

Applying for the Retention Premium (Senior Nurse Pay)

Part III and Nurse Managers/Nurse Supervisors

1. As per Article 28.01 (c) in the Part III or Nurse Managers and Nurse Supervisors collective agreements. "The Employer shall provide to employees in the bargaining unit(s) who present confirmation of active registration as a Registered Nurse, an adjustment of the employee's regular rate of pay as of the date at which the employee reached that milestone, in accordance with the Letter of Intent Re: Recognition and Retention Premium.

15 years – 1.0% or 25 years – 5.0%

2. While the language in the collective agreements read "... *as a Registered Nurse...*", the article and premiums apply to Licensed Practical Nurses (LPNs) as well, as a result of the Transfer Agreement. The language in the collective agreements will be updated next round of bargaining.
3. Nurses must apply for the Retention Premium, it is not an automatic increase as the language reads "who present confirmation...".
4. In order to be processed, the documents must be sent to your employer, not NBNU.
5. 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 February 2, 2022, your adjustment will be retroactive to February 2, 2022.
6. Qualification & Eligibility for the Retention Premium:
 - 15 years or 25 years of active registration as a Registered Nurse or Licensed Practical 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 or ANBLPN.
7. 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	Association of New Brunswick Licensed Practical Nurses 384 Smythe St. Fredericton, NB E3B 2E4 Phone: (506) 453-0747 or 1-800-942-0222
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- Acceptable out of province documents (as long as the nursing association, college or authority is recognized by NANB or ANBLPN):
 - 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)
Part III and Nurse Managers/Nurse Supervisors**

I am applying for the Retention Premium as per Article 28.01 (c) in the Part III & Nurse Managers or Nurse Supervisors collective agreements.

(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 ANBLPN 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: _____

Telephone: _____

Email: _____

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

Employer & Unit _____

Employment Status: ☐ Full-time ☐ Part-time ☐ Casual

NANB/ANBLPN Registration Number: _____

Year you first became an RN/LPN: _____

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.

I declare that I have 15 year / 25 years of active registration as a Registered Nurse or Licensed Practical Nurse.

I hereby authorize the Nurses Association of New Brunswick or the Association of New Brunswick Licensed Practical Nurses 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 or Licensed Practical Nurse and I request the employer to check my personnel file to confirm any information contained herein.

Date

Signature