

November 2024



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# 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 are the voice of nearly 250,000 unionized nurses and nursing students across the country. We are proud to advocate for our members and promote the nursing profession on the national level, and we work tirelessly to protect the quality of health care for our patients and our universal 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, 2024

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



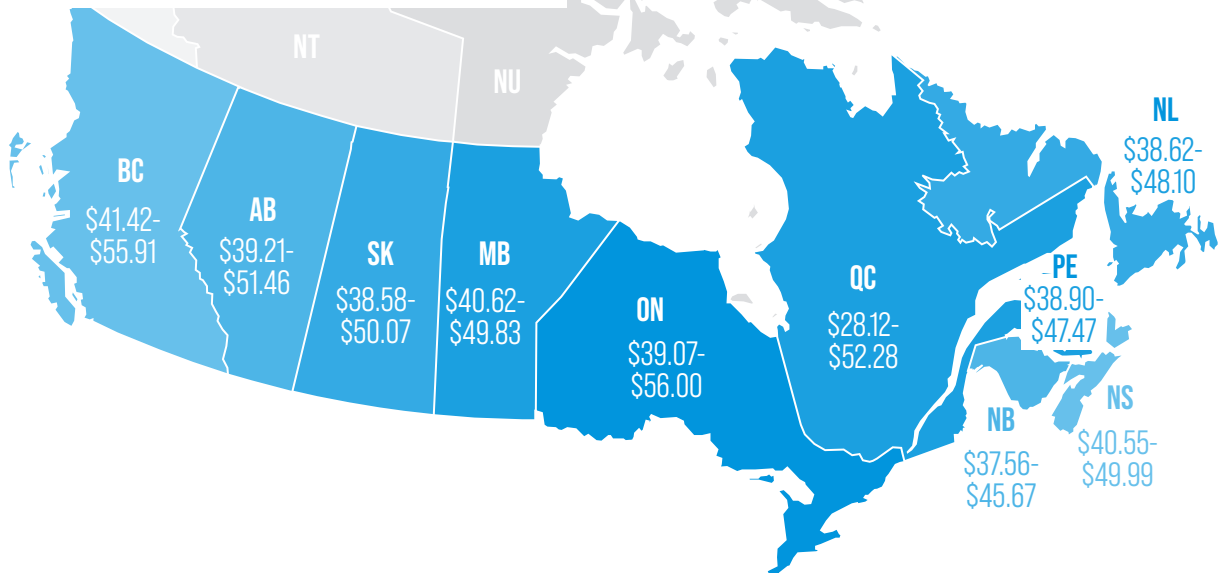
## SALARY: REGISTERED NURSE (GENERAL DUTY, ACUTE CARE)

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS	LONG SERVICE AWARD
	Min	Max	Min	Max				
<b>BCNU (B.C.)</b>	41.42	55.91*	80,769.00	109,024.50	10	2025-03-31	1950.00	Additional \$0.52 at 15 years, \$1.29 at 20 years, \$2.32 at 25 years, \$3.61 at 30 years
<b>UNA (Alb.)</b>	39.21	51.46	75,310.30	98,839.88	9	2024-03-31	1920.75	20 years - 2%
<b>SUN (Sask.)</b>	38.58	50.07	75,184.70	97,576.42	6	2024-03-31	1948.80	20 years - 2%
<b>MNU (Man.)</b>	40.616	49.826	81,841.24	100,399.39	7	2028-03-31	2015.00	20 years - 2%
<b>ONA (Ont.)</b>	39.07	56.00	76,186.50	109,200.00	9	2025-03-31	1950.00	-
<b>FIQ (Que.) CEGEP</b>	28.12	45.10	55,023.81	88,249.43	18	2028-03-31	1956.75	-
<b>FIQ (Que.) BScN</b>	29.51	52.28	57,743.69	102,298.89	18	2028-03-31	1956.75	-
<b>NBNU (N.B.)</b>	37.56	45.67	73,523.70	89,399.03	7	2023-12-31	1957.50	15 years - 1% 25 years - 5%
<b>NSNU (N.S.)</b>	40.55	49.99	79,079.00	97,483.00	8	2025-10-31	1950.00	25 years - 3.5%
<b>PEINU (P.E.I.)</b>	38.90	47.47	75,855.00	92,566.50	6	2025-03-31	1950.00	10 years - 2% 15 years - 2%
<b>RNUNL (N.L.)</b>	38.62	48.10	75,303.85	93,794.32	6	2026-06-30	1950.00	15 years - 1% 20 years - additional 2% 25 years - additional 2%

