



Applying for the Retention Premium (Senior Nurse Pay)

1. As per Article 28.01 (c) in the Part III or Nurse Managers and Nurse Supervisors collective agreements and Article 25.01 (a) in the Nursing Home collective agreement. “The Employer shall provide to employees in the bargaining unit(s) who present confirmation of twenty-five (25) full years of active registration as a Registered Nurse, an adjustment of three percent (3%) on the employee’s regular rate of pay”
2. Nurses must apply for the Retention Premium, it is not an automatic increase as the language reads “who present confirmation...”
3. It is important to recognize that the member bears the onus to apply. If you apply after your 25th anniversary date, there is no retroactive pay.
4. Qualification & Eligibility for the Retention Premium:
 - 25 full years of active registration as a Registered Nurse.
 - Provide proof of 25 full years of active registration, along with the completed application form to the Employer.
 - Active registration is cumulative and does not need to be continuous. If you left the profession and returned, all registered years count.
 - Eligibility does not depend on years of service or seniority. The place of employment does not matter as long as the nurse was registered with a recognized governing body.
 - Years worked outside of New Brunswick can count as long as the nurse was registered with a nursing association, college or authority recognized by NANB.
5. Documentation required:
 - If you have 25 years in one facility, and the facility accepts this fact then you do not need any supporting documentation.
 - If you worked in more than one facility during your 25 years, you must provide proof to your current employer to be eligible for the Retention Premium. You can request a Confirmation of Registration from NANB by contacting:
 - Nurses Association of New Brunswick
 - 165 Regent Street
 - Fredericton, NB
 - E3B 7B4
 - Phone: (506) 458-8731 or 1-800-442-4417
 - Acceptable out of province documents (as long as the nursing association, college or authority is recognized by NANB):
 - letter from association or college verifying registration,



- letter from employer indicating years worked,
- copy of registration cards, or
- T-4 slips.



Application Retention Premium (Senior Nurse Pay)

As per Article 28.01 (c) in the Part III & Nurse Managers or Nurse Supervisors collective agreements and Article 25.01 (a) in the Nursing Home collective agreement.

Instructions:

1. Complete the Retention Premium application form prior to the 25th anniversary date. If proof of active registration is required contact NANB or other governing body for outside of NB for proof.
2. Submit completed application and required proof to the Human Resources of your Employer.
3. Await response.
4. If application is denied, contact your local president or your labour relations officer at NBNU Provincial Office.

Name: _____

Address: _____

Phone Number: _____

Email Address: _____

Date of Birth (yyyy/mm/dd): _____

Employer & Unit: _____

Employment Status: Full-time Part-time Casual

NANB Registration Number: _____

Year you first became an RN: _____

Places of Employment (if outside of NB)			
Years	Facility	City/Town, Province	Proof attached



I hereby apply for the retention premium under Article 28.01(c) of the Nurses Part III or Nurse Managers & Supervisors Collective Agreements or Article 25.01(c) of the Nursing Home Collective Agreement.

*I declare that I have **25 full years** of active registration as a Registered Nurse.*

I hereby authorize the Nurses Association of New Brunswick to release any information concerning my registration to my employer and NBNU.

I provide the following information and documentation to verify years of registration as a Registered Nurse and I request the employer to check my personnel file to confirm any information contained herein.

Date

Signature