

PARASOL 2013/2014 ANNUAL REPORT VOLUME 75/OCTOBER 2014

# 40 Years OF SOLIDARITY



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

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

40 YEARS OF SOLIDARITY

# OPEN INVITATION TO ATTEND 40<sup>TH</sup> ANNUAL GENERAL MEETING

## FROM BOARD OF DIRECTORS AND COUNCIL

The 40<sup>th</sup> annual meeting of NBNU is being held October 20, 21, 22 and 23, 2014 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

## 40<sup>TH</sup> NBNU ANNUAL GENERAL MEETING

### OCTOBER 20-23, 2014

#### DELTA HOTEL, FREDERICTON

#### MONDAY, OCTOBER 20, 2014

12:00-13:30 — Registration

13:30-16:30 — Unit representative meetings

- Nurses, part III — Ballroom AB
- Nursing homes — Ballroom C
- Community care nurses — Ballroom DE
- Nurse managers/supervisors — Governor's A

19:00-21:00 — Wine & cheese reception

#### TUESDAY, OCTOBER 21, 2014

7:45-8:15 — First Timers Session

7:30-8:30 — Registration

7:30-8:30 — Breakfast

8:30-12:00 — Business Session

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

11:00-12:00 — Finance Committee report

- o Auditor's report
- o Motion to approve auditor's report for 2013
- o Presentation of 2015 operational budget

12:00-13:00 — Lunch (provided)

13:00-13:30 — Business session reconvenes

- Vice-President's report
- 2<sup>nd</sup> Vice-President's report

13:30-14:45 — Clara Hughes, Guest Speaker

15:15-16:00 — Membership Recognition Awards

18:30 — Banquet

#### WEDNESDAY, OCTOBER 22, 2014

7:30-8:30 — Breakfast

7:30-8:30 — Registration

8:30-9:00 — CFNU President's Greetings — Linda Silas

9:30-10:00 — Member Report from CLC Convention

10:30-11:00 — Business session reconvenes

- Call to order
- Unit Representative's Report

11:15-12:00 — Elections

12:00-13:00 — Lunch (provided)

14:00-14:45 — Resolutions

14:45-15:00 — Wellness Activity

15:30-16:30 — Business session reconvenes

16:30 — Business session adjourns

#### THURSDAY, OCTOBER 23, 2014

7:30-8:30 — Breakfast

7:30-8:30 — Registration

8:30-12:00 — Business session reconvenes

- Open Forum
- New Business
- Motion to approve 2015 budget

12:00 — Adjournment

**SOLIDARITY AUCTION WILL BEGIN MONDAY AT 19:00 AND FINISH WEDNESDAY AT 15:15.**

## 40 YEARS OF SOLIDARITY

## SPEAKERS' SPOTLIGHT

CLARA HUGHES

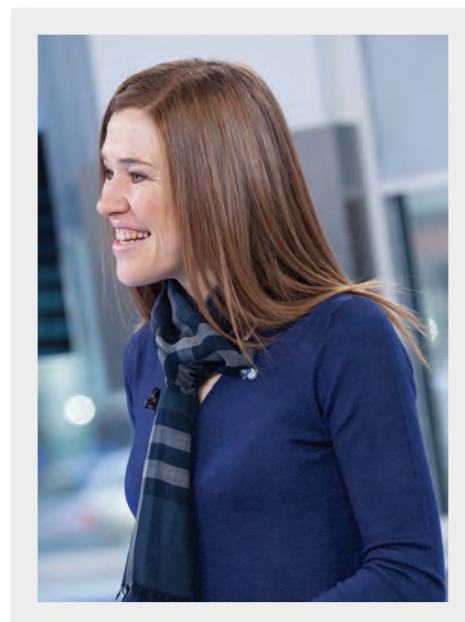
SIX-TIME OLYMPIC MEDALIST IN THE SUMMER  
AND WINTER OLYMPIC GAMES

"Being a champion is not just about winning," says six-time Olympic medal Clara Hughes. Believing that actions off the track define us as much as those on it, Hughes inspires people toward success in all areas of their lives. Her candid, personal talks range from how she believes sports can change lives to her struggle with depression—fully embodying the idea that each of us can overcome challenges to become the champions we're meant to be.

Hughes is the only Canadian to have won medals in both the Summer and the Winter Olympics: in the 1996 Summer Olympic Games, she received two bronze medals in cycling; and over the course of three Winter Olympic Games, she received four medals—one gold, one silver, and two bronze—in speed skating. In addition, she served as the Canadian flag bearer for the 2010 Vancouver Olympic Games' opening ceremony, and represented Canada with distinction at the London Summer Olympic Games in 2012, before retiring as an Olympian.

Over the course of her distinguished career, Hughes has won countless awards and accolades. She was named Female Athlete of the Year by Speed Skating Canada; she received the International Olympic Committee's Sport and Community Trophy; she was honoured with a star on Canada's Walk of Fame; she was inducted into Canada's Sports Hall of Fame; and she was named an Officer of the Order of Canada.

Hughes sits on the International Board of Directors for Right To Play, a global organization that uses the transformative power of play to educate and empower children facing adversity. She holds honorary doctorates from the University of Manitoba and the University of British Columbia.



Clara Hughes



From left to right: Carole Clavette, Carmen Mazerolle, Sonia Ouellette, Linda Boudreau, Bernice Martin-Cyr, Mireille Villeneuve and Maria Richard

# PRESIDENT'S REPORT

BY MARILYN QUINN



Marilyn Quinn  
President

## INTRODUCTION

As I prepare to write my 10<sup>th</sup> annual meeting report I am conscious of the fact that we are celebrating our 40<sup>th</sup> anniversary as a nurses union. I find myself thinking of all the Presidents, Executive Directors, Board members, NBNU staff, local presidents, union activists and registered nurses who have helped shape and grow our Union over the past 40 years of solidarity.

Our Union's strength does not reside in any one individual. It is influenced by the many members who actively participate in the workplace in an effort to improve the work life of registered nurses. The strength and reputation of the Union resides in you — as the frontline provider of quality, safe patient/client/resident care.

Solidarity does not mean we agree on every issue, idea or path. Solidarity is what unites us as activists with shared values as proud registered nurses committed to working for safe quality health care in safe quality practice environments.

I am proud to be a small part of an organization that over 40 years has built a legacy of being professional, credible, determined and solution focused. I look forward to working with you over the next 2 years as we continue to advocate together for quality health care and social justice, not just for our members, but for all New Brunswickers.

## STRATEGIC PLANNING

The purpose of strategic planning is to bring focus to the issues that matter most to our members. It does not mean that we cease our everyday work of supporting registered nurses to respond to health system challenges as they arise. Rather, the strategic planning process we have embraced since 2005 enables us to critically assess the dynamic political, economic and social environment in which our members live and work. The strategic plan determines what new directions we must pursue to ensure our members are sufficiently supported to deliver safe patient care and to enhance their well-being.

We have accomplished much from our last strategic plan (2011-2013). For example:

- Leadership in Action education
- Increase usage of our communication mediums; e-mail, NBNU website, Facebook and Twitter capability
- Continue to be vigilant in our role to provide safe patient care
- Encourage leadership opportunities

The 2014 -2015 strategic plan is aimed at ensuring we have a strong foundation to continue to serve members well. The strategic directions we will pursue are:

1. Strengthen the capability of NBNU at all levels
2. Strengthen nurses' voices to increase our influence in shaping the future direction of our health care system

In our attempts to be even more visible with members, we know that our 6900 members expect us to:

- Be high quality leaders
- Provide varied opportunities and venues to discuss issues they care about
- Advocate for safe patient care and safe nursing practice

We consider our collective success to be highly dependent upon our ability to engage our members, to motivate them to become involved and to ensure they are well informed about Union activities and goals. There is still more work to do to ensure every registered nurse fully utilizes Work Situation Reports. It is essential that RNs document unsafe working conditions and instances where they are unable to meet their standards of practice. We continue to be alarmed about the negative impacts that result when this is not a top-of-mind consistent action among our members. More work is required by us all to ensure we fully harness our collective ability to make our workplaces safe for our patients, clients, residents and for ourselves.

Operationally, NBNU continues to be a well-managed organization as illustrated by sound financial management practices including an adequate defence fund, ownership of our own building, well-qualified staff, and a positive culture both at the staff and board levels.

## PUBLIC RELATIONS/COMMUNICATIONS

The "I am a Registered Nurse" campaign continues to build strength within our membership and the community. NBNU launched a new commercial in mid-July which ran on TV and digital media until the third week of September. I am pleased to share that in just 2 months this video had been viewed 5100 times on YouTube in English and 3304 times on YouTube in French. This visibility doesn't include the audiences we've reached via movie theatres, TV or on digital media such as Facebook and popular websites.

This is a critical year to promote the importance of registered nurses with the upcoming provincial election and cut backs in health care funding being experienced at both the provincial and federal level. We need the public to continue supporting the role of registered nurses as trusted professionals with the education, skills and experience required for the health care of themselves, their aging parents and their children. Powerful commercials like the one we launched this summer are an effective tool to reinforce that message.

## 40 YEARS OF SOLIDARITY

I am pleased to hear that more and more registered nurses are making the move to the white and black uniform, continuing to introduce themselves as a registered nurse and wearing their RN pin. These are all positive steps to demonstrate your commitment to the profession and most importantly to your patients / clients / residents, helping them to easily identify the registered nurse.

## CHARITABLE DONATIONS

NBNU maintains a strong relationship with several charitable groups in the province. We align with groups who are speaking on issues of health, poverty and/or focus on social issues faced by women and children. Thanks to our relationships with Johnson Insurance in 2013-2014 we were able to share over \$11,000 dollars with transition houses around the province.

Pay Equity Coalition, Common Front for Social Justice and the NB and Canadian Health Coalition are supported financially and with resources by having 2<sup>nd</sup> Vice-President Nancy Arseneau attend their meetings.

NBNU continues to support our local food banks. We will continue our tradition of asking members to bring non-perishable donations to the April Executive Council and AGM.

This year NBNU also supported the Atlantic Ballet Ghosts of Violence Youth Tour. Our financial donation allowed the company to bring their production to grade 9 students across NB, educating them about intimate partner violence and ways to seek help.

The Association of Community Living is another group that we support financially for their efforts in working with individuals with intellectual disabilities and their families.

## SHARED RISK PLAN FOR CERTAIN BARGAINING EMPLOYEES

Effective April 1, 2014, changes were made to the process for collecting employer pension contributions for the Shared Risk Plan for Certain Bargaining Employees of New Brunswick Hospitals (CBE Shared Risk Plan). Employer pension contributions are still being paid into the CBE Shared Risk Plan; however they are now centrally funded by government. As a result of the change, you will no longer see employer pension contributions reported on your pay stub.

Members should be aware that the various pension boards are responsible for oversight to ensure all contributions and matched by employees and employers (government).

I currently chair both the CBE Shared Risk Plan and the Public Service Shared Risk Pension Plan. Members should ensure they read their annual pension statement to ensure they have been credited with the correct amount of service and that your beneficiary information is current. Regular newsletters with plan information are sent to members from respective Pension Boards. Pension and Employee Benefits Division website provides you plan documents and pension calculators. I encourage members to read the information and become more knowledgeable about your pension.

I am pleased to report that both plans are in a solid financial position.

The fall pension newsletters will provide information with respect to the applicable cost-of-living increases for January 2015.

## TECHNICAL COMMITTEE ON OCCUPATIONAL HYGIENE & LEGISLATIVE REVIEW

The work of the Occupational Technical Committee was completed in the first week of July. Recommendations were made to the Board of Workers Compensation to be approved, forwarded to the legislative drafters for review and then on to cabinet for approval. The committee updated the regulations for the following, based on the American Association of Occupational Hygienists Standards — which are the standards used worldwide:

The regulations were updated on “threshold limit values” of all chemicals used in NB workplaces. Regulations were reviewed and updated on asbestos, air quality, noise pollution, confined spaces and all WHMIS regulations.

The committee was made up of equal representation from both employers and Unions. NBNU was pleased to provide representation and participate to add the voice of registered nurses. The regulations had not been updated since 2009.

## CANADIAN FEDERATION OF NURSES UNIONS (CFNU)

NBNU has been affiliated with CFNU since its founding meeting. I would like to acknowledge the span of work that has been done for nurses under the strong leadership of its President Linda Silas. As a CFNU board member I recognize the importance of a national voice for nurses. Working collectively to share our research and knowledge across the provinces helps to position the role of nurses as vital to safe patient care. Working with a united front strengthens our ability to influence key decision makers in government to protect and expand our public health care system.

