

The Strength of One:
a
History
of the
New Brunswick Nurses Union

by
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This book was published by the New Brunswick Nurses Union, 750 Brunswick Street, Fredericton, New Brunswick, E3B 1H9 to commemorate the 20th Anniversary of the first annual meeting of collective bargaining nurses in the Province. The contents have met with approval of the Union however, views are those of the author and do not necessarily reflect the policies and opinions of NBNU.

Author's note:

This publication was created within a brief time span of one month. Special gratitude goes to the NBNU staff for their advice and assistance with its preparation and, to Normande Dancause who was helpful with every step of the project. My appreciation also goes to those people who were interviewed; I regret that time did not allow for more interviews, however, oral histories can be gathered as the Union grows. Particular thanks goes to Marise Bye who typed and retyped the manuscript.

This is history that would otherwise be lost. It is one small step in paying tribute to the unionized nurses of New Brunswick who help, through their collective strength and perseverance to make New Brunswick nurses respected throughout Canada. Rather than a chronological record of events, I have tried to create a little story of how it was for Union nurses during particular periods in the Province's history. There were no unions, or thoughts of unions for New Brunswick nurses, when I began my nursing in 1950 but I experienced many of the same hardships, indignities and joys of my profession that nurses in this history expressed.

It has been my honour to research and write this condensed account for the NBNU. It is a small but significant contribution to the commitments of unionized nurses in New Brunswick and recognizes nurses who have the courage of their convictions to come together, identify the issues and speak out on them. In the words of pioneer nurse unionist Edith Fairweather (Annual Meeting, 1989), "Every time I see or hear a nurse stand up for her rights as an individual, I know that the future of nursing is in good hands." Safeguarding the value and status of New Brunswick nurses fosters healthier communities, a stronger nursing profession and a more functional health care system. Preserving nursing history helps to accomplish these goals.

*Arlee Hoyt-McGee, R.N.B.N.M.A.
September, 1994.*

Acronyms

CNA	Canadian Nurses Association
NANB	Nurses Association of New Brunswick
NBARN	New Brunswick Association of Registered Nurses
NBARNPCBC	New Brunswick Association of Registered Nurses Provincial Collective Bargaining Committee
NBCSPBC	New Brunswick Civil Service Provincial Bargaining Council
NBNPCBC	New Brunswick Nurses Provincial Collective Bargaining Council
NBNU	New Brunswick Nurses Union
NFNU:	National Federation of Nurses Unions
NBHA:	New Brunswick Hospital Association

Founding Dates

The New Brunswick Association of Graduate Nurses formed in 1916. In 1924 this group became the **New Brunswick Association of Registered Nurses**. In 1984, the Association became known as the **Nurses Association of New Brunswick**.

New Brunswick Association of Registered Nurses Provincial Collective Bargaining Council (NBARNPCBC) formed in 1968.

New Brunswick Nurses Provincial Collective Bargaining Council (NBNPCBC) became an autonomous body, September 27, 1971.

The first annual meeting held by the independent group of collective bargaining nurses in New Brunswick was held on October 2, 1975 at Danny's Motel in Bathurst, N.B. This history is to commemorate the Twentieth Anniversary of that event.

New Brunswick Nurses Union (NBNU) acquires the rights and responsibility for NBNPCBC as the exclusive bargaining agent for nurses of New Brunswick. October 11, 1978.

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Beginnings

Unionized nurses of New Brunswick are accountable, caring workers who are part of a symbiotic unit of one with understood limits. Predominantly women, their history binds them together through inequities, devalued work experiences that went unrecognized and marginalization in most aspects of the Provinces' power structures. This is the common legacy of the majority of nurses by nature of their birthright and is the strand of nursing that must be woven in with the rest of its history.

An important portion of the symbiotic unit is the New Brunswick Nurses Union (NBNU) which in August 1, 1994, represented 5695 hospital nurses (225 head nurses and supervisors, 66 instructors, 330 nurses from Nursing Homes, 25 RNA's, and 250 Part I: Public Health and Mental Health Nurses and 13 Victorian Order of Nurses); 168 of the total Union members are men. All Union nurses are members of the 8,798 Nurses Association of New Brunswick (NANB); these nurses share a French and English heritage. The two nursing groups operate independently and have distinct responsibilities. For example, NBNU's primary objective is to advance the economic, social and general welfare of its members and to negotiate and enforce collective agreements. NANB ensures quality nursing care for New Brunswick's people, regulates the educational programs in nursing and governs nurses' standards of practice. The action of each nurses' organization is mutually complimentary to the other when accomplishing goals.

Since its formation in 1971, the New Brunswick Nurses Provincial Collective Bargaining Council NBNPCBC, (later to become the New Brunswick Nurses Union in 1978), has the distinct history of being accountable, productive and effective. It involved itself in gradual, imposed and initiated changes. NBNPCBC/NBNU negotiated collective agreements, protected the rights of nurses, spoke on behalf of nursing and nurses, and affiliated with other unions and nursing groups. To its members, these involvements have been frightening, invigorating, devastating, challenging and rewarding.

The uniqueness of New Brunswick's nurses therefore lies in their differences and their ability to adapt to change; it also includes their strength to persevere. Preservation and promotion of the history of NBNU is important and timely because people's general perception of a unionized nurse is erroneous. Incorrect impressions of nurses, or groups of nurses, influences their interaction with co-workers, patients, the public and the bureaucracy which in turn can effect the entire health care system.

The struggle of nurses over the years for fair wages, safe work environments and recognition can be compared to those of carpenters, miners and garment workers but it was always more complicated for nurses. The philosophy of nursing was based on Christian values, dedication and compassion. Unionized nurses have been perceived as a strange Jeckyl and Hyde hybrid, a cross between Miss Nightingale's virtuous, passive ladies and the Mafia image of trade unionists. The heritage of these two stereotypical categories of workers haunts unionized nurses, overshadowed their real image and made the already difficult task of getting and maintaining control over their worklives more of a quandary. The image of the nurse on the picket line for example is still unacceptable to certain people today. People reject the notion that "ministering angels" have rights and needs like everyone else. Nurses who harbour these misconceptions, fail to recognize the collective strength of their licensing and Union bodies. These kind of negative reactions have long outnumbered the understanding view of nurses as dependable and skilled employees.

Collective Bargaining and the Profession of Nursing

The public's impression that nurses came from passive subordinate foremothers was not accurate. Florence Nightingale held many bargaining sessions with the British Parliament and the first Nightingale nurses in Canada, 1878, threatened to leave their jobs unless the Montreal Hospital Board honoured their contract agreement. Other labour disputes involving Canadian nurses have been traced by nurse historians. However, this proactive image of nurses did not become visible. Added to this is the misconception that nurses' unions are narrow, rigid bodies whose views are incompatible with professionalism.

In 1963, Dr. John Crispo, of the University of Toronto School of Business, addressed Ontario Nurses who were struggling with the issue of taking their employers to arbitration. There is validity in his interpretation of the alleged existing incompatibilities between professionalism and collective bargaining. He defined a profession as any occupation which requires an unusually high degree of skill, integrity and personal service. Collective bargaining, he said, was any procedure by which representative groups of individual sellers of labour combine to participate in the determination of the terms which are to govern the profession of that labour.

Crispo concluded that although conflict may arise, there will be no over-riding and unavoidable incompatibility between the two groups as long as collective bargaining is not employed so as to infringe on the degree of individuality which is essential to the conduct of a particular profession. "As long as professional groups remain in control of their own collective bargaining the ends and means will be subject to their control." Nurses' reluctance to contemplate any form of withdrawal of services, results in replacing bargaining rights with begging.

It is difficult to argue with the obvious, that collective bargaining is a very broad concept that has the potential to involve and strengthen all nurses. Nurses attempt to meet society's needs and their services are directly related to the public welfare. The Union's work is an integral part of addressing society's health because it addresses the social, economic and general welfare of those who provide health care for New Brunswickers. When health services are reshaped, resources reduced, cut and allocated to priority areas, NBNU can stay relevant by looking back at its record to demonstrate and celebrate the value of its service.

