

Provincial Agreement Summary as of March 25, 2025

Article 1: Term of Agreement

- April 1, 2024 to March 31, 2028

Article 2: Definitions – Current Agreement

Article 3: Recognition – Current Agreement

Article 4: Management Rights – Current Agreement

Article 5: Dues, Deductions and Union Business

- Union or Local business conducted by a Part-time Employees on an unscheduled day shall be coded a Union Leave.
- Union Leave coded on a Part-time Employee's unscheduled day shall be treated the same as if the time had been worked for the Employer for purposes of increment accrual, vacation accrual, pay in lieu of Named Holidays, sick leave accrual, and pension, up to a full-time equivalency.

Article 6: No Discrimination – Current Agreement

Article 7: Hours of Work and Scheduling Provisions – Current Agreement

Article 8: Overtime

- Requests to take accumulated overtime as time off shall be approved or denied within 14 days of receiving the request. Where the request is denied, the Employer shall provide written reasons for the denial.
- Effective April 1, 2025, the Employer shall revise the report of overtime hours to include non-mandatory overtime.

Article 9: On-Call Duty/Call Back

- Within 120 days of the date of ratification the Employer shall prepare a document specifying the regulations and procedures with respect to on call duty, duty roster, and applicable administrative controls which shall be made available to the affected Employees.
- Employees may exchange on-call periods, or portions of on-call periods, among themselves provided they follow the same processes that apply for Employee Shift Exchanges as set out in Article 7.05.
- On-Call **\$7.00/hour** (increase from \$3.30 per hour on regular work day / \$4.50 per hour assigned on day of rest).
- See LOU #6 RE: Joint Committee.

Article 10: Transportation

- Mileage to **55¢** (increase from 50.5¢ per kilometre).
- Full-time Employees required by the Employer to have an automobile for use in their employment shall receive **\$162.50** per month (up to from \$130).

- Allowances for Part-time Employees shall be paid monthly and prorated based on the Employee's FTE. Part-time Employees are eligible to receive an adjustment to the monthly allowance to reflect any additional hours worked in the preceding month.
- Casual Employees shall be eligible for allowances based on all hours worked in a program/department where the Employer requires them to provide a vehicle for work. Allowances for Casual Employees shall be calculated and paid monthly, based on the FTE of the hours worked in the preceding month.

Article 11: Probationary Period and Orientation – Current Agreement

Article 12: Seniority – Current Agreement

Article 13: Evaluations and Personnel File

- Should a Letter of Expectation not be addressed in the evaluation **or after twelve (12) months from the date of the Letter being issued**, the letter is deemed to be removed from the personnel file.

Article 14: Promotions, Transfers And Vacancies

- Where possible, requests to extend a Temporary position shall be provided at least seven (7) days prior to the expiry date of the temporary position.
- For temporary positions in the same unit or program, such Employee shall be eligible to apply on postings of vacancies that are in the same unit/program provided that there are sixty days or fewer remaining in the term of their current temporary position.
- When considering external applicants, we now have protection for people at other Employers under the provincial agreement (or pillars) so they get preference over an external applicant.
- In the event that an Employee from another participating Employer is the successful candidate for a posted vacancy, the Employee may transfer pension entitlements, vacation accrual rates, unused vacation up to 1 (one) year's entitlement and sick leave up to the maximum level of entitlements in effect at the receiving bargaining unit.

Article 15: Layoff And Recall – Current Agreement

Article 16: Responsibility Allowance, Temporary Assignment and In Charge

- Responsibility Allowance – **\$3.50** per hour (increase from \$2.00 per hour).
- In Charge Pay – **\$3.50** per hour (increase from \$2.00 per hour).
- When an Employee who holds a position in a **higher rated classification** is designated in charge of a unit, such Employee shall be paid an hourly rate which is no less than what a Staff Nurse at the same pay step would be paid when designated in charge.
- Assigned administrative operation of a Site - **\$4.00** per hour (increase from \$3.00 per hour).
- Assigned to replace another person in an out-of-scope position at a more senior level for one (1) full Shift or longer **\$3.50** per hour (increase from \$2.00 per hour).
- Preceptor Pay - **\$2.00** per hour (increased from 65¢ per hour).

