

# ARBITRATION

Pursuant to a collective agreement

Between:

**Alberta Health Services  
Primary Care Alberta  
Recovery Alberta: Mental Health and Addictions Services  
(the “Employers”)**

- and -

**United Nurses of Alberta  
(the “Union” or “UNA”)**

With respect to Grievances filed by the Union on June 2, 2025 on Files 251174, 251176 and 251175 respectively about difference in the rates of pay in the collective agreement and the rates implemented and paid by the Employers.

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## AWARD

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<b>ARBITRATOR . . . . .</b>	D.P. Jones, K.C.
<b>REPRESENTATIVE FOR THE UNION . . . . .</b>	David Harrigan Director of Labour Relations
<b>REPRESENTATIVE FOR THE EMPLOYERS. . . . .</b>	Raelene Fitz Lead Negotiator Health Shared Services

**AWARD ISSUED** at Edmonton, Alberta on December 18, 2025.

## **I. BACKGROUND**

[1] The previous collective agreement between Alberta Health Services and UNA had a nominal term to March 31, 2024. The parties began negotiations for renewal of the collective agreement in February 2024. After reaching an impasse, the parties agreed to voluntary mediation which took place between September and early October 2024, but the mediator's report was rejected by the UNA members in a ratification vote conducted on October 31, 2024. The parties then engaged in further compulsory mediation, which took place between the end of January 2024 and the beginning of March 2025, and which resulted in the present collective agreement.

[2] Primary Care Alberta and Recovery Alberta: Mental Health and Addictions Services have taken over part of the functions previously performed by Alberta Health Services, and are successor employers who are bound by the present collective agreement.

[3] Throughout the negotiation and mediation processes for the present collective agreement, Alberta Health Service used a two-decimal-place rounding formula within Excel to ensure rounding to two decimal places. The reason for applying the two-decimal-place rounding formula is because Excel is known to compute calculations based on the stored value of a cell which might be expressed in up to as many as 15 decimal places. When calculating percentage-based adjustments to hourly rates of pay, it is necessary to apply the two-decimal-place rounding formula to ensure alignment between the calculations in e-People and the calculations in Excel.

[4] Both parties used the rounding formula, exchanged various drafts of the salary schedule during bargaining, and included what they thought was an accurate salary scale in the collective agreement.

[5] Near the end of the mediation, the parties made a change to the salary schedule unrelated to this issue, during which the scales relating to the Long Service Pay Adjustment (the LSPA) were recalculated. Unfortunately, the rounding formula was not applied to calculate the amounts for the LSPA cells which were included in the collective agreement, which inadvertently were calculated on the stored value in the cells in Excel. Neither party was aware of this at the time.

[6] Subsequently, Alberta Health Services realized that the amounts incorporated into the salary schedule in the collective agreement for the LSPA were calculated on the stored value of the cells in Excel but employees were being paid using the rounded amount through e-People.

[7] As a result, there is a difference of plus or minus \$0.01 for the LSPA for a few (but not all) steps in every classification in every year of the collective agreement.

[8] Appendix 1 to this Award shows the rounded LSPA amounts used by the Employers for pay purposes. The figures in red show the 27 steps where the rounded amounts for the LSPA is \$0.01 less than the amounts contained in the collective agreement. The figures in green show the 29 steps where the rounded amounts for the LSPA is \$0.01 more than the amounts contained in the collective agreement.

[9] The annual dollar amount of either an over-payment or under-payment for an affected Full Time RN typically working 1920.75 hours a year would be in the order of \$20.00.

[10] Alberta Health Services advised UNA of the issue on March 28, 2025. The parties met to discuss the issue and identified how the problem happened.

[11] The parties engaged me to mediate this issue and, if necessary, to arbitrate these grievances.

[12] At mediation, the parties emphasized that no bad faith was involved. The amounts involved were very small. Unfortunately, there is no practical way to correct the over-payments and under-payments, because e-People cannot be reconfigured to produce the amounts contained in the salary scale in the collective agreement, and all other potential solutions would involve on-going manual adjustments requiring significant resources to administer.

