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. $N_{* * *}$ Nurses who work in casual positions do not have an anniversary date, but receive the increment step increase upon completion of 1950 hrs. ${ }^{* * *}$ It is not possible to lose a step (go down).

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 $1,2021$.

## SCENARIOS

NURSE A (L2-1)
START $=\$ 28.84$
END $=\$ 31.91$
$\%$

NURSE B (L2-5)
START $=\$ 31.14$
END = \$33.88
\% increase: 8.8

NURSE C (L2-9)
START = \$31.74
END - \$34.37
\% increase: 8.3
2014-2019

February 1, 2019


START

START

## 2019-2022

April 1, 2020

| $\begin{aligned} & \text { STEP } 1 \\ & 29.33^{*} \end{aligned}$ | $\begin{aligned} & \text { STEP } 1 \\ & 29.62^{*} \end{aligned}$ |
| :---: | :---: |
| $\begin{aligned} & \text { STEP } 2 \\ & 30.19^{*} \end{aligned}$ | $\begin{aligned} & \text { STEP } 2 \\ & 30.49^{*} \end{aligned}$ |
| Anniverssary Date |  |
| $\begin{aligned} & \text { STEP } 3 \\ & 31.10 \end{aligned}$ | $\begin{aligned} & \text { STEP } 3 \\ & 31.42 \end{aligned}$ |
|  | Anniverstsary Date |
| $\begin{aligned} & \text { STEP } 4 \\ & 31.56 \end{aligned}$ | $\begin{aligned} & \text { STEP } 4 \\ & 31.91 \end{aligned}$ |

END

* 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 1950 hrs. 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).

