



NBA BARGAINING

MAKE HEALTH CARE BETTER

Shift premiums are not included in the wages outlined below; they will be paid on top of these rates.

Effective April 1, 2022

	First Year	Second Year	Third Year	Fourth Year	Fifth Year	Sixth Year	Seventh Year	Eighth Year	Ninth Year
Level 1 (LPN)	4854	4993	5100	5179	5259	5338	5417	5496	5576
	29.87	30.73	31.38	31.87	32.36	32.85	33.34	33.82	34.31
Level 2 (LPN)	5054	5199	5312	5395	5478	5560	5643	5725	5808
	31.10	31.99	32.69	33.20	33.71	34.22	34.73	35.23	35.74
Level 3 (RN/RPN)*	6121	6355	6589	6822	7057	7291	7525	7747	8024
	37.67	39.11	40.55	41.98	43.43	44.87	46.31	47.67	49.38
Level 4 (RN/RPN)	7271	7401	7562	7753	7985	8172	8407	8634	8903
	44.74	45.54	46.54	47.71	49.14	50.29	51.74	53.13	54.79
Level 5 (RN/RPN)	7742	7796	7945	8150	8395	8591	8826	9048	9323
	47.64	47.98	48.89	50.15	51.66	52.87	54.31	55.68	57.37
Level 6 (RN/RPN)	8056	8122	8270	8477	8731	8937	9179	9399	9668
	49.58	49.98	50.89	52.17	53.73	55.00	56.49	57.84	59.50

**Includes Licensed Graduate nurses, which are defined by the College of Registered Nurses of British Columbia as "nurses granted LGN registration in B.C. prior to Oct. 1, 1990. An LGN registrant may perform or provide services as they are a registered nurse registrant."*



NBA BARGAINING

MAKE HEALTH CARE BETTER

Shift premiums are not included in the wages outlined below; they will be paid on top of these rates.

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
Level 1 (LPN)	5,182.00	5,330.00	5,444.00	5,598.13	5,752.50	5,906.88	6,061.25	6,215.63	6,370.00	6,524.38
	31.89	32.80	33.50	34.45	35.40	36.35	37.30	38.25	39.20	40.15
Recognition Pay										
15 Years/29,250 Hours	5,263.38	5,411.25	5,525.00	5,679.38	5,833.75	5,988.13	6,142.50	6,296.88	6,451.25	6,605.63
	32.39	33.30	34.00	34.95	35.90	36.85	37.80	38.75	39.70	40.65
20 Years/39,000 Hours	5,385.25	5,533.13	5,646.88	5,801.25	5,955.63	6,110.00	6,264.38	6,418.75	6,573.13	6,727.50
	33.14	34.05	34.75	35.70	36.65	37.60	38.55	39.50	40.45	41.40
25 Years/48,750 Hours	5,547.75	5,695.63	5,809.38	5,963.75	6,118.13	6,272.50	6,426.88	6,581.25	6,735.63	6,890.00
	34.14	35.05	35.75	36.70	37.65	38.60	39.55	40.50	41.45	42.40
30 Years/58,500 Hours	5,750.88	5,898.75	6,012.50	6,166.88	6,321.25	6,475.63	6,630.00	6,784.38	6,938.75	7,093.13
	35.39	36.30	37.00	37.95	38.90	39.85	40.80	41.75	42.70	43.65
Level 2 (LPN)	5,395.00	5,550.00	5,671.00	5,825.63	5,980.00	6,134.38	6,288.75	6,443.13	6,597.50	6,751.88
	33.20	34.15	34.90	35.85	36.80	37.75	38.70	39.65	40.60	41.55
Recognition Pay										
15 Years/29,250 Hours	5,476.25	5,630.63	5,752.50	5,906.88	6,061.25	6,215.63	6,370.00	6,524.38	6,678.75	6,833.13
	33.70	34.65	35.40	36.35	37.30	38.25	39.20	40.15	41.10	42.05
20 Years/39,000 Hours	5,598.13	5,752.50	5,874.38	6,028.75	6,183.13	6,337.50	6,491.88	6,646.25	6,800.63	6,955.00
	34.45	35.40	36.15	37.10	38.05	39.00	39.95	40.90	41.85	42.80
25 Years/48,750 Hours	5,760.63	5,915.00	6,036.88	6,191.25	6,345.63	6,500.00	6,654.38	6,808.75	6,963.13	7,117.50
	35.45	36.40	37.15	38.10	39.05	40.00	40.95	41.90	42.85	43.80
30 Years/58,500 Hours	5,963.75	6,118.13	6,240.00	6,394.38	6,548.75	6,703.13	6,857.50	7,011.88	7,166.25	7,320.63
	36.70	37.65	38.40	39.35	40.30	41.25	42.20	43.15	44.10	45.05



