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NEW BRUNSWICK NURSES UNION



OPEN INVITATION TO ATTEND THE 42ND ANNUAL GENERAL MEETING

FROM BOARD OF DIRECTORS AND EXECUTIVE COUNCIL

The 42nd Annual General Meeting of NBNU is being held October 24-27, 2016, at the Delta Fredericton, in Fredericton, NB. The agenda for the meeting is included on the opposite page.

All members are welcome to attend the business session and social events. There is no registration fee. Observers are invited to

speak on any issue, but only voting delegates may vote.

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

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

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

TABLE OF CONTENTS

Agenda	3	Vice-President's Report	12	Resolutions	23
Thank You Marilyn Quinn	4	Second Vice-President's Report	14	Candidates for Election	26
President's Report	5	Unit Representative Reports	16	Auditor's Report	34
Scholarships	9	WorkSafeNB Annual Report	20	Finance Committee Report	47
Bursaries	9	Annual Meeting Operations Committee Report	22	Operational Budget 2017	48
Executive Director's Report	10				

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AGENDA

42nd NBNU ANNUAL GENERAL MEETING

OCTOBER 24-27, 2016

DELTA FREDERICTON, FREDERICTON

MONDAY, OCTOBER 24, 2016

12:00 - 13:30 – Registration

13:30 - 16:30 – Unit Representatives Meetings

- Nurses, Part III – Ballroom A/B
- Nursing Homes – Ballroom C
- Community Care Nurses – Governor's Ballroom
- Nurse Managers/Supervisors – Victoria Room (2nd floor)

19:00 - 21:00 – Wine & Cheese Reception – Ballroom D/E

TUESDAY, OCTOBER 25, 2016

7:45 - 8:15 – First Timers Sessions – Governor's Ballroom

7:30 - 8:30 – Registration

7:00 - 8:30 – Breakfast

8:30 - 10:00 – Business Session

- Call to Order
- Welcome
- Introduction of Head Table
- Introduction of Guests
- Approval of Agenda
- Annual Meeting Operations Committee Report

- Appointment of Scrutineers and Sergeants-at-Arms
- Rules and Privileges of Annual Meeting
- Review of Instructions for Voting Delegates
- President's Address
- Executive Director's Report

10:30 - 12:00

- Vice-President's Report
- 2nd Vice-President's Report
- Finance Committee's Report
- Auditor's Report
- Motion to Approve Auditor's Report for 2015
- Presentation of 2017 Operational Budget

12:00 - 13:00 – Lunch (provided)

13:00 - 13:30 – Greetings – Linda Silas, CFNU President

13:30 - 14:45 – Guest Speaker

15:15 - 16:00 – Membership Recognition Awards

18:30 – Banquet

WEDNESDAY, OCTOBER 26, 2016

7:00 - 8:30 – Breakfast

7:30 - 8:30 – Registration

8:30 - 10:30 – Business Session Reconvenes

- Call to Order
- Unit Representatives Reports

11:00 - 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 27, 2016

7:00 - 8:30 – Breakfast

7:30 - 8:30 – Registration

8:30 - 12:00 – Business Session Reconvenes

- Open Forum
- New Business
- Motion to Approve 2017 Budget

12:00 – Adjournment

SOLIDARITY AUCTION WILL BEGIN MONDAY AT 19:00 HRS AND FINISH WEDNESDAY AT 13:00 HRS.

THANK YOU MARILYN QUINN

After 12 years of NBNU presidency, for many of us, the name Marilyn Quinn has become synonymous with nursing and unionism in New Brunswick. Marilyn's dedication and tireless efforts to uphold and promote the economic, social and professional interests of registered nurses has led the Union to many gains during her tenure. Advancements in working conditions and work-life balance for RNs, have resulted in safer care and improved health outcomes for patients, residents and clients. Not only do we, as members and staff of NBNU, owe Marilyn a heartfelt thank you for her years of service, but so too do all our fellow New Brunswickers for her contributions to a healthier, more inclusive and equitable society.

Now, Marilyn would be the first to tell you that these accomplishments have never been hers alone. Time and again she has reminded us all that the strength of a Union lies in its solidarity and the ability of its members to cooperate and support one another. There is no question this is true. NBNU's successes were made possible because RNs are willing to stand up for each other and those they provide care for. Yet, strong leadership is also important. We need someone to remind us of our strength and value as well as to encourage us to have each other's back. A true leader is able to inspire that kind of courage and solidarity.

So, what is a leader? Leadership is not simply about being able to stand up at a podium and deliver an eloquent speech (although this is something Marilyn does very well). Nor is leadership merely the ability to sit across the table from powerful people bent on intimidating you and hold your own (yet Marilyn does this well too). True leadership is the ability to roll up your sleeves and get down to the hard work alongside those you lead. And, boy, has Marilyn worked hard over these past 12 years!

The song, Bread and Roses, is an anthem of the labour movement for good reason. Its lyrics remind us that life is not all about hard work, or bread, but also about enjoying the fruits of our labour. Marilyn, now it is your time to stop and smell the roses. So, we leave you with this quote by the small, but insightful Piglet:

"Don't underestimate the value of doing nothing, of just going along, listening to all the things you can't hear, and not bothering."
(Pooh's Little Instruction Book, inspired by A.A. Milne)

Thank you, Marilyn. You have left an indelible mark on the nursing profession and the Union. We will miss your passion and your civility.

We wish you nothing but success in your future endeavors!



PRESIDENT'S REPORT

BY MARILYN QUINN



Marilyn Quinn
President

INTRODUCTION

The theme of the Annual General Meeting this year is Registered Nurses: 24/7. **As a registered nurse, your actions matter.** Registered nurses are always nurses 24/7, when you are at work and even when you are not. The very nature of this profession holds you to a higher standard than most when it comes to respect, cooperation, compassion and caring.

Your actions also matter when it comes to speaking up about larger healthcare issues such as privatization and Pharmacare. As a registered nurse, you are the most trusted source when it comes to healthcare related topics in this province. This is an earned trust that shouldn't be taken lightly.

From the moment we chose to go down this career path of nursing, we were actively seeking out a challenge. Nursing is many things but it definitely is not easy. I often say

nursing is the hardest job you'll ever love. Yes, there will be days when we feel like giving up, but during these fleeting moments, I remind you to find strength in one another by supporting and acknowledging your colleagues. Being a nurse means being part of a healthcare team, and by employing our innate characteristics of respect, cooperation, compassion and caring for one another, we become collectively stronger.

PUBLIC RELATIONS / COMMUNICATIONS

Registered Nurses: 24/7 Campaign

This year NBNU continued our partnership with Revolution Strategy, a PR agency based in Saint John. We launched our 2016 campaign, Registered Nurses: 24/7, in May. Our objective was to raise awareness about the role and value that RNs play in New Brunswick's healthcare system. While we wanted to reach the general public, we specifically honed in on adults aged 25-35 also known as millennials. Research shows that established millennials (aged 30-35) hold a great deal of influence with generations above them as well as younger millennials below them in age. By targeting established millennials, NBNU aimed to increase their knowledge and respect for the scope of work you do, especially if we need their influence when the Union and registered nurses are facing tough issues such as cutbacks.

The campaign was a huge success with the commercial being viewed online by more than 161,000 people over a seven-week period. Comments from members and the public were extremely positive and we successfully achieved our goal of highlighting several different sectors of our diverse nursing membership. Thank you to all the RNs who participated in the shoot. Your professionalism and ease in front of the camera was duly noted by NBNU staff and Revolution Strategy. We may consider running the commercial again on TV and online during the late Fall so please stay tuned!

Membership Survey

Highlights from the NBNU membership and local presidents' surveys conducted last year can be found in a special insert of this Parasol. Our goal is to annually survey you, the members, as an unbiased "check point" that we are meeting your objectives and noted areas of improvement.

The survey will take place again this year in November. An adequate sample size of 400 registered nurses will be contacted at random to conduct a 10-15 minute interview. It is important to note that your answers are anonymous as the data collected is through a third-party company named MQO Research. A survey with local presidents will take place in January 2017. All local presidents will be contacted by email to complete the electronic assessment.

WORKPLACE VIOLENCE PREVENTION

Horizon:

NBNU maintains a seat on Horizon's Violence Prevention Steering Committee and the Implementation subcommittee as an observer, in order to monitor the work towards full implementation of their program. Roll-out of Horizon Health Network's Workplace Violence Prevention Program continues to make steady progress. Improvements to the code white process, including advanced training, were implemented at the Moncton Hospital over the summer. The new code white process will be implemented at the DECH in Fredericton and Miramichi Regional Hospital this fall.

Communications have been distributed and education sessions have been held Horizon wide. Various training will continue to be offered around the province, so be watchful for opportunities in your workplace. Also be sure to click the violence prevention web button on Horizon's Skyline page to familiarize yourself with the materials available there. Continue to report all incidents of violence, including verbal and emotional abuse and "near miss" potential

injuries in situations that escalate towards violence, but are diffused before reaching the point of injury (either physical or psychological) by using Horizon's new electronic incident reporting software, Parklane.

Over the summer, Horizon's chief of human resources held a meeting to develop a plan for operationalizing the Violence Prevention Program, so that violence prevention becomes fully incorporated into all aspects of day-to-day operations of the health authority. With that goal in mind, a project charter has been developed outlining the work to date and the next steps required in order to provide management with a guideline for operationalization. NBNU hopes that this top-down approach, combined with the grass roots commitment of our members, will add momentum to the progress of the program.

Vitalité:

In July, a meeting was held to improve the code white process in the psychiatric unit at the Dr. Georges L. Dumont Hospital. NBNU was present at that meeting and saw the discussed changes as positive. Vitalité management participating in the meeting welcomed the opportunity to review Horizon's Violence Prevention Program and the Nursing Home Violence Prevention Toolkit. They expressed interest in incorporating useful aspects of both into their work across the health authority to continue to improve Vitalité's violence prevention measures.

Nursing Homes:

As a member of the Nursing Home Workplace Violence Prevention Working Group, NBNU continues to collaborate on making the Nursing Home Violence Prevention Toolkit more accessible for use in the homes. In April, we heard from our nursing home local presidents that only a few homes were making use of the tools launched by the Working Group this past winter. Those who were using the tools found them to be helpful, but many locals were meeting resistance from their management.

We have asked the New Brunswick Association of Nursing Homes (NBNH) to work with directors and administrators to see more homes utilize the toolkits and make violence prevention a priority.

The NBNH and the New Brunswick Continuing Care Safety Association have since been promoting the toolkit in meetings with the homes' administrators, and have also begun to deliver training in some homes. A webinar has been designed so that those with access to the data system Itacit, can learn more about the toolkit via e-learning. WorkSafeNB is having their inspectors check for use of the toolkit in nursing homes and have added "resident behavior" as a category to their inspection forms, in order to be able to better track potential for violence as a workplace hazard. WorkSafeNB is also in the process of translating videos developed by WorkSafeBC which educate workers about minimizing the risk of violent incidents involving residents with dementia.

The new Information Management System (IMS) being implemented by NBNH should now be in all homes, and this will allow easier incident reporting through electronic forms. Specific violence related questions have been included in the e-form. Please use IMS to report all incidents of violence including verbal and emotional abuse and "near miss" potential injuries in situations that escalate towards violence, but are diffused before reaching the point of injury (either physical or psychological). Reporting violent incidents can help to ensure you are referred to available sources for support post-incident, and will help track the success of the toolkit in reducing incidents of violence and aggression.

