November 2026



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

The Canadian Federation of Nurses Unions (CFNU) is Canada's largest nurses' organization representing frontline unionized nurses and nursing students in every sector of health care — from home care and LTC to community and acute care — and advocating on key priorities to strengthen public health care across the country. We are relentless advocates for the health and safety of our members and the patients that we care for from coast to coast to coast. Join us as we speak up for a stronger health care system and a better workplace for all nurses.

Member organizations

SUN SASKATCHEWAN UNION OF NURSES
MNU MANITOBA NURSES UNION
Prince Edward Island nurses' union
PSAC · North Public Service Alliance of Canada
UNA United Nurses of Alberta
ONTARIO NURSES' ASSOCIATION
CNSA AEIC
SIINB NBNU
Nova Scotia Nurses Union
BC NURSES' UNION
Registered Nurses' Union Newfoundland & Labrador

Land acknowledgement

From coast to coast to coast, we acknowledge the ancestral and unceded territory of all the Inuit, Métis and First Nations Peoples 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 to improve relationships between nations, to work towards healing the wounds of colonialism, and to improve 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, unions representing nurses in Canada have one agreement that represents the majority of nurses in the province or territory. 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, 2026

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

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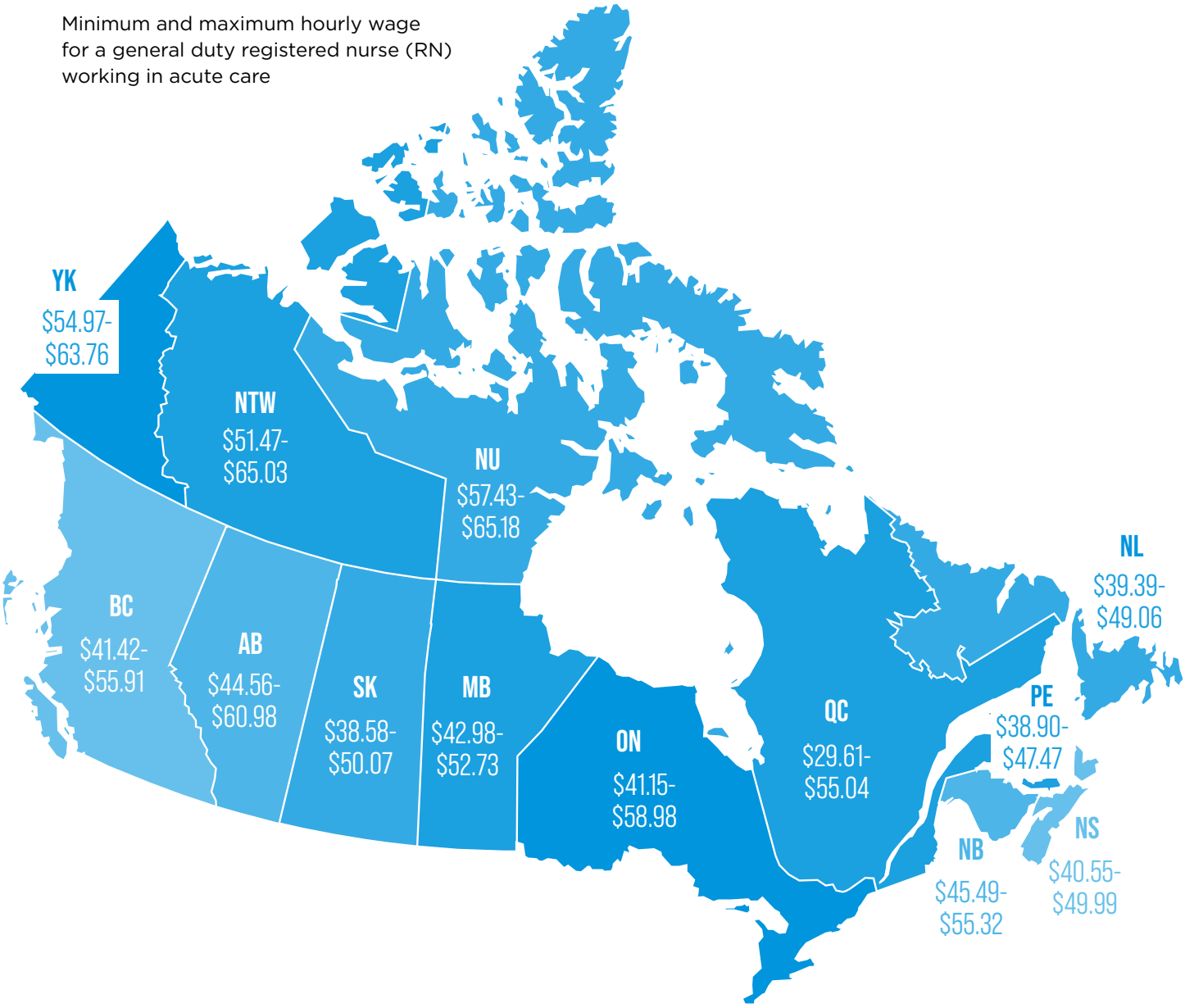
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SALARY: REGISTERED NURSE (GENERAL DUTY, ACUTE CARE)

