

CONTRACT INTERPRETATION

NURSES' BARGAINING ASSOCIATION (NBA)

Are you getting paid properly? Check your paystub

Did you know that nurses are entitled to several different premiums and allowances? It's important to understand your wages and that you know you are getting paid properly. Remember to check your pay stub!

HOURLY PREMIUMS		
Evening Shift Premium - Article 28.01	\$1.40/hr. effective April 1, 2023	An evening shift premium is paid for the entire shift when more than one-half of the hours worked fall between 15:30 - 23:30. Nurses who work an extended hour shift rotation shall only be paid the evening shift premium for all hours worked between 15:30 - 23:30
Night Shift Premium - Article 28.01	\$5.00/hr. effective April 1, 2023	A night shift premium is paid for the entire shift when more than one-half of the hours worked fall between 23:30 - 07:30. Nurses who work an extended hour shift rotation shall only be paid the night shift premium for all hours worked between 23:30 - 07:30.
Weekend Shift Premium - Article 28.02	\$3.50/hr. effective April 1, 2023	The weekend premium is paid for each hour worked between 23:00 Friday and 23:00 Sunday. This premium does not apply to certain members under NBA Article 25.07(H) Flexible Work Schedules.
Super Shift Premium - Article 28.03	\$1.85/hr. effective April 1, 2023	The super shift premium is paid to nurses who work Friday and Saturday nights, typically the most difficult to fill shifts, and is paid on all hours worked between: (a) 23:30 Friday - 07:30 Saturday; and (b) 23:30 Saturday - 07:30 Sunday.
Short Notice Premium - Article 28.04	\$2.00/hr.	The short notice premium is paid to incentivize nurses to pick-up short-call straight-time vacancies within 24 hours prior to the commencement of the shift on all hours worked.
Regular Premium - Article 28.05	\$2.15/hr. effective April 1, 2023	The regular premium is paid out on all straight-time hours worked by regular employees (excluding overtime) to incentivize nurses taking regular positions.
OR/PAR/ER/ICU/CCU Premium - Article 28.06	\$2.00/hr. effective April 1, 2023	This premium is paid out on all hours worked by regular employees working in OR/PAR/ER/ICU/CCU.
On-Call Premium - Article 29.03(a)	\$7.00 - \$7.50/hr. effective April 1, 2023	A nurse that is designated as on-call shall be paid a premium of \$7.00 per hour for the first seventy-two (72) hours on-call in a calendar month. They shall then receive a rate of \$7.50 per hour for all on-call hours beyond 72 hours within the calendar month.

CONTRACT INTERPRETATION

NURSES' BARGAINING ASSOCIATION (NBA) CHECK YOUR PAYSTUB *continued*

HOURLY PREMIUMS (con't)		
Responsibility Pay - Article 30	\$2.50 /hr. effective April 1, 2023 or a daily rate of \$18.75 per shift effective April 1, 2023	<p>Responsibility pay is normally paid to level 3 nurses who have been placed in a position for two or more hours in which they have the:</p> <p>(a) duty and responsibility to supervise or direct the performance of the activities that go on in the particular ward or unit;</p> <p>(b) to see that matters are organized and carried out as they should be; and</p> <p>(c) to make effective operational decisions about the manner and timing of those activities</p> <p>Level 1 Nurses may be designated or assigned “in charge” duties by the Employer or designate, in accordance with NBA Article 30.</p> <p>To be entitled to responsibility pay, the in-charge duties usually need to be “over and above” what a Level 1/3 nurse would normally do in the context of their job description.</p> <p>Members cannot receive both premiums referenced on any given shift.</p>
Preceptor Premium - Appendix GG	\$1.50 /hr. effective 120 days post ratification	<p>A preceptor is a nurse designated by the Employer based on educational and regulatory requirements to provide supervision for a Preceptee (the “Preceptor”).</p> <p>The preceptor premium is paid to nurses for the length of the entire shift they are designated a preceptor.</p>
CASUAL PAY		
CASUAL PAY	Casual employees receive an additional 13% on top of their straight time pay, excluding any premiums, in lieu of vacation and statutory holidays. To check to see if you are being paid correctly look at your earnings for straight time hours and multiply this number by 0.13. This should equal the same amount as the casual pay line on your paystub.	
MONTHLY ALLOWANCES		
Isolation Allowance - Article 54	Lump-sum of \$150 per month effective April 1, 2023	<p>Nurses are eligible for this allowance if they work in one of the communities identified in Article 54.</p> <p>This allowance is pro-rated for Part-Time & Casual nurses.</p>
Business Allowance - Article 57.06	Lump-sum of \$150 per month effective April 1, 2023	<p>All regular nurses employed in community-based services will receive the monthly business allowance.</p> <p>“Community-based services” does not include clinic type services which are aligned with acute care services such as hospital outpatient clinics.</p>

