



Effective the first pay period after February 1, 2017

The following grids include the 1% increase, plus the Economic Stability Dividend payment of 0.35%

NBA Wage Grid									
YEAR	1	2	3	4	5	6	7	8	9
Level 1 (LPN)	4,154	4,282	4,412	n/a	4,500	n/a	4,544	n/a	4,588
	25.56	26.35	27.15		27.69		27.96		28.23
Level 2 (LPN)	4,334	4,469	4,601	n/a	4,694	n/a	4,740	n/a	4,787
	26.67	27.50	28.31		28.89		29.17		29.46
Level 3 (RN/RPN)	5,325	5,529	5,734	5,938	6,145	6,350	6,555	6,749	6,991
	32.77	34.02	35.29	36.54	37.82	39.08	40.34	41.53	43.02
Level 4 (RN/RPN)	6,332	6,445	6,586	6,754	6,957	7,122	7,327	7,525	7,761
	38.97	39.66	40.53	41.56	42.81	43.83	45.09	46.31	47.76
Level 5 (RN/RPN)	6,744	6,791	6,923	7,102	7,316	7,490	7,694	7,889	8,130
	41.50	41.79	42.60	43.70	45.02	46.09	47.35	48.55	50.03
Level 6 (RN/RPN)	7,020	7,077	7,208	7,388	7,610	7,790	8,002	8,195	8,431
	43.20	43.55	44.36	45.46	46.83	47.94	49.24	50.43	51.88

Grandparented CBA LPN Wage Grid				
	First Year	Second Year	Third Year	Fourth Year
Level 1 (LPN)	4,173	4,285	4,412	4,545
	25.68	26.37	27.15	27.97
Level 2 (LPN Supervisor)	4,470	4,600	4,740	
	27.51	28.31	29.17	



Effective the first pay period after April 1, 2017

The following grids include the 0.5% increase

NBA Wage Grid									
YEAR	1	2	3	4	5	6	7	8	9
Level 1 (LPN)	4,175	4,303	4,434	n/a	4,523	n/a	4,567	n/a	4,611
	25.69	26.48	27.29		27.83		28.10		28.38
Level 2 (LPN)	4,356	4,491	4,624	n/a	4,717	n/a	4,764	n/a	4,811
	26.81	27.64	28.46		29.03		29.32		29.61
Level 3 (RN/RPN)	5,352	5,557	5,763	5,968	6,176	6,382	6,588	6,783	7,026
	32.94	34.20	35.46	36.73	38.01	39.27	40.54	41.74	43.24
Level 4 (RN/RPN)	6,364	6,477	6,619	6,788	6,992	7,158	7,364	7,563	7,800
	39.16	39.86	40.73	41.77	43.03	44.05	45.32	46.54	48.00
Level 5 (RN/RPN)	6,778	6,825	6,958	7,138	7,353	7,527	7,732	7,928	8,171
	41.71	42.00	42.82	43.93	45.25	46.32	47.58	48.79	50.28
Level 6 (RN/RPN)	7,055	7,112	7,244	7,425	7,648	7,829	8,042	8,236	8,473
	43.42	43.77	44.58	45.69	47.06	48.18	49.49	50.68	52.14

Grandparented CBA LPN Wage Grid				
	First Year	Second Year	Third Year	Fourth Year
Level 1 (LPN)	4,194	4,306	4,435	4,568
	25.81	26.50	27.29	28.11
Level 2 (LPN Supervisor)	4,493	4,623	4,765	
	27.65	28.45	29.32	



Effective September 1, 2017

**\$1/hr increase applies LPNs only*

NBA Wage Grid									
YEAR	1	2	3	4	5	6	7	8	9
Level 1 (LPN)	4,337	4,466	4,597	n/a	4,685	n/a	4,729	n/a	4,774
	26.69	27.48	28.29		28.83		29.10		29.38
Level 2 (LPN)	4,519	4,654	4,787	n/a	4,880	n/a	4,927	n/a	4,974
	27.81	28.64	29.46		30.03		30.32		30.61

Grandparented CBA LPN Wage Grid				
	First Year	Second Year	Third Year	Fourth Year
Level 1 (LPN)	4,357	4,469	4,597	4,730
	26.81~	27.50	28.29	29.11
Level 2 (LPN Supervisor)	4,656	4,786	4,927	
	28.65~	29.45	30.32	

~ denotes wage increments that no longer apply to any LPNs (based on May 10, 2016 being the last date eligible for this wage grid - anticipating the entire grid being phased out on May 10, 2024)