[13] In light of the very small amounts involved, and rather than asking for a rectification of the collective agreement, the Employers proposed resolving the grievances as follows:

- The Employers would issue a pay adjustment to all eligible Employees for all paid hours between April 3, 2025 and March 31, 2026 for those Employees who were underpaid. The Employers will provide UNA with advance notice of the specific plans for issuing the pay adjustment.
- The Employers would not ask for repayment from those Employees who were overpaid.

- The LSPA rates effective as of April 1, 2026 and April 1, 2027, shown in the Employer's version of the Salary Appendix calculated by the Employers' payroll system, will be adopted as the rates of pay.

[14] The Union did not oppose this proposal or provide an alternative resolution.

[15] The parties asked me to incorporate this resolution into an Award.

### **AWARD**

[16] I emphasize that both parties have acted in good faith when unknowingly devising the slightly inaccurate salary schedule during negotiations and incorporating it into the collective agreement. The Employers acted in good faith in drawing the discrepancy to the Union's attention promptly after discovering it. Both parties have acted in good faith in addressing the issue.

[17] I agree that the Employers' proposal is reasonable in light of the small amounts involved, and the significant and disproportionate expense that would be involved to correct the amounts payable to each affected employee.

[18] Accordingly, the Award is as follows:

With respect to Employees entitled to be paid at LSPA rates:


- The Employers will issue a pay adjustment to all eligible Employees for all paid hours between April 3, 2025 and March 31, 2026 for those Employees

who were underpaid. The Employers will provide UNA with advance notice of their specific plans for issuing the pay adjustment.

- The Employers will not require repayment by those Employees who were overpaid.
- The LSPA rates displayed in the Employers' version of the Salary Appendix calculated by the Employers' payroll system (Appendix 1 to this Award) will be the rates of pay effective as of April 1, 2026 and April 1, 2027.

[19] I reserve jurisdiction to deal with any issue arising from the implementation of this Award.

**SIGNED, DATED AND ISSUED** at Edmonton, Alberta on December 18, 2025 by:



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D. P. Jones, K.C., Arbitrator

Attachment: Appendix 1 to this Award

# APPENDIX 1 TO ARBITRATION AWARD

## SALARY APPENDIX IMPLEMENTED BY THE EMPLOYERS

### Salary Appendix

Article 26: Educational Allowances are not listed or included in the Salary Appendix. Please refer to Article 26: Educational Allowances to ensure the applicable educational allowance is being received.

