

# Summary of the Tentative Agreement

## Term of Agreement

**4 Years** (April 1, 2021 – March 31, 2025)

New language that allows bargaining to begin sixty (60) days prior to the expiration of the Collective Agreement.

## New Bargaining Unit Members

Will include **Graduate Nurses** (upon signing of the collective agreement)

# Monetary Highlights

## General Wage Increases

**Total Increase: 13.434 % (compounded)**

<b>April 1, 2021</b>	<b>2.50 %</b>
<b>April 1, 2022</b>	<b>3.00 %</b>
<b>April 1, 2023</b>	<b>2.25 %</b>
<b>October 1, 2023</b>	<b>2.25 %</b>
<b>April 1, 2024</b>	<b>1.75 %</b>
<b>October 1, 2024</b>	<b>1.00 %</b>

As of October 1, 2024, the general wage rates will have increased by 13.434 % (compounded) over the life of this agreement.

A “DRAFT” copy of Appendix “A” is included on the last page of the Ratification Report. NOTE: As a “DRAFT” it is subject to change. The lay-out and/or values printed in a new collective agreement may be different if there are any errors/omissions in the formulas or rounding errors/variances.

## Retroactivity

The general wage increases included in the table above are retroactive to April 1, 2021, April 1, 2022, and April 1, 2023, respectively. No other wage increases, premiums, benefits, or incentives will be applied retroactively.

## New Experienced RN/NP Wage Rates

<b>10 Year Wage Rate</b>	<b>Step 6 +2%</b>
<b>15 Year Wage Rate</b>	<b>10 Year +2%</b>

The new 10 Year & 15 Year Rates will replace the existing 25 Year Rate upon signing of the new collective agreement. (The new 15 Year Rate is 4.04% (compounded) higher than Step 6, whereas the 25 Year Rate was 3% higher than Step 6).

RNs will become eligible for the 10 Year Wage Rate & 15 Year Wage Rate after 10 or 15 Years **as an RN** (*not Hours of Service or Nursing Service Credits*), respectively. NPs will become eligible for the 10 Year Rate & 15 Year Wage Rate upon completion of 9,750 Hours (5.0 FTE years) of Service or Service Credits and with 10 Years or 15 Years as an RN and/or NP (a combined total).

With these new 10- & 15-Year Wage Rates, the wage rates of eligible members will have increased by 15.702% (for those at the 10 Year Wage Rate) and up to 18.017% (for those who will be at the 15-Year Wage at the date of signing of the new collective agreement) over the life of this agreement.

## New GN & GNP Wage Rates

### Graduate Nurses (GN)

**90% of RN Step 1**

### Graduate Nurse Practitioners (GNP)

**100% of NP Step 1**

## Existing Premiums & Benefits

### Casual Retired Nurse Incentive

**All retired RNs & NPs** who are hired as Casual Employees (rather than only RNs/NPs who have retired from Health PEI) will now be eligible for this incentive.

### Shift Differentials

**\$3.25 per hour on Evenings**

**\$4.00 per hour on Nights**

### Weekend Premium

**\$4.00 per hour**

### Standby Pay

**\$4.00 per hour**

### Preference, Extra Shifts & Short-Notice Shifts

**New Premium of 50% of the regular rate for Permanent & Temporary Employees**

The existing language of Article 20.22 (Preference to Extra Shifts for Part Time Employees) and Article 21.2 (Compensation for Short-Notice Shifts for Part-Time Employees) will be deleted and replaced with new language.

Part-Time Employees will no longer be required to sign up for 'Preference for Extra Shifts'.

All Permanent & Temporary Employees (Full-Time & Part-Time) will be paid a premium of 50% of their regular rate of pay for picking up short notice shifts (unknown vacancies).

Examples for picking up 'unknown vacancies' (i.e.: short notice shifts):

**For Full-Time Employees** this means they would receive the equivalent of Double Time (the Overtime Rate of 1.5x + Premium of 0.5x = 2.0x)

**For a Part-Time Employees\*** this means they would be paid the equivalent of the Time and a Half because they would earn Straight Time 1.0x + the Premium of 0.5x = 1.5x (a.k.a. the 'Overtime Rate')

*\*When they reach the threshold for "Overtime" per Article 21.1 Part-Time Employees would be compensated at the Overtime Rate 1.5x + the Premium of 0.5x = 2.0x*

Short-Notice Shifts means unknown vacancies that arise unexpectedly due to workplace injuries, sick calls, family illness leave, or an unanticipated need for additional staff due to outbreaks or increases in the patient volumes, etc. The new premium will not be applied to shifts that were known about and posted/offered more than 48 hours in advance.