A survey was distributed to all NBNU members working in nursing homes as well as to all administrators and non-RN nursing home staff. Thank you to those who completed the survey. The Working Group will be looking at the feedback collected to see if more homes are now using the tools and what revisions/additions can be made to improve the toolkit.

CANADIAN FEDERATION OF NURSES' UNIONS (CFNU)

A national matter facing nurses unions across this country is how to appropriately identify and maintain an adequate number and mix of nursing staff to deliver quality care. In July, I had the opportunity to attend a study tour in New Zealand arranged by CFNU and the New Zealand Nurses Organization. The tour highlighted success that New Zealand has had in this area. The New Zealand Nurses Organization rejected ratios and opted instead for the implementation of the Care Capacity Demand Management Program (CCDM) or Carepoint program.

CFNU National Executive Board had several conference calls with the New Zealand group following a presentation last summer. We were particularly interested in how they link healthy workplaces and staffing under one model. We heard presentations which included details about the entire process. A workload measurement tool called TrendCare, which was designed by a registered nurse, also helps to form part of the Care Capacity Demand Management program. During my time in New Zealand, we were able to visit several hospitals and see the model live. I also had the chance to speak with local nurses about their day-to-day operations and their ability to staff units.

The goal of this study tour was to better understand the model, explore the benefits and obtain the necessary research to petition our federal government for funding regarding CFNU's safe staffing and patient safety project. Staffing levels is noted as one of our greatest challenges in every province. As nurses, we know firsthand the impact this has on the quality of care we are able to deliver.

CFNU was also active during the annual Council of the Federation Meeting which took place in the Yukon during July. A breakfast meeting hosted by CFNU, entitled *Filling the Prescription – the Federal Role for Pharmacare*, featured presentations by UBC Professor, Dr. Steven Morgan, a founder of Pharmacare 2020, and George Washington

University Adjunct Professor, Dr. Ruth Lopert, who also serves as Deputy Director, Pharmaceutical Policy & Strategy and Management Sciences for Health, in Washington, DC.

Premiers, health and labour stakeholders came together to hear the compelling case for Canada to implement a universal Pharmacare program as the next step in the evolution of healthcare. We were pleased to have eight premiers, including NB Premier Brian Gallant in attendance, as we need the provinces support to lobby the federal government.

A universal Pharmacare program is a feasible and transformative change, but it will not be possible without significant federal investment and involvement. Such a program would improve the health of all Canadians, while removing significant financial and political pressures from the provinces and territories by utilizing the federal government's superior purchasing power as a collective negotiator for a large public health system.

91% of Canadians support a national Pharmacare program, and 87% support adding prescription drugs to the universal health coverage of Medicare. Universal public Pharmacare is strongly supported by nurses, doctors and other healthcare professionals. We believe the time is now.

As members of CFNU, we will also be participating in the Global Nurses United (GNU) Congress in Dublin, Ireland, in September along with CFNU and 35 board members from the other provinces. NBNU will be represented by board members, Ronda McCready, Nancy Arseneau and myself. Nurses from around the world will attend the congress hosted by the Irish Nurses and Midwives Organization (INMO), entitled "Nursing in Conflict" which will feature the role and voices of nurses who have served in conflicted areas. These opportunities help us build international solidarity amongst registered nurses who share so many of the same challenges in the workplace. Many face even worse challenges both politically and professionally as they are still fighting to become unionized in many countries.



Atlantic Nurses Union presidents with their respective Premiers at the Council of the Federation meeting in Whitehorse.

NURSES ASSOCIATION OF NEW BRUNSWICK (NANB)

NBNU and NANB meet biannually with our boards to collaborate on shared nursing issues. This positive working relationship has proven helpful on many occasions over the past year. From issues such as the NClex-RN exam to addressing nursing practice concerns, we both serve to advance the profession of registered nurses.

2016 marks the 100th anniversary of the Nurses Association of New Brunswick. The milestone year recognizes nursing as a profession supporting continuing excellence in nursing practice and standards for the delivery of care to the public. NANB also celebrates its contribution to nurses shaping nursing to ensure New Brunswickers receive the best standard of care.

NANB had several events planned throughout the year. During National Nurses week, I attended a commemorative tree planting and time capsule burial with NANB's President, Brenda Kinney and President-elect, Karen Frenette. The time capsule represents NANB's first 100 years of regulation in New Brunswick and will be left for future generations of registered nurses to unveil.

The NBNU board sponsored five members to attend the Canadian Nurses Association Centennial which took place in Saint John in June. In honor of their centennial anniversary, NANB created a nursing doctoral scholarship and I'm pleased to share that NBNU contributed \$10,000 to this important educational fund.

ADVOCACY

While our primary focus as a Union is protecting the rights of registered nurses, we also seek opportunities where we can fulfill our social justice mandate. NBNU continued our advocacy work with the Common Front for Social Justice and the Health Coalition. Second Vice-President, Nancy Arseneau, will touch on our partnership with these important causes in her report.

PENSION PLANS

I encourage all members of the CBE Shared Risk Plan and the PSSRP Plan to take the opportunity to view the four minute video on the provincial government's website (<http://bit.ly/2aVFt9Y>) which provides a general overview of how your pension plan works. The video highlights the most important aspects and is a great way to get a quick overview of the highlights.

Newsletters for both plans were sent to members in the late spring /summer to inform you of the status of your respective plans. Later this year you can expect to receive a notification about the 2017 cost of living adjustments. Annual statements for the CBE and PSSRP plans were mailed to all plan members and should have been received by July. If you haven't received any communication please contact the Pension Branch at (<http://bit.ly/2aVFt9Y>).

Trustees on the CBE Shared Risk Plan including myself, your Executive Director, Matt Hiltz, Shelley Duggan and trustee in training, Paula Doucet, work with the CBE Shared Risk board members in the best interest of all plan members. Ronda McCready and Carole Clavette fulfill the same roles as trustees on the Nursing Home Pension Plan. Good governance requires, as part of the fiduciary role, to be knowledgeable, informed and remain up-to-date on evolving pension education.

In addition to the regular pension board meetings and subcommittees, trustees are required by the pension plan, and paid by the respective plans, to attend annual pension conferences and take courses to achieve certification and pension expertise. The International Foundation of Employee Benefits is one such organization attended by over 1200 Canadian pension trustees annually. This year they will obtain education and certification in San Diego. While some believe these conferences are just exotic "workcations", I can assure you this education and certification is essential to fulfill the role as a trustee managing over 1.7 billion dollars in assets, as is the case for the CBE plan and close



Marilyn Quinn, NBNU President, visits the Carcross Health Center nursing stations with other members of the CFNU National Executive Board in the Yukon.

to 7 billion in the PSSRP Plan. On your behalf I thank our trustees for all of their hard work.

By now, many of you have heard that Vestcor Pension Services Corporation (VPSC) has been created effective October 1, by the trustee boards of the Public Service Shared Risk Plan and the New Brunswick Teachers' Pension Plan. Creating Vestcor as a jointly-owned, not-for-profit organization that is independent from government, follows industry best practices and is a natural evolution in governing and managing the plans.

NURSING RESOURCE COLLABORATIVE

The Collaborative met in June to review the Forecast Modelling for Nursing in the province. Stakeholders present at the Collaborative included NBNU, the Nurses Association of New Brunswick, University of New Brunswick, Université de Moncton, Horizon and Vitalité and the Nursing Home sector, LPN Association and community colleges. The focus is human resource planning for nursing to meet the supply and demand. Discussion also included the number of university seats, new hires, NClex-RN exams, retirements and the fact that close to 2000 registered nurses in New Brunswick are over the age of 55. The next meeting will take place in October and I will report our findings at the Annual General Meeting.

CHARITABLE DONATIONS

NBNU continues to support and foster relationships with several social justice and non-profit charities. Thanks to our relationship with Johnson Insurance in 2015-2016, we were able to donate \$13,481 to the eight transition houses around the province. For those of you who are unaware, transition houses provide shelter for abused women and children throughout New Brunswick. The Union also continued to support the NB Association for Community Living (NBACL). In June, I attended their Champions of Inclusion event which profiled success stories of individuals living with disabilities and working in the community. It was an inspiring event and I am pleased to share that a representative from the NBACL will present to local leaders at our Annual General Meeting in October.

BOARD OF DIRECTORS

Your Board of Directors meets every 6-8 weeks to discuss and carry out the work set forth by the membership at the Annual General Meeting and Executive Council. Our most recent meeting took place August 17-18. The board is responsible for ensuring the mandate of NBNU which is protecting RN positions and enhancing your social economic and general work-life. This is central in all our strategic planning and decision making. The Constitution and

By-laws set out the role, duties and responsibilities of the board allowing them to set the vision for the organization. In this issue, you will find a visual depicting the NBNU governance model for a better understanding of how your Union works.

We fondly say farewell to Rosemary McFarlane as your Secretary-Treasurer. Thank you for your dedication over the past eight years. I would like to officially welcome Shelley Duggan into the role of Secretary-Treasurer. I also congratulate my colleague and friend, Paula Doucet, on her official appointment as your new President. I believe Paula's experience and passion for nursing and the labour movement will be strong assets to the leadership team at NBNU.

CLOSING

It is with mixed emotion that I write my final report as your President. These past 12 years have been challenging but also deeply rewarding. I have always been driven by you, the membership. You have been an unwavering source of strength since I accepted this position in 2004.

I have always said the Union is never just about one person. I would like to thank the board and staff for their guidance and professionalism. I rely on their dedication and support to help me carry out the work as directed by you, the membership. Thank you to the local presidents and local leaders for your commitment to representing NBNU on the frontlines. You are the bridge between the board and our members. I hope you continue to work together to advance and advocate for registered nurses in this province and remember, you are the strength of NBNU.

My sincere gratitude to my children, Kelly, Jon, and daughter-in-law Sarah, who have graciously shared and supported my passion for NBNU. To my family and friends, thank you for your patience and unwavering support.

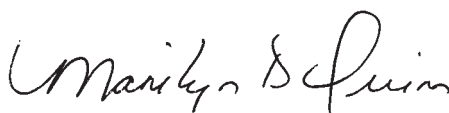
I have thoroughly enjoyed my 39-year nursing career. When I was elected President

in 2004 in Edmundston, I shared that most of my life's learning came from my 20-years as a Palliative Care nurse. It was during that time that I learned to celebrate every day, surround myself with good people, know when to ask for help, never give up the fight but know when it is ok to give in. These life lessons have guided me for the past 12 years as your President.

In closing, I leave you with one of my favorite quotes:

"Never doubt that a small group of thoughtful, concerned citizens can change the world. Indeed it is the only thing that ever has." – Margaret Mead

In Solidarity,



Marilyn Quinn
NBNU President

SCHOLARSHIPS

The following scholarships are currently available through NBNU:

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

The total amount of scholarship money handed out yearly is \$10,000. All NBNU scholarship applications are due by September 30, 2016. To find out how to apply, go to www.nbnu.ca/scholarships-bursaries.

BURSARIES

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

Recipients of the NBNU \$800 bursaries for fourth year nursing students at the University of New Brunswick are: Gregory Stafford, UNB Fredericton campus; Cherie Garrett and Olivia Roy, UNBSJ campus; Diane Lucas and Anna D'Ettore, Moncton campus; Amanda Dean and Bhreagh MacDonald, Bathurst campus.

