.954	8,572.818	8,905.964	9,253.216		
		Annual	87,837.880	91,202.930	95,055.610	98,795.450	102,873.810	106,871.570	111,038.590		
Nurse Practitioner	1885	Hourly	52.066	55.887	58.186	60.480	62.958				64.216
		Monthly	8,178.717	8,778.851	9,140.040	9,500.389	9,889.620				10,087.258
		Annual	98,144.605	105,346.215	109,680.480	114,004.670	118,675.440				121,047.095
Nurse Practitioner (20 Year Scale)	1885	Hourly	53.106	57.003	59.348	61.689	64.216				
		Monthly	8,342.100	8,954.156	9,322.565	9,690.303	10,087.258				
		Annual	100,105.200	107,449.875	111,870.785	116,283.635	121,047.095				

Weekend Worker - Licensed Practical Nurse⁽²⁾	1885	Hourly	35.488	36.648	37.794	39.187	40.466	41.891	43.383	44.683	45.576
		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 - Nurse II⁽³⁾	1885	Hourly	46.359	47.976	49.599	51.290	52.944	54.659	55.753		56.868
		Monthly	7,282.210	7,536.268	7,791.165	8,056.810	8,316.577	8,586.083	8,757.862		8,932.999
		Annual	87,386.520	90,435.215	93,493.985	96,681.715	99,798.920	103,032.995	105,094.340		107,195.985
Weekend Worker - Nurse II (20 Year Scale)⁽³⁾	1885	Hourly	47.287	48.935	50.592	52.317	54.003	55.752	56.868		
		Monthly	7,427.962	7,686.889	7,947.160	8,218.178	8,482.982	8,757.694	8,932.999		
		Annual	89,135.540	92,242.670	95,365.920	98,618.130	101,795.785	105,092.325	107,195.985		
Weekend Worker - Nurse III⁽⁴⁾	1885	Hourly	48.121	49.744	51.438	53.090	54.625	56.299	58.027	59.186	60.370
		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⁾	1885	Hourly	49.083	50.737	52.466	54.153	55.718	57.424	59.188	60.370	
		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⁾	1885	Hourly	49.770	51.614	53.459	55.470	57.777	60.012	62.452	64.994	66.293
		Monthly	7,818.032	8,107.688	8,397.513	8,713.364	9,075.728	9,426.842	9,810.195	10,209.501	10,413.520
		Annual	93,816.385	97,292.260	100,770.150	104,560.365	108,908.735	113,122.100	117,722.345	122,514.015	124,962.240
Weekend Worker - Nurse IV (20 Year Scale)⁽⁵⁾	1885	Hourly	50.767	52.647	54.528	56.581	58.931	61.211	63.702	66.293	
		Monthly	7,974.698	8,269.896	8,565.429	8,887.997	9,257.078	9,615.244	10,006.490	10,413.520	
		Annual	95,696.380	99,238.750	102,785.150	106,655.965	111,084.935	115,382.930	120,077.880	124,962.240	
Weekend Worker - Nurse V	1885	Hourly	52.538	54.549	56.854	59.090	61.532	63.922	66.413		67.741
		Monthly	8,252.768	8,568.788	8,930.816	9,282.098	9,665.619	10,041.081	10,432.327		10,641.047
		Annual	99,033.220	102,825.450	107,169.790	111,385.170	115,987.430	120,492.970	125,187.920		127,692.565
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	53.588	55.641	57.990	60.273	62.762	65.199	67.741		
		Monthly	8,417.830	8,740.230	9,109.311	9,467.813	9,858.891	10,241.741	10,641.047		
		Annual	101,013.965	104,882.765	109,311.735	113,613.760	118,306.695	122,900.895	127,692.565		

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

² New 'Year 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 & Rural Health Authorities & Associations - Southern Manitoba
2015 ANNUAL HOURS- APPENDIX A- SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	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	
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 IV - Brandon	2015	Hourly	38.774	40.209	41.647	43.214	45.010	46.751	48.653	50.633	51.646
		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	8,672.224
		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	104,066.690
Nurse IV - Brandon (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	
Nurse IV	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)	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 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		

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				
Weekend Worker - Licensed Practical Nurse	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 - 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			
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-Brandon	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-Brandon (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 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 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	53.998	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		

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

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase
 Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	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	
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 IV - Brandon	2015	Hourly	39.259	40.712	42.168	43.754	45.573	47.335	49.261	51.266	52.292
		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	8,780.698
		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	105,368.380
Nurse IV - Brandon (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	
Nurse IV	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)	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 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	9,127.459	
		Annual	83,503.615	86,701.420	90,364.690	93,915.120	97,796.010	101,596.300	105,557.790	109,529.510	
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		
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				
Weekend Worker - Licensed Practical Nurse	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 - 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			
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-Brandon	2015	Hourly	45.146	46.819	48.492	50.317	52.408	54.436	56.650	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-Brandon (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 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 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		

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

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	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	
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 IV - Brandon	2015	Hourly	39.809	41.282	42.758	44.367	46.211	47.998	49.951	51.984	53.024
		Monthly	6,684.595	6,931.936	7,179.781	7,449.959	7,759.597	8,059.664	8,387.605	8,728.980	8,903.613
		Annual	80,215.135	83,183.230	86,157.370	89,399.505	93,115.165	96,715.970	100,651.265	104,747.760	106,843.360
Nurse IV - Brandon (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	
Nurse IV	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)	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 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		
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				
Weekend Worker - Licensed Practical Nurse	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 - 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			
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-Brandon	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-Brandon (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 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 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		

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

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	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	
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 IV - Brandon	2015	Hourly	40.008	41.488	42.972	44.589	46.442	48.238	50.201	52.244	53.289
		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	8,948.111
		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	107,377.335
Nurse IV - Brandon (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	
Nurse IV	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)	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 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		
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			
Weekend Worker - Licensed Practical Nurse	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 - 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		
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-Brandon	2015	Hourly	46.007	47.711	49.417	51.276	53.408	55.474	57.730	60.080
		Monthly	7,725.342	8,011.472	8,297.938	8,610.095	8,968.093	9,315.009	9,693.829	10,088.433
		Annual	92,704.105	96,137.665	99,575.255	103,321.140	107,617.120	111,780.110	116,325.950	121,061.200
Weekend Worker - Nurse IV-Brandon (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 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 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	

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

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⁾	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								
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	8,084.523	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	97,014.271	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 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	
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		

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				
Weekend Worker - Licensed Practical Nurse ⁽²⁾	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 - 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
Weekend Worker - Nurse II (20 Year Scale) ⁽³⁾	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		

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

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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	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								
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) ⁽²⁾	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 IV ⁽⁵⁾	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) ⁽⁵⁾	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	
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		
Nurse Practitioner	2015	Hourly	49.681	53.327	55.521	57.710	60.074			61.274	
		Monthly	8,342.268	8,954.492	9,322.901	9,690.471	10,087.426			10,288.926	
		Annual	100,107.215	107,453.905	111,874.815	116,285.650	121,049.110			123,467.110	
Nurse Practitioner (20 Year Scale)	2015	Hourly	50.674	54.392	56.629	58.863	61.274				
		Monthly	8,509.009	9,133.323	9,508.953	9,884.079	10,288.926				
		Annual	102,108.110	109,599.880	114,107.435	118,608.945	123,467.110				
Weekend Worker - Licensed Practical Nurse	2015	Hourly	33.862	34.970	36.063	37.392	38.612	39.972	41.396	42.636	43.489
		Monthly	5,685.994	5,872.046	6,055.579	6,278.740	6,483.598	6,711.965	6,951.078	7,159.295	7,302.528
		Annual	68,231.930	70,464.550	72,666.945	75,344.880	77,803.180	80,543.580	83,412.940	85,911.540	87,630.335
Weekend Worker - 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
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 ⁽⁵⁾	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) ⁽⁵⁾	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		

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

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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse	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								
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)	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 IV ⁽⁵⁾	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) ⁽⁵⁾	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	
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		
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			
Weekend Worker - Licensed Practical Nurse	2015	Hourly	34.539	35.669	36.784	38.140	39.384	40.771	42.224	43.489	44.359
		Monthly	5,799.674	5,989.420	6,176.647	6,404.342	6,613.230	6,846.130	7,090.113	7,302.528	7,448.615
		Annual	69,596.085	71,873.035	74,119.760	76,852.100	79,358.760	82,153.565	85,081.360	87,630.335	89,383.385
Weekend Worker - Nurse II	2015	Hourly	45.120	46.695	48.274	49.920	51.529	53.199	54.263	55.348	56.455
		Monthly	7,576.400	7,840.869	8,106.009	8,382.400	8,652.578	8,932.999	9,111.662	9,293.852	9,479.735
		Annual	90,916.800	94,090.425	97,272.110	100,588.800	103,830.935	107,195.985	109,339.945	111,526.220	113,756.825
Weekend Worker - Nurse II (20 Year Scale)	2015	Hourly	46.023	47.628	49.241	50.919	52.560	54.262	55.348	56.455	
		Monthly	7,728.029	7,997.535	8,268.385	8,550.149	8,825.700	9,111.494	9,293.852	9,479.735	
		Annual	92,736.345	95,970.420	99,220.615	102,601.785	105,908.400	109,337.930	111,526.220	113,756.825	
Weekend Worker - LPN - CRN	2015	Hourly	45.978	47.554	49.168	50.795	52.347	53.997	55.370	56.477	57.607
		Monthly	7,720.473	7,985.109	8,256.127	8,529.327	8,789.934	9,066.996	9,297.546	9,483.430	9,673.175
		Annual	92,645.670	95,821.310	99,073.520	102,351.925	105,479.205	108,803.955	111,570.550	113,801.155	116,078.105
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	46.898	48.505	50.151	51.811	53.394	55.077	56.477	57.607	
		Monthly	7,874.956	8,144.798	8,421.189	8,699.930	8,965.743	9,248.346	9,483.430	9,673.175	
		Annual	94,499.470	97,737.575	101,054.265	104,399.165	107,588.910	110,980.155	113,801.155	116,078.105	
Weekend Worker - Nurse III	2015	Hourly	46.834	48.415	50.063	51.671	53.165	54.794	56.476	57.605	58.757
		Monthly	7,864.209	8,129.685	8,406.412	8,676.422	8,927.290	9,200.826	9,483.262	9,672.840	9,866.280
		Annual	94,370.510	97,556.225	100,876.945	104,117.065	107,127.475	110,409.910	113,799.140	116,074.075	118,395.355
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	47.771	49.381	51.064	52.705	54.228	55.889	57.606	58.757	
		Monthly	8,021.547	8,291.893	8,574.497	8,850.048	9,105.785	9,384.695	9,673.008	9,866.280	
		Annual	96,258.565	99,502.715	102,893.960	106,200.575	109,269.420	112,616.335	116,076.090	118,395.355	
Weekend Worker - Nurse IV ⁽⁵⁾	2015	Hourly	48.440	50.235	52.030	53.988	56.233	58.408	60.783	63.257	64.521
		Monthly	8,133.883	8,435.294	8,736.704	9,065.485	9,442.458	9,807.677	10,206.479	10,621.905	10,834.151
		Annual	97,606.600	101,223.525	104,840.450	108,785.820	113,309.495	117,692.120	122,477.745	127,462.855	130,009.815

Weekend Worker - Nurse IV (20 Year Scale)⁽⁵⁾	2015	Hourly	49.411	51.240	53.071	55.070	57.357	59.575	62.000	64.521
		Monthly	8,296.930	8,604.050	8,911.505	9,247.171	9,631.196	10,003.635	10,410.833	10,834.151
		Annual	99,563.165	103,248.600	106,938.065	110,966.050	115,574.355	120,043.625	124,930.000	130,009.815
Weekend Worker - Nurse V	2015	Hourly	51.134	53.092	55.335	57.512	59.887	62.214	64.638	65.931
		Monthly	8,586.251	8,915.032	9,291.669	9,657.223	10,056.025	10,446.768	10,853.798	11,070.914
		Annual	103,035.010	106,980.380	111,500.025	115,886.680	120,672.305	125,361.210	130,245.570	132,850.965
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	52.157	54.154	56.441	58.662	61.085	63.457	65.931	
		Monthly	8,758.030	9,093.359	9,477.385	9,850.328	10,257.190	10,655.488	11,070.914	
		Annual	105,096.355	109,120.310	113,728.615	118,203.930	123,086.275	127,865.855	132,850.965	

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

**MNU & Shared Health Employer Organization
1885 ANNUAL HOURS- APPENDIX A - SALARIES**

A1. Effective April 1, 2017

**- Monthly salaries include a 1.25% increase
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.**

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse III	1885	Hourly	40.073	41.425	42.836	44.212	45.490	46.883	48.322	49.288
		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
Weekend Worker - Nurse III	1885	Hourly	46.084	47.638	49.260	50.843	52.313	53.916	55.570	56.682
		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

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

A1. Effective April 1, 2018

**- Monthly salaries include a 1.25% increase
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.**

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse III	1885	Hourly	40.575	41.942	43.371	44.765	46.059	47.468	48.925	49.904
		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
Weekend Worker - Nurse III	1885	Hourly	46.660	48.234	49.876	51.479	52.967	54.590	56.265	57.391
		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

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

A1. Effective April 1, 2019

**- Monthly salaries include a 1.4% increase
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.**

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse III	1885	Hourly	41.142	42.529	43.978	45.391	46.703	48.133	49.611	50.603
		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
Weekend Worker - Nurse III	1885	Hourly	47.313	48.909	50.574	52.200	53.709	55.354	57.053	58.194
		Monthly	7,432.160	7,682.859	7,944.305	8,199.707	8,436.805	8,695.229	8,962.048	9,141.382
		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

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

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

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

Nurse Classification ⁽¹⁾	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse III	1885	Hourly	41.348	42.742	44.199	45.618	46.936	48.374	49.859		50.856
		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
Weekend Worker - Nurse III	1885	Hourly	47.550	49.154	50.827	52.461	53.977	55.631	57.338		58.485
		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

A1. Effective April 1, 2021

- Monthly salaries include a 1.2% increase

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

Nurse Classification ⁽¹⁾	Annual Hours		Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Nurse III ⁽²⁾	1885	Hourly	41.844	43.255	44.729	46.165	47.499	48.954	50.457	51.466	52.496
		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
Weekend Worker - Nurse III ⁽²⁾	1885	Hourly	48.121	49.744	51.438	53.090	54.625	56.299	58.027	59.186	60.370
		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

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

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

MNU & Shared Health Employer Organization
1950 ANNUAL HOURS- APPENDIX A - SALARIES

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase

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

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

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

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase

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

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

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

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

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

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

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

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

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

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

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

A1. Effective April 1, 2021

- Monthly salaries include a 1.2% increase

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

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

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

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

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

**MNU & Shared Health Employer Organization
2015 ANNUAL HOURS- APPENDIX A - SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year
Licensed Practical Nurse LPN Technician, 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 IV	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)	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
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
		Annual	93,991.690	100,887.020	105,037.920	109,180.760	113,652.045			115,924.965
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	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				
Weekend Worker - Licensed Practical N	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	
ORT II (Weekend Worker Rates)	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 Sca	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			
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 Sc	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 Sc	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 Yea	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	

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

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse LPN Technician, 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 IV	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)	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	52.292
		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	8,780.698
		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	105,368.380
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	
Clinical Nurse Specialist	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	
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			338,137,375	
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				

Weekend Worker - Licensed Practical N	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	
ORT II (Weekend Worker Rates)	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 Sc	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			
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 Sc	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 Sc	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	56.650	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 Yea	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	

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

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse LPN Technician, 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 IV	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)	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	53.024
		Monthly	6,684.595	6,931.936	7,179.781	7,449.959	7,759.597	8,059.664	8,387.605	8,728.980	8,903.613
		Annual	80,215.135	83,183.230	86,157.370	89,399.505	93,115.165	96,715.970	100,651.265	104,747.760	106,843.360
Nurse IV - HSC (20 Year Scale)	2015	Hourly	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	
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	
		Annual	96,498.350	103,579.060	107,840.785	112,092.435	116,684.620			119,017.990	
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	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				

Weekend Worker - Licensed Practical N	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	
ORT II (Weekend Worker Rates)	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 Sc	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			
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 Sc	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 Sc	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 Yea	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	

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

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse LPN Technician, 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 IV	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)	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	53.289
		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	8,948.111
		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	107,377.335
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	
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	
		Annual	96,979.935	104,096.915	108,380.805	112,652.605	117,268.970			119,612.415	
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	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				
Weekend Worker - Licensed Practical N	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	
ORT II (Weekend Worker Rates)	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			
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	

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

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⁾ LPN Technician, 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 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	
Clinical Nurse Specialist	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
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 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				

Weekend Worker - Licensed Practical N	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
ORT II (Weekend Worker Rates) ⁽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
		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
Weekend Worker - Nurse II (20 Year Sca	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 S	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 Sc	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 Sc	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	

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, LPN Technician, ORT I Effective April 1, 2021

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

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

⁴ Nurse IV Standardized to 'Year 7' Step-on-Scale Effective April 1, 2021

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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse LPN Technician, 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) ⁽²⁾	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 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	
Clinical Nurse Specialist	2015	Hourly	49.681	53.327	55.521	57.710	60.074				61.274
		Monthly	8,342.268	8,954.492	9,322.901	9,690.471	10,087.426				10,288.926
		Annual	100,107.215	107,453.905	111,874.815	116,285.650	121,049.110				123,467.110
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	50.674	54.392	56.629	58.863	61.274				
		Monthly	8,509.009	9,133.323	9,508.953	9,884.079	10,288.926				
		Annual	102,108.110	109,599.880	114,107.435	118,608.945	123,467.110				
Nurse Practitioner	2015	Hourly	49.681	53.327	55.521	57.710	60.074				61.274
		Monthly	8,342.268	8,954.492	9,322.901	9,690.471	10,087.426				10,288.926
		Annual	100,107.215	107,453.905	111,874.815	116,285.650	121,049.110				123,467.110
Nurse Practitioner (20 Year Scale)	2015	Hourly	50.674	54.392	56.629	58.863	61.274				
		Monthly	8,509.009	9,133.323	9,508.953	9,884.079	10,288.926				
		Annual	102,108.110	109,599.880	114,107.435	118,608.945	123,467.110				

Weekend Worker - Licensed Practical N	2015	Hourly	33.862	34.970	36.063	37.392	38.612	39.972	41.396	42.636	43.489
		Monthly	5,685.994	5,872.046	6,055.579	6,278.740	6,483.598	6,711.965	6,951.078	7,159.295	7,302.528
		Annual	68,231.930	70,464.550	72,666.945	75,344.880	77,803.180	80,543.580	83,412.940	85,911.540	87,630.335
ORT II (Weekend Worker Rates)	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
Weekend Worker - Nurse II (20 Year Sc	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 Sc	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 Sc	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 Sc	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	

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

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 ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	20 Year	
Licensed Practical Nurse LPN Technician, 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)	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 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	
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				
		Annual	104,149.305	111,792.200	116,390.430	120,980.600	125,935.485				
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			

Weekend Worker - Licensed Practical N	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
ORT II (Weekend Worker Rates)	2015	Hourly	36.784	38.140	39.384	40.783	42.076	43.387	44.727	46.069	46.990
		Monthly	6,176.647	6,404.342	6,613.230	6,848.145	7,065.262	7,285.400	7,510.409	7,735.753	7,890.404
		Annual	74,119.760	76,852.100	79,358.760	82,177.745	84,783.140	87,424.805	90,124.905	92,829.035	94,684.850
Weekend Worker - Nurse II	2015	Hourly	45.120	46.695	48.274	49.920	51.529	53.199	54.263	55.348	56.455
		Monthly	7,576.400	7,840.869	8,106.009	8,382.400	8,652.578	8,932.999	9,111.662	9,293.852	9,479.735
		Annual	90,916.800	94,090.425	97,272.110	100,588.800	103,830.935	107,195.985	109,339.945	111,526.220	113,756.825
Weekend Worker - Nurse II (20 Year Sc	2015	Hourly	46.023	47.628	49.241	50.919	52.560	54.262	55.348	56.455	
		Monthly	7,728.029	7,997.535	8,268.385	8,550.149	8,825.700	9,111.494	9,293.852	9,479.735	
		Annual	92,736.345	95,970.420	99,220.615	102,601.785	105,908.400	109,337.930	111,526.220	113,756.825	
Weekend Worker - LPN - CRN	2015	Hourly	45.978	47.554	49.168	50.795	52.347	53.997	55.370	56.477	57.607
		Monthly	7,720.473	7,985.109	8,256.127	8,529.327	8,789.934	9,066.996	9,297.546	9,483.430	9,673.175
		Annual	92,645.670	95,821.310	99,073.520	102,351.925	105,479.205	108,803.955	111,570.550	113,801.155	116,078.105
Weekend Worker - LPN - CRN (20 Year Sc	2015	Hourly	46.898	48.505	50.151	51.811	53.394	55.077	56.477	57.607	
		Monthly	7,874.956	8,144.798	8,421.189	8,699.930	8,965.743	9,248.346	9,483.430	9,673.175	
		Annual	94,499.470	97,737.575	101,054.265	104,399.165	107,588.910	110,980.155	113,801.155	116,078.105	
Weekend Worker - Nurse III	2015	Hourly	46.834	48.415	50.063	51.671	53.165	54.794	56.476	57.605	58.757
		Monthly	7,864.209	8,129.685	8,406.412	8,676.422	8,927.290	9,200.826	9,483.262	9,672.840	9,866.280
		Annual	94,370.510	97,556.225	100,876.945	104,117.065	107,127.475	110,409.910	113,799.140	116,074.075	118,395.355
Weekend Worker - Nurse III (20 Year Sc	2015	Hourly	47.771	49.381	51.064	52.705	54.228	55.889	57.606	58.757	
		Monthly	8,021.547	8,291.893	8,574.497	8,850.048	9,105.785	9,384.695	9,673.008	9,866.280	
		Annual	96,258.565	99,502.715	102,893.960	106,200.575	109,269.420	112,616.335	116,076.090	118,395.355	
Weekend Worker - Nurse IV	2015	Hourly	48.440	50.235	52.030	53.988	56.233	58.408	60.783	63.257	64.521
		Monthly	8,133.883	8,435.294	8,736.704	9,065.485	9,442.458	9,807.677	10,206.479	10,621.905	10,834.151
		Annual	97,606.600	101,223.525	104,840.450	108,785.820	113,309.495	117,692.120	122,477.745	127,462.855	130,009.815
Weekend Worker - Nurse IV (20 Year Sc	2015	Hourly	49.411	51.240	53.071	55.070	57.357	59.575	62.000	64.521	
		Monthly	8,296.930	8,604.050	8,911.505	9,247.171	9,631.196	10,003.635	10,410.833	10,834.151	
		Annual	99,563.165	103,248.600	106,938.065	110,966.050	115,574.355	120,043.625	124,930.000	130,009.815	

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

**MNU & Winnipeg Health Employer Organization
1885 ANNUAL HOURS- APPENDIX A - SALARIES**

A1. Effective April 1, 2017

- Monthly salaries include a 1.25% increase
Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	20 Year	
Nursing Instructor 2 - Mental Health	1885	Hourly	35.100	36.288	37.639	39.000	40.433	41.935	43.553	45.264	46.975	47.916
		Monthly	5,513.625	5,700.240	5,912.460	6,126.250	6,351.350	6,587.290	6,841.450	7,110.220	7,378.990	7,526.805
		Annual	66,163.500	68,402.880	70,949.515	73,515.000	76,216.205	79,047.475	82,097.405	85,322.640	88,547.875	90,321.660
Nursing Instructor 3 - Mental Health	1885	Hourly	36.288	37.627	38.954	40.362	41.783	43.308	44.939	46.614	48.395	49.363
		Monthly	5,700.240	5,910.575	6,119.024	6,340.198	6,563.413	6,802.965	7,059.168	7,322.283	7,602.048	7,754.105
		Annual	68,402.880	70,926.895	73,428.290	76,082.370	78,760.955	81,635.580	84,710.015	87,867.390	91,224.575	93,049.255
Nurse Educator	1885	Hourly	38.035	39.421	40.840	42.377	44.146	45.857	47.708	49.641		50.635
		Monthly	5,974.665	6,192.382	6,415.283	6,656.720	6,934.601	7,203.370	7,494.132	7,797.774		7,953.915
		Annual	71,695.975	74,308.585	76,983.400	79,880.645	83,215.210	86,440.445	89,929.580	93,573.285		95,446.975
Nurse II	1885	Hourly	38.606	39.953	41.305	42.713	44.089	45.519				46.428
		Monthly	6,064.310	6,275.885	6,488.300	6,709.446	6,925.723	7,150.228				7,293.125
		Annual	72,771.725	75,310.625	77,859.600	80,513.355	83,108.675	85,802.730				87,517.495
Nurse II (20 Year Scale)	1885	Hourly	39.379	40.752	42.131	43.568	44.971	46.428				
		Monthly	6,185.714	6,401.487	6,618.100	6,843.780	7,064.254	7,293.125				
		Annual	74,228.570	76,817.845	79,417.195	82,125.355	84,771.050	87,517.495				
Nurse IV	1885	Hourly	41.448	42.982	44.519	46.194	48.114	49.975	51.925			52.963
		Monthly	6,510.801	6,751.761	6,993.225	7,256.351	7,557.929	7,850.272	8,156.552			8,319.599
		Annual	78,129.610	81,021.135	83,918.705	87,076.210	90,695.150	94,203.265	97,878.625			99,835.190
Nurse IV (20 Year Scale)	1885	Hourly	42.277	43.841	45.409	47.118	49.076	50.976	52.963			
		Monthly	6,640.936	6,886.766	7,132.932	7,401.431	7,709.054	8,007.442	8,319.599			
		Annual	79,691.235	82,641.195	85,595.185	88,817.170	92,508.650	96,089.305	99,835.190			
Nurse V	1885	Hourly	43.752	45.428	47.347	49.208	51.241	53.232	55.307			56.414
		Monthly	6,872.661	7,135.955	7,437.365	7,729.708	8,049.085	8,361.914	8,687.840			8,861.634
		Annual	82,471.935	85,631.455	89,248.380	92,756.495	96,589.025	100,342.970	104,254.085			106,339.610
Nurse V (20 Year Scale)	1885	Hourly	44.626	46.335	48.294	50.193	52.266	54.296	56.414			
		Monthly	7,010.017	7,278.516	7,586.139	7,884.527	8,210.118	8,528.991	8,861.634			
		Annual	84,120.205	87,342.190	91,033.670	94,614.325	98,521.410	102,347.895	106,339.610			
Nurse Practitioner	1885	Hourly	49.863	53.521	55.723	57.921	60.293					61.499
		Monthly	7,832.641	8,407.252	8,753.160	9,098.397	9,471.004					9,660.414
		Annual	93,991.690	100,887.020	105,037.920	109,180.760	113,652.045					115,924.965
Nurse Practitioner (20 Year Scale)	1885	Hourly	50.859	54.591	56.836	59.079	61.499					
		Monthly	7,989.139	8,575.336	8,927.961	9,280.250	9,660.414					
		Annual	95,869.670	102,904.035	107,135.535	111,363.005	115,924.965					

Weekend Worker - Nurse II	1885	Hourly	44.397	45.946	47.501	49.120	50.704	52.347	53.394	
		Monthly	6,974.083	7,217.394	7,461.545	7,715.939	7,964.791	8,222.879	8,387.270	
		Annual	83,688.995	86,608.730	89,538.540	92,591.265	95,577.495	98,674.550	100,647.235	
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	45.285	46.865	48.451	50.103	51.718	53.394		
		Monthly	7,113.454	7,361.635	7,610.823	7,870.422	8,123.976	8,387.270		
		Annual	85,361.445	88,339.615	91,329.875	94,445.065	97,487.715	100,647.235		
Weekend Worker - Nurse IV	1885	Hourly	47.664	49.430	51.196	53.123	55.331	57.472	59.713	60.906
		Monthly	7,487.236	7,764.635	8,042.033	8,344.787	8,691.535	9,027.872	9,379.993	9,567.388
		Annual	89,846.835	93,175.615	96,504.395	100,137.440	104,298.415	108,334.460	112,559.915	114,808.655
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	48.619	50.418	52.220	54.186	56.437	58.621	60.906	
		Monthly	7,637.186	7,919.790	8,202.897	8,511.696	8,865.328	9,208.382	9,567.388	
		Annual	91,646.230	95,037.475	98,434.765	102,140.350	106,383.940	110,500.585	114,808.655	
Weekend Worker - Nurse V	1885	Hourly	50.314	52.240	54.448	56.590	58.928	61.216	63.602	64.874
		Monthly	7,903.502	8,206.088	8,552.835	8,889.340	9,256.574	9,616.084	9,990.874	10,190.695
		Annual	94,842.020	98,473.050	102,634.025	106,672.085	111,078.890	115,393.005	119,890.485	122,288.335
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	51.321	53.286	55.537	57.722	60.106	62.440	64.874	
		Monthly	8,061.679	8,370.310	8,723.943	9,067.164	9,441.618	9,808.348	10,190.695	
		Annual	96,740.150	100,443.720	104,687.310	108,805.970	113,299.420	117,700.180	122,288.335	

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

A1. Effective April 1, 2018

- Monthly salaries include a 1.25% increase
 Hourly salary is calculated as (monthly salary x 12) ÷ annual hours.

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	20 Year	
Nursing Instructor 2 - Mental Health	1885	Hourly	35.539	36.742	38.109	39.488	40.938	42.459	44.097	45.830	47.562	48.515
		Monthly	5,582.585	5,771.556	5,986.289	6,202.907	6,430.678	6,669.601	6,926.904	7,199.129	7,471.198	7,620.898
		Annual	66,991.015	69,258.670	71,835.465	74,434.880	77,168.130	80,035.215	83,122.845	86,389.550	89,654.370	91,450.775
Nursing Instructor 3 - Mental Health	1885	Hourly	36.742	38.097	39.441	40.867	42.305	43.849	45.501	47.197	49.000	49.980
		Monthly	5,771.556	5,984.404	6,195.524	6,419.525	6,645.410	6,887.947	7,147.449	7,413.862	7,697.083	7,851.025
		Annual	69,258.670	71,812.845	74,346.285	77,034.295	79,744.925	82,655.365	85,769.385	88,966.345	92,365.000	94,212.300
Nurse Educator	1885	Hourly	38.510	39.914	41.351	42.907	44.698	46.430	48.304	50.262		51.268
		Monthly	6,049.279	6,269.824	6,495.553	6,739.975	7,021.311	7,293.379	7,587.753	7,895.323		8,053.348
		Annual	72,591.350	75,237.890	77,946.635	80,879.695	84,255.730	87,520.550	91,053.040	94,743.870		96,640.180
Nurse II	1885	Hourly	39.088	40.452	41.821	43.246	44.641	46.087				47.009
		Monthly	6,140.041	6,354.303	6,569.404	6,793.237	7,012.368	7,239.559				7,384.303
		Annual	73,680.490	76,251.630	78,832.845	81,518.840	84,148.415	86,874.710				88,611.640
Nurse II (20 Year Scale)	1885	Hourly	39.870	41.262	42.658	44.112	45.534	47.009				
		Monthly	6,262.956	6,481.583	6,700.883	6,929.249	7,152.578	7,384.303				
		Annual	75,155.470	77,779.000	80,410.590	83,150.990	85,830.940	88,611.640				
Nurse IV	1885	Hourly	41.967	43.520	45.076	46.772	48.716	50.599	52.574			53.625
		Monthly	6,592.240	6,836.223	7,080.710	7,347.026	7,652.466	7,948.335	8,258.478			8,423.540
		Annual	79,106.885	82,034.680	84,968.520	88,164.310	91,829.595	95,380.025	99,101.730			101,082.475
Nurse IV (20 Year Scale)	1885	Hourly	42.805	44.390	45.976	47.707	49.690	51.613	53.625			
		Monthly	6,723.887	6,972.908	7,222.096	7,493.953	7,805.438	8,107.520	8,423.540			
		Annual	80,686.645	83,674.890	86,665.150	89,927.435	93,665.260	97,290.245	101,082.475			
Nurse V	1885	Hourly	44.299	45.995	47.939	49.822	51.881	53.897	55.999			57.119
		Monthly	6,958.635	7,225.118	7,530.391	7,826.260	8,149.668	8,466.358	8,796.483			8,972.459
		Annual	83,503.615	86,701.420	90,364.690	93,915.120	97,796.010	101,596.300	105,557.790			107,669.510
Nurse V (20 Year Scale)	1885	Hourly	45.184	46.915	48.898	50.821	52.919	54.975	57.119			
		Monthly	7,097.670	7,369.527	7,681.012	7,983.094	8,312.715	8,635.618	8,972.459			
		Annual	85,172.035	88,434.320	92,172.145	95,797.130	99,752.575	103,627.420	107,669.510			
Nurse Practitioner	1885	Hourly	50.486	54.190	56.420	58.645	61.046					62.267
		Monthly	7,930.536	8,512.368	8,862.642	9,212.076	9,589.385					9,781.146
		Annual	95,166.435	102,148.410	106,351.700	110,544.915	115,072.620					117,373.750
Nurse Practitioner (20 Year Scale)	1885	Hourly	51.495	55.273	57.547	59.817	62.267					
		Monthly	8,089.050	8,682.467	9,039.626	9,396.281	9,781.146					
		Annual	97,068.595	104,189.605	108,475.510	112,755.370	117,373.750					

Weekend Worker - Nurse II	1885	Hourly	44.952	46.520	48.094	49.734	51.338	53.001	54.061
		Monthly	7,061.232	7,307.565	7,554.739	7,812.323	8,064.366	8,325.644	8,492.050
		Annual	84,734.780	87,690.785	90,656.865	93,747.875	96,772.390	99,907.730	101,904.595
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	45.851	47.450	49.057	50.730	52.364	54.061	
		Monthly	7,202.450	7,453.653	7,706.032	7,968.821	8,225.566	8,492.050	
		Annual	86,429.395	89,443.835	92,472.380	95,625.855	98,706.790	101,904.595	
Weekend Worker - Nurse IV	1885	Hourly	48.260	50.048	51.836	53.787	56.022	58.190	60.460
		Monthly	7,580.766	7,861.690	8,142.615	8,449.063	8,800.177	9,140.712	9,497.199
		Annual	90,969.190	94,340.285	97,711.380	101,388.755	105,602.120	109,688.540	113,966.385
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	49.227	51.048	52.873	54.864	57.143	59.353	61.668
		Monthly	7,732.730	8,018.860	8,305.494	8,618.155	8,976.153	9,323.405	9,686.945
		Annual	92,792.765	96,226.325	99,665.930	103,417.860	107,713.840	111,880.860	116,243.335
Weekend Worker - Nurse V	1885	Hourly	50.943	52.893	55.129	57.298	59.664	61.982	64.398
		Monthly	8,002.237	8,308.685	8,659.798	9,000.501	9,372.269	9,736.312	10,115.804
		Annual	96,026.840	99,704.215	103,917.580	108,006.015	112,467.225	116,835.745	121,389.645
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	51.962	53.952	56.231	58.444	60.857	63.221	65.686
		Monthly	8,162.429	8,474.922	8,832.920	9,180.508	9,559.664	9,930.928	10,318.143
		Annual	97,949.150	101,699.065	105,995.045	110,166.095	114,715.965	119,171.130	123,817.720

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

A1. Effective April 1, 2019

- Monthly salaries include a 1.4% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	20 Year	
Nursing Instructor 2 - Mental Health	1885	Hourly	36.037	37.256	38.643	40.041	41.511	43.053	44.714	46.472	48.228	49.194
		Monthly	5,660.812	5,852.297	6,070.171	6,289.774	6,520.686	6,762.909	7,023.824	7,299.977	7,575.815	7,727.558
		Annual	67,929.745	70,227.560	72,842.055	75,477.285	78,248.235	81,154.905	84,285.890	87,599.720	90,909.780	92,730.690
Nursing Instructor 3 - Mental Health	1885	Hourly	37.256	38.630	39.993	41.439	42.897	44.463	46.138	47.858	49.686	50.680
		Monthly	5,852.297	6,068.129	6,282.234	6,509.376	6,738.404	6,984.396	7,247.511	7,517.694	7,804.843	7,960.983
		Annual	70,227.560	72,817.550	75,386.805	78,112.515	80,860.845	83,812.755	86,970.130	90,212.330	93,658.110	95,531.800
Nurse Educator	1885	Hourly	39.049	40.473	41.930	43.508	45.324	47.080	48.980	50.966		51.986
		Monthly	6,133.947	6,357.634	6,586.504	6,834.382	7,119.645	7,395.483	7,693.942	8,005.909		8,166.134
		Annual	73,607.365	76,291.605	79,038.050	82,012.580	85,435.740	88,745.800	92,327.300	96,070.910		97,993.610
Nurse II	1885	Hourly	39.635	41.018	42.407	43.851	45.266	46.733				47.667
		Monthly	6,226.014	6,443.298	6,661.422	6,888.278	7,110.599	7,340.981				7,487.740
		Annual	74,712.170	77,319.580	79,937.065	82,659.330	85,327.190	88,091.770				89,852.880
Nurse II (20 Year Scale)	1885	Hourly	40.428	41.839	43.256	44.730	46.171	47.667				
		Monthly	6,350.608	6,572.258	6,794.748	7,026.305	7,252.657	7,487.740				
		Annual	76,207.300	78,867.100	81,536.975	84,315.660	87,031.880	89,852.880				
Nurse IV	1885	Hourly	42.554	44.129	45.707	47.427	49.398	51.308	53.310			54.375
		Monthly	6,684.595	6,931.936	7,179.781	7,449.959	7,759.597	8,059.664	8,374.172			8,541.417
		Annual	80,215.135	83,183.230	86,157.370	89,399.505	93,115.165	96,715.970	100,490.065			102,497.005
Nurse IV (20 Year Scale)	1885	Hourly	43.404	45.011	46.620	48.375	50.386	52.335	54.375			
		Monthly	6,818.088	7,070.467	7,323.182	7,598.901	7,914.752	8,221.032	8,541.417			
		Annual	81,817.060	84,845.605	87,878.180	91,186.810	94,977.025	98,652.385	102,497.005			
Nurse V	1885	Hourly	44.919	46.639	48.610	50.520	52.607	54.652	56.782			57.919
		Monthly	7,056.026	7,326.204	7,635.843	7,935.910	8,263.683	8,584.908	8,919.565			9,098.061
		Annual	84,672.315	87,914.450	91,630.110	95,230.915	99,164.195	103,018.890	107,034.785			109,176.730
Nurse V (20 Year Scale)	1885	Hourly	45.817	47.571	49.582	51.533	53.660	55.744	57.919			
		Monthly	7,197.076	7,472.628	7,788.479	8,094.927	8,429.081	8,756.518	9,098.061			
		Annual	86,364.915	89,671.530	93,461.745	97,139.120	101,148.970	105,078.220	109,176.730			
Nurse Practitioner	1885	Hourly	51.193	54.949	57.210	59.465	61.902					63.140
		Monthly	8,041.529	8,631.588	8,986.732	9,341.036	9,723.718					9,918.166
		Annual	96,498.350	103,579.060	107,840.785	112,092.435	116,684.620					119,017.990
Nurse Practitioner (20 Year Scale)	1885	Hourly	52.216	56.047	58.353	60.654	63.140					
		Monthly	8,202.225	8,804.039	9,166.235	9,527.760	9,918.166					
		Annual	98,426.705	105,648.465	109,994.820	114,333.115	119,017.990					

Weekend Worker - Nurse II	1885	Hourly	45.582	47.171	48.767	50.430	52.056	53.743	54.818
		Monthly	7,160.135	7,409.827	7,660.526	7,921.637	8,177.206	8,442.178	8,610.935
		Annual	85,921.615	88,917.920	91,926.315	95,059.640	98,126.470	101,306.140	103,331.215
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	46.494	48.114	49.743	51.440	53.098	54.818	
		Monthly	7,303.368	7,557.929	7,813.834	8,080.318	8,340.757	8,610.935	
		Annual	87,640.410	90,695.150	93,766.010	96,963.815	100,089.080	103,331.215	
Weekend Worker - Nurse IV	1885	Hourly	48.935	50.748	52.562	54.540	56.807	59.005	61.306
		Monthly	7,686.889	7,971.676	8,256.630	8,567.276	8,923.428	9,268.664	9,630.189
		Annual	92,242.670	95,660.110	99,079.565	102,807.315	107,081.130	111,223.970	115,562.265
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	49.916	51.764	53.613	55.632	57.942	60.184	62.531
		Monthly	7,841.037	8,131.197	8,421.693	8,738.887	9,101.755	9,453.876	9,822.621
		Annual	94,092.440	97,574.360	101,060.310	104,866.645	109,221.060	113,446.515	117,871.455
Weekend Worker - Nurse V	1885	Hourly	51.656	53.634	55.900	58.099	60.499	62.850	65.299
		Monthly	8,114.237	8,425.051	8,781.034	9,126.439	9,503.412	9,872.660	10,257.358
		Annual	97,370.845	101,100.610	105,372.410	109,517.265	114,040.940	118,471.925	123,088.290
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	52.690	54.708	57.018	59.261	61.709	64.106	66.605
		Monthly	8,276.780	8,593.639	8,956.507	9,308.964	9,693.493	10,069.963	10,462.552
		Annual	99,321.365	103,123.670	107,478.085	111,707.570	116,321.920	120,839.550	125,550.620

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

A1. Effective April 1, 2020

- Monthly salaries include a 0.5% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	20 Year	
Nursing Instructor 2 - Mental Health	1885	Hourly	36.217	37.442	38.836	40.241	41.719	43.268	44.938	46.704	48.469	49.440
		Monthly	5,689.087	5,881.514	6,100.488	6,321.190	6,553.360	6,796.682	7,059.011	7,336.420	7,613.672	7,766.200
		Annual	68,269.045	70,578.170	73,205.860	75,854.285	78,640.315	81,560.180	84,708.130	88,037.040	91,364.065	93,194.400
Nursing Instructor 3 - Mental Health	1885	Hourly	37.442	38.823	40.193	41.646	43.111	44.685	46.369	48.097	49.934	50.933
		Monthly	5,881.514	6,098.446	6,313.650	6,541.893	6,772.020	7,019.269	7,283.797	7,555.237	7,843.799	8,000.725
		Annual	70,578.170	73,181.355	75,763.805	78,502.710	81,264.235	84,231.225	87,405.565	90,662.845	94,125.590	96,008.705
Nurse Educator	1885	Hourly	39.244	40.675	42.140	43.726	45.551	47.315	49.225	51.221		52.246
		Monthly	6,164.578	6,389.365	6,619.492	6,868.626	7,155.303	7,432.398	7,732.427	8,045.965		8,206.976
		Annual	73,974.940	76,672.375	79,433.900	82,423.510	85,863.635	89,188.775	92,789.125	96,551.585		98,483.710
Nurse II	1885	Hourly	39.833	41.224	42.619	44.070	45.493	46.967				47.906
		Monthly	6,257.079	6,475.538	6,694.670	6,922.700	7,146.198	7,377.755				7,525.185
		Annual	75,084.945	77,706.460	80,336.035	83,072.405	85,754.370	88,533.055				90,302.225
Nurse II (20 Year Scale)	1885	Hourly	40.630	42.049	43.472	44.953	46.402	47.906				
		Monthly	6,382.345	6,605.170	6,828.667	7,061.400	7,288.927	7,525.185				
		Annual	76,588.135	79,262.040	81,944.005	84,736.795	87,467.120	90,302.225				
Nurse IV	1885	Hourly	42.767	44.349	45.936	47.664	49.645	51.565	53.577			54.647
		Monthly	6,718.010	6,966.527	7,215.715	7,487.236	7,798.386	8,099.964	8,415.983			8,584.068
		Annual	80,616.120	83,598.320	86,588.580	89,846.835	93,580.630	97,199.570	100,991.800			103,008.815
Nurse IV (20 Year Scale)	1885	Hourly	43.621	45.236	46.853	48.617	50.638	52.597	54.647			
		Monthly	6,852.175	7,105.898	7,359.788	7,636.850	7,954.380	8,262.172	8,584.068			
		Annual	82,226.105	85,270.770	88,317.450	91,642.200	95,452.565	99,146.060	103,008.815			
Nurse V	1885	Hourly	45.143	46.872	48.853	50.773	52.870	54.926	57.067			58.208
		Monthly	7,091.289	7,362.810	7,673.960	7,975.538	8,304.990	8,627.894	8,964.231			9,143.566
		Annual	85,095.465	88,353.720	92,087.515	95,706.455	99,659.885	103,534.730	107,570.775			109,722.795
Nurse V (20 Year Scale)	1885	Hourly	46.046	47.809	49.830	51.790	53.928	56.023	58.208			
		Monthly	7,233.010	7,510.073	7,827.435	8,135.395	8,471.228	8,800.345	9,143.566			
		Annual	86,796.125	90,120.875	93,929.225	97,624.735	101,654.735	105,604.135	109,722.795			
Nurse Practitioner	1885	Hourly	51.448	55.224	57.496	59.763	62.212					63.455
		Monthly	8,081.661	8,674.743	9,031.734	9,387.717	9,772.414					9,967.701
		Annual	96,979.935	104,096.915	108,380.805	112,652.605	117,268.970					119,612.415
Nurse Practitioner (20 Year Scale)	1885	Hourly	52.477	56.327	58.645	60.958	63.455					
		Monthly	8,243.197	8,848.033	9,212.076	9,575.448	9,967.701					
		Annual	98,918.365	106,176.395	110,544.915	114,905.375	119,612.415					

Weekend Worker - Nurse II	1885	Hourly	45.809	47.408	49.011	50.682	52.316	54.012	55.091	
		Monthly	7,195.901	7,446.936	7,698.811	7,961.265	8,218.010	8,484.325	8,653.921	
		Annual	86,350.810	89,363.235	92,385.735	95,535.180	98,616.115	101,811.905	103,847.055	
Weekend Worker - Nurse II (20 Year Scale)	1885	Hourly	46.726	48.355	49.992	51.697	53.363	55.091		
		Monthly	7,339.805	7,595.710	7,852.959	8,120.786	8,382.400	8,653.921		
		Annual	88,077.665	91,148.525	94,235.505	97,449.430	100,588.800	103,847.055		
Weekend Worker - Nurse IV	1885	Hourly	49.180	51.001	52.825	54.812	57.091	59.300	61.613	62.843
		Monthly	7,725.342	8,011.472	8,297.938	8,610.095	8,968.093	9,315.009	9,678.381	9,871.653
		Annual	92,704.105	96,137.665	99,575.255	103,321.140	107,617.120	111,780.110	116,140.570	118,459.835
Weekend Worker - Nurse IV (20 Year Scale)	1885	Hourly	50.165	52.022	53.881	55.910	58.232	60.485	62.843	
		Monthly	7,880.161	8,171.833	8,463.840	8,782.545	9,147.260	9,501.229	9,871.653	
		Annual	94,561.935	98,061.990	101,566.075	105,390.545	109,767.125	114,014.745	118,459.835	
Weekend Worker - Nurse V	1885	Hourly	51.914	53.903	56.179	58.390	60.802	63.164	65.625	66.939
		Monthly	8,154.873	8,467.198	8,824.860	9,172.112	9,550.932	9,922.028	10,308.572	10,514.942
		Annual	97,858.475	101,606.375	105,898.325	110,065.345	114,611.185	119,064.335	123,702.865	126,179.300
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	52.953	54.981	57.303	59.557	62.018	64.427	66.939	
		Monthly	8,318.088	8,636.626	9,001.341	9,355.477	9,742.021	10,120.338	10,514.942	
		Annual	99,817.055	103,639.510	108,016.090	112,265.725	116,904.255	121,444.050	126,179.300	

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

A1. Effective April 1, 2021

- Monthly salaries include a 1.2% increase

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

Nurse Classification ⁽¹⁾	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	20 Year	
Nursing Instructor 2 - Mental Health	1885	Hourly	36.652	37.891	39.302	40.724	42.220	43.787	45.477	47.264	49.051	50.033
		Monthly	5,757.418	5,952.045	6,173.689	6,397.062	6,632.058	6,878.208	7,143.679	7,424.387	7,705.095	7,859.350
		Annual	69,089.020	71,424.535	74,084.270	76,764.740	79,584.700	82,538.495	85,724.145	89,092.640	92,461.135	94,312.205
Nursing Instructor 3 - Mental Health	1885	Hourly	37.891	39.289	40.675	42.146	43.628	45.221	46.925	48.674	50.533	51.544
		Monthly	5,952.045	6,171.647	6,389.365	6,620.434	6,853.232	7,103.465	7,371.135	7,645.874	7,937.892	8,096.703
		Annual	71,424.535	74,059.765	76,672.375	79,445.210	82,238.780	85,241.585	88,453.625	91,750.490	95,254.705	97,160.440
Nurse Educator	1885	Hourly	39.715	41.163	42.646	44.251	46.098	47.883	49.816	51.836		52.873
		Monthly	6,238.565	6,466.021	6,698.976	6,951.095	7,241.228	7,521.621	7,825.263	8,142.572		8,305.467
		Annual	74,862.775	77,592.255	80,387.710	83,413.135	86,894.730	90,259.455	93,903.160	97,710.860		99,665.605
Nurse II ⁽²⁾	1885	Hourly	40.311	41.719	43.130	44.599	46.039	47.530	48.481			49.450
		Monthly	6,332.138	6,553.284	6,774.934	7,005.819	7,232.003	7,466.247	7,615.525			7,767.825
		Annual	75,985.650	78,639.405	81,299.205	84,069.830	86,784.035	89,594.960	91,386.295			93,213.900
Nurse II (20 Year Scale) ⁽²⁾	1885	Hourly	41.118	42.553	43.993	45.493	46.959	48.481	49.450			
		Monthly	6,458.915	6,684.427	6,910.610	7,146.198	7,376.411	7,615.525	7,767.825			
		Annual	77,506.975	80,213.120	82,927.325	85,754.370	88,516.935	91,386.295	93,213.900			
Nurse IV ⁽³⁾	1885	Hourly	43.280	44.882	46.487	48.236	50.240	52.184	54.307	56.517		57.647
		Monthly	6,798.610	7,050.149	7,302.360	7,577.072	7,891.915	8,197.188	8,530.670	8,877.922		9,055.410
		Annual	81,583.320	84,601.790	87,628.320	90,924.860	94,702.985	98,366.255	102,368.045	106,535.065		108,664.920
Nurse IV (20 Year Scale) ⁽³⁾	1885	Hourly	44.145	45.780	47.415	49.200	51.245	53.228	55.392	57.647		
		Monthly	6,934.455	7,191.199	7,448.112	7,728.533	8,049.757	8,361.243	8,701.106	9,055.410		
		Annual	83,213.455	86,294.390	89,377.340	92,742.390	96,597.085	100,334.910	104,413.270	108,664.920		
Nurse V	1885	Hourly	45.685	47.434	49.439	51.382	53.505	55.585	57.752			58.906
		Monthly	7,176.423	7,451.134	7,765.978	8,071.250	8,404.733	8,731.499	9,071.866			9,253.216
		Annual	86,117.070	89,413.610	93,191.735	96,855.005	100,856.795	104,777.985	108,862.390			111,038.590
Nurse V (20 Year Scale)	1885	Hourly	46.598	48.384	50.427	52.411	54.575	56.696	58.906			
		Monthly	7,319.823	7,600.244	7,921.301	8,232.954	8,572.818	8,905.964	9,253.216			
		Annual	87,837.880	91,202.930	95,055.610	98,795.450	102,873.810	106,871.570	111,038.590			
Nurse Practitioner	1885	Hourly	52.066	55.887	58.186	60.480	62.958					64.216
		Monthly	8,178.717	8,778.851	9,140.040	9,500.389	9,889.620					10,087.258
		Annual	98,144.605	105,346.215	109,680.480	114,004.670	118,675.440					121,047.095
Nurse Practitioner (20 Year Scale)	1885	Hourly	53.106	57.003	59.348	61.689	64.216					
		Monthly	8,342.100	8,954.156	9,322.565	9,690.303	10,087.258					
		Annual	100,105.200	107,449.875	111,870.785	116,283.635	121,047.095					

Weekend Worker - Nurse II ⁽²⁾	1885	Hourly	46.359	47.976	49.599	51.290	52.944	54.659	55.753	56.868	
		Monthly	7,282.210	7,536.268	7,791.165	8,056.810	8,316.577	8,586.083	8,757.862	8,932.999	
		Annual	87,386.520	90,435.215	93,493.985	96,681.715	99,798.920	103,032.995	105,094.340	107,195.985	
Weekend Worker - Nurse II (20 Year Scale) ⁽²⁾	1885	Hourly	47.287	48.935	50.592	52.317	54.003	55.752	56.868		
		Monthly	7,427.962	7,686.889	7,947.160	8,218.178	8,482.982	8,757.694	8,932.999		
		Annual	89,135.540	92,242.670	95,365.920	98,618.130	101,795.785	105,092.325	107,195.985		
Weekend Worker - Nurse IV ⁽³⁾	1885	Hourly	49.770	51.614	53.459	55.470	57.777	60.012	62.452	64.994	66.293
		Monthly	7,818.032	8,107.688	8,397.513	8,713.364	9,075.728	9,426.842	9,810.195	10,209.501	10,413.520
		Annual	93,816.385	97,292.260	100,770.150	104,560.365	108,908.735	113,122.100	117,722.345	122,514.015	124,962.240
Weekend Worker - Nurse IV (20 Year Scale) ⁽³⁾	1885	Hourly	50.767	52.647	54.528	56.581	58.931	61.211	63.702	66.293	
		Monthly	7,974.698	8,269.896	8,565.429	8,887.997	9,257.078	9,615.244	10,006.490	10,413.520	
		Annual	95,696.380	99,238.750	102,785.150	106,655.965	111,084.935	115,382.930	120,077.880	124,962.240	
Weekend Worker - Nurse V	1885	Hourly	52.538	54.549	56.854	59.090	61.532	63.922	66.413	67.741	
		Monthly	8,252.768	8,568.788	8,930.816	9,282.098	9,665.619	10,041.081	10,432.327	10,641.047	
		Annual	99,033.220	102,825.450	107,169.790	111,385.170	115,987.430	120,492.970	125,187.920	127,692.565	
Weekend Worker - Nurse V (20 Year Scale)	1885	Hourly	53.588	55.641	57.990	60.273	62.762	65.199	67.741		
		Monthly	8,417.830	8,740.230	9,109.311	9,467.813	9,858.891	10,241.741	10,641.047		
		Annual	101,013.965	104,882.765	109,311.735	113,613.760	118,306.695	122,900.895	127,692.565		

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

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

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

**MNU & Winnipeg Health Employer Organization
1950 ANNUAL HOURS- 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 / Foot Care LPN	1950	Hourly	28.567	29.502	30.425	31.547	32.574	33.723	34.924		35.622
		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
Nurse II / Prenatal Nurse, Psychiatric Nurse, Prenatal Nurse, Foot Care Coordinator	1950	Hourly	37.319	38.621	39.928	41.289	42.620	44.001			44.881
		Monthly	6,064.310	6,275.885	6,488.300	6,709.446	6,925.723	7,150.228			7,293.125
		Annual	72,771.725	75,310.625	77,859.600	80,513.355	83,108.675	85,802.730			87,517.495
Nurse II (20 Year Scale)	1950	Hourly	38.066	39.394	40.727	42.116	43.472	44.881			
		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 / Primary Care Nurse, Team Leader Clinical Resource Nurse, Diabetes Educator Reproductive Health Educator, Senior Prenatal Nurse	1950	Hourly	38.738	40.044	41.408	42.739	43.974	45.320	46.711		47.645
		Monthly	6,294.860	6,507.107	6,728.757	6,945.033	7,145.694	7,364.489	7,590.505		7,742.302
		Annual	75,538.320	78,085.280	80,745.080	83,340.400	85,748.325	88,373.870	91,086.060		92,907.620
Nurse III (20 Year Scale)	1950	Hourly	39.512	40.845	42.235	43.593	44.853	46.227	47.645		
		Monthly	6,420.630	6,637.242	6,863.258	7,083.900	7,288.591	7,511.920	7,742.302		
		Annual	77,047.555	79,646.905	82,359.095	85,006.805	87,463.090	90,143.040	92,907.620		
Nurse V / PHN Coordinator, Community Health Nurse - Sage House Nursing Team Leader	1950	Hourly	42.293	43.914	45.768	47.567	49.533	51.458	53.464		54.533
		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)	1950	Hourly	43.139	44.791	46.684	48.520	50.524	52.486	54.533		
		Monthly	7,010.017	7,278.516	7,586.139	7,884.527	8,210.118	8,528.991	8,861.634		
		Annual	84,120.205	87,342.190	91,033.670	94,614.325	98,521.410	102,347.895	106,339.610		
Nurse Practitioner / Advanced Nurse Practitioner	1950	Hourly	48.201	51.737	53.866	55.990	58.283				59.449
		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)	1950	Hourly	49.164	52.771	54.941	57.109	59.449				
		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				

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

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 / Foot Care LPN	1950	Hourly	28.924	29.871	30.806	31.941	32.981	34.144	35.360		36.067
		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
Nurse II / Prenatal Nurse, Psychiatric Nurse, Prenatal Nurse, Foot Care Coordinator	1950	Hourly	37.785	39.103	40.427	41.805	43.153	44.551			45.442
		Monthly	6,140.041	6,354.303	6,569.404	6,793.237	7,012.368	7,239.559			7,384.303
		Annual	73,680.490	76,251.630	78,832.845	81,518.840	84,148.415	86,874.710			88,611.640
Nurse II (20 Year Scale)	1950	Hourly	38.541	39.887	41.236	42.642	44.016	45.442			
		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 / Primary Care Nurse, Team Leader Clinical Resource Nurse, Diabetes Educator Reproductive Health Educator, Senior Prenatal Nurse	1950	Hourly	39.222	40.544	41.925	43.273	44.523	45.886	47.295		48.240
		Monthly	6,373.613	6,588.378	6,812.883	7,031.846	7,235.025	7,456.508	7,685.378		7,839.022
		Annual	76,483.355	79,060.540	81,754.595	84,382.155	86,820.305	89,478.090	92,224.535		94,068.260
Nurse III (20 Year Scale)	1950	Hourly	40.006	41.355	42.763	44.138	45.414	46.805	48.240		
		Monthly	6,500.894	6,720.193	6,949.063	7,172.393	7,379.770	7,605.785	7,839.022		
		Annual	78,010.725	80,642.315	83,388.760	86,068.710	88,557.235	91,269.425	94,068.260		
Nurse V / PHN Coordinator, Community Health Nurse - Sage House Nursing Team Leader	1950	Hourly	42.822	44.462	46.341	48.162	50.152	52.101	54.132		55.215
		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)	1950	Hourly	43.678	45.351	47.268	49.127	51.155	53.142	55.215		
		Monthly	7,097.670	7,369.527	7,681.012	7,983.094	8,312.715	8,635.618	8,972.459		
		Annual	85,172.035	88,434.320	92,172.145	95,797.130	99,752.575	103,627.420	107,669.510		
Nurse Practitioner / Advanced Nurse Practitioner	1950	Hourly	48.803	52.384	54.539	56.690	59.012				60.192
		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)	1950	Hourly	49.779	53.431	55.628	57.823	60.192				
		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				

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

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 / Foot Care LPN	1950	Hourly	29.329	30.289	31.237	32.389	33.443	34.623	35.855		36.573
		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
Nurse II / Prenatal Nurse, Psychiatric Nurse, Prenatal Nurse, Foot Care Coordinator	1950	Hourly	38.314	39.651	40.993	42.389	43.758	45.175			46.078
		Monthly	6,226.014	6,443.298	6,661.422	6,888.278	7,110.599	7,340.981			7,487.740
		Annual	74,712.170	77,319.580	79,937.065	82,659.330	85,327.190	88,091.770			89,852.880
Nurse II (20 Year Scale)	1950	Hourly	39.081	40.445	41.814	43.239	44.632	46.078			
		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 / Primary Care Nurse, Team Leader Clinical Resource Nurse, Diabetes Educator Reproductive Health Educator, Senior Prenatal Nurse	1950	Hourly	39.771	41.111	42.512	43.878	45.146	46.529	47.957		48.916
		Monthly	6,462.777	6,680.565	6,908.260	7,130.245	7,336.279	7,560.952	7,793.013		7,948.839
		Annual	77,553.320	80,166.775	82,899.115	85,562.945	88,035.350	90,731.420	93,516.150		95,386.070
Nurse III (20 Year Scale)	1950	Hourly	40.566	41.934	43.362	44.756	46.049	47.460	48.916		
		Monthly	6,591.905	6,814.226	7,046.287	7,272.807	7,483.038	7,712.245	7,948.839		
		Annual	79,102.855	81,770.715	84,555.445	87,273.680	89,796.460	92,546.935	95,386.070		
Nurse V / PHN Coordinator, Community Health Nurse - Sage House Nursing Team Leader	1950	Hourly	43.422	45.084	46.990	48.836	50.853	52.830	54.890		55.988
		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)	1950	Hourly	44.290	45.985	47.929	49.815	51.871	53.886	55.988		
		Monthly	7,197.076	7,472.628	7,788.479	8,094.927	8,429.081	8,756.518	9,098.061		
		Annual	86,364.915	89,671.530	93,461.745	97,139.120	101,148.970	105,078.220	109,176.730		
Nurse Practitioner / Advanced Nurse Practitioner	1950	Hourly	49.486	53.117	55.303	57.483	59.838				61.035
		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)	1950	Hourly	50.475	54.179	56.408	58.632	61.035				
		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				

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

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 / Foot Care LPN	1950	Hourly	29.476	30.441	31.393	32.551	33.610	34.796	36.033		36.756
		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
Nurse II / Prenatal Nurse, Psychiatric Nurse, Prenatal Nurse, Foot Care Coordinator	1950	Hourly	38.505	39.849	41.198	42.601	43.977	45.402			46.309
		Monthly	6,257.079	6,475.538	6,694.670	6,922.700	7,146.198	7,377.755			7,525.185
		Annual	75,084.945	77,706.460	80,336.035	83,072.405	85,754.370	88,533.055			90,302.225
Nurse II (20 Year Scale)	1950	Hourly	39.276	40.647	42.023	43.455	44.855	46.309			
		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 / Primary Care Nurse, Team Leader Clinical Resource Nurse, Diabetes Educator Reproductive Health Educator, Senior Prenatal Nurse	1950	Hourly	39.969	41.317	42.725	44.098	45.372	46.761	48.197		49.161
		Monthly	6,495.017	6,713.980	6,942.850	7,165.844	7,372.885	7,598.733	7,831.969		7,988.635
		Annual	77,940.200	80,567.760	83,314.205	85,990.125	88,474.620	91,184.795	93,983.630		95,863.625
Nurse III (20 Year Scale)	1950	Hourly	40.768	42.143	43.579	44.980	46.280	47.698	49.161		
		Monthly	6,624.816	6,848.313	7,081.550	7,309.245	7,520.484	7,750.865	7,988.635		
		Annual	79,497.795	82,179.760	84,978.595	87,710.935	90,245.805	93,010.385	95,863.625		
Nurse V / PHN Coordinator, Community Health Nurse - Sage House Nursing Team Leader	1950	Hourly	43.639	45.310	47.224	49.080	51.108	53.095	55.165		56.268
		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)	1950	Hourly	44.511	46.216	48.169	50.064	52.131	54.156	56.268		
		Monthly	7,233.010	7,510.073	7,827.435	8,135.395	8,471.228	8,800.345	9,143.566		
		Annual	86,796.125	90,120.875	93,929.225	97,624.735	101,654.735	105,604.135	109,722.795		
Nurse Practitioner / Advanced Nurse Practitioner	1950	Hourly	49.733	53.383	55.580	57.771	60.138				61.340
		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)	1950	Hourly	50.727	54.449	56.690	58.926	61.340				
		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				

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

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 / ⁽¹⁾ Foot Care LPN	1950	Hourly	29.829	30.807	31.770	32.942	34.013	35.214	36.465	37.560	38.311
		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
Nurse II / ⁽²⁾ Prenatal Nurse, Psychiatric Nurse, Prenatal Nurse, Foot Care Coordinator	1950	Hourly	38.967	40.328	41.692	43.113	44.505	45.946	46.865		47.802
		Monthly	6,332.138	6,553.284	6,774.934	7,005.819	7,232.003	7,466.247	7,615.525		7,767.825
		Annual	75,985.650	78,639.405	81,299.205	84,069.830	86,784.035	89,594.960	91,386.295		93,213.900
Nurse II (20 Year Scale) ⁽²⁾	1950	Hourly	39.747	41.135	42.527	43.977	45.393	46.865	47.802		
		Monthly	6,458.915	6,684.427	6,910.610	7,146.198	7,376.411	7,615.525	7,767.825		
		Annual	77,506.975	80,213.120	82,927.325	85,754.370	88,516.935	91,386.295	93,213.900		
Nurse III / Primary Care Nurse, Team Leader ⁽³⁾ Clinical Resource Nurse, Diabetes Educator Reproductive Health Educator, Senior Prenatal Nurse	1950	Hourly	40.449	41.813	43.238	44.627	45.916	47.323	48.775	49.751	50.746
		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) ⁽³⁾	1950	Hourly	41.257	42.649	44.102	45.519	46.835	48.270	49.751	50.746	
		Monthly	6,704.241	6,930.425	7,166.515	7,396.897	7,610.655	7,843.891	8,084.516	8,246.220	
		Annual	80,450.890	83,165.095	85,998.185	88,762.765	91,327.860	94,126.695	97,014.190	98,954.635	
Nurse V / PHN Coordinator, Community Health Nurse - Sage House Nursing Team Leader	1950	Hourly	44.163	45.853	47.791	49.669	51.721	53.732	55.827		56.943
		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)	1950	Hourly	45.045	46.771	48.746	50.664	52.756	54.806	56.943		
		Monthly	7,319.823	7,600.244	7,921.301	8,232.954	8,572.818	8,905.964	9,253.216		
		Annual	87,837.880	91,202.930	95,055.610	98,795.450	102,873.810	106,871.570	111,038.590		
Nurse Practitioner / Advanced Nurse Practitioner	1950	Hourly	50.331	54.024	56.246	58.464	60.859				62.075
		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)	1950	Hourly	51.336	55.103	57.370	59.633	62.075				
		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				

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

**MNU & Winnipeg Health Employer Organization
2015 ANNUAL HOURS- 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 ICP, OESH- PIO	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 ICP, OESH- PIO	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	
		Annual	96,979.935	104,096.915	108,380.805	112,652.605	117,268.970		119,612.415	
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	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		
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 -	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) - Ct	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) - C	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) - C	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) - Ct	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.

