

November 2021

**CONTENTS**

Salary: Registered Nurse.....	4
Salary: Licensed Practical Nurse.....	5
Salary: Assistant Head Nurse/Supervisor.....	5
Salary: Head Nurse.....	6
Salary: Clinical Nurse Specialist.....	6
Salary: Nurse Practitioner.....	7
Salary: Graduate Nurse.....	7
Statutory and Paid Holidays.....	8
Overtime Rates.....	9
Wage Premiums.....	10
Position Premiums.....	11
Academic Allowances.....	11
Sick Leave.....	12
Vacation.....	13
Pension Benefits.....	14
Health Plan Benefits.....	15



# NURSE CONTRACTS IN CANADA



Canadian Federation of Nurses Unions



CANADIAN FEDERATION  
OF NURSES UNIONS  
LA FÉDÉRATION CANADIENNE  
DES SYNDICATS D'INFIRMIÈRES  
ET INFIRMIERS

## WE ARE CANADA'S NURSES

We represent close to 200,000 frontline care providers and nursing students working in hospitals, long-term care facilities, community health care and our homes. We speak to all levels of government, other health care stakeholders and the public about evidence-based policy options to improve patient care, working conditions and our public health care system.

### Member organizations



### Acknowledgement

From coast to coast to coast, we acknowledge the ancestral and unceded territory of all the Inuit, Métis and First Nations people that call this land home. The Canadian Federation of Nurses Unions is located on the traditional unceded territory of the Algonquin Anishnaabeg People. As settlers and visitors, we feel it's important to acknowledge the importance of these lands, which we each call home. We do this to reaffirm our commitment and responsibility in improving relationships between nations, to work towards healing the wounds of colonialism and to improving our own understanding of local Indigenous peoples and their cultures.

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# COMPARISON OF KEY NURSING CONTRACT PROVISIONS ACROSS CANADA

## Introduction

Salary is often taken as the sole measure of the worth of an agreement. However, this can be greatly misleading, as many other elements in a collective agreement can dramatically impact the quality of nursing work. Typically, nurses unions in Canada have one agreement that represents the majority of nurses in the province (the provincial standard for the membership). The values for the comparisons come from these agreements. Efforts have been made to ensure that similar provisions are compared. However, some items do not have comparable provisions.

Unless otherwise noted, all information is based on a seven-and-three-quarter-hour shift (shift lengths vary across the country), i.e. not a twelve-hour shift. It is understood that nurses across the country work shifts of varying length. For the purpose of this document, to give a relative overview of contract clauses and salaries, it is easiest to limit information to the one shift. Also, information has been gathered from collective agreements that best represents agreements.

Please be advised that this document is only intended as a guide. Copies of collective agreements are available on the websites of most unions.

### RATES EFFECTIVE AS OF NOVEMBER 1, 2021

A number of nurses' unions contracts have expired and are currently in negotiations.

