

Appendix of

Nursing Salaries in Alberta

1948 - 2024



**SALARY APPENDIX
1948**

December 1948

Private Duty \$7.00/\$8.00 per hour day

October 1950

\$140.00/month

July 1951 - Private Duty

8 hour day -	\$8.00	
12 hour day	-	\$12.00
20 hour day	-	\$20.00
2 pts same family or not \$6.00 each		

Alcoholic or Mentally Ill Patient

8 hour day -	\$10.00	
12 hour day	-	\$14.00

Non-Registered Nurses \$7.00/8 hour day.

Hourly Nursing in Homes \$2.00

General Duty Nurses \$120 - 201/month

Supervisors and Head Nurses \$130 - 210/month

Instructors \$160 - 200/month

Directors of Nursing \$165 - 230/month

**SALARY APPENDIX
1952**

General Duty average salary: \$165/month
Head Nurses & Supervisors: \$190 - 225/month
\$5.00 extra/month for Post Grad Training
D.O.N. \$250/month

Private Duty

8 hour day	\$9.00	
12 hour day		\$13.50
24 hour day		\$18.00
2 patients	\$7.00 each	

Alcoholics or Mentally Ill Patient

8 hour - \$11.00
12 hour - \$15.00

Non-Registered Nurses - \$8.00
Hourly Nursing - \$2.00/hour

**SALARY APPENDIX
1953 - 1954**

General Duty \$200 - \$210/month

Head Nurse \$215 - \$225/month

D.O.N. \$275/month

Scale consisted of 4 increments with \$5.00 difference between increments.
Specialized training \$10.00/month extra.

- (a) That the recommendations on salaries outlined below be implemented for all "registered nurses" (i.e., nurses currently registered in Alberta).
- (b) That the salaries be stated in terms of gross salary and that deductions made be itemized and a statement accompany the salary cheque. This salary to include cost-of-living bonus and partial or complete maintenance as per policy of the hospital.
- (c) That the minimum gross salary for registered nurses in full employment first level be \$200.00 - \$210.00 per month.
- (d) That current minimum salary for a head nurse be \$215.00 - \$225.00 per month.
- (e) That the recommended minimum gross salary for matrons be \$275.00 per month, increases to be made semi-annually.
- (f) That the salary of a nurse who has had special preparation or specialized experience which increases the value of her service be at least Ten Dollars (\$10.00) per month more than the salary of a nurse in a similar position who has not had such preparation or experience.
- (g) That stated periodic increases be provided for in the employment contract. That there be at least four such increases for each position and that the minimum single increase be Five Dollars (\$5.00) per month.
- (h) That a nurse who has been employed for two years or more and who is promoted, be granted the third year salary for the position to which she has been promoted.
- (i) That every nurse employed in Alberta must be currently registered in Alberta; and
- (j) That the salary for any nurse applying for registration will be Ten Dollars (\$10.00) per month less until her registration is completed.

**Salary Appendix
1956 - 1957**

POSITION	DESCRIPTION	MINIMUM SALARY	ANNUAL INCREASES AND ADDED PRIVILEGES
GENERAL STAFF NURSE	A nurse who is engaged in general nursing duties in hospitals, *public health, industry, clinics and doctors' offices. (<i>*A public health nurse is one who holds a certificate in public health nursing.</i>)	\$230	Recommended: (a) that there be a \$5. increase at the end of every 6 months service; preferably \$10. annually and that there be at least six \$5. increases or three of the \$10. increments.
HEAD NURSE	A nurse who is responsible for the nursing service, for the supervision of staff and for the management of a unit or ward of a hospital, private clinic, community nursing registry, similar institutions or industry. (In public health agencies and in industry, with a small staff, this position is referred to as senior nurse, or nurse-in-charge.)	\$265	(b) that there be added privileges following 4-5 years' continuous service.
ASSISTANT HEAD NURSE	A nurse who is responsible for assisting the Head Nurse in carrying out her duties.	\$245	
SUPERVISOR	In Hospitals: One who is responsible for the administration of a division or department usually composed of two or more units in charge of head nurses, or for the nursing service of a hospital during the afternoon or night hours.	\$285	As above
	In Public Health: One who is responsible for the supervision of a number of nurses engaged in public health nursing and for the administration of the nursing program in a given area or special service.	\$285	As above
	In Industry: One who is responsible for the supervision of a number of nurses engaged in industrial nursing and for the administration of the nursing program.	\$285	As above
	In Private Clinics: One who is responsible for the supervision of a number of nurses engaged in clinic nursing and for the administration of the nursing program.	\$285	As above
INSTRUCTOR	One who holds a certificate in nursing education or its equivalent and is responsible for the instruction of graduate nurses, student nurses and nursing assistant	\$285	As above

trainees in the classroom or clinical field.

JUNIOR OR
ASSISTANT
INSTRUCTOR

One who is responsible for assisting the Instructor in carrying out her duties.

\$270

As above.

MATRON

\$350

PRIVATE
NURSING

A registered nurse employed in private practice who gives nursing care to one or more patients. In as much as a registered nurse maintains her legal professional status by annual membership and registration in the province, it is recommended that such membership and registration be a requisite for employment.

Recommended: that the tariff for 8 hour duty be \$12 - \$14. (Above rates not yet in force. See part II - Private Duty.)

(It is understood that nurses classified as instructors, assistant instructors, supervisors, matrons and public health, will be required to have special preparation and/or teaching or other appropriate experience.)

That a non-registered nurse (the nurse not currently registered in Alberta) should receive at least \$30. less a month than the registered nurse and should not be placed in a position of responsibility involving the direction of registered nurses, unless engaged for employment in a responsible position with evidence of having made application for registration in the A.A.R.N.

**Salary Appendix
1958**

POSITION	DESCRIPTION	SALARIES QUOTED PER MONTH				
		Min	6 mos.	12 mos.	24 mos.	36 mos.
General Staff Nurse	A nurse who is engaged in general nursing duties in hospitals, private clinics and doctors' offices.	\$275	\$285	\$295	\$305	\$315
Assistant Head Nurse	A nurse who is responsible for assisting the Head Nurse in carrying out her duties and experienced in general nursing.	\$305	\$315	\$325	\$335	\$345
Head Nurse	A nurse who is responsible for the nursing service, for the supervision of staff, and for the management of a unit or ward of a hospital, private clinic, community nursing registry, or similar institutions.	\$325	\$335	\$345	\$355	\$365
Supervisor	In Hospitals: One who is responsible for the administration of a division or department usually composed of two or more units in charge of head nurses, or for the nursing service of a hospital during the afternoon and night hours. In Private Clinics: One who is responsible for the supervision of a number of nurses engaged in clinic nursing and for the administration of the nursing program.	\$355	\$365	\$375	\$385	\$395
Junior or Assistant Instructor	One who is responsible for assisting the Instructor in carrying out her duties.	\$335	\$345	\$355	\$365	\$375
Instructor (Clinical and Classroom)	One who holds a certificate in nursing education or its equivalent and is responsible for the instruction of graduate nurses, student nurses and nursing assistant trainees in the classroom or clinical field.	\$355	\$365	\$375	\$385	\$395
Nursing		\$400				

Superintend
ants
(Matrons)

It is understood that nurses classified as instructors, assistant instructors, supervisors, head nurses, nursing superintendants, will be required to have special preparation and/or teaching or other appropriate experience.

A non-registered nurse (i.e. a nurse not currently registered in Alberta) should receive at least \$30.00 less a month than the registered nurse and should not be placed in a position of responsibility involving the direction of registered nurses, unless engaged for employment in a responsible position with evidence of having made application for registration in the A.A.R.N.

A new candidate for registration in the A.A.R.N., pending the result of the R.N. examination, should be paid full minimum salary retroactive to the time of writing said successful examination.

**SALARY APPENDIX
1961**

- (a) The beginning salary for a registered nurse in full employment be a minimum gross monthly salary of...

General Staff Nurse	\$285.00
Head Nurse	\$320.00
Prepared Instructor.....	\$345.00
Prepared Public Health Nurse or Prepared Occupational Health Nurse.....	\$345.00
Prepared Supervisor	\$375.00

For all senior positions the salary should be based on the general staff nurse salary plus increments proportionate to the responsibilities of the position and the special preparation and experience for it.

- (b) That when nurses are employed, salary recognition to a stated maximum be given for previous experience which increases the value of their service.
- (c) That salary recognition be granted to nurses for special preparation which increases the value of their services and that such recognition be at least:
1. Twenty-five dollars (\$25.00) per month for University Course of at least one academic year.
 2. Ten dollars (\$10.00) per month for a hospital clinical course (3 months or over).
- (d) That when salary adjustments are made all registered nurses on staff be granted full recognition for past service with present employer.
- (e) That gross salaries be stated and that deductions made be itemized and a statement accompany the cheque.
- (f) That increments should be based on merit and tenure. That stated periodic increases be provided for in the employment contract.

Recommended Increase:

For General Duty Position: Five dollars (\$5.00) per month every six months for three years for at least six periods.

For All Other Positions: At least five annual increases and that a minimum single increase be 5% of the salary.

- (g) That there be annual review of the salary schedule.
- (h) That the non-graduate nurse who is preparing herself to rewrite the conjoint examinations should be paid not more than 85% of the currently registered nurses salary. If further educational opportunities must be provided, the cost of the educational programme for this nurse should be considered when the salary is estimated.

- (i) That the non-registered graduate nurse (i.e. nurse not currently registered in Alberta) should receive not more than 90% of the currently registered nurses salary, and this nurse should not be placed in a position of responsibility involving the direction of a registered nurse.
- (j) That Hospital Boards in special circumstances (e.g. isolated areas) give consideration to paying nurses salary differentials as compensation for working conditions.