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		
		Monthly	7,161.814	7,573.545	8,028.096	8,482.478	8,936.693	9,391.075		
		Annual	85,941.765	90,882.545	96,337.150	101,789.740	107,240.315	112,692.905		
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	
		Monthly	7,176.423	7,451.134	7,765.978	8,071.250	8,404.733	8,731.499	9,071.866	
		Annual	86,117.070	89,413.610	93,191.735	96,855.005	100,856.795	104,777.985	108,862.390	
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			
		Monthly	8,178.717	8,778.851	9,140.040	9,500.389	9,889.620			
		Annual	98,144.605	105,346.215	109,680.480	114,004.670	118,675.440			
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 Practitioner	2015	Hourly	48.707	52.281	54.432	56.578	58.896			
		Monthly	8,178.717	8,778.851	9,140.040	9,500.389	9,889.620			
		Annual	98,144.605	105,346.215	109,680.480	114,004.670	118,675.440			
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
		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
		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
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	
		Monthly	6,633.716	6,865.273	7,097.670	7,339.470	7,576.064	7,820.887	7,977.385	
		Annual	79,604.590	82,383.275	85,172.035	88,073.635	90,912.770	93,850.640	95,728.620	
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
		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
		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
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 / ORT I ^(c)	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
		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
Weekend Worker - Nurse II (20 Year Scale) ⁽³⁾	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 -	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) - CI	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) -	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) - C	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) - Ct	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	
		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) - Ct	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

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	
		Monthly	8,342.268	8,954.492	9,322.901	9,690.471	10,087.426			10,288.926	
		Annual	100,107.215	107,453.905	111,874.815	116,285.650	121,049.110			123,467.110	
Clinical Nurse Specialist (20 Year Scale)	2015	Hourly	50.674	54.392	56.629	58.863	61.274				
		Monthly	8,509.009	9,133.323	9,508.953	9,884.079	10,288.926				
		Annual	102,108.110	109,599.880	114,107.435	118,608.945	123,467.110				
Nurse Practitioner	2015	Hourly	49.681	53.327	55.521	57.710	60.074			61.274	
		Monthly	8,342.268	8,954.492	9,322.901	9,690.471	10,087.426			10,288.926	
		Annual	100,107.215	107,453.905	111,874.815	116,285.650	121,049.110			123,467.110	
Nurse Practitioner (20 Year Scale)	2015	Hourly	50.674	54.392	56.629	58.863	61.274				
		Monthly	8,509.009	9,133.323	9,508.953	9,884.079	10,288.926				
		Annual	102,108.110	109,599.880	114,107.435	118,608.945	123,467.110				
Licensed Practical Nurse - Churchill	2015	Hourly	30.849	31.857	32.852	34.063	35.175	36.414	37.710	38.842	39.619
		Monthly	5,180.061	5,349.321	5,516.398	5,719.745	5,906.469	6,114.518	6,332.138	6,522.219	6,652.690
		Annual	62,160.735	64,191.855	66,196.780	68,636.945	70,877.625	73,374.210	75,985.650	78,266.630	79,832.285
Undergraduate Nursing Employee - Churchill	2015	Hourly	30.849								
		Monthly	5,180.061								
		Annual	62,160.735								
Nurse II - Churchill ⁽²⁾	2015	Hourly	40.296	41.703	43.114	44.583	46.020	47.508	48.458	49.427	50.416
		Monthly	6,766.370	7,002.629	7,239.559	7,486.229	7,727.525	7,977.385	8,136.906	8,299.617	8,465.687
		Annual	81,196.440	84,031.545	86,874.710	89,834.745	92,730.300	95,728.620	97,642.870	99,595.405	101,588.240
Nurse II (20 Year Scale) - Churchill ⁽²⁾	2015	Hourly	41.102	42.536	43.976	45.476	46.942	48.458	49.427	50.416	
		Monthly	6,901.711	7,142.503	7,384.303	7,636.178	7,882.344	8,136.906	8,299.617	8,465.687	
		Annual	82,820.530	85,710.040	88,611.640	91,634.140	94,588.130	97,642.870	99,595.405	101,588.240	
LPN - CRN - Churchill	2015	Hourly	41.063	42.471	43.913	45.366	46.752	48.223	49.449	50.437	51.446
		Monthly	6,895.162	7,131.589	7,373.725	7,617.708	7,850.440	8,097.445	8,303.311	8,469.213	8,638.641
		Annual	82,741.945	85,579.065	88,484.695	91,412.490	94,205.280	97,169.345	99,639.735	101,630.555	103,663.690
LPN - CRN - Churchill (20 Year Scale)	2015	Hourly	41.884	43.320	44.791	46.273	47.687	49.187	50.438	51.446	
		Monthly	7,033.022	7,274.150	7,521.155	7,770.008	8,007.442	8,259.317	8,469.381	8,638.641	
		Annual	84,396.260	87,289.800	90,253.865	93,240.095	96,089.305	99,111.805	101,632.570	103,663.690	

Nurse III - Churchill	2015	Hourly	41.829	43.238	44.711	46.148	47.482	48.937	50.438	51.447	52.476
		Monthly	7,023.786	7,260.381	7,507.722	7,749.018	7,973.019	8,217.338	8,469.381	8,638.809	8,811.595
		Annual	84,285.435	87,124.570	90,092.665	92,988.220	95,676.230	98,608.055	101,632.570	103,665.705	105,739.140
Nurse III (20 Year Scale) - Churchill	2015	Hourly	42.667	44.105	45.606	47.071	48.432	49.917	51.447	52.476	
		Monthly	7,164.500	7,405.965	7,658.008	7,904.005	8,132.540	8,381.896	8,638.809	8,811.595	
		Annual	85,974.005	88,871.575	91,896.090	94,848.065	97,590.480	100,582.755	103,665.705	105,739.140	
Nurse IV - Churchill	2015	Hourly	43.263	44.865	46.468	48.217	50.220	52.163	54.284	56.495	57.625
		Monthly	7,264.579	7,533.581	7,802.752	8,096.438	8,432.775	8,759.037	9,115.188	9,486.452	9,676.198
		Annual	87,174.945	90,402.975	93,633.020	97,157.255	101,193.300	105,108.445	109,382.260	113,837.425	116,114.375
Nurse IV - (20 Year Scale) - Churchill	2015	Hourly	44.128	45.761	47.396	49.181	51.225	53.207	55.372	57.625	
		Monthly	7,409.827	7,684.035	7,958.578	8,258.310	8,601.531	8,934.342	9,297.882	9,676.198	
		Annual	88,917.920	92,208.415	95,502.940	99,099.715	103,218.375	107,212.105	111,574.580	116,114.375	
Nurse V - Churchill	2015	Hourly	45.668	47.418	49.421	51.364	53.487	55.563	57.729		58.886
		Monthly	7,668.418	7,962.273	8,298.610	8,624.872	8,981.359	9,329.954	9,693.661		9,887.941
		Annual	92,021.020	95,547.270	99,583.315	103,498.460	107,776.305	111,959.445	116,323.935		118,655.290
Nurse V (20 Year Scale) - Churchill	2015	Hourly	46.583	48.366	50.408	52.391	54.555	56.674	58.886		
		Monthly	7,822.062	8,121.458	8,464.343	8,797.322	9,160.694	9,516.509	9,887.941		
		Annual	93,864.745	97,457.490	101,572.120	105,567.865	109,928.325	114,198.110	118,655.290		
Nurse Practitioner - Churchill	2015	Hourly	52.048	55.866	58.162	60.458	62.934				64.191
		Monthly	8,739.727	9,380.833	9,766.369	10,151.906	10,567.668				10,778.739
		Annual	104,876.720	112,569.990	117,196.430	121,822.870	126,812.010				129,344.865
Nurse Practitioner (20 Year Scale) - Churchill	2015	Hourly	53.088	56.983	59.327	61.667	64.191				
		Monthly	8,914.360	9,568.395	9,961.992	10,354.917	10,778.739				
		Annual	106,972.320	114,820.745	119,543.905	124,259.005	129,344.865				
Weekend Worker - Licensed Practical Nurse /	2015	Hourly	33.862	34.970	36.063	37.392	38.612	39.972	41.396	42.636	43.489
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
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 -	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) - CI	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) -	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) - C	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) - Ct	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	
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) - Ct	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

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) ⁽³⁾	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				
		Annual	104,149.305	111,792.200	116,390.430	120,980.600	125,935.485				
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
Weekend Worker Rates - ORT II	2015	Hourly	36.784	38.140	39.384	40.783	42.076	43.387	44.727	46.069	46.990
		Monthly	6,176.647	6,404.342	6,613.230	6,848.145	7,065.262	7,285.400	7,510.409	7,735.753	7,890.404
		Annual	74,119.760	76,852.100	79,358.760	82,177.745	84,783.140	87,424.805	90,124.905	92,829.035	94,684.850
Weekend Worker - Nurse II	2015	Hourly	45.120	46.695	48.274	49.920	51.529	53.199	54.263	55.348	56.455
		Monthly	7,576.400	7,840.869	8,106.009	8,382.400	8,652.578	8,932.999	9,111.662	9,293.852	9,479.735
		Annual	90,916.800	94,090.425	97,272.110	100,588.800	103,830.935	107,195.985	109,339.945	111,526.220	113,756.825
Weekend Worker - Nurse II (20 Year Scale)	2015	Hourly	46.023	47.628	49.241	50.919	52.560	54.262	55.348	56.455	
		Monthly	7,728.029	7,997.535	8,268.385	8,550.149	8,825.700	9,111.494	9,293.852	9,479.735	
		Annual	92,736.345	95,970.420	99,220.615	102,601.785	105,908.400	109,337.930	111,526.220	113,756.825	
Weekend Worker - LPN - CRN	2015	Hourly	45.978	47.554	49.168	50.795	52.347	53.997	55.370	56.477	57.607
		Monthly	7,720.473	7,985.109	8,256.127	8,529.327	8,789.934	9,066.996	9,297.546	9,483.430	9,673.175
		Annual	92,645.670	95,821.310	99,073.520	102,351.925	105,479.205	108,803.955	111,570.550	113,801.155	116,078.105
Weekend Worker - LPN - CRN (20 Year Scale)	2015	Hourly	46.898	48.505	50.151	51.811	53.394	55.077	56.477	57.607	
		Monthly	7,874.956	8,144.798	8,421.189	8,699.930	8,965.743	9,248.346	9,483.430	9,673.175	
		Annual	94,499.470	97,737.575	101,054.265	104,399.165	107,588.910	110,980.155	113,801.155	116,078.105	

Weekend Worker - Nurse III	2015	Hourly	46.834	48.415	50.063	51.671	53.165	54.794	56.476	57.605	58.757
		Monthly	7,864.209	8,129.685	8,406.412	8,676.422	8,927.290	9,200.826	9,483.262	9,672.840	9,866.280
		Annual	94,370.510	97,556.225	100,876.945	104,117.065	107,127.475	110,409.910	113,799.140	116,074.075	118,395.355
Weekend Worker - Nurse III (20 Year Scale)	2015	Hourly	47.771	49.381	51.064	52.705	54.228	55.889	57.606	58.757	
		Monthly	8,021.547	8,291.893	8,574.497	8,850.048	9,105.785	9,384.695	9,673.008	9,866.280	
		Annual	96,258.565	99,502.715	102,893.960	106,200.575	109,269.420	112,616.335	116,076.090	118,395.355	
Weekend Worker - Nurse IV	2015	Hourly	48.440	50.235	52.030	53.988	56.233	58.408	60.783	63.257	64.521
		Monthly	8,133.883	8,435.294	8,736.704	9,065.485	9,442.458	9,807.677	10,206.479	10,621.905	10,834.151
		Annual	97,606.600	101,223.525	104,840.450	108,785.820	113,309.495	117,692.120	122,477.745	127,462.855	130,009.815
Weekend Worker - Nurse IV (20 Year Scale)	2015	Hourly	49.411	51.240	53.071	55.070	57.357	59.575	62.000	64.521	
		Monthly	8,296.930	8,604.050	8,911.505	9,247.171	9,631.196	10,003.635	10,410.833	10,834.151	
		Annual	99,563.165	103,248.600	106,938.065	110,966.050	115,574.355	120,043.625	124,930.000	130,009.815	
Weekend Worker - Nurse V	2015	Hourly	51.134	53.092	55.335	57.512	59.887	62.214	64.638		65.931
		Monthly	8,586.251	8,915.032	9,291.669	9,657.223	10,056.025	10,446.768	10,853.798		11,070.914
		Annual	103,035.010	106,980.380	111,500.025	115,886.680	120,672.305	125,361.210	130,245.570		132,850.965
Weekend Worker - Nurse V (20 Year Scale)	2015	Hourly	52.157	54.154	56.441	58.662	61.085	63.457	65.931		
		Monthly	8,758.030	9,093.359	9,477.385	9,850.328	10,257.190	10,655.488	11,070.914		
		Annual	105,096.355	109,120.310	113,728.615	118,203.930	123,086.275	127,865.855	132,850.965		
Weekend Worker - Licensed Practical Nurse - Churc	2015	Hourly	36.182	37.369	38.536	39.956	41.259	42.713	44.233	45.561	46.472
		Monthly	6,075.561	6,274.878	6,470.837	6,709.278	6,928.074	7,172.225	7,427.458	7,650.451	7,803.423
		Annual	72,906.730	75,298.535	77,650.040	80,511.340	83,136.885	86,066.695	89,129.495	91,805.415	93,641.080
Weekend Worker - Nurse II - Churchill	2015	Hourly	47.269	48.918	50.573	52.296	53.982	55.725	56.842	57.978	59.138
		Monthly	7,937.253	8,214.148	8,492.050	8,781.370	9,064.478	9,357.156	9,544.719	9,735.473	9,930.256
		Annual	95,247.035	98,569.770	101,904.595	105,376.440	108,773.730	112,285.875	114,536.630	116,825.670	119,163.070
Weekend Worker - Nurse II (20 Year Scale) - Churchi	2015	Hourly	48.214	49.896	51.585	53.343	55.064	56.842	57.979	59.138	
		Monthly	8,095.934	8,378.370	8,661.981	8,957.179	9,246.163	9,544.719	9,735.640	9,930.256	
		Annual	97,151.210	100,540.440	103,943.775	107,486.145	110,953.960	114,536.630	116,827.685	119,163.070	
Weekend Worker - LPN - CRN - Churchill	2015	Hourly	48.167	49.820	51.510	53.214	54.840	56.563	58.003	59.163	60.346
		Monthly	8,088.042	8,365.608	8,649.388	8,935.518	9,208.550	9,497.870	9,739.670	9,934.454	10,133.099
		Annual	97,056.505	100,387.300	103,792.650	107,226.210	110,502.600	113,974.445	116,876.045	119,213.445	121,597.190
Weekend Worker - LPN - CRN (20 Year Scale) - Churc	2015	Hourly	49.130	50.816	52.540	54.278	55.937	57.694	59.163	60.346	
		Monthly	8,249.746	8,532.853	8,822.342	9,114.181	9,392.755	9,687.784	9,934.454	10,133.099	
		Annual	98,996.950	102,394.240	105,868.100	109,370.170	112,713.055	116,253.410	119,213.445	121,597.190	
Weekend Worker - Nurse III - Churchill	2015	Hourly	49.065	50.721	52.446	54.132	55.698	57.402	59.164	60.347	61.554
		Monthly	8,238.831	8,516.901	8,806.558	9,089.665	9,352.623	9,638.753	9,934.622	10,133.267	10,335.943
		Annual	98,865.975	102,202.815	105,678.690	109,075.980	112,231.470	115,665.030	119,215.460	121,599.205	124,031.310
Weekend Worker - Nurse III (20 Year Scale) - Church	2015	Hourly	50.045	51.734	53.496	55.214	56.811	58.552	60.346	61.554	
		Monthly	8,403.390	8,687.001	8,982.870	9,271.351	9,539.514	9,831.857	10,133.099	10,335.943	
		Annual	100,840.675	104,244.010	107,794.440	111,256.210	114,474.165	117,982.280	121,597.190	124,031.310	
Weekend Worker - Nurse IV - Churchill	2015	Hourly	50.748	52.628	54.508	56.560	58.908	61.188	63.678	66.267	67.592
		Monthly	8,521.435	8,837.118	9,152.802	9,497.367	9,891.635	10,274.485	10,692.598	11,127.334	11,349.823
		Annual	102,257.220	106,045.420	109,833.620	113,968.400	118,699.620	123,293.820	128,311.170	133,528.005	136,197.880
Weekend Worker - Nurse IV (20 Year Scale) - Churchi	2015	Hourly	51.763	53.680	55.599	57.692	60.087	62.413	64.950	67.592	
		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) - Churchil	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										

**MNU & Winnipeg Health Employer Organization
2080 ANNUAL HOURS- 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	2080	Hourly	26.781	27.658	28.524	29.575	30.538	31.615	32.741	33.396	
		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	
Nurse II	2080	Hourly	34.986	36.207	37.433	38.708	39.956	41.251		42.076	
		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)	2080	Hourly	35.687	36.932	38.181	39.483	40.755	42.076			
		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	2080	Hourly	36.317	37.541	38.820	40.068	41.225	42.487	43.791	44.667	
		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)	2080	Hourly	37.042	38.292	39.596	40.869	42.050	43.338	44.667		
		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	2080	Hourly	36.766	37.999	39.315	40.572	41.737	42.994	44.333	45.219	
		Monthly	6,372.773	6,586.493	6,814.600	7,032.480	7,234.413	7,452.293	7,684.387	7,837.960	
		Annual	76,473.280	79,037.920	81,775.200	84,389.760	86,812.960	89,427.520	92,212.640	94,055.520	
Nurse IV	2080	Hourly	37.562	38.952	40.346	41.864	43.603	45.290	47.057	47.998	
		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)	2080	Hourly	38.313	39.731	41.152	42.701	44.475	46.197	47.998		
		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 - WHC	2080	Hourly	37.562	38.952	40.346	41.864	43.603	45.290	47.133	49.051	50.032
		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	8,672.224
		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	104,066.690
Nurse IV - WHC (20 Year Scale)	2080	Hourly	38.313	39.731	41.152	42.701	44.475	46.197	48.075	50.032	
		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	
Nurse V	2080	Hourly	39.650	41.169	42.908	44.594	46.437	48.242	50.122	51.125	
		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)	2080	Hourly	40.442	41.991	43.766	45.488	47.366	49.206	51.125		
		Monthly	7,010.017	7,278.516	7,586.139	7,884.527	8,210.118	8,528.991	8,861.634		
		Annual	84,120.205	87,342.190	91,033.670	94,614.325	98,521.410	102,347.895	106,339.610		
Nurse Practitioner	2080	Hourly	45.188	48.503	50.499	52.491	54.640			55.733	
		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)	2080	Hourly	46.091	49.473	51.507	53.540	55.733				
		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				

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

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	2080	Hourly	27.116	28.004	28.880	29.945	30.920	32.010	33.150	33.813	
		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	
Nurse II	2080	Hourly	35.423	36.659	37.900	39.192	40.456	41.767		42.602	
		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)	2080	Hourly	36.132	37.394	38.659	39.976	41.265	42.602			
		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	2080	Hourly	36.771	38.010	39.305	40.568	41.741	43.018	44.339	45.225	
		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)	2080	Hourly	37.505	38.770	40.091	41.379	42.576	43.880	45.225		
		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	2080	Hourly	37.226	38.474	39.806	41.079	42.259	43.531	44.887	45.784	
		Monthly	6,452.507	6,668.827	6,899.707	7,120.360	7,324.893	7,545.373	7,780.413	7,935.893	
		Annual	77,430.080	80,025.920	82,796.480	85,444.320	87,898.720	90,544.480	93,364.960	95,230.720	
Nurse IV	2080	Hourly	38.032	39.440	40.850	42.387	44.149	45.856	47.645	48.597	
		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)	2080	Hourly	38.792	40.228	41.666	43.234	45.031	46.774	48.597		
		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 - WHC	2080	Hourly	38.032	39.440	40.850	42.387	44.149	45.856	47.722	49.664	50.658
		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	8,780.698
		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	105,368.380
Nurse IV - WHC (20 Year Scale)	2080	Hourly	38.792	40.228	41.666	43.234	45.031	46.774	48.676	50.658	
		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	
Nurse V	2080	Hourly	40.146	41.683	43.445	45.152	47.017	48.844	50.749	51.764	
		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)	2080	Hourly	40.948	42.517	44.314	46.056	47.958	49.821	51.764		
		Monthly	7,097.670	7,369.527	7,681.012	7,983.094	8,312.715	8,635.618	8,972.459		
		Annual	85,172.035	88,434.320	92,172.145	95,797.130	99,752.575	103,627.420	107,669.510		
Nurse Practitioner	2080	Hourly	45.753	49.110	51.131	53.147	55.323			56.430	
		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)	2080	Hourly	46.668	50.091	52.152	54.209	56.430				
		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				

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

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	2080	Hourly	27.496	28.396	29.284	30.365	31.353	32.459	33.614	34.287	
		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	
Nurse II	2080	Hourly	35.919	37.173	38.431	39.740	41.023	42.352		43.199	
		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)	2080	Hourly	36.638	37.917	39.200	40.536	41.842	43.199			
		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	2080	Hourly	37.285	38.542	39.855	41.136	42.325	43.621	44.960	45.859	
		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)	2080	Hourly	38.030	39.313	40.652	41.959	43.171	44.494	45.859		
		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	2080	Hourly	37.747	39.013	40.363	41.654	42.851	44.140	45.515	46.425	
		Monthly	6,542.813	6,762.253	6,996.253	7,220.027	7,427.507	7,650.933	7,889.267	8,047.000	
		Annual	78,513.760	81,147.040	83,955.040	86,640.320	89,130.080	91,811.200	94,671.200	96,564.000	
Nurse IV	2080	Hourly	38.565	39.992	41.422	42.981	44.767	46.498	48.313	49.277	
		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)	2080	Hourly	39.335	40.791	42.249	43.840	45.662	47.429	49.277		
		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 - WHC	2080	Hourly	38.565	39.992	41.422	42.981	44.767	46.498	48.390	50.360	51.367
		Monthly	6,684.595	6,931.936	7,179.781	7,449.959	7,759.597	8,059.664	8,387.605	8,728.980	8,903.613
		Annual	80,215.135	83,183.230	86,157.370	89,399.505	93,115.165	96,715.970	100,651.265	104,747.760	106,843.360
Nurse IV - WHC (20 Year Scale)	2080	Hourly	39.335	40.791	42.249	43.840	45.662	47.429	49.357	51.367	
		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	
Nurse V	2080	Hourly	40.708	42.267	44.053	45.784	47.675	49.528	51.459	52.489	
		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)	2080	Hourly	41.522	43.111	44.934	46.702	48.629	50.518	52.489		
		Monthly	7,197.076	7,472.628	7,788.479	8,094.927	8,429.081	8,756.518	9,098.061		
		Annual	86,364.915	89,671.530	93,461.745	97,139.120	101,148.970	105,078.220	109,176.730		
Nurse Practitioner	2080	Hourly	46.393	49.798	51.847	53.891	56.098			57.220	
		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)	2080	Hourly	47.321	50.793	52.882	54.968	57.220				
		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				

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

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	2080	Hourly	27.634	28.538	29.431	30.517	31.510	32.622	33.781		34.458
		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
Nurse II	2080	Hourly	36.099	37.359	38.623	39.939	41.228	42.564			43.415
		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)	2080	Hourly	36.821	38.107	39.396	40.739	42.052	43.415			
		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	2080	Hourly	37.471	38.735	40.055	41.341	42.536	43.839	45.184		46.088
		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)	2080	Hourly	38.220	39.510	40.855	42.169	43.387	44.717	46.088		
		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	2080	Hourly	37.936	39.208	40.565	41.862	43.065	44.361	45.743		46.657
		Monthly	6,575.573	6,796.053	7,031.267	7,256.080	7,464.600	7,689.240	7,928.787		8,087.213
		Annual	78,906.880	81,552.640	84,375.200	87,072.960	89,575.200	92,270.880	95,145.440		97,046.560
Nurse IV	2080	Hourly	38.758	40.192	41.629	43.196	44.991	46.731	48.554		49.523
		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)	2080	Hourly	39.532	40.996	42.460	44.059	45.891	47.666	49.523		
		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 - WHC	2080	Hourly	38.758	40.192	41.629	43.196	44.991	46.731	48.632	50.611	51.624
		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	8,948.111
		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	107,377.335
Nurse IV - WHC (20 Year Scale)	2080	Hourly	39.532	40.996	42.460	44.059	45.891	47.666	49.604	51.624	
		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	
Nurse V	2080	Hourly	40.911	42.478	44.273	46.013	47.913	49.776	51.717		52.751
		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)	2080	Hourly	41.729	43.327	45.158	46.935	48.872	50.771	52.751		
		Monthly	7,233.010	7,510.073	7,827.435	8,135.395	8,471.228	8,800.345	9,143.566		
		Annual	86,796.125	90,120.875	93,929.225	97,624.735	101,654.735	105,604.135	109,722.795		
Nurse Practitioner	2080	Hourly	46.625	50.047	52.106	54.160	56.379				57.506
		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)	2080	Hourly	47.557	51.046	53.147	55.243	57.506				
		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				

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

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	2080	Hourly	27.965	28.881	29.784	30.883	31.887	33.013	34.186	35.212	35.916
		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
Nurse II ⁽²⁾	2080	Hourly	36.532	37.807	39.086	40.418	41.723	43.075	43.936		44.814
		Monthly	6,332.138	6,553.284	6,774.934	7,005.819	7,232.003	7,466.247	7,615.525		7,767.825
		Annual	75,985.650	78,639.405	81,299.205	84,069.830	86,784.035	89,594.960	91,386.295		93,213.900
Nurse II (20 Year Scale) ⁽²⁾	2080	Hourly	37.263	38.564	39.869	41.228	42.556	43.936	44.814		
		Monthly	6,458.915	6,684.427	6,910.610	7,146.198	7,376.411	7,615.525	7,767.825		
		Annual	77,506.975	80,213.120	82,927.325	85,754.370	88,516.935	91,386.295	93,213.900		
Nurse III ⁽³⁾	2080	Hourly	37.921	39.200	40.535	41.837	43.046	44.365	45.727	46.641	47.574
		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) ⁽³⁾	2080	Hourly	38.678	39.983	41.345	42.674	43.908	45.253	46.641	47.574	
		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 ⁽³⁾	2080	Hourly	38.391	39.678	41.052	42.364	43.582	44.893	46.292	47.218	48.162
		Monthly	6,654.440	6,877.520	7,115.680	7,343.093	7,554.213	7,781.453	8,023.947	8,184.453	8,348.080
		Annual	79,853.280	82,530.240	85,388.160	88,117.120	90,650.560	93,377.440	96,287.360	98,213.440	100,176.960
Nurse IV ⁽⁴⁾	2080	Hourly	39.223	40.674	42.129	43.714	45.530	47.291	49.215	51.219	52.243
		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) ⁽⁴⁾	2080	Hourly	40.006	41.488	42.970	44.588	46.441	48.238	50.199	52.243	
		Monthly	6,934.455	7,191.199	7,448.112	7,728.533	8,049.757	8,361.243	8,701.106	9,055.410	
		Annual	83,213.455	86,294.390	89,377.340	92,742.390	96,597.085	100,334.910	104,413.270	108,664.920	
Nurse V	2080	Hourly	41.402	42.987	44.804	46.565	48.489	50.374	52.338		53.384
		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)	2080	Hourly	42.230	43.848	45.700	47.498	49.459	51.381	53.384		
		Monthly	7,319.823	7,600.244	7,921.301	8,232.954	8,572.818	8,905.964	9,253.216		
		Annual	87,837.880	91,202.930	95,055.610	98,795.450	102,873.810	106,871.570	111,038.590		
Nurse Practitioner	2080	Hourly	47.185	50.647	52.731	54.810	57.056				58.196
		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)	2080	Hourly	48.128	51.659	53.784	55.906	58.196				
		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				

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

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

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

⁴ Nurse IV Standardized to 'Year 7' Step-on-Scale Effective April 1, 2021

APPENDIX “B” – ACADEMIC ALLOWANCE

The non-cumulative additional rates of pay hereinafter set forth shall be paid to a nurse for academic attainments herein set forth:

- (a) Upon completion of an approved clinical course/program, or CNA Certification in a nursing specialty, or an approved course in Gerontology, or the Nursing Unit Administration Course, or a Registered Nurse with a Registered Psychiatric Nurse Diploma, or an approved midwifery course, or an Operating Room Technician course in addition to a Licensed Practical Nurse Certificate/Diploma or Registered Nurse Diploma, or the Adult Education Certificate, or an Occupational Health Nursing course, or Nursing Foot Care Certification where the nurse is certified, and is using the certification in the practice area assigned, or the University Certificate in Nursing (one year course also called University Diploma in Nursing), or a Baccalaureate Degree in Arts or Science from a recognized university, (or the equivalent), provided such degree (or the equivalent) is relevant to the position held by the nurse:

\$0.298 per hour for all paid hours (2015 annual hours)

\$0.318 per hour for all paid hours (1885 annual hours)

@ SHEO/WCHREO

\$0.398 per hour for all paid hours (1950 annual hours)

\$0.288 per hour for all paid hours (2080 annual hours)

- (b) For a Baccalaureate Degree in Nursing, or a Baccalaureate Degree in Psychiatric Nursing, or a Baccalaureate Degree in Science-Mental Health, or a University Certificate in Nursing, as described in (a) above, in addition to a Baccalaureate Degree in Arts or Science, or the equivalent in the opinion of the Employer. Newly graduated nurses with a Baccalaureate Degree in Nursing or Psychiatric Nursing shall have the allowance paid effective first day of work, subject to proof of degree provided within six (6) months of Employer request.

\$0.596 per hour for all paid hours (2015 annual hours)

\$0.637 per hour for all paid hours (1885 annual hours)

@ SHEO/WCHREO

\$0.615 per hour for all paid hours (1950 annual hours)

\$0.577 per hour for all paid hours (2080 annual hours)

- (c) For a Master’s Degree in Nursing from a recognized university, or the equivalent in the opinion of the Employer. Effective April 1, 2022, this allowance is applicable for all classifications other than Nurse Practitioners.

\$0.893 per hour for all paid hours (2015 annual hours)

\$0.955 per hour for all paid hours (1885 annual hours)

@ SHEO/WCHREO

\$0.923 per hour for all paid hours (1950 annual hours)

\$0.865 per hour for all paid hours (2080 annual hours)

Nurses who are employed as a Clinical Nurses Specialist not entitled to this academic allowance as it is already calculated into their comprehensive salary.

(d) Effective April 1, 2021 - Applicable for Nurse Practitioners only:

\$1.50 per hour for all paid hours

NOTE: Nurses, as at April 17, 2002, receiving academic allowances in excess of the above specified amounts shall continue to be paid at the higher rate.

NOTE: Nurses, as at April 17, 2002, receiving academic allowances for courses/degrees/certificates not listed above shall continue to receive Academic Allowances for these courses/degrees/certificates.

See [Attachment #10](#) – WRHA Document Re Academic Allowance

Regardless of the number of academic attainments a nurse may have, the Employer is only required to pay one of the amounts. Depending on the attainments, only the higher amount will be paid.

*The Employer is not obligated to pay an Academic Allowance until the nurse provides verification of their academic attainment (no retroactivity). **Clarification for new graduates:** a nurse who graduates with a BN gets academic allowance from date of hire and the Employer still requires verification.*

A nurse's entitlement to academic allowance ceases if their CNA certification has expired.

When a nurse obtains a nursing degree from another province or country, the [National Nursing Assessment Service \(NNAS\)](#) must verify whether the nursing degree is equivalent to a degree from Manitoba. The nurse is responsible for obtaining the NNAS assessment.

Academic Allowance is part of the basic or regular rate of pay – See 3802.

APPENDIX "C" -- OCCUPATIONAL CLASSIFICATIONS

Interlake Eastern Region Employers Organization

C.1 Occupational Classifications are as follows:

Applicable to all sites unless otherwise noted below:

Licensed Practical Nurse-Clinical Resource Nurse – A Licensed Practical Nurse entitled to practice under the Licensed Practical Nurses Act of Manitoba and who is employed in a LPN-CRN position.

Applicable @ former Interlake RHA:

- (a) **Nurse II:** A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.

Applicable for Community Health Nurses:

Nurse II: Immunization Nurse/Immunization Clinic Planner

Applicable for Home Care Nurses:

Nurse II -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position, Home Care position or its equivalent.

- (b) **Nurse III:** A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence; may include Diabetes nurse, Assistant In-Service Educator, or a general duty RN who has intermittent responsibility for in-service education; or a Liaison Nurse (CS).

- (c) **Nurse IV:** A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).

Applicable for Community Health Nurses:

Nurse IV -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor) or a nurse responsible for Community Health Programs including Public Health, Diabetes Education Resource, and Home

Care (as applicable). Infection Prevention and Control Co-ordinator. Primary Health Care Nurse.

- (d) **Nurse V:** A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis.
- (e) **LPN:** A Licensed Practical Nurse is a person entitled to practice as a practical nurse under the Licensed Practical Nurse's Act of Manitoba.
- (f) **Nurse Practitioner** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ former North Eastman RHA:

- (a) **Nurse II:** A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.

Applicable for Home Care Nurses:

Nurse II -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position, Home Care position or its equivalent.

- (b) **Nurse III:** A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence; (Clinical Resource Nurse) may include Diabetes nurse, Assistant In-Service Educator, or a general duty RN who has intermittent responsibility for in-service education.
- (c) **Nurse IV:** A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).

Applicable for Community Health Nurses:

Nurse IV -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor) or a nurse responsible for Community Health Programs including Public Health, Diabetes Education Resource, and Home Care (as applicable); Primary Health Care Nurse.

- (d) **Nurse V:** A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis.
- (e) **LPN:** A Licensed Practical Nurse is a person entitled to practice as a practical nurse under the Licensed Practical Nurse's Act of Manitoba.
- (f) **Nurse Practitioner** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Betel Gimli and Betel Selkirk:

- C.1 Occupational classifications are as follows:
- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence.
 - (c) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
 - (d) **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Northern Health Region Employers Organization

C.1 Occupational classifications are as follows:

Applicable to all sites unless otherwise noted below:

Licensed Practical Nurse-Clinical Resource Nurse – A Licensed Practical Nurse entitled to practice under the Licensed Practical Nurses Act of Manitoba and who is employed in a LPN-CRN position.

Applicable @ Thompson, Gillam, Leaf Rapids, Lynn Lake, and Bay Line communities

- (a) **Nurse II:** A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.

Applicable for Home Care Nurses:

Nurse II -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position, Home Care position or its equivalent.

- (b) **Nurse III:** A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence or Infection Control/Staff Health, Team Leader, Nurse Clinicians.
- (c) **Nurse IV:** A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a 24 hour basis; a nurse responsible for supervision of the clinical experience of student nurses; or a nurse responsible for inservice education instruction (Clinical Instructor, Inservice Education Instructor, Public Health Nurse); Regional Infection Control/Staff Health Nurse.

Applicable for Community Health Nurses:

Nurse IV -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor) or a nurse responsible for Community Health Programs including Public Health, Diabetes Education Resource, and Home Care (as applicable).

- (d) **Nurse V:** A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis (Nursing Supervisors, Program Managers).

- (e) **LPN:** A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
- (f) **Foot Care Nurse:** A Licensed Practical Nurse who participates in assessing, implementing and evaluating the foot care related program/services, resources and continued education while practicing in the framework of the College of Licensed Practical Nurses of Manitoba Standards of Practice.
- (g) **Nurse Practitioner** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ former The Pas, Flin Flon, Snow Lake, Sherridon, and Cormorant

- (a) **Nurse II:** A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.

Applicable for Home Care Nurses:

Nurse II -- *A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position, Home Care position or its equivalent.*

- (b) **Nurse III:** A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence or Infection Control/Staff Health, Team Leader, Nurse Clinicians.
- (c) **Nurse IV:** A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a 24 hour basis; a nurse responsible for supervision of the clinical experience of student nurses; a nurse responsible for inservice education instruction (Clinical Instructor, Inservice Education Instructor, Public Health Nurse); or a Case Co-ordinator.

Applicable for Community Health Nurses:

Nurse IV -- *A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor) or a nurse responsible for Community Health Programs including Public Health, Diabetes Education Resource, and Home Care (as applicable).*

- (d) **Nurse V:** A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis (Nursing Supervisors, Program Managers).
- (e) **LPN:** A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
- (f) **Foot Care Nurse:** A Licensed Practical Nurse who participates in assessing, implementing and evaluating the foot care related program/services, resources and continued education while practicing in the framework of the College of Licensed Practical Nurses of Manitoba Standards of Practice.
- (g) **Nurse Practitioner** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Prairie Mountain Health Region Employers Organization

C.1 Occupational classifications are as follows:

Applicable to all sites unless otherwise noted below:

Licensed Practical Nurse-Clinical Resource Nurse – A Licensed Practical Nurse entitled to practice under the Licensed Practical Nurses Act of Manitoba and who is employed in a LPN-CRN position.

Applicable @ former Assiniboine RHA

(a) **Nurse II:** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.

Applicable for Home Care Nurses:

Nurse II -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position, Home Care position or its equivalent.

Applicable for Community Health Nurses:

Nurse II -- A Nurse employed as an Immunization Nurse or a Risk Factor Complication Assessment (RCFA) Nurse, or a Womens Wellness Clinic Nurse.

(b) **Nurse III:** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence, or a Mental Health Resource Nurse; or an Immunization Program Team Leader.

Applicable for Neepawa Personal Care Home: Westman Nursing Home and Sherwood sites:

Nurse III: -- A Registered Nurse or a Registered Psychiatric Nurse who is responsible for nursing activities and nursing staff for a specified shift (Charge Nurse).

Applicable for Community Health Nurses:

Nurse III: -- Immunization Program Team Leader

(c) **Nurse IV:** -- Home Care Case Co-ordinator.

Applicable for Baldur Health Centre, Boissevain Health Centre, Westview Lodge, Cartwright Health Centre, Neepawa Personal Care Home, Deloraine Health Centre, Bren-Del-Win Lodge, Elkwood Manor, Glenboro Health Centre, Hartney Health Centre, Melita Health Centre.

Reston Health Centre, Sandy Lake Health Centre, Tiger Hills Health Centre, Virden Hospital, Wawanesa Health Centre, Hamiota Hospital, Minnedosa Hospital & PCH, Russell Hospital & PCH sites:

Nurse IV: -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor), or a Case Coordinator. E-learning Coordinator.

Applicable for Community Health Nurses:

Nurse IV: -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor) or a nurse responsible for Community Health Programs including Public Health, Diabetes Education Resource, and Home Care (as applicable).

- (d) **Nurse V:** -- A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis

Applicable for Community Health Nurses:

Nurse V: -- Primary Care Nurse

- (e) **LPN:** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurses' Act of Manitoba.
- (f) **Nurse Practitioner:** -- A Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ former Brandon RHA

- (a) **Nurse II:** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.

Applicable for Home Care Nurses:

Nurse II -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position, Home Care position or its equivalent.

- (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence or a Liaison Nurse (CS); Mental Health Resource Nurse.

Applicable for Fairview Worksite 21:

Nurse III -- A Registered Nurse or Registered Psychiatric Nurse who is responsible on a seven and three-quarter (7.75) hour basis for nursing activities and nursing staff on one (1) or more subdivisions of the Home (Charge Nurse).

- (c) **TEAM LEADER** -- A Registered Nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who reports to a Supervisor or the equivalent.

- (d) **NURSE IV** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor); Pain Management Resource Nurse; Cardiac Disease Education and Rehabilitation Nurse; Clinical applications Facilitator; Case Manager Prehab-Joint Replacement Clinic. Occupational Health Nurse.

Applicable for Fairview Worksite 21:

Nurse IV - A Registered Nurse or Registered Psychiatric Nurse who is assigned to defined units and is responsible for Resident Care and Staff Co-ordination of the facility on a twenty-four (24) hour basis; or who is responsible for Resident Care and Staff Co-ordination of the facility on a seven and three-quarter (7.75) hour basis (Area Co-ordinator).

It is agreed between the Employer and the Union that nurse supervisors be placed on the Nurse IV salary scale.

Applicable for Community Health Nurses:

Nurse IV -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor) or a nurse responsible for Community Health Programs including Public Health, Diabetes Education Resource, and Home Care (as applicable; Community Mental Health Nurse – Mental Health Promotion Clinic.

- (e) **NURSE V** -- Advanced Practice Nurse.

- (f) **LPN:** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurses' Act of Manitoba.
- (g) **Nurse Practitioner:** -- A Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ former Parkland RHA

- (a) **Nurse II:** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.

Applicable for Home Care Nurses:

***Nurse II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position, Home Care position or its equivalent.*

- (b) **NURSE III:** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence.
- (c) **NURSE IV:** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).

Applicable for Community Health Nurses:

***Nurse IV:** A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor) or a nurse responsible for Community Health Programs including Public Health, Diabetes Education Resource, and Home Care (as applicable).*

- (d) **Nurse V:** -- A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis.
- (e) **LPN:** A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurses' Act of Manitoba.
- (f) **Nurse Practitioner:** -- A Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Winnipegosis

Occupational classifications for nurses are as follows:

- a) **Nurse II** - A Registered Nurse (or Registered Psychiatric Nurse) employed in a general duty position or its equivalent.
- b) **Nurse III** - A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence.
- c) **Nurse IV** - A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for in-service education instruction (In-service Education Instructor).
- d) **Nurse V** - A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis.
- e) **L.P.N.** - A person entitled to practice as a Licensed Practical Nurse under the Licensed Practical Nurses' Act of Manitoba

Applicable @ Dr Gendreau

C.1 Occupational classifications are as follows:

- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
- (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence.
- (c) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
- (d) **Nurse Practitioner** – is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Dinsdale

- C.1 Occupational classifications are as follows:
- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence.
 - (c) **NURSE IV** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).
 - (d) **NURSE V** -- A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis.
 - (e) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
 - (f) **Nurse Practitioner** – is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Ste Rose

- C.1 Occupational classifications are as follows:
- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (b) **NURSE IV** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).
 - (c) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
 - (d) **Nurse Practitioner** – is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Southern Health Region Employers Organization

C.1 Occupational Classifications are as follows:

Applicable to all sites unless otherwise noted below:

Licensed Practical Nurse-Clinical Resource Nurse – A Licensed Practical Nurse entitled to practice under the Licensed Practical Nurses Act of Manitoba and who is employed in a LPN-CRN position.

Applicable @ former Central RHA

- (a) **Nurse II:** A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.

Applicable for Community Health Nurses:

Nurse II – Uris Nurses

Applicable for Home Care Nurses:

Nurse II -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position, Home Care position or its equivalent.

- (b) **Nurse III:** A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence; may include Diabetes nurse, Assistant In-Service Educator, or a general duty RN who has intermittent responsibility for in-service education.

A Mental Health Resource Nurse. A Palliative Care Nurse.

Applicable for Community Health Nurses:

Nurse III – Geriatric Nurse Specialist

- (c) **Nurse IV:** A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor). A Discharge Co-ordinator and Patient Navigator.

Applicable for Community Health Nurses:

Nurse IV -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses

(Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor) or a nurse responsible for Community Health Programs including Public Health, Diabetes Education Resource, and Home Care (as applicable) Patient Navigator, Regional Medical Device Reprocessing Coordinator.

- (d) **Nurse V:** A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis.
- (e) **LPN:** A Licensed Practical Nurse is a person entitled to practice as a practical nurse under the Licensed Practical Nurse's Act of Manitoba.
- (f) **Nurse Practitioner** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ former South Eastman RHA

- (a) **Nurse II:** A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.

Applicable for Home Care Nurses:

Nurse II -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position, Home Care position or its equivalent.

- (b) **Nurse III:** A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence(Clinical Resource Nurse); may include Diabetes nurse, Assistant In-Service Educator, or a general duty RN who has intermittent responsibility for in-service education.
- (c) **Nurse IV:** A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).

Applicable for Community Health Nurses:

Nurse IV -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction

(Inservice Education Instructor) or a nurse responsible for Community Health Programs including Public Health, Diabetes Education Resource, Regional Infection Control Nurse and Home Care (as applicable) ; Primary Health Care Nurse; Regional Patient Safety Officer. Team Leader- Immunization Nurse. Staff Development Coordinator.

- (d) **Nurse V:** A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis.
- (e) **LPN:** A Licensed Practical Nurse is a person entitled to practice as a practical nurse under the Licensed Practical Nurse's Act of Manitoba.
- (f) **Nurse Practitioner** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Non-Transferred Facilities (Menno Home, Rock Lake & Villa Youville)

- (a) **Nurse II:** A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
- (b) **Nurse III:** A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence;
- (c) **Nurse IV:** A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).
- (d) **Nurse V:** A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis.
- (e) **LPN:** A Licensed Practical Nurse is a person entitled to practice as a practical nurse under the Licensed Practical Nurse's Act of Manitoba.
- (f) **Nurse Practitioner** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Shared Health Employers Organization

Applicable to all sites unless otherwise noted below:

C.1 Occupational classifications are as follows:

L.P.N. -- is a nurse entitled to practice as a Licensed Practical Nurse under the Licensed Practical Nurses' Act of Manitoba.

Licensed Practical Nurse-Clinical Resource Nurse – A Licensed Practical Nurse entitled to practice under the Licensed Practical Nurses Act of Manitoba and who is employed in a LPN-CRN position.

NURSE II -- is a Registered Nurse/Registered Psychiatric Nurse employed in a general duty position or its equivalent.

NURSE III --

(a) is a Registered Nurse/Registered Psychiatric Nurse who is permanently assigned responsibility for the nursing activities of a group of nursing staff on a ward or unit and who may assume designated duties of a Manager in their absence.

(b) is a Registered Nurse/Registered Psychiatric Nurse in a position of equivalent responsibility as determined by the Employer.

NURSE IV –

(a) A Nurse Educator is a Registered Nurse/Registered Psychiatric Nurse in a position of equivalent responsibility as determined by the Employer.

(b) is a Registered Nurse/Registered Psychiatric Nurse in a position of equivalent responsibility as determined by the Employer.

CLINICAL NURSE SPECIALIST -- is a Registered Nurse with academic preparation at the Master's level (nursing science), possessing expertise in a clinical nursing speciality, and who is assigned to a position designated by the Employer as Clinical Nurse Specialist.

NURSE PRACTITIONER -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

OPERATING ROOM TECHNICIAN I -- is a nurse who has graduated from a formal course in Operating Room Technology approved by the Employer.

OPERATING ROOM TECHNICIAN II -- is a nurse who has graduated from a formal Operating Room Technology course approved by the Employer, with additional responsibilities for evaluating and orientating Operating Room Technicians.

Applicable @ CancerCare Manitoba

C.1 Occupational classifications are as follows:

Nurse II -- is a Registered Nurse employed in a general duty position, or its equivalent, who provides nursing care to a group of patients receiving assessment, treatment and/or follow-up at the CCMB.

Nurse III -- is a Registered Nurse who provides education and/or consultation to Nurse II's or who is in a position of equivalent responsibility in the opinion of the Employer.

Nurse IV -- is a Registered Nurse who is permanently assigned responsibility for the nursing activities and staff in a specific area; or a Registered Nurse employed as the Co-ordinator of a recognized radiation technology program, or who is in a position of equivalent responsibility in the opinion of the Employer.

L.P.N. -- is a nurse entitled to practice as a Licensed Practical Nurse under the Licensed Practical Nurses' Act of Manitoba.

ORT -- is a person who has graduated from a formal course in operating technology and who is employed as an Operating Room Technician.

CLINICAL NURSE SPECIALIST - is a Registered Nurse with academic preparation at the Master' level, with primary responsibility to apply advanced nursing theory with respect to the continuum of care for the target patient population. The Clinical Nurse Specialist is focused in the following areas: program development, advance clinical practice, education, leadership, consultation and research.

NURSE PRACTITIONER -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Eden Mental Health Centre

C.1 Occupational classifications are as follows:

(a) **NURSE II --** A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.

(b) **NURSE III --** A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward.

- (c) **Nurse Practitioner** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.
- (d) **NURSE IV** – A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).

Applicable @ Rehabilitation Centre for Children

C.1 Occupational classifications are as follows:

- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
- (b) **NURSE III** -- A Day Charge Nurse.
- (c) **NURSE IV** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).
- (d) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
- (e) **CLINICAL NURSE SPECIALIST** – is a Registered Nurse with academic preparation at the Master's level (nursing science). Possessing expertise in a clinical nursing specialty, and who is assigned to a position designated by the Employer as a Clinical Nurse Specialist.
- (f) **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Breast Health Centre, Crisis Response Services, MAID Services

C.1 Occupational classifications are as follows:

L.P.N. -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.

NURSE II -- A Registered Nurse or a Registered Psychiatric Nurse employed in a general duty position or its equivalent; or a Registered Nurse employed as an

Immunization Nurse, STD Clinic Liaison Nurse or Community Based Direct Service Nurse.

NURSE III -- A nurse employed as a Primary Care Nurse or a nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence or a nurse employed as a Clinical Resource Nurse or a nurse employed as a Nurse Clinician.

NURSE IV- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor); or a nurse employed as a Public Health Nurse or Occupational Health Nurse

NURSE V - A Public Health Nurse employed as a Team Leader or Coordinator

CLINICAL NURSE SPECIALIST - A Registered Nurse with academic preparation at the Master's level (nursing science), possessing expertise in a clinical nursing speciality, and who is employed in a position designated by the Employer as Clinical Nurse Specialist.

NURSE PRACTITIONER -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

[Applicable @ Diagnostic Services](#)

LPN: A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurses' Act of Manitoba.

Winnipeg Churchill Health Region Employers Organization

Applicable to all sites unless otherwise noted below

- (a) **LICENSED PRACTICAL NURSE (L.P.N.)** -- is a nurse licensed to practice under the Licensed Practical Nurses' Act of Manitoba.
- (b) **Licensed Practical Nurse-Clinical Resource Nurse** – A Licensed Practical Nurse entitled to practice under the Licensed Practical Nurses Act of Manitoba and who is employed in a LPN-CRN position.
- (c) **REGISTERED PSYCHIATRIC NURSE (R.P.N.)** -- is a nurse licensed to practice as a Registered Psychiatric Nurse under the Registered Psychiatric Nurses' Act of Manitoba.
- (d) **REGISTERED NURSE (R.N.)** -- is a nurse licensed to practice under the Registered Nurses' Act of Manitoba and employed in a general duty RN position, or its equivalent.
- (e) **NURSE III** -- is a Registered Nurse who is assigned the responsibility for the activities on a nursing unit or program, either permanently or as part of a developmental program; or who deputizes for a Nurse IV, or Nurse Educator in their absence, or who has successfully completed a special clinical practice program approved by the Employer; or is a Registered Nurse or a Registered Psychiatric Nurse employed as an Ambulatory Care Nurse - Department of Psychiatry; Psychiatric Emergency Nurses; or is a Research Nurse.
- (f) **NURSE IV** -- is a Registered Nurse or is a Registered Psychiatric Nurse, in a position of equivalent responsibility as determined by the Employer, who is permanently assigned responsibility for activities within a clinical program, or a Registered Nurse whose primary role function is teaching of students enrolled in a post basic course, e.g. Intensive Care Course, or a Registered Nurse whose primary role function is provision of continuing education activities to nursing staff; and Unit Co-ordinators;
- (g) **CLINICAL NURSE SPECIALIST** -- is a Registered Nurse with advanced academic preparation at the Masters level, and with expanded expertise in a Clinical Nursing Specialty, who advances the practice of nursing through a role which integrates the components of practice, research, education, consultation, and community service.

- (h) **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ WRHA Nurse Practitioners, WRHA Clinical Nurse Specialists, WRHA Home Care Program, WRHA Primary Care Program, WRHA Regional Programs, Pan Am Clinic

C.1 Occupational classifications are as follows:

L.P.N. -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.

NURSE II -- A Registered Nurse or a Registered Psychiatric Nurse employed in a general duty position or its equivalent; or a Registered Nurse employed as an Immunization Nurse, STD Clinic Liaison Nurse or Community Based Direct Service Nurse.

NURSE III -- A nurse employed as a Primary Care Nurse or a nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence or a nurse employed as a Clinical Resource Nurse or a nurse employed as a Nurse Clinician.

NURSE IV- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor); or a nurse employed as a Public Health Nurse or Occupational Health Nurse

NURSE V - A Public Health Nurse employed as a Team Leader or Coordinator

CLINICAL NURSE SPECIALIST - A Registered Nurse with academic preparation at the Master's level (nursing science), possessing expertise in a clinical nursing speciality, and who is employed in a position designated by the Employer as Clinical Nurse Specialist.

NURSE PRACTITIONER -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Pan Am Clinic only:

OPERATING ROOM TECHNICIAN II -- is a nurse who has graduated from a formal Operating Room Technology course approved by the Employer, with additional responsibilities for evaluating and orientating Operating Room Technicians.

Applicable @ Churchill Health Centre

C.1 Occupational classifications are as follows:

- (a) **Nurse II:** A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
- (b) **Nurse III:** A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence or Infection Control/Staff Health, Team Leader, Nurse Clinicians.
- (c) **Nurse IV –** A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a 24 hour basis; a nurse responsible for supervision of the clinical experience of student nurses; or a nurse responsible for inservice education instruction (Clinical Instructor, Inservice Education Instructor, Public Health Nurse).
- (d) **Nurse V –** A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis (Nurse Practitioner, Nursing Supervisors and Program Managers).
- (e) **LPN -** A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
- (f) **Nurse Practitioner** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Victoria Hospital

- C.1 **GENERAL DUTY L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurses' Act of Manitoba.
- C.2 **GENERAL DUTY RN/RPN** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
- C.3 **PRIMARY NURSE** -- A Registered Nurse or Registered Psychiatric Nurse who is clinically responsible for a specific number of patients and the assessment,

planning, intervention and evaluation of nursing care for those patients during their total stay in hospital.

- C.4 **CLINICAL INSTRUCTOR OR INSERVICE EDUCATION INSTRUCTOR** -- A Registered Nurse or a Registered Psychiatric Nurse responsible for the teaching and supervision of clinical experience.
- C.5 **CLINICAL RESOURCE NURSE** –
- (i) **Psychiatric Community Nurse** -- A Registered Nurse or Registered Psychiatric Nurse employed as a Psychiatric Community Nurse
 - (ii) **Clinical Resource Nurse** - A Registered Nurse or Registered Psychiatric Nurse employed as a Clinical Resource Nurse
- C.6 **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Deer Lodge Centre

Nurse II A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position.

Nurse III A Registered Nurse or Registered Psychiatric Nurse, who is permanently assigned additional, specialized responsibilities on a work unit or program.

Nurse Practitioner A Registered Nurse who is on the Extended Practice Roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Centre as a Nurse Practitioner.

Clinical Nurse Specialist A Registered Nurse or Registered Psychiatric Nurse prepared at the Masters level and practices in an advanced role.

Applicable @ Grace Hospital

- C.1 Occupational classifications are as follows:
- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who

may deputize for a Nurse IV in their absence (Unit Co-ordinator); Mental Health Ambulatory Care Nurse; Care of Psychiatric Patients in Emergency (COPE) Nurse; Clinical Resource Nurse (CRN).

- (c) **NURSE IV** -- A Registered Nurse whose primary responsibility is the provision of in-service education instruction (Educational Resources Teachers); Infection Control Practitioner; Clinical Teacher; High Risk Anesthesia Nurse, Acute Pain and Perioperative Care Nurse.
- (d) **L.P.N.** -- A person entitled to practice as a Licensed Practical Nurse under the Licensed Practical Nurse's Act of Manitoba.
- (e) **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.
- (f) **CLINICAL NURSE SPECIALIST** -- is a Registered Nurse or a Registered Psychiatric Nurse with academic preparation at the Master's level (nursing science), possessing expertise in a clinical nursing speciality, and who is assigned to a position designated by the Employer as Clinical Nurse Specialist.

Applicable @ River Park Gardens

C.1 Occupational classifications are as follows:

- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
- (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence.
- (c) **NURSE IV** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).
- (d) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.

Applicable @ Middlechurch Home of Winnipeg

- C.1 Occupational classifications are as follows:
- (a) **R.N. II** — A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (b) **Clinical Resource (Nurse III)** — A Registered Nurse or Registered Psychiatric Nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on one or more unit(s).
 - (c) **L.P.N.**— A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurses' Act of Manitoba.
 - (d) **Nurse Practitioner** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Actionmarquerite (Saint-Boniface) and Actionmarquerite (St. Joseph)

- C.1 Occupational classifications are as follows:
- (a) **LICENSED PRACTICAL NURSE (L.P.N.)** -- A nurse licensed to practice as a Licensed Practical Nurse under the Licensed Practical Nurse's Act of Manitoba.
 - (b) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (c) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a ward or unit. A nurse who is employed as a Clinical Resource Nurse (CRN).
 - (d) **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Actionmarquerite (Saint-Vital)

C.1 Occupational classifications are as follows:

- (a) **LICENSED PRACTICAL NURSE (L.P.N.)** -- A nurse licensed to practice as a Licensed Practical Nurse under the Licensed Practical Nurse's Act of Manitoba.
- (b) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
- (c) **CLINICAL RESOURCE NURSE (C.R.N.) (NURSE III)** -- A Registered Nurse or Registered Psychiatric Nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on one or more units.
- (d) **NURSE IV** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).
- (e) **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Bethania Mennonite Personal Care Home

C.1 Occupational classifications are as follows:

- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
- (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence; Behaviour Outreach Specialist.
- (c) **NURSE IV** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).

- (d) NURSE V -- A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis.
- (e) L.P.N. -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
- (f) NURSE PRACTITIONER -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Concordia Hospital

- C.1 Occupational classifications are as follows:
- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence; or is a Psychiatric Liaison Worker.
 - (c) **NURSE IV** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).
 - (d) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
 - (e) **Nurse Practitioner** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ The Convalescent Home of Winnipeg

- C.1 Occupational classifications are as follows:
- (a) **UNIT NURSE** -- a Registered Nurse who is responsible to the Charge Nurse for nursing activities and nursing staff on one or more units of the Home.
 - (b) **CHARGE NURSE** -- A Registered Nurse who is responsible to the Director of Nursing for the nursing activities and nursing staff of the Home for a specified shift.

- (c) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
- (d) **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Fred Douglas Lodge Society

C.1 Occupational classifications are as follows:

- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
- (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence.
- (c) **NURSE IV** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).
- (d) **NURSE V** -- A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis.
- (e) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
- (f) **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Golden Links Lodge

C.1 Occupational classifications are as follows:

- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
- (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence.

- (c) **NURSE IV** – A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).
- (d) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.

Applicable @ Holy Family Home

- C.1 Occupational classifications are as follows:
- (a) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
 - (b) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (c) **Nurse III** – Team Leader – A registered nurse who is permanently assigned responsibility for a group of staff and the resident care activities on a unit.
 - (d) **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ LHC Personal Care Home

- C.1 Occupational classifications are as follows:
- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (b) **NURSE IV** – a Registered Nurse employed as an Infection Control Nurse.
 - (c) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurses Act of Manitoba.

Applicable @ Luther Home

- C.1 Occupational classifications are as follows:
- (a) NURSE II -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (b) NURSE III -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence.
 - (c) NURSE IV -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).
 - (d) NURSE V -- A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis.
 - (e) L.P.N. -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
 - (f) NURSE PRACTITIONER -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Meadowood Manor

- C.1 Occupational classifications are as follows:
- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward.
 - (c) **NURSE IV** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).
 - (d) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.

- (e) **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Misericordia Health Centre

- C.1 Occupational classifications are as follows:
 - (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (b) **NURSE III** -- A Registered Nurse or Registered Psychiatric Nurse who is permanently assigned responsibility for the nursing activities of the nursing staff on the unit and who is under the direction of an out-of-scope nursing manager; Psychiatric Liaison Nurse.
 - (c) **NURSE IV** -- Education Facilitator is a Registered Nurse who is responsible for classroom or clinical instruction of nursing and other Centre personnel under the direction of the Director, Education Services.
 - (d) **L.P.N.** -- A Licensed Practical Nurse assists Registered Nurses as well as undertakes the care of residents/patients under the direction of a Registered Nurse.
 - (e) **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Pembina Place Mennonite Personal Care Home

- C.1 Occupational classifications are as follows:
 - (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence.
 - (c) **NURSE IV** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses

(Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).