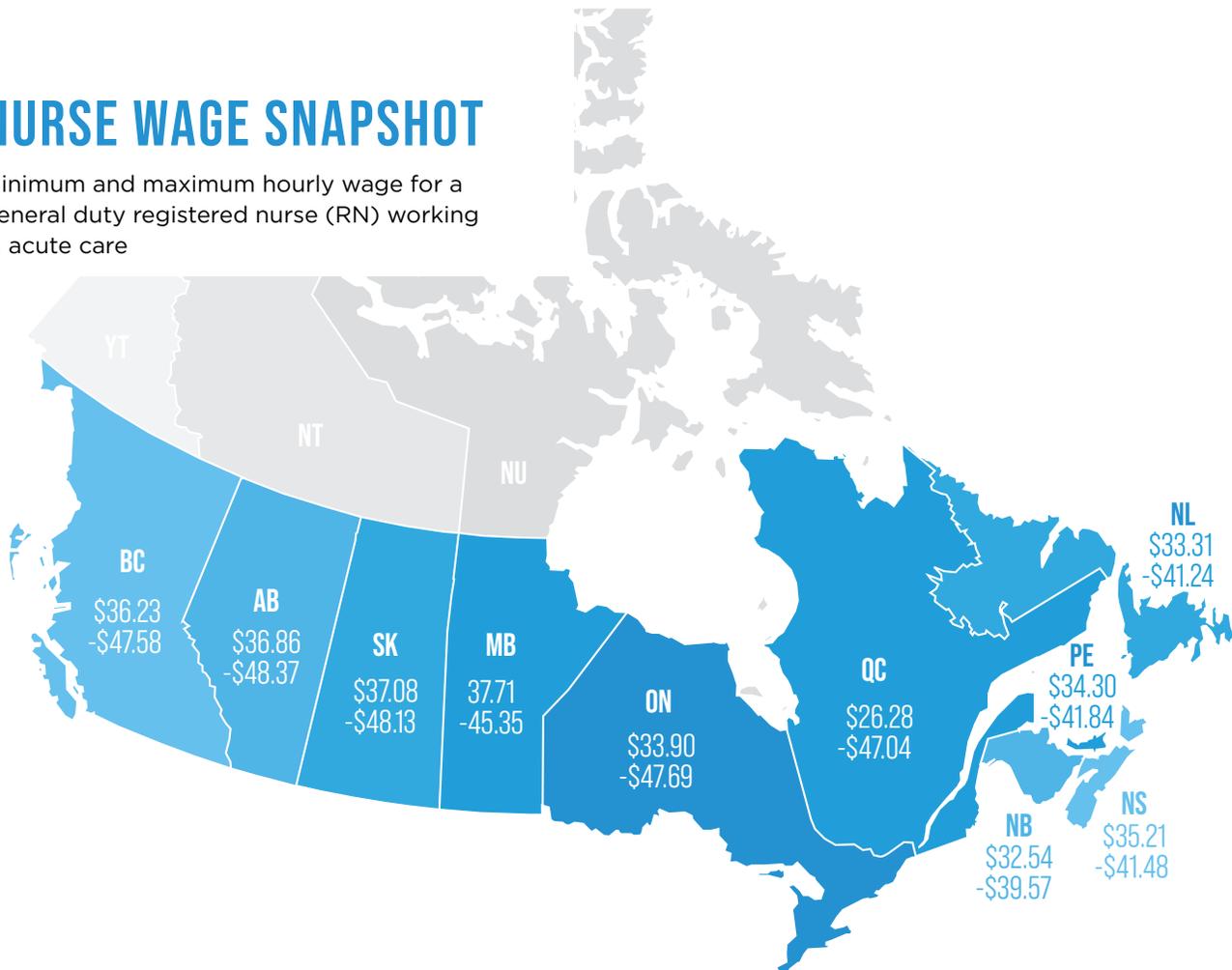


## SALARY: REGISTERED NURSE (GENERAL DUTY, ACUTE CARE)

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS	LONG SERVICE AWARD
	Min	Max	Min	Max				
BCNU (B.C.)	36.23	47.58	70,656.00	92,784.00	9	03/31/2022	1950.00	-
UNA (Alb.)	36.86	48.37	70,798.85	92,906.68	9	03/31/2020	1920.75	20 years - 2%
SUN (Sask.)	37.08	48.13	72,261.51	93,795.75	6	03/31/2024	1948.80	20 years - 2%
MNU (Man.)	37.71	45.35	75,985.65	91,386.30	6	03/31/2024	2015.00	20 years - 2%
ONA (Ont.)	33.90	47.69	66,105.00	92,995.50	8	03/31/2023	1950.00	25 years - 2%
FIQ (Que.) CEGEP	25.05	40.58	48,847.50	79,131.00	18	03/31/2023	1950.00	-
FIQ (Que.) BScN	26.28	47.04	51,246.00	91,786.50	18	03/31/2023	1950.00	-
NBNU (N.B.)	32.54	39.57	63,697.05	77,458.28	7	12/31/2018	1957.50	25 years - 3%
NSNU (N.S.)	35.21	41.48	68,661.00	80,895.00	6	10/31/2020	1950.00	25 years - 3%
PEINU (P.E.I.)	34.30	41.84	66,885.00	81,588.00	6	03/31/2021	1950.00	25 years - 3%
RNUNL (N.L.)	33.31	41.24	64,954.50	80,418.00	6	06/30/2022	1950.00	-

## NURSE WAGE SNAPSHOT

Minimum and maximum hourly wage for a general duty registered nurse (RN) working in acute care





## SALARY: LICENCED PRACTICAL NURSE

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS
	Min	Max	Min	Max			
<b>BCNU (B.C.)</b>	28.43	32.98	55,440.00	64,320.00	9	03/31/2022	1950.00
<b>AUPE - AHS (Alb.)</b>	26.45	34.63	53,501.74	70,047.83	8	03/31/2022	2022.75
<b>CUPE (Sask.)</b>	34.75	37.22	67,720.80	72,534.34	3	03/31/2022	1948.80
<b>MNU (Man.)</b>	28.87	36.35	58,167.00	73,241.22	7	03/31/2024	2015.00
<b>ONA (Ont.)<sup>1</sup></b>	26.81	30.10	52,279.50	58,695.00	6	03/31/2023	1950.00
<b>FIQ (Que.)</b>	23.50	31.69	45,852.00	51,795.50	12	03/31/2023	1950.00
<b>NSNU (N.S.)</b>	28.33	30.42	55,237.00	59,324.00	4	10/31/2020	1950.00
<b>CUPE (N.B.)</b>	25.98	27.96	50,661.00	54,522.00	3	06/30/2019	1950.00
<b>PEIUPSE (P.E.I.)</b>	24.52	26.69	47,814.00	52,045.50	3	03/31/2020	1950.00
<b>NAPE (N.L.)</b>	25.01	27.78	48,770.28	54,160.60	3	03/31/2022	1950.00