- Add “Clinical Guide” to receive the same compensation per hour as a Preceptor when participating during the enhanced orientation phase of the Graduate Nurse Transition Pilot Program. See - LOU #NEW RE: Graduate Nurse Transition Pilot Program.

Article 17: Vacations With Pay – Current Agreement

Article 18: Named Holidays – Current Agreement

Article 19: Sick Leave – Current Agreement

Article 20: Workers’ Compensation – Current Agreement

Article 21: Employee Benefits – Current Agreement

- See - LOU #18 RE: Prepaid Benefits.

Article 22: Leave of Absence

- An Employee who has completed 90 days of employment and who has been subjected to domestic violence may require time off from work to address the situation and shall be entitled to leave of absence(s) **and the first five (5) Shifts shall be with pay** in a calendar year.

Article 23: Discipline, Dismissal and Resignation – Current Agreement

Article 24: No Strike or Lockout – Current Agreement

Article 25: Salaries – Current Agreement

Article 26: Educational Allowances – Current Agreement

- **Note - No change to Article 26: Educational Allowances**

Article 27: Recognition of Previous Experience

- Reword to reflect current registration process.

Article 28: Shift Differential and Weekend Premium - Current Agreement

Article 29: Pension Plan

- Delete request period for an Employee from their date of hire to have the Employee’s first year of employment recognized as pensionable service (first year of employment is automatically recognized).
- **Note - No change to RRSP and TFSA.**
- **Note - UNA encourages eligible members who currently do not participate in the 2% RRSP/TFSA to contact their Employer to enrol.**

Article 30: Part-Time, Temporary And Casual Employees

- Part-time and Casual Employees who work at another site covered by the Multi-Employer/United Nurses of Alberta Collective Agreement may, once a year, provide

proof of hours worked at the Basic Rate of Pay for the other Employer(s) and have those hours applied for the purpose of achieving further increments on the Salary Appendix.

- Once annually, following completion of the payroll calendar for the forthcoming year, the Employer shall confirm for the Union the applicable 4-week periods for calculating overtime for Casual Employees.

Article 31: Copies of the Collective Agreement

- Parties reduced the number of printed booklets. See - LOU #NEW RE: Collective Agreement Booklets.

Article 32: Dispute Resolution Process

- Updated list of Arbitrators and added: **William J. Johnson, Andrew Robertson and Greg Francis.**

Article 33: Compensation Errors

- Current Agreement with the parties agreement on amended Attachment A.

Article 34: Occupational Health And Safety

- An Employee shall be paid the Employee's **applicable rate of pay** for attendance at Committee meetings.
- In the event of an assault on an Employee the Employer shall advise the Employee of their right to report the issue to the police **and ensure the Employee is made aware of available supports.**
- Recognition of a critical incident and an impacted Employee may request to be provided with downtime during the shift without loss of pay.
- Requests for the Employer to conduct a psychological health and safety assessment for a specific work area/unit/program shall not be unreasonably denied.

Article 35: Professional Development

- The Employer will reimburse Employees (who at the beginning of their next registration year have active registration in their Professional College) **100%** of the dues and the **full cost** of their professional liability insurance if they have accumulated 684.6 or more regular hours actually worked in the previous fiscal year.
- Effective April 1, 2026, Employees who work at multiple Employers signatory to this Collective Agreement shall be permitted to apply their regular hours actually worked in the previous fiscal year with each applicable Employer for purposes of achieving the threshold of 684.6 hours required to qualify for reimbursement under this Article.

Article 36: Professional Responsibility

- Redesign of the Professional Responsibility Concerns Resolution Process to assist in making it more user friendly.
- See - LOU #19 RE: Professional Responsibility & LOU #NEW Safe Staffing.

Article 37: Extended Workday - Consequential changes as necessary

Article 38: Technological Change – Current Agreement

Article 39: Job Description and Classification – Current Agreement

- See LOU #NEW RE: Joint Classification Project & LOU #NEW RE: Classification Appeal Process

Article 40: Committee Participation – Current Agreement

Article 41: Ambulance Duty – Current Agreement

Article 42: Employment Insurance Premium Reductions – Current Agreement

Article 43: Subsistence And Camp Allowance

- Increase meal rates – Breakfast \$10.50 to **\$13.00** / Lunch \$13.00 to **\$17.00** / Supper \$24.00 to **\$27.00**.