NBA BARGAINING

MAKE HEALTH CARE BETTER



Shift premiums are not included in the wages outlined below; they will be paid on top of these rates.

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
Level 3 (RN/RPN)*	6,534.00	6,784.00	7,034.00	7,289.75	7,544.88	7,800.00	8,055.13	8,310.25	8,565.38	8,820.50
	40.21	41.75	43.29	44.86	46.43	48.00	49.57	51.14	52.71	54.28
Recognition Pay 15 Years/29,250 Hours	6,615.38	6,865.63	7,115.88	7,371.00	7,626.13	7,881.25	8,136.38	8,391.50	8,646.63	8,901.75
	40.71	42.25	43.79	45.36	46.93	48.50	50.07	51.64	53.21	54.78
20 Years/39,000 Hours	6,737.25	6,987.50	7,237.75	7,492.88	7,748.00	8,003.13	8,258.25	8,513.38	8,768.50	9,023.63
	41.46	43.00	44.54	46.11	47.68	49.25	50.82	52.39	53.96	55.53
25 Years/48,750 Hours	6,899.75	7,150.00	7,400.25	7,655.38	7,910.50	8,165.63	8,420.75	8,675.88	8,931.00	9,186.13
	42.46	44.00	45.54	47.11	48.68	50.25	51.82	53.39	54.96	56.53
30 Years/58,500 Hours	7,102.88	7,353.13	7,603.38	7,858.50	8,113.63	8,368.75	8,623.88	8,879.00	9,134.13	9,389.25
	43.71	45.25	46.79	48.36	49.93	51.50	53.07	54.64	56.21	57.78
Level 4 (RN/RPN)	7,762.00	8,006.38	8,250.13	8,502.00	8,753.88	9,005.75	9,257.63	9,509.50	9,761.38	10,013.25
	47.77	49.27	50.77	52.32	53.87	55.42	56.97	58.52	60.07	61.62
Recognition Pay 15 Years/29,250 Hours	7,843.88	8,087.63	8,331.38	8,583.25	8,835.13	9,087.00	9,338.88	9,590.75	9,842.63	10,094.50
	48.27	49.77	51.27	52.82	54.37	55.92	57.47	59.02	60.57	62.12
20 Years/39,000 Hours	7,965.75	8,209.50	8,453.25	8,705.13	8,957.00	9,208.88	9,460.75	9,712.63	9,964.50	10,216.38
	49.02	50.52	52.02	53.57	55.12	56.67	58.22	59.77	61.32	62.87
25 Years/48,750 Hours	8,128.25	8,372.00	8,615.75	8,867.63	9,119.50	9,371.38	9,623.25	9,875.13	10,127.00	10,378.88
	50.02	51.52	53.02	54.57	56.12	57.67	59.22	60.77	62.32	63.87
30 Years/58,500 Hours	8,331.38	8,575.13	8,818.88	9,070.75	9,322.63	9,574.50	9,826.38	10,078.25	10,330.13	10,582.00
	51.27	52.77	54.27	55.82	57.37	58.92	60.47	62.02	63.57	65.12

**Includes Licensed Graduate nurses, which are defined by the College of Registered Nurses of British Columbia as "nurses granted LGN registration in B.C. prior to Oct. 1, 1990. An LGN registrant may perform or provide services as they are a registered nurse registrant."*



NBA BARGAINING

MAKE HEALTH CARE BETTER

Shift premiums are not included in the wages outlined below; they will be paid on top of these rates.