The Legacy of a Union Nurse

It is rare to find an image of a unionized nurse in a novel, movie or entertainment television. A unionized nurse is more commonly found in the print or electronic media projecting an image of complaining and militancy, with nursing shown as an oppressed profession. The oral histories of nurses however, testify that the joys of nurses helping people attain, regain and maintain health were unlimited. Nursing environments, however, have proven to be burdensome. Nurses' progress was also plagued by a "ferment" in nursing which included nurses being perceived as mothers, saints and servants.

Many people believed that nurses were obligated to serve. Nurses were conditioned as students to give free and freely of their skills. Nurses learned not to question their working conditions or salaries; those who complained were ignored or labelled troublemakers. Until the mid 1970's, student nurses were the cheap labour force in New Brunswick hospitals. In the business of health, nurses learned from the onset to expect little payment or accolades for their services. Student nurses were overworked and had few comforts; early lodgings were unhygienic and unsafe. The efforts of benevolent women helped many of these physical conditions to improve; payment for nurses' work was another matter.

Consider that in 1887, a Manitoba student nurse earned \$9 the first six months, \$10 per month for the second six months and \$12 per month the second year. Sixty years later, a New Brunswick student nurse at the Victoria Public Hospital, Fredericton earned \$6 per month the first year, \$8 per month the second and \$10 per month the third; she also had to pay for breakages; thermometers were 65¢ each. Nurses' low wage continued after graduation, and the "good nurse" in New Brunswick was the one who was willing to work for a minimal fee. Low salaries and lack of provisions for retirement were morale destroying, unsettling and nerve-wracking for nurses including those who supported parents and children. Nurses became haunted by fears of being poverty stricken in their old age. Nurses struggled with loyalty to physicians, employers, patients and themselves. Tensions became evident in nursing regarding the primary emphasis of nurses. Was it the welfare of nurses or the welfare of patients? Or were the two matters intertwined?

There are early indications of concern for nurses' welfare by the New Brunswick nurses' professional organization. Nurse representatives E.R. Scovil and E. Samsom recommended in July, 1921, that a hospital should not be served at the expense of its nurses and that it was the duty of all superintendents of nurses to inform public opinion on the matter. That same year, the NB Association of Graduate Nurses endorsed a resolution of the NB Federation of Labour asking the Provincial government to enact "a minimum wage act" which would provide the necessary authority for regulating industry as to wages and conditions of employment for women and young girls.

The majority of nurses were women and being heard or sharing the power in the system was an arduous task for all New Brunswick women. They were the last of the Maritime women given the right to hold elected office (1934); it wasn't until 1954 that New Brunswick women were allowed to sit on juries. It was the third province in Canada to enact nursing legislation (1916), and nurses were the major care-givers but, practicing New Brunswick nurses weren't appointed to sit on hospital boards. In 1971, for example, the Board of the Victoria Public Hospital, Fredericton, rejected nurses' request to be represented on the Board. It wasn't until 1974 when unionized public health nurse, Mildred Melanson was appointed to the Board of the Dr. George L. Dumont Hospital, Moncton. Her term lasted until 1988 when she was replaced by Rachel Bourgeois, a nurse from l'École Providence, School of Nursing, Moncton.

Secured governing legislation for nurses gave them professional status but no power. New Brunswick nurses met once a year with the Hospital Services Commission to advocate salaries and working conditions but they lacked the authority and collective strength to make it happen. Nursing input, received low priority in the health care system. Nurses' daily contributions, with the exception of crisis intervention and, when nurses were in demand for their services during epidemics and wartime, were taken for granted. The difficulty in describing and quantifying nurses' tasks left much of their work invisible and the system did not value what it could not see. There was also gender and ethnic discrimination; for example, men's entry into the profession wasn't approved until 1939. Public Opinion Polls that showed that nurses were held in high esteem ignored the fact that nurses' day by day nursing work was devalued. New Brunswick nurses therefore did not develop their Union to cause labour unrest but a gradual realization of their collective burdens provided them with the initial strength to set out to help solve nurses' problems. It was natural that nurses eventually became one of the most completely unionized group of workers in Canada.

Growth and Development

As early as 1946, British Columbia nurses organized an all nurses bargaining group to protect their social and economic welfare. Events affecting their sister nurses across the country influenced N.B. nurses to break new ground as they recognized the similarities in their situations. The CNA approved of collective bargaining in 1944 but the provincial nursing associations weren't as free-minded. Quebec nurses however, received early assistance from organized labour and developed stronger ties; they shocked the country by striking in 1968. Saskatchewan nurses staged a 24 hour walkout in 1974. Many New Brunswick nurses feared unionization and didn't fully trust others to represent their issues; absorption into other unions that didn't have the same concerns as health care workers, might mean that nurses would lose their identity. A mood was afloat to find a strong group to work on behalf of nurses without employer interference. Strangely, it wasn't until the 1960's that this movement filtered over the mountains to New Brunswick.

Before equal opportunity, NB nurses' salaries differed province-wide. A public health nurse made \$300 a month salary and wasn't permitted to contribute to a government pension plan if she was a married woman. In 1971, the salary of a New Brunswick civil service nurse was \$1200 lower than her British Columbia counterpart. In every province, nurses, who were used to serving the private sphere, were having difficulty moving into the public. Nurses didn't talk about money. Nurses, farmers and fishermen were excluded from bargaining under the Province's Labour Relations Act. Ironically, the N.B.A.R.N. negotiated collective agreements for registered nursing assistants (who could bargain collectively) before they were negotiating for themselves. Nursing education in the province was thrown in transition when nurse Katherine MacLaggan introduced her 1965 Portrait of Nursing plan to take nurses' training out of the hospital and into the academic arena of the university. This proposal met with mixed views from employers, many nurses and the general public. For many, rejection was because a loss of student labour meant paying for an all registered nurse workforce.

Nationally, the feminist movement was spreading, more women were working outside the home and trade union activity was on the increase. Coinciding with a movement of the Canadian Nurses Association to look more closely at the social and economic welfare of nurses during 1964-1965, Marilyn Brewer, a twenty-five year old graduate of the University of Toronto Nursing School was persuaded by Katherine MacLaggan, NBARN, to become their Public Relations Secretary. Her task was to liaison with nurses and the media and to interpret policies. A pioneer in support of New Brunswick nurses' welfare, her work involved meeting with people from all sectors, negotiating with individual hospitals for registered nursing assistants, organizing staff associations, conducting workshops, preparing briefs, writing reports and meeting with the news media. She later represented New Brunswick nurses on a National Committee for Nurses' Social and Economic Welfare.

NBARN approval of the principle of collective bargaining in 1965, resulted in 1967 in special standing committee to deal with matters of social and economic welfare of nurses. Nurses travelled the province to form Staff Associations whose representatives met through Regional Councils. In December 1967, a NBARN Provincial Collective Bargaining Committee was closely linked but constitutionally distinct from NBARN. When the Public Service Labour Relations Act was eventually proclaimed, for the first time, nurses could obtain legal bargaining rights.

Desperate Measures

In order to move forward, New Brunswick nurses first had to amend the Nurses Act so they could act as a union and receive the legislative authority to bargain. A brief was presented to include nurses in the Public Service Labour Relations Act, which passed in December, 1969. The Act was not proclaimed for a year and the time lapse left nurses in limbo. Meanwhile, volunteer New Brunswick Hospital Association people had nineteen different groups to bargain for, including nurses, which resulted in a contradiction of agreements. It became obvious to nurses that employers were not bargaining in good faith and that nurses had no legal recourse. To Phyllis Tebo, chairperson of the NBNPCBC, and many other nurses, it became clear that it would take desperate tactics to make people see the seriousness of their concerns. One issue was salaries; nurses working for \$378 monthly asked for \$455; the NBHA offered \$425. Lack of seriousness on the part of employers negotiating with NBARNPCBC, in March 1969, resulted in talks breaking down. July 15, was a red letter day when nurses, unable to justify salary differentials, said they'd resign in mass unless employers indicated that they were prepared to negotiate. NBARN endorsed the principles of a one day walkout and 90% of nurses in the Province's bargaining unit resigned. Resignations were to be withdrawn when employers indicated they were ready to negotiate. Their protest was terminated by a document, signed by Irene Leckie, then President of NBARN, and the New Brunswick Hospital Association at 9 a.m., August 29, the Friday before Labour Day, 1969. The document verified that nurses would work, bargain in good faith and that there should be no repercussions for the nurses who took action. A final result of this job action was that a New Brunswick nurse \$373 a month starting salary was raised 15% to \$430 a month.

