



National Comparison of Key Nursing Contract Provisions

— **January 2018** —

Measuring the true value of a collective agreement is a difficult and often subjective task. Salary is often taken as the sole measure of the worth of an agreement. However, this can be misleading, as many other elements in a collective agreement can dramatically impact the quality of nursing work. The following series of tables has been prepared in an attempt to provide a better perspective on the value of UNA's current provincial agreement with respect to other nursing agreements across the country.

Typically, nursing unions in Canada have one agreement that represents the majority of nurses in the province (the provincial standard for the membership). The values for the following comparisons come from these agreements. Efforts have been made to ensure that similar provisions are compared, however this is not always possible.

UNA would like to acknowledge the CFNU Contract Comparison Document and individual nurses' unions for assistance in preparing this document.

Table of Contents

Salary by Province 3

Min/Max; Future Rate Increases, Steps, Contract Expiry Dates

Premiums 4

In-Charge; Call Back; Standby/On-Call; Travel; Nights; Evenings; Weekends

Education 6

Leave; Development; Rates; Preceptor Pay

Sick Leave 8

Days; Maximums; WCB Top-up

Vacation 9

Part-time Entitlements; Min/Max; Maximum Years of Service; Supplementary Vacation

Overtime Benefits 10

Time and a Half; Double Time

Benefits 12

Cost-sharing (Extended Health); Vision; Drugs

Statutory Holidays 13

Named Holidays; Rate of Pay

Family/Special Leave 14

Bereavement 15

Number of Days; Relationship to Employee

Voluntary Severance 17

Maternity Leave Top-Up 18

Professional Fees 18

Salary by Province

Province (Union)	Minimum And Maximum Dollars per Hour As Of January 2018	Future Rate Increases	Steps	Expiry Date
Alberta (UNA)	\$36.86/\$48.37		9	31-Mar-17
British Columbia (BCNU)	\$32.94/\$43.24	1 Feb 2018: 1% + ESD ¹ 1 Apr 2018: 0.5% 1 Feb 2019: 1% + ESD	9	31-Mar-19
Saskatchewan (SUN)	\$35.99/\$46.72		6	31-Mar-18
Manitoba (MNU)	\$35.66/\$42.05		5	31-Mar-17
Ontario (ONA)	\$32.21/\$45.31		9	31-Mar-18
Quebec (FIQ) CEGEP ²	\$23.85/\$35.50	1 April 2018: 2.0% 1 April 2019 ³	18	31-Mar-20
Newfoundland & Labrador (RNUNL)	\$32.33/\$40.03		6	30-Jun-16
Prince Edward Island (PEINU)	\$32.48/\$39.60		6	31-Mar-18
New Brunswick (NBNU)	\$32.38/\$39.37	1 July 2018: \$32.54/\$39.57	7 ⁴	31-Dec-18
Nova Scotia (NSNU)	\$32.84/\$38.70		6	31-Oct-14

- 1 BCNU: Economic Stability Dividend (ESD): if actual real GDP exceeds forecasted GDP, 50% of the difference is applied to hourly wage rate.
 2 FIQ: In Quebec entry to practice is a 3 year CEGEP diploma.
 3 FIQ: \$0.16 for each remunerated 1 hour from April 1, 2019, to March 31, 2020.
 4 NBNU: 1st step applies only to graduate nurses.

The following agreements have long-term/service recognition steps beyond the standard salary scales.

Province (Union)	Step	\$/Hour
Alberta (UNA)	20 year	2% added to the base rate of pay
Saskatchewan (SUN)	20 year	2% added to the base rate of pay
Manitoba (MNU)	20 year	2% added to the base rate of pay
Ontario (ONA)	25 year	Approximately 2%
New Brunswick (NBNU)	25 year	3% added to the base pay
Nova Scotia (NSNU)	25 year	Approximately 3%
Prince Edward Island (PEINU)	25 year	Approximately 3%

