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NEW BRUNSWICK NURSES UNION



OPEN INVITATION TO ATTEND THE 41ST ANNUAL GENERAL MEETING

FROM BOARD OF DIRECTORS AND EXECUTIVE COUNCIL

The 41st Annual General Meeting of NBNU is being held October 19, 20, 21, and 22, 2015 at the Delta Brunswick, in Saint John, N.B. The agenda for the meeting is included on the opposite page.

All members are welcome to attend the business session and social events. There is no registration fee. Observers are invited to speak on any issue, but only voting delegates may vote.

If a member is unable to attend the Annual General Meeting and wishes to bring forward a particular concern, contact your local president and arrange to have the concern brought to the floor of the Annual General Meeting.

NBNU is a democratic organization directed by its membership at Annual General Meetings. Membership input and participation is vital to our continuing growth.

This issue of the *Parasol* contains all reports necessary for members' participation at the Annual General Meeting.

TABLE OF CONTENTS

Agenda.....	3	Vice-President's Report.....	12	Resolutions	22
Keynote Speaker	4	Second Vice-President's Report	14	Constitution and By-law Changes	27
President's Report	5	Unit Representative Reports	16	Candidates for Election	28
Scholarships	8	WorkSafeNB Annual Report.....	20	Auditor's Report	31
Bursaries.....	8	Annual Meeting Operations		Finance Committee Report	43
Executive Director's Report	9	Committee Report.....	21	Operational Budget 2014.....	44

HOW TO REACH US AT PROVINCIAL OFFICE

Telephone: 1-800-442-4914 or 453-0829

Fax: 506-453-0828

Website: www.nbnu.ca



AGENDA

41ST NBNU ANNUAL GENERAL MEETING

OCTOBER 19-22, 2015

DELTA BRUNSWICK, SAINT JOHN

MONDAY, OCTOBER 19, 2015

12:00-13:30 — Registration

13:30-16:30 — Unit representative meetings

- Nurses, part III — Ballroom A
- Nursing homes — McAvity Room
- Community care nurses — Ballroom C
- Nurse managers/supervisors — Manchester Room

19:00-21:00 — Wine & cheese reception

TUESDAY, OCTOBER 20, 2015

7:45 - 8:15 — First Timers Session — Ballroom C

7:30 - 8:30 — Registration

7:30 - 8:30 — Breakfast

8:30 - 11:00 — Business Session

- Call to order
- Welcome
- Introduction of head table
- Introduction of guests
- Approval of agenda
- Annual Meeting Operations Committee report
- Appointment of scrutineers and sergeants at-arms
- Rules and privileges of annual meeting
- Review of instructions for voting delegates
- President's Address
- Executive Director's Report

11:00 - 12:00 — Finance Committee report

- Auditor's report
- Motion to approve auditor's report for 2014
- Presentation of 2016 operational budget

12:00-13:00 — Lunch (provided)

13:00-13:30 — Business session reconvenes

- Vice-President's report
- 2nd Vice-President's report

13:30-14:45 — Pierre Battah, Guest Speaker

15:15-16:00 — Membership Recognition Awards

18:30 — Banquet

WEDNESDAY, OCTOBER 21, 2015

7:30-8:30 — Breakfast

7:30-8:30 — Registration

8:30-9:00 — Greetings from Linda Silas, CFNU President

9:30-10:00 — Members Report from CFNU Biennial

10:30-11:00 — Business session reconvenes

- Call to order
- Unit Representative's report

11:15-12:00 — Elections

12:00-13:00 — Lunch (provided)

14:00-14:45 — Resolutions

14:45-15:00 — Wellness Activity

15:30-16:30 — Business session reconvenes

16:30 — Business session adjourns

THURSDAY, OCTOBER 22, 2015

7:30 - 8:30 — Breakfast

7:30 - 8:30 — Registration

8:30 - 12:00 — Business session reconvenes

- Open Forum
- New Business
- Motion to approve 2016 budget

12:00 — Adjournment

SOLIDARITY AUCTION WILL BEGIN MONDAY AT 19:00 HRS AND FINISH WEDNESDAY AT 15:15 HRS. (TRINITY ROYAL ROOM)

SPEAKERS' SPOTLIGHT

PIERRE BATTAH

Pierre Battah CHRP is a certified management consultant, trainer and speaker specializing in Human Resource Management and Leadership Development. He is a long time workplace columnist and blogger for CBC Radio One, a recent TEDx presenter and a member of the Canadian Association of Professional Speakers. In 2013 he was chosen to attend the prestigious Art and Practice of Leadership Development at Harvard University's Kennedy School with delegates from around the world.

Pierre has spoken to audiences across Canada and in the United States. He trains for LearnSphere Canada, UNB's College of Extended Learning and l'Université de Moncton's Continuing Education Department, as well as with a number of private and public sector employers.

He has occupied senior management roles with some of Atlantic Canada's leading employers, was an assistant professor of management at Mount Allison University's Ron Joyce School of Business, and was a managing partner with Atlantic Canada's leading HR Consulting firm. Fluently bilingual, he holds an MBA from l'Université de Moncton and bachelor's degree in business from the University of New Brunswick.

He is a committed community volunteer and also leads Trio Carte Blanche, a light jazz ensemble heard and seen at various community, fund raising and private functions and events.



Pierre Battah



Registered nurses who successfully completed the NBNU "Leadership in Action" training this summer at provincial office.

PRESIDENT'S REPORT

BY MARILYN QUINN



Marilyn Quinn
President

INTRODUCTION

"This is your time. Make a difference." I remember thinking this to myself when I decided to run for President of the New Brunswick Nurses Union. Change can be scary, but it can also present an opportunity for personal growth, empowerment and solidarity. This has been proven to me time and again over the past 11 years as your Union President. I have never regretted my decision to get involved and try to make a difference. I believe each of us has a responsibility to work to improve things and hopefully leave the profession and the workplace better than we found it.

PUBLIC RELATIONS / COMMUNICATIONS

In addition to the day to day representation of registered nurses in the workplace, NBNU works to positively position registered nurses province-wide to ensure public support. NBNU began work with a new

PR agency, Revolution Strategy, this spring. We strive to keep our partnerships local and this Saint John based company comes highly recommended.

In June, NBNU in conjunction with Revolution, conducted a public opinion survey within New Brunswick. The goal of this telephone survey was to help inform the development of our marketing campaign that will launch in October. In total, 400 participants were interviewed — with a mix of different age ranges, Francophone, Anglophone, union and non-union persons being polled. Individuals who self-identified as an RN, LPN, NP or doctor were excluded from participating based on bias.

The results of the survey showed that NBNU was viewed as the most trusted source of information on health related issues. This is when compared to other key stakeholders such as the Horizon and Vitalité health networks, government and the media.

Overall, residents of New Brunswick appear to have very favourable opinions towards registered nurses. We are perceived as being extremely valuable to the health care system in the province. Nine out of ten rated the value of registered nurses as an 8 or higher on a 10-point scale which is extremely high.

Equally as important, results showed that registered nurses are viewed as strong advocates within the health care system. Ninety-one percent of people agreed that RNs are a strong voice for the public health care system in general, while, 92% agreed RNs are a strong voice for our patients, clients and residents.

Respondents were also asked what, if anything, sets a registered nurse apart from a licensed practical nurse. It's interesting to note that 38% were unable to provide a response to this question which is significant. This statistic proves that work must be done by the Union to educate the general public on the differences of the professions and work must be done by the membership to visibly communicate our different roles. Engaging in the white and black uniform campaign is the simplest and first step forward to being identified.

Our goal is not to downplay the role of other professions in the health care sector — all are equally important and intertwined. However, similar to a police officer vs. a security guard, a pilot vs. a flight attendant — we have an obligation to let our patients, clients and residents know the role we play in their care.

Interestingly, only 30% of those surveyed felt it was easy to identify a registered nurse from other health care professionals in a health care setting.

While awareness was low, there was strong public support for the move to a standardized uniform. Seventy-two percent said they support the move to white and black uniforms. The level of support trended up with age.

UPDATE ON THE WHITE AND BLACK UNIFORM

The popularity of the white and black uniform continues to grow as more RNs see the value in making themselves easily identifiable for their patients, clients and residents. This isn't contained to New Brunswick. Unions across the country are wearing white tops and black pants as part of this national movement.

Through our PR campaigns, NBNU is working diligently to help educate our general population about the important roles nurses fulfill throughout the province. Registered nurses are a key part of a trusted health care team. In hospitals, nursing homes and in the community, research has shown when RNs are removed from the skills mix, patient safety decreases.

We are working with the employer in both Horizon and Vitalité to have white and black uniforms restricted for registered nurses only. The nursing homes have adopted this in the majority of their homes with discussions ongoing in other homes. As I have said many times, the uniform is not what makes you a professional but it is the simplest and first step forward to being identified and recognized for the unique and expert skills that registered nurses bring to the health care team.

WORKPLACE VIOLENCE PREVENTION

Workplace violence should not be part of a nurse's job. NBNU is continuing to work collaboratively with Horizon, Vitalité and the New Brunswick Association of Nursing Homes on improving workplace practices to reduce and respond to violence in the health care sector.

The final draft of Horizon's new workplace violence prevention program was completed in late 2014 and is in the early stages of implementation via a pilot project in progress in Saint John. Three new pilot sites will be added in the coming months. While NBNU helped to draft the new program plan, responsibility for

implementation lies primarily with Horizon and the employees on the front line in areas where it is being rolled out. I encourage members working at the pilot sites to make themselves and the employees they supervise available for training, particularly nonviolent crisis intervention training, when it is offered in your area.

In the nursing home sector we are currently co-chairing a Workplace Violence Prevention Working Group with NBANH. In an effort to develop an association-wide violence prevention program, this group has been joined by representatives from the Continuing Care Safety Association and WorkSafe NB. Progress to date for this working group includes developing a tool-kit specifically designed for health care and nursing homes to assist nursing home boards of directors, administrators, workers, union reps, wellness champions, residents and families to understand their roles and responsibilities in preventing and responding to workplace violence, as well as planning for on-going training and awareness.

CANADIAN FEDERATION OF NURSES UNIONS (CFNU)

Seventy-five members joined me at the CFNU Biennial in May which was hosted by the Nova Scotia Nurses Union. More than 1000 nurses gathered in Halifax, NS to attend the 5-day conference which included educational workshops, international guest speakers from nursing leaders and labour activists. The event ended on a high note with a huge rally of nurses marching in their white and black uniforms to raise awareness about improving and protecting Canada's public healthcare system in the next federal election. Congratulations to Linda Silas our National President on her re-election and to Pauline Worsfold our national Secretary Treasurer who was also acclaimed.

I am excited to share with our membership that NBNU will host the CFNU Biennial in 2019! This event will follow the 2017 Biennial in Calgary, where the United Nurses of Alberta will host. I look forward to sharing more details with our members as we move closer to the date.

In June, I traveled to Seoul, South Korea with the National Executive Board to participate at the International Conference of Nursing. I presented on protecting the human rights of nurses with mental health disabilities & addictions while safeguarding patient care. It always surprises me how registered

nurses from different continents all face similar challenges and share in the same rewards of the profession. It is refreshing to hear how different countries are tackling health care issues, and to know that globally, we are there to support and look to precedents set in protocols by one another. I am proud to say that Canada's nurses are highly respected and regarded at the international level.

While in Korea we had the opportunity to meet one evening with the elected leadership and Union activists of the Korean Nurses Union. Over a shared traditional Korean meal with interpreters at each table, we talked with Korean nurses about their workplace issues, staffing and collective agreement language. Korea has a very young workforce with the average career length of only 8 years which speaks to their workplace concerns. They were amazed that the average age of nurses in Canada was 47 when in their country the average age is 34 years. These opportunities for sharing ideas and campaigns with international nurses helps build CFNU ties to nurses globally. We have more in common than we often realize.

In July I attended the Council of the Federations meeting in Newfoundland with the National Executive Board. This annual event allows Union leadership a chance to meet with Premiers from across Canada and discuss health care related concerns. CFNU held a breakfast where they launched a report titled, *Before It's Too Late: A National Plan for Safe Seniors' Care*. You can access this document on the NBNU website under Education > Research Documents.

CFNU is our national voice so an important upcoming opportunity to influence health care is during the next federal election. The writ has been called for October 19th so please keep in mind that some of you may need to cast your vote at the advanced polls if you are attending the Annual General Meeting. While NBNU has, and always will remain a non-partisan Union, we do encourage every member to exercise their right to vote. Registered nurses must ensure that health care is on the agenda and can make a difference by influencing the debate and discussion on voting for the health care we deserve.

CFNU has launched an important campaign titled, *Vote for Care*. Read about important facts to consider when casting your vote, watch informational videos and more on the CFNU microsite: www.voteforcare.ca

ADVOCACY

Early in the New Year I had the chance to visit several locals and meet with registered nurses face-to-face to discuss violence in the workplace and other sensitive issues faced by nurses on the frontline. NBNU is a Union directed by the membership and welcomes any questions/suggestions members may have for improvement and consideration.

NBNU has a mandate on social justice and took the opportunity to submit a brief to government on literacy given its impact on health status.

The WorkSafe Legislative Review is now in Phase II. NBNU presented a brief to influence change around the



Marilyn Quinn, CFNU national executive board and Union activists of the Korean Nurses Union

three day waiting period and other current benefits that we feel should be improved on behalf of our members and all workers.