UNION (PROVINCE/TERRITORY)	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS	LONG SERVICE AWARD
	Min	Max	Min	Max				
BCNU (B.C.)	41.42	55.91	80,760.00	109,020.00	10	2025-03-31	1950.00	$0.50 at 15 yrs, $1.25 at 20 yrs, $2.25 at 25 yrs, $3.50 at 30 yrs
UNA (Alb.)	44.56	60.98	85,588.62	117,127.34	9	2028-03-31	1920.75	20 yrs – 2%
SUN (Sask.)	38.58	50.07	75,184.70	97,576.42	6	2024-03-31	1948.80	20 yrs – 2%
MNU (Man.)	42.985	52.732	86,614.775	106,254.98	8	2028-03-31	2015.00	15 yrs - 2%, 20 yrs – +2%, 25 yrs - +3%
ONA (Ont.)	41.15	58.98	80,242.50	115,011.00	9	2027-03-31	1950.00	>/=2 yrs - $2,242.00 annually
FIQ (Que.) CEGEP	29.61	47.48	57,939.37	92,906.49	18	2028-03-31	1956.75	-
FIQ (Que.) BScN	31.06	55.04	60,776.66	107,699.52	18	2028-03-31	1956.75	-
NBNU (N.B.)	45.49	55.32	89,046.68	108,288.90	6	2027-12-31	1957.50	15 yrs – 1%, 25 yrs – +5%
NSNU (N.S.)	40.55	49.99	79,079.00	97,483.00	8	2025-10-31	1950.00	25 yrs – +3.5%
PEINU (P.E.I.)	38.90	47.47	75,855.00	92,566.50	6	2025-03-31	1950.00	10 yrs - 2%, 15 yrs - +2%
RNUNL (N.L.)	39.39	49.06	76,809.93	95,670.71	6	2026-06-30	1950.00	15 yrs - 1%, 20 yrs - +2%, 25 yrs - +2%
PSAC North (Yukon)	54.97	63.76	107,554.00	124,747.00	5	2024-12-31	1950.00	≥2 yrs - $2,242 annually
PSAC North (N.W.T.)	51.47	65.03	100,366.50	126,808.50	8	2026-03-30	1950.00	-
PSAC North (Nunavut)	57.43	65.18	125,443.00	142,366.00	6	2028-09-30	2184.00	Per month: <5 yrs - $375 ≥5 yrs - $400 ≥10 yrs - $450 ≥15 yrs - $500 ≥20 yrs - $550

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/TERRITORY	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS	LONG SERVICE AWARD
	Min	Max	Min	Max				
BCNU (B.C.)	32.84	41.35	64,044.00	80,640.00	10	2025-03-31	1950.00	$0.50 at 15 yrs, $1.25 at 20 yrs, $2.25 at 25 yrs, $3.50 at 30 yrs
AUPE AUX (Alb.)	33.15	43.43	67,074.39	87,827.81	8	2028-03-31	2022.75	20 yrs - 2%
CUPE (Sask.)[1]	36.16	38.72	70,468.61	75,457.54	3	2023-03-31	1948.80	-
MNU (Man.)	34.573	43.534	69,664.60	87,721.01	8	2028-03-31	2015.00	15 yrs - 2%, 20 yrs - +2%, 25 yrs - +3%
ONA (Ont.)[2]	40.13	41.22	78,253.50	80,379.00	3	2027-03-31	1950.00	-
FIQ (Que.)	27.78	37.08	54,358.52	72,556.29	12	2028-03-31	1956.75	-
NBNU (N.B.)	35.14	39.63	68,786.55	77,575.73	6	2027-12-31	1957.50	15 yrs - 1%, 25 yrs - +5%
NSNU (N.S.)	31.74	35.81	61,887.93	69,832.23	6	2025-10-31	1950.00	25 yrs - 3.5%
PEIUPSE (P.E.I.)	32.42	38.67	63,219.00	75,406.50	6	2026-03-31	1950.00	10 yrs - 2%, 15 yrs - +2%
NAPE (N.L.)	27.61	30.67	53,839.50	59,806.50	3	2026-03-31	1950.00	-
PSAC North (Yukon)	45.83	53.09	89.680	103.885	5	2024-03-31	1950.00	≥2 yrs - $2,242 annually
PSAC North (N.W.T.)	42.37	54.15	82,622.00	105,592.50	8	2026-03-30	1950.00	-
PSAC North (Nunavut)	51.04	57.97	99,556.00	113,016.00	6	2028-09-30	1950.00	Per month: <5 yrs - $375 ≥5 yrs - $400 ≥10 yrs - $450 ≥15 yrs - $500 ≥20 yrs - $550

1 CUPE Local 5430 and SAHO

2 Rates vary – rates shown from Strathroy Middlesex General Hospital

SALARY: ASSISTANT HEAD NURSE/SUPERVISOR

UNION (PROVINCE/TERRITORY	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS	LONG SERVICE AWARD
	Min	Max	Min	Max				
BCNU (B.C.)	49.20	63.47	95,940.00	123,768.00	10	2025-03-31	1950.00	$0.50 at 15 yrs, $1.25 at 20 yrs, $2.25 at 25 yrs, $3.50 at 30 yrs
UNA (Alb.)	46.05	63.02	88,450.54	121,045.67	9	2028-03-31	1920.75	20 yrs – 2%
SUN (Sask.)	42.04	52.44	81,927.55	102,195.07	6	2024-03-31	1948.80	20 yrs – 2%
MNU (Man.)	46.024	56.534	92,738.36	113,916.01	8	2028-03-31	2015.00	15 yrs - 2%, 20 yrs - +2%, 25 yrs - +3%
ONA (Ont.)[1]	43.60	62.08	85,020.00	121,056.00	9	2027-03-31	1950.00	-
FIQ (Que.) CGEP	30.56	52.37	59,798.28	102,475.00	18	2028-03-31	1956.75	-
FIQ (Que.)	32.49	60.67	63,574.807	118,716.022	18	2028-03-31	1956.75	-
NBNU (N.B.)	50.85	61.86	99.538.88	121,090.95	6	2027-12-31	1957.50	15 yrs - 1% 25 yrs - +5%
NSNU (N.S.)	41.583	51.112	81,087.00	99,667.00	8	2025-10-31	1950.00	25 yrs - 3.5%
PEINU (P.E.I.)	39.52	49.37	77,064.00	96,271.50	6	2025-03-31	1950.00	10 yrs - 2% 15 yrs - +2%
RNUNL (N.L.)	44.59	55.25	86,954.33	107,724.95	6	2026-06-30	1950.00	-
PSAC North (Yukon)	-	-	-	-	-	-	-	-
PSAC North (N.W.T.)	-	-	-	-	-	-	-	-
PSAC North (Nunavut)	-	-	-	-	-	-	-	-

