

**DRAFT Wage Scales – Nursing Care Tentative Agreement
November 23, 2025**

Client Care Assistant	Step 1	Step 2	Step 3	Step 4	Step 5
April 1, 2023	\$23.74	\$24.57	\$25.46	\$26.39	\$27.39
2% LSPA Rate	\$24.21	\$25.06	\$25.97	\$26.92	\$27.94
April 1, 2024	\$24.45	\$25.31	\$26.22	\$27.18	\$28.21
2% LSPA Rate	\$24.94	\$25.81	\$26.75	\$27.73	\$28.78
April 1, 2025	\$25.19	\$26.07	\$27.01	\$28.00	\$29.06
2% LSPA Rate	\$25.69	\$26.59	\$27.55	\$28.56	\$29.64
April 1, 2026	\$25.94	\$26.85	\$27.82	\$28.84	\$29.93
2% LSPA Rate	\$26.46	\$27.39	\$28.38	\$29.41	\$30.53
April 1, 2027	\$26.72	\$27.65	\$28.66	\$29.70	\$30.83
2% LSPA Rate	\$27.25	\$28.21	\$29.23	\$30.30	\$31.44

Community Health Representative Worker	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
April 1, 2023	\$24.59	\$25.65	\$26.66	\$27.74	\$28.76	\$29.77
2% LSPA Rate	\$25.08	\$26.16	\$27.19	\$28.29	\$29.34	\$30.37
April 1, 2024	\$25.33	\$26.42	\$27.46	\$28.57	\$29.62	\$30.66
2% LSPA Rate	\$25.83	\$26.95	\$28.01	\$29.14	\$30.22	\$31.28
April 1, 2025	\$26.09	\$27.21	\$28.28	\$29.43	\$30.51	\$31.58
2% LSPA Rate	\$26.61	\$27.76	\$28.85	\$30.02	\$31.12	\$32.21
April 1, 2026	\$26.87	\$28.03	\$29.13	\$30.31	\$31.43	\$32.53
2% LSPA Rate	\$27.41	\$28.59	\$29.71	\$30.92	\$32.06	\$33.18
April 1, 2027	\$27.68	\$28.87	\$30.01	\$31.22	\$32.37	\$33.51
2% LSPA Rate	\$28.23	\$29.45	\$30.61	\$31.85	\$33.02	\$34.18

Drop-In Centre Supervisor	Step 1	Step 2	Step 3	Step 4	Step 5
April 1, 2023	\$25.37	\$26.41	\$27.46	\$28.51	\$29.52
2% LSPA Rate	\$25.88	\$26.94	\$28.01	\$29.08	\$30.11

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April 1, 2024	\$26.13	\$27.20	\$28.28	\$29.37	\$30.41
2% LSPA Rate	\$26.65	\$27.75	\$28.85	\$29.95	\$31.01
April 1, 2025	\$26.92	\$28.02	\$29.13	\$30.25	\$31.32
2% LSPA Rate	\$27.45	\$28.58	\$29.71	\$30.85	\$31.94
April 1, 2026	\$27.72	\$28.86	\$30.01	\$31.15	\$32.26
2% LSPA Rate	\$28.28	\$29.44	\$30.61	\$31.78	\$32.90
April 1, 2027	\$28.55	\$29.72	\$30.91	\$32.09	\$33.23
2% LSPA Rate	\$29.13	\$30.32	\$31.52	\$32.73	\$33.89

Health Care Aide - Certified	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
April 1, 2023	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	\$26.03
2% LSPA Rate	\$22.30	\$23.02	\$23.72	\$24.49	\$25.04	\$25.77	\$26.55
			New Step 1	New Step 2	New Step 3	New Step 4	New Step 5
April 1, 2024			\$24.91	\$25.72	\$26.30	\$27.06	\$27.88
2% LSPA Rate			\$25.40	\$26.23	\$26.82	\$27.60	\$28.44
April 1, 2025			\$25.65	\$26.49	\$27.09	\$27.87	\$28.72
2% LSPA Rate			\$26.17	\$27.02	\$27.63	\$28.43	\$29.29
April 1, 2026			\$26.42	\$27.29	\$27.90	\$28.71	\$29.58
2% LSPA Rate			\$26.95	\$27.83	\$28.46	\$29.28	\$30.17
April 1, 2027			\$27.21	\$28.10	\$28.74	\$29.57	\$30.47
2% LSPA Rate			\$27.76	\$28.67	\$29.31	\$30.16	\$31.08

Health Care Aide - Non-Certified	Step 1
April 1, 2023	\$20.78
2% LSPA Rate	\$21.20
April 1, 2024	\$22.26