Recipients of the NBNU \$800 bursaries for fourth year nursing students at l'Université de Moncton are: Christine Bernard and Stéphanie Pinet, Moncton campus; Isabelle Wallace and Nadia Poteau, Edmundston campus; Olivier Savoie and Valerie Savoie, Bathurst campus.

EXECUTIVE DIRECTOR'S REPORT

BY MATT HILTZ



Matt Hiltz
Executive Director

A former colleague recently commented about all the "free time" I would now have, given that all NBNU's Collective Agreements are settled and will not expire until December 31, 2018. "Three and a half years of labour peace, you'll be bored," she said. I had to disagree. Contentious issues such as privatized blood clinics, the EMP consolidation under Medavie and Horizon's optimized rotation schedule, will keep NBNU busy for the foreseeable future. Peaceful? Boring? I think not.

What you can count on is that your leadership team will continue to work tirelessly on your behalf to protect your rights.

NEGOTIATIONS

As mentioned, the Nurses, Part III, Nurse Manager and Nurse Supervisor and Nursing Homes Collective Agreements have all been signed, sealed and delivered. They will be in effect until the end of 2018. Each was overwhelmingly ratified with a strong voter turnout, with only the Nursing Home nurses coming close a strike vote. Thank you to all members who took the time to cast your vote.

Once again, I was impressed with the strength and cohesiveness of your negotiating teams as well as the trust and solidarity displayed by you, the members. I can say without a doubt that when the New Brunswick Nurses Union makes a promise, our negotiating partners listen.

THE MIRAMICHI P3 NURSING HOME ISSUE

Marilyn Quinn, NBNU president, made a promise to nursing home members that we would not leave the bargaining table until we could guarantee that our members at the Miramichi Senior Citizens Home and the Mount St. Joseph Nursing Home would be protected when those homes were closed and replaced by a P3. I am pleased to share that her promise was kept, as the Request for Quotation ("RFQ"), contained the necessary language to obtain job protection.

THE OPTIMIZED ROTATION ISSUE

In June 2016, we were contacted by Horizon representatives about their plan to optimize rotations across the Regional Health Authority. The plan would involve reworking rotations and creating "regularized relief pods" to address expected and unexpected absences. The issue with their proposal was that one option conformed to the Collective Agreement and the other did not.

While the employer is within its rights to set a schedule for our members, we reminded them that if they were planning to withdraw from the compressed work week schedule, they must proceed via Article 19.02.

Accordingly, the hospital, affected staff and the local shall meet at the earliest possible date to develop a mutually acceptable solution, prior to the hospital introducing a change.

At the time of writing this report, we expect these meetings to begin shortly. NBNU is fully aware that schedules and rotations for our members are linked to your work-life balance as well as your physical and mental well-being. Therefore, we will do everything we can to work with our members and Horizon in developing a mutually acceptable solution.

Unfortunately, I fully expect this process to be a lengthy one, measured by months, rather than days. We will continue to communicate updates as more detailed information becomes available.

THE EMP-MEDAVIE ISSUE

As of August 22, 2016, no decision had been made by the Department of Health and Medavie about proceeding with the MOU. At the time of writing, we are preparing for a telephone townhall to update members on the following: 1) there is no decision at this time, 2) there will be a 90 day transition period, in the event the decision is made to move the EMP under the management of Medavie, and 3) in the event that such a decision is made, NBNU is well prepared to put into place the language necessary to protect EMP members' current rights and benefits, including but not limited to: seniority, mobility, and accommodations.

2016-17 INITIATIVES

Professional Practice will be a major focus area for NBNU in the coming months and years. Local leadership was treated to a well-received education session at the last April Council, as well as, at Eastern Labour School.

Members can expect to see updated online educational material, which is based on the feedback we received from our local leadership.

Please continue to be diligent in protecting your professional practice. In order for NBNU to help you, you need to take the first step by completing a work situation report. We now have an "appeal" level of sorts for PPC related issues across our bargaining units, therefore, we expect to make positive progress in this area of concern.

2016 MEMBERSHIP

2016 Dues Paying Members

	Full-time (% change from 2015)	Part-time (% change from 2015)	Casual (% change from 2015)	Total (% change from 2015)
Hospital (excluding EMP)	3191 (+0.3%)	1410 (+5.3%)	599 (-2.6%)	5200 (+1.3%)
Community Care (PH, MH, EMP)	465 (+1.1%)	151 (+3.4%)	50 (+19%)	666 (+2.8%)
Nurse Managers & Supervisors	218 (+7.3%)	16 (-18.8%)	8 (+33%)	242 (+6.1%)
Nursing Homes	171 (+4.3%)	199 (+14.4%)	137 (-19.7%)	507 (+0.9%)
Total: (% change from 2015)	4045 (+0.9%)	1776 (+5.8%)	794 (-4.1%)	6615 (+1.6%)

STAFFING

In December 2015, we hired a sixth labour relations officer, Ellen Oakes Thompson. Ellen was called to the New Brunswick Bar in 2012 after graduating with her law degree in 2011. She has previous work experience in the areas of labour, employment and workplace human rights law. Ellen has proven to be a wonderful addition to our team.

RETIREMENT OF MARILYN QUINN

As many of you now know, Marilyn Quinn will retire this year after a successful 12 years as your NBNU President.

It would be a fool's errand to try and capture all of the ways Marilyn has positively impacted NBNU in the space I am allotted, so I will not try.

What I will say is that I truly admire her as a leader of people. Marilyn would wear the "C" (Captain) on any team she chose to be a part of because she has an uncanny ability to understand what makes people tick, and then to be able to relate to and help them reach their best potential. She is both admired and respected by members, staff, employer

representatives and government officials for her candour and ethics.

NBNU is a better organization because of her efforts and I am a better person because of her mentorship. I wish Marilyn all the best in her future endeavors and I look forward to celebrating her accomplishments at the Annual General Meeting in October.

WELCOME PAULA DOUCET AND SHELLEY DUGGAN

While Marilyn embarks on a well-earned VW Van trip around the world, I am thrilled to begin working with incoming president, Paula Doucet. Having worked with Paula in her role as Vice-President, during negotiations and on various committees, I am in awe by her commitment to unionism and her RN sisters and brothers. I know firsthand that Paula will continue the path of excellence for NBNU leadership.

I also look forward to working with Shelley Duggan on the Board of Directors again. Shelley's sense of humour and ability to keep a meeting on track are very important attributes which will serve NBNU well.

CONCLUSION

While the coming year will not be peaceful or boring, we have the opportunity to embrace and influence change for the betterment of our members. NBNU leadership will continue to protect positions while enhancing the social, economic and general worklife of registered nurses in this province.

In Solidarity,



Matt Hiltz
NBNU Executive Director

VICE-PRESIDENT'S REPORT

BY PAULA DOUCET



Paula Doucet
Vice-President

I am pleased to present my annual report for 2015-2016.

Following the AGM in October 2015, the board quickly started to work on the resolutions and motions set forth by our activists and local executive members. Issues regarding safe staffing, Pharmacare and public-private-partnerships (P3) have been some of the hot topics for discussion, and require continued work and dedication from the NBNU Board of Directors as well as all NBNU members.

Delivery of safe care is always a priority, as is the safety and security of RNs, and our ability to know that we can go to work every day in a safe environment. The labour relations officers at NBNU continue to work closely with local executives to elevate these issues at the Professional Practice Committee (PPC) meetings. They are working towards viable

solutions regarding adequate staffing levels, proper training and equipment, and support in all workplaces. As the frontline workers in our hospitals, clinics, nursing homes, jails, public and mental health offices, you are the experts and eyes on the ground to report issues that are unsafe. We need to speak up and help create the change that is necessary for better working conditions.

Our struggle continues on the issue of P3s and the long-term cost that this type of arrangement will have on all New Brunswickers. The most recent P3 proposition by the provincial government is the construction of a new nursing home in the Miramichi. Not only is NBNU concerned over the financial implications that P3s have in the long run, but we were concerned with how this new nursing home would affect our members that are working in the two nursing homes that will be replaced by the new home. Our members are always our primary concern. I'm pleased to share that NBNU was able to achieve successor rights at the time of reaching a tentative agreement for the nursing homes bargaining unit.

CANADIAN LABOUR CONGRESS (CLC) / NB FEDERATION OF LABOUR (NBFL)

The CLC and all member Unions of the Congress are celebrating a small victory this year, as the federal government has agreed to a modest universal expansion of the CPP. The CLC and its affiliates have supported an expanded CPP for more than 50 years, and have been actively campaigning on this issue since 2009. This is the first increase in the plan's history, and one that will benefit all Canadians. This issue is important for union and non-union workers, because even those employees with a workplace pension plan or alternate savings are vulnerable to financial insecurity in retirement. CPP follows workers from job to job, keeps up with the cost of living and pays out benefits for life. This is a huge victory. The campaigning and dedication to this issue has paid off. To those NBNU members who participated in this campaign actively over the years, either by

signing petitions, writing letters or taking part in rallies, I want to thank you, because, together we can make a difference in society.

Another issue that the CLC and its affiliates are working on diligently is the Trans-Pacific Partnership (TPP). This particular agreement, negotiated under the previous federal government, is deeply flawed. The cost of the TPP outweighs any benefits that may arise from this deal. Many sectors stand to lose if this deal gets signed, including the public sector and healthcare, as well as the auto industry and dairy sector. Job losses could be in the thousands, and the strain on high quality, locally produced food by small farmers and rural Canadian communities, could become obsolete. The TPP threatens to make it almost impossible for governments to introduce new public services, such as Pharmacare or Universal Child Care without subjecting themselves to Investor State Dispute Settlement (ISDS) claims. To find out more on the TPP and the potential affects to healthcare it may have, visit the CLC or CFNU websites. As more information comes available we will share it with NBNU members.

The CLC Triennial will be held in Toronto in May 2017, and we will be bringing a number of NBNU activists to this convention. The last CLC convention in Montreal made history for a record number of delegates, and it proved to be an interesting and informative time. I look forward to getting more information on the 2017 convention and passing it along to all locals.

Once again, we had a very successful NBFL Blair Doucet Youth Summer Camp from August 1-5, 2016. This year we had 16 youths from across the province whose parents represent a number of Unions affiliated to the NBFL. This was the 16th annual camp, which is named after my father, who was a past President of NBFL from 1999-2005. Attendees participated in educational sessions on Union 101, Health & Safety, Social Media Do's and Don'ts, Negotiations, Sweatshops and Your Vote Counts. They are kept busy in the afternoons and evenings with fun activities and outings in and around

the Moncton area. This camp is made possible by the generous donations of the affiliated Unions of the NBFL, labour friendly businesses, the CLC and individual donations. Youths that attend camp are eligible for a \$250 scholarship when they graduate from high school and enroll in a post-secondary institute. This year five children of NBNU members attended. I encourage all NBNU members with children aged 14-18 to consider applying for the 2017 camp. There is more information on the NBNU and NBFL websites.

The NBFL underwent a complete organizational review last fall, and as a result have made some changes as to how business gets done. We moved into a new office in Moncton, had some staff changes and completed a comprehensive strategic review. The NBFL Biennial Convention will be held in May 2017 in Moncton, and plans for the convention are slowly getting underway. More information will be made available as the time draws closer, and NBNU will be sending local activists to participate.