Article 44: Mobility

- Designated Float Positions - The Employer and the Local(s) may mutually agree to amend the distance between the furthest two Sites to 150 kilometres.

LOU #1 RE: Unit – Renew

LOU #2 RE: Charge Designation Review Committee – Renew

LOU #3 RE: In-Charge Designation For More Than one (1) Unit

- An Employee assigned in-charge for more than one (1) unit shall be paid an additional **\$4.50** per hour (increase from \$3.50 per hour).

LOU #4 RE: Transfer of Programs – Renew

LOU #5 RE: Deferred Salary Plan – Renew

LOU #6 RE: Joint Committee

- During the term of the agreement the Parties agree to discuss definition of a “unit,” interpretation of Article 9.02(b)(c) & 9.04, progress of joint projects and other items as agreed.

LOU #7 RE: Retention & Recruitment Initiatives

- The parties agree that the Transitional Graduate Nurse Program shall be paused for the duration of the 2024 – 2028 Collective Agreement. Effective, April 1, 2025 Letter of Understanding #NEW RE: Graduate Nurse Transition Pilot Program shall replace the Transitional Graduate Nurse Recruitment Program (Employers are now obligated to hire at least 1000 new grads annually, these new grads will be supernumerary and assigned a Clinical Guide).
- Extraordinary Temporary Positions For International Recruitment – Delete.

- Unique Employment Options To Support Recruitment And Retention – Remove duplication.
- Seasonal Part-Time Employee - A Seasonal Part-time Employee may achieve such a position by **applying on a posted vacancy for a Seasonal Part Time position or by** either requesting that their current position be converted into a Seasonal Part-time position.

LOU #8 RE: Combined Positions

- If the Employer and the affected Local(s) agree, the distance between the specified Sites may be amended to 150 kilometres.
- The Employer and the Union may also agree to amend the scheduling provisions.

LOU #9 RE: Merger of Division of Units – Renew

LOU #10 RE: Scheduling - Renew

LOU #11 Lump Sum Conversion – Delete

LOU #12 RE: No Reduction In Nursing Hours

- The Benchmark Hours will be amended from April 1, 2016 and March 31, 2017 to **April 1, 2019 and March 31, 2020.**

LOU #13 RE: Employees With Multiple Employment Relationships (Alberta Health Services) - Delete

LOU #14 RE: Severance - Renew

LOU #15 RE: Duty to Accommodate - Renew

LOU #16 RE: Grandfathering of Employees at Certain Sites for Employees at AHS Sites With 100% Health and/or Dental Reimbursement Coverage - Renew

LOU #17 RE: Non-HBTA Benefit Plans - Renew

LOU #18 RE: Prepaid Benefits

- Benefits coverage for massage therapy shall be reconfigured to be \$1000 per participant, each benefit year, with no per visit limit.
- Benefits coverage for Flash Glucose Monitors/Sensors shall be as follows:
 - 100% coinsurance;
 - 1 Flash Glucose Monitor/participant/24-month period;
 - 30 Flash Glucose Sensors/participant/12-month period; and
 - The Flash Glucose Monitoring System used in the management of diabetes shall be eligible for participants who have a written order of a Health Care Professional.

Note – There are no roll backs in benefits. The previous items listed in LOU#18 RE: Prepaid Benefits have been included in the Benefit Plan. Article 21: Employee Benefits - current agreement - Article 21.02(b) “The parties agree that there shall be no substantive change to any benefits provided by the plan, without agreement between the Employer and the Union, unless such changes are required by legislation.”

LOU #19 RE: Professional Responsibility

- To support the successful implementation of Letter of Understanding #NEW Re: Safe Staffing, and guide the work of the Safe Staffing Task Force the parties will meet to identify a standardized list of clinical and operational data that should form the basis of an evidence-based review of staffing. This list will be made available to PRC Committees.

