

Although not incorporated into the Collective Agreement proper, the following Memoranda form part of the overall Memorandum of Settlement with respect to the ratification of this Collective Agreement.

MEMORANDUM OF UNDERSTANDING

between

THE MANITOBA NURSES UNION

(The “Union”)

-and-

PROVINCIAL HEALTH LABOUR RELATIONS SERVICES

(“PHLRS”)

on behalf of

THE EMPLOYERS IN THE WINNIPEG-CHURCHILL HEALTH REGION, NORTHERN HEALTH REGION, PRAIRIE MOUNTAIN HEALTH REGION, SOUTHERN HEALTH – SANTÉ SUD HEALTH REGION, INTERLAKE-EASTERN HEALTH REGION and SHARED HEALTH EMPLOYER ORGANIZATIONS

(The “Employer”)

RE: FULL-TIME HOURS SALARY ENHANCEMENT– 2015 ANNUAL HOURS

PREAMBLE:

The Provincial Healthcare System continues to experience a long standing and severe nursing shortage. The parties recognize the critical role nurses play in the provision of patient care. The nursing shortage has caused unprecedented challenges on a variety of aspects of the health care system and nurses.

The parties further recognize that the aforementioned nursing shortage has also caused financial hardship to the health care system by virtue of excessive overtime, and agency expenditures that ought instead be invested in Manitoba’s public healthcare system.

As a result, the Employers and the Union have agreed to jointly establish an initiative on a trial basis with the goal of reducing the nursing shortage through recruitment and retention initiatives, addressing the challenges of excessive overtime and agency use, and thus enhancing consistency and continuity of the quality patient care provided.

Therefore, a Full-Time Hours Salary Enhancement (herein after referred to as “The Salary Enhancement”) has been created as a two (2) year pilot project beginning on April 1, 2025 and ending March 31, 2027.

A. INCENTIVE PARAMETERS:

1. Nurses holding a full-time EFT (1.0) shall be entitled to The Salary Enhancement based on the following parameters:
 - a) Full-time nurses must be employed in one of the following classifications: LPN, ORT I, ORT II Nurse II, Nurse III and CRN/Charge Nurse.
 - b) Eligible nurses will be paid in the form of a pensionable hourly premium of \$5.95 per hour for all hours paid at regular rates subject to paragraphs (f), (g) and (h) below.
 - c) The Salary Enhancement will be paid on the basis of the adjusted salary scales as listed in Schedule "A" for illustration purposes only.
 - d) The Salary Enhancement will not apply to overtime hours or overtime rates.
 - e) The Salary Enhancement applies to a nurse who occupies a Full-Time Weekend Worker position, within the classifications noted in a) above, who has an annual hours base of 1872.
 - f) The Salary Enhancement will apply to any full-time nurse for any period where the nurse is on an approved WCB claim during the eligible period.
 - g) The Salary Enhancement is not provided to any full-time nurse for any periods of unpaid leave.
 - h) Where a nurse is on a paid sick leave of four (4) weeks or less, The Salary Enhancement shall be applied. For clarity, where a nurse is on a paid sick leave of four (4) weeks or more, The Salary Enhancement shall be applied only to the first four (4) weeks of the leave.
2. Part time and/or casual nurses working up to the equivalent of a full time EFT shall be entitled to The Salary Enhancement based on the following parameters:
 - a) Part time and/or casual nurses must be employed in one of the following classifications: LPN, ORT I, ORT II Nurse II, Nurse III and CRN/Charge Nurse.
 - b) For part time and/or casual nurses working up to the equivalent of full-time hours, The Salary Enhancement will be paid in the form of a pensionable hourly Salary Enhancement of \$5.95 per hour for all hours paid at regular rates.
 - c) The Salary Enhancement will not apply to overtime hours or overtime rates.
 - d) Part time and/or casual nurses on an accepted WCB claim shall qualify for The Salary Enhancement, if prior to going on WCB they had worked sufficient hours to qualify for The Salary Enhancement in the preceding eight (8) weeks.

The reconciliation for such compensation will be at the end of each six (6) month period (April 1st to September 30th, or October 1st to March 31st as the case may be) within the fiscal year and is in the form of a retroactive salary adjustment.

- A nurse holds a part time or casual position:

- The assessment of full-time equivalency will be based on 2015 annual hours, however the annual period will be split and subsequently calculated over two (2) separate six (6) month periods, with each six (6) month period consisting of 1007.5 paid hours.
- The two (2) six-month periods are as follows:
 - April 1st to September 30th – 1007.5 hours with payment being made first off cycle pay in December.
 - October 1st to March 31st – 1007.5 hours with payment being made first off cycle pay in June.
- Part time Nurse (casual excluded) exceptions. The exceptions that are applied towards eligibility of The Salary Enhancement for a part-time nurse are as follows in each six (6) month period: *(reduces amount of The Salary Enhancement based on eligible paid hours but not eligibility)*
 - a) A nurse is on an approved unpaid leave of absence of four (4) weeks or less.
 - b) A nurse is on approved union leave of four (4) weeks or less.
 - c) The aforementioned leaves can be taken individually or in combination of up to a maximum of four (4) weeks in the eligibility period.
 - d) A nurse is on any period of approved WCB claim subject to 2 d) above.
 - e) A nurse who has not achieved sufficient qualifying hours may choose to utilize accrued banked overtime to top up eligible hours to a maximum of 38.75 hours. Such request shall be made in writing within two (2) pay periods prior to the eligibility period end. The requested hours will be paid straight time rates.
 - f) A nurse shall be granted an exception of up to 38.75 hours to supplement eligibility to achieve payment of The Salary Enhancement if unable to pick up additional shifts due to extenuating circumstances. Extenuating circumstances shall be given all reasonable consideration. The nurse shall make written application to the Employer to apply said hours two (2) weeks after the eligibility period end date.
 - g) A nurse shall be granted an exception of 50 hours to address stat time off equivalent to full-time nurses. The nurse shall make written application to the Employer to apply said hours at the end of, but no later than two (2) weeks after, the eligibility period end date.
 - h) Notwithstanding the above, the combination of exception hours as provided for in e), f), and g) shall not exceed a combined total of 110 hours.
 - i) A part-time nurse shall receive The Salary Enhancement for all hours in receipt of standby premium, provided that the standby premium hours and the hours worked results in the nurse qualifying for The Salary Enhancement (subject and in addition to the exceptions a)

