

# I AM A REGISTERED NURSE



I AM A  
**RN**<sup>+</sup>  
REGISTERED  
NURSE

[WWW.NBNU.CA](http://WWW.NBNU.CA)  
NEW BRUNSWICK NURSES UNION



# OPEN INVITATION TO ATTEND 39<sup>TH</sup> ANNUAL MEETING

## FROM THE BOARD OF DIRECTORS AND COUNCIL

The 39<sup>th</sup> annual meeting of NBNU is being held October 28 (12:00 hrs), 29, 30 and 31, 2013 at the Delta Fredericton, Fredericton, 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 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 meeting.

NBNU is a democratic organization directed by its membership at annual meetings. Membership input and participation is vital to its continuing growth.

This issue of *Parasol* contains all reports necessary for member participation at the annual meeting.

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## HOW TO REACH US AT PROVINCIAL OFFICE

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

**Fax: 506-453-0828 or 506-453-0834**

**Website: [www.nbnu.ca](http://www.nbnu.ca)**



# AGENDA

## 39<sup>TH</sup> NBNU ANNUAL MEETING

### OCTOBER 28-31, 2013

DELTA HOTEL,  
FREDERICTON N.B.

#### MONDAY, OCTOBER 28, 2013

**12:00-13:30** – Registration

**13:30-16:30** – Unit representative meetings

- Nurses, part III – Grand Ballroom A and B
- Nursing homes – Grand Ballroom C
- Community care nurses – Grand Ballroom D and E
- Nurse managers/supervisors – Governor's Ballroom A

**19:00-21:00** – Wine and cheese reception

#### TUESDAY, OCTOBER 29, 2013

**07:30-8:00** – First timers' session  
Governor's Ballroom A

**07:00-08:30** – Breakfast  
All delegates

**07:30-08:30** – Registration

**08:30-12:00** – Business session

- Call to order
- Welcome
- Introduction of head table
- Introduction of guests
- Outline of arrangements
- Approval of agenda
- Annual meeting operations committee report
- President's address
- Executive director's report
- Appointment of scrutineers and sergeants-at-arms
- Rules and privileges of annual meeting
- Review of instructions for voting delegates

**12:00-13:00** – Lunch (provided)

**13:00 – 16:00** – Business session reconvenes

- Vice-president's report
- 2<sup>nd</sup> Vice-president's report
- Finance committee report
  - o Auditor's report*
  - o Motion to approve auditor's report for 2012*
  - o Presentation of 2014 operational budget*

**14:45-15:00** – Wellness Activity

**16:00** – Members Awards / Glenna Rowsell Award

**19:00** – Banquet

#### WEDNESDAY, OCTOBER 30, 2013

**07:00-08:30** – Breakfast

**07:30-08:30** – Registration

**08:30-09:30** – Greetings from Linda Silas, CFNU President

**09:30-10:00** – Report from CFNU Convention by NBNU members

**10:30-11:00** – Business session reconvenes

- Call to order
- Unit representative reports

**12:00 – 13:00** – Lunch (provided)

**13:30 – 14:45** – Keynote address: Martin Latulippe,  
"Living With a Zero Limit Attitude"

**14:45 – 16:30** – Business session reconvenes

**16:30** – Business session adjourns

#### THURSDAY, OCTOBER 31, 2013

**07:00-08:30** – Breakfast

**07:30-08:30** – Registration

**08:30-12:00** – Business session reconvenes

- Call to order
- Roll call
- New business
- Motion to approve 2014 budget
- Dates and location of 2014 and 2015 annual meetings

**12:00** – Adjournment

**Solidarity Auction will begin Monday at 19:00 hrs  
and finish Wednesday at 15:15 hrs.**



# LIVING WITH A ZERO LIMIT ATTITUDE

Martin Latulippe is the invited keynote speaker at the 2013 annual meeting taking place in Fredericton, October 28-31, 2013. Mr. Latulippe will speak on Wednesday October 30<sup>th</sup> from 1:30 - 2:45 p.m.

Martin Latulippe is a four-time, bestselling author and a highly acclaimed inspirational and transformational speaker. He has quickly established a reputation for being one of the most electrifying and successful expert-speakers of his generation in the field of human potential and inspirational leadership.

In this conference, you will discover:

- the principles of a healthy transition when facing changes to maintain your momentum towards your highest goals;
- the ability to live in the present moment;
- remaining connected to your passions, objectives and dreams;
- treasures that are hidden behind action, audacity and fear;
- managing extreme balance: do, have, be; and
- the most important choice regarding your life!



Martin Latulippe



*RALLY – NBNU members attending the NBFL Convention rally in support of striking MBS Radio workers on strike in Saint John.*

# PRESIDENT'S REPORT

BY MARILYN QUINN



Marilyn Quinn

## INTRODUCTION

It gives me pleasure to bring you my ninth annual report as your president. I wish the current environment wasn't clouded by threats of layoffs and cuts but I remain focused in my resolve to fight for registered nurses and improving their workplace. Evidence over the last 20 years supports what I have known for 37 years of nursing practices – when there are more registered nurses, there is better patient care and better patient outcomes.

## PUBLIC/MEDIA RELATIONS

### I Am a Registered Nurse Campaign

In preparation for phase three of its public media campaign, NBNU ran a contest early in 2013 asking nurses to submit written entries on why nurses make a difference in the health care system. More than fifty submissions were received. The following ten winners were selected: Alberta Stanton, public health, Saint John; Pam Cooke, Extra Mural Program, Saint John; Melissa McKay, Chaleur Regional Hospital, Bathurst; Andrea Wheaton, The Moncton Hospital, Moncton; Sherri Lynn MacKnight, Extra Mural Program, Miramichi; Krista Fisher and Lisa Boudreau (joint submission), Chaleur Regional Hospital, Bathurst; Line Savoie,

community health care, Campbellton; Susie Nolet, Edmundston Regional Hospital, Edmundston; Louise Arpin, Dr. Georges L. Dumont Hospital, Moncton and Majella Landry, Chaleur Regional Hospital, Bathurst.

Final shooting for the new "I Am a Registered Nurse" television ads and campaign took place last July with nine of the 10 winners participating. The new ads began airing on television September 16. The "I am a Registered Nurse" campaign has several layers. It is focused on registered nurses and taking ownership of our identity and promoting ourselves. We have seen layoffs over the past several years and on a daily basis have seen decisions about staffing being based more on budgets and less on patient needs. We see numerous health care workers all dressed in similar uniforms which leads to role confusion.

Registered nurses must make every effort including wearing distinctive white and black uniforms to ensure visibility so that the public and patients know who we are. The campaign focuses on wearing distinctive uniforms, introducing yourself as a registered nurse and wearing your RN pin or embroidery. Another part of the campaign is advocating for safe patient care and safe nursing practice. We make changes when we have evidence and proof. The best methods we have is utilizing Work Situation Reports and Professional Practices Committees. As well, make sure to complete Work Situation Reports to identify unsafe working conditions for patient care or documenting your inability to meet your *Standards of Practice*.

### National Nursing Week

Once again, for 2013, NBNU bought advertising and ran the "There Is No Substitute for a Registered Nurse" campaign posters in the major dailies during National Nursing Week. As well, NBNU provided locals with funds to help defray the cost of activities taking place locally during National Nursing Week.

## UNION EDUCATION PROVINCIAL AND LOCALLY

I was very pleased to see many new faces at the annual meeting last year and the executive council meeting last April. As a Union, it's important for the health of our organization to be able to recruit new activists who will, in the future, work on behalf of members to help resolve local issues and keep colleagues connected to their Union.

As a result of a survey conducted last year, NBNU has shifted its focus in order to provide members with more educational opportunities. We believe education helps create a stronger union when our local activists and members are armed with the information and tools to protect RN jobs and ensure the collective agreement is respected in the workplace.

Over 100 nurses attended the executive council meeting last April at the Delta Fredericton. As in previous years, one and one-half days were set aside for education. Topics included the following: Professional Practice Committee – How To Conduct Effective Meetings; Nursing Workload; Health Benefits – Nurses Part III; Representation at NANB; Lobbying/Political Action; Advanced Grievance Handling; Health Benefits – Nursing Home Nurses; Attendance Management; Personalities in Work Teams; Styles of Leadership and Assertiveness Training.

A "Leadership in Action" day was held at NBNU provincial office last May with a total of 26 activists attending. The two-day workshop (one given in English and the other in French) is part of a multi-phase program to mentor activists. Other education sessions were available to activists attending the CFNU Biennial Convention and the NBFL Convention.

Additionally, during 2012-13, sessions were given by the education officer on the following topics: Professional Practice Committee; Charting and the Law; Creating a Positive Workplace; Chairing a Meeting; Do's and Don'ts of Social Media; and Collective Agreement: Articles Of Importance. Additionally, eight new local presidents received individualized orientation sessions.

## PROVINCIAL COMMITTEES

### Attendance Management and Employee Wellness

This committee, with representatives from Horizon, Vitalité, Air Ambulance and the Department of Health, has met twice and two more meetings are scheduled before the end of the year. This committee was established under the collective agreement and has a target to reduce sick usage for registered nurses by 25% by 2015. We are still verifying data before we look at the root causes in the hope of finding solutions to improve the health of our workforce. The total sick leave hours in the province for registered nurses the last few years were the equivalent of over 250 full-time positions. We can't ignore that the workplace may be contributing to the poor health of nurses and we must find solutions.

### Sustainable Health Care

This committee was established through the last negotiated collective agreement to bring the parties together to discuss nursing workforce numbers. Good human resource planning requires us to know the number of vacancies and pending retirements. Our initial meeting revealed that better statistics may be on the horizon with the new workforce collection systems being introduced in both health networks this fall.

### Technical Committee on Occupational Hygiene and Legislation Review

The purpose of this committee, chaired by Chief Compliance Officer Richard Blair of WorkSafeNB, is to establish best practice guidelines for occupational and environmental health based on a review of current legislation found in Regulations 91-191 in the *N.B. Occupational Health and Safety Act*.

The committee has equal representation from both the employer and the Union and should complete the two-year mandate by the end of 2013.

The committee is now revising regulations in regards to noise pollution, asbestos exposure, working in confined spaces and

air quality, in order to bring regulations in line with best practices of the American Association of Occupational Hygienists.

## PENSIONS AND BENEFITS

### Standing Committee on Insured Benefits (SCIBB)

The SCIBB Committee met regularly this past year to review the health and dental, long-term disability, life insurance and accidental death benefit plans for over 35,000 government employees both union and non-bargaining.

The committee has been looking at alternative retiree options to help control ever increasing costs.

The sub-committee did reach a consensus and drafted a plan which would help reduce costs. This was submitted to Board of Management. In the end, the plan has been put on hold pending the introduction of a provincial pharmacare plan, which could potentially address many of the recommendations made by the sub-committee.

### Long-Term Disability Committee

The Long-Term Disability Sub-Committee has been busy reviewing the LTD plan to see what changes need to be made as a result of the age of unreduced pension moving from 60 to 65. According to actuarial assumptions, moving the age of unreduced pension from 60 to 65 would result in a 30 % increase in the cost of the LTD Plan. The committee is looking at options to implement a gradual increase.

A year-end review of the committee's work is scheduled to take place in the fall.

### Shared-Risk Pension Plan

Annual statements on the new plan will be mailed to members this fall. The information provided in your statement will be helpful in utilizing the pension calculator available on the CEBD website. New member booklets on the plan were placed on the NBNU and CEBD websites.

Members who are in the plan who have service in the part-time seasonal plan will be notified soon of a window to purchase

service in the CBE Shared Risk Plan and at what cost. If it is not purchased during this three-month window, it can be purchased later but most likely will be at a higher cost.

Information on the Nursing Home Pension Plan and Benefits can be found under unit representative Carole Clavette's nursing homes report.

## LOBBYING

### Public Relations/Charities

NBNU has a strong social justice mandate and each year we dedicate a small amount of our budget to help groups or charities that address social concerns for women and children.

In the past year, NBNU supported the NB Foodbank Association so that food could be delivered from warehouses in Moncton to the 63 foodbanks in this province. The board of directors also approved support for the Association for Community Living to enable their work supporting individuals with intellectual disabilities and their families.

Unionized nurses have lobbied for several years to stop violence against women and children, so we welcomed the opportunity to partner with the NB Atlantic Ballet Ghosts of Violence Youth Tour. Our contribution to this group helps bring this important education and awareness message about sexual violence to grade nine students in communities around this province.

NBNU members should be proud that the charities we choose are provincial in nature aimed at helping change lives in communities throughout our province.

**Canadian Labour Congress** – The CLC is focused on the attack on unions throughout the country. The launch of their new campaign "Together Fairness Works" is being brought across the country for all union members to participate. The three million workers who make up the Canadian Labour Congress need to engage in this conversation and help spread the message of what unions have done for this country. We need a strong labour movement and protection of workers' rights.



## SCHOLARSHIPS

The selection committee for the CFNU Nursing Scholarship, the NBNU Family Scholarship and the NBNU Post-Secondary Scholarships is scheduled to meet in October 2013. The total amount of scholarship money handed out yearly is \$7000. To find out how to apply, go to [www.nbnu.ca/scholarships](http://www.nbnu.ca/scholarships).

