EXPERIENCED RN/NP WAGE RATE APPLICATION

(ARTICLE 10.7 - OPEN TO PERMANENT PEINU EMPLOYEES)

NAME	EMPLOYEE ID#	
DEPT/		
WORKSITE		

<u>CRITERIA</u>: You are eligible for the Experienced RN/NP Wage Rate if you hold a permanent position <u>and</u> have a minimum of 10 years of service as a Registered Nurse and/or Nurse Practitioner. To be eligible for the Experienced Nurse Practitioner rate, you must also be at the maximum step (Step 6) in this classification.

 \square Registered Nurse: \square 10 Years or \square 15 Years

□ Nurse Practitioner: □ 10 Years or □ 15 Years (must be at Step 6 with a combination of Registered Nurse and/or Nurse Practitioner service)

Please complete the calculation of service years below: (see example on Pg 2)

CALCULATION - YEARS	S OF SERV	VICE
1) Initial Registration/Licensure - day/month/year	(RN)	
	(NP)	
2) # of months since initial registration: (count the registration date as one full month regardle of which day of month you obtained the Registration)	ess	(months)
 Deduct # of months there were breaks in service (see Page 2 for definition of break in service) 	Less:	(months)
(Note - Do not include breaks of less than 12 months of maternity or parental leave, LTD, WCB and Paid/Un		eaks related to
4) Total months minus breaks in service	Equals:	(months)
5) Divide #4 by 12 (to calculate years of service)	Equals:	(years)

Payment of the 10 or 15 year wage rate shall commence starting the first full pay period during which the Employee attains the required years as an RN, or combined RN/NP, and following notification of the Employer of reaching eligibility.

Please Note: It is recommended that you retain supporting documentation providing proof of 10 or 15 years service as an RN/NP for auditing purposes.

Employee Signature:

Manager's Signature:

Date:

DEFINITION: Break In Service

To Be Deducted from Service Calculation: Any period of time you were not working as a Registered Nurse or Nurse Practitioner for 12 continuous months **or more**, deduct the full number of months, ie 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.

NOT to be Deducted from Service Calculation: Maternity or parental leaves, leaves for your own illness or disability (ie WCB/LTD/Sickness), or breaks of less than 12 months duration.

EXAMPLE: Calculation - Years of Service (RN)

1) Initial Registration/Licensure - day/month/year	(RN) <u>16/Jul/2012</u>			
	(NP)			
2) # of months since initial registration: (count the registration date as one full month regardless of which day of month you obtained the Registration) Jul 16/12 to Dec $31/12 = 6$ months Jan 1/13 to Jun $30/23 = \frac{138}{144}$ months	<u>144 months</u>			
 3) Deduct # of months there were breaks in service: (Deferred salary/personal leave for 12 months each) (Note - Do not include breaks of less than 12 months durate maternity or parental leave, LTD, WCB and Paid/Unpaid 	- <u>24 months</u> ion and breaks related to Sickness)			
4) Total months minus breaks in service	= <u>120 months</u>			
5) Divide 120 months by 12 (to calculate years of service)	= <u>10 years</u>			
Based on this example, employee reaches 10 years service as an RN on Jul 16/23. Eligibility for the 10 year wage rate commences starting the first full pay period, which would be Jul 23/23.				
NOTE: If this employee was an NP, they would be eligible for the 10 year wage rate on Jul 23/23 as long as they were at the Step 6 NP rate.				