through h) inclusive as listed above). Where a nurse is on standby on a day not scheduled for work (nonscheduled day), the nurse shall receive consideration as follows: the duration of the nurse's regular shift for each nonscheduled day on standby, less the number of hours for which the nurse received the Salary Enhancement for the standby premium during the biweekly pay period. The nurse shall make written application to the Employer to apply said hours at the end of, but no later than two (2) weeks after, the eligibility period end date.

Examples:

Example 1- Scheduled for Standby on both days of work, and during days not scheduled

- Scheduled for standby 6 days in a row (a block of on call), 3 of which are not scheduled days of work
 - Day 1- worked 8 hour day; scheduled for standby for 16 hours (Eve & Night) – paid 4 hours standby premium
 - Day 2- worked 8 hour day; scheduled for standby for 16 hours (Eve & Night) – paid 4 hours standby premium
 - Day 3- worked 8 hour day; scheduled for standby for 16 hours (Eve & Night) – paid 4 hours standby premium
 - Day 4- 24 hours on call – paid 6 hours standby premium
 - Day 5- 24 hours on call – paid 6 hours standby premium
 - Day 6- 24 hours on call – paid 6 hours standby premium
- Total of 30 hours standby premium
- Could have worked 8 regular paid hours on Day 4, 5, and 6 = 3 Days x 8 hours = 24 hours
- 24 regular paid hours could have worked minus 30 hours standby premium paid = additional 6 hours paid over the 24 hours they could have worked; no additional hours to be credited.

Example 2- Scheduled for Standby on day(s) not scheduled to work

- Scheduled for standby Saturday and Sunday = 24 hours each day
 - Saturday on call 24 hours = paid 6 hours standby premium
 - Sunday on call 24 hours = paid 6 hours standby premium
- Total of 12 hours standby premium paid
- Could have worked 8 regular paid hours on Saturday and Sunday for a total of 16 hours
- Paid 12 hours standby premium
- 16 regular paid hours could have been worked – 12 hours standby premium paid = 4 additional hours credited

Example 3- Scheduled for Standby immediately following a scheduled shift

- Scheduled regular Day 8 on Saturday and Sunday
- Standby for Evening 8 on Saturday and Sunday
- Saturday and Sunday Standby for 16 hours = paid 4 hours standby premium
- As nurse worked both Saturday and Sunday days followed by standby (i.e., standby was not on an unscheduled day); no additional standby hours credited.

The nurse may make application to PHRSS to receive a report of the standby premiums paid to be applied to The Salary Enhancement no more than one (1) time per six (6) month qualifying period.

- j) Where a part time nurse who has worked or has been working sufficient hours to otherwise qualify for The Salary Enhancement and is allotted a period of vacation that has not accrued full time paid hours, the unpaid vacation period which reflects the shortage of hours would be eliminated from consideration for The Salary Enhancement and the remaining period of eligibility would be prorated to reflect the removal from consideration for the hours the nurse was short of full time paid hours, during the vacation period.

For example:

April 1-September 30

A .5 EFT nurse who did not earn any additional vacation pay in the previous year and works full time hours except for a 2-week period where they are on vacation. For those 2 weeks, they will be deemed to have worked full time however The Salary Enhancement eligibility threshold will be prorated as follows:

1007.5 less the shortage of hours in the vacation period ($77.5 \times .5$) $38.75 = 968.75$ hours

If the nurse achieves the 968.75 qualifying hours they would remain eligible for The Salary Enhancement, despite not achieving the 1007.5, however the amount of The Enhancement is prorated based upon \$5.95 on eligible hours paid.

The nurse shall make written application to the Employer to apply said hours at the end of, but no later than two (2) weeks after, the eligibility period end date.

The Employer will provide reasonable opportunity for the nurse to be aware of any shortfall in qualifying for The Salary Enhancement and any reasonable opportunity to make application to use the matters here in to qualify for The Salary Enhancement.

The eligible hours at regular rate of pay that are applied towards The Salary Enhancement can be worked at, or in combination within, any site/Employer within the nurse's Employer Organization (*Exception #1: Provincial Travel Nurse Team hours will count towards eligibility in conjunction with the nurse's home position. Exception #2: a nurse holding a Shared Health EO position in the geographic Winnipeg region may work in a WCHREO facility in the geographic Winnipeg region and such hours will count*

towards eligibility in conjunction with the nurse's home position. Exception #3: a nurse holding a WCHREO position in the Winnipeg geographic region may work in a SHEO facility in the geographic Winnipeg region and such hours will count towards eligibility in conjunction with the nurse's home position).