Registered Nurse										
Registered Psychiatric Nurse										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Current - April 1, 2023	\$39.21	\$40.72	\$42.23	\$43.74	\$45.27	\$46.76	\$48.27	\$49.69	\$51.46	
2% LSPA Rate	\$39.99	\$41.53	\$43.07	\$44.61	\$46.18	\$47.70	\$49.24	\$50.68	\$52.49	
Year 1 - April 1, 2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Revised Wage Grid (4% per step)	\$39.21	\$40.78	\$42.41	\$44.11	\$45.87	\$47.70	\$49.61	\$51.60	\$53.66	
April 1, 2024 - 3.00%	\$40.39	\$42.00	\$43.68	\$45.43	\$47.25	\$49.14	\$51.10	\$53.15	\$55.27	
With BSN \$1.25 (for information only)	\$41.64	\$43.25	\$44.93	\$46.68	\$48.50	\$50.39	\$52.35	\$54.40	\$56.52	
2% LSPA Rate	\$41.20	\$42.84	\$44.55	\$46.34	\$48.20	\$50.12	\$52.12	\$54.21	\$56.38	
With BSN \$1.25 (for information only)	\$42.45	\$44.09	\$45.80	\$47.59	\$49.45	\$51.37	\$53.37	\$55.46	\$57.63	
Year 2 - April 1, 2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
April 1, 2025 - 3.00%	\$41.60	\$43.26	\$44.99	\$46.79	\$48.66	\$50.61	\$52.63	\$54.74	\$56.93	
With BSN \$1.25 (for information only)	\$42.85	\$44.51	\$46.24	\$48.04	\$49.91	\$51.86	\$53.88	\$55.99	\$58.18	
2% LSPA Rate	\$42.43	\$44.13	\$45.89	\$47.73	\$49.63	\$51.62	\$53.68	\$55.83	\$58.07	
With BSN \$1.25 (for information only)	\$43.68	\$45.38	\$47.14	\$48.98	\$50.88	\$52.87	\$54.93	\$57.08	\$59.32	
Date of Ratification (DOR)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DOR - Move up 1 step / Grid shift		\$43.26	\$44.99	\$46.79	\$48.66	\$50.61	\$52.63	\$54.74	\$56.93	\$59.21
With BSN \$1.25 (for information only)		\$44.51	\$46.24	\$48.04	\$49.91	\$51.86	\$53.88	\$55.99	\$58.18	\$60.46
2% LSPA Rate		\$44.13	\$45.89	\$47.73	\$49.63	\$51.62	\$53.68	\$55.83	\$58.07	\$60.39
With BSN \$1.25 (for information only)		\$45.38	\$47.14	\$48.98	\$50.88	\$52.87	\$54.93	\$57.08	\$59.32	\$61.64
Year 3 - April 1, 2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2026 - 3.00%		\$44.56	\$46.34	\$48.20	\$50.12	\$52.13	\$54.21	\$56.38	\$58.64	\$60.98
With BSN \$1.25 (for information only)		\$45.81	\$47.59	\$49.45	\$51.37	\$53.38	\$55.46	\$57.63	\$59.89	\$62.23
2% LSPA Rate		\$45.45	\$47.27	\$49.16	\$51.12	\$53.17	\$55.29	\$57.51	\$59.81	\$62.20
With BSN \$1.25 (for information only)		\$46.70	\$48.52	\$50.41	\$52.37	\$54.42	\$56.54	\$58.76	\$61.06	\$63.45
Year 4 - April 1, 2027		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2027 - 3.00%		\$45.90	\$47.73	\$49.64	\$51.63	\$53.69	\$55.84	\$58.07	\$60.40	\$62.81
With BSN \$1.25 (for information only)		\$47.15	\$48.98	\$50.89	\$52.88	\$54.94	\$57.09	\$59.32	\$61.65	\$64.06
2% LSPA Rate		\$46.82	\$48.68	\$50.63	\$52.66	\$54.76	\$56.96	\$59.23	\$61.61	\$64.07
With BSN \$1.25 (for information only)		\$48.07	\$49.93	\$51.88	\$53.91	\$56.01	\$58.21	\$60.48	\$62.86	\$65.32

Cells displayed in **green** are calculated by e-People at \$0.01 higher than the Excel Calculation by the Union. Cells displayed in **red** are calculated by e-People at \$0.01 lower than the Excel Calculation by the Union.