- (d) NURSE V -- A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis.
- (e) L.P.N. -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
- (f) NURSE PRACTITIONER -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Riverview Health Centre

Nurse II: A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent who has at least one (1) year's experience relevant to a Hospital within the past four (4) years.

Nurse III: A Nurse who is permanently assigned the responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may assume substantially all the duties of Nurse IV in their absence.

Nurse IV: A Nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a 24-hour basis and who reports to a supervisor; or

A Nurse who is responsible for coordinating and/or teaching of in service education programs for the employees of the Centre.

Nurse IV(a): A Nurse who is an assistant to a supervisor, an evening supervisor, a night supervisor, supervisor central supply room, or the Staff Health and Infection Control Nurse/Nurse Epidemiologist.

L.P.N.: A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.

Clinical Nurse Specialist: A Clinical Nurse Specialist is a B.N. with academic preparation at the Masters level in a relevant clinical specialty. The individual has acquired expanded expertise in the clinical specialty and advances the practice of nursing through a role which integrates the components of practice, research, education, consultation, and community service.

Nurse Practitioner: A Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ The Salvation Army Golden West Centennial Lodge

- C.1 Occupational classifications are as follows:
- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence.
 - (c) **NURSE IV** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).
 - (d) **NURSE V** -- A nurse who is responsible for the nursing activities and staff of more than one (1) nursing unit on a permanent basis.
 - (e) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
 - (f) **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ The Simkin Centre

- C.1 Occupational classifications are as follows:
- (a) **STAFF NURSE** -- A Registered Nurse employed in a general duty position and responsible to the Unit Nurse.
 - (b) **UNIT NURSE** -- a Registered Nurse who is responsible to the Charge Nurse for nursing activities and nursing staff on one or more units of the Home.
 - (c) **CHARGE NURSE** -- A Registered Nurse who is responsible to the Director of Nursing for the nursing activities and nursing staff of the Home for a specified shift.

- (d) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.
- (e) **INSERVICE CO-ORDINATOR** -- A Registered Nurse responsible to the Director of Nursing for orientation and inservice programs.
- (f) **NURSE PRACTITIONER** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Seven Oaks General Hospital

- C.1 Occupational classifications are as follows:
- (a) **Nurse II** – A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
 - (b) **Nurse III** - A Registered Nurse in the Emergency Department who is permanently assigned responsibility for the nursing activities of the nursing staff and who deputizes for the Patient Care Team Management/Program Director in their absence. A Registered Nurse or Registered Psychiatric Nurse employed as a Community Mental Health Nurse – Psychiatry or Day Treatment Nurse – Psychiatry; Slate Resource Nurse; Community Liaison Worker and Cardiac Rehabilitation Nurse, Clinical Resource Nurse, Geriatric Day Hospital Nurse.
 - (c) **Nurse IV** – A Registered Nurse responsible for inservice programs and instruction (Educational Co-ordinator); a Registered Nurse responsible for the operation of the staff health program (Occupational Safety & Health Nurse); a Registered Nurse responsible for the administration of infection control processes within the Hospital (Infection Control Nurse); a Registered Nurse involved in the intake, treatment and disposition processes of clients/patients referred to the psychogeriatrics program (Community Liaison Co-ordinator); Community Transition Nurse, Wound and Skin Consultant, Utilization Facilitator.
 - (d) **L.P.N.** – A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurses' Act of Manitoba.
 - (e) **Nurse Practitioner** -- is a Registered Nurse who is on the Extended Practice roster of the College of Registered Nurses of Manitoba who is employed in a position that is designated by the Employer as a Nurse Practitioner.

Applicable @ Southeast Personal Care Home

C.1 Occupational classifications are as follows:

- (a) **NURSE II** -- A Registered Nurse or Registered Psychiatric Nurse employed in a general duty position or its equivalent.
- (b) **NURSE III** -- A nurse who is permanently assigned responsibility for the nursing activities of a small group of nursing staff on a unit or ward and who may replace a Nurse IV in their absence.
- (c) **NURSE IV** -- A nurse who is permanently assigned responsibility for the nursing activities and staff on a unit or ward on a twenty-four (24) hour basis; a nurse responsible for supervision of the clinical experience of student nurses (Clinical Instructor); or a nurse responsible for inservice education instruction (Inservice Education Instructor).
- (d) **L.P.N.** -- A Licensed Practical Nurse is a person entitled to practice under the Licensed Practical Nurse's Act of Manitoba.

Applicable for the Thompson General Hospital site:
Not Applicable for Home Care Nurses

ADDITIONAL APPENDIX -- HEALTH AND WELFARE

The Employer agrees to provide the following Health and Welfare Benefits at no cost to the nurses:

1. Healthguard Dental Benefits: Healthguard Dental Benefits shall be paid in accordance with the Thompson General Hospital's agreement with Great West Life.
2. Weekly Income Benefits: As per Article 2304, Weekly Income Benefits shall be paid in accordance with Thompson General Hospital's Agreement with Great West Life.
3. Effective date of ratification, the Thompson Hospital will no longer sell to Nurses prescription drugs. The Hospital will reimburse all Nurses for prescription drugs with the exception of narcotics as outlined below:
 - a. Only receipts submitted from date of ratification on will be eligible for reimbursement;
 - b. Receipts must be submitted to the Pharmacy Department by March 31, June 30, September 30 and December 31 each year;
 - c. Receipts must be for prescriptions for which no other program has paid in full or any portion thereof;
 - d. Receipts must be the official pharmacy receipt, no copies will be accepted; the Employer will make a copy and return the original to the employee;
 - e. Receipts must include the name of the employee, the type of drug, the retail cost and the date filled;
 - f. Only drugs that are on the Hospital formulary will be eligible for reimbursement; determination of drug eligibility will be made by the Employer's Regional Pharmacy Manager.
4. In the event of reinstatement of Manitoba Health Services Premiums, the Employer agrees to pay the cost of the premiums.
5. Retirement Plan: For Employees of Participating Health Care Institutions in Manitoba. [Health Care Employees Pension Plan (HEPP)]
6. Group Life Insurance Plan: For Employees of Manitoba Health Care Institutions. [Health Care Employees Benefit Plan (HEBP)]

APPENDIX "D" -- SITE LIST

<u>Bargaining Unit</u> Interlake Eastern Health Region Employers Organization	
<u>Employer List</u>	<u>Site List</u>
Interlake Eastern Regional Health Authority (IERHA) (Direct Operations)	Arborg and District Health Centre
	Beausejour Health Centre
	Berens River Renal Health Centre
	E.M. Crowe Health Centre (<i>Eriksdale</i>)
	East Gate Lodge (<i>Beausejour</i>)
	Fisher Branch Personal Care Home
	Hodgson Renal Health Centre
	Johnson Memorial Hospital (<i>Gimli</i>)
	Kin Place Health Complex (<i>Oakbank</i>)
	Lakeshore District Health Centre (<i>Ashern</i>)
	Lundar Personal Care Home
	Pine Falls Health Complex
	Selkirk Regional Health Centre (includes Quick Care)
	Stonewall and District Health Centre (includes Rosewood Lodge)
	Teulon Hunter Memorial Health Centre
	Whitemouth Health District
	Winnipeg River Health District – Lac du Bonnet
	Winnipeg River Health District – Pinawa Hospital
	Home Care Program
	Mental Health Program (CSU, RAAM, Mental Health Liason Nurse)
Public Health Program	
Betel Home Foundation *	Gimli Site
	Selkirk Site

* Identifies non-transferred sites

Bargaining Unit
Southern Health Region Employers Organization

<u>Employer List</u>	<u>Site List</u>
Southern Health Santé-Sud Regional Health Authority (SH-SS RHA) (Direct Operations)	Altona Community Memorial Health Centre
	Bethesda Regional Health Centre/Bethesda Place (<i>Steinbach</i>)
	Boundary Trails Health Centre (<i>Winkler</i>)
	Boyne Lodge Personal Care Home (<i>Carman</i>)
	Carman Memorial Hospital
	Centre de Santé Notre Dame Health Centre
	Centre de Santé St. Claude Health Centre
	Centre Medico-social DeSalaberry District Health Centre (<i>St. Pierre-Jolys</i>)
	Clinique Notre Dame Clinic
	Douglas Campbell Lodge (<i>Portage la Prairie</i>)
	Eastview Place (<i>Altona</i>)
	Emerson Health Centre
	Foyer Notre Dame Inc.
	Gladstone Health Centre (<i>Gladstone</i>)
	Hôpital Ste. Anne Hospital
	Lions Prairie Manor (<i>Portage la Prairie</i>)
	Lorne Memorial Hospital (<i>Swan Lake</i>)
	MacGregor Health Centre
	Morris General Hospital
	Pembina-Manitou Health Centre
Portage District General Hospital	
Red River Valley Lodge (<i>Morris</i>)	
Repos Jolys (<i>St. Pierre-Jolys</i>)	
Third Crossing Manor (<i>Gladstone</i>)	

	Vita & District Health Centre (Vita & District Health Centre and Vita & District Personal Care Home)
	Home Care Program
	Mental Health Program
	Primary Health Program
	Public Health Program
Villa Youville *	Villa Youville (<i>Ste. Anne-des-Chênes</i>)
Rock Lake Health District *	Rock Lake Health District Hospital (<i>Crystal City</i>), Rock Lake District Personal Care Home (<i>Pilot Mound</i>) & Prairie View Lodge (<i>Pilot Mound</i>)
Menno Home for the Aged *	Menno Home for the Aged (<i>Grunthal</i>)

* Identifies non-transferred sites

<u>Bargaining Unit</u> Winnipeg-Churchill Health Region Employers Organization	
<u>Employer List</u>	<u>Site List</u>
Winnipeg-Churchill Regional Health Authority (WRHA) (Direct Operations)	Churchill Health Centre
	Deer Lodge
	Grace Hospital
	Middlechurch Home of Winnipeg
	Pan Am Clinic
	River Park Gardens
	Victoria Hospital
	WRHA - Clinical Nurse Specialists ***
	WRHA - Home Care Program ***
	WRHA – Mental Health and Addictions Program ***
	WRHA - Nurse Practitioners ***
	WRHA - Primary Care Program ***
	WRHA - Public Health Program ***
WRHA - Regional Programs *** <i>Cardiac Sciences</i> <i>Continuing Care (Long Term Care)</i>	

	<i>Critical Care</i> <i>Emergency</i> <i>Geriatrics – Rehab</i> <i>Heart Cath Lab</i> <i>Hip and Knee</i> <i>IP&C</i> <i>OESH</i> <i>Sleep Lab</i> *** (applicable to only WRHA Corporate/Regional Community Health Services)
Actionmarguerite (Saint-Boniface) *	Actionmarguerite (Saint-Boniface)
Actionmarguerite (St. Joseph) *	Actionmarguerite (St. Joseph)
Actionmarguerite (Saint-Vital) *	Actionmarguerite (Saint-Vital)
Bethania Mennonite Personal Care Home *	Bethania Mennonite Personal Care Home
Centre de santé Saint-Boniface *	Centre de santé Saint-Boniface
Concordia Hospital *	Concordia Hospital
The Convalescent Home of Winnipeg *	The Convalescent Home of Winnipeg
Donwood Manor *	Donwood Manor
Fred Douglas Lodge Society *	Fred Douglas Lodge Society
Golden Links Lodge *	Golden Links Lodge
Holy Family Home *	Holy Family Home
Klinik Community Health *	Klinik Community Health
LHC Personal Care Home *	LHC Personal Care Home
Luther Home *	Luther Home
Manitoba Baptist Home Society (Meadowood Manor)*	Manitoba Baptist Home Society (Meadowood Manor)
Misericordia Health Centre *	Misericordia Health Centre
Mount Carmel Clinic *	Mount Carmel Clinic
Nine Circles Community Health Centre *	Nine Circles Community Health Centre
Nor'West Co-op Community Health Centre *	Nor'West Co-op Community Health Centre
Pembina Place Mennonite Personal Care Home *	Pembina Place Mennonite Personal Care Home
Riverview Health Centre *	Riverview Health Centre
St. Boniface Hospital *	St. Boniface Hospital

The Salvation Army Golden West Centennial Lodge *	The Salvation Army Golden West Centennial Lodge
The Saul and Claribel Simkin Centre Personal Care Home (The Simkin Centre)*	The Saul and Claribel Simkin Centre Personal Care Home (The Simkin Centre)
Seven Oaks General Hospital *	Seven Oaks General Hospital
Southeast Personal Care Home *	Southeast Personal Care Home
Women's Health Clinic *	Women's Health Clinic

* Identifies non-transferred sites

<u>Bargaining Unit</u> Shared Health Employers Organization	
<u>Employer List</u>	<u>Site List</u>
Shared Health (SH) (Direct Operations)	Breast Health Centre
	Crisis Response Services
	Diagnostic Services
	Emergency Response Services
	Endoscopy - Central Intake
	Health Sciences Centre
	Manitoba Adolescent Treatment Centre
	Medical Assistance In Dying (MAiD)
	Mental Health and Addictions Program
	MB Home Nutrition
	MB Home Ostomy
	MB Renal Program
	Tick Borne Disease Collaborative Care
	Selkirk Mental Health Centre
Shared Health Float Pool	

CancerCare Manitoba *	CancerCare Manitoba
Eden Mental Health Centre *	Eden Mental Health Centre (<i>Winkler</i>)
Rehabilitation Centre for Children *	Rehabilitation Centre for Children

* Identifies non-transferred sites

<u>Bargaining Unit</u>	
Prairie Mountain Health Region Employers Organization	
<u>Employer List</u>	<u>Site List</u>
Prairie Mountain Regional Health Authority (PMRHA) (Direct Operations)	Baldur Health Centre
	Birtle Health Centre
	Boissevain Health Centre
	Brandon Regional Health Centre
	Bren-del-win Lodge (<i>Deloraine</i>)
	Carberry Health Centre
	Child & Adolescent Treatment Centre (<i>Brandon</i>)
	Community Based Mental Health Program
	Country Meadows Personal Care Home (<i>Neepawa</i>)
	Dauphin Regional Health Centre
	Davidson Memorial Health Centre (<i>Cartwright</i>)
	Deloraine Health Centre
	Elkhorn Personal Care Home
	Erickson Health Centre
	Fairview Home (<i>Brandon</i>)
	Gilbert Plains Health Centre
	Glenboro Health Centre
Grandview Hospital	
Grandview Personal Care Home	

	Hamiota Health Centre
	Hartney Health Centre
	McCreary Alonsa Health Centre
	Melita Health Centre
	Mental Health Crisis Services Program (includes Mobile Crisis Services, CSU, RAAM)
	Minnedosa Hospital
	Minnedosa Personal Care Home
	Neepawa Health Centre
	Primary Health Care Program
	Residential Care Centre (McTavish Manor Brandon)
	Reston Health Centre
	Rideau Park (<i>Brandon</i>)
	Rivers Health Centre
	Roblin District Health Centre
	Rosburn Health Centre
	Russell Hospital
	Russell Personal Care Home
	Sandy Lake Personal Care Home
	Sherwood Personal Care Home (<i>Virden</i>)
	Shoal Lake – Strathclair Health Centre
	Souris Health Centre
	St. Paul's Home (<i>Dauphin</i>)
	Swan River Valley Personal Care Home
	Swan Valley Health Centre (including Swan Valley Lodge, Benito Health Centre)
	Tiger Hills Health Centre (<i>Treherne</i>)
	Tri-Lake Health Centre (<i>Killarney</i>)

	Virден Health Centre
	Wawanesa Health Centre
	West-Man Nursing Home (<i>Virден</i>)
	Westview Lodge (<i>Boissevain</i>)
	Home Care Program
	Public Health Program
	Regional Programs <i>Addiction Services</i> <i>Chemotherapy</i> <i>Infection Prevention and Control</i> <i>Nurse Practitioners</i> <i>Palliative Care</i> <i>Regional Clinical Education</i> <i>Wound Ostomy</i>
Dinsdale Personal Care Home *	Dinsdale Personal Care Home (<i>Brandon</i>)
Ste. Rose Health Centre Inc. *	Dr. Gendreau Personal Care Home (<i>Ste. Rose</i>)
	Ste. Rose Hospital
Winnipegosis Health Centre *	Winnipegosis Health Centre

* Identifies non-transferred sites

Bargaining Unit Northern Health Region Employers Organization	
Employer List	Site List
Northern Regional Health Authority (NRHA) (Direct Operations)	Flin Flon General Hospital (including Flin Flon Clinic, Flin Flon Personal Care Home, Northern Lights Manor)
	Gillam Hospital
	Leaf Rapids Health Centre
	Lynn Lake Hospital
	Snow Lake Health Centre
	The Pas Health Complex (including St. Anthony's General Hospital, St. Paul's Residence, The Pas Clinic)

	Thompson General Hospital (including Northern Consultation Clinic, Northern Spirit Manor, Thompson Clinic, Hope North Recovery Centre for Youth)
	Addictions
	Home Care Program
	Public Health Program

APPENDIX "E" -- MEALS AND MISCELLANEOUS EXPENSES

MEALS – ELIGIBILITY FOR CLAIMS

101 Breakfast – A nurse is expected to have had breakfast before the start of the day's work, even though some travel may be necessary before the recognized starting time. Exceptions occur to this pattern and cost of breakfast may be claimed when:

- (a) the nurse is in travel status; or
- (b) the nurse has been travelling for more than one (1) hour on Employer business before the recognized time for the start of the nurse's day's work.

102 Luncheon – A nurse is expected to make arrangements to provide or purchase luncheon, or the mid-day or mid-shift meal. For many nurses, either because of lack of facilities in the area of work or for general convenience or economy, luncheon is carried to work rather than purchased. Exceptions to this pattern, when cost of luncheon may be claimed, occur when:

- (a) the nurse is in travel status; or
- (b) the nurse is away from the nurse's normal place of work and outside the site/worksite area which would cause the nurse to disrupt the nurse's normal mid-day or mid-shift meal arrangements.

The inability of the nurse to return to the nurse's home or residence does not constitute grounds for claim for the cost of a purchased meal.

103 Dinner – A nurse may only claim for the cost of a dinner meal when:

- (a) the nurse is in travel status; or
- (b) the nurse has been travelling on Employer business and not expected to arrive back to the nurse's residence before 7:30 p.m. when a meal break not taken.

Any extension of working hours at the normal place of work is covered under Article 3 – Meal Allowances During Overtime Work. No other meal claims except as provided in this Article shall be paid.

MEAL EXPENSES – TRAVEL WITHIN THE PROVINCE

201 A nurse who is eligible may claim the actual cost of purchased meals up to the following maximum amounts:

	<u>Breakfast</u>	<u>Individual Meals</u>	
		<u>Lunch</u>	<u>Dinner</u>
(a) In areas covered by Remoteness Allowance			
Effective April 1, 2013	\$8.35	\$10.35	\$17.90
(b) In all other areas			
Effective April 1, 2013	\$7.85	\$9.85	\$16.70

When the “Province of Manitoba Meals & Miscellaneous Expenses” rates are adjusted and exceed the above rates, the Employer will adjust the rates retroactive to the date the Provincial rates take effect. All future rate adjustments will parallel the Provincial adjustments.

- 202** For each full day in travel status an eligible nurse may claim a Per Diem Allowance in lieu of individual meal claims to cover the cost of purchased meals as follows:

Per Diem Allowance

- (a) In areas covered by Remoteness Allowance

Effective April 1, 2013 \$36.60

- (b) In all other areas

Effective April 1, 2013 \$34.40

When the “Province of Manitoba Meals & Miscellaneous Expenses” rates are adjusted and exceed the above rates, the Employer will adjust the rates retroactive to the date the Provincial rates take effect. All future rate adjustments will parallel the Provincial adjustments.

- 203** Where no overnight accommodation is involved only the appropriate individual expenses under Section 01 may be claimed.

- 204** Where a single price or flat rate is charged for meals by the supplier and no other reasonable alternative in the location is available (which may occur in some remote or isolated communities), actual meal expenses exceeding the above maximum may be claimed if supported by a receipt.

MEAL ALLOWANCES DURING OVERTIME WORK

301 Extension of working day where a nurse's working day has been extended beyond the standard working day or shift at the normal place of work by EITHER:

(a) at least two (2) hours, exclusive of a dinner or supper break, a meal allowance shall be paid at the following rate:

Effective April 1, 2013 - \$5.80 per day

(b) at least three and one-half (3½) hours, exclusive of a dinner or supper break, an allowance equivalent to that payable for "luncheon" in the appropriate area as shown in Article 2 – Meal Expenses – Travel Within the Province, shall be paid.

When the "Province of Manitoba Meals & Miscellaneous Expenses" rates are adjusted and exceed the above rates, the Employer will adjust the rates retroactive to the date the Provincial rates take effect. All future rate adjustments will parallel the Provincial adjustments.

302 A nurse in travel status is not entitled to the above allowance.

303 Special emergencies where special circumstances arise, (e.g. flood control, fire duties, etc.) and a nurse is required to work extended hours in connection with that emergency, with the authority of the Employer, the nurse may claim the cost of purchased meals appropriate to the period worked, as provided for under Article 2 – Meals Expenses – Travel Within the Province.

INCIDENTALS ALLOWANCE

401 A nurse who is in travel status may claim an incidentals allowance for each night of:

(a) commercial accommodation
Effective April 1, 2007 - \$4.60

(b) non-commercial accommodation
Effective April 1, 2007 - \$3.20

When the "Province of Manitoba Meals & Miscellaneous Expenses" rates are adjusted and exceed the above rates, the Employer will adjust the rates retroactive to the date the Provincial rates take effect. All future rate adjustments will parallel the Provincial adjustments.

402 The incidentals allowance covers reimbursement for all incidental expenses except as provided in Article 5 – Miscellaneous Expenses During Travel.

MISCELLANEOUS EXPENSES DURING TRAVEL

501 Gratuities

No gratuities may be claimed. Allowance is made for these in either the individual meal allowances, the per diem allowances, or as part of the claim for meals during travel outside the province.

502 Laundry

- (a) Laundry charges must be supported by receipts and may only be claimed where the nurse is travelling on Employer business and overnight away-from-home accommodation is involved for a period in excess of four (4) consecutive nights.
- (b) No claim may be made where special reimbursement arrangements have been made, such as a weekly or monthly allowance for living costs.

503 Parking

- (a) A nurse may claim parking expenses as follows:
 - (i) short-term parking, when the nurse is away from the workplace; and
 - (ii) overnight parking where it is not provided with accommodation.
- (b) parking at an airport or other transportation terminal will only be allowed where the parking cost and the transportation costs to and from the terminal are less than the normal allowable transportation costs i.e. limousine, taxi or bus, as available.

504 Telephone and Facsimiles

- (a) Charges for telephone calls and facsimiles necessary for business purposes may only be claimed when they are supported by a listing of the person telephoned or faxed and the city or town involved.
- (b) A nurse is entitled to claim the cost of long distance telephone calls up to a maximum of four dollars and seventy-eight cents (\$4.78) for each period of three (3) consecutive nights away from the nurse's residence on Employer business and overnight accommodation is involved.

TRAVEL STATUS – RETURN HOME OVER A WEEKEND

- 601** Provided that work schedules permit, a nurse in travel status may return home over a weekend and shall be reimbursed travel expenses in an amount not exceeding the cost of maintaining the nurse in travel status over the weekend.
- 602** If travel is by Employer vehicle, this cost should be evaluated at the per kilometer rate applicable for personal distance travelled for that class of vehicle.

ACCOMMODATIONS

- 701** Nurses travelling on Employer business are entitled to standard hotel room accommodation with a bath when available.
- 702** The type, standard and cost of accommodation, and the period for which such costs may be allowed shall, in the opinion of the Employer, be reasonable considering all relevant circumstances.
- 703** No accommodation expenses are claimable when the Employer provides a trailer or other suitable accommodation.

DEFINITIONS

- 801** “Travel Status” means absence of the nurse from the nurse’s permanent work location on Employer-approved business involving travel and accommodation.

APPENDIX “F” -- BI-WEEKLY REMOTENESS ALLOWANCES

Remoteness Allowances shall be paid to nurses subject to the following eligibility criteria and conditions:

A. Single or Dependent Allowance

Single status will be assumed for all nurses eligible for Remoteness Allowances, and claims for dependent rate will be subject to the following criteria and conditions:

1. The nurse shall be supporting one or more dependents where a dependent includes:

spouse or common-law, including same sex partner, living with and dependent on the nurse for main and continuing support; this is presumed to be the spouse or common-law spouse whether or not gainfully employed, unless satisfactory evidence is produced to the contrary;

unmarried dependent children under 18 years of age;

unmarried dependent children over 18 but under 21 years if in full time attendance at a school or university or similar educational institution;

unmarried children of any age with a mental or physical disability

2. There is a presumption of marriage evidenced by co-habitation. If a marriage contract is not in existence, a common-law arrangement must have been in existence for at least one (1) year prior to the application.
3. A claim, with appropriate attestation, notarized where considered necessary, for payment of depending supporting status allowances, will be submitted to the Employer when first requesting the allowance, and at the request of the Employer. However, the nurse is responsible to provide appropriate attestation to the Employer when any change occurs in the eligibility of a dependent.
4. Where both spouses or common-law partners are employees of the Employer to which these criteria eligibility apply, the dependent rate will be paid to one spouse or common-law partner only and the other one will not receive either the dependent or single rate of Remoteness Allowance, or the employees can receive one-half of the dependent rate each.

B. Calculation of and Eligibility for Daily rates:

Remoteness Allowances are to be determined separately from hourly wage rates. Remoteness Allowances are to be considered on a daily basis, i.e. 1/10th of the bi-weekly rate, up to the maximum amount for the bi-weekly period.

1. The nurse shall receive 1/10th of the bi-weekly rate for every day the nurse is at work irrespective of the number of hours worked, so long as a minimum of one hour is worked that day.
2. Where a nurse regularly works a shift above the normal daily hours (7.75), the allowance will be provided on a prorated basis.
3. For each day that the nurse is recognized as being on “stand-by”.

C. Locations and Residence:

The Remoteness Allowance applicable to the location at which the nurse has established their residence and maintains a family home is normally that which prevails, since the residence would be within normal daily travel distance to the nurses’ work site. In any case where the nurse does not have a residence established on a continuing basis in relation to their work site, the location of the nurse’s work site, as established by the Employer, shall be considered the location for Remoteness Allowance

D. Limitations:

The Remoteness Allowances for the various sites for nurses who are single or supporting dependent(s) as indicated, represent a maximum hourly taxable allowance relative to paid employment. They are payable during recognized holidays and vacations taken during continued employment, while receiving income protection benefits. They are not payable during periods of absence without pay, nor payable at overtime rates or other premium pay scales, nor included as part of regular bi-weekly earnings in calculation of vacation wages on termination of employment.

E. Geographic Eligibility:

No location will be included for Remoteness Allowance that is two hundred and fifty (250) kilometers or less from the centre of the metropolitan area of the City of Winnipeg or the City of Brandon, unless that location is a distance of sixty-five (65) kilometers or more by the most direct road to a provincial trunk highway or paved provincial road, and the aggregate distance to the highway or paved road and then to Winnipeg or Brandon totals two hundred (200) or more kilometers. No location having road access and situated south of the

fifty-third (53rd) parallel of latitude will be included unless the criterion concerning off-highway access was met.

- F. A full-time nurse eligible for Remoteness Allowance as provided in this schedule shall be eligible, in each fiscal year (April 1 to March 31), to receive up to a maximum of two (2) days travel time without loss of regular pay.

	Effective April 1, 2017		Effective March 31, 2018		Effective September 29, 2018	
	Dependent	Single	Dependent	Single	Dependent	Single
Berens River	\$287.82	\$165.01	\$290.70	\$166.66	\$293.61	\$168.33
Churchill	\$277.95	\$168.64	\$280.73	\$170.33	\$283.54	\$172.03
Cormorant	\$162.28	\$103.48	\$163.90	\$104.51	\$165.54	\$105.56
Cranberry Portage	\$139.05	\$87.61	\$140.44	\$88.49	\$141.84	\$89.37
Cross Lake	\$309.48	\$178.90	\$312.57	\$180.69	\$315.70	\$182.50
Flin Flon	\$120.32	\$74.85	\$121.52	\$75.60	\$122.74	\$76.36
Gillam	\$247.25	\$149.59	\$249.72	\$151.09	\$252.22	\$152.60
Ilford	\$369.40	\$211.44	\$373.09	\$213.55	\$376.82	\$215.69
Leaf Rapids	\$190.85	\$118.47	\$192.76	\$119.65	\$194.69	\$120.85
Lynn Lake	\$197.10	\$119.32	\$199.07	\$120.51	\$201.06	\$121.72
Nelson House	\$210.72	\$128.67	\$212.83	\$129.96	\$214.96	\$131.26
Norway House	\$275.27	\$157.41	\$278.02	\$158.98	\$280.80	\$160.57
Oxford House	\$334.51	\$191.37	\$337.86	\$193.28	\$341.24	\$195.21
Pikwitonie	\$269.87	\$161.65	\$272.57	\$163.27	\$275.30	\$164.90
Sherridon	\$219.77	\$134.80	\$221.97	\$136.15	\$224.19	\$137.51
Snow Lake	\$165.10	\$102.63	\$166.75	\$103.66	\$168.42	\$104.70
The Pas	\$112.91	\$69.01	\$114.04	\$69.70	\$115.18	\$70.40
Thicket Portage	\$269.29	\$161.23	\$271.98	\$162.84	\$274.70	\$164.47
Thompson	\$179.76	\$126.31	\$181.56	\$127.57	\$183.38	\$128.85
Wabowden	\$230.72	\$157.45	\$233.03	\$159.02	\$235.36	\$160.61
Waterhen	\$142.55	\$89.16	\$143.98	\$90.05	\$145.42	\$90.95

Effective March 30, 2019:

	Effective March 30, 2019	Effective March 28, 2020	Effective March 27, 2021	Effective March 26, 2022
Berens River				
Dependent	297.72	299.21	304.15	310.23
Single	170.69	171.54	174.37	177.86
Bissett				
Dependent	197.52	198.51	201.79	205.83
Single	116.77	117.35	119.29	121.68
Bloodvein River				
Dependent	302.17	303.68	308.69	314.86
Single	173.57	174.44	177.32	180.87

Brochet				
Dependent	355.63	357.41	363.31	370.58
Single	204.79	205.81	209.21	213.39
Churchill				
Dependent	287.51	288.95	293.72	299.59
Single	174.44	175.31	178.20	181.76
Cormorant				
Dependent	167.86	168.70	171.48	174.91
Single	107.04	107.58	109.36	111.55
Cranberry Portage				
Dependent	143.83	144.55	146.94	149.88
Single	90.62	91.07	92.57	94.42
Crane River				
Dependent	177.18	178.07	181.01	184.63
Single	128.74	129.38	131.51	134.14
Cross Lake				
Dependent	320.12	321.72	327.03	333.57
Single	185.06	185.99	189.06	192.84
Dauphin River (Anama Bay)				
Dependent	198.58	199.57	202.86	206.92
Single	140.92	141.62	143.96	146.84
Easterville				
Dependent	146.84	147.57	150.00	153.00
Single	92.71	93.17	94.71	96.60
Flin Flon				
Dependent	124.46	125.08	127.14	129.68
Single	77.43	77.82	79.10	80.68
Gillam				
Dependent	255.75	257.03	261.27	266.50
Single	154.74	155.51	158.08	161.24
God's Lake Narrows				
Dependent	352.75	354.51	360.36	367.57
Single	202.79	203.80	207.16	211.30
God's River				
Dependent	357.33	359.12	365.05	372.35
Single	205.91	206.94	210.35	214.56
Grand Rapids				
Dependent	142.76	143.47	145.84	148.76
Single	88.26	88.70	90.16	91.96

Ilford				
Dependent	382.10	384.01	390.35	398.16
Single	218.71	219.80	223.43	227.90
Island Lake/Garden Hill				
Dependent	328.64	330.28	335.73	342.44
Single	187.72	188.66	191.77	195.61
Jen Peg				
Dependent	233.40	234.57	238.44	243.21
Single	139.51	140.21	142.52	145.37
Lac Brochet				
Dependent	387.56	389.50	395.93	403.85
Single	222.34	223.45	227.14	231.68
Leaf Rapids				
Dependent	197.42	198.41	201.68	205.71
Single	122.54	123.15	125.18	127.68
Little Grand Rapids				
Dependent	316.73	318.31	323.56	330.03
Single	179.61	180.51	183.49	187.16
Lynn Lake				
Dependent	203.87	204.89	208.27	212.44
Single	123.42	124.04	126.09	128.61
Manigotagan				
Dependent	197.52	198.51	201.79	205.83
Single	116.77	117.35	119.29	121.68
Matheson Island				
Dependent	201.36	202.37	205.71	209.82
Single	142.78	143.49	145.86	148.78
Moose Lake				
Dependent	213.18	214.25	217.79	222.15
Single	131.81	132.47	134.66	137.35
Negginan/Poplar Point				
Dependent	302.71	304.22	309.24	315.42
Single	174.08	174.95	177.84	181.40
Nelson House				
Dependent	217.97	219.06	222.67	227.12
Single	133.10	133.77	135.98	138.70
Norway House				
Dependent	284.73	286.15	290.87	296.69
Single	162.82	163.63	166.33	169.66

Oxford House				
Dependent	346.02	347.75	353.49	360.56
Single	197.94	198.93	202.21	206.25
Pikwitonie				
Dependent	279.15	280.55	285.18	290.88
Single	167.21	168.05	170.82	174.24
Pukatawagan				
Dependent	230.04	231.19	235.00	239.70
Single	141.30	142.01	144.35	147.24
Red Sucker Lake				
Dependent	350.90	352.65	358.47	365.64
Single	201.29	202.30	205.64	209.75
St. Therese Point				
Dependent	328.64	330.28	335.73	342.44
Single	187.72	188.66	191.77	195.61
Shamattawa				
Dependent	375.55	377.43	383.66	391.33
Single	218.06	219.15	222.77	227.23
Sherridon				
Dependent	227.33	228.47	232.24	236.88
Single	139.44	140.14	142.45	145.30
Snow Lake				
Dependent	170.78	171.63	174.46	177.95
Single	106.17	106.70	108.46	110.63
Southern Indian Lake				
Dependent	361.74	363.55	369.55	376.94
Single	208.65	209.69	213.15	217.41
Split Lake				
Dependent	376.34	378.22	384.46	392.15
Single	214.82	215.89	219.45	223.84
Tadoule Lake				
Dependent	393.49	395.46	401.99	410.03
Single	226.50	227.63	231.39	236.02
The Pas				
Dependent	116.79	117.37	119.31	121.70
Single	71.39	71.75	72.93	74.39
Thicket Portage				
Dependent	278.55	279.94	284.56	290.25
Single	166.77	167.60	170.37	173.78

Thompson				
Dependent	185.95	186.88	189.96	193.76
Single	130.65	131.30	133.47	136.14
Wabowden				
Dependent	238.66	239.85	243.81	248.69
Single	162.86	163.67	166.37	169.70
Waterhen				
Dependent	147.46	148.20	150.65	153.66
Single	92.22	92.68	94.21	96.09
York Landing				
Dependent	379.61	381.51	387.80	395.56
Single	221.10	222.21	225.88	230.40

The Employer and the Union further agree that any improvement to this policy which is made by the Provincial Government will equally affect all nurses who come under the scope of this Agreement.

MEMORANDA OF UNDERSTANDING SUPPLEMENTARY TO THE COLLECTIVE AGREEMENT

1. Re: Ratification of Collective Agreement

The ratification date of the current Collective Agreement occurred on October 14, 2021.

2. Re: Manitoba Health Premiums (*SHEO- n/a @ Breast Health Centre*)

It is agreed that if Manitoba Health premiums are introduced during the life of this Agreement, the parties will meet to discuss and decide on an equitable sharing of the cost of these premiums.

3. Re: Amnesty From Provincial Wage/Hours Of Work Reduction Legislation

The Employer will not exercise any right it may receive through legislation which enables the Employer to unilaterally reduce the wages specified in the Collective Agreement or the hours of work specified in the Collective Agreement during the life of this Collective Agreement.

4. Re: Shifts of Less than 7.75 Hours - Not Applicable for Home Care Nurses (*SHEO- n/a @ Breast Health Centre*) (*WCHREO- n/a @WRHA – Public Health Program, WRHA – Home Care Program, and WRHA – Clinical Nurse Specialists*)

Shifts contemplated in this memo are regular recurring shifts of less than 7 ¾ hours set out in a rotation pattern.

The Employer and the Union mutually agree that the following conditions shall apply to shifts of less than seven and three-quarter (7.75) hours. It is agreed that there shall be no scheduled shifts of less than four (4.0) hours.

1. The terms and conditions of the Collective Agreement shall apply to part-time nurses working shifts of less than seven and three-quarter (7.75) hours except as otherwise stated hereinafter.
2. The Employer shall notify the Union in writing of its intent to introduce a shift of less than seven and three-quarter (7.75) hours. This notice shall include reasons for the introduction of this shift. The Employer and the Union shall meet within fourteen (14) days to discuss the introduction of the shift and the feasibility of available alternatives to same. If there are no mutually acceptable alternatives, then the following shall apply.

Factors to consider when determining whether there are other “available alternatives” include:

- *Will this compromise patient care?*

- Will this hinder recruitment, retention?
- Is this a cost-cutting measure by the Employer?
- Is this for peak load staffing only?
- Will this erode our bargaining unit work?

3. The Employer shall post all vacant, term or new positions which will include scheduled shifts of less than seven and three-quarter (7.75) hours. Such posting(s) shall specify the shift length(s) for the particular position.

If you have never applied and obtained a vacant, term or new position which included scheduled shifts of less than 7 ¾ hours, you cannot be required to work less than 7 ¾ hours shifts.

Positions which include both 7 ¾ hour shifts and “short shifts” need to be posted indicating the length of the short shifts as described in #4 below. The EFT for the nurse must be maintained.

4. Shifts of four (4.0) to five (5.0) paid hours shall include one (1) fifteen (15) minute rest period. Shifts of greater than five (5.0) paid hours but less than seven (7.0) paid hours shall include one (1) fifteen (15) minute rest period and exclude one (1) thirty (30) minute unpaid meal period. For shifts of seven (7.0) paid hours to seven and three-quarter (7.75) paid hours - rest and meal periods to be the same as per current agreements Article 14 for the "normal" seven and three-quarter (7.75) hour shift.
5. In the event that a nurse working such a shift agrees to remain at work beyond the end of their scheduled shift, the nurse shall be paid for all hours worked beyond the shift at their basic salary up to seven and three-quarter (7.75) hours. Overtime rates of pay shall be applicable to time worked in excess of seven and three-quarter (7.75) hours, such time to have been authorized in such manner and by such person as may be directed by the Employer.

Nurses working shifts of less than 7¾ hours who work beyond the end of their shift, must receive overtime after 7¾ hours regardless of whether the rotation pattern in effect on the unit is based on a 7¾ or 12 hour shift.

6. If a part-time nurse agrees to work an additional available shift, as referenced in Article 3402, the nurse shall be paid for those hours at their basic salary unless the part-time nurse has already worked in that day, in which case overtime rates of pay shall apply.

If a nurse works a shift less than 7¾ hours and returns to work within the same calendar day, the nurse shall be entitled to overtime compensation for the entirety of the second shift irrespective of the number of hours they worked in the shift of less than 7¾ hours.

7. No nurse shall be scheduled to work more than one (1) shift of less than seven and three-quarter (7.75) hours in any one (1) day.

The intent is there be no split shifts.

5. Re: Agency Nurses

The Employer commits to making best efforts to minimize to the greatest degree possible the use of nurses employed by outside agencies (“agency nurses”) to fill occasional available shifts.

The Employer affirms its commitment that such shifts, including those which result from not filling term or permanent positions for a period of time, will be offered first to facility/site nurses in accordance with the provisions of the Collective Agreement. Only when nurses at the facility/site are not available, will the facility/site resort to seeking assistance from outside agencies.

The Employer further agrees to meet with the Union on a quarterly basis through the NAC meeting process, to review trends and data (number of agency nurses used, reasons for use and process management used to attempt to obtain facility/site nurses) and explore alternatives to minimize the use of agency nurses to the greatest degree possible. Included in the data provided will be hours of agency nurses used by classification, and separated by Region and site. Such report will be provided to MNU Central on a quarterly basis to facilitate discussion. It is understood that the information provided may only be discussed at the NAC meetings, and shall not be disclosed or relied upon in any other forum other than the grievance/arbitration procedure.

Should there be questions arising from the report, such inquiries should be directed to the appropriate Region for resolution.

The intent was that Agency Nurses shall be used as an absolute last resort. MNUs position is with higher standard of “best efforts” wherever possible, the Employer should be offering overtime before utilizing Agency Nurses.

In accordance with the 3rd paragraph, the Union should ensure that the Employer meets with the Union on a quarterly basis to discuss Agency Nurse usage and alternatives. Agency use report is also submitted to MNU Provincial Office on a quarterly basis.

6. Re: Group Benefit Plans

The Employer (on behalf of those nurses newly employed, or nurses previously participating in the former MHO benefit plans, or any other nurses who may subsequently join the plans through the Collective Bargaining process) and the Union agree to participate in the Jointly Trusteed Benefit Plans in accordance with the Benefit Trust document established between the parties in 1998. This agreement shall be in accordance with the Collective Agreement, and in accordance with the Trust agreement and the plan texts established by the Board of Trustees of the Healthcare Employees Benefits board (HEBP). This shall include the Group Dental Plan, the Group Life Plan, Group Extended Health Plan, D & R Plan. The newly Jointly Trusteed Plans shall be successor to the former MHO plans.

The parties agree that the plans’ assets, liabilities and surplus will be transferred to the new Trust. The contribution rates schedule are indicated in the Collective Agreement or plan text and may only be amended by a process outlined in the Trust or through collective bargaining.

If you have any questions regarding the HEBP Plan please call (204) 942-6591 or Toll Free: 1-877-567-4996.

7. Re: Pensions [Participation in Jointly Trusteed Pension Plan (HEPP)] (WCHREO- n/a @Riverview Health Centre)

- (i) The parties agree to participate in the Health Care Employees' Pension Plan – Manitoba (HEPP) in accordance with its terms and conditions including an established contributions rate as set out in the HEPP Trust Agreement, HEPP Pension Plan text and other applicable written policies and guidelines.
- (ii) Any disputes with respect to the level of pension entitlement shall not be subject to the grievance and arbitration procedure under this agreement but shall be subject to adjudication in accordance with the terms of HEPP.
- (iii) In the event that the contributions required by the HEPP Plan text are not sufficient to fund the necessary pension benefits, the parties to this agreement shall meet forthwith to determine an appropriate funding mechanism. The contribution rate may only be amended by the process outlined in the Pension Plan text or through collective bargaining.
- (iv) Employer and employee contribution rates for the HealthCare Employees' Pension Plan – Manitoba (HEPP) to be increased as follows:
 - April 1, 2013 –
 - Employer contribution rate to increase by 0.1% resulting in an overall contribution rate increase of 1.1%
 - Employee contribution rate to increase by 0.3% resulting in an overall contribution rate increase of 1.1%.
 - (resulting in the new rates of 7.9% up to YMPE and 9.5% for earnings in excess of YMPE)

If you have any questions regarding the HEPP Plan please call (204) 942-6591 or Toll Free: 1-888-842-4233.

8. Re: Group Registered Retirement Savings Plan

The Employers and the Union mutually agree to work towards creation of a Group Registered Retirement Savings Plan (GRRSP) by January 1, 2003. Such plan shall provide for payroll deduction, and each nurse shall be responsible for determining their own available RRSP contribution under federal law.

A voluntary RRSP, including with payroll deduction, is available. Check with your Employer with respect to accessing it.

9. Re: Joint Nursing Council

1. There shall be a Council which shall be known as “The Joint Nursing Council” and shall consist of six (6) members of whom:
 - (a) One shall be the Minister of Health or designate;
 - (b) One shall be appointed by the Executive Council of the Government of Manitoba;
 - (c) One shall be appointed by the Health Senior Leadership Council;
 - (d) Three shall be appointed by the Manitoba Nurses’ Union
2. The Joint Nursing Council shall be chaired by the Minister of Health or designate.
3. The Joint Nursing Council shall meet at such times as it may determine, and at such other times as may be determined by the Chairperson, in consultation with the members, at minimum, once annually.
4. The Joint Nursing Council shall consult on any suggestions or requests made by members of the Council concerning:
 - (a) Working conditions and work-life issues;
 - (b) Recruitment and retention of nurses;
 - (c) Any other issue considered to improve patient care and contribute to the efficient management of the health care system.
5. The Joint Nursing Council shall endeavour to promote and maintain good will between Employers and the Manitoba Nurses’ Union, and encourage free and frank discussion of all problems, with a view to reaching mutually acceptable resolutions.

Manitoba Nurses’ Union representatives on this Council are the President, Vice-President and Secretary-Treasurer. Meetings are held with the Minister of Health and Employer Representatives.

10. Re: Buyback of Healthcare Employees’ Pension Plan (HEPP) Pension (WCHREO- n/a @Riverview Health Centre)

Pre-retirement pay may be utilized to directly fund the buyback of pension service in accordance with Revenue Canada limits and restrictions. Contributions for this purpose must also conform to the Healthcare Employees Pension Plan (HEPP) Trust Agreement, HEPP Plan Text, and other applicable written HEPP policies and guidelines.

If you have any questions regarding the HEPP Plan please call (204) 942-6591 or Toll Free: 1-888-842-4233.

11. Re: Participation in PHCLAC/ Redeployment

All facilities except St. Amant Centre will agree to participate in the Provincial Health Care Labour Adjustment/Redeployment Program. Letter of Agreement for new participants to be appended to the collective agreement.

As of March 31st, 2000 the PHCLAC was disbanded and the Redeployment Program has been moved to the Provincial Health Labour Relations Secretariat (PHLRS). Call your LRO if you have any questions about the Redeployment Program.

LETTER OF UNDERSTANDING

ON REDEPLOYMENT PRINCIPLES

1. PURPOSE:

- 1.01 The parties agree to work to develop employment security strategies to reduce the negative impact on employees affected by the restructuring of the health services system. The parties agree to strive towards consistency and timeliness in implementing this Letter of Understanding.
- 1.02 It is agreed by the parties that this Letter of Understanding shall work in concert with the provisions of the applicable Collective Agreements of the unions involved and shall be supplementary to same.
- 1.03 All terms and conditions of Collective Agreements and personnel policies and procedures of the receiving facility shall apply to the incoming employee except those terms and conditions of the Collective Agreement that have been abridged by this Letter of Understanding.
- 1.04 This Letter of Understanding governs the movement of laid-off employees and/or the movement of positions between bargaining units of the above-mentioned unions and employers.
- 1.05 For the purposes of this Letter of Understanding "receiving agreement(s)" shall mean the Collective Agreement applicable to the certified bargaining unit which is the recipient of transferred positions/employees. Conversely, the "sending agreement(s)" shall mean the Collective Agreement applicable to the certified bargaining unit where the position/employee originated.
- 1.06 All particulars of job opportunities at receiving facilities will be made available to the unions as they become known to the above-mentioned employers.
- 1.07 "Central Redeployment List" means a list of employees who have been laid-off from a participating employer. Those on this list may apply for and receive preferential consideration for new and vacant in-scope positions at another participating employer, as set out in 4.02 herein.

Manitoba Council of Health Care Unions (MCHCU) will be provided with a copy of the Central Redeployment List, with an updated list provided on a continuing basis.

1.08 “Provincial Health Care Labour Adjustment Committee” (hereinafter referred to as the “Committee”) refers to the committee established by an agreement commencing January 20, 1993 between The Government of Canada, The Government of Manitoba, Labour Relations Secretariat, and Manitoba Council of Health Care Unions.

2. SENIORITY:

2.01 Employees shall accumulate seniority according to the terms of the applicable Collective Agreement.

2.02 Employees without a Collective Agreement shall not have seniority rights.

2.03 Transfer of Seniority - The affected employer(s) and affected union(s) shall meet to determine any provisions for a transfer of seniority between bargaining units.

3. TRIAL PERIOD:

3.01 Employees who move to a new bargaining unit/employer may be required to serve a trial period in accordance with the Collective Agreement in the receiving facility. If unsuccessful in the trial period, the employee shall return to the Central Redeployment List and to the recall list of the sending employer.

4. NEW AND VACANT POSITIONS:

4.01 All new and vacant in-scope positions shall be filled in accordance with the terms of the Collective Agreement and that bargaining unit, unless otherwise mutually agreed between affected employers and affected bargaining units/unions.

4.02 When a new or vacant in-scope position is not filled by an internal employee as specified in 4.01, the receiving facility within a region, as defined in Appendix VII, shall give preferential consideration to qualified applicants from the same region who are on the Central Redeployment List.

If there are no applicants/no qualified applicants from the same region, the receiving facility shall provide preferential consideration to qualified applicants from other regions who are on the Central Redeployment List.

The following provisions shall apply in filling the vacancy:

- (a) Employees on the Central Redeployment List shall be listed in order of seniority [as per "sending" Collective Agreement(s)];
- (b) subject to 4.01, selection shall be made from applicants on the Central Redeployment List as described above. Copies of the above-mentioned new or vacant in-scope position postings will be sent as they occur to the MCHCU and participating employers (process to be established);

- (c) seniority shall be applicable to the selection in accordance with the receiving Collective Agreement;
- (d) in assessing an employee's history only formally documented material contained in the employee's personnel file will be considered;
- (e) receiving facilities job description applies vis-a-vis qualification requirements;
- (f) Once the nurse has been permanently redeployed and has completed the trial period with a receiving employer, they shall relinquish any recall rights to their former employer unless the nurse is laid off from the receiving employer. Should the nurse be laid off from the receiving employer, they will be placed back on the recall list with the sending employer for the balance of time they would have been on the recall list. The nurse will also have recall rights in accordance with the Collective Agreement of the receiving employer and be placed back on the Central Redeployment List. For the purposes of the Central Redeployment List, an employee's seniority shall be the cumulative seniority from the original sending employer and the original receiving employer.

5. TRANSFER OF SERVICE/MERGER/AMALGAMATION:

- 5.01 In the event of a transfer(s) of service/merger/amalgamation, the affected employer(s) and unions shall meet to determine whether employees should have the opportunity to move with the service or department to the receiving facility, to the extent that such positions are available.

6. PORTABILITY OF BENEFITS:

The following benefits are portable:

- 6.01 Accumulated income protection benefits/sick leave credits.
- 6.02 Length of employment applicable to rate at which vacation is earned.
- 6.03 Length of employment applicable to pre-retirement leave. **NOTE:** *Deer Lodge Centre limits payment of pre-retirement leave to service acquired since April 1, 1983. Incoming employees would retain original service date for this purpose.*
- 6.04 Length of employment for the purpose of qualifying to join benefit plans, e.g., two (2) year pension requirement.
- 6.05 Benefits - An incoming employee is subject to the terms and conditions of the receiving facilities benefit plans, however, normal waiting periods would be waived, subject to the applicable benefit plans' terms and conditions.
- 6.06 Salary Treatments -
 - (a) If range is identical, then placed step-on-step;
 - (b) If the range is not identical, then placement will be at a step on the range which is closest (higher or lower) to the employee's salary at the time of layoff.

NOTE: *No red-circling provision except for Deer Lodge Centre employees who were guaranteed provisions as contained in the "Transfer Agreements" for the 1983 and 1987 transfer from federal to provincial jurisdiction and for whom the red circling provisions were in place prior to the inception of this Letter of Understanding.*

6.07 Upon hire of an employee from the Central Redeployment List, the receiving employer agrees to confirm in writing to the employee all benefits, including seniority where applicable, which were transferred from the sending employer under this Letter of Understanding.

7. OTHER CONDITIONS:

7.01 Hours of service since last increment is not portable for purposes of calculating next increment, if applicable.

7.02 Salary and vacation earned to date to be paid out by sending employer.

7.03 Banked time including overtime bank, stat bank, to be paid out by sending employer.

8. TRAINING:

8.01 The parties agree that provisions for training will be dealt with by the Committee.

9. ADMISSION OF NEW MEMBERS:

9.01 The parties hereby authorize the Committee to admit new signatories as participating employers or participating unions in such manner and upon such terms as the Committee in its discretion deems appropriate without the necessary consultation or agreement with existing signatories. Upon admission to this agreement such new signatories will have the same rights and obligations as existing participating unions and participating employers, effective the date of such admission.

10. ACCEPTANCE OF LETTER OF UNDERSTANDING:

10.01 Signatories to this Letter of Understanding agree to accept this letter without amendment. Any subsequent amendment to the Letter of Understanding shall only be implemented if approved pursuant to Article 12.

11. DURATION:

11.01 This Letter of Understanding shall be in full force and effect for an indefinite period commencing in 1993. In the event that any one of the parties signatory to this Letter of Understanding wishes to terminate its participation in this Letter of Understanding it shall give sixty (60) days written notice to the Committee and to the appropriate bargaining agent or Employer in respect of its Collective Agreement. Such termination shall not invalidate this Letter of Understanding as affects the other signatories except for the specific Employer or bargaining agent that is party to the relevant and affected Collective Agreement.

12. AMENDMENTS:

12.01 Amendments to this Letter of Understanding shall be effective if passed by the Committee after consultation with the signatories to the Letter of Understanding as outlined herein. All signatories shall receive a copy of the proposed amendment(s). Each signatory shall have thirty (30) calendar days during which to express its concerns (if any) about the proposed amendment(s). Any unresolved concerns must be reconciled by the respective employer/labour caucus prior to a Committee vote being conducted. If there are no concerns raised by signatories to the proposed amendments the Committee shall be empowered to implement the amendment(s).

13. APPEAL PANEL:

13.01 Should a dispute(s) arise between a participating union(s) and a participating employer(s) regarding the application, interpretation or alleged violation of this Letter of Understanding, the parties concerned shall meet and attempt to resolve the dispute(s) through discussion.

Should the dispute remain unresolved, any party to the dispute may refer the matter(s) to an Appeal Panel composed of:

- Two (2) persons from Participating Employers who are not directly involved in the dispute.
- Two (2) persons from the Participating Unions who are not directly involved in the dispute.

The Appeal Panel shall set its own procedures for hearing the dispute and may accept any evidence that it deems appropriate.

Only lay advocate(s) shall be utilized by each party to the dispute in the presentation of its case.

The Appeal Panel shall make every effort to mediate the dispute to resolution.

Should efforts to mediate fail, the Appeal Panel shall submit its written recommendation(s) for settlement to the parties concerned, within fourteen (14) calendar days.

Any dispute under the Letter of Understanding shall not be resolved by grievance or arbitration pursuant to the Collective Agreement. The Appeal Panel is intended to be the only vehicle for resolution of such disputes.

This Letter of Agreement confirms that the above-named parties have ratified the Letter of Understanding on Redeployment Principles which is appended to and forms part of this Letter of Agreement.

(@ IEHREO, PMHREO, NHREO, SHREO)

12. Re: Provisions for Part-time Nurses Occupying More Than One Position Within the Sites Comprising the Employer

- (a) Part-time nurses shall be eligible to apply for and occupy more than one (1) part-time position within the sites comprising the Employer. Where it is determined that it is not feasible for the nurse to work in more than one (1) position, the nurse will have the option of assuming the position applied for and relinquishing their former position.

A nurse may occupy more than one part-time position within a worksite/facility or within the Regional Health Authority and Shared Health. This does not apply to a nurse who occupies a part-time position in a Regional Health Authority or Shared Health direct operations site and another position in a non-transferred site/facility as Regional Health Authority or Shared Health direct operations and non-transferred are considered different Employers.

- (b) The terms and conditions of employment shall be as provided in the MNU Collective Agreement, except that Article 1504 (d) and 3404 shall have separate application for each position held.

Clarifies that nurses occupying more than one position may:

- *work every weekend*
- *work more shifts in a row than allowed in 1504(d)*
- *work both Christmas and New Year's*
- *be on vacation from one position but not the other position*
- *may work days, evenings and nights*

- (c) At no time shall the sum of the positions occupied exceed the equivalent of one (1.0) EFT. However, it is agreed that daily hours within the two positions may be scheduled, to a maximum of twelve (12) hours in any one day, at the nurse's regular rate of pay, with mutual agreement between the Employer, the nurse and the Union. Notwithstanding the above, it is understood that a nurse who works more than the equivalent of full-time hours in the rotation pattern shall be compensated for the excess hours in accordance with Article 16.

For nurses who hold more than one position on the same unit, each position stands alone on the master rotation schedule, i.e. the positions cannot be amalgamated.

Nurses who do not have a part-time position in Home Care but work additional available hours/shifts in Home Care are entitled to overtime if they meet the overtime provisions of Article 16. Nurses who hold a part-time position in Home Care and another worksite in the same region are not entitled to overtime until they exceed 12 hours in any one calendar day between the two positions.

- (d) Where the sum of the positions occupied equal one (1.0) EFT, the status of the nurse will continue to be part-time, (i.e. status will not be converted to full-time), and the provisions of Article 34 will apply based on the total of all active positions occupied, unless specified in this article.

- (e) All salary based benefits, i.e. Group Life, Pension, D & R, as applicable, will be combined and calculated on the basis of the total of all active positions occupied.
- (f) All accrued benefits, i.e. vacation, income protection, shall be maintained and utilized on the basis of the total of all active positions occupied.
- (g) Requests for scheduling of vacation shall be submitted to each unit/program/site designate. Said requests will be considered independently, and shall be granted in accordance with the provisions of Article 2109, based on the nurse's seniority within the Employer.

The nurse's total seniority is with the Employer and this seniority is then applied in each worksite/unit.

- (h) Requests for unpaid or paid leaves of absence shall be submitted to each unit/program/site designate, and shall be considered independently and granted in accordance with the appropriate provisions of the Collective Agreement.
- (i) Nurses taking on an additional position, which represents a promotion, will be subject to a trial period in accordance with Article 2803. If unsuccessful in the trial period, the nurse shall retain their previously held position(s).
- (j) Where an approved arrangement is later found to be unworkable, the affected nurse may be required to relinquish one of the positions occupied.

"To relinquish" means to give up one of the positions, it does not mean the nurse has to resign and it does not mean the nurse is deleted. The intent is that it should be the nurse's choice as to which position is relinquished.

(@ WCHREO, SHEO)

Whereas the parties are in agreement to allow a nurse to hold more than one position within the Employer;

Therefore the parties are mutually agreed:

1. The definition of "position" shall be agreed as being: Occupational Classification, EFT, Unit(s), and rotation (i.e. day/evening, day/night, evening, night, day).
2. A part-time nurse shall be eligible to apply for and occupy more than one (1) part-time position within the Employer. A part-time nurse wishing to apply for an additional part-time position shall be required to indicate same on the application.
3. Approval to occupy more than one position shall be based on considerations related to the compatibility of work schedules of the positions and operational requirements and, if not conflicting, the application will be considered as per the MNU Collective Agreement.

4. The terms and conditions of employment shall be as provided in the MNU Collective Agreement, except that Articles 1504(f) and 3404 shall have separate application for each position held.
5. *Overtime shall be authorized time worked at a site which exceeds the normal daily shift as defined in Article 14 or the normal full-time hours in two (2) consecutive bi-weekly pay periods.
6. The sum total of the equivalent of one (1) EFT for positions occupied will not be exceeded. Should the sum of the positions occupied equal 1.0 EFT, the employment status will continue to be part-time unless a nurse holds more than one part-time position on the same unit and it is possible to amalgamate the positions to increase the employment status of the nurse, to full-time.

This provision supersedes the Increase in EFT provisions as per MOU #16.

7. Where applications to occupy more than one position, are awarded, the terms and conditions shall be clearly outlined in the offer of position letter and shall include the following:
 - Master rotation and scheduling: In order that the Employer not incur overtime costs, the nurse is not able to be scheduled more than one (1) shift in any one day.
 - Requests for scheduling of vacation, paid/unpaid LOA's etc. must be submitted to each manager or designate and will be considered independently.
 - All salary based benefits (e.g. group life, pension, D & R) and accrued benefits including seniority (vacation, income protection etc.), as applicable, will be combined and calculated on the basis of the total of all active positions occupied.
 - Should the ability to continue to work in more than one (1) position be later found to be unworkable because of changes to the master rotation or restructuring, the nurse will be required to relinquish one (1) of the occupied part-time positions, upon four (4) weeks' notice to the nurse by the Employer.
 - Should the nurse determine they no longer wish to work in more than one (1) part-time position, they shall provide notice of termination of one (1) of the positions, in accordance with the Collective Agreement.
 - Overtime rates shall apply once the combined hours of work in two (2) consecutive biweekly pay periods reach full time hours.

Overtime is site specific for multiple positions as per MOU re: Article 1601 for SHEO & WCHREO- direct operations.

- The nurse shall work with the managers involved to ensure the accuracy and compliance of the scheduling, benefits etc.

Where an application to occupy more than one (1) position cannot be considered, the nurse shall have the option of having their application considered and if awarded, relinquish their current position.

*This article would be subject to MOU re: Article 1601

13. Re: Nurse Practitioner Positions

The terms of the Collective Agreement shall be applicable to Nurse Practitioner positions except as modified hereinafter

The following shall apply to all Nurse Practitioner positions.

1. APPENDIX “B” shall apply effective April 1, 2021.
2. Article 2103(a) - A nurse occupying a Nurse Practitioner position shall be entitled to paid vacation calculated on the basis of vacation earned at the following rates:

<u>Length of Employment</u>	<u>Rates at Which Vacation Earned</u>
In the first ten (10) years	Twenty (20) days/four (4) weeks (155 hours) per year
In the eleventh (11 th) to twentieth (20 th) year inclusive	Twenty-five (25) days/five (5) weeks (193.75 hours) per year
In the twenty-first (21 st) and subsequent years	Thirty (30) days/six (6) weeks (232.50 hours) per year

Applicable for Churchill Health Centre site only:

<u>Length of Employment</u>	<u>Rates at Which Vacation Earned</u>
In the first ten (10) years	Twenty-five (25) days/five (5) weeks (193.75 hours) per year
In the eleventh (11 th) to twentieth (20 th) year inclusive	Thirty (30) days/six (6) weeks (232.50 hours) per year
In the twenty-first (21 st) and subsequent years	Thirty-five (35) days/seven (7) weeks (271.25 hours) per year

3. Article 2103 (b) – shall include those nurses occupying a Nurse Practitioner position.
4. Article 2103 (c) shall apply to nurses occupying a Nurse Practitioner position.

Applicable @ Churchill Health Centre site only:

In addition to the above, Article 2103 (d) shall apply to nurses occupying a Nurse Practitioner position.

The following shall only apply to Nurse Practitioners working in Community Health/Public Health:

5. **Effective April 1, 2022:**
Seventy-seven and one half (77.50) hours shall constitute a bi-weekly pay period of work

(2015 hours per annum). The Nurse Practitioner may vary hours worked in order to effectively carry out the accountabilities and responsibilities of the position provided the Nurse Practitioner first obtains the pre-approval, in writing, from their immediate supervisor or designate.

6. For the Nurse Practitioner (Community Health) Articles 16, 17 and 18 apply effective April 1, 2022.
7. Community nursing position(s) are subject to the provisions in the Collective Agreement applicable to community nurses. The position shall have a base of operations as identified by the Employer. A Nurse Practitioner may be required to provide services in other regional locations on a temporary or assigned basis. The nurse shall be entitled to reimbursement for travel expenses as set out in the Collective Agreement.