B. OBLIGATIONS OF THE PARTIES:

Notwithstanding the Incentive Criteria in A. above, the parties agree in general to the following principle relating to the application of The Salary Enhancement:

UNION WILL AGREE:

- Eligibility for The Salary Enhancement is only for hours paid at regular rates (overtime hours do not apply towards eligibility for The Salary Enhancement), subject to the terms and conditions identified in this MOU.
- The Salary Enhancement will be for a two (2) year trial period commencing April 1, 2025 and ending March 31, 2027.
- Any part-time and/or casual nurse qualified to perform the work at a site within the nurses Employer Organization (EO) (*unless otherwise specified herein e.g. HSC/Winnipeg*) who is not in an overtime position and has indicated in writing a desire to work an available shift, in order to qualify for the full-time incentive, shall have preference over the Employer scheduling any nurse at overtime rates whether the nurse is at the site or not.
- Where the Employer reassigns or temporarily transfers a part-time nurse, beyond the nurses regular EFT, they shall have the option to choose whether or not the hours accrued for the reassignment/transfer shall be eligible either for the reassignment/transfer premium or count towards eligibility for the full-time Salary Enhancement. If nurses choose to have the hours count towards eligibility for the full-time Salary Enhancement, the nurse must make that declaration in writing, the reassignment premium shall not be payable.
- Hours paid at regular rates include: vacation, income protection of less than four (4) weeks, and all other paid leaves approved by the Employer.
- For a nurse who holds a 1.0 EFT they shall still qualify for The Salary Enhancement if the nurse is on an unpaid leave of absence of less than four (4) weeks.
- Part-time and/or casual nurses off on WCB who would otherwise qualify for The Salary Enhancement by virtue of established EFT or previous established pattern of working sufficient, hours in the previous eight (8) weeks, to qualify on a consistent basis are eligible for qualification to the full-time Salary Enhancement.

- For the duration this full-time Salary Enhancement is in effect, income protection may not be utilized for shifts paid at overtime rates. For clarity, income protection can be utilized when a nurse is unable to attend work for a shift (or portions thereof) paid at regular rates or scheduled at regular rates of pay.

EMPLOYER WILL AGREE:

- Employer will establish a mechanism that allows for nurses to readily view and apply for all available shifts at any site/Employer within their Employer Organization (exception HSC/Winnipeg). This principle also applies to nurses in the Provincial Travel Nurse Team.
- The Employer will provide to the Union:
 - Agency hours and agency costs for the fiscal year 2023/24
 - Overtime hours and overtime cost for the fiscal years 2023/24
 - Total vacant positions (broken down by EFT for the qualifying classifications) as of an agreed to date
 - Most current vacancy rates for the qualifying classifications available as of an agreed to date.
 - Total vacant positions (broken down by EFT) as of March 31, 2025, March 31, 2026, March 31, 2027.
- The Employer and Union agree the information as contained in Schedule “B” is accurate.
- The Employer commencing fiscal year April 1, 2025 will provide quarterly reports to the Joint Nursing Council sub-committee. The following information will be provided:
 - Agency hours and agency cost;
 - Overtime hours and overtime cost (including a break out total of mandatory overtime);
 - Nurse vacancy rates;
 - Count of all vacant positions;
 - Net increase or decrease of EFTs (upon request the Union shall be provided specifics for a particular Employer site or unit within the EO);
 - Frequency and volume of reassignment;
 - Cost of implementation of the incentive vs. cost saved from reduction of agency and overtime.
 - Any information reasonably necessary to determine the efficacy of The Incentive in reducing overtime, agency usage and/or vacancy rates.
- The Salary Enhancement shall be applied to all hours paid at regular rates of pay for qualifying nurses beginning on April 1, 2025.

- Wherever reasonably possible, the Employer will provide the greatest opportunity for nurses to access The Salary Enhancement. For clarity, the Union retains the ability to grieve the reasonability of disqualification of a nurse from The Salary Enhancement due to an Employer imposed change.

C. MONITORING PARAMETERS FOR THE PILOT PROJECT:

THE PARTIES AGREE:

- The pilot project will be monitored quarterly by the Joint Nursing Council or designated sub-committee which will also include a representative of the Manitoba Government.
- The designated subcommittee shall consist of equal representation from each of the parties, three (3) from the Union and three (3) from the Employer/Government.
- All administrative systems and associated scheduling guidelines, allowing nurses maximal access to available shifts within their EO (exception HSC/Winnipeg) related to the project along with required orientation shall be implemented no later than April 1, 2025. (Initial Scheduling Guidelines in Schedule “C”)
- The committee shall continue to monitor the efficacy of The Salary Enhancement with regards to mitigating the challenges associated with the nursing shortage, reducing overtime and/or agency use.
- Modifications of the previously stated eligibility parameters may occur as a result of the impact on the above noted set of baseline data provided that such modifications are mutually agreed upon between the parties. Should The Salary Enhancement not achieve a measurable improvement confirmed via the set of baseline data above, the parties shall meet to consider, modification or revision of The Salary Enhancement and implement any necessary changes to better ensure effective alignment with the purposes of The Salary Enhancement. Any changes prior to the expiry of the trial period require mutual agreement of the parties.
- The Salary Enhancement may only be discontinued after the trial period, if it proves to be ineffective in reducing overtime and/or agency use to a significant degree.
- If after the trial period, The Salary Enhancement is discontinued, the Employer agrees that it shall meet promptly with the Union to collaborate and develop alternative and meaningful enhancements that shall significantly and tangibly:
 - (i) improve the retention and recruitment of nurses; and/or
 - (ii) reduce or eliminate agency nurse use and/or excessive overtime; and/or address new challenge(s) that have arisen within the Healthcare Sector

- Where one party intends to assert The Salary Enhancement ought to be discontinued, they shall provide notice in writing to the other party no later than ninety (90) days prior to the expiry of the trial period. The parties shall meet no later than ten (10) days after such notice is provided, and thereafter as often as required in order to establish a new enhancement prior to the expiry of this incentive,
- The new Salary Enhancement program shall commence immediately upon expiry of the current Full Time Hours Incentive and the funds from the previous incentive (prior to The Salary Enhancement) equivalent to a maximum of the total amount of full-time incentives paid out during fiscal year 2024/2025 - approximately fifty (50) million dollars in relation to the Recruitment and Retention Memorandum of Agreement signed between the parties on December 7, 2022) shall be invested in, and reallocated to, the new incentive, which shall continue for the life of the current Collective Agreement.