Early Sources of Strength

- **Nurses of all ages and from different sections of the Province**, found the fortitude to take a stand on issues that affected the collective welfare of all New Brunswick nurses.
- **Government officials** unknowingly provided an emotional strength that first convinced New Brunswick nurses to act collectively. It was a time when nurses rarely met with heads of government and when they did they wore hats and white gloves. On a stormy December 1, 1964 a meeting was struck with Premier Louis Robichaud. Nurses present included Marilyn Brewer, Jean Anderson, then NBARN President, and Shirley Alcoe who bravely faced the elements, the Premier and his executive assistant. They made their petition in favour of improved social and economic conditions for nurses. The Premier's summary response was, "Dedication ladies, that's the thing." The government's attitude fired up New Brunswick nurses and enforced a belief in their need to become proactive. Another scenario is equally outstanding.

At an annual NBARN meeting in Saint Andrews in 1968, the Minister of Health, Norbert Theriault, surprised the membership by announcing that nurses' salaries would be frozen for three years. In keeping with nurses polite behaviour, not one nurse, who heard the address, applauded his speech. Nurses were again faced with the realization that little value was being placed on their work. This collective feeling made it easier for the membership to move forward together.

- It was a period when government, hospital administrators and some nurses, believed that all nurses should "go away, be good nurses and do their work", **staff nurses** became the nucleus who knew and understood how necessary it was to become proactive. They strongly believed in what they advocated. Some early activists included chair of the Nurses' Social and Economic Welfare Committee, Catherine Bannister. Phyllis Tebo, Lois Floyd and Doris Atcheson were among those nurses who gave hours of work toward the cause without remuneration.

- **NBARN** hired non-nurse Dirkje Johnson, in 1966, as Public Relations Officer to assist Marilyn Brewer in collective bargaining. Early public members on the NBARN Council, were also supportive. Nurses in industry were familiar with collective bargaining and Grace Stevens, of Fraser Companies Ltd., Edmundston helped to organize Nurses' Staff Associations throughout the Province in 1967; specific nurses from the religious orders joined ranks.
- **Glenna Rowsell** was sent by CNA to New Brunswick. A former Newfoundlander, she was their Consultant on Social and Economic Welfare. Ms. Rowsell's expertise, although not in the negotiation process, brought a national perspective to the province's nurses whose struggle for pay equity was also a national concern. In 1976, Ms. Rowsell attended a meeting in Halifax to discuss wage controls of New Brunswick's nurses, because they were behind the rest of Canadian nurses in salaries. Prime Minister Trudeau's response to her plea was that it was "Tough luck". Her philosophy of 1968, to choose compulsory arbitration over strike action, modified and she became a loyal supporter of collective action by nurses. She conducted educational programs at the Chapter level and instructed at the Labour School. She was Director of Employment Relations of NBNPCBC and remained for nine years before returning to CNA in 1979, as Director of Labour Relations Department and Manager of Work Life Affairs. Nurses from British Columbia also shared their expertise with New Brunswick nurses who were involved in collective bargaining and nurses in Nova Scotia and Newfoundland were consulted.
- **Other supporters:** The NBHA dealt effectively with the Board of the Carleton Memorial Hospital when the nurses, who resigned in the 1969 protest, were asked to reapply for their positions. NBHA interceded on those nurses' behalf and helped things to proceed as they should for nursing.

The New Brunswick Teachers' Federation was a model for New Brunswick nurses in the 1970's, because teachers were becoming politically active in protecting their social and economic welfare. The two groups compared and supported the briefs that they presented to government on the Public Service Relations Act. Individual physicians wrote letters to newspapers in support of nurses, including Dr. G.E. Chalmers, a provincial opposition politician and Fredericton surgeon. Most of the Provinces' media took an understanding position on behalf of nurses collective actions, although it was clear that nurses' move to control their affairs, was not generally welcome. In nurses long history in the Province, nurses did not receive the degree of media attention for their contributions to the health and welfare of people that they received for their actions to protect their own welfare.

Getting Down to Business

Nurses in the NBNPCBC, in the early seventies, were the forerunners of change for nurses. Nurses booked off sick in fifteen (15) public hospitals in protest to Treasury Board's rejection of their Council's requests. Red headlines in the Telegraph Journal, January 17, 1975 warned: "More Nurses Expected Out Today". Nurses called in sick and took study days; province-wide, nurses called it the "Blue Flu". Actions by the nurses were proclaimed in the press as being "irresponsible"; "setting a dangerous precedent" and nurses' strikes were seen as "unthinkable". An injunction was issued February 7, 1975 ordering Hôtel Dieu Campbellton nurses back to work. The nurses' walkouts were quite distasteful to every one involved. Premier Hatfield rebuked nurses by saying that "patients must not be held for ransom". Nurses were left pondering their future and their next move. Even when the salary dispute was settled they knew that they had a long way to go to protect their rights.

A landmark decision in Canadian Labour Law promoted the separation of Collective Bargaining Units from their parent licensing body and changed the life of all Canadian nurses. On October 19, 1973, the Supreme Court of Canada upheld the original decision of the Saskatchewan Court of Appeal and ruled that Staff Nurses' Associations couldn't be certified as bargaining agents if the Saskatchewan Registered Nurses Association was involved in their formation or operation. In other words, a nurses' association couldn't act as a bargaining agent because it was management dominated.

The two collective bargaining groups in New Brunswick combined. There were two presidents; Dorothy Cummings represented the hospital nurses and Julianna (Lou) MacLeod, the civil service nurses. Lou recalls the great difficulty in keeping the concept of the professional association and the bargaining unit separate but, it was a joy for all when Civil Service nurses signed their contract in October, 1970.

Members at the first annual meeting of NBNPCBC, 1975, elected officers: President, Rita Dubé, 1st Vice-President Charlotte Somers, 2nd Vice-President Mary Gaudreau and Secretary-Treasurer, Edith Fairweather. Guest speaker Paul LePage, President of the New Brunswick Federation of Labour, was introduced by Marie Campbell, Assistant Employment Relations Officer. The members agreed to investigate the feasibility of joining the Canadian Labour Congress. Their ties to the NBARN, for certain nurses' matters, were gradually being severed.

The prospect of a union for New Brunswick nurses was difficult to accept, but NBARN reevaluated its position in the bargaining process. Eventually the Association divested itself of any involvement of collective bargaining for nurses. In 1978, five years after the Supreme Court decision, New Brunswick nurses became the sixth provincial nurses' group to form an autonomous union. The fledgling Union was comprised of approximately 2,476 nurses. Nurse Rita Dubé, first president, was instrumental in changing the name of the new and separate organization, to the New Brunswick Nurses Union. The "U" word was not acceptable to all and the "S" word, or strike option, was also carefully avoided by many. Time and space allows for only some of those nurses who refused to be thwarted by restraints of the past, to be acknowledged in this history.

In 1980, President Mary Arseneau became the Union's spokesperson. Besides sharing the problems of all nurses, union nurses faced additional barriers. Some of their employers worked to restrict unionism; nurses with families had to ration their time spent on union work; some feared job jeopardy, others risked being ostracized by nurse colleagues, co-workers and friends. Support came periodically from a variety of sources, including the media, the public, politicians, allied unions and health care groups. As new kids on the block, unionized nurses in New Brunswick faced the difficulties of organizing nurses to back threats of job action; luckily their inexperience was balanced by their enthusiasm. The work was consuming and required great commitment. In the process, nurses'

leadership qualities surfaced and many of the members rose to prominence in their communities and in nursing, as this history documents.

In the founding years of the National Federation of Nurses' Unions formed in 1981, President, Rita Dubé and Neil Campbell, Director of Employment Relations for NBNU, were involved in the process making New Brunswick nurses founding members. NBNU's first Executive Director, Bud Gallie attended the first meeting with, then NBNU President, Mary Arseneau. During her term of office, she represented NBNU at the national level beginning with that initial meeting, April 29 - May 1, 1981. In this milieu, she shared the expertise of other nurses, ensured that NBNU had a voice in national issues, coordinated bargaining objectives, helped to maintain a spirit of unity, worked on public relations and used her position to educate members of NBNU.