1962

SALARY RECOMMENDATIONS

POSITION	DESCRIPTION	MINIMUM QUALIFICATIONS	MINIMUM GROSS SALARY PER ANNUM	MONTHLY SALARY	YEARLY INCREMENTS
General Staff	A registered nurse who is engaged in general nursing duties in hospitals, private clinics, doctors' offices.	A nurse eligible for membership in the A.A.R.N.	\$3600.00	\$300.00	Four annual increments of \$15.00 per month.
Assistant Head Nurse	A nurse who is responsible for assisting the head nurse in carrying out her duties, and has experience in general nursing with proven leadership ability.	A nurse with adequate experience and ability for this position.	\$3780.00	\$315.00 (see section 14-f)	Four annual increments of \$16.00 per month.
Head Nurse	A nurse who is responsible for the nursing service for supervision of staff, and for the management of a unit or ward of a hospital, private clinic, community nursing registry, or similar institutions.	(1) A nurse with adequate experience and ability.	\$4080.00	\$310.00 (see section 14-f)	Four annual increments of \$17.00 per month.
		(2) A nurse with a year of University preparation <i>and</i> experience in general nursing.	\$4320.00	\$360.00	Four annual increments of \$18.00 per month.
		(3) A nurse with a bacc. degree and experience in her field.	\$4620.00	\$385.00	Four annual increments of \$19.00 per month.
Instructor	A nurse responsible for (a) the instruction of nursing students in the classroom or in a clinical area (b) the instruction of other health personnel.	(1) A nurse with a year of University preparation but without experience in general nursing.	\$4140.00	\$345.00	Four annual increments of \$17.00 per month.
		(2) A nurse with a year of University preparation and experience in general nursing.	\$4320.00	\$360.00	Four annual increments of \$18.00 per month.
			\$4620.00	\$385.00	

		(3) A nurse with a bacc. degree and experience applicable for her field of work.			Four annual increments of \$19.00 per month.
Supervisor	In Hospitals: one who is responsible for the administration of a division or department usually composed of two or more units in charge of head nurses, or for the nursing service of a hospital during the afternoon and night hours. In Private Clinics: one who is responsible for the supervision of a number of nurses engaged in clinic nursing and for the administration of the nursing program.	(1) A nurse with a year of University preparation, leadership ability, and adequate experience in nursing. (2) A nurse with a bacc. degree, leadership ability and adequate experience.	\$4800.00 \$5100.00	\$400.00 \$423.00	Four annual increments of \$20.00 per month. Four annual increments of \$21.00 per month.

SALARY RECOMMENDATIONS

POSITION	DESCRIPTION	MINIMUM QUALIFICATIONS	MINIMUM GROSS SALARY PER ANNUM	MONTHLY SALARY	YEARLY INCREMENTS
Superintendent of Nurses and Nurse Administrators	Provincial Office staff will be pleased to act as consultants in establishing minimum salaries for these positions.				
Public Health Nurse	A nurse who is responsible for public health nursing duties.	<p>(1) A nurse with a year of University preparation in Public Health Nursing but without applicable experience in this field.</p> <p>(2) A nurse with a year of University preparation and experience in Public Health Nursing.</p> <p>(3) A nurse with a degree in Public Health Nursing and experience in this field.</p> <p>(4) A registered nurse in Public Health Agencies or Clinics with no Public Health preparation.</p>	<p>\$4140.00</p> <p>\$4320.00</p> <p>\$4620.00</p> <p>\$3600.00</p>	<p>\$345.00</p> <p>\$360.00</p> <p>\$385.00</p> <p>\$300.00</p>	<p>Four annual increments of \$17.00 per month.</p> <p>Four annual increments of \$18.00 per month.</p> <p>Four annual increments of \$19.00 per month.</p>
Public Health Senior Nurse	A nurse who is responsible for the supervision of a number of nurses engaged in Public Health Nursing and who is responsible for a specific district or special service.	(1) A nurse with basic Public Health Nursing qualifications and	\$5340.00	\$445.00	Four annual increments of \$22.00 per month.

		<p>experience in Public Health Nursing.</p> <p>(2) A nurse with basic Public Health Nursing preparation plus one year preparation in Administration and Supervision in Public Health nursing.</p>	\$5880.00	\$490.00	<p>Four annual increments of \$24.00 per month.</p>
--	--	---	-----------	----------	---

1965

POSITION	DESCRIPTION	BASIC MONTHLY SALARY	FOUR YEARLY INCREMENTS OF \$15.00 PER MONTH			
GENERAL STAFF	A registered nurse, possessing minimum qualifications for membership in the A.A.R.N., engaged in general nursing in a health agency including active and auxiliary hospitals, nursing homes, public health and industry, clinical nurses and nurses self-employed.	\$330 + preparation as indicated*	\$345	\$360	\$375	\$390
UNIT MANAGEMENT TEACHING	A registered nurse engaged as an assistant charge unit in hospital, clinic or nursing home.	\$360 + preparation as indicated*	\$375	\$390	\$405	\$420
PUBLIC HEALTH	A registered nurse responsible for unit management in above fields.	\$385 + preparation as indicated*	\$400	\$415	\$430	\$445
	A registered nurse with preparation responsible for: (a) instruction of students (b) instruction of other health personnel (c) public health nursing duties	(\$385. + recognition for preparation) \$430. with diploma \$475. with degree	\$445 \$490	\$460 \$505	\$475 \$520	\$490 \$535
OTHER POSITIONS	Salaries to be negotiated on an individual basis.					

Recognition for Experience: Registered nurses with a minimum of one year satisfactory experience are eligible for the first increment. For three or more years registered nurses are eligible for the second increment.

*Recognition of Preparation:
Medicine, Surgery, \$5.00 differential per month

1. A recognized clinical course in -- for example

Pediatrics, Obstetrics, Midwifery, Psychiatry, Tuberculosis, Nursing
Unit Administration.

2. A University programme in any field of Nursing Service, Nursing
Education or Public Health.

(a) holding a diploma	\$45.00 differential per month
(b) holding a baccalaureate	\$90.00 differential per month
(c) holding a masters degree	\$150.00 differential per month

**SALARY APPENDIX
1969 - 1970
(JANUARY 1, 1969 - DECEMBER 31, 1970)**

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
<i>Staff Nurse</i>						
Jan. 1 - Aug. 31, 1969	440	460	480	500	525	
Sept. 1969 - April 30, 1970	465	485	505	530	555	
May 1 - December 31, 1970	490	510	535	560	585	610
<i>Staff Nurse - Not Registered</i>						
Jan. 1 - Aug. 31, 1969	396	414	432	450	473	
Sept. 1969 - April 30, 1970	419	437	455	477	500	
May 1 - December 31, 1970	441	459	482	504	527	549
<i>Assistant Head Nurse</i>						
Jan. 1 - Aug. 31, 1969	460	480	500	525	550	
Sept. 1969 - April 30, 1970	485	505	530	555	580	
May 1 - December 31, 1970	510	535	560	585	610	640
<i>Head Nurse and Instructor</i>						
Jan. 1 - Aug. 31, 1969	505	530	555	580	605	
Sept. 1969 - April 30, 1970	530	555	580	605	635	
May 1 - December 31, 1970	555	580	605	635	665	695

Monthly Educational Allowance

Clinical Course - \$10.00
 Nursing Unit Administration - \$10.00
 1 year University Diploma - \$25.00
 Baccalaureate Degree (Nursing) - \$60.00
 Master's Degree - \$100.00

**SALARY APPENDIX
1971
(JANUARY 1, 1971 - DECEMBER 31, 1971)**

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
<i>Effective January 1, 1971</i>						
Staff Nurse	520	545	570	596	620	645
Staff Nurse - Not Registered	468	490	515	640	565	590
Assistant Head Nurse	545	570	595	620	645	670
Head Nurse and Instructor	600	625	650	675	700	725

Intern Nurse Training Rate
January 1, 1971: 495

Monthly Educational Allowance
 Clinical Course - \$10.00
 Nursing Unit Administration - \$10.00
 1 year University Diploma - \$25.00
 Baccalaureate Degree (Nursing) - \$60.00
 Master's Degree - \$100.00

**SALARY APPENDIX
1972 - 1973
(JANUARY 1, 1972 - MARCH 31, 1973)**

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
<i>Effective January 1, 1972</i>						
Staff Nurse	550	575	600	625	650	675
Staff Nurse - Not Registered	495	520	545	570	595	620
Assistant Head Nurse	580	605	630	655	680	705
Head Nurse and Instructor	635	660	685	710	735	760

Intern Nurse Training Rate
January 1, 1972: 525

Monthly Educational Allowance
Clinical Course - \$10.00
Nursing Unit Administration - \$10.00
1 year University Diploma - \$25.00
Baccalaureate Degree (Nursing) - \$60.00
Master's Degree - \$100.00

SALARY APPENDIX
1973 - 1974
(APRIL 1, 1973 - DECEMBER 31, 1974)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
<i>Effective April 1, 1973</i>						
Staff Nurse	605	635	665	695	725	760
Staff Nurse - Not Registered	545	570	595	620	650	685
Assistant Head Nurse	635	665	695	725	760	795
Head Nurse and Instructor	695	725	760	795	830	870

Effective October 27, 1973 - March 29, 1974

Staff Nurse	625	655	685	715	750	785
Staff Nurse - Not Registered	560	585	610	640	670	705
Assistant Head Nurse	655	685	715	750	785	820
Head Nurse and Instructor	720	755	790	825	865	905

March 30, 1974

Staff Nurse	665	695	725	760	795	830
Staff Nurse - Not Registered	600	625	655	685	715	750
Assistant Head Nurse	700	735	770	805	845	885
Head Nurse and Instructor	765	800	840	880	920	965

November 1974

Staff Nurse	765	795	825	860	895	930
Staff Nurse - Not Registered	700	730	760	790	820	855
Assistant Head Nurse	800	835	870	905	945	985
Head Nurse and Instructor	865	900	940	980	1,020	1,065

Monthly Educational Allowance

Clinical Course - \$10.00
Nursing Unit Administration - \$10.00
1 year University Diploma - \$25.00
Baccalaureate Degree (Nursing) - \$60.00
Master's Degree - \$100.00

