

AMENDED TENTATIVE AGREEMENT

Part of Full Tentative Agreement
Replaces Tentative Agreement Dated January 23, 2026

APPENDIX B – WAGE SCALES

A. Registered Nurses

AS
KH
pmo
EV
RC

FT/PT RATES	Ratification																								
	0	1	2	3	4	5	6	7	8	9	10-11	12-14	15-16	17-19	20-22	23-24	25								
RN	\$ 56.93	\$ 60.91	\$ 62.28	\$ 63.68	\$ 65.11	\$ 66.58	\$ 68.08	\$ 69.61	\$ 71.18	\$ 72.78	\$ 76.42	\$ 78.14	\$ 82.04	\$ 83.89	\$ 85.78	\$ 87.71	\$ 89.68								
Case Manager - RN	\$ 56.93	\$ 60.91	\$ 62.28	\$ 63.68	\$ 65.11	\$ 66.58	\$ 68.08	\$ 69.61	\$ 71.18	\$ 72.78	\$ 76.42	\$ 78.14	\$ 82.04	\$ 83.89	\$ 85.78	\$ 87.71	\$ 89.68								
RN - Lead	\$ 59.77	\$ 63.96	\$ 65.39	\$ 66.87	\$ 68.37	\$ 69.91	\$ 71.48	\$ 73.09	\$ 74.73	\$ 76.42	\$ 80.24	\$ 82.04	\$ 86.14	\$ 88.08	\$ 90.06	\$ 92.09	\$ 94.16								
RN - Float Pool	\$ 59.77	\$ 63.96	\$ 65.39	\$ 66.87	\$ 68.37	\$ 69.91	\$ 71.48	\$ 73.09	\$ 74.73	\$ 76.42	\$ 80.24	\$ 82.04	\$ 86.14	\$ 88.08	\$ 90.06	\$ 92.09	\$ 94.16								
RN - Specialized Workforce and Transport (SWAT)	\$ 59.77	\$ 63.96	\$ 65.39	\$ 66.87	\$ 68.37	\$ 69.91	\$ 71.48	\$ 73.09	\$ 74.73	\$ 76.42	\$ 80.24	\$ 82.04	\$ 86.14	\$ 88.08	\$ 90.06	\$ 92.09	\$ 94.16								
Case Manager /Utilization Review - RN (Float)	\$ 59.77	\$ 63.96	\$ 65.39	\$ 66.87	\$ 68.37	\$ 69.91	\$ 71.48	\$ 73.09	\$ 74.73	\$ 76.42	\$ 80.24	\$ 82.04	\$ 86.14	\$ 88.08	\$ 90.06	\$ 92.09	\$ 94.16								
Transplant Coord I (non-certified)	\$ 75.82	\$ 77.34	\$ 78.89	\$ 80.46	\$ 82.07	\$ 83.72	\$ 85.39	\$ 87.10	\$ 88.84	\$ 90.62	\$ 92.43	\$ 94.28	\$ 96.16	\$ 98.09	\$ 100.05	\$ 102.05	\$ 104.09								
Transplant Coord II (certified and on-call)	\$ 79.62	\$ 81.21	\$ 82.83	\$ 84.49	\$ 86.18	\$ 87.90	\$ 89.66	\$ 91.45	\$ 93.28	\$ 95.15	\$ 97.05	\$ 98.99	\$ 100.97	\$ 102.99	\$ 105.05	\$ 107.15	\$ 109.29								
Transplant Coord Lead	\$ 79.62	\$ 81.21	\$ 82.83	\$ 84.49	\$ 86.18	\$ 87.90	\$ 89.66	\$ 91.45	\$ 93.28	\$ 95.15	\$ 97.05	\$ 98.99	\$ 100.97	\$ 102.99	\$ 105.05	\$ 107.15	\$ 109.29								

Ratification				
PER DIEM RATES (Level based on YOE)	Level 1 0-2	Level 2 3-5	Level 3 6-9	Level 4 10+
Transplant Coord I - Per Diem (non-certified office or on-call)	\$86.90	\$91.25	\$95.81	\$100.60
Transplant Coord II - Per Diem (CCTN Certified)	\$91.25	\$95.81	\$100.60	\$105.63
Transplant Coord Lead - Per Diem	\$91.25	\$95.81	\$100.60	\$105.63
RN Per Diem	\$69.45	\$72.92	\$76.57	\$80.40
RN - Float Per Diem	\$72.92	\$76.57	\$80.40	\$84.42
RN - Specialized Workforce and Transport (SWAT)	\$72.92	\$76.57	\$80.40	\$84.42