The Structure

At the Provincial level, the N.B.N.U. was structured under a Constitution and By-Laws, adopted first in 1970, to conduct an Annual Meeting every October. Each year, it is held in a different part of the province to accommodate its members. An Executive Committee meets every six weeks through the year, to carry out the annual meeting's wishes. Day by day work - direction comes from the Union membership. Area representatives meet three times a year, as the Executive Council, to bring the concerns of nurses in their region. Union Locals meet monthly. Elected Committees meet periodically through the year. The president, who holds a full-time position (since 1988), sits on all Committees. A secretary-treasurer (Pat Rogers in 1994) has the serious task of budget managing. Joyce Mackin, when she was a local president, and member of the Executive Committee, saw nurses' participation in Union business as the opportunity for gaining wonderful knowledge and in that sense, "each nurse became the Union."

Confidence and sophistication came to NBNU with its experiences. External lawyers John Bryden, Bob Arseneau, Jim DiPaolo and Bob Breen provided legal council during those early years. Internally, the Union availed itself of Employment Relations and Labour Relations Officers; nurse-lawyers included, Louise McIntyre, Cathy Coulton, Joanne Légère-Daigle, and Lise Richard. Marie Campbell, the first Labour Relations Officer was a nurse. Linda Barry-Hollowell, Gail MacDonald, Mary Jane Richards and Eileen Ryan combined their legal expertise with other roles, as the Union grew in numbers. In 1989, due to the workload, NBNU membership passed a motion that a second bilingual nurse be hired as a Labour Relations Officer. There were four Labour Relations Officers in 1994, including nurses Claurinette Daigle-McCoy and Madeleine Steeves; Lise Richard and Eileen Ryan are lawyers.

There were slow years and more productive years as the Union searched for solutions to nurses' problems. One advantage was the geographic uniqueness of their Province. Nurses could organize and communicate relatively easily, and everyone knew their local politician. NBNU's daily tasks included the preparation of educational tools, mending emotional fences, conducting seminars, putting resolutions into effect, revising the constitution and tackling settlements. Dues, which began as \$1, raised to \$32 in a sixteen year span and for that, members receive a \$3 rebate for use at their Locals.

During President, Madeleine (Nonnie) Steeves' eight year term (1982-1990), the Union grew in leaps and bounds. The 1980's found NBNU involved in public relations and media campaigns. Union nurses bombarded Premier Richard Hatfield with letters; and they paraded at riding meetings. In 1987, nurses faced a brisk September wind to protest outside the Canadian Broadcasting Cooperation Building in Fredericton, where the CBC was carrying a pre-election debate by the province's political leaders. Commercials were made and the technological world of videos became a means to educate the members and the public. "NBNU Working For You" and a five-part

series about Canadian nursing in transition, titled "Recognition and Respect", was produced in November, 1989, by Carota films. These videos featured many of the NBNU nurses voicing their opinions and ideas.

More and more New Brunswick nurses began to get involved. Nurses became believers in NBNU when they saw their wages improve, fringe benefits surface, grievances and workplace problems dealt with effectively and agreements enforced. Some of NBNU's strongest advocates began as young graduate nurses who knew little about unions when they became active in NBNU. Maureen Wallace, was twenty-two when she participated locally in union work. The move came when she realized that as a B.N. she was making the same salary that she had made as a psychiatric aide. The fact that most nurses accepted employer's conditions without question was also not compatible with her professional thinking.

The NBNU was one year old when nurse Wallace spontaneously attended the 1979 annual meeting in Campbellton. She and a colleague planned to just make an appearance, but the occasion for her blossomed into a memorable event. She saw two hundred nurses, ranging from their twenties to their sixties, celebrate their collective pleasure after spending long hard hours tending to union business. It was a moment when age and experience didn't matter. It was an exciting display of joyous unity that convinced this rookie nurse that she belonged in the Union. Maureen Wallace was in her fourteenth year of involvement with NBNU in 1994. She began as a member of the Executive Council (1980), moved to 2nd Vice-President in (1986) and on to Vice-President (1990). Highlights for her were Union's achievements by negotiation and being witness to groups of nurses publicly displaying their collective concerns.

Men in the Nurses' Union brought a special dimension to the cause. Moril Léger, Ubald Benoit and Don Breau were longtime and staunch supporters. They either served on a Negotiating Committee, Council or as a Regional Representative.

During the early Union years, few nurses were aware or prepared for their new role as Union members. Mary Losier, was a participant in NBNU since its formation. Retired, after 24 years in nursing, in 1994 she worked casual and was still a Union member. She believes that the only way to become a full-fledged Union member is to participate in the annual meeting; one nurse, she said, tells another, and their enthusiasm and learning spreads. New Brunswick nurses, including Mary Losier, were prepared for their tasks by attending Eastern Labour School, which was established in 1976. It was a growing experience for nurses who learned from their instructors, including their mentor, Glenna Rowsell. Nurses took classes in Collective Bargaining, Assertiveness Training, Negotiations, Stress Management, and Leadership. It was a special place to enjoy and explore their new found knowledge together.

Shy, insecure women, many of them nurses, became community leaders in New Brunswick. Roberta Dugas, former union Local President and Regional Representative for three terms, credits her involvement with political life solely to a Leadership Dynamics Course which she took at the Labour School in Charlottetown, P.E.I. She became a councillor and later Mayor (for the third year) in the town of Caraquet. For her, the Union was, a starting ground where she says that she learned to speak her concerns without fear of being judged. Dorothy Dawson, unionized nurse from Saint John, regularly expanded community work from her Union work.

Mildred Melanson, public health nurse from Moncton, served on the Civil Service Negotiating Team during the Hatfield years in New Brunswick. She contributed to many community health-related boards during the course of her practice. Mildred remembers the discrimination against active Union members who were denied promotions. One nurse she recalled, had to make a choice and resign in the middle of negotiations, if she wanted to attain the position of head nurse.

Regardless of their education, preparation or their unfair treatment, there were nurses of all ages who could not imagine that they'd ever become part of a public protest. Some of the Saint John General and St. Joseph's nurses, who joined forces in 1980 to quietly parade around King Square, and back to the hospital, began the walk with fear and trepidation. Many carried posters and placards with messages, such as "Nurses Deserve To Be Treated Fairly", in order to emphasize their feelings about their status in the workplace.

The Formal Task

Besides organizing rallies and their annual meetings, the Union had a duty to communicate regularly with its members; one vehicle was through a newsletter. The first volume of the seven (7) page "Parasol", so named by \$50 prize winner, Claire Leblanc, R.N., (See section on the Logo) was printed in June, 1981. By October, copies of the newsletter, printed quarterly, were being mailed to all members. The format of the paper focused on uniting and educating the Union's nurses, through: "Did You Know?" columns, annual reports and items on how to deal with grievances and handle them. The Parasol carried information on the bargaining process and cross Canada updates on other union activities. Members receive notices of workshops, news on teams preparing for negotiations and the Parasol prints both positive and negative letters to the editor. By, 1994, this bilingual newsletter was being published eight times a year plus special editions. Normande Dancause was, and continues to be, the major force behind the publication of the Parasol. A committee, including the NBNU President, also helps with the monthly development of the paper.

Stimulating communiques are printed in each Parasol including sections written by the Presidents. Madeleine Steeves for example, in her 1983 message to 3700 members urged them to become involved, check their bulletin boards for notices of Union meetings and learn the structure of their organization. Sent by the Saint John Region to Labour School in Halifax, she felt an enthusiasm and onus to give something back to nursing. The theme that "Unity is Strength", ran throughout her years of communications to the members. When there was dissension in the ranks, for example at the Edmundston annual meeting in 1989, members say that her diplomacy held the membership together. Her philosophy that nurses have the power to make changes, and make a difference, showed in her participation in the Union and on the many provincial and national boards and committees in her struggle for quality worklife for nurses. According to Madeleine Steeves, her most valuable nursing experiences come from sharing nurses' concerns and from the members support that she received, particularly when she was Union President.