The following shall only apply to Nurse Practitioners working in Acute Care/Long Term Care:

8. Seventy-seven and one half (77.50) hours shall constitute a bi-weekly pay period of work (2015 hours per annum). The Nurse Practitioner may vary hours worked in order to effectively carry out the accountabilities and responsibilities of the position Articles 16, 17 and 18 shall apply.
9. The salary scale for the Nurse Practitioner shall be as set out in APPENDIX “A” – SALARIES.

13A. Re: Provisions for Nurse Practitioners Prior to April 1, 2022 (n/a @SHEO)

The following shall be in effect for Nurse Practitioners up until March 31, 2022:

Applicable @ Community Health/Public Health

1. The salary scale for the Nurse Practitioner (Community Health) shall be as set out in APPENDIX “A” – SALARIES.-Articles 16, 17 and 18 shall not apply.
2. Seventy-two and one half (72.50) hours shall constitute a bi-weekly pay period of work (1885 hours per annum). The Nurse Practitioner may vary hours worked in order to effectively carry out the accountabilities and responsibilities of the position provided the Nurse Practitioner first obtains the pre-approval, in writing, from their immediate supervisor or designate.

For clarity a Nurse Practitioner while occupying a position where Articles 16, 17 and 18 do not currently apply, is not entitled to receive the entitlements in accordance with those articles until April 1, 2022.

For clarification, as of April 1, 2022 Nurse Practitioners work 2015 annual hours (7.75 hours per day)

14. Re: Mentorship

The Employer and the Union acknowledge that Mentorship is every nurse's professional responsibility. In the case of new Graduate Nurses, a more intensive approach to mentorship may be warranted.

The Employer and the Union believe that Mentorship of new Graduate Nurses is necessary and important and will facilitate transition from the student role to the practicing professional role and build a culture of support that will foster the retention of new Graduate Nurses. Further, the Employer and the Union recognize that this may be accomplished in a variety of ways dependant on the unique circumstances and demographics of each workplace. Mentoring may represent an opportunity for late career nurses who are interested in imparting their experience and knowledge.

For the purposes of this Memorandum of Understanding, a "Mentor" is defined as an experienced Registered Nurse, Registered Psychiatric Nurse or Licensed Practical Nurse engaged in a formal relationship of a determined length with a new graduate nurse(s) in order to assist the graduate nurse(s) in successfully adjusting to the working environment and performing their new role as a professional nurse.

Prior to the commencement of a mentorship relationship, the Employer and the nurse will discuss work assignment adjustments required in order for successful mentorship completion.

Work assignment adjustments will vary. The mentor must have sufficient time and a reasonable work assignment for the mentorship relationship to be successful.

The Employer will identify attributes required for a mentorship role based on leadership skills, clinical expertise, professionalism, interpersonal skills and advocacy of the nursing profession.

There should be discussion at NAC to ensure that both parties understand the mentorship role and the attributes required.

A Registered Nurse or Registered Psychiatric Nurse or Licensed Practical Nurse shall receive an additional \$0.70 per hour for each hour assigned by the Employer as a mentor.

This provision is for mentoring of new graduate nurses only; not for nurses from another jurisdiction who are awaiting registration in Manitoba.

The Employer assigns the mentors.

15. Re Nurse Weekend Worker (Hereinafter referred to as Weekend Worker)

This memorandum provides an option for nurses who are willing to work every weekend at an enhanced salary if the Employer chooses to implement "weekend worker" positions. All "weekend worker" positions will be posted in accordance with the provisions of the Collective Agreement. Conditions related to the Weekend Worker are clearly outlined in the Memorandum.

Where the Employer chooses to implement a Weekend Worker position(s) the Employer and the Union mutually agree that the following shall apply:

- (a) All provisions of the Collective Agreement shall apply except as noted herein.
- (b) Occupied positions will not be deleted in order to create a Weekend Worker position(s).
- (c) A nurse working a weekend schedule will be scheduled to work on every weekend. This may include working one or all days on the weekend as well as shifts during the week. Article 1504(d) and 3404 shall not apply to Weekend Workers.
- (d) Weekend Workers positions shall be posted in accordance with the provisions of the Collective Agreement.
- (e) A nurse replacing a Weekend Worker shall not be entitled to the rate of pay applicable to the Weekend Worker. However, the Weekend Worker who interchanges a shift with a non Weekend Worker shall be paid at their Weekend Worker rate of pay for the interchanged shift.
- (f) A Weekend Worker who picks up additional available shifts shall not receive the Weekend Worker rate of pay for such shifts.
- (g) The establishment and/or existence of a Weekend Worker shall not form the basis for reclassification and/or pay adjustments of any classification under the Collective Agreement.
- (h) The Employer maintains the right to discontinue a Weekend Worker schedule with a minimum of six (6) weeks notice, at which time the schedule may be converted to normal scheduling requirements pursuant to the Collective Agreement and the rate of pay shall revert to the prevailing rate of pay for that occupational classification. Deletion of Weekend Worker incumbents is not required for schedule conversions where there are no other changes in the position except the conversion from a Weekend Worker rotation to a regular rotation.
- (i) Appendix "A" – Salaries for Weekend Worker positions shall be fifteen percent (15%) higher than the prevailing rate for that occupational classification.

16. Re: Increase of EFT

Notwithstanding Article 30, the EFT of a part-time nurse may be increased in accordance with the following process:

The parties agree that it may be of mutual benefit to the nurses and the Employer to allow part-time nurses, who request to do so, to increase their EFT.

- (a) The process will commence at a date determined by the parties at the Site/Local Nursing Advisory Committee. The Employer shall inform the Site/Local Nursing Advisory Committee of the total EFT and shift patterns available per nursing unit.
- (b) The Employer shall communicate to all part time nurses on a nursing unit the pre-determined EFT and shift pattern(s) available for the increase of EFT process. Requests to permanently increase EFTs shall be made in writing by part-time nurses. The nurses

shall indicate the maximum EFT to which they wish to increase. A nurse may increase their EFT up to a 1.0 EFT.

- (c) In considering requests, the Employer shall consider such factors as current EFTs, shift assignments, shift schedules, the unit(s) needs and the requirements of Article 15. If the request by nurses within a unit exceed the availability within that unit as determined by the Employer, the Employer shall offer in order of seniority
- (d) A part-time nurse shall not be permitted to increase their EFT while other nurses are on layoff from that unit unless such laid off nurses have been recalled or have declined recall.
- (e) Where any request to change EFT has been approved, the Employer shall issue a letter to the nurse confirming the nurse's new EFT in accordance with this Collective Agreement along with an effective date.
- (f) Copies of all requests and responses to requests to adjust EFT shall be provided to the Union.
- (g) Any changes to a master rotation as a result of changing EFTs shall be done in accordance with the provisions of Article 1504.
- (h) The Employer is not prevented from exercising any of its normal management rights as a result of this Memorandum of Understanding including, without limitation, the right to post vacant positions.
- (i) The Site/Local Nursing Advisory Committee shall be advised of the outcome in the Increase of EFT Process of each nursing unit.

This Memorandum of Understanding shall remain in effect for the duration of this Collective Agreement.

This memorandum provides an opportunity for part-time nurses to permanently increase their EFT's without resorting to Employment Security and deletions or applying for an additional part-time position. Conditions related to the increase in EFT are clearly outlined in the Memorandum.

17. Re: Secondment of a Nurse Elected to Serve as President of the Manitoba Nurses' Union

Ensures that a nurse elected as President of MNU will be granted a paid leave of absence.

The Employer and the Union agree each with the other as follows:

1. A nurse employed by the Employer who is elected to the full-time position of President of the Manitoba Nurses' Union, shall be considered as continuing in the employ of the Employer during the nurse's term of office as President of the Manitoba Nurses' Union and shall be considered to be seconded to the Manitoba Nurses' Union during the term of office.
2. For the purposes of administering the period of secondment, the Accounting and Information Technology Coordinator of the Manitoba Nurses' Union shall function as the

official contact person in any dealings with the Employer. In addition the Accounting and Information Technology Coordinator of the Manitoba Nurses' Union shall be accountable for:

- (i) notifying the Employer, in writing, of the official commencement and termination date of the President's term of office;
- (ii) determining the bi-weekly payroll record of the President and notifying the Employer of same.

The Union shall save the Employer harmless from any claim from the President arising from alleged error(s) in the payroll record.

3. Reimbursement of Employer Costs

The Manitoba Nurses' Union shall assume the responsibility for reimbursing the Employer for total recovery of payroll and related costs associated with the President's term of office, as follows:

- (i) gross salary, including paid vacation, income protection and any other paid leave of absence authorized by the Accounting and Information Technology Coordinator
- (ii) Employer portion of C.P.P.;
- (iii) Employer portion of E.I.;
- (iv) Workers Compensation premiums;
- (v) Payroll tax;
- (vi) Employer portion of Benefit Plan premiums (pension plan, group life insurance plan, dental plan);
- (vii) Pre-retirement leave.

The Employer shall provide the Accounting and Information Technology Coordinator with a monthly statement of the above-referenced payroll expenses incurred during the nurse's period of secondment to President of the Manitoba Nurses' Union.

4. Income Protection

- (i) The Union President will accumulate income protection credits at the rate of one and one-quarter (1.25) days per month during the period of secondment. In the event that the Manitoba Nurses' Union President is absent during the secondment period due to accident or illness and the income protection credits accumulated during the period of secondment are insufficient to cover full payment of sick leave, the Employer will pay the Manitoba Nurses' Union President from income protection credits accumulated prior to the secondment period and bill the costs to the Manitoba Nurses' Union, subject to paragraphs (ii) and (iii) below.
- (ii) Upon the nurse's return to work following the period of secondment the amount of income protection accumulated during the period of secondment will be reconciled against the amount of income protection utilized during this same period. In the event the difference is positive i.e. the amount accumulated is greater than the amount utilized, the nurse will be eligible to utilize the difference (unutilized income protection credits) at a future date. It is understood that utilization of these income protection credits may only occur once the nurse exhausts all income protection credits accumulated during their normal course of employment with the Employer.

(iii) It is further understood that these income protection credits shall not be stored in the nurse's income protection bank within the computerized payroll system. Following the period of secondment, a record of these credits will be provided to the nurse along with a copy in the personnel file of the nurse. In the event and at the point that the nurse wishes to utilize these income protection credits, they will advise the Human Resources Department. The Employer will pay said income protection and bill the Manitoba Nurses' Union for the cost.

5. Disability & Rehabilitation Plan (D & R)

The President will have coverage under the HEBP Disability & Rehabilitation (D & R) Plan. During the D & R elimination period, if income protection credits earned during the period of secondment are insufficient to cover full payment, the Employer will pay the Manitoba Nurses' Union President from income protection credits accumulated prior to the secondment period and bill the costs to the Manitoba Nurses' Union, subject to paragraphs 4.(ii) and 4.(iii) above.

6. Accumulation of Paid Vacation

The President will accumulate vacation credits at the rate of six (6) weeks per year.

For the purposes of reconciliation, the Employer is financially responsible for the vacation earned by the nurse while they are engaged in their normal course of employment with the Employer and the Manitoba Nurses' Union is financially responsible for the vacation earned by the nurse during the period of secondment.

7. Seniority/Service

(i) Seniority shall continue to accrue during the period of secondment.

(ii) Following the expiry of the period of secondment, the Manitoba Nurses' Union President's normal increment date will be delayed for a period of time equivalent to the period of secondment. The time worked between the date of the last increment to the date that the nurse assumed the office of Manitoba Nurses' Union President shall count toward the granting of the next increment.

8. This Memorandum of Understanding shall remain in force until revised by mutual agreement between the parties or until terminated by either party.

18. Re: Letter of Understanding – HEPP COLA Fund (n/a @Riverview Health Centre)

The Parties have reached agreement concerning the establishment of a HEPP COLA Fund in accordance with the following:

1. COLA Fund - A "COLA" Fund(s) will be established effective April 1, 2014.
2. Dedicated COLA Monies - The monies contributed to the "COLA" Fund(s) will be "dedicated" monies for the specific purpose of providing ad hoc COLA adjustments to HEPP Retirees.

3. Equal Contributions - The "COLA" Fund(s) will be funded by equal contributions from Employers and Employees.
4. Funding: - Effective the following dates – COLA contributions, in the amounts per year, listed following from each of the Employer(s) and Employee(s) shall apply.

Employer:

- April 1, 2014 = 0.80% of regular pensionable earnings - to increase effective
- April 1, 2015 = 1.00% of regular pensionable earnings.

Employee:

- April 1, 2014 = 0.80% of regular pensionable earnings - to increase effective
- April 1, 2015 = 1.00% of regular pensionable earnings.

- All contributions to the Fund(s) shall be allocated using a method that is in compliance with applicable legislation, the HEPP Plan Text and HEPP Trust Agreement.
- It is understood and agreed that these contributions shall continue at the specified rates notwithstanding the realization of any surplus funds in any HEPP account unless otherwise agreed by the Plan Settlers

5. Cola Funds - The COLA monies shall be reserved solely for the creation of two, distinct and dedicated COLA Funds with specific allocation as follows:

- HEPP COLA Fund # 1 - effective April1, 2014 - for Employees who retire on or after October 1, 2009 shall have an allocation of 0.80% and, effective April1, 2015, shall have an allocation of 0.90% of regular pensionable earnings from each active Employee and each participating Employer, (hereinafter referred to as the "Active Employees Fund").
- HEPP COLA Fund # 2 - effective April1, 2015 - for Employees who retired on or before September 30, 2009 shall have an allocation of 0.10% of regular pensionable earnings from each active Employee and each participating Employer, (hereinafter referred to as the "Past Retirees Fund").

6. Segregated Fund(s) - it is the intent of the Parties to establish segregated COLA Fund(s), accordingly:

- It is understood that statutory exemption may be required to establish the COLA Funds as intended and the Plan Settlers agree to make joint application to the Province of Manitoba to seek changes and or exemptions as may be required.
- The Plan Settlers also agree to make all reasonable efforts to address and resolve any additional statutory or regulatory issues that may pose a barrier to establishing the COLA Fund(s) as intended - including whether the Plan's status as a Specified Multi-Employer Pension Plan (SMEPP) is affected and in need of any changes as a result of additional contributions to the COLA Fund(s).

7. There shall not be any transfer or allocation of monies from the Active Employees Fund to the Past Retirees Fund without the express agreement of the Plan Settlers.

8. Surplus monies from the Past Retirees Fund may be transferred to the Active Employees Fund at the discretion of the Plan Trustees.

9. Contributions to the Past Retirees Fund shall continue as long as required to pay benefits to eligible pensioners. Thereafter, the contributions dedicated to the Past Retirees Fund shall be allocated to the Active Employees Fund.
10. COLA Payment
 - Earliest Start Date - April 1, 2018.
 - Maximum = 2/3 CPI (Canada) per year.
 - Ad hoc - as Fund will allow.

If you have any questions, contact HEPP.

19. Re: Former Civil Service Nurses Who Have Maintained Their Pension With the Civil Service Superannuation Plan

1. Nurses who have maintained their pension with the Civil Service Superannuation Plan, may elect to accrue vacation benefits for retirement purposes.
2. For purposes of retirement, a nurse may request to carry over up to a maximum of one (1) year of vacation entitlement to be cashed out upon retirement. A maximum of up to 50 vacation days may be counted as pensionable service in accordance with the terms and conditions of the Civil Service Superannuation Act.
3. Nurses electing to carry over vacation entitlement for retirement purposes shall:
 - 3.1 Provide a written letter of retirement intent with a specified retirement day within the next four (4) fiscal years.
Example:
Nurse submits retirement notice on March 1, 2015
4 fiscal years = the fiscal year of 2019/2020
Nurse must retire prior to March 31, 2020
 - 3.2 Indicate the intended number of vacation days per year to be reserved prior to retirement (during the last four fiscal years).
 - 3.3 Indicate the total number of vacation days to be cashed out upon retirement.
 - 3.4 Receive approval from their Manager for vacation carry over for retirement purposes.
4. Nurses may request to extend their retirement date and provide an alternate date provided that they give the Employer ninety (90) days notice of their intention to do so. Such requests shall be subject to the reasonable discretion of the Employer. Should the request to extend the retirement date be approved by the Employer, the nurse may be required to utilize a portion of the accrued vacation referenced in 2. in accordance with Province of Manitoba rules.

If requested a nurse may retire earlier than the retirement date indicated and as approved by their Manager.

This allows nurses to amend their date of retirement and remain employed subject to the reasonable discretion of the employer.

Applicable in Regional Agreements— This provision allows nurses covered by the Civil Service Superannuation Plan to carry over vacation entitlement for retirement purposes. This is in keeping with policies that had been established for many years but were not reflected in the collective agreement.

20. Re: Grievance Investigation Process

The process is intended to create a harmonious relationship in order to promptly resolve grievances in an economical fashion.

On this basis, the parties are committed to the utilization of the following process where it is mutually agreed to be appropriate.

In the event that either party states that it is inappropriate to utilize the process and prior to a failure to utilize the process, the Director of Labour Relations of the MNU and the Director of the PHLRS shall review the matter and exchange the positions of the parties.

The parties hereto agree that the following conditions shall apply to the implementation and operation of the Grievance Investigation Process:

Part 1 GENERAL

1. It is understood that this process and the appointment of the Grievance Investigator is to continue concurrent with the Collective Agreement. The Collective Agreement is for the period April 1, 2017 to the date of ratification of a new Collective Agreement, and subject to the Term of the Collective Agreement.
2. The Grievance Investigator shall be an individual jointly approved by the MNU and representatives of the Employers Organizations [Provincial Health Labour Relations Services (PHLRS)]. The terms of appointment of the Grievance Investigator shall be set out in a separate document between the MNU, PHLRS and the Grievance Investigator.
3. It is recognized that Grievance Investigation is a voluntary process and either party may request that any grievance be submitted to grievance Investigation; however, both parties must agree on each case to be so submitted. Where such mutual agreement cannot be reached then the provisions of the Collective Agreement regarding Arbitration shall apply.
4. It is understood that the opinion of the Grievance Investigator is advisory in nature and is non-binding on either party. Where one or both of the parties does not accept the opinion of the Investigator then the option shall remain to utilize the Arbitration procedure contained in the Collective Agreement.
5.
 - a) It is understood that where the parties agree to abide by the opinion of the Investigator, it is done so on a without precedent or prejudice basis.
 - b) An opinion expressed by the Grievance Investigator regarding any issue shall not be submitted to any future Grievance Investigation nor to any Arbitrator.

6. The Grievance Investigator shall conduct an investigation into each grievance jointly submitted to them. It is expected that a hearing will be required in the normal course of the investigation. Within seven (7) days of a grievance being submitted to them, the Grievance Investigator shall schedule a hearing to be held within the thirty (30) day period following submission to them. The Grievance Investigator is empowered to fulfil their role in any manner deemed by them to be most effective given the individual circumstances of each case. The Grievance Investigator's general role is to:
 - a) investigate each grievance jointly submitted
 - b) define the issue(s) in dispute
 - c) provide an opinion as to an appropriate resolution of the dispute.
 - d) otherwise assist the parties in reaching a resolution.
7. The Grievance Investigator is expected to give a verbal opinion at the conclusion of a hearing, and to submit a brief written opinion to each of the parties within seven (7) calendar days following a hearing. Where no hearing is held, it is expected that the Grievance Investigator will provide their written opinion within seven (7) calendar days following completion of their investigation.
8. Where either or both parties choose not to accept the opinion of the Grievance Investigator, they shall, within seven (7) calendar days following receipt of the Investigator's written opinion, submit it in writing to both the Investigator and the other party, their reasons for non-acceptance. Such reasons shall not be admissible at any future arbitration hearing or Grievance Investigation proceeding.
9. The parties shall jointly prepare guidelines to assist the Grievance Investigator in meeting the expectations of the parties. These guidelines may be amended from time to time during the Collective Agreement as circumstances warrant and as mutually agreed. The parties shall meet on a province wide basis through staff representatives of the MNU and the PHLRS at the request of either of these two bodies, but not less frequently than every six (6) months to review the operation and utilization of the Grievance Investigation Process.
10. Nothing shall preclude the parties from resolving any grievance in any mutually agreed manner either before, during, or after its referral to the Grievance Investigation Process.
11. It is expressly understood that the Grievance Investigation Process is intended to provide a cost-effective, informal, and timely alternative to conventional arbitration.

Part 2 SUBMISSION OF GRIEVANCE

1. In all cases the grievance procedure contained in the Collective Agreement will continue to apply; however, where the grievance procedure has been exhausted and a party has certain time limits to refer the matter to arbitration, that party might instead within this time limit, advise the other party in writing of its desire to refer the matter to the Grievance Investigation Process. Where such a request is made, the time limits referenced in the Grievance/Arbitration procedure shall be temporarily suspended until:
 - a) the other party advises the party who has made such a request that it does not agree to refer the matter to the Grievance Investigation Process, or

- b) fourteen (14) calendar days have elapsed from the date the request was made and the other party has failed to respond, or
- c) fourteen (14) calendar days have elapsed from the date upon which the Grievance Investigator issued their written opinion.

When any one of the events referred to in a), b), or c) above occur, the time limits for referring the matter to arbitration shall commence as if the grievance procedure had been exhausted on that date.

Part 3 HEARINGS

- 1. Hearings will normally be held on the premises of the facility where the grievance originated from; however, the Investigator may, with the consent of both parties, choose a more appropriate location in such instances as where several grievances originating from different locations can be heard at the same hearing.
- 2. The parties agree not to be represented at any Grievance Investigation hearing by legal counsel. Attendance at hearings shall be limited to a maximum of four (4) employees from the bargaining unit and/or the Union, and four (4) Employer and/or PHLRS representatives. This stipulation shall not prevent the Grievance Investigator from requesting the attendance of any other person who can assist in clarifying the issue in dispute.
- 3. The parties agree to provide the Investigator with a jointly prepared statement of facts in an effort to narrow the scope of any dispute and to minimize the need to present evidence through witnesses. The Grievance Investigator may through the course of their investigation determine additional facts relevant to the resolution of the matter and shall advise the parties accordingly.
- 4. Hearings shall be held in an informal manner; however, the Investigator shall conduct any hearing in a manner deemed by them to be effective. Witnesses will not give evidence under oath but the Investigator may act as a participant in attempting to resolve areas of conflicting evidence.
- 5. Each party shall pay for their own costs associated with any witnesses (wages, payroll costs, and expenses) that are used to provide information as part of their evidence.

The Employer will be responsible for paying the grievor for the time of attendance at the GIP hearing at straight time rates.

Part 4 GUIDELINES FOR GRIEVANCE INVESTIGATOR

- 1. The Grievance Investigator shall be expected to accept the role for the life of the Collective Agreement.
- 2. While appointed, the Grievance Investigator may not act on behalf of one of the parties either as counsel or nominee at conventional arbitration. They may serve as sole Arbitrator or Chairperson of an Arbitration Board hearing a dispute involving one or both of the parties except in the case of a dispute which has previously been referred to them in their capacity as Grievance Investigator.

3. While it is not expected to be as detailed as an Arbitrator's award, the parties do expect the written opinion to be a concise statement of the reasoning followed in reaching their conclusions. A detailed review of the positions of the parties or arbitral jurisprudence is not expected nor is any recounting of non-germane fact or argument. The opinion should contain sufficient information to assist the parties in preventing similar future disputes.
4. The parties shall each pay for their own costs associated with referring and processing a grievance through the Grievance Investigation Process except that the parties shall jointly and equally share the fees and expenses of the Grievance Investigator.
5. The Grievance Investigator is empowered to consider any grievable matter put to them by the parties including a question of whether or not an issue is grievable.
6. The opinion of the Grievance Investigator is expected to be an informed estimate of the likelihood of the grievance being sustained or denied in the event of it being referred to arbitration.
7. The Grievance Investigator will be provided with any documentation which might provide assistance to them carrying out their role.

21. Re: Transfer – Job Selection (n/a @ St. Boniface Hospital)

1. The Employer and the Union mutually agree that the following understandings apply to Article 30 Vacancies, Term Positions, and New Positions with respect to nurses transferring to posted vacancies, term positions, and new positions for the duration of the Collective Agreement. The following criteria will be utilized to determine if the nurse(s) are eligible for transfer;
 - i. meet the qualifications of the posted position including the relevant experience required for that specific position;
 - ii. Nurse III, IV and V positions in Acute Care/Long Term Care and all Clinical Nurse Specialists and Nurse Practitioners are excluded
2. If more than one candidate meets the transfer criteria, the most senior nurse will be awarded the position.
3. If no candidates meet the transfer criteria, the successful candidate will be determined through a competitive process as per Article 2502.
4. The continuation of this MOU beyond the term of the Collective Agreement will only be on the mutual agreement of the parties.

*This memorandum exists for the life of this Collective Agreement only. It is intended to be used filling vacancies where requirements for qualifications and experience have been met. Please note that it does not apply to Nurse II, IV and V positions in acute and long term care and Clinical Nurse Specialists and Nurse Practitioner positions. It **does** apply to community nursing positions provincially.*

22. Re: 12 Hour Shift Schedule Pattern

The Employer and the Union mutually agree that the following conditions and understandings are applicable to the 11.63 ("12") hour shift schedule pattern.

1. The procedure to be followed for the trial and implementation of the 11.63 ("12") hour shift schedule pattern shall be as follows:

- (a) A meeting of all nurses in the unit/worksite/program and senior nursing management will be held to discuss a tentative "12 Hour" shift schedule pattern and a proposed date for the commencement of the trial period. Following the meeting, a date will be determined for a secret ballot vote to establish that a majority of the nurses are in favor of the shift change.
- (b) A majority of sixty percent (60%) of the nurses affected must vote in favour of the shift change before a trial of the "12 Hour" shift can proceed. Nurses terminating employment in the unit/worksite/program prior to the commencement of the trial period will not be entitled to vote. A letter will be forwarded to the Regional and Worksite President informing them that the unit/worksite/program is examining a "12 Hour" rotation.
- (c) Once it is determined that the majority of nurses are in favour of a shift change, a Master Rotation will be developed in meaningful consultation with the nurses as defined in Article 1504.
- (d) The length of the trial period will be six (6) months in length or for a shorter period as mutually agreed between the Union and the Employer.
- (e) Six (6) weeks prior to the completion of the trial period, a unit/worksite/program meeting will be held to review/evaluate the "12 Hour" shift and to implement or discontinue the "12 Hour" rotation.
- (f) The 11.63 ("12") hour shifts may be discontinued [subject to a sixty percent (60%) vote in favor of discontinuing the shift by nurses on the unit/worksite/program] or by the Employer with written notification of ninety (90) working days. The Union will be notified of the discontinuance of the "12 Hour" shift. The Employer and the Union shall meet to determine a date to return to the seven and three-quarter (7.75) hour shift.
- (g) Nurses who are unwilling to work the "12 Hour" shift schedule pattern will be transferred to a unit/worksite/program on a seven and three-quarter (7.75) hour shift schedule pattern if reasonably possible. The Employer will make every reasonable effort to place the nurse in accordance with their preference re: unit/worksite/program and rotation. This transfer will occur prior to the date of implementation of the "12 Hour" rotation.

2. Hours of Work and Shift Schedules:

Full-time hours of work shall provide:

- (a) An average of six (6) shifts of 11.63 hours duration, and one (1) shift of seven and three-quarter (7.75) hours duration in each bi-weekly period; or

- (b) Twenty (20) shifts of 11.63 hours duration in each three (3) consecutive bi-weekly period; or
- (c) A combination of shifts of 11.63 (“12”) hours duration and 7.75 hours duration that equal an average of seventy-seven and one-half (77.50) hours bi-weekly averaged over the three (3) consecutive bi-weekly periods in the shift schedule pattern; or
- (d) Four (4) scheduled “12” hour shifts followed by four (4) days off and once every six (6) months the nurse shall receive an additional four (4) days off. Where this rotation pattern is utilized, the provisions of 1504 (d) (weekends) shall not apply. The additional four (4) days off may be scheduled together, or separately in each six (6) month period, and the decision on how these will be scheduled will be in consultation with the nurses and included in the master rotation.

Shift schedules shall be based on Master Rotation patterns planned in consultation with the nurses concerned, and provide for a minimum of eleven and a half (11.5) hours off between assigned shifts, a minimum of forty-seven (47) hours off duty at one time, unless otherwise mutually agreed and a minimum of alternate weekends off duty.

It is understood that whenever 11.63 (12) hours is mentioned, its equivalent eleven (11) hours and thirty-seven and one-half (37.50) minutes (11.375) may be used. The official shift length is 11.625 hours, however the parties have agreed that due to exigencies of the payroll system that 11.63 hours shall apply until such time as the payroll system is able to accommodate three (3) decimal points.

Applicable for CSU Brandon only:

Nurses will be scheduled to work three (3) weekends in a row and then three (3) off.

3. Shift Schedules, Rest and Meal Periods

(a) “Twelve (12) Hour” shifts may be scheduled as:

- Twelve (12) hours and twenty-five (25) minutes; or
- Twelve (12) hours and fifteen (15) minutes.

(b) Two (2) rest periods of fifteen (15) minutes each will be allocated by the Employer during a “12 Hour” shift.

Applicable for Health Sciences Centre and CancerCare Manitoba sites only:

Two (2) rest periods of twenty (20) minutes each will be allocated by the Employer during a “12 Hour” shift.

(c) In each shift of twelve (12) hours twenty-five (25) minutes there shall be two (2) meal periods of forty (40) minutes and thirty- seven and one-half (37.50) minutes respectively as allocated by the Employer.

The total meal period time of seventy -seven and one-half (77.50) minutes includes forty-seven (47.50) minutes of unpaid time and thirty (30) minutes of paid time.

Applicable for Health Sciences Centre and CancerCare Manitoba sites only:

In each shift of twelve (12) hours twenty-five (25) minutes there shall be two (2) meal periods of thirty-five (35) minutes and thirty-two and one-half (32.50) minutes respectively as allocated by the Employer.

The total meal period time of sixty-seven and one-half (67.50) minutes includes thirty-seven (37.50) minutes of unpaid time and thirty (30) minutes of paid time.

- (d) In each twelve (12) hour and fifteen (15) minute shift there shall be two (2) meal periods of thirty (30) minutes and thirty-seven and one-half (37.50) minutes respectively as allocated by the Employer. The total meal period of sixty-seven and one-half (67.50) minutes includes thirty-seven and one-half (37.50) minutes of unpaid time and thirty (30) minutes of paid time.

Applicable for Health Sciences Centre and CancerCare Manitoba sites only:

In each twelve (12) hour and fifteen (15) minute shift there shall be two (2) meal periods of thirty (30) minutes and twenty-seven and one-half (27.50) minutes respectively as allocated by the Employer. The total meal period of fifty-seven and one-half (57.50) minutes includes thirty-seven and one-half (37.50) minutes of unpaid time and twenty (20) minutes of paid time.

4. A weekend shall mean the period from 2345 hours on Friday until 2330 hours on the immediately following Sunday

5. Overtime:

Overtime for full-time nurses shall be authorized time worked in excess of a scheduled 11.63 ("12") hour or 7.75 hour shift or hours in excess of the normal full-time hours in the rotation pattern in effect on each nursing unit/worksites/program.

Overtime for part-time nurses shall be authorized time worked in excess of a scheduled 11.63 ("12") hour shift or 7.75 hour shift or hours in excess of the normal full-time hours in two (2) consecutive bi-weekly periods, in accordance with Article 16.

@NHREO, @ Churchill Health Centre site only

Overtime for full-time and part-time nurses shall be authorized time worked in excess of a scheduled 11.63 ("12") hour or 7.75 hour shift or hours in excess of the normal full-time hours in the rotation pattern in effect on each nursing unit/worksites/program.

6. Shift Premium, Weekend Premium and Responsibility Pay shall be paid in accordance with the provisions of the Collective Agreement.

7. Recognized Holidays:

A nurse required to work on a Recognized Holiday shall be paid in accordance with the Collective Agreement for all hours worked. Full-time nurses shall receive an alternate seven and three-quarter (7.75) hour shift off at their basic rate of pay in accordance with Article 2203.

A nurse may accumulate three (3) seven and three-quarter (7.75) hour days (23.25 hours) off given in lieu of Recognized Holidays in order to take two (2) consecutive 11.63 hour

shifts off with pay. Such shifts shall be added to a weekend off or to scheduled days off or used to complete a partial week of vacation in accordance with Article 2206.

Applicable for Churchill Health Centre site only:

A full-time nurse required to work on a Recognized Holiday shall be paid in accordance with the Collective Agreement and, in addition, shall receive 11.63 hours off at their basic rate of pay.

Whenever a Recognized Holiday falls on their scheduled days off, the nurse shall receive an additional 11.63 hours off with pay in lieu thereof.

Applicable for Rossburn Health Centre site only:

A nurse required to work the Night shift immediately preceding a Recognized Holiday shall be paid at the rate of one and one-half (1.50) times their basic pay for the entire 11.63 hour shift and in addition, shall receive equivalent time off at their basic rate of pay. A nurse required to work Night shift on a Recognized Holiday shall be paid at their basic rate of pay for hours worked on the Recognized Holiday.

8. **Income Protection:**

Income protection is accrued at the rate of 9.69 hours per month. It is utilized in accordance with Article 23.

- absence through illness for one (1) twelve (12) hour shift utilizes 11.63 hours of accumulated income protection credits.
- absence through illness for two (2) twelve (12) hour shifts utilizes 23.25 hours of accumulated income protection credits.
- absence through illness for one (1) twelve (12) hour shift plus one (1) 7.75 hour shift utilizes 19.375 hours of accumulated income protection credits.

9. **Bereavement Leave:**

Pay for bereavement leave will be calculated in accordance with Article 2411, e.g:

- four (4) scheduled 11.63 ("12") hour shifts = 46.5 hours;
- two (2) scheduled 11.63 ("12") hour shifts = 23.25 hours.
- one (1) scheduled twelve (12) hour day off plus one (1) scheduled eight (8) hour shift = 19.375 hours

10. **Vacation:**

The paid vacation entitlement that a nurse receives under the twelve ("12") hour shift schedule pattern shall be equivalent in hours to the paid vacation entitlement on a seven and three-quarter (7.75) hour shift schedule pattern, calculated in accordance with Article 21. Vacation shall be scheduled in accordance with Article 2101.

11. **Standby:**

The provisions of Article 18 shall apply to the 12 hour shift memo.

12. Additional available shifts shall be offered equitably to all nurses working on the unit/worksites/program regardless of their regular shift length.

13. The terms of Article 1504 (g) shall be applicable.

14. Individual shifts of 11.63 ("12") hours shall not be interchanged, as referenced in Article 15, with individual shifts of seven and three-quarter (7.75) hours, however nurses can

interchange three (3) seven and three-quarter (7.75) hour days (23.25 hours) with two (2) 11.63 hour shifts.

15. Where payroll limitations exist such that only two decimal points can be entered in regard to shift length, the shift length shall be rounded up to two decimal points.

@WCHREO, @SHEO

16. Notwithstanding definition of “position”, where there is mutual agreement between the Union and the Employer to allow nurses to revert from “12” hour shift patterns to “8” hour shift patterns it is understood that nurses occupying “12” hour positions will not be deleted in order to revert to a “8” hour positions. It is understood that nurses will select their “8” hour shift patterns on the new rotation in order of seniority.

This process is only applicable when there are no changes in each nurse’s EFT.

23. Re: 10 Hour Shift Schedule Pattern

The Employer and the Union mutually agree that the following conditions and understandings are applicable to the 9.69 (“10”) hour shift schedule pattern.

1. The procedure to be followed for the trial and implementation of the 9.69 (“10”) hour shift schedule pattern shall be as follows:

- (a) A meeting of all nurses in the unit/worksite/program and senior nursing management will be held to discuss a tentative “10 Hour” shift schedule pattern and a proposed date for the commencement of the trial period. Following the meeting, a date will be determined for a secret ballot vote to establish that a majority of the nurses are in favor of the shift change.
- (b) A majority of sixty percent (60%) of the nurses affected must vote in favour of the shift change before a trial of the “10 Hour” shift can proceed. Nurses terminating employment in the unit/worksite/program prior to the commencement of the trial period will not be entitled to vote. A letter will be forwarded to the Regional and Worksite President informing them that the unit/worksite/program is examining a “10 Hour” rotation.
- (c) Once it is determined that the majority of nurses are in favour of a shift change, a Master Rotation will be developed in meaningful consultation with the nurses as defined in Article 1504.
- (d) The length of the trial period will be six (6) months in length or for a shorter period as mutually agreed between the Union and the Employer.
- (e) Six (6) weeks prior to the completion of the trial period, a unit/worksite/program meeting will be held to review/evaluate the “10 Hour” shift and to implement or discontinue the “10 Hour” rotation.
- (f) The 9.69 (“10”) hour shifts may be discontinued [subject to a sixty percent (60%) vote in favor of discontinuing the shift by nurses on the unit/worksite/program] or by the Employer with written notification of ninety (90) working days. The Union

will be notified of the discontinuance of the "10 Hour" shift. The Employer and the Union shall meet to determine a date to return to the seven and three-quarter (7.75) hour shift.

2. Hours of Work and Shift Schedules:

Full-time hours of work shall provide:

- (a) eight (8) shifts of 9.69 ("10") hours duration in each bi-weekly period; or
- (b) a combination of 7.75 hour shifts and 9.69 hour shifts that equal 77.5 hours in a biweekly period

The official shift length is 9.687 hours, however the parties have agreed that due to exigencies of the payroll system that 9.69 hours shall apply until such time as the payroll system is able to accommodate three (3) decimal points.

3. Shift Schedules, Rest and Meal Periods

- (a) Each shift of 9.69 ("10") hours duration is to be inclusive of two (2) fifteen (15) minute rest periods and exclusive of one (1) meal period of at least thirty (30) minutes.
- (b) Each Shift of 7.75 hours duration is to be inclusive of two (2) fifteen (15) minute rest periods and exclusive of one (1) meal period of at least thirty (30) minutes.

Applicable at Health Sciences Centre and CancerCare Manitoba sites only:

- (a) Each shift of 9.69 ("10") hours duration is to be inclusive of two (2) twenty (20) minute rest periods and exclusive of one (1) meal period of at least thirty (30) minutes.
- (b) Each Shift of 7.75 hours duration is to be inclusive of two (2) twenty (20) minute rest periods and exclusive of one (1) meal period of at least thirty (30) minutes.

4. A weekend shall mean the period from 2345 hours on Friday until 2330 hours on the immediately following Sunday.

5. Overtime:

Overtime for full-time nurses shall be authorized time worked in excess of a scheduled 9.69 ("10") hour shift or 7.75 hour shift or hours in excess of the normal full-time hours in the rotation pattern in effect on each nursing unit/worksites/program.

Overtime for part-time nurses shall be authorized time worked in excess of a scheduled 9.69 ("10") hour shift or 7.75 hour shift or hours in excess of the normal full-time hours in two (2) consecutive bi-weekly periods, in accordance with Article 16.

@NHREO & Churchill Health Centre site:

Overtime for full-time and part-time nurses shall be authorized time worked in excess of a scheduled 9.69 ("10") hour or 7.75 hour shift or hours in excess of the normal full-time hours in the rotation pattern in effect on each nursing unit/worksites/program.

6. Shift Premium, Weekend Premium and Responsibility Pay shall be paid in accordance with the provisions of the Collective Agreement.

7. Recognized Holidays:

A nurse required to work on a Recognized Holiday shall be paid in accordance with the Collective Agreement for all hours worked. Full-time nurses shall receive an alternate seven and three-quarter (7.75) hour shift off at their basic rate of pay in accordance with Article 2203.

A nurse may accumulate four (4) seven and three-quarter (7.75) hour days (31.00 hours) off given in lieu of Recognized Holidays in order to take three (3) consecutive 9.69 hour shifts off with pay. Such shifts shall be added to a weekend off or to scheduled days off or used to complete a partial week of vacation in accordance with Article 2206.

8. Income Protection:

Income protection is accrued at the rate of 9.69 hours per month. It is utilized in accordance with Article 23.

- absence through illness for one (1) 9.69 ("10") hour shift utilizes 9.69 hours of accumulated income protection credits.
- absence through illness for two (2) 9.69 ("10") hour shifts utilizes 19.38 hours of accumulated income protection credits.
- absence through illness for one (1) 7.75 hour shift utilizes 7.75 hours of accumulated income protection credits.

9. Bereavement Leave:

Pay for bereavement leave will be calculated in accordance with Article 2411, e.g:

- one (1) scheduled 9.69 ("10") hour shift = 9.69 hours;
- two (2) scheduled 9.69 ("10") hour shifts = 19.38 hours.
- one (1) scheduled 7.75 hour shift = 7.75 hours

10. Vacation:

The paid vacation entitlement that a nurse receives under the ten ("10") hour shift schedule pattern shall be equivalent in hours to the paid vacation entitlement on a seven and three-quarter (7.75) hour shift schedule pattern, calculated in accordance with Article 21. Vacation shall be scheduled in accordance with Article 2101.

11. Standby:

The provisions of Article 18 shall apply to the 12 hour shift memo.

12. Additional available shifts shall be offered equitably to all nurses working on the unit/worksites/program regardless of their regular shift length.

13. The terms of Article 1504 (g) shall be applicable.

14. Individual shifts of 9.69 ("10") hours shall not be interchanged, as referenced in Article 15, with individual shifts of seven and three-quarter (7.75) hours, however nurses can interchange four (4) 9.69 ("10") hour shifts with five (5) 7.75 hour shifts.

15. Where payroll limitations exist such that only two decimal points can be entered in regard to shift length, the shift length shall be rounded up to two decimal points.

@WCHREO, @SHEO

16. Notwithstanding definition of “position”, where there is mutual agreement between the Union and the Employer to allow nurses to revert from “12” hour shift patterns to “8” hour shift patterns it is understood that nurses occupying “12” hour positions will not be deleted in order to revert to a “8” hour positions. It is understood that nurses will select their “8” hour shift patterns on the new rotation in order of seniority.

This process is only applicable when there are no changes in each nurse’s EFT.

24. Re: 7.75/11.63 Hour Shift

The Employer and the Union mutually agree that the following conditions and understandings are applicable to the 7.75/11.63 hour shift schedule pattern.

1. The procedure to be followed for the trial and implementation of the 7.75/11.63 hour shift schedule pattern shall be as follows:
 - (a) A meeting of all nurses in the unit/worksites/program and senior nursing management will be held to discuss a tentative 7.75/11.63 hour shift schedule pattern and a proposed date for the commencement of the trial period. Following the meeting, a date will be determined for a secret ballot vote to establish that a majority of the nurses are in favor of the shift change.
 - (b) A majority of sixty percent (60%) of the nurses affected must vote in favour of the shift change before a trial of the 7.75/11.63 hour shift can proceed. Nurses terminating employment in the unit/worksites/program prior to the commencement of the trial period will not be entitled to vote. A letter will be forwarded to the Regional and Worksite President informing them that the unit/worksites/program is examining a 7.75/11.63 hour rotation.
 - (c) Following this meeting:
 - each nurse shall indicate their choice of either 7.75 hour shifts or 11.63 hour shifts;
 - rotation(s) that do not result in deletions will be developed based on the nurse(s) choice of shift length.
 - (d) Once nurses have indicated their preference for either 7.75 hour shift lengths or 11.63 hour shift lengths, they shall not be required to work the other shift length unless mutually agreed between the nurse and the Employer.
 - (e) It is understood that nurses who choose the 11.63 hour shift will work a Day shift and a Night shift and the nurses who choose the 7.75 hour shift will maintain their current shift description i.e. Days/Evenings, Days/Nights, permanent Days, permanent Evenings and permanent Nights.
 - (f) It is also understood that no nurse shall change their current EFT in order to accommodate the introduction of the 7.75/11.63 hour shift.

- (g) Once it is determined that the majority of nurses are in favour of a shift change, a Master Rotation will be developed in meaningful consultation with the nurses as defined in Article 1504.
- (h) The length of the trial period will be six (6) months in length or for a shorter period as mutually agreed between the Union and the Employer.
- (i) Six (6) weeks prior to the completion of the trial period, a unit/worksite/program meeting will be held to review/evaluate the 7.75/11.63 hour shift and to implement or discontinue the 7.75/11.63 hour rotation.
- (j) The 7.75/11.63 hour shifts may be discontinued [subject to a sixty percent (60%) vote in favor of discontinuing the shift by nurses on the unit/worksite/program] or by the Employer with written notification of ninety (90) working days. The Union will be notified of the discontinuance of the 7.75/11.63 hour shift. The Employer and the Union shall meet to determine a date to return to the seven and three-quarter (7.75) hour shift.

2. Hours of Work and Shift Schedules:

Full-time hours of work shall provide:

- (a) An average of six (6) shifts of 11.63 hours duration, and one (1) shift of seven and three-quarter (7.75) hours duration in each bi-weekly period; or
- (b) Twenty (20) shifts of 11.63 hours duration in each three (3) consecutive bi-weekly period; or
- (c) Thirty (30) shifts of seven and three-quarter (7.75) hours duration in each three (3) consecutive bi-weekly period: or
- (d) A combination of shifts of 11.63 ("12") hours duration and 7.75 hours duration that equal an average of seventy-seven and one-half (77.50) hours bi-weekly averaged over the three (3) consecutive bi-weekly periods in the shift schedule pattern; or
- (e) Four (4) scheduled "12" hour shifts followed by four (4) days off and once every six (6) months the nurse shall receive an additional four (4) days off. Where this rotation pattern is utilized, the provisions of 1504 (f) (weekends) shall not apply. The additional four (4) days off may be scheduled together, or separately in each six (6) month period, and the decision on how these will be scheduled will be in consultation with the nurses and included in the master rotation.

Shift schedules shall be based on Master Rotation patterns planned in consultation with the nurses concerned, and provide for a minimum of eleven and a half (11.5) hours off between assigned shifts, a minimum of forty-seven (47) hours off duty at one time, unless otherwise mutually agreed and a minimum of alternate weekends off duty.

Applicable for CSU Brandon only:

Nurses will be scheduled to work three (3) weekends in a row and then three (3) off.

It is understood that whenever 11.63 (12) hours is mentioned, its equivalent eleven (11) hours and thirty-seven and one-half (37.50) minutes (11.375) may be used.

The official shift length is 11.625 hours, however the parties have agreed that due to exigencies of the payroll system that 11.63 hours shall apply until such time as the payroll system is able to accommodate three (3) decimal points.

3. Shift Schedules, Rest and Meal Periods

(a) "Twelve (12) Hour" shifts may be scheduled as:

- Twelve (12) hours and twenty-five (25) minutes; or
- Twelve (12) hours and fifteen (15) minutes.

(b) Two (2) rest periods of fifteen (15) minutes each will be allocated by the Employer during a "12 Hour" shift.

Applicable for Health Sciences Centre and CancerCare Manitoba sites only:
Two (2) rest periods of twenty (20) minutes each will be allocated by the Employer during a "12 Hour" shift.

(c) In each shift of twelve (12) hours twenty-five (25) minutes there shall be two (2) meal periods of forty (40) minutes and thirty-seven and one-half (37.50) minutes respectively as allocated by the Employer.

The total meal period time of seventy-seven and one-half (77.50) minutes includes forty-seven (47.50) minutes of unpaid time and thirty (30) minutes of paid time.

Applicable for Health Sciences Centre and CancerCare Manitoba sites only:
In each shift of twelve (12) hours twenty-five (25) minutes there shall be two (2) meal periods of thirty-five (35) minutes and thirty-two and one-half (32.50) minutes respectively as allocated by the Employer.

The total meal period time of sixty-seven and one-half (67.50) minutes includes thirty-seven (37.50) minutes of unpaid time and thirty (30) minutes of paid time.

(d) In each twelve (12) hour and fifteen (15) minute shift there shall be two (2) meal periods of thirty (30) minutes and thirty-seven and one-half (37.50) minutes respectively as allocated by the Employer. The total meal period of sixty-seven and one-half (67.50) minutes includes thirty-seven and one-half (37.50) minutes of unpaid time and thirty (30) minutes of paid time.

Applicable for Health Sciences Centre and CancerCare Manitoba sites only:
In each twelve (12) hour and fifteen (15) minute shift there shall be two (2) meal periods of thirty (30) minutes and twenty-seven and one-half (27.50) minutes respectively as allocated by the Employer. The total meal period of fifty-seven and one-half (57.50) minutes includes thirty-seven and one-half (37.50) minutes of unpaid time and twenty (20) minutes of paid time.

4. A weekend shall mean the period from 2345 hours on Friday until 2330 hours on the immediately following Sunday

5. Overtime:

Overtime for full-time nurses shall be authorized time worked in excess of a scheduled 11.63 ("12") hour or 7.75 hour shift or hours in excess of the normal full-time hours in the rotation pattern in effect on each nursing unit/worksite/program.

Overtime for part-time nurses shall be authorized time worked in excess of a scheduled 11.63 ("12") hour or 7.75 hour shift or hours in excess of the normal full-time hours in two (2) consecutive bi-weekly periods, in accordance with Article 16.

@NHREO & Churchill Health Centre site:

Overtime for full-time and part-time nurses shall be authorized time worked in excess of a scheduled 11.63 ("12") hour or 7.75 hour shift or hours in excess of the normal full-time hours in the rotation pattern in effect on each nursing unit/worksite/program.

6. Shift Premium, Weekend Premium and Responsibility Pay shall be paid in accordance with the provisions of the Collective Agreement.

7. Recognized Holidays:

A nurse required to work on a Recognized Holiday shall be paid in accordance with the Collective Agreement for all hours worked. Full-time nurses shall receive an alternate seven and three-quarter (7.75) hour shift off at their basic rate of pay in accordance with Article 2203.

A nurse may accumulate three (3) days (23.25 hours) off given in lieu of Recognized Holidays in order to take two (2) consecutive 11.63 hour shifts off with pay. Such shifts shall be added to a weekend off or to scheduled days off or used to complete a partial week of vacation in accordance with Article 2206.

Applicable for Rossburn Health Centre site only:

A nurse required to work the Night shift immediately preceding a Recognized Holiday shall be paid at the rate of one and one-half (1.50) times their basic pay for the entire 11.63 hour shift and in addition, shall receive equivalent time off at their basic rate of pay. A nurse required to work Night shift on a Recognized Holiday shall be paid at their basic rate of pay for hours worked on the Recognized Holiday.

8. Income Protection:

Income protection is accrued at the rate of 9.69 hours per month. It is utilized in accordance with Article 23.

- absence through illness for one (1) twelve (12) hour shift utilizes 11.63 hours of accumulated income protection credits.

- absence through illness for two (2) twelve (12) hour shifts utilizes 23.25 hours of accumulated income protection credits.
- absence through illness for one (1) twelve (12) hour shift plus one (1) 7.75 hour shift utilizes 19.375 hours of accumulated income protection credits.

9. Bereavement Leave:

Pay for bereavement leave will be calculated in accordance with Article 2411, e.g:

- four (4) scheduled 11.63 ("12") hour shifts = 46.5 hours;
- two (2) scheduled 11.63 ("12") hour shifts = 23.25 hours.
- one (1) scheduled twelve (12) hour day off plus one (1) scheduled eight (8) hour shift = 19.375 hours

10. Vacation:

The paid vacation entitlement that a nurse receives under the 7.75/11.63 hour shift schedule pattern shall be equivalent in hours to the paid vacation entitlement on a seven and three-quarter (7.75) hour shift schedule pattern, calculated in accordance with Article 21. Vacation shall be scheduled in accordance with Article 2101.

11. Standby:

The provisions of Article 18 shall apply to the 12 hour shift memo.

12. Additional available shifts shall be offered equitably to all nurses working on the unit/worksites/program regardless of their regular shift length.

13. The terms of Article 1504 (g) shall be applicable.

14. Individual shifts of 11.63 ("12") hours shall not be interchanged, as referenced in Article 15, with individual shifts of seven and three-quarter (7.75) hours, however nurses can interchange three (3) seven and three-quarter (7.75) hour shifts (23.25 hours) with two (2) 11.63 hour shifts.

15. Where payroll limitations exist such that only two decimal points can be entered in regard to shift length, the shift length shall be rounded up to two decimal points.

16. (17. @ WCHREO/SHEO) The shift length of vacant positions will not be altered without mutual agreement between the Union and the Employer.

@WCHREO, @SHEO

16. Notwithstanding definition of "position", where there is mutual agreement between the Union and the Employer to allow nurses to revert from "12" hour shift patterns to "8" hour shift patterns it is understood that nurses occupying "12" hour positions will not be deleted in order to revert to a "8" hour positions. It is understood that nurses will select their "8" hour shift patterns on the new rotation in order of seniority.

This process is only applicable when there are no changes in each nurse's EFT.

17. (18. @ WCHREO/SHEO) Any current 7.75 hour positions held by a nurse will not be deleted solely for the purpose of creating an 11.63 hour shift.

25. Re: Transfer of Program as per Article 4204 (A)

In the event a Transfer of Program as per Article 4204 (A), the parties agree that where affected nurses hold accrued seniority and service at multiple Employers/facilities/ programs/sites, the parties will review the effect of the restructuring on such nurses to ensure fairness and equity in the recognition of seniority and service.

26. Re: Relocation Assistance as per Article 4204 (A) - Program Transfers

The parties acknowledge and agree that the following provisions will be applicable in the event a nurse is relocated as per the conditions outlined in Article 4204 (A) – Program Transfers.

1. Relocation Expense is defined as those funds that are required to provide for the following:
 - expenses in packing, moving and unpacking specified household goods and personal effects;
 - if required, the cost of meals and lodging for the entire family while occupying temporary quarters for a period normally up to five (5) days after the start date of employment.
2. The relocation costs will be paid up to a maximum of \$5,000.
3. It is a condition of reimbursement of relocation expenses to provide a minimum service requirement of one (1) year. Should this service commitment not be met, it will be stated in the written offer of employment that the nurse agrees to repay a pro-rated portion of the relocation funding provided.
4. The nurse will be required to obtain three (3) separate estimates of the relocation of their household effects, if a professional moving company is employed. Copies of each estimate must be sent to the appropriate Designate for information and review. Alternatively nurses may be offered the option of coordinating the move through a Relocation Assistance Company defined by Shared Health.
5. Relocation costs may include such relocation expenses incurred as follows:
 - expenses in packing, moving and unpacking specified household goods and personal effects;
 - after obtaining employment; travel, meals and lodging expenses for moving the nurse from their former residence to the new residence;
 - if required, the costs of meals and lodging for the entire family while occupying temporary quarters for a period of time subsequent to the start date of employment;
 - replacement Value Insurance Protection except for items of extraordinary value; and, reasonable storage expenses in new location.
6. Relocation costs not normally included are:

- boats, trailers and other large recreational vehicles;
 - more than two cars;
 - flammable items;
 - third party servicing charges – e.g. washers, dryers, refrigerators, freezers, dishwashers, water purifiers, electronic air cleaners, stereo equipment, T.V. and RAD antennae, and/or towers, water beds, pool tables, etc;
 - housecleaning – at the old or new residence;
 - plants;
 - frozen foods, preserves, etc;
 - perishables;
 - firewood, outdoor swimming pools, building supplies and other bulky items;
 - extra pickup or unloading at a second location;
 - removal of broadloom, draperies, fixtures, etc;
 - large volumes of heavy items such as books, shop equipment, tools that may be transported cheaper by some means such as railway freight; and,
 - insurance for items of extraordinary value.
7. The reference to relocation assistance and pre- payment service requirement will be included in the letter of offer to the affected nurse.
 8. The nurse will be required to sign their Letter of Offer including the minimum service requirement prior to any funds being released to the nurse for relocation costs. Any requests for consideration of funding in advance of relocation by the nurse must be submitted to the Senior Management Team member or designate for approval.
 9. Following the Senior Management Team member’s review of the submitted estimates, and with the agreement of the nurse, the lowest acceptable estimate shall be accepted.
 10. The nurse will submit a claim for all eligible expenses incurred providing receipts for all expenses or services which have been paid directly. The claim must be submitted within three (3) months from the nurse’s start date. Any requests for an extension by the nurse must be submitted to the Senior Management Team member for approval.

27. Re: Seniority Recognition

In the interest of recognizing the seniority and benefits of new bargaining unit members as a result of The Health Sector Bargaining Unit Review Act (HSBURA), the Employer and the Union mutually agree to the following:

- All seniority hours accrued up to October 14, 2021 will be recognized as MNU bargaining unit seniority hours.
- All accumulated benefits and compensatory time, such as vacation, income protection, and banked overtime, will be maintained.
- Upon and going forward from October 14, 2021, the entitlements and accrual rates will be aligned with the applicable MNU Collective Agreement.

Note: *Entitlements and accruals subject to MOU # 32 Re; Preservation of Accruals and MOU #34 Re: Article 3408 (Increments)*

28. Re: Return of Service Agreements

WHEREAS the parties recognize the importance of enhancing nursing skills for specialized areas including, but not limited to, Critical Care, Dialysis, Advanced Emergency, Chemotherapy; and/or initiatives related to the recruitment of nurses including, but not limited to, relocation expense allowances;

AND WHEREAS such education/training and recruitment initiatives are a significant investment by the health care system;

NOW THEREFORE the parties agree that the Employer may enter into a Return of Service Agreement with an individual nurse as follows:

1. A Return of Service Agreement must be agreed to and signed by the Union, the nurse and the Employer. A copy of the agreement will be provided to the Union and the nurse.

MNU Provincial Office must be involved in the negotiation of a Return of Service Agreement.

2. All terms and conditions agreed to in an executed Return of Service Agreement shall be fulfilled by the individual nurse and the Employer.
3. Notwithstanding the above, should the nurse not fulfill the terms of an executed Return of Service Agreement, the nurse shall be indebted to the Employer for the amount of debt owing for any unfulfilled portion of the terms and conditions. Recovery of any debt owing to the Employer shall be considered an authorized deduction in accordance with Article 40 but shall not be considered an overpayment. If, for any reason, the debt owing cannot be recovered through a payroll deduction, the Employer may pursue other means of recovery including, but not limited to, initiating a civil action in a Manitoba Court.
4. Return of Service Agreements shall not conflict with any other terms of the applicable Collective Agreement
5. The terms of the Return of Service Agreement shall include, but not be limited to:
 - (a) The monetary value of the Return of Service Agreement.
 - (b) The calendar time and hours worked required to fulfill the agreement.
 - (c) In the case of nursing skills enhancement, the expected date of completion of the program.
 - (d) The unit and/or program and/or location where the hours must be worked in order to count towards fulfillment of the agreement, which can be amended by mutual consent of the nurse and Employer.
 - (e) The amount of monetary repayment shall be assessed and hours worked toward fulfillment of the nurse's obligation shall be taken into account. Any such amounts shall be prorated based on the total hours of work required for the original term of fulfillment of the agreement.
 - (f) In the event that an Employer is no longer able to provide a nurse with the opportunity to fulfill the terms of the agreement, the nurse shall not be obligated for repayment and the agreement shall become null and void.

- (g) In the event of an approved leave of absence, during the repayment period, the Employer and the individual nurse shall meet to revise the calendar time and hours worked required to fulfill the agreement. The nurse can elect to include the Union in such meeting.
- (h) Should the nurse fail to return to work as required under the Return of Service Agreement, the nurse is indebted to the Employer as per paragraph 3 above.
- (i) In the event of the death of a nurse prior to completion of any of the requirements of a Return of Service Agreement, the nurse's estate shall not be obligated to the Employer for any repayment and the agreement shall become null and void.

MNU Provincial Office should be negotiating Return of Service Agreements to ensure they are fair, reasonable and consistently applied throughout the province.

29. Re: Critical Incident Stress Management (CISM)

Whereas certain Employers have implemented and maintained a Critical Incident Stress Management Team to provide support to nurses affected by a Critical Incident, an incident or circumstances that are deemed by the nurse to be outside the normal experience of their duties/workplace, or who may experience additional and significant stress related to their duties, the parties agree as follows:

1. Where such CISM teams exist, the respective Employer shall make all reasonable efforts to maintain such for the life of this Collective Agreement. The Employer will communicate to members the option to activate CISM as well as provide information as to the nature of the support provided by the CISM teams. Such information shall include:
 - (a) under what circumstances and situations where CISM will be activated
 - (b) The nature of the support provided by CISM – i.e. debriefing, peer support
 - (c) The necessary contact information to activate CISM.

Recognizes the significance of the CISM program and the obligation of the Employer to provide the necessary information to nurses in order to activate it where a CISM program is in place.

2. Where maintenance of CISM teams is no longer reasonably possible the Employer shall provide the Union as much notice as possible and the parties shall meet to discuss what options are to be implemented to continue provision of similar support to nurses.
3. Where the Employer, does not currently maintain a CISM team, they shall provide the Union with the specifics of how nurses are provided support similar to that provided by CISM teams, and through what programs and/or services.

Where there is no CISM program, the Employer is obligated to provide debriefing and notify the Union of alternate supports and services that are available to provide similar service and support for nurses.

4. The Employer may agree to add additional teams as the need arises.

30. Re: Provincial Float Pool (the “Pool”)

Under review.

WHEREAS there is a need to meet health care service delivery requirements throughout the Province of Manitoba;

AND WHEREAS the parties recognize the need for a stable, reliable and skilled nursing workforce to effectively address the ongoing demands of various patient care needs, with less reliance upon external contracted resources;

AND WHEREAS the Employer wishes to establish the Pool to help address those requirements;

AND WHEREAS the parties wish to encourage and incentivize nurses to help meet these requirements through participation in the Pool;

AND WHEREAS this MOU is intended to provide for the establishment of terms and conditions of employment related to the Pool to address these goals;

NOW THEREFORE the parties agree as follows:

1. Shared Health (direct operations) (the “Employer”) shall establish the Pool and will employ nurses in positions in the Pool. Pool nurses will be covered by the terms of the Shared Health Employers Organization Collective Agreement (the “Shared Health Collective Agreement”), on the terms and conditions set out herein. Where the terms and conditions of this Memorandum of Understanding conflict with other provisions of the Shared Health Collective Agreement, this MOU shall govern.
2. Pool nurses shall be entitled to work in any Employers Organization in the Province and shall be governed by the Shared Health Collective Agreement only.
3. The purpose of Pool assignments for full-time, part-time, and casual nurses is to address staffing shortages caused by gaps in coverage such as for sick leave; vacation; leaves of absence; educational leaves; skills maintenance; surges in workload; unanticipated absences; unfilled vacancies; and such other causes as are experienced from time to time. For purposes of clarity available shifts will be offered to existing site nurses as provided in paragraph 12 herein.
4. The Employer and the Union shall consult from time to time regarding the processes to be followed in the creation, development, and evolution of the Pool and Pool positions. Pool processes will consider the requirements of patient care, recognition of the importance of a healthy workplace and value overall wellbeing of nurses, as well as input from the Employer and the Union regarding that:
 - assignments will be based on service delivery requirements;
 - travel will be required to designated locations for designated periods of time, and accommodation, where necessary, will be provided by the Employer;

- shift schedules may be variable and flexible (e.g. Days, Evenings, Nights, Weekends, or a combination thereof, as set out in the posting);

Articles 1501 and 1504 excluding 1504 (h) may be waived and amended within reason. Requires mutual agreement of the nurse and the Union. Employer endeavors to provide as much advance notice as possible to the nurse in regards to the schedule. This exemption applies exclusively to Provincial Float Pool positions only.

This allows flexibility for nurses who would like to work blocks of time to accommodate their own scheduling needs (similar to agency scheduling). Ex. Members who choose to work 6 weeks on, 6 weeks off.

- type of positions may be variable and flexible (e.g. Casual, Term, Permanent); and
- other considerations may arise in achieving the goals of the Pool.