CFNU research on topics such as valuing patient safety and the need for a national pharmacare program help us to lobby provincial and federal government on behalf of nurses.

We eagerly look forward to the 17<sup>th</sup> Biennial Convention in which we are hoping to send 25 NBNU delegates.



NBNU President, Marilyn Quinn, Leanne Hines and Jennifer Dickison at a rally in Fredericton to protest the expiry of Canada's Health Accord.

## BOARD OF DIRECTORS

Your Board of Directors met every 6 – 8 weeks to carry out the business of the Union between the April Executive Council meeting and the Annual General Meeting in October. Each member has a full time nursing job in addition to their responsibilities as a board member. I want to take this opportunity to thank them for managing both hats with such dedication on both fronts. I know they work hard to bring the voices of registered nurses forward and are equally passionate about the Union and union members. The board has just recently completed the strategic planning process which helps set the vision and direction of the Union. This strategic plan is built around the membership of NBNU, the local leaders and activists. We are excited to be presenting it at the AGM in October for the approval and endorsement of the members present.

I want to take this opportunity to thank the out-going Nursing Home unit representative, Carole Clavette as a member of the Board of Directors, for her dedication, contributions and work at the board level. I also want to welcome the new Nursing Home unit representative, Ronda McCready. I look forward to working with Ronda and continuing to see Carole as a strong advocate for NBNU.

## WORKPLACE VIOLENCE PREVENTION

NBNU has been advocating to employers about the issue of workplace violence for some time. According to the most recent survey by Statistics Canada, 30.4% of New Brunswick RNs have been physically abused and 41.7% have been emotionally abused at work. These numbers are unacceptably high and, contrary to prevalent attitudes, experiencing violence is NOT “just part of the job” of a registered nurse. Regardless of whether abuse comes from a patient, client, visitor or fellow health care worker, everyone deserves respect and safety in the workplace. Over the past year we have seen new efforts begin to unfold within the workplaces of NBNU members.

In October of 2013, Vitalité Health Network released a revised policy and procedure on the Prevention of Workplace Violence. It includes commitments to treat all staff, volunteers, management, contractors and clients with respect, dignity and equity and to protect their physical and psychological integrity; conduct risk assessments; provide training; ensure incidents are identified and addressed; maintain a reporting process

and review those reports regularly. NBNU has reviewed this new policy and procedure. We believe it is a strong tool for reducing workplace violence and better responding to incidents that do occur. We will be monitoring the impact of these changes within Vitalité to see if our members experience a safer workplace as a result.

In February of 2014, NBNU joined Horizon Health Network's Workplace Violence Prevention Steering Committee to improve health and safety conditions in the workplace by monitoring, prioritizing, and recommending initiatives to support a workplace violence prevention strategy. The steering committee has been meeting regularly since then and has overseen the work of 5 working groups looking at Clinical Care, Community/Home Care, Data Control, Process and Staff Support and Education. NBNU had member or staff participation on each of the working groups who have recently completed reports with recommendations for an improved, detailed and sustainable violence prevention program. These reports are being combined into an overall set of recommendations from the steering committee to senior management at Horizon. If approved, the steering committee has planned a 6th working group to implement the program during roll-out and continuing on a go-forward basis to ensure sustainability.

As part of the new collective agreement between NBNU and the New Brunswick Association of Nursing Homes, a Letter of Agreement was signed to establish a Workplace Violence Prevention Working Group resulting in the development of an association-wide Workplace Violence Prevention Program. While this work has not yet started, we are optimistic that by using the efforts within Vitalité and Horizon as models to work from, details can then be customized to the nursing home sector and the process of building that program can be expedited.

I believe all of these initiatives I've mentioned above are encouraging steps towards reducing violence in health care. The measures can help shift the culture of healthcare workplaces away from blaming/shaming targets or aggressors and minimizing, excusing or ignoring acts of abuse, towards a culture of safety that condemns violent behavior while supporting people. In order for these efforts to reach their maximum potential, we all have a role to play. I encourage each member to do your part by taking the opportunity to learn about new violence prevention initiatives. As the

programs unfold in your workplace educate yourself about what you can do to help create a respectful, supportive and violence-free health care system.

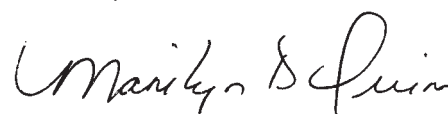
## CLOSING

As you read through the varied reports in this issue, you will see the work and leadership of your executive director, board of directors and staff on your behalf. Their vision and commitment is a large part of our strength. NBNU is fortunate to have such dedicated members and staff working daily on behalf of members. Their combined efforts and passion joined with local leaders and activists who give countless hours at the local level allow NBNU to have a strong presence provincially and locally.

I personally want to thank you all for your work on behalf of registered nurses and NBNU. Special thanks to my children Kelly and Jon, my family and friends who have supported me over the past 10 years and waited patiently on so many occasions when my Union work took priority.

I have been acclaimed for a 6<sup>th</sup> term as President of NBNU. I thank all members for your support and respect for my role as President. I have learned and grown as a registered nurse, as a Union leader and as an individual. Thanks to the leadership and support from the Board of Directors, Executive Council and from you, the members. I am confident that together we will move into 2015 with optimism, determination, and strength.

In solidarity,



Marilyn Quinn  
President

## 40 YEARS OF SOLIDARITY

EXECUTIVE  
DIRECTOR'S  
REPORT

BY DAVID BROWN



David Brown  
Executive Director

## INTRODUCTION

The 2014 year has seen progress for NBNU in the face of tough challenges in health care and the fiscal situation of the provincial government. We have been able to achieve continued wage parity between acute care and nursing home nurses with the conclusion and ratification of the Nursing Home contract. At the time of writing this report however, we are preparing for a labour dispute with our Nurse Manager and Nurse Supervisor group in order to achieve their bargaining goals.

## NEGOTIATIONS

## Nursing Homes

On April 16, NBNU concluded a new agreement with the New Brunswick Association of Nursing Homes in its 37 unionized facilities that delivers wage parity between Hospital and Community Care RNs and our members working in the Nursing Home sector. All registered nurses in Nursing Homes will now be in Class A. They will earn the same hourly wage as Class A nurses under the Nurses Part III contract. When working "in -charge" they will be paid at Class B rate. The average increase for registered nurses without a Bachelor of Nursing (BN) degree will be 7.15% over the two year agreement. Those who have their BN will receive an increase of 5.45%. Nurses working casual will see their all-inclusive rate go from 11% to 13%.

Two new provincial level labour management committees have been formed to look at the workload of registered nurses and to combat workplace violence. The workload study will examine daily activities in support of resident care, and the impact of a variety of non-nursing duties currently performed by our members on their workload. In respect to violence prevention, a commitment has been made to develop a prevention program applicable to all homes by the end of 2014.

## Nurse Managers and Nurse Supervisors

The dispute between NBNU and the Department of Human Resources for the Nurse Managers and Nurse Supervisors' group boils down to three issues.

First is the question of the appropriate wage differential between both the new supervisor and manager classifications and between these classes and the classes they supervise in the larger Nurses Part III group. Registered nurses in the general group adopted a new pay scale in 2013 as a result of the implementation of the Joint Job Evaluation Study. Now it is the turn of the Nurse Managers and Supervisors to establish their new wage rates.

Second is the issue of retirement allowance. For many years New Brunswick's public servants had a retirement allowance program that provided upon retirement; one week salary for every year of service to a maximum of 25 weeks. The government now wants to end that benefit by capping it for existing employees. The government would then pay out those existing employees accumulated weeks at current rates of pay.

New employees and those with less than five years of service would get no benefit going forward.

Third is the new provincial government wage restraint policy. The policy would tie any wage increase to a formula of 75% of a year over year increase in provincial GDP (gross domestic product). In effect it would mean zero percent increase for this group in both 2013 and 2014.

Regular negotiations with this group have now ended. In May and June the parties met with the assistance of a Commissioner appointed by the Labour and Employment Board. John McEvoy, Commissioner, was unable to mediate a settlement and submitted his report on July 17. The report outlined recommendations favourable to the Union on some but not all of the key issues. The Negotiating Committee recommended that NBNU proceed to conduct a strike vote and at the time of writing this report were conducting a strike vote to support the NBNU position on the issues in dispute.

## LAYOFFS

We had another 25 layoffs of RN positions in Horizon and Vitalité in early 2014. There was another layoff amounting to hours of four FTEs announced in palliative care unit in Dalhousie in August. With the impending provincial election there have been no further layoffs announced. A portion of these layoffs were the result of models of care /skill mix changes and the remainder are simply budget driven. Marilyn Quinn, NBNU President, has been fighting against inappropriate cuts both in the public and in private meetings with government.

The most effective weapon we can give to our President in this fight is evidence gathered at the local level in nursing units. Individual members who are working short or who are concerned that a particular layoff compromises patient safety or safe professional practice need to prepare a Work Situation Report. Then our local leaders must ensure that the issue is dealt with in meetings with management. This is the evidence we can use to oppose layoffs that are harmful to our health care system.

## 2014 MEMBERSHIP

2014 Dues Paying Members	Full-time	Part-time	Casual	Total
Hospital (excluding EMP)	3267	1334	560	5161
Community Care (PH, MH, EMP)	442	150	50	642
Nurse Man. & Sup.	204	18	7	229
Nursing Homes	173	167	159	499
	4086	1669	776	6531

## GRIEVANCES AND ADJUDICATIONS

There were 72 grievances filed as of the end of July 2014. This compares to 58 filed during the same period last year. The increase is primarily because of disputes over wages and benefits as the Regional Health Authorities look for new ways to cut spending. Your local presidents, assisted by our Labour Relations Officers, remain vigilant to ensure the collective agreements are honoured by every facility. In 2012 we had only two cases go to adjudication compared to one in 2013 and one to date in 2014. On average we have about 10-15 adjudications scheduled throughout the year but as you can see they are almost always settled to the satisfaction of the Union and the nurse member. The defence of complaints brought to NANB against members has plateaued in 2014 after rising in the last three years.

## STAFF CHANGES

We had a number of changes over the past year. In September Eileen Ryan, one of our LROs, went out on extended sick leave. Her position was filled on a temporary basis for one year by Kim Price. Kim is local president of the Fredericton Public Health/Community Mental Health. In November, Shelley Richard left us to take another position in Saint John, NB. In February we hired Matthew Hiltz and in May we hired Martin Rioux. Both are lawyers and will work as Labour Relations Officers for NBNU.

Jennifer Heade, our membership records coordinator is out on maternity leave for the year and her position is being filled by Sarah Bonnar. Sarah's position is being filled by Carole LeClerc in a temporary assignment.

## CONCLUSION

As always the work of NBNU is a challenge and our members are fortunate to have a dedicated board of directors under the inspired leadership of your President, Marilyn Quinn and an excellent staff at provincial office to protect and advance the interests of our membership.



David Brown,  
Executive Director



Front row L-R: Mike Keating, Marilyn Quinn and Carole Clavette  
Back row L-R: David Brown, Kim Roberts, Debbie McGraw, Kim Cormier, Paula Garant and Ronda McCready

## 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: Sarah Bonnar, Membership Records Coordinator, New Brunswick Nurses Union, 103 Woodside Lane, Fredericton, NB E3C 2R9 or 1-800-442-4914.

## 40 YEARS OF SOLIDARITY

# VICE-PRESIDENT'S REPORT

BY PAULA DOUCET-JONES



Paula Doucet-Jones  
Vice-President

I am pleased to present my annual report for 2013 - 2014. This is my 11<sup>th</sup> year as your Vice-President and I want to thank you all for your continued support and trust in me. It truly is a privilege and honor to be one of the voices for RNs in New Brunswick.

I am a registered nurse and have proudly adopted the NBNU uniform campaign colours of white and black. I feel more professional, easily recognizable and empowered every day that I go to work. Wearing the white and black uniform lets my patients, their families and other health care workers know that I am a registered nurse.

In my report I will try to highlight some of this year's past events and committees that I have been involved with. Since the Annual meeting of 2013, many things have taken place, and one event was actually history in the making. I will go into more detail at this year's AGM, but here is a snapshot for all NBNU members.

## CLC/NB FEDERATION OF LABOUR

In May, a record breaking amount of labour unionists gathered at the Palais des Congrès in Montreal to witness history being made. The Triennial Convention had well over 4000 labour unionists in attendance. The history part was the fact which a sitting President was defeated by a challenger, which is the first time in the history of the CLC that this has happened. Twenty-two NBNU members were part of the 180 CFNU members in attendance. Registered nurses participated in the election campaign by handing out election material for Barb Byers and Hassan Yussuff. Both candidates were successful in their bids for President and Secretary-Treasurer. Although the election was a huge highlight of the week, resolutions that were debated on the floor were of great interest to the many registered nurses in attendance. The next CLC convention will be held in 2017 in Toronto, and I'm sure it will be as exciting as this past convention.

