

- **The effective date of the promotion shall become the new increment date for the purpose of wage progression.**
- **The rate of pay shall be retroactive to the date of successful writing of the NP exam or the date of employment as a Nurse Practitioner, whichever is most recent.**

*The following sub-articles were inadvertently omitted during production of the Collective Agreement.*

- (c) The rate of pay of an Employee who has been transferred shall not change. The Employee's increment date or increment hours for the purpose of wage progression shall be maintained.
- (d) When an Employee is demoted, the Employee's increment date shall not change, but the rate of pay shall be reduced to the rate of pay in the new classification which is next below the Employee's present rate of pay.

### **27.12 Degree in Nursing**

- (a) Notwithstanding the fact that the minimum requirement to enter nursing is the degree in nursing, the minimum requirement for employment shall continue to be registration with the SRNA or RPNAS. The Employer may continue to require a degree for positions that historically have required a degree. Where the Employer creates a new position or modifies the work of a position and determines that a degree requirement is necessary, Article 32 shall be applied.
- (b) The Employer agrees to provide Employee(s) information regarding, and facilitate access to, distance education nursing degree programs.

### **27.13 Permanent OTFT-RPT Vacancies of 0.3 FTE or Less**

In consultation with the Local where permanent OTFT-RPT positions of 0.3 FTE or less are vacated, the Employer may offer permanent existing OTFT-RPT Employees, within the applicable work area, in order of seniority, the opportunity to increase their hours.