During the provincial government's Strategic Program Review consultation process, NBNU submitted a brief highlighting priority areas for health care reform. Measures we urged government to consider included improving primary health care and prevention, home care and long-term care services for seniors, expansion of the prescription drug program, employee wellness focusing on attendance management practices, progressive tax measures and the positive impact an affordable accessible public childcare program can have on New Brunswick families and our economy.

Other invaluable partnerships include The Common Front for Social Justice and the NB and Canadian Health Coalition. Nancy Arseneau is a Board member for both of these groups. It is vital that NBNU continue to advocate and lend a voice to these important coalitions and support them financially. Registered nurses witness the effects that poverty and inequality can have on health every day and it is important we continue to have representation in order to better understand the issues and be a part of the solutions.

PUBLIC-PRIVATE-PARTNERSHIPS IN THE NURSING HOME SECTOR

At the time of writing this report, NBNU is focusing our efforts on the proposed P3 nursing home facility in Miramichi. P3 stands for **public-private-partnerships**, meaning the private sector will be responsible for

designing, building, financing, owning and operating the home.

Matt Hiltz, Executive Director, and I met with members in Miramichi during August to discuss the new home which is set to replace Mount St. Joseph and the Miramichi Senior Citizens Home. Our members and all employees in the two homes are very concerned.

While NBNU supports a new facility we do not support the privatization of nursing home care.

PENSION PLANS

Members in the CBE Shared Risk Pension Plan should have received an annual statement in early August. Please note that there is now a line that indicates the employer's contribution which matches the employees' contribution. In the past, this was seen on your pay stub but it will only be present on your annual pension statement going forward.

Pension calculators are available on the Government of New Brunswick website > Department of Human Resources > Retirement Benefits. You will need your pension statement to complete the required information.

PSSRP statements were sent out in June. Part-time and seasonal plan statements were sent out in July and Nursing Home Pension Plan statements will be coming in early fall.

We encourage members to review their statement for accuracy and to ensure your beneficiary is up to date.

NURSING RESOURCE COLLABORATIVE

Nursing representation from NANB, Universities, LPN Association, Department of Health, and Post-Secondary Education Training & Labour and NBNU started meeting regularly last year to look at the nursing workforce in the province. The resource collaborative organized the Nurse Manager Summit which took place in April as an initiative to recognize the need for more leadership and educational opportunities.

Nurse Managers will meet again in September to look at current workforce projections for registered nurses / LPNs and recruitment and retention concerns. NBNU is able to voice workplace and staffing concerns on behalf of our members.

UPCOMING MEMBERSHIP SURVEY

NBNU will launch a membership survey this fall with MQO Research. MQO comes highly recommended by the Registered Nurses Union of Newfoundland & Labrador who has used the company for several years to carry out their annual membership surveys.

The primary purpose of this study will be to assess members' satisfaction with NBNU services. The survey will be conducted by telephone and should only take 10 minutes to complete. An adequate survey sample size for our membership is 400 complete interviews. If you are one of the members contacted, please consider participating to share your honest and anonymous feedback. There is no right or wrong answer. Thank you in advance to all members contacted, for your time and consideration.



NBNU members excited to host the CFNU Biennial in 2019!

CHARITABLE DONATIONS

NBNU continues to support and foster relationships with several social justice and non-profit charities. Thanks to our relationship with Johnson Insurance in 2014-2015, we were able to donate more than \$11,000 to transition houses around the province. For those of you that are unaware, transition houses provide shelter for abused women and children throughout New Brunswick.

The Union also continued to support the NB Association for Community Living. In April, I attended their *Champions of Inclusion* event which profiled success stories of individuals living with disabilities and working in the community. It was an inspiring evening to say the least.

BOARD OF DIRECTORS / STAFF

Your Board of Directors meet every 6-8 weeks to discuss and carry out the work set forth by the membership at the Annual General Meeting and Executive Council. Our most recent meeting took place in mid-August.

Your Board ensures the strategic plan that was adopted from 2014-2017 is progressing and milestones are met. They have also taken on a new role of facilitating the Leadership in Action sessions. As current leaders they can provide unique insight from their start as union activist to local presidents. The Board also met with graduating students at all campuses to discuss the role of NBNU in the workplace.

We fondly said farewell to Janet Walker and I would like to officially welcome Cathy Wall as the new Nurse Manager / Nurse Supervisor unit representative. I look forward to working with her more closely as we begin negotiations.

I cannot thank the Board enough for the wisdom and commitment to NBNU and our membership. This year we said goodbye to colleague and friend, David Brown, who officially retired as your Executive Director in June. David will be missed and those of you at the AGM will help us celebrate and thank him for his contributions.

Welcome to Matt Hiltz who started his new role as Executive Director this summer. I want to take this

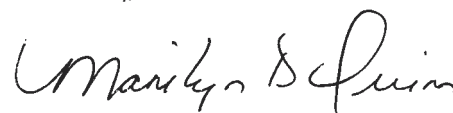
opportunity to thank our NBNU staff who work diligently on behalf of our membership. Thank you to local presidents and local leaders for your commitment and dedication to representation NBNU in the workplace and work locally on behalf of our members.

CLOSING

In closing please keep in mind that sometimes we need to be our own champion. Registered nurses in this country realize that we must be our own ambassadors for the profession and for each other. From the move to white and black uniforms to clearly identify the registered nurse, to taking a stronger position against

workplace violence and no longer accepting it as part of the job, to standing up for health care in the federal election, registered nurses have found their voice and will make a difference. I challenge each of you to consider your contribution and ask what you can personally do to make a difference for yourself, your colleagues and those in your trusted care.

In Solidarity,



Marilyn Quinn, RN

SCHOLARSHIPS

The following scholarships are currently available through NBNU:

- NBNU Nursing Scholarship (2nd and 3rd Year Students),
- NBNU Family Scholarship,
- NBNU Post-Secondary Scholarships
- CFNU Scholarship

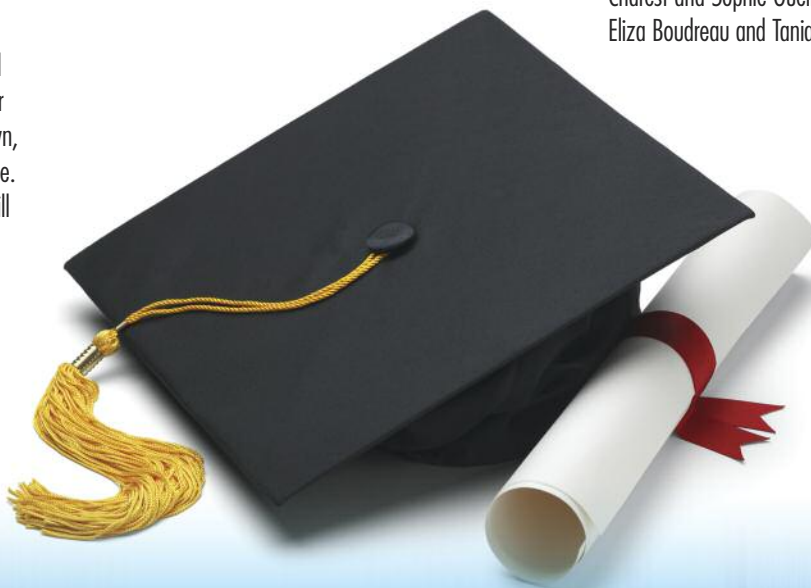
The total amount of scholarship money handed out yearly is \$10,000. All NBNU scholarship applications are due on September 30th, 2015. To find out how to apply, go to www.nbnu.ca/scholarships-bursaries.

BURSARIES

Each year NBNU awards bursaries to graduating BN students who have demonstrated nursing leadership throughout their nursing studies at each of the seven campuses.

Recipients of NBNU \$800 bursaries for fourth year nursing students at the University of New Brunswick are: Brittany Moore and Kiersten Nissen, UNB Fredericton campus; Amanda McCarthy and Courtney Estey, UNBSJ Campus; Jennifer Neves and Christie Schmelzle, Moncton Campus; Lindsay Tozer and Jennifer Stewart, Bathurst Campus.

Recipients of NBNU \$800 bursaries for fourth year nursing students at l'Université de Moncton are: Marissa Babin and Mélanie Bois, Moncton Campus; Sylvie Charest and Sophie Ouellette, Edmundston Campus; Eliza Boudreau and Tania Jean, Bathurst Campus.



EXECUTIVE DIRECTOR'S REPORT

BY MATT HILTZ



Matt Hiltz
Executive Director

It has been an interesting 11 months since the last Annual General Meeting with some signs of the challenges ahead. The new provincial government has begun showing how its *Strategic Program Review* will impact health care with talk of “public-private partnerships” in the nursing home sector and the repurposing of some facilities. As always, your leadership is working to advance your interests and prevent any deterioration of your working conditions.

On a more positive note, we have a new Part III collective agreement and the process has begun for renegotiating both the Nursing Home and Nurse Managers / Nurse Supervisors’ collective agreements.

NEGOTIATIONS

Nurses, Part III

The Nurses, Part III collective agreement expired on December 31, 2014, and after 21 days of negotiations, bargaining concluded on July 23, 2015, with a tentative agreement. The tentative agreement has now been ratified, resulting in a new, four year agreement ending on December 31, 2018.

Going into bargaining, members overwhelmingly stated that “no rollbacks” was one of the top priorities. The negotiating team delivered an agreement which maintained sick leave banks and retirement allowance. In recognition that some members may want to opt-out of the retirement allowance benefit, a voluntary payout was negotiated into the agreement. This option will be available after April 1, 2016.

Another top priority was a wage increase. Since the Nurse Managers and Nurse Supervisors had rebuffed the former government’s wage mandate (which would have seen wage increases tied to the Gross Domestic Product (GDP) of the province), there was some concern that the new government would adopt a policy of wage freezes. In the end, a 4.45% (4% for general economic increase and 0.45% for the completion of the joint job evaluation study) over the term of the collective agreement was obtained.

Improvements to safe staffing were also negotiated into the collective agreement (see below under the heading *Improved Professional Practice Committee*).

Other highlights include:

- the end of red-circling for those RNCA’s at \$38.60/hr at the date of signing;
- the retention of the educational increments for affected employees for as long as they remain in their position;
- a letter committing the Regional Health Authorities to a workplace violence prevention program; and
- the end of the Memorandum of Agreement re: Previously Excluded Persons (the “Casual Agreement”), which saw its integration into the body of the collective agreement and some improved benefits such as having their relevant work experience allowed in determining their salary level, under Article 28.09.

Improved Professional Practice Committee

The negotiating team heard from members that the existing Professional Practice Committee process was not producing enough positive results. As a result, a Letter of Intent re: Safe Staffing Assessment is now included in the collective agreement. With this new agreement, a consensus of the PPC is not required to recommend a solution to senior management of the RHA. Any member of the PPC can refer the outstanding issue to the Vice President of Clinical or Chief Operating Officer for their review. We expect that this increased level of RHA oversight will provide a more objective lens for the employer to view Union concerns.

Local executives can expect to receive additional training to pass on to members as a result of this new procedural step.

Nurse Managers and Nurse Supervisors

The Nurse Managers and Nurse Supervisors collective agreement expired on June 30, 2015.

Your negotiating team has begun meeting with the hope of renewing this collective agreement before the end of the year.

Nursing Homes

The Nursing Homes collective agreement expired on December 31, 2014. Your negotiating team has begun meeting to discuss emerging issues, as well as matters left unresolved by the last collective agreement.

Some issues which may need to be addressed at the bargaining table include:

- *Public Private Partnerships (P3) in the Nursing Home Sector*

On May 15, 2015, the government announced that a new nursing home will be built in Miramichi to replace both the Mount St. Joseph Nursing Home and the Miramichi Senior Citizens Home. The government also stated that it will use a public-private partnership (P3) procurement process to construct the new facility. This means that a private sector entity would be responsible to design, build, finance, own and operate the nursing home. Using the same P3 ideology, on June 29, 2015, the government announced that it will issue a *Request for Proposals* for the construction of a 60-bed nursing home in the Fredericton region.

In response, a resolution will be brought forward at the AGM for NBNU to take action to ensure successor rights for registered nurses at the impacted homes.

- *Resident Assessment Instrument – Minimum Dataset Tool*

Also in June 2015, the government announced that it would be implementing a new automated system to assess and track resident needs. Members have expressed concerns that the results of this study could lead to a change in the skill mix – likely meaning less RN's, less LPN's and more PCA's.

With both these issues and any others that arise, you can be assured that NBNU is taking steps to ensure that your collective bargaining rights are protected.