Signed this 9th day of July 2024

FOR THE EMPLOYER:



*Wanda Reader
Interim Executive Director
Provincial Health Labour Relations Services*

FOR THE UNION:



*Mike Sutherland
Executive Director
Manitoba Nurses Union*

For the duration of the Full-Time Hours Salary Enhancement incentive as prescribed in the MOU, the parties agree that no income protection may be utilized for overtime shifts for any nurse in any classification. Nurses shall be entitled to utilize accrued income protection credits for additional shifts scheduled at regular rates of pay. For clarity, this applies to all classifications irrespective of whether or not covered by this MOU.

MOU#
SCHEDULE "A" - STANDARD REGION SALARIES ADJUSTED FOR FULL TIME HOURS SALARY ENHANCEMENT
FOR ILLUSTRATIVE PURPOSES ONLY

A1. Effective April 1, 2025

Hourly Rate calculated by adding \$5.95 to the appropriate classification rate
Annual Salary is calculated as Hourly Rate x Annual Hours. Monthly is Annual Salary ÷ 12.

Row	Standard Grp No.	Note	Employer Classification	Annual Hours	Start	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 15	Year 20	Year 25
1	LPN		Licensed Practical Nurse	2015	Hourly 39.184 Monthly 6,579.647 Annual 78,955.760	40.273 6,762.508 81,150.095	41.346 6,942.683 83,312.190	42.652 7,161.982 85,943.780	43.845 7,362.306 88,347.675	45.184 7,587.147 91,045.760	46.578 7,821.223 93,854.670	47.798 8,026.081 96,312.970	48.636 8,166.795 98,001.540	49.490 8,310.196 99,722.350	50.796 8,529.495 102,353.940
2	LPN		Weekend Worker - Licensed Practical Nurse	2015	Hourly 44.170 Monthly 7,416.879 Annual 89,002.550	45.421 7,626.943 91,523.315	46.655 7,834.152 94,009.825	48.155 8,086.027 97,032.325	49.531 8,317.080 99,804.965	51.066 8,574.833 102,897.990	52.675 8,845.010 106,140.125	54.075 9,080.094 108,961.125	55.037 9,241.630 110,899.555	56.018 9,406.356 112,876.270	57.520 9,658.567 115,902.800
3	LPN		Weekend Worker - Licensed Practical Nurse (PIO)	1872	Hourly 47.089 Monthly 7,345.884 Annual 88,150.608	48.437 7,556.172 90,674.064	49.764 7,763.184 93,158.208	51.379 8,015.124 96,181.488	52.862 8,246.472 98,957.664	54.513 8,504.028 102,048.326	56.244 8,774.064 105,288.768	57.751 9,009.156 108,109.872	58.786 9,170.616 110,047.392	59.843 9,335.508 112,026.096	61.460 9,587.760 115,053.120
4	CRN		CRN/Charge Nurse	2015	Hourly 50.191 Monthly 8,427.905 Annual 101,134.865	51.710 8,682.971 104,155.650	53.262 8,943.578 107,322.930	54.828 9,206.535 110,478.420	56.322 9,457.403 113,488.830	57.908 9,723.718 116,684.620	59.230 9,945.704 119,348.450	60.294 10,124.368 121,492.410	61.381 10,306.893 123,682.715	62.489 10,492.945 125,915.335	64.185 10,777.731 129,332.775
5	CRN		CRN/Charge Nurse (15-Year Scale)	2015	Hourly 51.077 Monthly 8,576.680 Annual 102,920.155	52.625 8,836.615 106,039.375	54.209 9,102.595 109,231.135	55.806 9,370.758 112,449.090	57.329 9,626.495 115,517.935	58.947 9,898.184 118,778.205	60.296 10,124.703 121,496.440	61.381 10,306.893 123,682.715			
6	CRN		CRN/Charge Nurse (20-Year Scale)	2015	Hourly 51.979 Monthly 8,728.140 Annual 104,737.685	53.559 8,993.449 107,921.385	55.174 9,264.634 111,175.610	56.803 9,538.170 114,458.045	58.357 9,799.113 117,589.355	60.007 10,076.175 120,914.105	61.383 10,307.229 123,686.745	62.489 10,492.945 125,915.335			
7	CRN		CRN/Charge Nurse (25-Year Scale)	2015	Hourly 53.361 Monthly 8,960.201 Annual 107,522.415	54.987 9,233.234 110,798.805	56.560 9,512.479 114,149.750	58.329 9,794.411 117,536.935	59.929 10,063.078 120,756.935	61.629 10,348.536 124,182.435	63.045 10,586.306 127,035.675	64.185 10,777.731 129,332.775			
8	CRN		Weekend Worker - CRN/Charge Nurse	2015	Hourly 58.829 Monthly 9,542.536 Annual 114,510.435	58.572 9,835.215 118,022.580	60.358 10,135.114 121,621.370	62.159 10,437.532 125,250.385	63.877 10,726.013 128,712.155	65.702 11,032.461 132,389.530	67.221 11,287.526 135,450.315	68.447 11,493.392 137,920.705	69.696 11,703.120 140,437.440	70.972 11,917.382 143,008.580	72.923 12,244.987 146,939.845