The daily business of NBNU, a democratic organization, is conducted by a staff trained in office and financial, administration, contract negotiation, grievance handling, organization and education. Their task is to act promptly on behalf of members. Thomas Mann, Liaison Coordinator in 1982, Chief Executive Officer in 1985 and since 1993 is Executive Director. He brought his legal expertise and labour background to the Union matters. His regular column in the Parasol summarizes Union successes and points out the Union's short and long term goals and the coinciding benefits and risks to the nurses. Tom Mann is officially charged with carrying out the Union's policies pertaining to the management and administration of the affairs of the Union. He has witnessed Union nurses gain a voice and increase their visibility. He rejoices with them when contracts are successfully negotiated and when unfair decisions are corrected through the grievance process. As chief negotiator, he spends much of his time and energy at the bargaining table trying to improve the work place and worklife for New Brunswick nurses.

The Union links its members through media strategies that not only tell their story but affect their collective image. In 1982, for example, inflexibility in the employer's position in a round of negotiations prompted the Union to engage a Public and Industrial Relations National advertising firm to coordinate a campaign to generate understanding and interest into the plight of New Brunswick nurses. Union members network with colleagues, meet

with agencies and share intense interchanges of energies and ideas. These actions also help them internally to overlook nurses' differences and identify common problems.

The New Brunswick Nurses Union is also united when nurses participate in Nursing Week. Every May since 1984, nurses join province wide and a groundswell of activities take place. The Union's celebration of nursing helps the public to become more aware of nurses' skills. From time to time, Union buttons, stickers and slogans are created and worn with pride. Simple, to the point messages for example; "The Nurse is Worth It", "Forward Yes Backward Never" and "Nurses Care" are philosophies that unite nurses emotionally.

The Negotiators

The greatest connecting link for Union nurses were and are, their emotional and physical connections with their conscientious negotiating teams whose determination, conviction and sole objective is to work for the best possible settlements for the Union members. Functioning in the shadow of unresolved and unveiled government policies, these teams work long and hard to prepare agendas for each round of talks knowing full well that much of their work may mean taking one step forward and two steps back. In 1981, hospital nurses became the envy of their counterparts when the Negotiating Team of Edith Fairweather, Claire Leblanc, Vivian Scott and Gladys Michaud spent thirteen months to bring hospital nurses a better contract. In a sense, every member is part of the negotiating process. For example, during the 1981 negotiation period, petitions were signed and a march on the opening of the New Brunswick Legislature showed the nurses' seriousness and solidarity. Negotiations are always long and an unpredictable turn of events. For example, in 1986, Valarie Dickeson-Gallagher, Provincial Vice-President of NBNU, was pregnant when she worked as a member of the Negotiating Team. Members of the team shared the entire nine month pre and postnatal period with her as she pursued her role at the bargaining table.

The political and public environments are big factors to consider in the business of unions because, relationships and perceptions set the tone for negotiations, not all nurses realize the complexity of the process. The NBNU conducts negotiations under the Public Service Labour Relations Act representing hospital, the first in Canada Bargaining Unit for head nurses and supervisors, schools of nursing. The V.O.N., Miramichi Branch (1993), the first VON unionized unit in New Brunswick. Twenty-four (24) Nursing Homes and one (1) RNA Local are bargained for under the Industrial Relations Act. The bargaining units' negotiation teams, guided by the Union's Constitution and By-laws, is comprised of elected representatives. The Bargaining Unit Negotiations reflect the Union membership's position at the bargaining table.

The NBNU develops a bargaining agenda based on the priorities, objectives and perceptions of its members regarding suitable settlement for their renegotiated collective agreements. Union members support and direct pre-negotiations and keep local presidents, and others, informed during the trying time when employers and the Union are establishing positions. If concessions can't be accommodated, NBNU supports deadlock, binding arbitration or strike by nurses. Before nurses reach this stage, NBNU works long and hard to avoid job action.

Public Relations and Political Actions

By 1988, the 14th annual of NBNU had an excess of 5,000 nurses. It was the 2nd largest independent labour union in New Brunswick, boasting 67 locals. The Union then, as it does now, carefully and consistently evaluates the New Brunswick health care system, and provides input to task forces and commissions. In 1988, 89 briefs in total were presented to the McKelvey-Levesque Commission and to the New Democratic Task Force on Health Care. NBNU presented at the Meech Lake Accord hearings in 1990. The NBNU adopts a realistic political agenda making pensions, pay equity, education and accountable legislation their priorities for nurses. The primary Union focus is to promote the role of nurses in better health care for all. Denial of the opportunity for New Brunswick nurses to fully participate in the health care debate, urged the NBNU on to find *creative and effective ways* to be heard.

During the McKenna years, the NBNU *questioned the New Brunswick government's service and financial rationale* behind its decisions to cut health care services and staff. *Letters* were directed to the Minister of Health via local newspapers. *Messages* to the public urged people to write their MP and MLA with their reactions to the treatment of nurses and the changes in health care.

Political questions regarding the 1991 Provincial election took the form of *Fact Sheets* that kept Union members informed. Local Presidents were urged to influence political agendas. The NBNU reached out to members through *videos* including "Crossroad to Collective Bargaining". President, Linda Silas Martin was everywhere promoting the Union's recommendations saying that: *Nurses' roles were cost effective and community based services were a must. NBNU's focus remained on wellness - not sickness; views that were congruent with the NANB.*

NBNU became skilled at using the *print and electronic media* to spread their message. In 1991, it launched a mega campaign against Bill 73, wherein the government violated certain provisions of the Public Service Labour Relations Act by freezing wages and extending Collective Agreements. A graphic toilet on a *protest button*, expressed the Union's view of the New Brunswick government's thrust to break legally signed collective agreements.

Diplomatic tactics continued in April, 1992. Members of NBNU wore black in a symbolic gesture to grieve the loss of the free collective bargaining system, loss of Workers' Compensation benefits and loss of faith in their elected representatives (MLAs).

Membership information sessions were held province wide to keep nurses current with the issues. A *Public Awareness Campaign* with the theme *"Nurses Deserve Better Treatment. Healthcare Deserves Better Treatment"* began in May, 1992. Graphic depictions of nurses' problems were produced by NBNU. Posters expressed the nurses' feelings of betrayal, and their belief that they were being treated unfairly. NBNU felt that nurses, as a group, had been "put on the line."

The Union's fear that Medicare was being eroded promoted the organizers of the 1992 Annual to engage noted Canadian researchers on Health Care Reform; *Speakers*, Micheal Rachlis and Carol Kushner, addressed the membership — and the media barrage continued.

Full page *advertisements*, depicting photographs of individual unionized nurses told people of nurses' predicament. Through this strategy, they emphasized nurses' concerns for public health and safety if the health

reform in their Province continued to focus on reductions. Through the ads, the faces of Union members pleaded for the government to give nurses the chance to do what nurses do best.

The Union linked its members through media strategies that not only told their stories but raised their collective image. In 1992, the Union engaged a **public relations advertising firm** to coordinate a campaign to generate understanding and interest into the plight of New Brunswick nurses. Union members networked with colleagues, for example, with the Coalition of Public Employees, and with other agencies and they shared intense interchanges of energies and ideas. These actions helped them overlook nurses' differences and identify common concerns. *News conferences* called by the NBNU, accused the McKenna government of blackmail. The Union rejected the confrontational and ultimatum type position that was being taken by the politicians. Finally, after exhausting all avenues, NBNU was pushed to the limits and it said a firm "No" to the government's behaviour in its disregard for the legislated bargaining process.

Use of *Press releases* became vital and constant. One statement released May 29, 1992, warned the government that Locals were ready, essential services established with strike headquarters and picket captains in place. Union nurses in New Brunswick were prepared to strike on June 1, 1992 to defend the 1990 collective agreement that they had signed in good faith.

During these difficult political situations, *President*, Linda Silas Martin, a nurse whose family influence made her a unionist at heart, kept members of NBNU up to date on the issues. The membership formed *Nurses' Health Watch Committees* to monitor health care reform in the Province. The President, ever accessible to the media, received wide radio and television coverage, provincially and nationally, when she warned the public about the dangers in bed closures, budget cuts and lay-off. She balanced the warnings with information on the role that nurses can play in community health care — nurses were prepared to be the front line workers if there was a shift from acute care to community based programs. This President's assertive, passionate style, was effective and she withstood the pressure from government officials and the media.