Nursing Home Negotiating Committee. From left to right: Kim Cormier, Linda Boudreau, Ronda McCready, Matt Hiltz, Carole Clavette, Marilyn Quinn and Chantal Lafleur

2015 MEMBERSHIP

2014 Dues Paying Members

	Full-time (% change from 2014)	Part-time (% change from 2014)	Casual (% change from 2014)	Total (% change from 2014)
Hospital (excluding EMP)	3181 (-2.6%)	1339 (+0.4%)	615 (+9.8%)	5135 (-0.5%)
Community Care (PH, MH, EMP)	460 (+4%)	146 (-2.7%)	42 (-16%)	648 (+0.9%)
Nurse Managers and Nurse Supervisors	203 (-0.5%)	19 (+5.6%)	6 (-14%)	228 (-0.4%)
Nursing Homes	164 (-5.2%)	174 (+4.2%)	164 (+3.1%)	502 (+0.6%)
TOTAL:	4008	1678	827	6513
% Change from 2014:	(-1.9%)	(+0.5%)	(+6.6%)	(-0.28%)

GRIEVANCES, ADJUDICATIONS AND NANB COMPLAINTS

Year	# Grievances	# Referrals to Adjudication	# Hearings	# NANB Files
2013	83	30	1	17
2014	132	38	2	24
2015 (to date)	72	23	4	7

ADJUDICATION SCHEDULING

On December 15, 2014, NBNU representatives met with officials from the Department of Human Resources (DHR) to discuss the systemic delays in scheduling adjudication hearings. DHR indicated that it would have the process reviewed by a project manager to see where improvements could be made.

On June 22, 2015, DHR invited the public sector unions for a debriefing of its findings. We were informed that part of the delay was attributed to a lack of DHR resources allocated to scheduling, and another part of the delay was attributed to lack of response/delay in response from employers. We were told that in order to prevent these delays, the scheduler would be permitted to set stricter deadlines for receiving the employer's response. After making these changes, it was reported to us that approximately twice as many grievances were scheduled for a hearing within 2 weeks' of referral.

NBNU will continue to monitor the scheduling of hearings for undue delay.

STAFF CHANGES

In 2015, NBNU welcomed Jennifer Heade back from maternity leave and hired Jocelyne LeGresley. Jocelyne worked at St. Thomas University for 23 years as a departmental assistant. Jocelyne is fluently bilingual and replaces long time NBNU stalwart Virginia Stairs while she is on extended sick leave.

2015 was bittersweet as well, as we saw the passing of Eileen Ryan, who, for 30 years, dedicated herself to providing NBNU members with her tremendous advocacy skills.

Former Executive Director, David Brown retired in June 2015. For the past 8 years, David has advocated for your rights. He was a fantastic mentor to the Labour Relations Officers in the office and will be greatly missed by all. I wish to thank him personally for all his insight and wisdom during my transition to this new role.



Nurse Managers / Supervisors Negotiating Team. From left to right: Cathy Wall, Matt Hiltz, Holly Jones, Marilyn Quinn, Violet Budd and Lorri Amos – missing Lori Hay.

CONCLUSION

I hope to continue the tradition of excellence shown by Mr. Brown and commit to dedicating myself to the ongoing efforts to advance your best interests. I take great comfort in knowing that I will be working with a dedicated Board of Directors, under the tremendous leadership of your President, Marilyn Quinn, as well as the excellent staff at provincial office.

*Matt Hiltz,
Executive Director*

NBNU POLICY – DUES REBATE

Members may be entitled to a dues rebate according to an NBNU policy adopted by the executive committee at its June 1989 meeting:

NBNU shall reimburse an amount equivalent to the monthly Union dues minus the local rebate to any nurse who pays monthly Union dues to two separate employers for the same month. The Union will only reimburse dues, where applicable, for a retroactive period of twelve months at the request of a member.

Please apply in writing to provincial office:

Attention: Jennifer Heade
Membership Records Coordinator
New Brunswick Nurses Union,
103 Woodside Lane, Fredericton, NB E3C 2R9
Telephone: 1-800-442-4914
Email: JHeade@nbnu.ca

VICE-PRESIDENT'S REPORT

BY PAULA DOUCET-JONES



Paula Doucet-Jones
Vice-President

I am pleased to present my annual report for 2014–2015. I will start by thanking you, the membership of NBNU for your continued confidence and support in me as your Vice-President. It is truly an honor and privilege to represent all members of NBNU and to work with such a dedicated Board of Directors and staff.

Following the 2014 AGM on a high note of celebrating 40 years of solidarity, NBNU had to get back to work quickly. Since the September election of a Liberal provincial government, and their talk of “repurposing hospitals” and cut backs province wide, NBNU began strategizing what would be in the best interest of their members. There was no time for us to be sitting back on our heels taking a “wait to see what happens” approach. Ebola was also a hot topic at the time, and NBNU representatives were meeting on an almost weekly basis with the Department of Health and the RHA’s to strive for the best protection and protocols possible for NB registered nurses in the event we would encounter a potential Ebola case. At present, training

sessions for Ebola continue in the RHA’s around the province to ensure nurses are familiar with the personal protective equipment and protocols, and safety of nursing staff continues to be a priority. NBNU continues to have an Ebola portal on our website for any discussion, comments or problems members may face.

CANADIAN LABOUR CONGRESS / NB FEDERATION OF LABOUR

The CLC continues to promote their campaigns, “Better Choice” and “Together Fairness Works” in many cities across Canada. Executive Vice-Presidents of the CLC have been criss-crossing the country delivering the message that it is “Time for Change.” With the upcoming federal election on October 19, there is no time to waste. Union members need to be informed of the issues and to vote. NBNU is a non-partisan organization, however we believe in providing our members with as much information as possible to make an informed vote.

Executive Vice-President, Donald LaFleur made two stops in NB in February and June to share valuable information to Union members. The CLC message is simple — there is a better choice; one that gets us ready to support and care for our aging population; one that gives Canadians high-quality, secure jobs, instead of short-term temporary positions; one that provides programs that benefit everyone instead of tax relief programs that only benefit a select few. I encourage all NBNU members to exercise their right to vote on October 19, 2015.

In March, Alex Furlong took over as the CLC Atlantic Director. Alex moved from the Prairie regional office to the Moncton office of the CLC. He will work closely with the NBFL, and all Unions within the province. He brings a wealth of knowledge with him, as he previously held the position of President of the Yukon Federation of Labour for many years before commencing work with the CLC. NBNU looks forward to working with him and his team.

In May, the 52nd Convention of the NBFL was held in Saint John. Many resolutions were presented and debated on the convention floor. These resolutions help guide the work of the NBFL for the upcoming 2 years. I look forward to continuing in my position as the 2nd Vice-President of the NBFL for another 2 year term. Working on behalf of 40,000 unionized workers in the province is a privilege and a challenge I look forward to. The NBFL will be working with the CLC to do a comprehensive organizational review this fall, and is planning to work on another strategic plan.

One of my duties as 2nd VP is to coordinate the Blair Doucet Youth Summer Camp (BDYSC). With the help of the NBFL Young Workers Committee, VP of Executive Council, George Leaman, NBFL Executive Assistant, Anne Robichaud and past Young Workers Committee VP, Sebastien Bezeau, this year’s camp was huge success. In its 15th year of operation, the BDYSC took place from Aug. 3-8 at the UdeM campus in Moncton. It was the largest camp to date with 31 youth from across the province attending. We had 16 campers returning for their second or third year and 15 first year campers. Ten of the 31 youth were children of NBNU members.



NBNU VP, Paula Doucet-Jones at the Blair Doucet Youth Summer Camp. Youth featured are children of NBNU members.

The camp, which is free to attend, is for youth aged 14–18 with one or both parents being Union members that are affiliated with the NBFL. The week consists of morning classes on topics such as Union 101, health and safety, human rights, equality and your vote counts, as well as learning to negotiate a collective agreement and the importance of it. The afternoons and evenings are filled with fun activities such as Magic Mountain, Parlee Beach and bowling. The week winds down with a formal dinner and the youth making thank you cards for the sponsoring Unions of the camp, as well as an actual negotiation session for the collective agreement of the following year's camp. Upon graduation from high school, each participant will receive a \$250 bursary for each year of attendance to camp that can be used for post-secondary education. I encourage all NBNU members with children in this age category to seriously consider applying for the 2016 camp.

BOARD OF DIRECTORS

The Board of Directors meet every 6-8 weeks to carry out the business of the Union between April Executive Council and the AGM in October. We have seen recent changes at the Board level with the recent retirement of Executive Director, David Brown. Having spent the last 8 years helping to guide the Board, David will be greatly missed for his wisdom and contributions to NBNU. I personally wish him a well-deserved, long, happy and healthy retirement.

Matt Hiltz will be joining the Board in his new role as Executive Director and I look forward to working with Matt in his new role.

In November 2014 and June 2015, once again members from the Board along with LRO staff provided 4 education sessions to local executives and activists on leadership at the local level. Approximately 40 members took part in the two day sessions. Evaluations and feedback were positive. Knowledge is power and we recognize the better prepared our local leaders and activists are, the better the work of the Union gets accomplished. Sharing experiences in the smaller group setting proves beneficial. We will continue to offer these leadership education sessions and the next session is planned for the fall of 2015.

EDUCATIONAL ASSISTANCE COMMITTEE

The Nurses Part III and Nurse Managers/Supervisors educational assistance committee met in the fall of 2014 and spring of 2015. More than 400 applications were approved for reimbursement. This fund is set out in both collective agreements. The amount is \$500,000 per fiscal year. This fund is used to help cover the cost of tuition for university courses, books and conference registration fees pertaining to nursing. Any dues paying member can apply to the fund, provided they submit original receipts, and the proper form is completed and submitted by the deadlines as outlined on the NBNU website. I cannot stress the importance of nurses utilizing this fund to its full potential. We recognize that employers have been cutting back on educational spending over the past few years, therefore please consider applying to this committee for possible reimbursement. For more information, you can contact me, or the unit representatives from Hospital Part III, Community Care

or Nurse Managers/Supervisors. The forms can be found on the NBNU website.

CONCLUSION

There have been several other meetings and committees that I have participated in over the past year. I have been attending the SCIB (Standing Committee on Insured Benefits) meetings for the past year on behalf of NBNU and the CBESRP (Certain Bargaining Employees Shared Risk Pension) as a trustee in training.

I truly enjoy the work I do on behalf of all NBNU members and I am privileged to be part of a knowledgeable, dedicated and well respected labour union within the province. I commit to continue giving my 110% on behalf of all members of NBNU and I will continue to seek ways to protect and improve the work lives of you, the members of NBNU.

The next few years will be tough in our province and we will be looking to you, the membership, to stand strong with us as we weather the storm. We know that budgets are getting tighter, the nursing workforce is facing changes with retirements and fewer new grads coming into the system, and the demand on nurses is increasing. We will get through this; together we can accomplish anything.

I will leave you with a quote from a man who was taken from us long before his time, but has made an impact on many Canadians. I was fortunate to meet him on several occasions' years ago.

"Don't let them tell you it can't be done." - Jack Layton

In Solidarity,

Paula Doucet-Jones, RN



From left to right : CLC Atlantic Director, Alex Furlong, Paula Doucet-Jones and Canadian Labour Congress President, Hassan Yussuff

SECOND VICE-PRESIDENT'S REPORT

BY NANCY ARSENEAU



Nancy Arseneau
Second Vice-President

It gives me great pleasure to represent NBNU and you, the members, on several social justice committees. It is essential that we continue to support and build on the good work that many of these organizations do.

N.B. COALITION FOR PAY EQUITY

One of the major challenges the New Brunswick Coalition for Pay Equity faces, is the provincial government's decision to eliminate the provincial deficit as soon as possible. Johanne Perron, Executive Director, states, "Trying to move pay equity forward in an environment of reduced budgets will be difficult. In fact, pay equity and women's participation in the labour market could be marked by setbacks."

Studies show that cuts to public programs and services have a greater impact on women than men, whether as beneficiaries, employees or simply as members of a family. Women, more often than men, need social assistance; women need financial assistance to pursue

postsecondary education programs; women need comprehensive reproductive health services; mothers need affordable child care services; elderly women need income supplements and services at various stages of the aging process.

The Coalition urges the government to take into account gender equality, solidarity and social justice in its decision-making process. The government cannot balance its budget by sacrificing human rights.

On June 13th, 2015, the Coalition for Pay Equity held its 8th Annual General Meeting and forum in Moncton. The theme for the forum was: "Pay Equity: What's Austerity Got to do with it?" The forum was successful in increasing the members' understanding of how the economy works and to look at how the government's deficits and the Strategic Program Review might impact pay equity.

The Coalition is pleased to announce that their project proposal to Status of Women Canada, called "Improving the Economic Security of Women in the Care Sector" was accepted. The Coalition and its partners will work on understanding the obstacles to the economic prosperity of women providing personal care in the private sector and will elaborate and implement a joint strategy to improve their economic situation.

N.B. COMMON FRONT FOR SOCIAL JUSTICE

The Common Front for Social Justice continues its fight to create a progressive humane society built on the principle of universal respect and dignity, without poverty. Their principal activities during the past year included the promotion of increased social assistance rates, the promotion of a progressive income tax to counter the deficit and fighting against the recent reforms to unemployment insurance.

Jean-Claude Basque, Provincial Coordinator of the N.B. Common Front for Social Justice, says there is still a long way to go to significantly reduce poverty in the province. The Common Front understands the province's difficult economic situation, but the fight against poverty has to be considered as a social investment, just like investments being made in the private sector. These investments will result in positive human and economic benefits, notably through cost reduction in our health care, our justice system, and a more productive population.

There is certainly a deep financial cost to poverty, but more importantly, there is a human cost that even if it is sometime difficult to measure in dollars and cents, is not less real.

We have to ask ourselves, how we measure:

- the worry of parents who are not able to properly feed themselves and their children and have to rely on food banks in order not to go to bed hungry?
- the anguish of living in inadequate housing?
- the desperation of knowing that you are sick because you are poor?
- the hopelessness of teenagers knowing they have a lot less chance of having a better life than their neighbor?
- the judgement of others because you are poor?

