



NBA BARGAINING

MAKE HEALTH CARE BETTER



**BC NURSES'
UNION**

Standing up for health care

Special Wage Rate Schedules for Pine Free Clinic Nurses

Effective April 1, 2022

	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Monthly Rate	6479	6733	6985	7234	7490	7732	7973	8190	8464
Hourly Rate	39.87	41.43	42.98	44.52	46.09	47.58	49.06	50.40	52.09

Effective April 1, 2023

	Increment First Year	Increment Second Year	Increment Third Year	Increment Fourth Year	Increment Fifth Year	Increment Sixth Year	Increment Seventh Year	Increment Eighth Year	Increment Ninth Year	Increment Tenth Year
Monthly Rate	6,916.00	7,187.00	7,456.00	7,710.63	7,965.75	8,220.88	8,476.00	8,731.13	8,986.25	9,241.38
Hourly Rate	42.56	44.23	45.88	47.45	49.02	50.59	52.16	53.73	55.30	56.87
Recognition Pay										
15 Years/29,250 Hours	6,997.25	7,268.63	7,536.75	7,791.88	8,047.00	8,302.13	8,557.25	8,812.38	9,067.50	9,322.63
	43.06	44.73	46.38	47.95	49.52	51.09	52.66	54.23	55.80	57.37
20 Years/39,000 Hours	7,119.13	7,390.50	7,658.63	7,913.75	8,168.88	8,424.00	8,679.13	8,934.25	9,189.38	9,444.50
	43.81	45.48	47.13	48.70	50.27	51.84	53.41	54.98	56.55	58.12
25 Years/48,750 Hours	7,281.63	7,553.00	7,821.13	8,076.25	8,331.38	8,586.50	8,841.63	9,096.75	9,351.88	9,607.00
	44.81	46.48	48.13	49.70	51.27	52.84	54.41	55.98	57.55	59.12
30 Years/58,500 Hours	7,484.75	7,756.13	8,024.25	8,279.38	8,534.50	8,789.63	9,044.75	9,299.88	9,555.00	9,810.13
	46.06	47.73	49.38	50.95	52.52	54.09	55.66	57.23	58.80	60.37

Special Wage Rate Schedules for Pine Free Clinic Nurses

Effective April 1, 2024 (2.0% GWI & 1.0% COLA)

	Increment First Year	Increment Second Year	Increment Third Year	Increment Fourth Year	Increment Fifth Year	Increment Sixth Year	Increment Seventh Year	Increment Eighth Year	Increment Ninth Year	Increment Tenth Year
Monthly Rate	7,123.00	7,403.00	7,680.00	7,942.00	8,205.00	8,468.00	8,730.00	8,993.00	9,256.00	9,519.00
Hourly Rate	43.83	45.56	47.26	48.87	50.49	52.11	53.72	55.34	56.96	58.58
Recognition Pay										
15 Years/29,250 Hours	7,206.88	7,488.00	7,764.25	8,025.88	8,289.13	8,552.38	8,814.00	9,077.25	9,340.50	9,603.75
	44.35	46.08	47.78	49.39	51.01	52.63	54.24	55.86	57.48	59.10
20 Years/39,000 Hours	7,332.00	7,613.13	7,889.38	8,151.00	8,414.25	8,677.50	8,939.13	9,202.38	9,465.63	9,728.88
	45.12	46.85	48.55	50.16	51.78	53.40	55.01	56.63	58.25	59.87
25 Years/48,750 Hours	7,499.38	7,780.50	8,056.75	8,318.38	8,581.63	8,844.88	9,106.50	9,369.75	9,633.00	9,896.25
	46.15	47.88	49.58	51.19	52.81	54.43	56.04	57.66	59.28	60.90
30 Years/58,500 Hours	7,709.00	7,990.13	8,266.38	8,528.00	8,791.25	9,054.50	9,316.13	9,579.38	9,842.63	10,105.88
	47.44	49.17	50.87	52.48	54.10	55.72	57.33	58.95	60.57	62.19