FT/PT RATES	July 2027																								
	0	1	2	3	4	5	6	7	8	9	10-11	12-14	15-16	17-19	20-22	23-24	25								
RN	\$ 58.92	\$ 63.04	\$ 64.46	\$ 65.91	\$ 67.39	\$ 68.91	\$ 70.46	\$ 72.05	\$ 73.67	\$ 75.32	\$ 79.09	\$ 80.87	\$ 84.91	\$ 86.82	\$ 88.78	\$ 90.77	\$ 92.82								
Case Manager - RN	\$ 58.92	\$ 63.04	\$ 64.46	\$ 65.91	\$ 67.39	\$ 68.91	\$ 70.46	\$ 72.05	\$ 73.67	\$ 75.32	\$ 79.09	\$ 80.87	\$ 84.91	\$ 86.82	\$ 88.78	\$ 90.77	\$ 92.82								
RN - Lead	\$ 61.86	\$ 66.19	\$ 67.68	\$ 69.21	\$ 70.76	\$ 72.36	\$ 73.98	\$ 75.65	\$ 77.35	\$ 79.09	\$ 83.04	\$ 84.91	\$ 89.16	\$ 91.17	\$ 93.22	\$ 95.31	\$ 97.46								
RN - Float Pool	\$ 61.86	\$ 66.19	\$ 67.68	\$ 69.21	\$ 70.76	\$ 72.36	\$ 73.98	\$ 75.65	\$ 77.35	\$ 79.09	\$ 83.04	\$ 84.91	\$ 89.16	\$ 91.17	\$ 93.22	\$ 95.31	\$ 97.46								
RN - Specialized Workforce and Transport (SWAT)	\$ 61.86	\$ 66.19	\$ 67.68	\$ 69.21	\$ 70.76	\$ 72.36	\$ 73.98	\$ 75.65	\$ 77.35	\$ 79.09	\$ 83.04	\$ 84.91	\$ 89.16	\$ 91.17	\$ 93.22	\$ 95.31	\$ 97.46								
Case Manager /Utilization Review - RN (Float)	\$ 61.86	\$ 66.19	\$ 67.68	\$ 69.21	\$ 70.76	\$ 72.36	\$ 73.98	\$ 75.65	\$ 77.35	\$ 79.09	\$ 83.04	\$ 84.91	\$ 89.16	\$ 91.17	\$ 93.22	\$ 95.31	\$ 97.46								
Transplant Coord I (non-certified)	\$ 78.48	\$ 80.05	\$ 81.65	\$ 83.28	\$ 84.95	\$ 86.65	\$ 88.38	\$ 90.15	\$ 91.95	\$ 93.79	\$ 95.66	\$ 97.58	\$ 99.53	\$ 101.52	\$ 103.55	\$ 105.62	\$ 107.73								
Transplant Coord II (certified and on-call)	\$ 82.40	\$ 84.05	\$ 85.73	\$ 87.45	\$ 89.19	\$ 90.98	\$ 92.80	\$ 94.65	\$ 96.55	\$ 98.48	\$ 100.45	\$ 102.46	\$ 104.51	\$ 106.60	\$ 108.73	\$ 110.90	\$ 113.12								
Transplant Coord Lead	\$ 82.40	\$ 84.05	\$ 85.73	\$ 87.45	\$ 89.19	\$ 90.98	\$ 92.80	\$ 94.65	\$ 96.55	\$ 98.48	\$ 100.45	\$ 102.46	\$ 104.51	\$ 106.60	\$ 108.73	\$ 110.90	\$ 113.12								

July 2027				
PER DIEM RATES (Level based on YOE)	Level 1 0-2	Level 2 3-5	Level 3 6-9	Level 4 10+
Transplant Coord I - Per Diem (non-certified office or on-call)	\$89.94	\$94.44	\$99.16	\$104.12
Transplant Coord II - Per Diem (CCTN Certified)	\$94.44	\$99.16	\$104.12	\$109.32
Transplant Coord Lead - Per Diem	\$94.44	\$99.16	\$104.12	\$109.32
RN Per Diem	\$71.88	\$75.48	\$79.25	\$83.21
RN - Float Per Diem	\$75.48	\$79.25	\$83.21	\$87.37
RN - Specialized Workforce and Transport (SWAT)	\$75.48	\$79.25	\$83.21	\$87.37