\*BCNU has additional pay for years of service recognition, 30 year+ RN/RPN can reach \$59.52/hourly

## 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>	32.84	41.35	64,038.00	80,632.50	10	2025-03-31	1950.00
<b>AUPE - AHS (Alb.)</b>	27.58	36.13	54,571.77	71,448.79	8	2024-03-31	2022.75
<b>CUPE (Sask.)<sup>1</sup></b>	36.19	38.72	70,527.07	75,457.54	3	2023-03-31	1948.80
<b>MNU (Man.)</b>	32.02	40.33	64,528.36	81,254.88	7	2028-03-31	2015.00
<b>ONA (Ont.)<sup>2</sup></b>	38.11	39.14	74,314.50	76,323.00	3	2025-03-31	1950.00
<b>FIQ (Que.)</b>	26.38	35.22	51,619.07	68,916.74	12	2028-03-31	1956.75
<b>NSNU (N.S.)</b>	31.74	35.81	61,887.93	69,832.23	6	2025-10-31	1950.00
<b>NBNU (N.B.)</b>	29.92	32.14	58,568.40	62,914.05	3	2023-12-31	1957.50
<b>PEIUPSE (P.E.I.)</b>	26.49	31.59	51,655.00	61,600.50	5	2023-12-31	1950.00
<b>NAPE (N.L.)</b>	27.07	30.07	52,786.50	58,636.50	3	2026-03-31	1950.00

1 CUPE Local 5430 and SAHO

2 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>	49.20	63.47	95,940.00	123,766.50	10	2025-03-31	1950.00
<b>UNA (Alb.)</b>	40.52	53.91	77,837.63	103,541.87	9	2024-03-31	1920.75
<b>SUN (Sask.)</b>	42.04	52.44	81,927.55	102,195.07	6	2024-03-31	1948.80
<b>MNU (Man.)</b>	42.631	52.366	85,901.47	105,517.49	8	2028-03-31	2015.00
<b>ONA (Ont.)</b>	41.40	58.94	80,730.00	114,933.00	9	2025-03-31	1950.00
<b>FIQ (Que.) CGEP</b>	29.05	49.80	56,843.59	97,446.15	18	2028-03-31	1956.75
<b>FIQ (Que.)</b>	30.87	57.62	60,404.873	112,747.935	18	2028-03-31	1956.75
<b>NBNU (N.B.)</b>	46.39	56.45	90,808.43	110,500.88	6	2027-12-31	1957.50
<b>NSNU (N.S.)</b>	41.583	51.112	81,087.00	99,667.00	8	2025-10-31	1950.00
<b>PEINU (P.E.I.)</b>	39.52	49.37	77,064.00	96,271.50	6	2025-03-31	1950.00
<b>RNUNL (N.L.)</b>	44.59	55.25	86,954.33	107,724.95	6	2026-06-30	1950.00



## SALARY: HEAD NURSE

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS
	Min	Max	Min	Max			
<b>BCNU (B.C.)</b>	52.39	66.65	102,160.50	129,967.50	10	2025-03-31	1950.00
<b>UNA (Alb.)</b>	42.91	57.57	82,422.07	110,575.27	9	2024-03-31	1920.75
<b>SUN (Sask.)</b>	45.83	56.14	89,313.50	109,405.63	5	2024-03-31	1948.80
<b>MNU (Man.)*</b>	44.92	58.65	90,507.755	118,187.81	8	2028-03-31	2015.00
<b>ONA (Ont.)**</b>	42.24	60.11	82,368.00	117,214.50	9	2025-03-31	1950.00
<b>FIQ (Que.)</b>	-	-	-	-	-	-	-
<b>NBNU (N.B.)</b>	47.48	57.77	92,942.10	113,084.78	6	2027-12-31	1957.50
<b>NSNU (N.S.)</b>	42.61	52.23	83,096.00	101,851.00	8	2025-10-31	1950.00
<b>PEINU (P.E.I.)</b>	42.77	52.61	83,401.50	102,589.50	6	2025-03-31	1950.00
<b>RNUNL (N.L.)</b>	44.59	55.24	86,954.33	107,724.95	6	2026-06-30	1950.00

\* Head nurses are out-of-scope in Manitoba. But in rural Manitoba they have a hybrid model of Nurse IVs who are "Head Nurses" for 3 days of the week and perform general duty functions for 2 days of the week. The wages here are for Nurse IVs for Interlake Eastern Health Employers Organization.