The New Brunswick Federation of Labour (NBFL) Women's Committee held its 3<sup>rd</sup> Annual Women's Gala during March in Moncton. There were 2 recipients at this gala, as the 2013 gala had to be postponed. Recipients were Cheryl Robinson from Unifor and Susan Fryer from FAUST. Congratulations to both women in being recognized for all their dedication and hard work they do for all women, labour, communities, their province and abroad.

June 8, 9 and 10<sup>th</sup> saw the NBFL Mid-Term Conference in Saint John with over 120 members attending and participating during three days of learning, sharing and participating in a rally. The theme for this year's mid-term was "Knowledge is Power." I felt this was a very appropriate theme given the climate we are facing both provincially and federally. Twelve NBNU members were in attendance and from the feedback, they enjoyed the conference and felt the information shared was beneficial.

The 14<sup>th</sup> Annual Blair Doucet Youth Summer Camp was held from Aug. 4<sup>th</sup> – 9<sup>th</sup> in Moncton. This year's camp was the largest to date with 29 youth in attendance along with seven chaperones. One of the chaperones was a fellow NBNU member, Jehanne St-Coeur from Chaleur Regional Hospital and also a member of the NBFL Young Workers Committee. I am pleased to report that six youth of NBNU members were able to attend. This year we extended the camp by one day at the request of past campers evaluations. The camp, which is free to attend, is for youth aged 14 – 18.

One or both parents must be union members that are affiliated to 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 evening are filled with fun activities such as Magic Mountain, Parlee Beach and bowling. The week winds down with a formal dinner and the youth making thank you cards for the sponsoring Unions of the camp, as well as an actual negotiation session for the collective agreement of the following year's camp. Upon graduation from high school each participant will receive a \$250 bursary for each year of attendance that can be used towards their post-secondary education. I encourage all NBNU members with children in this age category to seriously consider applying for the 2015 camp.

## LOCAL LEADERSHIP EDUCATION

In June, members from the Board of Directors, and NBNU staff put on four days of education sessions for leadership at the local level. The evaluations were extremely positive and we will be looking at having more sessions this fall. Knowledge is power and we know the better prepared our local leaders and activists are, the better the work of the union gets accomplished. Sharing experiences in the smaller groups is a huge benefit and having the members of the board share their knowledge helps to connect with our members at a more personal level.

## EDUCATION ASSISTANCE COMMITTEE

The Nurses Part III and Nurse Manager/Supervisor Educational Assistance Committee met in the fall of 2013 and spring of 2014. The committee will be holding a special meeting in mid-September to look at the possibility of expanding the eligibility criteria for what this committee can cover. For the past few years the full amount of the fund has not been used. Therefore, at the end of every fiscal year it is not carried over but re-absorbed by government. We are encouraging registered nurses to take advantage of this financial assistance to help cover costs of educational opportunities and conferences related to their profession. This fund of \$500,000 is set up within the collective agreements. Presently, it covers the cost of books, tuition and registration fees for course and/or conferences. We require official receipts 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 educational financial assistance 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 from Hospital Part III, Community Care or Nurse Managers/Supervisors.

## CONCLUSION

There have been many other meetings held throughout the year that I have had the opportunity to participate in. The Part III Labour Management meeting, SCIBB meetings, Attendance at Work and Employee Wellness Committee, WorkSafe Advocacy Sub-Committee, and the Finance Committee just to name a few. We are always seeking out ways to improve the work lives of RN's, and what is in the best interest for all our members.

Again this year, I have had the chance to work in the NBNU office in my role as Vice-President. I was there from March to June, and I will be in the office from September to December. I am looking forward to the learning experience once again. As I have said before, I am learning every day and the chance to work closely with Marilyn, David and all the NBNU staff has been a

huge asset. I truly enjoy the work I do on behalf of all NBNU members and I feel very privileged to be part of a wonderful, strong and well respected labour union within our province. I will continue to give my 110% and work collaboratively with the NBNU leadership, members and staff to always seek out ways to protect and improve the lives of you, the members of NBNU.

I will leave you with a quote from the ICN President, Judith Shamian. "The health of a nation depends on the health of its population, and the health of a population depends on nurses."

In Solidarity

Paula Doucet-Jones  
Vice-President



*Participants of the 14<sup>th</sup> Annual Blair Doucet Youth Summer Camp*

## SCIB & LTD HIGHLIGHTS

**SCIB meets on a quarterly basis. The last meeting was held in June 2014.**

- There are currently 28,857 active members in the Health and Dental plan.
- Prescription drugs account for 76% of the claims.
- Top 5 categories of drugs are: Cholesterol lowering, antidepressants, GI medication, cardiac, and rheumatoid arthritis and crohn's disease medication.
- Diabetic supplies have been moved from the extended health benefit to the pay direct drug card.
- The dental fee guide for active members has moved to the 2013 fee guide.

### Retiree Plan for Health and Dental

- Currently 9,035 members in the plan.
- Prescription drugs account for 84% of the claims.
- Top 5 categories of drugs are the same as active members.
- Sub-committee recommended to Board of Management (BOM) an increase of 6.5% in Health and 5.1% in Dental.
- Dental fee guide recommended to move from 2005 to 2010. This recommendation has been put on hold pending a review of the retiree plan.

## 40 YEARS OF SOLIDARITY

# SECOND VICE-PRESIDENT'S REPORT

BY NANCY ARSENEAU



Nancy Arseneau  
Second Vice-President

My role on the Board of Directors in addition to representing registered nurses around the province is to be the voice and presence of NBNU on a variety of provincial committees. Reflecting on the past year, it has been a year "on the go," committed to the cause of social justice through the work of the committees

that I represent NBNU and you, the members.

## THE COMMON FRONT FOR SOCIAL JUSTICE

The Common Front for Social Justice continues to be a strong voice on social justice issues in New Brunswick, poverty being their key issue. In New Brunswick, nearly 100,000 citizens live in poverty.

This year's campaign "Vote to reduce poverty" held on September 22, 2013, was to educate the public on the 5 political parties and each of their electoral platforms. Our objective with this campaign was to encourage people to vote and elect candidates from a political party proposing concrete actions to really reduce poverty. I participated by giving several educational sessions which were held for municipalities, community groups and unions. In June, I was re-elected on the provincial council of the Common Front for Social Justice for a 1 year term. [www.frontnb.ca](http://www.frontnb.ca)

## NB DRUG PLAN

Another issue, as I'm sure you are aware is that New Brunswick has a new drug plan for citizens who don't have one. This plan is a step in the right direction and will benefit those with high prescription drug costs, but are uninsured or underinsured. The concern: it will cost too much! This year, the plan is voluntary, but next April 2015, it will be mandatory. Government has stated that they expect the cost of premiums and co-pays to drop from where they are currently set once the plan becomes mandatory and participation rates are higher. Until the actual rates are released, it is difficult to assess whether they will be affordable.

NBNU along with the Common Front for Social Justice and the NB Health Coalition continue to lobby and propose changes to the plan before it is fully implemented. The new drug plan must enable those who need it the most to fully benefit from it. To achieve that, we must remove the barriers to its access, and the main barrier is the current cost of the annual premium. Those with very low incomes may be subsidized and not have to pay premiums, however those with low-moderate incomes may still find the cost of premiums to be a significant burden. The additional cost of co-pays will also drive up the unaffordability of the plan.

The plan is intended to be funded by three groups, namely government, employers and citizens. To date, it is only citizens and government contributing to funding. There is no set date or specific commitment for employer participation in funding the plan. Government has also stated that business contributions to the plan will only lower the costs contributed by government and not the rates paid by citizens. Employers benefit from the drug plan through improved employee wellbeing and a reduction in absenteeism. Given this, they have a responsibility to share in covering the cost of the plan. However, if employer rates are not scaled to be affordable for small businesses they could be harmful to the local economy and create an unfair burden on small businesses. Rates for both employers and individuals and families must be set so that responsibility for subsidizing prescription drugs does not fall disproportionately on the shoulders of the working class or small business owners.

Since New Brunswick is the last remaining province to have some form of catastrophic drug coverage, the introduction of this plan is good news for our province. Now that the plan has been announced, NBNU believes the Province should urge the Federal Government to take a leadership role in developing a national prescription drug program and sharing responsibility with the provinces for providing for the medication needs of all Canadian citizens.

## THE NB COALITION FOR PAY EQUITY

The NB Coalition for Pay Equity is constantly adapting to the provincial and federal political scene, but one thing has not changed: it continues to lobby for better laws and legislation across New Brunswick.



From left to right: Linda Dorion, Line Savoie, Danielle Rivard Clavet and Nancy Arseneau at Eastern Labour School, Moncton 2014

We know a gender wage gap persists in New Brunswick. This wage gap exists in part due to historical gender discrimination. Jobs traditionally done by females are often paid less than traditional male jobs and because women are still confined to low-wage job ghettos like retail and food services, where unionization rates are low.

New Brunswick women earned on average 88.6% of what men did in 2013, a wage gap of 11.4% when hourly wages for all employees in all occupations are compared. In 2000, the wage gap was 22.5%, according to Statistics Canada. A lower earning power means women are more likely to join the ranks of the working poor if they have children and then become separated, divorced or widowed. Women are less able to save for their retirement and more likely to be poor when they are seniors. The fear of falling into poverty can also trap some women in abusive relationships.

The coalition continues to lobby and hopes that further collaboration between government and community will continue to bring improvements to NB workers. Together we can ensure justice for the many women and men who are working in female-dominated jobs and job sectors of our economy.

[www.equite-equity.com](http://www.equite-equity.com)

## THE NB HEALTH COALITION

The NB Health Coalition continues to lobby on issues

relating to the Health Accord, Medicare, privatization and pharmacare. The main focus in 2013 - 2014 for the NB Health Coalition (alongside the Canadian Health Coalition) was the National Day of Action for a new Health Accord to protect and strengthen public health care. We organized rallies, press releases, radio/newspaper/ television interviews, and a public forum in Moncton. I was able to use several learned skills in my radio interviews but I have to admit I was so so nervous! I enjoyed being a presenter in the public forum with Mike McBane but couldn't have done it without the help of Jennifer Dickison, NBNU researcher, and Leanne Hines, our communications specialist. Thank you both!

In December 2013, Carole Clavette, unit rep for Nursing Homes and I participated in the Senior's Health Care Plan Conference and a lobby day on Parliament Hill in Ottawa. We were on Parliament Hill to give voice to the vast majority of Canadians who expect federal leadership on health care. Our message: We are concerned about the expiry of the 2004 Health Accord on March 31<sup>st</sup>, and the federal government's refusal to negotiate another accord. There is a need for federal leadership to negotiate a new 10-year Health Accord with provincial and territorial governments to secure the health care needs of citizens in all regions and into the future. And the accord would include :

- A Continuing Care Plan that integrates home, facility-based long-term, respite & palliative care;
- A universal public drug plan that provides

equitable access to safe and appropriate medication;

- Adequate and stable federal funding including a 6% escalator.

I would also like to inform you that Mike McBane, national coordinator for the [Canadian Health Coalition](http://www.healthcoalition.ca) since 1995 has retired. His experience and hardwork will be greatly missed. As of August 5<sup>th</sup>, we are pleased to welcome Adrienne Silnicki as our new national coordinator. [www.healthcoalition.ca](http://www.healthcoalition.ca)

## CONCLUSION

While NBNU effectively advocates on behalf of its members at the provincial level, local action to advocate for fairness and equity issues in individual communities is very important. I encourage you to talk about issues important to your community at your local meetings, engage co-workers, organize local activities and/or participate locally in provincial campaigns. Small, consistent improvement equals massive improvement over time. Teamwork makes it all possible!

In Solidarity,

Nancy Arseneau  
Second Vice-President



From left to right: Melody Mayberry, Penny Higdon, Nancy Arseneau, Louise Morneau and Rose McFarlane

40 YEARS OF SOLIDARITY

# UNIT REPRESENTATIVES

## ANNUAL REPORTS



**Maria Richard**  
Nurses, Part III – Community Care

While NBNU has reached a long overdue tentative agreement in the Nursing Homes this year, we are currently at an impasse with negotiations of the Nurse Manager/Supervisor's contract. As I write my report, the Union is in the process of organizing for a strike vote. We are in difficult economic times and the government's cost-saving initiatives make it obvious that we will face a very rough round of negotiations when we go back to the table for the Nurses Part III contract.