## 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: Jamelia Hazlett, Fredericton Campus; Sylvie Fitzgerald and Laura Nause, UNBSJ Campus; Megan Dickie and Ashley Chase, Moncton Campus; Amanda Murphy and Jennifer Lister Brown, Bathurst Campus.

Recipients of NBNU \$800 bursaries for fourth year nursing students at l'Université de Moncton are: Véronique LeClair and Serge Landry, Moncton Campus; Roxane Savoie and Rico Audet, Edmundston Campus; Paulette Breau and Philippe McGraw, Shippagan Campus.

## AFFILIATES

### Canadian Federation of Nurses Unions (CFNU)

The 16<sup>th</sup> Biennial Convention of CFNU, hosted by the Ontario Nurses Association, took place in Toronto, June 3 -7, with over 50 NBNU members participating. The theme was "Taking the Lead." Invited guest speakers included the Rt. Honourable Michaëlle Jean and Dr. David Foote. Linda Silas of New Brunswick was re-elected as president and Pauline Worsford of Alberta was re-elected as secretary-treasurer.

NBNU members attending made their presence known by participating in rallies, asking questions during business or education sessions and participating in videotaped interviews. The CFNU Convention will be held in Halifax, N.S. in 2015. Because the 2015 convention is being held in the Maritimes, I encourage as many of you as possible to pencil these dates into your calendar. It's always an exciting event.

As your president, I am a member of the CFNU national board. CFNU President Linda Silas and representatives of Canada's provincial nurses unions, including NBNU, were at Niagara-on-the-Lake, Ontario, last July during the provincial premiers' Council of Federation meetings in order to lobby for and urge premiers to create a national pharmacare program. Nurses' union representatives also participated in the

Shadow Summit organized by the Ontario Health Coalition, Niagara Health Coalition and Canadian Health Coalition on July 24 and 25 at St. Mark's Anglican Church in Niagara-on-the-Lake.

In addition to universal Pharmacare, CFNU and its member organizations are pushing for enhanced, innovative services for continuing care and developing a coordinated health human resource strategy which are essential components in building a strong economy.

The national executive board was able to show a strong presence at the International Congress of Nursing in Melbourne, Australia, in May of this year by presenting on several issues. I attended and participated on a panel along with nurses from the United States and Japan on workplace injuries. I spoke specifically about the challenges for N.B. nurses and possible solutions that could improve the work life of nurses and reduce injury rates. Over 4000 registered nurses from all over the world attended this five-day conference and it provided a unique opportunity to meet with unionized and non-unionized nurses to hear about their challenges. From Australia to Japan and the United States to South Africa, registered nurses continue the same fight for safe patient care and safe working conditions.



**CFNU BIENNIAL CONVENTION** – More than 50 NBNU members attended the CFNU Biennial Convention in Toronto last June. The delegates are seen on stage for a photo opportunity.

## Joint NBNU/NANB Communications Committee

The NBNU board of directors met with NANB President France Marquis, Executive Director Roxanne Tarjan and NANB board members and staff last February to discuss matters that affect registered nurses and to share information about the ongoing work of both organizations.

Issues discussed included negotiations, joint job evaluation implementation, skill mix concerns, online registration renewal, virtual forums, e-learning modules and working understaffed, to name but a few.

It is important that we meet regularly as many issues in the workplace today fall under the mandates of both the Union and the professional association.

## New Brunswick Federation of Labour (NBFL)

The NBFL Convention took place in Saint John May 26-29, 2013 with the theme "1913-2013 – 100 Years of Solidarity." Over 30 NBNU members attended the convention.

During the convention, Paula Doucet Jones was elected 2<sup>nd</sup> vice-president for a two-year term while Jehanne St-Coeur, Chaleur Regional Hospital, was elected to a two-year term on the Young Workers Committee. Congratulations to both. Paula will provide a more detailed report on the Federation of Labour in her report.

## CONCLUSION

### Board of Directors

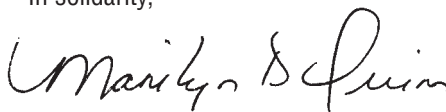
Your board of directors is comprised of seven NBNU members who hold down full-time jobs around the province. The Board meets every six to eight weeks and exchanges ideas through numerous e-mails and/or conference calls. They develop policies, determine directives and implement a strategic plan and vision for the organization between the annual and executive council meetings. They make themselves available to sit as ex-officio members on committees and support the role of the president by participating in committees and interviews. I would like to personally thank them for their commitment to NBNU and its membership. They bring their regional perspectives and the interests of those they represent to all discussions with a provincial perspective in advancing the objectives of NBNU on behalf of our 6900 members. I take this opportunity to acknowledge their contribution and say, Thank You!

The work of the Union is never done and it requires the efforts of all members to advance our objectives. Local presidents and local executives are key to our success and they work many hours on behalf of members in addition to their jobs. I thank them and all NBNU members across the province for the work you do every day. It is always a privilege to represent you and I thank you for your support. A special thank you goes out to all NBNU staff who work tirelessly every day on behalf of all union members. I have personally seen their commitment to the registered nurses of this province. The Union is bigger than one person and it requires many people working together to achieve results.

I've learned many things over the last nine years as your President, but I remain passionate about the work we do as registered nurses and the value we bring to health care in the province and know we must continue to work together to protect and promote registered nurses.

**"We can go far alone but we go farther together."**

In solidarity,



Marilyn Quinn



**NBFL CONVENTION** – The NBFL Convention took place in Saint John May 26-29, 2013 with the theme "1913-2013 – 100 Years of Solidarity." Over 30 NBNU members attended the convention.



# EXECUTIVE DIRECTOR'S REPORT

BY DAVID BROWN



David Brown

## INTRODUCTION

The year 2013 has been another year of change for unionised nurses: a new collective agreement was ratified for the part III group, the nursing home negotiations are almost complete, and negotiations for the nurse managers/supervisors are about to begin. The major change for many, however, is the restructuring taking place in Horizon and Vitalité Health Networks which has resulted in dozens of layoffs and will likely cause more concern for the Union in the second half of the year.

## LAYOFFS

Horizon Health Network has eliminated a total of 50 positions as of the end of September. This included seven positions eliminated due to further bed closures at the Hotel Dieu Hospital in Perth Andover, and eleven positions cut through a general budget review in early spring, primarily in Saint John.

More layoffs were the result of a Horizon Health Network Committee examining models of care and skill mix among nursing staff. In September, the employer announced that based on a review of medical-surgical units a number of RN positions would be cut (numbers not available at time of printing).

In Vitalité Health Network the budgetary cuts focussed on nurse manager/supervisors and resource nurses. A total of 27 positions have been eliminated to date resulting in the layoff of 15 members.

The Department of Health through its Office of Health System Renewal hired the consulting firm of Grant Thornton to compare New Brunswick's acute care spending with a per capita national average in each area of service. Minister of Health Ted Fleming and the CEOs of Horizon and Vitalité Health Networks are now saying the national average is the new comparative benchmark for spending in acute care in the RHAs. This has become a justification for cutting spending in acute care services. For the most part, N.B. health care spending is above the national average. There are many factors that can explain this: a small population spread over a rural bilingual province, an aging demographic and higher

rates than the national average for a whole range of health determinants such as poverty, smoking, obesity, and diabetes.

There are currently implementation teams examining every area of health service to find efficiencies. Unfortunately this may mean more job losses in the coming months.

We realise that current spending in health care in the province is not sustainable. We will not be able to make improvements in primary care services, Pharmacare, home care for seniors, mental health services and other preventative measures if we don't change the way we do things in acute care. As we make this transition, NBNU will not oppose budget cuts as long as the changes do not affect safe patient care and safe professional practice by registered nurses.

Each RHA has a provincial workforce adjustment committee that meets with the Union to reduce as much as possible the impact of these cuts on individual members. To date, we have been successful in finding alternate positions for most of those affected but not all. Your labour relations staff have put in long hours this year insuring that the rights of members are protected through this process.

## NEGOTIATIONS

As you are aware, the nurses part III agreement, covering hospitals, Air Ambulance and community care facilities, was finally concluded in January. The key change was the negotiation of new wage rates in light of the new classification scheme that replaced nine previous classes with four new classes. The new agreement, already two years old, reflects the wage freeze mandate of the provincial government with no increases in 2011 and 2012. Wage increases were limited to the last two years with two percent (2 %) in 2013 and two percent (2 %) in 2014. These increases were incorporated into the new wage scales and nurses, depending on their previous rate and education, will receive combined wage increases of between four percent (4 %) and 7.3 % during the period January 1, 2013 to December 31, 2014.



**NURSE MANAGERS/SUPERVISORS NEGOTIATING TEAM** – Members of the nurse managers/supervisors negotiating team met last August to set priorities for the next round of negotiations. Appearing in photo (left to right) are Violet Budd, The Moncton Hospital; Janice McIntyre, Dr. Everett Chalmers Regional Hospital/Oromocto Hospital; David Brown, chief negotiator and executive director; Marilyn Quinn, president; Lorri Amos, Region III Health Centers and Shelley Richard, labour relations officer. Janet Walker, unit representative, was absent when the photo was taken.

The negotiating committee also obtained salary protections for those members whose old rates were red circled until new rates catch up. These were, however, difficult negotiations with the government unwilling to provide all the money needed to fully implement salaries to match the new classifications required by the Joint Job Evaluation Study. Further catch up will be required in a future agreement.

## VALIDATION PROCESS

The change in classifications required the Union and the Department of Human Resources, working with the health networks, to verify that every employee received the correct classification for their position. This process has now been completed. As a result, over 80% of nurses working for the health networks are now in Class A (RNCA) and the remainder in Classes B, C and D. There will, however, be a permanent review structure in place. Employees who feel they are improperly classified will be able to prepare new job questionnaires and submit them to a provincial employer/union committee. Details on how this can be done will be made available by the end of the year.

## NO ROLLBACKS

Most importantly with the new contract, NBNU was able to avoid taking rollbacks especially with the retirement allowance. All non-bargaining employees in the public service, including management in the RHAs, have had their retirement allowances capped. There was also discussion about changes to paid sick leave banks. We were able to avoid changes in this benefit by agreeing to work to reduce sick leave usage by 25 % overall in the nurses group by 2015. NBNU will work with a special task force to examine the root causes of absenteeism and to support policies that encourage improved attendance.

## NURSING HOME NEGOTIATIONS

We are still at the bargaining table for registered nurses employed in nursing homes. We have been waiting since April for the NB Association of Nursing Homes to respond to our monetary package. The process is complicated by the involvement of the provincial government who must approve any wage proposal given by the nursing home employers. We do hope to conclude negotiations early this fall. Our central goal remains the same: insure nursing home nurses are paid the same as nurses in hospitals.

## NURSE MANAGERS/SUPERVISORS NEGOTIATIONS

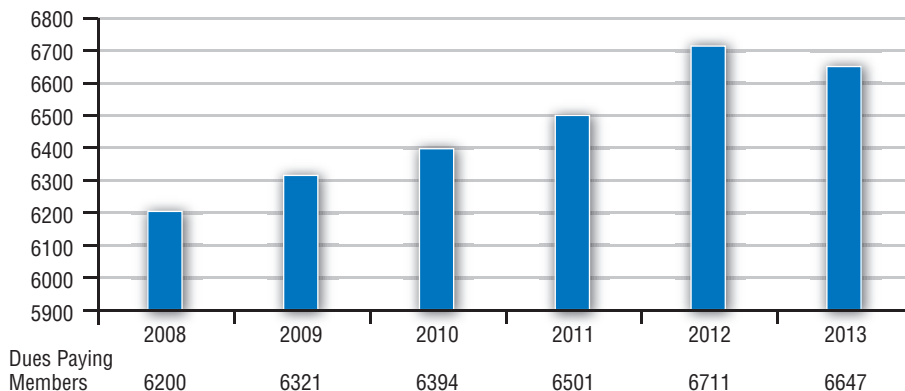
Negotiations for nurse managers/supervisors are now beginning. In August, we circulated a bargaining survey among all the members of this group and in September their leadership will meet in a bargaining conference to set bargaining priorities. Formal negotiations with the employer will begin later this year.

## 2013 NBNU MEMBERSHIP (DUES PAYING MEMBERS)

### 2013 New Brunswick Nurses Union Membership (dues paying members)

	Full-time	Part-time	Casual	Total
Hospital (excluding EMP)	3413	1369	483	5265
Community care (PH, MH, EMP)	457	151	59	667
Nurse managers/supervisors	219	18	3	240
Nursing homes	182	158	135	475
<b>Total</b>	<b>4271</b>	<b>1696</b>	<b>680</b>	<b>6647</b>

### DUES PAYING MEMBERS 2008-2013



## GRIEVANCES AND ADJUDICATIONS

There were 58 grievances filed as of end of July 2013. This compares with 49 during the same period last year. Total numbers of grievances remain stable with 73 in 2011 and 75 in 2012. Most of these grievances have been resolved to the satisfaction of the member. We had to take 2 matters to adjudication in 2012 but only 2 to date in 2013. NANB complaints continue to rise and we currently are representing members in ten complaints.

## STAFF CHANGES

As a result of our operational review, NBNU made a number of changes in staff positions and duties at provincial office.