5. The Employer will create Pool positions, which shall be posted and include the following information:
 - EFT (if applicable), anticipated shift schedule, and type of position (Permanent, Term or Casual);
 - area(s) of the Province to which the position applies with a minimum commitment of 50% away from home base, including site(s) or assignment(s) or a general description of the anticipated location(s) of work;
 - premium rate;
 - accommodation arrangements, if applicable;
 - travel requirements and rates, and home base for purposes of determining same, if applicable;
 - nursing specialty, qualifications, and skills, as applicable; and
 - such other information as the Employer determines necessary.
6. The nurse's home base will be determined at time of job award and will be included in the offer letter, for purposes of determining travel and accommodation entitlements.
7. Schedules shall be determined by the Employer, within the scope of the posting, and on reasonable notice to the nurse.
8. Each site to which a nurse is assigned will provide an orientation period to the nurse. The orientation shall be of sufficient duration to assist the nurse in becoming familiarized with essential information such as policies, procedures, routines, location of supplies and equipment, and fire and disaster plans.
9. Operational direction of the nurse will be the responsibility of the site to which a nurse is assigned. The Employer shall ensure the nurse is advised of who will provide operational direction at the site.
10. Any mileage, travel time, parking, per diem, accommodation, and other travel expenses incurred shall be compensated in accordance with Appendix "A" to this MOU.

11. Assignment to sites within the expectations of the position posted shall be at the reasonable discretion of the Employer, with as much advance notice as is reasonably practicable.
12. Assignment of shifts to a Pool position shall occur after consideration of patient/resident/client care requirements and the provisions of the applicable site Collective Agreement governing the assignment of available shifts to nurses employed at the site. In the North, and other difficult to staff sites, where it is reasonable to conclude that staffing through the applicable site Collective Agreement will not be effective, Pool assignments can be made without reference to the applicable site Collective Agreement.
13. The premium rate for these Pool positions shall be \$3.00/hour or 7.5% (whichever is greater) for all hours worked, based on a 50/50 split of home base/away assignments. The rate will be subject to upward adjustment up to \$6.00/hour or 15% (whichever is greater) for 0/100% home base/away assignments.

Modification as of November 30, 2022. No longer sliding scale. All hours worked away from home base is paid at \$6.00/hr or 15% whichever is greater.

14. The Pool shall be considered to be a site within the Employer for purposes of Appendix "D" – Site List. As a result, hours worked in a Pool position shall not be considered as hours worked for purposes of determining overtime for any other positions occupied by the nurse within the Employer.
15. Vacation and vacation pay, where applicable, will be provided in accordance with the Collective Agreement. Where possible, reasonable consideration will be given to aligning Pool vacation requests with the vacation requests of nurses who hold another position(s).
16. Nurses participating in the Pool are not eligible to receive the payments outlined in Appendix F – Bi-Weekly Remoteness Allowance, nor the Isolation/Remoteness Retention Allowance.
17. If the Employer at the site to which a nurse is assigned has concerns about the nurse's performance, these may be addressed informally by that Employer, but formal performance management shall be provided by the Employer only.
18. Seniority shall accrue with the Employer as provided in the Shared Health Collective Agreement.
19. The terms and conditions of this memorandum shall be modified as necessary upon mutual written agreement of the Employer and the Union.

Appendix "A"

Travel Expense Reimbursement

Nurses whose assignment is more than 50 km from their home base shall be entitled to reimbursement of the following expenses incurred in accordance with the Shared Health Collective Agreement and Employer policies, unless noted otherwise:

- (i) Mileage and parking expenses.

- (ii) Return airfare where required.
- (iii) Where required, accommodations will be provided if available. Where accommodations cannot be provided, the nurse will be reimbursed for reasonable accommodations made.

Per Diem

A per diem shall be paid for each day of work and travel, provided the nurse is assigned more than 50 km from their home base:

- (i) \$45 per day; or
- (ii) \$60 per day for travel to the North.

Travel Time

- (i) Travel time in excess of 50 km from the nurse's home base shall be paid at the nurse's regular rate of pay, up to a maximum of four (4) hours each way.
- (ii) A nurse travelling on a regular scheduled day of work will not suffer any loss in basic salary as a result of missing any portion of a scheduled workday due to travel.

A nurse cannot be compelled to accept an assignment greater than 4 hours travel and all travel hours are paid at regular rates regardless of whether or not they exceed 4 hours in duration.

31. Re: Referral to Patient Care Optimization Committee

Effective October 14, 2021, the parties agree to create a fund equal to 1% of payroll per fiscal year for the life of this Collective Agreement of approximately \$12 million/year (years 2021/22, 2022/23, 2023/24 – pro-rata in current year based on the period post-ratification).

Such funds will be allocated to the Patient Care Optimization Committee as a separate allocation, and will be divided amongst the following incentives/allowances as per EO proposals summarized below based on the following approximate allocations, with the intention that these incentives/allowances will be paid in the applicable fiscal year.

1. *One Time ICU Recruitment and Retention Incentive Grant (up to \$3,000 – Approx. \$1.6 M)*
 - Grant of up to a maximum of \$3,000 depending on EFT (starting at 0.6 EFT) after completion of one year of service within an identified time period (until June 1, 2023).
2. *Incentive for Full Time Employment (based on \$2,000/yr – Approx. \$7.9M)*
 - Annual lump sum payment (qualifying period commencing April 2021, payment after April 2022) of up to \$2,000 for full-time nurses (LPN, RN2, or RN3), based on the number of full months the nurse is employed full-time up to March 31st of the qualifying year.

In the event the fund is not fully spent as of March 31st in a given fiscal year, the remaining balance shall remain a part of the Patient Care Optimization Allocation, to be distributed by the Patient Care Optimization Committee in accordance with the procedure agreed to between the parties for the distribution of the general Patient Care Optimization Allocation.

The funds for the one-time ICU incentive are intended for the 2022/23 fiscal year only and in the event there are funds remaining, those monies will be added to the PCOA for that fiscal year only. Thereafter, the allocation will be reduced by the amount paid out in 2022/23 for the ICU Incentive.

Remaining unspent funds from the above incentives are allocated to the Patient Care Optimization Committee (PCOC) for other initiatives and are not lost nor returned to the Employer.

The parties agree to review the results of these incentives at the PCOC for discussion on a regular basis to assess the effectiveness of these incentives related to recruitment and retention. In contemplation of renewal of this agreement, the parties will review the overall effectiveness of the Full Time Incentive to inform their discussion regarding renewal of this MOU.

One Time ICU Recruitment and Retention Incentive Grant

1. A one-time grant of up to \$3,000 will be paid to nurses working in an ICU, including existing staff and new recruits, who meet the criteria as set out below.
2. The amount paid by the grant is based on the EFT held by the nurse during the one-year qualifying period as described below. It will not be adjusted based on hours worked in excess of the nurse's EFT. It will be adjusted if the nurse accepts a new EFT position during the qualifying year, provided the nurse's combined EFT remains a .6 EFT or higher.
3. A nurse must have 12 months of active service working in an ICU at a minimum of .6 EFT. The grant will be pro-rated for eligible nurses and will receive a one-time payment as per the examples below.
 - A nurse works 1.0 EFT for 12 months = \$3,000
 - A nurse works a .8 EFT for 12 months = \$2,400
 - A nurse works a .6 EFT for 12 months = \$1,800
 - A nurse works a combination of EFT during the 12-month period with a minimum of .6 EFT, for example .6 EFT for 6 months and 1.0 EFT for 6 months \$2,400
4. The grant will be payable to an eligible nurse after completion of 12 months of active service in an ICU, with the start of the 12 months commencing after May 1, 2021 and no later than June 1, 2022 and completed no later than June 1, 2023. For clarity, eligibility depends on working a full 12 months of active service in the above time period.
5. In order to be eligible, the nurse must have completed the CCNOP prior to June 1, 2022, be working in an ICU, and maintained a .6 EFT or higher or increased their EFT in an ICU over the 12-month period.

Must have completed the CCNOP or any critical care course previously recognized as equivalent to CCNOP.
6. This grant is payable through the Patient Care Optimization Fund as outlined in Article 1107 in the MNU Collective Agreement, and is administered by the Patient Care Optimization Committee.
7. The grant payable under this MOU shall be paid as income and shall not attract any accruals or benefits.
8. The parties agree that upon acceptance during collective bargaining the details of the grant will be communicated to affected nurses.

Incentive for Full Time Employment

1. The parties agree that a Full Time Employment Incentive shall be payable in a lump sum annually to a nurse (LPN, RN2 or RN3) employed in a full-time (1.0 EFT) position during the following periods:
 - April 1, 2021 – March 31, 2022
 - April 1, 2022 – March 31, 2023
 - April 1, 2023 – March 31, 2024
2. Upon confirmation of the nurse's employment in a full-time position for the above periods, the nurse shall be paid \$2,000, on the first off-cycle pay period in May following each qualifying period. For clarity, eligibility depends on being employed in an eligible full-time position on March 31st in each year.

Qualification is dependent on being in a full-time position on March 31st of each qualifying year.
3. Nurses going on an approved leave of absence during the year, shall receive the pro-rated amount based on the number of full months the nurse is working full-time during the periods identified above.
4. In the event a nurse secures a full-time position after April 1st in any of the above periods, the incentive payment will be prorated based on the number of full months the nurse is employed full-time up to March 31st of the qualifying year.

This incentive payable under this MOU shall be paid as income and shall not attract any accruals or benefits.

32. Re: Preservation of Seniority, etc. For Different Annual Work Hours

WHEREAS the Health Sector Bargaining Unit Review Act (HSBURA) required a realignment of bargaining unit representation;

AND WHEREAS employees/nurses ("nurses") formerly represented by the other bargaining agents were, subsequent to the issuance of Interim Labour Certificates, then represented by the Manitoba Nurses Union (MNU);

AND WHEREAS the MNU as bargaining agent conducted subsequent Collective Agreement negotiations on behalf of all nurses now represented by MNU, at "central table" negotiations;

AND WHEREAS certain nurses had previously accrued seniority and service at a rate that may be different than specified in the MNU Collective Agreement(s) negotiated at "central table", and occupied positions which were subject to former Collective Agreement provisions that specified qualifying full time annual hours which varied from those in the MNU Collective Agreement(s);

AND WHEREAS certain other nurses represented by MNU prior to the realignment of HSBURA, occupied positions which were subject to previous MNU Collective Agreement provisions that specified a variety of qualifying full time annual hours other than two thousand fifteen (2015);

AND WHEREAS the parties have agreed, through collective bargaining, that effective April 1, 2022, all annual hours of full-time work shall be standardized to be two thousand fifteen (2015) for all nurses in all MNU bargaining units represented at “central table”;

NOW THEREFORE the parties agree as follows:

1. Where, for any period prior to April 1, 2022, a nurse occupies(d) any position for which the annual hours which qualify for “full time” are other than two thousand fifteen (2015), all calculations of years of service, or portions thereof, for any such period prior to April 1, 2022, shall be conducted based on the number of hours then associated with the position.

2. For greater certainty, any years or portions thereof, prior to April 1, 2022, shall be recognized using the qualifying amounts of annual hours for that position at the relevant time, for the purposes of determining seniority as per Article 2501, and all other relevant accruals, including but not limited to: vacation accrual, and pre- retirement leave.

Example 1: Nurse A commenced a full-time position effective April 1, 2016. The annual hours for the position were 1885 up until the date of standardization, i.e., April 1, 2022. Nurse A worked 1885 hours per year up until April 1, 2022, and further five (5) years thereafter at 2015 hours per annum, retiring on March 31, 2027 at age 57. Nurse A would have eleven (11) years of service, resulting in 44 days of pre-retirement entitlement in accordance with Article 2413(a). For the purposes of vacation entitlement and paid vacation, Nurse A would qualify for paid vacation of twenty five (25) days/five (5) weeks, effective April 1, 2026 as per Article 2103 (i.e. in the eleventh (11th) year of service).

Example 2: Nurse B was hired for and worked a 0.5 EFT (and no additional available shifts beyond the 0.5 EFT), beginning on April 1, 2016 and retiring on March 31, 2027. The annual hours for the position were 1885 up until the date of standardization, i.e., April 1, 2022. Nurse B would receive twenty-two (22) days pre-retirement leave, upon retirement.

Enshrines transfer of seniority and service as a result of HSBURA an amalgamation of bargaining units. A year of service earned at a different rate other than 2015 hours is considered a full year for the purpose of accruals (pre-retirement, vacation, etc.).

3. For the purposes of increment advancement, please refer to the MOU #34 re: Article 3408 (Increments).

33. Re: Complexity of Negotiations Subject to HSBURA

WHEREAS the parties have been engaged in collective bargaining for the April 1, 2017 to March 31, 2024 Collective Agreements, subsequent to the enactment of the Health Sector Bargaining Unit Review Act (HSBURA),

AND WHEREAS the negotiations were unique and complex with respect to the consolidation of numerous separate Collective Agreements into one (1) Collective Agreement for each of the six (6) Employers Organizations,

AND WHEREAS the parties recognize the possibility may exist that both parties may have inadvertently overlooked bargaining a provision(s) of a previous Agreement into the 2017-2024 Collective Agreement(s) in the circumstances,

AND WHEREAS the parties wish to agree upon a process to consider further amendments to a Collective Agreement(s) should a provision(s) have been overlooked in the bargaining process,

AND WHEREAS it is not the intention of this memorandum to allow either party to seek to amend Collective Agreement provisions that were the subject of collective bargaining,

NOW therefore the parties agree as follows as it applies to the 2017-2024 Collective Agreements;

1. Should either party discover a Collective Agreement provision(s) that was inadvertently overlooked in the collective bargaining process for the 2017-2024 Collective Agreement(s), they shall provide notice to the other of the provision(s) which was overlooked and reasons it should be added to the 2017-2024 Collective Agreement(s) as a mid-term amendment.
2. It is agreed that notice under paragraph 1 is not notice to bargain any specific provision(s) under s. 61(3) of the Labour Relations Act.
3. Unless the parties agree to a mid-term amendment at the outset, the issue will be referred to the Standardization Committee, who will promptly meet to consider whether to recommend an amendment to the 2017-2024 Collective Agreement(s). Both parties agree that they shall take all reasonable efforts required to permit the issue to be discussed and understood promptly at the Standardization Committee level.
4. Any recommendation from the Standardization Committee to amend the Collective Agreement(s) mid-term in good faith—shall be referred to the Director, Provincial Health Labour Relations Services (PHLRS), and the Director of Labour Relations, Manitoba Nurses Union (MNU).

Given the unique difficulties and complexities imposed by HSBURA in this round of bargaining, the parties have preserved the ability to introduce midterm amendments in the event important and necessary elements were not addressed. Amendments must be by agreement.

34. Re: Article 3408 (Increments) (n/a @ WRHA- Public Health Program)

For part-time nurses whose annual hour base prior to April 1, 2022 is different than 2015, the parties agree that the nurse's former Collective Agreement provisions, as they relate to receiving the next increment on the salary scale, shall continue to apply up until such time as the nurse has received their next increment. Thereafter, Article 3408 of the MNU Collective Agreement shall apply.

For clarity this MOU applies only to the timing of the receipt of the subsequent increment. The salary scales themselves, with respect to the amount corresponding to each step, are understood to be as per the new Collective Agreement.

35. Re: Hours of Work

The existing provisions governing hours of work (Collective Agreement MOUs MOAs) in place at each site shall be maintained as per existing practice (as outlined in the former applicable Collective Agreements MOUs MOAs) until 2400 hours, March 31st, 2022. Existing provisions shall include, but are not limited to: rest periods, meal periods, shift duration, days of rest, flex time, and any other consideration with respect to the administration of hours of work.

It is understood between the parties that for the purposes of interpreting Article 302 (b) – (Part Time Nurse Definition), and Article 14 for the sites and employers comprising the Employers Organization, the paragraph above will apply until March 31st, 2022.

Effective 0001 hours, April 1st, 2022 the provisions of Article 302 (b) and Article 14 of this Collective Agreement shall then apply to all sites unless otherwise agreed by the parties.

As of April 1, 2022, all annual hours will be standardized.

36. Re: Undergraduate Nursing Employee (UNE)

WHEREAS the Employers Organizations are responsible for the provision of health care services for Manitobans, and as such desire to attract, retain and develop nurses to work as part of the delivery of those services;

AND WHEREAS the parties agree that nursing students who have completed an appropriate amount of the curriculum and clinical experience are a valuable resource to support the existing collaborative health care team to provide patient centered care within the health care system;

AND WHEREAS by creating a new classification for these undergraduate nurses, it may increase the likelihood of retaining these undergraduate nurses to work as Registered Nurses and Registered Psychiatric Nurses upon graduation in the Province of Manitoba;

AND WHEREAS by inclusion of these undergraduate nurses in the bargaining unit, they will have the opportunity to utilize rights in the Collective Agreement to apply for nursing positions as an internal candidate;

AND WHEREAS the intention of this Memorandum is to support recruitment and retention efforts within the Province of Manitoba, not to affect the hours or positions of nurses in other classifications;

NOW THEREFORE the parties agree to create a new classification of a casual Undergraduate Nursing Employee (UNE), as follows:

1. The new “casual” classification of UNE will be created.

2. The UNE will be a nursing student enrolled in an Employer-approved nursing education program leading to initial entry to practice as a Registered Nurse (RN) or Registered Psychiatric Nurse (RPN).
3. The UNE position provides an opportunity for the nursing student to consolidate the knowledge and skill acquired in their nursing education program towards competency in the range and complexity of RN or RPN practice. The UNE is an unregulated member of the collaborative health care team who provides patient centered care under the supervision of the RN or RPN.
4. As a casual employee, the UNE will be subject to the provisions of Article 35 – Special Understanding re Casual Nurses, with the exception of:
 - a. 3501
 - b. 3504
 - i. the allowance as outlined in Article 18;
 - ii. Responsibility Pay premium outlined in Article 19;
 - iii. the Employer Sponsored Education Development allowance in 2407.
 - c. 3509 (a), (b), and (c) re: orientation payback
 - d. 3505 – UNE's will be paid 5% Recognized Holiday pay
5. The UNE will be compensated at Start Rate of the LPN scale.
6. It is understood that in order to enact this Memorandum of Understanding:
 - a. The Bargaining Certificate will need to be amended to include this classification in compliance with HSBURA, and;
 - b. Regulatory authority must be obtained to permit UNE's to carry out certain nursing functions under supervision that are currently reserved acts in the Province of Manitoba under regulations to The Regulated Health Professions Act;

Representatives of the Employers and the Union will work together to achieve the necessary approvals.

Utilization and employment of UNEs shall not result in elimination or reduction of positions for all other classification of nurses, nor result in the reduction of the availability of additional available shifts, or a reduction in the hours that would otherwise be available for any other classification of nurses. The parties will agree to meet upon confirmation of the required issues in #6 above to discuss implementation of the UNE classification. Subsequently, the parties shall discuss the ongoing role of the UNE at the applicable Nursing Advisory Committee (NAC) meeting and address issues raised by the parties to ensure the successful implementation of this classification. In the event that there is a permanent increase or decrease to the nursing complement or there is a change to the master rotation on a unit where the UNE is utilized, the Employer will advise the Union of such change.

This Memorandum of Understanding is made on a without prejudice and precedent basis and may only be referred to in relation to the enforcement hereof.

Introduces UNEs into the bargaining unit and outlines terms and conditions of their employment.

37. Re: Involuntary Reassignments in Event of Foreseen Staffing Shortages

The provisions below detail the limitations as to when the Employer can impose involuntary reassignment for foreseen staffing shortages as well as limitations and compensation rates for such.

Where no nurse has accepted the reassignment on a voluntary basis as per 2804 B., in addition to previously indicated conditions/compensation for voluntary reassignment, in Article 2804 B., C., D., and E. (E. not applicable to single site Employers) the following conditions will also apply:

1. Before compulsory reassignment of nurses, the Employer shall first seek volunteers to work the necessary shift(s) on the basis of voluntary eligible overtime amongst nurses who have documented their availability per the site process to work in the receiving unit for the shift(s).

Where the Employer contemplates compulsory reassignment from a separate sending site, the Employer shall first offer overtime to nurses (of the same qualifications as potentially reassigned nurses), before compelling reassignment from the same sending site. (Not applicable to single site Employers).

No nurse shall be compelled to accept reassignment where nurses volunteer to work those shifts on the basis of overtime compensation.

2. The assignment will enhance the well-being of other nurses working on the unit and will not adversely impact the well-being of the nurse who is reassigned.
3. No nurse will be compelled to accept a reassignment greater than 50 kms from their regular facility/program/site/unit. (Not applicable to single site Employers).
4. Where a nurse is involuntarily reassigned to an alternate facility/program/site/unit, and the nurse's travel time is greater than the distance to their regularly assigned facility/program/site/unit, the additional travel time will be considered time worked and eligible for overtime compensation as per the conditions of the Collective Agreement. **(Not applicable to single site Employers).**
5. Where a nurse is involuntarily reassigned for more than three (3) shifts or twenty-three point two five (23.25) hours (whichever is less), in a four (4) week period (commencing the date of the first reassignment), all subsequent involuntarily reassigned regular (non-overtime rate) hours shall be paid at double (2x) the reassignment compensation, as provided in paragraph B.1. (e) of Article 2804 (\$6/hour or 15% x 2 = \$12/hour or 30%, whichever is greater).
6. Where involuntary reassignment is necessitated on a constant and recurring basis due to an unfilled vacancy, the Employer and Union shall meet to determine measures to address the vacancy. Such measures may include consideration of additional incentives to attract applicants to the position. Where the parties are unable to agree on the terms to fill the vacancy the matter may be referred to a Troubleshooter for a final determination on appropriate measures/incentives to fill the vacancy.

7. Involuntary reassignment of nurses, regardless of classification, shall be assigned equitably, on a quarterly basis.

Involuntary reassignments for foreseen staffing shortages cease as of the date of expiry of this Collective Agreement, unless renewed in writing by mutual agreement of the parties. The parties shall meet sixty (60) days prior to the expiry date of this provision to discuss renewal.

Where the Employer seeks a temporary extension of these provisions, pending renewal of the Collective Agreement, it must sufficiently demonstrate it has conducted best efforts to recruit nurses/fill vacancies to address the shortages for which involuntary reassignments have been required. In such case the Union shall not unreasonably withhold its agreement. In the event of a dispute over extension of these provisions, the Troubleshooter will be requested to assist the parties and will be mandated to resolve the issue (as per the conditions indicated herein) pending the conclusion of bargaining for a renewal agreement.

38. Re: Vacancy Information Provided to Patient Care Optimization Committee

The parties acknowledge and agree that the sharing of relevant information in a timely fashion is important to the achievement of the objectives of the Patient Care Optimization Committee (“the Committee”).

In order to support the work of the Committee as it relates to issues of recruitment and retention, and to identify where staffing priorities and needs may exist across Manitoba, it is agreed that each Employers Organization will provide to the Committee a quarterly vacancy report containing monthly nursing vacancies categorized by facility/site/program, as appropriate.

It is understood and agreed that detailed vacancy information exchanged between the parties pursuant to this memorandum will not be shared publicly. This does not prevent either party from commenting on significant shortages due to unfilled vacancies or generalized vacancy trends publicly.

The information regarding vacancy rates must be shared quarterly with the committee by the Employer and may be useful in determining staffing priorities/recruitment initiatives.

39. Re: Reference to Standardization Committee During Term of Agreement

WHEREAS in negotiating the terms of the six (6) Collective Agreements between the Manitoba Nurses Union and the Employers Organizations to which this Memorandum of Understanding is attached, the parties have sought to standardize Collective Agreement terms across all agreements, but recognize that additional consultation is necessary before attempts can be made to standardize the terms governing issues identified by Employers and worksites; Employers Organizations and Bargaining Units;

AND WHEREAS the complexity of attempting to standardize terms related to these issues is such that it was not practicable to attempt to do so in the negotiation of the current Collective Agreements;

AND WHEREAS the parties wish to make a “best effort” attempt to reach agreement on standardization of Collective Agreement terms related to these issues during the term of these Collective Agreements;

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

The Employers and the Manitoba Nurses Union agree to strike a committee or committees, with equal representation of three (3) to five (5) members each, to engage in a consultative process to seek agreement regarding standardization of Collective Agreement provisions related to the issues.

The Employers Organization shall provide disclosure of relevant data as determined by the committee(s) to permit full consideration by the committee(s).

The committee(s) shall commence consultation at a time agreed by the parties but in any case no later than three (3) months after date of ratification, and shall meet when determined by the committee, with a view to completing consultation within six (6) months of commencement of the committee(s), or such extended period as the parties agree.

Either party’s representatives on a committee may introduce any Collective Agreement issue for consideration of standardization.

If a committee is able to reach an agreement on a proposed amendment to the Collective Agreements in respect of any one or more of the issues under consideration, they may recommend such amendments to their respective parties (MNU/PHLRS) for consideration. The parties may agree to proceed with such amendments, subject to necessary ratification, if required, or may table the issue(s) to be addressed in the Collective Agreement negotiations which occur for renewal of the Collective Agreements.

Committee tasked with seeking standardization of language across Employers where appropriate and agreed upon.

40. Re: French Language

The Employers have an obligation to ensure compliance with respect to a variety of statutory authorities by requiring bilingualism (French and English) as a bona-fide qualification for designated bilingual position(s) within a site/program. In the event the Employer elects to designate an additional bilingual position(s), the Employer and the Union shall meet to discuss the bilingualism requirements attached to the position(s).

The Employers Organizations recognize that the rights of all nurses must be respected under the Collective Agreement. For operational purposes, bilingual position(s) as designated by the Employer may be awarded to a unilingual candidate subject to the requirement to attain linguistic competency in either French or English within a reasonable time period. In the event that there is no qualified bilingual nurse applicant for the designated bilingual position(s), the Employer may fill positions as necessary to meet patient care needs.

The following Memorandum of Understanding particular to the French Language in the Collective Agreements in force and effect when The Health Sector Bargaining Review Act was proclaimed, remain in force and effect for the duration of the Collective Agreement:

In the event of a conflict between this MOU and an existing MOU, the existing MOU shall govern.

Employer	Union	Employer Organization	Number
Actionmarguerite (Saint Boniface) Inc.	Tache Nurses Local 49 of the Manitoba Nurses' Union	Winnipeg Employer Organization	FL #1
Actionmarguerite (Saint – Vital) Inc.	Foyer Valade Nurses Local 146 of the Manitoba Nurses' Union	Winnipeg Employer Organization	FL #2
St. Boniface General Hospital –	St. Boniface Nurses Local 5 of the Manitoba Nurses' Union	Winnipeg Employer Organization	FL #3
Southern Health – Sante Sud a) Foyer Notre Dame b) Centre Sante Notre Dame Worksites	Manitoba Nurses Union	Southern Employer Organization	FL #4

Existing MOUs supersede this MOU, Employer does have the right to award bilingual positions to non-bilingual candidates under certain circumstances.

41. Re: Article 2101 & 2109

It is agreed between the parties that the current vacation scheduling process in place at each site governed by this agreement shall be maintained as per existing practice (as outlined in the former applicable Collective Agreements) until such time as the completion of the 2021/2022 vacation year. Vacation scheduling practices shall include, but are not limited to: dates posted for vacation entitlement, dates for vacation request submission, dates for posting of approved vacation, honouring vacation already scheduled and approved, and any other consideration with respect to the administration of the manner in which vacation is applied.

Effective for the 2022/23 vacation year, this memorandum shall cease to be in effect and vacation shall be administered as per the language of the Collective Agreement as outlined in Article 21, unless otherwise agreed by the parties.

Should vacation years be subsequently adjusted by virtue of agreement as per the Standardization Committee, vacation entitlement shall be adjusted accordingly to ensure accrual rates are properly maintained.

Vacation scheduling process to be standardized amongst all Central Table Employers for the 2022/2023 vacation year and beyond unless otherwise agreed.

42. Re: Article 30A

The Employer and the Union mutually agree that because St Amant Centre no longer participates at the Central Table negotiations due to the restructuring as a result of the HSBURA legislation, the provisions of Article 30A shall also apply to nurse-initiated mobility to/from St Amant Centre, with the exception of transferability of accrued vacation.

Includes St. Amant in nurse-initiated mobility provisions except transferability of accrued vacation.

43. Re: Nurse-Initiated Mobility 30A03

The parties agree as follows:

1. Where the parties have already determined and agreed upon a without prejudice and precedent solution for a nurse governed by this Collective Agreement with respect to the transfer/mobilization/porting of seniority and service, where the sending and/or receiving site(s) was not party to mobility/portability, such resolution shall remain unamended and unaffected by this Memorandum or Article 30A03.
2. Where a nurse in an MNU bargaining unit made an Employer change prior to October 14, 2021, and qualified for, and had mobilization or portability rights, and did not request to mobilize accrued seniority and service from one Employer to the other, they shall be afforded the applicable portability entitlements as specified in the former Collective Agreement.
3. Where a nurse was employed at a site included in an Employers Organization under the HSBURA legislation, and the nurse did not make a request as per #1 above, the nurse shall have their request considered consistent with the terms agreed to for similar requests under 1 above.
4. Notwithstanding 2 and 3 above, where a nurse, currently in the MNU bargaining unit, was disentitled from mobilizing seniority, service, etc. as a result of accepting a casual position with the sending site prior to commencing a term or permanent position at a receiving site, the parties agree that Article 30A03 (g) will be applied retro actively to the effective date of the interim bargaining unit certificate* applicable to the Employers within the Employers Organization for any nurse currently within the bargaining unit who made an Employer change from one Employer or Employers Organization to another. Where a nurse has satisfied the conditions in 30A03 (g), they shall be entitled to mobilize their accrued seniority, service, and benefits specified as per current 30A03.
5. For 2, 3, 4 above, a nurse must notify Provincial Health Labour Relations Services (PHLRS) at lrs@sharedhealthmb.ca within 90 days of ratification (October 14, 2021) of

this agreement in order to receive mobility/portability rights as specified herein. The PHLRS will consider each request to determine eligibility.

*Date of interim certification – December 8, 2019 (rural EOs), December 13, 2019 (WCHREO & SHEO).

Provision made for those nurses that did not make a portability request previously but had entitlement to do so under HSBURA. Time limited request deadline of 90 days post ratification. Now expired.

44. Re: Appendix C – Occupational Classifications

The parties acknowledge and agree that most Collective Agreements that are now part of each Employers Organization contain an Appendix C – Occupational Classifications. Each Appendix C is specific to the Employer's or site's previous Collective Agreement.

Specifically, the Appendix C for WCHREO and SHEO in its current form does not reflect the additional classifications that resulted from HSBURA and therefore each Appendix C will need to be updated to reflect such changes, as well as ensure the inclusion of the information from all sites comprising each EO.

In order to work towards a standard Appendix C – Occupational Classifications, the parties agree to maintain the current Appendix C's for each site/Employer, and refer the process of standardization of these Appendices to the Standardization Committee outlined in MOU 39 Re: Reference to Standardization Committee During Term of Agreement.

Where nurses are employed at a site, program or facility that was previously represented by a bargaining unit other than MNU, the parties agree that non nursing classifications under the various Appendix C's, shall not be included. Only those nursing classifications shall remain in the various Appendices, and they shall be aligned with the appropriate salary scale, based on MNU classifications. Should the parties be unable to reach agreement on which classification should apply to such nurses, within fifteen (15) days of the signing of this Agreement or such timeline as agreed by the parties, the matter shall be referred to an arbitrator to make a binding determination on the nurse's appropriate classification.

Standardization Committee will work towards a standard version of Appendix C based on MNU classifications.

45. Re: Standardization of Hours

WHEREAS it is understood that there are currently nurses working multiple annual hour bases in Manitoba, including 1885, 1950, 2015 and 2080, the most common being 2015 annual hours;

AND WHEREAS, it is understood that for consistency and equity, all nurses should work the same annual hour base of 2015 annual hours;

NOW THEREFORE the parties agree as follows:

1. The current hour bases and all current provisions related to such will remain in effect until April 1, 2022 (the “transition date”).
2. Upon the transition date, all nurses working an annual hour base which is not 2015 will convert to the annual hour base of 2015, with schedules and hourly rates adjusted accordingly.
3. In order to minimize the impacts, any vacant positions posted after October 14, 2021, shall be posted based on 2015 annual hours, if operationally feasible.
4. Required reviews of existing schedules, including hours of work and applicable meal and rest periods, will be completed prior to the transition date.

Annual hours standardized to 2015 hours per year as of April 1, 2022.

46. Re: Regional Float Nurse(s) (Not Applicable @ Community Health and Home Care Nurses)

The Employer and the Union agree that the following conditions and understandings shall apply to Nursing Services provided by Regional Float Nurse(s).

1. When Regional Float Positions are created by the Employer, the positions will be posted as per Article 3001.

The Employer is required to list the EFT, length of shift(s), and site(s) where the nurse will be assigned to work.

2. Home base for the successful applicant(s) will be determined as follows:
 - (i) Home base will be one of the sites in which the Regional Float Nurse(s) will be working.
 - (ii) The home base will be determined by the Employer prior to posting, and identified on the job posting, if a significant majority of the work is determined to be at one particular site, or
 - (iii) It will be identified on the job posting that at the conclusion of the posting process, the home base will be determined between the Employer, the Union and the successful applicant.
3. Transportation reimbursement will be provided to Regional Float Nurse(s) in accordance with the prevailing Province of Manitoba mileage rates in accordance with the following formula:

distance (in kms) from the nurse’s home to the alternate worksite minus the distance (in kms) from the nurse’s home to the nurse’s home base (worksite).

It is understood that any adjustments in the mileage rates shall be implemented as quickly as reasonably possible, retroactive to the date the Province of Manitoba mileage rates became effective.

Adjustments shall mean either an increase or decrease.

4. Professional practice issues shall be dealt with at the designated home base.
5. The terms and conditions of the Collective Agreement between the Employer and the Manitoba Nurses' Union shall be applicable.

Article 15 applies to Regional Float Nurse positions except the requirement for a Master Rotation. They have shift schedules posted in accordance with 1501. The shift length of the position must be included in the posting and shift length must be specifically referenced in the nurse's posted shift schedule. A nurse may be scheduled to work a 12 hour shift (without overtime being applicable for hours worked in excess of 7 ¾ hours) in a 8 hour facility/unit provided the posting indicated that the float position was a combination of 8 and 12 hour shifts. The memorandum regarding 12 hour shifts must be followed if there are any 12 hour shifts scheduled in the posted hours.

47. Re: Travel Nurse/Locum Assignment Program

It is agreed between the Employer and the Union to utilize nurses employed within an Employer Organization to provide additional staffing for facilities and services located in those parts of Northern Manitoba which require such staffing, and that there are mutual benefits to this internal approach including improved quality and continuity of patient/client/resident care.

The Travel Nurse/Locum Assignment Program is focused on addressing specific needs in Northern Manitoba by creating short term opportunities for nurses to experience nursing in the North and supporting the high staffing needs of the North.

The Travel Nurse/Locum Assignment program will provide nursing coverage for any identified staffing needs, such as, but not limited to vacation relief, short term leave relief, vacancy relief and additional workload requirements.

The parties agree that an advisory committee will be struck within sixty (60) days of ratification of the Collective Agreement with equal representation from the Employer and the Union to work together to advise on the principles governing the program, the program description, a communication plan, recruitment strategies and guidelines to address procedural issues.

Unless amended by agreement of the advisory committee or as provided in this Memorandum of Understanding, the terms and conditions of employment shall be determined by the applicable Collective Agreement.

It is agreed that during any locum assignment, the following will apply:

- 1) An allowance of \$6.00/hour or 15% (whichever is greater) will be paid to the Travel Nurse, and such allowance shall be paid on all hours worked (including overtime) during the locum assignment and shall be paid in addition to the nurse's basic rate of pay. This allowance shall be paid as income and does not attract any accruals or benefits.

- 2) A per diem of \$60.00/per day will be paid for each full day in the locum assignment including those days where the nurse is not scheduled to work and including travel days.
- 3) Accommodations will be provided by the Employer. The manner in which such accommodations are provided is up to the Employer, this may include Employer owned accommodations, rental accommodations, hotels etc.
- 4) Specified travel time, to and from the locum assignment, will be paid at the nurse's regular rate of pay, and will not include the \$6.00/hour allowance.
- 5) Transportation shall be provided for nurses during the locum assignment. Where the nurse provides their own transportation, reimbursement shall be paid in accordance with Article 2003 and any applicable Employer policy.
- 6) Nurses participating in the Travel Nurse/Locum Assignment program are not eligible to receive the payments outlined in Appendix F – Bi-Weekly Remoteness Allowance, nor the Isolation/Remoteness Retention Allowance.

It is understood that should the Employer wish to extend this program beyond Northern Manitoba, the parties shall meet to discuss any applicable requirements and rates.

This Memorandum of Agreement is made on a without prejudice and precedent basis and may only be referred to in relation to the enforcement hereof.

Currently the provisions herein apply only to those nurses who wish to utilize the travel locum to work in the NRHA.

48. Re: Joint Safe Patient Care Committee

In the interest of safe patient care and safe nursing practice, the parties agree to establish a Tripartite Manitoba Nurses Union/Employer/Manitoba Health Committee to review and make recommendations on issues of mutual interest to ensure effective and safe health care service delivery.

Topics will include but are not limited to:

- a) Nursing practice conditions
- b) Safety of patients and nurses
- c) Safe staffing model(s)
- d) Role of Charge Nurse
- e) Patient Care hours
- f) Community nursing

The Committee will be struck and will commence work within ninety (90) days of ratification. The parties shall create terms of reference for the Committee. Such terms of reference shall include a process whereby agreed recommendations may be implemented within the duration of the Collective Agreement.

49. Re: Inter-facility Position(s)

Applicable within and between the Employers and Sites in the SHEO and WCHREO, excluding Churchill Health Centre site, Eden Mental Health Centre site and any sites outside the City of Winnipeg.

Where “facility” is used in this memorandum, it shall also mean “programs” of the WRHA system listed above.

Whereas, periodically it may be appropriate to create positions higher than a Nurse II which fall under the scope of this Collective Agreement which are inter-facility in nature; and

Whereas, the creation of inter-facility position(s) must recognize the existence of separate Collective Agreements;

The parties agree as follows:

1. Where an inter-facility position(s) is contemplated, the Employers commit to contacting MNU and the respective Local/Worksite(s). The affected parties shall meet to discuss the specifics of the situation, in keeping with the principles as outlined in the Memorandum.
2. Should there not be mutual agreement between the affected parties, the inter-facility position(s) will not be posted as an inter-facility position(s).
3. In the event there is mutual agreement on a specific inter-facility position(s), such agreement shall be set out in a separate Memorandum of Understanding between the affected parties.
4. The positions contemplated in this memorandum will be either:
 - (i) a position(s) shared between two (2) or more Employers;
 - (ii) a position primarily located at one (1) site but requiring the performance of duties at each of the facilities/sites/programs.
5. The position(s) shall be posted in accordance with the respective Collective Agreement of both parties.

“Both parties” in this case means all parties.

6.
 - (a) For those position(s) outlined in 4 (i) above, all applicants from each of the facilities will be considered and shall be treated as internal candidates. Mobility seniority will be the seniority utilized for the purpose of selection into the shared position(s). An internal applicant awarded the position(s) will remain an employee of their current Employer.
 - (b) Those positions outlined in 4 (ii) above shall be awarded in accordance with the Collective Agreement of the facility where the position is primarily located.
7. The affected parties will determine and commit to writing, in the separate memorandum, which facility will be considered the Employer of record, in the event the successful applicant is external to the facilities/sites/programs.

8. The successful applicant(s) will be required to comply with the policies and procedures of each facility/site/program in which they will practice. Resolution of professional practice and/or any other disputes arising under the Collective Agreement shall be the responsibility of the Employer of record.
9. To cover the cost of parking at each facility, one deduction from the nurse's pay cheque will be made by the Employer of record. A reciprocal pass will be provided, if possible. It is understood the nurse(s) shall not incur parking costs exceeding the parking rate as determined by the Employer of record.

50. Re: Nurses in Inter-facility Positions

Where "facility" is used in this memorandum, it shall also mean "programs" of the WRHA system listed above.

The Employer and the Union agree they will work together to identify nurses who are currently in inter-facility positions. Memorandum(s) [as referenced in #49 of the Memo Re: Inter-facility Position(s)] will be developed to cover these nurses and the conditions that apply.

INDEPENDENT ASSESSMENT COMMITTEE (IAC)

IAC Chairpersons 1104 (a) (i)

Jan Currie

Kim Fraser

Donna McKenzie

Sandi Mowat

Carole Ohryn

Laurie Walus

Melody Muswaggon - Alternate

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EXCERPT FROM MNU HANDBOOK

HARASSMENT AND ABUSE BETWEEN MEMBERS - PROTOCOL REGARDING UNION REPRESENTATION (ARTICLE 7A.04)

The Workplace Safety and Health Act mandates that employers protect workers from violence and harassment in the workplace. The provisions address psychological harassment, such as intimidation, bullying and humiliation. Employers are required to put in place measures to prevent harassment and address it if it occurs.

These measures must include a harassment prevention policy and the employer must make sure that all workers know to follow this policy at all times. The harassment prevention policy must explain how to make a formal complaint about harassment, how the complaint will be investigated, and how the complainant and person accused of harassment will be informed of the results of the investigation. The employer is required to take corrective action respecting any person under the employer's direction who subjects a worker to harassment.

Two main types of harassment are covered under the regulation:

1. The first type is defined as any inappropriate conduct, comment, display, action or gesture by a person that is made on the basis of race, creed, religion, colour, sex, sexual orientation, gender determined characteristics, marital status, family status, source of income, political belief, political association, political activity, disability, physical size or weight, age, nationality, ancestry or place of origin.
2. The second type relates to what is sometimes referred to as "bullying". This may involve severe, repeated conduct that adversely affects a worker's psychological or physical well-being if it could reasonably cause a worker to be humiliated or intimidated, or a single occurrence, if it is shown to have a lasting, harmful effect on a worker.

The MNU Collective Agreement, Article 7A.04, states:

The Employer and the Union agree that no form of abuse of nurses will be condoned in the workplace. Both parties will work together in recognizing, facilitating the reporting of alleged abuse and resolving such problems as they arise.

Any nurse who believes a situation may become or has become abusive shall report this to the immediate supervisor. The Employer shall notify the Union as soon as reasonably possible after the receipt of the report. Every reasonable effort will be made to rectify the abusive situation to the mutual satisfaction of the parties.

MNU and its representatives bear a duty to fair representation of all members. This obligation continues to apply in the case when one member of the bargaining unit alleges that they have been harassed and/or abused by another member of the same bargaining unit. In this event, to make every reasonable effort to ensure that there is no perception of unfair representation and/or of bias against one member over another, the following protocol shall apply:

- (a) In order for a nurse who feels that they have been abused and/or harassed to have a grievance under the Collective Agreement, the nurse must first report their concerns to their immediate supervisor. This should be done in writing in accordance with the applicable Respectful Workplace Policy.
- (b) Local/Worksite Leaders may refer the nurse(s) to the Labour Relations Officer (LRO) assigned to the Local/Worksite. The complainant and the respondent will each be offered separate representation by a different LRO during the investigation and resolution process.
- (c) The role of each LRO will be to provide representation for the member at any investigative, disciplinary and/or mediation meetings in accordance with the principles of the duty to fair representation.
- (d) The employer must then investigate the complaint. MNU representatives will not participate in any form of joint investigation with the employer.
- (e) However, the MNU representatives may conduct their own individual investigation, separate and apart from the employer. This is similar to the form of investigation that the MNU would conduct prior to considering the filing of any grievance.
- (f) The employer must then make a decision as to whether it intends to take any action in response to the complaint of abuse. The MNU shall not participate in the determination of any penalty or recommendations in regard to such alleged abuse/harassment, in order to avoid a perception that the representative(s) have had any part in the imposition of any form of sanction, recommendation, or discipline.
- (g) Any further action by the MNU will depend upon the actions taken by the employer in response to the complaint and investigation of alleged abuse/harassment:
 - i. The MNU may file a grievance on behalf of the complainant if the employer is perceived to have condoned and/or failed to end the harassment/abuse.
 - ii. The MNU may file a grievance on behalf of the respondent if it is perceived that the discipline imposed is unfair and unreasonable.
 - iii. If the grievance filed on behalf of the complainant is successful, and the employer subsequently imposes some harsher form of discipline or sanction upon the abusing/harassing nurse, then the MNU would only consider filing a grievance on behalf of the abusing/harassing nurse if the penalty imposed is far too severe or extreme. So long as the penalty or sanction imposed is within the bounds of reasonableness, the MNU would not consider filing a second grievance contesting the discipline imposed by the employer on the abusing nurse, since the employer was only responding to the first grievance filed by the Union demanding that the employer take some action against the abusing/harassing nurse.

The aforementioned protocol would be applicable where one member of the bargaining unit is accusing another member of the bargaining unit of abuse/harassment. If a member of the MNU bargaining unit is alleging abuse/harassment by a person outside of the bargaining unit, then the normal and usual procedure involved in processing any potential grievance will be followed.

This is an **unofficial version**.

If you need an official copy, use the bilingual (PDF) version.

This version is current as of **August 5, 2022**.

It has been in effect since **February 26, 2022**

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C.C.S.M. c. W210

The Workplace Safety and Health Act

Table of Contents		Bilingual (PDF)	Regulations
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HER MAJESTY, by and with the advice and consent of the Legislative Assembly of Manitoba, enacts as follows:

DEFINITIONS

Definitions

1

In this Act, unless otherwise specified,

"agency of the government" means any board, commission, association, or other body, whether incorporated or unincorporated, all the members of which, or all the members of the board of management or board directors of which,

(a) are appointed by an Act of the Legislature or by the Lieutenant Governor in Council, or

(b) if not so appointed, are, in the discharge of their duties, public officers or servants of the Crown, or, for the proper discharge of their duties are, directly or indirectly, responsible to the Crown; (« organisme gouvernemental »)

"Board" means The Manitoba Labour Board established under *The Labour Relations Act*; (« Commission »)

"branch" means the Workplace Safety and Health Branch; (« Direction »)

"chief occupational medical officer" means the person designated as Chief Occupational Medical Officer under this Act; (« médecin du travail en chef »)

"committee" means a workplace safety and health committee established under section 40; (« comité »)

"construction project" means

(a) the construction, demolition, repair, alteration or removal of a structure, building, complex, street, road, highway, pipeline, sewage system or electrical telecommunication or transmission line,

(b) the digging of, working in or filling a trench or excavation,

(c) the installation, modification, repair or removal of any equipment or machinery, or

(d) any work prescribed by regulation as a construction project; (« projet de construction »)

"construction project site" means a workplace where work is performed on a construction project; (« chantier de construction »)

"contractor" means a person who, pursuant to one or more contracts, directs the activities of one or more employers or self-employed persons involved in work at a workplace; (« entrepreneur »)

"department" means such department of the government of Manitoba as may be designated by the Lieutenant Governor in Council for the purpose of this Act; (« ministère »)

"director" means the Director of the Workplace Safety and Health Branch appointed under subsection 14(4.1); (« directeur »)

"employer" includes

(a) every person who, by himself or his agent or representative employs or engages one or more workers, and

(b) the Crown and every agency of the government; (« employeur »)

"health" means the condition of being sound in body, mind and spirit, and shall be interpreted in accordance with the objects and purposes of this Act; (« santé »)

"improvement order" means an order made under section 26; (« ordre d'amélioration »)

- "minister"** means the member of the Executive Council charged by the Lieutenant Governor in Council with the administration of this Act; (« ministre »)
- "occupational health nurse"** means a practising registered nurse under *The Regulated Health Professions Act*; (« infirmière hygiéniste »)
- "occupational health service"** means a service organized in or near a workplace for the purposes of
- (a) protecting workers against any health hazard that may arise out of their work or the conditions under which it is carried on,
 - (b) ensuring the physical and mental adjustment of workers in their employment and ensuring their assignment to jobs for which they are suited, and
 - (c) contributing to the establishment and maintenance of a high degree of physical and mental well-being of the workers; (« service d'hygiène »)
- "owner"**, in relation to any land or premises used or to be used as a workplace, includes
- (a) a trustee, receiver, mortgagee in possession, tenant, lessee, licensee or occupier of the land or premises, and
 - (b) a person who acts for or on behalf of an owner as an agent or delegate, but does not include a person who occupies premises used as a private residence, unless that person carries on a business, profession or trade at that residence; (« propriétaire »)
- "person"** includes a partnership or an unincorporated association; (« personne »)
- "physician"** means a duly qualified medical practitioner; (« médecin »)
- "prime contractor"** means the prime contractor for a construction project referred to in section 7; (« entrepreneur principal »)
- "representative"** means a worker safety and health representative designated or appointed under section 41; (« délégué »)
- "reprisal"** means any act or omission by an employer or any person acting under the authority of the employer or any union which adversely affects any term or condition of employment, or of membership in a union, and without restricting the generality of the foregoing includes lay-off, suspension, dismissal, loss of opportunity for promotion, demotion, transfer of duties, change of location of workplace, reduction in wages, or change in working hours but does not include the temporary relocation of a worker to other similar or equivalent work without loss of pay or benefits until a condition that threatens the safety or health of the worker is remedied; (« mesure discriminatoire »)
- "safety"** means the prevention of physical injury to workers and the prevention of physical injury to other persons arising out of or in connection with activities in the workplace; (« sécurité »)
- "safety and health officer"** means a person designated as a safety and health officer under this Act; (« agent de sécurité et d'hygiène »)
- "stop work order"** means an order made under section 36; (« ordre d'arrêt du travail »)
- "supervisor"** means a person who has charge of a workplace or authority over a worker; (« surveillant »)
- "supplier"** means a person who supplies, sells, leases, installs or provides
- (a) any tool, equipment, machine or device, or
 - (b) any biological substance or chemical substance, to be used in a workplace; (« fournisseur »)
- "union"** means a union as defined under *The Labour Relations Act*; (« syndicat »)
- "welfare"** means the conditions or facilities, in or near a workplace, provided for the feeding, rest, hygiene or sanitary requirements of a worker; (« bien-être »)
- "worker"** includes
- (a) any person who is employed by an employer to perform a service whether for gain or reward, or hope of gain or reward or not,
 - (b) any person engaged by another person to perform services, whether under a contract of employment or not
 - (i) who performs work or services for another person for compensation or reward on such terms and conditions that he is, in relation to that person, in a position of economic dependence upon that person more closely resembling the relationship of any employee than that of an independent contractor, and
 - (ii) who works or performs services in a workplace which is owned or operated by the person who engages him to perform services,

(c) any person undergoing training or serving an apprenticeship at an educational institution or at any other place; (« travailleur »)

"worker safety and health representative" means the person designated as a worker safety and health representative under this Act; (« délégué à la sécurité et à la santé des travailleurs »)

"workplace" means any building, site, workshop, structure, mine, mobile vehicle, or any other premises or location whether indoors or outdoors in which one or more workers, or self-employed persons, are engaged in work or have worked. (« lieu de travail »)

S.M. 2002, c. 33, s. 3; S.M. 2009, c. 15, s. 251; S.M. 2013, c. 9, s. 2; S.M. 2018, c. 8, s. 28; S.M. 2021, c. 16, s. 2.

PURPOSE OF THIS ACT

General objects and purposes

2(1)

The objects and purposes of this Act are

- (a) to secure workers and self-employed persons from risks to their safety, health and welfare arising out of, or in connection with, activities in their workplaces; and
- (b) to protect other persons from risks to their safety and health arising out of, or in connection with, activities in workplaces.

Specific objects and purposes

2(2)

Without limiting the generality of subsection (1), the objects and purposes of this Act include

- (a) the promotion and maintenance of the highest degree of physical, mental and social well-being of workers;
- (b) the prevention among workers of ill health caused by their working conditions;
- (c) the protection of workers in their employment from factors promoting ill health;
- (d) the placing and maintenance of workers in an occupational environment adapted to their physiological and psychological condition; and
- (e) the promotion of workers' rights
 - (i) to know about safety and health hazards in their workplaces,
 - (ii) to participate in safety and health activities at their workplaces,
 - (iii) to refuse dangerous work, and
 - (iv) to work without being subject to a reprisal.

S.M. 2013, c. 9, s. 3; S.M. 2021, c. 16, s. 3.

APPLICATION OF THIS ACT

Application of Act

3

This Act applies to

- (a) the Crown in right of Manitoba and every agency of the government;
- (b) every employer, worker and self-employed person whose workplace safety, health and welfare standards are ordinarily within the exclusive jurisdiction of the Legislature to regulate; and
- (c) the Crown in right of Canada, every agency of the government of Canada, and every other person whose workplace safety, health and welfare standards are ordinarily within the jurisdiction of the Parliament of Canada, to the extent that the Crown in right of Canada may submit to the application of this Act.

DUTIES OF EMPLOYERS

General duties of employers

4(1)

Every employer shall in accordance with the objects and purposes of this Act

- (a) ensure, so far as is reasonably practicable, the safety, health and welfare at work of all his workers; and
- (b) comply with this Act and regulations.

Further duties of employer

4(2)

Without limiting the generality of an employer's duty under subsection (1), every employer shall

- (a) provide and maintain a workplace, necessary equipment, systems and tools that are safe and without risks to health, so far as is reasonably practicable;

- (b) provide to all his workers such information, instruction, training, supervision and facilities to ensure, so far as is reasonably practicable, the safety, health and welfare at work of all his workers;
- (c) ensure that all his workers, and particularly his supervisors, foremen, chargehands or similar persons, are acquainted with any safety or health hazards which may be encountered by the workers in the course of their service, and that workers are familiar with the use of all devices or equipment provided for their protection;
- (d) conduct his undertaking in such a way as to ensure, so far as is reasonably practicable, that persons who are not in his service are not exposed to risks to their safety or health arising out of, or in connection with activities in his workplace;
- (e) consult and co-operate with the workplace safety and health committee where such a committee exists, regarding the duties and matters with which that committee is charged under this Act;
- (f) consult and co-operate with the worker safety and health representative where such a representative has been designated, regarding the duties and matters with which that representative is charged under this Act;
- (g) co-operate with any other person exercising a duty imposed by this Act, or the regulations;
- (h) ensure that all of the employer's workers are supervised by a person who
 - (i) is competent, because of knowledge, training or experience, to ensure that work is performed in a safe manner, and
 - (ii) is familiar with this Act and the regulations that apply to the work performed at the workplace;
- (i) if the employer's workers are working on a construction project that has a prime contractor, advise the prime contractor of the name of the supervisor of the employer's workers on the project.

Employer as supervisor

[4\(3\)](#)

For the purposes of clause (2)(h), an employer may supervise his or her workers if he or she satisfies the criteria set out in that clause.

Employer's duty re training

[4\(4\)](#)

Without limiting the generality of clause (2)(b), every employer shall provide information, instruction and training to a worker to ensure, so far as is reasonably practicable, the safety, and health of the worker, before the worker

- (a) begins performing a work activity at a workplace;
- (b) performs a different work activity than the worker was originally trained to perform; or
- (c) is moved to another area of the workplace or a different workplace that has different facilities, procedures or hazards.

Performing work activity during training

[4\(5\)](#)

Notwithstanding subsection (4), a worker may perform a work activity while being trained if the worker is under the direction of a supervisor or another person who is fully trained and has sufficient experience in performing that work activity to ensure that the safety or health of the worker and any other person is not at risk.

Wages and benefits during training

[4\(6\)](#)

A worker is entitled to the same wages and benefits for any time spent in training that he or she would be entitled to had the worker been performing his or her regular work duties during that time.

S.M. 2002, c. 33, s. 7.

DUTIES OF SUPERVISORS

Duties of supervisors

[4.1](#)

Every supervisor shall

- (a) so far as is reasonably practicable,
 - (i) take all precautions necessary to protect the safety and health of a worker under his or her supervision,
 - (ii) ensure that a worker under his or her supervision works in the manner and in accordance with the procedures and measures required by this Act and the regulations, and

- (iii) ensure that a worker under his or her supervision uses all devices and wears all clothing and personal protective equipment designated or provided by the employer or required to be used or worn by this Act or the regulations;
- (b) advise a worker under his or her supervision of all known or reasonably foreseeable risks to safety and health in the area where the worker is performing work;
- (c) co-operate with any other person exercising a duty imposed by this Act or the regulations; and
- (d) comply with this Act and the regulations.

S.M. 2002, c. 33, s. 7.

DUTIES OF WORKERS

General duties of workers

5

Every worker while at work shall, in accordance with the objects and purposes of this Act,

- (a) take reasonable care to protect his safety and health and the safety and health of other persons who may be affected by his acts or omissions at work;
- (b) at all times, when the nature of his work requires, use all devices and wear all articles of clothing and personal protective equipment designated and provided for his protection by his employer, or required to be used and worn by him by the regulations;
- (c) consult and co-operate with the workplace safety and health committee, where such a committee exists, regarding the duties and matters with which that committee is charged under this Act;
- (d) consult and co-operate with the worker safety and health representative, where such a representative has been designated, regarding the duties and matters with which that representative is charged under this Act;
- (e) comply with this Act and the regulations; and
- (f) co-operate with any other person exercising a duty imposed by this Act or the regulations.

DUTIES OF SELF-EMPLOYED PERSONS

General duties of self-employed persons

6

Every self-employed person shall, in accordance with the objects and purposes of this Act,

- (a) conduct his undertaking in such a way as to ensure, so far as is reasonably practicable, that he or any other person is not exposed to risks to his or that person's safety or health, arising out of, or in connection with, activities in his workplace;
- (a.1) when he or she is working on a construction project that has a prime contractor, advise the prime contractor that he or she is working on the project;
- (b) comply with this Act and the regulations; and
- (c) co-operate with any other person exercising a duty imposed by this Act or the regulations.

S.M. 2002, c. 33, s. 10.

DUTIES OF PRIME CONTRACTORS

Requirement for prime contractor

7(1)

There shall be a prime contractor for a construction project if more than one employer or self-employed person is involved in work at the construction project site at the same time.

Prime contractor for construction project

7(2)

The prime contractor for a construction project is

- (a) the person who enters into a contract to serve as the prime contractor with the owner of the construction project site; or
- (b) if there is no contract referred to in clause (a), or if that contract is not in effect, the owner of the construction project site.

Duties of prime contractor

7(3)

The prime contractor for a construction project shall

- (a) ensure, so far as is reasonably practicable, that every person involved in work on the project complies with this Act and the regulations;
- (b) co-ordinate, organize and oversee the performance of all work at the construction project site and conduct his or her own activities in such a way as to ensure, so far as is reasonably practicable, that no person is exposed to risks to his or her safety or health arising out of, or in connection with activities at the construction project site;

- (c) co-operate with any other person exercising a duty imposed by this Act or the regulations; and
- (d) comply with this Act and the regulations.

S.M. 2002, c. 33, s. 11.

DUTIES OF CONTRACTORS

Duties of contractors

7.1

Every contractor shall

- (a) ensure, so far as is reasonably practicable,
 - (i) that every workplace where an employer, employer's worker or self-employed person works pursuant to a contract with the contractor, and
 - (ii) that every work process or procedure performed at a workplace by an employer, employer's worker or self-employed person pursuant to a contract with the contractor, that is not in the direct and complete control of that employer or self-employed person does not create a risk to the safety or health of any person;
- (b) if the contractor is involved in work on a construction project that has a prime contractor, advise the prime contractor of the name of every employer or self-employed person with whom the contractor has contracted to perform work on the project;
- (c) co-operate with any other person exercising a duty imposed by this Act or the regulations; and
- (d) comply with this Act and the regulations.

S.M. 2002, c. 33, s. 12.

DUTIES OF OWNERS

Duties of owners

7.2

Every owner of a workplace shall

- (a) ensure, so far as is reasonably practicable, that the land or premises used as a workplace that is under his or her control is provided and maintained in a manner that does not create a risk to the safety or health of any person;
- (b) co-operate with any other person exercising a duty imposed by this Act or the regulations; and
- (c) comply with this Act and the regulations.

S.M. 2002, c. 33, s. 12.

DUTIES OF SUPPLIERS

Duties of suppliers

7.3

Every supplier shall

- (a) ensure, so far as is reasonably practicable, that any tool, equipment, machine, device or chemical or biological substance provided by the supplier for use at a workplace
 - (i) is safe when used in accordance with the instructions provided by the supplier, and
 - (ii) conforms with the requirements of this Act and the regulations;
- (b) when prescribed by regulation, provide written instructions and information prescribed by regulation to every employer, self-employed person, contractor or prime contractor to whom the supplier supplies any tool, equipment, machine, device or chemical or biological substance; and
- (c) comply with this Act and the regulations.

S.M. 2002, c. 33, s. 12.

WORKPLACE SAFETY AND HEALTH PROGRAM

Establishment of workplace safety and health program

7.4(1)

An employer shall establish a written workplace safety and health program for each workplace where 20 or more workers of that employer are regularly employed.

Determining number of workers

7.4(2)

For the purposes of subsection (1), the number of workers employed at a workplace shall be determined by averaging, over the previous 12 months, the number of full-time and part-time workers present each working day.

Program for multiple workplaces

7.4(3)

Notwithstanding subsection (1), the director may issue a written order permitting an employer to establish a workplace safety and health program for more than one workplace or parts of more than one workplace.

Considerations of director

7.4(4)

In determining whether to make an order under subsection (3), the director shall take into account

- (a) the nature of the work performed at the workplace;
- (b) any request for an order by an employer, worker or union representing workers at the workplace; and
- (c) the frequency of injury or illness in the workplace or in the industry in question.

Content of program

7.4(5)

A workplace safety and health program must include

- (a) a statement of the employer's policy with respect to the protection of the safety and health of workers at the workplace;
- (b) the identification of existing and potential dangers to workers at the workplace and the measures that will be taken to reduce, eliminate or control those dangers, including procedures to be followed in an emergency;
- (c) the identification of internal and external resources, including personnel and equipment, that may be required to respond to an emergency at the workplace;
- (d) a statement of the responsibilities of the employer, supervisors and workers at the workplace;
- (e) a schedule for the regular inspection of the workplace and of work processes and procedures at the workplace;
- (f) a plan for the control of any biological or chemical substance used, produced, stored or disposed of at the workplace;
- (g) a statement of the procedures to be followed to protect safety and health in the workplace when another employer or self-employed person is involved in work at the workplace that includes
 - (i) criteria for evaluating and selecting employers and self-employed persons to be involved in work at the workplace, and
 - (ii) procedures for regularly monitoring employers and self-employed persons involved in work at the workplace;
- (h) a plan for training workers and supervisors in safe work practices and procedures;
- (i) a procedure for investigating accidents, dangerous occurrences and refusals to work under section 43;
- (j) a procedure for worker participation in workplace safety and health activities, including inspections and the investigation of accidents, dangerous occurrences and refusals to work under section 43;
- (k) a procedure for reviewing and revising the workplace safety and health program every three years or more often if circumstances at a workplace change in a way that poses a risk to the safety or health of workers at the workplace; and
- (l) any other requirement prescribed by regulation.

Requirement for consultation

7.4(6)

The employer shall design the workplace safety and health program in consultation with

- (a) the committee for the workplace; or
- (b) if there is no committee, the representative for the workplace.

Program available on request

7.4(7)

The employer shall make a workplace safety and health program available to the following persons on request:

- (a) the committee;
- (b) if there is no committee, the representative;
- (c) a worker at the workplace;
- (d) a safety and health officer.

Co-ordination of programs by prime contractor

7.4(8)

If workers from two or more employers that have workplace safety and health programs are working at a construction project site that has a prime contractor, the prime contractor shall coordinate the programs of those employers.