**SALARY APPENDIX
1975
(JANUARY 1, 1975 - DECEMBER 31, 1975)**

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
<i>Effective January 1, 1975</i>						
<i>Staff Nurse</i> (Monthly)	900	935	970	1,005	1,040	1,075
<i>Staff Nurse - Not Registered</i> (Monthly)	810	845	880	915	950	985
<i>Assistant Head Nurse</i> (Monthly)	935	975	1,015	1,055	1,095	1,135
<i>Head Nurse and Instructor</i> (Monthly)	1,000	1,045	1,090	1,135	1,180	1,225

Monthly Educational Allowance

- Clinical Course - \$10.00
- Nursing Unit Administration - \$10.00
- 1 year University Diploma - \$25.00
- Baccalaureate Degree (Nursing) - \$60.00
- Master's Degree - \$100.00

**SALARY APPENDIX
1976
(JANUARY 1, 1976 - DECEMBER 31, 1976)**

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
-----------	-----------	-----------	-----------	-----------	-----------

Effective January 1, 1976

Staff Nurse

(Monthly)	972	1,010	1,048	1,085	1,123	1,161
-----------	-----	-------	-------	-------	-------	-------

Staff Nurse - Not Registered

(Monthly)	875	913	950	988	1,026	1,064
-----------	-----	-----	-----	-----	-------	-------

Assistant Head Nurse

(Monthly)	1,010	1,053	1,096	1,139	1,183	1,226
-----------	-------	-------	-------	-------	-------	-------

Head Nurse and Instructor

(Monthly)	1,080	1,129	1,177	1,226	1,274	1,323
-----------	-------	-------	-------	-------	-------	-------

Monthly Educational Allowance

Clinical Course - \$10.00

Nursing Unit Administration - \$10.00

1 year University Diploma - \$25.00

Baccalaureate Degree (Nursing) - \$60.00

Master's Degree - \$100.00

SALARY APPENDIX
1977
(JANUARY 1, 1977 - DECEMBER 31, 1977)

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
-----------	-----------	-----------	-----------	-----------	-----------

Effective January 1, 1977

Staff Nurse

(Hourly)	6.28	6.53	6.77	7.02	7.26	7.50
(Monthly)	1,059	1,101	1,142	1,183	1,224	1,265

Staff Nurse - Not Registered

(Monthly)	954	995	1,036	1,077	1,118	1,160
-----------	-----	-----	-------	-------	-------	-------

Assistant Head Nurse

(Monthly)	1,101	1,148	1,195	1,242	1,289	1,336
-----------	-------	-------	-------	-------	-------	-------

Head Nurse and Instructor

(Monthly)	1,177	1,231	1,283	1,336	1,389	1,442
-----------	-------	-------	-------	-------	-------	-------

**SALARY APPENDIX
1978
(JANUARY 1, 1978 - DECEMBER 31, 1978)**

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
-----------	-----------	-----------	-----------	-----------	-----------

Effective January 1, 1978

Staff Nurse

(Hourly)	6.66	6.92	7.18	7.44	7.69	7.96
(Monthly)	1,123	1,167	1,211	1,254	1,297	1,341

Staff Nurse - Not Registered

(Hourly)	6.00
(Monthly)	1,011

Assistant Head Nurse

(Hourly)	6.92	7.22	7.52	7.81	8.10	8.40
(Monthly)	1,167	1,217	1,267	1,317	1,366	1,416

Head Nurse and Instructor

(Hourly)	7.40	7.74	8.07	8.40	8.73	9.07
(Monthly)	1,248	1,305	1,360	1,416	1,472	1,529

**SALARY APPENDIX
1979
(JANUARY 1, 1979 - DECEMBER 31, 1979)**

Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
-----------	-----------	-----------	-----------	-----------	-----------

Effective January 1, 1979

Staff Nurse

(Hourly)	7.22	7.50	7.79	8.06	8.34	8.63
(Monthly)	1,217	1,265	1,313	1,359	1,406	1,454

Staff Nurse - Not Registered

(Hourly)	6.50
(Monthly)	1,096

Assistant Head Nurse

(Hourly)	7.50	7.82	8.15	8.47	8.79	9.11
(Monthly)	1,265	1,319	1,373	1,428	1,481	1,535

Head Nurse and Instructor

(Hourly)	8.03	8.39	8.74	9.11	9.47	9.83
(Monthly)	1,353	1,415	1,474	1,535	1,596	1,657

Based on 8.4% Increase

SALARY APPENDIX

1980 - 1981

(JANUARY 1, 1980 - DECEMBER 31, 1981)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Staff Nurse						
January 1, 1980						
(Hourly)	8.63	8.95	9.26	9.56	9.87	10.19
(Monthly)	1,455	1,508	1,561	1,612	1,664	1,717
October 1, 1980						
(Hourly)	9.38	9.72	10.06	10.39	10.73	11.08
(Monthly)	1,581	1,639	1,696	1,752	1,808	1,867
March 1, 1981						
(Hourly)	10.09	10.44	10.77	11.11	11.44	11.79
(Monthly)	1,701	1,759	1,816	1,872	1,928	1,987

Staff Nurse - Not Registered

January 1, 1980	
(Hourly)	7.84
(Monthly)	1,322
October 1, 1980	
(Hourly)	8.53
(Monthly)	1,437
March 1, 1981	
(Hourly)	9.24
(Monthly)	1,557

Assistant Head Nurse

January 1, 1980						
(Hourly)	8.95	9.30	9.66	10.01	10.36	10.72
(Monthly)	1,508	1,568	1,628	1,688	1,747	1,807
October 1, 1980						
(Hourly)	9.72	10.11	10.50	10.89	11.27	11.65
(Monthly)	1,639	1,704	1,770	1,835	1,899	1,964
March 1, 1981						
(Hourly)	10.44	10.82	11.21	11.60	11.98	12.36
(Monthly)	1,759	1,824	1,890	1,955	2,019	2,084

Head Nurse and Instructor

January 1, 1980						
(Hourly)	9.53	9.93	10.32	10.72	11.12	11.52
(Monthly)	1,606	1,674	1,739	1,807	1,874	1,941
October 1, 1980						
(Hourly)	10.36	10.80	11.21	11.65	12.08	12.52
(Monthly)	1,746	1,820	1,890	1,964	2,037	2,110
March 1, 1981						
(Hourly)	11.07	11.51	11.92	12.36	12.80	13.23
(Monthly)	1,866	1,940	2,010	2,084	2,157	2,230

SALARY APPENDIX

1982 - 1983

(JANUARY 1, 1982 - DECEMBER 31, 1983)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Staff Nurse						
January 1, 1982						
(Hourly)	12.11	12.53	12.92	13.33	13.73	14.15
(Monthly)	2,041	2,112	2,178	2,247	2,314	2,385
(Yearly)	24,496	25,345	26,134	26,963	27,772	28,622
January 1, 1983						
(Hourly)	13.20	13.66	14.08	14.53	14.97	15.42
(Monthly)	2,225	2,303	2,373	2,449	2,523	2,599
(Yearly)	26,700	27,631	28,480	29,391	30,281	31,191
Staff Nurse - Not Registered						
January 1, 1982						
(Hourly)	11.09	11.38	11.63	11.83	11.98	12.08
(Monthly)	1,869	1,918	1,960	1,994	2,019	2,036
(Yearly)	22,432	23,019	23,525	23,929	24,233	24,435
January 1, 1983						
(Hourly)	12.09	12.40	12.68	12.89	13.06	13.17
(Monthly)	2,038	2,090	2,137	2,173	2,201	2,220
(Yearly)	24,455	25,082	25,648	26,073	26,417	26,640
Assistant Head Nurse						
January 1, 1982						
(Hourly)	12.53	12.98	13.45	13.92	14.38	14.83
(Monthly)	2,112	2,188	2,267	2,346	2,424	2,500
(Yearly)	25,345	26,255	27,206	28,157	29,087	29,997
January 1, 1983						
(Hourly)	13.66	14.15	14.66	15.17	15.67	16.16
(Monthly)	2,303	2,385	2,471	2,557	2,641	2,724
(Yearly)	27,631	28,622	29,654	30,685	31,696	32,688
Head Nurse and Instructor						
January 1, 1982						
(Hourly)	13.28	13.81	14.30	14.83	15.36	15.88
(Monthly)	2,239	2,328	2,410	2,500	2,589	2,677
(Yearly)	26,862	27,934	28,925	29,997	31,069	32,121
January 1, 1983						
(Hourly)	14.48	15.05	15.59	16.16	16.74	17.31
(Monthly)	2,441	2,537	2,628	2,724	2,822	2,918
(Yearly)	29,289	30,442	31,535	32,688	33,861	35,014

Monthly and yearly rates for informational purposes only.

SALARY APPENDIX

1983 - 1985

(JANUARY 1, 1983 - DECEMBER 31, 1985)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Staff Nurse						
January 1, 1983						
(Hourly)	13.20	13.66	14.08	14.53	14.97	15.42
(Monthly)	2,225	2,303	2,373	2,449	2,523	2,599
(Yearly)	26,700	27,631	28,480	29,391	30,281	31,191
January 1, 1985						
(Hourly)	13.65	14.11	14.53	14.98	15.42	15.87
(Monthly)	2,301	2,378	2,449	2,525	2,599	2,675
(Yearly)	27,611	28,541	29,391	30,301	31,191	32,101
Staff Nurse - Not Registered						
January 1, 1983						
(Hourly)	12.09	12.40	12.68	12.89	13.06	13.17
(Monthly)	2,038	2,090	2,137	2,173	2,201	2,220
(Yearly)	24,455	25,082	25,648	26,073	26,417	26,640
January 1, 1985						
(Hourly)	12.54	12.85	13.13	13.34	13.51	13.62
(Monthly)	2,114	2,166	2,213	2,249	2,277	2,296
(Yearly)	25,365	25,992	26,559	26,983	27,327	27,550
Assistant Head Nurse						
January 1, 1983						
(Hourly)	13.66	14.15	14.66	15.17	15.67	16.16
(Monthly)	2,303	2,385	2,471	2,557	2,641	2,724
(Yearly)	27,631	28,622	29,654	30,685	31,696	32,688
January 1, 1985						
(Hourly)	14.11	14.60	15.11	15.62	16.12	16.61
(Monthly)	2,378	2,461	2,547	2,633	2,717	2,800
(Yearly)	28,541	29,532	30,564	31,595	32,607	33,598
Head Nurse and Instructor						
January 1, 1983						
(Hourly)	14.48	15.05	15.59	16.16	16.74	17.31
(Monthly)	2,441	2,537	2,628	2,724	2,822	2,918
(Yearly)	29,289	30,442	31,535	32,688	33,861	35,014
January 1, 1985						
(Hourly)	14.93	15.50	16.04	16.61	17.19	17.76
(Monthly)	2,517	2,613	2,704	2,800	2,898	2,994
(Yearly)	30,200	31,353	32,445	33,598	34,771	35,924

Monthly and yearly rates for informational purposes only.