9	CRN		Weekend Worker - CRN/Charge Nurse (15-Year Scale)	2015	Hourly 57.847 Monthly 9,713.475 Annual 116,561.705	59.625 10,012.031 120,144.375	61.447 10,317.975 123,815.705	63.283 10,626.270 127,515.245	65.035 10,920.460 131,045.525	66.897 11,233.121 134,797.455	68.447 11,493.392 137,920.705	69.696 11,703.120 140,437.440			
10	CRN		Weekend Worker - CRN/Charge Nurse (20-Year Scale)	2015	Hourly 58.885 Monthly 9,887.773 Annual 118,653.275	60.698 10,192.206 122,306.470	62.558 10,504.531 126,054.370	64.430 10,818.871 129,826.450	66.217 11,118.938 133,427.255	68.117 11,437.980 137,255.755	69.696 11,703.120 140,437.440	70.972 11,917.382 143,008.580			
11	CRN		Weekend Worker - CRN/Charge Nurse (25-Year Scale)	2015	Hourly 60.473 Monthly 10,154.425 Annual 121,853.095	62.341 10,468.093 125,617.115	64.255 10,789.485 129,473.825	66.185 11,113.565 133,362.775	68.025 11,422.531 137,070.375	69.982 11,751.144 141,013.730	71.609 12,024.345 144,292.135	72.923 12,244.987 146,939.845			
12	CRN		Weekend Worker - CRN/Charge Nurse (PIO)	1872	Hourly 60.715 Monthly 9,471.540 Annual 113,658.480	62.593 9,764.508 117,174.096	64.515 10,064.340 120,772.080	66.452 10,366.512 124,398.144	68.302 10,655.112 127,861.344	70.267 10,961.652 131,539.824	71.903 11,216.868 134,602.416	73.221 11,422.476 137,069.712	74.566 11,632.296 139,587.552	75.938 11,846.328 142,155.936	78.037 12,173.772 146,085.264
13	CRN		Weekend Worker - CRN/Charge Nurse (15-Year Scale) (PIO)	1872	Hourly 61.810 Monthly 9,642.360 Annual 115,708.320	63.726 9,941.256 119,295.072	65.686 10,247.016 122,964.192	67.662 10,555.272 126,663.264	69.549 10,849.644 130,195.728	71.554 11,162.424 133,949.088	73.222 11,422.632 137,071.584	74.566 11,632.296 139,587.552			
14	CRN		Weekend Worker - CRN/Charge Nurse (20-Year Scale) (PIO)	1872	Hourly 62.928 Monthly 9,816.768 Annual 117,801.216	64.881 10,121.436 121,457.232	66.881 10,433.436 125,201.232	68.896 10,747.776 128,973.312	70.821 11,048.076 132,576.912	72.866 11,367.096 136,405.152	74.567 11,632.452 139,589.424	75.938 11,846.328 142,155.936			
15	CRN		Weekend Worker - CRN/Charge Nurse (25-Year Scale) (PIO)	1872	Hourly 64.637 Monthly 10,083.372 Annual 121,000.464	66.649 10,397.244 124,766.928	68.708 10,718.448 128,621.376	70.785 11,042.460 132,509.520	72.767 11,351.652 136,219.824	74.873 11,680.188 140,162.256	76.626 11,953.656 143,443.872	78.037 12,173.772 146,085.264			
16	ORTII		ORT II	2015	Hourly 41.346 Monthly 6,942.683 Annual 83,312.190	42.652 7,161.982 85,943.780	43.845 7,362.306 88,347.675	45.194 7,588.826 91,065.910	46.437 7,797.546 93,750.555	47.700 8,009.825 96,115.800	48.990 8,226.238 98,714.850	50.279 8,442.682 101,312.185	51.165 8,591.456 103,097.475	52.069 8,743.253 104,919.035	53.452 8,975.482 107,705.780
17	ORTII		ORT II (Weekend Worker Rates)	2015	Hourly 46.655 Monthly 7,834.152 Annual 94,009.825	48.155 8,086.027 97,032.325	49.531 8,317.080 99,804.965	51.080 8,577.183 102,926.200	52.511 8,817.472 105,809.665	53.962 9,061.119 108,733.430	55.445 9,310.140 111,721.675	56.930 9,559.496 114,713.950	57.949 9,730.603 116,767.235	58.989 9,905.236 118,862.835	60.580 10,172.392 122,068.700
18	ORTII		ORT II (Weekend Worker Rates) (PIO)	1872	Hourly 49.764 Monthly 7,763.184 Annual 93,158.208	51.379 8,015.124 96,181.488	52.862 8,246.472 98,957.664	54.527 8,506.212 102,074.544	56.067 8,746.452 104,957.424	57.629 8,990.124 107,881.488	59.225 9,239.100 110,869.200	60.823 9,488.388 113,860.656	61.921 9,659.676 115,916.112	63.041 9,834.396 118,012.752	64.753 10,101.468 121,217.616
19	N2		Nurse II	2015	Hourly 47.683 Monthly 8,006.770 Annual 96,081.245	49.141 8,251.593 99,019.115	50.602 8,496.919 101,963.030	52.123 8,752.320 105,027.845	53.615 9,002.852 108,034.225	55.158 9,261.948 111,143.370	56.141 9,427.010 113,124.115	57.146 9,595.766 115,149.190	58.171 9,767.880 117,214.565	59.215 9,943.185 119,318.225	60.812 10,211.348 122,536.180
20	N2		Nurse II (15-Year Scale)	2015	Hourly 48.517 Monthly 8,146.813 Annual 97,761.755	50.005 8,396.673 100,760.075	51.495 8,646.869 103,762.425	53.046 8,907.308 106,887.690	54.568 9,162.877 109,954.520	56.142 9,427.178 113,126.130	57.145 9,595.598 115,147.175	58.171 9,767.880 117,214.565			