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NURSES' BARGAINING ASSOCIATION (NBA) CHECK YOUR PAYSTUB *continued*

MILEAGE		
Call-Back Travel Allowance – Article 29.06	\$0.68/km (as of 2023 CRA guidelines)	<p>This Article applies to all nurses called back to a worksite, office, or client's home.</p> <p>The mileage rates are equivalent to the latest reasonable allowance rates set by the Canada Revenue Agency.</p> <p>Nurses should receive a minimum of \$2.00 for each round trip.</p>
Use of Personal Vehicle on Employer's Business – Article 57.02	\$0.68/km (as of 2023 CRA guidelines)	<p>Nurses who are required to use their own vehicles in the ordinary course of performing their work duties shall receive a mileage allowance for all business-related mileage at the automobile allowance rate set by the Canada Revenue Agency.</p> <p>Use of a nurses' personal vehicle is voluntary when it is not normally required as part of their duties.</p>
QUALIFICATION DIFFERENTIALS		
Special Clinical Preparation – Article 53.01	\$50/month	<p>To receive the special clinical preparation differential, nurses must have successfully completed a course and received a certificate or diploma from an accredited hospital, college, university, or institute.</p> <p>Please refer to the Contract Interpretation Manual for more information regarding eligibility.</p>
CHA/CNA and BCIT Courses – Article 53.02	\$25/month	<p>To qualify for payment of this differential, regular employees need to have completed one of the following programs: 1) The CHA/CAN Nursing Unit Administration Course; 2) The CHA Hospital Department Management Course; or 3) The BCIT certificate program in Health Care Management; and employed in a capacity to use the courses.</p>
Registered Psychiatric Nurse – Article 53.03	\$50/month	<p>Nurses who acquire and maintain both registrations as a Registered Nurse and a Registered Psychiatric Nurse are eligible to receive payment.</p>
University Preparation – Article 53.04	\$25/month	<p>This differential is only applicable to employees hired prior to the first pay period after April 1, 2016.</p> <p>Nurses who have passed an accredited one-year university course in nursing can receive a differential under this provision.</p>

CONTRACT INTERPRETATION

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QUALIFICATION DIFFERENTIALS (con't)		
Baccalaureate Degree - Article 53.05	\$100/month	This differential is only applicable to employees hired prior to the first pay period after April 1, 2016. Nurses who have successfully completed a bachelor's degree in nursing can receive a differential under this provision.
Master's Degree - Article 53.06	\$125/month	Nurses who complete a master's degree in nursing, master's degree in psychology, or a master's degree in another approved area of study will be eligible for this differential.
<p>ADDITIONAL NOTES FOR QUALIFICATION DIFFERENTIALS</p> <ol style="list-style-type: none"> Only regular nurses can receive a qualification differential; it does not apply to casuals. Nurses must provide proof of the qualifications listed in Article 53.04, 53.05, and 53.06 from an accredited Canadian post-secondary institution or equivalent. Eligible nurses may not qualify for more than one payment under Articles 53.02, 53.04, 53.05, and 53.06. Dual registered RN/RPN are not required to be employed within Psychiatry to receive this differential. Most Employers will combine multiple qualification differential into the same item on your paystub line, paid it out on a prorated basis. For example, someone receiving the special clinical preparation and BSN differentials is entitled to \$150 per month, or \$1,800 per year. The Employer will take the total combined yearly amount and divide it by 1950 hours per year to come up with an hourly amount that is then times by all regular hours paid in the pay period (inclusive of regular, statutory holidays, vacation and any other paid leaves). 		