Employer



California Nurses Association

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FT/PT RATES	July 2028																
	0	1	2	3	4	5	6	7	8	9	10-11	12-14	15-16	17-19	20-22	23-24	25
RN	\$60.83	\$65.09	\$66.55	\$68.05	\$69.58	\$71.15	\$72.75	\$74.39	\$76.06	\$77.77	\$81.66	\$83.50	\$87.67	\$89.65	\$91.66	\$93.73	\$95.83
Case Manager - RN	\$60.83	\$65.09	\$66.55	\$68.05	\$69.58	\$71.15	\$72.75	\$74.39	\$76.06	\$77.77	\$81.66	\$83.50	\$87.67	\$89.65	\$91.66	\$93.73	\$95.83
RN - Lead	\$63.87	\$68.34	\$69.88	\$71.46	\$73.06	\$74.71	\$76.39	\$78.11	\$79.86	\$81.66	\$85.74	\$87.67	\$92.06	\$94.13	\$96.25	\$98.41	\$100.63
RN - Float Pool	\$63.87	\$68.34	\$69.88	\$71.46	\$73.06	\$74.71	\$76.39	\$78.11	\$79.86	\$81.66	\$85.74	\$87.67	\$92.06	\$94.13	\$96.25	\$98.41	\$100.63
RN - Specialized Workforce and Transport (SWAT)	\$63.87	\$68.34	\$69.88	\$71.46	\$73.06	\$74.71	\$76.39	\$78.11	\$79.86	\$81.66	\$85.74	\$87.67	\$92.06	\$94.13	\$96.25	\$98.41	\$100.63
Case Manager /Utilization Review - RN (Float)	\$63.87	\$68.34	\$69.88	\$71.46	\$73.06	\$74.71	\$76.39	\$78.11	\$79.86	\$81.66	\$85.74	\$87.67	\$92.06	\$94.13	\$96.25	\$98.41	\$100.63
Transplant Coord I (non-certified)	\$81.03	\$82.65	\$84.30	\$85.99	\$87.71	\$89.46	\$91.25	\$93.08	\$94.94	\$96.84	\$98.77	\$100.75	\$102.76	\$104.82	\$106.92	\$109.05	\$111.23
Transplant Coord II (certified and on-call)	\$85.08	\$86.78	\$88.52	\$90.29	\$92.09	\$93.93	\$95.81	\$97.73	\$99.68	\$101.68	\$103.71	\$105.79	\$107.90	\$110.06	\$112.26	\$114.51	\$116.80
Transplant Coord Lead	\$85.08	\$86.78	\$88.52	\$90.29	\$92.09	\$93.93	\$95.81	\$97.73	\$99.68	\$101.68	\$103.71	\$105.79	\$107.90	\$110.06	\$112.26	\$114.51	\$116.80

July 2028				
PER DIEM RATES (Level based on YOE)	Level 1	Level 2	Level 3	Level 4
	0-2	3-5	6-9	10+
Transplant Coord I - Per Diem (non-certified office or on-call)	\$92.87	\$97.51	\$102.38	\$107.50
Transplant Coord II - Per Diem (CCTN Certified)	\$97.51	\$102.38	\$107.50	\$112.88
Transplant Coord Lead - Per Diem	\$97.51	\$102.38	\$107.50	\$112.88
RN Per Diem	\$74.22	\$77.93	\$81.83	\$85.92
RN - Float Per Diem	\$77.93	\$81.83	\$85.92	\$90.21
RN - Specialized Workforce and Transport (SWAT)	\$77.93	\$81.83	\$85.92	\$90.21



 Employer

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 California Nurses Association

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B. Nurse Practitioners

FT/PT RATES	Ratification																
	0	1	2	3	4	5	6	7	8	9	10-11	12-14	15-16	17-19	20-22	23-24	25
Nurse Practitioner - Non-Critical Care	\$ 82.80	\$ 84.47	\$ 86.15	\$ 87.87	\$ 89.64	\$ 91.43	\$ 93.26	\$ 95.12	\$ 97.01	\$ 98.95	\$ 100.94	\$ 102.96	\$ 105.03	\$ 107.65	\$ 110.34	\$ 113.10	\$ 115.93
Nurse Practitioner (Bi-weekly/Salary) - Non-Critical Care	\$ 6,624.31	\$ 6,757.62	\$ 6,891.86	\$ 7,029.83	\$ 7,171.52	\$ 7,314.15	\$ 7,460.51	\$ 7,609.68	\$ 7,760.68	\$ 7,916.36	\$ 8,074.84	\$ 8,237.04	\$ 8,402.05	\$ 8,612.10	\$ 8,827.40	\$ 9,048.08	\$ 9,274.29
Nurse Practitioner - Critical Care/Step-Down	\$ 92.00	\$ 93.88	\$ 95.72	\$ 97.64	\$ 99.60	\$ 101.59	\$ 103.62	\$ 105.69	\$ 107.79	\$ 109.95	\$ 112.15	\$ 114.40	\$ 116.70	\$ 119.61	\$ 122.60	\$ 125.67	\$ 128.81
Transplant Coord III (NP)	\$ 82.80	\$ 84.47	\$ 86.15	\$ 87.87	\$ 89.64	\$ 91.43	\$ 93.26	\$ 95.12	\$ 97.01	\$ 98.95	\$ 100.94	\$ 102.96	\$ 105.03	\$ 107.65	\$ 110.34	\$ 113.10	\$ 115.93
Transplant Coord III (NP) (Bi-weekly/Salary)	\$ 6,624.31	\$ 6,757.62	\$ 6,891.86	\$ 7,029.83	\$ 7,171.52	\$ 7,314.15	\$ 7,460.51	\$ 7,609.68	\$ 7,760.68	\$ 7,916.36	\$ 8,074.84	\$ 8,237.04	\$ 8,402.05	\$ 8,612.10	\$ 8,827.40	\$ 9,048.08	\$ 9,274.29