S.M. 2002, c. 33, s. 12; S.M. 2013, c. 9, s. 4.

DUTY TO PROVIDE REQUIRED INFORMATION

Definition: "required information"

7.5(1)

In this section, "**required information**" means any information

- (a) that may affect the safety and health of a person at a workplace;
- (b) that is necessary to identify and control any existing or potential hazards with respect to a workplace or any process, procedure or biological or chemical substance used at a workplace; or
- (c) prescribed by regulation as required information.

Required information by prime contractor

7.5(2)

Every prime contractor for a construction project shall provide, so far as is reasonably practicable, all required information that he or she knows or may reasonably be expected to know to

- (a) the owner of the construction project site; and
- (b) every contractor, employer and self-employed person who is involved in work on the project.

Required information by contractor

7.5(3)

Every contractor shall provide, so far as is reasonably practicable, all required information that he or she knows or may reasonably be expected to know to

- (a) every owner of a workplace with whom the contractor has a contract;
- (b) every employer and self-employed person at a workplace with whom the contractor has a contract; and
- (c) the prime contractor for a construction project, if the contractor is involved in work on a construction project for which there is a prime contractor.

Required information by owner

7.5(4)

Every owner of a workplace shall provide, so far as is reasonably practicable, all required information that he or she knows or may reasonably be expected to know to

- (a) every employer who employs workers at the workplace; and
- (b) every self-employed person who works at the workplace.

Required information by owner of construction project

7.5(5)

Despite subsection (4), if a workplace is a construction project site where work is performed on a construction project that is required to have a prime contractor, an owner of that workplace shall provide, so far as is reasonably practicable, all required information that he or she knows or may reasonably be expected to know only to the prime contractor.

S.M. 2002, c. 33, s. 12.

PERSONS WITH MULTIPLE FUNCTIONS

Definition: "function"

7.6(1)

In this section, "**function**" means the function of employer, supervisor, worker, self-employed person, prime contractor, contractor, owner or supplier under this Act and the regulations.

Multiple functions

7.6(2)

If a person has two or more functions under this Act in respect of one workplace, that person shall satisfy the duties imposed by this Act and the regulations for each function.

S.M. 2002, c. 33, s. 12.

Responsibility if duties apply to more than one person

7.7

If

- (a) one or more provisions in this Act or the regulations imposes the same duty on more than one person; and

- (b) one of the persons subject to that duty complies with the applicable provision; the other persons subject to that duty are relieved of their duty only during the time when
- (c) simultaneous compliance of that duty by more than one person would result in unnecessary duplication of effort and expense; and
- (d) the safety and health of any person at the workplace is not put at risk by compliance with that duty by only one person.

S.M. 2002, c. 33, s. 12.

RELATIONSHIP OF THIS ACT TO *THE WORKERS COMPENSATION ACT*

Effect on compensation

8

The failure to comply with any provision of this Act or the regulations does not affect the right of a worker to compensation under *The Workers Compensation Act*.

Effect on liabilities

9

The liabilities and obligations of any person under *The Workers Compensation Act* are not decreased, reduced, or removed, by reason only of his compliance with the provisions of this Act or the regulations.

10

[Renumbered as subsection 14(4)]

11(1)

[Repealed] S.M. 1991-92, c. 36, s. 65.

11(2)

[Renumbered as subsection 14(5)]

S.M. 1991-92, c. 36, s. 65.

DUTIES AND POWERS OF THE DIRECTOR

Duties of director

12

The director shall, in accordance with the objects and purposes of this Act,

- (a) be concerned with workplace safety and health generally, and with the maintenance of reasonable standards for the protection of the safety and health of workers and self-employed persons in Manitoba;
- (b) be responsible for the administration of this Act and the regulations;
- (c) submit from time to time to the minister such recommendations as he considers appropriate for the making of regulations;
- (d) ensure that persons and organizations concerned with the purposes of this Act are provided with information and advice pertaining to its administration and to the protection of the safety and health of workers generally;
- (e) prepare and maintain or cause to be prepared and maintained illness, death and accident statistics relating to workers and self-employed persons, and do so either alone or in conjunction with The Workers Compensation Board, the Department of Health, Healthy Living and Seniors, or any other department, agency or commission; and
- (f) do such other things in connection with safety and health in the workplace as the minister may direct, for the purposes of carrying out the provisions of this Act and the regulations and the provisions of any other Act or regulations assigned to the minister for administration.

S.M. 2013, c. 9, s. 5; S.M. 2014, c. 32, s. 38.

Powers of director

13

The director may, in accordance with the objects and purposes of this Act,

- (a) provide assistance to persons concerned with safety and health in the workplace, and provide services to assist workplace safety and health committees, employers and workers in maintaining reasonable standards for the protection of the safety and health of workers;
- (b) carry out studies and research, or cause studies and research to be carried out, and make arrangements for the publication of results of research, in matters relating to the safety and health of workers;

- (c) encourage, develop and conduct, either alone or in co-operation with organizations concerned with the purposes of this Act, education and information programs for promoting the safety and health of workers and for improving the qualifications of persons concerned with workplace safety and health;
- (d) make recommendations to the minister regarding grants of moneys for any of the purposes referred to in this section;
- (d.1) make recommendations to the minister regarding workplace safety and health and the prevention of workplace injury and illness;
- (d.2) coordinate examinations and investigations
 - (i) for determining the cause and particulars of any accident or ill health occurring to a worker, or self-employed person, and arising out of or in connection with activities in the workplace, or
 - (ii) for the prevention of accidents or ill health arising out of or in connection with activities in the workplace; and
- (e) perform such other functions as the minister may direct for the proper administration of this Act and the regulations.

S.M. 2013, c. 9, s. 6.

Public reporting of orders and penalties

13.1

The director may issue public reports disclosing details of improvement orders, stop work orders and administrative penalties made or imposed under this Act. The reports may disclose personal information as defined in *The Freedom of Information and Protection of Privacy Act*.

S.M. 2013, c. 9, s. 7.

DUTIES AND POWERS OF THE MINISTER

Powers of minister

14(1)

The minister may, in accordance with the objects and purposes of this Act,

- (a) authorize the director or any other person to investigate and make a special report to him on any accident, occurrence, or any matter of safety and health in the workplace;
- (b) appoint the director or any other person to conduct a public inquiry into any matter of safety or health in the workplace, and the director or the person so appointed, for the purpose of an inquiry, has all the powers of a commissioner under Part V of *The Manitoba Evidence Act*;
- (c) appoint consultants and advisors who are professionally or technically qualified to advise him in the making of regulations, or to advise him on the administration of this Act or regulations;
- (d) [repealed] S.M. 2018, c. 8, s. 28;
- (e) [repealed] S.M. 2021, c. 16, s. 4;
- (f) do such other things as he deems necessary for the proper carrying out of this Act.

Remuneration and expenses

14(2)

Subject to the approval of the Lieutenant Governor in Council, consultants or advisors may be paid such remuneration and out-of-pocket expenses as may be authorized by the minister.

Payment of certain costs

14(3)

The minister may authorize the payment of certain costs

- (a) for investigative and consultative services; and
- (b) for medical examinations and reports made under this Act, the costs of which are not payable from public funds;

that may be carried out or rendered for the purposes of this Act.

Administration of Act

14(4)

This Act is to be administered through the Workplace Safety and Health Branch of the department.

Appointment

14(4.1)

A Director of Workplace Safety and Health must be appointed under Part 3 of *The Public Service Act*.

Consolidated Fund

[14\(5\)](#)

To assist in defraying the expenses incurred in the administration of this Act moneys may be paid from the Consolidated Fund, if authorized by an Act of the Legislature to be so paid and applied.

[S.M. 2002, c. 33, s. 14](#) and [15](#); [S.M. 2013, c. 9, s. 8](#); [S.M. 2018, c. 8, s. 28](#); [S.M. 2021, c. 11, s. 137](#); [S.M. 2021, c. 16, s. 4](#).

Review

[14.1](#)

At least once every five years, the minister must undertake a review of this Act that includes consultations with representatives of employers and workers.

[S.M. 2018, c. 8, s. 28](#).

[15](#)

[Repealed]

[S.M. 2015, c. 43, s. 66](#); [S.M. 2018, c. 8, s. 28](#).

[16](#)

[Repealed]

[S.M. 2002, c. 33, s. 19](#); [S.M. 2018, c. 8, s. 28](#).

CHIEF OCCUPATIONAL MEDICAL OFFICER

Chief occupational medical officer

[17\(1\)](#)

The minister shall appoint as chief occupational medical officer for the purpose of this Act, a person who is a duly qualified medical practitioner and who has training and experience in occupational medicine.

Powers of chief occupational medical officer

[17\(2\)](#)

The chief occupational medical officer has all the powers of a workplace safety and health officer as set out in this Act, and such other powers as may be conferred upon him by the minister or the regulations.

Authorization for occupational health nurse

[17\(3\)](#)

The chief occupational medical officer may provide written authority to a person who is an occupational health nurse to enter a workplace for the purpose of enforcing provisions of this Act, and a person so authorized shall have such duties and powers as are prescribed for the person by the chief occupational medical officer, but the duties and powers prescribed shall not include any duties and powers that are not prescribed for a person who is appointed as a safety and health officer under this Act.

[17.1](#)

[Repealed]

[S.M. 2013, c. 9, s. 9](#); [S.M. 2021, c. 16, s. 5](#).

REGULATIONS, CODES AND STANDARDS

Regulations

[18\(1\)](#)

The Lieutenant Governor in Council may make regulations

- (a) respecting standards and practices to be established and maintained by employers, supervisors, self-employed persons, prime contractors, contractors, owners and suppliers to protect the safety and health of any person at a workplace;
- (b) respecting procedures, measures and precautions that are required, or prohibited, when performing any work activity;
- (c) imposing requirements respecting conditions at workplaces, including such matters as the structural condition and stability of premises, available exits from premises, cleanliness, temperature, lighting, ventilation, overcrowding, noise, vibrations, ionizing and other radiations, dust and fumes;
- (c.1) respecting the prohibition of smoking and e-cigarette use at workplaces, including deeming a contravention of *The Smoking and Vapour Products Control Act* relating to workplaces to be a contravention of this Act for the purpose of issuing an improvement order under section 26;

- (d) prescribing minimum standards of welfare facilities at workplaces, including the supply of water, sanitary conveniences and facilities for washing, bathing, changing, storing personal property, breaks and refreshment;
- (e) regulating or prohibiting the manufacture, supply, or use of any plant, tool, equipment, machine or device;
- (f) respecting the design, construction, guarding, siting, installation, commissioning, examination, repair, maintenance, alteration, adjustment, dismantling, testing, inspection, use, or approval prior to installation or use, of any plant, tool, equipment, machine or device;
- (g) prescribing requirements with respect to the marking of any plant, tool, equipment, machine or device used or manufactured in any workplace, and regulating or restricting the use of specified markings;
- (h) regulating or prohibiting the manufacture, supply, keeping, handling or use of any substance or material that may adversely affect the safety or health of any person at a workplace;
- (i) respecting the testing, labelling and examination of any substance or material that may affect the safety or health of any person at a workplace;
- (j) respecting the prevention, study and treatment of industrial diseases, including arrangements for medical examinations and health surveillance of persons involved in work at a workplace;
- (k) respecting the monitoring of atmospheric and other conditions in workplaces;
- (l) respecting the instruction, training and supervision of workers;
- (m) respecting the provision by employers, and the use by workers, of protective clothing or devices, including clothing affording protection against the weather;
- (n) prohibiting the performance of specified functions by any person who does not possess specified qualifications or experience;
- (o) respecting licences, certificates or designations required by persons performing specified functions at a workplace, and the fees and conditions required to obtain a licence, certificate or designation;
- (p) requiring a person to obtain a permit to carry on a specified activity affecting the safety or health of any person at a workplace, including the terms and conditions and the fee for the permit;
- (q) respecting the suspension or cancellation of any licence, certificate or permit issued under this Act;
- (r) respecting the preparation, maintenance and submission of records and reports dealing with accidents, industrial diseases and workplace safety and health standards;
- (s) restricting, prohibiting or requiring any activity if an accident or any other specified dangerous occurrence has occurred, or may occur;
- (t) respecting committees, including but not limited to
 - (i) the operation of committees,
 - (ii) the frequency of meetings of committees, including more frequent meetings for specified classes of workplaces,
 - (iii) the participation of committees members in inspections, investigations and other related matters, and
 - (iv) the submission of committee records to the director;
- (u) respecting representatives, including but not limited to
 - (i) the participation of representatives in inspections, investigations and other related matters, and
 - (ii) the submission of representatives' records to the director;
- (v) respecting workplace safety and health programs;
- (w) prescribing the persons to whom, circumstances in which, and methods by which specified information concerning safety and health shall be communicated;
- (x) prescribing the fees payable for examinations required under this Act;
- (y) respecting arrangements for ambulance service and first-aid treatment at workplaces;
- (z) respecting the employment or the provision of alternate employment to
 - (i) a pregnant or nursing worker, and
 - (ii) a worker whose safety or health is put at risk by exposure to a chemical or biological substance;
- (aa) respecting the establishment of policies and procedures in workplaces or classes of workplaces to prevent and respond to potentially violent situations;
- (bb) respecting measures that employers shall take to prevent harassment in the workplace;

- (bb.1) for the purpose of section 21, respecting the criteria to be used and the procedures to be followed when determining whether to make an order, or to reconsider an order, exempting a person or class of persons from any provision of a regulation;
- (bb.2) for the purpose of section 40,
 - (i) respecting the procedures to be followed in determining whether to issue an order, or to reconsider an order, under subsection 40(6) or (7.1), and
 - (ii) respecting any additional criteria to be considered by the director under subsection 40(7);
- (cc) for the purpose of section 53.1,
 - (i) specifying the form and content of notices of administrative penalties,
 - (i.1) prescribing provisions of this Act or the regulations for the purposes of subclauses 53.1(1)(a)(ii) and (2)(a)(ii),
 - (ii) respecting the determination of amounts of administrative penalties, which may vary according to the number of workers affected by, or the nature or frequency of, the matter that gave rise to the issuance of the notice of administrative penalty, and
 - (iii) respecting any other matter necessary for the administration of a system of administrative penalties provided for under this Act;
- (dd) defining the meaning of any word or phrase used but not defined in this Act;
- (ee) respecting any matter required or authorized by this Act to be prescribed or dealt with by regulation;
- (ff) respecting any matter that the Lieutenant Governor in Council considers necessary or advisable to carry out the purposes of this Act.

Application of regulations

18(2)

A regulation made under subsection (1) may be made applicable generally to all workplaces, or particularly to one or more workplaces, or to such classes thereof as may be specified therein.

S.M. 2002, c. 33, s. 22; S.M. 2004, c. 17, s. 10; S.M. 2013, c. 9, s. 10; S.M. 2015, c. 36, s. 20; S.M. 2018, c. 18, s. 14.

Approval of codes of practice

19(1)

For the purpose of providing practical guidance with respect to the requirements of any provision of the regulations, the director may approve and issue such codes of practice or any amendment or revision thereof as in his opinion are suitable for that purpose.

Notice in Gazette

19(2)

Where a code of practice is approved by the director under subsection (1), he shall cause to be published in the Manitoba Gazette a notice identifying the code, specifying the provisions of the regulations to which it applies and stating the effective date of the approval.

Failure to observe code, no offence

20(1)

The failure by any person to observe any provision of an approved code of practice is not of itself an offence.

Admissibility of codes as evidence

20(2)

Where a person is charged with a breach of any provision of the regulations in respect of which the director has issued a code of practice, that code is admissible as evidence in a prosecution for the violation of the provision of the regulation.

Certified copy of code required

20(3)

A copy of a code of practice, or any amendment or revision thereto as approved by the director, certified to be a true copy by the director shall be received as evidence in any court without proof of the signature or of the official character of the person purporting to have signed the certificate.

Onus

20(4)

Where a code of practice is admitted as evidence under subsection (2), and a prima facie case of non-compliance with the code of practice is established, the onus is on the accused to prove that he has complied with the regulation.

Exemption from regulation

21(1)

After consulting with any parties he or she considers appropriate, the director may, in accordance with the regulations, make a written order exempting a person or class of persons from any provision of a regulation to meet the special circumstances in a particular case.

Considerations on exemptions

21(2)

The director may make an order under subsection (1) only if he or she is satisfied that no worker's health or safety is materially affected by the exemption and any criteria set out in the regulations are met.

Terms and conditions of order

21(3)

The director may impose any terms or conditions in connection with the order that the director considers necessary to maintain the safety or health of a worker.

Reconsideration of exemption order

21(4)

If, after making an order under this section, additional information comes to the attention of the director, the director may, in accordance with the regulations, reconsider the order and

- (a) confirm the order; or
- (b) vary, suspend or revoke the order if the director believes that
 - (i) he or she would have come to a different decision if the information had been known when the order was made, or
 - (ii) a worker's safety or health is materially affected by the order.

S.M. 2002, c. 33, s. 23; S.M. 2013, c. 9, s. 11.

SAFETY AND HEALTH OFFICERS

Appointment of safety and health officers

22(1)

The minister may appoint persons as safety and health officers for the purpose of enforcing this Act and the regulations.

Agreements with other provinces

22(2)

The minister may enter into an agreement with any province authorizing a person employed by that province to act as a safety and health officer for the purpose of this Act.

Inspections for other jurisdictions

22(3)

The minister may consent to have a safety and health officer carry out safety and health inspections or other work on behalf of another province or the Government of Canada upon such terms and conditions as he deems advisable.

Credentials to be provided to safety and health officer

22(4)

The minister shall provide each safety and health officer with written credentials of his appointment which the officer shall produce upon request when exercising or seeking to exercise any of the powers conferred on him under this Act.

Duties of safety and health officers

23

A safety and health officer shall

- (a) make such inspections and inquiries, and carry out such tests, as he deems necessary to ascertain whether compliance is being made with the provisions of this Act and the regulations; and
- (b) carry out such other duties as may be assigned to safety and health officers under this Act or the regulations.

Powers of safety and health officers

24(1)

For the purpose of enforcing this Act and the regulations, a safety and health officer may, at any reasonable time, or where in his opinion a situation exists that is or may be dangerous at any time

- (a) without a warrant and without prior notification enter any place or premises in which he has reason to believe workers or self-employed persons are working or were working, other than premises used for personal residential purposes;

- (b) under the authority of an order made under subsection (2), enter any premises used for personal residential purposes in which he has reason to believe workers or self-employed persons are working or were working;
- (c) take with him any other person, and such equipment and materials, as he needs to assist him; and arrange with the employer, or person in charge of the place or premises, for that other person to re-enter alone to perform specified duties;
- (d) make such examinations and investigations as he deems necessary for determining the cause and particulars of any accident or ill health occurring to a worker, or self-employed person, and arising out of or in connection with activities in the workplace, or for the prevention of accidents or ill health arising out of or in connection with activities in the workplace;
- (e) take such measurements and photographs, make such tests and recordings, and take such samples of articles or substances found in the place or premises, or of the atmosphere in or near the place or premises as he deems necessary;
- (f) test or cause to be tested any equipment in the place or premises, or for the purposes of testing, require the equipment to be removed to a place designated by the director;
- (f.1) require the employer or a person designated by the employer to demonstrate the use of any machinery, equipment, appliance or thing at a workplace;
- (g) cause any article, substance or sample taken pursuant to clause (e), to be dismantled or subjected to any process or test but not in such manner as to damage or destroy it unless under the circumstances damage thereto is unavoidable or necessary;
- (h) in the case of any article, substance or equipment mentioned in clauses (e) and (g), to take possession thereof and detain it for so long as is necessary for use as evidence in any proceedings or prosecution under this Act;
- (i) require any documents, books, or records that relate in any way to the safety and health in workplaces of workers, or self-employed persons, to be produced for inspection and to make copies thereof or take extracts therefrom;
- (j) require any person to provide him with facilities or assistance with respect to any matters or things within that person's control, or in relation to which that person has responsibilities;
- (k) in conducting any inspection, inquiry, investigation, or examination under this section, or under section 23 require any person, whom the officer has reasonable cause to believe to possess any information respecting the conditions of workplace safety, health and welfare, to attend an interview and to provide full and correct answers, either orally or in writing, to such questions as the officer thinks fit to ask; and the interview shall take place in the absence of persons other than a person nominated by the person being interviewed to be present, and any other person whom the officer may allow to be present;
- (l) direct that any workplace, or part thereof, or anything therein, be left undisturbed for such time as is reasonably necessary for any of the purposes specified in clauses (d), (e) and (g);
- (m) do such other things as may be authorized by the minister.

Order for entry into residential premises

24(2)

A safety and health officer may apply to a judge of the Court of Queen's Bench for an order requiring the person in possession of any residential premises in which the safety and health officer has reason to believe workers or self-employed workers are working or were working to permit the safety and health officer to enter the residential premises for the purposes of inspecting them and, if the judge is satisfied that it is reasonable and necessary for the administration of the Act to grant such an order, he may grant the order.

S.M. 2002, c. 33, s. 25.

Power of commissioner under Evidence Act

25

A safety and health officer, for the purpose of conducting an inspection, inquiry or investigation under this Act or the regulations, has all the powers of a commissioner under Part V of *The Manitoba Evidence Act*.

IMPROVEMENT ORDERS

Improvement orders

26(1)

Where a safety and health officer is of the opinion that a person

- (a) is contravening any provision of this Act or the regulations; or

(b) has contravened any provision of this Act or the regulations in circumstances which make it likely that the contravention will continue or be repeated;
the officer may make an improvement order against that person, requiring that person to remedy the contravention within such period as may be specified in the order and stating the reasons for making the order and requiring the person to maintain compliance with the improvement order.

Stop work warning

26(2)

Where the officer believes that the contravention referred to in clause (1)(a) or (b), involves or is likely to involve a serious risk to the safety or health of any person in or about the workplace, he may, in the improvement order specify that if the contravention is not remedied within the period mentioned therein, a stop work order may be issued in accordance with section 36.

S.M. 2013, c. 9, s. 12.

27 to 31

[Repealed]

S.M. 2002, c. 33, s. 27.

32

[Renumbered as section 36.3]

Remedial measures

33

An improvement order may, but need not, include directions as to the measures to be taken to remedy any contravention or matter to which the order relates, and those directions

- (a) may be made by reference to any approved code of practice; and
- (b) may set out different ways of remedying the contravention or matter.

Period for compliance with improvement orders

34

Where an improvement order provides a period for compliance therewith

- (a) the period shall begin at the time the order is communicated to the person against whom it is made;
- (b) the order may be withdrawn by the safety and health officer at any time before the end of the specified period; or
- (c) the period may be extended by the safety and health officer, unless an appeal against the order is made and not finally disposed of.

Reporting compliance with improvement orders

35(1)

The person against whom an improvement order is made shall

- (a) within seven days after the expiry of the period specified in the order or any extension thereof prepare a written report on the measures taken to remedy the contravention and on any measures yet to be taken;
- (b) send a copy of the report to the workplace safety and health officer who made the order;
- (c) provide a copy of the report to the workplace safety and health committee for the workplace with respect to which the order was made or to the worker safety and health representative, if no safety and health committee exists; and
- (d) post in a prominent place at or near the workplace a copy of the report if there is no safety and health committee or a worker safety and health representative for the workplace.

Achieving compliance with improvement orders

35(2)

Despite the submission of a report under subsection (1), the report is not determinative of whether or not the improvement order has been complied with. The person against whom an improvement order is made only achieves compliance with the order when an officer determines that compliance has been achieved.

S.M. 2002, c. 33, s. 29; S.M. 2013, c. 9, s. 13.

STOP WORK ORDERS

Stop work order

36(1)

Where a safety and health officer is of the opinion that activities that involve, or are likely to involve, an imminent risk of serious physical or health injury are being carried on, or are about to be

carried on, in a workplace, or where a contravention specified in an improvement order was not remedied and a warning was given in accordance with subsection 26(2), the officer may make a stop work order providing for any one or more of the following matters:

- (a) the cessation of those activities;
- (b) that all or part of the workplace be vacated;
- (c) that no resumption of those activities be permitted by the employer.

Stop work order — multiple workplaces

36(1.1)

Where a safety and health officer is of the opinion that activities that involve, or are likely to involve, an imminent risk of serious physical or health injury are being carried on, or are about to be carried on, by workers of the same employer at more than one workplace, the officer may make a stop work order providing for any one or more of the following matters:

- (a) the cessation of those activities;
- (b) that all or part of any of the employer's workplaces be vacated;
- (c) that no resumption of those activities be permitted by the employer at any of the employer's workplaces.

Improvement work not affected

36(2)

A stop work order does not prevent the doing of any work or thing that may be necessary in order to remove the risk of injury referred to in subsection (1) or (1.1).

36(3)

[Repealed] S.M. 2002, c. 33, s. 31.

Duration of stop work order

36(4)

A stop work order remains in effect until it is

- (a) withdrawn or discontinued by the safety and health officer who issued it; or
- (b) set aside or varied by the director or the Board under subsection 37(4) or 39(5).

Duration of varied order

36(5)

When the director or the Board varies a stop work order, the varied order remains in effect until a safety and health officer withdraws or discontinues it.

Workers must be paid

36(6)

While a stop work order is in effect,

- (a) any worker who is directly affected by the order is entitled to the same wages and benefits that he or she would have received had the stop work order not been issued; and
- (b) the employer may re-assign the worker to alternate work.

If alternate work not available

36(7)

If the employer provides satisfactory evidence to the director that alternate work is not available, the director may order that clause 6(a) does not apply for any period that the director specifies in the order, but until the director makes an order the employer is required to provide a worker with all wages and benefits under that clause.

Appeal

36(8)

A person affected by an order of the director under subsection (7) may appeal it to the Board. In that case, section 39 applies with necessary changes.

S.M. 2002, c. 33, s. 31; S.M. 2013, c. 9, s. 14.

COMMUNICATING IMPROVEMENT ORDERS AND STOP WORK ORDERS

Communication of orders

36.1(1)

Subject to subsection (2), an improvement order or stop work order may be communicated to the person against whom the order is made

- (a) by delivering a copy of the order to the person or an agent of the person;
- (b) by sending a copy of the order by registered mail to the last known address of the person; or

- (c) if, despite reasonable efforts, the order cannot be communicated by delivery or mail under clause (a) or (b), by posting a copy of the order in a conspicuous place at or near the workplace with respect to which the order was made.

Communication to worker and self-employed person

36.1(2)

An improvement order or a stop work order against a worker or self-employed person may be communicated

- (a) by delivering a copy of the order to the worker or the self-employed person; or
- (b) if, despite reasonable efforts, the order cannot be delivered to the worker or self-employed person, by sending a copy of the order by registered mail to the last known address of the worker or self-employed person.

Communication of improvement order

36.1(3)

If an improvement order is posted at a workplace under subsection (1), it is deemed to have been communicated to the person against whom the order was made 24 hours after the order was posted.

Communication of stop work order

36.1(4)

A stop work order is deemed to have been communicated at the time it is delivered, received or posted in accordance with this section and takes effect immediately upon delivery, receipt or posting.

Directions for communication

36.1(5)

Despite subsections (1) and (2), the director may direct that an order be communicated to a person in a manner not described in this section and may direct when the order is deemed to have been communicated.

S.M. 2002, c. 33, s. 31.

Communication of orders to prime contractor

36.2

If a safety and health officer makes an order against any person involved in work on a construction project that has a prime contractor, the officer shall provide a copy of the order to the prime contractor.

S.M. 2002, c. 33, s. 31.

Communication to workplace committees

36.3(1)

A copy of every improvement order shall be provided by the safety and health officer to

- (a) the workplace safety and health committee for the workplace with respect to which the order was made; or
- (b) the worker safety and health representative, if no safety and health committee exists for the workplace.

Posting improvement order

36.3(2)

Where there is no workplace safety and health committee or a worker safety and health representative for the workplace, the officer shall post in a prominent place at or near the workplace a copy of every improvement order.

S.M. 2002, c. 33, s. 28.

APPEALS

Appeal can be made to director

37(1)

A person directly affected by an order or decision of a safety and health officer made under

- (a) section 26 (improvement order);
- (b) section 36 (stop work order);
- (c) section 42.1 (reprisal); or
- (d) section 43.1 (right to refuse dangerous work);

may appeal the order or decision to the director.

How to appeal

[37\(2\)](#)

The person appealing shall send a written appeal notice to the director within 14 days after the date of the order or decision, or within any further period that the director may allow. The notice must state the reasons for the appeal and list the persons interested in the appeal.

Submissions from interested persons

[37\(2.1\)](#)

The director must give the interested persons listed in the notice of appeal an opportunity to provide oral or written submissions, as determined by the director, about the matter that is the subject of the appeal.

Hearing not required

[37\(3\)](#)

The director is not required to hold a hearing before deciding an appeal.

Decision

[37\(4\)](#)

On an appeal, the director may

- (a) make an order confirming, varying or setting aside the order or decision; or
- (b) make any other order the director considers reasonable.

Reasons

[37\(5\)](#)

The director must make a decision about the appeal, and give written reasons, within a reasonable time after receiving the appeal notice, unless the appeal has been referred to the Board under section 38.

Original decision remains in effect pending appeal

[37\(6\)](#)

Unless the director orders otherwise, an appeal under this section does not suspend the operation of the order or decision under appeal.

S.M. 1995, c. 33, s. 23; S.M. 2002, c. 33, s. 32; S.M. 2013, c. 9, s. 15; S.M. 2021, c. 16, s. 6.

Confirmation of order or decision

[37.1](#)

Despite section 37, the director may make an order confirming an order or decision of a safety and health officer at any time after receiving a notice of appeal if

- (a) the director is of the opinion that the matter under appeal is frivolous or vexatious; or
- (b) in the case of an appeal of a reprisal, the director determines that the reprisal was not referred to a safety and health officer in the time period required by subsection 42.1(1.1).

S.M. 2021, c. 16, s. 7

Referring an appeal to Board

[38\(1\)](#)

Instead of deciding an appeal under section 37, the director may refer it to the Board. In that case, subsections 39(2) to (8) apply to the appeal, with necessary changes.

Reasons

[38\(2\)](#)

The director must give written reasons for a decision to refer an appeal to the Board under subsection (1).

Director to give information to Board

[38\(3\)](#)

On referring an appeal to the Board, the director shall

- (a) inform the person appealing that the appeal has been referred to the Board;
- (b) give the Board
 - (i) the appeal notice under section 37,
 - (ii) any written information the director has that is relevant to the appeal, and
 - (iii) a list of persons who the director thinks are directly affected by the order or decision under appeal; and
- (c) give each person on that list a copy of the appeal notice and any written information the director has that is relevant to the appeal.

S.M. 2002, c. 33, s. 32.

Appeal to Board

[39\(1\)](#)

Any person directly affected by an order or decision of the director under section 37 may appeal it to the Board, but an order or decision of the director under section 37.1 is final and cannot be appealed to the Board.

How to appeal

[39\(2\)](#)

The person appealing must send a written appeal notice to the Board within 14 days after the date of the order or decision, or within any further period that the Board may allow. The notice must state the reasons for the appeal and must be in the form and contain the information the Board requires.

Notice of hearing date

[39\(3\)](#)

On receiving a notice of appeal, the Board shall

- (a) fix a date, time and place for hearing the appeal; and
- (b) give written notice of the hearing to the person appealing, the director and any other person directly affected, at least five days before the hearing date.

Director is party

[39\(4\)](#)

The Director is a party to an appeal under this section.

Right to be heard

[39\(5\)](#)

At the hearing, the Board shall give any interested person an opportunity to be heard, to present evidence and to make presentations.

Decision

[39\(6\)](#)

After hearing an appeal, the Board may make an order confirming, varying or setting aside the order or decision appealed from. It may also make any other order it considers necessary that is mentioned in subsection 31(4) of *The Labour Relations Act* (remedies for unfair labour practice).

Order remains in effect pending appeal

[39\(7\)](#)

Unless otherwise ordered by the Board chairperson, an appeal to the Board under this section does not suspend the operation of the order or decision under appeal.

Order filed in Queen's Bench

[39\(8\)](#)

An order of the Board may be filed in the Court of Queen's Bench and enforced in the same manner and to the same extent as a judgment of that court.

Appeal to Court of Appeal

[39\(9\)](#)

A person who is a party to an order of the Board made under subsection (6) may appeal the order to The Court of Appeal, but only on a question of law or jurisdiction and by leave of a judge of the Court.

[S.M. 2002, c. 33, s. 32](#); [S.M. 2013, c. 9, s. 16](#); [S.M. 2021, c. 16, s. 8](#).

**WORKPLACE SAFETY AND HEALTH
COMMITTEES AND REPRESENTATIVES**

Workplace safety and health committee

[40\(1\)](#)

An employer must establish a workplace safety and health committee

- (a) for each workplace where
 - (i) in the case of a seasonal workplace, at least 20 of the employer's workers are involved, or are expected to be involved, in work and the work is expected to continue for at least 90 days, and
 - (ii) in the case of any other workplace, at least 20 of the employer's workers are regularly employed; and
- (b) for any other individual workplace or class of workplace designated by a written order of the director.

Exception for construction project with prime contractor

[40\(2\)](#)

Subsection (1) does not apply to a construction project site that is required to have a prime contractor.

Committee for construction project site

40(3)

A prime contractor shall establish a committee at a construction project site if

- (a) at least 20 workers are involved, or expected to be involved, in work on a construction project; and
- (b) the project is expected to require more than 90 days to complete.

Determining number of workers

40(4)

For the purposes of subsection (1), the number of workers employed at a workplace shall be determined by averaging, over the previous 12 months, the number of full-time and part-time workers present each working day.

More than one committee in a workplace

40(5)

The director may issue a written order requiring an employer or prime contractor to establish more than one committee for a workplace. The order may provide for the composition, practice and procedures of those committees.

Committee for multiple workplaces

40(6)

Notwithstanding subsections (1) and (3), the director may, in accordance with the regulations, issue a written order permitting an employer or prime contractor to establish one committee for more than one workplace or parts of more than one workplace. The order may provide for the composition, practice and procedures of that committee.

Considerations of director

40(7)

In determining whether to make an order under subsection (5) or (6), the director shall take into account

- (a) the nature of the work performed at the workplace;
- (b) any request for an order by an employer, prime contractor, worker or union representing workers at the workplace;
- (c) the frequency of injury or illness in the workplace or in the industry in question; and
- (d) with respect to an order under subsection (6), any additional criteria set out in the regulations.

Reconsideration re one committee for multiple workplaces

40(7.1)

If, after making an order under subsection (6), additional information comes to the attention of the director, the director may, in accordance with the regulations, reconsider the order and

- (a) confirm the order; or
- (b) vary, suspend or revoke the order if the director believes that
 - (i) he or she would have come to a different decision if the information had been known when the order was made, or
 - (ii) a worker's safety or health is materially affected by the order.

Membership of committee

40(8)

A committee

- (a) shall consist of not fewer than four or more than 12 persons, of whom at least 1/2 shall be persons
 - (i) representing workers who are not associated with the management of the workplace, and
 - (ii) appointed in accordance with the constitution of the union that is the certified bargaining agent or that has acquired bargaining rights on behalf of those workers, or where no such union exists, persons elected by the workers they represent; and
- (b) shall have two co-chairpersons — one chosen by the employer members on the committee, and the other chosen by the worker members on the committee — who shall alternate in serving as chairperson at meetings of the committee and shall participate in all decisions of the committee.

Posting of names of members

40(9)

The employer or prime contractor shall ensure that the names of the committee members are posted conspicuously in the workplace.

Duties of committee

[40\(10\)](#)

The duties of a committee include

- (a) the receipt, consideration and disposition of concerns and complaints respecting the safety and health of workers;
- (b) participation in the identification of risks to the safety or health of workers or other persons, arising out of or in connection with activities in the workplace;
- (c) the development and promotion of measures to protect the safety and health and welfare of persons in the workplace, and checking the effectiveness of such measures;
- (d) co-operation with the occupational health service, if such a service has been established within the workplace;
- (e) co-operation with a safety and health officer exercising duties under this Act or the regulations;
- (f) the development and promotion of programs for education and information concerning safety and health in the workplace;
- (g) the making of recommendations to the employer or prime contractor respecting the safety and health of workers;
- (h) the inspection of the workplace at regular intervals;
- (i) the participation in investigations of accidents and dangerous occurrences at the workplace;
- (j) the maintenance of records in connection with the receipt and disposition of concerns and complaints and the attendance to other matters relating to the duties of the committee; and
- (k) such other duties as may be specified in this Act or prescribed by regulation.

Time off for committee work

[40\(11\)](#)

A member of a committee is entitled to take the following time off from his or her regular duties:

- (a) one hour or such longer period of time as the committee determines is necessary to prepare for each committee meeting;
- (b) the time required to attend each meeting of the committee;
- (c) the time required to attend workplace safety and health training in accordance with section 44, as approved by the committee and the employer;
- (d) such time as the committee determines is necessary to carry out his or her duties as a committee member under this Act and the regulations.

Entitlement to pay for work as committee member

[40\(12\)](#)

A member of a committee is deemed to be at work during the times described in subsection (11) and is entitled to be paid for those times by his or her employer at the member's regular or premium pay, as applicable.

Training of committee members

[40\(13\)](#)

The employer or prime contractor must ensure that committee members are trained to competently fulfill their duties as committee members.

[S.M. 2002, c. 33, s. 32](#); [S.M. 2013, c. 9, s. 17](#).

Workplace safety and health representative

[41\(1\)](#)

Each employer shall cause a worker not associated with management to be designated as the worker safety and health representative

- (a) at a workplace, other than a construction project, where a safety and health committee is not required but where five or more workers are regularly employed;
- (b) at a construction project, notwithstanding the requirements for a safety and health committee; and
- (c) at any other individual workplace or classes of workplaces designated by a written order of the director.

Appointment of representative

[41\(2\)](#)

The worker safety and health representative shall be appointed in accordance with the constitution of the union which is the certified bargaining agent or has acquired bargaining rights on behalf of those workers, or if no such union exists, shall be elected by the workers he represents.

Posting of name of representative

[41\(3\)](#)

The employer shall cause the name of the representative to be posted prominently in the workplace.

[41\(4\)](#)

[Repealed] [S.M. 2002, c. 33, s. 33.](#)

Duties of representative

[41\(5\)](#)

The worker representative shall, in co-operation with a representative of the employer, perform the same duties as set out for the workplace safety and health committees in section 40.

Time off for work as representative

[41\(6\)](#)

A representative is entitled to take the following time off from his or her regular duties:

- (a) one hour to prepare for each safety and health meeting with the employer;
- (b) the time required to attend each safety and health meeting with the employer;
- (c) the time required to attend workplace safety and health training in accordance with section 44, as approved by the employer;
- (d) such time as is necessary to carry out his or her duties as a representative under this Act and the regulations.

Entitlement to pay for work as representative

[41\(7\)](#)

A representative is deemed to be at work during the times described in subsection (6) and is entitled to be paid for those times by his or her employer at the representative's regular or premium pay, as applicable.

Training of representative

[41\(8\)](#)

The employer must ensure that the representative is trained to competently fulfill his or her duties as a representative.

[S.M. 2002, c. 33, s. 33; S.M. 2013, c. 9, s. 18.](#)

Definition: "employer"

[41.1\(1\)](#)

In this section, "**employer**" means an employer or prime contractor who is required to establish a committee or to designate a representative.

Recommendation by co-chair of committee

[41.1\(1.1\)](#)

If a committee has failed to reach a decision about whether or not to make a recommendation under clause 40(10)(g) after attempting in good faith to do so, either co-chairperson may make written recommendations to the employer.

Employer response to recommendations

[41.1\(2\)](#)

Within 30 days after receiving a recommendation from a representative, a committee or a committee co-chairperson that identifies anything that may pose a danger to the safety or health of any person, the employer must respond in writing to the representative, committee or committee co-chairperson who made the recommendation.

Contents of employer response

[41.1\(3\)](#)

The response of an employer must

- (a) contain a timetable for implementing the recommendations that the employer accepts;
 - (a.1) contain any interim control measures that the employer will implement to address the danger posed to the safety or health of a person; and
- (b) give reasons why the employer disagrees with any recommendations that the employer does not accept.

Referral to safety and health officer

[41.1\(4\)](#)

If no agreement can be reached regarding the response of an employer under subsection (3), any of the following may refer the matter to a safety and health officer:

- (a) the employer;
- (b) the committee;
- (c) a member of the committee;

(d) if there is no committee, the representative.

Order from officer

41.1(5)

If a dispute regarding a recommendation is referred to a safety and health officer, the officer may issue an order or a decision in accordance with this Act.

No limitation

41.1(6)

Nothing in this section limits the right of a worker to refer any matter respecting safety and health directly to a safety and health officer.

S.M. 2002, c. 33, s. 33; S.M. 2013, c. 9, s. 19.

Information on request

41.2

If requested by a committee or a representative, or a worker if there is no committee or representative, the employer or prime contractor must disclose the following to the committee, representative or worker:

- (a) information concerning the testing of any equipment, device or chemical or biological substance used at a workplace;
- (b) an inspection or investigation report respecting safety and health at the workplace, other than a harassment investigation report;
- (c) a report respecting workplace safety and health monitoring or audits;
- (d) a report providing summary information on the results of a harassment investigation, without disclosing the circumstances relating to the complaint or any information that could identify a worker or other person involved with the matter.

S.M. 2002, c. 33, s. 33; S.M. 2013, c. 9, s. 20.

Accompanying an officer

41.3(1)

A safety and health officer who conducts an inspection or investigation at a workplace, may request that he or she be accompanied by

- (a) the worker co-chairperson of the committee or his or her designate;
- (b) if there is no committee at the workplace, the representative;
- (c) if there is no committee or representative at the workplace, a worker selected by the union; or
- (d) if there is no committee, representative or union representing workers at the workplace, a worker not associated with the management of the workplace.

Employer co-operation

41.3(2)

If a safety and health officer makes a request under subsection (1), the employer shall permit the person requested to accompany the officer on the inspection or investigation and shall pay the person in accordance with subsection 40(11).

S.M. 2002, c. 33, s. 33.

REPRISALS

Reprisals prohibited

42(1)

No employer, union or person acting on behalf of an employer or union shall take or threaten a reprisal against a worker for

- (a) exercising a right under or carrying out a duty in accordance with this Act or the regulations;
- (b) testifying in a proceeding under this Act;
- (c) giving information about workplace conditions affecting the safety, health or welfare of any worker to
 - (i) an employer or a person acting on behalf of an employer,
 - (ii) a safety and health officer or another person concerned with the administration of this Act,
 - (iii) another worker or a union representing a worker, or
 - (iv) a committee or a representative;
- (d) performing duties or exercising rights as a member of a committee or as a representative;
- (e) refusing to do dangerous work under section 43;
- (f) taking reasonable action at the workplace to protect the safety or health of another person;

- (g) complying with this Act or the regulations or a code of practice under this Act, or an order or decision made under this Act; or
- (h) attempting to have this Act or the regulations enforced.

Failure to pay wages or benefits

[42\(2\)](#)

In addition to the circumstances giving rise to a reprisal as set out in subsection (1), an employer who fails to pay wages or benefits to a worker when required to do so by this Act is deemed to have taken a reprisal against the worker under this section.

[S.M. 2002, c. 33, s. 34; S.M. 2013, c. 9, s. 21; S.M. 2021, c. 16, s. 9.](#)

Referring a complaint to an officer

[42.1\(1\)](#)

A worker who believes on reasonable grounds that the employer or union has taken a reprisal against him or her for a reason described in section 42 may refer the matter to a safety and health officer.

Time limit

[42.1\(1.1\)](#)

A referral under subsection (1) must be made within six months after the date of the alleged reprisal.

Order

[42.1\(2\)](#)

If a safety and health officer decides that an employer or union has taken a reprisal against a worker for a reason described in section 42, the officer shall make an order requiring the employer or union to do one or more of the following:

- (a) stop the reprisal;
- (b) reinstate the worker to his or her former employment on the same terms and conditions on which the worker was formerly employed;
- (c) pay the worker any wages the worker would have earned had he or she not been wrongfully subjected to a reprisal and compensate the worker for loss of any benefits;
- (d) remove any reprimand or other reference to the matter from any employment records the employer maintains about the worker.

Officer to advise if no reprisal

[42.1\(3\)](#)

If a safety and health officer decides that no reprisal was taken against a worker for a reason described in section 42, the officer shall inform the worker in writing of the reasons for that decision.

Onus on employer or union

[42.1\(4\)](#)

If, in a prosecution or other proceeding under this Act, a worker establishes

- (a) that a reprisal was taken against him or her; and
- (b) that the worker conducted himself or herself in a manner described in section 42;

it shall be presumed that the reprisal was taken because of the worker's conduct. The onus is then on the employer or union to prove that the decision to take the reprisal was not influenced by the conduct.

Court order to reinstate, etc.

[42.1\(5\)](#)

If an employer or union is convicted of taking a reprisal against a worker contrary to this Act, the convicting justice shall order the employer or union to do one or more of the following:

- (a) stop the reprisal;
- (b) reinstate the worker to his or her former employment on the same terms and conditions on which the worker was formerly employed;
- (c) pay the worker any wages the worker would have earned had he or she not been wrongfully subjected to a reprisal and compensate the worker for loss of any benefits;
- (d) remove any reprimand or other reference to the matter from any employment records the employer maintains about the worker.

[S.M. 2002, c. 33, s. 34; S.M. 2021, c. 16, s. 10.](#)

RIGHT TO REFUSE DANGEROUS WORK

Right to refuse dangerous work

[43\(1\)](#)

Subject to this section, a worker may refuse to work or do particular work at a workplace if he or she believes on reasonable grounds that the work constitutes a danger to his or her safety or health or to the safety or health of another worker or another person.

Reporting the refusal

[43\(2\)](#)

A worker who refuses to work or do particular work under subsection (1) shall promptly report the refusal and the reasons for it to his or her employer or immediate supervisor, or to any other person in charge at the workplace.

Inspecting dangerous conditions

[43\(3\)](#)

If the employer does not remedy the dangerous condition immediately, the person who receives the report of refusal to work, or a person designated by that person, shall immediately inspect the dangerous condition in the presence of the worker and one of the following persons:

- (a) if there is a committee under section 40, the worker co-chairperson of the committee or, if that person is unavailable, a committee member who represents workers;
- (b) if there is a representative designated under section 41, that representative or, if he or she is unavailable, another worker selected by the worker refusing to do the work;
- (c) if there is no committee or representative, another worker selected by the worker who is refusing to work.

Remedial action

[43\(4\)](#)

The person required to inspect the dangerous condition shall take any action necessary to remedy any dangerous condition, or ensure that such action is taken.

Worker may continue to refuse

[43\(5\)](#)

Until the dangerous condition is remedied, the worker who reported it may continue to refuse to work or do particular work.

Other workers not to be assigned

[43\(6\)](#)

When a worker has refused to work or do particular work under subsection (1), the employer shall not request or assign another worker to do the work unless

- (a) the employer has advised the other worker, in writing, of
 - (i) the first worker's refusal,
 - (ii) the reasons for the refusal,
 - (iii) the other worker's right to refuse dangerous work under this section, and
 - (iv) the reason why, in the opinion of the employer, the work does not constitute a danger to the safety or health of the other worker, another worker or any person;
- (b) where practicable, the first worker has advised the other worker of
 - (i) the first worker's refusal, and
 - (ii) the reasons for the refusal; and
- (c) the actions required by subsections (3) and (4) have been taken.

S.M. 2002, c. 33, s. 34; S.M. 2013, c. 9, s. 22.

Report of dangerous condition to an officer

[43.1\(1\)](#)

If the dangerous condition is not remedied after an inspection under subsection 43(3), any of the persons present during the inspection may notify a safety and health officer of the refusal to work and the reasons for it.

Investigation by officer

[43.1\(2\)](#)

On receiving a notice under subsection (1), the officer shall investigate the matter and decide whether the work the worker has refused to do constitutes a danger to the safety or health of the worker or any other worker or person at the workplace.

Order by officer

[43.1\(3\)](#)

If the officer decides that the work is dangerous, he or she shall

- (a) make a written report stating the officer's findings;

- (b) make any improvement order under section 26 or stop work order under section 36 that the officer considers necessary or advisable; and
- (c) give a copy of the report and any order to
 - (i) the worker who refused to do the work,
 - (ii) the employer, and
 - (iii) the co-chairpersons of the committee, or the representative.

Decision not to issue an order

43.1(4)

If the officer decides that the work is not dangerous, he or she shall, in writing,

- (a) inform the employer and the worker of that decision; and
- (b) inform the worker that he or she is no longer entitled to refuse to do the work.

S.M. 2002, c. 33, s. 34; S.M. 2013, c. 9, s. 23.

Worker entitled to be paid despite refusal

43.2

If a worker has refused to work or do particular work under section 43,

- (a) the worker is entitled to the same wages and benefits that he or she would have received had the worker continued to work; and
- (b) the employer may re-assign the worker temporarily to alternate work.

S.M. 2002, c. 33, s. 34.

Employer not to make worker work in unsafe conditions

43.3(1)

When the employer at a workplace or his or her agent, or the supervisor or another person representing the employer at the workplace in a supervisory capacity, knows or ought to know of a condition at the workplace that is or is likely to be dangerous to the safety or health of a worker, he or she shall not require or permit any worker to do that work until the dangerous condition is remedied.

Employer may remedy dangerous condition

43.3(2)

Subject to subsection 43(5), nothing in subsection (1) prevents the doing of any work or thing at a workplace that may be necessary to remedy a condition that is or is likely to be dangerous to the safety or health of a worker.

S.M. 2002, c. 33, s. 34.

EDUCATIONAL LEAVE

Educational leave

44(1)

Subject to this section, every employer at a workplace where there is a committee or a representative, must allow each member of the committee, the representative, or their respective designates, to take educational leave each year, without loss of pay or benefits, for the purpose of attending workplace safety and health training seminars, programs or courses of instruction

- (a) offered by the Workers Compensation Board;
- (b) approved by the committee; or
- (c) provided for in the current collective bargaining agreement respecting the workers at the workplace.

Time allowed for educational leave

44(1.1)

The amount of time allowed for educational leave under subsection (1) is the greater of

- (a) 16 hours; and
- (b) the number of hours the worker normally works during two shifts.

Total number of safety and health committee members

44(2)

The total number of safety and health committee members for whom the employer is required to provide educational leave in accordance with subsection (1) during any year is equal to the number of members constituting the normal size of the committee.

Pay while attending educational leave programming

44(2.1)

The employer must pay a committee member, representative or designate who attends a workplace safety and health training program referred to in subsection (1) at the worker's regular or premium pay, as applicable, for the greater of

- (a) the actual number of hours spent attending the training; and
- (b) the number of hours the worker normally works during a normal shift.

Exception

[44\(2.2\)](#)

Subsection (1) does not apply to an employer on a construction project or an employer at a seasonal workplace as described in subclause 40(1)(a)(i).

Education program on construction sites

[44\(3\)](#)

On a construction project, each employer who employs five or more workers on that project shall institute a safety and health education program at the worksite at which all workers shall attend without loss of pay or other benefits for a period or periods equivalent to 30 minutes every two weeks, of which no period shall be less than 15 minutes.

Education program at seasonal workplace

[44\(4\)](#)

At a seasonal workplace as described in subclause 40(1)(a)(i), each employer must institute a safety and health education program at the workplace. All workers must attend the program without loss of pay or other benefits for a period or periods equivalent to 30 minutes every two weeks, of which no period may be less than 15 minutes, for the duration of the seasonal workplace.

S.M. 2002, c. 33, s. 36; S.M. 2013, c. 9, s. 24; S.M. 2021, c. 5, s. 27.

[45](#)

[Repealed]

S.M. 2002, c. 33, s. 37.

**NEEDLES IN
MEDICAL WORKPLACES**

Use of safety-engineered needles

[45.1\(1\)](#)

When hollow-bore or intravenous needles are used in a medical workplace, the employer must ensure

- (a) so far as is reasonably practicable, that workers use only safety-engineered needles; and
- (b) that safe work procedures and practices relating to the use of those safety-engineered needles are implemented in the workplace.

If safety-engineered needles not practicable

[45.1\(2\)](#)

If it is not reasonably practicable to use safety-engineered needles in a medical workplace, the employer must ensure that safe work procedures and practices relating to the use of hollow-bore or intravenous needles are implemented in the workplace.

Procedures — needlestick injuries

[45.1\(3\)](#)

The employer must develop procedures to be followed in a medical workplace when a worker suffers a needlestick injury, including instructions for the worker suffering the injury.

Investigation and report required

[45.1\(4\)](#)

The employer must investigate and prepare a report on every needlestick injury to a worker in a medical workplace.

Definitions

[45.1\(5\)](#)

The following definitions apply in this section.

"medical workplace" means

- (a) a hospital, a personal care home, a psychiatric facility, a medical clinic, a medical laboratory, a community health centre and CancerCare Manitoba;
- (b) a physician's office;
- (c) if prescribed by regulation, a registered dentist's office;
- (d) an ambulance as defined in *The Ambulance Services Act*; and

(e) any other workplace where physical or mental health treatment or care is provided to a person. (« lieu de travail en milieu médical »)

"needlestick injury" means an injury caused by a hollow-bore or intravenous needle puncturing a person's skin or mucous membrane. (« blessure par piqûre d'aiguille »)

"safety-engineered needle" includes a shielded needle device, a retractable needle system and a needleless device. (« seringue conçue en vue d'un usage sécuritaire »)

S.M. 2005, c. 15, s. 2.

INAPPROPRIATE OR UNSAFE FOOTWEAR

Inappropriate or unsafe footwear

[45.2](#)

An employer must not require a worker to wear footwear that

- (a) is not of a design, construction and material appropriate to the protection required for the worker's work; or
- (b) does not allow the worker to safely perform their work.

S.M. 2018, c. 22, s. 2.

GENERAL PROVISIONS

Obtaining information

[46](#)

To obtain information that the director needs to perform duties or exercise powers under this Act or the regulations, the director may require a person to provide any information in the manner and within the time period that the director may specify.

S.M. 2002, c. 33, s. 38.

Order to conduct tests

[46.1\(1\)](#)

The director may, by order, require an employer to do the following at the employer's expense:

- (a) have tests conducted by a person who has the professional knowledge, experience or qualifications specified by the director;
 - (b) give the director a report or assessment prepared by that person;
- and to do so in the manner and within the time period specified in the order.

Service of order

[46.1\(2\)](#)

The order must be served on the employer personally or be sent by registered mail to the employer's last known address.

S.M. 2002, c. 33, s. 38.

[47](#)

[Repealed]

S.M. 2002, c. 33, s. 39.

Confidential information

[48\(1\)](#)

No person shall disclose any information with respect to any manufacturing or trade secret obtained by him by virtue of the exercise of any power conferred by this Act, except for the purpose of administering this Act and the regulations, or as required by law.

Names to remain confidential

[48\(2\)](#)

No person by whom information is obtained in confidence by virtue of any power conferred by this Act shall divulge the name of the informant to any person except for the purposes of this Act or the regulations.

Exemption from liability

[49\(1\)](#)

No action lies or shall be instituted against any person whether in his public or private capacity, where the person is acting under the authority of this Act or the regulations for any loss or damage suffered by any person by reason of anything done or omitted to be done by him in good faith, in the exercise of the powers given to him by this Act or the regulations.

No exemption in case of negligence

[49\(2\)](#)

Subsection (1) does not apply where the person exercising any of the powers given to him under this Act or the regulations is negligent in the performance thereof.

Officials cannot be compelled to testify

[49.1](#)

A safety and health officer, a person assisting a safety and health officer, the chief occupational medical officer, the director, or any other person acting under the authority of this Act or the regulations, is not a compellable witness in a civil action or proceeding — other than an inquest or inquiry under *The Fatality Inquiries Act* — respecting any document, information, or test obtained, received or made under this Act or the regulations, and may not be compelled to produce any such document.

S.M. 2002, c. 33, s. 40.

Medical examinations and health surveillance

[50\(1\)](#)

The chief occupational medical officer may carry out, or may arrange for another physician or other qualified person to carry out, any medical examinations or health surveillance of workers or former workers as he or she considers desirable for the purpose of administering this Act and the regulations. But no medical examination of a worker may be carried out without the worker's consent.

Examinations during working hours

[50\(2\)](#)

Medical examinations shall, wherever reasonably practicable, be conducted during working hours without loss in pay to the worker being examined and the employer shall, if required by the physician or other qualified person, provide suitable accommodation for such examinations at the workplace, and otherwise facilitate the conduct of those examinations.

Health surveillance

[50\(3\)](#)

Health surveillance during working hours must be conducted without loss of pay to the workers who participate. In addition, the employer shall facilitate and provide suitable accommodation at the workplace for health surveillance, if required to do so by the chief occupational medical officer or a physician or other qualified person.

S.M. 2002, c. 33, s. 41.

Reports

[51\(1\)](#)

Every physician or other qualified person attending or consulted respecting a person who,
(a) became ill or injured while employed at a workplace or while being otherwise engaged as a worker;
or
(b) who has been examined pursuant to section 50;
shall furnish to the chief occupational medical officer upon request of the officer such reports concerning the condition of the person as the chief occupational medical officer may require for the purposes of this Act and the regulations.

Reports by hospitals

[51\(2\)](#)

Notwithstanding the provisions of any other Act, where a worker referred to in clause (1)(a) or (b) is, or has been, a patient in a hospital, the person in charge of the administrative affairs of that hospital shall furnish without charge to the chief occupational medical officer upon request such reports concerning the condition of the person as the chief occupational medical officer may require for the purposes of this Act and the regulations.

Information confidential

[51\(3\)](#)

Unless disclosed in a form calculated to prevent the information from being identified as relating to a particular person or case or unless disclosed as required by law, any information obtained by the chief occupational medical officer pursuant to section 50 and this section shall not be disclosed without the consent of the person examined or attended.

Power to require alternative work

[52](#)

Where it appears to the director upon the advice of the chief occupational medical officer that a worker has been over-exposed to a harmful substance and that a temporary removal from the

hazard will enable the worker to resume his usual work, the director may by order require the employer to provide without loss of pay to the worker temporary alternative work which in the opinion of the director is suitable, for such period of time as the director may specify.

Requirement of occupational health service

[53\(1\)](#)

The minister may designate a workplace, or a class of workplaces, as requiring an occupational health service, having regard to the type of work being carried on therein, the number of workers employed thereat, and the degree or uncertainty of hazard thereof; and upon such designation, the employer shall cause an occupational health service to be established and maintained for the workplace in accordance with this section.

Minister may specify health services to be provided

[53\(2\)](#)

The minister may specify the services that are to be provided by the occupational health service for any workplace, or for any class of workplaces designated under subsection (1).

Continued operation of health service

[53\(3\)](#)

The establishment and continued operation of an occupational health service is subject to the approval of the minister.

ADMINISTRATIVE PENALTIES

Administrative penalty

[53.1\(1\)](#)

If a person

- (a) has failed to comply with
 - (i) an improvement order within the period specified in the order, or
 - (ii) a prescribed provision of this Act or the regulations, and a safety and health officer is of the opinion that the failure involves, or is likely to involve, an imminent risk of serious physical or health injury to a worker or other person;
 - (b) has failed to maintain compliance with an improvement order after initially complying with it;
 - (c) has resumed an activity that previously was the subject of a stop work order which was discontinued because the person had complied with it; or
 - (d) was ordered to take action under section 42.1 because the person took a reprisal against a worker;
- the officer shall provide evidence of the matter to the director.

Imposing a penalty

[53.1\(2\)](#)

When the director determines that a person

- (a) has failed to comply with
 - (i) an improvement order within the period specified in the order, or
 - (ii) a prescribed provision of this Act or the regulations, and the director is of the opinion that the failure involves, or is likely to involve, an imminent risk of serious physical or health injury to a worker or other person;
 - (b) has failed to maintain compliance with an improvement order after initially complying with it;
 - (c) has resumed an activity that previously was the subject of a stop work order but was discontinued because the person had complied with it; or
 - (d) was ordered to take action under section 42.1 because the person took a reprisal against a worker;
- the director may issue a notice in writing requiring the person to pay an administrative penalty in the amount set out in the notice.

When penalty may be imposed

[53.1\(3\)](#)

Notice of an administrative penalty may be issued only after any period for appealing the matter that gave rise to the notice under subsection (2) has expired or, if an appeal has been filed, after a decision has been made on appeal.

Maximum amount

[53.1\(4\)](#)

An administrative penalty may not exceed \$5,000.

Notice

[53.1\(5\)](#)

A notice of administrative penalty must set out

- (a) the amount of the penalty determined in accordance with the regulations;

- (b) when and how the penalty must be paid; and
- (c) a statement that the person may appeal the matter to the board within 14 days after being served with the notice.

Serving the notice

[53.1\(6\)](#)

A notice of administrative penalty must be served on the person required to pay the penalty. The notice may be served personally or may be sent by registered mail to the person's last known address.

Appeal to the board

[53.1\(7\)](#)

Within 14 days after being served with a notice, the person required to pay the administrative penalty may appeal the matter to the board by sending the board a notice of the appeal together with reasons for the appeal. The requirement to pay the penalty is stayed until the board decides the matter.

Notice of hearing

[53.1\(8\)](#)

On receiving a notice of appeal, the board shall

- (a) fix a date, time and place for hearing the appeal; and
- (b) give the person appealing, and the director, written notice of the hearing at least five days before the hearing date.

Decision of the board

[53.1\(9\)](#)

After hearing the appeal, the board shall decide the matter and

- (a) confirm or revoke the administrative penalty; or
- (b) vary the amount of the penalty if the board considers that it was not established in accordance with the regulations.

Payment

[53.1\(10\)](#)

Subject to an appeal under subsection (7), a person named in a notice of administrative penalty shall pay the amount of the penalty within 30 days after the notice is served. The government must use the amounts paid for the purpose of educating the public on matters relating to workplace safety and health.

Debt due to the government

[53.1\(11\)](#)

If an administrative penalty is not paid within 30 days after notice of the penalty is served, or, if the penalty is appealed to the board, within 30 days after the board's decision, the amount of the penalty is a debt due to the government.

Certificate registered in court

[53.1\(12\)](#)

The director may certify a debt referred to in subsection (11), or any part of such a debt that has not been paid. The certificate may be registered in the Court of Queen's Bench and, once registered, may be enforced as if it were a judgment of the Court.

No offence to be charged if penalty is paid

[53.1\(13\)](#)

A person who pays an administrative penalty under this section may not be charged with an offence in respect of the matter that gave rise to the issuance of the notice of administrative penalty unless the matter continues after the penalty is paid.

Lien for debt

[53.1\(14\)](#)

The government has, in addition to any other remedy it has for the recovery of a debt arising under this section, a lien and charge on every estate or interest in real property and personal property of the person required to pay the debt (referred to in this section as the "debtor"), including property acquired by the debtor after the debt arose.

Extent of security

[53.1\(15\)](#)

The lien secures the payment of

- (a) the amount of the debt when the lien takes effect;

- (b) interest on the debt from the time the debt arose until it is paid in full, as determined under *The Financial Administration Act* and the regulations under that Act; and
- (c) costs reasonably incurred by the director
 - (i) for the registration and discharge of the lien, and
 - (ii) in retaking, holding, repairing, processing, preparing for disposition or disposing of property in respect of which the lien is registered.

When lien takes effect

[53.1\(16\)](#)

The lien takes effect

- (a) in relation to the debtor's interest in real property, when a certificate in respect of the lien is registered against specific lands of the debtor; and
- (b) in relation to the debtor's personal property, when a financing statement in respect of the lien is registered in the Personal Property Registry.