The Common Front for Social Justice Annual General Meeting took place on May 30th, 2015 in Moncton. The theme was "Working Poor." We all know that there are thousands of workers who have jobs but can't make ends meet. It was a great opportunity to discuss issues of minimum wage and minimum standards, Pay Day Loan industry, organizations who are opposing any changes in the workplace to help these workers, and measures needed to ensure that the situation of the working poor changes.

During the members' meeting in the afternoon, an action plan was developed for the coming year and the Provincial Council elected its members. I was re-elected as a member representing a Union.

FOOD BANKS

New Brunswick food banks usage is still very high. The 2014 HungerCount is out and the number of individuals who need food banks in Canada has gone up since last year. What is more important, there has been close to a 25% increase since the economic crisis of 2008.

For New Brunswick, 19,590 men, women and children have used food banks in 2014. Since 2008, we have seen a constant increase in the number of citizens having to use food banks to feed themselves and their family. There have been a quarter more citizens using food banks since the economic crisis of 2008 meaning the economy has not really picked up.

The number of citizens using food banks in N.B.

2014	2013	2012	2011	2010	2009	2008
19,590	19,989	19,524	18,539	18,517	17,889	15,638

What is distressing is that more than one-third are children under 18 years old, 17% have a job or are on Employment Insurance but close to two-third (63.2%) are on social assistance. The annual HungerCount gives us the picture, but we need to act to change the situation.

N.B. HEALTH COALITION/CANADIAN HEALTH COALITION

As you are certainly aware, our present public health system faces many challenges. The N.B. Health Coalition continues to be part of the conversation to preserve and enhance our public health system. We continue to lobby on issues relating to the Health Accord, medicare, pharmacare, and privatization. The Health Coalition alongside the Common Front and Pay Equity has joined the “NB Prosperity Not Austerity” coalition and signed its declaration.

On November 24th & 25th, 2014, Jennifer Dickison and I joined the Canadian Health Coalition for the 2014 National Medicare Week “Fighting Privatization: Conference and Lobby” on Parliament Hill in Ottawa. We heard from Canadian and International experts on the experience of privatization in public health care and gained a better understanding of risks of privatized health care, the experiences of other jurisdictions, and how we can fight back. On the 25th, we met

our MP’s. More than 80 activists lobbied 41 Members of Parliament that day on the need to defend and expand public health care in Canada, as well as include strong commitments to public health care in party platforms for the October 19, 2015 federal election. The meetings focused on its current key priorities for protecting and enhancing public health care:

- Improving access to high quality public home, facility based long-term, palliative and hospice care.
- The implementation of a first-dollar coverage, universal, public pharmacare program.
- The establishment of a new Canadian Health Accord to set guidelines and commitments for federal health funding transfers.

I wish to thank you for your support.

In Solidarity,

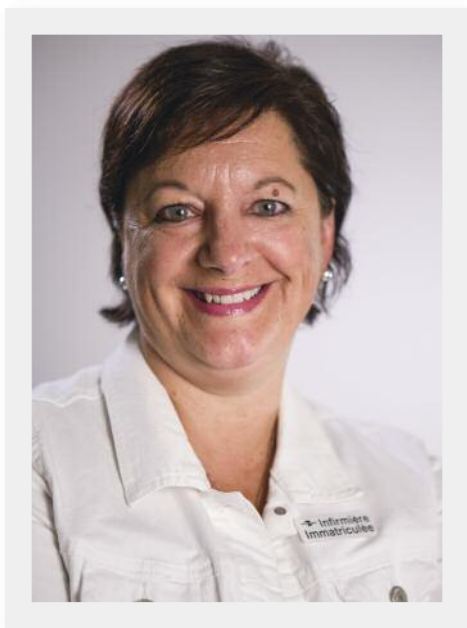
Nancy Arseneau, RN



NBNU members rally at the CFNU Biennial in Halifax, NS

UNIT REPRESENTATIVES

ANNUAL REPORTS



Nurses, Part III - Community Care

By: Maria Richard

As I write my report, I'm pleased to share that after 21 days of bargaining, the Part III, Hospital and Community Care Nurses have ratified our collective agreement. Considering the financial situation of the province and the negotiating environment that your Negotiating Committee, (which I was part of) had to deal with, I feel this agreement met the goals set-out by the membership; which were no rollbacks, wage increases, completion of the Joint Job Evaluation Study Implementation, protection of affected employees and improvement in the process of protecting safe staffing.

The Educational Assistance Committee met in May and will be meeting again in November. Forms and guidelines can be accessed on the NBNU website. The deadline for submitting applications for the fall meeting is October 7, 2015.

During the past year, I attended a number of Board of Directors meetings and along with the rest of the Board members met with the Nurses Association of New Brunswick (NANB) board at our Joint Communications Committee meeting.

From May 21 to June 6, I had the privilege to participate, along with 250 Canadians in the 2015 Governor General's Canadian Leadership Conference (GGCLC). The conference theme was; Exploring Leadership and Innovation. The conference aims to build national leadership skills across Canada to high potential individuals expected to achieve senior leadership positions in their organizations and communities.

I was part of the Newfoundland and Labrador study group. The leadership of the non-profit organizations, mega-projects, businesses, colleges and city councils we visited were inspiring. I learned so much from each experience. The places we visited were so beautiful. One of the things that impressed me most about Newfoundland was the people. Their friendliness, helpfulness and "joie de vivre" made visiting that province even more enriching. I was inspired by how they handled their successes and overcame challenges. My study group was awesome! We came from different backgrounds (corporate, government, labour and non-profit). We had our own way of looking at things but we connected and learned from sharing our different perspectives.

While I am just starting to figure out what all this meant, one of the things the GGCLC gave me was a sense of possibility and urgency about making a "difference." I met so many people doing so much. What they had was passion, drive and purpose. They said; "Something needs to change, and I need to be the one who changes it." I think about everything I have and all the opportunities that are before me and it just feels like I can do more. It is time to find something where I can make a difference and have an impact. What it will be, I have not figured out yet!

I remain committed to bringing your concerns forward to the Board of Directors, NBNU membership and the government. To all local presidents once again, thank you! I look forward to seeing and talking to you at the Annual General Meeting in October.

I can never say it enough; thank you to the NBNU staff, to the Board of Directors, and to Marilyn Quinn, our President. To our previous Executive Director, David Brown, who is now retired, thank you for your dedication and the countless hours you spent working on our behalf! May your retirement be filled with lots of fishing, many trips and new memories of happy times with family and friends! To Matthew Hiltz, I look forward to working with you as our new Executive Director.

I will end my report with a quote that I heard during the GGCLC, that sums up my experience from the GGCLC; "If not me, who? If not now, when?"

Together, Stronger!

In Solidarity,

Maria Richard, RN



Nursing Homes By: Ronda McCready

It has been just over a year now in my role as your Nursing Home Unit Representative and I must say, I am enjoying the job and learning new things. I appreciate the opportunity you have given me and will work hard to help you and our Union deal with future challenges.

Negotiation preparation will start in September and your team is looking forward to hearing what is important to you in this next round of bargaining.

The education committee has met three times since the last Annual General Meeting and have distributed a total of \$29,047 to 40 applicants. A reminder that application forms can be found on the NBNU website along with the requirements of eligibility, which was recently updated.

There has been much discussion about Minimal Data Set (MDS), which is set to be rolled out in the fall. I have been asked to attend an information session in September. I will share information from this session at the AGM in October. From what I understand all nursing homes will eventually be utilizing the program and it will replace Resident Information Management (RIM).

Pension Board Meetings are held 4 times a year and the plan is stable at this time. A reminder that we now have the option of buying back pensionable years at the cost that would have been accumulated if bought at the time incurred. Contact the HR person at your nursing home for more information on cost and eligibility.

Health benefit rates have seen a decrease by 8.6% with no increases in dental rates, the retirees' drug plan or accidental death and dismemberment benefits.

The Violence Prevention Committee has been meeting regularly. Materials to help educate and promote a change in culture regarding violence in the workplace will be distributed soon. This joint committee of NBNU, NBNHA, management and WorkSafeNB have developed policies along with a tool kit with the necessary information/education to help all nursing homes better deal with this issue in the future. The message is clear – accepting violence as part of our job is unacceptable.

The Workload Committee has met twice and a survey was sent to members and management, which is currently being analyzed. We will continue to look at ways to ensure registered nurses are being utilized in their appropriate role. I encourage you to bring these concerns to your professional practice meetings to review with management.

In conclusion, I would like to discuss the current situation in Miramichi and offer our support to those affected. Two nursing homes are to be closed with a new, larger, 240 bed nursing home being built. This was welcomed news until we were told that a P3 plan would be implemented. P3 stands for public-private partnership and could result in job loss with no successor rights for employees. It also involves the privatization of long term care in NB. These are both unacceptable. A meeting with the nurses impacted was held mid-August that included your President, Marilyn Quinn, and Executive Director, Matt Hiltz. This will be a difficult road and we will all need to work together to make sure our provincial government knows this will not go unchallenged.

Once again, thank you, and I hope to get a chance to talk to as many of you as I can at this year's annual general meeting.

In Solidarity,

Ronda McCready, RN



From left to right: Ronda McCready with PEINU President, Mona O'Shea and NSNU President, Janet Hazelton at PEINU AGM



Nurses, Part III – Hospital
By: Shelley Duggan

This year the focus for Part III Hospital and Community Care nurses was negotiations. After 21 days at the bargaining table, a tentative agreement was reached and the collective agreement has since been ratified.

Negotiations at the best of times are fraught with difficulties and each round brings its own challenges and surprises. This government's mandate is one of fiscal restraint when negotiating new collective agreements with all health care sector Unions. All

Unions in New Brunswick have and are being held to the yearly 1% monetary mandate. Negotiating away the retirement allowance was also a priority on the Employer's list of takeaways.

Information from the NBNU survey's (via phone and electronic) showed the top priorities were achieved at the negotiating table. No roll backs (no change to sick time banks and maintain retirement allowance), wage increase, completion of the job study implementation, protection of affected employees and safe staffing. As negotiations neared the final hours. The employer withdrew its demand to discontinue retirement allowance and moved to the Union's position to maintain the benefit and add a voluntary payout.

I would personally like to congratulate and thank the members of the Part III Hospital and Community Care negotiating team for their very hard work. They never lost sight of the priorities set by the membership in achieving your collective agreement.

Negotiations are only one of the committees in the Unit Representative portfolio. Pensions are another such committee. The Certain Bargaining Employees Shared Risk Pension committee (CBESRP) is responsible for the overall administration of your pension; including overseeing investments and ensuring the administration of pensions through the Pensions Branch meets all applicable criteria. The pension fund remains healthy with gains being realized in most quarters over the last several years. As a member of this committee, I receive

and review quarterly reports from the investment groups and the performance measurement of the company we employ. The committee meets quarterly to make policy decisions and review performance of the money managers that are hired by the pension committee. The next meeting of the CBESRP will be in September. If you are seeking information regarding any aspect of your pension benefit, please contact the Pension and Employee Benefits Division to speak with a benefits counsellor or visit the government website www.gnb.ca.

The part-time and seasonal pension committee (PT&S pension) like the full-time pension, meets quarterly and the next meeting will be held in September. At the last meeting in May, discussions around Reciprocal Transfer Agreement (RTA's) took place. It was confirmed that the increased number of RTA transfers out of the part-time plan in 2013, was the result of the introduction of the Shared Risk Model to the Pension Plan for Certain Bargaining Employees of N.B. hospitals. While the various RTA's now allow members to reapply to plans such as the CBESRP without limitation, the volume of transfers out of the PT&S plan is expected to decrease over time.

In September 2014, the PT&S Pension Committee became aware that Standard Life (which is the company the plan is with), is selling its Canadian business to Manulife. During the May 2015 meeting the committee was informed that Standard Life had entered a "conveyance and assumption" agreement



NBNU members at the CFNU Biennial in Halifax, NS

with Manulife, which is a legal process of transferring assets and obligations between the companies. At this point in time nothing will change for members or plan administrators until the plan transition. The office of the Superintendent of Financial Institutions and the Federal Finance Minister must approve the assumptions agreement. After approval is received Standard Life will transition to the Manulife administration system. It is expected that transition of clients will start in 2016.

In conclusion, I would like to thank local presidents and their executives for the work they do and for keeping me informed on issues, concerns, and general happenings within their respective locals. As your representative, this contact enables me to bring your voice to the Board of Directors and to the various committees.

I am looking forward to seeing you at the Annual General Meeting in October.

In Solidarity,

Shelley Duggan, RN



Nurse Managers and Supervisors

By: Cathy Wall

I had the pleasure of starting my new role as your Unit Representative for Nurse Managers & Supervisors this past January. So far it has been a very busy, yet exciting time.

BLACK AND WHITE CAMPAIGN

I would like to thank all of the Nurse Managers and Supervisors that have already started taking part in the campaign and encourage others to participate. To those of you who wear a uniform in your role, or a lab coat with the RN embroidery, I thank you. Please continue participating in support of this change which allows staff, patients and families to know who we are.