\*\* Haliburton Highlands Health Services



## SALARY: CLINICAL NURSE SPECIALIST

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS
	Min	Max	Min	Max			
<b>BCNU (B.C.)</b>	54.51	68.78	106,294.50	134,121.00	10	2025-03-31	1950.00
<b>UNA (Alb.)</b>	45.04	60.44	86,516.73	116,080.53	9	2024-03-31	1920.75
<b>SUN (Sask.)</b>	45.83	56.14	89,368.50	109,473.00	5	2024-03-31	1950.00
<b>MNU (Man.)</b>	54.04	65.34	108,880.53	131,656.07	5	2028-03-31	2015.00
<b>ONA (Ont.)*</b>	56.25	66.63	109,687.50	129,928.50	7	2025-03-31	1950.00
<b>FIQ (Que.)</b>	30.87	57.62	60,404.87	112,747.94	18	2028-03-31	1956.75
<b>NBNU (N.B.)</b>	39.44	47.98	77,203.80	93,920.85	6	2023-12-31	1957.50
<b>NSNU (N.S.)</b>	47.49	56.66	92,599.00	110,489.00	7	2025-10-31	1950.00
<b>PEINU (P.E.I.)</b>	44.32	55.45	86,424.00	108,127.50	6	2025-03-31	1950.00
<b>RNUNL (N.L.)</b>	44.59	55.24	86,954.33	107,724.95	6	2026-06-30	1950.00

\* St Joseph's Healthcare, Hamilton Head



## SALARY: NURSE PRACTITIONER

UNION/PROVINCE	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS
	Min	Max	Min	Max			
BCNU (BC)	-	-	-	-	-	-	-
UNA (Alb.)	-	-	-	-	-	-	-
SUN (Sask.)	52.59	62.91	102,487.39	122,599.01	5	2024-03-31	1948.80
MNU (Man.)	50.675	63.113	102,110.13	127,172.70	5	2024-03-31	2015.00
ONA (Ont.) <sup>1</sup>	62.08	74.66	121,056.00	145,587.00	7	2025-03-31	1950.00
FIQ (Que.)	33.12	69.52	68,889.60	144,601.60	18	2028-03-31	2080.00
NBNU (N.B.)	51.42	62.58	100,654.65	122,500.35	6	2023-12-31	1957.50
NSNU (N.S.)	59.4668	69.5228	115,960.00	135,569.00	6	2025-10-31	1950.00
PEINU (P.E.I.)	57.94	65.59	112,983.00	127,900.50	6	2025-03-31	1950.00
RNUNL (N.L.)	51.29	63.65	100,006.99	124,117.68	6	2026-06-30	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.)	-	-	-	-	-	-	-
UNA (Alb.)	35.87	43.82	68,903.84	84,165.73	9	2024-03-31	1920.75
SUN (Sask.)	33.3	33.3	64,895.04	64,895.04	1	2024-03-31	1948.80
MNU (Man.)	37.61	37.61	75,778.11	75,778.11	1	2024-03-31	2015.00
ONA (Ont.)	39.07	39.07	76,186.50	76,186.50	1	2025-03-31	1950.00
FIQ (Que.)	25.60	25.60	50,092.80	50,092.80	1	2028-03-31	1956.75
NBNU (N.B.)	36.05	36.05	70,567.88	70,567.88	1	2023-12-31	1957.50
NSNU (N.S.)	35.0554	35.0554	68,358.00	68,358.00	1	2025-10-31	1950.00
PEINU (P.E.I.)	35.01	35.57	68,269.50	69,361.50	1	2025-03-31	1950.00
RNUNL (N.L.)	38.169	38.169	74,428.85	74,428.85	1	2026-06-30	1950.00