EDUCATIONAL ASSISTANCE COMMITTEE

The Part III and Nurse Managers/Supervisors educational assistance committee met in the fall of 2015 and spring of 2016. Close to 350 applicants were approved for reimbursement. The fund is still underutilized, and I encourage all nurses to consider applying to the fund for any education or conferences pertaining to nursing. The next meeting of the committee will be in the fall of 2016, and the deadline to receive applications at the NBNU office is October 7. The application forms and all information can be found on the NBNU website, and any questions can be directed to myself, the Unit Representatives for Part III, Nurse Managers/Supervisors or the Part III Community Care.

BOARD OF DIRECTORS

Your Board of Directors meets every 6-8 weeks to carry out the business of the Union between April Council and our AGM. There have been some recent changes to the board with the election of a new Part III Unit Representative. We welcomed Norbert Robichaud of the Georges L. Dumont Hospital as he replaces Shelley Duggan after 12 years in that position. I wish Shelley all the best in her new role as a manager in Interventional Radiology at the Moncton Hospital. I anticipate more changes on the board this Fall, as Marilyn has announced her retirement, as well as Rosemary McFarlane announced that she won't be re-offering for the position of Secretary-Treasurer. Both Marilyn and Rosemary have been huge assets to the leadership of NBNU, with their knowledge, drive and passion for the Union and registered nurses. They will both be greatly missed, and I wish them much success in their future endeavours. Having said this, I look forward to the possibilities of new people running for positions on the board. It is always nice to see activists stepping up to take on new roles within our organization.

In November 2015, members of the board and staff provided two sessions of *Leadership in Action* for our local executives and activists. We had approximately 30 members participate in the two-day sessions, and from the feedback received we will continue to offer this education. We will be looking at expanding it for a more advanced one-day course for local activists. The next *Leadership in Action* sessions will be offered later this fall, so watch for the memo. I encourage locals to try to send as many of their executive members to attend. Knowledge is power, and having our locals better prepared and educated will only strengthen the Union.

CONCLUSION

As I submit my 13th report as NBNU Vice-President, I have let my name stand for the position of NBNU President this year. It has been a huge learning curve for me over the past 13 years, and I feel that I am ready and prepared to embark on this new challenge. Working with the members of the board, staff, local presidents and executives has given me the ability to take the next step and be the voice for registered nurses in New Brunswick. My dedication, passion and commitment to NBNU and its members is stronger than ever, and continuing to work with you, the members, will enable me to continue to do the work that is ahead of us. The next few years will be tough in our province where healthcare is concerned, and we will need to be strong and work together to get through the tough times.

I want to take this opportunity to express my heartfelt gratitude to Marilyn as she embarks on the next chapter of life. She has worked tirelessly to ensure NBNU is in a good place. I have been very fortunate to have had the chance to work so closely with her over the past 12 years, and not only has she been a mentor to me, she is also a very close friend, and my "Union Sista." I know she will be on the sidelines watching and willing to lend her expertise when asked, because we all know, "once a nurse, always a nurse," and this is also true for "once an activist, always an activist." Best of luck Marilyn. I wish you a much deserved happy, healthy and fun-filled retirement!

I look forward to seeing all local executives and observers at this year's AGM in Fredericton. In closing, I will leave you with a quote that I've heard several times in the past year, and feel it is a fitting ending to my report.

"Today I will do what others won't, so tomorrow I can do what others can't." – Jerry Rice

In Solidarity,
Paula Doucet, RN

SECOND VICE-PRESIDENT'S REPORT

BY NANCY ARSENEAU



Nancy Arseneau
Second Vice-President

As 2nd Vice-President, it has been my privilege to work on a number of initiatives through NBNU and participate on several committees on your behalf.

The fight for social justice is not a new one. It is not a fight with a set result, but rather one that requires enduring vigilance and engagement from us all. Social justice is not something you do once and then forget.

It is important to celebrate the progress we have achieved together, but at the same time, we know our work is far from over. Below are a few highlights from the past year.

NEW BRUNSWICK COMMON FRONT FOR SOCIAL JUSTICE

The Common Front for Social Justice continues to advance living conditions of low-income and non-unionized workers through their campaign "\$15 + Justice." Presently, these workers are paid an inadequate salary and have to rely on the provincial employment standards for protection in the workplace.

The Common Front proposes an improvement of the labour standards including an increase in minimum wage so that it reaches \$15 per hour. Minimum wage brings a net annual income that does not permit an individual, a single parent family or a couple with children, to provide for all of their basic needs.

A letter was sent in March to the Minister of Post-Secondary Education, Training and Labour, to support the provincial government in regards to the province establishing a statutory holiday in February. The following provinces all have a statutory holiday in February: British Columbia, Alberta, Saskatchewan, Ontario, Manitoba, Nova Scotia and Prince Edward Island.

NEW BRUNSWICK COALITION FOR PAY EQUITY

The New Brunswick Coalition for Pay Equity celebrated their 15th anniversary this year. The Coalition is constantly working towards their goal – equal pay for work of equal value for all workers in the province.

A lot has been accomplished in the past few years. The Coalition is consistently increasing public awareness about the value of female-dominated work and the right to pay equity.

On June 20, 2016, the Minister of Finance announced that the government would dedicate \$35 million to pay equity adjustments for about 3,000 educational support workers. This includes educational assistants, administrative support, library workers and intervention workers. Women represent 98% of workers in this sector.

At the federal level, the House of Commons Special Committee on Pay Equity tabled its report on June 9. It contains 31 recommendations. A few highlights worth noting are: 1) that the federal government adopt a pro-active pay equity bill in both public and private sectors within the next 18 months, and 2) that the federal government of Canada adopt the general direction offered by the 2004 Federal Task Force on Pay Equity Report and that the majority of recommendations of the Task Force be adopted.

This is an important victory for all those who work in predominantly female occupations under federal jurisdiction, including the federal public service, the banking sector, communications and inter-provincial transportation. It is now up to the government to undertake the necessary measures.

NEW BRUNSWICK HEALTH COALITION

In January 2016, I took part in a lobby on health insurance, "A New Health Accord," in Ottawa. It was a real success! 123 national lobbyists (unions, professionals, and health and social justice, seniors and patients advocates) took part in 140 meetings.

- 61% of the meetings were with Liberal MPs, including two ministers and the Parliamentary Secretary to the Minister of Health;
- 27% were with Conservative MPs;
- 12% were with NDP MPs and we also met with a Green Party MP.

The Coalition also met separately with Minister Philpott's chief of staff and the health critic of the official opposition. All of them listened attentively and showed interest in the information we shared. All seemed to agree that a new health accord and a seniors healthcare strategy needed to be negotiated.

Following the launch of the policy paper, *A National Public Drug Plan for All*, author and CHC board member Julie White was invited to present to the House of Commons' Health Standing Committee about the development of a national Pharmacare program.

DEFENDING DONOR PLASMA COLLECTION

The introduction of a pay-for-plasma clinic in Moncton poses a serious safety risk to the security of our blood supply. Safe blood advocates, tainted blood survivors, public healthcare allies and labour representatives presented to the Canadian Blood Services' (CBS) board in Winnipeg on June 23 on the need to keep Canada's blood and plasma collection system public. They also called for CBS to continue adhering to both the recommendations from the Krever Inquiry which investigated Canada's tainted blood scandal and international recommendations including those from the World Health Organization which state that blood and plasma should be collected from 100% voluntary, non-remunerated donors.

TRANS-PACIFIC PARTNERSHIP (TPP)

On June 30th, the Canadian Health Coalition submitted a brief to the House of Commons' Standing Committee on International Trade about the Trans-Pacific Partnership (TPP) and its impact on healthcare.

While the Health Coalition works to improve public healthcare for all, we believe that the TPP, if ratified, will create significant challenges and barriers to both strengthening and expanding public healthcare in Canada.

FOOD INSECURITY / FOOD BANKS

Food banks provide an essential service in our communities, they are, nevertheless, a partial and imperfect solution to the problems caused by widespread poverty and food insecurity. 13% of Canadians live in a state of food insecurity, which means they do not have reliable access to adequate amounts of safe, good-quality, nutritious food.



Youth attending the 16th Blair Doucet Summer Camp with Vice-President, Paula Doucet.

In March 2015, over 850,000 people turned to food banks in Canada for help; more than one-third of those helped were children and youth.

In NB, 18, 986 people received food from a food bank which 32% were children. Food bank use in NB is more than 20% higher than before the 2008-2009 recession. Thank you very much for your continuous support through our food bank fundraiser activities.

IN CLOSING

These critical issues demand our continuous collective action. We must continue to lobby, to be the voice of vulnerable populations and to empower future generations with the means to carry the fight for social justice forward.

The destiny of HARD WORK is always SUCCESS!

In Solidarity,
Nancy Arseneau, RN



Nancy Arseneau, NBNU 2nd VP, and Lyne St-Onge at a rally held during Eastern Labour School, in St. John's, Newfoundland and Labrador.

UNIT REPRESENTATIVES

ANNUAL REPORTS



Nurses, Part III - Community Care By Maria Richard

As the Part III - Community Care Representative, I am pleased to submit my annual report. I would like to take this opportunity to congratulate the Nurse Managers & Nurse Supervisors group for having signed their new Collective Agreement this spring and the Nursing Home group who signed their agreement at the end of July. Thank you to both negotiating teams for all your dedication and hard work.

NBNU has focused considerable time and energy, this past year, on the potential consolidation of the Extra Mural Program (EMP) under Medavie. I want to assure all members that we are doing everything within our power to protect your rights and benefits and your ability to provide safe care.

We have also added our voice to the mounting opposition against a private plasma clinic in Moncton. NBNU supports a publicly-regulated, not-for-profit voluntary

blood and plasma donation system in Canada, as recommended by Justice Krever, the World Health Organization, the International Federation of the Red Cross and Red Crescent Society and other such national and international organizations.

Executive Council was held at the Delta in Fredericton on April 12-14. I, along with 100 NBNU local activists, attended the Eastern Labour School that was hosted by the Registered Nurses Union of Newfoundland & Labrador in St. John's, NL, on May 15-17.

On June 20-22, along with some board members and a small group of our members, I attended the 2016 Biennial CNA Centennial Celebration in Saint John. The program spanned three days (which included their AGM) and was jammed-packed with presentations and keynote speakers.

The Educational Assistance Committee met in April and will meet again on November 9. The deadline for submitting applications for the fall meeting is October 7, 2016.

During the past year I also attended a number of Board of Directors meetings, and along with the rest of the board members, met with NANB board at our Joint Communications Committee meeting. I also gave an education session on NBNU services and our mandate to the fourth year Université de Moncton students in February.

Once again, I want to remind each of you that if there are issues at your workplace, fill out work situation reports, speak to your local president, to your labour relations officer or contact me directly. We want and need to know what is happening at your place of work.

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.

"Thank you for all your hard work" to the NBNU staff, to the Board of Directors and to Matt Hiltz, our Executive Director. It is with profound admiration and some sadness that I say: "Aurevoir, see you later and thank you!" to Marilyn Quinn, our President, who retires this fall. Your tireless dedication to protect and improve members rights and benefits while safeguarding our clients/patients' rights to safe, quality care, your professionalism, the respect that you have always shown to us the members, the board, staff, governments, CFNU, other sister unions and labour groups, has been exemplary. You have been a mentor to all of us and your guidance has helped shape and support the board, staff and registered nurses for the past 12 years. You have been instrumental in making the New Brunswick Nurses Union one of the most solid, respected and member driven labor organization in New Brunswick. I wish for you Marilyn, some well-needed rest, countless trips to all the places of your choosing, quality time with your family and friends and above all, good health. Take care!!

