

Applying for the Retention Premium (Senior Nurse Pay)

Nursing Homes

1. As per Article 25.01 (a) in the Nursing Home collective agreement. “The Employer shall provide to employees in the bargaining unit who present confirmation of active registration as a Registered Nurse, an adjustment of the employee’s regular rate of pay, as of the date which the employee reached that milestone, in accordance with the Letter of Intent and Recognition and Retention Premium.”

15 Years – 1.0%

25 Years – 5.0%

2. Nurses must apply for the Retention Premium, it is not an automatic increase as the language reads “who present confirmation...”.
3. In order to be processed, the documents must be sent to your employer, not NBNU.
4. The adjustment to your regular rate of pay will be retroactive to the date on which you reached the 15 year or 25 year milestone. If you reached the milestone prior to May 20, 2022, your adjustment will be retroactive to May 20, 2022.
5. Qualification & Eligibility for the Retention Premium:
 - 15 years or 25 years of active registration as a Registered Nurse.
 - Provide proof of 15 or 25 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.
6. Documentation required:
 - If you have 15 or 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 15 or 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 your nursing association by contacting:

Nurses Association of New Brunswick
165 Regent Street
Fredericton, NB
E3B 7B4
Phone: (506) 458-8731 or 1-800-442-4417
Email: nanbregistration@nanb.nb.ca

- 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)
Nursing Homes

I am applying for the Retention Premium as per Article 25.01 (a) Nursing Home collective agreement.

(check one) ☐ 15 years ☐ 25 years

Instructions:

1. Complete the Retention Premium application form prior to the 15th or 25th anniversary date. If proof of active registration is required, contact NANB or other governing body 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:

Telephone:

Email:

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 25.01 (a) Nursing Home Collective Agreement.

I declare that I have 15 year / 25 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