Registration and enforcement of lien

[53.1\(17\)](#)

Subsections 28(6) to (14) of *The Pension Benefits Act* apply, with necessary changes, to the registration and enforcement of a lien arising under this section as if

- (a) the references in those provisions to "employer" were references to the debtor under this section; and
- (b) the references in those provisions to "the superintendent" were references to the director under this Act.

S.M. 2002, c. 33, s. 42; S.M. 2013, c. 9, s. 25; S.M. 2021, c. 16, s. 11.

OFFENCES AND PENALTIES

Offences

[54](#)

Every person who

- (a) contravenes this Act or the regulations;
- (b) fails to comply with an order made under this Act or the regulations;
- (c) knowingly obstructs or makes a false statement to a safety and health officer engaged in the exercise or performance of his or her powers or duties; or
- (d) knowingly makes or causes to be made a false entry in any register, book, notice or other document to be kept by him under the Act or the regulations, or deletes or destroys or causes to be deleted or destroyed any true or proper entry in any such document;

is guilty of an offence and is liable on summary conviction to the penalties set out in section 55.

S.M. 2002, c. 33, s. 44.

Penalty

[55\(1\)](#)

A person guilty of an offence is liable

- (a) for a first offence to a fine of not more than \$500,000 and, in the case of a continuing offence to a further fine not exceeding \$50,000 for each day during which the offence continues; and
- (b) for a second or subsequent offence to a fine of not more than \$1,000,000 and, in the case of a continuing offence to a further fine not exceeding \$100,000 for each day during which the offence continues.

[55\(2\)](#)

[Repealed] S.M. 2002, c. 33, s. 45.

Additional penalty

[55\(3\)](#)

Where a person is convicted for an offence under this Act, in addition to the penalties set out in subsection (1), he may be imprisoned for a term not exceeding six months.

Further penalty

[55\(4\)](#)

If a person is convicted of an offence for a contravention of subsection 43.3(1), he or she shall not work in a supervisory capacity at any workplace for a six month period after the date of conviction.

Time limit for prosecution

[55\(5\)](#)

A prosecution under this Act may be commenced not later than two years after the day the alleged offence was committed.

S.M. 1997, c. 32, s. 2; S.M. 2002, c. 33, s. 45; S.M. 2010, c. 3, s. 2; S.M. 2021, c. 16, s. 12.

Additional penalties

[55.1\(1\)](#)

When a person is convicted of an offence under this Act, the court may, having regard to the nature of the offence and the circumstances surrounding its commission, order the offender to pay to the minister an amount that the government must use for the purpose of educating the public on matters relating to workplace safety and health. Such a penalty may be required in addition to any other penalty that may be imposed under this Act.

Limit

[55.1\(2\)](#)

The total of

- (a) any additional amount required to be paid under subsection (1); and
- (b) any penalty required to be paid under section 55;

must not exceed the amount of the maximum penalty for which the offender could be liable under section 55.

Unpaid additional penalties

[55.1\(3\)](#)

If an amount is ordered to be paid under subsection (1), the director may file the order in the Court of Queen's Bench, and on being filed the order may be enforced in the same manner and to the same extent as a judgment of that court.

S.M. 2002, c. 33, s. 45; S.M. 2021, c. 16, s. 13.

Offences by directors, etc., of corporations

[56](#)

Where a corporation commits an offence under this Act, any officer, director or agent of the corporation, who directed, authorized, assented to, acquiesced in or participated in the commission of the offence is a party to and guilty of the offence and liable, on summary conviction, to the penalty provided for the offence.

Onus

[57\(1\)](#)

In any proceedings for an offence under any of the provisions of this Act or regulations consisting of a failure to comply with a duty or requirement to do something so far as is practicable or so far as is reasonably practicable, or to use the best practicable means to do something, it shall be for the accused to prove that it was not practicable or not reasonably practicable to do more than was in fact done to satisfy the duty or requirement, or that there was no better practicable means than was in fact used to satisfy the duty or requirement.

Person deemed to be employer

[57\(2\)](#)

Where a person is charged as an employer in respect of an offence under this Act he shall be deemed to be an employer within the meaning of this Act unless it is otherwise proven.

Application of subsection (1)

[57\(3\)](#)

Subsection (1) applies with such modifications as the circumstances require to any appeal involving an improvement order or a stop work order.

S.M. 2002, c. 33, s. 46.

Laying of information

[58](#)

Any person may lay an information in respect of any offence or alleged offence against this Act or the regulations.

[59](#)

[Repealed]

For further information:

https://www.safemanitoba.com/Page%20Related%20Documents/resources/GD_PreventingHarassmentWorkplace_15SWMB.pdf

PREVENTING WORKPLACE HARASSMENT

Introduction

For the purpose of this guide and in relation to a worker's safety and health in the workplace:

Two main types of harassment are covered under the regulation.

1. The first type is defined as inappropriate conduct by a person that is made on the basis of:
 - race, creed, religion, colour
 - sex, sexual orientation, gender-determined characteristics
 - marital status, family status, source of income
 - political belief, political association, political activity
 - disability, physical size or weight
 - age, nationality, ancestry or place of origin
2. The second type relates to what is sometimes referred to as bullying. This may involve:
 - severe, repeated conduct that adversely affects a worker's psychological or physical well-being if it could reasonably cause a worker to be humiliated or intimidated
 - a single occurrence, if it is shown to have a lasting, harmful effect on a worker

Harassment may be written, verbal, physical, a gesture or display, or any combination of these. It may happen only once, but often happens repeatedly.

Reasonable conduct is not harassment

Reasonable actions by managers or supervisors to help manage, guide or direct workers or the workplace are not harassment. Appropriate employee performance reviews, counselling or discipline by a supervisor or manager are not harassment. Harassment can take place in the workplace or outside of it in a situation connected to work.

HARASSMENT PREVENTION POLICY

A harassment prevention policy outlines procedures for alleged victims of harassment in the workplace and for employers to deal with a harassment complaint.

All workplaces need a policy

Part 10 of Manitoba Workplace Safety and Health Regulation, M.R. 217/2006, requires employers to develop and implement a written harassment prevention policy in consultation with the workplace safety and health committee or representative. If there is no committee or representative, the employees at the workplace should be consulted.

Your harassment prevention policy must include the following statements:

- Every employee is entitled to work free of harassment.
- The employer must ensure, as much as is practical, that no employees are subjected to harassment in the workplace.
- The employer will take corrective action regarding any employee who harasses another employee.
- The employer will not disclose the name of a complainant or an alleged harasser or the circumstances of the complaint to anyone, except where disclosure is:
 - necessary to investigate the complaint or take corrective action or
 - required by law
- Employees have the right to file a complaint with the Manitoba Human Rights Commission.
- The employer's harassment prevention policy is not intended to discourage or prevent complainants from exercising any other legal rights under any other law.

The harassment prevention policy must provide information on the following:

- how to make a harassment complaint
- how a harassment complaint will be investigated
- how the complainant and alleged harasser will be informed of the results of the investigation

Employers must post a copy of the policy in a prominent location at the workplace.

(Note: not all workplaces are enclosed buildings.)

Implementing the harassment prevention policy

- The employer must ensure that all employees are trained in the harassment prevention policy.
- Employers must also ensure all employees follow the harassment prevention policy.

There is a sample harassment prevention policy at the end of this guide. Be sure to add, remove or change the information in this sample to make it specific to the needs of your workplace.

DEVELOPING A HARASSMENT PREVENTION POLICY

Policy statement

Make a clear statement that harassment is not tolerated in the workplace and that management is committed to and supports a harassment-free workplace.

The law

This section should include a brief overview of the law on harassment.

Description of harassment

Explain what is meant by harassment, including examples of behaviors or actions that may be considered harassment at the workplace.

Workers' rights and responsibilities

- the right to a harassment-free workplace
- the responsibility to treat other employees with respect
- the responsibility to speak up when harassment occurs
- the responsibility to report harassment to the appropriate person as soon as possible
- the right to file a complaint with the Manitoba Human Rights Commission

Supervisors', managers', employers' responsibilities

- treat all employees, clients, suppliers and contractors with respect
- report or investigate all complaints
- set a good example
- refuse to tolerate harassment - put a stop to it immediately
- deal with harassment allegations seriously, speedily and confidentially

Procedures to deal with a complaint

Describe the steps for responding to a harassment complaint; the roles and responsibilities of the people involved; and the possible results for the victim and harasser, including:

- practical guidelines for employees and management
- informal and formal ways of proceeding (encourage employees to choose the informal approach first)
- mediation as an option
- detailed steps to be taken in complaints
- time frames
- who is responsible for decisions
- appeals
- information about other agencies that deal with harassment

Corrective action, safeguards and remedies

- outline the range of penalties for the harasser
- state whether information about the complaint will be included in a harasser's personnel file
- list possible remedies
- information about the complaint will not be put in the complainant's personnel file when complaint is in good faith
- protect against victimization or retaliation for workers who complain of harassment, or who give evidence in an investigation
- state how employer will inform the complainant and alleged harasser of the results of the investigation

Education

Employers must circulate the policy to all employees and managers through:

- orientation or information sessions
 - staff meetings
 - memos, emails, or pay slip notices
- films/videos, posters/brochures

Education of staff on policy requirements

Employers must:

- train managers to react appropriately, handle cases appropriately
- maintain an anti-harassment atmosphere
- train employees to respect each other
- train harassment counsellors and investigators to perform their roles
- make ongoing harassment training part of other training sessions, such as: management training, induction programs for new employees, courses for union-management committees, social skills training for employees, assertiveness training for employees

Monitoring

Employers must make a commitment to periodic review of the policy by:

- being open to employees' comments
- requesting feedback from counsellors, managers and employees
- conducting exit interviews with personnel leaving the organization
- adjusting policy and procedures as needed/required

Note:

The sections on developing a harassment prevention policy and the sample harassment prevention policy were adapted from: *Anti-Harassment Policies for the Workplace: An Employer's Guide – Canadian Human Rights Commission* in cooperation with Human Resources Development Canada and Status of Women Canada, October 2002.

In developing a harassment prevention program, employers must also be aware of the requirements of *The Human Rights Code*. An effective policy will include remedies for the harassed worker and corrective action for the harasser.

For further information see:

https://www.safemanitoba.com/Page%20Related%20Documents/resources/GD_PreventingViolenceInWorkplace_16SWMB.pdf

PREVENTING WORKPLACE VIOLENCE

Introduction

“Violence” is the attempted or actual exercise of physical force against anyone, or any threatening statement or behaviour that gives a person reason to believe that physical force will be used against them.

Examples of threats of violence or acts of violence include:

- physical and sexual assault
- property damage and vandalism
- swearing and verbal abuse
- threats or intimidation.

The negative impact of workplace violence is significant. Some of the costs of workplace violence include:

- increased absenteeism and turnover
- anxiety, depression and decreased morale
- increased stress and burnout
- reduced or negative public image
- injury costs and increased health expenses
- increased insurance premiums
- reduced productivity and lost earnings
- liability issues, should harm occur at the workplace.

The first step in addressing workplace violence is to assess your workplace for areas, people or tasks that have an increased risk of violence associated with them.

If your assessment identifies a risk of violence, your next step is to develop a violence prevention policy and put it into action at your workplace, in consultation with your workplace safety and health committee or representative, or workers.

ASSESSING THE RISK OF VIOLENCE

The risk assessment at your workplace must be completed in consultation with:

- the safety and health committee at the workplace, or
- the safety and health representative at the workplace, or
- the workers at the workplace, when there is no committee or representative.

What to consider during a risk assessment

A risk assessment for violence will be unique to each workplace. This is due to the nature and circumstances of the work performed, and the interactions between workers and others at the workplace, including clients, patients and the public.

The risk assessment should consider the risk factors associated with violence, the work design and layout, the type of work performed, the people at the workplace and a review of any previous incidents of violence at the workplace:

Violence Risk Factors

- Working alone or in small groups
- Working in isolated locations
- Working with the public
- Handling money or valuables, including drugs, liquor or tobacco
- Working at night or early in the morning
- Working with drugs, liquor or tobacco
- Working in public buildings or areas
- Having young or inexperienced staff
- Working in areas with a history of violence or crime
- Previous incidents of violence in the workplace

Work Design and Layout

- Location of the workplace or where specific tasks are performed
- Lighting and security
- Design of structure or furniture
- Hours of operation and number of staff

Type of Work Performed

- Type of work generally performed
- Specific occupations within the workplace

Specific tasks performed within the workplace

People at the Workplace

- Workers, clients or patients, public or visitors, workers' families
- Age and gender
- Personalities and attitudes
- Nature of the interactions between people
- Physical and mental status of people

History of Workplace Violence

- Number and frequency of violent incidents
- Type and severity
- Nature of the incidents (between workers or between workers and others)
- Occupations of those involved
- Tasks being performed at the time of the incident
- Location of the incident
- Time of day, season or shift
- Cause or trigger for the incidents
- Investigations and recommendations resulting from previous incidents

There is a **sample** violence assessment checklist at the end of this guide. It may help you to think about some of the risks for violence at your workplace. *Be sure to add, remove or change items to make the checklist specific to the risks for violence at your workplace.*

More ideas to help you gather information to assess the risk of violence in your workplace

1. Review old files to identify any prior incidents of violence at your workplace. This review should include medical and first aid records, any records of investigations into violent incidents and corrective measures taken as a result, and minutes of safety and health committee meetings.
2. Review violence prevention information that may be available from industry associations, businesses who perform similar work and local police or law enforcement agencies.
3. Conduct a worker survey to ask about:
 - the type, severity and frequency of workplace violence they have been exposed to, if any
 - descriptions of past incidents of violence in the workplace, if any
 - knowledge of current workplace policies or procedures regarding violence prevention
 - concerns and recommendations regarding violence prevention at the workplace.

There is a **sample** worker survey at the end of this guide. *Be sure to add, remove or change items to make the survey apply to your workplace.*

Family violence and the workplace

Another factor that may need to be considered when assessing the risk for violence at your workplace is family violence.

Family violence means violence inflicted by one family member against another. It can be violence between spouses or intimate partners, between parents and their children, between siblings or between extended family members. The type that most often appears in workplaces is abuse in intimate partner relationships.

When family violence enters the workplace it can affect the safety and well-being of everyone at the workplace. A supportive work environment can help a worker deal with family violence and reduce the possibility of harm to the worker, co-workers and others. Creating security and stability in the work environment is important, particularly for those dealing with family violence.

Promoting safety and well-being for all workers reduces workplace costs associated with family violence. The costs include reduced productivity, increased absenteeism, lost earnings, decreased morale, strained relations between co-workers and higher health expenses. There may also be liability issues should harm occur in the workplace. Ensuring that workers have access to help for problems such as family violence makes good business sense.

The *Workplace Initiative to Support Employees (WISE) on Family Violence* is a Manitoba initiative to deliver family violence training in all workplaces. *WISE on Family Violence* resources include:

- printed information and resources for employers
- electronic resources online at www.manitoba.ca/fs/fvpp_toolkit
- workshops for workplaces.

WISE on Family Violence training helps employers recognize and respond to workers affected by family violence. It will help employers:

- recognize signs of abuse in the workplace
- understand why they should care about family violence
- talk to workers about family violence
- understand family violence and the law
- approach problems safely and appropriately.

It is important to note that family violence is complex and requires intervention by trained professionals, including counsellors, healthcare workers and legal counsel. *WISE on Family Violence* training stresses the importance of encouraging workers affected by family violence to use resources like those listed at www.manitoba.ca/fs/fvpp/pubs/brochure.pdf.

For more information about family violence training in the workplace, contact:

The Family Violence Prevention Program
phone: 204-945-1709 (in Winnipeg)

toll free: 1-800-282-8069, ext 1709 (in Manitoba) email: fvpp@gov.mb.ca

DEVELOPING A VIOLENCE PREVENTION POLICY

Who needs a policy?

You must have a violence prevention policy if:

1. Your workplace involves any of the following services or businesses:
 - healthcare
 - pharmaceutical dispensing
 - education
 - financial services
 - police, corrections or other law enforcement
 - security
 - crisis counselling and intervention
 - taxi cab service and transit bus service
 - retail sales (between 11 p.m. and 6 a.m.)
 - a licensed premises (within the meaning of *The Liquor Control Act*).
2. If your workplace does not provide the services or businesses listed above, you are required to assess the risk for violence at your workplace. If this assessment shows a risk of violence occurring in your workplace, you must have a violence prevention policy in place.

Developing a violence prevention policy

The violence prevention policy must be developed in consultation with:

- the safety and health committee at the workplace, or
- the safety and health representative at the workplace, or
- the workers at the workplace, when there is no committee or representative.

Content of the violence prevention policy

A violence prevention policy provides information about how the employer will eliminate or control the risks of violence that were identified by the violence risk assessment. The policy must include the following information and statements:

- descriptions of the areas in the workplace where violence has occurred, or is likely to occur
- descriptions of the jobs or tasks where workers have encountered or are likely to encounter violence
- measures taken by the employer to eliminate or control the risk of violence in the workplace
- measures and procedures the employer has in place for getting immediate assistance if a violent or threatening incident occurs or is likely to occur
- procedures for workers to follow to report a violent incident, including how and when to report the incident to the employer
- steps the employer will take to document and investigate incidents of violence
- procedures the employer will use to implement control measures identified through an investigation that will eliminate or control the risk of violence to workers
- a recommendation that workers harmed as a result of an incident of workplace violence consult their healthcare providers for treatment or referral to post-incident counselling, if appropriate
- a statement indicating that the name of a complainant, or the circumstances of a complaint, will not be released to anyone unless it is necessary to investigate the complaint or to take corrective action, or it is required by law
- a statement that the personal information disclosed (as above) will be the minimum amount necessary for the purpose
- a statement indicating the violence prevention policy does not discourage or prevent someone from exercising any other rights, actions or remedies available under any other law.

Implementing a violence prevention policy

- The employer must ensure that all workers are trained in the violence prevention policy.
- Employers must also ensure all workers follow the violence prevention policy.

There is a **sample** violence prevention policy at the end of this guide. *Be sure to add, remove or change the information in this sample to make it specific to the type of work conducted at your workplace and the results of your risk assessment.*

PROVIDING INFORMATION TO WORKERS

What information must be provided to workers?

Violence prevention policy

The employer must post a copy of the policy in an area of the workplace that allows all workers to access it. If posting the policy is not practical, the employer must provide a copy of the violence prevention policy to each worker.

Nature and extent of the risk of violence

Each worker must be informed about the nature and extent of the risk of violence they may encounter. This means that workers should be made aware of the type of violence they may be exposed to and the risk of exposure.

Unless otherwise prohibited by law, the employer must provide any information they have, including personal information, about the risk of violence from a person with a history of violent behaviour, if a worker is likely to encounter that person while working.

However, any information that an employer provides about a person with a history of violent behaviour must be the minimum amount necessary for the purpose.

INVESTIGATING A VIOLENT INCIDENT

Investigations are an important part of addressing workplace violence. If a violent incident occurs in the workplace, the employer is required to conduct an investigation to determine the cause and the measures that will be put into place to prevent similar incidents from happening again.

Reporting workplace violence

The violence prevention policy must set out a procedure for the worker to follow to report an incident or threat of violence. Employers must make sure that employees know how to report threats or acts of violence, and are reporting threats and acts of violence as soon as possible so appropriate controls can be put into place to prevent similar incidents in the future.

The employer's violence prevention policy must include information on how and when to report incidents of violence.

There is a **sample** form for reporting violence at the end of this guide. *Be sure to add, remove or change the information* in the sample to make it specific to your workplace.

Who participates in the investigation?

In Part 2 of the *Workplace Safety and Health Regulation, M.R. 217/2006*, it states that the employer must ensure that each of the following is investigated as soon as possible after it occurs:

- serious incidents (as defined under Part 2)
- incidents or dangerous occurrences that require medical treatment
- incidents that had the potential to cause a serious incident.

If the violent incident being investigated meets this criteria, the following people **must conduct** the investigation:

- the safety and health committee co-chairs (or their designates), or
- the employer and the safety and health representative at the workplace, or
- the employer and a worker at the workplace who is not associated with the management of the workplace (when there is no committee or representative).

Note: If the violent incident meets the definition of a "serious incident" under Part 2 of the *WSH Regulation*, it **must also be reported to the Workplace Safety and Health Branch immediately**, and by the fastest means of communication possible.

If the violent incident does not meet the criteria outlined in Part 2 of the *WSH Regulation, M.R. 217/2006*, the employer is still required to complete an investigation. The violence prevention policy should outline who will be involved in completing the investigation.

Developing procedures for violent incident investigations

Investigations must take place as soon as reasonably practicable after an incident or threat of violence. The following information may help you develop investigation procedures for your workplace. The people who conduct workplace investigations should be trained on how to conduct them.

Preparing for an investigation

It is a good idea to create an investigation kit that contains the items needed to conduct an investigation (e.g., pens, paper, recording forms, tape measure, camera and personal protective equipment needed for the work area).

Your attitude could affect the way you look at and understand the evidence and information you gather during the investigation, so never assume anything.

Gathering information

You will need the following information:

- the name, address, date of birth and status of the injured worker
- the name of the person who threatened the worker or committed the violent act (if known)
- a brief overview of the incident and/or a violence report
- the name of the worker's supervisor
- the names of all witnesses.

Inspecting the area

Inspect the area to find the direct and indirect cause(s) of the incident. Ask questions to help identify all of the factors involved (e.g., ask questions about the risk assessment, employee training, safe work procedures, security measures, and policies and procedures for working alone or in isolation). Take measurements, draw sketches or take photographs to help determine what contributed to the incident.

Conducting interviews

Conducting interviews is an important part of collecting information to understand what happened. Depending on the circumstances, you may be able to interview the complainant and the person alleged to have threatened or committed an act of violence, as well as witnesses to the incident.

Here are a few things to keep in mind when taking witness statements:

- Separate the witnesses immediately and interview each one in private.
- Inform all persons about the investigation procedures and why they are being interviewed, what will be done with the information and who may receive a copy of the investigation report.
- Explain that the company will not permit any retaliation against the complainant, and that if the person alleged to have threatened or committed an act of violence or other persons tries to retaliate, there will be disciplinary action.
- Remind all persons interviewed that confidentiality must be maintained.
- Whenever possible, have the people being interviewed write their reports. During the interview, you can ask for more detail. If this is not possible, the interviewer may take notes during the interview.

- If it is not possible to have the interviewees write their statements, have two people conduct the interview (i.e., one person asks questions, and the second person takes notes).
- Document the name of the person being interviewed, the date and time of the interview and who was present during the interview.
- Have the person tell you their story, and get as many details as you can using open-ended questions. Questions that you may want to ask include:
 - What happened?
 - When and where did the incident happen?
 - Who was present?
 - Who did and said what to whom?
 - Was the incident an isolated event or part of a pattern?
 - Is there anyone else who might have relevant information?
 - What action(s) could be taken?
- Inform the interviewee that you are looking for facts only.
- Don't lead the witnesses or ask questions that might change how they remember the incident.
- Watch body language and keep in mind that witnesses or others may have been traumatized by the incident.
- At the end of the interview, review the information gathered with the interviewee(s). This will confirm the accuracy of the information gathered and allow the interviewee(s) to add more information if necessary. Have the interviewee sign the statement. All interviews and notes are to be attached to the final report.

Violent incident investigation report

If the violent incident required the committee co-chairs, the representative or the workers to help conduct the investigation, the employer must prepare an investigation report. The investigation report must be developed in consultation with the committee, the representative or the workers.

The investigation report must include the following:

- the name of any person injured or killed
- the date, time and place of the incident or dangerous occurrence
- the description of the incident or dangerous occurrence
- graphics, photographs or evidence
- an explanation of the incident, including any factors or events that indirectly contributed to it occurring
- immediate corrective actions taken
- long term actions that will be taken to prevent a similar incident or dangerous occurrence
- reasons why no corrective action will be taken, if that turns out to be the case.

If an incident did not require the committee co-chairs, the representative or the workers to help conduct the investigation, the employer must share the report results with the safety and health committee or representative, if requested.

PREPARING AN ANNUAL VIOLENCE REPORT

Tracking violent incidents is another important component in addressing workplace violence. Tracking the violent incidents that occur within a workplace helps to determine the level of risk associated with particular tasks or areas in the workplace, and will enable you to identify patterns or trends. This knowledge makes it easier to identify control measures that may eliminate or reduce the risk of violence in your workplace.

Employers are required to prepare an annual report that compiles the incidents of violence in the workplace.

Once complete, this report must be provided to the safety and health committee, the representative or the workers at the workplace, if there is no committee or representative.

Content of the report

The annual report must contain the following:

- records of the incidents of violence to workers that occurred at the workplace
- results of any investigations into violent incidents, including recommendations for control measures or for changes to the violence prevention policy, and any report prepared under section 2.9 (Part 2) of the *WSH Regulation*
- information on control measures in place as a result of an investigation into a violent incident at the workplace.

	POLICY CATEGORY/NUMBER	<i>HCS 215.5</i>
POLICY TITLE	Date Approved	April 29, 2013
Violence Prevention Program for Health Care Workers in Manitoba	Applicable to	Regional Health Authorities Health Corporations CancerCare Manitoba Diagnostic Services Manitoba
BRANCH/DIVISION	Next Review Date	
HEALTH WORKFORCE	Date Reviewed	
RESPONSIBLE AUTHORITY	Date Revised	
ASSISTANT DEPUTY MINISTER, HEALTH WORKFORCE	# of Pages	3

1.0 POLICY STATEMENT

1.1. Every reasonable effort will be made to mitigate, eliminate or reduce all forms of violence in workplaces where healthcare services are provided. Where it is not reasonably practicable to eliminate the risk of violence, actions and measures will be taken to control that risk.

2.0 PURPOSE

2.1. To implement a systematic and comprehensive program for the prevention of healthcare related violence toward health care workers in Manitoba.

3.0 DEFINITIONS

3.1 Act – The Manitoba Workplace Safety and Health Act, R.S.M. 1987, c. W210.

3.2 Client – Patients, residents, clients.

- 3.3 Contractor** – A person who, pursuant to one or more contracts, directs the activities of one or more employers or self-employed persons involved in work at a workplace.
- 3.4 Hazard** – Any condition, activity, material, or substance that can cause injury or illness to a person.
- 3.5 Regulation** – The Manitoba Workplace Safety and Health Regulation, M.R. 217/2006 (including all current and future amendments).
- 3.6 Risk** – The potential that a chosen action or activity (including the choice of inaction) will lead to a loss (an undesirable outcome).
- 3.7 Supervisor** – A person who has charge of a workplace or authority over a worker. A supervisor is not a job title but rather a position of responsibility, accountability, and authority. Job title examples may include, but not limited to, lead-hand, foreman, supervisor, charge nurse, manager, or director, etc.
- 3.8 Violence** – any act that results in injury or threat of injury, real or perceived, by an individual, including but not limited to:
- 3.8.1 Acts of aggression (whether intentional or not).
 - 3.8.2 Verbal or written threats.
 - 3.8.3 Vandalism of personal property.
- 3.9 Violence, Types of –**
- 3.9.1 Type I (Criminal Intent): Results while a criminal activity is being committed and the perpetrator has no legitimate relationship to the workplace.
 - 3.9.2 Type II (Customer/client): The perpetrator is a customer or client at the workplace (e.g., health care client) and becomes violent while being served by the worker.
 - 3.9.3 Type III (Worker-on-Worker): Employees or past employees of the workplace are the perpetrators.
 - 3.9.4 Type IV (Personal Relationship): The perpetrator usually has a personal relationship with an employee (e.g., domestic violence in the workplace).
- 3.10 Visitor** – Any person who is attending the site on a temporary basis and that is not an employee, volunteer, contractor, or client.
- 3.11 Volunteer** – A person who performs a charitable service or helpful work willingly and without pay.
- 3.12 Worker/Staff:**
- 3.12.1 Any person who is employed by an employer to perform a service whether for gain or reward, or hope of gain or reward or not,
 - 3.12.2 Any person engaged by another person to perform services, whether under a contract of employment or not,
 - 3.12.3 Any person undergoing training or serving an apprenticeship at an educational institution or at any other place.
- 3.13 Workplace** – any building, site, workshop, structure, mobile vehicle, or any other premises or location whether indoors or outdoors in which one or more workers, or self-employed persons, are engaged in work or have worked.

4.0 POLICY

- 4.1** Every reasonable effort will be made to mitigate, eliminate or reduce all forms of workplace violence and to ensure that:
- 4.1.1** A violence-free workplace for all individuals' health, safety, welfare, and dignity is respected, protected and promoted.
 - 4.1.2** Risks of violence are identified and appropriate prevention measures, controls, and practices are established that eliminate or minimize those risks.
 - 4.1.3** Documented procedures are established to identify and address specific hazards and the associated risks for each workplace or area.
 - 4.1.4** Workers are trained in and follow the safety procedures to prevent and respond to violence-related incidents.
 - 4.1.5** Workers are empowered to make and act on decisions regarding the risk of violence to protect themselves and others.
 - 4.1.6** Critical incident debriefing and other supports to workers affected by a workplace violence incident is available and accessible.
 - 4.1.7** All individuals including workers, contractors, volunteers, and management understand their roles and responsibilities related to violence prevention in the health care environment and are held accountable.
 - 4.1.8** All clients and visitors are expected to follow the violence-free workplace program.
 - 4.1.9** Employers and its supervisors comply with this policy and its requirements.
 - 4.1.10** At a minimum, compliance with The Workplace Safety and Health Act and Regulations, Accreditation Standards, and applicable Collective Agreements is maintained.
 - 4.1.11** The program will be evaluated at appropriate intervals and sustainability measures are implemented.

5.0 PROCEDURES

- 5.1** Procedures to support the implementation of this policy will be established.

6.0 Policy Documents

The Workplace Safety and Health Act, R.S.M. 1987, c. W210

Manitoba Workplace Safety and Health Regulation, M.R. 217/2006

Health care workers

Health care workers (HCW), including hospital employees, other staff who work or study in hospitals (e.g., students in health care disciplines, contract workers, volunteers) and other health care personnel (e.g., those working in clinical laboratories, nursing homes, home care agencies and community settings) are at risk of exposure to communicable diseases because of their contact with patients/clients (diagnosed or undiagnosed) or their environment. There is also a risk that HCW could transmit an undiagnosed vaccine-preventable disease to others. Some health care institutions and jurisdictions are moving towards making vaccination a condition of employment for HCW.

HCW require assessment of immunization status, completion of routinely recommended vaccine series, and booster doses as necessary. In addition, HCW may require additional doses or booster doses of routine immunizations, or a change in the routine immunization schedule. Unimmunized or incompletely immunized HCW should receive routine immunizations as appropriate for age as well as vaccines recommended because of specific occupational risks. Refer to Table 1 for a summary of recommended immunizations for HCW.

Bacille Calmette-Guérin (BCG)

In general, HCW do not need BCG vaccine. Appropriate personal protection, environmental controls, treatment of the source, and tuberculosis (TB) screening and chemoprophylaxis of the exposed person as indicated are the typical approaches to TB control in HCW. If early identification and treatment of latent TB infection are not available, BCG vaccine may be considered for HCW who may be repeatedly exposed to persons with untreated, inadequately treated or drug-resistant active TB or tubercle bacilli in conditions where protective measures against infection are not feasible. Consultation with a TB and/or infectious disease expert is recommended. Refer to Bacille Calmette-Guérin (BCG) Vaccine in Part 4 for additional information.

Diphtheria, tetanus

All HCW should have received a primary series of tetanus toxoid-diphtheria toxoid-containing vaccine. Tetanus toxoid-reduced diphtheria toxoid vaccine (Td) booster doses are indicated every 10 years. Tdap vaccine should be administered if a pertussis-containing vaccine was not received in adulthood. Tdap vaccine can be given even if Td vaccine was recently administered.

Hepatitis B

Immunization with hepatitis B (HB) vaccine and post-immunization serologic testing to assess vaccine response within 1 to 6 months of completion of the vaccine series are recommended for all HCW due to potential occupational exposure to blood, blood products and bodily fluids that may contain HB virus. Refer to Hepatitis B Vaccine in Part 4 for additional information on management of non-responders.

Influenza

Influenza vaccination provides benefits to HCW and to the patients/clients they care for. Transmission of influenza between infected HCW and their vulnerable patients/clients results in significant morbidity and mortality. Randomized controlled trials conducted in geriatric long-term care settings have demonstrated that vaccination of HCW is associated with substantial decreases in morbidity and mortality in the residents. Influenza vaccination of HCW who have direct patient contact (i.e., activities that allow opportunities for influenza transmission between a HCW and a patient) is an essential component of the standard of care for the protection of patients. HCW who have direct patient contact should consider it their responsibility to provide the highest standard of care, which includes annual influenza vaccination. Refer to Influenza Vaccine in Part 4 for additional information.

Measles

It is recommended that all HCW be immune to measles. HCW, regardless of their year of birth, should receive two doses of measles-mumps-rubella (MMR) vaccine if they do not have one or more of the following: documented evidence of receiving two doses of measles-containing vaccine on or after their first birthday or laboratory evidence of immunity; or a history of laboratory confirmed measles disease. Refer to Measles Vaccine in Part 4 for additional information.

Meningococcal

Clinical laboratory personnel who handle *Neisseria meningitidis* specimens should be offered immunization with one dose of quadrivalent conjugate meningococcal vaccine. Re-vaccination is generally recommended every 5 years. Good laboratory practices should be employed at all times to minimize the risk of exposure in laboratory workers and post-exposure prophylaxis should be offered after recognized exposures. There is no evidence to recommend routine meningococcal immunization of other HCW. Nosocomial transmission of invasive meningococcal disease is very uncommon. Post-exposure chemoprophylaxis may be indicated for HCW who are close contacts of cases of invasive meningococcal disease. HCW are considered as close contacts only if they have had intensive, unprotected contact (without wearing a mask) with infected patients (e.g., intubating, resuscitating or closely examining the oropharynx). It is recommended that HCW use barrier precautions to avoid direct contact with respiratory secretions of patients with meningococcal disease until the patient has completed 24 hours of effective antibiotic therapy. Refer to Meningococcal Vaccine in Part 4 for additional information.

Mumps

It is recommended that all HCW be immune to mumps. HCW, regardless of their year of birth, should receive two doses of MMR vaccine if they do not have one or more of the following: documented evidence of receiving two doses of mumps-containing vaccine on or after their first birthday; or laboratory evidence of immunity; or a history of laboratory confirmed mumps disease. Refer to Mumps Vaccine in Part 4 for additional information.

Pertussis

All adult HCW, regardless of age, should receive a single dose of tetanus toxoid-reduced diphtheria toxoid-reduced acellular pertussis-containing vaccine (Tdap) for pertussis protection if not previously received in adulthood. The adult dose is in addition to the routine adolescent booster dose. Adolescent volunteers in health care settings should receive their routine booster dose of Tdap vaccine. Refer to Pertussis Vaccine in Part 4 for additional information.

Polio

All HCW who have not received a primary series of poliomyelitis vaccine should receive a primary series of inactivated poliomyelitis vaccine.

Health care workers at highest risk for polio exposure, including those who have close contact with patients who might be excreting wild type virus (e.g., from travel abroad) or vaccine type poliovirus (e.g., infants who received oral polio vaccine abroad) and laboratory workers handling specimens that may contain poliovirus, should be particularly targeted for polio vaccination. HCW at highest risk for polio exposure should receive a single lifetime booster dose of inactivated poliomyelitis vaccine. If these HCW have not received a primary series, they should receive a full primary series and then receive a single lifetime booster dose after 10 years. Refer to Poliomyelitis Vaccine in Part 4 for additional information.

Rubella

It is recommended that all HCW be immune to rubella. HCW, regardless of age, should receive one dose of MMR vaccine if they do not have one or more of the following: documented evidence of receiving one dose of rubella-containing vaccine on or after their first birthday; or laboratory evidence of immunity; or a history of laboratory confirmed rubella disease. Refer to Rubella Vaccine in Part 4 for additional information.

Travel vaccines for health care providers working abroad

Health care providers working in cholera-endemic countries or areas where hepatitis A, typhoid, Japanese encephalitis, tick-borne encephalitis, or yellow fever are present may be at significantly increased risk of exposure and should be appropriately vaccinated. Re-vaccination may be recommended if risk of exposure is ongoing. Consultation with a travel medicine expert is advised. Refer to Immunization of Travellers in Part 3 and vaccine-specific chapters in Part 4 for additional information.

Varicella

It is recommended that all HCW be immune to varicella. HCW are considered to be immune to varicella if they have documented evidence of immunization with 2 doses of a varicella-containing vaccine or laboratory evidence of immunity. For HCW who are currently or have previously been employed in a Canadian health care setting, a self-reported history or health care provider diagnosis is considered a reliable correlate of immunity if varicella infection occurred before the year of a one-dose vaccine program implementation (refer to Varicella (Chickenpox) Vaccine in Part 4). In general, healthy adults 50 years of age and older, are presumed to be immune to varicella, even if the person does not remember having had

chickenpox or herpes zoster (shingles, HZ). All HCW should be immunized with two doses of univalent varicella vaccine when there is uncertainty about immunity to varicella.

Following the exposure of HCW to varicella within health care settings, verification of susceptibility to infection should be a part of post-exposure protocols. Refer to Varicella (Chickenpox) Vaccine in Part 4 for additional information.

Table 1: Recommended immunization, health care workers

Refer to text and [vaccine-specific chapters](#) in Part 4 for additional information.

Vaccine	Recommendation(s)
BCG	Consider use only in specified high-risk circumstances
Diphtheria Tetanus	All HCW should be immune Primary series if no previous immunization ¹ Booster doses of Td vaccine every 10 years
Hepatitis B	If no evidence of immunity ²
Influenza	Annually
Measles	If no evidence of immunity (refer to text), regardless of age - 2 doses
Meningococcal	Not routinely for HCW Quadrivalent conjugate meningococcal vaccine for clinical laboratory workers who handle N. meningitidis specimens - 1 dose with a booster every 5 years if at ongoing risk
Mumps	If no evidence of immunity (refer to text), regardless of age - 2 doses
Pertussis	A single dose of Tdap vaccine if not previously received in adulthood.
Polio	Primary series if no previous immunization - 3 doses. Unvaccinated HCW at highest risk of exposure should be particularly targeted for primary immunization. A single lifetime booster dose for HCW at highest risk of exposure.
Rubella	If no evidence of immunity (refer to text) - 1 dose
Travel vaccines	For HCW planning to work abroad, consider hepatitis A, cholera, Japanese encephalitis, tick-borne encephalitis, typhoid, and yellow fever vaccines prior to departure Re-vaccination for some vaccines if ongoing risk.
Varicella	If no evidence of immunity (refer to text) - 2 doses
¹	Available as Td or Tdap or Tdap-IPV. Tdap is indicated if an adult pertussis dose is needed. Tdap-IPV is indicated if both pertussis and polio vaccinations are needed.
²	Post-immunization serologic testing within 1 to 6 months of completion of primary series.

MNU VACATION SCHEDULING PROCEDURE

Note: Employer Policies cannot contain provisions which are contrary to the provisions of the Collective Agreement. For example, the Employer cannot limit the number of vacation blocks a nurse can request (if a nurse has 4 or 5 weeks of vacation, the nurse can request 4 or 5 blocks of vacation) and cannot limit the number of weeks that a nurse may request at any one time (a nurse with 4 or 5 weeks of vacation can request them all together during the summer or over Christmas if they choose and has the seniority to have their request granted.)

1. As required by Article 2109 of the MNU Collective Agreement, vacation entitlement lists are to be posted by March 1st of each year and shall reflect each nurse's projected vacation entitlement as at April 30th of that year (**dates vary between facilities**).
- 1.1 Vacation entitlement lists shall be prepared in seniority order and shall include the following:
 - Number of nurses in each occupational classification (i.e. Nurse II, III, IV, LPN, ORT) for each unit/site/facility, or number of nurses for each unit/site/facility (e.g. any one nurse regardless of classification) that may be scheduled for vacation at any one time
 - Number of projected vacation hours
 - Number of vacation entitlement weeks.
 - The projected vacation entitlement **must** include the additional week of vacation earned on completion of 20, 25, 30, 35, 40 etc years of continuous service. These days are taken during the vacation year in which they are earned (Article 2104)
 - The projected vacation entitlement will include any unpaid weeks earned when a nurse has been off on an unpaid leave during the vacation accrual year
2. Beginning * **March 15th** of each year, the Employer shall arrange an appointment with each nurse, in order of seniority, so that the nurse may indicate their choice of vacation dates including any unpaid vacation they are requesting, in writing. This process must be completed by April 30th of each year (**dates vary between facilities**).
- 2.1 It is imperative that nurses are provided with sufficient notice of their respective vacation scheduling appointment.
- 2.2 **Note:** It is also imperative that nurses on LOA, Income Protection, D & R, WCB, Vacation, etc. are notified of their respective vacation scheduling appointment.

- 2.3 Nurses in term positions shall also indicate their vacation requests at this time on the unit where they occupy the term position. However, if a nurse's term position ends prior to the start of the vacation year, the nurse shall schedule the next year's vacation on the unit they are returning/going to.
- 2.4 These appointments shall take place in person, unless otherwise mutually agreed, and shall include reviewing the vacation selected/approved to date.

It is mandatory for nurses to attend their respective vacation scheduling appointment. This appointment should take place in person or by telephone or by making other arrangements with the Employer if the nurse is out of town. **Except in extenuating circumstances, a nurse who fails to attend their appointment to indicate their choice of vacation dates shall be placed at the bottom of the seniority list for that unit/facility/site. Accordingly, when the schedule of appointments is completed, the Manager/ designate will meet with the nurse(s) who failed to attend their scheduled appointment and in consultation with the nurse will schedule said vacation within the time periods remaining. This is the only opportunity that nurses have to request vacation for the upcoming vacation year. The vacation scheduling process is not interrupted because a nurse has failed to show up for their appointment.

Extenuating circumstances include but are not limited to a motor vehicle accident on the way to the appointment, death in the family, etc. Extenuating circumstances **do not include – "I forgot", "my car did not start", etc. If the nurse misses their appointment due to extenuating circumstances, they do not go to the bottom of the list but their appointment is rescheduled as soon as possible.

The nurse is to come to the appointment prepared to indicate in writing their choice of vacation dates.

- 2.4 All of the nurse's earned vacation, including unpaid vacation and the "Bonus Week" as per 2104, must be chosen at their respective vacation scheduling appointment, except for the three (3) days as per Article 2101 of the Collective Agreement. If nurses do not select these three (3) days during their vacation scheduling appointment, seniority will not be considered when these dates are requested at a later date. A nurse must request to use these vacation days in accordance with Article 1501 of the Collective Agreement.

NOTE: MOU # 19 - For former Civil Service nurses who have maintained their pension with the Civil Service Superannuation Plan, vacation days may be reserved in accordance with the Memorandum of Understanding Supplementary to the Collective Agreement

MOU NEW Re Former Civil Service Nurses who have Maintained Their Pension with the Civil Service Superannuation Plan

1. Nurses who have maintained their pension with the Civil Service Superannuation Plan, may elect to accrue vacation benefits for retirement purposes.
2. For purposes of retirement, a nurse may request to carry over up to a maximum of one (1) year of vacation entitlement to be cashed out upon retirement. A maximum of up to 50

vacation days may be counted as pensionable service in accordance with the terms and conditions of the Civil Service Superannuation Act.

3. Nurses electing to carry over vacation entitlement for retirement purposes shall:
 - 3.1 Provide a written letter of retirement intent with a specified retirement day within the next four (4) fiscal years.

Example:

Nurse submits retirement notice on March 1, 2012

4 fiscal years = the fiscal year of 2016/2017

Nurse must retire prior to March 31, 2017

- 3.2 Indicate the intended number of vacation days per year to be reserved prior to retirement (during the last four fiscal years).

- 3.3 Indicate the total number of vacation days to be cashed out upon retirement.

- 3.4 Receive approval from their Manager for vacation carry over for retirement purposes.

4. Nurses may request to extend their retirement date and provide an alternate date provided that they give the Employer ninety (90) days notice of their intention to do so. Such requests shall be subject to the reasonable discretion of the Employer. Should the request to extend the retirement date be approved by the Employer, the nurse may be required to utilize a portion of the accrued vacation referenced in 2. in accordance with Province of Manitoba rules.

If requested a nurse may retire earlier than the retirement date indicated and as approved by their Manager.

- 2.5 The selected vacation schedule shall be updated on an ongoing basis and shall be posted in an accessible location to allow nurses to remain current on what vacation periods have already been selected. The selected vacation schedule should be updated immediately following each nurse's vacation selection.

- 2.6 Once a nurse's vacation selection has been approved, it shall not be changed unless by mutual agreement and without displacing the request of another nurse. This request to change vacation can only occur after all nurses have selected vacation in seniority order and the completed vacation schedule is posted.

- 2.7 The approved vacation schedule will be posted no later than May 1st (dates vary between facilities).

- 2.8 A nurse must use current annual vacation, (which was earned during the previous vacation year), during the current vacation year (See 2.4 above for exception for former Civil Service Nurses, see 3.4 for nurses on Parenting Leave and see 3.5 for nurses on D&R/WCB/MPI). If the current annual vacation is not used or scheduled by January 15th, the Employer has the right to schedule the vacation prior to the end of the current vacation year. This scheduling of vacation not requested by a nurse must be completed prior to April 30th because all vacation, except for the three (3) days as per Article 2101, must be scheduled prior to April 30th. Vacation may be paid out only in extenuating circumstances (dates vary between facilities).

2.9 Article 2104- Bonus Week of Vacation

The nurse is provided an extra vacation bonus in recognition of long service as a nurse. Five extra paid days are granted in the vacation year in which the full-time nurse completes 20 years of continuous service (as clarified in Article 2105). Part-time nurses' paid vacation is prorated based on regular paid hours in the preceding vacation year. The 5 days are granted for that vacation year and in each vacation year that a subsequent 5th anniversary occur. The 5 days are taken at any time during the vacation year in which these anniversaries occur. The 5 days can be taken prior to the anniversary date if the nurse so requests in accordance with 2109, however if the nurse terminates employment prior to the actual anniversary date, any of the bonus week vacation taken must be repaid.

****NOTE Any nurse who has been off on an unpaid leave of absence during the vacation accrual year immediately preceding their anniversary date is still entitled to the paid "bonus week" of vacation.**

If the nurse is on an unpaid leave of absence for the entire vacation year that they would otherwise qualify for this bonus week, the nurse is not entitled to this bonus week. It does not carry over.

2.10 Moving to Next Level of Entitlement

When a nurse moves to the next level of vacation entitlement ie. From 3 to 4 weeks, depending on when their vacation entitlement date falls they may not have enough for the full entitlement (4 weeks) in the first vacation year in which the change occurs.

Employees can only take the earned vacation.

For example, if vacation entitlement date is in October (half way through the vacation year), the employee will have only earned 3½ weeks rather than 4 weeks.

3. Vacation is to be requested in weeks (7 day blocks), indicating the day of the week vacation is requested to begin as per Article 2101, e.g. the request is for 3 weeks starting Wednesday, July 6th.

3.1 Part-time nurses who request one week of vacation which includes their entire EFT shall be advised that this is 2 weeks of vacation as per Article 3405 (a) and (b). This means a nurse will be away from the workplace for 14 continuous days which is equivalent to 2 weeks off for a full-time nurse. This may require adjustments to the nurse's shift schedule prior to or following these vacation weeks.

- One week of vacation is equivalent to half of the nurse's EFT
- Two weeks vacation is equivalent to the entire EFT

EFT	7.75 Hours/1 Week Vacation	11.63 Hours/1 Week Vacation	7.75 Hours/2 Weeks Vacation	11.63 Hours/2 Weeks Vacation
1.0	5 days	3.3 days	10 days	6.7 days
0.9	4.5 days	3 days	9 days	6 days
0.8	4 days	2.7 days	8 days	5.3 days
0.7	3.5 days	2.3 days	7 days	4.6 days
0.6	3 days	2 days	6 days	4 days
0.5	2.5 days	1.7 days	5 days	3.3 days
0.4	2 days	1.3 days	4 days	2.7 days
0.3	1.5 days	1 day	3 days	2 days
0.2	1 day	0.6 days	2 days	1.3 days
0.1	½ day	3.5 hours	1 day	7 hours

*** NOTE: It is not possible to schedule partial days of vacation for nurses who work 8 or 12 hour shifts. Therefore the number of days of vacation is balanced over the number of weeks of entitlement the nurse receives. See attached tables (Vacation by EFT) at the end of this document for the distribution of shifts based on the nurses EFT)

If the nurse chooses to take one week of vacation during a week where they normally works more than half of their EFT, the nurse will have those excess days rescheduled as soon as possible surrounding the vacation period to ensure their EFT is maintained. It is understood that the posted hours for that period for the nurse going on vacation may differ from their master rotation to accommodate their rescheduled shifts. If the nurse chooses to take one week of vacation during a week where they normally work less than their EFT, the nurse may have a day from the previous week or the following week rescheduled into this short week in order to ensure that they receive their EFT in vacation time.

- 3.2 Excess vacations are those hours earned by part-time nurses working occasional additional available shifts above their EFT. Part-time nurses shall receive their entitled vacation over a period of time equivalent to the vacation period of a full-time nurse and shall be paid their earned vacation pay proportionately during each week of scheduled vacation. Therefore, the nurse may receive more vacation pay than what their EFT is during each week of vacation. The nurse cannot use this excess vacation to request additional weeks of vacation that she/his is not entitled to.
- 3.3 Nurses who request to retain up to three (3) 7.75 hour vacation days (two 12 hour shifts) for personal use shall have their number of weeks of vacation reduced as follows:

Listed below is a table that identifies the amount of vacation taken if three 7.75 hour vacation days are retained.

EFT	= Vacation Taken
1.0	½ week vacation
0.9	½ week vacation
0.8	¾ week vacation
0.7	1 week vacation

0.6	1 week vacation
0.5	1 week vacation
0.4	2 weeks vacation
0.3	2 weeks vacation
0.2	3 weeks vacation
0.1	6 weeks vacation

- 3.4 When a nurse is granted a parenting LOA and is not anticipated to return prior to ***April 30th**, every reasonable effort will be made to schedule their vacation prior to the leave. The nurse may retain 5 paid vacation days to utilize upon return from parenting LOA as per Article 2408(c). **(dates vary between facilities)**.
- 3.5 A nurse who is on D&R/WCB/MPI prior to the commencement of their vacation shall, upon their request, have their vacation displaced and such vacation shall be re-scheduled at a time mutually agreed between the nurse and the Employer within the available time periods remaining during that vacation year. If the nurse's current annual vacation cannot be reasonably scheduled by the end of the current vacation year the nurse may elect to carry over to the next vacation year up to five (5) paid days of current annual vacation (pro-rated for part-time based on their EFT).
- 3.6 All vacation hours for all nurses shall be assigned, approved and posted on May 1st as per Article 2109 **(dates vary between facilities)**.

Exception: The "up to 3 vacation days" requested for personal use shall be included on the approved vacation schedule and shall be awarded in order of seniority provided the specific dates are included in the request prior to April 30th. If no specific dates are attached, these days will be granted as long as adequate notice is given in order to accommodate scheduling in accordance with Article 1501.

NOTE: ALL VACATION HOURS MUST BE APPROVED AND POSTED BY MAY 1ST (DATES VARY BETWEEN FACILITIES) REGARDLESS OF WHETHER OR NOT THE EMPLOYER HAS VACATION RELIEF IN PLACE. IT IS NOT THE PART-TIME NURSES' RESPONSIBILITY TO AGREE TO WORK ADDITIONAL AVAILABLE SHIFTS DURING VACATION PERIODS BEFORE THE EMPLOYER APPROVES VACATION REQUESTS.

4. Vacation to be taken shall be calculated as follows:

4.1 Full-time Nurses

Vacation must be requested in weeks. One week's vacation is equal to 5 paid days (38.75 hours) as per Article 2101. If a Recognized Holiday falls within a vacation request, vacation will be assigned and the Recognized Holiday will be banked or scheduled.

4.2 Part-Time Nurses - Excess Vacation Earned by Working Additional Shifts

Vacation must be requested in weeks. One week of vacation is equal to 5 paid days (prorated) as per Article 3405 (a). Excess vacations are those hours earned by part-time nurses working occasional additional available shifts above their EFT.

To ensure that the part-time nurses are treated similarly to full-time nurses with respect to vacation weeks, the following formula is used to calculate vacation hours to be paid within each vacation week requested.

$$\frac{\text{Total Vacation Hrs. Earned}}{\text{Vacation Weeks Earned}} = \text{\# of hours vacation paid per week regardless of EFT}$$

e.g. $\frac{100 \text{ hours}}{4 \text{ weeks}} = 25 \text{ hours paid/week of vacation requested}$

5. Vacation Allocation for Nurses on Leave During Accrual Year:

During an approved leave of absence, employment is considered continuous. Nurses are still employed, but not earning wages while on the leave. Nurses who return from leave are entitled to their full vacation time (# of weeks as per Article 2103) but not full vacation pay.

Vacation pay for nurses who have taken a leave is calculated on the same basis as part-time nurses (Article 3405) as follows:

$$\frac{\text{Hours Paid at Regular Rate of Pay (during vacation year)}}{\text{Full-time Hours}} \times \text{Entitlement of a Full-time Nurse}$$

While on leave, nurses are still employed. The time they are away on leave **does** count toward their years of service when determining how much vacation they are entitled to.

For example: A nurse who is on unpaid leave for 6 months during the vacation accrual year is entitled to all of the vacation accrual, i.e. if they are earning vacation at the 4 week rate, they are entitled to 2 weeks of paid vacation and 2 weeks of unpaid vacation. The nurse may choose to take only full paid vacation weeks, (e.g. this nurse could just take 2 weeks). The nurse shall not be forced to take any unpaid vacation in order to be off for the entire vacation weeks, (e.g. this nurse could choose not to take two unpaid weeks).

6. New Hires

As per Article 2102 of the Collective Agreement “A nurse who has completed less than one (1) year of employment as at the cut-off date shall be entitled to a paid vacation at the rate of one and one-quarter (1.25) days per month worked, however, unless otherwise mutually agreed, the Employer is not obliged to permit earned vacation to be taken until a nurse has completed six (6) months of employment.”

This applies to all new hires that start at a facility and have come from out of province/country or new graduates.

7. Nurses Who Change EFT’s from Accrual Year to Vacation Year:

The rate of vacation accrual determines the vacation weeks, not the hours of vacation earned as per Article 2103.

For Example:

- (i) A part-time nurse worked 0.5 EFT position, earned vacation at the 4 week rate and earned 116.25 hours of vacation. The nurse has requested one vacation period of 3 weeks and one of 1 week. They have moved to a full-time position in the interim. So, 4 weeks vacation now equals 155 hours. The nurse is granted their request even though they have inadequate vacation hours for all the scheduled shifts in the three week and one week vacation periods. However, the nurse may choose to take only full paid vacation weeks, (e.g. this nurse could just take 3 weeks). The nurse shall not be forced to take any unpaid vacation in order to be off for the entire vacation weeks, (e.g. this nurse could choose not to take one unpaid week).
- (ii) The full-time nurse who has earned 155 hours vacation (4 weeks) and goes to a .5 EFT part-time position will be paid 4 weeks vacation (77.5 hours). The remaining 77.5 hours will be paid as vacation excess during the vacation period as per 4.2 of this document.

8. Nurses Who Transfer Between Units/Sites With the Same Employer:

A nurse who transfers to another unit/site after their vacation request has been approved, shall have their vacation scheduled by the Manager of the new unit/site in consultation with the nurse within the time periods remaining during that vacation year.

9. Article 30A Nurse Initiated Mobility

Vacation earned at the sending facility shall not be paid out upon transfer unless the nurse requests. If a nurse elects to have vacation transferred, it does not mean that the previously approved vacation dates will be honored at the receiving facility. Only the amount of time which has to be taken in accordance with the new facility's Collective Agreement will be honored and operational requirements will be taken into account.

10. Applicable to NOR-MAN & BURNTWOOD

Travel Time Article 2103

Two (2) additional paid days travel are granted each year. The hours paid per day are pro-rated for part-time nurses. The travel days are to be requested with one of the "blocks" of vacation chosen by the nurse (i.e the day before and the day after one of the nurse's vacation blocks).

11. Applicable to CHURCHILL HEALTH CENTRE ONLY

Travel Time and Travel Assistance Article 2103

Vacation travel assistance shall be paid once annually commencing with the nurse's second (2nd) year of employment, and shall consist of economy return airfare, or its equivalent from Churchill to Winnipeg. Commencing in the nurse's sixth (6th) year of employment and each year thereafter, the amount of vacation travel assistance shall consist of two (2) times economy return airfare, or its equivalent from Churchill to Winnipeg.

Travel assistance shall be provided for nurses only and shall be issued not later than the nurse's last day of work prior to taking vacation. Unused travel assistance shall not be paid on termination of employment.

In the event of the discontinuation of scheduled commercial flights between Churchill and Winnipeg, the amounts referred to above shall be equal to the rates in effect prior to such discontinuation.

It is understood that Vacation Travel Assistance shall be used solely for the purpose of aiding a nurse leaving the Churchill area utilizing commercial transportation when on vacation, banked time off, and/or any combination of the two, and such assistance shall not be paid for any other purpose

MNU VACATIONS BY EFT

EFT	Total Wks	Total Hours	Total Shifts	Shifts Per Week Block							Total Hours	Balance Of Hrs
	EFT	Wks of Vac	Total Hours	12 Hr Shifts	Wk 1	Wk 2	Wk 3	Wk 4	Wk 5	Wk 6	Wk 7	
1.00	7	271.25	24	4	4	4	3	3	3	3	279.000	-7.75
	6	232.50	20	4	4	3	3	3	3	0	232.500	0.000
	5	193.75	17	4	4	3	3	3	0	0	197.625	-3.875
	4	155.00	14	4	4	3	3	0	0	0	162.750	-7.75
	3	116.25	10	4	3	3	0	0	0	0	116.250	0.000
	2	77.50	7	4	3	0	0	0	0	0	81.375	-3.875
	1	38.75	4	4	0	0	0	0	0	0	46.500	-7.75
0.90	7	244.125	21	3	3	3	3	3	3	3	244.125	0.000
	6	209.25	18	3	3	3	3	3	3		209.250	0.000
	5	174.375	15	3	3	3	3	3			174.375	0.000
	4	139.50	12	3	3	3	3	0	0	0	139.500	0.000
	3	104.625	9	3	3	3	0	0	0	0	104.625	0.000
	2	69.75	6	3	3	0	0	0	0	0	69.750	0.000
	1	34.875	3	3	0	0	0	0	0	0	34.875	0.000
0.80	7	217.00	18	3	3	3	3	2	2	2	209.250	+7.75
	6	186.00	16	3	3	3	3	2	2	0	186.000	0.000
	5	155.00	13	3	3	3	2	2	0	0	151.125	+3.875
	4	124.00	10	3	3	2	2	0	0	0	116.250	+7.75
	3	93.00	8	3	3	2	0	0	0	0	93.000	0.000
	2	62.00	5	3	2	0	0	0	0	0	58.125	+3.875
	1	31.00	2	2	0	0	0	0	0	0	23.250	+7.75
0.70	7	189.875	16	3	3	2	2	2	2	2	186.000	+3.875
	6	162.75	14	3	3	2	2	2	2	0	162.750	0.000
	5	135.625	11	3	2	2	2	2	0	0	127.875	+7.75
	4	108.50	9	3	2	2	2	0	0	0	104.625	+3.875
	3	81.375	7	3	2	2	0	0	0	0	81.375	0.000
	2	54.25	4	2	2	0	0	0	0	0	46.50	+7.75
	1	27.125	2	2	0	0	0	0	0	0	23.25	+3.875
0.60	7	162.75	14	2	2	2	2	2	2	2	162.750	0.000
	6	139.50	12	2	2	2	2	2	2	0	139.500	0.000
	5	116.25	10	2	2	2	2	2	0	0	116.250	0.000
	4	93.00	8	2	2	2	2	0	0	0	93.000	0.000
	3	69.75	6	2	2	2	0	0	0	0	69.750	0.000
	2	46.50	4	2	2	0	0	0	0	0	46.500	0.000
	1	23.25	2	2	0	0	0	0	0	0	23.250	0.000

EFT	Total Wks	Total Hours	Total Shifts	Shifts Per Week Block							Total Hours Used	Balance Of Hours
				Wk 1	Wk 2	Wk 3	Wk 4	Wk 5	Wk 6	Wk 7		
0.50	7	135.625	11	2	2	2	2	1	1	1	127.875	+7.75
	6	116.25	10	2	2	2	2	1	1	0	116.250	0.000
	5	96.875	8	2	2	2	1	1	0	0	93.000	+3.875
	4	77.50	6	2	2	1	1	0	0	0	69.750	+7.75
	3	58.125	5	2	2	1	0	0	0	0	58.125	0.000
	2	38.75	3	2	1	0	0	0	0	0	34.875	+3.875
	1	19.375	1	1	0	0	0	0	0	0	11.625	+7.75

0.40	7	108.50	9	2	2	1	1	1	1	1	104.625	+3.875
	6	93.00	8	2	2	1	1	1	1	0	93.000	0.000
	5	77.50	6	2	1	1	1	1	0	0	69.750	+7.75
	4	62.00	5	2	1	1	1	0	0	0	58.125	+3.875
	3	46.50	4	2	1	1	0	0	0	0	46.500	0.000
	2	31.00	2	1	1	0	0	0	0	0	23.250	+7.75
	1	15.50	1	1	0	0	0	0	0	0	11.625	+3.875

0.30	7	81.375	7	1	1	1	1	1	1	1	81.375	0.000
	6	69.75	6	1	1	1	1	1	1	0	69.750	0.000
	5	58.125	5	1	1	1	1	1	0	0	58.125	0.000
	4	46.50	4	1	1	1	1	0	0	0	46.500	0.000
	3	34.875	3	1	1	1	0	0	0	0	34.875	0.000
	2	23.25	2	1	1	0	0	0	0	0	23.230	0.000
	1	11.625	1	1	0	0	0	0	0	0	11.625	0.000

0.20	7	54.25	4	1	1	1	1	0	0	0	46.50	+7.75
	6	46.50	4	1	1	1	1	0	0	0	46.500	0.000
	5	38.75	3	1	1	1	0	0	0	0	34.875	+3.875
	4	31.00	2	1	1	0	0	0	0	0	23.250	+7.75
	3	23.25	2	1	1	0	0	0	0	0	23.250	0.000
	2	15.50	1	1	0	0	0	0	0	0	11.625	+3.875
	1	7.75	1	1	0	0	0	0	0	0	11.625	-3.875

When a nurse chooses to save up to three 7.75 hour vacation days (23.25 hours total) the number of shifts assigned and vacation weeks scheduled are reduced accordingly

NOTE for - balance as per last column: For full-time nurses, when there is a negative balance remaining as per the last column above, the nurse may use banked overtime or STAT time

NOTE for + balance as per last column: For part-time nurses, when there is a positive balance remaining as per the last column above, the balance is paid as excess vacation pay in accordance with Article 3405 (b).