We have hired Jennifer Dickson as full-time research officer. Jennifer has a bachelor of social work from St. Thomas University and, prior to joining NBNU, worked for the province as a research planning officer for the Women's Equality Branch. Jennifer will provide background research for the president and professional staff at provincial office in areas of health care, nursing profession, labour legislation and general public policy issues.

Suzanne Maltais has been reassigned duties as a full-time education officer. In this position, Suzanne is responsible for all our education programs and content for members and activists on a whole range of Union and workplace-related topics. In her new position she will have particular responsibility for professional practice issues.

On September 30, George Bergeron our member relations and communications specialist will retire. George has been with our organisation for six years. During his years with us, he has

been instrumental in both improving the professional look of NBNU in all its publications and raising the standards for all communications, in both languages, to all our members, employers, government and the public, and moving NBNU into the internet age. We wish him all the best in his retirement.

George has been replaced by Leanne Hines in the position of communications specialist. Leanne has a degree in public relations from Mount St. Vincent University in Halifax and comes to us with several years experience in the communications field. Leanne will be responsible for all our internal and external communications with particular emphasis on our website and other social media.

## CONCLUSION

This is another challenging year for the Union and the profession, but our members are fortunate to have a dedicated board of directors under the great leadership of President Marilyn Quinn and an excellent staff to protect and advance the interests of the membership.

## NBNU POLICY

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: Jennifer Heade, Membership Records Coordinator, New Brunswick Nurses Union, 103 Woodside Lane, Fredericton, NB E3C 2R9.



# VICE-PRESIDENT'S REPORT

BY PAULA DOUCET JONES



Paula Doucet Jones

I am pleased to present my annual report from October 2012 until August 2013. Looking back on the past year, I am reminded of all the things that have taken place. Sometimes when you are caught up in the middle of things you forget the things that have been accomplished and the work that still needs to be done.

Shortly after walking the picket line with the Codiac Transit workers from ATU local in Moncton, I was on my way to Newfoundland for the Newfoundland and Labrador Nurses Union (NLNU) Biennial Convention in St. John's. I was accompanied by the PEINU, NSNU, CFNU and NBNU presidents, and our journey took us to Gander instead of St. John's airport. In a show of solidarity for our brothers and sisters from PSAC, we wouldn't cross the picket line at the St. John's airport. I am happy to report that after 10 months on strike, the PSAC strikers were able to reach a tentative agreement and were back to work that same week.

The NLNU convention had a similar flavor as the NBNU annual meeting. Discussions revolved around their issues with skill mix implementation, layoffs and their clarity project on RN identity. It is a stark reminder that no matter which province you are in, the issues are very similar.

## NB FEDERATION OF LABOUR/CANADIAN LABOUR CONGRESS

In March, the Canadian Labour Congress (CLC) held a Political Action Conference in Toronto. Over 1500 union activist and leaders were in attendance. Unions, large and small, provincial and national, are under attack by the Harper government. It was timely for the CLC to reach out to its members and talk about the collective image of the labour movement in Canada, and develop strategies going forward. We are stronger together, and they know that. We are protected by some of the world's better labour laws. The *Canadian Labour Code* and provincial employment standard laws ensure that decent working conditions are the norm across Canada. For all these reasons, the CLC has launched their campaign "Together Fairness Works," the largest member-to-member campaign yet. Some of our members don't understand the value of unions; they don't know what it would be like without a union. Our labour movement was built on winning tough fights and it is now time to rebrand our labour movement in a positive light. Workplace gains such as benefits, wages and working conditions can be swept away in the stroke of a politician's pen, that's why it is more important than ever to "Stand Up for Fairness." More information on this campaign can be found on the NBNU or CLC websites. I encourage each and every one of you to get involved because this attack on your union will have a direct impact on you and your families.

In November, the 2<sup>nd</sup> Annual New Brunswick Federation of Labour Women in Leadership

Gala was held in Moncton. I cannot express my gratitude and surprise that I was named the 2012 recipient of the Woman in Leadership Award. Having been recognized by my peers in the labour movement was a humbling experience and I cannot thank the NBNU board of directors enough for submitting my name. It is truly an honor, and I am grateful to have been chosen.

The NBFL held its 51<sup>st</sup> Biennial Convention in Saint John, May 26-29, celebrating 100 years of solidarity. Once again, I was very honored and proud to be acclaimed to the position of 2<sup>nd</sup> vice-president for a two-year term. I want to thank each and every NBNU member who were at the convention for their help and support during the week. You can be sure that the voice of NBNU is well represented in the house of labour. I also want to congratulate Jehanne St-Coeur, NBNU member from Chaleur Regional Hospital Local 70, for being elected to the Young Workers Committee for a two-year term at the convention. Congratulations Jehanne!

The 13<sup>th</sup> Annual Blair Doucet Youth Summer Camp was held Aug. 5-9 on the U de M campus in Moncton. A total of 24 youth participated. Two children of NBNU members attended. The camp, which is free to attend, is for youth aged 14-18 having one or both parents who are union members affiliated with the NB Federation of Labour. Their week consists of morning classes on topics such as Union 101, labour history, health and safety, human rights, equality and bullying, 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



BLAIR DOUCET SUMMER CAMP – Ryan Power (left) and Connor Power, sons of Rhonda McCready, Spencer Nursing Home, attend the annual Blair Doucet Youth Summer Camp held every year at l'Université de Moncton.

with a formal dinner and the youth making thank you cards for unions sponsoring the camp. Upon graduation from high school, each participant will receive a \$250 bursary for each year of attendance to help defray the cost of post-secondary education. I encourage all NBNU members with children in this age category to seriously consider applying for the 2014 camp.

## BOARD OF DIRECTORS

Your board of directors meets every six to eight weeks to continue the work of the Union between the April executive council and annual general meeting in October. Following up on the operational review, we are pleased to welcome two new staff at the office. Jennifer Dickison is the new NBNU researcher, and Leanne Hines is the new communications specialist. I think both will be huge assets to NBNU. I would like to take this time to thank George Bergeron, the outgoing communications specialist, and wish him a very happy, healthy and enjoyable retirement.

We are also very excited about the new “I Am a Registered Nurse” campaign. It is much more than the color of the uniform; it's about taking back our identity as registered nurses within the health care system. It is not easy for patients/clients/residents or the public to identify who their registered nurse is. There are many health care providers in the system and many wear uniforms, making it difficult to distinguish who is who. With the cuts that government has announced in the health care sector, wouldn't it be beneficial for registered nurses to be more identifiable so that the public and our patients/clients/residents will notice when we are not there to provide safe, knowledgeable care. “I Am a Registered Nurse” and proud of it, so why not let people know who we are.

## CFNU

The Ontario Nurses Association hosted the 16<sup>th</sup> Biennial Convention in Toronto June 3 - 7. Over 50 NBNU members were in attendance. The theme was “Taking the Lead,” and many NBNU members took the lead that week. Annie Thériault from the Caraquet Hospital and Barbara Duplessis from the Sackville Hospital participated in filming a video on leadership. Some NBNU

members made their way to the microphones to take part in debates and voice their opinions. Lisa Boudreau from the Chaleur Regional Hospital managed to get the 800+ nurses “revved up” many times throughout the week with her dance moves and leading many chants of “We are the nurses, the mighty, mighty nurses.” It was a job well done by all, and you made NBNU proud for all your participation. Keynote speakers were the Rt. Honourable Michaëlle Jean and Dr. David Foote. Both were very interesting and thought-provoking. Michaelle Jean said it best, “If you want to know what's going on in society – ask a nurse.” The 2015 CFNU Convention will be held in Halifax, N.S., so I encourage our members to start saving and planning to attend. This is a great opportunity to network with nurses from all across Canada.

## EDUCATIONAL ASSISTANCE COMMITTEE

The nurses, part III and nurse manager/supervisor educational assistance committees met in the spring of 2013. The next meeting is scheduled for late October. This fund of \$500,000 is set up through the collective agreements to help nurses financially to further their education or attend conferences that are pertinent to their profession. It covers the cost of books, tuition and registration fees for courses and/or conferences. Official receipts are required and forms can be obtained from the NBNU website. Please be mindful of deadline dates and ensure that the form is completed properly. We recognize that employers have been cutting back on financial assistance for education and we encourage nurses to apply for funding under this article in their collective agreement. For more information on this fund, you can contact me, or the unit representatives for nurses, part III, community care or nurse managers/supervisors.

## JOINT CLASSIFICATION MAINTENANCE COMMITTEE

The Joint Maintenance Classification Committee has been established and has met on a few occasions to work on the terms of reference and participate in training with respect to the tool that will be used to evaluate JAQs. This is the committee that will be, on a go forward basis, looking at all

JAQs from nurses who feel their duties and responsibilities have changed significantly since filling out their original JAQ in 2009, or if they feel they have been misclassified. They will also be rating any new position that has been created within the bargaining unit. The NBNU members on this committee are Chantal LaFleur, Claire Babineau, Robyn Welcher and Sheila Thomas Ebbett. This has been a long process, but I must remind nurses that this process is historical since nurses were never before involved in the classification system. Like anything that changes, we recognize there are going to be glitches along the way, but NBNU is committed to a system that is unbiased and transparent.

## CONCLUSION

There have been several other meetings and committees throughout the year that have kept me busy, and there is still much work to be done. I had the opportunity to work in the NBNU office from June to September this year and it has given me an opportunity to see the daily work of the Union. Every issue that is discussed and every decision that is made always brings us back to what is in the best interests of our members, and how it will benefit them.

It has been an absolute pleasure serving as your vice-president for the past five terms. It is you, the members, that help make my job meaningful and fulfilling. I thank you for allowing me to be one of the many voices from the leadership of NBNU to speak up on your behalf. I am still learning every day, with each interaction and conversation I have with you, the members. You all make significant contributions every day and we all can make a difference. Together, we are stronger, and it will be strength that will get us through rough times ahead in labour and health care in this province and across Canada.

I will leave you with a quote that I heard from Debbie Forward, president of the Newfoundland and Labrador Nurses Union. It has stuck with me, and I believe it has a powerful message for all of us to take away, and get involved at any level that we can: “If you think you are too small to make a difference – have you ever been in bed with a mosquito.”

In solidarity,

Paula Doucet Jones

# SECOND VICE-PRESIDENT'S REPORT

BY NANCY ARSENEAU



Nancy Arseneau

## GREETINGS!

Looking back at 2012, it was another busy year full of opportunities and challenges.

As nurses, we are facing some of the greatest difficulties as demands upon us grow greater, patient care grows more complex, and all of this within increasingly diminishing resources. But we must continue to work together, to pay attention, to act and to demand justice for the groups and communities we care for!

We must take responsibility for being informed not only about the latest drugs or

evidence-based treatment but about human rights violations and the reality of hunger and poverty. Together, we can foster opportunities through education, awareness, community capacity building and political action.

I challenge you to get involved in your community and to be "the yellow umbrella among all the dark ones!" Remember, what you do, big or small, matters!

As your 2<sup>nd</sup> vice-president, I had the privilege of connecting and being our organization's presence and voice on several provincial social committees such as: the NB Common Front for Social Justice ([www.frontnb.ca](http://www.frontnb.ca)), NB Coalition for Pay Equity ([www.equité-equity.com](http://www.equité-equity.com)) and the newly revitalized NB Health Coalition.

The following is an overview of my other 2012-2013 activities:

- NBNU board of directors;
- NBNU executive council and AGM;
- NB Federation of Labour executive council and NBFL Convention;
- CLC Political Action Conference;
- CFNU Convention;

- Women's Issues: International Women's Day Conference, NBFL Woman in Leadership Gala, Public consultations "Femmes Francophones," and Status of Women Canada;
- Migrant Workers and Immigration Forum;
- Poverty Summit "An Economy for All";
- NBNU wellness challenge committee;
- NBNU scholarships committee;
- Ex -officio, annual meeting operations committee;
- PEI Nurses Union AGM; and
- Presentation to UNB nursing students.

Two years already! It has been an outstanding and satisfying experience for me as a nurse and a community member. I realize a nurse's job is never done and that means participating in policy and social activism, not just professional nursing!

I look forward to talking to you at the AGM. Ciao!

In solidarity,

Nancy Arseneau  
Proud To Be a Registered Nurse



CFNU BIENNIUM – NBNU members (left to right) Kathy Breton, Nancy Arseneau, Janice McIntyre, Kathy Cormier and Holly Greenlaw attend the biennium in Toronto last June.



# UNIT REPRESENTATIVES

## ANNUAL REPORTS



Maria Richard

### Nurses, Part III – Community Care By Maria Richard

As your community care representative, I am pleased to submit my annual report.

The year has brought our Union a new agreement for nurses in part III (hospitals and community care). While this contract has not pleased all our members, I feel that it is the best agreement that we could reach considering the difficult economic times that we are living and this government's cost-saving initiatives. Overall we were able to maintain our members' priorities. In addition to monetary increases, we also gained some improvements in working conditions, work schedules, job postings, access to vacation and safety concerns. December 2014 is not too far in the distance, providing another window of opportunity to address the salaries of red-circled members and look at other improvements in our contract.