I will end by quoting Marilyn's own words, which I believe to be 100% on point: *"I have always said, the Union is never just about one person. Our strength comes from you, the members, and your ability to lead, remain professional, and embrace solidarity through even the toughest of times."*

Together, Stronger!
Maria Richard, RN



Nursing Homes By Ronda McCready

Hello NBNU members. I hope you all had a good summer. It has been a busy, but exciting year with the ratification of our nursing home contract and representing you on various committees.

NURSING HOME CONTRACT

During contract talks, not only was NBNU able to successfully negotiate succession rights for those RNs working in the Miramichi, we also obtained a no layoff clause for the life of the agreement. There is, however, still much work to be done as MDS (Minimal Data Set), or as it will now be referred to as RAI-LTCF (Resident Assessment Instrument-LTC Facility), is rolled out to the homes and the data begins to get analyzed. The committee that was negotiated to review this data and make recommendations will be composed of NBNU and NBANH members and is to be organized within 60 days of signing the contract.

Another major improvement in this contract was obtaining Step B for all nurses for all hours worked. This change acknowledges not only our role as supervisors but the professional responsibility needed to work in the field of gerontology, where complex needs of residents and families can be very challenging. Attraction of RNs to this field of nursing can be

difficult. This recognition of our unique skill set will help us to hire the qualified nurses needed to take care of some of the most frail and medically compromised patients in our healthcare system.

EDUCATIONAL ASSISTANCE COMMITTEE

The Educational Assistance committee met on July 15, 2016. Seven applicants were approved for educational assistance, totalling \$9,769 distributed. A reminder that application forms along with the guidelines can be found on NBNU's website. These have been updated recently so make sure to use the newest version. The next deadline for applications is October 15, 2016.

VIOLENCE PREVENTION COMMITTEE

The Violence Prevention Committee meets on a regular basis. Phase two of our Workplace Violence Prevention Program will be rolled out in November in association with Violence Prevention Month. New this year, will be a webinar on how to better utilize the binders of information provided to each home and local president.

Education will be another focus for the future. We all need to work together to increase our knowledge and help find solutions to prevent workplace violence. If incidents are not reported, nothing will change.

Links on WorkSafeNB (worksafenb.ca/nursing-homes) and the NB Continuing Care Safety Committee (nbccsa.com) should be up and running by the time this Parasol is published. I encourage you to check both websites, as they provide not only the information we have distributed to date but links to other helpful facts, interventions and education.

NURSING HOME PENSION

The pension fund's annual report can be found on the website (<https://nbnh.pension.hroffice.com>). A reminder that your plan documents can be

found there as well as your pension calculator, which allows you to estimate what your anticipated pension amounts will be when you reach the age of retirement.

If you cannot log on, contact your payroll department or email (dmullin@moreaushepel.com) to reset your password and get access to the website.

HEALTH BENEFITS ADVISORY COMMITTEE

The Health Benefits Advisory Committee has started the tendering process with companies that are interested in competing for our benefits programs. The results of the selection process will be announced after it has been completed. We have recently added smoking cessation products to the benefits plan. See the Assumption Life website or your nursing home for further details. Assumption Life is now using Claim Secure for its processing of claims. If you are experiencing any difficulties, please call them. There seems to have been a few glitches at first but things should be rectified now.

Assumption Life also has a phone app that can be downloaded. With the app you can submit your claim by using a photo of your receipt without even having to fill out the form. This is for extended health coverage claims and can be done after you have logged on to the Assumption Life website and signed up.

On behalf of myself and your negotiating team, I would like to personally thank you for all your support. It was a long process but with your help, it ended successfully. I look forward to representing you to the best of my abilities in the future.

In conclusion, I just want to say that I am proud to be a NBNU member as well as a long-term care nurse and am thankful to have the opportunity to work in both areas contributing to issues that I am passionate about.

Respectfully Yours,
Ronda McCready, RN



Nurses, Part III – Hospitals By Norbert Robichaud

Greetings!

First of all, let me take this opportunity to thank everyone who came out to vote in the December 2015 election. A special thank you for your support. I promise to do everything I can to represent you effectively on the NBNU Board of Directors.

Following the election, I attended the first board meeting of the new year at provincial office in February. I had an opportunity to talk to Shelley Duggan, who had done a great job of defending and advocating for the rights of nurses in "Part III, Hospitals" for the past 12 years. I would like to say thank you personally and on behalf of all the nurses in Part III: thanks, Shelley!

I was able to take part in the Eastern Labour School this year in St. John's, NL. The school gave me an opportunity to meet nurses from across Atlantic Canada. It was a great experience, with several wonderful conversations.

Your Board of Directors has held several conference calls to deal with a number of important matters:

- Negotiations for the nursing home nurses' contract
- Changes to EMP and Medavie Blue Cross
- Marketing campaign

Unfortunately, my work schedule prevented me from attending the June 2016 board meeting and the national meeting of the CNA in Saint John, NB.

I was given my orientation as a new board member on July 27, 2016, at the provincial office. This made it possible for me to gain a better understanding of my role, to learn more about managing my email account (NRobichaud@nbnu.ca) and using the famous "Blackberry" device that I had been given. These tools will enable me to communicate better with the board and presidents of the locals in Part III, Hospitals.

Your Board of Directors met again in August for strategic planning. We will also meet in October prior to the Annual General Meeting of the NBNU.

As you know, nearly 10 months have flown by since the election. I still feel like an apprentice, even after more than 30 years of my Union "career!" This new role is much more complex than I had ever imagined. It goes without saying that it will be hard for me to leave my role as president of the CHUDGL-Dumont local. I am still the president of the local; however, elections will be held in January 2017.

The Annual General Meeting of the NBNU has always been a very special event, but this year, with the departure of our president, Marilyn Quinn, the meeting will mark a major turning point. Marilyn has skillfully

managed the issues facing our Union for more than 12 years. I had the privilege of sitting at the bargaining table with her during the last two rounds of Part III negotiations. Until you have seen her defend our rights "in person," you have no idea how impressive Marilyn Quinn really is!

Marilyn can leave with her head held high, leaving behind her a Union that is strong and vibrant.

I look forward to seeing you in October at the AGM!

In Solidarity,
Norbert Robichaud, RN

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 12 months at the request of a member.

Please apply in writing to provincial office:

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



Nurse Managers and Nurse Supervisors By Cathy Wall

This year has been a busy yet very productive one as your Unit Representative and the entire Nurse Manager Supervisors group, here in New Brunswick. It has been a fulfilling first term and I look forward to representing you in this next term to come. It has been exciting to see the great representation from our group at local, provincial and Atlantic meetings, education and conferences.

NEGOTIATIONS

On January 16, 2016, it was announced that the Nurse Managers and Supervisors of NBNU voted in favour of the tentative agreement that the negotiations team reached with the Employer. Changes included a new four-year contract expiring December 31, 2018, a pay increase while maintaining the gap between Part III and our group, as well as language changes to the layoff and displacing article, and the ability to take retirement allowance or leave it. We were also able to achieve an agreement with Vitalité to participate in the Nurse Managers Workload Committee.

I would like to take the opportunity to thank the negotiating team for their hard work and determination to achieve the best possible outcome for our members.

NURSE MANAGER WORKLOAD COMMITTEE

This committee was made up of representatives from Horizon, Nurse Managers from Horizon, Chantal Lafleur, LRO, and myself as your Unit Representative. The group identified priority topics from the surveys completed by the Nurse Managers. Span of Control, Human Resources supports, downloading of non-patient specific work, administrative support and Nurse Educators support for all programs were listed as the most common areas of concerns amongst the Nurse Managers & Supervisors group. This document was presented and well received by Horizon Senior Leadership in April. We are presently waiting for a reply from Horizon and will be sharing this with this group. We will be looking at dates to start the Nurse Managers Workload Committee with Vitalité.

PROFESSIONAL PRACTICE

At this year's Executive Council the education session focused on Professional Practice Committees. It was a great opportunity to discuss with other Nurse Managers and Supervisors about their committees, how to implement the committee at their local level, tips to having effective committee meetings and what should be taken to Professional Practice. Discussion has started on developing a Professional Practice form more specific for Nurse Managers and Supervisors concerns.

LABOR SCHOOL

It was wonderful to see so many NBNU members attend this year's Labor School held in St. John's, Nfld. I was fortunate to attend the two-day session on Public vs. Private healthcare. The course content provided me with a better understanding of our Canadian healthcare system. The most important take away for me was how I can be a better advocate for you our membership and New Brunswickers regarding healthcare and ensure we have a well-supported and a publicly run system in our province. I urge all of you to continue to be the strong advocates for your patients and our membership as I know you are.

CNA 2016

I had the pleasure to attend the 2016 CAN AGM in my hometown of Saint John in June. Sitting in the room with hundreds of nursing leaders from across Canada with many wonderful guest speakers, presenters, RNs, student nurses and healthcare leaders, my passion for nursing was refueled. We are all leaders, we all can make positive changes happen and that is why we are in the roles we are today.

The first term as your Unit Representative has been one of many firsts. I look forward to many more with all of you as we lead with joy for change in our world.

In Solidarity,
Cathy Wall, RN

WorkSafeNB ANNUAL REPORT

BY MAUREEN WALLACE



Maureen Wallace

INTRODUCTION

I was appointed to the WSNB Board of Directors in 2010, and I am in the midst of my second four-year term. The board is comprised of four employer representatives, four worker representatives, the chair and the vice-chair. The President and CEO is on the board in a non-voting capacity. New appointees to the board within the past year are Jim Stanley, worker representative, Lucien Sonier and Julie Marr, as employer representatives.

WorkSafeNB is a crown corporation charged with overseeing the implementation and application of New Brunswick's Occupational Health and Safety Act; Workers Compensation Act; Workplace Health and Safety; Worker's Compensation Commission Appeals Tribunal Act; and the Firefighters Compensation Act.

WorkSafeNB falls under the Department of Post-Secondary Education, Training and Labor (PETL) and is committed to promoting healthy and safe workplaces for New Brunswick's workers and employers. The priority is the prevention of workplace injuries and occupational disease.

QUICK FACTS 2015

Number of assessed employers	14,350
Provisional average assessment rate	\$1.11
Total claims created (can include claims with no application for benefits)	22,144
Claims accepted	9,749
Lost-time claims (at least one day)	5,152
No lost-time claims	4,597
Claims disallowed	697
No claim or awaiting further information	11,963
Maximum assessable/insurable earnings	\$60,900
Average days lost per lost-time claim	58.4
Average payment per claim	\$4,982
Average work days from injury reported to first payment issued	23.8
Number of workplace health and safety inspections	6,531
Number of orders written (violations of the OHS Act)	6,231
Number of serious accident investigations ¹	85
All other accident investigations ²	474
Work-related fatalities ³	14

¹ Includes fatalities, fractures and any injury requiring hospital admission as an in-patient (amputations, burns, etc.)