MNU VACATIONS BY EFT

EFT	Total Wks	Total Hours	Total Shifts	Shifts Per Week Block							Total Hours Used	Balance Of Hrs
	Wks of Vac	Total Hours	8 Hr Shifts	Wk 1	Wk 2	Wk 3	Wk 4	Wk 5	Wk 6	Wk 7		
1.00	7	271.25	35	5	5	5	5	5	5	5	271.25	0.000
	6	232.50	30	5	5	5	5	5	5		232.50	0.000
	5	193.75	25	5	5	5	5	5			193.75	0.000
	4	155.00	20	5	5	5	5				155.00	0.000
	3	116.25	15	5	5	5					116.25	0.000
	2	77.50	10	5	5						77.50	0.000
	1	38.75	5	5							38.75	0.000

0.90	7	244.125	31	5	5	5	4	4	4	4	240.25	+3.875
	6	209.25	27	5	5	5	4	4	4		209.25	0.000
	5	174.375	22	5	5	4	4	4			170.50	+3.875
	4	139.50	18	5	5	4	4				136.50	0.000
	3	104.625	13	5	4	4					100.75	+3.875
	2	69.75	9	5	4						69.75	0.000
	1	34.875	4	4							31.00	+3.875

0.80	7	217.00	28	4	4	4	4	4	4	4	217.00	0.000
	6	186.00	24	4	4	4	4	4	4		186.00	0.000
	5	155.00	20	4	4	4	4	4			155.00	0.000
	4	124.00	16	4	4	4	4				124.00	0.000
	3	93.00	12	4	4	4					93.00	0.000
	2	62.00	8	4	4						62.00	0.000
	1	31.00	4	4							31.00	0.000

0.70	7	189.875	24	4	4	4	3	3	3	3	186.00	+3.875
	6	162.75	21	4	4	4	3	3	3		162.75	0.000
	5	135.625	17	4	4	3	3	3			131.75	+3.875
	4	108.50	14	4	4	3	3				108.50	0.000
	3	81.375	10	4	3	3					77.50	+3.875
	2	54.25	7	4	3						54.25	0.000
	1	27.125	3	3							23.25	+3.875

0.60	7	162.75	21	3	3	3	3	3	3	3	162.75	0.000
	6	139.50	18	3	3	3	3	3	3		139.50	0.000
	5	116.25	15	3	3	3	3	3			116.25	0.000
	4	93.00	12	3	3	3	3				93.00	0.000
	3	69.75	9	3	3	3					69.75	0.000
	2	46.50	6	3	3						46.50	0.000
	1	23.25	3	3							23.25	0.000

EFT	Total Wks	Total Hours	Total Shifts	Shifts Per Week Block							Total Hours Used	Balance of Hours
				Wk 1	Wk 2	Wk 3	Wk 4	Wk 5	Wk 6	Wk 7		
0.50	7	135.625	17	3	3	3	2	2	2	2	131.75	+3.875
	6	116.25	15	3	3	3	2	2	2		116.25	0.000
	5	96.875	12	3	3	2	2	2			93.00	+3.875
	4	77.50	10	3	3	2	2				77.50	0.000
	3	58.125	7	3	2	2					54.25	+3.875
	2	38.75	5	3	2						38.75	0.000
	1	19.375	2	2							15.50	+3.875

0.40	7	108.50	14	2	2	2	2	2	2	2	108.50	0.000
	6	93.00	12	2	2	2	2	2	2		93.00	0.000
	5	77.50	10	2	2	2	2	2			77.50	0.000
	4	62.00	8	2	2	2	2				62.00	0.000
	3	46.50	6	2	2	2					46.50	0.000
	2	31.00	4	2	2						31.00	0.000
	1	15.50	2	2							15.50	0.000

0.30	7	81.375	10	2	2	2	1	1	1	1	77.50	+3.875
	6	69.75	9	2	2	2	1	1	1		69.75	0.000
	5	58.125	7	2	2	1	1	1			54.25	+3.875
	4	46.50	6	2	2	1	1				46.50	0.000
	3	34.875	4	2	1	1					31.00	+3.875
	2	23.25	3	2	1						23.25	0.000
	1	11.625	1	1							7.75	+3.875

0.20	7	54.25	7	1	1	1	1	1	1	1	54.25	0.000
	6	46.50	6	1	1	1	1	1	1		46.50	0.000
	5	38.75	5	1	1	1	1	1			38.75	0.000
	4	31.00	4	1	1	1	1				31.00	0.000
	3	23.25	3	1	1	1					23.25	0.000
	2	15.50	2	1	1						15.50	0.000
	1	7.75	1	1							7.75	0.000

When a nurse chooses to save up to three 7.75 hour vacation days (23.25 hours total) the number of shifts assigned and vacation weeks scheduled are reduced accordingly

NOTE for - balance as per last column: For full-time nurses, when there is a negative balance remaining as per the last column above, the nurse may use banked overtime or STAT time

NOTE for + balance as per last column: For part-time nurses, when there is a positive balance remaining as per the last column above, the balance is paid as excess vacation pay in accordance with Article 3405 (b).

EXCERPT FROM MNU HANDBOOK

3. OUT OF SCOPE MANAGEMENT POSITIONS FOR THOSE LOCALS WHERE NO REFERENCE IN THE COLLECTIVE AGREEMENT RE SENIORITY AS IN THE "CENTRAL" COLLECTIVE AGREEMENT.

The following policy was passed by the Board of Directors in November, 2000.
(Amended: November 2002)

MNU MEMBER MAKING APPLICATION FOR A TERM/TEMPORARY MANAGEMENT POSITION WITH THE SAME EMPLOYER

If a MNU member makes application to the Employer for a term (temporary) management position for which there is an incumbent, and should this nurse wish to retain her status in the bargaining unit, the nurse, with the employer, must make written application to the Union to enter into a Memorandum of Understanding supplementary to the Collective Agreement. This Memorandum will be between the nurse, the Employer and the Union and it will clarify the circumstances surrounding the leave the nurse is granted from her current bargaining unit position.

The Memorandum must include the following: During the period of her leave, the incumbent...

- (a) Will not accrue seniority (she will retain all seniority accrued to the date of leave of absence);
- (b) Will not attend Union meetings and will not receive Union mailings;
- (c) Will not be deducted Union dues during the time of the leave of absence;
- (d) Will not be allowed to use her seniority to apply for/be awarded any "in scope" position within the bargaining unit during the leave of absence;
- (e) At the conclusion of the position, the incumbent will be returned to the bargaining unit in accordance with Article 2403 and resume all Union rights which pertain to her;
- (f) The Union is under no obligation to represent the incumbent during her period of leave of absence from her "in scope" position, on any and all matters pertaining to her "management" position;
- (g) The vacancy created by the incumbent taking the leave of absence will be posted as a term position for the period of the leave of absence.

The Memorandum must also stipulate the period of the leave (not to exceed fifty-four weeks). Extensions will only be made with the consent of the Local/Worksite and the Manitoba Nurses' Union.

It should be noted that for term/temporary management positions for which there is no incumbent, the agreement to a Memorandum of Understanding is strictly at the discretion of the Local/Worksite and/or the Manitoba Nurses' Union.

4. OUT OF SCOPE MANAGEMENT POSITIONS FOR THOSE LOCALS REPRESENTED AT THE MNU CENTRAL TABLE AND OTHERS WHERE COLLECTIVE AGREEMENTS IN ARTICLE 25 REFERENCE SENIORITY RE OUT OF SCOPE.

**MNU MEMBER IN A TERM/TEMPORARY
MANAGEMENT POSITION WITH THE SAME EMPLOYER**

If a MNU member makes application to the Employer for a term (temporary) management position of fifty-four (54) weeks or less, the following applies: In addition to the direction in the Collective Agreement including Article 25 during the period of her leave, the incumbent:

- (a) Will not attend Union meetings and will not receive Union mailings;
- (b) Will not be deducted Union dues during the time of the leave of absence;
- (c) Will not be allowed to use her seniority to apply for/be awarded any "in scope" position within the bargaining unit during the leave of absence;
- (d) The Union cannot represent the incumbent during her period of leave of absence from her "in scope" position, on any and all matters pertaining to her "management" position;

A letter outlining the above will be sent to the nurse by the Local President.

ATTACHMENT #6

EMPLOYER'S RIGHT TO MEDICAL INFORMATION

Key Points to Remember

1. By virtue of the employer/employee relationship, the employer has the right to seek confirmation of illness whether or not there is any wording in the Collective Agreement concerning the provision of medical notes or certificates. The key is that the employer is only entitled to medical information to sufficiently answer the question as to whether or not the individual should be away from work and nothing more. This concept comes from the principle that an employer can only intrude upon the privacy of an employee if it has a legitimate business purpose tied to the employer/employee relationship which justifies the intrusion.
2. Broadly speaking, there are four circumstances under which an employer is entitled to medical information about an employee:
 - (a) To verify that time away from the workplace was due to illness
 - (b) To prove eligibility conditions are satisfied for disability benefits (including sickness benefits)
 - (c) To facilitate accommodation of a disability
 - (d) An employer is entitled to confirmation that the employee is recovered (but not what from) and fit for work - even when there is no accommodation in play.
3. The employer is entitled to a general statement as to the nature of the illness from the doctor but the doctor is not required to provide a specific diagnosis. For example, the doctor should say "a medical condition" or "cannot attend work due an injury or illness" and not "patient suffers from depression and suicidal ideation".
4. The employer is entitled to know whether a treatment plan has been prescribed by the doctor and whether the patient is following it. The employer is not normally entitled to know what the actual treatment plan is. Also, a treatment plan may trigger the duty to accommodate, e.g. schedule changes.
5. The employer is entitled to ask and be advised as to the doctor's prognosis for assessing when the employee may return to work.
6. Where it is contemplated that the employee may have some restrictions on return to work, either temporarily or permanently, then the duty to accommodate normally requires the employee to disclose more medical information than when there is no accommodation needed in order to allow the employer to assess the employee's ability to assume job duties or to allow the employer to modify job duties to accommodate any ongoing disability. However, following the need to know principle, parties should still avoid providing more information than is necessary. For example, a discussion of breaks needed for stretching or a lifting restriction does not require the employer to know someone has a herniated disk. Focus on the need that is the result of the injury e.g. lifting restriction, not the cause e.g. Dx - herniated disk.
7. When an employer receives medical information about an employee there is an implied obligation that the employer shares that information with only those on a "need to know basis". Human Resources, and OSH if they exist, can receive the details of injury or illness.

The supervisor doesn't need to know the details, they only need to be told that the employee needs extra breaks, for example.

8. The Union's role in the duty to accommodate process may require it to get involved in the provision of and sharing of the employee's medical information to determine such questions as extent of disability, length of disability, restriction on job duties, etc.
9. There is no duty on the employee to submit to an independent medical examination or a medical examination with the "company doctor" unless it is in the Collective Agreement. (Note: Article 3701 of the MNU Collective Agreement allows the Employer to require a medical examination at the employer's expense.)
10. The employee should never let the employer have direct access to their doctor/health practitioner in writing or by telephone. The Union can be of assistance to the employee in channelling the appropriate questions to the doctor and asking for a report.
11. Whether or not the employer is using an outside consultant to manage its sick program, the information that the employer must require is the same.
12. If, however, the sick leave is being paid by an insurance carrier, there may be provisions in the insurance contract that require greater disclosure to the insurance carrier. Beware however that the insurance carrier does not obtain the employee's consent to provide all of that extra information back to the employer.
13. As to who pays for the medical certificate, look to the Collective Agreement. If there is nothing in the Collective Agreement then at common law the employee probably has to pay for the certificate. (Note: In the case of an independent medical examination with a physician of the Employers choice, the Employer is responsible to pay. When nurses are on a graduated return to work, and the Employer requires/requests updated information, it is the Employer's responsibility to pay.)
14. An employer who demands that a particular employee provide sickness notes or medical certificates "for all future absences from work" may be discriminating against the employee and/or imposing discipline without just cause.

MNU thanks Garth H. Smorang, K.C. of Myers Weinberg L.L.P. for allowing us to access the notes from his presentation at the Mel Myers Labour Conference entitled Employers Who Like to Play Doctor: Protecting Worker's Health Information for the purposes of composing this summary.

PREMIUMS ON OVERTIME

The following clarifies the Union's position on how premiums are paid when a nurse is called into work less than four (4) hours prior to their regularly scheduled shift:

1. The Night shift premium is paid to a nurse who is called in to work less than four (4) hours prior to their regularly scheduled Night shift. No premium is paid to a nurse who is called in to work less than four (4) hours prior to their regular scheduled Day shift. The Evening shift premium is paid to a nurse who is called in to work less than four (4) hours prior to their regularly scheduled Evening shift.
2. In accordance with Article 1702, the Evening shift premium is applicable to each hour worked after 1600 hours on a "modified" Day or Evening shift during which at least two (2) hours are worked between 1600 hours and the termination of the shift. For example, if a "modified" shift starts at 1130 hours and finishes at 1930 hours, the Evening shift premium is paid on all hours after 1600 to the end of the shift at 1930 hours.
3. All double shifts receive the applicable shift premium i.e. Evening or Night shift premium. Day shift does not have a premium. [To clarify, the overtime received on double shifts is paid at 2.0 X the rate of pay for 7.75 hours for each shift except on Recognized Holidays when overtime is paid at 2.5 X the rate of pay.]
4. A nurse who is scheduled on the Night shift and works overtime into the Day shift continues to receive the Night shift premium for all hours worked because it is a continuation of the Night shift unless the overtime worked is the majority of the day shift i.e. 4 hours or a double in which case the nurse would not receive any premium because the Day shift does not draw a premium.
5. A nurse who is scheduled on the Day shift and works overtime into the Evening shift does not receive any premium because it is a continuation of the Day shift and the Day shift does not draw a premium unless the majority of the overtime worked falls after 1800 hours i.e. the nurse works four (4) hours after 1800 hours or works a double shift in which case the nurse would receive the Evening shift premium.
6. A nurse who is scheduled on the Evening shift and works overtime into the Night shift will continue to receive the Evening shift premium for all hours worked because it is a continuation of the Evening shift unless the majority of the overtime worked (i.e. 4 hours) falls between 2400 hours and 0600 hours or the nurse works a double shift in which case the nurse would receive the Night shift premium. If the regular Evening shift ends at 2300 hours, the nurse would still have to work four (4) hours between 2400 hours and 0600 hours in order to receive the Night shift premium.
7. The Weekend premium is paid on all hours worked providing the majority of the overtime worked falls after 0001 on the Friday and 2400 hours on the following Sunday, i.e. the nurse would have to work four (4) or more hours on the Night shift (between 2400 – 0600) in order to receive the Weekend premium; four (4) or more hours on the Day shift; four (4) or more hours after 1800 hours on the Evening shift.

Professions 5 Except for Divisions 5 (annual vacations and vacation allowances), 9 (unpaid leaves) and 13 (equal wages) and subdivisions 1 and 3 of Division 10 (termination of employment), Part 2 does not apply to an employee who (a) is qualified to practise and is practising or employed in a profession that is governed under (i) an Act of the Legislature that applies solely to the profession, or (ii) The Regulated Health Professions Act; or (b) is registered or enrolled and employed as a student-in-training in respect of such a profession.

DIVISION 5

ANNUAL VACATIONS AND VACATION ALLOWANCES

Employee entitlement to annual vacation

34(1) An employee is entitled to an annual vacation of at least

- (a) two weeks after each of the first four years of employment; and
- (b) three weeks after five consecutive years of employment and each year of employment after that.

Annual vacation does not include general holiday

34(2) The annual vacation referred to in subsection (1) does not include a general holiday that falls on a day during the employee's vacation and that the employee is entitled to.

When annual vacation to be given

35 An employer shall give an employee an annual vacation not later than 10 months after the employee becomes entitled to it.

Setting dates for annual vacation

36 If an employer and an employee are unable to agree on when the employee will take the annual vacation, the employer shall give the employee at least 15 days' notice of the date on which the vacation is to begin, and the employee must take the vacation at that time.

Period of vacation not to be less than a week

37 An employer shall not require an employee who is entitled to an annual vacation to take less than a week at a time.

Vacation may be required during annual shut-down

38 Despite section 37, where the business of an employer customarily shuts down for an extended period in each year, the employer may require the employees to take their annual vacations during that period.

Meaning of "wages"

39(1) In clause (2)(a), "wages" does not include

- (a) overtime wages;
- (b) a wage in lieu of notice payable under clause 61(1)(b); or
- (c) any vacation allowance.

Amount of vacation allowance

39(2) An employer shall pay to an employee who is entitled to an annual vacation, for each week of the vacation, a vacation allowance consisting of

- (a) 2% of the wages that the employee earned in the year of employment in respect of which the employee is entitled to the annual vacation; and

(b) if the employer provides board and lodging, or pays an allowance in lieu of board and lodging, as part of the usual remuneration of the employee, an amount equal to 2% of the cash value of the board and lodging or allowance that the employee received in the year of employment in respect of his or her regular hours of work.

Time of payment of vacation allowance

39(3) Unless the employee otherwise agrees, the employer shall pay the vacation allowance to the employee not later than the last working day before the employee's annual vacation begins.

Determining the cash value of board and lodging

39(4) For the purpose of clause (2)(b), the cash value of board and lodging is the amount deducted from the wages of the employee by the employer for the board and lodging or, where no deduction is made,

- (a) the amount agreed upon by the employer and the employee; or
- (b) where no amount is agreed upon, the amount calculated in accordance with the regulations.

Certain payments do not affect vacation entitlement

40 The payment of a bonus or other pecuniary benefit by an employer to an employee does not affect the employee's entitlement to an annual vacation or vacation allowance.

Effect of previous year or vacation taken in advance

41 An employee's entitlement to an annual vacation and vacation allowance is not affected by his or her having received in a previous year an annual vacation or vacation allowance that was greater than the employee's entitlement, but this section does not apply in respect of an annual vacation or vacation allowance, or any part of a vacation or allowance, that an employee receives in advance of being entitled to it.

Employer may use common anniversary date

42(1)) Despite sections 34 (annual vacation) and 39 (vacation allowance), an employer may establish a common anniversary date for all employees or a group of employees for the purpose of calculating their annual vacations and vacation allowances.

Director may prohibit common anniversary date

42(2) Despite subsection (1), the director may, on application by a bargaining agent for employees or, where the employees do not have a bargaining agent, an employee affected by a common anniversary date established under subsection (1), by order

- (a) revoke the establishment of the date and prohibit the employer from establishing such a date for such time as may be specified in the order; or
- (b) set terms and conditions for the use of the date, including setting a time period for its use and limiting its application to certain employees.

Employer to give proportion of entitlements

42(3) Where an employee is subject to a common anniversary date and has not on that date completed a year of employment, the employer shall give the employee an annual vacation and vacation allowance in the proportion that his or her time of employment in the year is to the entitlements under sections 34 and 39.

Effect of notice of termination

43 Where an employer or employee gives notice of termination of the employee's employment,

- (a) no part of the employee's annual vacation may be used to calculate the required notice period unless, in the case of an employee giving notice, the employer otherwise agrees; and
- (b) the payment of a vacation allowance to the employee does not affect any other amount payable to the employee in respect of the termination.

Meaning of "wages"

44(1) In subsection (2), "wages" does not include

- (a) overtime wages;
- (b) a wage in lieu of notice payable under clause 61(1)(b); or
- (c) any vacation allowance.

Payment of vacation allowance on termination

44(2) If an employee's employment terminates before he or she is entitled to an annual vacation, the employer shall pay the employee a vacation allowance equal to

- (a) if the employee has not completed five consecutive years of employment with the employer, 4% of the wages earned since the date the employee became employed by the employer or the date the employee last became entitled to an annual vacation, whichever is later; and
- (b) if the employee has completed five consecutive years of employment with the employer, an additional 2% of the wages earned from the date the employee last became entitled to an annual vacation to the date of termination.

DIVISION 9

UNPAID LEAVES

MATERNITY LEAVE

Definitions

52 In this Division,

"date of delivery" means the date when the pregnancy of an employee terminates with the birth of a child; (« date d'accouchement »)

"medical certificate" means the signed statement of a duly qualified medical practitioner. (« certificat médical »)

Eligibility for maternity leave

53 A pregnant employee who has been employed by the same employer for at least seven consecutive months is eligible for maternity leave.

Length of maternity leave

54(1) Subject to subsection (3), an employee who is eligible for maternity leave is entitled to the following maternity leave:

- (a) if the date of delivery is on or before the date estimated in a medical certificate, a period of not more than 17 weeks; or
- (b) if the date of delivery is after the estimated date, 17 weeks and a period of time equal to the time between the estimated date and the date of delivery.

Beginning and end of maternity leave

54(2) A maternity leave must begin not earlier than 17 weeks before the date of delivery estimated in the medical certificate and end not later than 17 weeks after the date of delivery.

Employee to provide certificate and give notice

54(3) An employee who is eligible for maternity leave shall

- (a) as soon as practicable, provide the employer with a medical certificate giving the estimated date of delivery; and
- (b) give the employer not less than four weeks' written notice of the date she will start her maternity leave.

Maternity leave if notice given after stopping work

55(1) An employee who is eligible for maternity leave but does not give notice under clause 54(3)(b) before leaving the employment is still entitled to maternity leave if, within two weeks after stopping work, she gives notice and provides her employer with a medical certificate

(a) giving the date of delivery or estimated date of delivery; and

(b) stating any period or periods of time within the 17 weeks before the date of delivery or estimated date of delivery that the normal duties of the employment could not be performed because of a medical condition arising from the pregnancy.

Length of maternity leave

55(2) The maternity leave to which the employee is entitled under subsection (1) is

(a) any time, within the time referred to in clause (1)(b), that she does not work; and

(b) the difference between that time and the time she would receive if she were entitled under subsection 54(1).

Maternity leave where notice not given

56 An employee who is eligible for maternity leave but who does not give notice under clause 54(3)(b) or subsection 55(1) is still entitled to maternity leave for a period not exceeding the time she would receive if she were entitled under subsection 54(1).

End of maternity leave where notice not given

57 The maternity leave of an employee referred to in subsection 55(1) or section 56 terminates not later than 17 weeks after the date of delivery.

End of maternity leave

57.1(1) An employee's maternity leave ends

(a) 17 weeks after it began; or

(b) if clause 54(1)(b) applies, 17 weeks after it began plus the additional time provided for in that clause.

Ending leave early

57.1(2) An employee may end her maternity leave earlier than the day set out in subsection (1) by giving her employer written notice at least two weeks or one pay period, whichever is longer, before the day she wishes to end the leave.

PARENTAL LEAVE

Employee entitled to parental leave

[58\(1\)](#)

An employee who adopts or becomes a parent of a child is entitled to unpaid parental leave to a maximum of 63 continuous weeks if

(a) the employee has been employed by the employer for at least seven consecutive months;

(b) the employee gives written notice to the employer at least four weeks before the day specified in the notice as the day on which the employee intends to begin the leave; and

(c) in the case of an adoption, the adoption occurs or is recognized under Manitoba law.

Effect of late notice on parental leave

[58\(2\)](#)

An employee who gives less notice than is required under clause (1)(b) is entitled to the 63 weeks of parental leave less the number of days by which the notice given is less than four weeks.

Commencement of parental leave

[58\(3\)](#)

A parental leave must commence not later than 18 months after the date on which the child is born or adopted or comes into the care and custody of the employee.

Maternity and parental leaves must be continuous

[59](#)

An employee who takes maternity leave and parental leave shall take them in one continuous period, unless the employee and the employer otherwise agree or a collective agreement otherwise provides.

End of parental leave

[59.1\(1\)](#)

An employee's parental leave ends

- (a) 63 weeks after it began; or
- (b) if subsection 58(2) applies, 63 weeks after it began less the number of days provided for in that subsection.

Transitional

[59.1\(1.1\)](#)

Despite subsection (1), if the child for whom the employee takes parental leave was born or adopted or came into the employee's care and custody before the day this section came into force, the employee's parental leave ends

- (a) 37 weeks after it began; or
- (b) if subsection 58(2) applies, 37 weeks after it began less the number of days provided for in that subsection.

Ending leave early

[59.1\(2\)](#)

An employee may end his or her parental leave earlier than the day set out in subsection (1) by giving the employer written notice at least two weeks or one pay period, whichever is longer, before the day the employee wishes to end the leave.

COMPASSIONATE CARE LEAVE

Definitions

[59.2\(1\)](#)

The following definitions apply in this section.

"common-law partner" of a person means a person who, not being married to the other person, is cohabiting with him or her in a conjugal relationship of some permanence. (« conjoint de fait »)

"family member", in relation to an employee, means

- (a) a spouse or common-law partner of the employee;
- (b) a child of the employee or a child of the employee's spouse or common-law partner;
- (c) a parent of the employee or a spouse or common-law partner of the parent; and
- (d) any other person who is a member of a class of persons prescribed in the regulations for the purpose of this definition. (« membre de la famille »)

"physician" means a physician who provides care to a family member and who is entitled to practise medicine under the laws of the jurisdiction in which the care is provided. (« médecin »)

Registered common-law relationship

[59.2\(1.1\)](#)

For the purpose of the definition "common-law partner" in subsection (1), while they are cohabiting, persons who have registered their common-law relationship under section 13.1 of *The Vital Statistics Act* are deemed to be cohabiting in a conjugal relationship of some permanence.

Entitlement to leave

[59.2\(2\)](#)

Subject to subsections (3) to (8), an employee who has been employed by the same employer for at least 90 days is entitled to unpaid compassionate care leave of up to 28 weeks to provide care or support to a seriously ill family member.

Physician's certificate

[59.2\(3\)](#)

For an employee to be eligible for leave, a physician must issue a certificate stating that:

- (a) a family member of the employee has a serious medical condition with a significant risk of death within 26 weeks from
 - (i) the day the certificate is issued, or
 - (ii) if the leave was begun before the certificate was issued, the day the leave began; and
- (b) the family member requires the care or support of one or more family members.

No additional certificate required

[59.2\(3.1\)](#)

For certainty, a leave under this section may be taken after the end of the 26-week period set out in the physician's certificate, and no additional certificate is required.

Employee to give notice to employer

[59.2\(4\)](#)

An employee who wishes to take a leave under this section must give the employer notice of at least one pay period, unless circumstances necessitate a shorter period.

Employee to provide physician's certificate

[59.2\(5\)](#)

The employee must give the employer a copy of the physician's certificate as soon as possible.

When leave may be taken

[59.2\(6\)](#)

An employee may take no more than two periods of leave totalling no more than 28 weeks, which must end no later than 52 weeks after the day the first period of leave began.

Minimum period of leave

[59.2\(7\)](#)

No period of leave may be less than one week's duration.

Ending leave early

[59.2\(8\)](#)

Unless the employee and employer agree otherwise, an employee may end a leave earlier than the expiry of 28 weeks by giving the employer at least 48 hours' notice of his or her expected date of return.

FAMILY LEAVE

Unpaid leave for family responsibilities

59.3(1) An employee who has been employed for at least 30 days may take up to three days of unpaid leave each year, but only to the extent that the leave is necessary

(a) for the health of the employee; or

(b) for the employee to meet his or her family responsibilities in relation to a family member as defined in subsection 59.2(1).

Notice to employer

59.3(2) An employee wishing to take a leave under subsection (1) must give the employer as much notice as is reasonable and practicable in the circumstances. The employer may require the employee to provide reasonable verification of the necessity of the leave.

Leave for part day

59.3(3) If an employee takes any part of a day as leave under this section, the employer may count that day as a day of leave for the purpose of this section.

BEREAVEMENT LEAVE

Unpaid bereavement leave

59.4(1) An employee who has been employed for at least 30 days may take up to three days of unpaid leave on the death of a family member as defined in subsection 59.2(1).

Notice to employer

59.4(2) Before taking a leave under this section, the employee must give the employer notice of the amount and timing of the leave to be taken and of the death to which it relates. If requested by the employer, the employee must also provide evidence of his or her entitlement to the leave.

Leave for part day

59.4(3) If an employee takes any part of a day as leave under this section, the employer may count that day as a day of leave for the purpose of this section.

UNPAID LEAVE FOR RESERVISTS

Definitions

59.5(1)

The following definitions apply in this section.

"Reserves" means the component of the Canadian Forces referred to in the *National Defence Act* (Canada) as the reserve force. (« Réserve »)

"service" means

- (a) active duty;
- (b) military skills training; or
- (c) treatment, recovery or rehabilitation in respect of a physical or mental health problem that results from active duty or military skills training. (« service »)

Unpaid leave for reservist

59.5(2)

An employee who

- (a) is a member of the Reserves;
- (b) has been employed by the same employer in civilian employment for at least three consecutive months; and
- (c) is required to be absent from work for the purpose of service;

is entitled, subject to the regulations, to an unpaid period of leave for the purpose of that service.

Length of leave

59.5(3)

Subject to the regulations, the period of leave for the purpose of service is the period necessary to accommodate the period of service.

Notice of leave for service

59.5(4)

An employee wishing to take a leave under this section must give the employer, in writing, as much notice as is reasonable and practicable in the circumstances. The employer may require the employee to provide reasonable verification of the necessity of the leave, including a certificate from an official with the Reserves stating

- (a) that the employee is a member of the Reserves and is required for service; and
- (b) if possible, the expected start and end dates for the period of service.

Return to work after notice

59.5(5)

An employee on a leave under this section must give the employer written notice of the expected date of return to work. The employer may defer the employee's return to work by up to two weeks or one pay period, whichever is longer, after receiving the notice.

GENERAL

No termination or lay-off

60(1)

No employer shall lay off or terminate the employment of an employee entitled to take a leave under this Division because the employee is pregnant or intends to take a leave or takes a leave allowed by this Division.

Reinstatement

60(2)

At the end of an employee's leave under this Division, the employer shall reinstate the employee to the position the employee occupied when the leave began or to a comparable position, with not less than the wages and any other benefits earned by the employee immediately before the leave began.

Exception

60(3)

Subsections (1) and (2) do not apply if the employer lays off the employee, terminates his or her employment or fails to reinstate for reasons unrelated to the leave.

Requests for physician's certificate and medical certificate

60(3.1)

On or after March 1, 2020, for a leave under

- (a) section 54 or 55 (maternity leave);
- (b) section 59.2 (compassionate care leave);
- (c) section 59.6 (unpaid leave for organ donation);
- (d) section 59.8 (leave related to critical illness);
- (e) section 59.10 (long-term leave for serious injury or illness);
- (f) section 59.12 (public health emergency leave); or
- (g) section 59.13 (COVID-19 vaccination leave);

an employer may require an employee to provide a physician's certificate or a medical certificate only if permitted to do so by regulation.

Employment deemed continuous

60(4)

For the purpose of pension and other benefits, the employment of an employee with the same employer before and after a leave under this Division is deemed to be continuous.

Vacation deferred because of leave

60(4.1)

An employee on a leave under this Division may defer taking vacation. Section 36 applies to the deferred vacation.

Vacation and leave entitlements not reduced

60(4.2)

An employee's leave under this Division does not reduce his or her vacation entitlement, and an employee's vacation entitlement does not reduce his or her entitlement to a leave under this Division.

Right to file complaint

60(5)

An employee who claims

- (a) that he or she has been laid off or that his or her employment has been terminated contrary to subsection (1);
- (b) that he or she has not been reinstated as required by subsection (2); or
- (c) that he or she has not been paid for a paid day of leave in accordance with subsection 59.11(6);

may file a complaint with an officer under section 92.

Complaint to be filed within six months

60(6)

A complaint must be filed within six months after the date of the lay-off, termination or paid day of leave, or within six months after the date the employee should have been reinstated.

Confidentiality of information

60(7)

An employer must

- (a) maintain confidentiality in respect of all matters that come to the employer's knowledge in relation to a leave taken by an employee under this Division; and
- (b) not disclose information relating to the leave to any person except
 - (i) to employees or agents who require the information to carry out their duties,
 - (ii) as required by law, or
 - (iii) with the consent of the employee to whom the leave relates.

Restriction on further disclosure

60(8)

A person to whom information is disclosed under clause (7)(b) must not disclose it to any other person unless it is to be used for the purpose for which it was originally disclosed or for a different purpose authorized by clause (7)(b).

DIVISION 10

TERMINATION OF EMPLOYMENT

Period of employment

60.1 For the purpose of this Division, a period of employment is to be determined in accordance with the regulations and the following rules:

1. Consecutive periods of employment, including periods of employment that began before this section came into force, are to be treated as a continuous period of employment.
2. Subject to the regulations, a person's period of employment includes the period of a temporary interruption in employment, including a temporary interruption that began before this section came into force,
 - (a) immediately before and after which the person was employed by the same employer;
 - (b) during which the person was not working for the employer, whether or not the person remained an employee during the period; and
 - (c) during which the person
 - (i) was entitled to return to work for the employer,
 - (ii) could be required to return to work for the employer, or
 - (iii) had a reasonable expectation of returning to work for the employer.

SUBDIVISION 1

TERMINATION OF THE EMPLOYMENT OF AN INDIVIDUAL

Termination by employer — notice or wage in lieu of notice

61(1) Subject to section 62, an employer who terminates an employee's employment must

(a) give the employee notice of the termination

(i) in accordance with subsection 67(1) (notice period for group termination), if that subsection applies, or

(ii) in any other case, in accordance with the applicable notice period in subsection (2); or

(b) pay the employee a wage in lieu of notice, in accordance with sections 77 (amount of wage in lieu of notice) and 86 (wages to be paid within certain time).

Notice period — termination by employer

61(2) For the purpose of subclause (1)(a)(ii), the notice period for terminating the employment of an employee is the applicable notice period set out in the following table for the employee's period of employment with the employer.

Period of employment	Notice period
less than one year	1 week
at least one year and less than three years	2 weeks
at least three years and less than five years	4 weeks
at least five years and less than 10 years	6 weeks
at least 10 years	8 weeks

Exceptions to notice requirements

62(1)

Section 61 does not apply in any of the following circumstances:

(a) the employee's period of employment with the employer is less than

(i) the probationary period specified in a collective agreement that applies to the employee, if that period is one year or less,
or

(ii) in any other case, 30 days;

(b) the employment is for a fixed term and terminates at the end of the term;

(c) the employee is employed for a specific task and for a period not exceeding 12 months, on completion of which the employment terminates;

(d) the employee is employed in construction;

(e) the employee is employed under an arrangement by which the employee may choose to work or not to work for a temporary period when requested to work by the employer;

- (f) the employee is employed under an agreement or contract of employment that is impossible to perform or has been frustrated by a fortuitous or unforeseeable circumstance;
- (g) the employee is on strike or has been locked out and the termination meets the requirements prescribed by regulation;
- (h) when the employment of the employee is terminated for just cause;
- (i) the employee has given the employer written notice of his or her intent to retire or quit on a specific date, and the employment is terminated on that date;
- (j) the employer's business or the part of the business in which the employee is employed is sold or transferred, and the employee is immediately re-employed in the same business on terms and conditions that, as a whole, are equivalent to or better for the employee than those that applied to the employee before the sale or transfer;
- (k) any other circumstances prescribed by regulation.

Application: temporary help employees

62(1.1)

Subject to the regulations, a temporary help employee is not subject to the exception described in clause (1)(e).

Termination by receiver-manager

62(2)

If a receiver-manager, upon taking control of an employer's business, terminates the employment of an employee of the employer, the employer is deemed for the purpose of this Division

- (a) to have terminated the employment; and
- (b) to have given any termination notice that was given by the receiver-manager.

Termination by employee

62.1(1) Subject to subsection (2), an employee who terminates his or her employment must give the employer notice of the termination at least

- (a) one week before the termination, if the employee's period of employment is less than one year; or
- (b) two weeks before the termination, if the employee's period of employment is one year or more.

Termination without notice by employee

62.1(2) Subsection (1) does not apply in the following circumstances:

- (a) any of the circumstances described in clauses 62(1)(a) to (g);
- (b) the employer acts in a manner that is improper or violent toward the employee;
- (c) any other circumstances prescribed by regulation.

63 to 65 Repealed.

SUBDIVISION 3

WORKING CONDITIONS AFTER NOTICE, PAYMENT IN LIEU OF NOTICE, LAY-OFFS AND COMPLAINTS

Employer not to change conditions after notice

76 After an employer or employee gives the other notice of termination of employment, the employer must not change the employee's working conditions or wage rates except

(a) in accordance with a collective agreement; or

(b) in the case of a termination to which section 67 applies, with the written consent of the bargaining agent for the employee or, if the employee does not have a bargaining agent, with the written consent of the employee.

Wage in lieu of notice

77(1)

The wage in lieu of notice payable under clause 61(1)(b) must not be less than the wage the employee would have earned during

(a) the applicable notice period under subsection 61(2) or 67(1); or

(b) if a termination notice was given for less than the applicable notice period, the portion of the notice period for which notice was not given;

if the employee had worked his or her regular hours of work for the period.

Payment required despite other employment, etc.

77(2)

The requirement to pay a wage in lieu of notice under clause 61(1)(b) applies whether or not the employee has obtained other employment during the notice period.

Termination by employer after employee gives notice

77.1(1) If an employee gives an employer a termination notice and the employer wishes to terminate the employment before it would otherwise be terminated by the employee,

(a) the employer must comply with section 61; and

(b) in applying sections 61 and 77, the applicable notice period is

(i) the applicable notice period under subsection 61(2) or 67(1), or

(ii) the period beginning when the employer gives notice of the termination and ending when the employment would otherwise be terminated by the employee,

whichever is shorter.

Termination by employee after employer gives notice

77.1(2) If an employer gives an employee a termination notice and the employee wishes to terminate the employment before it would otherwise be terminated by the employer, section 62.1 applies to the employee.

78 and 79 Repealed.

DIVISION 13
EQUAL WAGES

Discrimination in wage scales prohibited

82(1)

No employer shall discriminate between male employees and female employees by paying one sex on a different scale of wages than applies to the other sex if the kind or quality of work and the amount of work required of, and done by, the employees is the same or substantially the same.

Complaint respecting equal wages

82(2)

Where an employer fails to pay wages to an employee in accordance with this section, the employee may, within six months after the failure to pay, file a complaint under section 92.

RAND FORMULA

The *Rand* case determined that all employees had to pay union dues even if they did not belong to a union.

The case arose out of a dispute between the Ford Motor Company and the United Auto Workers. A strike took place and as part of the settlement an arbitrator, Mr. Justice Ivan Rand, was appointed to bring the union and employer together. The payment of dues by all workers was one of the terms of the subsequent agreement reached by the union and employer. The rationale for the principle was that every employee benefited from union representation. The principle became generally accepted and is now known as the *Rand* formula. One of the immediate benefits to unions was an improved degree of financial security.

Rand formula

In Canadian labour law, the **Rand formula** (also referred to as *automatic check-off*) is a workplace situation where the payment of trade union dues is mandatory regardless of the worker's union status. This formula is designed to ensure that no employee will opt out of the union simply to avoid dues yet reap the benefits of the union's accomplishments (such as ensuring higher wages, better job security or other benefits). Supreme Court of Canada Justice Ivan Rand, the eponym of this law, introduced this formula in 1946 as an arbitration decision ending the strike of Ford Motor Company's employees in Windsor, Ontario. The Canada Labour Code and the labour relations laws of a majority of provinces contain provisions requiring the Rand formula when certain conditions are met. In those provinces where the labour relations laws do not make the Rand formula mandatory, the automatic check-off of union dues may become part of the collective bargaining agreement if both parties (i.e., the employer and the trade union) agree. Importantly, the union dues do not have to go to the union, but instead the employee can elect to donate said dues to a charitable organization.

It has been argued that the Rand formula forces a person to join an association, thus violating their freedom of association. The Supreme Court of Canada determined that the Rand formula was indeed a violation of a person's freedom of association if the union does not use the fees it collects for the collective negotiation process (example : donations to a union in another country). This violation has although been, so far, determined as being justified under section 1 of the Canadian Charter of Rights and Freedoms.

LIST OF APPROVED "PROGRAMS OF STUDY" ELIGIBLE FOR AN ACADEMIC ALLOWANCE - MNU

Review Date 1/23/2022

COURSE / PROGRAM / DEGREE	ALL AREAS	RELEVANT TO SPECIFIC AREA OF PRACTICE
\$252 / Month* (1.50/hr)		
Applicable to Nurse Practitioner positions only	X	
\$150 / Month* (.893/hr) also applicable to CNS		
Masters of Nursing	X	
Masters in Nursing from Athabasca University - distance education	X	
Masters in Health Studies from Athabasca University - distance education	X	
Masters of Science Applied MSc (A) Direct-Entry from McGill University	X	
Masters of Nursing (outside of Canada - IQAS equivalent)	X	
Masters of Public Health	X	
\$100 / Month* (.596/hr)		
Bachelor of Nursing (including Charles Sturt Honours - Australia)	X	
Non-Nursing Masters Degree		
BSc in Nursing (from a recognized University) - 4 year program	X	
Bachelor of Psychiatric Nursing	X	
Foreign Bachelor of Science in Nursing Degree with IQAS wording as follows: Degree generally compares to the completion of a four-year Bachelor of Science degree with a focus in Nursing.	X	
\$50 / Month* (.298/hr)		
Bachelor Degree (all including Charles Sturt pass - Australia)	X	
Foreign Bachelor of Science in Nursing Degree with IQAS wording as follows: Degree generally compares to the completion of a three-year Bachelor of Science degree with a focus in Nursing.	X	
RRCC certificate in Nursing Health Administration	X	
Nursing Health Administration (U of M)	X	
CDN Hospital Association Introduction to Nursing Management - distance education program (NMP)	X	
U of SK's Health Care Admin. certification program	X	
Wpg Critical Care Nursing Education Program {this prog has replaced the Adult Intensive Care Nrsg Prog & the Neonatal/Pediatric Critical Care Nrsg Prog (HSC)}	X	

COURSE / PROGRAM / DEGREE	ALL AREAS	RELEVANT TO SPECIFIC AREA OF PRACTICE
Adult Intensive Care Nursing Program (replaced by Wpg Critical Care Nrsg Educ Prog)	X	
Neonatal and Pediatric Care Nursing Program - HSC (replaced by the Wpg Critical Care Nrsg Educ Prog)		Including any area with Peds Pop
Advanced Studies in Critical Care Nursing from Mount Royal College, Calgary	X	
Infection Control in Health Care certificate	X	
Adult Education certificate	X	
RN/RPN Combination (dually registered)	X	
Registered Psychiatric Nurse (Advanced Psychiatric Nursing Administration)		X
Gerontology certificate	X	Excluding any area of Peds Pop
WRHA Emergency Nursing course (does not include orientation program)	X	
Emergency Nursing course (Red River)	Grandfather only	
Perioperative Nursing certificate, SBGH	Grandfather only	X
Oncology certificate	X	
Occupational Health certificate		X
MB Nephrology Nursing course		X
Midwifery certificate		X
Advanced Practical Obstetrical program		X
Lactation Consultation certificate Program		X
Diag. Medical Sonographer (for Fetal Assessment Unit)		X
CNA certification		X
RRCC Maternity Nurse course		X
Hospital Dept. Mgt. course	X	
Out of Province/Country Critical Care course (equivalent)	X	
Perioperative program (WRHA & SIAST)		X & NFA/ED/Day surgery areas
Hospice Palliative Care certificate	X	
Palliative Care certificate	X	
Neurosciences program (Montreal)	X	
Canadian Diabetic Educator course	X	
Respiratory Educator Certification (Canadian Network for Respiratory Care)	X	
Foot Care Certification		X
BCIT - Diploma in Cardiovascular Technology		Cardiology

* Note: Academic Allowances are non-cumulative

** Applicable only if working in the functional area.

ATTACHMENT #11

What Should Appear on a Standard Job Posting

Job postings should contain a clear indication of what the position entails and detail the skills and education necessary to complete the job requirements. On occasion Employers may disseminate job postings listing qualifications that are unreasonable or unfairly exclude nurses. The following is a general guide for the content of job postings for most positions and classifications. Local/Worksite leaders are advised to check each job posting and compare with the checklist below. Job postings for similar positions ought reflect consistency of qualifications. Local/Worksite leaders should question why variations exist and if necessary, contact the Labour Relations Officer for assistance.

Minimum Qualifications:

- Licensure with the appropriate registering body.
- If the position is NIII or higher, employers may require applicants to have a BN or Masters depending on the occupation classification.
- In specialty areas, employers may require training related to the specialty.
- Any certificates required for the position such as CPR, non-violent crisis intervention etc. Employers must be able to demonstrate the need for such certification to complete the job duties of the position.
- Employers may indicate a minimum number of years of experience.
- Personal characteristics such as leadership qualities are acceptable provided they are reasonable and related to the duties required by the position. References to attendance, attitude and work ethic are not appropriate for a job posting.

Other Information

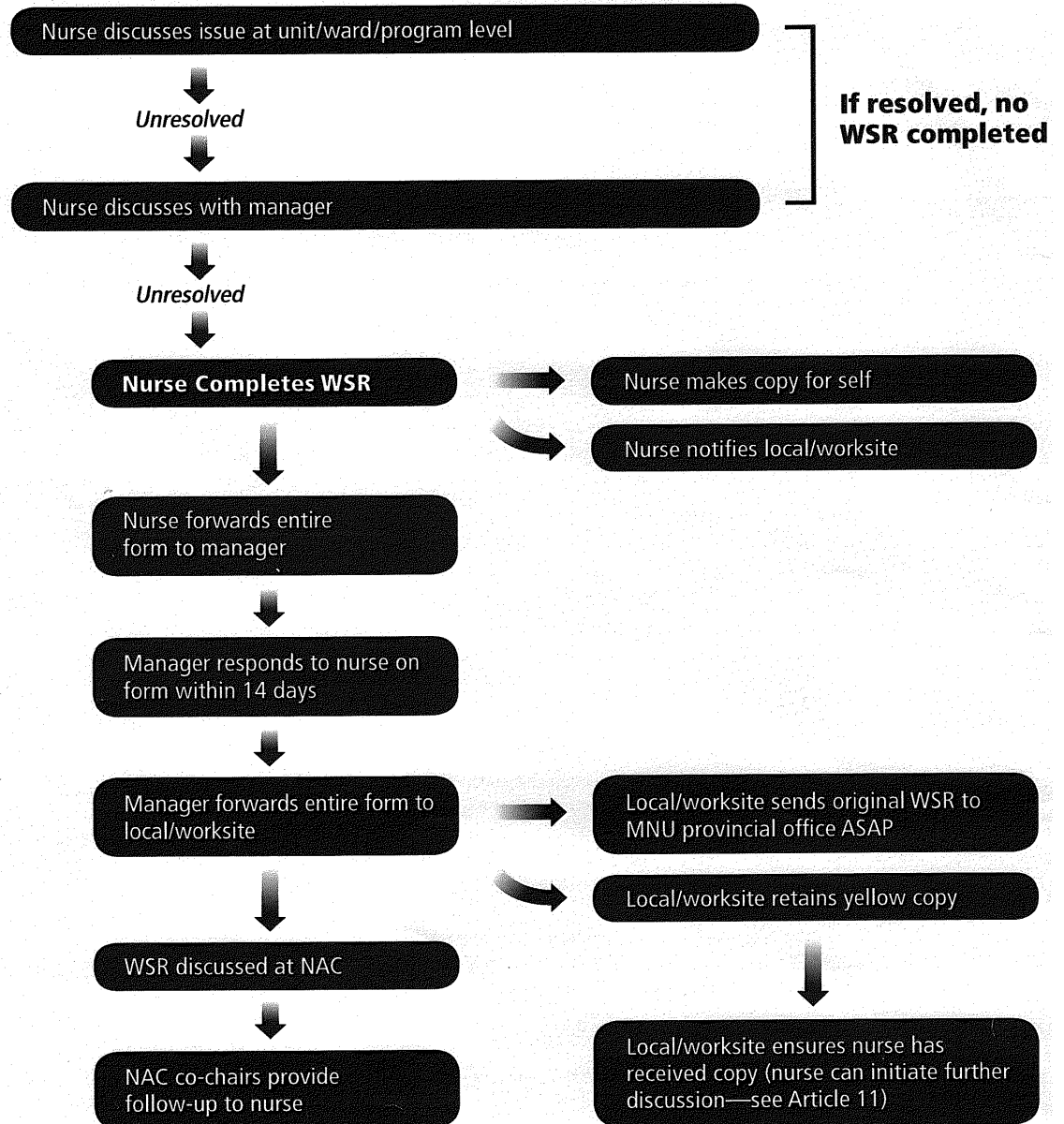
- All job postings must include:
 - The EFT;
 - The unit/site/office;
 - The occupation classification and title of the position;
 - The shift length (8, 10 or 12 hrs) and rotation pattern (D/N or D/E, permanent evenings or permanent nights);
 - Date of closing of the competition.

Please note the following labour relations principles:

- 1) If a nurse is currently working in the unit where the vacancy occurs, the nurse is deemed to be qualified. Refer to MOU #25 re: Transfer of Program as per Article 4204 (A).
- 2) All qualifications listed by the employer must be reasonable and defensible. Locals and worksites are advised to monitor all job postings for compliance and consistency.

- 3) If monitoring shows inconsistency, locals and worksites are advised to have this issue appear on NAC/Union Management agendas and to advise the Labour Relations Officer.

WORKLOAD STAFFING PROBLEM-SOLVING PROCESS





WORKLOAD STAFFING REPORT

ACUTE CARE

Patient care is enhanced if concerns relating to professional practice, patient acuity, fluctuating workloads and fluctuating staffing are resolved in a timely and effective manner. This report provides a tool for documentation and discussion and promotes a problem-solving approach. MNU may use this information for statistical purposes.

Prior to submitting the Workload Staffing Report (WSR), please follow the problem solving process as outlined below (see back cover for flow chart), and as per applicable Collective Agreements (Article 11).

- 1) At the time the workload issue occurs, discuss the matter within the site/area/program to develop strategies to meet client care needs using current resources. If necessary, using established lines of communication, seek immediate assistance from an individual identified by the employer (e.g. clinical resource nurse/charge nurse/supervisor) who has responsibility for timely resolution of workload issues.
- 2) Failing resolution of the workload issue, discuss with the designated out of scope manager with the objective of resolving the concern.
- 3) If no satisfactory resolution is reached after step 2 above, then you may submit an MNU Workload Staffing Report to your manager. The manager shall provide a written response as soon as is reasonably possible and no later than 14 days after the form has been submitted. The response will outline the action(s) taken and any further actions to be implemented.
- 4) The NAC shall review all complete forms at their next scheduled meeting.
- 5) The NAC shall follow the process outlined in your collective agreement (Article 11).

TIPS FOR COMPLETING THE FORM

- 1) Only one form completed per situation.
- 2) Review the form before completing it so you know what information is required.
- 3) Print legibly and firmly.
- 4) Avoid abbreviations. Use complete words as much as possible.
- 5) Identify the professional Standards of Practice and employer policies and procedures you feel were compromised and at risk of not being met.
- 6) Report only facts about which you have first-hand knowledge. If you use second-hand or hearsay information, identify the source if permission is granted.
- 7) Do not, under any circumstances, identify patients, clients, family members or doctors.
- 8) If space is inadequate, attach additional paper and add the WSR form number.



WORKLOAD STAFFING PROBLEM-SOLVING PROCESS (ONLINE)

Nurse discusses issue at unit/ward/program level

↓
Unresolved

Nurse discusses with manager

↓
Unresolved

Nurse completes and submits online WSR

→ WSR automatically logged with
MNU provincial office

Online WSR automatically emailed to identified
manager and MNU local/worksite

Manager submits response to nurse using
online system within 14 days

Fully completed online WSR automatically
emailed to manager and MNU local/worksite

→ WSR automatically logged
with MNU provincial office

→ Manager forwards email to
Director/CNO

Nurse receives email notification and logs in
to read manager response

WSR discussed at NAC

NAC co-chairs provide follow-up to nurse*

]
**If resolved, no
WSR completed**

Online WSRs are completed at:
workloadstaffing.manitobanurses.ca

*See MNU Collective Agreement,
Article 11 for more details concerning WSRs and NAC.

EMPLOYMENT SECURITY PROCESS

[NAME OF EMPLOYER]
AND
MANITOBA NURSES UNION (MNU)

Whereby the Employer served Employment Security Notice to the MNU on [enter appropriate date notice served] outlining the transition of applicable services within the [enter name of sending Employer] and to the [enter name of receiving Employer], and all affected nurses will be offered employment with the new Employer or Site, the following process is in accordance with Article 2701 and 2708 of the Collective Agreement.

In keeping with the Employer's commitment to ensure that any affected nurse shall retain employment with the receiving Employer, if the Offer of Employment with the new Site or Employer is not accepted, the affected nurse shall be deleted and entitled to exercise their seniority rights, subject to the nurse meeting the qualifications of the position, to displace (bump) a nurse in a position of equal or lower classification under the following terms and conditions:

1. The same cut-off date for the calculation of seniority and the date of implementation are established for all affected [name of Employer] Sites.
 - a. The effective seniority cut-off date: [enter appropriate date]
 - b. The effective implementation date: [enter appropriate date]
2. All affected nurses in a permanent and term position will continue to work in their current position until 2400 hours, of the last prior to the implementation date ([enter appropriate date] at 2400hrs).
3. Any nurse who elects to displace another nurse or is displaced by a more senior nurse, is entitled to continue working in their current EFT and position until [enter appropriate date] at 2400 hrs (or transition shift within this time frame) or the effective start date of layoff.
4. It is the incumbent or "owner" of the transferred position that is notified and has the rights afforded by Article 27, even if they are on a leave of absence or temporarily in a term position.

If a nurse is occupying a transferred position on a temporary basis, the term will expire at 2400 hours of the last day prior to the implementation date, and at that time the nurse occupying the term will revert to their previous position or status in accordance with Article 3006.

5. Should it be required, newly created positions are posted and filled in accordance with Article 30 with the new Employer. A nurse who declined to accept the offer of employment with the new Employer or new Site, has the right to apply and is encouraged to apply for one or more vacant positions with the Employer or sending Site.
6. All nurses in the sending Employer/Site/Program/Facility are welcome to apply for vacancies whether their position has been deleted or not. Jobs are also posted in the other Sites/Programs/Facilities of the [name of the Employer or Employer Organization].
7. Approved leaves of absence continue during and after the notice period. The nurse on leave exercises all of their rights to obtain a new position and the resulting term position will be posted in accordance with Article 30.
8. Vacation- Vacation accrual rates and vacation banks will be transferred. There shall be no loss of vacation accrual as a result of a different vacation year resulting from the program transfer. It is understood that all

employees shall be permitted to take all entitled vacation time. Vacation scheduling shall occur by seniority by site. Every reasonable effort will be made to honour previously approved vacation for the current vacation year.

9. Although this process takes place during the notice period, in actuality, the key day that is applicable to the application of Article 27 is the first day that the newly selected position commences.
10. All occupied positions in the facility or Site are available to nurses when exercising their right to displace another nurse as outlined above. When bumping starts, the occupied positions available to the nurses who are exercising their right to bump are all of the positions in the facility/Site whether they are long-standing or new. Nurses will be provided a maximum of 24 hours to make their final decision.

[Name of Employer] Direct Operations Only- See "Appendix A" below

- a. Where it is not possible due to seniority level or where there are no positions available within 0.2 of the EFT of the position occupied by the nurse at the time of the deletion, the nurse shall be entitled to exercise their seniority rights, subject to meeting the qualifications of the position, to displace a nurse in a position of equal or lower classification within any of the other Sites* comprising the Employer. Any nurse thus displaced shall also be entitled to a like exercise of seniority rights.
11. If a newly hired nurse is subsequently displaced, their seniority will be as calculated on the day they were displaced.
12. A nurse who is displaced because of this process is entitled to exercise the same seniority rights in Article 2708 as the nurses whose positions have been deleted.
13. If a nurse applies for and is awarded and accepts a position, they do not get the opportunity to change their mind later and displace another nurse.
14. If a nurse whose position was transferred is unsuccessful in securing a position by either the posting process or by displacing another nurse, then that nurse would be laid-off. Such notice must be issued four (4) weeks prior to the date it takes effect. Laid off nurses will be issued a Redeployment Number to allow them to apply for and receive preferential consideration for new and vacant in-scope positions at another participating Employers Organization, in accordance with the Redeployment Principles.
 - a. Nurses shall be recalled in seniority order to available positions in equal or lower paid occupational classifications at the originating site provided they are qualified to perform the required work.
 - b. ***Direct Operations Only*** – Nurses shall be recalled in seniority order to available positions in equal or lower paid occupational classifications at the originating site or at other Employer Sites within a fifty (50) kilometre radius of the originating site provided they are qualified to perform the required work.

Signed this ____ day of _____, 20__.

Manitoba Nurses Union: _____

[Name of Employer]: _____

APPENDIX “A” –[name of Employer] DIRECT OPERATIONS ONLY

1. Each [name of Employer] Direct Operations Site is responsible for posting a [name of Employer] Direct Operations seniority list as per the agreed to cut off date. The list must be posted in an accessible location and/or accessible format.
2. The [name of Employer] is responsible for posting a combined seniority list (in order of seniority of all nurses within the [name of Employer] Direct Operations) as per the agreed to cut off date. The list must be posted in an accessible location and/or accessible format.
3. Each [name of Employer] Direct Operations Site is responsible for posting all nursing positions in seniority order, applicable EFT, Position Description and Unit/Program of the position in an accessible location and/or accessible format.
4. A nurse who was unsuccessful in securing a position by the posting process will be met with in order of seniority as per paragraph 2 in order to displace a less senior nurse in the following order:
 - a. Any EFT at their current Site in a position of equal or lower classification; or
 - b. If no position is available within 0.2 EFT at their current Site in a position of equal or lower classification, the nurse may elect to select a position external to their applicable Site at any EFT of equal or lower classification.
5. A nurse electing to select a position may select any EFT, however is not permitted to select a position in a higher classification.
 - a. In the event the nurse selects a position at a Site where they currently occupy a position, Memorandum of Understanding #12 Re: Provisions for Part-time Nurses Occupying More Than One Position Within Sites Comprising the Employer shall apply.
6. The Nurse must be able to meet the required minimum qualifications for the position being selected.
7. The Employer agrees that provisions for a familiarization period will be dealt with at the receiving [name of Employer] Direct Operations Site.

Employment Security: Process for Implementation of New Rotation/Positions

1. Once the 90-Day notice is served, the new rotations are developed by the Employer in consultation with the Union and the nurses concerned.
2. A cut-off date for the calculation of seniority and the date of implementation are established.
3. The nurses whose current positions do not exist in the new rotation are identified and served notice that their positions will be deleted and the date the deletion is to take effect (implementation date).
4. All nurses, whether in a permanent or a term position, will continue to work in their current position until 2400 hours of the last day of the notice period.
5. It is the incumbent or “owner” of the deleted position that is notified and has the rights afforded by Article 27, even if the nurse is on a leave of absence or temporarily in a term position.
6. If a nurse is occupying a deleted position as a term, the term will expire at 2400 hours of the last day of the notice period, and at that time the nurse occupying the term will revert to their previous position/status in accordance with Article 3006.
7. The newly created positions are posted and filled in accordance with Article 30.
8. All nurses in the site/facility are welcome to apply for the new vacancies whether their position has been deleted or not. In the RHAs and Shared Health, the jobs are also posted in the other sites of the RHA and Shared Health, but nurses from within the site (for a list of sites see Appendix D of the Collective Agreement) get preference in the selection process.
9. A nurse who has received notice that their position will be deleted has the right to apply/is encouraged to apply for one or more of the new positions, and providing all qualifications are met equally, seniority will be the deciding factor. If a nurse who has received notice that their position will be deleted chooses not to apply, the nurse runs the risk of the vacant position(s) being filled by a more senior nurse from another site who would not be able to bump.
10. Resulting vacancies will be posted accordingly. It sometimes takes several rounds of postings until all falls into place.
11. Approved leaves of absence continue during and after the notice period. The nurse on leave exercises all of their rights to obtain a new position and the resulting term position will be posted in accordance with Article 30.
12. Nurses occupying a term position at the time of the posting and selection process are considered as current employees of the site/facility for the purposes of the selection process, in accordance with Article 30.
13. Although the posting, selection and bumping process takes place during the notice period, in actuality, the key day that is applicable to the application of Article 27 is the first day that the new rotation actually takes effect (implementation date).
14. Once the posting and selection process is completed, the nurses impacted by the restructuring who have been unable to secure a new position via the vacancy selection process will have the ability to exercise their seniority rights to displace (bump) a nurse with lower seniority in a position of equal or lower classification.

15. When bumping starts, the occupied positions available to the nurses who are exercising their right to bump are all of the positions in the facility/site whether they are long-standing or new.
16. If a newly hired nurse is subsequently displaced, their seniority will be as calculated on the day of the bump.
17. Nurses working in transferred sites in the RHAs and Shared Health may be able to bump outside of their worksite (Article 2708), if necessary, to maintain their occupational classification, shift description and E.F.T.
18. A nurse who is displaced because of this process is entitled to exercise the same seniority rights in Article 2708 as the nurses whose positions have been deleted.
19. If a nurse applies for and is awarded and accepts a position, they do not get the opportunity to change their mind later and bump.
20. If a nurse whose position will be deleted is unable to secure a position by either the posting or bumping process, then that nurse would be laid-off. Such notice must be issued four weeks prior to the date it takes effect.

Transfer of HEB Benefits Between Employers For Nurse Initiated Mobility Under Article 30A

When a nurse terminates their employment with one employer; the MNU Collective Agreement allows a period of six weeks to start another position. If the new position is started within this six week window, the nurse is able to “mobilize” their accruals (vacation time, sick time, seniority, pre-retirement leave, etc.).

Note: Casual employees are not eligible for Life, H&D or D&R coverage.

However for HEB benefits the following HEB rules and policies apply:

Life Insurance:

The Life Insurance coverage ends on the last day worked with the sending Employer and commences on the first day of employment with the receiving Employer. If the member had Life Insurance at the previous Employer, coverage is in effect for 31 days for the member and spouse should a death occur. A new enrollment form is required at the receiving Employer. Nurses must indicate new elections of coverage as well as indicate beneficiaries at the new Employer as nothing from the previous Employer records transfers to the new Employer.

Pension:

A new enrolment form required, if already contributing the member must continue to contribute if starts at another HEB facility within 31 days. If starting after 31 days they can decide to join or waive for first two years.

D&R:

D&R coverage end on the last day worked. To apply the transfer of coverage provision, the Employer Representative ensures the start of employment with the new Participating Employer will occur:

1. Within 30 days of termination of employment/coverage.
2. Within 42 days where specifically provided for in a Collective Agreement applicable to the Covered Employee.

It is the sending Employer's responsibility to calculate and obtain the required D&R premium for the period of time between termination of employment at the sending Employer and start of employment at the receiving Employer.

Within 10 business days from the employee's last day worked, HEB Manitoba must receive:

- The original completed Disability & Rehabilitation Plan Transfer of Coverage Form.
- The required D&R premiums.
- A copy of the Employment Agreement.

HEB administers the plan (with or without a written agreement) requiring the form be completed and submitted within 10 days from the 31 or 42 days as per #1 or #2 above.

Important note* After 10 business days from the employee's last day worked – the employee is not eligible to transfer D&R coverage, a new enrolment form is required and a new D&R effective date applies.

Enrolment in the D&R Plan is mandatory for all eligible employees and is a condition of employment. Participation in the D&R Plan is not optional for eligible employees. D&R coverage starts on the day an employee commences active service – there is no waiting period. Both the employee and employer representative must sign the D&R Plan Enrolment form within 60 days from the date they are eligible for D&R coverage – if not completed, the employee may be late applicant and health evidence is require.

Health & Dental:

Health & dental coverage at the first HEB Participating Employer will stop at the end of the month following the month of the last premium deduction. Members cannot prepay benefits to cover the six week period. A new enrolment form required. The member must maintain same coverage as at the previous Employer if starts at another HEB participating Employer within 31 days. Health Spending will still be in effect at receiving Employer if they had.

Important note* If starting after 31 days, no transfer of coverage and no Health Spending until they have worked for one year.