## STATUTORY AND PAID HOLIDAYS

UNION/PROVINCE	NAMED HOLIDAYS	RATE OF PAY FOR STATUTORY HOLIDAYS	SUPER STATS
<b>BCNU (B.C.)</b>	13	2 x basic rate Alternate day off	3 super stats per year 2.5 x basic rate Alternate day off
<b>UNA (Alb.)</b>	13	1.5 x basic rate for stat 2 x basic rate for super stat 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	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 and lieu day off with pay Alternate day off Can opt for pay instead	Treated the same as other paid holidays
<b>FIQ (Que.)</b>	13	1.5 x basic rate Alternate day off	2 super stats per year 1.5 x basic rate Alternate day off
<b>NBNU (N.B.)</b>	13	1.5 x basic rate, or regular pay for hours worked plus 0.5 x hours worked off Alternate day off Can opt for pay instead	2 x basic rate or regular pay for hours worked and 1 x hours worked off At least 1 of 2 days off Alternate day off Can opt for pay instead
<b>NSNU (N.S.)</b>	13.5	1.5 x basic rate Alternate day off 2.33 x for overtime (2.5 x if called in with less than 72-hrs. notice)	1.5 x basic rate At least 1 of 2 days off Alternate day off
<b>PEINU (P.E.I.)</b>	13 + 1 float stat	1.5 x basic rate for stat 2 x basic rate for Christmas Alternate day off Plus 0.5x basic rate if <48-hrs. notice (unknown vacancy)	2 x basic rate (Christmas) Alternate day off 3x basic rate if scheduled <48 hrs. Christmas plus 0.5x basic rate if unknown vacancy
<b>RNUNL (N.L.)</b>	9 stat; 14 for public health nurses	1.5 x basic rate or 1.5 x hrs taken as time off 2.5 x basic rate if it falls on regular day off and required to work Alternate day off Can opt for pay instead	1.5 x 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	8, 12, 13, 14, 17	1.5 x on regular stats or 2.5 x on super stats
<b>UNA (Alb.)</b>	-	1, 2, 3, 6, 7, 8, 9	2.5 x basic rate for stat 3 x basic rate 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 for part-time 3, 4, 8, 9, 13 for part-time when equivalent of full-time hours in 2 consecutive by-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 holidays and on any shift that is paid at 1.5 x	2 x basic rate for stat
<b>FIQ (Que.)</b>	1, 2, 3	May occur under certain circumstances	2 x basic rate for stat
<b>NBNU (N.B.)</b>	1, 2, 3, 6, 7, 8, 9, 11, 16	-	1.5 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 hours	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 2x basic rate for Christmas 3x basic rate for Christmas when <48-hrs. notice
<b>RNUNL (N.L.)</b>	1, 2, 3, 4, 6, 7, 8, 9, 10	18	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
- 16 In excess of 37.5 hours/week averaged over a 4-week period (150 hours)
- 17 In excess of 6 consecutive shifts where the shift length is between 7.5 and 8 hours; in excess of 5 consecutive shifts where 3 or more of the 5 are greater than 8 hours in length
- 18 For 8-hour shift, 8+ consecutive shifts; for 12-hour shift, 5+ consecutive shifts



## TIME PREMIUMS

UNION/ PROVINCE	NIGHTS (HOURLY)	EVENINGS (HOURLY)	WEEKENDS (HOURLY)	ON CALL (HOURLY)	CALL BACK	TRAVEL
<b>BCNU (B.C.)</b>	\$5.00	\$1.40	\$3.50 paid from 23:00 Fri. to 23:00 Sun.; super shift premium \$1.85	Up to 72 hrs/mth.: \$7.00 per hr > 72 hrs/mth.; \$7.50 per hr	Overtime pay (1.5 x rate of pay) with a minimum of 2 hrs paid  Telephone call back 1.5 x rate, 30 mins pay minimum	Mileage allowance at rates set by the Canada Revenue Agency
<b>UNA (Alb.)</b>	\$5.00	\$2.75	\$3.25	\$3.30 (regular) \$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 prorated)
<b>SUN (Sask.)</b>	\$3.75	\$3.75	\$3.10	\$3.15 (regular) \$4.25 (stat. holidays, minimum 8 hrs.)	Overtime rate, min. 2 hrs.	South of the 54th parallel \$0.5662/km, North of the 54th parallel \$0.6391 Variable based on quarterly reviews Min. \$4.50 round trip \$185.00/mth car full-time employee
<b>MNU (Man.)</b>	\$3.75	\$2.25	\$5.75	Basic pay, min. 2 hrs Tel./email consults at overtime rate	Overtime rate, min. 3 hrs.	Reimbursed at province of Manitoba mileage rates. Min. \$5.00; max. \$30.00
<b>ONA (Ont.)</b>	\$2.98	\$2.25	\$3.14	\$3.45 \$5.05 (stat. holidays)	4 hrs. at 2 x basic rate, min. 4 hrs	Greater of \$0.22 per km or hospital policy
<b>FIQ (Que.)</b>	Varies between 14% and 18% of basic rate  Additional 1% if 70% full-time positions are reached in the establishment's 24/7 centres	Varies between 7% and 10% of basic rate  Additional 1% if 70% full-time positions are reached in the establishment's 24/7 centers	Varies between 5% and 9% of basic rate	1 hr straight time/ 8-hour shift	2 hours at 1.5 x basic rate; 1 hour travel allowance at regular rate	\$0.635 per km for the first 8,000 km then \$0.56 plus \$0.159 for gravel roads (since October 1, 2024)
<b>NBNU (N.B.)</b>	\$2.60	\$2.10	\$2.85	\$3.50; with less than 72-hour notice \$5.00	Min. 3 hrs overtime rate	As defined in New Brunswick travel expenses policy; \$13 max for taxi on call-back