² All other accident investigations conducted by a health and safety officer

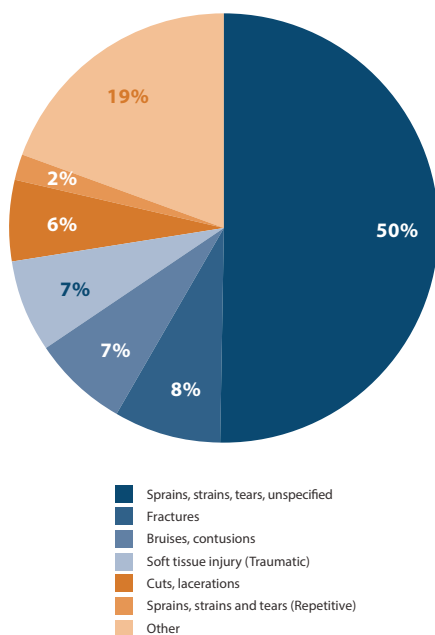
³ Five workplace fatalities occurring in 2015; six deaths resulting from previous year injuries/occupational diseases; three deaths from previous year injuries/ occupational diseases under the Firefighters' Compensation Act.

Note: Certain figures have been restated to reflect up-to-date information. Reflects most current data as of December 31, 2015.

HEALTHCARE SECTOR

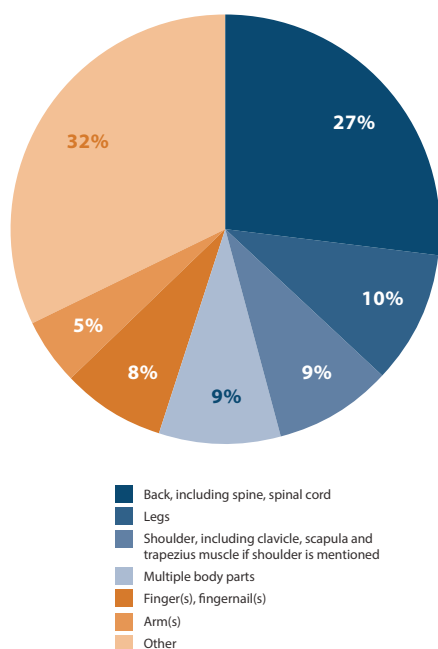
Since 2013, several joint initiatives involving WorkSafeNB, the New Brunswick Association of Nursing Homes, Nursing Home Services and a branch of the Department of Social Development have been aimed at managing and reducing injuries among nursing home workers and the claim costs for lost time. One of these initiatives was the direct referral program by which employers can directly refer injured workers with soft tissue injuries to selected physiotherapists. With improved disability management procedures, New Brunswick nursing homes have seen the percentage of lost time claims fall from 757 in 2011 to 597 in 2015. More change is needed. The injury frequency rate for nursing homes in 2015 is 5.84, much higher than New Brunswick's overall rate of 2.72.

Percent of Lost-time Claims by Nature of Injury in 2015*



*Totals may not equal 100% because of rounding.

Percent of Lost-Time Claims by Part of Body in 2015*



SERVICE GOALS

The Board of Directors has allocated resources to several service strategies to enhance satisfaction with service. One such strategy is to improve the process to reduce time for a claimant to receive the first cheque. Our standard for time to receive the first cheque is 10 days; to mirror work pay periods. Last year, the average time between receipt of the Form 67 and the first cheque was 12.8 days. We continue to experience delays in getting the Form 67 completed and submitted on a timely basis. There is an electronic Form 67 available for completion on the WorkSafeNB portal which expedites the process.

WorkSafeNB handles approximately 12,000 claims a year and constantly strives to improve efficiency and service to both workers and employers.

APPEALS TRIBUNAL

As a result of legislation changes made in 2014, the Appeals Tribunal became external to WorkSafeNB. Instead of the former tripartite panel hearing and deciding upon an appeal, one individual now hears and decides upon appeals. The language contained in this legislation requires WorkSafeNB to change policy in accord with each and every Appeals Tribunal decision, even in the face of conflicting decisions; this is proving to be unwieldy and essentially renders the Appeals Tribunal the role of policy-maker. No doubt this was not the intent of the legislation so further legislative changes are required to restore a workable balance.

Phase II of the legislative review is underway. The Board of Directors submitted recommendations for this next round of changes in the area of the governance structure of WorkSafeNB, advocates' services, and Section 38 of the WC Act. The complete submission can be found on WorkSafeNB's website. I will highlight a few of the Board's recommended changes to Section 38 of the WC Act:

- Reduction of the 3-day waiting period
- Provision of explicit language in the legislation to identify the types of remuneration that are to be offset from benefits, namely actual earnings, vacation pay, sick and disability pay, employment insurance, and employer top-ups
- Increase in maximum annual earnings by increasing the multiplier from 1.5 to 1.75 of the New Brunswick Industrial Aggregate Earnings (NBIAE), which will compensate a higher proportion of workers' earnings.

CONCLUSION

WorkSafeNB aims for a province free from workplace injury, disease and death. While NB has an injury rate that is among the lowest in Canada, one injury is one too many. Workers must come to work with a safety mindset. This will help remind you to be mindful, take extra precaution and don't rush. Be vigilant, for yourself and for your co-workers. You are not the only one who gets hurt when you get injured at work. It also affects your family, your friends, and your community.

A safety culture is an investment. It must be integrated into our work routines at all levels and requires a commitment at all levels of an organization. A safety culture instills a sense of shared responsibility. We all need to be "careful."

Respectfully,
Maureen Wallace

ANNUAL MEETING OPERATIONS COMMITTEE REPORT

BY JOHN MACDONALD

The Annual Meeting Operations Committee reviewed five resolutions received after the submission deadline had passed. Participating were Karyn Tibbitts, Barbara Duplessis and John MacDonald. Nancy Arseneau was our ex-official representative from the Board of Directors. There were no Constitutional or By-laws changes this year. The five resolutions are included in the Parasol for your review and consideration.

This year, there are several positions in our Union that require elections. Most notably are the positions of President and Secretary-Treasurer. Those interested in submitting their name for nomination had until August 5, 2016. As per the Policy Manual, Article 2 section (h) and (i), nominations for these positions cannot be received from the floor.

The Annual Meeting Operations Committee and Finance Committee are also up for election this year. Both committees consist of three members. Nominations for these positions can be received by the August 5 deadline or can be received off the floor at the annual general meeting.

If you are interested in any elected position in the Union, the members of the Annual Operations Committee urge you to explore the opportunity. Both the NBNU Constitution and Policy Manual will give you details of the requirements to offer, as well as duties and obligations for the various positions.

I would be remiss in reminding all members that during the Annual General Meeting there is always a need for scrutineers and sergeants-at-arms. No less than five scrutineers are required and sufficient sergeants-at-arms to guard all exits from the meeting room. These volunteers must be non-voting delegates. I would encourage 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.

In solidarity and with thanks from our Committee,

John MacDonald, RN

Chairperson for the Annual Meeting Operations Committee



NBNU local activists receiving their anniversary pins at the 2015 Annual General Meeting.

RESOLUTIONS

TO BE VOTED ON AT THE ANNUAL GENERAL MEETING

RESOLUTION #1 - TRANS-PACIFIC PARTNERSHIP (TPP) IMPACT ON PHARMACARE

Submitted by NBNU Board of Directors

WHEREAS drug costs in Canada are the fourth highest among countries in the Organization for Economic Co-operation and Development (OECD);

WHEREAS the TPP will further increase these costs since it will mean the federal government will extend the term of prescription drug patents to account for regulatory delays in approving drugs for sale;

WHEREAS further delaying the availability of cheaper generic drugs would result in an annual cost increase of \$636 million (5% of annual cost) of patented drugs in Canada, beginning in 2023;

WHEREAS the TPP could also adversely affect the criteria that Canada uses to decide on drug safety and effectiveness, how it approves new drugs for market, post-market surveillance and inspection, the listing of drugs on public formularies and how individual drugs are priced in the future;

WHEREAS these adverse effects of the TPP would prevent many key aspects of a national prescription drug program (Pharmacare) from being implemented;

WHEREAS NBNU supports the development of a national Pharmacare program to increase the affordability of prescription drugs, as well as to improve equitable access, safety and efficacy of prescription drugs in Canada;

BE IT RESOLVED that NBNU, in affiliation with CFNU and Member Organizations as well as the Canadian Labour Congress, lobby the federal government to reject ratification of the TPP.

RESOLUTION #2 - BLOODWATCH

Submitted by NBNU Board of Directors

WHEREAS the tainted blood scandal of the 1980s led to over 30,000 Canadians being infected with HIV and hepatitis C due to contaminated blood and blood products. An estimated 8,000 plus Canadians will die as a direct result of this preventable tragedy;

WHEREAS the Krever report following Justice Horace Krever's inquiry into this scandal made the following recommendations:

- blood is a public resource,
- donors should not be paid,
- Canada must take measures to increase self-sufficiency in all blood and blood products, and
- no part of the national blood operators duties should be contracted out to others;

WHEREAS Canadian Blood Services is the national not-for-profit agency responsible for the collection of blood services in Canada and for decades Canadians have answered the call for donations;

WHEREAS Health Minister Victor Boudreau has met with Canadian Plasma Resources (CPR), a private for-profit blood broker to discuss the potential for CPR to establish a clinic in New Brunswick to pay people for their blood plasma;

WHEREAS CPR has stated that they will export the plasma they collect to the United States and then have it shipped to Germany for fractionation. There is no guarantee that the plasma they collect will make its way back into Canada;

WHEREAS BloodWatch is a not-for-profit organization advocating for a safe, voluntary, public blood system in Canada and represents patients who use plasma-based medications;

WHEREAS due in large part to the work of BloodWatch, the provinces of Quebec and Ontario have banned CPR from operating in their provinces;

BE IT RESOLVED that NBNU, in affiliation with BloodWatch, the New Brunswick Health Coalition, the Canadian Health Coalition and the Council of Canadians, lobby the provincial government and Minister Boudreau to disallow CPR to set up operations in New Brunswick.

**RESOLUTION #3 - OCCUPATIONAL
HEALTH AND SAFETY ACT TO
INCLUDE WORKPLACE VIOLENCE
AS AN OCCUPATIONAL HAZARD**
Submitted by NBNU Board of Directors

WHEREAS the most recent Statistics Canada National Survey on the Work and Health of Nurses found that 30.4% of NB nurses reported being physically assaulted by a patient in the past 12 months. Emotional abuse by a patient was reported by 41% of NB nurses;

WHEREAS an international nursing review of workplace violence found that healthcare professionals are at the highest risk of being attacked at work, even when compared to prison guards, police officers, bank personnel, or transport workers;

WHEREAS nurses are the healthcare workers most at risk, with female nurses considered the most vulnerable;

WHEREAS this serious risk to the safety of nurses is closely linked to patient safety. Nurses experiences of violence result in higher rates of fatigue, burnout, injury, turnover and absenteeism which are correlated with negative patient outcomes;

WHEREAS a study of Manitoba nurses with PTSD identified violence at work as the second most frequent stressor influencing PTSD (just below the death of a child, particularly due to abuse);

WHEREAS in spite of NBNU's submission to government highlighting the risks faced by nurses in their workplaces and the risk to gender inequity through omitting nurses from the list of first responders in the presumptive legislation for PTSD, government has not included nurses in that legislation;

WHEREAS NBNU has been advocating for and working towards improved measures to reduce healthcare workplace violence for some time. Over the past few years, we have collaborated with healthcare employers and WorkSafeNB on developing and implementing programs and tools designed to reduce incidents of violence and improve workplace supports for those who experience violence;

WHEREAS these frontline efforts are ongoing and NBNU is committed to continuing participation. While this work represents positive initial steps towards preventing violence in healthcare, government now needs to do its part at a legislative level;

WHEREAS NBNU has submitted recommendations to successive Ministers of Post-Secondary Education, Training and Labour, calling for amendments to the *Occupational Health and Safety Act* to include violence as an occupational hazard. Those calls have yet to be answered;

BE IT RESOLVED that NBNU continues our advocacy efforts by renewing our call for amendments to the *Occupational Health and Safety Act*, to clearly define and specifically identify workplace violence as an occupational hazard through lobbying the Minister of Post-Secondary Education, Training and Labour and all members of the Executive Council, including Premier Brian Gallant, to take overdue action on this urgent issue.