1 Kemptville District Hospital

SALARY: HEAD NURSE

UNION (PROVINCE/TERRITORY	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS	LONG SERVICE AWARD
	Min	Max	Min	Max				
BCNU (B.C.)	52.39	66.65	102,156.00	129,972.00	10	2025-03-31	1950.00	$0.50 at 15 yrs, $1.25 at 20 yrs, $2.25 at 25 yrs, $3.50 at 30 yrs
UNA (Alb.)	48.76	66.74	93,655.77	128,190.86	9	2028-03-31	1920.75	20 yrs - 2%
SUN (Sask.)	45.83	56.14	89,313.50	109,405.63	5	2024-03-31	1948.80	20 yrs - 2%
MNU (Man.)[1]	47.537	62.075	95,787.055	125,081.125	8	2028-03-31	2015.00	15 yrs - 2%, 20 yrs - +2%, 25 yrs - +3%
ONA (Ont.)[2]	44.48	63.31	86,736.00	123,454.50	9	2027-03-31	1950.00	-
FIQ (Que.)	-	-	-	-	-	-	-	-
NBNU (N.B.)	52.03	63.31	101,848.33	123,929.33	6	2027-12-31	1957.50	15 yrs - 1%, 25 yrs - +5%
NSNU (N.S.)	42.61	52.23	83,096.00	101,851.00	8	2025-10-31	1950.00	25 yrs - 3.5%
PEINU (P.E.I.)	44.32	55.45	86,424.00	108,303.00	6	2025-03-31	1950.00	10 yrs - 2%, 15 yrs - +2%
RNUNL (N.L.)	45.48	56.35	88,693.42	109,879,45	6	2026-06-30	1950.00	15 yrs - 1%, 20 yrs - +2% 25 yrs - +2%
PSAC North (Yukon)	62.50	72.59	122,294.00	142,024.00	5	2024-12-31	1950.00	≥2 yrs - $2,242 annually
PSAC North (N.W.T.)	59.41	74.51	115,850.00	145,294.50	8	2026-03-30	1950.00	-
PSAC North (Nunavut)	71.10	80.71	138,658.00	157,382.00	6	2028-09-30	1950.00	Per month: <5 yrs - $375; ≥5 yrs - $400; ≥10 yrs - $450; ≥15 yrs - $500; ≥20 yrs - $550

1 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.

2 Haliburton Highlands Health Services

SALARY: CLINICAL NURSE SPECIALIST

UNION (PROVINCE/TERRITORY	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS	LONG SERVICE AWARD
	Min	Max	Min	Max				
BCNU (B.C.)	54.51	68.78	106,296.00	134,112.00	10	2025-03-31	1950.00	$0.50 at 15 yrs, $1.25 at 20 yrs, $2.25 at 25 yrs, $3.50 at 30 yrs
UNA (Alb.)	51.19	70.05	98,323.19	134,548.54	9	2028-03-31	1920.75	20 yrs - 2%
SUN (Sask.)	45.83	56.14	89,368.50	109,473.00	5	2024-03-31	1950.00	20 yrs - 2%
MNU (Man.)	57.187	69.149	115,231.805	139,335.24	5	2028-03-31	2015.00	15 yrs - 2%, 20 yrs - +2%, 25 yrs - +3%
ONA (Ont.)[1]	59.24	70.18	115,518.00	136,851.00	7	2027-03-31	1950.00	-
FIQ (Que.)	32.49	60.67	63,574.807	118,716.023	18	2028-03-31	1956.75	-
NBNU (N.B.)	46.71	56.83	92,275.61	112,267.67	6	2027-12-31	1957.50	15 yrs - 1%, 25 yrs - +5%
NSNU (N.S.)	47.49	56.66	92,599.00	110,489.00	7	2025-10-31	1950.00	25 yrs - 3.5%
PEINU (P.E.I.)	44.32	55.45	86,424.00	108,127.50	6	2025-03-31	1950.00	10 yrs - 2%, 15 yrs - +2%
RNUNL (N.L.)	45.48	56.35	88,693.42	109,879,45	6	2026-06-30	1950.00	15 yrs - 1%; 20 yrs - +2%; 25 yrs - +2%
PSAC North (Yukon)	59.91	69.54	117,213.00	136,071.00	5	2024-12-31	1950.00	≥2 yrs - $2,242 annually
PSAC North (N.W.T.)	56.99	68.06	111,131.00	132,717.00	8	2026-03-30	1950.00	-
PSAC North (Nunavut)	62.16	70.53	121,199.00	137,539.00	6	2028-09-30	1950.00	Per month: <5 yrs - $375 ≥5 yrs - $400 ≥10 yrs - $450 ≥15 yrs - $500 ≥20 yrs - $550