LOU #20 RE: Maximum Length of Shift Cycles – Renew

LOU #21 RE: Living Donor Wage Replacement - Renew

LOU #22 RE: Information Sharing - Renew

LOU #23 RE: Alternative Extended Work Day Schedule Option – Renew

LOU #24 RE: Overtime Banks For The Fiscal Year Ending On March 31, 2022 - Delete

LOU #25 RE: Trial of Modified Posting Provisions - Delete

LOU #26 RE: Arbitration Review Committee - Renew

LOU #27 RE: Rural Capacity Investment Fund (“The Fund”)

- Secured **\$22.5 million** per year (increased from \$7.5 million) for the Rural Capacity Investment Fund. The Fund will be used to support initiatives aimed at addressing recruitment and retention challenges experienced by Sites/programs/positions deemed by the parties to be “difficult to recruit to” in the North, Central and South Zones of signatory Employers to this Collective Agreement. The parties may mutually agree to target initiatives to “difficult to recruit to” rural Sites that fall within the Edmonton and Calgary Zones. The Union is an equal party in determining how these dollars will be spent.

LOU #28 RE: Provincial Workload Advisory Committee - Renew

LOU #29 Lump Sum Payment – Recognition For Services Rendered During The COVID-19 Response - Delete

LOU #30 RE: Implementation of Article 14.10(g) - Delete

LOU #NEW RE: Collective Agreement Booklets

- The parties agree to make efforts to minimize reliance on Collective Agreement Booklets, and to encourage use of United Nurses of Alberta’s App.

LOU #NEW RE: Joint Classification Project

- The Parties agree to work together on a project to improve the processes involved in the classification of nursing positions. This will include review and improvement or replacement of the existing classification tool, updating processes and expediting the timely resolution of classification disputes.

LOU #NEW RE: Classification Appeal Process

- The parties have agreed on a classification appeal process that will replace 39.03(d) of the Collective Agreement.

LOU #NEW RE: Safe Staffing

- The parties are committed to providing safe staffing for all patients, residents and clients. If the Local has concerns with the level of baseline staffing on a unit, the Union now has a timely and effective way to bring these concerns to an external Independent Assessment Committee (IAC).
- See LOU #19 RE: Professional Responsibility.

LOU #NEW RE: Graduate Nurse Transition Pilot Program

- The Employers will be obligated to hire **1,000** new Graduate Nurses per year. These new Graduate Nurses will be supernumerary an above baseline staffing. These Graduate Nurses will share a patient load with a “Clinical Guide” who will receive a premium of **\$2.00** per hour. See - LOU #7 RE: Retention & Recruitment Initiatives.

LOU #NEW RE: Calculation of the “Total Cost of the Absence” pursuant to Article 5.07

- The parties shall convene a meeting within 60 days of the Date of Ratification to discuss the pay and benefits items that are accounted for in determining the total cost of the absence and reach agreement regarding the percentage of Union Leave that will be billed to the Union to cover the total cost of the absence.

LOU #NEW RE: Locum Program Expansion

- The Locum to be re-negotiated to include South, Central and North Zones.

LOU #NEW RE: Post-Ratification Amendments

- The Parties agree to meet for the purposes of amending the references to “zone” or “zones” in the Letters of Understanding to reflect changes in organizational structures, where required.

LOU #NEW RE: Stabilization Measures

- The parties agree that the timely recruitment of net new Employees is a shared priority, therefore agree to conduct a pilot project aimed at ensuring the efficient and timely recruitment of external candidates.

- At the time of hire, all new Employees hired into Regular positions shall not be eligible to exercise their rights under 14.01(c) for a period of 12 months of the initial start date of their Regular position. This does not apply in extenuating circumstances or to Employees applying on vacancies within the same unit, program, or office provided the vacancy is in a higher-rated classification, higher FTE, or Employees applying on vacancies pursuant to paragraph #7 of this Letter of Understanding.
- This Letter of Understanding shall expire March 30, 2028, unless otherwise agreed.

LOU #NEW RE: Health Care Re-Focusing (Employers)

- The parties agree that the Letter of Understanding “RE: Transition of Employees Pursuant to the Health Statutes Amendment Act, 2024” shall include reference to “provincial health corporation” and have an amended expiry date.

LOU #NEW RE: Salary Scale Restructuring

- To address salary scale restructuring in the revised grid.