### MOA for 24/7 Bed-Based Care Short-Staffing Premium

**Extended until September 15, 2023**

The MOA was extended until June 30, 2023, and the Employer has agreed to extend it until at least Sept. 15, 2023, to ensure the premium remains available through the summer vacation period.

### MOA for Vacation Carry-Over

**Carry-Over Unused Vacation into 2025-2026 Vacation Year**

Permanent Employees will be able to carry-over their unused Vacation Hours for the remainder of the collective agreement. In other words, Employees will be able to carry-over unused vacation from the remaining two (2) fiscal/vacation years into the 2025-2026 Vacation Year.

## New Benefits & Premiums

### Delayed Commencement of a Permanent Position

Employees will be paid at the higher rate if they are not released from their current position to go to a new position in a higher classification within 4 weeks from the date, they give notice to their supervisor.

### Schedule Changes Due to Reassignment

If reassignment results in a schedule change, Employees will be paid at either time and one half (1.5x) if they receive more than 48 hours notice, or double time (2.0x) if they receive less than 48 hours notice.

### Float and Designated Holidays

Adding the "**National Day for Truth and Reconciliation**" to the list of Designated Holidays.

### Adverse Weather

**New Language & Compensation**

If the Employer requests that an Employee report to a Health PEI facility for a specific period of time to ensure they will be available for their next shift, the Employee will be paid at **fifty percent (50%)** of their regular hourly rate for the time spent at the facility when they are **not working**, and make their best

efforts to provide meals and accommodations for the Employees who are requested to report to the facility as well as any Employees who may choose to report to the facility ahead of adverse weather.

### Mentorship Fund (Pilot)

**\$5.00 per hour**

For Employees who are assigned by the Employer to mentor another Employee during an approved mentorship period. This will apply to mentorship that Employees are requested or required to provide to Graduate Nurses, New Employees to Health PEI, New Employees to the Unit, and when current Employees need additional training/support.

### Designated Unit Premium (Trial)

**\$1.25 per hour**

This premium will be paid to all Permanent or temporary full time and part time employees who work shift work in designated 24/7 Health PEI Units or areas. A list of units (as of May 3, 2023) is included on Page 9 of this report.

### Full-Time Incentive (Trial)

**\$5,000 per year** (payable bi-weekly)

Employees who commit to work a Full-Time 1.0 FTE position (or a combination of Part-Time Positions totalling 1.0 FTE) will receive \$192.31/ pay period. Clarification- This does not apply for members who commit to part-time positions and pick up to full time.

## Non-Monetary Highlights

### Existing Articles of the Collective Agreement

#### Delayed Commencement of a Permanent Position (Article 15)

In the case of “exceptional circumstances” the Employer will not unilaterally delay an Employee’s release to go to a new permanent position by more than 12 weeks. (Currently, there is no limit included in the collective agreement.)

#### Reassignment (Article 16.1)

Improvement to reassignment language that provides guidelines for the Employer to follow if a potential reassignment may result in schedule changes. The Union must be consulted, and the employer must communicate to employees, taking into consideration:

- The abilities of the employee to provide competent, safe, and ethical nursing care during the reassignment.
- The personal circumstances of the employee.
- The recent assignments of the employee(s) who may be reassigned, for the purpose of determining equitable distribution of reassignments.

### Preference, Extra Shifts & Short-Notice Shifts (Articles 20.22, 20.24, 21.2)

The existing language of Article 20.22 (Preference to Extra Shifts for Part Time Employees) and Article 21.2 (Compensation for Short-Notice Shifts for Part-Time Employees) will be deleted and replaced with new language.

Part-Time Employees will no longer be required to sign up for 'Preference for Extra Shifts'.

All Permanent Part-Time Employees will have preference over Casual Employees for extra shifts in their work unit prior to the posting of the shift schedule unless the shift(s) would place the part-time Employee in an overtime situation.