This contract marks the establishment of our new wage classification. The joint job evaluation process that was carried out prior to signing the agreement placed most nurses from our group in class A. While this process was not a perfect process, it shows that a large group of nurses have "like jobs." We are registered nurses that work in particular areas in the community, (corrections, extra mural program, mental health and public health) while other registered nurses in part III work in particular areas (Air Ambulance, critical care, emergency room, geriatrics, intensive care unit, pediatrics, psychiatry, education, etc.). We all have our own specialties; we

trade an area of expertise for another. As I write my report, work continues on the establishment of the Joint Classification Maintenance Committee.

We have embarked on a multiphase public relations campaign that aims at promoting the unique roles that nurses play within the health care system. One of our first initiatives was our "Registered Nurses Make the Difference" Contest. Congratulations to all 10 winners. These winning entries will be used in our new public relations campaign. The next phase of our public relations initiative is now under way. The "I Am a Registered Nurse" campaign aims at promoting our value as registered nurses and the unique knowledge and skills we bring to health care. Marilyn Quinn, our president, is 100% right when she says, "It has never been more important for registered nurses to be easily identified and recognized in the workplace. Patients, residents, clients and their families see numerous health care providers all wearing similar uniforms and they are not always sure who are the registered nurses. It's an issue of job security. If they don't know who we are, then they won't know when we are not there, or present only in small numbers." Most nurses working in the community, don't wear a uniform, but it does not stop us from choosing to introduce ourselves as registered nurses, wearing a pin or crest that says RN. My hope is that our group will choose to go with the same option(s) across the province so that no matter which zone we work in clients/patients/families will know that we are registered nurses working in the community.

In January, I attended the Public Service Superannuation Act (PSSA) Stakeholder Group presentation, given by the New Brunswick Investment Management Corporation (NBIMC). Once again this year, they gave us an overview of the Corporation, its roles and responsibilities, the fiscal year 2011-12 review and an update on the 2012-13 year. The PSSA Pension Committee has, however, once again, not met in 2013.

Discussions are continuing with the Task Force on Pensions and public sector unions, including NBNU. Efforts to convert the PSSA Pension Plan to a shared-risk plan model similar to the CBE Pension Plan are continuing. It is expected that changes will be announced later this year.

Concerned members will be advised of the changes. We will also be posting updates on the members-only section of the NBNU website.

The Educational Assistance Committee met in April and will be meeting again in October. The deadline for submitting applications for the fall meeting is October 7, 2013.

The NBFL Convention took place in Saint John May 26-29, 2013 with the theme "1913-2013 – 100 Years of Solidarity." Over 30 NBNU members attended the convention.

I had the opportunity to be one of over 50 NBNU delegates that traveled to Toronto for the Canadian Federation of Nurses Unions Biennial Convention held June 3-7. Over 800 nursing delegates from across our country had the opportunity to hear inspirational and thought-provoking speakers, and participated in educational, business and social events that reflected well the "Taking the Lead" theme.

During the past year, I also attended a number of board of directors meetings and along with the rest of the Board met with the Nurses Association of New Brunswick (NANB) board at our Joint Communications Committee meeting. I gave two education sessions on NBNU services and mandate to the fourth year UdeM nursing students and informed the public on our Union's position/message on two different occasions when I was interviewed by the French television network, Radio-Canada.

I want to encourage members to go to the general NBNU website and the members-only section regularly to read the latest news or to review information that is posted there regularly. If you don't have a password, contact provincial office and

one will be assigned to you. Staying informed gives everyone the chance to know the issues that we face provincially, nationally and internationally. When members are informed, they are better able to react, educate, promote and push our issues forward. Participate in the Telephone Town Hall Meetings when they are scheduled. Give us your feedback. Like us on Facebook if you are there. We need to hear from you! If there are issues at

your workplace speak to your local president, to your labour relations officer or contact me. We want and need your feedback. You are our eyes and ears in the workplace. **This is your Union, this is your NBNU!!**

I remain committed to bringing your voice forward to the board of directors, NBNU membership and government.

To all local presidents, thank you! I look forward to seeing and talking to you at the annual meeting in October. Thank you to

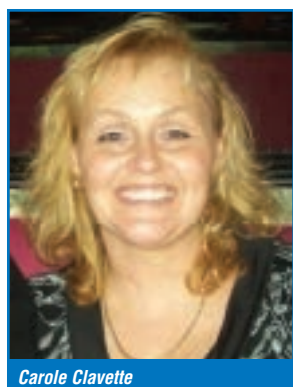
the NBNU staff members, to the board of directors, to David Brown, our executive director, and to Marilyn Quinn, our president.

*Alone you may go faster, but together we can go further!!* (Old African proverb)

Together, Stronger! Plus forts ensemble!

In solidarity,

Maria Richard



Carole Clavette

## Nursing Homes By Carole Clavette

I am pleased to present my annual report as unit representative for nursing homes.

I was very busy this past year. Between the regular meetings of the Board of Directors, there were also meetings of the pension sub-committee and of the benefits committee. In May, I also attended the N.B. Federation of Labour Convention and, in June, the Canadian Federation of Nurses Unions Biennial held in Toronto. I also attended, in May, a negotiation meeting with the employer.

## PENSION FUND

I attended the pension sub-committee meetings held every eight weeks. We talk about policies needing revision and meet with the "money managers." We then report to all members of the Board of Management in order to get the revisions approved.

We haven't heard about any changes to the pension fund (to be continued).

## EMPLOYEE AND FAMILY ASSISTANCE PROGRAM (EFAP)

Our contract with Ceridian has been over for a while. Before signing another contract with them, we want to see how we could improve the service offered these last two years.

The program is not used to its maximum even though there has been an important increase. Members must be aware that this service is totally confidential and free for them and their families, and that they don't need to participate in the health and dental program in order to have access to it. The service is offered to every employee, whether or not they have health and dental insurance.

## WELLNESS PROGRAM

The program is now launched! Fifty-one (51) nursing homes are already participating and the program is free for all members of participating nursing homes.

## EDUCATION ASSISTANCE PROGRAM

Since my last report, we met three times, that is in November 2012, in March and in July 2013. Last year, we gave out \$66,703.22. It is a considerable increase. Please note that those of you who get reimbursed for salaries or ask for salary

reimbursement will receive a T4-A in the spring for income tax purposes. This is new. The reimbursement is now considered revenue.

We currently reimburse salaries but, given the recent increase in the demand for educational assistance, salaries may be the last thing we reimburse in the future.

## NEGOTIATIONS

In March, we held a two-day meeting. Then, there were a few attempts to set meeting dates but the employer cancelled each time, and we haven't met since. According to the latest news, we should return to the negotiating table in September.

I want to take the opportunity to thank, once more, each member of the nursing home group for the trust they put in me. I hope to represent you for a few more years.

The "I Am a Registered Nurse" campaign is on its way. I encourage nursing home nurses, in particular, to adopt the white and black uniform so that the public and families realize the small number of registered nurses in nursing homes.

Our work is more and more important, and we must continue to increase awareness about the situation in homes in this province.

In solidarity,

Carole Clavette



Shelley Duggan

### **Nurses, Part III – Hospitals By Shelley Duggan**

It is with pleasure that I present my annual report for 2012-2013. As the unit representative for hospital nurses, it has been my privilege to represent part III nurses not only on the Board but also on the varied committees that I attend. What can one say about this year but it has been a year filled with much change and uncertainty to say the least.

After 28 days over a 21-month period, part III nurse saw a collective agreement signed in February of this year with a wage adjustment ranging from four to seven percent and an expiry date of December 2014. Highlights of the changes to the new agreement include improvements in working conditions such as family responsibility days, work schedules posted six weeks in advance, and better vacation access on single day requests.

Several new letters of intent will be found in this agreement. One of the letters provides the Union a commitment by the employer to consult the Union when any changes to care delivery would result in registered nurses work transferred to another health professional, in particular a seat on any committee recommending model of care

changes. The second letter will have the Union and the employer commit to exploring the cause of workplace illness and accidents. The expected outcome of the foregoing letter will be the development of positive strategies that will reduce accidents and illness in the workplace.

Another change for registered nurses was the introduction of a new job classification. The classification system has traditionally been the domain of the Department of Human Resources with no input from the Union. What classification a particular nursing position was placed in was solely decided by this Department. Negotiated in the last collective agreement, the Union and the employer agreed to carry out a joint gender neutral job evaluation, and rate all positions based on skill, responsibility, effort, and working conditions. Though the work of the Joint Classification Committee took place during negotiations it was not part of the negotiating process. Only wages for the new classifications were negotiated. Since the implementation of the new classification system, a validation process has been conducted to ensure employees have been placed within the appropriate classification. As with all things new, there may be some positions placed in classifications where they may not actually fit. The validation of the positions is now finished and the joint maintenance process is scheduled for the fall. More information on the process will be forthcoming.

Something that registered nurses have not seen since the early 90's is the loss of positions. Over the last few months, both health networks have eliminated positions and issued layoff notices. Provincial office, particularly the labour relations officers, have been involved with those members affected, working through their options and rights under the collective agreement in an effort to secure employment. I thank the local presidents for keeping me informed about

their respective locals. It is from this contact that I am able to bring such information to the Board and give or seek support for local presidents and members. Unfortunately, this may not be the end with fiscal restraint high on both networks' agendas and Horizon Health Network implementing models of care.

This report provides an overview of the work, committees, and issues as the unit representative for hospital nurses that I have been involved in on your behalf this past year. Other committees that I also am a member of are the Shared-Risk Pension Committee, Investment Sub-Committee, Models of Care Committee, Joint Job Steering Committee and the NBNU educational leave committee.

NBNU's "I Am a Registered Nurse" campaign is one that I hope all registered nurses will embrace. It is not mandatory to wear the white and black uniform but it is a uniform that if all RNs wear will set us apart from the various health professionals employed within the hospital. You may say Joe Public does not know who we are and ask what difference wearing a white and black uniform is achieving? Wearing the uniform and introducing yourself as a registered nurse will bring to the public's attention that there are different health professionals caring for New Brunswickers. The public may not know what we do but they will notice when we are not there if we are easily identified by the white and black uniform.

In closing, I would like to thank all local presidents for the hard work and dedication they provide to NBNU and their locals. I look forward to meeting with you in October at the annual meeting. Till then, keep up the great work.

Yours in solidarity,

"I Am a Registered Nurse"

Shelley Duggan





Janet Walker

### Nurse Managers and Nurse Supervisors By Janet Walker

I can't believe that we are almost done 2013. It feels like it has flown by! Our contract is now up for negotiations. The nurse managers and nurse supervisors negotiating committee met in August to begin planning for negotiations. Your negotiating committee members are: Lori Amos, N/M – Fredericton and Upper River Valley Health Centres; Janice McIntyre, N/M DECH; Violet Budd, N/M – The Moncton Hospital; Mario St-Pierre, N/M – Edmundston, as well as myself as chair, and David Brown, executive director and Marilyn Quinn, president. We hope to have a survey out to all members via the NBNU website in September, to help us determine the focus for our group. So if you don't already have your user name and password for the members-only section of the website, now is the time to get one. Updates on negotiations will be via the members-only section of the website, so you need to be able to sign in. After the last set of hurried negotiations, we hope that this time we will actually have time to discuss language improvements and issues that our members have identified, such as overtime, span of control, professional practice committees and the results of the Joint Job Evaluation, just to name a few.

Participation in the "I Am a Registered Nurse" campaign is important for our membership as our jobs and those of our staff continue to be scrutinized and downsized. For those supervisors and managers who wear uniforms at work, I encourage you to don the white top and black pants, in order to be instantly recognized as a registered nurse. For those of us who don't wear uniforms at work, ensure that your RN pin is prominent on

your person while at work.

The CBE Shared-Risk Pension Plan has remained a focus for me this year, as the committee works its way through the changes required to evolve towards a shared-risk model. We have reviewed all of the rules for buy back and purchase of service and Pensions Branch is sending the information to members this fall. We are mid-way through changing the distribution of the assets under management, moving to a reduced focus on equities and increased focus on bonds and other asset classes, such as real estate and infrastructure. The official change to the plan management occurred on July 1, 2013, as the committee changed over to a Board of Trustees. NBNU's trustees will continue to be Marilyn Quinn, Shelley Duggan and myself, and we have maintained approximately three-quarters of the board membership, so we will have good continuity for the future.

A reminder to members that the education assistance program is still available for our members to use, to help pay for any education you undertake that assists you with your work or furthers your education in nursing or nursing management. The deadlines for applications are Feb. 28, and October 7. These funds can also be used for reimbursement of registration fees for conferences, where you pay up front, and submit your registration expense after you return from the conference. Just pay attention to the deadlines so you don't risk being late.

I look forward to meeting with you all at the annual meeting in October.

Yours in solidarity,

Janet Walker



CFNU BIENNIUM – NBNU members Mary Beth Demers (center) Janet Walker (right) and Sarah Underhill, NBNU staff, at the biennium in Toronto last June.

# WORKSAFE NB ANNUAL REPORT BY MAUREEN WALLACE



Maureen Wallace

I have been representing workers of the province on the board of directors of WorkSafeNB since March 2010. The Board's chairperson is Sharon Tucker, a former NBNU member. I am pleased to report on some of the activities and highlights of the past year.