1 St Joseph's Healthcare, Hamilton Head

SALARY: NURSE PRACTITIONER

UNION (PROVINCE/TERRITORY	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS	LONG SERVICE AWARD
	Min	Max	Min	Max				
Health authority employee (BC)[1]	76.34	83.98	148,863.00	163,702.50	3	-	1950.00	-
AUNP (Alb.)	68.56	80.20	138,679.74	162,224.55	5	2028-03-31	2022.75	20 yrs - 2%
SUN (Sask.)	52.59	62.91	102,487.39	122,599.01	5	2024-03-31	1948.80	20 yrs - 2%
MNU (Man.)	65.555	78.346	132,093.32	157,867.19	6	2028-03-31	2015.00	15 yrs - 2%, 20 yrs - +2%, 25 yrs - +3%
ONA (Ont.)[2]	65.38	78.63	127,491.00	153,328.50	7	2027-03-31	1950.00	-
FIQ (Que.)	34.86	73.20	72,508.80	152,256.00	18	2028-03-31	2080.00	-
NBNU (N.B.)	63.31	77.06	123,929.33	150,844.95	6	2027-12-31	1957.50	15 yrs - 1%, 25 yrs - +5%
NSNU (N.S.)	59.4668	69.5228	115,960.00	135,569.00	6	2025-10-31	1950.00	25 yrs - 3.5%
PEINU (P.E.I.)	57.94	65.59	112,983.00	127,900.50	6	2025-03-31	1950.00	10 yrs - 2%, 15 yrs - +2%
RNUNL (N.L.)	52.31	67.46	102,007.13	131,543.52	6	2026-06-30	1950.00	15 yrs - 1%, 20 yrs - +2%; 25 yrs - +2%
PSAC North (Yukon)	65.23	75.79	127,628.00	148,293.00	5	2024-12-31	1950.00	≥2 yrs - $2,242 annually
PSAC North (N.W.T.)	65.33	81.59	127,393.50	159,100.50	8	2026-03-30	1950.00	-
PSAC North (Nunavut)	68.44	77.65	133,437.00	151,435.00	6	2028-09-30	1950.00	Per month: <5 yrs - $375 ≥5 yrs - $400 ≥10 yrs - $450 ≥15 yrs - $500 ≥20 yrs - $550

1 BC NPs are not unionized, and there are also NPs who work in the Primary Care Network.
2 Rates vary – rates shown from St. Joseph's Healthcare, Hamilton.

SALARY: GRADUATE NURSE

UNION (PROVINCE/TERRITORY	HOURLY RATE		ANNUAL INCOME		STEPS	CONTRACT EXPIRY	ANNUAL HRS
	Min	Max	Min	Max			
BCNU (B.C.)	-	-	-	-	-	-	-
UNA (Alb.)	40.76	55.79	78,289.77	107,158.64	9	2028-03-31	1920.75
SUN (Sask.)	33.30	33.30	64,895.04	64,895.04	1	2024-03-31	1948.80
MNU (Man.)	39.546	39.546	79,685.593	79,685.593	1	2028-03-31	2015.00
ONA (Ont.)[1]	41.15	41.15	80,242.50	80,242.50	1	2027-03-31	1950.00
FIQ (Que.)	26.95	26.95	52,734.41	52,734.41	1	2028-03-31	1956.75
NBNU (N.B.)	43.67	43.67	85,484.03	85,484.03	1	2027-12-31	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.)	38.93	38.93	75,917.43	75,917.43	1	2026-06-30	1950.00
PSAC North (Yukon)	-	-	-	-	-	-	-
PSAC North (N.W.T.)	-	-	-	-	-	-	-
PSAC North (Nunavut)	-	-	-	-	--	-	-

1 This is the RN start rate.

STATUTORY AND PAID HOLIDAYS

UNION (PROVINCE/TERRITORY	NAMED HOLIDAYS	RATE OF PAY FOR STATUTORY HOLIDAYS	SUPER STATS
BCNU (B.C.)	13	2 x basic rate Alternate day off	3 super stats per year 2.5 x basic rate Alternate day off
UNA (Alb.)	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
SUN (Sask.)	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
MNU (Man.)	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
ONA (Ont.)	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
FIQ (Que.)	13	1.5 x basic rate Alternate day off	2 super stats per year 1.5 x basic rate Alternate day off
NBNU (N.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

STATUTORY AND PAID HOLIDAYS CONTINUED

UNION (PROVINCE/TERRITORY	NAMED HOLIDAYS	RATE OF PAY FOR STATUTORY HOLIDAYS	SUPER STATS
NSNU (N.S.)	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
PEINU (P.E.I.)	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
RNUNL (N.L.)	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
PSAC North (Yukon)	14	1.5 x basic rate for first 4 hrs 2 x basic rate staying in excess of 4 hrs	Treated the same as other paid holidays
PSAC North (N.W.T.)	-	2 x basic rate on all hrs worked Possibility of taking an equivalent combination of pay and a day of leave	Treated the same as other paid holidays
PSAC North (Nunavut)	13	1.5 x basic rate for first 4 hrs 2 x basic rate staying in excess of 4 hrs Possibility of taking an equivalent combination of pay and a day of leave	Treated the same as other paid holidays

OVERTIME RATES

UNION (PROVINCE/TERRITORY	ONE AND HALF TIMES	DOUBLE TIME	STATUTORY HOLIDAYS
BCNU (B.C.)	1, 2, 3	8, 12, 13, 14, 17	1.5 x on regular stats or 2.5 x on super stats
UNA (Alb.)	-	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
SUN (Sask.)	-	1, 2, 4, 6, 8, 9	2 x basic rate for stat Alternate day off Can bank stat pay
MNU (Man.)	-	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
ONA (Ont.)	1 (meal only), 2, 3, 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
FIQ (Que.)	1, 2, 3	May occur under certain circumstances	2 x basic rate for stat
NBNU (N.B.)	1, 2, 3, 6, 7, 8, 9, 11, 16	EEs who worked > 37.5 hrs/week over a 4-week period (150 hrs) shall be compensated 2 x the hourly rate or 2 x time off for each of the OT hrs worked. Article 20.04 will therefore supersede references to the payment of 1.5 x the EE's hourly rate in the CA for those EEs that have exceeded 150 hrs.	1.5 x basic rate for stat Alternate day off Can opt for pay
NSNU (N.S.)	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
PEINU (P.E.I.)	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
RNUNL (N.L.)	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 EE = employee ER = employer

