

Current Clinical Nurses as of Ratification.									
Proceed down and over each year in ORANGE Columns ★									
YOE	Current Wages	Wage Structure Ratification	Ratification w/ Min	Oct 2026	Oct 2026 w/ Min	Oct 2027	Oct 2027 w/ Min	Oct 2028	Oct 2028 w/ Min
*0	\$ 56.58	\$ 61.74	\$ 61.74	\$ 64.21	\$ 64.21	\$ 66.77	\$ 69.44	\$ 69.44	\$ 69.44
1	\$ 59.97	\$ 63.15	\$ 63.15	\$ 65.67	\$ 65.67	\$ 68.29	\$ 68.29	\$ 71.01	\$ 71.01
2	\$ 63.42	\$ 64.55	\$ 64.55	\$ 67.13	\$ 67.13	\$ 69.80	\$ 69.80	\$ 72.59	\$ 72.59
3	\$ 64.69	\$ 65.95	\$ 66.59	\$ 68.59	\$ 68.59	\$ 71.32	\$ 71.32	\$ 74.17	\$ 74.17
4	\$ 65.98	\$ 67.36	\$ 67.92	\$ 70.05	\$ 70.05	\$ 72.84	\$ 72.84	\$ 75.75	\$ 75.75
5	\$ 66.64	\$ 68.76	\$ 69.28	\$ 71.51	\$ 71.51	\$ 74.36	\$ 74.36	\$ 77.33	\$ 77.33
6	\$ 67.31	\$ 70.17	\$ 70.17	\$ 72.97	\$ 72.97	\$ 75.88	\$ 75.88	\$ 78.91	\$ 78.91
7	\$ 67.98	\$ 70.17	\$ 70.68	\$ 72.97	\$ 72.97	\$ 75.88	\$ 75.88	\$ 78.91	\$ 78.91
8	\$ 68.66	\$ 70.17	\$ 71.38	\$ 72.97	\$ 73.50	\$ 75.88	\$ 75.88	\$ 78.91	\$ 78.91
9	\$ 69.35	\$ 71.57	\$ 72.09	\$ 74.42	\$ 74.42	\$ 77.39	\$ 77.39	\$ 80.48	\$ 80.48
10	\$ 70.04	\$ 71.57	\$ 72.82	\$ 74.42	\$ 74.98	\$ 77.39	\$ 77.39	\$ 80.48	\$ 80.48
11	\$ 70.74	\$ 71.57	\$ 73.54	\$ 74.42	\$ 75.73	\$ 77.39	\$ 77.98	\$ 80.48	\$ 80.48
12	\$ 71.45	\$ 74.02	\$ 74.28	\$ 76.98	\$ 76.98	\$ 80.05	\$ 80.05	\$ 83.25	\$ 83.25
13	\$ 72.16	\$ 74.02	\$ 75.02	\$ 76.98	\$ 77.25	\$ 80.05	\$ 80.05	\$ 83.25	\$ 83.25
14	\$ 72.89	\$ 74.02	\$ 75.77	\$ 76.98	\$ 78.02	\$ 80.05	\$ 80.34	\$ 83.25	\$ 83.25
15	\$ 73.61	\$ 76.48	\$ 76.53	\$ 79.53	\$ 79.53	\$ 82.70	\$ 82.70	\$ 86.01	\$ 86.01
16	\$ 74.35	\$ 76.48	\$ 77.29	\$ 79.53	\$ 79.60	\$ 82.70	\$ 82.70	\$ 86.01	\$ 86.01
17	\$ 75.09	\$ 76.48	\$ 78.07	\$ 79.53	\$ 80.38	\$ 82.70	\$ 82.78	\$ 86.01	\$ 86.01
18	\$ 75.85	\$ 76.48	\$ 78.84	\$ 79.53	\$ 81.19	\$ 82.70	\$ 83.60	\$ 86.01	\$ 86.09
19	\$ 76.60	\$ 79.64	\$ 79.64	\$ 82.82	\$ 82.82	\$ 86.12	\$ 86.12	\$ 89.56	\$ 89.56
20	\$ 77.35	\$ 79.64	\$ 80.43	\$ 82.82	\$ 82.82	\$ 86.12	\$ 86.12	\$ 89.56	\$ 89.56
21	\$ 78.12	\$ 79.64	\$ 81.22	\$ 82.82	\$ 83.65	\$ 86.12	\$ 86.12	\$ 89.56	\$ 89.56
22	\$ 78.91	\$ 79.64	\$ 82.03	\$ 82.82	\$ 84.47	\$ 86.12	\$ 86.99	\$ 89.56	\$ 89.56
23	\$ 79.69	\$ 82.80	\$ 82.86	\$ 86.10	\$ 86.10	\$ 89.53	\$ 89.53	\$ 93.11	\$ 93.11
24	\$ 80.49	\$ 82.80	\$ 83.67	\$ 86.10	\$ 86.17	\$ 89.53	\$ 89.53	\$ 93.11	\$ 93.11
25	\$ 81.30	\$ 82.80	\$ 84.51	\$ 86.10	\$ 87.02	\$ 89.53	\$ 89.62	\$ 93.11	\$ 93.11
26	\$ 82.11	\$ 82.80	\$ 85.37	\$ 86.10	\$ 87.90	\$ 89.53	\$ 90.50	\$ 93.11	\$ 93.20
27	\$ 82.93	\$ 85.95	\$ 86.22	\$ 89.38	\$ 89.38	\$ 92.95	\$ 92.95	\$ 96.66	\$ 96.66
28	\$ 83.76	\$ 85.95	\$ 87.08	\$ 89.38	\$ 89.66	\$ 92.95	\$ 92.95	\$ 96.66	\$ 96.66
29	\$ 84.60	\$ 85.95	\$ 87.95	\$ 89.38	\$ 90.56	\$ 92.95	\$ 93.25	\$ 96.66	\$ 96.66
30	\$ 85.61	\$ 85.95	\$ 88.83	\$ 89.38	\$ 91.47	\$ 92.95	\$ 94.18	\$ 96.66	\$ 96.98
31	\$ 86.64	\$ 90.16	\$ 90.16	\$ 93.76	\$ 93.76	\$ 97.50	\$ 97.50	\$ 101.39	\$ 101.39
32	\$ 87.68	\$ 90.16	\$ 90.97	\$ 93.76	\$ 93.76	\$ 97.50	\$ 97.50	\$ 101.39	\$ 101.39
33	\$ 88.73	\$ 90.16	\$ 92.06	\$ 93.76	\$ 94.61	\$ 97.50	\$ 97.50	\$ 101.39	\$ 101.39
34	\$ 89.80	\$ 90.16	\$ 93.17	\$ 93.76	\$ 95.75	\$ 97.50	\$ 98.40	\$ 101.39	\$ 101.39
35	\$ 90.87	\$ 90.16	\$ 94.29	\$ 93.76	\$ 96.89	\$ 97.50	\$ 99.58	\$ 101.39	\$ 102.33
** 36+ YOE will receive the minimum ATB% increases as demonstrated above.									
*** Final numbers may vary due to rounding differences.									
Bold/Dark Orange Indicates receiving minimum ATB and are above grid.									