NBNU had a 2% increase in membership in 1993 when it went optimistically back to the bargaining table. The process took 58 days of bargaining activity. Under the leadership of Linda Silas Martin, the Union's Hospital Negotiating Team attained a new signed collective agreement in August, 1994. The contract was worked out amicably, due to the persistence of NBNU. After a suspension of collective bargaining in 1991, the agreement showed that great improvement could be accomplished at the bargaining table even in times of financial restraint. Benefits for nurses included: improved pensions where nurses can retire at 60 without a reduction in nurses' benefits (plus a monthly \$20 bridging benefit for every year of service), promotions that are based on abilities and skills and, to protect against cost of living increase, a two percent salary hike over a two year period.

The Strength of One

In the nineteen eighties, the NBNU began to monitor nurses' entry to practice issues at the provincial and national level; this groundwork was well utilized. In 1987, NBNU grappled with the issue of the security and advancement of diploma nurses, if nurses of New Brunswick adopted the concept of one University program for nurses of the Province. When they were to vote on the issue at the annual meeting of NANB, May 27, 1987, members were reminded that it was OK to say No. NBNU members voted unanimously to turn down the baccalaureate as the entry to practice requirement for New Brunswick nurses. Rumours of vote buying tainted the meeting and some nurses from both groups, fell into disfavour; Union nurses Marlene Mercer and Don Breau

spearing and Ad Hoc Committee pursued legal counsel re: challenging the NANB's proposal to overturn their membership's decision. When the matter was resolved to the comfort level of both parties, several positive occurrences resulted.

NBNU reinforced the need for NANB to support the Masters Program if nursing moved into a new educational system. It motivated clarity in grand-mothering clauses for the practicing nurse. This entire event stimulated the formation of provincial focus groups to feed back information to NANB. In the wake of their achievement, NBNU continues to lobby for accessibility to education for nurses when the baccalaureate became the practice requirement - crediting nurses for experience, cross crediting and for specialty courses.

Nurses' labour history deserves to be a major part of organized history in New Brunswick. NBNU's history is about women and men seeking to define and control their worklife. There is an attempt to promote wellness and win respect, and due benefits for their contributions. These nurses work towards resolving long-standing problems for themselves and health consumers and one nurse is not more or less important than another.

Nursing history for example, shows that early perceptions that the structure of NBARNPCBC was set up under management interference, was not necessarily based on fact. Territorial and ideological disputes are however familiar to NANB and NBNU, the two bodies of New Brunswick nurses, particularly when grey areas come in conflict. Recent supportive actions of New Brunswick nurses are evidence that they are placing realistic expectations on each other and showing more tolerance in each others mandate.

NBNU works as a supportive unit to protect its members' collective rights, promote their education, address health care concerns, support striking nurses, provide avenues of legal expense assistance and take political action on their behalf. The members, in turn, are encouraged to give input, to be unafraid to grieve and to be ever remain mindful of what is in their collective agreements.

NBNU also concentrates on finding approaches that will allow other groups to meet their own objectives as well as the ones they share and where partnership possibilities are essential and ever present. Nurses in New Brunswick know that groups or individuals, who push divisions and accentuate differences have not recognized the advantages of cooperative efforts in health care. Members of the New Brunswick Nurses Union do not lose sight of the fact that nursing has a built in component which is aimed at the overall goal of creating a healthier New Brunswick. In this process NBNU has learned to be cautiously mindful to enter into relationships that are mutually respectful and that distribute power fairly.

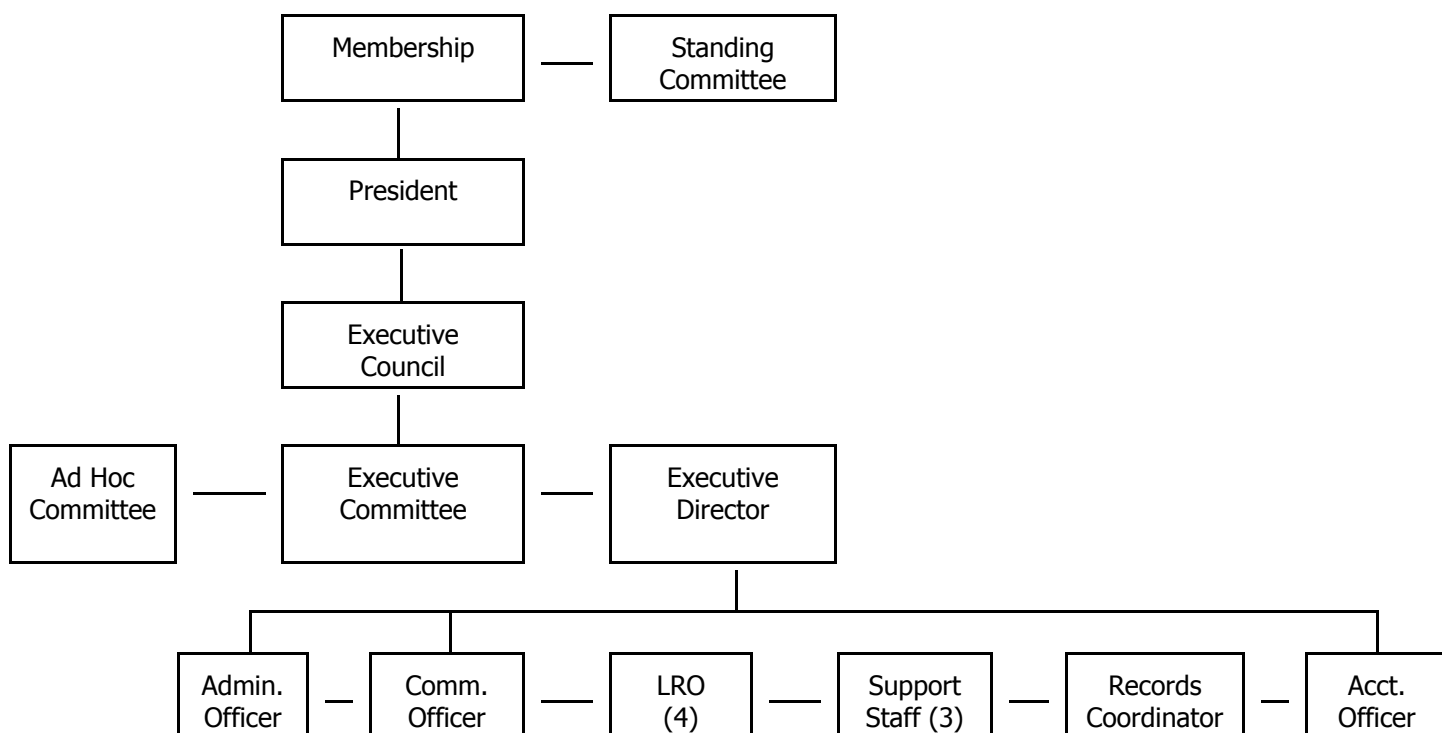
Milestones

- January 26, 1970, the NBARN Civil Service Nurses Provincial Collective Bargaining Council held its first organizational meeting.
- May 21, 1970, the NBARN Civil Service Nurses PCBC was certified by the Public Service Labour Relations Board as bargaining agent for Service Nurses.
- June 3, 1970, the NBARNPCBC was certified by the Public Service Labour Relations Board as the bargaining agent for nurses employed in New Brunswick hospitals.
- September 30, 1970, the first agreement was signed for Civil Service Nurses.
- May 15, 1971, the Industrial Relations Act received Royal Assent. This Act gave nurses in the private sector (nursing homes, private clinics, etc.) the right to organize for collective bargaining.
- January 19, 1972, the councils had their names officially changed to The New Brunswick Nurses Provincial Collective Bargaining Council and The New Brunswick Civil Service Nurses Provincial Collective Bargaining Council.
- July 7, 1972, the Mount St. Joseph Staff Association, Chatham, and the Miramichi Senior Citizens' Home Staff Association were certified as bargaining agents under the Industrial Relations Act.
- October 25, 1972, the first agreement was signed for the nurses at Mount St. Joseph, Chatham.
- November 6, 1972, the first agreement was signed for the nurses at the Miramichi Senior Citizens' Home Staff Association, Chatham.
- December 8, 1972, the York Manor Staff Association, Fredericton was certified as the bargaining agent for nurses at that home.
- June 27, 1973, the first agreement was signed for the nurses at York Manor Inc, Fredericton.
- January 15, 1975, nurses booked off sick to protest the government's refusal to reopen the collective agreement despite the erosion of nurses' salaries compared to RNA.'s salaries.
- October 2, 1975, the first Annual Meeting of NBNPCBC was convened.
- June 7, 1976, New Brunswick nurses participated at the first Eastern Nurses' Labour School.
- June 14, 1976, CSNPCBC held its first Annual Meeting.
- January 5, 1977, Instructors in Schools of Nursing received a separate certification.
- August 31, 1977, the first agreement was signed for Instructors in the Schools of Nursing.
- January 20, 1978, the Villa du Repos Staff Association, Moncton was certified.