Certified Graduate Nurse / Graduate Nurse - Temporary Permit Holder										
Graduate Psychiatric Nurse										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Current - April 1, 2023	\$35.87	\$36.99	\$37.76	\$38.45	\$39.06	\$39.87	\$41.15	\$42.33	\$43.82	
2% LSPA Rate	\$36.59	\$37.73	\$38.52	\$39.22	\$39.84	\$40.67	\$41.97	\$43.18	\$44.70	
Year 1 - April 1, 2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Revised Wage Grid (4% per step)	\$35.87	\$37.30	\$38.80	\$40.35	\$41.96	\$43.64	\$45.39	\$47.20	\$49.09	
April 1, 2024 - 3.00%	\$36.95	\$38.42	\$39.96	\$41.56	\$43.22	\$44.95	\$46.75	\$48.62	\$50.56	
With BSN \$1.25 (for information only)	\$38.20	\$39.67	\$41.21	\$42.81	\$44.47	\$46.20	\$48.00	\$49.87	\$51.81	
2% LSPA Rate	\$37.69	\$39.19	\$40.76	\$42.39	\$44.08	\$45.85	\$47.69	\$49.59	\$51.57	
With BSN \$1.25 (for information only)	\$38.94	\$40.44	\$42.01	\$43.64	\$45.33	\$47.10	\$48.94	\$50.84	\$52.82	
Year 2 - April 1, 2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
April 1, 2025 - 3.00%	\$38.05	\$39.58	\$41.16	\$42.81	\$44.52	\$46.30	\$48.15	\$50.08	\$52.08	
With BSN \$1.25 (for information only)	\$39.30	\$40.83	\$42.41	\$44.06	\$45.77	\$47.55	\$49.40	\$51.33	\$53.33	
2% LSPA Rate	\$38.81	\$40.37	\$41.98	\$43.67	\$45.41	\$47.23	\$49.11	\$51.08	\$53.12	
With BSN \$1.25 (for information only)	\$40.06	\$41.62	\$43.23	\$44.92	\$46.66	\$48.48	\$50.36	\$52.33	\$54.37	
Date of Ratification (DOR)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DOR - Move up 1 step / Grid shift		\$39.58	\$41.16	\$42.81	\$44.52	\$46.30	\$48.15	\$50.08	\$52.08	\$54.16
With BSN \$1.25 (for information only)		\$40.83	\$42.41	\$44.06	\$45.77	\$47.55	\$49.40	\$51.33	\$53.33	\$55.41
2% LSPA Rate		\$40.37	\$41.98	\$43.67	\$45.41	\$47.23	\$49.11	\$51.08	\$53.12	\$55.24
With BSN \$1.25 (for information only)		\$41.62	\$43.23	\$44.92	\$46.66	\$48.48	\$50.36	\$52.33	\$54.37	\$56.49
Year 3 - April 1, 2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2026 - 3.00%		\$40.76	\$42.39	\$44.09	\$45.85	\$47.69	\$49.60	\$51.58	\$53.64	\$55.79
With BSN \$1.25 (for information only)		\$42.01	\$43.64	\$45.34	\$47.10	\$48.94	\$50.85	\$52.83	\$54.89	\$57.04
2% LSPA Rate		\$41.58	\$43.24	\$44.97	\$46.77	\$48.64	\$50.59	\$52.61	\$54.71	\$56.91
With BSN \$1.25 (for information only)		\$42.83	\$44.49	\$46.22	\$48.02	\$49.89	\$51.84	\$53.86	\$55.96	\$58.16
Year 4 - April 1, 2027		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2027 - 3.00%		\$41.99	\$43.67	\$45.41	\$47.23	\$49.12	\$51.08	\$53.13	\$55.25	\$57.46
With BSN \$1.25 (for information only)		\$43.24	\$44.92	\$46.66	\$48.48	\$50.37	\$52.33	\$54.38	\$56.50	\$58.71
2% LSPA Rate		\$42.83	\$44.54	\$46.32	\$48.17	\$50.10	\$52.10	\$54.19	\$56.36	\$58.61
With BSN \$1.25 (for information only)		\$44.08	\$45.79	\$47.57	\$49.42	\$51.35	\$53.35	\$55.44	\$57.61	\$59.86