<sup>1</sup> Rates vary – rates shown from Strathroy Middlesex General Hospital



## SALARY: ASSISTANT HEAD NURSE/SUPERVISOR

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS
	Min	Max	Min	Max			
<b>BCNU (B.C.)</b>	43.09	52.82	84,024.00	102,996.00	9	03/31/2022	1950.00
<b>UNA (Alb.)</b>	38.09	50.67	73,161.37	97,324.40	9	03/31/2020	1920.75
<b>SUN (Sask.)</b>	40.41	50.40	78,751.01	98,219.52	6	03/31/2024	1948.80
<b>MNU (Man.)</b>	39.14	48.15	78,875.16	97,014.27	7	03/31/2024	2015.00
<b>ONA (Ont.)<sup>1</sup></b>	35.34	50.51	68,913.00	98,494.50	9	03/31/2023	1950.00
<b>FIQ (Que.)</b>	25.88	44.80	50,466.00	87,360.00	18	03/31/2023	1950.00
<b>NBNU (N.B.)</b>	36.71	44.66	71,859.83	87,421.95	6	12/31/2018	1957.50
<b>NSNU (N.S.)</b>	36.13	42.44	70,453.00	82,750.00	6	10/31/2020	1950.00
<b>PEINU (P.E.I.)</b>	34.84	43.52	67,938.00	84,864.00	6	03/31/2021	1950.00
<b>RNUNL (N.L.)</b>	-	-	-	-	-	-	-

<sup>1</sup> Rates vary – rates shown from Timmins and District Hospital



## SALARY: HEAD NURSE

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS
	Min	Max	Min	Max			
BCNU (B.C.)	45.90	55.32	89,496.00	107,880.00	9	03/31/2022	1950.00
UNA (Alb.)	40.34	54.11	77,483.06	103,931.78	9	03/31/2022	1920.75
SUN (Sask.)	44.05	53.96	85,844.64	105,157.25	5	03/31/2024	1948.80
MNU (Man.)	40.49	52.87	81,583.32	106,535.06	7	03/31/2024	2015.00
ONA (Ont.) <sup>1</sup>	36.65	51.07	71,467.50	99,586.50	9	03/31/2023	1950.00
FIQ (Que.)	-	-	-	-	-	-	-
NBNU (N.B.)	37.57	45.72	73,543.28	89,496.90	6	12/31/2018	1957.50
NSNU (N.S.)	37.05	43.39	72,246.00	84,606.00	6	10/31/2020	1950.00
PEINU (P.E.I.)	39.07	48.89	76,186.50	95,335.50	6	03/31/2021	1950.00
RNUNL (N.L.)	-	-	-	-	-	-	-

<sup>1</sup> Rates vary – rates shown from Haliburton Highland Health Services



## SALARY: CLINICAL NURSE SPECIALIST

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS
	Min	Max	Min	Max			
BCNU (B.C.)	47.77	57.38	93,156.00	111,888.00	9	03/31/2022	1950.00
UNA (Alb.)	42.33	56.80	81,305.35	109,098.60	9	03/31/2020	1920.75
SUN (Sask.)	44.05	53.96	85,844.64	105,157.25	5	03/31/2024	1948.80
MNU (Man.)	48.71	58.90	98,144.61	118,675.44	4	03/31/2024	2015.00
ONA (Ont.) <sup>1</sup>	48.81	56.14	95,179.50	109,473.00	7	03/31/2023	1950.00
FIQ (Que.)	27.50	51.84	53,625.00	101,088.00	18	03/31/2023	1950.00
NBNU (N.B.)	34.16	41.55	66,868.20	81,334.13	6	12/31/2018	1957.50
NSNU (N.S.)	41.39	47.44	80,717.00	92,516.00	5	10/31/2020	1950.00
PEINU (P.E.I.)	37.70	46.37	73,515.00	90,421.50	6	03/31/2021	1950.00
RNUNL (N.L.)	39.58	49.27	77,181.00	96,076.50	6	06/30/2022	1950.00

<sup>1</sup> Rates vary – rates shown from St. Joseph's Healthcare, Hamilton



## SALARY: NURSE PRACTITIONER

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS
	Min	Max	Min	Max			
BCNU (BC)	-	-	-	-	-	-	-
UNA (Alb.)	-	-	-	-	-	-	-
SUN (Sask.)	50.55	60.47	98,511.84	117,843.94	5	03/31/2024	1948.80
MNU (Man.)	48.71	58.90	98,144.61	118,675.44	4	03/31/2024	2015.00
ONA (Ont.) <sup>1</sup>	53.86	62.92	105,027.00	122,694.00	7	03/31/2023	1950.00
FIQ (Que.)	29.50	62.55	61,360.00	130,104.00	18	03/31/2023	2080.00
NBNU (N.B.)	42.91	52.21	83,996.33	102,201.08	6	12/31/2018	1957.50
NSNU (N.S.)	49.14	57.46	95,833.00	112,038.00	6	10/31/2020	1950.00
PEINU (P.E.I.)	51.08	57.82	99,606.00	112,749.00	6	03/31/2021	1950.00
RNUNL (N.L.)	43.14	53.49	84,123.00	104,305.50	6	06/30/2022	1950.00