NURSE MANAGERS SUMMIT

In April, Nurse Managers from both Regional Health Authorities attended a full day summit in Fredericton. The session included great guest speakers on topics related to leadership in health care, as well as how Nurse Managers can support RNs in their ever changing roles. The day was organized by the Department of Health, the Regional Health Authorities, NANB and NBNU. We hope this was the first of many more sessions for Nurse Managers.

CANADIAN FEDERATION OF NURSES UNIONS (CFNU)

I had the privilege to attend my first CFNU Biennial in Halifax, June 1st-5th and it was a rejuvenating experience. We were in the presence of 1000 nurses from across Canada; all with the same focus: "We have the power to make a difference!" Discussions in our education sessions included how we can make a difference together in health care by educating ourselves and others on Pharmacare, senior care and safe staffing. Some of us even took a challenge by sending in a photo of ourselves with a placard stating: "I'm voting for health care this election."

NEGOTIATIONS

We held our election for the Nurse Managers and Supervisors negotiating team in February. Our new team includes Lorri Amos, Violet Budd, Lori Hay, Holly Jones, and myself, as your Unit Representative for Nurse Managers and Supervisors, Marilyn Quinn, President and Matt Hiltz, Executive Director. Our contract expired as of July 1st, 2015 and the Negotiation Committee plans to have our initial

meeting at the end of August. Shortly thereafter we will send a bargaining survey to the membership. Stay tuned for updates on the members only section of the NBNU website > Latest News for Members.

NURSE MANAGER WORKLOAD WORKING GROUP

The workload for Nurse Managers has grown over the past few years and has become a challenge to manage effectively. The role of the Nurse Manager at all sites is challenging due to inconsistencies in the number of direct reports, the number of units or facilities a manager has, and differences in responsibilities and duties. Due to the Letter of Agreement in our last contract, NBNU has been in discussion with Horizon and Vitalité to develop the Joint Nurse Manager Workload working group. We had our first meeting at the beginning of September. Sitting on this working group will be Janice McIntyre, Nurse Manager from the DECRH, Marilyn Quinn, myself and representation from the employers. Our objective will be to look at current challenges of the Nurse Manager and propose solutions as well as make recommendations to senior management of the Regional Health Authorities.

CONCLUSION

I look forward to representing you in the coming months. Your role as Nurse Managers and Supervisors is very important. We must maintain and ensure that we continue to be RNs managing and supervising RNs.

In Solidarity,

Cathy Wall, RN

WorkSafeNB ANNUAL REPORT

BY MAUREEN WALLACE



Maureen Wallace

INTRODUCTION

WorkSafeNB is a crown corporation charged with overseeing the implementation and application of NB's Occupational Health and Safety Act, Workers Compensation Act, and the Firefighters Act. WorkSafeNB falls under the Department of Post-Secondary Education, Training and Labour (PETL). I am into my fifth year of serving on the Board of Directors as a representative of workers.

The WorkSafeNB Board of Directors currently is made up of chair, vice-chair, and an equal number of directors representing employers and workers. At time of writing this report, there are four board vacancies, as there has been a considerable delay on the part of government in making the necessary appointments. The President and CEO is on the Board in a non-voting capacity and the General Counsel serves as Corporate Secretary.

In late spring 2015, a new chairperson and vice-chairperson were appointed. The chairperson is Dorine Pirie, a former registered nurse as well as a lawyer who most recently worked with PETL as an Assistant

Deputy Minister. Dorine worked with NBNU during her law school years. The vice-chairperson is François Angers, also a lawyer, who most recently worked with the Tax Court of Canada. The Board welcomes their leadership and vision.

QUICK FACTS 2014

Number of assessed employers	14,218
Provisional average assessment rate	\$1.21
Appeals received:	591
Initiated by workers (or their representative)	531
Initiated by employers (or their representative)	60
Appeals resolved	556
Total claims created (can include claims with no application for benefits)	22,758
Claims recorded, no benefits paid	11,012*
Total claims adjudicated	12,140
Lost-time claims (at least one day)	5,349
No lost-time claims	4,930
Maximum assessable/insurable earnings	\$60,100
Average days lost per lost-time claim	56.2
Average payment per claim	\$4,815
Average working days from injury to first benefit payment	21.9
Number of workplace health and safety inspections	7,749
Number of orders written (violations of the OHS Act)	7,194
Number of serious accident investigations	88
All other accident investigations	305
Work-related fatalities	13
Administration costs — excludes self-insured and OHS (000s)	\$26,578
Administration costs — Occupational Health and Safety (000s)	\$9,227
Assessment revenue (000s)	\$98,500
Total premium revenue (000s)	\$147,028
Current year claims cost incurred (000s)	\$111,819
Claims payments made for current and prior years' injuries (000s)	\$156,128
Claims costs incurred for current and prior years' injuries (000s)	\$199,771
Total benefits liabilities — assessed employers (000s)	\$938,399
Total benefits liabilities — self-insured employers (000s)	\$148,707
Assessable payroll (000s)	\$8,460,143
Market rate of return on portfolio	8.46%

*As of December 31, 2014 there were and additional 1,128 claims pending a decision

LEGISLATIVE REVIEW

In 2013, the government initiated a three year review of workers' compensation legislation. In 2014, Phase I led to the passing of Bill 73 amending the WHSCC Act. This resulted in the creation of a separate Appeals Tribunal which now operates separate from WorkSafeNB and in a very different manner from the previous tribunal. The dedicated services of Tribunal panelists including NBNU members, Paula Garant, Julie Pelletier and Line Savoie are no longer required.

WorkSafeNB is also in the process of establishing an internal dispute resolution process that will establish a system to resolve problems with clients and their claims.

Phase II of the legislature review is now underway and its focus is WorkSafeNB's corporate governance structure, as well as benefits for injured workers and advocacy services. NBNU, among multiple stakeholders, will participate in the consultation process for this very important part of the review as there is great need for enhancement of benefits for injured workers.

HEALTH CARE SECTOR

The frequency of injury, particularly lost time injury, in nursing homes and in the two health authorities stand out in a most undesirable manner. The frequency and claim count are 2-3 times higher than that of all industries combined. That means it is significantly more dangerous to work in nursing homes and for the health authorities, Horizon and Vitalité, than it is to work for other employers in the province with hospitals being riskier than nursing homes.

WorkSafeNB staff report "spinning our wheels" in efforts to work with the hospital authorities to make them safer places to work. With the seemingly constant reorganizing there is a lack of continuity in terms of those in leadership roles. It seems that upper management performance reviews do not include results in decreasing injuries to employees.

WASTE COLLECTION INDUSTRY

The waste collection injury is a new focus injury for 2015, primarily because of the significant number of fatalities in this industry. They have been four fatalities in the past ten years along with a threefold likelihood of being injured than the average worker.

SUMMARY

"There is a safety leader in each of us." This is the key message that appears throughout WorkSafeNB's 2014 Annual Report. To paraphrase this message from Gerard Adams, President and CEO, a workplace is much more than the place where people come to do their jobs.

It is also a place where individually and collectively we contribute to the success of the organization, including the creation of a health and safety culture. Safety promotion, education and training, and especially enforcement are sadly lacking in our workplaces in health care. The annual reports of our employers must also report on injuries and occupational illness. Managers' performance reviews must include metrics on injuries and claims.

We must turn our efforts toward more accountability. It is shameful that an industry that focuses on health and wellness promotion and on caring has much higher than average injury trends. Let's nurture and develop "the safety leader in each of us."

ANNUAL MEETING OPERATIONS COMMITTEE REPORT

BY JOHN MACDONALD

The Annual Operations Committee met via conference call on June 29, 2015. Participating were Karyn Tibbitts, Barbara Duplessis, and John MacDonald. Nancy Arseneau was our ex-official representative from the Board of Directors.

This year, there were six constitutional and by-law changes presented, of which two were withdrawn. The remaining four are included in the Parasol for your review and consideration. There were also nine resolutions reviewed. Of these, two were combined into one with the agreement of all parties involved, and one was declined as it was deemed out of order. The seven resolutions are also found in the Parasol for your review and consideration.

As is the role of the Annual Operations Committee, it is part of our purview to review all submissions and seek clarification from the submitting parties. In reviewing resolutions this time, for example, it was noted that two resolutions were very close in their intent and goals. We were able to contact both parties who agreed to merge the two resolutions into a single unified one.

We must also ensure that every resolution submitted is complete. For example should a resolution require a constitutional change as part of its directive, we must ensure that a constitutional change was included. If not, the members involved are informed and the resolution is withdrawn until all aspects can be

completed. Resolutions can be submitted as emergency resolutions from the floor but constitutional and by-law changes cannot. As I have said before, it is never the intent of the Annual Operations Committee to make any changes to a submission at the will of any other party or ourselves, only to seek clarity from the submitters to ensure that their intent is clear for all members.

In the end, each and every resolution that is reviewed, clarified and ensured of being complete, is presented to the members in the Parasol for your review. It is your right and privilege to debate, discuss and vote on each of these constitutional changes and resolutions at the annual and we humbly submit these resolutions for your review and consideration.

In Solidarity and with thanks from our Committee,

John MacDonald
Chairperson for the Annual Operations Committee

RESOLUTIONS

TO BE VOTED ON AT THE ANNUAL GENERAL MEETING

RESOLUTION #1 – A SAFE AND INCLUSIVE SENIORS AGENDA

Submitted by NBNU Board of Directors

WHEREAS New Brunswick's percentage of people over age 65 is above the national average;

WHEREAS it is estimated that 51% of health care cost goes to seniors;

WHEREAS it has been estimated that New Brunswick will require an average of 120 new beds per year over the next 35 years, for a total of 4200 beds by 2047;

WHEREAS when listening to Canadians, seniors and families, the best care to receive, when possible, is at home;

BE IT RESOLVED that the NBNU in affiliation with CFNU lobby the provincial and federal government to have a Safe and Inclusive Seniors' Agenda that includes funding for infrastructure in long-term care facilities, funding for safe staffing and programs that meet the needs of seniors and their families and are matched with appropriate and necessary, publicly funded and publicly delivered home care services.

RESOLUTION #2 –SAFE STAFFING

Submitted by NBNU Board of Directors

WHEREAS CFNU's research paper by Dr. Maura MacPhee, Valuing Patient Safety: Responsible Workforce Design, made it clear that public accountability was a key component of patient safety;

WHEREAS the recent highly publicized Francis Report from the National Health Service (NHS England) highlighted the harm done to patients through thoughtless workforce redesign, such as nursing staffing cuts for financial reasons leading to patient injury, neglect and unnecessary deaths;

WHEREAS all nurses working in Canada work under a Code of Ethics, and a failure to act means a failure to respect our own Code of Ethics;

BE IT RESOLVED that NBNU, through its member organization's provincial negotiating committees and professional practice committees, continue to create professional responsibility language and critical processes for safe nursing practice; Work Situation Reports need to be filled out, and recommendations need to be enacted on in a timely manner;

BE IT FURTHER RESOLVED that all health care employers be urged to conduct, in consultation with nurses unions, a regular formal review of administrative data, e.g., overtime, absenteeism, occupancy and case load levels, turnover, vacancy, staffing levels, and patient adverse events at all levels of health care organizations;

BE IT FURTHER RESOLVED that standardized patient adverse events data needs to be collected, reported and acted upon in a timely manner. This data should be transparent and publicly accessible.

THEREFORE BE IT RESOLVED that patients and their families, must be present, powerful and involved with quality/safety initiatives at all levels of our health care system.

RESOLUTION #3 – A NATIONAL PRESCRIPTION DRUG PROGRAM FOR ALL CANADIANS (PHARMACARE)

Submitted by NBNU Board of Directors

WHEREAS, drug coverage in Canada relies on a patchwork of private and public payers working at odds with each other, and not in the best interest of our patients;

WHEREAS one in 10 Canadians cannot afford to fill the prescriptions they require;

WHEREAS the 2010 report, The Economic Case for Universal Pharmacare by Dr. Marc-André Gagnon, showed Pharmacare would make access to prescription drugs more equitable as well as generate up to \$10.7 billion dollars in annual savings;

WHEREAS the 2014 report by Dr. Gagnon further outlined savings of \$2.4 billion to \$11.2 billion if Canada joined most OECD countries in implementing a national prescription drug plan for Canadians;

WHEREAS when asked if they support a universal public prescription drug plan to ensure that all are covered for necessary prescription drugs, more than three quarters of Canadians (78%) support this idea; and

WHEREAS nurses unions maintain the freedom to negotiate enhanced health and drug benefits without restrictions, they do support and believe in a national prescription drug program;

BE IT RESOLVED that NBNU in affiliation with CFNU and Member Organizations continue our support for a universal public prescription drug plan (pharmacare) for all Canadians and, working with our allies, will make it a priority in the next federal election.

RESOLUTION #4 – POST-TRAUMATIC STRESS DISORDER IN THE NURSING PROFESSION

Submitted by Maureen Dennis and Catherine Pellazar, The Moncton Hospital

WHEREAS studies of burnout and compassion fatigue show that nurses who experience one or both of these phenomena also showed symptoms of PTSD. In fact, burnout and compassion fatigue (CF) have overlapping symptomology with PTSD, which is often misdiagnosed as burnout and CF. Not only is PTSD not recognized in nurses, but it is also misdiagnosed.