\*Adjusted to cost of gas and current government guidelines



## TIME PREMIUMS CONTINUED

UNION/ PROVINCE	NIGHTS (HOURLY)	EVENINGS (HOURLY)	WEEKENDS (HOURLY)	ON CALL (HOURLY)	CALL BACK	TRAVEL
<b>NSNU (N.S.)</b>	\$4.00	\$4.00	\$4.00	\$20, min. 8 hrs. \$40, min. 8 hrs. (stat. holidays)	Min. 4 hrs. or O/T rate (whichever is greater)	\$ 0.59/per km
<b>PEINU (P.E.I.)</b>	\$4.00/hr. (if majority of shift)	\$3.25/hr. (if majority of shift)	\$4/hr. (if majority of shift)	\$4/hr. stat min. 7.5 hr.	O/T min. 3 hrs After 7.5 hrs 2 x basic rate	Actual costs or per km (min. \$6, max. \$20)
<b>RNUNL (N.L.)</b>	\$2.30	\$2.30	\$2.55	8hr shifts: \$20.40 with \$22.60 on stats; 12hr shifts: \$30.60 with \$33.90 on stats	Overtime rate, min. 3 hrs	0.4047 km if vehicle not required as condition of employment; \$0.5437 if vehicle required as condition of employment



## VACATION

UNION/PROVINCE	VACATION DAYS		MAX. YRS SERVICE	SUPPLEMENTARY	PART-TIME	CASUAL
	Min	Max				
<b>BCNU (BC)</b>	20	45	29	1 additional week (37.5 hrs) at 25, 30, 35 years	Prorated to hours worked	13% of straight time pay in lieu of vacation + stat holidays
<b>UNA (Alb.)</b>	15	30	20	5 additional days at 25, 30, 35, 40, 45 years	Prorated as a % of all paid hours: 6% (yr. 1); 8% (yr. 2-9); 10% (yr. 10-19); 12% (yr. 20+); Based on all paid hours; WCB and LTD for 24 months	Pay in lieu of vacation: 6% (yr. 1); 8% (yr. 2-9); 10% (yr. 10-19); 12% (yr. 20-24); 12.4% (yr. 25+)
<b>SUN (Sask.)</b>	15	30	25	-	Movement up vacation ladder based on years of service; paid vacation days based on FTE plus additional shifts	As per part-time
<b>MNU (Man.)</b>	15	30	20	5 additional days at 25, 30, 35, 40, 45 years	Same as full-time; vacation pay is based on percentage of full-time 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.)</b>	15	35	25	-	Equivalent to FTE but based on a percentage of gross salary	As per part-time
<b>FIQ (Que.)</b>	20	25	19	1 day in years 15, 16, 17, 18, 19	8%-10% in lieu Additional 0.4% in years 15, 16, 17, 18, 19	Same as part-time, prorated
<b>NBNU (N.B.)</b>	15	25	20	Extra 5 days unpaid at 25 yrs	Prorated	13% in lieu
<b>NSNU (N.S.)</b>	15	30	25	-	Prorated	11% in lieu
<b>PEINU (P.E.I.)</b>	15	31	25	1 day in each of 25, 30, 35, 40, 45 years	In accordance with hours worked	12% in lieu
<b>RNUNL (N.L.)</b>	20	30	25	-	Movement up vacation ladder based on years of service; paid vacation days based on FTE only; prorated	20% in lieu