OVERTIME RATES CONTINUED

UNION (PROVINCE/TERRITORY	ONE AND HALF TIMES	DOUBLE TIME	STATUTORY HOLIDAYS
PSAC North (Yukon)	1.5 x basic rate for first 4 hrs and 2 x in excess of first 4 consecutive hrs of OT Schedule change: 1.5 x (but for first shift only)	1.5 x basic rate for first 4 hrs and 2 x in excess of first 4 consecutive hrs of OT 2 x basic rate 2nd or subsequent consecutive day of rest	2.5 x basic rate (1 x pay for the holiday + 1.5 x for time worked) for first 4 hrs of work 3 x basic rate (1 x pay for the holiday + 2 x for time worked) for hrs of work over 4 Alternate day off Can opt for pay
PSAC North (N.W.T.)	1, 2, 3, 5, 8, 9 3rd consecutive weekend; 1.5 x basic rate for first shift when 2 shifts in calendar day; 1.5 x basic rate first shift when recalled from vacation	If > than 4 hrs and if work on 2nd or subsequent consecutive day of rest For all hrs > than 12 hrs in a given day When no mandatory 8-hr rest provided 2 x basic rate 2nd or subsequent consecutive day of rest	3 x basic rate (1 x pay for the holiday + 2 x for time worked) for all hours Alternate day off Can opt for pay
PSAC North (Nunavut)	1, 2, 3, 5, 6, 8, 9, 12, 13 Telephone/electronic communication between 23:00 and 7:00 3rd consecutive weekend 1.5 basic rate x for first shift when 2 shifts in calendar day	If > than 4 hours and if work on 2nd or subsequent consecutive day of rest For all hours beyond 12 hrs in a given day For all hrs beyond 16 consecutive 2 x basic rate 2nd or subsequent consecutive day of rest	2.5 x basic rate (1 x pay for the holiday + 1.5 x for time worked) for first 4 hrs of work 3 x basic rate (1 x pay for the holiday + 2 x for time worked) for hours of work over 4 Alternate day off Can opt for pay

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 8-hr shift, 7 consecutive shifts; for 12-hr shift, 4 consecutive shifts. Applies for evenings and nights only.

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. Applies for evenings and nights only.

1 EE = employee ER = employer

TIME PREMIUMS

UNION (PROVINCE/ TERRITORY)	NIGHTS (HOURLY)	EVENINGS (HOURLY)	WEEKENDS (HOURLY)	ON CALL (HOURLY)	CALL-BACK	TRAVEL
BCNU (B.C.)	$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	OT 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
UNA (Alb.)	$5.00	$2.75	$3.25	$7.00 regular $7.00 stat. holidays $7.00 rest days	2 x basic rate, min. 3 hrs	0.55/km; $162.50 per mth. car allowance (part-time prorated)[1]
SUN (Sask.)	$3.75	$3.75	$3.10	$3.15 regular $4.25 stat. holidays, minimum 8 hrs	OT rate, min. 2 hrs.	South of the 54th parallel $0.5662/km, North of the 54th parallel $0.6391/km Variable based on quarterly reviews Min. $4.50 round trip $185.00 per mth car full-time employee
MNU (Man.)	$3.75	$2.25	$5.75	Basic pay, min. 2 hrs Tel./email consults at overtime rate	OT rate, min. 3 hrs.	Reimbursed at province of Manitoba mileage rates Min. $5.00; max. $30.00
ONA (Ont.)	$2.98	$2.25	$3.14	$3.45 $5.05 stat. holidays	2 x basic rate (min. 4 hrs)	Greater of $0.22/km or hospital policy
FIQ (Que.)	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 Additionnal 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/km for the first 8,000 km, then $0.56/ km plus $0.159/km for gravel roads (since October 1, 2024)
NBNU (N.B.)	$4.00	$4.00	$4.00	$3.50; with less than 72-hour notice $5.00	Min. 3 hrs OT rate	As defined in New Brunswick travel expences policy; $13 max for taxi on call-back
NSNU (N.S.)	$4.00	$4.00	$4.00	$20, min. 8 hrs. $40, min. 8 hrs. (stat. holidays)	Min. 4 hrs. or OT rate (whichever is greater)	$ 0.59/km

TIME PREMIUMS CONTINUED

UNION (PROVINCE/ TERRITORY)	NIGHTS (HOURLY)	EVENINGS (HOURLY)	WEEKENDS (HOURLY)	ON CALL (HOURLY)	CALL-BACK	TRAVEL
PEINU (P.E.I.)	$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.	OT min. 3 hrs After 7.5 hrs 2 x basic rate	Actual costs or per km (min. $6, max. $20)
RNUNL (N.L.)	$2.30	$2.30	$2.55	8hr shifts: $20.40 with $22.60 on stats; 12hr shifts: $30.60 with $33.90 on stats	OT rate, min. 3 hrs	0.4047 km if vehicle not required as condition of employment; $0.5437 if vehicle required as condition of employment
PSAC North (Yukon)	$3 for LPN's 8% graveyard shift	$3.00	$2.25 for LPNs 8% graveyard shift and 10% weekend	2 hrs of pay per 8-hr shift	1) compensation OT rate + 2 hrs of straight time or 2) 4-hr pay at straight time rate (whichever is greater)	$0.69/km
PSAC North (N.W.T.)	$2.50	$2.50	$2.50	1 hr of pay per 8-hr shift 1.5 hrs of pay per 8-hr shift on a day of rest or holiday	1) compensation OT rate or 2) 4-hr pay at straight time rate (whichever is greater)	Within NWT $0.70/km Outside of NWT $0.599/km
PSAC North (Nunavut)	$1.75	$1.50	$0.80	$40 per 8-hr shift $50 per 8-hr shift on a day of rest or holiday	1) compensation OT rate or 2) 4-hr pay at straight time rate (whichever is greater)	$0.725/km

