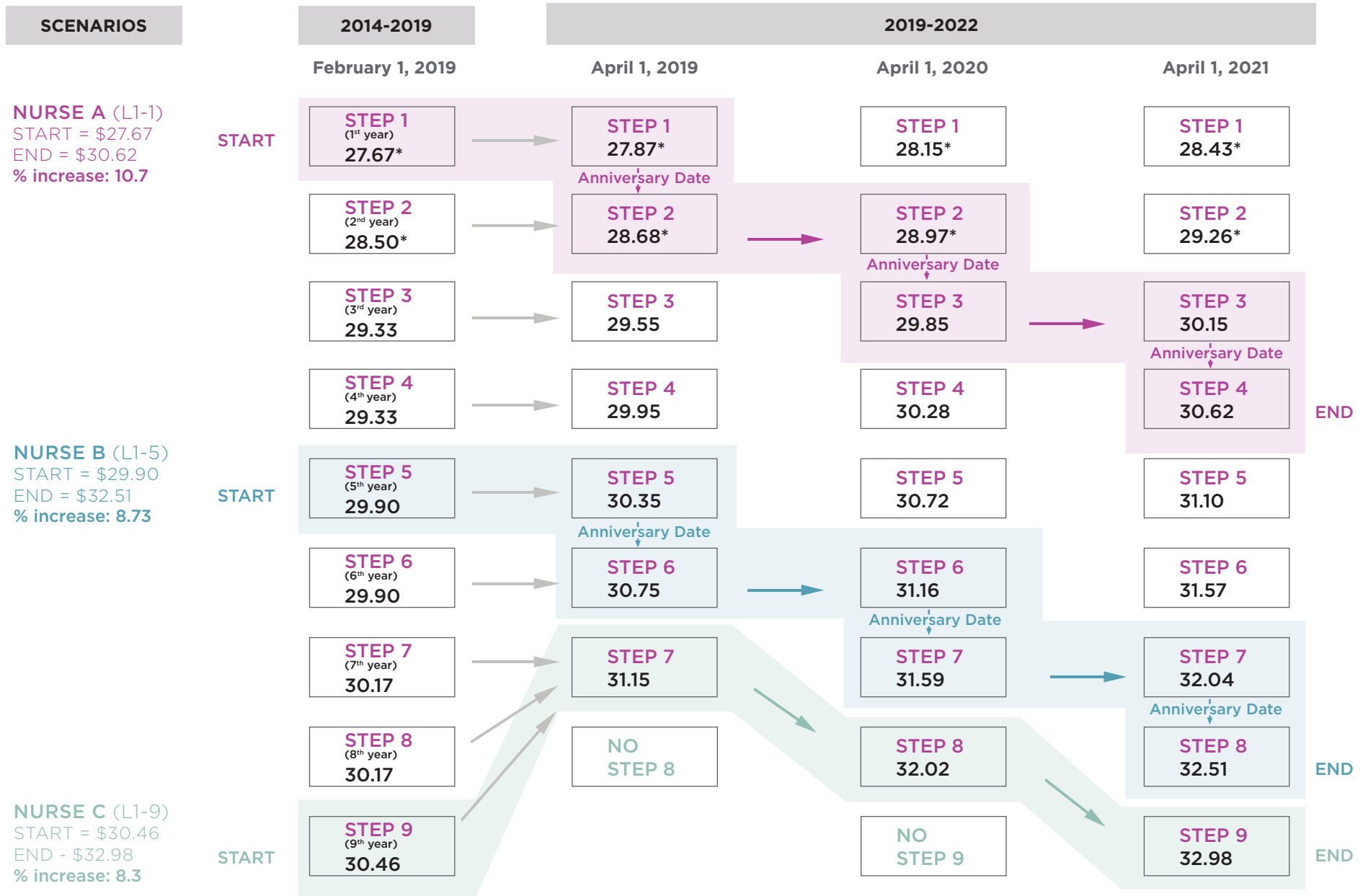


LPN WAGE GRID LEVEL 1

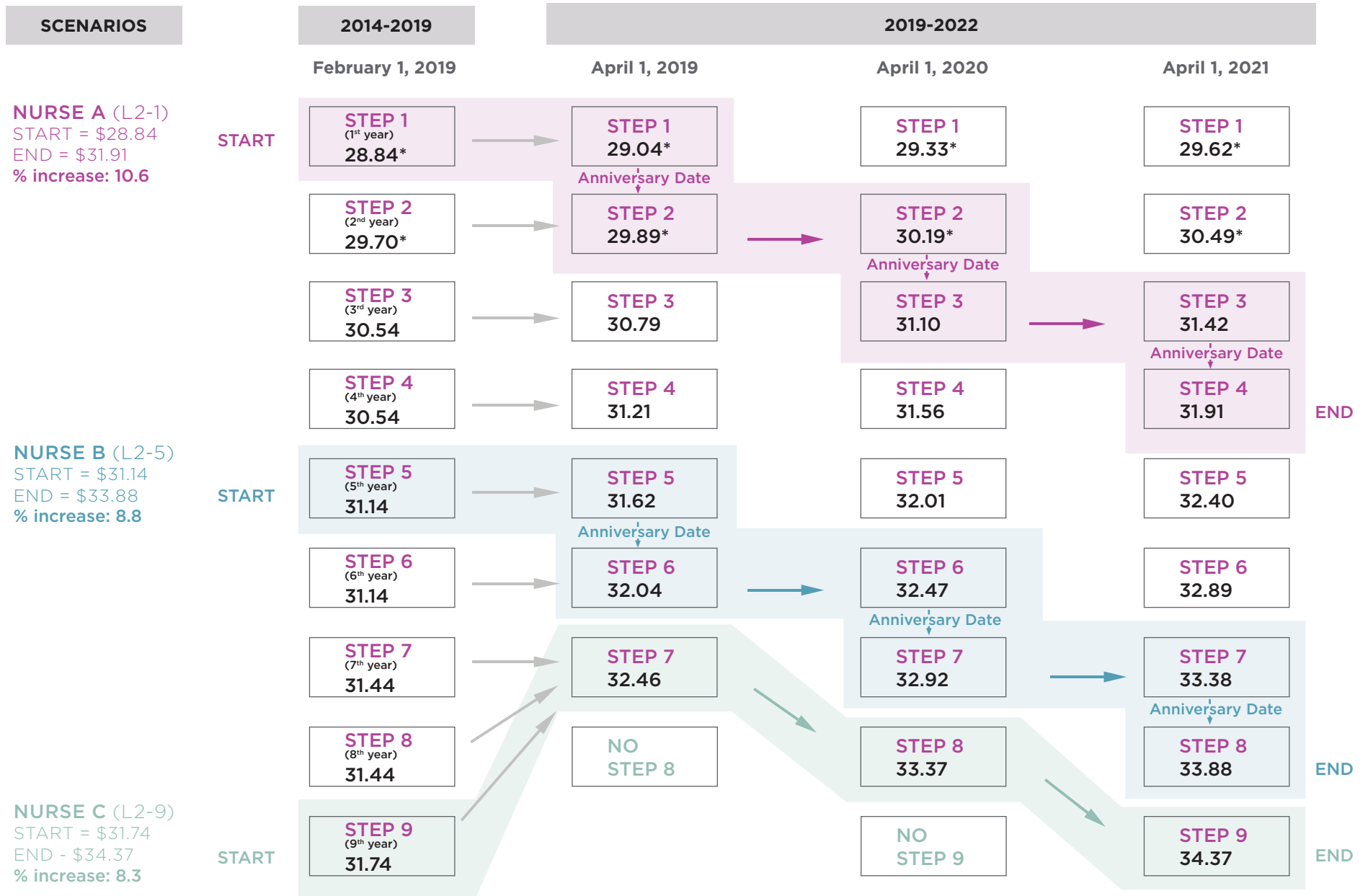
The following examples illustrate the wage increases nurses will receive, starting at February 1, 2019 up until the final wage increase of the contract, due April 1, 2021.



* Effective the first pay period after April 1, 2019, each LPN who is paid at the Step 1 or Step 2 wage rate will receive a retention payment of \$0.25 for each straight-time hour paid, to a maximum of 1950hrs. Once an LPN progresses to the Step 3 wage rate, the retention payment ceases.
 ** Anniversary date: this is the first day of work for nurses working in regular positions. This date does not change when adopting a new wage grid. Nurses who work in casual positions do not have an anniversary date, but receive the increment step increase upon completion of 1950hrs.
 *** It is not possible to lose a step (go down).

LPN WAGE GRID LEVEL 2

The following examples illustrate the wage increases nurses will receive, starting at February 1, 2019 up until the final wage increase of the contract, due April 1, 2021.



* Effective the first pay period after April 1, 2019, each LPN who is paid at the Step 1 or Step 2 wage rate will receive a retention payment of \$0.25 for each straight-time hour paid, to a maximum of 1950hrs. Once an LPN progresses to the Step 3 wage rate, the retention payment ceases.
 ** Anniversary date: this is the first day of work for nurses working in regular positions. This date does not change when adopting a new wage grid. Nurses who work in casual positions do not have an anniversary date, but receive the increment step increase upon completion of 1950hrs.
 *** It is not possible to lose a step (go down).