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2% LSPA Rate	\$22.70
April 1, 2025	\$22.93
2% LSPA Rate	\$23.39
April 1, 2026	\$23.62
2% LSPA Rate	\$24.09
April 1, 2027	\$24.32
2% LSPA Rate	\$24.81

Licensed Practical Nurse	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$27.58	\$28.79	\$29.94	\$31.11	\$32.27	\$33.38	\$34.73	\$36.13
2% LSPA Rate	\$28.13	\$29.37	\$30.54	\$31.73	\$32.92	\$34.05	\$35.42	\$36.85
April 1, 2024	\$31.25	\$32.62	\$33.92	\$35.25	\$36.56	\$37.82	\$39.35	\$40.94
2% LSPA Rate	\$31.87	\$33.27	\$34.60	\$35.95	\$37.29	\$38.58	\$40.14	\$41.75
April 1, 2025	\$32.19	\$33.60	\$34.94	\$36.31	\$37.66	\$38.95	\$40.53	\$42.16
2% LSPA Rate	\$32.83	\$34.27	\$35.64	\$37.03	\$38.41	\$39.73	\$41.34	\$43.01
April 1, 2026	\$33.15	\$34.61	\$35.99	\$37.39	\$38.79	\$40.12	\$41.75	\$43.43
2% LSPA Rate	\$33.81	\$35.30	\$36.71	\$38.14	\$39.56	\$40.93	\$42.58	\$44.30
April 1, 2027	\$34.15	\$35.64	\$37.07	\$38.52	\$39.95	\$41.33	\$43.00	\$44.73
2% LSPA Rate	\$34.83	\$36.36	\$37.81	\$39.29	\$40.75	\$42.15	\$43.86	\$45.63

LPN Connect Care Credentialed Trainer	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
April 1, 2023	\$31.21	\$32.84	\$34.57	\$36.39	\$38.21	\$40.13	\$42.13
2% LSPA Rate	\$31.83	\$33.50	\$35.26	\$37.12	\$38.97	\$40.93	\$42.97
April 1, 2024	\$35.36	\$37.21	\$39.17	\$41.23	\$43.29	\$45.47	\$47.73
2% LSPA Rate	\$36.07	\$37.95	\$39.95	\$42.05	\$44.16	\$46.38	\$48.69
April 1, 2025	\$36.42	\$38.32	\$40.34	\$42.47	\$44.59	\$46.83	\$49.17

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2% LSPA Rate	\$37.15	\$39.09	\$41.15	\$43.32	\$45.48	\$47.77	\$50.15
April 1, 2026	\$37.51	\$39.47	\$41.55	\$43.74	\$45.93	\$48.24	\$50.64
2% LSPA Rate	\$38.26	\$40.26	\$42.38	\$44.62	\$46.85	\$49.20	\$51.65
April 1, 2027	\$38.64	\$40.66	\$42.80	\$45.05	\$47.31	\$49.68	\$52.16
2% LSPA Rate	\$39.41	\$41.47	\$43.66	\$45.95	\$48.25	\$50.68	\$53.20

LPN - Orthopaedic Technician	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
April 1, 2023	\$35.70	\$36.98	\$38.30	\$39.66	\$41.06	\$42.52	\$44.04	\$45.44	\$47.02
2% LSPA Rate	\$36.41	\$37.72	\$39.07	\$40.45	\$41.88	\$43.37	\$44.92	\$46.35	\$47.96
April 1, 2024	\$40.45	\$41.90	\$43.39	\$44.93	\$46.52	\$48.18	\$49.90	\$51.48	\$53.27
2% LSPA Rate	\$41.26	\$42.74	\$44.26	\$45.83	\$47.45	\$49.14	\$50.90	\$52.51	\$54.34
April 1, 2025	\$41.66	\$43.16	\$44.70	\$46.28	\$47.92	\$49.62	\$51.39	\$53.03	\$54.87
2% LSPA Rate	\$42.49	\$44.02	\$45.59	\$47.21	\$48.87	\$50.61	\$52.42	\$54.09	\$55.97
April 1, 2026	\$42.91	\$44.45	\$46.04	\$47.67	\$49.35	\$51.11	\$52.94	\$54.62	\$56.52
2% LSPA Rate	\$43.77	\$45.34	\$46.96	\$48.62	\$50.34	\$52.13	\$53.99	\$55.71	\$57.65
April 1, 2027	\$44.20	\$45.78	\$47.42	\$49.10	\$50.83	\$52.64	\$54.52	\$56.26	\$58.21
2% LSPA Rate	\$45.08	\$46.70	\$48.37	\$50.08	\$51.85	\$53.70	\$55.61	\$57.38	\$59.38