As your Community Care Representative, along with your negotiating committee, and the Board of Directors we are aware of the concerns by all red circled nurses, not only those nurses working in the community. NBNU has never consciously accepted rollbacks in our past negotiations and we are not planning on taking them now or in the future. I am asking you to have faith in the process, to be patient and once negotiations start, to give us time to go and fix what needs to be fixed so that no one gets any rollbacks!

NBNU continues its PR campaigns through online media and a new TV commercial that promotes our message that there is no replacement for the

knowledge and skills of registered nurses. I am proud to say that across the province our group has also started to wear black lab coats and/or pins indicating they are registered nurses. We are receiving very positive comments from clients/patients. We must continue to identify ourselves to our clients/patients/residents as registered nurses and we must also continue to remain vigilant at our different places of work to make sure our clients/patients/residents continue to receive safe and optimal services/care. As registered nurses we represent the voice of our clients. We must speak up and document unsafe practices and incidents by filling out Work Situation Reports. This provides NBNU with the proof we need to fight cutbacks.

As of January 1, 2014, the PSSA has converted to the Shared Risk Pension Model. PSSA members have received written information and education sessions have been held. The online pension estimate calculator has been updated which allows employees the opportunity to prepare their own pension estimates and determine the impact of the changes. Administrative changes relating to such things as contribution rates and eligibility for plan participation are being phased in. The pension that you have earned up to the conversion date will be calculated based on the past (pre-conversion date) PSSA rules. The pension earned after the conversion date will be calculated based on the new rules under the Shared Risk Pension Model. Indexing will be paid annually to retirees and actives as the funding permits.

Under the Shared Risk Pension Model, an independent Board of Trustees (with representation from members and the Province) will be responsible for the PSSA Shared Risk Plan. NBNU is represented on this Board by our President Marilyn Quinn, who has also been appointed as their chairperson. If you have questions relating to your plan you can contact a Benefits Counselor with the Pensions and Employee Benefits Division toll free at 1-800-561-4012 or 453-2296 (Fredericton). In February, I attended the Public Service Superannuation Act (PSSA) Stakeholder Group presentation, given by the New Brunswick Investment Management Corporation (NBIMC).

On May 5-9, I joined 23 NBNU delegates and more than 4500 delegates and guests from across the country at the Canadian Labour Congress 27th Constitutional Convention in Montreal, QC. It was one of the most interesting Congresses that I have had the chance to attend. NBNU had the opportunity to be part of the CLC history when a record number of voting delegates (4685 members) elected a new President, Hassan Yussuff, with a difference of 40 votes. We also had the opportunity to listen to some interesting guest speakers and panel discussions on issues for all workers.

NBNU hosted the Eastern Labour School on May 26-28. This two day bi-annual event was held in Moncton, at l'Université de Moncton campus. 300 nurses from the four Atlantic Provinces attended. I participated in this event which offered a variety of in-depth education sessions for union leaders and activists while giving the opportunity for registered nurses to connect with other registered nurses.

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, 2014.

In June of this year I, along with a small group of NBNU members, participated to the NBFL Mid-Term Conference in Saint John. The theme of the conference was: Knowledge is Power.

On July 8, the Provincial Labour Management Committee met. Some of the issues that were discussed were: grievance management, the casual retirees, attendance management programs, red-circle employees and retention premium, posting inconsistencies in Public and Mental Health, vacation carry-over and the application of the Official Languages Policy in Horizon.

We continue our attempts to schedule a Labour Management meeting specific to issues faced by Correction Nurses across the Province. We have asked to discuss issues such as; Article 15 - Professional Practice Committee, Article 41.03 - policies and procedures, access to job postings (access via Boulevard and Skyline), method of

communication (training opportunities and general information) and accessing a Public Safety report that gave recommendations relating Health Care needs/issues.

During the past year, I 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 want to encourage members to continue to visit the

NBNU website and the members' only section to read the latest news or to review information that is posted there regularly. You now have the ability to create your own password. Give us your feedback. Like us on Facebook. 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 directly. We want and need your feedback.

I remain committed to bringing your voice forward to the Board of Directors, NBNU membership and government. To all local presidents once again, thank

you! I look forward to seeing and talking to you at the Annual General Meeting in October. I can never say it enough; "Thank you to the NBNU staff, to the Board of Directors, to David Brown, our executive director, and to Marilyn Quinn, our president".

*"Only by binding together as a single force will we remain strong and unconquerable."* — Chris Bradford, The Way of the Dragon

Together, Stronger!

Maria Richard, RN



**Carole Clavette**  
Nursing Home Nurses

I am saddened to be presenting my last report to you as your Unit Representative for Nursing Homes. However, I have been very proud and happy to represent you over the past few years, even if the workload was considerable. I hope you have appreciated my dedication and interest. The conditions of registered nurses working in Nursing Homes has always been extremely important to me, ever since I started with the Union 16 years ago, and that will never change. I am proud of what we've accomplished over the years. When nurses working in nursing homes stand up and take the floor at general meetings, I know that we are ready, willing and able to take a stand and support our Union when we need to.

I am also very proud to have represented you at the CLC Convention in Montreal in May and in Saint John, NB in June at the mid-term Conference of the NB Federation of Labour.

Our Negotiating Committee reached an agreement for a new contract on February 27, 2014, more than three years after the previous collective agreement expired. I believe the bargaining team managed to negotiate the best collective agreement it could, given the current economic conditions. I know it isn't perfect and that there is always room for improvement. Some of you are disappointed that you have lost the premium for having a bachelor's degree. However, the BN premium has actually been built into the new Class A wage rate.

As for other benefits, as you know there has been a reduction in premiums for drug and other prescription treatments such as physiotherapy, etc. The plan for retired members hasn't changed this year, but there are few members who subscribe to the plan, which is expensive. This is also an issue with other plans for provincial retirees.

Mélanie Martin will be speaking to us at our unit meeting in October. Mélanie is the coordinator of the Wellness Program for Nursing Home Employees, and will be giving us an idea of how the program can be helpful to registered nurses.

Returns on our pension fund investments have been very good this year and our committee is working hard to ensure that they remain solid in the years to come. I am still getting a lot of questions about possible changes. At this point, we still have the same pension fund, with no changes, and we still have and are accumulating our retirement allowance.

Last but not least, I would like to congratulate Ronda McCready who has been elected Unit Representative. I know from having worked with her on the Pension and Benefits Committee that she will be a great representative for you, and I am happy to continue working alongside her.

I hope you have enjoyed your summer and look forward to seeing you all in October.

In Solidarity,

Carole Clavette, RN



**Ronda McCready**

## 40 YEARS OF SOLIDARITY



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

As the Unit Representative for Hospitals, I am pleased to submit my annual report from October 2013 until August 2014. This report does not encompass all the meetings and committees that I have attended as the Unit Representative but hopefully it will give members insight into the work that is done on your behalf. The past year in review was again a year full of challenges and opportunities for Part III registered nurses.

By the end of 2013, 120 registered nurses in both RHA's received layoff notices. Through the hard work of the labour relations officers and local presidents, alternative employment was secured for the majority of the affected RNs. The spring saw another 25 registered nurses receive layoff notices. Those RNs affected were again the priority of the LRO's and local presidents in securing employment. At the time of writing this report the Union does not anticipate any more layoffs from either RHA.

According to the Constitution and Bylaws for the NBNU, elections for the Negotiating Committee are to take place 9 months prior to the expiration of the collective agreement. In March the Negotiating Committee for Hospitals, Part III was elected. The following individuals will comprise the 2014 negotiating team: Pat Bannan, Saint John Regional Hospital; Norbert Robichaud, Georges-L-Dumont Hospital; Nancy Arseneau, Bathurst Community Care; Paula Doucet-Jones, Chaleur Regional Hospital; Maria Richard, Community Care Moncton and co-chair for the Negotiating Committee. Marilyn Quinn,

David Brown and myself as chair, round out the committee. I would like to congratulate the newly elected negotiating team and look forward to working with you. Realizing the economic state of the province and a provincial election in September this round of negotiations will present its challenges.

In May, NBNU hired Viewpoints to conduct a telephone survey of Part III members. Approximately 1200 members were surveyed at random about what their priorities were for the next collective agreement. Viewpoints then evaluated the responses and ranked them in order of importance for members. From this information the negotiating team will begin to lay the ground work in establishing priorities for this round of bargaining. I encourage each of you to visit the members' only section of NBNU's web site at [www.nbnu.ca](http://www.nbnu.ca) not only during negotiations, but throughout the year to keep yourself informed regarding happenings with NBNU.

The Education Assistance Committee met in the fall of 2013 and the spring of this year and approved \$147,000 dollars in reimbursed monies to qualifying registered nurses who are continuing their education quest. The committee has scheduled a meeting in September to review the terms of reference. When applying for a reimbursement I would like to remind individuals that in order to have their request processed they are required to submit original receipts. Reimbursement at the present covers tuition and books. Deadlines for applications are February 28<sup>th</sup> and

October 7<sup>th</sup> to provincial office.

In May, along with over 300 nurses from the Atlantic Provinces, I had the privilege to attend the Eastern Nurses Labour School. This year's labour school was hosted by none other than the New Brunswick Nurses Union at the University of Moncton Campus. Fourteen courses were available for registered nurses to select from during the 2 day bi-annual school. This is a wonderful opportunity for registered nurses to receive education on subjects ranging from the grievance procedure to private-public health care debate.

The Board of Directors as well as twenty-three NBNU delegates attended the 27<sup>th</sup> Canadian Labour Congress Constitutional Convention held in Montreal, QC. This triennium conference hosts trade union activists from across Canada gathering together to debate, lobby, and educate one another on the many pressing issues that affect workers from all walks of life. This year over 4000 delegates attended and elected a new president to lead the Canadian Labour Congress (CLC). The New Brunswick Nurse's Union delegates shared in that experience.

The CBE Shared-Risk Pension Plan (SRPCBE) of which I am a trustee along with Janet Walker and Marilyn Quinn (Chairperson) meets quarterly. Our next meeting is September 10<sup>th</sup>. At this time the trustee's continue to work through changes in the distribution of assets under management from a majority focus on equities to that of bonds and other asset classes such as



*NBNU members at the CLC Triennial Convention, Montreal 2014*

infrastructure and real estate. At this time contribution rate will remain at 7.8% for employee and the employer. I also have a seat on the part time and seasonal plan (PT&S) which meets quarterly and this committee will also meet in September. The PT&S plan, as of December 31<sup>st</sup> 2013, had received 1500 requests for transfer of funds from the PT&S to the SRPCBE plan. For more information on either plan you can contact your union representative or the Pensions & Employees Benefits Division and ask for a Benefits Counsellor. The toll free number is 1-800-561-4012 or you can visit the website at [www.gnb.ca/pensions](http://www.gnb.ca/pensions).

Throughout the year Labour Management meetings are held. These meetings bring together the previous negotiating teams of both the Union and Employer.

Discussions on issues and interpretations that have come forward out of the previously negotiated contract make up the agenda for these meetings. In July, this committee met and another meeting date is yet to be set. This is a good opportunity for both committees to hear discussion on interpretations that may differ from that which was agreed upon at the negotiating table.

During the year, the Board of Directors will meet every 6-8 weeks to continue the work that arises from the Annual General Meeting and April Council. As the Unit Representative for hospitals, I as well as local presidents look to you the members, for feedback and input that will help us move the organization forward. Keeping your local president informed on the day to day happenings within your facilities enables him/her

to keep me abreast of your issues thus ensuring the best representation for hospital nurses at the Board of Directors table.

This year NBNU will celebrate 40 years as a Union. It has been my privilege to represent hospital nurses either locally or provincially for over 30 of those years. With the support of local presidents and their executives I will continue to bring your voice to the table whatever that table may be. To another 40 years of unionism.

*"In union there is strength" - Aesop*

In Solidarity,

Shelley Duggan, RN



**Janet Walker**  
Nurse Managers/Supervisors

As I write this report, we are in the process of taking a strike vote for our bargaining unit. It is the first one we have had to take since we first formed our separate bargaining group. Very scary, but our only option at this point.

The employer has been unwilling to budge from their positions of making our group of 245 the thin edge of the wedge for provincial unions to enforce their policy of discontinuing the retirement allowance and pushing their mandate for all future wage increases being tied to the province's economic performance. Their

mandate would mean agreeing in advance to an unknown amount regarding wages for the third year of an agreement.

This is unacceptable for us and the conciliation Commissioner we met with in June appeared to agree with us in his report. Taking this strike vote and achieving a high percentage of "yes" votes will give your bargaining committee the needed leverage to achieve a more acceptable deal. We hope that this will result in a new collective agreement without the necessity of striking.