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
Level 5 (RN/RPN)	8,265.00	8,508.50	8,752.25	9,004.13	9,256.00	9,507.88	9,759.75	10,011.63	10,263.50	10,515.38
	50.86	52.36	53.86	55.41	56.96	58.51	60.06	61.61	63.16	64.71
Recognition Pay										
15 Years/29,250 Hours	8,346.00	8,589.75	8,833.50	9,085.38	9,337.25	9,589.13	9,841.00	10,092.88	10,344.75	10,596.63
	51.36	52.86	54.36	55.91	57.46	59.01	60.56	62.11	63.66	65.21
20 Years/39,000 Hours	8,467.88	8,711.63	8,955.38	9,207.25	9,459.13	9,711.00	9,962.88	10,214.75	10,466.63	10,718.50
	52.11	53.61	55.11	56.66	58.21	59.76	61.31	62.86	64.41	65.96
25 Years/48,750 Hours	8,630.38	8,874.13	9,117.88	9,369.75	9,621.63	9,873.50	10,125.38	10,377.25	10,629.13	10,881.00
	53.11	54.61	56.11	57.66	59.21	60.76	62.31	63.86	65.41	66.96
30 Years/58,500 Hours	8,833.50	9,077.25	9,321.00	9,572.88	9,824.75	10,076.63	10,328.50	10,580.38	10,832.25	11,084.13
	54.36	55.86	57.36	58.91	60.46	62.01	63.56	65.11	66.66	68.21
Level 6 (RN/RPN)	8,600.00	8,843.25	9,087.00	9,338.88	9,590.75	9,842.63	10,094.50	10,346.38	10,598.25	10,850.13
	52.92	54.42	55.92	57.47	59.02	60.57	62.12	63.67	65.22	66.77
Recognition Pay										
15 Years/29,250 Hours	8,680.75	8,924.50	9,168.25	9,420.13	9,672.00	9,923.88	10,175.75	10,427.63	10,679.50	10,931.38
	53.42	54.92	56.42	57.97	59.52	61.07	62.62	64.17	65.72	67.27
20 Years/39,000 Hours	8,802.63	9,046.38	9,290.13	9,542.00	9,793.88	10,045.75	10,297.63	10,549.50	10,801.38	11,053.25
	54.17	55.67	57.17	58.72	60.27	61.82	63.37	64.92	66.47	68.02
25 Years/48,750 Hours	8,965.13	9,208.88	9,452.63	9,704.50	9,956.38	10,208.25	10,460.13	10,712.00	10,963.88	11,215.75
	55.17	56.67	58.17	59.72	61.27	62.82	64.37	65.92	67.47	69.02
30 Years/58,500 Hours	9,168.25	9,412.00	9,655.75	9,907.63	10,159.50	10,411.38	10,663.25	10,915.13	11,167.00	11,418.88
	56.42	57.92	59.42	60.97	62.52	64.07	65.62	67.17	68.72	70.27



NBA BARGAINING

MAKE HEALTH CARE BETTER



BC NURSES' UNION

Standing up for health care

Shift premiums are not included in the wages outlined below; they will be paid on top of these rates.