RESOLUTION #4 - COMPASSION FATIGUE FOR REGISTERED NURSES

Submitted by Heidi Paris and Cindy Power, Moncton Hospital Local

WHEREAS NBNU recognizes compassion fatigue as a true clinical phenomenon resulting in an increase in nursing turnover on average of 19.9% annually. Nurse turnover represents a significant cost burden to the Canadian healthcare system and places patients at risk for poor health outcomes;

WHEREAS with the current and ever growing shortage of registered nurses both provincially and nationally, it is imperative that nurses are offered ways to effectively manage compassion fatigue that inevitably results from working with both chronically and acutely ill patients;

BE IT RESOLVED that in an effort to prevent psychosocial dysfunction and promote the mental health of nurses, the predominant factors contributing to compassion fatigue should be made clear by offering and providing proper education on compassion fatigue for all NBNU members; including but not limited to: acknowledging the existence of compassion fatigue; recognizing triggers; support options available and proper self-care.

RESOLUTION #5 - STRATEGY NEEDED TO ADDRESS STAFFING

Submitted by Janet Burley and Stuart Smith, Moncton Hospital Local

WHEREAS permanent part-time and full-time positions are being filled with casuals (GNs and RNs) on a "temporary" basis for extended periods of time;

WHEREAS nurses are being denied their right under Article 30.01 (a) to apply for vacant positions;

WHEREAS unposted vacancies are causing chronic staffing shortage on nursing units;

WHEREAS permanent positions are being dissolved/deleted by the Employer without Union notification and thus denying the right to grieve;

BE IT RESOLVED that NBNU develops a strategy to address this issue with both RHAs to the benefit of all registered nurses in this province.



Registered nurses trying out their acting skills on set for the Registered Nurses: 24/7 commercial.

CANDIDATE FOR ELECTION

PRESIDENT



Paula Doucet
Bathurst Regional Hospital

UNION PARTICIPATION - PROVINCIAL OFFICES HELD

- Vice-President (2003-present)
- Executive Council (2001-present)
- Nurses, Part III Negotiating Committee (4 times)
- Ex-officio, Health and Safety Committee
- Ex-officio, Professional Issues Committee
- Labour Management Committee
- NB Federation of Labour (NBFL) 2nd Vice-President (2010-present)
- Bathurst District Labour Council 2nd Vice-President (2010-2012)

LOCAL OFFICES HELD

- Local President (2001-2016)
- Vice-President (1998-2001)
- Grievance Officer (2000-2002)
- Joint Health and Safety Committee Co-chair (2001-2005)
- Professional Practice Committee Co-chair (2001-2016)

WORK EXPERIENCE

- Full-time ER department (2003-present)
- Full-time Medical/Palliative Care (1999-2003)
- Part-time Float (1998-1999)
- Casual RN (1997-1998)

OTHER ACTIVITIES

- NB Federation of Labour (NBFL) Women in Leadership Award Recipient (2012)
- CBESRP Trustee in Training (2014-present)
- Co-chair NB Health Coalition (2005-2009)
- Governor General's Canadian Leadership Conference Participant (2008)
- CFNU Biennial Convention (7 times)
- CLC Triennium (4 times)
- NBFL Biennial (4 times)
- Eastern Labour School (7 times)
- NBFL Executive Council Member (2010-present)
- Joint Classification Committee Member (2009)
- Nursing Resources Advisory Committee Member (2004-2012)
- NB Critical Care Nursing Program Certificate, NBCC (2003)
- The Dorothy Wylie Nursing Leadership Institute (2002)

I am honored to submit my name for the position of President.

My commitment, dedication and passion for NBNU and members has been demonstrated over the last 13 years as Vice-President, and I am ready, willing and able to become your next President.

With my experience and strong leadership abilities, I can continue to move NBNU forward and be the voice of registered nurses in New Brunswick.

I am committed to defending healthcare, registered nurses and labour rights on your behalf.

I look forward to continuing to work with the members, the Board of Directors and staff of NBNU.

In Solidarity,
Paula Doucet, RN

CANDIDATE FOR ELECTION

SECRETARY-TREASURER



Shelley Duggan
The Moncton Hospital

LOCAL OFFICES HELD

- Local Finance Committee
- Local President, Moncton Hospital (1995-2004)
- Local Grievance Officer, Moncton Hospital (1983-1995)
- Professional Practice Committee
- Workforce Adjustment Committee

WORK EXPERIENCE

- Nursing experience - 36 years
 - o Oncology Internal Medicine
 - o Orthopedics
 - o Medical Surgical Intensive Care Unit (MSICU)
 - o IV Team
 - o Geriatric Rehab Unit
 - o Geriatric Assessment Clinic
 - o Rater Geriatric Clinical Trials
 - o Nurse Mentor
 - o Nurse Manager Medical
 - o Imaging and Interventional Radiology

OTHER ACTIVITIES

- CFNU Biennium (8 times)
- Canadian Labour Congress
- Convention (4 times)
- Labour School (6 times, various courses)

I am honored to accept the nomination for Secretary-Treasurer.

The Finance Committee with the support of the membership has been able to place NBNU in a secure financial position. Excellent financial management has allowed the organization to grow in areas of member education, Board of Directors and hiring needed staff. Having financial stability ability allows for these endeavors to strengthen our Union.

Due diligence financially is a must to ensure growth. I am committed to continuing financial responsibility, transparency, and providing opportunities to our members to grow into strong union activists.

I ask for your support.

In Solidarity,
Shelley Duggan, RN

UNION PARTICIPATION – PROVINCIAL OFFICES HELD

- Member of the Nurses Part III Negotiating Committee (3 rounds)
- Chairperson of the Nurses Part III Negotiating Committee (2 rounds)
- Executive Council member (1983-present)
- Member of Shared Risk Pension Committee
- Member of Part-time and Seasonal Pension Committee
- Member of Educational Leave Committee
- Job Analysis Questionnaire (JAQ) Steering Committee
- Labour Management Committee
- Unit Representative Part III (2002-2015)

CANDIDATE FOR ELECTION

FINANCE COMMITTEE



Kathy LeBlanc
Upper River Valley Public/Mental Health

WORK EXPERIENCE

- Public Health Nurse (2008-present)
- Dialysis Nurse (2005-2008)
- Prenatal Instructor (2004-2009)
- Acute Care Staff Nurse (1999-2005)
- Rehab Nurse (1997-1999)
- After Hours Clinic Nurse (1992-1995)
- Program Director for Saint John Ambulance (1995-1997)
- Family Medicine Office Nurse (1985-1991)

OTHER ACTIVITIES

- I sat on the Florenceville Elementary School Parent School Support Committee
- I volunteered with Girl Guides
- NB Ground Search & Rescue, Saint John
- Ambulance and the High School Band & Choir
- I have become a hockey coach and enjoy music. I am a member of several different associations in sports at church and at work.

I would like the opportunity to represent the NBNU membership at a provincial level by sitting on the finance committee. I have experience with budgeting, both at a personal and professional level, and I think that my skills in finance would benefit the NBNU membership.

Thank you for your consideration.

In Solidarity,
Kathy LeBlanc, RN

UNION PARTICIPATION - PROVINCIAL OFFICES HELD

- Education Task Force Chairperson (2007-2009)

LOCAL OFFICES HELD

- Local President of URV Public/Mental Health (2010-present)
- Local President of Upper River Valley Hospital (2007-2010)
- Local President of Northern Carleton Hospital (1999-2007)
- Local President of Stan Cassidy Rehabilitation Centre (1992-1995 and 1997-1999)



Left to right: Linda Silas, CFNU President, Marilyn Quinn, NBNU President, Laurie Janes, NANB Executive Director, Lucille Auffrey, Past Executive Director NANB, Anne Sutherland Boal, CEO at CNA, Rachel Bard, Past CEO at CNA and Brenda Kinney, President of NANB attending the CNA Centennial celebration in Saint John, NB.



Carole Clavette
Villa des Chutes, Grand Falls - Nursing Home

UNION PARTICIPATION – PROVINCIAL OFFICES HELD

- Member of the Executive Council (1997-present)
- Member of the Board of Directors Pension Plan (2006-present)
- Member of the Board of Directors - NBANH Employee Benefits (2006-present)
- Member of the NBNU Board Nursing Home Unit Representative (2010-2014)
- Member of the Nursing Home Unit Negotiating Committee (4 times)
- Member of the Professional Issues Committee (2004-2006)
- Member of the Finance Committee (2014-present)

LOCAL OFFICES HELD

- Local President (1997-present)
- Member of the Professional Practice Committee (1997-present)
- Member of the Labour/Management Committee (1997-present)

WORK EXPERIENCE

- Nurse, Villa des Chutes, Grand Falls (1995-present)
- Nurse, Villa des Jardins, Edmundston, Casual (2004-2007)
- Nurse, Foyer Notre-Dame de St-Léonard, St-Léonard, Casual (2002-2004)
- Employees' Representative on the WorkSafeNB Appeals Tribunal (2006-2010)
- Nurse, Edmundston Detox Centre, Casual (1996-1999)

Once again, I am pleased to submit my application for re-election to the Finance Committee. I believe the experience I have gained over the past years, while serving various roles with NBNU, will be of benefit to this committee.

Thank you in advance for your support.

In Solidarity,
Carole Clavette, RN



Margo Jones
Chaleur Regional Hospital, Bathurst

UNION PARTICIPATION – PROVINCIAL OFFICES HELD

- Finance Committee (2014-present)

LOCAL OFFICES HELD

- Secretary-Treasurer, Local 70 Bathurst (2009-present)
- Communications Officer, Local 70 Bathurst (2005-present)

WORK EXPERIENCE

- Chaleur Regional Hospital, Bathurst (28 years)
- I worked on the surgical unit for 13 years, ICU for 6 years and presently in the Operating Room.

I served on the Finance Committee for the past two years and feel I am just beginning to understand how everything works and would like to continue on the committee. I am also the Treasurer of our local and I believe that it is important for at least one local treasurer to serve on the Finance Committee. The provincial finances affect the local finances and it is important that the committee have the input of someone who understands the financial practices and challenges at the local level.

In Solidarity,
Margo Jones, RN

NBNU GOVERNANCE

YOUR UNION WORKING FOR YOU

The New Brunswick Nurses Union (NBNU) is 6900 members strong and represents registered nurses who work in the provincial healthcare system, including the nursing home sector. As a labour Union working on behalf of you, our mandate is to protect positions held by registered nurses. The mission of NBNU is to enhance the social, economic and general work life of nurses.

To fulfill our mandate and mission, NBNU is tasked through our Constitution and By-laws with specific roles and responsibilities. Below are some examples of how we have carried out these responsibilities in 2015/6.