Assistant Head Nurse										
Nurse Clinician										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Current - April 1, 2023	\$40.52	\$42.28	\$43.99	\$45.66	\$47.27	\$49.02	\$50.59	\$52.09	\$53.91	
2% LSPA Rate	\$41.33	\$43.13	\$44.87	\$46.57	\$48.22	\$50.00	\$51.60	\$53.13	\$54.99	
Year 1 - April 1, 2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
<i>Revised Wage Grid (4% per step)</i>	\$40.52	\$42.14	\$43.83	\$45.58	\$47.40	\$49.30	\$51.27	\$53.32	\$55.45	
April 1, 2024 - 3.00%	\$41.74	\$43.41	\$45.14	\$46.95	\$48.82	\$50.78	\$52.81	\$54.92	\$57.12	
With BSN \$1.25 (for information only)	\$42.99	\$44.66	\$46.39	\$48.20	\$50.07	\$52.03	\$54.06	\$56.17	\$58.37	
2% LSPA Rate	\$42.57	\$44.28	\$46.04	\$47.89	\$49.80	\$51.80	\$53.87	\$56.02	\$58.26	
With BSN \$1.25 (for information only)	\$43.82	\$45.53	\$47.29	\$49.14	\$51.05	\$53.05	\$55.12	\$57.27	\$59.51	
Year 2 - April 1, 2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
April 1, 2025 - 3.00%	\$42.99	\$44.71	\$46.50	\$48.36	\$50.29	\$52.30	\$54.39	\$56.57	\$58.83	
With BSN \$1.25 (for information only)	\$44.24	\$45.96	\$47.75	\$49.61	\$51.54	\$53.55	\$55.64	\$57.82	\$60.08	
2% LSPA Rate	\$43.85	\$45.60	\$47.43	\$49.33	\$51.30	\$53.35	\$55.48	\$57.70	\$60.01	
With BSN \$1.25 (for information only)	\$45.10	\$46.85	\$48.68	\$50.58	\$52.55	\$54.60	\$56.73	\$58.95	\$61.26	
Date of Ratification (DOR)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DOR - Move up 1 step / Grid shift		\$44.71	\$46.50	\$48.36	\$50.29	\$52.30	\$54.39	\$56.57	\$58.83	\$61.18
With BSN \$1.25 (for information only)		\$45.96	\$47.75	\$49.61	\$51.54	\$53.55	\$55.64	\$57.82	\$60.08	\$62.43
2% LSPA Rate		\$45.60	\$47.43	\$49.33	\$51.30	\$53.35	\$55.48	\$57.70	\$60.01	\$62.40
With BSN \$1.25 (for information only)		\$46.85	\$48.68	\$50.58	\$52.55	\$54.60	\$56.73	\$58.95	\$61.26	\$63.65
Year 3 - April 1, 2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2026 - 3.00%		\$46.05	\$47.89	\$49.81	\$51.80	\$53.87	\$56.02	\$58.27	\$60.60	\$63.02
With BSN \$1.25 (for information only)		\$47.30	\$49.14	\$51.06	\$53.05	\$55.12	\$57.27	\$59.52	\$61.85	\$64.27
2% LSPA Rate		\$46.97	\$48.85	\$50.81	\$52.84	\$54.95	\$57.14	\$59.44	\$61.81	\$64.28
With BSN \$1.25 (for information only)		\$48.22	\$50.10	\$52.06	\$54.09	\$56.20	\$58.39	\$60.69	\$63.06	\$65.53
Year 4 - April 1, 2027		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2027 - 3.00%		\$47.43	\$49.33	\$51.30	\$53.35	\$55.49	\$57.71	\$60.01	\$62.41	\$64.91
With BSN \$1.25 (for information only)		\$48.68	\$50.58	\$52.55	\$54.60	\$56.74	\$58.96	\$61.26	\$63.66	\$66.16
2% LSPA Rate		\$48.38	\$50.32	\$52.33	\$54.42	\$56.60	\$58.86	\$61.21	\$63.66	\$66.21
With BSN \$1.25 (for information only)		\$49.63	\$51.57	\$53.58	\$55.67	\$57.85	\$60.11	\$62.46	\$64.91	\$67.46

Cells displayed in **green** are calculated by e-People at \$0.01 higher than the Excel Calculation by the Union. Cells displayed in **red** are calculated by e-People at \$0.01 lower than the Excel Calculation by the Union.