<sup>1</sup> Rates vary – rates shown from St. Joseph's Healthcare, Hamilton



## SALARY: GRADUATE NURSE

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS
	Min	Max	Min	Max			
BCNU (B.C.)	36.23	47.58	70,656.00	92,784.00	9	03/31/2022	1950.00
UNA (Alb.)	33.72	41.19	64,767.69	79,115.70	9	03/31/2020	1920.75
SUN (Sask.)	32.01	32.01	62,381.09	62,381.09	1	03/31/2024	1948.80
MNU (Man.)	34.69	34.69	69,900.35	69,900.35	1	03/31/2024	2015.00
ONA (Ont.) <sup>1</sup>	32.26	44.82	62,907.00	87,399.00	9	03/31/2023	1950.00
FIQ (Que.)	22.80	22.80	44,460.00	44,460.00	1	03/31/2023	1950.00
NBNU (N.B.)	31.23	31.23	61,132.73	61,132.73	1	12/31/2018	1957.50
NSNU (N.S.)	31.29	31.29	61,012.00	61,012.00	1	10/31/2020	1950.00
PEINU (P.E.I.)	-	-	-	-	-	-	-
RNUNL (N.L.)	32.78	32.78	63,921.00	63,921.00	1	06/30/2022	1950.00

<sup>1</sup> Rates vary – rates shown from St. Joseph's Healthcare, Hamilton; no graduate rate grid anymore.



## STATUTORY AND PAID HOLIDAYS

UNION/PROVINCE	NAMED HOLIDAYS	RATE OF PAY FOR STATUTORY HOLIDAYS	SUPER STATS
<b>BCNU (B.C.)</b>	12	2 x basic rate Alternate day off	3 super stats per year 2.5 x basic rate Alternate day off
<b>UNA (Alb.)</b>	12	1.5 x basic rate Alternate day off Can opt for pay instead	2 x basic rate At least 1 of 2 days off Alternate day off Can opt for pay instead
<b>SUN (Sask.)</b>	12	1.5 x basic rate Alternate day off Provision to bank pay	1.5 x basic rate Alternate day off Equitable distribution of time off
<b>MNU (Man.)</b>	13	1.5 x basic rate Alternate day off Can opt for pay instead	No super stats 1.5 x basic rate At least 1 of 2 days off Alternate day off Can opt for pay instead
<b>ONA (Ont.)</b>	12	1.5 x basic rate Alternate day off Can opt for pay instead	1.5 x basic rate Alternate day off Can opt for pay instead
<b>FIQ (Que.)</b>	13	Basic rate Alternate day off	1.5 x basic rate Alternate day off
<b>NBNU (N.B.)</b>	12	1.5 x basic rate Alternate day off Can opt for pay instead	2 x basic rate At least 1 of 2 days off Alternate day off Can opt for pay instead
<b>NSNU (N.S.)</b>	12.5	1.5 x basic rate 2.33 x for overtime (2.5 x if called in with less than 72 hrs. notice) Alternate day off	1.5 x basic rate At least 1 of 2 days off Alternate day off
<b>PEINU (P.E.I.)</b>	12	1.5 x basic rate Alternate day off	2 x basic rate Alternate day off
<b>RNUNL (N.L.)</b>	9	1.5 x basic rate 2.5 x basic rate on day of rest Alternate day off Can opt for pay instead	1.5 basic rate 2.5 x basic rate on day of rest At least 1 of 2 days off Alternate day off Can opt for pay instead