SALARY APPENDIX

1986 - 1987

(JANUARY 1, 1986 - DECEMBER 31, 1987)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6
Staff Nurse						
January 1, 1986						
(Hourly)	13.95	14.41	14.83	15.28	15.72	16.17
(Monthly)	2,351	2,429	2,500	2,576	2,650	2,726
(Yearly)	28,217	29,148	29,997	30,908	31,798	32,708
January 1, 1987						
(Hourly)	14.25	14.71	15.13	15.58	16.02	16.47
(Monthly)	2,402	2,480	2,550	2,626	2,700	2,776
(Yearly)	28,824	29,755	30,604	31,514	32,404	33,315
 Staff Nurse - Not Registered						
January 1, 1986						
(Hourly)	12.84	13.15	13.43	13.64	13.81	13.92
(Monthly)	2,164	2,217	2,264	2,299	2,328	2,346
(Yearly)	25,972	26,599	27,166	27,590	27,934	28,157
January 1, 1987						
(Hourly)	13.14	13.45	13.73	13.94	14.11	14.22
(Monthly)	2,215	2,267	2,314	2,350	2,378	2,397
(Yearly)	26,579	27,206	27,772	28,197	28,541	28,764
 Assistant Head Nurse						
January 1, 1986						
(Hourly)	14.41	14.90	15.41	15.92	16.42	16.91
(Monthly)	2,429	2,512	2,598	2,684	2,768	2,850
(Yearly)	29,148	30,139	31,171	32,202	33,214	34,205
January 1, 1987						
(Hourly)	14.71	15.20	15.71	16.22	16.72	17.21
(Monthly)	2,480	2,562	2,648	2,734	2,818	2,901
(Yearly)	29,755	30,746	31,777	32,809	33,820	34,812
 Head Nurse and Instructor						
January 1, 1986						
(Hourly)	15.23	15.80	16.34	16.91	17.49	18.06
(Monthly)	2,567	2,663	2,754	2,850	2,948	3,044
(Yearly)	30,806	31,959	33,052	34,205	35,378	36,531
January 1, 1987						
(Hourly)	15.53	16.10	16.64	17.21	17.79	18.36
(Monthly)	2,618	2,714	2,805	2,901	2,999	3,095
(Yearly)	31,413	32,566	33,659	34,812	35,985	37,138

SALARY APPENDIX
1988 - 1990
(JANUARY 1, 1988 - MARCH 31, 1990)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7
Registered Nurse							
Registered Psychiatric Nurse							
January 1, 1988	14.82	15.30	15.74	16.20	16.66	17.13	
April 1, 1988	14.82	15.30	15.74	16.20	16.66	17.13	17.63
April 1, 1989	15.41	15.91	16.37	16.85	17.33	17.82	18.34

Certified Graduate Nurse							
Graduate Psychiatric Nurse							
January 1, 1988	13.67	13.99	14.28	14.50	14.67	14.79	
April 1, 1988	13.67	13.99	14.28	14.50	14.67	14.79	15.03
April 1, 1989	14.22	14.55	14.85	15.08	15.26	15.38	15.63

Assistant Head Nurse							
January 1, 1988	15.30	15.81	16.34	16.87	17.39	17.90	
April 1, 1988	15.30	15.81	16.34	16.87	17.39	17.90	18.47
April 1, 1989	15.91	16.44	16.99	17.54	18.09	18.62	19.21

Head Nurse and Instructor							
January 1, 1988	16.15	16.74	17.31	17.90	18.50	19.09	
April 1, 1988	16.15	16.74	17.31	17.90	18.50	19.09	19.74
April 1, 1989	16.80	17.41	18.00	18.62	19.24	19.85	20.53

NB: THE FOLLOWING NOTE APPLIES ONLY TO THE UNA/RAH AGREEMENT AND **NOT** TO THE UNA/AHA AGREEMENT.

This increment shall apply to all nurses in each respective classification as listed in the Salary Appendix who as of April, 1, 1988 have been at the 6th year rate for a period of one year or longer; for nurses who have not been at the 6th year rate of their respective classification for one year or longer, the increment shall apply on the anniversary date following the application of the 6th year rate.

SALARY APPENDIX
1990 - 1992
(APRIL 1, 1990 - MARCH 31, 1992)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Registered Nurse								
Registered Psychiatric Nurse								
April 1, 1990	16.64	17.18	17.68	18.20	18.72	19.25	19.81	20.40
November 1, 1990	17.47	18.04	18.56	19.11	19.66	20.21	20.80	21.42
April 1, 1991	17.99	18.58	19.12	19.68	20.25	20.82	21.42	22.06
November 1, 1991	18.53	19.14	19.69	20.27	20.86	21.44	22.06	22.73
Certified Graduate Nurse								
Graduate Psychiatric Nurse								
April 1, 1990	15.36	15.71	16.04	16.29	16.48	16.61	16.88	17.39
November 1, 1990	16.13	16.50	16.84	17.10	17.30	17.44	17.72	18.26
April 1, 1991	16.61	17.00	17.35	17.61	17.82	17.96	18.26	18.81
November 1, 1991	17.11	17.51	17.87	18.14	18.36	18.50	18.80	19.37
Assistant Head Nurse								
April 1, 1990	17.18	17.76	18.35	18.94	19.54	20.11	20.75	21.37
November 1, 1990	18.04	18.65	19.27	19.89	20.52	21.12	21.79	22.44
April 1, 1991	18.58	19.21	19.85	20.49	21.14	21.75	22.44	23.11
November 1, 1991	19.14	19.79	20.45	21.10	21.77	22.40	23.11	23.80
Head Nurse and Instructor								
April 1, 1990	18.14	18.80	19.44	20.11	20.78	21.44	22.17	22.84
November 1, 1990	19.05	19.74	20.41	21.12	21.82	22.51	23.28	23.98
April 1, 1991	19.62	20.33	21.02	21.75	22.47	23.19	23.98	24.70
November 1, 1991	20.21	20.94	21.65	22.40	23.14	23.88	24.70	25.44
Under-Graduate Nurse								
April 1, 1990	13.89							
April 1, 1991	14.38							

SALARY APPENDIX
1992 - 1994
(APRIL 1, 1992 - MARCH 31, 1994)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Registered Nurse								
Registered Psychiatric Nurse								
April 1, 1992	19.09	19.71	20.28	20.88	21.49	22.08	22.72	23.41
February 1, 1993	19.38	20.01	20.58	21.19	21.81	22.41	23.06	23.76
Certified Graduate Nurse								
Graduate Psychiatric Nurse								
April 1, 1992	17.62	18.04	18.41	18.68	18.91	19.06	19.36	19.95
February 1, 1993	17.88	18.31	18.69	18.96	19.19	19.35	19.65	20.25
Assistant Head Nurse								
April 1, 1992	19.71	20.38	21.06	21.73	22.42	23.07	23.80	24.51
February 1, 1993	20.01	20.69	21.38	22.06	22.76	23.42	24.16	24.88
Head Nurse and Instructor								
April 1, 1992	20.82	21.57	22.30	23.07	23.83	24.60	25.44	26.20
February 1, 1993	21.13	21.89	22.63	23.42	24.19	24.97	25.82	26.59
Under-Graduate Nurse								
April 1, 1992	14.81							
February 1, 1993	15.03							

SALARY APPENDIX
1994 - 1996
(APRIL 1, 1994 - MARCH 31, 1996)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Registered Nurse								
Registered Psychiatric Nurse								
April 1, 1994	19.38	20.01	20.58	21.19	21.81	22.41	23.06	23.76
September 16, 1994	18.34	18.93	19.47	20.05	20.64	21.20	21.82	22.48

Certified Graduate Nurse								
Graduate Psychiatric Nurse								
April 1, 1994	17.88	18.31	18.69	18.96	19.19	19.35	19.65	20.25
September 16, 1994	16.92	17.33	17.68	17.94	18.16	18.31	18.59	19.16

Assistant Head Nurse								
April 1, 1994	20.01	20.69	21.38	22.06	22.76	23.42	24.16	24.88
September 16, 1994	18.93	19.58	20.23	20.87	21.54	22.16	22.86	23.54

Head Nurse and Instructor								
April 1, 1994	21.13	21.89	22.63	23.42	24.19	24.97	25.82	26.59
September 16, 1994	19.99	20.71	21.41	22.16	22.89	23.63	24.43	25.16

Under-Graduate Nurse	
April 1, 1994	15.03
September 16, 1994	14.22

SALARY APPENDIX
1996 - 1999
(APRIL 1, 1996 - MARCH 31, 1999)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Registered Nurse								
Registered Psychiatric Nurse								
Date of Ratification	18.34	18.93	19.47	20.05	20.64	21.20	21.82	22.48
April 1, 1997	19.02	19.64	20.20	20.80	21.41	21.99	22.63	23.32
April 1, 1998	19.66	20.30	20.88	21.50	22.14	22.74	23.39	24.11

Certified Graduate Nurse								
Graduate Psychiatric Nurse								
Date of Ratification	16.92	17.33	17.68	17.94	18.16	18.31	18.59	19.16
April 1, 1997	17.55	17.98	18.34	18.61	18.84	18.99	19.28	19.87
April 1, 1998	18.14	18.58	18.96	19.23	19.47	19.63	19.93	20.54