Ratification				
PER DIEM RATES (Level based on YOY)	Level 1 0-2	Level 2 3-5	Level 3 6-9	Level 4 10+
Transplant Coord III (NP) - Per Diem	\$94.91	\$99.65	\$104.63	\$109.86
Nurse Practitioner - Non-Critical Care	\$94.91	\$99.65	\$104.63	\$109.86
Nurse Practitioner - Critical Care/Step-Down	\$105.45	\$110.72	\$116.26	\$122.07

FT/PT RATES	July 2027																
	0	1	2	3	4	5	6	7	8	9	10-11	12-14	15-16	17-19	20-22	23-24	25
Nurse Practitioner - Non-Critical Care	\$ 85.70	\$ 87.43	\$ 89.16	\$ 90.95	\$ 92.78	\$ 94.63	\$ 96.52	\$ 98.45	\$ 100.40	\$ 102.42	\$ 104.47	\$ 106.57	\$ 108.70	\$ 111.42	\$ 114.20	\$ 117.06	\$ 119.99
Nurse Practitioner (Bi-weekly/Salary) - Non-Critical Care	\$ 6,856.16	\$ 6,994.14	\$ 7,133.07	\$ 7,275.87	\$ 7,422.53	\$ 7,570.15	\$ 7,721.63	\$ 7,876.00	\$ 8,032.31	\$ 8,193.43	\$ 8,357.46	\$ 8,525.34	\$ 8,696.12	\$ 8,913.52	\$ 9,136.36	\$ 9,364.77	\$ 9,598.89
Nurse Practitioner - Critical Care/Step-Down	\$ 95.22	\$ 97.14	\$ 99.07	\$ 101.05	\$ 103.09	\$ 105.14	\$ 107.24	\$ 109.39	\$ 111.56	\$ 113.80	\$ 116.08	\$ 118.41	\$ 120.78	\$ 123.80	\$ 126.89	\$ 130.07	\$ 133.32
Transplant Coord III (NP)	\$ 85.70	\$ 87.43	\$ 89.16	\$ 90.95	\$ 92.78	\$ 94.63	\$ 96.52	\$ 98.45	\$ 100.40	\$ 102.42	\$ 104.47	\$ 106.57	\$ 108.70	\$ 111.42	\$ 114.20	\$ 117.06	\$ 119.99
Transplant Coord III (NP) (Bi-weekly/Salary)	\$ 6,856.16	\$ 6,994.14	\$ 7,133.07	\$ 7,275.87	\$ 7,422.53	\$ 7,570.15	\$ 7,721.63	\$ 7,876.00	\$ 8,032.31	\$ 8,193.43	\$ 8,357.46	\$ 8,525.34	\$ 8,696.12	\$ 8,913.52	\$ 9,136.36	\$ 9,364.77	\$ 9,598.89

July 2027				
PER DIEM RATES (Level based on YOY)	Level 1 0-2	Level 2 3-5	Level 3 6-9	Level 4 10+
Transplant Coord III (NP) - Per Diem	\$98.23	\$103.14	\$108.30	\$113.71
Nurse Practitioner - Non-Critical Care	\$98.23	\$103.14	\$108.30	\$113.71
Nurse Practitioner - Critical Care/Step-Down	\$109.14	\$114.60	\$120.33	\$126.34