21	N2	Nurse II (20-Year Scale)	2015	Hourly	49.369	50.887	52.406	53.989	55.540	57.146	58.170	59.215			
				Monthly	8,289.878	8,544.775	8,799.841	9,065.653	9,326.092	9,595.766	9,767.713	9,943.185			
				Annual	99,478.535	102,537.305	105,598.090	108,787.835	111,913.100	115,149.190	117,212.550	119,318.225			
22	N2	Nurse II (25-Year Scale)	2015	Hourly	50.672	52.235	53.800	55.430	57.028	58.682	59.737	60.812			
				Monthly	8,508.673	8,771.127	9,033.917	9,307.621	9,575.952	9,853.686	10,030.838	10,211.348			
				Annual	102,104.080	105,253.525	108,407.000	111,691.450	114,911.420	118,244.230	120,370.055	122,536.180			
23	N2	Weekend Worker - Nurse II	2015	Hourly	53.945	55.620	57.300	59.051	60.762	62.539	63.671	64.825	66.002	67.203	69.041
				Monthly	9,058.265	9,339.525	9,621.625	9,915.647	10,202.953	10,501.340	10,691.422	10,885.198	11,082.836	11,284.504	11,593.135
				Annual	108,699.175	112,074.300	115,459.500	118,987.765	122,435.430	126,016.085	128,297.065	130,622.375	132,994.030	135,414.045	139,117.615
24	N2	Weekend Worker - Nurse II (15-Year Scale)	2015	Hourly	54.904	56.614	58.328	60.114	61.858	63.670	64.826	66.002			
				Monthly	9,219.297	9,506.434	9,794.243	10,094.143	10,386.989	10,691.254	10,885.366	11,082.836			
				Annual	110,631.560	114,077.210	117,530.920	121,129.710	124,643.870	128,295.050	130,624.390	132,994.030			
25	N2	Weekend Worker - Nurse II (20-Year Scale)	2015	Hourly	55.883	57.627	59.376	61.197	62.976	64.825	66.003	67.203			
				Monthly	9,383.687	9,676.534	9,970.220	10,275.996	10,574.720	10,885.198	11,083.004	11,284.504			
				Annual	112,604.245	116,118.405	119,642.640	123,311.955	126,896.640	130,622.375	132,996.045	135,414.045			
26	N2	Weekend Worker - Nurse II (25-Year Scale)	2015	Hourly	57.382	59.178	60.979	62.854	64.687	66.591	67.804	69.041			
				Monthly	9,635.394	9,936.973	10,239.390	10,544.234	10,862.025	11,181.739	11,385.422	11,593.135			
				Annual	115,624.730	119,243.670	122,872.685	126,650.810	130,344.305	134,180.865	136,625.060	139,117.615			
27	N2	Weekend Worker - Nurse II (PIO)	1872	Hourly	57.612	59.415	61.223	63.107	64.949	66.862	68.080	69.322	70.590	71.883	73.861
				Monthly	8,987.472	9,268.740	9,550.788	9,844.692	10,132.044	10,430.472	10,620.480	10,814.232	11,012.040	11,213.748	11,522.316
				Annual	107,849.664	111,224.880	114,609.456	118,136.304	121,584.528	125,165.664	127,445.760	129,770.784	132,144.480	134,564.976	138,267.792
28	N2	Weekend Worker - Nurse II (15-Year Scale) (PIO)	1872	Hourly	58.645	60.485	62.329	64.300	66.129	68.081	69.322	70.590			
				Monthly	9,148.620	9,435.660	9,723.324	10,023.000	10,316.124	10,620.636	10,814.232	11,012.040			
				Annual	109,783.440	113,227.920	116,679.888	120,276.000	123,793.488	127,447.632	129,770.784	132,144.480			
29	N2	Weekend Worker - Nurse II (20-Year Scale) (PIO)	1872	Hourly	59.700	61.576	63.456	65.417	67.332	69.323	70.590	71.883			
				Monthly	9,313.200	9,605.856	9,899.136	10,205.052	10,503.792	10,814.388	11,012.040	11,213.748			
				Annual	111,758.400	115,270.272	118,789.632	122,460.624	126,045.504	129,772.656	132,144.480	134,564.976			
30	N2	Weekend Worker - Nurse II (25-Year Scale) (PIO)	1872	Hourly	61.312	63.244	65.181	67.200	69.173	71.224	72.529	73.861			
				Monthly	9,564.672	9,866.064	10,168.236	10,483.200	10,790.988	11,110.944	11,314.524	11,522.316			
				Annual	114,776.064	118,392.768	122,018.832	125,798.400	129,491.856	133,331.328	135,774.288	138,267.792			
31	N3	Nurse III	2015	Hourly	49.271	50.731	52.258	53.745	55.126	56.632	58.188	59.233	60.299	61.386	63.049
				Monthly	8,273.422	8,518.580	8,774.989	9,024.681	9,256.574	9,509.457	9,770.735	9,946.208	10,125.207	10,307.733	10,586.978