One of my goals as the Unit Representative for Nurse Managers and Nurse Supervisors over the 10 years I have been representing you, has been to increase our members' participation in the Union. I have been encouraging members to stand up for themselves by using the protection they already had in our collective agreement. Slowly but surely, we have seen members start to stand up for themselves, using the grievance and professional practice provisions to protest unfair working conditions. This past year has seen the most grievances ever filed by Nurse Managers and Nurse Supervisors! Congratulations, I am very proud of you all.

As your Unit Representative, I sit on the Education Assistance Committee. We are in the process of reviewing our criteria and revising forms to make it easier to use and provide increased eligibility coverage. For the first time in a long time, we had to return unused funds to the government, and we want to expand criteria to ensure that doesn't continue to happen.

I also sit on the CBE Shared Risk Pension Plan Board of Trustees. The plan continues to do well, and we are pleased that there has been no need to increase contribution rates this year.

My term as your Unit Representative expires once we have a new collective agreement, which will hopefully be this year. I will not be re-offering for the position, so this would be my last report as your unit representative.

Holding this position has been a great learning experience for me, as well as an awesome responsibility. I have been privileged to be part of a courageous group of leaders who worked hard to strengthen our Union into the strongest and most well-respected Union in the province. As we moved from being your Executive Committee to your Board of Directors, It has been gratifying to see our Union advance to the point where we have a new building; are financially secure; and sit on the NB Federation of Labour Board, as well as on the boards of 2 of the largest pension plans in the province.

Going forward, I can only imagine how much further our Union can go. If you are up for the challenge, I encourage you to think about offering for the Unit Representative position.

Thank you for your support, I have loved representing you.

In Solidarity,

Janet Walker, RN  
Unit Representative

## 40 YEARS OF SOLIDARITY

# WorkSafeNB ANNUAL REPORT

BY MAUREEN WALLACE



Maureen Wallace

In April 2014, I was reappointed to a second four year term as a worker representative on the Board of Directors of WorkSafeNB by the Minister of Post-Secondary Education, Training and Labour (PETL), Jody Carr. It is my pleasure to report to the members of NBNU regarding some of WorkSafeNB's activities and highlights over the past year.

## WORKSAFENB 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. With the exception of our members who work in nursing homes, NBNU members are employed by a self-insured employer, the province of New Brunswick. Self-insured employers do not pay assessed premiums; they pay the total claim cost plus an administrative fee to WorkSafeNB.

Some quick facts pertaining to the past year for all NB workers:

- Number of assessed employers in New Brunswick – 14,226
- Provisional average assessment – \$1.44
- Total claims created – 22,429
- Total claims adjudicated – 11,570
- Lost time claims – 5,276
- Maximum insurable earnings – \$59,500
- Average calendar days from injury to first payment issues – 20.6
- Work-related fatalities – 7 (4 of these deaths resulted from previous year injuries/occupational diseases.)

## ACCIDENT FREQUENCY

The accident frequency rate has dropped to 2.84 per 100 FTE's, down from 3.00 the previous year.

The lost time injury rate has been reduced to 1.18 per 100 FTE's, well below the national average of 1.65.

Our goal is to keep these numbers in a declining pattern but to ensure that the decline does not reflect underreporting of accidents and injuries.

## REDUCTION IN LONG TERM DISABILITY CLIENTS

The number of clients who must remain off work on long term disability has gone from 124 full LTD's in 2009 to 76 full LTD's in 2013. When one considers the impact on a worker's life of having to remain off on LTD, this reduction is indeed significant.

## CONTINUED CARE SAFETY ASSOCIATION

The New Brunswick Association of Nursing Homes and WorkSafeNB have entered into a contract to create the New Brunswick Continuing Care Safety Association which will provide industry specific health and safety training to promote accident prevention in this industry. This association will have nursing home participation and, in future, may also include special care home participation.

## INJURED WORKERS ADVISORY COMMITTEE

This is a WorkSafeNB sponsored committee dedicated to representing issues of interest to injured workers. Recent issues discussed include strategic planning, three day waiting period, and Legislative Review topics such as calculation of benefits, dispute resolution process, and the governance structure related to the Appeals Tribunal.

## LEGISLATIVE REVIEW

In 2013, the Department of Post-Secondary Education, Training and Labour and WorkSafeNB embarked on a comprehensive three year review of NB's workers' compensation governing legislation. Phase 1 has been completed and has concluded with legislative changes significantly impacting our Appeals Tribunal.

Bill 73 amended the Workplace Health, Safety, and Compensation Commission Act making the Appeals Tribunal independent of WorkSafeNB. Currently, appeals are heard by a three person panel that includes a worker's representative and an employer representative, and an independent chairperson. NBNU members, Paula Garant, Julie Pelletier and Line Savoie, have capably served on the Appeals Tribunal. Appeals will now be heard by one person only and this person will be a lawyer. There will also be an internal fair dispute resolution process established within WorkSafeNB.

With this change, the chairperson of the Appeals Tribunal will report directly to the Minister similar to the structure of the Human Rights Commission and the Labour and Employment Board.

Deputy Minister (PETL) Tom Mann met with the WorkSafeNB's Board of Directors in the spring to discuss Phase 2 of the Legislative Review. The need for stakeholder consultation throughout this process cannot be overstated.

## COMMITTEE INVOLVEMENT

My work on this Board also involves committee work on the WorkSafe Services Evaluation Committee and the Fatality Review Committee as well as regular attendance meetings of the Financial Services Committee.

## PRIORITIES AND EMERGING ISSUES

- Work continues to be focused in Nursing Homes where injuries have declined from 7.75 injuries per 100 FTE's in 2009 to 6.01 in 2013. This level of injury frequency remains unacceptable and more must be done to protect this vulnerable workforce from injury and the pain and suffering that result from those injuries.
- The issue of the three day waiting period is one of the top priorities for this year's strategic plan. WorkSafeNB has a 133.2% funding ratio which it is hoped will enable the three day waiting period to be addressed.
- The Board of Directors is committed to increased transparency and enhanced accountability.



From left to right: Karla Barthelotte, Janet Walker and Janice McIntyre

- The success of the shoulder referral program an innovative inter-professional model for managing soft tissue injuries will be extended to managing low back injuries. Back injuries account for more than one-quarter of lost-time claims.
- A direct physiotherapy referral pilot was conducted in south eastern New Brunswick that allows employers to directly refer clients with a soft tissue injury to selected physiotherapists. This pilot was so successful that it was extended to other employers in 2014.
- Improvements have been made in the adjudication process for clients with mild traumatic brain injuries and concussions to expedite medical care management and treatment.

## CONCLUSION

It is always a challenge to balance brevity (not my strong point) with making the report informative and relevant. It continues to be a privilege to represent the workers of New Brunswick on this Board and I thank NBNU for its role in supporting my reappointment.

Make a difference in your workplace; be a leader in workplace health and safety.

# ANNUAL MEETING OPERATIONS COMMITTEE REPORT

BY JOHN MACDONALD

The Annual Meeting Operations Committee met via conference call, on July 16, 2014 to review the four resolutions received. As of the deadline, there were no Constitutional and Bylaws changes submitted. In attendance were Karyn Tibbitts and Margaret Ellis. John MacDonald was unavailable at this time. Nancy Arseneau participated as the ex-officio representative of the Board of Directors. All resolutions will be printed in the Parasol for review prior to the annual general meeting.

At the time of writing this report, several nominations have already been received. The deadline for nominations was August 1, 2014 for the President and Secretary Treasurer. However, nomination for committee positions can be made from the floor. Please refer to your Members Handbook and Constitution and Bylaws for these positions.

Please remember that emergency resolutions can be submitted at the annual general meeting, and the deadline for submission will be announced at that time.

As always, during the annual general meeting there is a need for scrutineers and sergeants at arms. No less than 5 scrutineers are required and sufficient sergeants at arms to monitor all exits from the meeting room during voting. These volunteers must be non-voting delegates. I would encourage any 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.

We look forward to seeing everyone in the fall.

Yours in Solidarity

The Annual Meeting Operations Committee

40 YEARS OF SOLIDARITY

# RESOLUTIONS

## TO BE VOTED ON AT THE ANNUAL GENERAL MEETING

### RAND FORMULA

Submitted by: NBNU Board of Directors

**Whereas** the Rand Formula is based on a historic ruling by Mr. Justice Ivan Rand of Supreme Court of Canada while he was arbitrating the Windsor Strike of 1945; and

**Whereas** this ruling requires the employers to automatically deduct union dues from every worker's paycheque in exchange for the Union's obligation to negotiate and provide fair representation for every worker in a workplace; and

**Whereas** this means that workers are not forced to join a Union, but they are required to pay union dues in a unionized workplace; and

**Whereas** Justice Rand recognized that Unions need adequate resources so that they can "redress the balance of what is called social justice"; and

**Whereas** since that time the Rand Formula has been in place across Canada and in most of the US, until the rise of the so-called "right to work" legislation; and

**Whereas** the possibility of eliminating it or drastically reducing its application is seriously being considered as part of new labour legislation by Federal government, as well as by the Ontario and Saskatchewan government; and

**Whereas** such moves would affect labour's support of and the contribution to progressive social movements, as well as the ability to fairly represent their members in the workplace.

**Therefore be it resolved that** the NBNU continue to work with the Canadian Labour Congress and the entire Canadian Labour movement to protect the Rand Formula.

### UNIVERSAL PUBLIC POSTAL SERVICE

Submitted by: NBNU Board of Directors

**Whereas** political trends favoring commercialization are changing public-owned post offices around the world into commercially driven businesses through liberalization, privatization and deregulation; and

**Whereas** our public post office plays a key role in our social and economic life by providing infrastructure that healthy communities need to thrive and businesses to grow; and

**Whereas** our post office connect people locally, nationally and globally, helping us to overcome differences and distances; and

**Whereas** Canada Post would not have to consider their public's interest if it was privatized; and

**Whereas** Canada Post is looking at removing door to door delivery to many Canadian homes; and

**Whereas** deregulation would threaten revenues, service, jobs at Canada Post, and would jeopardize its ability to provide universal service and a universal rate.

**Therefore be it resolved that** the NBNU work with the Canadian Union of Postal Workers and Canadian Labour Congress to support universal public postal service and oppose post office closures and the privatization and deregulation of Canada Post.

**And be it further resolved that** NBNU work with CUPW, NBFL and CLC to support and maintain door to door delivery.

## SOCIAL DETERMINANTS OF HEALTH

Submitted by: NBNU Board of Directors

**Whereas** health is a complete sense of mental, physical, and socioeconomic well-being, and socioeconomic factors are the roots of health; amongst other factors, income and social status determine health to a great extent; and

**Whereas** the fact that when socioeconomic and environmental conditions improve, population health improves, so health advocacy is a vital aspect of Registered Nurses in all areas; and

**Whereas** it is possible to create a healthier New Brunswick through social, environmental and economic justice initiatives such as:

- Eliminating (or at least alleviating) poverty,
- Eliminating systemic discrimination based on ability, age, class, language, sex/gender, and other categories of difference,
- Safe housing for all New Brunswickers,
- Protecting our environment so that soil, air, water and forests and other parts of our ecosystems are clean and remain in their natural state,
- Supporting publicly-funded services in health, social services, education, transportation and more,
- Taxation systems that equally distribute the responsibility to all taxpayers including corporations and individuals,
- Supporting early childhood development through literacy, food security, high quality, affordable childcare.

**Whereas** nurses already play an important role in advocating for New Brunswickers health; nurses in the community, schools, addiction services, nursing homes, hospitals and elsewhere are working hard to “level the playing field” so that everyone has access to housing, food, income security and so forth.

**Therefore** be it resolved that the NBNU continues to advocate that in a redesigned, integrated health-oriented system, an expanded role for nurses in health promotion, prevention and chronic disease management has the potential to have a significant, positive impact on population health;

**And be it further resolved that** the NBNU continues to work with organizations such as the Common Front for Social Justice to advocate for population health through the development of greater equity in our society

## NATIONAL PHARMACARE PLAN

Submitted by: NBNU Board of Directors

**Whereas** the costs of prescription drugs are on the rise;

**Whereas** a universal pharmacare program would allow Canada to build the institutional capacity needed to improve access, diminish costs, improve practices and ensure the longevity of our health care system;

**Whereas** Canada has no national health plan that includes funding for pharmacare;

**Whereas** New Brunswick’s 2012 drug expenditures amounted to \$684 million, which is equivalent to roughly 30% of the province’s total health care budget for that year (Gagnon, 2014);

**Whereas** a universal pharmacare program, keeping current industrial policies associated to drug costs, could have saved the province of New Brunswick an estimated \$32 million in 2012-2013 (Gagnon, 2014); and

**Whereas** an additional \$246 million could have been saved by New Brunswick in 2012-2013 with a repeal of the current industrial policies so that competitive bidding of supplies would allow for lower drug costs (Gagnon, 2014);

**Therefore** the New Brunswick Nurses Union lobby the provincial government to work with the Federal government to develop a national health plan that includes public funding for pharmacare.