## WORKSAFE NB AND ITS MANDATE

WorkSafeNB is a crown corporation responsible for occupational health and safety, workplace assessment, and the compensation and rehabilitation of workers involved in workplace accidents. The benefits and programs are funded solely through employer assessments.

## FREQUENCY OF WORKPLACE INJURIES

New Brunswick's overall workplace injury frequency rate has decreased slightly over the past year to 2.99 per 100 full-time equivalents (FTEs).

The lost-time injury rate for nursing care facilities in 2012 was 4.35 %, down slightly from the previous five year average of 4.84 %. Sadly, seven workplace fatalities occurred in 2012.

## FOCUS ON NURSING HOMES

There are 65 licensed nursing homes in New Brunswick and workers in these facilities continue to suffer high accident frequency rates despite focus injury intervention. WorkSafeNB has provided a "Back in Form Train the Trainer Program" to ensure safe lift and transfer systems in each home, and has customized health and safety inspections to focus on the root causes of injuries. WorkSafeNB has also supported the nursing home industry disability management program by offering direct access to physiotherapists to obtain early functional assessments.

## FINANCIAL PICTURE

WorkSafeNB is in a financially stable position. Its investments have yielded higher than expected returns averaging 10.89% in 2012. Coupled with lower than expected claims costs, WorkSafeNB has improved its funded position to 126.7 %. As a result, the 2013 provisional assessment rate will decrease from \$1.70 to \$1.44 per \$100 of insurable earnings. President and CEO Gerard Adams offered this comment – "... about financial stability: if you have it, you can concentrate on other important things. If you don't have it, it's the only thing you can concentrate on."

## APPEALS

The Appeals Tribunal received 799 appeals last year and was able to handle them in a time frame that reflected a 20 % reduction in the time to schedule appeals and a speedier decision time.

NBNU is proud to have members Paula Garant, Julie Pelletier, and Line Savoie serve as Appeals Panel members.

## RESEARCH CHAIR IN OCCUPATIONAL MEDICINE

WorkSafeNB has entered into an agreement with the Dalhousie Medical School for partial funding for a research chair in occupational medicine. I have been selected to represent WorkSafeNB on the Dean's Occupational Medicine Advisory Committee.

## COMMITTEE ON OCCUPATIONAL HYGIENE AND LEGISLATIVE REVIEW

Donna McNeill, NBNU labour relations officer, serves on WorkSafeNB's Technical Committee on Occupational Hygiene and Legislative Review. Its purpose is to establish best practice guidelines for occupational and environmental health based on a review of current legislation.

## LEGISLATIVE REVIEW

WorkSafeNB and the Department of Post-Secondary Education have embarked on a comprehensive review of NB's workers' compensation governing legislation. This review will be undertaken over a three-year period and the co-sponsors are Tom Mann, deputy minister of the Department of Post-Secondary Education, Training, and Labour and Gerard Adams, president and CEO of WorkSafeNB. At the time of writing this report, the first legislative review discussion paper had been distributed to stakeholders, including NBNU, for feedback.

## SAFETY CULTURE IN HEALTH CARE

I would like to conclude my report with a challenge to all who are employed in health care settings. It is evident when looking at injury statistics that the health care industry is lagging when it comes to safety. We are under constant pressure to provide care in a manner that is faster, cheaper, better, but often at great risk of injury to health care providers. Workplace health and safety must become a strategic priority and health care leaders must assume the responsibility for creating a culture of safety.

# ANNUAL MEETING OPERATIONS COMMITTEE REPORT

## BY JOHN MACDONALD

The NBNU annual meeting operations committee met on July 9, 2013 to review the nine resolutions received. As of the deadline, there were no constitutional changes submitted. In attendance were John MacDonald, Karyn Tibbits and Margaret Ellis. Nancy Arseneau participated as an ex-officio representative of the board of directors. All resolutions will be printed in the *Parasol* for review prior to the annual meeting.

At the time of writing this report, the deadlines for nominations for both of the vice-president positions had closed. The committee received only one nomination for each position and, therefore, Paula Doucet

Jones will remain as vice-president and Nancy Arseneau as 2<sup>nd</sup> vice-president by acclamation.

Please remember that emergency resolutions can be submitted at the annual meeting, and the deadline for submission will be announced at that time. The committee would also ask all members attending the annual meeting to review the Minimum Requirements Policy as there have been modifications to standardize our requirements to those of other provinces and national bodies.

As always, during the annual meeting there is always a need for scrutineers and sergeants-at-arms. No less than five

scrutineers are required and sufficient sergeants-at-arms to guard all exits from the meeting room. These volunteers must be non-voting delegates. I would encourage non-voting delegates from each bargaining unit to consider volunteering for these essential duties when the time comes. It is important that each bargaining unit is represented so please encourage your observers to participate.

I am looking forward to seeing everyone in the fall.

Yours in solidarity,

John MacDonald

## RESOLUTION

### TO BE VOTED ON AT ANNUAL MEETING

#### RESOLUTION 1

##### National Standard for Mental Health Submitted by NBNU board of directors

**WHEREAS** in January 2013, the Mental Health Commission of Canada launched the world's first Voluntary National Standard on Psychological Health and Safety in the workplace;

**WHEREAS** 500,000 people are absent from work each day for mental health reasons and mental health claims have surpassed cardiovascular disease as the fastest growing category of disability costs;

**WHEREAS** it is estimated that \$51 billion per year is the economic cost of mental illness in Canadian workplaces;

**WHEREAS** health care workplaces have been shown to be among the most stressful and unsafe of any industry; and statistics and anecdotal evidence have shown that nurses bear the lion's share of psychosocial hazards and safety in the workplace; and

**WHEREAS** nurses unions have worked on and with joint health and safety committees to bring forward regulations and practices that recognize both the physical and psychosocial safety of workers;

**BE IT RESOLVED THAT** the New Brunswick Nurses Union lobby for the implementation of the National Standard on Psychological Health and Safety in the Workplace within our health care system.



## RESOLUTION 2

## Safe Staffing and Registered Nurses' Workload

Submitted by NBNU board of directors

**WHEREAS** inadequate nursing staffing negatively impacts patients and their families:

- it impacts the patient's and family's experience,
- it impacts recovery time,
- it increases the length of stay,
- it impacts potential for re-admission,
- it impacts patient safety,
- it results in increased patient morbidity and death, and
- it impacts health care budgets (Berry and Curry, 2012);

**WHEREAS** for every one surgical patient added to a nurse's workload, the odds of a patient dying under the nurse's care increases by 7% (Aiken et al, 2002);**WHEREAS** a recent Canadian study found that higher nursing staffing levels predicted fewer occurrences of methicillin-resistant staphylococcus aureus (MRSA) infection (Manojlovich et al, 2011); and**WHEREAS** research continues to show that overworking and poor working conditions negatively impact nurses – major consequences are burnout, fatigue, turnover and absenteeism;**BE IT RESOLVED THAT** the New Brunswick Nurses Union in conjunction with the Canadian Federation of Nurses Unions lobby the provincial and federal governments to:

- immediately commit to achieve safe staffing models across the continuum of care, including safe nurse/patient ratios,
- immediately fund the implementation of a national prototype for safe staffing, and
- enforce health care system accountability for safe, quality patient care by moving beyond the benchmarks currently measured.

## RESOLUTION 3

## System Redesign: Valuing the Role of Nurses

Submitted by NBNU board of directors

**WHEREAS** discussion on "redesigning" our health care system is underway in New Brunswick, for example, the implementing of the new models of care;**WHEREAS** recent experiences in some parts of the country such as Nova Scotia and Ontario have shown redesign leads to fragmented nursing care or none at all; and**WHEREAS** CFNU's 2012 research paper *Nursing Workload and Patient Care* highlights the evidence that there is a direct relation between nurses' workload and patient safety;**BE IT RESOLVED THAT** the New Brunswick Nurses Union continue to work with all allied health care professions on realigning our health care system toward the needs of patients ensuring a better continuum of care that includes safe home care, appropriate long-term care and a pharmacare program based on needs, not ability to pay;**FURTHER BE IT RESOLVED THAT** the New Brunswick Nurses Union present a strong front to all levels of government on the value of registered nurses' role within the health care system and work to ensure any redesign must place registered nurses at the forefront of the delivery of care and decision-making process.

**RESOLUTION 4**

**Resolution submitted by  
Michel LeBlanc, Jordan  
Life Care Local, seconded  
by Norbert Robichaud, Dr.  
Georges L. Dumont  
Hospital Local**

**WHEREAS** from NBNU's beginnings our members have elected many competent and strong leaders at both provincial and local levels;

**WHEREAS** our members have over the years provided guidance and feedback with regard to NBNU's finances;

**WHEREAS** the combination of membership guidance and feedback and strong competent leadership have placed NBNU's assets and holdings into the multi-millions;

**WHEREAS** being prepared for any eventual succession of NBNU's leader will benefit our members;

**BE IT RESOLVED THAT** NBNU further increase its assets and holdings by purchasing a house for the use of NBNU's president;

**AND BE IT FURTHER RESOLVED THAT** NBNU fully furnish the house and assume all responsibilities for the maintenance and upkeep of the house.

**RESOLUTION 5**

**Submitted by Michel LeBlanc, Jordan  
Life Care Local, seconded by Norbert  
Robichaud, Dr. Georges L. Dumont  
Hospital Local – June 25, 2013**

**WHEREAS** our members have over the years provided guidance and feedback with regard to NBNU's finances;

**WHEREAS** our members have placed NBNU's assets and holding into the multi-millions;

**WHEREAS** NBNU over the past several years has had financial surpluses;

**BE IT RESOLVED THAT** NBNU conduct a survey of our membership so as to provide guidance and/or directives on the use of further surplus funds.

**RESOLUTION 6**

**Bill C-377 – An Attack on Unions and  
Unionized Workers  
Submitted by NBNU board of directors**

**WHEREAS** unions have always been a positive force in Canadian society and play a valuable role defending and advancing the rights of workers;

**WHEREAS** workers, through their union, have a collective voice at work and a democratic venue to fight for equality, fair treatment, economic security and safe working conditions;

**WHEREAS** Bill C-377 is seeking to solve a problem that doesn't exist since unions are open organizations that provide transparency on financial statements to their members;

**WHEREAS** Bill C-377 will be extremely costly to government to administer but serves no useful purpose;

**WHEREAS** the detailed information on what unions spend money on will be made public under Bill C-377 at taxpayers' and unions' expense, and can be used by employers and anti-labour organizations to threaten collective bargaining and organizing rights;

**WHEREAS** Bill C-377 is discriminatory treatment of unions because it does not apply to other organizations that also charge dues that are tax deductible by their members such as professional organizations;

**WHEREAS** Bill C-377 reveals a hidden anti-union agenda by the Harper Conservative Government of interference in labour relations, which seeks to roll back the power of unions;

**WHEREAS** Bill C-377 violates the privacy rights of individuals, companies and organizations;

**BE IT RESOLVED THAT** the New Brunswick Nurses Union, along with CFNU, CLC and affiliates campaign to defeat Bill C-377 by:

- participating in the Canadian Labour Congress lobby and outreach campaigns,
- supporting any constitutional challenge of Bill C-377, if it becomes law,
- supporting sustained education campaigns to educate unionized nurses as to labour rights and about the threats of the right-wing attacks on unions and unionized nurses, and
- supporting sustained education and training to prepare unionized nurses to become involved in the next federal election.

## RESOLUTION 7

### Workers' Compensation

Submitted by NBNU board of directors

**WHEREAS** the primary purpose of workers' compensation legislation is to help workers injured on the job;

**WHEREAS** workers, not employers, pay the heaviest price for workplace accidents and illness;

**WHEREAS** for workers injured on the job, the pain and suffering and financial loss is all too real;

**WHEREAS** governments across Canada dramatically changed the workers' compensation system in favour of employers – Nowhere is this more evident than in New Brunswick, which severely eroded workers' rights, and benefits under the *Workers' Compensation Act* with the implementation of Bill 55 in 1993. The cuts in 1993 included:

- three-day waiting period,
- a reduction in benefits from 90% to 80% of net insurable earnings (85% after 39 weeks);

**WHEREAS** New Brunswick workers injured while doing their job are not being provided with proper protection against loss of income;

**WHEREAS** WorkSafeNB is attempting to reduce the protections afforded injured workers through the WCB Appeal Tribunals;

**WHEREAS** New Brunswick is one of only three jurisdictions in Canada with a waiting period for workers compensation benefits;

**BE IT RESOLVED THAT** NBNU participate in the current review of WorkSafeNB being conducted by the Department of Post-Secondary Education, Training and Labour to insure that a strong report of appeal from unfair decisions of WorkSafeNB continues to be available to all injured workers;

**BE IT FURTHER RESOLVED THAT** NBNU lobby the provincial government to restore benefits to pre-1993 levels;

**BE IT FURTHER RESOLVED THAT** the maximum benefits under Workers' Compensation be increased to reflect the real wage of all workers in New Brunswick covered by WorkSafeNB, including registered nurses.