Salary Appendix:

- April 1, 2024
 - Restructuring of the Salary Grid – 4% between each step
 - 3%
- April 1, 2025 – 3%
- Date of Ratification (DOR)
 - RN/RPNs advance to the rate of pay of the next step on the salary grid but the number of the step they are on does not change and maintains their anniversary date or hours towards the next increment (which equates to an additional 4% wage increase).
 - Step 2 becomes Step 1 (former Step 1 deleted and new Step 9 created).
- April 1, 2026 – 3%
- April 1, 2027 – 3%

Note – By April 1, 2027 Step 1 will be 17% higher than current Step 1 and Step 9 will be 22% higher than current Step 9 (RN/RPN). Individuals not at the top Step will continue to move up the Steps as they currently do.

Local Conditions

- Parties agree to consequential changes only except as otherwise agreed.

Note - Appendix A & Appendix B make up the Tentative Agreement however will not be included in the Collective Agreement.

See Appendix A: Written Undertaking from Honorable Matt Jones, Minister – Memorandum Subject: Presumptive coverage for Registered Nurses and Registered Psychiatric Nurses (no later than June 30, 2025).

See Appendix B: Letter of Commitment from the Government of Alberta to United Nurses of Alberta RE: Health Care Re-Focusing. “The Government agrees that any transfers resulting from the health care refocusing will be to a provincial health agency or a provincial health corporation.”

Salary Appendix

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										
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	\$ 41.19	\$ 42.84	\$ 44.56	\$ 46.34	\$ 48.19	\$ 50.12	\$ 52.12	\$ 54.21	\$ 56.38	
With BSN \$1.25 (for information only)	\$ 42.44	\$ 44.09	\$ 45.81	\$ 47.59	\$ 49.44	\$ 51.37	\$ 53.37	\$ 55.46	\$ 57.63	
Year 2 - April 1, 2025										
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	\$ 49.64	\$ 51.62	\$ 53.69	\$ 55.83	\$ 58.07	
With BSN \$1.25 (for information only)	\$ 43.68	\$ 45.38	\$ 47.14	\$ 48.98	\$ 50.89	\$ 52.87	\$ 54.94	\$ 57.08	\$ 59.32	
Date of Ratification (DOR)										
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	\$ 49.64	\$ 51.62	\$ 53.69	\$ 55.83	\$ 58.07	\$ 60.39
With BSN \$1.25 (for information only)		\$ 45.38	\$ 47.14	\$ 48.98	\$ 50.89	\$ 52.87	\$ 54.94	\$ 57.08	\$ 59.32	\$ 61.64
Year 3 - April 1, 2026										
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	\$ 51.13	\$ 53.17	\$ 55.30	\$ 57.51	\$ 59.81	\$ 62.20
With BSN \$1.25 (for information only)		\$ 46.70	\$ 48.52	\$ 50.41	\$ 52.38	\$ 54.42	\$ 56.55	\$ 58.76	\$ 61.06	\$ 63.45
Year 4 - April 1, 2027										
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		\$ 46.81	\$ 48.69	\$ 50.63	\$ 52.66	\$ 54.77	\$ 56.96	\$ 59.24	\$ 61.60	\$ 64.07
With BSN \$1.25 (for information only)		\$ 48.06	\$ 49.94	\$ 51.88	\$ 53.91	\$ 56.02	\$ 58.21	\$ 60.49	\$ 62.85	\$ 65.32