### Temporary Positions and Internal Leaves of Absence (Article 17)

Article 17.1 Definitions of Short Temporary position (2-6 months) and Long Temporary positions (6-18 months).

- Extends the term for temporary to accommodate extended maternity leaves without need for re-posting.

Article 17.3 (c) Preference for Long Temporary positions identified:

- Permanent FT within bargaining unit who will be maintaining a 1.0 FTE.
- Permanent PT within bargaining unit who will be increasing employment guarantee by 20% or more.
- All other permanent employees within the bargaining unit.
- Casual employees within the work unit.
- Casual employees within the bargaining unit.

Article 17.3 (e) New guidelines that outline the ability for employees to be approved for a LOA to accept a temporary position:

- The employee will be permitted to go to the Long Temporary positions within six (6) weeks of the date they notify their supervisor or the start date of the Long Temporary, whichever is greater in the following circumstances:
  - If the request is to accept a full-time temporary position; or
  - If the temporary position is in a higher classification.

### Retirement and Retirement Allowance (Article 35)

Adding language to encourage employees to provide as much notice as possible of their intention to retire, not less than 4 weeks.

### Article 29 Mat Leave

Now includes the language for extended leaves of absence, previously included as Appendix "P".

### Article 49.2 Composition of Board of Arbitration

Amendment of the language to have a Single Arbitrator for individual & group grievances and reserve using a Board of Arbitration for policy and discharge/dismissal grievances.

## Establishing a “Joint Consultation Working Group”

The establishment of a Joint Consultation Working group between the Union and HPEI (and sub-committees depending on subject), to address the following matters:

- Review of RN Classifications
- Health & Safety, Appropriate Staffing Levels
- Working Conditions of Nurse Practitioners
- Improving Processes for Internal Investigations, Discipline, and Dispute Resolution

## Existing Appendices of the Collective Agreement

### Appendix E- Conditions for Line Sharing

Amended to clarify that Employees who are reducing their FTE through Line Sharing as an alternative to permanent part-time employment will be expected to apply for part-time positions as they become available.

### Appendix H- Mentorship Program for New Graduates

Paragraph #3 will be deleted. The premium for mentorship is included in the new MOA for a Mentorship Fund (Pilot).

### Appendix J- Reduction from Full-Time to Part-Time for Pre-Retirement Employees

Amended to allow Employees to rescind their resignation if their position has not already been posted. Such Employees will not be eligible for another pre-retirement reduction.

### Appendix L- Temporary Postings Application of “Worksite” Exceptions

Worksites and services updated- Examples- Women’s Wellness Clinic is now SHOR (Sexual Health Options and Reproduction), and the additions of Southshore Pharmacy and Mobile Crisis Response.

### Appendix P- Extension to Adoption and Parental Leave of Absence Without Pay

This appendix will be deleted. Language about extended maternity/parental leave has been added into Article 29.

### Appendix R – Uniforms

This appendix will be deleted. The previous ‘Wear White’ campaign is not active, so this Appendix was no longer relevant.

List of “Designated Units” as of May 3, 2023 (subject to change)

Community Health & Seniors Care

Maplewood Manor	Summerset Manor	Beach Grove Home
Margaret Stewart Ellis Home	Wedgewood Manor	Prince Edward Home
Stewart Memorial Hospital	Riverview Manor	Palliative Care
	Colville Manor	

Hospital Services & Patient Flow

Prince County Hospital	Queen Elizabeth Hospital
PCH Emergency	QEH Dialysis
PCH Medical/Palliative	QEH Emergency
PCH ICU	QEH EmergPsych
PCH Maternal Child Care	QEH Float Pool
PCH Nursing Administration	QEH ICU/CCU
PCH OR	QEH Nursery
PCH Psychiatry	QEH Nursing Administration
PCH Recovery Room	QEH Nursing Replacement
PCH Replacement/Float	QEH OR
PCH Surgery/Restorative	QEH Recovery Room
	QEH Unit 1
Western Hospital	QEH Unit 2
Western Hospital Emergency	QEH Unit 3
Western Hospital Medical	QEH Unit 4
	QEH Unit 5
O’Leary Community Hospital	QEH Unit 7
Community Hospital Medical/Palliative	QEH Unit 8
Community Hospital Nursing Replacement	QEH Unit 9
Kings County Memorial Hospital	Souris Hospital
KCMH Emergency	Souris Hospital Medical
KCMH Medical Unit	
KCMH Nursing Replacement	