## OVERTIME RATES

UNION/PROVINCE	ONE AND HALF TIMES	DOUBLE TIME	STATUTORY HOLIDAYS
<b>BCNU (B.C.)</b>	1, 2, 3, 5, 15	6, 8, 12, 13, 14	1.5 x the rate of pay of the stat. 2.0 x on regular stats (1.5 x 2) or 2.5 x on super stats (1.5 x 2.5, max 3.75 base rate)
<b>UNA (Alb.)</b>	-	1, 2, 3, 6, 7, 8, 9	2.5 x basic rate for stat 3.00 x basic for super stats Alternate day off Can opt for pay
<b>SUN (Sask.)</b>	-	1, 2, 4, 6, 8, 9	2 x basic rate for stat Alternate day off Can bank stat pay
<b>MNU (Man.)</b>	-	1, 2, 3, 4, 8, 9, 13 for full-time 1, 2 part-time 3, 4, 8, 9, 13 part-time when equivalent of full-time hours in two consecutive bi-weekly pay periods	2.5 x basic rate for stat 1 day is banked
<b>ONA (Ont.)</b>	1 (meal only), 2, 3 and 4 (averaged over the nursing schedule determined in local bargaining), 5, 6, 7, 8, 9	2 x basic rate beyond regular hours on paid holiday and on any shift that is paid at 1.5 x	2 x basic rate for stat
<b>FIQ (Que.)</b>	1, 2, 3, 8, 9	-	2 x basic rate for stat
<b>NBNU (N.B.)</b>	1, 2, 6, 8, 9	-	2.5 x basic rate for stat Alternate day off Can opt for pay
<b>NSNU (N.S.)</b>	1, 2, 4, 5, 6	Double if > than 4 hrs.	2.33 x basic rate for stat Alternate day off 2.5 x basic rate if called in with less than 72 hrs. notice
<b>PEINU (P.E.I.)</b>	1, 2, 4, 5, 6, 8, 11	-	1.5 x basic rate for stat Alternate day off On x'mas eve 17:00 to 24:00
<b>RNUNL (N.L.)</b>	1, 2, 3, 4, 6, 10	7, 8, 9	1.5 x basic rate for stat Alternate day off Can opt for pay 2.5 x basic rate if stat falls on day of rest

1 Missed meal/rest period

2 In excess of regular daily hours

3 In excess of regular weekly hours

4 In excess of regular biweekly hours

5 Shift overlap extends beyond 15 mins.; the entire period is considered overtime

6 Shift change without sufficient notice

7 After 7 consecutive shifts

8 On scheduled day off

9 On scheduled weekend off

10 For 12-hour shift, every consecutive shift after 7th consecutive paid at 1.5 x. For 8-hour shift, every consecutive shift after 4th paid at 1.5 x

11 Double shift > 7.5/11.5 hours at 1.5 x, >15 hours at 2 x

12 After 2 hours worked beyond regular shift

13 After the first normal shift in excess of weekly hours

14 RPT nurses who work more than 225 hours in a 6-week consecutive period; all hours over 225 are paid at 2 x OT rate

15 After 6 consecutive shifts of 7.5-8 hours in length or after 4 shifts greater than 8 hours in length



## WAGE PREMIUMS

UNION/ PROVINCE	NIGHTS (HOURLY)	EVENINGS (HOURLY)	WEEKENDS (HOURLY)	ON CALL (HOURLY)	CALL BACK	TRAVEL
<b>BCNU (B.C.)</b>	\$3.50 + \$1/hr. Fri. and Sat. nights from 23:00 to 7:00	\$0.70	\$2.30	\$5.75 (up to 72 hrs./ mth.) \$6.25 (>72 hrs./mth.)	2 x basic rate, min. 2 hrs. Telephone call back 1.5 x 30 min.	Mileage allowance at rates set by the Canada Revenue Agency
<b>UNA (Alb.)</b>	\$5.00	\$2.75	\$3.25	\$3.30 \$4.50 (stat. holidays) \$4.50 (rest days)	2 x basic rate, min. 3 hrs.	0.505 per km; \$130/mth. car allowance (part-time is prorated)
<b>SUN (Sask.)</b>	\$3.75	\$3.75	\$3.10	\$3.15 \$4.25 (stat. holidays, minimum 8 hrs.)	Overtime rate, min. 2 hrs.	0.4056 per km 0.4579 per km; min. \$4.50 \$185.00/mth car
<b>MNU (Man.)</b>	\$3.50	\$2.00	\$2.00	Basic pay, min. 2 hrs. Telephone/email consults min.15 min. at overtime rate	Overtime rate, min. 3 hrs.	Province of Manitoba mileage rates: min. \$4.00 max. \$30.00
<b>ONA (Ont.)</b>	\$2.88	\$2.25	\$2.80	\$3.45 \$5.05 (stat. holidays)	1.5 x basic rate, min. 4 hrs.	Greater of \$0.22 per km or hospital policy
<b>FIQ (Que.)</b>	Varies <sup>1</sup>  Additional 2% basic salary F/T position, or 2.5% if 70% F/T positions are reached in the establishment's 24/7 centers	4% of basic salary Additional 3% salary F/T position, or 4% if 70% F/T positions are reached in the establishment's 24/7 centers	4% of basic salary  8% basic salary full-time position	1 hr. straight time/ 8-hour shift	2 hours at 1.5 x basic rate; 1 hour travel allowance at regular rate	\$0.49 per km for the first 8,000 km, then \$0.44 (plus \$0.123 for gravel road)
<b>NBNU (N.B.)</b>	\$2.25	\$1.75	\$2.50	\$3.00	Overtime rate, min. 3 hrs.	-
<b>NSNU (N.S.)</b>	\$2.35	\$2.35	\$2.35	\$20.00, min. 8 hrs. \$40.00, min. 8 hrs. (stat. holidays)	Greater of O/T rate or min. 4 hrs. at basic rate	\$ 0.4415 per km
<b>PEINU (P.E.I.)</b>	\$3.00/hr. (if majority of shift)	\$3.00/hr. (if majority of shift)	\$3.00/hr. (if majority of shift)	\$3.35/hr. 7.5 hr. min. on stat. holidays	O/T rate, min. 3 hrs.; 2 x basic rate after 7.5 hrs.	Call backs paid min. \$6, max. \$20 or per km
<b>RNUNL (N.L.)</b>	\$2.30	\$2.30	\$2.55	\$30.60 per shift, min. 12 hrs. \$33.90 per shift, min. 12 hrs. (stat. holidays)	Overtime rate, min. 3 hrs.	\$0.315 per km \$85 per mth. (\$1200 min./yr. if car required)