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
Level 1 (LPN)	5,337.00	5,490.00	5,607.00	5,766.00	5,925.00	6,084.00	6,243.00	6,402.00	6,561.00	6,720.00
	32.84	33.78	34.50	35.48	36.46	37.44	38.42	39.40	40.38	41.35
Recognition Pay										
15 Years/29,250 Hours	5,421.00	5,573.75	5,690.75	5,850.00	6,009.25	6,168.50	6,327.75	6,487.00	6,646.25	6,803.88
	33.36	34.30	35.02	36.00	36.98	37.96	38.94	39.92	40.90	41.87
20 Years/39,000 Hours	5,546.13	5,698.88	5,815.88	5,975.13	6,134.38	6,293.63	6,452.88	6,612.13	6,771.38	6,929.00
	34.13	35.07	35.79	36.77	37.75	38.73	39.71	40.69	41.67	42.64
25 Years/48,750 Hours	5,713.50	5,866.25	5,983.25	6,142.50	6,301.75	6,461.00	6,620.25	6,779.50	6,938.75	7,096.38
	35.16	36.10	36.82	37.80	38.78	39.76	40.74	41.72	42.70	43.67
30 Years/58,500 Hours	5,923.13	6,075.88	6,192.88	6,352.13	6,511.38	6,670.63	6,829.88	6,989.13	7,148.38	7,306.00
	36.45	37.39	38.11	39.09	40.07	41.05	42.03	43.01	43.99	44.96
Level 2 (LPN)	5,557.00	5,717.00	5,841.00	6,000.00	6,159.00	6,318.00	6,477.00	6,636.00	6,795.00	6,954.00
	34.20	35.18	35.94	36.92	37.90	38.88	39.86	40.84	41.82	42.79
Recognition Pay										
15 Years/29,250 Hours	5,642.00	5,801.25	5,924.75	6,084.00	6,243.25	6,402.50	6,561.75	6,721.00	6,880.25	7,037.88
	34.72	35.70	36.46	37.44	38.42	39.40	40.38	41.36	42.34	43.31
20 Years/39,000 Hours	5,767.13	5,926.38	6,049.88	6,209.13	6,368.38	6,527.63	6,686.88	6,846.13	7,005.38	7,163.00
	35.49	36.47	37.23	38.21	39.19	40.17	41.15	42.13	43.11	44.08
25 Years/48,750 Hours	5,934.50	6,093.75	6,217.25	6,376.50	6,535.75	6,695.00	6,854.25	7,013.50	7,172.75	7,330.38
	36.52	37.50	38.26	39.24	40.22	41.20	42.18	43.16	44.14	45.11
30 Years/58,500 Hours	6,144.13	6,303.38	6,426.88	6,586.13	6,745.38	6,904.63	7,063.88	7,223.13	7,382.38	7,540.00
	37.81	38.79	39.55	40.53	41.51	42.49	43.47	44.45	45.43	46.40



NBA BARGAINING

MAKE HEALTH CARE BETTER



BC NURSES' UNION

Standing up for health care

Shift premiums are not included in the wages outlined below; they will be paid on top of these rates.

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
Level 3 (RN/RPN)*	6,730.00	6,988.00	7,245.00	7,508.00	7,771.00	8,034.00	8,297.00	8,560.00	8,822.00	9,085.00
	41.42	43.00	44.58	46.20	47.82	49.44	51.06	52.68	54.29	55.91
Recognition Pay										
15 Years/29,250 Hours	6,815.25	7,072.00	7,328.75	7,592.00	7,855.25	8,118.50	8,381.75	8,645.00	8,906.63	9,169.88
	41.94	43.52	45.10	46.72	48.34	49.96	51.58	53.20	54.81	56.43
20 Years/39,000 Hours	6,940.38	7,197.13	7,453.88	7,717.13	7,980.38	8,243.63	8,506.88	8,770.13	9,031.75	9,295.00
	42.71	44.29	45.87	47.49	49.11	50.73	52.35	53.97	55.58	57.20
25 Years/48,750 Hours	7,107.75	7,364.50	7,621.25	7,884.50	8,147.75	8,411.00	8,674.25	8,937.50	9,199.13	9,462.38
	43.74	45.32	46.90	48.52	50.14	51.76	53.38	55.00	56.61	58.23
30 Years/58,500 Hours	7,317.38	7,574.13	7,830.88	8,094.13	8,357.38	8,620.63	8,883.88	9,147.13	9,408.75	9,672.00
	45.03	46.61	48.19	49.81	51.43	53.05	54.67	56.29	57.90	59.52
Level 4 (RN/RPN)	7,995.00	8,247.00	8,498.00	8,757.00	9,016.00	9,276.00	9,535.00	9,795.00	10,054.00	10,314.00
	49.20	50.75	52.30	53.89	55.48	57.08	58.68	60.28	61.87	63.47
Recognition Pay										
15 Years/29,250 Hours	8,079.50	8,331.38	8,583.25	8,841.63	9,100.00	9,360.00	9,620.00	9,880.00	10,138.38	10,398.38
	49.72	51.27	52.82	54.41	56.00	57.60	59.20	60.80	62.39	63.99
20 Years/39,000 Hours	8,204.63	8,456.50	8,708.38	8,966.75	9,225.13	9,485.13	9,745.13	10,005.13	10,263.50	10,523.50
	50.49	52.04	53.59	55.18	56.77	58.37	59.97	61.57	63.16	64.76
25 Years/48,750 Hours	8,372.00	8,623.88	8,875.75	9,134.13	9,392.50	9,652.50	9,912.50	10,172.50	10,430.88	10,690.88
	51.52	53.07	54.62	56.21	57.80	59.40	61.00	62.60	64.19	65.79
30 Years/58,500 Hours	8,581.63	8,833.50	9,085.38	9,343.75	9,602.13	9,862.13	10,122.13	10,382.13	10,640.50	10,900.50
	52.81	54.36	55.91	57.50	59.09	60.69	62.29	63.89	65.48	67.08