Premiums

Union	In Charge	Call Back	Stand by/On Call	Travel premiums for required vehicle
UNA	\$2.00/hr \$3.00/hr for site responsibility	3 hours minimum @ 2x pay (OT) in addition to premiums	\$3.30/hr \$4.50/hr (day of rest/stat)	\$130/month (pro-rated for PT) plus 50.5¢/km (or Government of Alberta rates, whichever higher). Employer pays difference of up to \$500 for increased insurance rates for required vehicle.
BCNU	\$1.25/hr to be in-charge of Unit or Worksite	2 hours min @ appropriate OT rate	\$5.75/hr <= 72 hours/month \$6.25/hr > 72 hours/month	\$0.52/km; \$2/trip minimum for call-back travel. Community-based nurses required to use personal vehicle receive additional \$50.00/month. Employer pays difference for increased insurance rates for required vehicle.
SUN	\$2.00/hr to be in-charge of Unit or Worksite	2 hours min @ 2x pay (OT)	\$3.15/hr - 8 hour min \$4.25/hr - 8hr min. on Stat/X days	\$185/month (pro-rated for PT) monthly allowance \$0.4056/km south of the 54 th parallel. \$0.4579/km north of the 54 th parallel.
MNU	\$1.00 /hr	3 hours min @ OT rate	2 hours basic rate of pay	Provincial Government rate.
ONA	\$2.00/hr	4 hours min @ 1.5x pay (OT)	\$3.45/hr \$5.05/hr Named Holidays	Greater of \$0.22/km or hospital policy.
FIQ	\$12.39/shift	2 hours min @ 1.5x pay; 1 hour travel allowance at reg rate	1 hour straight time per 8 hour shift	\$0.43/km: 0-8000km/yr plus \$0.08/km for difference between km driven and 8000km. \$0.375/km →8000 km/yr; plus \$0.108/km for gravel road.
RNUNL	\$0.85/hr provided works 5 hours	3 hours min @ applicable OT rate	\$20.40/8 hr shift; \$22.60 on Stat \$30.60/12 hr shift; \$33.90 on Stat	\$0.315/km or government rates plus \$85/month with a guaranteed minimum of \$1200/yr.
PEINU	Paid at rate between current and next higher classification (RNI and RNII)	1.5x pay with minimum 3 hours of regular pay rate 2x rate > 7.5 hours	\$3.00/hr	Provincial Treasury Board rate/km. Daily minimum \$6.00; maximum \$20.00. Employees who travel the majority of workdays but, <6,000 kms/yr eligible for \$300/month plus 1/2 of mileage rates. Pro-rated for PT. If vehicle vandalized while member in performance of duty, entitled to reimbursement of deductible insurance coverage.
NBNU	\$0.60/hr	3 hours min @ 1.5x pay	\$3.00/hr	Travel rates subject to Provincial government rate.
NSNU	\$0.70/hr for site responsibility	Greater of 4 hours straight time or hours worked at OT rate (1.5x if < 4 hours or 2x for all hours if > 4 hours).	\$16.21 for stand-by period of 8 hours or less; \$32.40 for each stand-by period of 8 hours or less on a Stat holiday	Not less than provincial civil service rate (\$0.4287/km).

Premiums continued

Union	Nights	Evenings	Weekends
UNA	\$5.00/hr	\$2.75/hr	\$3.25/hr 1500 Friday to 0700 Monday
BCNU	\$3.50/hr	\$0.70/hr	\$2.30/hr 2300 Friday to 2300 Sunday Super Shift – additional \$1.00/hr between 2330 Friday to 0730 Saturday and 2330 Saturday to 0730 Sunday
SUN	\$3.75/hr ¹	\$3.75/hr	\$3.10/hr 0001 Saturday to 2400 Sunday
MNU	\$2.50/hr	\$1.75/hr	\$2.00/hr 0001 Saturday to 2400 Sunday
ONA	\$2.65/hr	\$2.25/hr	\$2.80/hr 2400 Friday to 2400 Sunday
FIQ ²	0-5 years: 11% Basic Salary 5-10 years: 12% Basic Salary 10 years: + 14% Basic Salary	4% of Basic Salary	4% of Basic Salary Beginning of evening shift on Friday to end of night shift on Monday.
RNUNL	\$2.30/hr between 1600 hrs and 0800 hours	\$2.30/hr	\$2.55/hr ³ 0001 Saturday to 2400 Sunday
PEINU	\$3.00/hr (if majority of shift) between 1700 hrs and 0800 hours	\$3.00/hr (if majority of shift)	\$3.00/hr if majority of shift falls between 1900 Friday to 0800 Monday
NBNU	\$2.25/hr	\$1.75/hr	\$2.50/hr 1900 Friday to 0700 Monday
NSNU	\$1.85/hr when at least 4 hours worked between 1800 - 0600	\$1.85/hr when at least 4 hours worked between 1800 - 0600	\$1.85/hr 0001 Saturday to 0700 Monday, in addition to evening/night premium.

¹ SUN: Premium applies when majority of shift falls between 15:00 hrs and 8:00 hrs and for extended shift hours during this period.

² FIQ: An employee with 0-5 years who ensures a minimum availability of 16 night shifts per 28 days receives 14% of Basic Salary; 5-10 years receives 15%; more than 10 years receives 16%; An employee who ensures a minimum availability of 16 evening shifts per 28 days receives 8% of Basic Salary.

³ RNUNL: If an employee qualifies for both the evening and the weekend premiums, the employee will receive both.

Education

Union	Education Leave	Education Development	Education Rate	Preceptor Pay
UNA	Without pay up to 24 months. Up to 5 days/year without loss of pay to fulfill university/college attendance requirements.	Mandatory in-services will be provided at applicable rate of pay on: CPR, anaphylaxis, fire, evacuation/disaster procedure, lifting and prevention of back injury, pension plan and staff abuse, plus not less than 23 hours of additional in-service education. All Employees (FT, PT, Casual) receive at least 3 professional development days/year at basic rate of pay.	BN - \$1.25/hr MA - \$1.50/hr PhD - \$1.75/hr (Part of Basic Rate of Pay)	\$0.65/hr
BCNU	No limit or length specified. Employer requests shall be with pay and shall cover educational expenses.	If Employer pays 156 hours for Employer approved programs, employee must return to work for one year or repay total cost including wages..	BN - \$100.00/mo MA - \$125.00/mo	None
SUN	Length of unpaid leave determined by request. Employees on Education leave 12 weeks earn all benefits. Ees on Education Leave of twenty-four (24) months or less retain their increment date.	Up to 8 hours paid professional development, pro-rated to FTE.	3-6 mo Post Grad \$0.17/hr 6 mos + Post Grad \$0.17/hr 1 yr Post Grad \$0.17/hr BN - \$0.21-\$0.45/hr MA - \$0.64/hr (Not part of Basic Rate of Pay)	\$0.65/hr when duties are not regularly part of job
MNU	With pay if employer requires nurse to attend. Otherwise covered under Leaves of Absence.	Each nurse can receive up to \$200 per year for approved workshops, courses or programs to be paid upon completion of the program.	Approved Course \$0.298/hr BN - \$0.596/hr MA - \$0.893/hr	None
ONA	Length of unpaid leave determined by request. Leave without loss of pay to be granted to write exams for any recognized course, or short educational program, by request.	Each hospital has a professional development committee.	Post grad < 12 mos \$15.00/mo 1 yr course - \$40.00/mo BN - \$80.00/mo ¹ MA - \$120.00/mo (Rates may vary depending on local provisions)	\$0.60/hr for mentorship of current staff, not including orientation \$0.60/hr for supervision of nursing students and student interns