LPN - Personal Support Coordinator	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$27.58	\$28.79	\$29.94	\$31.11	\$32.27	\$33.38	\$34.73	\$36.13
2% LSPA Rate	\$28.13	\$29.37	\$30.54	\$31.73	\$32.92	\$34.05	\$35.42	\$36.85
April 1, 2024	\$31.25	\$32.62	\$33.92	\$35.25	\$36.56	\$37.82	\$39.35	\$40.94
2% LSPA Rate	\$31.87	\$33.27	\$34.60	\$35.95	\$37.29	\$38.58	\$40.14	\$41.75
April 1, 2025	\$32.19	\$33.60	\$34.94	\$36.31	\$37.66	\$38.95	\$40.53	\$42.16
2% LSPA Rate	\$32.83	\$34.27	\$35.64	\$37.03	\$38.41	\$39.73	\$41.34	\$43.01
April 1, 2026	\$33.15	\$34.61	\$35.99	\$37.39	\$38.79	\$40.12	\$41.75	\$43.43
2% LSPA Rate	\$33.81	\$35.30	\$36.71	\$38.14	\$39.56	\$40.93	\$42.58	\$44.30

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April 1, 2027	\$34.15	\$35.64	\$37.07	\$38.52	\$39.95	\$41.33	\$43.00	\$44.73
2% LSPA Rate	\$34.83	\$36.36	\$37.81	\$39.29	\$40.75	\$42.15	\$43.86	\$45.63

Licensed Practical Nurse - Renal Dialysis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$27.89	\$29.07	\$30.23	\$31.40	\$32.61	\$33.72	\$35.09	\$36.48
2% LSPA Rate	\$28.45	\$29.65	\$30.83	\$32.03	\$33.26	\$34.39	\$35.79	\$37.21
April 1, 2024	\$31.60	\$32.94	\$34.25	\$35.58	\$36.95	\$38.20	\$39.76	\$41.33
2% LSPA Rate	\$32.23	\$33.60	\$34.94	\$36.29	\$37.69	\$38.97	\$40.55	\$42.16
April 1, 2025	\$32.55	\$33.92	\$35.28	\$36.64	\$38.06	\$39.35	\$40.95	\$42.57
2% LSPA Rate	\$33.20	\$34.60	\$35.98	\$37.38	\$38.82	\$40.14	\$41.77	\$43.42
April 1, 2026	\$33.52	\$34.94	\$36.34	\$37.74	\$39.20	\$40.53	\$42.18	\$43.85
2% LSPA Rate	\$34.19	\$35.64	\$37.06	\$38.50	\$39.98	\$41.34	\$43.02	\$44.73
April 1, 2027	\$34.53	\$35.99	\$37.43	\$38.88	\$40.37	\$41.75	\$43.44	\$45.16
2% LSPA Rate	\$35.22	\$36.71	\$38.18	\$39.65	\$41.18	\$42.58	\$44.31	\$46.07

Mental Health Aide	Step 1	Step 2	Step 3	Step 4	Step 5
April 1, 2023	\$22.67	\$23.65	\$24.58	\$25.52	\$26.43
2% LSPA Rate	\$23.12	\$24.12	\$25.07	\$26.03	\$26.96
April 1, 2024	\$23.35	\$24.36	\$25.32	\$26.29	\$27.22
2% LSPA Rate	\$23.82	\$24.85	\$25.82	\$26.81	\$27.77
April 1, 2025	\$24.05	\$25.09	\$26.08	\$27.07	\$28.04
2% LSPA Rate	\$24.53	\$25.59	\$26.60	\$27.62	\$28.60
April 1, 2026	\$24.77	\$25.84	\$26.86	\$27.89	\$28.88
2% LSPA Rate	\$25.27	\$26.36	\$27.40	\$28.44	\$29.46
April 1, 2027	\$25.52	\$26.62	\$27.67	\$28.72	\$29.75
2% LSPA Rate	\$26.03	\$27.15	\$28.22	\$29.30	\$30.34