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
<i>Revised Wage Grid (4% per step)</i>	\$ 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	\$ 44.09	\$ 45.85	\$ 47.68	\$ 49.59	\$ 51.57
With BSN \$1.25 (for information only)	\$ 38.94	\$ 40.44	\$ 42.01	\$ 43.64	\$ 45.34	\$ 47.10	\$ 48.93	\$ 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	\$ 38.82	\$ 40.37	\$ 41.98	\$ 43.66	\$ 45.41	\$ 47.23	\$ 49.11	\$ 51.08	\$ 53.12
With BSN \$1.25 (for information only)	\$ 40.07	\$ 41.62	\$ 43.23	\$ 44.91	\$ 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	\$ 43.66	\$ 45.41	\$ 47.23	\$ 49.11	\$ 51.08	\$ 53.12	\$ 55.25
With BSN \$1.25 (for information only)	\$ 41.62	\$ 43.23	\$ 44.91	\$ 46.66	\$ 48.48	\$ 50.36	\$ 52.33	\$ 54.37	\$ 56.50
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	\$ 54.72	\$ 56.90
With BSN \$1.25 (for information only)	\$ 42.83	\$ 44.49	\$ 46.22	\$ 48.02	\$ 49.89	\$ 51.84	\$ 53.86	\$ 55.97	\$ 58.15
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	\$ 52.11	\$ 54.19	\$ 56.36	\$ 58.61
With BSN \$1.25 (for information only)	\$ 44.08	\$ 45.79	\$ 47.57	\$ 49.42	\$ 51.35	\$ 53.36	\$ 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	\$ 44.27	\$ 46.04	\$ 47.89	\$ 49.80	\$ 51.79	\$ 53.87	\$ 56.02	\$ 58.26	
With BSN \$1.25 (for information only)	\$ 43.82	\$ 45.52	\$ 47.29	\$ 49.14	\$ 51.05	\$ 53.04	\$ 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	\$ 49.32	\$ 51.30	\$ 53.35	\$ 55.48	\$ 57.70	\$ 60.01	
With BSN \$1.25 (for information only)	\$ 45.10	\$ 46.85	\$ 48.68	\$ 50.57	\$ 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	\$ 49.32	\$ 51.30	\$ 53.35	\$ 55.48	\$ 57.70	\$ 60.01	\$ 62.41
With BSN \$1.25 (for information only)		\$ 46.85	\$ 48.68	\$ 50.57	\$ 52.55	\$ 54.60	\$ 56.73	\$ 58.95	\$ 61.26	\$ 63.66
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	\$ 50.80	\$ 52.83	\$ 54.95	\$ 57.15	\$ 59.43	\$ 61.81	\$ 64.28
With BSN \$1.25 (for information only)		\$ 48.22	\$ 50.10	\$ 52.05	\$ 54.08	\$ 56.20	\$ 58.40	\$ 60.68	\$ 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	\$ 50.31	\$ 52.33	\$ 54.42	\$ 56.60	\$ 58.86	\$ 61.21	\$ 63.66	\$ 66.21
With BSN \$1.25 (for information only)		\$ 49.63	\$ 51.56	\$ 53.58	\$ 55.67	\$ 57.85	\$ 60.11	\$ 62.46	\$ 64.91	\$ 67.46

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
<i>Revised Wage Grid (4% per step)</i>	\$ 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	\$ 46.88	\$ 48.76	\$ 50.71	\$ 52.74	\$ 54.85	\$ 57.04	\$ 59.32	\$ 61.70
With BSN \$1.25 (for information only)	\$ 46.33	\$ 48.13	\$ 50.01	\$ 51.96	\$ 53.99	\$ 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	\$ 54.32	\$ 56.49	\$ 58.75	\$ 61.10	\$ 63.55
With BSN \$1.25 (for information only)	\$ 47.68	\$ 49.54	\$ 51.47	\$ 53.48	\$ 55.57	\$ 57.74	\$ 60.00	\$ 62.35	\$ 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	\$ 54.32	\$ 56.49	\$ 58.75	\$ 61.10	\$ 63.55	\$ 66.09
With BSN \$1.25 (for information only)	\$ 49.54	\$ 51.47	\$ 53.48	\$ 55.57	\$ 57.74	\$ 60.00	\$ 62.35	\$ 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	\$ 53.80	\$ 55.95	\$ 58.19	\$ 60.52	\$ 62.94	\$ 65.45	\$ 68.07
With BSN \$1.25 (for information only)	\$ 50.99	\$ 52.98	\$ 55.05	\$ 57.20	\$ 59.44	\$ 61.77	\$ 64.19	\$ 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	\$ 55.41	\$ 57.63	\$ 59.93	\$ 62.33	\$ 64.82	\$ 67.42	\$ 70.11
With BSN \$1.25 (for information only)	\$ 52.48	\$ 54.53	\$ 56.66	\$ 58.88	\$ 61.18	\$ 63.58	\$ 66.07	\$ 68.67	\$ 71.36