1 ONA: As of April 1, 2017 existing educational allowances for BN do not apply to new Ees.

Education continued

Union	Education Leave	Education Development	Education Rate	Preceptor Pay
FIQ	No limit or length specified.	Employee who works in an outpost or northern clinic is entitled to 5 days/yr updating.	1.5% to 3% based on post-graduate nursing credits. An Employee who uses multiple credits in their speciality can receive up to 6%.	
RNUNL	Length of unpaid leave determined by request.		\$82.00/mo \$110.00/mo CNA/CHA Nursing Unit Administration Course \$199/yr. Post grad 3-6 mos \$199/yr. Post grad >6 mos \$331/yr.	None
PEINU	Length of unpaid leave determined by request.	A fund worth \$350,000 available to fund education requests. Time for mandatory in-services and approved courses granted with pay.	None	\$550 credit for continuing Education for nurses assigned to mentor a new graduate in Mentorship Program for New Graduates.
NBNU	Length of unpaid leave determined by request \$500,000 Provincial Educational Assistance Fund to fund education requests	Approximately 2.5 days/yr paid education per employee if education deemed mandatory.	BN - \$103.72/mo. ¹ MN - \$124.45/mo. ¹ 3-6 mo Post Grad \$16.59/mo 6 mos.+ Post grad \$33.19/mo.	None
NSNU	Personal leave granted/determined by request.	When required by employer, shall be compensated with time off or pay/hour spent in attendance. Shall be reimbursed costs related to registration, books and course fees, as well as travel, lodging, and meals as per Employer policy. Some required courses are paid at OT rates.	BN - \$1445.00/yr MN - \$1961.00/yr Post grad (450-900 hrs) - \$333/yr Post graduate (>900 hrs) - \$667/yr (Not part of Basic Rate of Pay).	None

¹ NBNU: Only applicable to those in positions who, as of Dec 31 2014, were receiving BN or MN educational increments and who have since continued to occupy this same position.

Sick Leave

Union	Sick Days	Maximum	WCB Top-Up
UNA	1.5 days/month	120 days – STD plan to bridge into LTD coverage.	1/10 sick leave credit per day top-up to full net salary until sick leave credits have been used up.
BCNU	1.5 days/month (FT) [hrs per month exclusive of OT x 1.5] / 162.5 (PT)	156 days – No formal STD plan.	Top-up to net salary.
SUN	1.5 days/month	190 days – (No formal STD plan). LTD plan after 119 days.	Top-up to net salary by Employer for up to 1 year without deduction from sick leave credits.
MNU	1.25 days/month	1.25 days/mo, accrual, rolled over.	10% of net salary drawn from income protection credits (sick bank) to top-up upon application for benefit.
ONA	FT nurses covered by HOODIP (Hospitals of Ontario Disability Income Plan)	STD plan: covers first 75 days at various percentages of salary depending on length of service Year 1: 15 weeks at 66 2/3% Year 2: 15 weeks at 70% Year 3: 15 weeks at 80% Year 4+: 15 weeks at 100%	Available if had sick leave bank provision under a collective agreement prior to 1981.
FIQ	0.8 days/month (FT)	9.6 days/yr (max 5 days per illness) 80% pay from day 6 to 104 wks.	Not available
RNUNL	2 days/month (7.5/month for Ees hired after 1 December 2006) 15 hours/162.5 hrs service	Maximum 1,800 hours.	No provision
PEINU	1.5 days/month FT - pro-rated for PT	215 working days.	80% (85% after 38 weeks) of net income on a bi-weekly basis on portion of salary in excess of WCB maximum earnings.
NBNU	1.5 days/month (FT and PT)	240 days – No formal STD plan. Can borrow up to 15 days from sick bank.	No provision
NSNU	1.5 days/month	150 days – No formal STD plan.	Top up to pre-injury net pay from sick leave until sick leave bank is exhausted.