- October 12, 1978, a Constitution which merged NBNPCBC and CSNPCBC into the New Brunswick Nurses' Union was adopted by delegates from the Civil Service and the Hospitals.
- March 22, 1979, a Master Agreement was signed which applied to York Manor Inc., Miramichi and Villa du Repos.
- December 14, 1979, Restigouche Senior Citizen's Home, Dalhousie was certified.
- June 6, 1980, Villa Desjardins, Edmundston, was certified.
- August 7, 1981, Residences Lucien Saindon, Lamèque, was certified.
- December 11, 1981, Villa Sormany, Roberville, was certified.
- June 9, 1983, Mill Cove Home, Youngs Cove, was certified.
- February 17, 1984, Church of Saint John and St. Stephen Inc., Saint John N.B. was certified.
- February 17, 1984, Le Foyer Notre Dame de Lourdes, Bathurst, was certified.
- January 31, 1985, Foyer Ste. Elizabeth Inc., Baker Brook, NB was certified.
- June, 1986, Campbellton Nursing Home Inc., Campbellton was certified.
- February, 1988, Rocmaura Inc. Nursing Home Local, Saint John, NB, was certified.
- July 1988, the NBNU reacted to the release of New Brunswick Review of the Quality of Worklife of Nurses Report, and its impact on current negotiations because this report recognized the work nurses do and responsibilities they take.
- November 22, 1988, Villa Providence Shediac Inc., Shediac, NB, was certified.
- March 17, 1989, Les Résidences Msgr Chiasson Inc., Shippagan, was certified.
- March 30, 1989, Campobello Lodge Home, Campobello, was certified.
- July 7, 1989, Lincourt Manor Inc., St. Stephen, NB was certified.
- October 31, 1989, Grand Manan Home, Grand Manan, was certified.
- April 9, 1990, Manoir Grand Sault Inc., Grand Falls, N.B., was certified.
- May 3, 1990, Kenneth E. Spencer Memorial Home Inc., Moncton, was certified.
- July 8, 1991, Passamaquoddy Home, St. Andrews, was certified.

- 1991, First Wage Freeze. The McKenna government imposed through Legislation, the first regulated wage freeze in the province. The NBNU protested.
- 1991, New Brunswick Nurses Union organized and certified a first Canadian Bargaining Unit for Head Nurses/Supervisors.
- November 25, 1992, Foyer Inkerman Home, Inkerman, was certified.
- In May, 1992. Special mediator, Tom Kuttner, assisted New Brunswick Nurses Union and the government to reach a tentative agreement, to avert a province wide withdrawal of nurses' services. This was ratified by 66% of the 4,995 voting members and was the highest total of membership participation in the union's history.
- 1993, The New Brunswick Nurses Union organized and certified the first local of VON at the Miramichi Branch.
- In July, 1994. The New Brunswick Nurses Union aborted an attempt by government to remove the word "nursing" from job qualifications. A change to a generic definition would have left nurses in a precarious position.

New Brunswick Nurses Union Organizational Chart, 1994



Provincial Headquarters

NBNU

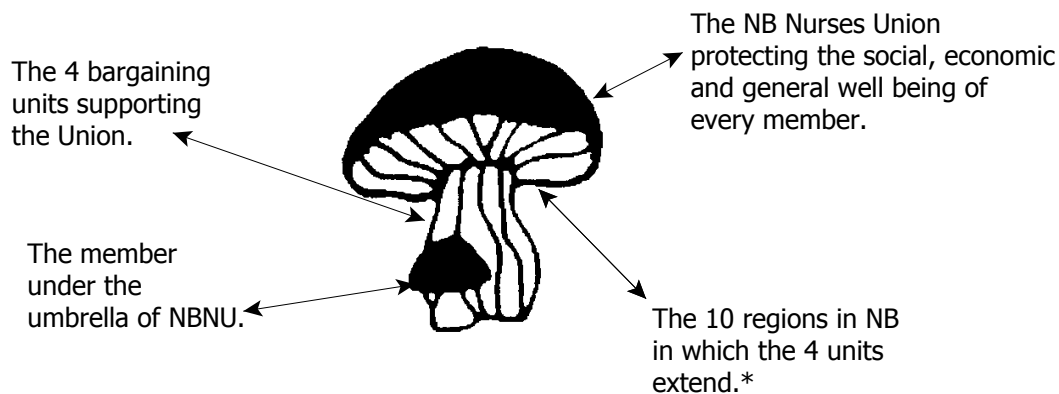
Establishing a Base: Finding a Home

A small room at 231 Saunders Street, then head office for the New Brunswick Association of Registered Nurses, housed the first staff of two New Brunswick Collective Bargaining Committee nurses in 1969. In October, 1971, a bilingual secretary, Normande Dancause was employed to give one third of her time to Union matters and two-third to the Provincial Association business. She shared work space with the Chief Executive Officer, Glenna Rowsell, while the Employment Relations Officer, Marie Campbell worked in a small hallway. Practical needs eventually separated the NBARN and Collective Bargaining nurses because both groups needed more physical space. The NBNPCBC represented 2,700 nurses when it moved to 346 Brunswick Street, January 27, 1978. This move gave the staff, five rooms on the second floor above a law office. On July 23, 1982, relocation to 158 Brunswick Street provided ground level offices where a staff of eight (8), including three (3) Labour Relations Officers, who worked in the same room, operating three telephones. It became obvious that the staff was lacking safety and security as tenants.

The Union transformed its assets into tangible form when it purchased, and paid for, a heritage property in the heart of capital city located beside the major Provincial buildings. On December 12, 1983, a self-contained well-equipped attractive, fourteen-room dwelling became the home of NBNU. Located at 750 Brunswick Street, the official headquarters housed a staff of 11, including the first support staff employee, Normande Dancause, who is the Administrative Officer in 1994. The new home was formerly the Bliss-Beckwith House, C1800, built for the 2nd rector of Fredericton, Rev. George Pidgeon. It is ironic that this residence, which served as the home of men in public service now houses an organization that predominantly represents unionized women. The NBNU shared its joy with the public through its first "Open House" held on January 12, 1984. Bad weather didn't dampen the spirit of the occasion and the celebration has become an annual event. NBNU staff who work in the new headquarters at night are not alarmed when they hear odd sounds and squeaking stairs. When they arrive for work in the morning to find furniture and papers moved about they smile and say "Esmeralda's been here". In all probability she's a guardian angel of nurses and most New Brunswick nurses know that they can use all the help that their Higher Power can provide.

The Mushroom Logo

The Logo of the NBNU



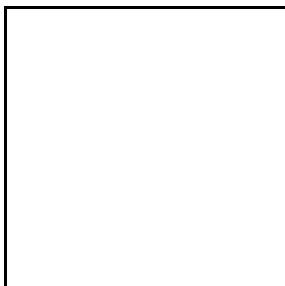
"THE MUSHROOM SYMBOLIZES RAPID GROWTH"

Designed by Claire LeBlanc, RN of the Dr. George L. Dumont Hospital, 1981.
Adopted June 18-20, 1980, Council Meeting, Lord Beaverbrook Hotel,
Fredericton, NB.

