

## **Memorandum of Agreement**

Between

North Okanagan Hospice Society ("NOHS") and the BC Nurses' Union ("BCNU")

Date: September 13, 2023

RE: Wage Adjustment

Effective Date: September 17, 2023

BCNU and NOHS: On a without prejudice and without precedent basis, and without any impact on bargaining the renewal collective agreement, the parties agree to the terms of this Memorandum of Agreement.

NOHS will, as a result of receiving additional funding from Interior Health Authority, provide wage adjustment increases for bargaining unit staff, in accordance with Attachment 1 below, effective September 17, 2023.

Signatures:



Lisa Matthews,  
Executive Director

Team Lead North Okanagan Hospice Society



William Hwang,  
Labour Relations Officer -Independent  
Bargaining

BC Nurses' Union

**ATTACHMENT 1: WAGE GRID**

**E&OE**

**Article 49 - Wage schedule**

<b>REGISTERED NURSES</b>										
	<b>% increase</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Year 6</b>	<b>Year 7</b>	<b>Year 8</b>	<b>Year 9</b>
<b>1-Jun-23</b>	2%	\$37.69	\$39.15	\$40.61	\$42.04	\$43.51	\$44.95	\$46.40	\$47.79	\$49.50
<b>17-Sep-23</b>		\$40.36	\$41.90	\$43.44	\$45.01	\$46.58	\$48.15	\$49.72	\$51.29	\$52.86
<b>1-Jun-24</b>	2%	\$41.17	\$42.74	\$44.31	\$45.91	\$47.51	\$49.11	\$50.71	\$52.32	\$53.92

<b>LISCENCED PRACTICAL NURSES</b>										
	<b>% increase</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Year 4</b>	<b>Year 5</b>	<b>Year 6</b>	<b>Year 7</b>	<b>Year 8</b>	<b>Year 9</b>
<b>1-Jun-23</b>	2%	\$29.58	\$30.45	\$31.37	\$31.85	\$32.35	\$32.84	\$33.33	\$33.82	\$34.31
<b>17-Sep-23</b>		\$32.04	\$32.95	\$33.65	\$34.60	\$35.55	\$36.50	\$37.45	\$38.40	\$39.35
<b>1-Jun-24</b>	2%	\$32.68	\$33.61	\$34.32	\$35.29	\$36.26	\$37.23	\$38.20	\$39.17	\$40.14

<b>REGISTERED HEALTH CARE ASSISTANTS</b>						
	<b>% increase</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	
<b>1-Jun-23</b>	2%	\$24.21	\$24.96	\$25.73	\$26.48	
<b>17-Sep-23</b>		\$26.28	\$27.11	\$27.95	\$28.74	
<b>1-Jun-24</b>	2%	\$26.81	\$27.65	\$28.51	\$29.31	

<b>HOUSEKEEPER</b>					
	<b>% increase</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
<b>1-Jun-23</b>	2%	\$19.60	\$20.07	\$20.79	\$21.49
<b>17-Sep-23</b>		\$21.55	\$21.85	\$22.62	\$23.38
<b>1-Jun-24</b>	2%	\$21.98	\$22.29	\$23.07	\$23.85

<b>COOK</b>					
	<b>% increase</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
<b>1-Jun-23</b>	2%	\$22.57	\$23.31	\$24.08	\$24.81
<b>17-Sep-23</b>		\$24.51	\$25.33	\$26.18	\$26.94
<b>1-Jun-24</b>	2%	\$25.00	\$25.84	\$26.70	\$27.48

**SOCIAL WORKER AND GRIEF AND BEREAVEMENT COUNSELLOR**

	<b>% increase</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
<b>1-Jun-23</b>	2%	\$34.91	\$35.67	\$35.99	\$37.14
<b>17-Sep-23</b>		\$34.91	\$35.67	\$35.99	\$37.14
<b>1-Jun-24</b>	2%	\$35.61	\$36.38	\$36.71	\$37.88

**MAINTENANCE**

	<b>% increase</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>
<b>1-Jun-23</b>	2%	\$21.74	\$22.48	\$23.23	\$23.98
<b>17-Sep-23</b>		\$23.63	\$24.45	\$25.25	\$26.06
<b>1-Jun-24</b>	2%	\$24.10	\$24.94	\$25.76	\$26.58