

SENIOR REGISTERED NURSE WAGE RATE APPLICATION
(ARTICLE 10.7 - OPEN TO PERMANENT PEINU REGISTERED NURSES)

NAME: _____ **EMPLOYEE ID:** _____
Please Print

WORKSITE: _____ **DEPARTMENT:** _____

NEW APPLICATION:

_____ I have a minimum 25 years service as a Registered Nurse and I am not currently receiving the Senior Registered Nurse Wage Rate.
(Please complete the calculation of service years on the opposite page)

Criteria: You are eligible for this Senior Registered Nurse Wage Rate if you meet all the following criteria:

- A minimum 25 years service as a Registered Nurse
(includes all your work history as a Registered Nurse)
- Hold a permanent position

Payment of the 25 year wage rate shall commence starting the first full pay period during which the Employee attains 25 years as a Registered Nurse and following notification of the Employer of reaching eligibility.

Employee Signature: _____ Date: _____

Manager's Signature: _____ Date: _____

COMPLETED BY HR:

Meets Nursing Service Eligibility		HR Action Form Completed	
Registration Date Verified with ARNPEI		Pension & Benefits Notified	

Breaks in Service To Be Deducted from Service Calculation: Any period of time you were not working as a Registered Nurse for twelve continuous months **or more**, deduct the full number of months, e.g. - 12 months or more break for: personal leaves of absence, staying home with children (excluding maternity and parental leaves), care for family members, educational leave, deferred salary leave and/or working at other non-nursing employment.

Breaks in Service - Not to be Deducted from Service Calculation: Maternity or parental leaves, leaves for your own illness or disability (i.e. WCB/LTD/Sickness), or breaks of less than twelve months duration.

CALCULATION - YEARS OF SERVICE

- 1) Initial Registration/Licensure - day/month/year _____
- 2) Numbers of months since initial Registration
(count the registration Date as one full month regardless of which day of month you obtained the Registration) _____
- 3) Deduct # of months there were breaks in service (see above for definition of break in service) Less: _____
- (Note - Do not include breaks of less than twelve months duration and breaks related to maternity or parental leave, LTD, WCB and Paid/Unpaid Sickness)
- 4) Total months minus breaks in service Equals _____
- 5) Divide #4 by 12 (to get years of service) _____

Please Note: It is recommended that you retain supporting documentation providing proof of 25 years service as a Registered Nurse for auditing purposes.

Example:

- | | | |
|--|-------------------------------|-------------------------------------|
| 1) Initial RN Registration Date - | Jul.15/87 to Dec.31/87 | = 6 months |
| 2) Months since registration to Jan/16 - (2016 minus 1988 = 28 years x 12) | | = <u>336 months</u>
= 342 months |
| 3) Less breaks in service
(Not working for 24 months and on deferred salary for 18 months) | | - <u>42 months</u> |
| 4) Total worked months | | = <u>300 months</u> |
| 5) Divide 300 / 12 | | = 25 years |

Based on this example, employee reaches 25 years service as an RN on Jan.15/16. Eligibility for the 25 year wage rate commences starting the first full pay period, which would be Jan.17/16.