Head Nurse Instructor										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Current - April 1, 2023	\$42.91	\$44.76	\$46.67	\$48.54	\$50.46	\$52.41	\$54.02	\$55.61	\$57.57	
2% LSPA Rate	\$43.77	\$45.66	\$47.60	\$49.51	\$51.47	\$53.46	\$55.10	\$56.72	\$58.72	
Year 1 - April 1, 2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Revised Wage Grid (4% per step)	\$42.91	\$44.63	\$46.41	\$48.27	\$50.20	\$52.21	\$54.29	\$56.47	\$58.73	
April 1, 2024 - 3.00%	\$44.20	\$45.97	\$47.80	\$49.72	\$51.70	\$53.77	\$55.92	\$58.16	\$60.49	
With BSN \$1.25 (for information only)	\$45.45	\$47.22	\$49.05	\$50.97	\$52.95	\$55.02	\$57.17	\$59.41	\$61.74	
2% LSPA Rate	\$45.08	\$46.89	\$48.76	\$50.71	\$52.73	\$54.85	\$57.04	\$59.32	\$61.70	
With BSN \$1.25 (for information only)	\$46.33	\$48.14	\$50.01	\$51.96	\$53.98	\$56.10	\$58.29	\$60.57	\$62.95	
Year 2 - April 1, 2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
April 1, 2025 - 3.00%	\$45.52	\$47.34	\$49.24	\$51.21	\$53.26	\$55.39	\$57.60	\$59.91	\$62.30	
With BSN \$1.25 (for information only)	\$46.77	\$48.59	\$50.49	\$52.46	\$54.51	\$56.64	\$58.85	\$61.16	\$63.55	
2% LSPA Rate	\$46.43	\$48.29	\$50.22	\$52.23	\$54.33	\$56.50	\$58.75	\$61.11	\$63.55	
With BSN \$1.25 (for information only)	\$47.68	\$49.54	\$51.47	\$53.48	\$55.58	\$57.75	\$60.00	\$62.36	\$64.80	
Date of Ratification (DOR)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DOR - Move up 1 step / Grid shift		\$47.34	\$49.24	\$51.21	\$53.26	\$55.39	\$57.60	\$59.91	\$62.30	\$64.79
With BSN \$1.25 (for information only)		\$48.59	\$50.49	\$52.46	\$54.51	\$56.64	\$58.85	\$61.16	\$63.55	\$66.04
2% LSPA Rate		\$48.29	\$50.22	\$52.23	\$54.33	\$56.50	\$58.75	\$61.11	\$63.55	\$66.09
With BSN \$1.25 (for information only)		\$49.54	\$51.47	\$53.48	\$55.58	\$57.75	\$60.00	\$62.36	\$64.80	\$67.34
Year 3 - April 1, 2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2026 - 3.00%		\$48.76	\$50.72	\$52.74	\$54.85	\$57.05	\$59.33	\$61.70	\$64.17	\$66.74
With BSN \$1.25 (for information only)		\$50.01	\$51.97	\$53.99	\$56.10	\$58.30	\$60.58	\$62.95	\$65.42	\$67.99
2% LSPA Rate		\$49.74	\$51.73	\$53.79	\$55.95	\$58.19	\$60.52	\$62.93	\$65.45	\$68.07
With BSN \$1.25 (for information only)		\$50.99	\$52.98	\$55.04	\$57.20	\$59.44	\$61.77	\$64.18	\$66.70	\$69.32
Year 4 - April 1, 2027		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2027 - 3.00%		\$50.23	\$52.24	\$54.33	\$56.50	\$58.76	\$61.11	\$63.55	\$66.10	\$68.74
With BSN \$1.25 (for information only)		\$51.48	\$53.49	\$55.58	\$57.75	\$60.01	\$62.36	\$64.80	\$67.35	\$69.99
2% LSPA Rate		\$51.23	\$53.28	\$55.42	\$57.63	\$59.94	\$62.33	\$64.82	\$67.42	\$70.11
With BSN \$1.25 (for information only)		\$52.48	\$54.53	\$56.67	\$58.88	\$61.19	\$63.58	\$66.07	\$68.67	\$71.36