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Mental Health Therapy Assistant	Step 1	Step 2	Step 3	Step 4	Step 5
April 1, 2023	\$24.23	\$25.20	\$26.24	\$27.23	\$28.22
2% LSPA Rate	\$24.71	\$25.70	\$26.76	\$27.77	\$28.78
April 1, 2024	\$24.96	\$25.96	\$27.03	\$28.05	\$29.07
2% LSPA Rate	\$25.46	\$26.48	\$27.57	\$28.61	\$29.65
April 1, 2025	\$25.71	\$26.73	\$27.84	\$28.89	\$29.94
2% LSPA Rate	\$26.22	\$27.27	\$28.39	\$29.47	\$30.54
April 1, 2026	\$26.48	\$27.54	\$28.67	\$29.75	\$30.84
2% LSPA Rate	\$27.01	\$28.09	\$29.25	\$30.35	\$31.45
April 1, 2027	\$27.27	\$28.36	\$29.53	\$30.65	\$31.76
2% LSPA Rate	\$27.82	\$28.93	\$30.12	\$31.26	\$32.40

Operating Room Technician	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$28.93	\$30.17	\$31.38	\$32.59	\$33.94	\$35.02	\$36.44	\$37.90
2% LSPA Rate	\$29.51	\$30.77	\$32.01	\$33.24	\$34.62	\$35.72	\$37.17	\$38.66
April 1, 2024	\$32.78	\$34.18	\$35.55	\$36.92	\$38.45	\$39.68	\$41.29	\$42.94
2% LSPA Rate	\$33.43	\$34.87	\$36.26	\$37.66	\$39.22	\$40.47	\$42.11	\$43.80
April 1, 2025	\$33.76	\$35.21	\$36.62	\$38.03	\$39.61	\$40.87	\$42.53	\$44.23
2% LSPA Rate	\$34.44	\$35.91	\$37.35	\$38.79	\$40.40	\$41.69	\$43.38	\$45.11
April 1, 2026	\$34.77	\$36.26	\$37.72	\$39.17	\$40.80	\$42.09	\$43.80	\$45.56
2% LSPA Rate	\$35.47	\$36.99	\$38.47	\$39.96	\$41.61	\$42.94	\$44.68	\$46.47
April 1, 2027	\$35.82	\$37.35	\$38.85	\$40.35	\$42.02	\$43.36	\$45.11	\$46.92
2% LSPA Rate	\$36.53	\$38.10	\$39.63	\$41.16	\$42.86	\$44.22	\$46.02	\$47.86

Physiotherapy Assistant	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
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April 1, 2023	\$24.59	\$25.65	\$26.66	\$27.74	\$28.76	\$29.77
2% LSPA Rate	\$25.08	\$26.16	\$27.19	\$28.29	\$29.34	\$30.37
April 1, 2024	\$25.33	\$26.42	\$27.46	\$28.57	\$29.62	\$30.66
2% LSPA Rate	\$25.83	\$26.95	\$28.01	\$29.14	\$30.22	\$31.28
April 1, 2025	\$26.09	\$27.21	\$28.28	\$29.43	\$30.51	\$31.58
2% LSPA Rate	\$26.61	\$27.76	\$28.85	\$30.02	\$31.12	\$32.21
April 1, 2026	\$26.87	\$28.03	\$29.13	\$30.31	\$31.43	\$32.53
2% LSPA Rate	\$27.41	\$28.59	\$29.71	\$30.92	\$32.06	\$33.18
April 1, 2027	\$27.68	\$28.87	\$30.01	\$31.22	\$32.37	\$33.51
2% LSPA Rate	\$28.23	\$29.45	\$30.61	\$31.85	\$33.02	\$34.18

Psychiatric Aide	Step 1	Step 2	Step 3	Step 4	Step 5
April 1, 2023	\$22.67	\$23.65	\$24.58	\$25.52	\$26.43
2% LSPA Rate	\$23.12	\$24.12	\$25.07	\$26.03	\$26.96
April 1, 2024	\$23.35	\$24.36	\$25.32	\$26.29	\$27.22
2% LSPA Rate	\$23.82	\$24.85	\$25.82	\$26.81	\$27.77
April 1, 2025	\$24.05	\$25.09	\$26.08	\$27.07	\$28.04
2% LSPA Rate	\$24.53	\$25.59	\$26.60	\$27.62	\$28.60
April 1, 2026	\$24.77	\$25.84	\$26.86	\$27.89	\$28.88
2% LSPA Rate	\$25.27	\$26.36	\$27.40	\$28.44	\$29.46
April 1, 2027	\$25.52	\$26.62	\$27.67	\$28.72	\$29.75
2% LSPA Rate	\$26.03	\$27.15	\$28.22	\$29.30	\$30.34

Recreation Aide	Step 1	Step 2	Step 3	Step 4	Step 5
April 1, 2023	\$22.67	\$23.65	\$24.58	\$25.52	\$26.43
2% LSPA Rate	\$23.12	\$24.12	\$25.07	\$26.03	\$26.96
April 1, 2024	\$23.35	\$24.36	\$25.32	\$26.29	\$27.22