				Annual	99,281.065	102,222.965	105,299.870	108,296.175	111,078.890	114,113.480	117,248.820	119,354.495	121,502.485	123,692.790	127,043.735
32	N3	Nurse III (15-Year Scale)	2015	Hourly	50.138	51.626	53.184	54.701	56.109	57.647	59.233	60.299			
				Monthly	8,419.006	8,668.866	8,930.480	9,185.210	9,421.636	9,679.892	9,946.208	10,125.207			
				Annual	101,028.070	104,026.390	107,165.760	110,222.515	113,059.635	116,158.705	119,354.495	121,502.485			
33	N3	Nurse III (20-Year Scale)	2015	Hourly	51.021	52.540	54.128	55.676	57.112	58.680	60.299	61.386			
				Monthly	8,567.276	8,822.342	9,088.993	9,348.928	9,590.057	9,853.350	10,125.207	10,307.733			
				Annual	102,807.315	105,868.100	109,067.920	112,187.140	115,080.680	118,240.200	121,502.485	123,692.790			
34	N3	Nurse III (25-Year Scale)	2015	Hourly	52.373	53.937	55.574	57.168	58.647	60.263	61.929	63.049			
				Monthly	8,794.300	9,056.921	9,331.801	9,599.460	9,847.809	10,119.162	10,398.911	10,586.978			
				Annual	105,531.595	108,683.055	111,981.610	115,193.520	118,173.705	121,429.945	124,786.935	127,043.735			
35	N3	Weekend Worker - Nurse III	2015	Hourly	55.768	57.450	59.203	60.913	62.503	64.235	66.025	67.226	68.452	69.702	71.614
				Monthly	9,364.377	9,646.813	9,941.170	10,228.308	10,495.295	10,786.127	11,086.698	11,288.366	11,494.232	11,704.128	12,025.184
				Annual	112,372.520	115,761.750	119,294.045	122,739.695	125,943.545	129,433.525	133,040.375	135,460.390	137,930.780	140,449.530	144,302.210
36	N3	Weekend Worker - Nurse III (15-Year Scale)	2015	Hourly	56.765	58.480	60.269	62.012	63.634	65.401	67.226	68.452			
				Monthly	9,531.790	9,819.767	10,120.170	10,412.848	10,685.209	10,981.918	11,288.366	11,494.232			
				Annual	114,381.475	117,837.200	121,442.035	124,954.180	128,222.510	131,783.015	135,460.390	137,930.780			
37	N3	Weekend Worker - Nurse III (20-Year Scale)	2015	Hourly	57.781	59.530	61.355	63.133	64.788	66.590	68.452	69.702			
				Monthly	9,702.393	9,996.079	10,302.527	10,601.083	10,878.985	11,181.571	11,494.232	11,704.128			
				Annual	116,428.715	119,952.950	123,630.325	127,212.995	130,547.820	134,178.850	137,930.780	140,449.530			
38	N3	Weekend Worker - Nurse III (25-Year Scale)	2015	Hourly	59.336	61.137	63.017	64.849	66.553	68.410	70.327	71.614			
				Monthly	9,963.503	10,265.921	10,581.605	10,899.228	11,175.358	11,487.179	11,809.075	12,025.184			
				Annual	119,562.040	123,191.055	126,979.255	130,670.735	134,104.295	137,846.150	141,708.905	144,302.210			
39	N3	Weekend Worker - Nurse III (PIO)	1872	Hourly	59.574	61.384	63.271	65.112	66.822	68.688	70.614	71.906	73.226	74.572	76.631
				Monthly	9,293.544	9,575.904	9,870.276	10,157.472	10,424.232	10,715.328	11,015.784	11,217.336	11,423.256	11,633.232	11,954.436
				Annual	111,522.528	114,910.848	118,443.312	121,889.664	125,090.784	128,583.936	132,189.408	134,608.032	137,079.072	139,598.784	143,453.232
40	N3	Weekend Worker - Nurse III (15-Year Scale) (PIO)	1872	Hourly	60.647	62.492	64.418	66.296	68.040	69.943	71.907	73.226			
				Monthly	9,460.932	9,748.752	10,049.208	10,342.176	10,614.240	10,911.108	11,217.492	11,423.256			
				Annual	113,531.184	116,985.024	120,590.496	124,106.112	127,370.880	130,933.296	134,609.904	137,079.072			
41	N3	Weekend Worker - Nurse III (20-Year Scale) (PIO)	1872	Hourly	61.741	63.624	65.587	67.503	69.282	71.223	73.227	74.572			
				Monthly	9,631.596	9,925.344	10,231.572	10,530.468	10,807.992	11,110.788	11,423.412	11,633.232			
				Annual	115,579.152	119,104.128	122,778.864	126,365.616	129,695.904	133,329.456	137,080.944	139,598.784			