Assistant Head Nurse								
Date of Ratification	18.93	19.58	20.23	20.87	21.54	22.16	22.86	23.54
April 1, 1997	19.64	20.31	20.98	21.65	22.34	22.99	23.71	24.42
April 1, 1998	20.30	21.00	21.69	22.38	23.10	23.77	24.51	25.25

Head Nurse and Instructor								
Date of Ratification	19.99	20.71	21.41	22.16	22.89	23.63	24.43	25.16
April 1, 1997	20.73	21.48	22.21	22.99	23.74	24.51	25.34	26.10
April 1, 1998	21.44	22.21	22.96	23.77	24.55	25.34	26.20	26.98

Under-Graduate Nurse								
Date of Ratification	14.22							
April 1, 1997	14.75							
April 1, 1998	15.25							

SALARY APPENDIX
1999 - 2001
(APRIL 1, 1999 - MARCH 31, 2001)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8
Registered Nurse								
Registered Psychiatric Nurse								
April 1, 1999	20.25	20.91	21.51	22.15	22.80	23.42	24.09	24.83
April 1, 2000	delete	21.54	22.16	22.81	23.48	24.12	24.81	25.57
August 1, 2000 (Market adjustment)		21.54	22.37	23.20	24.03	24.86	25.69	26.52
 Certified Graduate Nurse								
Graduate Psychiatric Nurse								
April 1, 1999	18.68	19.14	19.53	19.81	20.05	20.22	20.53	21.16
April 1, 2000	delete	19.71	20.12	20.40	20.65	20.83	21.15	21.79
August 1, 2000 (Market adjustment)		19.71	20.31	20.75	21.13	21.47	21.90	22.60
 Assistant Head Nurse								
April 1, 1999	20.91	21.63	22.34	23.05	23.79	24.48	25.25	26.01
April 1, 2000	delete	22.28	23.01	23.74	24.50	25.21	26.01	26.79
August 1, 2000 (Market adjustment)		22.28	23.23	24.15	25.07	25.98	26.93	27.79
 Head Nurse and Instructor								
April 1, 1999	22.08	22.88	23.65	24.48	25.29	26.10	26.99	27.79
April 1, 2000	delete	23.57	24.36	25.21	26.05	26.88	27.80	28.62
August 1, 2000 (Market adjustment)		23.57	24.59	25.64	26.66	27.71	28.79	29.68
 Under-Graduate Nurse								
April 1, 1999	15.71							
April 1, 2000	16.18							

SALARY APPENDIX
2001 - 2003
(APRIL 1, 2001 - MARCH 31, 2003)

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
Registered Nurse									
Registered Psychiatric Nurse									
Current		21.54	22.37	23.20	24.03	24.86	25.69	26.52	
Adjustment Reference	21.54	22.37	23.20	24.03	24.86	25.69	26.52	27.31	
April 1, 2001	22.62	23.49	24.36	25.23	26.10	26.97	27.85	28.68	
August 1, 2001	23.75	24.66	25.58	26.49	27.41	28.32	29.24	30.11	
April 1, 2002	24.70	25.65	26.60	27.55	28.51	29.45	30.41	31.31	
April 1, 2002									32.42
Certified Graduate Nurse									
Graduate Nurse - Temporary Permit Holder									
Graduate Psychiatric Nurse									
Current		19.71	20.31	20.75	21.13	21.47	21.90	22.60	
Adjustment Reference	19.71	20.31	20.75	21.13	21.47	21.90	22.60	23.27	
April 1, 2001	20.70	21.33	21.79	22.19	22.54	23.00	23.73	24.43	
August 1, 2001	21.74	22.40	22.88	23.30	23.67	24.15	24.92	25.65	
April 1, 2002	22.61	23.30	23.80	24.23	24.62	25.12	25.92	26.68	
April 1, 2002									27.61
Assistant Head Nurse									
Current		22.28	23.23	24.15	25.07	25.98	26.93	27.79	
Adjustment Reference	22.28	23.23	24.15	25.07	25.98	26.93	27.79	28.62	
April 1, 2001	23.39	24.39	25.36	26.32	27.28	28.28	29.18	30.05	
August 1, 2001	24.56	25.61	26.63	27.64	28.64	29.69	30.64	31.55	
April 1, 2002	25.54	26.63	27.70	28.75	29.79	30.88	31.87	32.81	
April 1, 2002									33.96
Head Nurse and Instructor									
Current		23.57	24.59	25.64	26.66	27.71	28.79	29.68	
Adjustment Reference	23.57	24.59	25.64	26.66	27.71	28.79	29.68	30.56	
April 1, 2001	24.75	25.82	26.92	27.99	29.10	30.23	31.16	32.09	
August 1, 2001	25.99	27.11	28.27	29.39	30.56	31.74	32.72	33.69	
April 1, 2002	27.03	28.19	29.40	30.57	31.78	33.01	34.03	35.04	
April 1, 2002									36.27
Undergraduate Nurse									
Current		16.18							
April 1, 2001		16.99							
August 1, 2001		17.84							
April 1, 2002		18.55							

**SALARY APPENDIX
2003 – 2005
(APRIL 1, 2003 - MARCH 31, 2006)**

Registered Nurse

Registered Psychiatric Nurse

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>Year 8</u>	<u>Year 9</u>
April 1, 2002	24.70	25.65	26.60	27.55	28.51	29.45	30.41	31.31	32.42
April 1, 2003	25.56	26.55	27.53	28.51	29.51	30.48	31.47	32.41	33.55
April 1, 2004	26.33	27.35	28.36	29.37	30.40	31.39	32.41	33.38	34.56
April 1, 2005	27.12	28.17	29.21	30.25	31.31	32.33	33.38	34.38	35.60

Certified Graduate Nurse

Graduate Nurse - Temporary Permit Holder

Graduate Psychiatric Nurse

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>Year 8</u>	<u>Year 9</u>
April 1, 2002	22.61	23.30	23.80	24.23	24.62	25.12	25.92	26.68	27.61
April 1, 2003	23.40	24.12	24.63	25.08	25.48	26.00	26.83	27.61	28.58
April 1, 2004	24.10	24.84	25.37	25.83	26.24	26.78	27.63	28.44	29.44
April 1, 2005	24.82	25.59	26.13	26.60	27.03	27.58	28.46	29.29	30.32

Assistant Head Nurse

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>Year 8</u>	<u>Year 9</u>
April 1, 2002	25.54	26.63	27.70	28.75	29.79	30.88	31.87	32.81	33.96
April 1, 2003	26.43	27.56	28.67	29.76	30.83	31.96	32.99	33.96	35.15
April 1, 2004	27.22	28.39	29.53	30.65	31.75	32.92	33.98	34.98	36.20
April 1, 2005	28.04	29.24	30.42	31.57	32.70	33.91	35.00	36.03	37.29

Head Nurse and Instructor

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>Year 8</u>	<u>Year 9</u>
April 1, 2002	27.03	28.19	29.40	30.57	31.78	33.01	34.03	35.04	36.27
April 1, 2003	27.98	29.18	30.43	31.64	32.89	34.17	35.22	36.27	37.54
April 1, 2004	28.82	30.06	31.34	32.59	33.88	35.20	36.28	37.36	38.67
April 1, 2005	29.68	30.96	32.28	33.57	34.90	36.26	37.37	38.48	39.83

Undergraduate Nurse

April 1, 2002	18.55
April 1, 2003	19.20
April 1, 2004	19.78
April 1, 2005	20.37

SALARY APPENDIX APRIL 1, 2007 - March 31, 2010

Registered Nurse

Registered Psychiatric Nurse

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>Year 8</u>	<u>Year 9</u>
April 1, 2006	\$27.93	\$29.02	\$30.09	\$31.16	\$32.25	\$33.30	\$34.38	\$35.41	\$36.67
April 1, 2007	\$29.33	\$30.47	\$31.59	\$32.72	\$33.86	\$34.97	\$36.10	\$37.18	\$38.50
April 1, 2008	\$30.80	\$31.99	\$33.17	\$34.36	\$35.55	\$36.72	\$37.91	\$39.04	\$40.43
April 1, 2009*	\$32.34	\$33.59	\$34.83	\$36.08	\$37.33	\$38.56	\$39.81	\$40.99	\$42.45

Certified Graduate Nurse

Graduate Nurse - Temporary Permit Holder

Graduate Psychiatric Nurse

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>Year 8</u>	<u>Year 9</u>
April 1, 2006	\$25.56	\$26.36	\$26.91	\$27.40	\$27.84	\$28.41	\$29.31	\$30.17	\$31.23
April 1, 2007	\$26.84	\$27.68	\$28.26	\$28.77	\$29.23	\$29.83	\$30.78	\$31.68	\$32.79
April 1, 2008	\$28.18	\$29.06	\$29.67	\$30.21	\$30.69	\$31.32	\$32.32	\$33.26	\$34.43
April 1, 2009*	\$29.59	\$30.51	\$31.15	\$31.72	\$32.22	\$32.89	\$33.94	\$34.92	\$36.15

Assistant Head Nurse

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>Year 8</u>	<u>Year 9</u>
April 1, 2006	\$28.88	\$30.12	\$31.33	\$32.52	\$33.68	\$34.93	\$36.05	\$37.11	\$38.41
April 1, 2007	\$30.32	\$31.63	\$32.90	\$34.15	\$35.36	\$36.68	\$37.85	\$38.97	\$40.33
April 1, 2008	\$31.84	\$33.21	\$34.55	\$35.86	\$37.13	\$38.51	\$39.74	\$40.92	\$42.35
April 1, 2009*	\$33.43	\$34.87	\$36.28	\$37.65	\$38.99	\$40.44	\$41.73	\$42.97	\$44.47

Head Nurse and Instructor

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>Year 8</u>	<u>Year 9</u>
April 1, 2006	\$30.57	\$31.89	\$33.25	\$34.58	\$35.95	\$37.35	\$38.49	\$39.63	\$41.02
April 1, 2007	\$32.10	\$33.48	\$34.91	\$36.31	\$37.75	\$39.22	\$40.41	\$41.61	\$43.07
April 1, 2008	\$33.71	\$35.15	\$36.66	\$38.13	\$39.64	\$41.18	\$42.43	\$43.69	\$45.22
April 1, 2009*	\$35.40	\$36.91	\$38.49	\$40.04	\$41.62	\$43.24	\$44.55	\$45.87	\$47.48

Undergraduate Nurse

April 1, 2006	\$20.98
April 1, 2007	\$22.03
April 1, 2008	\$23.13
April 1, 2009*	\$24.29

* Rates of pay to increase by 5.0% or Cost of Living whichever is greater. See Letter of Understanding re: Cost of Living Adjustment.