**And be it further resolved that** the New Brunswick Nurses Union lobby the Provincial government to work with the Federal government to repeal the current industrial policies associated to drug costs in order to allow competitive bidding by suppliers.

40 YEARS OF SOLIDARITY

# CANDIDATE FOR ELECTION

## PRESIDENT



*Marilyn Quinn*  
Saint John Regional Hospital, Saint John

I am honoured to accept the nomination and seek re-election as your president. It has truly been a privilege to serve as NBNU president since 2004.

I am willing to be a strong, credible, positive voice for unionized registered nurses in New Brunswick. Job security, working conditions, safe practice environments, retirement security and work life balance are important issues that we must continue to build on and improve for today's workforce and for future members. I am passionate about the promotion of the role and value of registered nurses.

The strength of any Union lies in more than any one individual person or leader. We cannot underestimate our collective strength and influence when we combine our shared values of solidarity within the union movement and within our profession.

I am proud to be a registered nurse and a strong Union activist / leader. I look forward to working with you and humbly ask for your support.

In solidarity,

Marilyn Quinn

### UNION PARTICIPATION – PROVINCIAL OFFICES HELD

- NBNU provincial president since 2004
- Chairperson, CBE Shared Risk Pension Plan
- Chairperson Public Service Shared Risk Pension Plan
- Member, Standing Committee on Insured Benefits
- Member, National Executive Board of CFNU since 2004
- Vice-president, New Brunswick Federation of Labour
- Member, NANB/NBNU Joint Communication Committee
- Unit representative for hospital nurses (1998-2004)
- Member, Board of Directors since 1998
- Member, of Executive Council since 1991
- Negotiating team since 1994
- Past chairperson, Negotiating Committee, Part III
- Member, Educational Assistance Committee

### LOCAL OFFICES HELD

- Local president SJRH (1993-2000)
- 1<sup>st</sup> Vice-president (1992-1993)
- Professional Practice Committee
- Workforce Adjustment Committee

### WORK EXPERIENCE

- Employed at Saint John Regional Hospital since 1977
- Staff nurse, palliative care unit
- Medical-surgical float nurse
- Orthopaedics
- Neurosurgery

### OTHER ACTIVITIES

- Presenter at International Council of Nurses 2013 Melbourne, Australia.
- Recipient, CFNU Bread and Roses Award, 2011
- Recipient, NBNU Glenna Rowsell Award, 2010
- Labour representative for Governor General Canadian Study Conference, 2000
- Labour School — negotiations, media training, communications, labour relations

# CANDIDATE FOR ELECTION

## SECRETARY-TREASURER



*Rosemary McFarlane  
Miramichi Extra Mural*

I have accepted the nomination for the position of secretary-treasurer as I have a great interest in the status of the finance committee and the role of the secretary-treasurer within our Union.

To date, I have completed a one and a half year term as secretary-treasurer, in which I have learned a great deal about the finances and responsibilities of this position. I have a keen interest in the role and believe I have the experience, interest, commitment and skills to carry out the duties and responsibilities of this position effectively. Thank you for your support as I continue to represent our Union as secretary-treasurer for the next term.

I look forward to continuing my Union experience with the responsible management of NBNU's finances.

Thank you for your consideration.

In solidarity,

Rosemary McFarlane

### PROVINCIAL OFFICES HELD

- Secretary-Treasurer (present position)
- Annual Meeting Operations Committee (4 terms)
- Finance Committee (3 terms)
- Executive Council (many terms)
- Regional Representative (3 terms)
- Negotiating Committee (1 term)
- Glenna Rowsell Award (2008)

### LOCAL OFFICES HELD

- President
- Vice-President
- Treasurer
- Secretary
- Grievance Officer
- Professional Practices Committee

### WORK EXPERIENCE

- ICU Chaleur Regional Hospital, Bathurst
- Maternity – Hotel Dieu Hospital, Chatham
- ICU Miramichi Hospital (15 years)
- Miramichi Extra-Mural (21 years)
- CPR instructor (20 years)

### OTHER ACTIVITIES

- CLC (1 time)
- CFNU (3 times)
- Labour School (6 times)
- Local Service Club (10 years)
- Miramichi Save the Hospital Committee.



*From left to right: Kim Price, Kim Foster, Kim Greechan, Tracey Jefferies and Kathy Leblanc*



# 40 YEARS OF



# SOLIDARITY

40 YEARS OF SOLIDARITY

# CANDIDATE FOR ELECTION

## ANNUAL MEETING OPERATIONS COMMITTEE



*Margaret Ellis*  
Saint John Regional Hospital

My name is Margaret Ellis and "I am a Registered Nurse." I am offering for a position on the Annual Meeting Operations Committee.

As an active Union member, I am proud of the leadership exemplified at both the local and provincial level. The Union has provided me with an opportunity to connect with RNs from different parts of New Brunswick. I feel very fortunate to have such amazing mentors for role models.

Presently, I am treasurer of local 17, a proud member of NBNU and look forward to continuing as a Union activist.

### UNION PARTICIPATION – PROVINCIAL OFFICES HELD

- Annual Meeting Operations Committee

### LOCAL OFFICES HELD

- Treasurer

### WORK EXPERIENCE

- Surgical Unit
- Rehab Unit
- Family Medicine Unit
- Long Term Care



*John MacDonald*  
Miramichi Senior Citizens Home

As an active member of the New Brunswick Nurses Union for over 15 years, I have come to truly appreciate the role of the Union not only for the benefit of registered nurses in this province, but also their support of RN's across Canada and the world. In addition, the important role this Union holds for social justice and the respect it holds with other activists is also significant. It is with great pleasure that I have the opportunity to contribute to these worthy causes, and wish to continue in the future.

### UNION PARTICIPATION – PROVINCIAL OFFICES HELD

- Annual Meeting Operations Committee
- Negotiations Committee Nursing Homes
- Several Ad Hoc Committees

### LOCAL OFFICES HELD

- Local President, Miramichi Senior Citizen's Home

### WORK EXPERIENCE

- Registered Nurse in Long Term Care for the last 16 years
- Instructor of Academic Upgrading, Miramichi Community College, 10 years

# CANDIDATE FOR ELECTION

## FINANCE COMMITTEE



Pat Bannan  
Saint John Regional Hospital

I accept this nomination as a candidate for the Finance Committee. As a member of the Finance Committee for the past two terms, I wish to continue to collaborate with this team in securing a stable and productive future for NBNU.

### UNION PARTICIPATION – PROVINCIAL OFFICES HELD

- Finance Committee (2010-2012)
- Ad Hoc Committee on local governance of NBNU 2011

### LOCAL OFFICES HELD

- Local President, Saint John Regional Hospital (2009-present)
- Vice-President, Saint John Regional Hospital (2003-2009)
- Grievance Officer, Saint John Regional Hospital (2003-2009)

### WORK EXPERIENCE

- Employee Health (2008-present)
- Information Services (implementation of a new computer system in zone 2 – 2006-2009)
- Neuroscience department (1992-2006)



From left to right "NBNU Board of Directors": David Brown, Rosemary McFarlane, Shelley Duggan, Nancy Arseneau, Carole Clavette, Janet Walker, Maria Richard, Paula Doucet-Jones and Marilyn Quinn.

40 YEARS OF SOLIDARITY

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## NEW BRUNSWICK NURSES UNION

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### FINANCIAL STATEMENTS

DECEMBER 31, 2013

Spacek & Norrad

NEW BRUNSWICK NURSES UNION

DECEMBER 31, 2013  
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40 YEARS OF SOLIDARITY

## Spacek & Norrad

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, 2013, 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, 2013, 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.

Fredericton, N.-B.  
June 27, 2014

*Spacek + Norrad*  
CHARTERED ACCOUNTANTS

203 - 100 Woodside Lane ~ Fredericton NB ~ E3C 2R9 ~ PHONE (506) 458-1554 ~ FAX (506) 457-2385

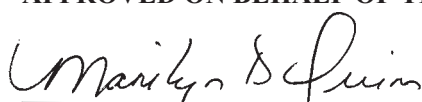
# NEW BRUNSWICK NURSES UNION

## STATEMENT OF FINANCIAL POSITION DECEMBER 31, 2013

ASSETS				
	General Fund	Restricted Funds	2013 Total	2012 Total
<b>CURRENT</b>				
Cash	\$ 196,465	\$ 126,586	\$ 323,051	\$ 295,248
Marketable securities (note 4)	726,261	5,150,575	5,876,836	5,600,458
Dues receivable	364,632	-	364,632	371,894
Accounts receivable	-	-	-	1,063
Accrued interest receivable	69,765	-	69,765	68,318
Employee loans receivable	2,408	-	2,408	5,722
Due from funds (note 8)	102,664	-	102,664	61,595
Prepaid expenses	64,602	-	64,602	78,021
	1,526,797	5,277,161	6,803,958	6,482,319
<b>CAPITAL ASSETS</b> (note 5)	1,952,121	-	1,952,121	2,069,933
	\$ 3,478,918	\$ 5,277,161	\$ 8,756,079	\$ 8,552,252
<b>LIABILITIES</b>				
	General Fund	Restricted Funds	2013 Total	2012 Total
<b>CURRENT</b>				
Accounts payable	\$ 590,868	\$ -	\$ 590,868	\$ 509,710
Due to funds (note 8)	-	102,664	102,664	61,595
	590,868	102,664	693,532	571,305
<b>FUND BALANCES</b>				
<b>RESTRICTED</b>				
Membership Defence	-	5,165,030	5,165,030	4,915,184
Nursing Homes Educational Leave	-	9,467	9,467	59,748
<b>INVESTED IN CAPITAL ASSETS</b>	1,952,121	-	1,952,121	2,069,933
<b>UNRESTRICTED</b>	935,929	-	935,929	936,082
	2,888,050	5,174,497	8,062,547	7,980,947
	\$ 3,478,918	\$ 5,277,161	\$ 8,756,079	\$ 8,552,252

Commitments (note 7)

APPROVED ON BEHALF OF THE NEW BRUNSWICK NURSES UNION



President



Secretary - Treasurer

See accompanying notes to the financial statements

Spacek &amp; Norrad

**NEW BRUNSWICK NURSES UNION****STATEMENT OF OPERATIONS****FOR THE YEAR ENDED DECEMBER 31, 2013**

	<b>General Fund</b>		<b>Restricted Funds</b>	
		<b>Note 9</b>		<b>Note 9</b>
	<b>2013</b>	<b>2012</b>	<b>2013</b>	<b>2012</b>
<b>REVENUES</b>				
Membership dues	\$ 4,663,839	\$ 4,697,849	\$ -	\$ -
Investment income (note 6)	170,883	162,383	228	302
Contributions from nursing homes	-	-	29,137	28,452
	<b>4,834,722</b>	<b>4,860,232</b>	<b>29,365</b>	<b>28,754</b>
<b>EXPENDITURES</b>				
<b>GENERAL AND ADMINISTRATIVE</b>				
Salaries - labour relations	612,575	545,519	-	-
Salaries - office staff	653,529	598,307	-	-
Salaries - overtime	53,121	36,953	-	-
Employee benefits	257,141	236,433	-	-
Employee recruitment	11,598	11,246	-	-
Staff professional development	23,431	23,068	-	-
Travel	99,550	86,171	-	-
Car allowance	30,250	22,500	-	-
Office supplies and expenses	69,479	89,998	-	-
Fax leases and expenses	-	1,130	-	-
Library	26,321	25,193	-	-
Postage	123,997	80,657	-	-
Insurance and bonding	22,130	19,257	-	-
Interest and bank charges	1,390	1,419	-	-
Communications	153,096	75,227	-	-
Professional fees	27,401	61,234	-	-
Photocopier leases and expenses	10,487	10,496	-	-
Electricity	20,024	18,751	-	-
Property taxes and water	56,199	56,287	-	-
Building repairs and maintenance	46,616	51,397	-	-
Depreciation	136,179	134,996	-	-
<b>TOTAL GENERAL AND ADMINISTRATIVE</b>	<b>2,434,514</b>	<b>2,186,239</b>	<b>-</b>	<b>-</b>