1 Adjusted to cost of gas and current government guidelines

POSITION PREMIUMS

UNION (PROVINCE/TERRITORY	IN-CHARGE (HOURLY)	TEAM LEADER PAY (HOURLY)	RESPONSIBILITY PAY (HOURLY)	PRECEPTOR (HOURLY)	MENTOR (HOURLY)	GENERAL PREMIUM (ALL MEMBERS)
BCNU (B.C.)	$2.50	[1]	$2.50	$1.50	Level 4 rate of pay	$2.15/hr for straight time, regular EEs only
UNA (Alb.)	$3.50	-	$3.50	$2.00	-	-
SUN (Sask.)	$2.00	-	Min. 5.5% over hourly rate	$0.65	-	-
MNU (Man.)[2]	$2.00	-	$2.00	-	$2.00	FT salary enhancement, effective April 1, 2025. Available to all employees (LPN, general duty nurse, CRN) and excludes nurse 4 and higher, with 1.0 EFT or PT/casual employees that work up to FT hours. $5.95/hr
ONA (Ont.)	$4.00	$4.00	-	$2.00	$2.00	-
FIQ (Que.)	$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)
NBNU (N.B.)	$1.25	-	$1.50	$1.50	$1.50	-
NSNU (N.S.)	$2.00	RN3 rate	$2.00 if designated	$1.50	-	-
PEINU (P.E.I.)	Half-way between RN1 and RN2 hourly rate, only applicable in rural hospitals and home care	RN2 rate	-	-	$5.00/hr (pilot, MOA expired March 31, 2025)	FT incentive = $5,000/year paid out bi-weekly
RNUNL (N.L.)	$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

POSITION PREMIUMS CONTINUED

UNION (PROVINCE/TERRITORY	IN-CHARGE (HOURLY)	TEAM LEADER PAY (HOURLY)	RESPONSIBILITY PAY (HOURLY)	PRECEPTOR (HOURLY)	MENTOR (HOURLY)	GENERAL PREMIUM (ALL MEMBERS)
PSAC North (Yukon)	$9.23	-	-	$125/ week	$125/week	**NP market adjustment allowance** $12,000/yr **Retention allowances** ***Community nursing*** $4,000 - 2 yrs of cont. serv. $5,000 - 3 yrs of cont. serv. $6,000 - 4 & 5 yrs of cont. serv. $8,000 ≥1 6 cont.serv. and each following year ***RN*** $3,000/yr ***Primary health care nurse*** (PHCN) (RN) $8,000/yr ***Primary health care nurse in charge (PHCNIC)*** (in addition to RN allowance) $18,000/yr
PSAC North (N.W.T.)	-	-	-	12% premium	12% premium	**Annual special allowance** ***Nurses in health centres*** $12,000 - $7,000 annually
PSAC North (Nunavut)	-	-	$2.00	$2.00	$500/ monthly	**Recruitment bonuses** ***RN, NP, CNP*** At recruitment (0 yr) - $5,000 At 18 months - $10,000 At 30 months - $10,000 ***LPN*** At recruitment (0 yr) - $3,000 At 6 months - $3,000 At 1 yr - $5,000 At 2 yrs - $7,000 **Annual special allowance** ***Community health nurse (RN) in health centres*** $19,500 - $11,625 annually CNS $9,000 **Recruitment and retention** ***Difficult-to-fill allowance*** (designated communities): Tier I - $10/hr Tier II - $15/hr

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

2 MNU has a premium for ICU ($3.00/hour); ED w/ICU ($4.00/hour), ED/UC without ICU ($2.00) and triage premium ($2.00).

VACATION

UNION (PROVINCE/TERRITORY	VACATION DAYS Min	VACATION DAYS Max	MAX. YRS SERVICE	SUPPLEMENTARY	PART-TIME	CASUAL
BCNU (BC)	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
UNA (Alb.)	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+)
SUN (Sask.)	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
MNU (Man.)[1]	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
ONA (Ont.)	15	35	25	-	Equivalent to FTE but based on a percentage of gross salary	As per part-time
FIQ (Que.)	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
NBNU (N.B.)	15	25	20	Extra 5 days unpaid at 25 yrs	Prorated	13% in lieu
NSNU (N.S.)	15	30	25	-	Prorated	11% in lieu
PEINU (P.E.I.)	15	31	25	1 day in each of 25, 30, 35, 40, 45 years	In accordance with hours worked	12% in lieu
RNUNL (N.L.)	20	30	25	-	Movement up vacation ladder based on years of service; paid vacation days based on FTE only; prorated	20% in lieu
PSAC NORTH (YK)	20	35	26	Long service vacation leave Extra 5 days paid after each 5 years of cont. service	Same as PT, prorated based on the average number of hours worked weekly.	Same as PT, prorated based on the average number of hours worked weekly.
PSAC NORTH (N.W.T.)	16.5	35	20	-	Same as FT. Vacation pay is based on hours worked (hourly accumulation).	Same as FT. Vacation pay is based on hours worked (hourly accumulation).
PSAC NORTH (NT)	16.5	35	19	-	Same as FT. Vacation pay is based on hours worked (hourly accumulation).	Same as FT. Vacation pay is based on hours worked (hourly accumulation).