Mental Health & Addictions

HH ACPU	HH Nursing Administration
HH AGPU	HH PDPU
HH CYPUP	HH SCPU
PATF Inpatient Withdrawal Unit	Strength Program

<b>October 1, 2020</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>25 yr wage rate</b>
RN 1	34.30	35.71	37.34	38.90	40.52	41.84	43.07
<i>Cas RN 1</i>	38.42	40.00	41.82	43.57	45.38	46.86	
RN 1 in Charge	34.57	36.15	37.83	39.47	41.17	42.68	43.95
<i>Cas RN 1 in Charge</i>	38.72	40.49	42.37	44.21	46.11	47.80	
RN 2	34.84	36.60	38.32	40.04	41.82	43.52	44.82
<i>Cas RN 2</i>	39.02	40.99	42.92	44.84	46.84	48.74	
RN 3	37.70	39.35	41.08	42.97	44.84	46.37	47.77
<i>Cas RN 3</i>	42.22	44.07	46.01	48.13	50.22	51.93	
RN 4	39.07	41.05	43.01	44.99	46.91	48.89	50.34
<i>Cas RN 4</i>	43.76	45.98	48.17	50.39	52.54	54.76	
NP	51.08	52.39	53.71	55.05	56.41	57.82	59.55
<i>Cas NP</i>	57.21	58.68	60.16	61.66	63.18	64.76	

<b>2.50% April 1, 2021</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>25 yr wage rate</b>
RN 1	35.16	36.60	38.27	39.87	41.53	42.89	44.15
<i>Cas RN 1</i>	39.38	41.00	42.87	44.66	46.51	48.03	
RN 1 in Charge	35.43	37.05	38.78	40.46	42.20	43.75	45.05
<i>Cas RN 1 in Charge</i>	39.69	41.50	43.43	45.32	47.26	49.00	
RN 2	35.71	37.52	39.28	41.04	42.87	44.61	45.94
<i>Cas RN 2</i>	40.00	42.01	43.99	45.96	48.01	49.96	
RN 3	38.64	40.33	42.11	44.04	45.96	47.53	48.96
<i>Cas RN 3</i>	43.28	45.17	47.16	49.33	51.48	53.23	
RN 4	40.05	42.08	44.09	46.11	48.08	50.11	51.60
<i>Cas RN 4</i>	44.85	47.13	49.37	51.65	53.85	56.13	
NP	52.36	53.70	55.05	56.43	57.82	59.27	61.04
<i>Cas NP</i>	58.64	60.15	61.66	63.20	64.76	66.38	

<b>3.00% April 1, 2022</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>25 yr wage rate</b>
RN 1	36.21	37.70	39.42	41.07	42.78	44.18	45.47
<i>Cas RN 1</i>	40.56	42.23	44.16	46.00	47.91	49.47	
RN 1 in Charge	36.49	38.16	39.94	41.67	43.47	45.06	46.40
<i>Cas RN 1 in Charge</i>	40.88	42.75	44.73	46.68	48.68	50.47	
RN 2	36.78	38.65	40.46	42.27	44.16	45.95	47.32
<i>Cas RN 2</i>	41.20	43.27	45.31	47.34	49.45	51.46	
RN 3	39.80	41.54	43.37	45.36	47.34	48.96	50.43
<i>Cas RN 3</i>	44.58	46.53	48.57	50.81	53.02	54.83	
RN 4	41.25	43.34	45.41	47.49	49.52	51.61	53.15
<i>Cas RN 4</i>	46.20	48.54	50.85	53.20	55.47	57.81	
NP	53.93	55.31	56.70	58.12	59.55	61.05	62.87
<i>Cas NP</i>	60.40	61.95	63.51	65.10	66.70	68.37	



