

## Rural Capacity Investment Fund - Funding Opportunities

### Retention Recognition Incentive

Applications are open from May 15 to September 30, 2026, or while funds remain available.

#### What is this funding?

The Retention Recognition Incentive is a one-time lump sum payment recognizing United Nurses of Alberta (UNA) members of the UNA bargaining unit who have provided service at eligible rural or remote worksites in Alberta. This incentive acknowledges the commitment and dedication of nurses who have chosen to build their careers in rural and remote communities.

Commented [GU1]: HH- Change to "Members of UNA bargaining unit"

#### Funding available

Payment amounts are based on the employee's cumulative years of service with UNA at eligible RCIF rural or remote worksites. Years of service in positions outside the UNA bargaining unit do not count toward tier eligibility. Funding is paid as a one-time lump sum through payroll, within one to two pay periods of the approval letter being issued.

Tier	Years of Rural Service	Payment Amount
Tier 1	1 – 4 years	\$5,000
Tier 2	5 – 9 years	\$7,500
Tier 3	10 or more years	\$10,000

**Note:** Lump sum payments are processed through payroll and are subject to applicable deductions including federal and provincial income tax, Canada Pension Plan (CPP) contributions, and Employment Insurance (EI) premiums. Recipients are encouraged to consult a tax professional regarding the implications for their personal tax situation.

#### Return for Service Agreement

A one-year Return for Service (RFS) Agreement is required. The RFS commits the employee to continued service at an eligible rural or remote RCIF worksite for one year from the date of approval.

Employees are obligated to notify their manager and the RCIF committee of any potential leave or departure that may affect their Return for Service Agreement.

#### Leave of Absence (LOA)

Employees represented by UNA on an approved leave of absence are eligible to apply

- Applications must be submitted in accordance with the eligibility criteria
- Funding will be released upon the employees' return to their former eligible position, or as approved by the RCIF committee
- For funding streams with a Return for Service Agreement, the RFS start date begins the day the employee returns to work
- All Return for Service Agreements must begin no later than March 1, 2028
- LOA absences of 30 or more calendar days will extend the RFS end date by the corresponding number of calendar days

#### The Application Process

*Applicants must complete the eligibility screening before proceeding to the application. Only those who meet the eligibility requirements will be directed to the full application.*

#### Eligibility

- The employee must be currently working at an eligible worksite at the time of application.
- Contact information for both the manager and employee.
- Employee job title, employee number, employee union
- Employment Type: Full-time, part-time, temporary, and BECE (benefit-eligible casual) employees are eligible. Casual employees are not eligible for this incentive.
- Disclose if the employee is on a Leave of Absence
- Years of service means cumulative service at eligible RCIF rural or remote worksites within the UNA bargaining unit — **not the employee's date of hire with the employer.** Years of service in positions outside the UNA bargaining unit do not count toward tier eligibility.
- The employee and manager must agree to sign a one-year Return for Service Agreement.

**Note: Each employee is eligible to receive only one incentive payment. Employees who are benefit-eligible casuals (BECE) are eligible for this incentive only; they are not eligible for the Casual Recognition Fund. Years of service in urban centres or ineligible sites do not count toward eligibility.**

#### Application requirements

- Current worksite information (location, address, department).
- A list of the employee's rural service history in the UNA bargaining unit (a list of eligible sites and years served at each eligible rural site aka "your rural resume")
- Indication of whether the employee is approaching a tier milestone within the next six months. The committee retains discretion to place employees in the appropriate tier at the time of review.
- Agreement to comply with all RCIF reporting requirements and complete an online survey.

#### Review Process & Priority

All applications received between May 15 and September 30, 2026, will be reviewed by the RCIF committee. Applications are prioritized in the following order:

- **Priority:** Tier 3 employees (10 or more years of rural service). Review begins June 15, 2026.
- Tier 2 employees (5–9 years) and Tier 1 (1 – 4 years) employees will commence after September 30

All applications must be submitted by September 30, 2026. Applications received after this date will not be considered.

#### How to Apply

Applications are submitted through the Good Grants portal. You will be asked to register with the email address you want to use for your application. A verification code will be sent to that email to complete your registration. Visit the website to learn more.

The list of eligible rural and remote RCIF worksites is available on the website at and on Good Grants application portal.

[www.rcif-una.ca](http://www.rcif-una.ca)    [rcif.grantplatform.com](http://rcif.grantplatform.com)