Vacation

Union	Part-Time Entitlement	Minimum	Maximum	Max Years Of Service	Supplementary Vacation
UNA	Movement up vacation ladder based on years of service. Paid vacation days based on FTE plus additional shifts.	15 days	30 days	20 years	5 days on anniversary of 25, 30, 35, 40 and 45 years
BCNU	Movement up vacation ladder based on years of service. Paid vacation days based on FTE plus additional shifts.	20 days	45 days	29 years	5 days after 25 years, 10 days after 30 years, 15 days after 35, 40, and 45 years.
SUN	Movement up vacation ladder based on years of service. Paid vacation days based on FTE only. Additional shifts earn pay in lieu of vacation.	15 days	30 days	25 years	None
MNU	Pro-rated based on hours paid at regular rates of pay. Movement up vacation ladder based on years of service. Paid vacation days based on FTE plus additional shifts.	15 days	30 days	21 years	5 days on anniversary of 20, 25, 30, 35, 40 years
ONA	Movement up vacation ladder based on years ¹ of service; for part-time, vacation is based on equivalent to full-time years of service. Vacation pay based on FTE plus additional shifts.	15 days	35 days	25 years	5 days on completion of 30 and 35 years of service.
FIQ	Movement up vacation ladder based on years of service (1-16 years = 4 weeks). Vacation pay based on FTE plus additional shifts ² .	20 days	25 days	25 years	None
RNUNL	Entitlement based on years of employment. Hours earned based on FTE.	20 days	30 days	25 years	None
PEINU	Entitlement based on years of employment. Hours earned based on FTE.	15 days	31 days	25 years	1 day in each of 25, 30, 40, 45
NBNU	Entitlement earned by hours worked. Part-time vacation pro-rated to FTE.	15 days	25 days	20 years	None
NSNU	Entitlement based on years of service. Hours earned based on FTE plus additional shifts.	15 days	30 days	25 years	None

1 ONA: Employees who have completed 11 or more years full-time continuous service and have worked at least 1,525 hrs in the year are entitled to 5 wks vacation. Those with 25 years or more service and have worked at least 1,525 hrs in the year are entitled to 7 wks vacation.

2 FIQ: 1 - 16 yrs = 8% total salary
 17-18 yrs = 8.4% total salary
 19-20 yrs = 8.8% total salary
 21-22 yrs = 9.2% total salary
 23-24 yrs = 9.6% total salary
 >= 25 yrs = 10% total salary

Overtime Benefits

Union	One and one-half Times	Double Time
UNA	Not applicable.	In excess of daily hours. Missed meal/rest period. Worked on scheduled day of rest. Change of scheduled shift without proper notice. Mandatory OT.
BCNU	First 2 hours in excess of daily/full shift hours. For the first daily shift in excess of normal daily full shift hours. Without 14 days notice of shift change resulting in Employee working on paid holiday. Without 10 days notice of shift change shall be paid for all time worked on first day of shift posting change. 1.5 X paid holiday rate for OT on a paid holiday. If scheduled to work 3 different shifts in any 7 consecutive day period, shall be paid for the third change.	For all hours worked in excess of the first 2 hours of OT following a full shift. For all hours in excess of 43.2 hours. FT - All hours worked on scheduled day off. PT - For hours or consecutive shifts in excess of full-time provisions. 4 consecutive extended shifts (shift > 8 hrs). 6 consecutive extended shifts (shift 7.5-8 hrs). 5 consecutive shifts where >= 3 shifts are greater than 8 hours. 6 consecutive where >= 4 shifts are between 7.5-8 hours. For more than 225 straight time hrs over the course of 3 consecutive bi-weekly pay periods.
SUN	Not applicable.	In excess of daily/weekly/bi-weekly hours. Continuous with regular shift between 2400 and 0700. Required to work on scheduled day off. Required to change scheduled shift(s) without 14 days notice. If emergency, 2 times rate shall be paid for first 5 shifts changed. Called back from vacation.
MNU	First 3 hours in excess of the normal full-time hours in the rotation pattern in effect on each nursing unit for full-time nurses, or for part time nurses, the normal full-time hours in two (2) consecutive bi-weekly periods. Missed meal/rest period.	After first 3 hours of OT. Called in on scheduled day off. 2nd of two consecutive shifts. All OT on a Recognized holiday paid @ 2.5 basic salary.
ONA	Required to work on scheduled day off. In excess of regular daily/weekly/bi-weekly hours. Required to work during vacation. After 7 consecutive shifts. Change of scheduled shift without proper notice. Should report time extend beyond fifteen (15) minutes, the entire period shall be considered overtime.	Required to work on day not scheduled and day is a paid holiday. Additional hours following a shift paid at the rate of 1.5 times regular pay (e.g. paid holiday, or hours worked as result of call-back).
FIQ	In excess of regular hours. Without 16 hours between shifts. Scheduled day off. Recalled after leaving facility: minimum 2 hours of OT (also 1 hour straight time as travel allowance).	Worked on a statutory holiday.