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2% LSPA Rate	\$23.82	\$24.85	\$25.82	\$26.81	\$27.77
April 1, 2025	\$24.05	\$25.09	\$26.08	\$27.07	\$28.04
2% LSPA Rate	\$24.53	\$25.59	\$26.60	\$27.62	\$28.60
April 1, 2026	\$24.77	\$25.84	\$26.86	\$27.89	\$28.88
2% LSPA Rate	\$25.27	\$26.36	\$27.40	\$28.44	\$29.46
April 1, 2027	\$25.52	\$26.62	\$27.67	\$28.72	\$29.75
2% LSPA Rate	\$26.03	\$27.15	\$28.22	\$29.30	\$30.34

Rehabilitation Attendant	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$20.78	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	
Educational Allowance	\$20.78	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	\$26.03
2% LSPA Rate	\$21.20	\$22.30	\$23.02	\$23.72	\$24.49	\$25.04	\$25.77	\$26.55
April 1, 2024	\$21.40	\$22.52	\$23.25	\$23.95	\$24.73	\$25.29	\$26.02	
Educational Allowance	\$21.40	\$22.52	\$23.25	\$23.95	\$24.73	\$25.29	\$26.02	\$26.81
2% LSPA Rate	\$21.83	\$22.97	\$23.71	\$24.43	\$25.22	\$25.79	\$26.54	\$27.35
April 1, 2025	\$22.05	\$23.19	\$23.94	\$24.67	\$25.47	\$26.05	\$26.80	
Educational Allowance	\$22.05	\$23.19	\$23.94	\$24.67	\$25.47	\$26.05	\$26.80	\$27.62
2% LSPA Rate	\$22.49	\$23.66	\$24.42	\$25.16	\$25.98	\$26.57	\$27.33	\$28.17
April 1, 2026	\$22.71	\$23.89	\$24.66	\$25.41	\$26.24	\$26.83	\$27.60	
Educational Allowance	\$22.71	\$23.89	\$24.66	\$25.41	\$26.24	\$26.83	\$27.60	\$28.44
2% LSPA Rate	\$23.16	\$24.36	\$25.16	\$25.91	\$26.76	\$27.36	\$28.15	\$29.01
April 1, 2027	\$23.39	\$24.60	\$25.40	\$26.17	\$27.02	\$27.63	\$28.43	
Educational Allowance	\$23.39	\$24.60	\$25.40	\$26.17	\$27.02	\$27.63	\$28.43	\$29.30
2% LSPA Rate	\$23.86	\$25.10	\$25.91	\$26.69	\$27.56	\$28.18	\$29.00	\$29.88

Rehabilitation Care Worker	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
April 1, 2023	\$20.78	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	

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Educational Allowance	\$20.78	\$21.86	\$22.57	\$23.25	\$24.01	\$24.55	\$25.26	\$26.03
2% LSPA Rate	\$21.20	\$22.30	\$23.02	\$23.72	\$24.49	\$25.04	\$25.77	\$26.55
April 1, 2024	\$21.40	\$22.52	\$23.25	\$23.95	\$24.73	\$25.29	\$26.02	
Educational Allowance	\$21.40	\$22.52	\$23.25	\$23.95	\$24.73	\$25.29	\$26.02	\$26.81
2% LSPA Rate	\$21.83	\$22.97	\$23.71	\$24.43	\$25.22	\$25.79	\$26.54	\$27.35
April 1, 2025	\$22.05	\$23.19	\$23.94	\$24.67	\$25.47	\$26.05	\$26.80	
Educational Allowance	\$22.05	\$23.19	\$23.94	\$24.67	\$25.47	\$26.05	\$26.80	\$27.62
2% LSPA Rate	\$22.49	\$23.66	\$24.42	\$25.16	\$25.98	\$26.57	\$27.33	\$28.17
April 1, 2026	\$22.71	\$23.89	\$24.66	\$25.41	\$26.24	\$26.83	\$27.60	
Educational Allowance	\$22.71	\$23.89	\$24.66	\$25.41	\$26.24	\$26.83	\$27.60	\$28.44
2% LSPA Rate	\$23.16	\$24.36	\$25.16	\$25.91	\$26.76	\$27.36	\$28.15	\$29.01
April 1, 2027	\$23.39	\$24.60	\$25.40	\$26.17	\$27.02	\$27.63	\$28.43	
Educational Allowance	\$23.39	\$24.60	\$25.40	\$26.17	\$27.02	\$27.63	\$28.43	\$29.30
2% LSPA Rate	\$23.86	\$25.10	\$25.91	\$26.69	\$27.56	\$28.18	\$29.00	\$29.88