***Resolutions continued on page 26***





# Welcome to ICN 25th Quadrennial Congress

18-23 MAY 2013  
MELBOURNE AUSTRALIA



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**RESOLUTION 8****National Health Plan****Submitted by NBNU board of directors**

**WHEREAS** the *Canada Health Act* provides funding to provinces to ensure that all residents of Canada have reasonable access to medically necessary hospital and physician services;

**WHEREAS** provinces do not receive federal funding to cover products and services outside of hospitals other than insured physician services, which has resulted in inequities between provinces regarding provision of and access to health care;

**WHEREAS** the Federal Conservative Government has caused the *Canada Health Act* to be weakened by allowing more health care services to be privatized;

**WHEREAS** Canada has no national health plan that includes funding for long-term care, home care, palliative care, and pharmacare;

**WHEREAS** it becomes a struggle for families to find the resources to access and pay in full, or part, for the services they need; and

**WHEREAS** the Health Accord is a legal agreement between the federal and provincial governments on health care funding that ends in 2014;

**BE IT RESOLVED THAT** the New Brunswick Nurses Union in conjunction with the Canadian Federation of Nurses Union lobby the federal government to work with the provinces to develop a national health plan that includes public funding for long-term care, home care, palliative care and pharmacare.

**RESOLUTION 9****Support for NB Food Banks****Submitted by NBNU board of directors**

**WHEREAS** many food banks shelves are bare on a regular basis;

**WHEREAS** many more families are finding themselves in need of food bank assistance;

**WHEREAS** registered nurses know first-hand the effects of poor nutrition and the detriment it has a person's health;

**BE IT RESOLVED THAT** the New Brunswick Nurses Union encourage the collection of non-perishable food items at NBNU sponsored events when possible.



**NBFL CONVENTION** – More than 30 NBNU members attended the NBFL convention in Saint John last June.



# 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 (3 times)
- Ex-officio, health and safety committee
- Ex-officio, professional issues committee
- CFNU (6 times)
- CLC Triennium (3 times)
- Labour Management Committee
- N.B. Federation of Labour (NBFL) 2<sup>nd</sup> vice-president (2010-present)
- NBFL Executive Council vice-president (2010)
- NBFL Convention (3 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 co-chair (2001-2005)
- Professional Practice 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

- NBFL Women in Leadership Award (2012) recipient
- NBCCNP Certificate (2003)
- Labour School (5 times)
- NBNU/NANB Joint Communications Committee
- Co-chair N.B. Health Coalition (2005-2009)
- NRAC 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 Canada Leadership Conference participant (2008)

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

My commitment and dedication to NBNU and members has only strengthened more and more over the years. The work of the board of directors has evolved over the years, and I feel that with the experience that 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. Together, Stronger!

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 become more involved and better informed.

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

# CANDIDATE FOR ELECTION

## 2<sup>ND</sup> VICE-PRESIDENT



Nancy Arseneau  
Bathurst Public/Mental Health

### UNION PARTICIPATION – Provincial Offices Held

- Currently 2<sup>nd</sup> vice-president and member of the NBNU board of directors (As 2<sup>nd</sup> 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

### Local Offices Held:

- President, Bathurst Public Health and Community Mental Health (2008 – 2011)
- Co-chair, professional practice committee
- Joint health and safety committee
- Participation in other local union activities such as Bathurst District Labour Council meetings, rally participation, etc.

### Work Experience:

- Graduated in 1984 – Université de Moncton
- Currently, public health communicable disease 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 – Toronto (2013)
- Canadian Labour Congress: Stand Up for Fairness Political Action Conference, Toronto (2013)
- NB Federation of Labour Convention (2013)
- NB Federation of Labour Mid-Term Conference (2012)
- Canadian Health Coalition Lobby: Secure the Future of Medicare, Ottawa (2011)
- Nurses Eastern Labour School, Antigonish (2010)
- 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 at 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 2<sup>nd</sup> vice-president for a second mandate.

I believe my experience, leadership and linguistic skills are a valuable asset in achieving NBNU’s vision, objectives and priority actions that are required of a 2<sup>nd</sup> vice-president.

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

I am committed to continue and to create new partnerships between NBNU and its affiliated labour, community and social networks, health coalitions, etc.

Thank you for your support.

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## **NEW BRUNSWICK NURSES UNION**

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### **FINANCIAL STATEMENTS**

**DECEMBER 31, 2012**

**Spacek & Associates**



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## NEW BRUNSWICK NURSES UNION

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DECEMBER 31, 2012  
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Spacek & Associates

# Spacek & Associates

CHARTERED ACCOUNTANTS

## INDEPENDENT AUDITORS' 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, 2012, 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 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, 2012, 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.

### *Emphasis of Matter*

We draw attention to Note 1 to the financial statements which describes that the association adopted Canadian accounting standards for not-for-profit organizations on January 1, 2012 with a transition date of January 1, 2011. These standards were applied retrospectively by management to the comparative information in these financial statements, including the statement of financial position as at December 31, 2011 and January 1, 2011 and the statements of operations, changes in net assets and cash flows for the year ended December 31, 2011 and related disclosures. There were no changes to the statement of financial position at January 1, 2011 from the figures previously reported under Canadian generally accepted accounting standards, as a result of the adoption.

Fredericton, NB  
June 11, 2013



CHARTERED ACCOUNTANTS

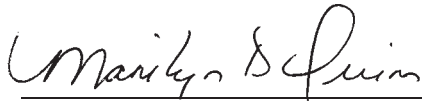
# NEW BRUNSWICK NURSES UNION

## STATEMENT OF FINANCIAL POSITION DECEMBER 31, 2012

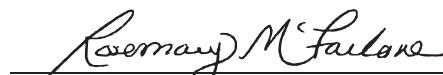
ASSETS				
	General Fund	Restricted Funds	2012 Total	2011 Total
<b>CURRENT</b>				
Cash	\$ 249,834	\$ 45,414	\$ 295,248	\$ 758,746
Marketable securities (note 5)	733,597	4,866,861	5,600,458	4,775,401
Dues receivable	371,894	-	371,894	303,769
Accounts receivable	-	1,063	1,063	970
Accrued interest receivable	6,724	61,594	68,318	58,407
Employee loans receivable	5,722	-	5,722	6,086
Due from funds (note 9)	-	-	-	318,813
Prepaid expenses	78,021	-	78,021	29,891
	1,445,792	4,974,932	6,420,724	6,252,083
<b>CAPITAL ASSETS</b> (note 6)	2,069,933	-	2,069,933	2,064,304
	\$ 3,515,725	\$ 4,974,932	\$ 8,490,657	\$ 8,316,387
<b>LIABILITIES</b>				
	General Fund	Restricted Funds	2012 Total	2011 Total
<b>CURRENT</b>				
Accounts payable	\$ 509,710	\$ -	\$ 509,710	\$ 483,386
Due to funds (note 9)	-	-	-	318,813
	509,710	-	509,710	802,199
<b>FUND BALANCES</b>				
<b>INVESTED IN CAPITAL ASSETS</b>	2,069,933	-	2,069,933	2,064,304
<b>INTERNALLY RESTRICTED</b>				
Membership Defence	-	4,915,184	4,915,184	3,797,761
Nursing Homes Educational Leave	-	59,748	59,748	86,442
<b>UNRESTRICTED</b>	936,082	-	936,082	1,565,681
	3,006,015	4,974,932	7,980,947	7,514,188
	\$ 3,515,725	\$ 4,974,932	\$ 8,490,657	\$ 8,316,387

Commitments (note 8)

APPROVED ON BEHALF OF THE NEW BRUNSWICK NURSES UNION



President



Secretary - Treasurer

See accompanying notes to the financial statements

Spacek &amp; Associates



# NEW BRUNSWICK NURSES UNION

## STATEMENT OF OPERATIONS

FOR THE YEAR ENDED DECEMBER 31, 2012

	General Fund		Restricted Funds	
	2012	2011	2012	2011
<b>REVENUES</b>				
Membership dues	\$ 4,697,849	\$ 4,548,632	\$ -	\$ -
Investment income (note 7)	16,197	30,922	146,489	122,899
Contributions from nursing homes	-	-	28,452	28,442
	4,714,046	4,579,554	174,941	151,341
<b>EXPENDITURES</b>				
<b>GENERAL AND ADMINISTRATIVE</b>				
Salaries - labour relations	545,519	535,217	-	-
Salaries - office staff	598,307	570,778	-	-
Salaries - overtime	36,953	39,492	-	-
Employee benefits	236,433	249,237	-	-
Employee recruitment	11,246	17,396	-	-
Staff professional development	23,068	26,426	-	-
Travel	86,171	88,982	-	-
Car allowance	22,500	24,600	-	-
Office supplies and expenses	89,998	72,495	-	-
Fax leases and expenses	1,130	1,879	-	-
Library	25,193	19,852	-	-
Postage	80,657	63,255	-	-
Insurance and bonding	19,257	18,652	-	-
Interest and bank charges	1,419	1,232	-	-
Telephone	53,258	47,522	-	-
Professional fees	61,234	54,693	-	-
Photocopier leases and expenses	10,496	12,205	-	-
Electricity	18,751	19,262	-	-
Property taxes and water	56,287	56,287	-	-
Building repairs and maintenance	51,397	38,540	-	-
Depreciation	134,996	135,717	-	-
<b>TOTAL GENERAL AND ADMINISTRATIVE</b>	2,164,270	2,093,719	-	-

See accompanying notes to the financial statements

Spacek & Associates

# NEW BRUNSWICK NURSES UNION

## STATEMENT OF OPERATIONS

FOR THE YEAR ENDED DECEMBER 31, 2012

	General Fund		Restricted Funds	
	2012	2011	2012	2011
<b>UNION ACTIVITIES</b>				
Dues refunds to locals	397,204	385,618	-	-
Committee expenses				
Salaries - members	434,546	424,561	-	-
Travel, meals and accommodations	355,030	371,995	-	-
Meeting accommodations	8,593	12,586	-	-
Speakers and registration fees	56,591	57,351	-	-
Translation	65,383	47,400	-	-
Employee benefits	61,771	60,507	-	-
Hearing expenses	22,503	37,702	-	-
Public relations and promotions	461,359	360,396	-	-
General printing	51,876	51,352	-	-
CFNU / NBFL dues	237,980	231,671	-	-
General translation	28,599	23,646	-	-
Scholarships	19,800	20,600	-	-
Cultural research	-	-	-	-
Educational assistance	-	-	55,447	27,738
Memorials and gifts	1,144	1,109	128	-
<b>TOTAL UNION ACTIVITIES</b>	<b>2,202,379</b>	<b>2,086,494</b>	<b>55,575</b>	<b>27,738</b>
<b>TOTAL EXPENDITURES</b>	<b>4,366,649</b>	<b>4,180,213</b>	<b>55,575</b>	<b>27,738</b>
<b>EXCESS OF REVENUES OVER EXPENDITURES</b>	<b>\$ 347,397</b>	<b>\$ 399,341</b>	<b>\$ 119,366</b>	<b>\$ 123,603</b>

See accompanying notes to the financial statements

Spacek & Associates

# NEW BRUNSWICK NURSES UNION

## STATEMENT OF CHANGES IN FUND BALANCES

FOR THE YEAR ENDED DECEMBER 31, 2012

	General Fund		Restricted Funds	
	2012	2011	2012	2011
<b>FUND BALANCES, BEGINNING OF YEAR</b>	\$ 3,629,981	\$ 3,434,026	\$ 3,884,203	\$ 3,557,214
<b>EXCESS OF REVENUES OVER EXPENDITURES</b>	347,397	399,341	119,366	123,603
<b>INTERFUND TRANSFERS</b>	(971,363)	(203,386)	971,363	203,386
<b>FUND BALANCES, END OF YEAR</b>	\$ 3,006,015	\$ 3,629,981	\$ 4,974,932	\$ 3,884,203

See accompanying notes to the financial statements

Spacek & Associates



# NEW BRUNSWICK NURSES UNION

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED DECEMBER 31, 2012

	General Fund	Restricted Funds	Total 2012	Total 2011
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>				
Excess of revenues over expenditures	\$ 347,397	\$ 119,366	\$ 466,763	\$ 522,944
Adjustments for:				
Depreciation	134,996	-	134,996	135,717
	482,393	119,366	601,759	658,661
<b>CHANGES IN NON-CASH WORKING CAPITAL BALANCES</b>				
Receivables	(66,907)	(10,858)	(77,765)	(19,101)
Prepaid expenses	(48,129)	-	(48,129)	(1,454)
Due to/from funds	318,813	(318,813)	-	-
Accounts payable	26,321	-	26,321	78,265
	230,098	(329,671)	(99,573)	57,710
	712,491	(210,305)	502,186	716,371
<b>INVESTING ACTIVITIES</b>				
Purchases of capital assets	(140,625)	-	(140,625)	(13,599)
Change in marketable securities	291,364	(1,116,421)	(825,057)	(288,350)
	150,739	(1,116,421)	(965,682)	(301,949)
<b>INTERFUND TRANSFERS</b>	(971,363)	971,363	-	-
<b>NET INCREASE (DECREASE) IN CASH</b>	(108,133)	(355,363)	(463,496)	414,422
<b>CASH, BEGINNING OF YEAR</b>	357,969	400,777	758,746	344,324
<b>CASH, END OF YEAR</b>	\$ 249,836	\$ 45,414	\$ 295,250	\$ 758,746

See accompanying notes to the financial statements

Spacek & Associates

# NEW BRUNSWICK NURSES UNION

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2012

### GENERAL

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.