Overtime Benefits continued

Union	One and one-half Times	Double Time
RNUNL	<p>In excess of normal hours either compensatory time off or OT pay.</p> <p>Without 24 hours notice of shift change.</p> <p>On the 7th consecutive evening/night shift.</p> <p>On the 4th consecutive 12 hour shift.</p>	<p>Without 48 hours notice of change of days of rest.</p> <p>In excess of 7 consecutive 8 hour shifts, 4 consecutive 12 hour shifts.</p>
PEINU	<p>First 3.75 hours of shift change with < 24 hours notice.</p> <p>In excess of daily or weekly hours averaged over 4 week period for 7.5 hour shifts and 6 week period for 11.25 hour shifts.</p> <p>Missed meal break</p> <p>PT not given 48 hours notice and who do not wish to work extra shifts but do so.</p> <p>Should shift overlap extend beyond fifteen (15) minutes, the entire period shall be considered overtime.</p> <p>Christmas Eve between 1700 and 2400 hrs (but no alternative day off provided)</p>	<p>Remainder of shift change with < 24 hour notice after 3.75 hours</p> <p>Any continuous hours following second 8 hour shift.</p> <p>Following seven and one-half (7.5) consecutive hours of call back work, the rate of pay shall be at double time for each additional hour of continuous overtime.</p>
NBNU	<p>On scheduled day off.</p> <p>In excess of regular daily/weekly hours.</p> <p>In excess of 7 consecutive days.</p> <p>Without 16 hours between shifts and/or without 48 hours notice.</p> <p>During the 2nd of a double shift.</p> <p>During weekend off.</p> <p>Missed meal/rest period.</p> <p>Change of scheduled shift without proper notice..</p>	<p>Christmas and New Year's.¹</p> <p>During Vacation (in addition to alternate day off).</p> <p>Any work performed on a holiday without forty-eight (48) hours notice.²</p>
NSNU	<p>OT hours worked in excess of normal bi-weekly hours or normal daily hours if < 4 hours.</p> <p>For working on a scheduled holiday.</p> <p>Missed meal/rest period.</p>	<p>2 x regular rate for OT hours worked in excess of 4 hours.</p> <p>2.33 x regular rate for working OT on holiday.</p> <p>2.5 x regular rate if not scheduled to work holiday, called in without 72 hours notice.</p>

1 NBNU: Any work performed on Christmas and New Year's without forty-eight (48) hours notice shall be compensated at 2.5 the basic rate of pay.

2 NBNU: No employee shall work more than a total of 16 hours in a 24 hour period beginning at the 1st hour the employee reported for work.

Benefits

Union	Benefits Cost-Sharing (Extended Health Plan)	Vision Care	Drug Coverage
UNA	75% Employer 25% Employee	\$600/person every 24 months inclusive of coverage for elective corrective laser eye surgery plus annual exam.	80% direct-bill of all medication prescribed by a qualified practitioner. No formulary.
BCNU	100% Employer	\$350/person every 24 months	80% direct-bill up to \$1000/year. After \$1000/year, 100% direct-bill based. Blue Rx: Expanded formulary - special avenues for authorizing brand name drug.
SUN	100% Employer (2.75% of all straight-time payroll)	Eye exam - for the member and their spouse every 24 months and for dependants under 21 years every 12 months. Coverage for frames, lenses and contacts are a maximum of \$200 every two years. Reimbursement is 100% up to this amount.	\$10 fee/prescription, 100% paid if in provincial formulary.
MNU ¹	50% Employer 50% Employee	\$150/person every 24 months	80% to a max of \$650/family/year.
ONA	75% Employer 25% Employee (100% Employee pre-paid for part-time)	One eye exam every 24 months. Vision care maximum: 2016 - \$400/person every 24 months; 2017 - \$450/person	Annual deductible of \$22.50/single or \$35/family. 100% paid if drug is covered under Drug Formulary 3.
FIQ	FT 100% Employer PT (<0.7 FTE) 50% Employer		No maximum: 80% for first \$3,750, 100% > \$3,750.
RNUNL ²	50% Employer 50% Employee	Up to 100% of covered eligible expense of \$125 for eyeglass lenses and frames and 100% of a covered eligible expense of \$175 for bifocal lenses and frames and \$225 for trifocal lenses and frames limited to one expense in every three calendar years. Expenses for contact lenses reimbursed at same level as for eyeglasses. \$250 in two calendar years for contact lenses prescribed due to medical condition requiring contacts.	Covers the ingredient cost of eligible drugs. Employee pays co-payment (equal to the pharmacist professional fee plus any applicable surcharges).
PEINU	50% Employer 50% Employee	80% coverage of one eye exam every 2 years (every year under 18); up to \$160 reimbursed for contacts or glasses every 2 years; up to \$160 for contacts for specific conditions every 2 years.	80% paid on first \$150 of each prescription; 100% paid on eligible expenses above \$150. Maximum cost of \$30 per prescription to the claimant.
NBNU	Health 75% Employer 25% Employee Dental 50% Employer 50% Employee	80% of maximum eligible expense which is \$175.00 in a 2 consecutive year period = reimbursement of \$140.00 every 2 years	Limited to government formulary but drugs not appearing on this formulary can be approved by a special authorization process directly to the insurer and the co-pay is 20% to a maximum of \$10.00 per prescription.
NSNU	65% Employer 35% Employee	Eye exams reimbursed @ Manulife's Reasonable and Customary level once per year for under 21 and every 2 years for over 21. Reimbursement at Reasonable and Customary level for prescribed lenses and frames up to \$150 every 4 years and once every 2 years for under 21.	Plan covers full cost, less the dispensing fee, of all prescriptions on Manulife's list of eligible drugs.

1 MNU: \$500.00 for full-time nurses and \$250.00 for part-time nurses.

2 RNUNL: Covers 80% of eligible expenses up to \$5,000; 90% between \$5,000 and \$10,000 and 100% of eligible expenses over \$10,000 in a calendar year.