FT/PT RATES	July 2028																
	0	1	2	3	4	5	6	7	8	9	10-11	12-14	15-16	17-19	20-22	23-24	25
Nurse Practitioner - Non-Critical Care	\$88.49	\$90.27	\$92.06	\$93.90	\$95.80	\$97.70	\$99.66	\$101.65	\$103.67	\$105.75	\$107.86	\$110.03	\$112.23	\$115.04	\$117.92	\$120.86	\$123.89
Nurse Practitioner (Bi-weekly/Salary) - Non-Critical Care	\$7,078.99	\$7,221.45	\$7,364.90	\$7,512.34	\$7,663.76	\$7,816.18	\$7,972.58	\$8,131.97	\$8,293.36	\$8,459.72	\$8,629.07	\$8,802.41	\$8,978.74	\$9,203.21	\$9,433.29	\$9,669.12	\$9,910.85
Nurse Practitioner - Critical Care/Step-Down	\$98.32	\$100.30	\$102.29	\$104.34	\$106.44	\$108.56	\$110.73	\$112.94	\$115.19	\$117.50	\$119.85	\$122.26	\$124.70	\$127.82	\$131.02	\$134.29	\$137.65
Transplant Coord III (NP)	\$88.49	\$90.27	\$92.06	\$93.90	\$95.80	\$97.70	\$99.66	\$101.65	\$103.67	\$105.75	\$107.86	\$110.03	\$112.23	\$115.04	\$117.92	\$120.86	\$123.89
Transplant Coord III (NP) (Bi-weekly/Salary)	\$7,078.99	\$7,221.45	\$7,364.90	\$7,512.34	\$7,663.76	\$7,816.18	\$7,972.58	\$8,131.97	\$8,293.36	\$8,459.72	\$8,629.07	\$8,802.41	\$8,978.74	\$9,203.21	\$9,433.29	\$9,669.12	\$9,910.85

July 2028				
PER DIEM RATES (Level based on YOY)	Level 1 0-2	Level 2 3-5	Level 3 6-9	Level 4 10+
Transplant Coord III (NP) - Per Diem	\$101.42	\$106.49	\$111.81	\$117.41
Nurse Practitioner - Non-Critical Care	\$101.42	\$106.49	\$111.81	\$117.41
Nurse Practitioner - Critical Care/Step-Down	\$112.69	\$118.32	\$124.24	\$130.45



 Employer

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C. RN Educators

		Ratification																
FT/PT RATES		0	1	2	3	4	5	6	7	8	9	10-11	12-14	15-16	17-19	20-22	23-24	25
RN Educator (Bi-weekly/Salary)		\$ 4,781.70	\$ 5,116.42	\$ 5,231.54	\$ 5,349.25	\$ 5,469.61	\$ 5,592.67	\$ 5,718.51	\$ 5,847.17	\$ 5,978.74	\$ 6,113.26	\$ 6,418.92	\$ 6,563.35	\$ 6,891.51	\$ 7,046.57	\$ 7,205.12	\$ 7,367.23	\$ 7,533.00


Ratification				
PER DIEM RATES (Level based on YOE)	Level 1	Level 2	Level 3	Level 4
RN Educator	\$72.92	\$76.57	\$80.40	\$84.42

		July 2027																
FT/PT RATES		0	1	2	3	4	5	6	7	8	9	10-11	12-14	15-16	17-19	20-22	23-24	25
RN Educator (Bi-weekly/Salary)		\$ 4,949.06	\$ 5,295.49	\$ 5,414.64	\$ 5,538.47	\$ 5,661.04	\$ 5,788.42	\$ 5,918.66	\$ 6,051.82	\$ 6,187.99	\$ 6,327.22	\$ 6,643.58	\$ 6,793.06	\$ 7,132.72	\$ 7,293.20	\$ 7,457.30	\$ 7,625.09	\$ 7,796.65

July 2027				
PER DIEM RATES (Level based on YOE)	Level 1	Level 2	Level 3	Level 4
RN Educator	\$75.48	\$79.25	\$83.21	\$87.37

		July 2028																
FT/PT RATES		0	1	2	3	4	5	6	7	8	9	10-11	12-14	15-16	17-19	20-22	23-24	25
RN Educator (Bi-weekly/Salary)		\$5,109.90	\$5,467.60	\$5,590.62	\$5,716.41	\$5,845.03	\$5,976.54	\$6,111.01	\$6,248.51	\$6,389.10	\$6,532.86	\$6,859.50	\$7,013.84	\$7,364.53	\$7,530.23	\$7,699.66	\$7,872.90	\$8,050.04

July 2028				
PER DIEM RATES (Level based on YOE)	Level 1	Level 2	Level 3	Level 4
RN Educator	\$77.93	\$81.83	\$85.92	\$90.21



For The Employer
 PATRICK ZURRA

By

5/13/26

 Date

For California Nurses Association

By

Tentative Agreement
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Date