<sup>1</sup> 0-5 years 11% of basic rate, 5-10 years 12% of basic rate, 10 years 14% of basic rate





## POSITION PREMIUMS

UNION/PROVINCE	IN-CHARGE (HOURLY)	TEAM LEADER PAY (HOURLY)	RESPONSIBILITY PAY (HOURLY)	PRECEPTOR (HOURLY)	MENTOR (HOURLY)	GENERAL PREMIUM (ALL MEMBERS)
BCNU (B.C.)	\$1.25	-	\$9.38 for 7.5-hour shift	-	-	
UNA (Alb.)	\$2.00	-	\$2.00	\$0.65	-	
SUN (Sask.)	\$2.00	-	Hourly rate plus min. 5.5%	\$0.65	-	
MNU (Man.)	-	-	\$1.00	-	\$0.70	
ONA (Ont.)	\$2.00	\$2.00	\$1.50	\$0.60	\$0.60	
FIQ (Que.)	\$14.73/shift	-	-	-	-	3.5% basic salary
NBNU (N.B.)	\$0.60	-	-	-	-	
NSNU (N.S.)	\$0.70 in absence of manager, 8% with on-duty manager	RN3 rate	\$0.93 if designated	-	-	
PEINU (P.E.I.)	Between RN1 and RN2: \$1.00 above hourly rate	RN2 rate	-	-	\$550 education credit	
RNUNL (N.L.)	\$0.85	\$0.85	\$0.65	-	-	



## ACADEMIC ALLOWANCES

UNION/PROVINCE	ADDITIONAL DIPLOMA	POST-GRAD 3-6 MONTHS	POST-GRAD 6 MONTHS+	1-YEAR COURSE	BSCN	MASTER'S DEGREE	PHD	CONTRACT EXPIRY	ANNUAL HOURS
BCNU (B.C.)	\$50/mth. <sup>1</sup>	-	-	\$25/mth. <sup>2</sup>	\$100/mth. <sup>3</sup>	\$125/mth.	-	03/31/2022	1950.00
UNA (Alb.) <sup>4</sup>	\$0.50/hr.	\$0.50/hr.	\$0.50/hr.	\$0.50/hr.	\$1.25/hr.	\$1.50/hr.	\$1.75/hr.	03/31/2020	1920.75
SUN (Sask.)	-	\$0.17/hr.	\$0.17/hr.	\$0.17/hr.	\$0.21 (A/B)/hr. \$0.45(C)/hr.	\$0.64/hr.	-	03/31/2024	1948.80
MNU (Man.)	\$0.298/hr.	\$0.298/hr.	\$0.298/hr.	\$0.298/hr.	\$0.596/hr.	\$0.893/hr. NP \$1.50/hr.	-	03/31/2024	2015.00
ONA (Ont.) <sup>5</sup>	-	\$15/mth.	\$15.00/mth.	\$40.00/mth.	\$80.00/mth.	\$120.00/mth.	-	03/31/2023	1950.00
FIQ (Que.) <sup>6</sup>	Varies	Varies	Varies	Varies	Varies	Varies	-	03/31/2023	
NBNU (N.B.)	-	-	-	-	-	-	-	-	-
NSNU (N.S.)	-	\$333/yr.	\$667/yr.	-	\$1445/yr.	\$1961/yr.	-	10/31/2020	1950.00
PEINU (P.E.I.)	-	-	-	-	-	-	-	-	-
RNUNL (N.L.)	-	\$300/yr	\$500/yr.	\$500/yr.	\$82/mth.	\$110/mth.	-	06/30/2022	1950.00

1 Special clinical preparation courses greater than 4 months in duration; employees with a Diploma in Advanced Psychiatric Nursing, and employees who maintain both an RN & RPN registration

2 Regular employees who complete a Nursing Unit Administration/Hospital Department Management course or Health Care Management program