### 1. FIRST TIME ADOPTION OF ACCOUNTING STANDARDS FOR NOT-FOR-PROFIT ORGANIZATIONS

During the year the Union adopted accounting standards for not-for-profit organizations. These financial statements are the first prepared in accordance with these standards. The adoption of the new standards had no impact on net assets as at January 1, 2011 or operations or cash flows for the year ended December 31, 2011 as previously reported in accordance with pre-changeover Canadian generally accepted accounting principles.

### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

#### (a) Fund accounting

The New Brunswick Nurses Union follows the restricted fund method of accounting. The General Fund accounts for the organization's administrative activities and delivery of regular union activities. This fund reports unrestricted resources.

#### (b) Restricted Funds

The New Brunswick Nurses Union operates the following restricted funds:

Membership Defence Fund  
Nursing Homes Educational Leave Fund

The Membership Defence Fund reports only internally restricted resources used, at the direction of the Union Executive, to fund special union activities as required.

The Nursing Homes Educational Leave Fund reports on internally 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.

#### (c) Capital assets

Purchased capital assets are recorded at cost. Amortization is provided on a straight-line basis over the assets' estimated useful lives at the following rates:

Building	4 %
Furniture and equipment	10 %
Computer hardware	25 %
Computer software	50 %

See accompanying notes to the financial statements

Spacek & Associates

# NEW BRUNSWICK NURSES UNION

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2012

**(d) Marketable securities**

The Union has established a history of investing primarily in interest bearing instruments and holding them to maturity. Therefore, marketable securities are classified as held to maturity and are recorded at amortized cost.

**(e) Revenue recognition**

Union membership dues are recognized as revenue of the Operating Fund in the year earned. Investment income earned on restricted fund resources is recognized as revenue in the appropriate restricted fund using the effective interest method. Other investment income is recognized as revenue of the General Fund using the effective interest method.

### 3. FINANCIAL INSTRUMENTS

The Union's financial instruments consist of cash, marketable securities, accounts receivable, accounts payable, deferred revenue and amounts due to and from related parties. 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.

### 4. USE OF ESTIMATES

Under Canadian accounting standards for not-for-profit organizations the Union executive is required to make estimates and assumptions to prepare financial statements. These estimates are based on the Union executive's best knowledge of current events and actions that the Union may undertake in the future. These estimates and assumptions may affect the amount of assets and liabilities presented as at the reporting date and the reported amount of the revenue and expenses during the fiscal period. Actual results may be different from the estimates and assumptions used.

### 5. MARKETABLE SECURITIES

	2012 Carrying Value	2012 Fair Value
<b>GENERAL FUND</b>		
<b>Omista Credit Union</b>		
2.00% term deposit, due April 2014	250,000	250,000
Credit Union shares	65	65
<b>BMO Nesbitt Burns</b>		
Scotiabank bond, 2.47%, callable August 2017	200,000	203,280
HSBC bond, 2.90%, due January 2017	250,000	255,100
<b>Scotiabank</b>		
1.30% term deposit, due August 2013	15,000	15,072
<b>Unamortized Premiums and Discounts</b>		
Unamortized bond premiums and discounts	18,532	-
<b>TOTAL GENERAL FUND MARKETABLE SECURITIES</b>	<b>\$ 733,597</b>	<b>\$ 723,517</b>

Spacek & Associates

# NEW BRUNSWICK NURSES UNION

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2012

### 5. MARKETABLE SECURITIES - cont'd

	2012 Carrying Value	2012 Fair Value
<b>RESTRICTED FUNDS</b>		
<b>Omista Credit Union</b>		
3.00% term deposit, due December 2017	216,599	216,599
3.00% term deposit, due May 2017	200,000	200,000
3.75% term deposit, due December 2015	376,780	376,780
0.60% term deposit, due June 2013	43,926	43,926
Credit Union shares	5	5
<b>BMO Nesbitt Burns</b>		
BMO bond, 3.75% callable July 2016	150,000	158,475
TD bank bond, 3.00% callable December 2016	275,000	296,316
TD bank bond, 2.83% callable December 2016	100,000	107,750
National bank Canada bond, 2.50% callable April 2017	300,000	308,430
RBC bond, 3.50% callable March 2013	252,000	252,857
TD Mortgage Corp GIC, 4.40% due January 2014	171,508	171,508
TD Mortgage Corp GIC, 4.15% due March 2014	100,000	100,000
CIBC bond, 5.15% due June 2018	158,000	159,880
CIBC bond, 3.55% callable February 2015	405,000	415,166
RBC bond, 3.25% callable June 2015	221,000	232,382
Bank of Montreal bond, 3.75% callable July 2016	200,000	211,300
TD bank bond, 2.72% callable December 2016	140,000	150,850
<b>Scotia McLeod</b>		
Home Trust GIC, 2.15% due August 2014	120,000	120,000
Canada Trust GIC, 3.85% due March 2013	100,000	100,000
AGF Trust GIC, 3.41% due March 2013	100,000	100,000
TD Mortgage Corp GIC, 4.15% due March 2013	159,000	159,000
Bank of Nova Scotia GIC, 2.15% due April 2013	100,000	100,000
Canadian Western Bank GIC, 2.35% due August 2014	100,000	100,000
B2B Trust GIC, 3.50% due July 2014	103,300	103,300
Equitable Trust GIC, 2.35% due August 2015	200,000	200,000
Royal Bank GIC, 3.00% due July 2016	261,500	261,500
Pacific & Western Bank GIC, 2.55% due July 2017	268,239	268,239
<b>Unamortized Premiums and Discounts</b>		
Unamortized bond premiums and discounts	45,004	-
<b>TOTAL RESTRICTED FUND MARKETABLE SECURITIES</b>	4,866,861	4,914,263
<b>TOTAL MARKETABLE SECURITIES</b>	\$ 5,600,458	\$ 5,637,780

9.

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# NEW BRUNSWICK NURSES UNION

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2012

### 6. CAPITAL ASSETS

	Cost	Accumulated Depreciation	Net 2012	Net 2011
Land	\$ 281,722	\$ -	\$ 281,722	\$ 281,722
Building	1,954,218	410,783	1,543,435	1,621,604
Furniture and equipment	279,699	85,684	194,015	96,933
Computer hardware	141,538	97,242	44,296	60,576
Computer software	54,716	48,251	6,465	3,469
	\$ 2,711,893	\$ 641,960	\$ 2,069,933	\$ 2,064,304

### 7. INVESTMENT INCOME

	2012	2011
General Fund	\$ 16,197	\$ 30,922
Membership Defence Fund	\$ 146,187	\$ 122,534
Nursing Homes Educational Leave Fund	302	365
Restricted funds	\$ 146,489	\$ 122,899

### 8. COMMITMENTS

The union is obligated to make payments on various office equipment leases. The minimum lease payments due in each of the next 3 years are as follows:

2013	\$ 12,591
2014	\$ 12,591
2015	\$ 2,908

### 9. 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 nil.

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# FINANCE COMMITTEE REPORT

## BY ROSEMARY MCFARLANE



Rosemary McFarlane

The New Brunswick Nurses Union finance committee met on June 10 and 11, 2013 at provincial office in Fredericton.

Members of the committee are: Rosemary McFarlane, secretary-treasurer, Laura McNulty, Pat Bannan, Margie Roy; Debbie Gill, manager of finance and human resources; ex-officio: Marilyn Quinn, president; and David Brown, executive director.

Peter Spacek of the accounting firm Spacek and Associates met with the committee to review the audited statements for the year ending 2012. The committee also prepared the budget for 2014 which is printed in the *Parasol*.

The Committee made the following recommendations for the 2014 budget:

- As per Motion #6 at the 2012 AGM, NBNU will fund 10 observers, from locals who demonstrate financial need, to attend the AGM and executive council meetings. These 10 observers will be paid by provincial office and accommodations will be shared with their local delegates. This policy will be reviewed at the 2014 AGM.
- The Wellness Challenge contest will be discontinued as its potential has been achieved over the past three years. The funds will be directed towards increasing education for members.
- The names of five local presidents will be drawn to attend CLC meetings provided they have completed NBNU's education sessions.
- Union dues remain at \$59.02/member/month for 2014.
- That all NBNU expense policies be strictly adhered to.

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

Respectfully submitted,

Rosemary McFarlane



FINANCE COMMITTEE – Members of the NBNU finance committee are (left to right) Margaret Roy; Marilyn Quinn, president, ex-officio; Laura McNulty; David Brown, staff; Rosemary McFarlane, secretary-treasurer; Debbie Gill, staff; and Pat Bannan.

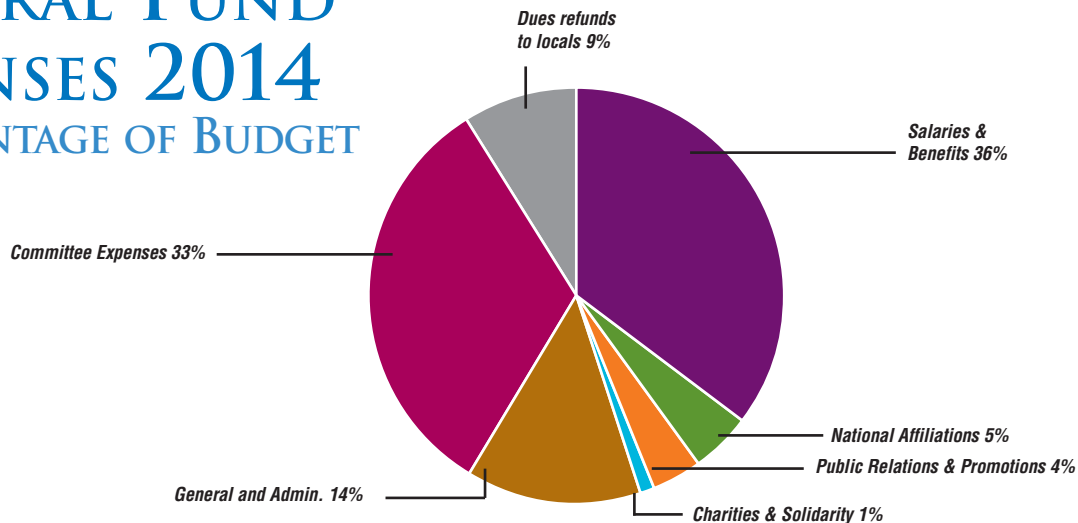
# NEW BRUNSWICK NURSES UNION

## OPERATIONAL BUDGET FOR YEAR ENDING DECEMBER 31, 2014 AND COMPARISON OF 2012 BUDGET AND ACTUAL RESULTS

REVENUE	2014 BUDGET	2012 BUDGET	2012 ACTUAL
Membership dues	4,691,972	4,526,952	4,697,849
Income on Investments & Deposits	17,500	34,101	16,197
<b>TOTAL REVENUE</b>	<b>\$ 4,709,472</b>	<b>\$ 4,561,053</b>	<b>\$ 4,714,046</b>
<b>EXPENDITURES</b>			
<b>General &amp; Administrative</b>			
Salaries	1,224,984	1,049,801	1,143,175
Staff Overtime	48,377	58,614	36,953
Employee benefits	278,829	244,879	236,433
Staff professional development	33,000	33,000	23,068
Travel	95,000	95,000	86,171
Car allowance	26,400	24,600	22,500
Office supplies & expenses	30,000	30,000	33,337
Service contract/IT support	44,000	40,000	57,791
Depreciation	135,000	107,000	134,996
Library	25,200	16,800	25,193
Postage/Shipping	70,200	96,360	80,657
Bank charges	1,400	1,200	1,419
Insurance & bonding	20,472	18,210	19,257
Communications	95,000	147,000	75,227
Professional fees	45,000	48,893	61,234
Photocopier lease and expenses	9,500	16,280	10,496
Utilities	20,500	20,680	18,751
Property taxes	56,700	57,413	56,287
Presidents accommodations	11,200	10,400	10,859
Building repairs & maintenance	35,000	30,000	40,538
Employee recruitment expenses	4,000	6,000	-
Casual temporary staffing	5,000	14,000	651
Internship pilot project	38,000	30,000	11,246
<b>Total General &amp; Administrative</b>	<b>\$ 2,352,762</b>	<b>\$ 2,196,130</b>	<b>\$ 2,186,239</b>
<b>UNION ACTIVITIES</b>			
Dues Refunds to locals	397,490	383,510	397,204
Committee expenses			
Salary - members	572,104	437,681	434,546
Travel, meals, accommodations	352,542	342,887	339,561
Meeting accommodations	35,800	33,700	24,062
Speakers & registration fees	84,225	82,700	56,591
Simultaneous translation	53,000	36,000	65,383
Employee Benefits	82,955	61,275	61,771
Public Relations & Promotions	250,000	150,000	372,982
Legal expense assistance plan	1,000	5,000	-
Local assistance fund	10,000	10,000	-
Membership Motivation	125,000	50,000	66,409
Printing	64,000	59,000	51,876
Canadian Federation Dues	158,996	153,404	158,996
N B Federation of Labour Dues	83,473	76,702	78,984
Hearing expenses	35,000	30,000	22,502
Scholarships	20,800	20,600	19,800
General Translation	28,000	28,000	28,599
Memorials & gifts	2,000	2,000	1,144
<b>Total Union Activities</b>	<b>\$2,356,385</b>	<b>\$1,962,459</b>	<b>\$2,180,410</b>
<b>Total Expenditures</b>	<b>\$4,709,147</b>	<b>\$4,158,589</b>	<b>\$4,366,649</b>
<b>Excess of Revenue (Expenditure) For Year</b>	<b>\$ 325</b>	<b>\$ 402,464</b>	<b>\$ 347,397</b>

# GENERAL FUND EXPENSES 2014

## PERCENTAGE OF BUDGET



## NOTES TO BUDGET

**Investments – General Fund** - The board of directors has the responsibility to manage and direct this fund for the benefit of the members.

