ARTICLE 34
SALARY

A. Employees will be placed on the wage scale based on years of nursing experience. Nurses shall be hired in at a salary step that provides for one year of credit for every one year of nursing experience.

SALARY – Minimum start rates

Years of Service	**LPN**	**RN**
	Current	Current
0 to 1	$33.00	$42
1 to 2	$34.50	$44
3 to 4	$36.00	$46
5+	$38.00	$48

In the event the Center needs to adjust the minimum hiring rates, the Center will notify the Union, and if requested timely by the Union, will meet and discuss any adjustments to the minimum hiring rates.

Effective the first full pay period after March 1, 2025, Upon Ratification, all full- and part-time, non-probationary employees shall receive one and one half percent (1.5%) wage increase. All full time and part time, non-probationary employees shall also receive a wage increase of a one and one half percent (1.5%) the first full pay period after September 1, 2025.

Effective March 1, 2026 full-time, part-time and non-probationary will receive a one and one half percent(1.5%) wage increase and a one and three quarter percent (1.75%) wage increase September 1, 2026.

Resident Care Coordinators shall receive as their base rate, ($1.25) one dollar and twenty-five cents per hour in addition to the appropriate experience step on the salary guide.

B. If, due to an emergency, there are two (2) nurses (not accompanied by another RN, GN or LPN) in the building during any shift, said nurses will be paid double their regular rate for that shift or shifts for which they remain the only nurses on duty.

C. Salary payments shall be made bi-weekly on Friday.

D. Shift differential

Employees who work on the 3-11pm and the 11pm-7am shifts will receive a differential of $1.50 an hour for all hours worked on said shifts..

E. Employees assigned the duty of House Nurse shall receive an additional one dollar and fifty cents ($1.50) per hour in pay. Effective March 1, 2017 employees assigned the duty of House Nurse shall receive one dollar and seventy-five cents ($1.75) per hour in pay.

F. Payroll errors equal to or greater than one full 8-hour shift of pay shall be rectified within 48 hours within institutional constraints.

G. When an RN or LPN works through his/her break or lunch, he/she shall be paid for that time worked in accordance with the overtime approval procedure of the institution.