

WAGE GRID

2019-2022 NBA Collective Agreement



General Wage Scale

Effective the first pay period after April 1, 2019									
	1 st Year	2 nd Year	3 rd Year	4 th Year	5 th Year	6 th Year	7 th Year	8 th Year	9 th Year
Level 1 (LPN)	4,529	4,661	4,802	4,867	4,932	4,997	5,062		
	27.87	28.68	29.55	29.95	30.35	30.75	31.15		
Level 2 (LPN)	4,719	4,857	5,004	5,072	5,139	5,207	5,275		
	29.04	29.89	30.79	31.21	31.62	32.04	32.46		
Level 3 (RN/RPN)*	5,660	5,877	6,096	6,312	6,531	6,749	6,967	7,174	7,431
	34.83	36.17	37.51	38.84	40.19	41.53	42.87	44.15	45.73
Level 4 (RN/RPN)	6,730	6,851	7,001	7,179	7,395	7,570	7,788	7,999	8,250
	41.42	42.16	43.08	44.18	45.51	46.58	47.93	49.22	50.77
Level 5 (RN/RPN)	7,169	7,220	7,358	7,549	7,776	7,960	8,177	8,384	8,641
	44.12	44.43	45.28	46.46	47.85	48.98	50.32	51.59	53.18
Level 6 (RN/RPN)	7,462	7,523	7,661	7,853	8,089	8,281	8,506	8,711	8,962
	45.92	46.30	47.14	48.33	49.78	50.96	52.34	53.61	55.15
Effective the first pay period after April 1, 2020									
	1 st Year	2 nd Year	3 rd Year	4 th Year	5 th Year	6 th Year	7 th Year	8 th Year	9 th Year
Level 1 (LPN)	4,574	4,708	4,850	4,921	4,992	5,063	5,133	5,204	
	28.15	28.97	29.85	30.28	30.72	31.16	31.59	32.02	
Level 2 (LPN)	4,766	4,906	5,054	5,128	5,202	5,276	5,349	5,423	
	29.33	30.19	31.10	31.56	32.01	32.47	32.92	33.37	
Level 3 (RN/RPN)*	5,773	5,995	6,218	6,438	6,662	6,884	7,106	7,317	7,580
	35.53	36.89	38.26	39.62	41.00	42.36	43.73	45.03	46.65
Level 4 (RN/RPN)	6,865	6,988	7,141	7,323	7,543	7,721	7,944	8,159	8,415
	42.25	43.00	43.94	45.06	46.42	47.51	48.89	50.21	51.78
Level 5 (RN/RPN)	7,312	7,364	7,505	7,700	7,932	8,119	8,341	8,552	8,814
	45.00	45.32	46.18	47.38	48.81	49.96	51.33	52.63	54.24
Level 6 (RN/RPN)	7,611	7,673	7,814	8,010	8,251	8,447	8,676	8,885	9,141
	46.84	47.22	48.09	49.29	50.78	51.98	53.39	54.68	56.25
Effective the first pay period after April 1, 2021									
	1 st Year	2 nd Year	3 rd Year	4 th Year	5 th Year	6 th Year	7 th Year	8 th Year	9 th Year
Level 1 (LPN)	4,620	4,755	4,899	4,976	5,053	5,130	5,206	5,283	5,360
	28.43	29.26	30.15	30.62	31.10	31.57	32.04	32.51	32.98
Level 2 (LPN)	4,814	4,955	5,105	5,185	5,265	5,345	5,425	5,505	5,585
	29.62	30.49	31.42	31.91	32.40	32.89	33.38	33.88	34.37
Level 3 (RN/RPN)*	5,888	6,115	6,342	6,567	6,795	7,022	7,248	7,463	7,732
	36.23	37.63	39.03	40.41	41.82	43.21	44.60	45.93	47.58
Level 4 (RN/RPN)	7,002	7,128	7,284	7,469	7,694	7,875	8,103	8,322	8,583

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	43.09	43.86	44.82	45.96	47.35	48.46	49.86	51.21	52.82
Level 5 (RN/RPN)	7,458	7,511	7,655	7,854	8,091	8,281	8,508	8,723	8,990
	45.90	46.22	47.11	48.33	49.79	50.96	52.36	53.68	55.32
Level 6 (RN/RPN)	7,763	7,826	7,970	8,170	8,416	8,616	8,850	9,063	9,324
	47.77	48.16	49.05	50.28	51.79	53.02	54.46	55.77	57.38

* Includes Licensed Graduate Nurses, which are defined by the College of Registered Nurses of British Columbia as "nurses granted LGN registration in B.C. prior to Oct. 1, 1990. An LGN registrant may perform or provide services as if he or she is a registered nurse registrant."

Former Community LPNs

The following scales apply to former community LPNs who were working for an employer as a community LPN and paid as per the formerly applicable CBA schedule on May 20, 2016 (the 'grand-parented LPNs')

Effective First Pay Period after February 1, 2019				
	Step 1	Step 2	Step 3	Step 4
Licensed Practical Nurses (LPN)	28.36	29.10	29.92	30.79
LPN Supervisor	30.31	31.14	32.06	
Effective First Pay Period after February 1, 2020				
	Step 1	Step 2	Step 3	Step 4
Licensed Practical Nurses (LPN)	28.93	29.68	30.52	31.40
LPN Supervisor	30.92	31.77	32.70	
Effective First Pay Period after February 1, 2021				
	Step 1	Step 2	Step 3	Step 4
Licensed Practical Nurses (LPN)	29.51	30.27	31.13	32.03
LPN Supervisor	31.53	32.40	33.35	

For those grand-parented LPNs who, at any point, prior to the first pay period after April 1, 2021 have greater than or equal to six (6) years of service, they will be moved from this scale to the appropriate LPN wage scale and be placed according to their years of service. For those grand-parented LPNs who remain on the scale for grand-parented LPNs and who, on or after the first pay period following April 1, 2021 have greater than seven (7) years of service, they will be moved to the Eighth Year step on the appropriate LPN wage scale.

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Special Wage Rate Schedules for Pine Free Clinic Nurses

Effective the first pay period after April 1, 2019									
	1 st Year	2 nd Year	3 rd Year	4 th Year	5 th Year	6 th Year	7 th Year	8 th Year	9 th Year
Pine Free Clinic Nurse	5,993	6,229	6,464	6,695	6,934	7,160	7,383	7,585	7,841
	36.88	38.33	39.78	41.20	42.67	44.06	45.43	46.68	48.25
Effective the first pay period after April 1, 2020									
	1 st Year	2 nd Year	3 rd Year	4 th Year	5 th Year	6 th Year	7 th Year	8 th Year	9 th Year
Pine Free Clinic Nurse	6,113	6,354	6,593	6,829	7,073	7,303	7,531	7,737	7,998
	37.62	39.10	40.57	42.02	43.53	44.94	46.34	47.61	49.22
Effective the first pay period after April 1, 2021									
	1 st Year	2 nd Year	3 rd Year	4 th Year	5 th Year	6 th Year	7 th Year	8 th Year	9 th Year
Pine Free Clinic Nurse	6,235	6,481	6,725	6,966	7,214	7,449	7,682	7,892	8,158
	38.37	39.88	41.38	42.87	44.39	45.84	47.27	48.57	50.20