

## 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	April 1, 2023 3%	December 11, 2023 Market Adjustment	April 1, 2024 3%	April 1, 2025 3%	April 1, 2026 3%	Status	Step Desc
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:

- April 1, 2010 - Special adjustment for RPN's \$0.75 per hour as per Interest Arbitration Award dated December 12, 2011.
- November 9, 2021 - Market Adjustment increase \$1.00 per hour.
- December 11, 2023 - Market Adjustment increase \$3.50 per hour.
- May 6, 2024 - Included RPN - Clinical Nurse Educator
- General Wage Increases (GWI):** You may be eligible for general wage increases in accordance with the policies and practices applicable to your employee group. For unionized employees increases are governed by the applicable collective agreement.

Premium or Allowance	April 1, 2022 1.5% GWI	April 1, 2023 3% GWI	December 11, 2023 Market Adjustment	April 1, 2024 3% GWI	April 1, 2025 3% GWI	April 1, 2026 3% GWI	Earn Code	
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.
<b>Weekend</b> 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