<b>2.25% April 1, 2023 (10 &amp; 15 yr wage rate &lt;signing date&gt;)</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>25 yr wage rate (to &lt;signing date&gt;</b>
RN 1	37.02	38.55	40.31	41.99	43.74	45.17	46.49
<i>Cas RN 1</i>	41.47	43.18	45.15	47.04	48.99	50.58	
RN 1 (10 yr)	37.76	39.32	41.12	42.83	44.61	46.07	
RN 1 (15 yr)		40.11	41.94	43.69	45.50	46.99	
RN 1 in Charge	37.31	39.02	40.84	42.61	44.45	46.07	47.44
<i>Cas RN 1 in Charge</i>	41.80	43.71	45.74	47.73	49.78	51.61	
RN 1 in Charge (10 yr)	38.06	39.80	41.66	43.46	45.34	46.99	
RN 1 in Charge (15 yr)		40.60	42.49	44.33	46.25	47.93	
RN 2	37.61	39.52	41.37	43.22	45.15	46.98	48.38
<i>Cas RN 2</i>	42.13	44.24	46.33	48.41	50.56	52.62	
RN 2 (10 yr)	38.36	40.31	42.20	44.08	46.05	47.92	
RN 2 (15 yr)		41.12	43.04	44.96	46.97	48.88	
RN 3	40.70	42.47	44.35	46.38	48.41	50.06	51.56
<i>Cas RN 3</i>	45.58	47.58	49.66	51.95	54.21	56.06	
RN 3 (10 yr)	41.51	43.32	45.24	47.31	49.38	51.06	
RN 3 (15 yr)		44.19	46.14	48.26	50.37	52.08	
RN 4	42.18	44.32	46.43	48.56	50.63	52.77	54.35
<i>Cas RN 4</i>	47.24	49.63	51.99	54.40	56.72	59.11	
RN 4 (10 yr)	43.02	45.21	47.36	49.53	51.64	53.83	
RN 4 (15 yr)		46.11	48.31	50.52	52.67	54.91	
NP	55.14	56.55	57.98	59.43	60.89	62.42	64.28
<i>Cas NP</i>	61.76	63.34	64.94	66.56	68.20	69.91	
NP (10 yr)	56.24	57.68	59.14	60.62	62.11	63.67	
NP (15 yr)		58.83	60.32	61.83	63.35	64.94	

<b>2.25% October 1, 2023</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
RN 1	37.85	39.42	41.22	42.93	44.72	46.19
<i>Cas RN 1</i>	42.40	44.15	46.17	48.10	50.09	51.72
RN 1 (10 yr)	38.61	40.21	42.04	43.79	45.61	47.11
RN 1 (15 yr)		41.01	42.88	44.67	46.52	48.05
RN 1 in Charge	38.15	39.90	41.76	43.57	45.45	47.11
<i>Cas RN 1 in Charge</i>	42.74	44.69	46.77	48.80	50.90	52.77
RN 1 in Charge (10 yr)	38.91	40.70	42.60	44.44	46.36	48.05
RN 1 in Charge (15 yr)		41.51	43.45	45.33	47.29	49.01
RN 2	38.46	40.41	42.30	44.19	46.17	48.04
<i>Cas RN 2</i>	43.08	45.24	47.37	49.50	51.70	53.80
RN 2 (10 yr)	39.23	41.22	43.15	45.07	47.09	49.00
RN 2 (15 yr)		42.04	44.01	45.97	48.03	49.98
RN 3	41.62	43.43	45.35	47.42	49.50	51.19
<i>Cas RN 3</i>	46.61	48.65	50.78	53.12	55.43	57.32
RN 3 (10 yr)	42.45	44.30	46.26	48.37	50.49	52.21
RN 3 (15 yr)		45.19	47.19	49.34	51.50	53.25
RN 4	43.13	45.32	47.47	49.65	51.77	53.96

<i>Cas RN 4</i>	48.30	50.75	53.16	55.62	58.00	60.44
RN 4 (10 yr)	43.99	46.23	48.42	50.64	52.81	55.04
RN 4 (15 yr)		47.15	49.39	51.65	53.87	56.14
NP	56.38	57.82	59.28	60.77	62.26	63.82
<i>Cas NP</i>	63.15	64.77	66.40	68.06	69.73	71.48
NP (10 yr)	57.51	58.98	60.47	61.99	63.51	65.10
NP (15 yr)		60.16	61.68	63.23	64.78	66.40

