

CUPE 148 Salary Plan for Registered Practical Nurse (RPN)
Rates of pay reflect those in effect to March 31, 2027

Sal Plan	Grade	Step	April 1, 2022 1.5% GWI	December 11, 2023 Market Adjustment					Status	Step Desc
				April 1, 2023 3%	April 1, 2024 3%	April 1, 2025 3%	April 1, 2026 3%			
PM	RPN	1	31.79	32.74	36.24	37.33	38.45	39.60	Prob Rate	Registered Practical Nurse, RPN - Clinical Nurse Educator
PM	RPN	2	32.66	33.64	37.14	38.25	39.40	40.58	Job Rate	Registered Practical Nurse, RPN - Clinical Nurse Educator

Step 1 = Prob Rate; Step 2 = Job Rate

Note:

1. April 1, 2010 - Special adjustment for RPN's \$0.75 per hour as per Interest Arbitration Award dated December 12, 2011.
2. November 9, 2021 - Market Adjustment increase \$1.00 per hour.
3. December 11, 2023 - Market Adjustment increase \$3.50 per hour.
4. May 6, 2024 - Included RPN - Clinical Nurse Educator

Premium or Allowance	April 1, 2022 1.5% GWI	December 11, 2023 Market Adjustment					Earn Code	
		April 1, 2023 3% GWI	April 1, 2024 3% GWI	April 1, 2025 3% GWI	April 1, 2026 3% GWI			
Afternoon Shift CUPE 148	1.30	1.34	1.38	1.42	1.46	163	Effective Date of Ratification Dec.11, 2023. GWI applicable.	
Night Shift CUPE 148	1.36	1.40	1.44	1.48	1.52	173	Effective Date of Ratification Dec.11, 2023. GWI applicable.	
Weekend Shift CUPE 148	2.50	1.34	1.38	1.42	1.46	183	Sunday shift changed to Weekend and changed to \$1.30 plus GWI effective Date of Ratification Dec.11, 2023	
Uniform Allowance	11.92	12.28	12.65	13.03	13.42	070	GWI applicable	
Cupe 148 Meal Allowance	6.75	6.75	6.75	6.75	6.75	368		
Boot Subsidy	174.93	180.18	185.59	191.16	196.89	164	GWI applicable	