See accompanying notes to the financial statements

**Spacek & Norrad**

**NEW BRUNSWICK NURSES UNION****STATEMENT OF OPERATIONS****FOR THE YEAR ENDED DECEMBER 31, 2013**

	<b>General Fund</b>		<b>Restricted Funds</b>	
		<b>Note 9</b>		<b>Note 9</b>
	<b>2013</b>	<b>2012</b>	<b>2013</b>	<b>2012</b>
<b>UNION ACTIVITIES</b>				
Dues refunds to locals	394,513	397,204	-	-
Committee expenses				
Salaries - members	469,938	434,546	-	-
Travel, meals and accommodations	444,644	355,030	-	-
Meeting accommodations	1,390	8,593	-	-
Speakers and registration fees	65,999	56,591	-	-
Translation	65,461	65,383	-	-
Employee benefits	64,817	61,771	-	-
Hearing expenses	32,072	22,503	-	-
Public relations and promotions	359,243	439,390	-	-
General printing	79,986	51,876	-	-
CFNU / NBFL dues	237,923	237,980	-	-
General translation	30,355	28,599	-	-
Scholarships	20,800	19,800	-	-
Educational assistance	-	-	79,560	55,447
Memorials and gifts	1,032	1,144	240	128
<b>TOTAL UNION ACTIVITIES</b>	<b>2,268,173</b>	<b>2,180,410</b>	<b>79,800</b>	<b>55,575</b>
<b>TOTAL EXPENDITURES</b>	<b>4,702,687</b>	<b>4,366,649</b>	<b>79,800</b>	<b>55,575</b>
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES</b>	<b>\$ 132,035</b>	<b>\$ 493,583</b>	<b>\$ (50,435)</b>	<b>\$ (26,821)</b>

See accompanying notes to the financial statements

Spacek &amp; Norrad

**NEW BRUNSWICK NURSES UNION****STATEMENT OF CHANGES IN FUND BALANCES****FOR THE YEAR ENDED DECEMBER 31, 2013**

	<b>General Fund</b>		<b>Restricted Funds</b>	
		<b>Note 9</b>		<b>Note 9</b>
	<b>2013</b>	<b>2012</b>	<b>2013</b>	<b>2012</b>
<b>FUND BALANCES, BEGINNING OF YEAR</b>	\$ 3,006,015	\$ 3,629,982	\$ 4,974,932	\$ 3,884,203
<b>EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES</b>	132,035	493,583	(50,435)	(26,821)
<b>INTERFUND TRANSFERS</b>	(250,000)	(1,117,550)	250,000	1,117,550
<b>FUND BALANCES, END OF YEAR</b>	\$ 2,888,050	\$ 3,006,015	\$ 5,174,497	\$ 4,974,932

See accompanying notes to the financial statements

**Spacek & Norrad**

**NEW BRUNSWICK NURSES UNION****STATEMENT OF CASH FLOWS****FOR THE YEAR ENDED DECEMBER 31, 2013**

	<b>General Fund</b>	<b>Restricted Funds</b>	<b>Total 2013</b>	<b>Total 2012</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>				
Excess (deficiency) of revenues over expenditures	\$ 132,035	\$ (50,435)	\$ 81,600	\$ 466,762
Adjustments for:				
Depreciation	136,179	-	136,179	134,996
	268,214	(50,435)	217,779	601,758
<b>CHANGES IN NON-CASH WORKING CAPITAL BALANCES</b>				
Receivables	9,129	1,063	10,192	(77,766)
Prepaid expenses	13,418	-	13,418	(48,129)
Due to/from funds	(164,260)	164,260	-	-
Accounts payable	81,162	-	81,162	26,321
	(60,551)	165,323	104,772	(99,574)
	207,663	114,888	322,551	502,184
<b>INVESTING ACTIVITIES</b>				
Purchases of capital assets	(18,367)	-	(18,367)	(140,625)
Change in marketable securities	7,335	(283,716)	(276,381)	(825,057)
	(11,032)	(283,716)	(294,748)	(965,682)
<b>INTERFUND TRANSFERS</b>				
	(250,000)	250,000	-	-
<b>NET INCREASE (DECREASE) IN CASH</b>	(53,369)	81,172	27,803	(463,498)
<b>CASH, BEGINNING OF YEAR</b>	249,834	45,414	295,248	758,746
<b>CASH, END OF YEAR</b>	\$ 196,465	\$ 126,586	\$ 323,051	\$ 295,248

See accompanying notes to the financial statements

Spacek &amp; Norrad

## NEW BRUNSWICK NURSES UNION

### NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2013

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

##### (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:

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

Spacek & Norrad

# NEW BRUNSWICK NURSES UNION

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2013

**(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 externally restricted 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.

**2. 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.

**3. 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.

**4. MARKETABLE SECURITIES**

	2013 Carrying Value	2013 Fair Value
<b>GENERAL FUND</b>		
<b>Omista Credit Union</b>		
2.00% term deposit, due April 2014	255,000	256,020
Credit Union shares	65	65
<b>BMO Nesbitt Burns</b>		
Bank of Nova Scotia bond, 2.47%, callable August 2017	200,000	201,700
HSBC bond, 2.90%, due January 2017	250,000	254,475
<b>Scotiabank</b>		
1.30% term deposit, due August 2014	15,268	15,268
<b>Unamortized Premiums and Discounts</b>		
Unamortized bond premiums and discounts	5,928	-
<b>TOTAL GENERAL FUND MARKETABLE SECURITIES</b>	<b>\$ 726,261</b>	<b>\$ 727,528</b>

Spacek & Norrad

## NEW BRUNSWICK NURSES UNION

## NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED DECEMBER 31, 2013

## 4. MARKETABLE SECURITIES - cont'd

	2013 Carrying Value	2013 Fair Value
<b>RESTRICTED FUNDS</b>		
<b>Omista Credit Union</b>		
3.00% term deposit, due January 2017	223,115	229,589
3.00% term deposit, due May 2017	200,000	203,600
3.75% term deposit, due December 2015	390,909	390,949
2.25% term deposit, due November 2016	9,127	9,146
Credit Union shares	5	5
<b>BMO Nesbitt Burns</b>		
National Bank of Canada bond, 3.26% callable April 2017	300,000	306,390
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
Home Trust Company GIC, 1.85% due June 2014	162,068	162,068
CIBC bond, 3.15% callable November 2015	405,000	412,614
RBC bond, 4.35% callable June 2015	221,000	228,359
Bank of Montreal bond, 3.98% callable July 2016	350,000	365,015
TD bank bond, 4.78% callable December 2016	515,000	547,960
<b>Scotia McLeod</b>		
Home Trust GIC, 2.15% due August 2014	120,000	120,000
Equitable Trust GIC, 1.75% due March 2014	250,000	250,000
HSBC Bank Canada GIC, 2.45% due April 2018	350,000	350,000
TD Mortgage Corp GIC, 4.15% due March 2014	159,000	159,000
Bank of Nova Scotia GIC, 2.90% due October 2018	250,000	250,000
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	40,804	-
<b>TOTAL RESTRICTED FUND MARKETABLE SECURITIES</b>	5,150,575	5,189,242
<b>TOTAL MARKETABLE SECURITIES</b>	\$ 5,876,836	\$ 5,916,770

Spacek &amp; Norrad

**NEW BRUNSWICK NURSES UNION****NOTES TO THE FINANCIAL STATEMENTS****FOR THE YEAR ENDED DECEMBER 31, 2013****5. CAPITAL ASSETS**

	<b>Cost</b>	<b>Accumulated Depreciation</b>	<b>Net 2013</b>	<b>Net 2012</b>
Land	\$ 281,722	\$ -	\$ 281,722	\$ 281,722
Buildings	1,961,510	489,098	1,472,412	1,543,435
Furniture and equipment	282,326	113,785	168,541	194,015
Computer hardware	147,307	122,025	25,282	44,296
Computer software	57,395	53,231	4,164	6,465
	<b>\$ 2,730,260</b>	<b>\$ 778,139</b>	<b>\$ 1,952,121</b>	<b>\$ 2,069,933</b>

**6. INVESTMENT INCOME**

	<b>2013</b>	<b>2012</b>
General Fund	\$ 170,883	\$ 162,383
Nursing Homes Educational Leave Fund	\$ 228	\$ 302

**7. COMMITMENTS**

The union is obligated to make payments on various office equipment leases. The minimum lease payments due in each of the next 2 years are as follows:

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

**8. DUE TO (FROM) FUNDS**

Interfund loans generally result from accruals of income to be transferred from one fund to another. As soon as the income is received, the loans are paid. These interfund balances are non-interest bearing and recorded as current amounts. At year end, the balances were \$10,844.

**9. CHANGE IN ACCOUNTING POLICY**

In consultation with the finance committee, the accounting policy in respect of investment income was revised. Most not-for-profit organizations report investment income derived from internally restricted resources as income of the General Fund. Accordingly, it was agreed that the investment income from the Membership Defence Fund should be reported as income of the General Fund. To account for this change retrospectively, in accordance with Canadian accounting standards for not-for-profit organizations, the 2012 restricted fund income was reduced by \$146,187 and the general fund income was increased by \$146,187. Additionally, the interfund transfers were increased by \$146,187, as excess funds were being transferred to the restricted fund to reach a target fund balance of \$5,000,000.

Spacek &amp; Norrad

## 40 YEARS OF SOLIDARITY

# FINANCE COMMITTEE REPORT

BY ROSEMARY MCFARLANE



Rosemary McFarlane  
Secretary-Treasurer

The New Brunswick Nurses Union Finance Committee met on June 26 and 27, 2014 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 Norrad met with the committee to review the audited statements for the year ending 2013.

The committee discussed and prepared the budget for 2015 which is printed in the Parasol.

The committee made the following recommendations for the 2015 budget:

- Union dues to remain at \$59.02/member/month for 2015 (dues have not increased since January 2011).
- Recommend sending 25 members plus the Board of Directors to CFNU Biennial Convention in Halifax in 2015.
- Recommend increasing Vice-President's Union leave days to allow more secondment opportunities according to the fluctuating needs of the Union.
- Recommend increasing number of union leave days for BOD members to allow participation in local presidents' leadership education.
- That all NBNU expense policies be strictly adhered to.

The Finance Committee has considered the small deficit in the proposed budget for 2015. The cash shortfall can easily be covered with accumulated surpluses or investments held within the general fund, and will not affect our ability to meet any financial obligations of the Union.

A deficit occurs when expenses exceed revenues. It is important to note that the budget is prepared six months in advance and is based in part on historical trends. Your Finance Committee takes into consideration such things as the money required to meet the objectives established by the Union. For example, the administration of the provincial office, communications, and salary replacement for our members when attending Union events. Over the past years we have not spent the full amount in all categories even though we must budget for it, which usually leaves a surplus built up by the end of the year. We anticipate that 2015 will be no different from past years in this regard.