For information purposes only the following rates will apply to Employees who are eligible to receive the special long service pay adjustment.

Registered Nurse

Registered Psychiatric Nurse

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>Year 8</u>	<u>Year 9</u>
April 1, 2007 Rate	\$29.33	\$30.47	\$31.59	\$32.72	\$33.86	\$34.97	\$36.10	\$37.18	\$38.50
April 1, 2007 2% LSRP Rate	\$29.92	\$31.08	\$32.22	\$33.37	\$34.54	\$35.67	\$36.82	\$37.92	\$39.27
April 1, 2008 Rate	\$30.80	\$31.99	\$33.17	\$34.36	\$35.55	\$36.72	\$37.91	\$39.04	\$40.43
April 1, 2008 2% LSRP Rate	\$31.42	\$32.63	\$33.83	\$35.05	\$36.26	\$37.45	\$38.67	\$39.82	\$41.24
April 1, 2009 Rate	\$32.34	\$33.59	\$34.83	\$36.08	\$37.33	\$38.56	\$39.81	\$40.99	\$42.45
April 1, 2009 2% LSRP Rate	\$32.99	\$34.26	\$35.53	\$36.80	\$38.08	\$39.33	\$40.61	\$41.81	\$43.30

Certified Graduate Nurse

Graduate Nurse - Temporary Permit Holder

Graduate Psychiatric Nurse

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>Year 8</u>	<u>Year 9</u>
April 1, 2007 Rate	\$26.84	\$27.68	\$28.26	\$28.77	\$29.23	\$29.83	\$30.78	\$31.68	\$32.79
April 1, 2007 2% LSRP Rate	\$27.38	\$28.23	\$28.83	\$29.35	\$29.81	\$30.43	\$31.40	\$32.31	\$33.45
April 1, 2008 Rate	\$28.18	\$29.06	\$29.67	\$30.21	\$30.69	\$31.32	\$32.32	\$33.26	\$34.43
April 1, 2008 2% LSRP Rate	\$28.74	\$29.64	\$30.26	\$30.81	\$31.30	\$31.95	\$32.97	\$33.93	\$35.12
April 1, 2009 Rate	\$29.59	\$30.51	\$31.15	\$31.72	\$32.22	\$32.89	\$33.94	\$34.92	\$36.15
April 1, 2009 2% LSRP Rate	\$30.18	\$31.12	\$31.77	\$32.35	\$32.86	\$33.55	\$34.62	\$35.62	\$36.87

Assistant Head Nurse

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>Year 8</u>	<u>Year 9</u>
April 1, 2007 Rate	\$30.32	\$31.63	\$32.90	\$34.15	\$35.36	\$36.68	\$37.85	\$38.97	\$40.33
April 1, 2007 2% LSRP Rate	\$30.93	\$32.26	\$33.56	\$34.83	\$36.07	\$37.41	\$38.61	\$39.75	\$41.14
April 1, 2008 Rate	\$31.84	\$33.21	\$34.55	\$35.86	\$37.13	\$38.51	\$39.74	\$40.92	\$42.35
April 1, 2008 2% LSRP Rate	\$32.48	\$33.87	\$35.24	\$36.58	\$37.87	\$39.28	\$40.53	\$41.74	\$43.20
April 1, 2009 Rate	\$33.43	\$34.87	\$36.28	\$37.65	\$38.99	\$40.44	\$41.73	\$42.97	\$44.47
April 1, 2009 2% LSRP Rate	\$34.10	\$35.57	\$37.01	\$38.40	\$39.77	\$41.25	\$42.56	\$43.83	\$45.36

Head Nurse and Instructor

	<u>Year 1</u>	<u>Year 2</u>	<u>Year 3</u>	<u>Year 4</u>	<u>Year 5</u>	<u>Year 6</u>	<u>Year 7</u>	<u>Year 8</u>	<u>Year 9</u>
April 1, 2007 Rate	\$32.10	\$33.48	\$34.91	\$36.31	\$37.75	\$39.22	\$40.41	\$41.61	\$43.07
April 1, 2007 2% LSRP Rate	\$32.74	\$34.15	\$35.61	\$37.04	\$38.51	\$40.00	\$41.22	\$42.44	\$43.93
April 1, 2008 Rate	\$33.71	\$35.15	\$36.66	\$38.13	\$39.64	\$41.18	\$42.43	\$43.69	\$45.22
April 1, 2008 2% LSRP Rate	\$34.38	\$35.85	\$37.39	\$38.89	\$40.43	\$42.00	\$43.28	\$44.56	\$46.12
April 1, 2009 Rate	\$35.40	\$36.91	\$38.49	\$40.04	\$41.62	\$43.24	\$44.55	\$45.87	\$47.48
April 1, 2009 2% LSRP Rate	\$36.11	\$37.65	\$39.26	\$40.84	\$42.45	\$44.10	\$45.44	\$46.79	\$48.43

**SALARY APPENDIX
2010 - 2013**

**Registered Nurse
Registered Psychiatric Nurse**

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
April 1, 2010	\$32.34	\$33.59	\$34.83	\$36.08	\$37.33	\$38.56	\$39.81	\$40.99	\$42.45
2% LSPA Rate	\$32.99	\$34.26	\$35.53	\$36.80	\$38.08	\$39.33	\$40.61	\$41.81	\$43.30
April 1, 2011	\$32.99	\$34.26	\$35.53	\$36.80	\$38.08	\$39.33	\$40.61	\$41.81	\$43.30
2% LSPA Rate	\$33.65	\$34.95	\$36.24	\$37.54	\$38.84	\$40.12	\$41.42	\$42.65	\$44.17
April 1, 2012	\$34.31	\$35.63	\$36.95	\$38.27	\$39.60	\$40.90	\$42.23	\$43.48	\$45.03
2% LSPA Rate	\$35.00	\$36.34	\$37.69	\$39.04	\$40.39	\$41.72	\$43.08	\$44.35	\$45.93

**Certified Graduate Nurse
Graduate Nurse - Temporary Permit Holder
Graduate Psychiatric Nurse**

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
April 1, 2010	\$29.59	\$30.51	\$31.15	\$31.72	\$32.22	\$32.89	\$33.94	\$34.92	\$36.15
2% LSPA Rate	\$30.18	\$31.12	\$31.77	\$32.35	\$32.86	\$33.55	\$34.62	\$35.62	\$36.87
April 1, 2011	\$30.18	\$31.12	\$31.77	\$32.35	\$32.86	\$33.55	\$34.62	\$35.62	\$36.87
2% LSPA Rate	\$30.78	\$31.74	\$32.41	\$33.00	\$33.52	\$34.22	\$35.31	\$36.33	\$37.61
April 1, 2012	\$31.39	\$32.36	\$33.04	\$33.64	\$34.17	\$34.89	\$36.00	\$37.04	\$38.34
2% LSPA Rate	\$32.02	\$33.01	\$33.70	\$34.31	\$34.85	\$35.59	\$36.72	\$37.78	\$39.11

Assistant Head Nurse

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
April 1, 2010	\$33.43	\$34.87	\$36.28	\$37.65	\$38.99	\$40.44	\$41.73	\$42.97	\$44.47
2% LSPA Rate	\$34.10	\$35.57	\$37.01	\$38.40	\$39.77	\$41.25	\$42.56	\$43.83	\$45.36
April 1, 2011	\$34.10	\$35.57	\$37.01	\$38.40	\$39.77	\$41.25	\$42.56	\$43.83	\$45.36
2% LSPA Rate	\$34.78	\$36.28	\$37.75	\$39.17	\$40.57	\$42.08	\$43.41	\$44.71	\$46.27
April 1, 2012	\$35.46	\$36.99	\$38.49	\$39.94	\$41.36	\$42.90	\$44.26	\$45.58	\$47.17
2% LSPA Rate	\$36.17	\$37.73	\$39.26	\$40.74	\$42.19	\$43.76	\$45.15	\$46.50	\$48.12

Head Nurse and Instructor

	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9
April 1, 2010	\$35.40	\$36.91	\$38.49	\$40.04	\$41.62	\$43.24	\$44.55	\$45.87	\$47.48
2% LSPA Rate	\$36.11	\$37.65	\$39.26	\$40.84	\$42.45	\$44.10	\$45.44	\$46.79	\$48.43
April 1, 2011	\$36.11	\$37.65	\$39.26	\$40.84	\$42.45	\$44.10	\$45.44	\$46.79	\$48.43
2% LSPA Rate	\$36.83	\$38.40	\$40.05	\$41.66	\$43.30	\$44.98	\$46.35	\$47.73	\$49.40
April 1, 2012	\$37.55	\$39.16	\$40.83	\$42.47	\$44.15	\$45.86	\$47.26	\$48.66	\$50.37
2% LSPA Rate	\$38.30	\$39.94	\$41.65	\$43.32	\$45.03	\$46.78	\$48.20	\$49.64	\$51.38