*Includes Licensed Graduate nurses, which are defined by the College of Registered Nurses of British Columbia as "nurses granted LGN registration in B.C. prior to Oct. 1, 1990. An LGN registrant may perform or provide services as they are a registered nurse registrant."



NBA BARGAINING

MAKE HEALTH CARE BETTER

Shift premiums are not included in the wages outlined below; they will be paid on top of these rates.

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
Level 5 (RN/RPN)	8,513.00	8,764.00	9,015.00	9,274.00	9,534.00	9,793.00	10,053.00	10,312.00	10,571.00	10,831.00
	52.39	53.93	55.48	57.07	58.67	60.26	61.86	63.46	65.05	66.65
Recognition Pay										
15 Years/29,250 Hours	8,597.88	8,848.13	9,100.00	9,358.38	9,618.38	9,876.75	10,136.75	10,396.75	10,655.13	10,915.13
	52.91	54.45	56.00	57.59	59.19	60.78	62.38	63.98	65.57	67.17
20 Years/39,000 Hours	8,723.00	8,973.25	9,225.13	9,483.50	9,743.50	10,001.88	10,261.88	10,521.88	10,780.25	11,040.25
	53.68	55.22	56.77	58.36	59.96	61.55	63.15	64.75	66.34	67.94
25 Years/48,750 Hours	8,890.38	9,140.63	9,392.50	9,650.88	9,910.88	10,169.25	10,429.25	10,689.25	10,947.63	11,207.63
	54.71	56.25	57.80	59.39	60.99	62.58	64.18	65.78	67.37	68.97
30 Years/58,500 Hours	9,100.00	9,350.25	9,602.13	9,860.50	10,120.50	10,378.88	10,638.88	10,898.88	11,157.25	11,417.25
	56.00	57.54	59.09	60.68	62.28	63.87	65.47	67.07	68.66	70.26
Level 6 (RN/RPN)										
	8,858.00	9,109.00	9,360.00	9,619.00	9,878.00	10,138.00	10,397.00	10,657.00	10,916.00	11,176.00
	54.51	56.06	57.60	59.19	60.79	62.39	63.98	65.58	67.18	68.78
Recognition Pay										
15 Years/29,250 Hours	8,942.38	9,194.25	9,444.50	9,702.88	9,962.88	10,222.88	10,481.25	10,741.25	11,001.25	11,261.25
	55.03	56.58	58.12	59.71	61.31	62.91	64.50	66.10	67.70	69.30
20 Years/39,000 Hours	9,067.50	9,319.38	9,569.63	9,828.00	10,088.00	10,348.00	10,606.38	10,866.38	11,126.38	11,386.38
	55.80	57.35	58.89	60.48	62.08	63.68	65.27	66.87	68.47	70.07
25 Years/48,750 Hours	9,234.88	9,486.75	9,737.00	9,995.38	10,255.38	10,515.38	10,773.75	11,033.75	11,293.75	11,553.75
	56.83	58.38	59.92	61.51	63.11	64.71	66.30	67.90	69.50	71.10
30 Years/58,500 Hours	9,444.50	9,696.38	9,946.63	10,205.00	10,465.00	10,725.00	10,983.38	11,243.38	11,503.38	11,763.38
	58.12	59.67	61.21	62.80	64.40	66.00	67.59	69.19	70.79	72.39