## POSITION PREMIUMS

UNION/PROVINCE	IN-CHARGE (HOURLY)	TEAM LEADER PAY (HOURLY)	RESPONSIBILITY PAY (HOURLY)	PRECEPTOR (HOURLY)	MENTOR (HOURLY)	GENERAL PREMIUM (ALL MEMBERS)
<b>BCNU (B.C.)</b>	\$2.50	*	\$2.50	\$1.50	Level 4 rate of pay	\$2.15/hr for straight time, regular employees only
<b>UNA (Alb.)</b>	\$2.00	-	\$2.00	\$0.65	-	-
<b>SUN (Sask.)</b>	\$2.00	-	Min. 5.5% over hourly rate	\$0.65	-	-
<b>MNU (Man.)</b>	\$2.00	-	\$2.00	-	\$2.00	Full-time salary enhancement, effective April 1, 2025. Available to all employees with 1.0 EFT or part-time/casual employees that work up to full-time hours. \$5.95/hr
<b>ONA (Ont.)</b>	\$4.00	\$4.00	-	\$2.00	\$2.00	-
<b>FIQ (Que.)</b>	\$16.37/shift	Varies - according to job titles	Varies - according to job titles	Varies - according to job titles	Varies - according to job titles	5% of the basic salary for the critical period premium (between December 15 and January 31 and between June 15 and September 15)
<b>NBNU (N.B.)</b>	\$1.25	-	-	-	-	-
<b>NSNU (N.S.)</b>	\$2.00	RN3 rate	\$2.00 if designated	\$1.50	-	-
<b>PEINU (P.E.I.)</b>	Half-way between RN1 and RN2 hourly rate, only applicable in rural hospitals and home care	RN2 rate	-	-	\$5.00/hr (pilot, MOA expires March 31, 2025)	Full-time incentive = \$5,000/year paid out bi-weekly
<b>RNUNL (N.L.)</b>	\$1.00	\$1.00	-	\$0.75/hr to a maximum of \$750/year	\$1,950/year paid quarterly	Permanent full-time (PFT) bonus - \$5,000/year

\* BCNU has a premium for OR/PAR/ER/ICU/CCU members who hold regular position (FT/PT) receive an additional \$2.00/hour



## 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
<b>BCNU (B.C.)</b>	\$50/mth. <sup>1</sup>	-	-	\$25/mth. <sup>2</sup>	\$100/mth. <sup>3</sup>	\$125/mth.	-	2025-03-31	1950.00
<b>UNA (Alb.)*</b>	\$0.50/hr.	\$0.50/hr.	\$0.50/hr.	\$0.50/hr.	\$1.25/hr.	\$1.50/hr.	\$1.75/hr.	2024-03-31	1920.75
<b>SUN (Sask.)</b>	-	\$0.17/hr.	\$0.17/hr.	\$0.17/hr.	\$0.21 (A/B)/hr. \$0.45 (C)/hr.	\$0.64/hr.	-	2024-03-31	1948.80
<b>MNU (Man.)</b>	\$0.298/hr.	\$0.298/hr.	\$0.298/hr.	\$0.298/hr.	\$0.596/hr.	\$0.893/hr. NPs \$1.50/hr.	-	2028-03-31	2015.00
<b>ONA (Ont.)**</b>	-	\$15/mth.	\$15/mth.	\$40/mth.	\$80/mth.	\$120/mth.	-	2023-03-31	1950.00
<b>FIQ (Que.)***</b>	Varies	Varies	Varies	Varies	Varies	Varies	-	2028-03-31	-
<b>NBNU (N.B.)</b>	-	-	-	-	-	-	-	-	-
<b>NSNU (N.S.)</b>	-	\$333/yr.	\$667/yr.	-	\$1,445/yr.	\$1,961/yr.	-	2025-10-31	1950.00
<b>PEINU (P.E.I.)</b>	-	-	-	-	-	-	-	-	-
<b>RNUNL (N.L.)</b>	-	\$300/yr.	\$500/yr.	\$500/yr.	\$82/mth.	\$110/mth.	-	2026-06-30	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 and 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