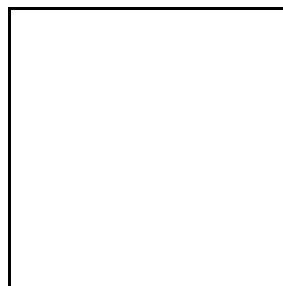
- * **In 1994 there were 12 regions for hospitals, 4 for Civil Service Nurses, 4 for Nursing Homes, 4 for Head Nurses and Supervisors, 2 for the Schools of Nursing, and 5 bargaining units.**

Newsletter Parasol

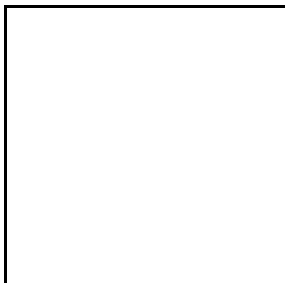
Presidents: NBNPCBC and NBNU



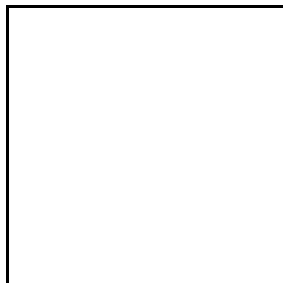
PHYLLIS TEBO
December, 1968 - June, 1973
President, NBNPCBC



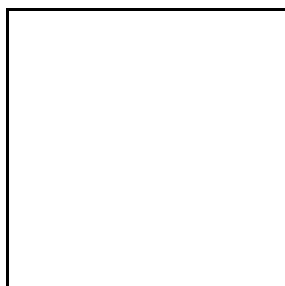
DOROTHY CUMMINGS
June, 1973 - October, 1975
President, NBNPCBC



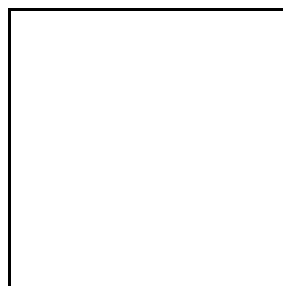
RITA DUBÉ
October 1975 - October, 1980
President, NBNU



MARY ARSENEAU
October, 1980 - October, 1982
President, NBNU



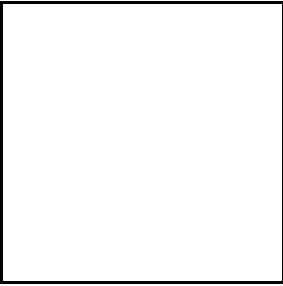
MADELEINE STEEVES
October, 1982 - October, 1990
President, NBNU



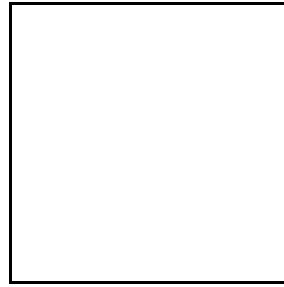
LINDA SILAS MARTIN
October, 1990 - Present
President, NBNU

* Valarie Dickeson-Gallagher served as acting president from June, 1990 to October, 1990.

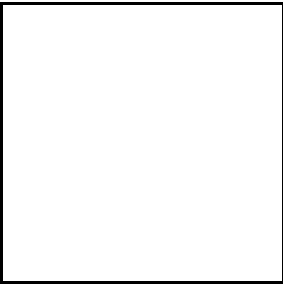
Executive Directors of NBNU



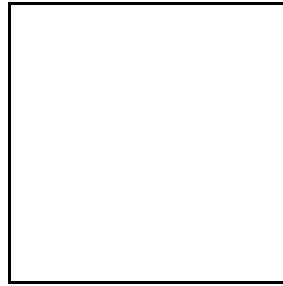
GLENNA ROWSELL
Director of Employment Relations
1969-1977



NEIL CAMPBELL
Director of Employment Relations
1977-1979



JOHN P. (BUD) GALLIE
Executive Director
1979-1982



THOMAS (TOM) MANN
Executive Director
1982 to Present

Early Collective Bargaining and Unit Representatives

NBARN Staff Association Presidents - August 12th, 1969

Mrs. Phyllis Tebo, Chairman

Mrs. M. Ahern	-	Dr. Georges Dumont, Moncton
Miss E. Bourgoïn	-	Grand Falls Inc.
Mrs. S. Carter	-	Sussex
Mrs. C. Clendenning	-	Woodstock
Mrs. D. Cummings	-	V.P.H., Fredericton
Mrs. B. Daigle	-	Edmundston
Mrs. E. Davis	-	Harvey
Mrs. H. Davis	-	Rehabilitation, Fredericton
Mrs. G. Dingee	-	Bath
Mrs. R. Doiron	-	Caraquet
Mrs. C. Elliott	-	Sackville
Mrs. C. Fisher	-	Albert Co.
Mrs. A. Forsythe	-	Moncton
Mrs. P. Gee	-	Oromocto
Mrs. M. Gibson	-	St. Stephen
Mrs. A. LaPlante	-	Tracadie
Miss N. Leland	-	Blacks Harbour
Miss R. Mahoney	-	Perth
Mrs. T. Michaud	-	Ste. Anne de Kent
Mrs. G. McWilliam	-	Newcastle
Mrs. R. Parker	-	Campbellton
Miss A. Porter	-	St. Joseph's, Saint John
Miss M. Price	-	Grand Falls General
Mrs. S. Reinsborough	-	Dalhousie
Miss L. Roy	-	St. Quentin
Mrs. J. Ryan	-	Bathurst
Sr. E. Savoie	-	Lamèque
Mrs. M. Smith	-	McAdam
Mrs. A. Sullivan	-	Chatham
Mrs. E. Tweedie	-	Rexton
Mrs. Kennah	-	Bathurst
Mrs. Touchie	-	Moncton

NBARN STAFF

Mrs. M. Brewer
Miss G. Rowsell
Miss G. Stevens

Miss P. Roy, Secretary
Mr. E. J. Mockler (N.B.A.R.N. Lawyer)

Civil Service Nurses Past Presidents

Jean Johnston - January 1970 - February 1971
Region C, Saint John

Bernadette Castonguay - February, 1971 - March, 1972
Region B, Moncton

Violet Burchill - March, 1972 - June 1973
Region D, Fredericton

Evelyn Wilson - June, 1973 - June, 1976
Jordan Memorial

Julianna MacLeod - June, 1976 - October, 1978
Edmundston

First NBNPCB Council

Rita Dubé
Edith Fairweather
Solange Ouellette
Lois Harvey
Madeline Gibson
Margaret Somerville
Mary Gaudreau
Vivian MacMillan

Elizabeth Kelly
Marion Gillis
Sylvia Mitchell
Claudette Hachey
Paula Quinn
Mary Arseneau
Gladys Michaud
Anne-Marie Beaulieu

Frances Colgan
Joan McCarthy
Marsha Lang
Bonita Hutchins
Charlotte Somers
Lucille Auffrey
Rachel Breau
Jacqueline Steward
Anne-Marie Caissie

First NBNU Council

Rita Dubé
Dolores Rice
Marjory McQuaid
Edith Fairweather
Annette Thériault
Elsie Larson
Sherrill Pelletier
Paula Guitard
Julianna MacLeod
Gladys Michaud

Karen O'Regan
Edith Newman
Darlene Woodford
Florence Burgess
Brian Lloyd
Joan McCarthy
Theresa O'Leary
Claire LeBlanc
Mildred Melanson
Phyllis Turnbull

Jane Trevors
Karen Donaher
Marjorie McLean
Barbara MacPherson
Wendy Allen
Donna Hemphill
Judith Kinsella
Patricia Ritchie

Glenna Rowsell Award Recipients

This award was established at the annual meeting, October 19, 20 and 21, 1988. It is given yearly at the NBNU annual meeting to a nurse belonging to the nurses union who has demonstrated commitment to the New Brunswick Nurses Union.

Rita Dubé	1989
Edith Fairweather	1990
Madeleine Steeves	1991
Elizabeth Cripps	1992
Joyce Mackin	1993
Dorothy Dawson	1994
Marie Belland	1995
Vivian Scott	1996
Roberta Dugas	1997
Maureen Landry	1998
Darlene Cogswell	1999
Elaine Jimmo	2000
Maureen Wallace	2001

Strategies for Change

Collage and Posters

Strength in Solidarity

Collage and Posters

NBNU Publications

BOOKLETS AND BROCHURES

This resource material is available to nurses'
from the NBNU Head Office,
750 Brunswick Street,
Fredericton, E3B 1H9
Phone: (506)-453-0829
Fax: (506)453-0828

Charting: A Guide to the Law

Information About the Pension Plan for Certain Bargaining Employees of New Brunswick Hospitals

How the NBNU Negotiates Your Contract

Legal Expense Assistance Plan

Our Future Together

The Nurses' Representative's Handbook on Grievance Procedure

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