Statutory Holidays

Province	Named Holidays	Regular Rate Of Pay On Statutory Holidays
UNA	12 plus any provincial or federal proclamation.	1.5 times basic rate and alternate day off. 2.0 times basic rate on Christmas Day and August Civic holiday, plus alternate day off, or an additional vacation day, or payment at basic rate of pay.
BCNU	12 plus any provincial or federal proclamation.	2 times the basic rate and alternate day off. Super Stats: Christmas, Labour Day and Good Friday 2.5 times and alternate day of rest.
SUN	12 plus any provincial, federal or civic proclamation.	2.0 times basic rate and alternate day off.
MNU	12 plus any provincial or federal proclamation.	1.5 times and a day off or may opt to take the pay for that day.
ONA	12 as set out in local conditions. Any provincial holidays declared will be substituted for one of the existing 12 days as directed by the local.	1.5 times and an additional day off with pay.
FIQ	13 recognized statutory holidays.	Basic rate with alternate day within 4 weeks. If alternate day off not granted within time limit members receives equivalent of one day at 2 times in addition to paid workday.
RNUNL	7 statutory holidays plus 2 other days as mutually agreed upon by majority of Ees and Er. Should no agreement be reached the 2 additional holidays shall be Thanksgiving Day and Armistice Day. Thanksgiving and Armistice Day can be taken at other times by mutual agreement per hospital. Public Health nurses receive 13 statutory holidays plus one additional agreed upon day. Any new federal or provincial proclamations shall apply.	1.5 times basic rate in pay or time off earned at 1.5 hours per hour worked within two months.
PEINU	12 plus any provincial or federal proclamation.	1.5 times basic rate and alternate day off.
NBNU	11 plus any provincial or federal proclamation.	1.5 times hourly rate and the holiday rescheduled, plus 1/2 the hours worked to be taken as time off at a later date. Super Stats: Christmas, Labour Day and Good Friday 2 times hourly rate and the holiday rescheduled, plus the number of hours worked to be taken as time off at a later date.
NSNU	11 plus any provincial or federal proclamation.	1.5 times basic rate.

Family/Special Leave

Union	Family	Special ¹
UNA	3 Personal Leave days each year without loss of pay to attend to personal matters and family responsibilities including attending health appointments with family members.	Terminal Care Leave: An employee with a relative (consistent with Compassionate Care Leave criteria) in the end-stage of life shall be entitled up to 6 months unpaid leave; benefits will continue at normal cost sharing.
BCNU	Deducted from Special Leave bank. Maximum of 2 days at one time plus 1 day/yr to assist immediate family member with serious or potentially life threatening illness to obtain appropriate health education. 5 days Paternity Leave	Accrual of 0.5 day/month to a maximum of 20 days in special leave bank.
SUN	Accumulation of 2.66 hours/month to a maximum of 40 hours with pay. Pro-rated for PT.	General Leave, without pay, not in excess of 22 working days/year shall be granted without requirement to provide valid reason if Ee provides qualified replacement. Leave over 120 days requires valid reason and granted only if regular operation of Er permits. Terminal Care Leave: Family member in the end-stage, shall be granted up to 6 months leave without pay. Benefits cease after 30 days of leave. Pressing Necessity Leave: sudden or unusual occurrence which requires immediate attention. Long Service Leave: Employees with 3 or more years of service may be granted up to 3 weeks/year leave without pay but without loss of benefits.
MNU	Accrual of 0.25 day/month of income protection credits specifically for family illness. No maximum.	Depending on specific purpose, income replacement credits may be applicable to offset pay.
ONA	Up to 8 weeks in a 26 week period for family medical leave, in accordance with Employment Standards legislation.	No provision.
FIQ	10 days/year from sick leave credits or without pay. Pro-rated for PT. May be taken in 1/2 days.	Leave without pay for a grievous accident or grievous accident of a family member, children missing or other circumstances like suicide or criminal's victim .
RNUNL	Up to a maximum of 3 days (8 hour shift) and 22.5 hours (12 hour shift) with pay: to care for sick family member living in Ees home or mother, father, or dependent child not living in the same household; to accompany dependent family member in same household to medical appt; to attend meeting with school authorities; to attend to needs related to adoption or birth of a child.	An employee may be granted leave, without pay, in the event that an employee has no current or accumulated annual leave available, employee shall retain accumulated sick and vacation entitlement.
PEINU	5 days/illness to a maximum of 15/year. 2 day parental leave for birth or adoption if Ee not receiving maternity parental benefits	One day leave with pay for serious illness in immediate family. Medical Certificate required when absence beyond 1 day per illness. Maximum 3 days. Subject to particular circumstances can be extended by 2 days of illness out of province. Leave without pay may be authorized in exceptional circumstances. Unpaid compassionate care leave allowed in line with provincial legislation.
NBNU ²	3 days per year in case of emergency or. family responsibility ³	At their discretion, Er can grant leave with or without pay, in addition to 3 paid days.
NSNU	37.5 hours/year (prorated for part-time).	Employer shall grant unpaid leaves of absence for personal reasons. Compassionate Care Leave is 8 weeks unpaid leave.