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									
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	\$ 49.21	\$ 51.18	\$ 53.23	\$ 55.36	\$ 57.57	\$ 59.87	\$ 62.27	\$ 64.76
With BSN \$1.25 (for information only)	\$ 48.57	\$ 50.46	\$ 52.43	\$ 54.48	\$ 56.61	\$ 58.82	\$ 61.12	\$ 63.52	\$ 66.01
Year 2 - April 1, 2025									
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	\$ 50.69	\$ 52.72	\$ 54.82	\$ 57.02	\$ 59.30	\$ 61.67	\$ 64.14	\$ 66.70
With BSN \$1.25 (for information only)	\$ 49.99	\$ 51.94	\$ 53.97	\$ 56.07	\$ 58.27	\$ 60.55	\$ 62.92	\$ 65.39	\$ 67.95
Date of Ratification (DOR)									
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	\$ 50.69	\$ 52.72	\$ 54.82	\$ 57.02	\$ 59.30	\$ 61.67	\$ 64.14	\$ 66.70	\$ 69.37
With BSN \$1.25 (for information only)	\$ 51.94	\$ 53.97	\$ 56.07	\$ 58.27	\$ 60.55	\$ 62.92	\$ 65.39	\$ 67.95	\$ 70.62
Year 3 - April 1, 2026									
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	\$ 54.30	\$ 56.47	\$ 58.73	\$ 61.08	\$ 63.52	\$ 66.06	\$ 68.70	\$ 71.45
With BSN \$1.25 (for information only)	\$ 53.46	\$ 55.55	\$ 57.72	\$ 59.98	\$ 62.33	\$ 64.77	\$ 67.31	\$ 69.95	\$ 72.70
Year 4 - April 1, 2027									
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	\$ 53.78	\$ 55.93	\$ 58.16	\$ 60.49	\$ 62.91	\$ 65.43	\$ 68.04	\$ 70.76	\$ 73.59
With BSN \$1.25 (for information only)	\$ 55.03	\$ 57.18	\$ 59.41	\$ 61.74	\$ 64.16	\$ 66.68	\$ 69.29	\$ 72.01	\$ 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

Memorandum

From: Honourable Matt Jones
Minister

Our File Reference:

Your File Reference:

To: Honourable Adriana LaGrange
Minister of Health
224 Legislature Building

Date: March 6, 2025

Telephone: 780-644-8554

Subject: Presumptive coverage for Registered Nurses and Registered Psychiatric Nurses

I am writing to you in my capacity as the Minister responsible for the *Workers' Compensation Act*.

Based on a review of credible scientific research, I will be bringing forward a proposal to Cabinet no later than June 30, 2025, to extend the workers' compensation presumption under section 24.2 to include Registered Nurses and Registered Psychiatric Nurses.

Further, my department will undertake the work necessary to determine the extent to which Certified Graduate Nurses, Graduate Nurse – Provisional Permit Holders, Graduate Psychiatric Nurses, and Undergraduate Nurses should be covered. This work will include seeking input from your department.

As you may be aware, in accordance with section 153 of the *Workers Compensation Act*, any regulation to prescribe a class of workers to be eligible for presumption must be approved by Cabinet. Final wording of the regulation will be subject to legislative drafting in accordance with that Cabinet approval.

I am happy to discuss the matters above at your discretion.



Honourable Matt Jones

LETTER OF COMMITMENT

Appendix B

From

The Government of Alberta

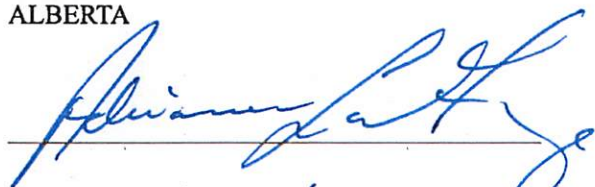
To

United Nurses of Alberta (UNA)

RE: HEALTH CARE RE-FOCUSING

The Government agrees that any transfers resulting from the health care refocusing will be to a provincial health agency or a provincial health corporation.

ON BEHALF OF THE GOVERNMENT OF
ALBERTA



DATE:

March 7, 2025