3 If employed before April 1, 2016

4 If required by employer, can have 2 or more allowances

5 Provision exists only as a superior condition in certain hospitals

6 Varies - allowances are based on pay grade rather than flat figures (1.5% to 6% of salary)



## SICK LEAVE

UNION/PROVINCE	SICK DAYS (PER MONTH)	MAXIMUM (DAYS)	WORKERS' COMPENSATION TOP-UP	PART-TIME	CASUAL
<b>BCNU (B.C.)</b>	1.5	156	Paid regular net pay	Prorated as % of all paid hours	Only accrue in temporary positions
<b>UNA (Alb.)</b>	1.5	120; STD plan	Top up to regular rate of pay for one year; 1/10th of day deducted from sick time	WCB and LTD for 24 months Prorated as % of all paid hours	-
<b>SUN (Sask.)</b>	1.5	190; 18 per yr.; LTD plan after 119 days	Top up to regular rate of pay for one year; not deducted from sick time	As per full-time, based on equivalent hours worked	As per full-time, based on equivalent hours worked
<b>MNU (Man.)</b>	1.25	1.25 days per mth., accrual, rolled over	Top up 10%; must request in advance; deducted from sick leave (income protection credits)	As per full-time, based on equivalent hours worked	No sick bank
<b>ONA (Ont.)</b>	Covered by HOODIP (short-term sick leave plan)	STD plan covers first 75 days at various percentages of salary based on service; EI after 15 weeks; then LTD	Available if had sick leave bank provision under a collective agreement prior to 1981	Within % in lieu	Within % in lieu
<b>FIQ (Que.)</b>	0.8	The first 104 weeks, employer pays 80% of salary; then insurance plan pays the benefits (100% of the 80% paid by employer)	To 90% of net income; no deduction from sick leave	Between 4-6% in lieu	Between 4-6% in lieu
<b>NBNU (N.B.)</b>	1.5	240.00 18/year	-	Prorated	13% in lieu
<b>NSNU (N.S.)</b>	1.5	150	Top up to net salary deducted from sick leave credits	11.25 hours per 162.5 hours paid	Within % in lieu
<b>PEINU (P.E.I.)</b>	1.5	215	To 80% of net income for 37 weeks, 85% after that; no deduction from sick leave	Within % in lieu	Within % in lieu
<b>RNUNL (N.L.)</b>	7.5 hrs./162.5 hrs. of service; pre-Dec 2006 15 hrs./per 162.5 hrs.	1800 hrs./20 yrs.	-	Prorated to full-time	Within % in lieu

STD = short-term disability    LTD = long-term disability



## VACATION

UNION/PROVINCE	VACATION DAYS		MAX. YRS SERVICE	SUPPLEMENTARY	PART-TIME	CASUAL
	Min	Max				
<b>BCNU (BC)</b>	20	45	29	5 days at 25, 30, 35	Prorated as % of FTE <sup>1</sup>	
<b>UNA (Alb.)</b>	15	30	20	5 days at 25, 30, 35, 40, 45 yrs.	Prorated as a % of all paid hours: 6% (yr. 1); 8% (yr. 2-9); 10% (yr. 10-19); 12% (yr. 20+); WCB and LTD for 24 months	Pay in lieu of vacation/stat holidays: 12.6%
<b>SUN (Sask.)</b>	15	30	25	-	Movement up vacation ladder based on yrs. of service; paid vacation days based on FTE plus additional shifts	As per PT
<b>MNU (Man.)</b>	15	30	21	5 days at 25, 30, 35, 40, 45 yrs.	Same as FT. Vacation pay is based on percentage of FT hours worked.	6% of all hours paid at basic salary, incl. hours worked on recognized holidays in a bi-weekly pay period
<b>ONA (Ont.)<sup>1</sup></b>	15	35	25	-	Equivalent to FTE but based on a percentage of gross salary.	As per PT
<b>FIQ (Que.)</b>	20	25	25	1 day in each of 18, 20, 22, 24 yrs.	8% in lieu	8% in lieu
<b>NBNU (N.B.)</b>	15	25	20	-	Prorated	Pay in lieu of vacation/stat holidays: 13%
<b>NSNU (N.S.)</b>	15	30	25	-	Prorated	Pay in lieu of vacation/stat holidays: 11%
<b>PEINU (P.E.I.)</b>	15	31	25	1 day in each of 25, 30, 35, 40, 45 yrs	In accordance with hours worked	Pay in lieu of vacation/stat holidays: 12%
<b>RNUNL (N.L.)</b>	20	30	25	-	Movement up vacation ladder based on yrs. of service; paid vacation days based on FTE only; prorated	Pay in lieu of vacation/stat holidays: 20%

<sup>1</sup> Part-time nurses receive 4.6 % vacation pay for all hours worked above their FTE