1 Federal Legislation provides up to 26 weeks of Compassionate Care EI benefits after 2 week waiting period

2 NBNU: For Ees who are not normally replaced, the deduction for leave of less than or equal to one half of a scheduled shift is half a shift rather than a full shift

3 NBNU: "Family responsibility" refers to non-emergency situations which require immediate attention

Bereavement

Union	Number Of Days	Relationship To Employee	Additional Info
UNA	5	Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Former Legal Guardian, Step-Parent, Fiancé, Grandchild, Aunt, Mother-In-Law, Father-In-Law, Uncle, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Niece, Nephew, Same Sex Spouse, Step Brother, Step Sister, Step Child	2 travel days if required
	1	Mourner	Relative or close friend
BCNU	3	Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Relative; Step-child, Step-parent, Step-brother, Step-sister, Legal Guardian	2 additional days for travel shall be granted if Employer believes warranted. Special leave credits may be accessed as follows: 1 day for travel and 1 day may be added to the 3 days of compassionate leave.
SUN	4	Spouse/Common-Law, Same-Sex Spouse, Mother, Father, Grandparent, Child, Brother, Sister, Fiancé, Grandchild, Mother-In-Law, Father-In-Law	2 travel days if 500 km or more.
	2 4 hours	Aunt, Uncle, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Niece, Nephew, Spouse's Grandparents To attend funeral of co-worker if regular operation allows.	2 travel days if 500 km or more to attend funeral or other family responsibilities.
MNU	4	Spouse/Common-Law, Parent, Grandparent, Child, Step-child, Brother, Sister, Former Legal Guardian, Step-Parent, Fiancé, Relative in Household, Grandchild, Mother-In-Law, Father-In-Law, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Spouse's Grandparents	May be extended up to 2 additional days for travel. Requests for extension of educational leave, maternity leave, paternity leave, adoption leave, and bereavement leave will be granted if reasonably possible. 1 day may be retained at nurse's request for use in the case of where actual internment or cremation is at a later date.
	1	Pallbearer, Mourner	With pay; 2 paid travel days if required
ONA	4	Spouse/Common-Law, Same-Sex Spouse, Parent, Grandparent, Son, Daughter, Brother, Sister, Grandchild, Mother-In-Law, Father-In-Law, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Spouse's Grandparents Memorial service considered same as funeral.	Hospital may grant additional days for travel. Bereavement Leave may be used for memorial service or equivalent. Bereavement Leave may be distributed over 2 occasions in order to accommodate religious and cultural diversity.
	1	Aunt, Uncle, Niece, Nephew	

Bereavement continued

Union	Number Of Days	Relationship To Employee	Additional Info
FIQ	5	Spouse/Common-Law, Child	Entitled to 1 day travel if funeral is 240 km or more away.
	1	Grandparent, Grandchild, Brother-In-law, Sister-In-Law	Entitled to 1 day travel if funeral is 240 km or more away.
	3	Parent, Brother, Sister, Step-Parent, Mother-In-Law, Father-In-Law, Daughter-In-Law, Son-In-Law	Entitled to 1 day travel if funeral is 240 km or more away.
RNUNL ¹	3 ²	Spouse/Common-Law, Parent, Grandparent, Child, Brother, Sister, Former Legal Guardian, Relative In Household, Grandchild, Mother-In-Law, Father-In-Law,	Up to 4 days for travel to attend outside of the province.
	1	Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law,	Up to 4 days for travel to attend outside of the province.
PEINU	5 ³	Spouse/Common-Law, Parent or Sep-Parent (parent includes a natural parent, guardian, foster parent and any persons standing in <i>loco parentis</i>), Child, Step-Child, or ward of Employee including child of common law spouse, Step-Parent	Definition of spouse: person to whom legally married, or person with whom living for at least 12 months as a couple in relationship of permanence. 2 travel days may be granted. 2 travel days may be granted. In the case of an Employee scheduled to work nights, 1 day granted for the purpose of resting prior to or after attending the funeral or memorial/burial service. Includes flower bearer or reader In exceptional circumstances, or in the event of a memorial/burial takes place at a later date, Ee permitted to carry over 1 day from granted leave
	3	Grandparent, Brother, Sister, Relative In Household, Grandchild, Mother-In-Law, Father-In-Law, Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law, Step Brother, Step Sister, or any relatives permanently residing with Employee	
	1	Aunt, Uncle, Niece, Nephew, Great Grandparents, Great Grandchild	
	1/2 day	Pallbearer	
NBNU	1	Aunt, Uncle, Brother-In-Law, Sister-In-Law, Niece, Nephew, Spouse's Grandparents	1 travel day allowed.
	3	Grandparent, Relative In Household, Mother-In-Law, Father-In-Law, Daughter-In-Law, Son-In-Law	1 travel day allowed.
	5	Brother, Sister, Grandchild	1 travel day allowed.
	7	Spouse/Common-Law, Parent, Child, Former Legal Guardian, Same Sex Spouse	1 travel day allowed.
NSNU	1	Brother-In-Law, Sister-In-Law, Daughter-In-Law, Son-In-Law	With pay, 2 paid travel days if required.
	7	Father, Mother, Step-Mother, Step-Father, Guardian, Beother, Sister, Step-Brother, Step-Sister, Spouse/Common-Law, Child, Father-In-Law, Mother-In-Law, Son-In-Law, Daughter-In-Law, Step Child, or ward of the Nurse, Grandparent or Step-Grandchild of the Nurse and a relative permanently resides. Entitled to 37.5 hours which may extend period beyond 7 days. ⁴	With pay for immediate family. PT entitled to 7 days but minimum hrs paid leave pro-rated.
	1	Aunt, Uncle, Niece, Nephew, Spouse's Grandparents,	Without pay, no travel days.