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

Respectfully submitted,

Rosemary McFarlane



From left to right: Jackie Pinet, Lisa Boudreau and Karyn Tibbitts

# NEW BRUNSWICK NURSES UNION

## OPERATIONAL BUDGET FOR YEAR ENDING DECEMBER 31, 2015

### REVENUE

Membership dues	
Investment Income	
<b>TOTAL REVENUE</b>	

### 2015 BUDGET

4,638,972
164,300
<b>4,803,272</b>

### 2014 BUDGET

4,691,972
17,500
<b>4,709,472</b>

### EXPENDITURES

#### General & Administrative

Salaries
Staff Overtime
Employee benefits
Staff professional development
Travel
Car allowance
Office supplies & expenses
Service contract/IT support
Depreciation
Library
Postage/shipping
Bank charges
Insurance & bonding
Communications
Professional fees
Photocopier lease and expenses
Utilities
Property taxes
Presidents accomodations
Building repairs & maintenance
Employee recruitment expenses
Casual temporary staffing
Internship pilot project

1,319,836
58,247
265,460
33,000
95,000
36,000
28,500
37,000
136,000
21,000
141,150
1,400
21,000
92,000
38,000
11,000
20,500
57,000
11,700
38,000
1,500
5,000
19,000

1,224,984
48,377
278,829
33,000
95,000
26,400
30,000
44,000
135,000
25,200
70,200
1,400
20,472
95,000
45,000
9,500
20,500
56,700
11,200
35,000
4,000
5,000
38,000

#### Total General & Administrative

**2,487,293**

**2,352,762**

#### UNION ACTIVITIES

Dues Refunds to locals
Committee expenses
Salary - members
Travel, meals, accomodations
Meeting accomodations
Speakers & registration fees
Simultaneous translation
Employee Benefits
Public Relations & Promotions
Legal expense assistance plan
Local assistance fund
Membership Motivation
Printing
Canadian Federation Dues
N B Federation of Labour Dues
Hearing expenses
Scholarships
General Translation
Memorials & gifts

393,000
530,314
466,604
35,450
42,125
64,000
76,814
250,000
1,000
5,000
55,000
79,000
157,200
86,460
35,000
20,800
33,000
2,000

397,490
572,104
352,542
35,800
84,225
53,000
82,955
250,000
1,000
10,000
125,000
64,000
158,996
83,473
35,000
20,800
28,000
2,000

#### Total Union Activities

**2,332,767**

**2,356,385**

#### Total Expenditures

**4,820,060**

**4,709,147**

#### Excess of Revenue (Expenditure) For Year

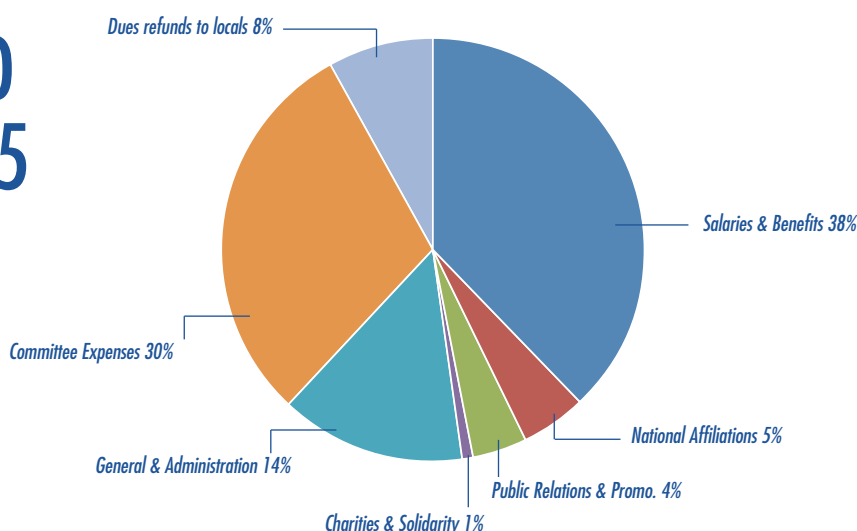
**(-16,787)**

**325**

## 40 YEARS OF SOLIDARITY

# GENERAL FUND EXPENSES 2015

PERCENTAGE OF BUDGET



## NOTES TO BUDGET

### REVENUE

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

**Investment Income** — Interest earned on total investment portfolio.

### EXPENDITURES – GENERAL AND ADMINISTRATIVE

**Salaries** — This amount includes salaries for 15 full-time staff 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 Professional Development** — Includes workshops, seminars and educational leave.

**Car Allowance** — For Executive Director and LRO staff as per collective agreements and for the President as per Policy Manual.

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

**Postage/shipping** — Includes mailing equipment lease expense, all courier fees and postage expenses. Includes a provision of \$55,000 in anticipation of mailing out the Nurses Part III collective agreement.

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

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

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

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

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

**Professional Fees** — Auditor's fees and other professional services 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 \$1.10/member/month.

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

# NEW BRUNSWICK NURSES UNION

## INVESTMENTS JULY 31, 2014

			TERM	MATURITY DATE	INTEREST RATE	PRINCIPAL INVESTED
<b>INVESTMENTS - GENERAL FUND</b>			<b>TOTAL RESTRICTED 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	2 years	19-Apr-16	2.00%	\$ 255,000
Scotia Bank	Term Deposit	36340343	1 year	20-Aug-14	1.30%	\$ 15,268
<b>Total General Fund Investments</b>						<b>\$ 720,268</b>
<b>INVESTMENTS - MEMBERSHIP DEFENCE FUND</b>						
Scotia McLeod	Home Trust - GIC	#270-0060516	2 years	10-Aug-14	2.15%	\$ 120,000
BMO Nesbitt Burns	CIBC Bond	#270-0097211	5 years	06-Dec-14	1.85%	\$ 162,068
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%	\$ 390,909
ScotiaMcLeod	Royal Bank - GIC	#270-0060516	5 years	07-Jul-16	3.00%	\$ 261,500
BMO Nesbitt Burns	Bank of Montreal - Bond	#270-0097211	5 years	08-Jul-16	3.75%	\$ 200,000
BMO Nesbitt Burns	TD Bank bond	#270-0097211	4.5 yrs	14-Dec-16	2.72%	\$ 140,000
BMO Nesbitt Burns	Bank Mtl - GIC	#270-0097211	2 years	10-Mar-16	1.85%	\$ 350,000
BMO Nesbitt Burns	BMO Bond	#270-0097211	5 years	08-Jul-16	3.75%	\$ 150,000
BMO Nesbitt Burns	TD Bank bond	#270-0097211	5 years	14-Dec-16	3.00%	\$ 275,000
BMO Nesbitt Burns	TD Bank bond	#270-0097211	4.5 years	14-Dec-16	2.83%	\$ 100,000
ScotiaMcLeod	Concentra Fin. GIC	#270-0060516	3 years	13-Mar-17	2.15%	\$ 420,000
ScotiaMcLeod	Pacific & Western Bank GIC	#270-0060516	5 years	13-Jul-17	2.55%	\$ 268,239
Omista Credit Union	Term Deposit	#61545-41-2	5 years	01-Dec-17	3.00%	\$ 229,809
Omista Credit Union	Term Deposit	#61545-40-2	5 years	26-May-17	3.00%	\$ 200,000
BMO Nesbitt Burns	Nat Bnk Canada Bond	#270-0097211	4.5 years	11-Apr-17	2.50%	\$ 300,000
ScotiaMcLeod	BNS GIC	#270-0060516	5 years	23-Oct-18	2.90%	\$ 250,000
ScotiaMcLeod	HSBC Bank Canada	#270-0060516	5 years	05-Apr-18	2.45%	\$ 350,000
<b>Total Membership Defence Fund Investments</b>						<b>\$ 5,196,825</b>

## 40 YEARS OF SOLIDARITY

# WHAT YOU NEED TO KNOW ABOUT YOUR RETIREMENT

## Q: I AM PLANNING ON RETIRING SOON; ARE THERE OTHER ISSUES ASIDE FROM MY PENSION THAT I SHOULD INQUIRE ABOUT?

**A: Yes there are other benefit issues you need to be aware of:**

1. Retirement Allowance — This is an entitlement in all collective agreements for registered nurses. This applies to full time and part time only and is based on years of continuous service. The retirement allowance provides 5 days' pay at your current regular salary rate for each full year of continuous service up to a maximum of 125 days. This can be paid in a lump sum which would be taxable or can be transferred in to an RRSP with your financial institution to save the tax. It can also be used to purchase pensionable service based on what you are eligible to buy at retirement.
2. Life Insurance — While working you have a "Group Life" insurance which stops upon retirement. At retirement you have the option of converting this to an individual policy without undergoing a medical. If you have pre-existing conditions this can be a viable option for you rather than seeking an individual policy out in the market place. You should request a quote from the insurance company to convert. This can be done through the benefits officer in your facility, and if acceptable to you — your request must be with the insurance company within 31 days of retiring. We always advise members to do this prior to retirement to make sure the timelines are respected.

3. Health & Dental Benefits — While an active employee, you pay 25% of your health benefits and 50% of your dental benefits but at retirement you must factor in the additional cost of Health and Dental plans as your plan for retirement. If you make a request to transfer to the retiree plan for health, dental and travel you will be covered for life under the Part III and Nurse Managers and Supervisors plan. However, in nursing homes the plan only covers you until age 65 and you must be actively at work prior to retirement to access the benefit.

4. Provincial Prescription Drug Plan — There are other prescription drug plan options for every citizen in the province who has reached the age of 65+. The current cost can be obtained by contacting Employee Compensation with the province at 1-800-561-4012. Another option you have is the new drug plan implemented by the province which is income tested. More information can be found on the NB government website ([www.gnb.ca](http://www.gnb.ca)) or by calling the 1-800-332-3692.

## CONCLUSION

In terms of timing for all requests, especially pension, it is suggested that you submit your request for formal estimates and costing of benefits to the Pension branch at least 6 months in advance to make sure everything is ready for you on the date you anticipate leaving.

At a minimum, you need to give the employer 4 weeks written notice of your intention to retire. However, it is always good to give as much notice as possible in order to have your position posted and filled prior to your departure.

# SCHOLARSHIPS

The following scholarships are currently available through NBNU:

- NBNU Nursing Scholarship,
- NBNU Family Scholarship,
- NBNU Post-Secondary Scholarships
- CFNU Scholarship
- Johnson Inc. Scholarship

The total amount of scholarship money handed out yearly is \$10,000. To find out how to apply, go to [www.nbnu.ca/scholarships-bursaries](http://www.nbnu.ca/scholarships-bursaries).

# BURSARIES

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

Recipients of NBNU \$800 bursaries for fourth year nursing students at the University of New Brunswick are: Amanda Linfield and Megan Carson, UNBSJ Campus; Angela Horton and Ashley McKim, Moncton Campus; Meaghan Waugh and Tanya Crocker, Bathurst Campus. UNB Fredericton Campus donated 1 bursary to "just BeClause" charity.

Recipients of NBNU \$800 bursaries for fourth year nursing students at l'Université de Moncton are: Jeremy Roy Léger and Shany Gallant, Moncton Campus; Sabrina Prévost-St-Pierre and Mathieu Plourde, Edmundston Campus; Sandra Ross and Richard Larocque Gauvin, Shippagan Campus.

# FREQUENTLY ASKED QUESTIONS

## IN 2014 TO LABOUR RELATIONS OFFICERS

**Q: Part III - Does a casual employee doing a temporary assignment qualify for health benefits?**

**A:** A casual employee will qualify for health benefits the 1st day of the 7th month in the temporary assignment. The health benefits will end when the temporary assignment is over.

**Q: Do I have a say in where I am floated/what can I do if I'm not comfortable where I've been floated to?**

**A:** The Employer is responsible for assigning staff to ensure needs are met; however, it should take into account patient acuity and nursing expertise when making such decisions.

You must remember that it is your license. Make sure you do not undertake functions that you do not have the education, training and/or competency to perform. You should identify your area of expertise (and any limitations/restrictions), request an appropriate assignment, and request a tour of the unit to know who the contact person is for questions/issues.

After consulting with the Unit Charge Nurse, if you feel the work assignment is improper, you should speak with your Nurse Manager and/or Administrator and complete a Work Situation Report.

**Q: If I go from a permanent position to casual position do I lose my seniority?**

**A:** Yes as per article 38.04 (a) Continuous service is broken and seniority shall be forfeited if you voluntarily left your permanent position for a casual position resulting in loss of employee status.



*Twenty-three NBNU delegates attended the Triennial CLC Convention in Montreal, 2014.*

**Q: If I decide to go casual am I guaranteed casual work?**

**A:** No, as there has to be a casual position number and available hours. This process must be go through the Human Resources Department.

**Q: Will I be at the top of the casual pool for shifts?**

**A:** Casual shifts are distributed as per article 4:09. All casual shifts known to be available 6 weeks in advance shall be first offered equitably to part time employees that are available to do casual hours and then offered equitably to casual employees. Casual work that is available within a 6 week period from the time it becomes known is offered equitably among part time and casual employees.

**Q: If I am on scheduled vacation days and I have a family responsibility or emergency situation requiring my immediate attention can I have my vacation days put back in my bank and be paid under this article?**

**A:** There is no provision presently in any of the collective agreements to allow substitution of the three emergency and/or family responsibility days for vacation days.

**Q: Can my employer scrutinize, assess and act upon what I write or publish on social media?**

**A:** Yes. Your employer may scrutinize, assess and act upon what you write, post, publish or say on social media websites, such as Facebook, Twitter or Instagram. Although you may access, write and publish on these websites from the privacy of your own home and off-duty, what you publish on social media is as open and public as a large sign or flag that you would put up in front of your house.

It is strongly recommended to avoid discussing any work related issue on social media as it may disclose, directly or indirectly, confidential information regarding your patients, your employer or even yourself. Social media is to be used with caution, keeping in mind that once you publish something on the internet, it is impossible to erase or control its reproduction and distribution.

## NOTES

This image shows a full page of blank, lined paper. It features approximately 20 evenly spaced horizontal blue lines across its entire width. The lines are thin and consistent in color, set against a plain white background. There are no margins, text, or other markings present on the page.

## This image shows a full page of blank, lined paper. It features approximately 20 horizontal blue lines spaced evenly across the page, typical of notebook paper. The lines are thin and light blue, set against a plain white background. There is no handwriting or other markings on the page.





THERE IS NO SUBSTITUTE FOR A  
**REGISTERED  
NURSE**