WHEREAS research shows that 30-40 % of nurses have PTSD, which may be lower than the actual number given that nurses are not likely to self-identify. Other studies have yielded results as high as 51% of participants as having some form of PTSD. In fact, there is evidence to suggest that nurses are more prone to PTSD than war veterans.

WHEREAS the combination of gender, work environments and role expectations of nurses expose nurses to primary, secondary or vicarious trauma. Regularly occurring events that aren't typically seen as traumatizing also take a mental and physical toll.

WHEREAS research supports the fact that nursing is one of the most dangerous professions, and that nurses are the health care workers most at risk, with female nurses considered the most vulnerable (International Council of Nurses, 2009).

BE IT RESOLVED that NBNU conduct studies and compile statistics regarding burnout and compassion fatigue and the overlapping symptomology of PTSD, specifically ER and ICU departments;

BE IT FURTHER RESOLVED that the New Brunswick Nurses Union commits to raising awareness about the prevalence of PTSD in nurses, and to fighting for legislative change that would allow those suffering from PTSD to access help and resources they require.

THEREFORE BE IT RESOLVED that NBNU work in affiliation with CFNU members work to ensure that changes occur simultaneously on three levels in order to address critical incident stress and PTSD specifically.

- 1) Legislation: the passing of Presumptive Legislation in New Brunswick, that includes nurses in the recognition that Post Traumatic Stress Disorder is a workplace mental health issue;
- 2) Workplace Initiatives: that employers implement consistent debriefing sessions, address workplace violence and bullying, as well as short-staffing which results in very stressful and sometimes dangerous situations;
- 3) Self-care: that the importance of self-care be emphasized as it is a significant piece of stress reduction. Not only should nurses be aware of this, but also be given an opportunity to practice self-care.

THIS IS YOUR TIME.



MAKE A DIFFERENCE



RESOLUTION #5 – ANNUAL DUES REBATE

Submitted by Janet Burley, Seconded by Joan
Peddle, The Moncton Hospital

WHEREAS in many of the small locals, local presidents work on a volunteer basis;

WHEREAS large locals with more income provide a Union dues rebate to executive officers including the local president;

WHEREAS recruitment of leaders at the local level is important to keep the Union alive and active in the workplace;

WHEREAS the reimbursement of Union dues would be a gesture of acknowledgement from provincial NBNU of the daily work done by local presidents in the workplace;

BE IT RESOLVED that provincial NBNU provide an annual dues rebate to all local presidents in recognition of hours worked on behalf of the membership.

RESOLUTION #6 – SPECIAL MEETING FOR LARGE LOCALS

Submitted by Janet Burley, Seconded by Amy
Badyal, The Moncton Hospital

WHEREAS, local presidents and grievance officers work directly with the membership every day;

WHEREAS local presidents and grievance officers handle all matters of grievances, PPC meetings, occupational health and safety meetings, and accommodation meetings in representation of the membership at the local level;

WHEREAS at this time, there is no formal collaboration process of the locals to problem solve together the issues in the workplace.

WHEREAS workplace issues overlap in the facilities;

BE IT RESOLVED that provincial NBNU facilitate a meeting yearly for locals with greater than 500 members for the local presidents, grievance officers, LRO and unit representative to discuss workplace issues and strategies in a team approach for a positive outcome for the membership of these locals.

RESOLUTION #7 – PUBLIC-PRIVATE- PARTNERSHIPS

Submitted by John MacDonald, Seconded by Deidra
Hare

WHEREAS the New Brunswick Government has announced plans to use a public-private partnership (P3) procurement process to construct a new 240 bed nursing home in Miramichi to replace both the Mount St. Joseph Nursing Home and the Miramichi Senior Citizens Home, which have a combined total of 214 beds;

WHEREAS 30 current New Brunswick Nurses Union members will be affected by this change;

WHEREAS this move on the part of Government may be the first of further future plans to enter into similar P3 projects for other nursing homes, hospitals or other healthcare facilities;

BE IT RESOLVED THAT the New Brunswick Nurses Union take action to ensure successor rights for current employees are retained to provide for:

- fair and consistent treatment of all employees including our members working in the nursing home sector;
- the protection of the collective bargaining rights of registered nurses where residents are transferred to new nursing homes.

CONSTITUTION AND BY-LAWS CHANGES

1. ARTICLE 12 – THE BOARD OF DIRECTORS

Add: for the unexpired term

- 12.03 (c) In the event that a Unit Representative should resign, die or otherwise cease to act, the replacement shall be elected by the particular unit concerned for the unexpired term.

INTENTION: To read with some content as article 12.03 (b) process and replacement time.

2. ARTICLE 13 – DUTIES AND RESPONSIBILITIES OF THE MEMBERS OF THE BOARD OF DIRECTORS

Remove: “Staff Relations Committee” from (2).

- 13.01 (e) The Unit Representative(s) – The Unit Representative(s) of NBNU shall:
- (1) carry out generally the objectives of the Union;
 - (2) be a member of the Board of Directors, Executive Council, Staff Relations Committee, Negotiating Committee, and Educational Leave Committee for their bargaining unit;
 - (3) be a voting delegate at the Annual or Special Meetings of NBNU;
 - (4) represent the interest of the bargaining unit members to the Union through the Board of Directors and Executive Council;
 - (5) act as a liaison between the membership of the bargaining unit from which the member was elected and the Board of Directors and Executive Council;
 - (6) be the chairperson of the Negotiating Committee;
 - (7) encourage participation and input from the bargaining unit membership;
 - (8) be available to membership of the bargaining unit; and
 - (9) be familiar with all contracts.

INTENTION: Staff Relations Committee article 24.05 will identify that the Staff Relations Committee is appointed by the Board of Directors.

3. ARTICLE 21.01 – ELECTION OF UNIT REPRESENTATIVES AND NEGOTIATING COMMITTEE MEMBERS

Change to read:

- 21.01 (a) After the signing of the collective agreement for a bargaining unit, the Annual Meeting Operations Committee or any person or persons acting with its authority shall prepare, through consultation with the locals, nominations for the office of the Unit Representative, and send them to the President of each local at least forty-five (45) days prior to the Annual Meeting at which an election of officers is to be held together with instructions for nominating candidates.

INTENTION: It is difficult to monitor the vote taken in each local. In the last election for nursing homes, ten locals did not vote.

The Unit Representative is a member of the Board of Directors and should be elected in the same manner as the other members, which is by the voting delegates at the Annual Meeting.

The voting delegates see more directly the work being done by the people running for office and they are best positioned to elect the person who they think can do a better job of representing them.

The vote would be fairer and more democratic.

4. ARTICLE 24 (C) – STAFF RELATIONS COMMITTEE

Change to read:

- 24.05 The Staff Relations Committee shall be an appointed sub-committee whom the members will be appointed by the Board of Directors.

INTENTION: Staff Relations Committee is not made of all members of the Board of Directors but appointed by the Board of Directors.

CANDIDATE FOR ELECTION

2ND VICE-PRESIDENT



Nancy Arseneau
Bathurst Public/Mental Health

UNION PARTICIPATION – PROVINCIAL OFFICES HELD

- Currently 2nd vice-president and member of the NBNU board of directors (2nd term)
(As 2nd vice-president: member, NBFL Executive Council; member, N.B. Health Coalition; Common Front for Social Justice – provincial committee and N.B. Coalition for Pay Equity)
- Member of the Nurses, Part III Negotiating Committee, 2011-2013, 2015-present

LOCAL OFFICES HELD:

- President, Bathurst Public Health and Community Mental Health (2008-present)
- Active union member for many years
- Co-chair, professional practice committee
- Participation in other local union activities such as Labour Day parade, Day of Mourning, rallies, etc.

WORK EXPERIENCE:

- Graduated in 1984 – Université de Moncton
- Currently, public health communicable disease and sexual health coordinator for zone 6
- Staff nurse: psychiatry (Campbellton); ER (Revelstoke, B.C.); nephrology (Ottawa); high risk maternity/nursery/labour and delivery room (Ottawa)
- Educator: University of New Brunswick – Bathurst Campus (maternal and child health, community health and clinical instructor); University of Ottawa (clinical instructor)
- Community health nursing: public health (Néguac, Miramichi and Bathurst)
- Program manager: communicable disease – Early Childhood Initiatives

OTHER ACTIVITIES:

- CFNU Biennial Convention
- Canadian Labour Congress
- NB Federation of Labour Convention and Mid-Term Conference
- Canadian Health Coalition Conference and Lobby in Ottawa
- Nurses Eastern Labour School
- Canadian Governor General Leadership Conference 2012
- NBNU Workshop (Strong Leadership 2009)
- Public health: former member, board of directors, Canadian Public Health Association, N.B.-P.E.I Branch
- NANB treasurer, Bathurst Chapter
- Treasurer, Bathurst Regional Debriefing Committee
- Participation in N.B. Health Council
- Volunteer work such as Jeux d'Acadie, Fundraising/organizing activities (Heart and Stroke Foundation, Canadian Cancer Society, Regional Milk Fund for Schools)
- Former president, Bathurst Healthy Community Network (responsible for several community initiatives and public policy changes), Regional Family Violence and Health Forums, Women's Issues, etc.

I would be honored to represent NBNU and the nurses across the province as their 2nd vice-president for a third mandate.

I believe my experience, knowledge, leadership and linguistic skills are valuable assets in achieving NBNU's vision, objectives and priority actions that are required of a 2nd vice-president.

I look forward to continuing to participate in all advocacy and lobbying activities in order to influence decisions and bring social, political, economic or environmental changes.

I am committed to maintaining and creating new partnerships between NBNU and its affiliated labour, community and social networks such as the N.B. Common Front for Social Justice, N.B. Coalition for Pay Equity and the N.B. Health Coalition.

Thank you for your support.

In Solidarity,

Nancy Arseneau, RN

CANDIDATE FOR ELECTION

2ND VICE-PRESIDENT



*Candice Dekleva
Dr. Everett Chalmers Regional Hospital*

LOCAL OFFICES HELD


- Local President (2011-present)
- Vice-President (2010-2011)

WORK EXPERIENCE

- Staff Nurse Veterans Health Unit (2015-present)
- Staff Nurse ER (2009-2015)
- Horizon Supervisory Program (2015)
- Leadership in Action (2014)
- Staff Nurse 4NW (2008-2009)
- Staff Nurse Harvey Health Centre (2007-2008)
- Staff Nurse 4NW (2006-2007)

I chose to accept the nomination for 2nd Vice-President as it would be an honour for me to sit on provincial Board of Directors. I feel this position would help foster my growth as a leader and my experience as a bedside nurse in an acute care setting, community setting, and long term care. If elected, this position would give me a broader knowledge of the concerns facing nurses, and all healthcare professionals, in their quest to provide safe and competent care.

Candice Dekleva, RN



Election for 2nd Vice-President will take place on Wednesday, October 21st, at 11:15AM.

CANDIDATE FOR ELECTION

VICE-PRESIDENT



Paula Doucet Jones
Bathurst Regional Hospital

UNION PARTICIPATION – PROVINCIAL OFFICES HELD

- Vice-president (2003-present)
- Executive Council (2001-present)
- Nurses, part III Negotiating Committee (4 times)
- Ex-officio, Health and Safety Committee
- Ex-officio, Professional Issues Committee
- CFNU (7 times)
- CLC Triennium (4 times)
- Labour Management Committee
- N.B. Federation of Labour (NBFL) 2nd vice-president (2010-present)
- N.B. Federation of Labour (NBFL) Executive Council vice-president (2010)
- N.B. Federation of Labour (NBFL) Convention (4 times)
- Bathurst District Labour Council member and 2nd vice-president (2010-2012)

LOCAL OFFICES HELD

- Local president (2001-present)
- Vice-president (1998-2001)
- Grievance officer (2000-2002)
- Joint Health and Safety Committee co-chair (2001-2005)
- Professional Practice Committee co-chair (2001-present)

WORK EXPERIENCE

- Full-time ER department (2003-present)
- Full-time medical/palliative care (1999-2003)
- Part-time float (1998-1999)
- Casual RN (1997-1998)

OTHER ACTIVITIES

- N.B. Federation of Labour (NBFL) Women in Leadership Award (2012) recipient
- Trustee in training for CBE Shared Risk Pension (2014-present)
- NB Critical Care Nursing Program Certificate (2003)
- Labour School (6 times)
- NBNU/NANB Joint Communications Committee
- Co-chair N.B. Health Coalition (2005-2009)
- Nursing Resources Advisory Committee member (2004-2012)
- Dorothy Wylie Nursing Leadership Institute (2002)
- Co-ordinator Worklife Issues Group for RNs (2002)
- Co-chair RN/LPN Scope of Practice Working Group (2002)
- Professional Advisory Committee, Chaleur Regional Hospital (2003 – 2007)
- Governor General's Canadian Leadership Conference participant (2008)

I am once again honoured to accept the nomination and seek re-election as vice-president of NBNU for my seventh term.

My commitment and dedication to NBNU and members has only strengthened over the years. The work of the board of directors has evolved over the years, and I feel that with the experience I have gained, I am still able to contribute effectively, always keeping the best interest of all NBNU members at the forefront of discussions and decisions made.

We are going through uncertain times in health care in N.B., as well as attacks on labour organizations. I feel that with strong leadership, teamwork, support of our membership and a clear vision, we will weather this storm. I am committed to give my 110% to defend health care, labour and RNs against these attacks.