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Clinical Nurse Specialist										
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Current - April 1, 2023	\$45.04	\$47.00	\$49.01	\$50.98	\$52.98	\$55.02	\$56.72	\$58.38	\$60.44	
2% LSPA Rate	\$45.94	\$47.94	\$49.99	\$52.00	\$54.04	\$56.12	\$57.85	\$59.55	\$61.65	
Year 1 - April 1, 2024	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Revised Wage Grid (4% per step)	\$45.04	\$46.84	\$48.72	\$50.66	\$52.69	\$54.80	\$56.99	\$59.27	\$61.64	
April 1, 2024 - 3.00%	\$46.39	\$48.25	\$50.18	\$52.18	\$54.27	\$56.44	\$58.70	\$61.05	\$63.49	
With BSN \$1.25 (for information only)	\$47.64	\$49.50	\$51.43	\$53.43	\$55.52	\$57.69	\$59.95	\$62.30	\$64.74	
2% LSPA Rate	\$47.32	\$49.22	\$51.18	\$53.22	\$55.36	\$57.57	\$59.87	\$62.27	\$64.76	
With BSN \$1.25 (for information only)	\$48.57	\$50.47	\$52.43	\$54.47	\$56.61	\$58.82	\$61.12	\$63.52	\$66.01	
Year 2 - April 1, 2025	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
April 1, 2025 - 3.00%	\$47.78	\$49.69	\$51.68	\$53.75	\$55.90	\$58.14	\$60.46	\$62.88	\$65.39	
With BSN \$1.25 (for information only)	\$49.03	\$50.94	\$52.93	\$55.00	\$57.15	\$59.39	\$61.71	\$64.13	\$66.64	
2% LSPA Rate	\$48.74	\$50.68	\$52.71	\$54.83	\$57.02	\$59.30	\$61.67	\$64.14	\$66.70	
With BSN \$1.25 (for information only)	\$49.99	\$51.93	\$53.96	\$56.08	\$58.27	\$60.55	\$62.92	\$65.39	\$67.95	
Date of Ratification (DOR)		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
DOR - Move up 1 step / Grid shift		\$49.69	\$51.68	\$53.75	\$55.90	\$58.14	\$60.46	\$62.88	\$65.39	\$68.01
With BSN \$1.25 (for information only)		\$50.94	\$52.93	\$55.00	\$57.15	\$59.39	\$61.71	\$64.13	\$66.64	\$69.26
2% LSPA Rate		\$50.68	\$52.71	\$54.83	\$57.02	\$59.30	\$61.67	\$64.14	\$66.70	\$69.37
With BSN \$1.25 (for information only)		\$51.93	\$53.96	\$56.08	\$58.27	\$60.55	\$62.92	\$65.39	\$67.95	\$70.62
Year 3 - April 1, 2026		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2026 - 3.00%		\$51.19	\$53.23	\$55.36	\$57.58	\$59.88	\$62.27	\$64.77	\$67.36	\$70.05
With BSN \$1.25 (for information only)		\$52.44	\$54.48	\$56.61	\$58.83	\$61.13	\$63.52	\$66.02	\$68.61	\$71.30
2% LSPA Rate		\$52.21	\$54.29	\$56.47	\$58.73	\$61.08	\$63.52	\$66.07	\$68.71	\$71.45
With BSN \$1.25 (for information only)		\$53.46	\$55.54	\$57.72	\$59.98	\$62.33	\$64.77	\$67.32	\$69.96	\$72.70
Year 4 - April 1, 2027		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2027 - 3.00%		\$52.72	\$54.83	\$57.02	\$59.30	\$61.68	\$64.14	\$66.71	\$69.38	\$72.15
With BSN \$1.25 (for information only)		\$53.97	\$56.08	\$58.27	\$60.55	\$62.93	\$65.39	\$67.96	\$70.63	\$73.40
2% LSPA Rate		\$53.77	\$55.93	\$58.16	\$60.49	\$62.91	\$65.42	\$68.04	\$70.77	\$73.59
With BSN \$1.25 (for information only)		\$55.02	\$57.18	\$59.41	\$61.74	\$64.16	\$66.67	\$69.29	\$72.02	\$74.84

Undergraduate Nurse	Step 1
Year 1 - April 1, 2024 - 3%	\$29.75
Year 2 - April 1, 2025 - 3%	\$30.64
Year 3 - April 1, 2026 - 3%	\$31.56
Year 4 - April 1, 2027 - 3%	\$32.51

Cells displayed in **green** are calculated by e-People at \$0.01 higher than the Excel Calculation by the Union. Cells displayed in **red** are calculated by e-People at \$0.01 lower than the Excel Calculation by the Union.