- \* If required by employer, can have two or more allowances
- \*\* Provision exists only as a superior condition in certain hospitals
- \*\*\* 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 (11.25 hrs.)	156	Paid regular net pay	Prorated as % of all paid hours	Minimum 5 paid sick days
<b>UNA (Alb.)</b>	1.5	120; STD plan	Top up to regular rate of pay; 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 year; 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	4% to 6% in lieu
<b>NBNU (N.B.)</b>	1.5	240 days max. 18 days max. per year	-	13% in lieu	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	85% of net income; no deduction from sick bank	Prorated basis to time paid	No sick bank
<b>RNUNL (N.L.)</b>	7.5 hrs./162.5 hrs. of service; pre-Dec. 2006 15 hrs./per 162.5 hrs.	1,800 hrs./20 yrs.	-	Prorated to full-time	Within % in lieu

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



## HEALTH PLAN BENEFITS

UNION/PROVINCE	PLAN COST SHARING EXTENDED PLAN	VISION	DRUG COVERAGE	PART-TIME	CASUAL
<b>BCNU (B.C.)</b>	80% for first \$1,000; then 100%	\$350/person/24 mths.	80% for first \$1,000, 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/12 mths.; under 21: \$600 for eye exam/24 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.; must work 40% of full-time hours to qualify	100%, no max.; use of formulary; fee of \$9/prescription if billed directly; \$10/prescription if paid by drug card	% covered increases in relation to percentage of FTE worked	% covered increases in relation to percentage of FTE worked
<b>MNU (Man.)</b>	50% ER; 50% EE	100% up to \$150/24 mths. per adult	80% covered on all amounts up to \$650 max; use of formulary; no co-payment, no fee per RX; no deductible	As per full-time	-
<b>ONA (Ont.)</b>	25% EE; 75% ER; deductibles: \$22.50 (single); \$35.00 (family)	\$450/24 mths. (can be used for laser); eye exam/24 mths.	100%; no max.; use of formulary; no co-payment; benefits cease after age 80	Optional if in place within a specific hospital; EE pays or receives % in lieu	Within % in lieu
<b>FIQ (Que.)</b>	EE and dependants Job title for ranking 1 to 11: \$51.22 per 14-day pay period Job title for ranking 12 to 28 (all FIQ members): \$29.44 per 14-day pay period Rest of the plan 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	Unspecified: 100%/48 mths. Eye exam: 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. (12 mths. persons under 18)  80% for glasses/contact lenses up to \$160/24 mths. (12 mths. persons under 18)	80%/first \$150 of eligible expenses per prescription; 100% any excess	As per full-time	-
<b>RNUNL (N.L.)</b>	50% ER; 50% EE	80% for eye exam (max. \$70)/24 mths.; every 12 mths. persons under 18  Eyeglasses or contact lenses: 100%, to a max of \$250/36 mths.	100% cost of eligible prescription drugs except dispensing fees and other surcharges	As per full-time if >0.5	20% of basic salary in lieu



## PENSION BENEFITS

UNION/PROVINCE	FULL-TIME	PART-TIME	CASUAL
<b>BCNU (B.C.)</b>	Regular employees enrolled after completion of 3-month probation 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	None
<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 - relative to pensional earnings	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: 9.39%	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	None
<b>RNUNL (N.L.)</b>	ER contribution = EE contribution % of EE salary: 10.75% up to YBE; 8.95% of salary between YBE and YMPE; 11.85% of salary > YMPE	5% ER 5% EE Not defined benefit	5% ER 5+% EE Not defined benefit

EE = employee ER = employer



## UPCOMING CHANGES

UNION/PROVINCE	CONTRACT EXPIRY DATE	PROJECTED % INCREASE
<b>BCNU (B.C.)</b>	2025-03-31	
<b>UNA (Alb.)</b>	2024-03-31	-
<b>SUN (Sask.)</b>	2024-03-31	-
<b>MNU (Man.)</b>	2028-03-31	2.75% general salary increase + 1.0% market adjustment (LPN only) + 5.0% increase (NHREO & Churchill only) 2025-04-01
<b>ONA (Ont.)</b>	2025-03-31	
<b>FIQ (Que.)</b>	2028-03-31	2.6% general salary increase + max 1.0% market adjustment 2025-04-01
<b>NBNU (N.B.)</b>	2023-12-31	-
<b>NSNU (N.S.)</b>	2025-10-31	-
<b>PEINU (P.E.I.)</b>	2025-03-31	
<b>RNUNL (N.L.)</b>	2026-06-30	2.0% for RNs and NPs 2025-07-01





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