1 Additional week of vacation for nurse IV, nurse V, NP and CNS (starting in 2025)

ACADEMIC ALLOWANCES

UNION (PROVINCE/TERRITORY	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.[1]	-	-	$25/ mth.[2]	$100/ mth.[3]	$125/mth.	-	2025-03-31	1950.00
UNA (Alb.)[4]	$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
SUN (Sask.)	-	$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
MNU (Man.)	$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
ONA (Ont.)[5]	-	$15/mth.	$15/mth.	$40/ mth.	$80/mth.	$120/mth.	-	2027-03-31	1950.00
FIQ (Que.)[6]	Varies	Varies	Varies	Varies	Varies	Varies	-	2028-03-31	-
NBNU (N.B.)	-	-	-	-	-	-	-	-	-
NSNU (N.S.)	-	$333/yr.	$667/yr.	-	$1,445/yr.	$1,961/yr.	-	2025-10-31	1950.00
PEINU (P.E.I.)		-	-	-	-	-	-	-	-
RNUNL (N.L.)	-	$300/yr.	$500/yr.	$500/yr.	$82/mth.	$110/mth.	-	2026-06-30	1950.00
PSAC North (Yukon)	-	-	-	-	-	-	-	-	-
PSAC North (N.W.T.)[7]	$50/ month	-	$100/ month	100/ month	$150/ month	$150/ month	$150/ mth	30/03/2026	1950.00
PSAC North (Nunavut)[8]	$25/ month[9]	-	$40/ month	$75/ month	$125/ month	$125/ month	$125/ mth	30/09/2028	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

4 If required by employer, can have two 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)

7 Can only have one of those allowances at a time ($100 1 yr. course and $150 for baccalaureate or higher degree)

8 Can only have one of those allowances at a time (additional diploma, 1-year course, baccalaureate or higher (art.22 of MOU12))

9 A Canadian Healthcare Association / Canadian Nurses Association certification course

SICK LEAVE

UNION (PROVINCE/TERRITORY	SICK DAYS (PER MONTH)	MAXIMUM (DAYS)	WORKERS' COMPENSATION TOP-UP	PART-TIME	CASUAL
BCNU (B.C.)	1.5 (11.25 hrs.)	156	Paid regular net pay	Prorated as % of all paid hours	Minimum 5 paid sick days
UNA (Alb.)	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	-
SUN (Sask.)	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
MNU (Man.)	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
ONA (Ont.)	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
FIQ (Que.)	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
NBNU (N.B.)	1.5	240 days max. 18 days max. per year	-	13% in lieu	13% in lieu
NSNU (N.S.)	1.5	150	Top up to net salary deducted from sick leave credits	11.25 hours per 162.5 hours paid	Within % in lieu
PEINU (P.E.I.)	1.5	215	85% of net income; no deduction from sick bank	Prorated basis to time paid	No sick bank

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

SICK LEAVE CONTINUED

UNION (PROVINCE/TERRITORY	SICK DAYS (PER MONTH)	MAXIMUM (DAYS)	WORKERS' COMPENSATION TOP-UP	PART-TIME	CASUAL
RNUNL (N.L.)	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
PSAC North (Yukon)	1.25 days	180 days STD: no LTD: 70% of monthly earnings to a maximum of the lesser of $11,000 or 85% of gross pre-disability monthly income + 3% cost of living adjustment. Waiting period of 13 weeks after expiry of paid sick leave.	No top-up	Same as FT but pro-rated	Same as FT but pro-rated
PSAC North (N.W.T.)	1.25 days (hourly acumulation)	15 days STD: no LTD: 70% of monthly earnings + 3% cost of living adjustment Waiting period of 13 weeks after expiry of paid sick leave.	No top-up	Same as FT (hourly accumulation)	Same as FT (hourly accumulation)
PSAC North (Nunavut)	1.25 days (hourly acumulation)	15 days STD: no LTD : 70% of monthly earnings up to a maximum of $15,000 + 3% cost of living adjustment. Waiting period of 13 weeks after expiry of paid sick leave.	No top-up	Same as FT (hourly accumulation)	Same as FT (hourly accumulation)

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

HEALTH PLAN BENEFITS

UNION (PROVINCE/ TERRITORY	PLAN COST SHARING EXTENDED PLAN	VISION	DRUG COVERAGE	PART-TIME	CASUAL
BCNU (B.C.)	80% for first $1,000; then 100%	$350/person/24 mths.	80% for first $1,000, then 100%; full pharmacare tie-in	As per FT	Option to enroll and self-pay after min. hrs. worked per year; costs are refunded
UNA (Alb.)	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 FT	-
SUN (Sask.)	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 % of FTE worked
MNU (Man.)	50% ER; 50% EE	One exam every 24 months for both adults and dependants up to age 21; limit is combined with vision care (combined maximum $500 per person)	80% to a max benefit of $20,000 per family per calendar year Max - yes; use of formulary; no co-payment, no fee per RX; no deductible	As per FT	-
ONA (Ont.)	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
FIQ (Que.)	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 FT	As per FT
NBNU (N.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 FT	-