Undergraduate Nurse

April 1, 2010	\$24.29
April 1, 2011	\$24.78
April 1, 2012	\$25.77

SALARY APPENDIX

Registered Nurse

Registered Psychiatric Nurse

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2013	\$34.31	\$35.63	\$36.95	\$38.27	\$39.60	\$40.90	\$42.23	\$43.48	\$45.03
2% LSPA Rate	\$35.00	\$36.34	\$37.69	\$39.04	\$40.39	\$41.72	\$43.08	\$44.35	\$45.93
April 1, 2014	\$35.00	\$36.34	\$37.69	\$39.04	\$40.39	\$41.72	\$43.07	\$44.35	\$45.93
2% LSPA Rate	\$35.70	\$37.07	\$38.44	\$39.82	\$41.20	\$42.55	\$43.93	\$45.24	\$46.85
April 1, 2015	\$35.78	\$37.16	\$38.54	\$39.91	\$41.30	\$42.66	\$44.04	\$45.35	\$46.96
2% LSPA Rate	\$36.50	\$37.90	\$39.31	\$40.71	\$42.13	\$43.51	\$44.92	\$46.26	\$47.90
April 1, 2016	\$36.86	\$38.28	\$39.69	\$41.11	\$42.54	\$43.94	\$45.37	\$46.71	\$48.37
2% LSPA Rate	\$37.60	\$39.05	\$40.48	\$41.93	\$43.39	\$44.82	\$46.28	\$47.64	\$49.34

Certified Graduate Nurse

Graduate Nurse - Temporary Permit Holder

Graduate Psychiatric Nurse

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2013	\$31.39	\$32.36	\$33.04	\$33.64	\$34.17	\$34.89	\$36.00	\$37.04	\$38.34
2% LSPA Rate	\$32.02	\$33.01	\$33.70	\$34.31	\$34.85	\$35.59	\$36.72	\$37.78	\$39.11
April 1, 2014	\$32.02	\$33.01	\$33.70	\$34.31	\$34.85	\$35.59	\$36.72	\$37.78	\$39.11
2% LSPA Rate	\$32.66	\$33.67	\$34.37	\$35.00	\$35.55	\$36.30	\$37.45	\$38.54	\$39.89
April 1, 2015	\$32.74	\$33.75	\$34.46	\$35.08	\$35.64	\$36.39	\$37.55	\$38.63	\$39.99
2% LSPA Rate	\$33.39	\$34.43	\$35.15	\$35.78	\$36.35	\$37.12	\$38.30	\$39.40	\$40.79
April 1, 2016	\$33.72	\$34.76	\$35.49	\$36.14	\$36.71	\$37.48	\$38.67	\$39.79	\$41.19
2% LSPA Rate	\$34.39	\$35.46	\$36.20	\$36.86	\$37.44	\$38.23	\$39.44	\$40.59	\$42.01

Assistant Head Nurse

Nurse Clinician

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2013	\$35.46	\$36.99	\$38.49	\$39.94	\$41.36	\$42.90	\$44.26	\$45.58	\$47.17
2% LSPA Rate	\$36.17	\$37.73	\$39.26	\$40.74	\$42.19	\$43.76	\$45.15	\$46.50	\$48.12
April 1, 2014	\$36.17	\$37.73	\$39.26	\$40.74	\$42.19	\$43.76	\$45.15	\$46.49	\$48.11
2% LSPA Rate	\$36.89	\$38.48	\$40.05	\$41.55	\$43.03	\$44.64	\$46.05	\$47.42	\$49.07
April 1, 2015	\$36.98	\$38.58	\$40.14	\$41.66	\$43.14	\$44.74	\$46.16	\$47.54	\$49.20
2% LSPA Rate	\$37.72	\$39.35	\$40.94	\$42.49	\$44.00	\$45.63	\$47.08	\$48.49	\$50.18
April 1, 2016	\$38.09	\$39.74	\$41.35	\$42.91	\$44.43	\$46.08	\$47.55	\$48.96	\$50.67
2% LSPA Rate	\$38.85	\$40.53	\$42.18	\$43.77	\$45.32	\$47.00	\$48.50	\$49.94	\$51.68

Head Nurse and Instructor

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2013	\$37.55	\$39.16	\$40.83	\$42.47	\$44.15	\$45.86	\$47.26	\$48.66	\$50.37
2% LSPA Rate	\$38.30	\$39.94	\$41.65	\$43.32	\$45.03	\$46.78	\$48.20	\$49.64	\$51.38
April 1, 2014	\$38.30	\$39.94	\$41.65	\$43.32	\$45.03	\$46.78	\$48.21	\$49.63	\$51.38
2% LSPA Rate	\$39.07	\$40.74	\$42.48	\$44.19	\$45.93	\$47.72	\$49.17	\$50.62	\$52.41
April 1, 2015	\$39.16	\$40.84	\$42.58	\$44.29	\$46.05	\$47.83	\$49.29	\$50.75	\$52.53
2% LSPA Rate	\$39.94	\$41.66	\$43.43	\$45.18	\$46.97	\$48.79	\$50.28	\$51.77	\$53.58
April 1, 2016	\$40.34	\$42.07	\$43.86	\$45.62	\$47.43	\$49.26	\$50.77	\$52.27	\$54.11
2% LSPA Rate	\$41.15	\$42.91	\$44.74	\$46.53	\$48.38	\$50.25	\$51.79	\$53.32	\$55.19

Clinical Nurse Specialist

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2013	\$39.40	\$41.13	\$42.89	\$44.60	\$46.35	\$48.14	\$49.63	\$51.08	\$52.87
2% LSPA Rate	\$40.19	\$41.95	\$43.75	\$45.49	\$47.28	\$49.10	\$50.62	\$52.10	\$53.93
April 1, 2014	\$40.19	\$41.95	\$43.75	\$45.49	\$47.28	\$49.10	\$50.62	\$52.10	\$53.93
2% LSPA Rate	\$40.99	\$42.79	\$44.63	\$46.40	\$48.23	\$50.08	\$51.63	\$53.14	\$55.01
April 1, 2015	\$41.09	\$42.90	\$44.73	\$46.52	\$48.34	\$50.21	\$51.76	\$53.27	\$55.14
2% LSPA Rate	\$41.91	\$43.76	\$45.62	\$47.45	\$49.31	\$51.21	\$52.80	\$54.34	\$56.24
April 1, 2016	\$42.33	\$44.18	\$46.07	\$47.91	\$49.79	\$51.71	\$53.31	\$54.87	\$56.80
2% LSPA Rate	\$43.18	\$45.06	\$46.99	\$48.87	\$50.79	\$52.74	\$54.38	\$55.97	\$57.94

Undergraduate Nurse

	Step 1
April 1, 2013	\$25.77
April 1, 2014	\$26.29
April 1, 2015	\$26.88
April 1, 2016	\$27.68

SALARY APPENDIX

Registered Nurse

Registered Psychiatric Nurse

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2017	\$36.86	\$38.28	\$39.69	\$41.11	\$42.54	\$43.94	\$45.37	\$46.71	\$48.37
2% LSPA Rate	\$37.60	\$39.05	\$40.48	\$41.93	\$43.39	\$44.82	\$46.28	\$47.64	\$49.34
April 1, 2018	\$36.86	\$38.28	\$39.69	\$41.11	\$42.54	\$43.94	\$45.37	\$46.71	\$48.37
2% LSPA Rate	\$37.60	\$39.05	\$40.48	\$41.93	\$43.39	\$44.82	\$46.28	\$47.64	\$49.34
April 1, 2019	Wage Re-opener								
2% LSPA Rate	Wage Re-opener								

Certified Graduate Nurse

Graduate Nurse - Temporary Permit Holder

Graduate Psychiatric Nurse

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2017	\$33.72	\$34.76	\$35.49	\$36.14	\$36.71	\$37.48	\$38.67	\$39.79	\$41.19
2% LSPA Rate	\$34.39	\$35.46	\$36.20	\$36.86	\$37.44	\$38.23	\$39.44	\$40.59	\$42.01
April 1, 2018	\$33.72	\$34.76	\$35.49	\$36.14	\$36.71	\$37.48	\$38.67	\$39.79	\$41.19
2% LSPA Rate	\$34.39	\$35.46	\$36.20	\$36.86	\$37.44	\$38.23	\$39.44	\$40.59	\$42.01
April 1, 2019	Wage Re-opener								
2% LSPA Rate	Wage Re-opener								

Assistant Head Nurse

Nurse Clinician

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2017	\$38.09	\$39.74	\$41.35	\$42.91	44.43	\$46.08	\$47.55	\$48.96	\$50.67
2% LSPA Rate	\$38.85	\$40.53	\$42.18	\$43.77	\$45.32	\$47.00	\$48.50	\$49.94	\$51.68
April 1, 2018	\$38.09	\$39.74	\$41.35	\$42.91	44.43	\$46.08	\$47.55	\$48.96	\$50.67
2% LSPA Rate	\$38.85	\$40.53	\$42.18	\$43.77	\$45.32	\$47.00	\$48.50	\$49.94	\$51.68
April 1, 2019	Wage Re-opener								
2% LSPA Rate	Wage Re-opener								

Head Nurse and Instructor

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2017	\$40.34	\$42.07	\$43.86	\$45.62	\$47.43	\$49.26	\$50.77	\$52.27	\$54.11
2% LSPA Rate	\$41.15	\$42.91	\$44.74	\$46.53	\$48.38	\$50.25	\$51.79	\$53.32	\$55.19
April 1, 2018	\$40.34	\$42.07	\$43.86	\$45.62	\$47.43	\$49.26	\$50.77	\$52.27	\$54.11
2% LSPA Rate	\$41.15	\$42.91	\$44.74	\$46.53	\$48.38	\$50.25	\$51.79	\$53.32	\$55.19
April 1, 2019	Wage Re-opener								
2% LSPA Rate	Wage Re-opener								

**Clinical Nurse
Specialist**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2017	\$42.33	\$44.18	\$46.07	\$47.91	\$49.79	\$51.71	\$53.31	\$54.87	\$56.80
2% LSPA Rate	\$43.18	\$45.06	\$46.99	\$48.87	\$50.79	\$52.74	\$54.38	\$55.97	\$57.94
April 1, 2018	\$42.33	\$44.18	\$46.07	\$47.91	\$49.79	\$51.71	\$53.31	\$54.87	\$56.80
2% LSPA Rate	\$43.18	\$45.06	\$46.99	\$48.87	\$50.79	\$52.74	\$54.38	\$55.97	\$57.94
April 1, 2019	Wage Re-opener								
2% LSPA Rate	Wage Re-opener								

Undergraduate Nurse	Step 1
April 1, 2017	\$27.68
April 1, 2018	\$27.68
April 1, 2019	Wage Re-opener

WAGE RE-OPENER

Year 3 - The Parties shall commence negotiations to reach agreement on the wages payable in Year 3 (April 1, 2019 to March 31, 2020) of the Collective Agreement on February 15, 2019.

