

February 2010

APPLICATION FOR RETROACTIVE SENIORITY

In 2009, the Nurses Bargaining Association launched the Retroactive Portability of Seniority Initiative. The most common reason for denial of claims was, nurses remaining casual at the first work site, which made them ineligible to port their seniority. Many of these nurses remained casual on the advice of Union Stewards and LROs.

Due to this fact, the NBA has agreed to re-open claims for nurses caught in these circumstances. Nurses who moved from one regular position to another regular position with a new employer, but remained on the casual list at the first job site may now qualify for retroactive portability of seniority. To qualify, they must have moved from one regular position to another regular position within six months. The Provincial Collective Agreement must cover both employers. If the nurse remained on the first employers casual list, they must have left the casual list prior to applying for retro seniority, or be willing to have their casual hours, in site one, moved to zero hours when the seniority is transferred to site two.

An application form has been developed for employees who wish to recover and port lost seniority. All applicants must provide proof of previous seniority by one or more of the following methods:

The combination of proof must include; a start and quit date at the first job site, as well as proof of a new start date in a new regular position with the second employer, within six months of quitting your first position **(please send copies of any proof provided as documents will not be returned)**. Application forms will be available on our website.

- Record of Employment from previous employer;
- Letter of hire or letter of appointment from previous employer;
- Pension Plan or Pension Statement covering years being claimed;
- Completed portability form from a previous employer;
- Seniority list;
- Notarized statement from a NBA member who worked with you at a former work site.

The application for retro seniority is only for job moves made prior to June 2006. All changes made after June 2006 are covered by the portability language of the Provincial Collective Agreement.

Application forms with proof of previous seniority must be submitted to the attention of Chelsi Clifton, at the BCNU office by March 31st, 2010.

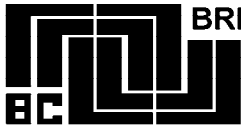
A committee will be reviewing all applications. If the committee has any questions regarding your application, they will contact you. If you have any questions about the forms or the process, please contact the following BCNU representatives':

<u>Deb Ducharme</u>	IHA	dducharme@bcnu.org 604-433-2268 Ext 2868
<u>Judy McGrath</u>	VCHA	jmcgrath@bcnu.org 604-433-2268 Ext 2802
<u>Linda Pipe</u>	FHA	lpipe@bcnu.org 604-433-2268 Ext 2734
<u>Ronni McCallum</u>	VIHA	rmccallum@bcnu.org 604-433-2268 Ext 2792
<u>Sharon Sponton</u>	NHA	sharonsponton@bcnu.org 604-433-2268 Ext 2810
<u>Suzie Ford</u>	Provincial HA	sford@bcnu.org 604-433-2268 Ext 2848

Please contact the representative from your current health authority with any questions or concerns.

If you are using the notarized statements (see statutory declaration form included), it is to be filled out by yourself and a nurse that worked with you at the previous work site. The nurse that you worked with must fill out lines one and two on the form. The notary must witness the signatures before it becomes proof of past seniority.

The Declaration form does not need to be completed if you have other sufficient proof of past seniority as outlined above.



MUST BE SUBMITTED BY:
March 31st 2010

APPLICATION FOR RETROACTIVE SENIORITY

PLEASE PRINT

Name:	Phone:
Address:	Email:
Postal Code:	

Current Regular Employment

Regular full time: <input type="checkbox"/> Regular part time: <input type="checkbox"/>	Date of regular employment:
Current worksite, address and Health Authority: (if applicable)	

Previous Regular Employment

Previous worksite and address:
Dates of regular full time <input type="checkbox"/> or part work <input type="checkbox"/> from: _____ to: _____
Seniority credits requested -Years/Months: _____ year(s) _____ month(s)

I agree to my casual seniority at my previous worksite being rolled back to zero when the seniority is transferred to my current worksite: Yes No (if applicable).

I solemnly declare the above information to be accurate: _____
Signature

Please enclose one or more of the following documents as proof of seniority from your previous employment:

- Record of employment from previous employer;
- Letter of hire or letter of appointment from previous employer;
- Pension Person Profile from the Municipal or Public Service Plans;
- Pay stubs;
- Completed portability claim form from previous employer;
- Notarized statement from a NBA member who worked with you at former worksite;
- Seniority list.

NOTE: *Seniority will only be credited to a maximum of full time equivalent (1879.2 hours) for any given year and proof MUST include start and end date of regular employment in every position applied for.*

Please submit completed application forms with proof of seniority documents to the BCNU office in care of Chelsi Clifton. Applications must be received no later than **March 31st 2010**.

You may direct any questions regarding this retroactive seniority form to The Health Authority Designate shown on the instruction sheets.

