

HISTORY OF NURSE WAGE INCREASES

Date	Increase	Summary
3 Feb 2019	1.0%	A general wage increase of one percent (1.0%) plus a potential economic stability dividend.
1 Apr 2018	0.5%	A general wage increase of one-half percent (.5%)
4 Feb 2018	1.0%	A general wage increase of one percent (1.0%) plus a potential economic stability dividend.
2 April 2017	0.50%	A general wage increase of one-half percent (.5%)
5 Feb 2017	1.00% + 0.35% ESD	A general wage increase of one percent (1%) plus an economic stability dividend of 0.35%.
3 Apr 2016	0.50%	A general wage increase of one-half percent (.5%)
7 Feb 2016	0.45%	An economic stability dividend of 0.45%.
5 Apr 2015	1.00%	A general wage increase of 1%.
15 Oct 2014	1.00%	A general wage increase of 1%.
01 Jan 2014	1.00%	A general wage increase of 1%.
01 Jun 2013	1.00%	A general wage increase of 1%.
01 Jan 2013	1.00%	A general wage increase of 1%.
01 Jan 2010	4.20%	A general wage increase of 4.2%.
01 Jan 2009	3.50%	A general wage increase of 3.5%.
01 Jan 2008	3.50%	A general wage increase of 3.5%.
01 Jan 2007	3.00%	General wage increase of 3%. Also a one-time signing bonus of \$3600 per full time FTE, pro-rated for part-time and auxiliary.
01 Jan 2004	3.20%	COLA adjustment equal to the April 1, 2003 adjustment in the provincial collective agreement (2001-2004) between the Health Employers Association of BC and the Nurses Bargaining Association
01 Jan 2003	-	A \$0.55 per hour increase and market adjustments, varying by grid level and step (approximately 9% at top step of Level 4) applied to all rates of pay. Increment steps decreased from 8 to 6 but increment interval extended from 1 year to 18 months.
01 Jul 2002	-	Market adjustments, varying by grid level and step (approximately 10% at the top step of Level 4) applied to all rates of pay. Increment steps increased from 6 to 8.
01 Apr 2002	2.0%	General Increase
29 Apr 2001	-	Increase of \$0.37/hour to Steps 3-6 of Level 1. One pay grid increase to eligible positions.

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Date	Increase	Summary
01 Oct 2000	-	One pay grid increase to eligible positions.
01 Jun 2000	-	Introduction of a new 4 level salary schedule and allocation under a new job evaluation plan provides for increases to some Nurse positions.
02 Apr 2000	2.0%	General increase.
18 Dec 1997	-	All positions classified in the Nurse series receive an increase equating to one pay level (3.79%). This does not apply to Community Nurse classifications.
30 Nov 1997	1.0%	General Increase
26 Mar 1995	1.5%	General Increase.
01 Jan 1993	2.75%	General Increase.
01 Jan 1992	3.5%	General Increase.
01 Mar 1991	2.0%	General Increase.
01 Jan 1991	5.0%	General Increase.
01 Apr 1990	6.43%*	*Average only. Conversion to salary grid.
01 Jan 1990	6.25%	
01 Jan 1989	3.0%	General Increase.
01 Jan 1988	2.2%	General Increase.
01 Jan 1987	2.5%	General Increase.
01 Jan 1986	2.0%	General Increase.
31 Dec 1985	0.69%	General Increase.
01 Jan 1984	2.29%	General Increase.
01 Jan 1983	2.85%	Conversion to bi-weekly pay. Rounded to nearest dollar.
01 Aug 1982	5.9%*	*Average only. Across the board increase of \$127 per month.
01 Jan 1982	5.0%	
01 Aug 1981	3.0%	
01 Jan 1981	11.0%	
01 Aug 1980	3.0%	
01 Jan 1980	8.0%	
01 Jan 1979	8.0%	General Increase.
01 Jan 1978	6.4%	General Increase.

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Date	Increase	Summary
01 Jan 1977	3.5%	In addition, employees received a lump sum settlement bonus of \$459 for period of Mar. 1/76 - Feb. 28/77.
01 Jan 1976	5.4%	In addition, employees received a lump sum payment in lieu of retroactivity for overtime, standby and other such benefits (\$297 - \$511).
01 Mar 1975	14.5%	Includes COLA.
01 Jan 1975	7.5%	
01 Apr 1974	25.0%	In addition, regular employees were eligible for a special payment (settlement bonus) of \$300 in total in lieu of retroactive conditions in the Agreement. Employees also received a lump sum payment in lieu of retroactivity (\$1700 to \$3200).