1 RNUNL: Employees shall not be permitted to change any other leave to family leave but shall be entitled to change family leave to bereavement leave or sick leave

2 RNUNL: In extraordinary circumstances the Er may grant Special Leave with pay up to 2 wks.

3 PEINU: Provided the days are taken within 7 days of the death.

4 NSNU: The "in-law" and "step-relative" relationships referred to in this provision will only be considered "immediate family" in cases where it is a current relationship at the time the benefit is claimed.

Voluntary Severance

Union	Eligibility	Entitlement
BCNU	On or after 55th birthday; excluding those dismissed for just cause. <i>Note:</i> Not for new Employees. Effective January 1, 2013, new employees will not be entitled to cash in sick leave credits.	Cash-In of Sick Leave Credits: 40% of accumulated sick leave credits. In the event that the nurse rejoins workforce there is no entitlement to any residual sick time pay.
SUN	Only applied to Ees formerly covered by non-SUN agreements.	
MNU	After age 55; minimum 10 yrs continuous full-time employment; retirement.	4 days Pre-Retirement Leave per 1 yr full-time employment; pro-rated for each year of part-time employment. Available as lump sum payment or salary continuance or combination thereof until retirement date.
ONA	Only applies in the event of imminent layoff.	
RNUNL	9 or more years continuous service.	Severance pay equal to the amount obtained by multiplying the number of completed years of continuous employment by her/his weekly salary to a maximum of twenty (20) weeks pay. Where a break in employment exceeds twelve (12) consecutive months, service shall commence from the date of reemployment.
PEINU	Permanent Ee with 10 years or more of continuous service and 55 yrs of age	Retirement allowance equal to thirty-seven and one-half (37.5) hours for each nineteen hundred fifty (1950) hours of service but not exceeding nine hundred seventy-five (975) hours pay at the regular rate of pay. Subject to approval, Employees may use their accrued retirement allowance towards a maximum of three (3) paid pre-retirement leaves. Each leave shall be for a maximum of twenty (20) working days. Employees must make an advance application for approval of a pre-retirement leave.
NBNU	Continuous service of five years or more; minimum age 55. Does not apply to temp or casual Ees. As of April 2016 option of voluntary payout at any point prior to retirement with no eligibility for further retirement allowance.	Retirement allowance equal to five (5) days' pay for each full year of continuous service but not exceeding one hundred and twenty-five (125) days' pay, at the employee's rate of pay. Allowance to be pro-rated with respect to part-time employees.
NSNU	An RN who retires because of age, or mental or physical incapacity, in accordance with the terms of the Canada Pension Plan or the NSAHQ Pension Plan. Does not apply to casual nurses and RNs working in LTC facilities.	Retirement Allowance: equivalent to one (1) week of pay for each complete year of Service; maximum twenty-six (26) weeks pay at the highest regular hourly rate of the regular classification held by the Nurse prior to the termination of employment. Nurses working less than full-time during their employment shall have their retirement allowance pro-rated in direct proportion to the total of the regular hours paid during their length of service.

Maternity Leave Top-Up

Union	Maternity Top-Up Supplementary to Employment Insurance Benefits	Parental Top up	Adoption Top up	Waiting Periods, Top-up paid at _____%
UNA	Health related portion of maternity leave -usually 6 wks ¹ , 95% ²	None ²	None ²	95%
BCNU	15 wks, 85%	None	None	85%
SUN	15 wks, 75%	10 wks, 75%	10 wks, 75% ⁵	75%
MNU	15 wks, 93%	Not specified	Not specified	93%
ONA	15 wks, 84%	12 wks 84%	12 wks, 84%	None
FIQ	21 wks, 100% for first \$225 then 88% for everything over this amount by subtracting from this total the amount of the maternity or parental benefits received from Quebec Parental Insurance Plan	Allowance from Quebec Parental Insurance Plan	5 days at 100%, plus 5 wks equal to difference between wkly salary and benefits received from Quebec Parental Insurance Plan	No waiting period.
RNUNL	None	None	None	None
PEINU	15 wks, 85%	15 wks, 85% ⁴	15 wks, 85%	None
NBNU	15 wks, 75%	None	None	None
NSNU	15 wks ³ 93%	10 wks, 93%	10 wks, 93%	75%

1 UNA: May be extended up to 16 weeks for health reasons with medical documentation.

2 UNA: Cost sharing benefits continue for 12 weeks after the health related portion of Mat LOA or 12 weeks for Adoption leave.

3 NSNU: Combines 5 weeks maternity leave top-up and 10 weeks parental leave top-up.

4 PEINU: If both parents are Ees, maximum entitlement to either one or both parents shall not exceed 15 wks

5 SUN: Where 2 Ees share paternity/adoption leave and both are in receipt of EI parental/adoption benefits, both Ees are eligible for SEB to a maximum of 10 weeks each.

Professional Fees

Union	Union
UNA	FIQ
An Employee who has accumulated 684.6 hours or more regular hours in the previous fiscal year will receive a \$250 reimbursement of registration fee.	No provision.
BCNU	RNUNL
No provision.	No provision.
SUN	PEINU
The Employer shall pay license to practice fees in full for all Employees covered by SUN agreement.	No provision.
MNU	NBNU
No provision.	No provision.
ONA	NSNU ¹
No provision.	No provision.

1 NSNU: The Employer deducts the annual professional registration dues payable by Nurses from the salaries of Nurses.