The Parties agree that the only item open for negotiations shall be the wages in the Salary Appendix of the Collective Agreement. This re-opener shall not be construed in any way as "opening the agreement" for negotiations on any other issues by either side.

If the Parties have not been able to agree upon the wage adjustment, at any time after March 31, 2019, either Party may give written notice to the other Party of its desire to submit resolution of the wage adjustment to interest arbitration before a three-member panel comprised of a nominee of both parties and a chair chosen by the parties from among the following arbitrators: David Phillip Jones, Andrew C. L. Sims, or W. D. McFetridge.

If the parties are unable to agree upon the chair, the Director of Mediation Services shall choose the chair from among the arbitrators named above.

The arbitration hearing shall be held by no later June 30, 2019. In reaching its decision, the arbitration panel shall consider the matters identified in section 101 of the Alberta Labour Relations Code.

SALARY APPENDIX

Article 26: Educational Allowances are not listed or included in the Salary Appendix. Please refer to Article 26: Educational Allowances to ensure the applicable educational allowance is being received.

Registered Nurse

Registered Psychiatric Nurse

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2020	\$36.86	\$38.28	\$39.69	\$41.11	\$42.54	\$43.94	\$45.37	\$46.71	\$48.37
2% LSPA Rate	\$37.60	\$39.05	\$40.48	\$41.93	\$43.39	\$44.82	\$46.28	\$47.64	\$49.34
October 1, 2021	\$37.23	\$38.66	\$40.09	\$41.52	\$42.97	\$44.38	\$45.82	\$47.18	\$48.85
2% LSPA Rate	\$37.97	\$39.43	\$40.89	\$42.35	\$43.83	\$45.27	\$46.74	\$48.12	\$49.83
Jan. 27, 2022 (DOR)	\$37.97	\$39.43	\$40.89	\$42.35	\$43.83	\$45.27	\$46.74	\$48.12	\$49.83
2% LSRP Rate	\$38.73	\$40.22	\$41.71	\$43.20	\$44.71	\$46.18	\$47.67	\$49.08	\$50.83
September 1, 2022	\$38.44	\$39.92	\$41.40	\$42.88	\$44.38	\$45.84	\$47.32	\$48.72	\$50.45
2% LSRP Rate	\$39.21	\$40.72	\$42.23	\$43.74	\$45.27	\$46.76	\$48.27	\$49.69	\$51.46
April 1, 2023	\$39.21	\$40.72	\$42.23	\$43.74	\$45.27	\$46.76	\$48.27	\$49.69	\$51.46
2% LSRP Rate	\$39.99	\$41.53	\$43.07	\$44.61	\$46.18	\$47.70	\$49.24	\$50.68	\$52.49

Certified Graduate Nurse

Graduate Nurse - Temporary Permit Holder

Graduate Psychiatric Nurse

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2020	\$33.72	\$34.76	\$35.49	\$36.14	\$36.71	\$37.48	\$38.67	\$39.79	\$41.19
2% LSPA Rate	\$34.39	\$35.46	\$36.20	\$36.86	\$37.44	\$38.23	\$39.44	\$40.59	\$42.01
October 1, 2021	\$34.06	\$35.11	\$35.84	\$36.50	\$37.08	\$37.85	\$39.06	\$40.19	\$41.60
2% LSPA Rate	\$34.74	\$35.81	\$36.56	\$37.23	\$37.82	\$38.61	\$39.84	\$40.99	\$42.43
Jan. 27, 2022 (DOR)	\$34.74	\$35.81	\$36.56	\$37.23	\$37.82	\$38.61	\$39.84	\$40.99	\$42.43
2% LSRP Rate	\$35.43	\$36.53	\$37.29	\$37.97	\$38.58	\$39.38	\$40.64	\$41.81	\$43.28
September 1, 2022	\$35.17	\$36.26	\$37.02	\$37.70	\$38.29	\$39.09	\$40.34	\$41.50	\$42.96
2% LSRP Rate	\$35.87	\$36.99	\$37.76	\$38.45	\$39.06	\$39.87	\$41.15	\$42.33	\$43.82
April 1, 2023	\$35.87	\$36.99	\$37.76	\$38.45	\$39.06	\$39.87	\$41.15	\$42.33	\$43.82
2% LRSP Rate	\$36.59	\$37.73	\$38.52	\$39.22	\$39.84	\$40.67	\$41.97	\$43.18	\$44.70

**Assistant Head Nurse
Nurse Clinician**

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2020	\$38.09	\$39.74	\$41.35	\$42.91	\$44.43	\$46.08	\$47.55	\$48.96	\$50.67
2% LSPA Rate	\$38.85	\$40.53	\$42.18	\$43.77	\$45.32	\$47.00	\$48.50	\$49.94	\$51.68
October 1, 2021	\$38.47	\$40.14	\$41.76	\$43.34	\$44.87	\$46.54	\$48.03	\$49.45	\$51.18
2% LSPA Rate	\$39.24	\$40.94	\$42.60	\$44.21	\$45.77	\$47.47	\$48.99	\$50.44	\$52.20
Jan. 27, 2022 (DOR)	\$39.24	\$40.94	\$42.60	\$44.21	\$45.77	\$47.47	\$48.99	\$50.44	\$52.20
2% LSRP Rate	\$40.02	\$41.76	\$43.45	\$45.09	\$46.69	\$48.42	\$49.97	\$51.45	\$53.24
September 1, 2022	\$39.73	\$41.45	\$43.13	\$44.76	\$46.34	\$48.06	\$49.60	\$51.07	\$52.85
2% LSRP Rate	\$40.52	\$42.28	\$43.99	\$45.66	\$47.27	\$49.02	\$50.59	\$52.09	\$53.91
April 1, 2023	\$40.52	\$42.28	\$43.99	\$45.66	\$47.27	\$49.02	\$50.59	\$52.09	\$53.91
2% LRSP Rate	\$41.33	\$43.13	\$44.87	\$46.57	\$48.22	\$50.00	\$51.60	\$53.13	\$54.99

Head Nurse and Instructor

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2020	\$40.34	\$42.07	\$43.86	\$45.62	\$47.43	\$49.26	\$50.77	\$52.27	\$54.11
2% LSPA Rate	\$41.15	\$42.91	\$44.74	\$46.53	\$48.38	\$50.25	\$51.79	\$53.32	\$55.19
October 1, 2021	\$40.74	\$42.49	\$44.30	\$46.08	\$47.90	\$49.75	\$51.28	\$52.79	\$54.65
2% LSPA Rate	\$41.55	\$43.34	\$45.19	\$47.00	\$48.86	\$50.75	\$52.31	\$53.85	\$55.74
Jan. 27, 2022 (DOR)	\$41.55	\$43.34	\$45.19	\$47.00	\$48.86	\$50.75	\$52.31	\$53.85	\$55.74
2% LSRP Rate	\$42.38	\$44.21	\$46.09	\$47.94	\$49.84	\$51.77	\$53.36	\$54.93	\$56.85
September 1, 2022	\$42.07	\$43.88	\$45.75	\$47.59	\$49.47	\$51.38	\$52.96	\$54.52	\$56.44
2% LSRP Rate	\$42.91	\$44.76	\$46.67	\$48.54	\$50.46	\$52.41	\$54.02	\$55.61	\$57.57
April 1, 2023	\$42.91	\$44.76	\$46.67	\$48.54	\$50.46	\$52.41	\$54.02	\$55.61	\$57.57
2% LRSP Rate	\$43.77	\$45.66	\$47.60	\$49.51	\$51.47	\$53.46	\$55.10	\$56.72	\$58.72

Clinical Nurse Specialist

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2020	\$42.33	\$44.18	\$46.07	\$47.91	\$49.79	\$51.71	\$53.31	\$54.87	\$56.80
2% LSPA Rate	\$43.18	\$45.06	\$46.99	\$48.87	\$50.79	\$52.74	\$54.38	\$55.97	\$57.94
October 1, 2021	\$42.75	\$44.62	\$46.53	\$48.39	\$50.29	\$52.23	\$53.84	\$55.42	\$57.37
2% LSPA Rate	\$43.61	\$45.51	\$47.46	\$49.36	\$51.30	\$53.27	\$54.92	\$56.53	\$58.52
Jan. 27, 2022 (DOR)	\$43.61	\$45.51	\$47.46	\$49.36	\$51.30	\$53.27	\$54.92	\$56.53	\$58.52
2% LSRP Rate	\$44.48	\$46.42	\$48.41	\$50.35	\$52.33	\$54.34	\$56.02	\$57.66	\$59.69
September 1, 2022	\$44.16	\$46.08	\$48.05	\$49.98	\$51.94	\$53.94	\$55.61	\$57.24	\$59.25
2% LSRP Rate	\$45.04	\$47.00	\$49.01	\$50.98	\$52.98	\$55.02	\$56.72	\$58.38	\$60.44
April 1, 2023	\$45.04	\$47.00	\$49.01	\$50.98	\$52.98	\$55.02	\$56.72	\$58.38	\$60.44

2% LRSP Rate	\$45.94	\$47.94	\$49.99	\$52.00	\$54.04	\$56.12	\$57.85	\$59.55	\$61.65
--------------	---------	---------	---------	---------	---------	---------	---------	---------	---------

Undergraduate Nurse

Step 1

April 1, 2020	\$27.68	
October 1, 2021	\$27.96	
Jan. 27, 2022 (DOR)	\$27.96	* UNE's are not eligible to receive the % lump sum conversion
September 1, 2022	\$28.31	
April 1, 2023	\$28.88	