I am always pleased to see new activists step up and get involved. We are only as strong as our base and I want to continue to help support our activists as they become more involved and better informed.

I look forward to continuing to be your strong voice at the local, provincial and national level. Thank you in advance for your continued support.

In Solidarity,

Paula Doucet-Jones, RN

NEW BRUNSWICK NURSES UNION

Financial Statements

Year Ended December 31, 2014

Spacek & Norrad

NEW BRUNSWICK NURSES UNION
Index to Financial Statements
Year Ended December 31, 2014

	Page
INDEPENDENT AUDITOR'S REPORT	33
FINANCIAL STATEMENTS	
Statement of Financial Position	34
Statement of Operations	35
Statement of Changes in Fund Balances	37
Statement of Cash Flows	38
Notes to Financial Statements	39-41
Marketable Securities (<i>Schedule 1</i>)	42

Spacek & Norrad
CHARTERED ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

To the Members of New Brunswick Nurses Union

We have audited the accompanying financial statements of New Brunswick Nurses Union, which comprise the statement of financial position as at December 31, 2014 and the statements of operations, changes in fund balances and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of New Brunswick Nurses Union as at December 31, 2014 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Spacek & Norrad

Fredericton, New Brunswick
June 3, 2015

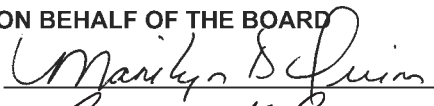

CHARTERED PROFESSIONAL ACCOUNTANTS

NEW BRUNSWICK NURSES UNION
Statement of Financial Position
December 31, 2014

	General Fund 2014	Restricted Funds 2014	Total 2014	Total 2013
ASSETS				
CURRENT				
Cash	\$ 236,685	\$ 8,467	\$ 245,152	\$ 323,051
Marketable securities <i>schedule 1</i>	839,161	5,147,857	5,987,018	5,876,838
Dues receivable	323,952	-	323,952	364,632
Interest receivable	72,268	-	72,268	69,765
Accounts receivable from employees	3,067	-	3,067	2,408
Prepaid expenses	38,988	-	38,988	64,602
Due from Funds	-	584	584	102,664
	1,514,121	5,156,908	6,671,029	6,803,960
CAPITAL ASSETS (<i>Net of accumulated amortization</i>)	1,835,803	-	1,835,803	1,952,122
	\$ 3,349,924	\$ 5,156,908	\$ 8,506,832	\$ 8,756,082
LIABILITIES				
CURRENT				
Accounts payable	\$ 493,165	\$ -	\$ 493,165	\$ 590,872
Due to Funds	584	-	584	102,664
	493,749	-	493,749	693,536
FUND BALANCES	2,856,175	5,156,908	8,013,083	8,062,546
	\$ 3,349,924	\$ 5,156,908	\$ 8,506,832	\$ 8,756,082

LEASE COMMITMENTS

ON BEHALF OF THE BOARD

 Director
 Director

See notes to financial statements

Spacek & Norrad

NEW BRUNSWICK NURSES UNION**Statement of Operations****Year Ended December 31, 2014**

	General Fund 2014	General Fund 2013	Restricted Funds 2014	Restricted Funds 2013
REVENUES				
Membership dues	\$ 4,589,219	\$ 4,663,839	\$ -	\$ -
Investment income	164,502	170,883	68	228
Labour school	86,100	-	-	-
Contributions from nursing homes	-	-	29,138	29,137
	4,839,821	4,834,722	29,206	29,365
EXPENSES				
Salaries - labour relations	663,234	612,575	-	-
Salaries - office staff	604,948	653,487	-	-
Salaries - overtime	53,057	53,121	-	-
Employee benefits	258,512	257,182	-	-
Employee recruitment	11,850	11,598	-	-
Staff professional development	14,796	23,431	-	-
Travel	94,624	99,550	-	-
Car allowance	32,800	30,250	-	-
Office supplies and expenses	65,219	69,479	-	-
Library	26,775	26,321	-	-
Postage	86,189	123,997	-	-
Insurance	19,343	22,130	-	-
Interest and bank charges	1,441	1,390	-	-
Communications	129,904	153,096	-	-
Professional fees	36,592	27,401	-	-
Photocopier leases and expenses	11,666	10,487	-	-
Electricity	20,920	20,024	-	-
Property taxes and water	55,788	56,199	-	-
Building repairs and maintenance	46,881	46,616	-	-
Amortization	127,095	136,179	-	-
TOTAL GENERAL AND ADMINISTRATIVE	2,361,634	2,434,513	-	-

(continues)

See notes to financial statements

Spacek & Norrad

NEW BRUNSWICK NURSES UNION**Statement of Operations** *(continued)***Year Ended December 31, 2014**

	General Fund 2014	General Fund 2013	Restricted Funds 2014	Restricted Funds 2013
UNION ACTIVITIES				
Dues refunds to locals	388,919	394,513	-	-
Committee expenses				
Salaries - members	530,738	469,938	-	-
Travel, meals and accommodations	537,207	444,644	-	-
Meeting accommodations	1,501	1,390	-	-
Speakers and registration	75,531	65,999	-	-
Translation	67,399	65,461	-	-
Employee benefits	76,292	64,817	-	-
Hearing expenses	48,863	32,072	-	-
Public relations and promotions	454,718	359,243	-	-
General printing	50,022	79,986	-	-
CFNU / NBFL dues	238,799	237,923	-	-
General translation	30,978	30,355	-	-
Scholarships	21,800	20,800	-	-
Memorials and gifts	1,069	1,032	-	-
Educational assistance	-	-	32,910	79,560
General expenses	-	-	110	240
TOTAL UNION ACTIVITIES	2,523,836	2,268,173	33,020	79,800
	4,885,470	4,702,686	33,020	79,800
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES				
	\$ (45,649)	\$ 132,036	\$ (3,814)	\$ (50,435)

See notes to financial statements

Spacek & Norrad

NEW BRUNSWICK NURSES UNION
Statement of Changes in Fund Balances
Year Ended December 31, 2014

	General Fund 2014	General Fund 2013	Restricted Funds 2014	Restricted Funds 2013
FUND BALANCES -				
BEGINNING OF YEAR	\$ 2,888,047	\$ 3,006,012	\$ 5,174,499	\$ 4,974,933
Excess (deficiency) of revenues over expenditures	(45,649)	132,036	(3,814)	(50,435)
Interfund transfer	13,777	(250,000)	(13,777)	250,000
FUND BALANCES - END OF YEAR	\$ 2,856,175	\$ 2,888,048	\$ 5,156,908	\$ 5,174,498

See notes to financial statements

Spacek & Norrad

NEW BRUNSWICK NURSES UNION
Statement of Cash Flows
Year Ended December 31, 2014

	General Fund 2014	Restricted Funds 2014	New Brunswick Nurses Union 2014	New Brunswick Nurses Union 2013
OPERATING ACTIVITIES				
Excess of revenues over expenses	\$ (45,649)	\$ (3,814)	\$ (49,463)	\$ 81,601
Items not affecting cash:				
Amortization of capital assets	127,095	-	127,095	136,179
	81,446	(3,814)	77,632	217,780
Changes in non-cash working capital:				
Dues receivable	40,680	-	40,680	8,324
Accounts receivable from employees	(659)	-	(659)	3,314
Interest receivable	(2,503)	-	(2,503)	(1,446)
Accounts payable	(97,706)	-	(97,706)	81,161
Prepaid expenses	25,614	-	25,614	13,419
	(34,574)	-	(34,574)	104,772
Cash flow from operating activities	46,872	(3,814)	43,058	322,552
INVESTING ACTIVITIES				
Purchase of capital assets	(10,777)	-	(10,777)	(18,369)
Marketable securities	(112,900)	2,720	(110,180)	(276,380)
Cash flow from (used by) investing activities	(123,677)	2,720	(120,957)	(294,749)
FINANCING ACTIVITY				
Advances from related parties	103,248	(103,248)	-	-
Cash flow from financing activity	103,248	(103,248)	-	-
OTHER CASH FLOW ITEMS				
Interfund transfers	13,777	(13,777)	-	-
INCREASE (DECREASE) IN CASH FLOW	40,220	(118,119)	(77,899)	27,803
Cash - beginning of year	196,465	126,586	323,051	295,248
CASH - END OF YEAR	\$ 236,685	\$ 8,467	\$ 245,152	\$ 323,051

See notes to financial statements

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NEW BRUNSWICK NURSES UNION**Notes to Financial Statements****Year Ended December 31, 2014****1. PURPOSE OF THE ORGANIZATION**

The New Brunswick Nurses Union is recognized as a duly constituted labour organization exempt from taxation under paragraph 149(1)k of the Income Tax Act. The Union was established to advance the economic and social welfare of its members and potential members. The Union assists in the settlement of disputes between its members and their employers and works to attain the goals set out in Article 2 of the union constitution.

2. BASIS OF PRESENTATION

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNFPO).

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIESFund accounting

New Brunswick Nurses Union follows the restricted fund method of accounting for contributions.

The General Fund accounts for the organization's program delivery and administrative activities. This fund reports unrestricted resources and restricted operating grants.

The Membership Defence Fund reports only internally restricted resources that are to be used to fund special union activities as required.

The Nursing Homes Educational Leave Fund reports on externally restricted resources used, at the direction of the Educational leave committee, to fund approved professional development programs applied for by members employed at Nursing Homes.

Capital assets

Capital assets are stated at cost or deemed cost less accumulated amortization. Capital assets are amortized over their estimated useful lives on a straight-line basis at the following rates and methods:

Land	N/A	non-depreciable
Buildings	4%	straight-line method
Furniture and fixtures	10%	straight-line method
Computer equipment	25%	straight-line method
Computer software	50%	straight-line method

(continues)

NEW BRUNSWICK NURSES UNION
Notes to Financial Statements
Year Ended December 31, 2014

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Revenue recognition

New Brunswick Nurses Union follows the restricted fund method of accounting for revenue.

Union membership dues are recognized as revenue of the General Fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Contributions from nursing homes are recognized as revenue of the Nursing Home Educational Leave fund.

Contributions for endowment are recognized as revenue in the Endowment Fund.

Investment income is recognized as revenue of the General Fund when earned.

Marketable Securities

Marketable securities, which consist primarily of interest bearing instruments, are carried at amortized cost.

4. FINANCIAL INSTRUMENTS

The Union's financial instruments consist of cash, marketable securities, accounts receivable, and accounts payable. Unless otherwise noted, it is the Union executive's opinion that the Union is not exposed to significant interest, currency or credit risks arising from these financial instruments. The fair value of these financial instruments approximates their carrying values, unless otherwise noted.

5. CAPITAL ASSETS

	Cost	Accumulated amortization	2014 Net book value	2013 Net book value
Land	\$ 281,722	\$ -	\$ 281,722	\$ 281,722
Buildings	1,961,510	567,559	1,393,951	1,472,412
Furniture and fixtures	283,451	142,074	141,377	168,541
Computer equipment	106,561	88,477	18,084	25,282
Computer software	57,395	56,726	669	4,164
	\$ 2,690,639	\$ 854,836	\$ 1,835,803	\$ 1,952,121

6. INVESTMENT INCOME

	2014	2013
General Fund	\$ 164,502	\$ 170,883
Nursing Homes Educational Leave Fund	68	228
	\$ 164,570	\$ 171,111

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NEW BRUNSWICK NURSES UNION
Notes to Financial Statements
Year Ended December 31, 2014

7. COMMITMENTS

The union is obligated to make payments on various office equipment leases. The minimum lease payments due in each of the next 5 years are as follows:

Lease payment schedule:

2015	\$ 12,700
2016	13,173
2017	13,173
2018	13,173
2019	13,173
Thereafter	472
	<u>\$ 65,864</u>

8. DUE TO (FROM) FUNDS

Interfund loans generally result from accruals of income to be transferred from one fund to another. As soon as the income is received, the loans are paid. These interfund balances are non-interest bearing and recorded as current amounts. At year end, the balances were \$584.