*New Grads will continue to advance according to section 15.04

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The new final CBA wage step is 31+ YOE for RNs hired after ratification.

Example 1

Current Step 3 CN Wage = \$64.69

- First full pay period following ratification receives the minimum 5%, increase to **\$67.92**.
- October 2026: RN will move to the next wage step of **\$71.51** due to being greater than the 4% minimum.
- October 2027: RN will move to the next wage step of **\$75.88** due to being greater than the 4% minimum.
- October 2028: RN will move to the next wage step of **\$78.91** due to being greater than the 4% minimum.

→Total percentage increase by end of contract of 22.0%.

Example 2

Current Step 15 CN Wage = \$73.61

- First full pay period following ratification receives the minimum 5%, increase to **\$77.29**.
- October 2026: RN will receive minimum 4% increase to **\$80.38**.
- October 2027: RN will receive minimum 4% increase to **\$83.60**.
- October 2028: RN will move to the next wage step of **\$89.56** due to being greater than the 4% minimum.

→Total percentage increase by end of contract of 21.7%.

Example 3

Current Step 27 CN Wage = \$82.93

- First full pay period following ratification receives the minimum 5%, increase to **\$87.08**.
- October 2026: RN will receive minimum 4% increase to **\$90.56**.
- October 2027: RN will receive minimum 4% increase to **\$94.18**.
- October 2028: RN will move to the next wage step of **\$101.39** due to being greater than the 4% minimum.

→Total percentage increase by end of contract of 22.3%.