42	N3	Weekend Worker - Nurse III (25-Year Scale) (PIO)	1872	Hourly Monthly Annual	63.415 9,882.740 118,712.880	65.354 10,195.224 122,342.688	67.376 10,510.656 126,127.872	69.350 10,818.600 129,823.200	71.182 11,104.392 133,252.704	73.181 11,416.236 136,994.832	75.245 11,738.220 140,858.640	76.631 11,954.436 143,453.232			
43	N3	Nurse III - WRHA Community (PIO)	2015	Hourly Monthly Annual	48.437 8,133.380 97,600.555	49.861 8,372.493 100,469.915	51.382 8,627.894 103,534.730	52.834 8,871.709 106,460.510	54.182 9,098.061 109,176.730	55.633 9,341.708 112,100.495	57.181 9,601.643 115,219.715	58.206 9,773.758 117,285.090	59.251 9,949.230 119,390.765	60.316 10,128.062 121,536.740	61.947 10,401.934 124,823.205
44	LPN	Weekend Worker - Licensed Practical Nurse	1872	Hourly Monthly Annual	45.299 7,066.644 84,799.728	46.590 7,268.040 87,216.480	47.861 7,466.316 89,595.792	49.406 7,707.336 92,488.032	50.819 7,927.764 95,133.168	52.404 8,175.024 98,100.288	54.055 8,432.580 101,190.960	55.500 8,658.000 103,896.000	56.491 8,812.596 105,751.152	57.503 8,970.468 107,645.616	59.050 9,211.800 110,541.600
45	CRN	Weekend Worker - CRN/Charge Nurse	1872	Hourly Monthly Annual	58.333 9,099.948 109,199.376	60.131 9,380.436 112,565.232	61.969 9,667.164 116,005.968	63.824 9,956.544 119,478.528	65.591 10,232.196 122,786.352	67.470 10,525.320 126,303.840	69.035 10,769.460 129,233.520	70.295 10,966.020 131,592.240	71.581 11,166.636 133,999.632	72.894 11,371.464 136,457.568	74.902 11,684.712 140,216.544
46	CRN	Weekend Worker - CRN/Charge Nurse (15-Year Scale)	1872	Hourly Monthly Annual	59.381 9,263.436 111,161.232	61.215 9,549.540 114,594.480	63.090 9,842.040 118,104.480	64.981 10,137.036 121,644.432	66.783 10,418.148 125,017.776	68.701 10,717.356 128,608.272	70.297 10,966.332 131,595.984	71.582 11,166.792 134,001.504			
47	CRN	Weekend Worker - CRN/Charge Nurse (20-Year Scale)	1872	Hourly Monthly Annual	60.450 9,430.200 113,162.400	62.320 9,721.920 116,663.040	64.232 10,020.192 120,242.304	66.162 10,321.272 123,855.264	68.000 10,608.000 127,296.000	69.956 10,913.136 130,957.632	71.584 11,167.104 134,005.248	72.895 11,371.620 136,459.440			
48	CRN	Weekend Worker - CRN/Charge Nurse (25-Year Scale)	1872	Hourly Monthly Annual	62.084 9,685.104 116,221.248	64.011 9,985.716 119,828.592	65.981 10,293.036 123,516.432	67.968 10,603.008 127,236.096	69.861 10,898.316 130,779.792	71.876 11,212.656 134,551.872	73.553 11,474.268 137,691.216	74.903 11,684.668 140,218.416			
49	ORTII	ORT II (Weekend Worker Rates)	1872	Hourly Monthly Annual	47.861 7,466.316 89,595.792	49.406 7,707.336 92,488.032	50.819 7,927.764 95,133.168	52.416 8,176.896 98,122.752	53.887 8,406.372 100,876.464	55.382 8,639.592 103,675.104	56.910 8,877.960 106,535.520	58.437 9,116.172 109,394.064	59.486 9,279.816 111,357.792	60.556 9,446.736 113,360.832	62.194 9,702.264 116,427.168
50	N2	Weekend Worker - Nurse II	1872	Hourly Monthly Annual	55.362 8,636.472 103,637.664	57.090 8,906.040 106,872.480	58.819 9,175.764 110,109.168	60.620 9,456.720 113,480.640	62.386 9,732.216 116,786.592	64.213 10,017.228 120,206.736	65.378 10,198.968 122,387.616	66.567 10,384.452 124,613.424	67.781 10,573.836 126,886.032	69.017 10,766.652 129,199.824	70.909 11,061.804 132,741.648
51	N2	Weekend Worker - Nurse II (15-Year Scale)	1872	Hourly Monthly Annual	56.351 8,790.756 105,489.072	58.112 9,065.472 108,785.664	59.876 9,340.656 112,087.872	61.713 9,627.228 115,526.736	63.516 9,908.496 118,901.952	65.379 10,199.124 122,389.488	66.566 10,384.296 124,611.552	67.780 10,573.680 126,884.160			
52	N2	Weekend Worker - Nurse II (20-Year Scale)	1872	Hourly Monthly Annual	57.359 8,948.004 107,376.048	59.155 9,228.180 110,738.160	60.955 9,508.980 114,107.760	62.828 9,801.168 117,614.016	64.668 10,088.208 121,058.496	66.567 10,384.452 124,613.424	67.779 10,573.524 126,882.288	69.017 10,766.652 129,199.824			
53	N2	Weekend Worker - Nurse II (25-Year Scale)	1872	Hourly Monthly Annual	58.901 9,188.556 110,262.672	60.751 9,477.156 113,725.872	62.605 9,766.380 117,196.560	64.535 10,067.460 120,805.520	66.429 10,362.924 124,355.088	68.386 10,668.216 128,018.592	69.633 10,862.748 130,352.976	70.909 11,061.804 132,741.648			
54	N3	Weekend Worker - Nurse III	1872	Hourly Monthly Annual	57.244 8,930.064 107,160.768	58.971 9,199.476 110,393.712	60.780 9,481.680 113,780.160	62.541 9,756.396 117,076.752	64.176 10,011.456 120,137.472	65.959 10,289.604 123,475.248	67.801 10,576.956 126,923.472	69.039 10,770.084 129,241.008	70.300 10,966.800 131,601.600	71.588 11,167.728 134,012.736	73.557 11,474.892 137,698.704
55	N3	Weekend Worker - Nurse III (15-Year Scale)	1872	Hourly Monthly Annual	58.269 9,089.964 109,079.568	60.031 9,364.836 112,378.032	61.877 9,652.812 115,833.744	63.673 9,932.988 119,195.856	65.341 10,193.196 122,318.352	67.159 10,476.804 125,721.648	69.039 10,770.084 129,241.008	70.300 10,966.800 131,601.600			
56	N3	Weekend Worker - Nurse III (20-Year Scale)	1872	Hourly Monthly Annual	59.315 9,253.140 111,037.680	61.113 9,533.628 114,403.536	62.996 9,827.376 117,928.512	64.828 10,113.168 121,358.016	66.528 10,378.368 124,540.416	68.383 10,667.748 128,012.976	70.300 10,966.800 131,601.600	71.588 11,167.728 134,012.736			
57	N3	Weekend Worker - Nurse III (25-Year Scale)	1872	Hourly Monthly Annual	60.916 9,502.896 114,034.752	62.769 9,791.964 117,503.568	64.708 10,094.448 121,133.376	66.594 10,388.664 124,663.968	68.346 10,661.976 127,943.712	70.256 10,959.936 131,519.232	72.231 11,268.036 135,216.432	73.556 11,474.736 137,696.832			