<b>1.75%</b>						
<b>April 1, 2024</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
RN 1	38.51	40.11	41.94	43.68	45.50	47.00
<i>Cas RN 1</i>	43.14	44.92	46.98	48.94	50.97	52.63
RN 1 (10 yr)	39.28	40.91	42.78	44.55	46.41	47.94
RN 1 (15 yr)		41.73	43.64	45.44	47.34	48.90
RN 1 in Charge	38.82	40.60	42.49	44.33	46.25	47.93
<i>Cas RN 1 in Charge</i>	43.49	45.47	47.59	49.65	51.79	53.69
RN 1 in Charge (10 yr)	39.60	41.41	43.34	45.22	47.18	48.89
RN 1 in Charge (15 yr)		42.24	44.21	46.12	48.12	49.87
RN 2	39.13	41.12	43.04	44.96	46.98	48.88
<i>Cas RN 2</i>	43.83	46.03	48.20	50.37	52.60	54.74
RN 2 (10 yr)	39.91	41.94	43.90	45.86	47.92	49.86
RN 2 (15 yr)		42.78	44.78	46.78	48.88	50.86
RN 3	42.35	44.19	46.14	48.25	50.37	52.09
<i>Cas RN 3</i>	47.43	49.50	51.67	54.05	56.40	58.32
RN 3 (10 yr)	43.20	45.07	47.06	49.22	51.38	53.13
RN 3 (15 yr)		45.97	48.00	50.20	52.41	54.19
RN 4	43.88	46.11	48.30	50.52	52.68	54.90
<i>Cas RN 4</i>	49.15	51.64	54.09	56.59	59.02	61.50
RN 4 (10 yr)	44.76	47.03	49.27	51.53	53.73	56.00
RN 4 (15 yr)		47.97	50.26	52.56	54.80	57.12
NP	57.37	58.83	60.32	61.83	63.35	64.94
<i>Cas NP</i>	64.26	65.90	67.56	69.25	70.95	72.73
NP (10 yr)	58.52	60.01	61.53	63.07	64.62	66.24
NP (15 yr)		61.21	62.76	64.33	65.91	67.56

<b>1.00%</b>						
<b>October 1, 2024</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
RN 1	38.90	40.51	42.36	44.12	45.96	47.47
<i>Cas RN 1</i>	43.57	45.37	47.45	49.43	51.48	53.16
RN 1 (10 yr)	39.68	41.32	43.21	45.00	46.88	48.42
RN 1 (15 yr)		42.15	44.07	45.90	47.82	49.39
RN 1 in Charge	39.21	41.01	42.91	44.77	46.71	48.41
<i>Cas RN 1 in Charge</i>	43.92	45.92	48.07	50.15	52.31	54.23
RN 1 in Charge (10 yr)	39.99	41.83	43.77	45.67	47.64	49.38
RN 1 in Charge (15 yr)		42.67	44.65	46.58	48.59	50.37
RN 2	39.52	41.53	43.47	45.41	47.45	49.37
<i>Cas RN 2</i>	44.27	46.49	48.68	50.87	53.13	55.29
RN 2 (10 yr)	40.31	42.36	44.34	46.32	48.40	50.36

RN 2 (15 yr)		43.21	45.23	47.25	49.37	51.37
RN 3	42.77	44.63	46.60	48.73	50.87	52.61
<i>Cas RN 3</i>	<i>47.90</i>	<i>50.00</i>	<i>52.19</i>	<i>54.59</i>	<i>56.96</i>	<i>58.90</i>
RN 3 (10 yr)	43.63	45.52	47.53	49.70	51.89	53.66
RN 3 (15 yr)		46.43	48.48	50.69	52.93	54.73
RN 4	44.32	46.57	48.78	51.03	53.21	55.45
<i>Cas RN 4</i>	<i>49.64</i>	<i>52.16</i>	<i>54.63</i>	<i>57.16</i>	<i>59.61</i>	<i>62.12</i>
RN 4 (10 yr)	45.21	47.50	49.76	52.05	54.27	56.56
RN 4 (15 yr)		48.45	50.76	53.09	55.36	57.69
NP	57.94	59.42	60.92	62.45	63.98	65.59
<i>Cas NP</i>	<i>64.90</i>	<i>66.56</i>	<i>68.24</i>	<i>69.94</i>	<i>71.66</i>	<i>73.46</i>