## REVENUE

**Dues** – Based on 1.025% of RN 2 Step F annual salary.

## EXPENDITURES – GENERAL AND ADMINISTRATIVE

**Salaries** – This amount includes salaries for 14 full-time staff and 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, Group Health Plan and CBE Pension Plan.

**Staff Education Programs** – 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.

**Depreciation Expense** – Depreciation of all 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 required as well as professional fees for staff as per collective agreements.

## 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 \$2.00/member/month. This amount includes the CLC affiliation fee.

**N.B. Federation of Labour Dues** – Dues are \$1.05/member/month.



# NEW BRUNSWICK NURSES UNION

## INVESTMENTS AUGUST 31, 2013

			TERM	MATURITY DATE	INTEREST RATE	PRINCIPAL INVESTED
<b>INVESTMENTS - GENERAL FUND</b>						
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	18 months	19-Apr-14	2.00%	\$ 250,000
Scotia Bank	Term Deposit	36340343	1 year	20-Aug-14	1.30%	\$ 15,393
<b>Total General Fund Investments</b>						<b>\$ 715,393</b>

### INVESTMENTS - MEMBERSHIP DEFENCE FUND

Omista Credit Union	Term Deposit	#61545-41-2	5 years	01-Dec-17	3.00%	\$ 223,115
BMO Nesbitt Burns	BMO Bond	#270-0097211	5 years	08-Jul-16	3.75%	\$ 150,000
BMO Nesbitt Burns	TD Bank bond	#270-0097211	5 years	14-Dec-16	3.00%	\$ 275,000
Omista Credit Union	Term Deposit	#61545-40-2	5 years	26-May-17	3.00%	\$ 200,000
BMO Nesbitt Burns	TD Bank bond	#270-0097211	4.5 years	14-Dec-16	2.83%	\$ 100,000
Scotia McLeod	Home Trust - GIC	#270-0060516	2 years	10-Aug-14	2.15%	\$ 120,000
BMO Nesbitt Burns	Nat Bnk Canada Bond	#270-0097211	4.5 years	11-Apr-17	2.50%	\$ 300,000
ScotiaMcLeod	Equitable Trust GIC	#270-0060516	1 year	07-Mar-14	1.75%	\$ 250,000
ScotiaMcLeod	TD Mtge Corp.	#270-0060516	5 years	04-Mar-14	4.15%	\$ 159,000
BMO Nesbitt Burns	TD Mtge Corp. GIC	#270-0097211	5 years	30-Jan-14	4.40%	\$ 171,508
BMO Nesbitt Burns	TD Mtge Corp. GIC	#270-0097211	5 years	03-Mar-14	4.15%	\$ 100,000
BMO Nesbitt Burns	CIBC Bond	#270-0097211	5 years	06-Jun-14	5.25%	\$ 158,000
ScotiaMcLeod	HSBC Bank Canada	#270-0060516	5 years	05-Apr-18	2.45%	\$ 350,000
ScotiaMcLeod	Cdn Western Bnk -GIC	#270-0060516	3 years	11-Aug-14	2.35%	\$ 100,000
ScotiaMcLeod	B2B Trust - GIC	#270-0060516	4 years	30-Jul-14	3.50%	\$ 103,300
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-15	3.55%	\$ 405,000
BMO Nesbitt Burns	Royal Bank - Bond	#270-0097211	5 years	15-Jun-15	3.25%	\$ 221,000
Omista Credit Union	Term Deposit	#61545-44-2	5 years	30-Dec-15	3.75%	\$ 376,780
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
ScotiaMcLeod	Pacific & Western Bank GIC	#270-0060516	5 years	13-Jul-17	2.55%	\$ 268,239
<b>Total Membership Defence Fund Investments</b>						<b>\$ 4,832,442</b>

### INVESTMENTS - NURSING HOME EDUCATIONAL LEAVE FUND

Omista Credit Union	Term Deposit	#62079-40-1	90 days	25-Oct-13	0.25%	\$ 29,755
<b>Total Nursing Home Educational Leave Fund Investments</b>						<b>\$ 29,755</b>

# INTERNATIONAL SOLIDARITY FUND

## YOU COULD QUALIFY FOR A MISSION ABROAD

Nursing is a caring profession, and our solidarity knows no boundaries. CFNU and its member organizations have a long tradition of support for international and Canadian organizations working for social and economic justice and for reconstruction and development.

At the CFNU biennial convention in 2005, nurses voted to create an International Solidarity Fund, a financial resource to support initiatives that foster solidarity with the disadvantaged, whether they're being disadvantaged is a result of a natural disaster or an unfair economic and social order.

### About the International Solidarity Fund

The International Solidarity Fund was created by nurses at CFNU's 2005 biennial convention, and, in 2007, nurses agreed to donate one cent per member per month as a minimum contribution to the Fund.

Solidarity is not a random act of kindness. It is a commitment to bettering the lives of disadvantaged people everywhere. It is about providing the basics to people who

do not have them, and about asking questions as to why they do not have them. Nursing is a caring profession. The CFNU International Solidarity Fund supports worker-to-worker exchanges, provides humanitarian assistance, and builds the capacity of workers to advance the right to health.

If you are interested to be engaged in a mission abroad, apply online at the following:  
<http://www.nursesunions.ca/form/cfnu-international-solidarity-fund-worker-worker-exchange-application-form>

Guidelines for application to the International Solidarity can be found at the following web address: [http://www.nursesunions.ca/sites/default/files/2012\\_guidelines.pdf](http://www.nursesunions.ca/sites/default/files/2012_guidelines.pdf)



## NBNU SCHOLARSHIPS

The following scholarships are offered on a yearly basis:

### • NBNU Family Scholarships

Three \$1,000 scholarships are awarded annually to students entering a baccalaureate nursing program in New Brunswick. Applicants must be a relative of a current or former NBNU member.

### • NBNU Nursing Scholarships (2nd and 3rd Year Students)

On a provincial basis, NBNU offers one (1) \$1,000 scholarship to a full-time second year student and one (1) \$1,000 scholarship to a full-time third year student studying in the baccalaureate program and enrolled in either the Francophone or Anglophone program. Applicants must be a relative of a current or former NBNU member.

### • NBNU Post-Secondary Scholarships

Each year, NBNU offers three (3) \$1,000 scholarships to the children of NBNU members enrolled in a community college or university program.

### • CFNU Scholarship

One \$1000 scholarships will be awarded by the Canadian Federation of Nurses' Union to a recipient selected by NBNU. Recipients must be a relative of a current or former NBNU member.

### • NBNU Bursaries

On an annual basis, one \$800 bursary is awarded to a student graduating from the BN program at each university campus or educational delivery site.

For more information, go to the NBNU website at: [www.nbnu.ca/scholarships](http://www.nbnu.ca/scholarships).

# FAQ: THE WORK SITUATION REPORT

As a nurse, you may face problems that impact your practice. The Work Situation Report is a process for addressing problems that cannot be resolved at the individual level and must be forwarded to the employer.

The New Brunswick Nurses Union (NBNU) encourages a collaborative approach to resolving professional practice problems. The goal is safe, competent and quality care for patients/clients/residents.

## 1. What is the Work Situation Report?

The Work Situation Report is a tool used to communicate to employers issues that arise on units that may put patients or registered nurses in compromised situations. Nurses can use the Work Situation Report to create a paper trail for situations that need to be addressed and resolved.

## 2. Why should I be using the Work Situation Report?

The Work Situation Report is meant to accelerate an internal problem solving process and make the employer aware of adverse working situations.

It is vital that you use this process since nurses and employers want the same thing: safe, quality patient care and services which is achieved when you meet your standards of practice.

In addition, the Work Situation Report is a written document of facts that can be used to argue your position on a situation.

## 3. When should I be completing a Work Situation Report?

When your working conditions compromise your ability to meet your *Nursing Practice Standards* and/or your ability to provide safe patient care.

## 4. What is a professional practice problem?

It is a problem that:

- puts patients/clients/residents at risk;
- interferes with the nurse's ability to practice in accordance with the *Standard of Practice for Registered Nurses*, the *Code of Ethics for Registered Nurses*, *Nurses' Act* or other legislation, workplace policies, procedures, the collective agreement or other relevant standards and guidelines; and
- is beyond the ability of the individual nurse to resolve<sup>1</sup>

## 5. What situations justify completing a Work Situation Report?

- a) When you feel you are not meeting your *NANB Standards of Practice* as they represent your professional and legal responsibilities;
- b) When patient care or patient safety is jeopardized.

## 6. Where do I get a Work Situation Report?

Contact your local president or someone from your local executive to find the Work Situation Reports if there are none on your unit.

## 7. How do I complete the Work Situation Report?

Here are some general tips for completing the Works Situation Report:

- a) be specific and concise when describing the situation and the nature of the issue (i.e. conflict with the patient, another nurse);

- b) explain how the situation is affecting patient care (i.e. medications given too late; care rushed; teaching not provided, etc.);
- c) name the actual person you talked to and quote his/her replies to you;
- d) avoid abbreviations and report firsthand information;
- e) cite the source of any second hand information;
- f) never use patient names and ensure confidentiality if describing issues relating to patients;
- g) make sure to indicate if this is an isolated issue/concern or ongoing;
- h) please take time to make recommendations: work from the assumption your employer values the input of nurses for resolving workload/workplace issues;
- i) identify if your workload issue is a nursing practice standards issue, a policy issue or a collective agreement issue;
- j) print clearly and firmly as there are four copies and ensure the bottom copy is legible;
- k) if you need more space, use additional paper and attach them and make four copies;
- l) sign and date the form;
- m) make sure to give a copy to the nurse manager and your local president. It is vital that you notify the nurse manager or the supervisor on call of a workload/workplace issue so that the employer has an opportunity to correct the situation. It is not good enough to document that "day nurses told them";

<sup>1</sup>Nurses Association of New Brunswick. *Working together: a Framework for the Registered Nurses and Licensed Practical Nurse.2009*

### 8. What do I do once it is completed and signed?

Once the Work Situation Report is completed and signed, you must submit it to your nurse manager. Make sure you meet with him/her to discuss the situation and what he/she intends to do to resolve the situation. Make sure the nurse manager completes her section on the Work Situation Report.

### 9. What happens if the issue is not resolved with my nurse manager?

If the issue is not resolved with your nurse manager, then you must discuss this with your local president who will bring the Work Situation Report to the Professional Practice Committee meeting.

### 10. Can I file a Work Situation Report if there are insufficient LPNs or PSWs to do their work?

If this means that this requires you to do non nursing functions because there is no ward clerk, PSWs or LPNs to support your unit and your work, complete a Work Situation Report.

### 11. Does that mean that if someone calls in sick and is not replaced or replaced with an LPN or PSW that I automatically fill out a form?

No. As a nurse you must assess the situation. The census of your unit may be down and the acuity of the patients you are dealing with may be less. However, if the census is up and the patient acuity is high, then yes, you should complete a work situation report.

### 12. Does the Work Situation Report replace the incident report in my workplace?

No, it does not.

### 13. Can I complete the Work Situation Report for another nurse?

Each nurse completes her own form. However, should there be a collective issue involving or affecting many nurses on a shift or unit, then one Work Situation Report can be completed and all nurses sign the report.

### 14. Is there a time limit to submit the Work Situation Report after a workplace issue has occurred?

The Work Situation Report should be completed within **24 hours** as the incident/situation is fresh in your mind and thus decreases the probability of forgetting details.

### 15. Who else can help me with the Work Situation Report if my local president is not available?

If a member of your local executive is not available, you can contact NBNU's education officer to help you with the completion of the Work Situation Report or a labour relations officer if you have any questions or concerns in regards to the workplace issue itself.

### 16. Will using the Work Situation Report have an impact or change the situation?

Nurses are dedicated to providing a safe quality environment for their patients and advocating for them by using the Work Situation Report process is a big step in ensuring that happens.

The more we use the Work Situation Report to communicate unsafe workplace practices, the more impact we have to influence change. If you feel your work environment is preventing you from meeting your professional standards, engage in the Work Situation Report process with your employer.

### 17. Could I be reprimanded for completing a Work Situation Report?

No. It is your right under the collective agreement and your professional obligation.





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**REGISTERED NURSE**  
 SAVOIR INDISPENSABLE INFIRMIÈRE IMMATRICULÉE

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*From left to right: Sherri Lynn MacKnight, Majella Landry and Lisa Boudreau*



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*From left to right: Line Savoie, Pam Cooke and Melissa McKay*



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*From left to right: Andrea Wheaton, Alberta Stanton and Krista Fischer*