## PENSION BENEFITS

UNION/PROVINCE	FULL-TIME	PART-TIME	CASUAL
<b>BCNU (B.C.)</b>	ER pays 1.18% of EE contributions % of EE salary 8.35%	As per full-time, can opt out; Only able to opt out on initial date of hire	Offered the ability to join plan following 2 years of continuous employment and 35% salary of YMPE; can opt out
<b>UNA (Alb.)</b>	ER pays 1% more than EE % of EE salary: up to YMPE 8.39% EE, >YMPE 12.84% EE	As per full-time	
<b>SUN (Sask.)</b>	ER pays 112% of EE contributions % of EE salary: up to YMPE 8.1%, > YMPE 10.7%	As per full-time	9.00% ER; 8.10% EE With a minimum number of hours, can enroll in the plan
<b>MNU (Man.)</b>	ER contribution = EE contribution % of EE salary: up to YMPE 7.9%, >YMPE 9.5%	As per full-time	As per full-time
<b>ONA (Ont.)</b>	ER pays 126% of EE contributions % of EE salary: up to YMPE 6.9% EE, >YMPE 9.2% EE	Enrollment is not mandatory and would result in reduction in % in lieu if member chooses to enroll.	Enrollment is not mandatory and would result in reduction in % in lieu if member chooses to enroll.
<b>FIQ (Que.)</b>	ER contribution = EE contribution % of EE salary 10.33%	As per full-time	As per full-time
<b>NBNU (N.B.)</b>	ER contribution = EE contribution % of EE salary 7.8%	As per full-time	Entitled as per pension plan
<b>NSNU (N.S.)</b>	ER pays 140% of EE contributions % of EE salary: up to YMPE 7.82%, >YMPE 10.18%	As per full-time	24 months of continuous employment; minimum number of hours specified, can enroll in the plan
<b>PEINU (P.E.I.)</b>	ER contribution = EE contribution % of EE salary: up to YMPE 8.9%, >YMPE 9.75%	As per full-time	
<b>RNUNL (N.L.)</b>	ER contribution = EE contribution % of EE salary: up to YBE 10.75%, between YBE and YMPE 8.95%, >YMPE 11.85%	5.00% ER 5.00% EE Not defined benefit	5.00% ER 5.00% EE Not defined benefit

EE = employee ER = employer





## HEALTH PLAN BENEFITS

UNION/PROVINCE	PLAN COST SHARING EXTENDED PLAN	VISION	DRUG COVERAGE	PART-TIME	CASUAL
<b>BCNU (B.C.)</b>	80% for first \$1000 then 100%	\$350/person/24 months	80% for first \$1000, then 100%; full pharmacare tie-in	As per full-time	Option to enroll and self-pay after min. hrs worked per year; costs are refunded
<b>UNA (Alb.)</b>	75% ER; 25% EE	\$600/person/24 mths; 100% for eye exam/24 mths; under 21: 100% for eye exam/12 mths	80%, no max; no deductible; no co-payment; use of formulary; all prescriptions	As per full-time	-
<b>SUN (Sask.)</b>	100% ER	\$300/person/24 mths; 100% for eye exam/24 mths; under 21: 100% eye exam/12 mths	100%, no max.; use of formulary; fee of \$9/prescription if billed directly; \$10/prescription if paid by drug card	Must work 40% of FTE in previous year to be eligible; % covered increases with percentage of FTE worked	Must work 40% of FTE in previous year to be eligible; % covered increases with percentage of FTE worked
<b>MNU (Man.)</b>	50% ER; 50% EE	100% up to \$150/24 mths. per adult	80% covered up to \$650 max.; use of formulary; no co-payment; no deductible	As per full-time	-
<b>ONA (Ont.)</b>	25% EE/75% ER; deductibles: \$22.50 (single); \$35.00 (family)	\$450.00/24 mths (can be used for laser); eye exam/24 mths	100%; no max; use of formulary; no co-payment; benefits cease after age 70	Optional if in place within a specific hospital; EE pays, receives % in lieu	Within % in lieu
<b>FIQ (Que.)</b>	ER: job title for storage 1 to 11: \$39.72 per 14-day pay period; job title for storage 12 to 28 (all FIQ members): \$17.91 per 14-day pay period; rest of the plan is assumed by EE	-	80%; all prescriptions (except medication that is not allowed by government list)	As per full-time	As per full-time
<b>NBNU (N.B.)</b>	75% ER; 25% EE	\$180/person/12 mths	80%, no max.; use of formulary; max. co-payment \$50/prescription after which 100% covered	As per full-time	-
<b>NSNU (N.S.)</b>	65% ER; 35% EE	100%/48 mths; under 21: 100%/24 mths	100%, no max.; use of formulary; co-payment; \$3 deductible	As per full-time if FTE >0.4	-
<b>PEINU (P.E.I.)</b>	50% ER; 50% EE	80% for eye exam/24 mths; under 18 /12 mths; glasses: 80%/24 mths; under 18 /12 mths	80%/first \$150 of eligible expenses per prescription; 100% any excess	-	-
<b>RNUNL (N.L.)</b>	50% ER; 50% EE	80% for eye exam/24 mths; under 18 /12 mths. Glasses: 100%/36 mths; under 18 /12 mths	-	As per full-time if >0.5	-

EE = employee ER = employer



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