NEW BRUNSWICK NURSES UNION**Marketable Securities****(Schedule 1)****As at December 31, 2014**

	2014 <i>Carrying Value</i>	2014 <i>Fair Value</i>
GENERAL FUND		
Omista Credit Union		
2.00% term deposit, due April 2016	\$ 255,000	\$ 255,000
1.75% term deposit, due October 2015	100,000	100,000
.50% term deposit, due January 2015	14,659	14,659
Credit Union shares	65	65
BMO Nesbitt Burns		
2.90% HSBC bond, due January 2017	250,000	254,425
2.90% Scotiabank bond, callable August 2017	200,000	203,740
Scotiabank		
1.30% term deposit, due August 2015	15,268	15,268
Unamortized Premiums and Discounts		
Unamortized premiums and discounts	4,169	-
TOTAL GENERAL FUND MARKETABLE SECURITIES	839,161	843,157
RESTRICTED FUNDS		
Omista Credit Union		
3.75% term deposit, due December 2015	390,909	390,909
3.00% term deposit, due December 2017	229,809	229,809
3.00% term deposit, due May 2017	200,000	200,000
Omista Credit Union shares	5	5
BMO Nesbitt Burns		
3.26% National Bank of Canada bond, callable April 2017	300,000	307,020
3.15% CIBC bond, callable February 2015	326,000	329,064
2.62% Canadian Western Bank GIC, due June 2019	165,068	167,433
4.35% Royal Bank bond, callable June 2015	221,000	223,121
3.75% Bank of Montreal bond, callable July 2016	200,000	200,000
4.78% TD Bank bond, callable December 2016	515,000	539,977
3.98% Bank of Montreal GIC, callable March 2016	350,000	359,835
3.05% BMO bond, due July 2016	150,000	150,000
Scotia McLeod		
2.00% Concentra Financial GIC, due August 2015	323,300	323,300
2.35% Equitable Trust GIC, due August 2015	200,000	200,000
3.00% Royal Bank GIC, due July 2016	261,500	261,500
2.15% Concentra Financial GIC, due March 2017	420,000	420,000
2.55% Pacific and Western Bank GIC, due July 2017	268,239	268,239
2.90% Scotiabank GIC, due October 2018	250,000	250,000
2.45% HSBC Bank Canada GIC, due April 2018	350,000	350,000
Unamortized Premiums and Discounts		
Unamortized premiums and discounts	27,027	-
TOTAL RESTRICTED FUNDS MARKETABLE SECURITIES	5,147,857	5,170,212
GRAND TOTAL	\$ 5,987,018	\$ 6,013,369

See notes to financial statements

Spacek & Norrad

FINANCE COMMITTEE REPORT

BY ROSEMARY MCFARLANE



Rosemary McFarlane
Secretary-Treasurer

The New Brunswick Nurses Union Finance Committee met on June 11 & 12, 2015, at the provincial office in Fredericton.

Members of the committee are: Rosemary McFarlane, Secretary-Treasurer, Pat Bannan, Margo Jones, Carole Clavette, Debbie Gill, Manager of Finance and Human Resources; ex-officio: Marilyn Quinn, President; and Matt Hiltz, Executive Director.

Peter Spacek of the accounting firm Spacek and Associates, met with the committee to review the audited statements for the year ending 2014.

The committee also prepared the budget for 2016 which is printed in the Parasol.

The committee made the following recommendations for the 2016 budget:

- That all expense policies be strictly adhered to, especially travel.
 - That the exemption to the automatic dues increase will be continued in 2016. Union dues have not increased since 2011.
- Please note:** Due to a trend in decreasing membership, the increase formula, or a portion of, may have to be implemented in future budgets to maintain services as directed by members.
- That we continue the practice of sending all Local Presidents to Eastern Labour School (to be held in St. John's, Newfoundland 2016).
 - That there will be a draw for members to attend the CNA Biennium/NANB 100th Anniversary in Saint John, N.B., in 2016 – this draw will be held at the AGM in October.

I would like to thank the committee members for their valuable input and support.

Respectfully submitted,

Rosemary McFarlane, RN



From left to right top row: Debbie Gill, Manager Finance & Human Resources, Marilyn Quinn, NBNU President, Carole Clavette, Matt Hiltz, Executive Director
From left to right bottom row: Rosemary McFarlane, Margo Jones and Pat Bannan

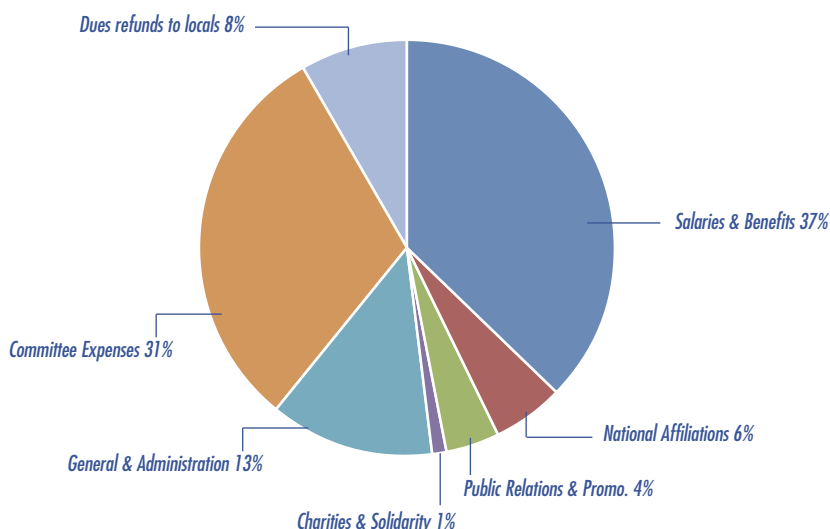
NEW BRUNSWICK NURSES UNION

OPERATIONAL BUDGET FOR YEAR ENDING DECEMBER 31, 2016

	2016 BUDGET	2015 BUDGET
Membership dues	4,532,736	4,638,972
Investment Income	168,200	164,300
TOTAL REVENUE	4,700,936	4,803,272
EXPENDITURES		
General & Administrative		
Salaries	1,254,427	1,319,836
Staff Overtime	53,647	58,247
Employee benefits	279,426	278,460
Staff professional development	33,000	33,000
Travel	95,000	95,000
Car allowance	36,000	36,000
Office supplies & expenses	30,000	28,500
Service contract/IT support	36,000	37,000
Depreciation	122,000	136,000
Library	12,000	21,000
Postage/shipping	81,500	141,150
Bank charges	1,600	1,400
Insurance & bonding	17,500	21,000
Communications	114,000	92,000
Professional fees	23,000	25,000
Photocopier lease and expenses	11,000	11,000
Utilities	21,500	20,500
Property taxes	59,500	57,000
Presidents accommodations	9,600	11,700
Building repairs & maintenance	38,000	38,000
Employee recruitment expenses	5,000	1,500
Casual temporary staffing	5,000	5,000
Internship pilot project	19,000	19,000
Total General & Administrative	2,357,700	2,487,293
UNION ACTIVITIES		
Dues Refunds to locals	384,000	393,000
Committee expenses		
Salary - members	548,982	530,314
Travel, meals, accommodations	459,178	466,604
Meeting accommodations	34,820	35,450
Speakers & registration fees	65,625	42,125
Simultaneous translation	52,000	64,000
Employee Benefits	79,602	76,814
Public Relations & Promotions	250,000	250,000
Legal expense assistance plan	1,000	1,000
Local assistance fund	5,000	5,000
Membership Motivation	50,000	55,000
Printing	59,000	79,000
Canadian Federation Dues	172,800	157,200
NB Federation of Labour Dues	88,320	86,460
Hearing expenses	35,000	35,000
Scholarships	20,800	20,800
General Translation	32,000	33,000
Memorials & gifts	2,000	2,000
Total Union Activities	2,340,127	2,332,767
Total Expenditures	4,697,827	4,820,060
Excess of Revenue (Expenditure) For Year	3,109	(-16,787)

GENERAL FUND EXPENSES 2016

PERCENTAGE OF BUDGET



NOTES TO BUDGET

REVENUE

Membership Dues — Based on 1.025% of Class A Step G annual salary.

Investment Income — Interest earned on total investment portfolio.

EXPENDITURES – GENERAL AND ADMINISTRATIVE

Salaries — This amount includes salaries for 15 full-time staff including the president.

Overtime — For all employees excluding the executive director and president. Overtime must be approved by the executive director or the manager of finance and human resources.

Employee Benefits — Includes employer's contributions to CPP, employment Insurance, CBE Pension Plan, group health plan and other negotiated benefits.

Staff Professional Development — Includes workshops, seminars and educational leave.

Car Allowance — For executive director and LRO staff as per collective agreements and for the president as per policy manual.

Office Supplies and Expenses — Includes stationery, photocopy paper and other office supplies.

Postage/shipping — Includes mailing equipment lease expense, all courier fees and postage expenses.

Depreciation Expense — Capital assets are amortized at the following rates: building 4%; paving 10%; furniture and equipment 10%; computer hardware 25%; computer software 50%.

Building Repairs and Maintenance — Includes snow removal, lawn care, janitorial services and general maintenance.

Library — Includes cost of newspapers, magazines, labour law books and annual web-based research subscriptions.

Insurance & Bonding — Includes fire insurance on property, liability insurance for directors, officers and legal staff.

Communications — Includes all telephone expenses and website management and maintenance.

Professional Fees — Auditor's fees and other professional services.

EXPENDITURES – UNION ACTIVITIES

Dues Refunds to Locals — Provincial office rebates the locals \$5.00 per member per month

Members' Salary — Salary replacement costs for members attending NBNU meetings.

Meeting accommodations — Cost of renting conference rooms as well as cost of providing coffee breaks.

Printing — Printing of booklets, brochures, contracts, quarterly newsletters and Parasol.

Simultaneous Translation — Cost of equipment rental and translation services.

General Translation — Cost of written translation of information sent to members.

Public Relations and Promotions — \$200,000 for PR campaigns, and \$50,000 to support various affiliations such as: the provincial or national Health Coalition, NB Common Front for Social Justice, NB Coalition for Pay Equity and other initiatives approved by the board of directors or by motion at the annual meeting.

Canadian Federation of Nurses Unions — Dues are \$2.25/member/month. This amount includes the CLC affiliation fee.

N.B. Federation of Labour Dues — Dues are \$1.15/member/month.

Membership Motivation — includes cost of promotional items such as registered nurse pins, union/AGM promotional items and funding to locals for National Nursing Week recognition.

NEW BRUNSWICK NURSES UNION

INVESTMENTS SCHEDULE JULY 31, 2015

			TERM	MATURITY DATE	INTEREST RATE	PRINCIPAL INVESTED
INVESTMENTS - GENERAL FUND						
BMO Nesbitt Burns GIC	Scotiabank Bond	#270-0097211	56 months	31-Aug-17	2.47%	\$ 200,000
BMO Nesbitt Burns	HSBC Bank Bond	#270-0097211	5 years	13-Jan-17	2.90%	\$ 250,000
Omista Credit Union	Term Deposit	#61545-42-2	2 years	19-Apr-16	2.00%	\$ 255,000
Omista Credit Union	Bond Beater	#61545-43-2	1 year	10-Oct-15	1.75%	\$ 100,000
Scotia Bank	Term Deposit	36340343	1 year	20-Aug-15	1.30%	\$ 15,268
Scotia McLeod	Concentra Fin. GIC	#270-0060516	1 year	11-Mar-16	1.53%	\$ 250,000
Total Restricted Fund						\$ 1,070,268

INVESTMENTS - MEMBERSHIP DEFENCE FUND

Scotia McLeod	Concentra Fin. GIC	#270-0060516	1 year	27-Aug-15	2.00%	\$ 323,300
BMO Nesbitt Burns	Cdn Western Bank GIC	#270-0097211	5 years	13-Jun-19	2.62%	\$ 165,068
ScotiaMcLeod	Equitable Trust GIC	#270-0060516	36 months	01-Aug-15	2.35%	\$ 200,000
BMO Nesbitt Burns	CIBC Bond	#270-0097211	5 years	11-Feb-20	3.15%	\$ 326,000
BMO Nesbitt Burns	Royal Bank - Bond	#270-0097211	5 years	19-Jun-19	2.15%	\$ 240,000
Omista Credit Union	Term Deposit	#61545-44-2	5 years	30-Dec-15	3.75%	\$ 390,909
ScotiaMcLeod	Royal Bank - GIC	#270-0060516	5 years	07-Jul-16	3.00%	\$ 261,500
BMO Nesbitt Burns	Bank of Montreal - Bond	#270-0097211	5 years	08-Jul-16	3.75%	\$ 200,000
BMO Nesbitt Burns	TD Bank bond	#270-0097211	4.5 yrs	14-Dec-16	2.72%	\$ 140,000
BMO Nesbitt Burns	Bank Mtl - GIC	#270-0097211	2 years	10-Mar-16	1.85%	\$ 350,000
BMO Nesbitt Burns	BMO Bond	#270-0097211	5 years	08-Jul-16	3.05%	\$ 150,000
BMO Nesbitt Burns	TD Bank bond	#270-0097211	5 years	14-Dec-16	3.00%	\$ 275,000
BMO Nesbitt Burns	TD Bank bond	#270-0097211	4.5 years	14-Dec-16	2.83%	\$ 100,000
ScotiaMcLeod	Concentra Fin. GIC	#270-0060516	3 years	13-Mar-17	2.15%	\$ 420,000
ScotiaMcLeod	Pacific & Western Bank GIC	#270-0060516	5 years	13-Jul-17	2.55%	\$ 268,239
Omista Credit Union	Term Deposit	#61545-41-2	5 years	01-Dec-17	3.00%	\$ 229,809
Omista Credit Union	Term Deposit	#61545-40-2	5 years	26-May-17	3.00%	\$ 200,000
BMO Nesbitt Burns	Nat Bnk Canada Bond	#270-0097211	4.5 years	11-Apr-17	2.50%	\$ 300,000
ScotiaMcLeod	BNS GIC	#270-0060516	5 years	23-Oct-18	2.90%	\$ 250,000
ScotiaMcLeod	HSBC Bank Canada	#270-0060516	5 years	05-Apr-18	2.45%	\$ 350,000
Total Membership Defence Fund Investments						\$ 5,139,825

NOTES

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Health care isn't **BLACK & WHITE** ...but that's what we'll be wearing.

As **Registered Nurses**, we're trained to make critical decisions at the right time for our hospital patients, nursing home residents and community care clients. We're part of a health care team that's with you every step of the way.

And now you can find us easily.

Look for us... in white and black.

Because there is no substitute for a Registered Nurse.



New Brunswick
Nurses Union

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