1 EE = employee ER = employer

HEALTH PLAN BENEFITS CONTINUED

UNION (PROVINCE/ TERRITORY	PLAN COST SHARING EXTENDED PLAN	VISION	DRUG COVERAGE	PART-TIME	CASUAL
NSNU (N.S.)	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 FT if FTE >0.4	-
PEINU (P.E.I.)	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 FT	-
RNUNL (N.L.)	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 FT if >0.5	20% of basic salary in lieu
PSAC North (Yukon)	ER 85% and EE 15% for extended health care, dental and LTD	Eye exam 80% once every 2 calendar years Eyeglasses or contact lenses 80% to a max of $400 every 2 calendar years	80% covered Maximum: yes Use of formulary No co-payment/fee per prescription	As per FT	As per FT, eligible if assigned workweek of 12 hrs or more and if hired for a determinate period of 6 months or more or after continuous employment of 6 months or more (if initially hired for less than 6 months)
PSAC North (N.W.T.)	ER pays 100% for complementary health and complementary hospital level 1, EE pays 100% hospital level 2 and 3 additional costs.	Eye exam 80% once every 2 calendar years Eyeglasses or contact lenses 80% to a max of $400 every 2 calendar years	80% covered Maximum: yes Use of formulary No co-payment/fee per prescription	As per FT	-
PSAC North (Nunavut)	ER 100% for complementary health and 100% complementary hospital level	Eye exams 80% once every 2 calendar years Eyeglasses or contact lenses 80% to a max of $275 every 2 calendar years	80% covered up to the max, and beyond that 100% Maximum: yes Use of formulary No co-payment/fee per prescription	As per FT	-

1 EE = employee ER = employer

PENSION BENEFITS

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UNION (PROVINCE/TERRITORY	FULL-TIME	PART-TIME	CASUAL
BCNU (B.C.)	Regular employees enrolled after completion of 3-month probation ER pays 1.18% of EE contributions % of EE salary 8.35%	As per FT, 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
UNA (Alb.)	ER pays 1% more than EE % of EE salary: up to YMPE 8.39% EE, >YMPE 12.84% EE	As per FT	None
SUN (Sask.)	ER pays 112% of EE contributions % of EE salary: up to YMPE 8.1%, >YMPE 10.7%	As per FT - relative to pensional earnings	9.00% ER; 8.10% EE With a minimum number of hours, can enroll in the plan
MNU (Man.)	ER contribution = EE contribution % of EE salary: up to YMPE 7.9%, >YMPE 9.5%	As per FT	As per FT
ONA (Ont.)	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.
FIQ (Que.)	ER contribution = EE contribution % of EE salary: 9.39%	As per FT	As per FT
NBNU (N.B.)	ER contribution = EE contribution % of EE salary 7.8%	As per FT	Entitled as per pension plan
NSNU (N.S.)	ER pays 140% of EE contributions % of EE salary: up to YMPE 7.82%, >YMPE 10.18%	As per FT	24 months of continuous employment; minimum number of hours specified, can enroll in the plan
PEINU (P.E.I.)	ER contribution = EE contribution % of EE salary: up to YMPE 8.9%, >YMPE 9.75%	As per FT	None

1 EE = employee ER = employer

PENSION BENEFITS CONTINUED

UNION (PROVINCE/TERRITORY	FULL-TIME	PART-TIME	CASUAL
RNUNL (N.L.)	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
PSAC North (Yukon)	ER contribution = EE contribution % of EE salary: GR1 (before 2013): up to YMPE - 9.1%; >YMPE - 11.69% GR2 (on or after 2013): up to YMPE - 8%; > YMPE - 10.58%	As per FT, eligible if assigned workweek of 12 hrs of more	As per FT, eligible if assigned workweek of 12 hrs or more and if hired for a determinate period of 6 months or more or after continuous employment of 6 months or more (if initially hired for less than 6 months)
PSAC North (N.W.T.)	ER contribution = EE contribution % of EE salary: GR1 (before 2013): up to YMPE - 9.1%; >YMPE - 11.69% GR2 (on or after 2013): up to YMPE - 8.00%; > YMPE - 10.58%	As per FT, eligible if assigned workweek of 12 hrs of more	As per FT, eligible if assigned workweek of 12 hrs or more and if hired for a determinate period of 6 months or more or after continuous employment of 6 months or more (if initially hired for less than 6 months)
PSAC North (Nunavut)	ER contribution = EE contribution % of EE salary: GR1 (before 2013): up to YMPE - 9.1%; >YMPE - 11.69% GR2 (on or after 2013): up to YMPE 8.00%; > YMPE 10.58%	As per FT, eligible if assigned workweek of 12 hrs of more	As per FT, eligible if assigned workweek of 12 hrs or more and if hired for a determinate period of 6 months or more or after continuous employment of 6 months or more (if initially hired for less than 6 months)

1 EE = employee ER = employer

UPCOMING CHANGES

UNION/PROVINCE	CONTRACT EXPIRY DATE	PROJECTED % INCREASE	
BCNU (B.C.)	2025-03-31	-	-
UNA (Alb.)	2028-03-31	3%	2027-04-01
SUN (Sask.)	2024-03-31	-	-
MNU (Man.)	2028-03-31	3% general salary increase	2027-04-01
ONA (Ont.)	2027-03-31	-	-
FIQ (Que.)	2028-03-31	3.50% general salary increase + max 1.0% market adjustment	2027-04-01
NBNU (N.B.)	2027-12-31	2.25%	2027-07-01
NSNU (N.S.)	2025-10-31	-	-
PEINU (P.E.I.)	2025-03-31	-	-
RNUNL (N.L.)	2026-06-30	-	-
PSAC North (Yukon)	2024-12-31	-	-
PSAC North (N.W.T.)	2026-03-30	-	-
PSAC North (Nunavut)	2028-09-30	2.50%	2027-10-01

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