Regulates and assists with employment relations by negotiating and enforcing Collective Agreements.

- Finalized Collective Agreements for all three bargaining units until 2018
- Increased our staff to six labour relations officers (LROs) to assist members and local executives
- Negotiates for better workforce adjustment language in Collective Agreements
- Uses Collective Agreement language to fight reductions in staffing

Promotes high professional practice and appropriate working conditions.

- Took a leadership role in redeveloping the work situation report forms and added a resource hub on the NBNU website
- Negotiated enhancements to professional practice process for all bargaining units

Promotes solidarity amongst the membership, as well as, organizes and recruits new members.

- Moved to a simultaneous translated telephone town hall format to respect our commitment to both our official languages
- Continually expanding our communication efforts and methods to meet your needs
- Met with new grads to outline the role of NBNU and their rights under the Collective Agreement
- Organized a new nursing home

Participates actively in labour, health and social issues, as well as influences legislation to protect the rights of both members and the public.

- Lobbying for change to the Occupational Health and Safety Act
- Advocated against changes to PSLRA and IRA regarding arbitration
- Liaising with NBU and Bloodwatch.org to fight private blood clinics in the province
- Collaborates with CFNU, NANB, CLC and NBFL

Encourages the education of members consistent with this mandate/mission.

- Funds local leaders to attend Eastern Labour School each year
- Provides in-house training via Leadership in Action courses and April Council

Promotes the importance of registered nurses in the healthcare system to the public.

- Creates campaigns such as Registered Nurses: 24/7

HERE'S HOW WE ARE GOVERNED

ANNUAL GENERAL MEETING

- Members representing each Union local attend the AGM as delegates
- The number of delegates each local is entitled to is set out in the NBNU Constitution and By-Laws
- Delegates vote on resolutions and motions that guide the NBNU in the coming year

BOARD OF DIRECTORS

- Oversees the affairs and activities of NBNU between AGMs
 - Addresses issues that are provincial in scope and impact
 - Liaises with the executive council for input and direction
- Provides direction and oversight to the president and executive director
- Includes an elected president, vice-president, 2nd vice-president, secretary-treasurer and unit representatives, and the executive director is an ex-officio member

EXECUTIVE COUNCIL

- Includes over 100 local presidents elected by and representing their respective bargaining units
- Meets at least once a year, in addition to the AGM
- Approves reports and provides direction to the Board of Directors
- Works to resolve issues facing nurses at the Union local level
- The council meetings are also an open forum for communication between locals and the board on matters that are provincial in scope and impact

UNION LOCALS

- Administers Union business in each workplace
- Provides a direct line of communication with local management
- Handles and files grievances on behalf of local members, serves on professional practice committee and supports local political lobbying needs
- Local meetings are generally held monthly, open to local members

MEMBERS

- Eligible to participate in any level of Union governance
- Encouraged to participate at the local level by attending local meetings
- Encouraged to serve as and support the representatives on your local executive
- Encouraged to attend NBNU meetings as a delegate
- Encouraged to stay informed about Union activities through various communications (i.e. newsletters, website, emails)

PRESIDENT

- Highest elected leadership role in the Union
- Accountable to the Board of Directors
- Presides at all provincial Union meetings and serves as ex-officio on all Union committees
- Responsible for carrying out NBNU policies of the NBNU and acting in the best interest of the Union
- Responsible for the overall management of the NBNU
- Official NBNU spokesperson
- Represents New Brunswick nurses on CFNU Board as NBNU national officer

EXECUTIVE DIRECTOR

- Hired by and accountable to the Board of Directors
- Chief negotiator for NBNU
- Responsible for, with the President, the overall management and activities of the NBNU and its staff
- Sits as ex-officio member of the board and non-voting member of all Union committees

PROVINCIAL OFFICE STAFF

- Works to deliver the various member services required relating to collective bargaining, labour relations, grievances, representation, communication, education and research

CANDIDATE FOR ELECTION

ANNUAL MEETING OPERATIONS COMMITTEE



Violet Budd
The Moncton Hospital

UNION PARTICIPATION – PROVINCIAL OFFICES HELD

- Provincial Executive Council (28 years)
- Executive Committee (Board of Directors) structure review committee
- Executive Council structure review committee
- NBNU members' education committee
- Nurse Managers/Supervisors Collective Agreement Negotiating Committee (last 4)

LOCAL OFFICES HELD

- The Moncton Hospital Local Vice-President
- The Moncton Hospital Local President

I have been involved at both the local and provincial level of NBNU since the formation of the Nurse Managers/Supervisors bargaining unit.

WORK EXPERIENCE

- Evening Float Nurse (1974-1978)
- Staff Nurse - Burns, Plastics & Short Stay Surgery (1978-1988)
- Nurse Manager - EENT & Urology (1988-1992)
- Ambulance Co-ordinator (1992-1995)
- Nurse Manager (1995-2016)

During the years as both staff nurse and nurse manager, I have been involved with numerous committees, both as a Union and staff representative.

OTHER ACTIVITIES

In addition to family, work, educational and Union activities, I have been involved in several other groups and organizations, including:

- South-East Dragon Boat team, former secretary
- NB Gerontological Nursing Association, past President
- NB Genealogy Association, member
- Royal Canadian Legion, former member
- Participation in various sports groups

As a long standing member of the NBNU Executive Council, I am interested in the organizational activities involved in preparing the Annual General Meeting materials. I believe that I have the knowledge and experience required to serve on this committee. I would appreciate your support in this election.

In Solidarity,
Violet Budd, RN



Barb Duplessis
Sackville Memorial Hospital

UNION PARTICIPATION – PROVINCIAL OFFICES HELD

- Annual Meeting Operations Committee (2014-present)

LOCAL OFFICES HELD

- Local President for six years. I have learned so much about the Union since starting my role as local president. I continue to learn and my passion for the Union grows each and every day.

WORK EXPERIENCE

- Surgical (2007-2008)
- Family Medicine (2008-2010)
- Emergency Room (2010-present)

I have recently learned some of the roles as an Annual Meeting Operations Committee member and I would like the opportunity to continue to learn. Getting to see our Resolutions & Constitutions and By-laws be carried out, modified or added from beginning to end is interesting.

In Solidarity,
Barb Duplessis, RN



John MacDonald
Miramichi Senior Citizens Home

UNION PARTICIPATION – PROVINCIAL OFFICES HELD

- Annual Operations Committee

LOCAL OFFICES HELD

- Miramichi Senior Citizens Local Vice-President

WORK EXPERIENCE

- Registered Nurse at Miramichi Senior Citizens Home (18 years)
- Instructor, New Brunswick Community College, Academic Upgrading and Health Care Worker programs

Over my last 18 years of membership and solidarity with NBNU, I have come to appreciate and value the essential work this Union does for the betterment of its members and for all New Brunswickers. It is my honour and privilege to be a member of this Union. I have served on the Annual Meeting Operations Committee for many years and I wish to continue to serve the membership through this committee. I humbly submit my name for consideration.

In Solidarity,
John MacDonald, RN

OTHER ACTIVITIES

- Member of the New Brunswick Geriatric Nursing Association
- Member Northumberland Cooperative Board of Directors



NEW BRUNSWICK NURSES UNION

FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2015

NEW BRUNSWICK NURSES UNION
Index to Financial Statements
Year Ended December 31, 2015

	Page
INDEPENDENT AUDITOR'S REPORT	36
FINANCIAL STATEMENTS	
Statement of Financial Position	37
Statement of Operations	38
Statement of Changes in Fund Balances	40
Statement of Cash Flows	41
Notes to Financial Statements	42
Marketable Securities (<i>Schedule 1</i>)	46

Spacek & Norrad

Spacek & Norrad
CHARTERED ACCOUNTANTS

INDEPENDENT AUDITOR'S REPORT

To the Members of New Brunswick Nurses Union

We have audited the accompanying financial statements of New Brunswick Nurses Union, which comprise the statement of financial position as at December 31, 2015 and the statements of operations, changes in fund balances and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

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

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

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of New Brunswick Nurses Union as at December 31, 2015 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Spacek & Norrad

Fredericton, New Brunswick
June 13, 2016

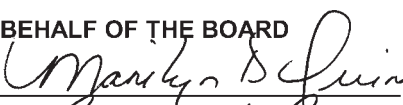

CHARTERED PROFESSIONAL ACCOUNTANTS

NEW BRUNSWICK NURSES UNION
Statement of Financial Position
December 31, 2015

	General Fund 2015	Restricted Funds 2015	Total 2015	Total 2014
ASSETS				
CURRENT				
Cash	\$ 162,560	\$ 13,510	\$ 176,070	\$ 245,152
Marketable securities (schedule 1)	1,219,800	5,014,384	6,234,184	5,987,018
Dues receivable	321,985	-	321,985	323,952
Interest receivable	77,624	-	77,624	72,268
Accounts receivable from employees	300	-	300	3,067
Prepaid expenses	26,115	-	26,115	38,988
	1,808,384	5,027,894	6,836,278	6,670,445
CAPITAL ASSETS (Net of accumulated amortization) (Note 5)				
	1,754,514	-	1,754,514	1,835,803
	\$ 3,562,898	\$ 5,027,894	\$ 8,590,792	\$ 8,506,248
LIABILITIES AND FUND BALANCES				
CURRENT				
Accounts payable	\$ 543,115	\$ -	\$ 543,115	\$ 493,165
FUND BALANCES				
	3,019,783	5,027,894	8,047,677	8,013,083
	\$ 3,562,898	\$ 5,027,894	\$ 8,590,792	\$ 8,506,248

LEASE COMMITMENTS (Note 7)

ON BEHALF OF THE BOARD

 Director
 Director

See notes to financial statements

Spacek & Norrad

NEW BRUNSWICK NURSES UNION
Statement of Operations
For the Year Ended December 31, 2015

	General Fund 2015	General Fund 2014	Restricted Funds 2015	Restricted Funds 2014
REVENUES				
Membership dues	\$ 4,568,177	\$ 4,589,219	\$ -	\$ -
Investment income (Note 6)	159,168	164,502	-	68
Labour school	-	86,100	-	-
Contributions from nursing homes	-	-	29,564	29,138
	4,727,345	4,839,821	29,564	29,206
EXPENSES				
GENERAL & ADMINISTRATIVE				
Salaries - labour relations	637,182	663,234	-	-
Salaries - office staff	620,178	604,460	-	-
Salaries - overtime	59,536	53,057	-	-
Employee benefits	259,268	259,000	-	-
Employee recruitment	12,251	11,850	-	-
Staff professional development	17,503	14,796	-	-
Travel	83,859	94,624	-	-
Car allowance	33,980	32,800	-	-
Office supplies and expenses	63,521	65,219	-	-
Library	14,033	26,775	-	-
Postage	102,283	86,189	-	-
Insurance	19,147	19,343	-	-
Interest and bank charges	2,685	1,441	-	-
Communications	119,264	129,904	-	-
Professional fees	28,039	36,592	-	-
Photocopier leases and expenses	10,846	11,666	-	-
Electricity	21,883	20,920	-	-
Property taxes and water	58,798	55,788	-	-
Building repairs and maintenance	51,852	46,881	-	-
Amortization	119,682	127,095	-	-
TOTAL GENERAL & ADMINISTRATIVE	2,335,790	2,361,634	-	-

(continues)

See notes to financial statements

Spacek & Norrad

NEW BRUNSWICK NURSES UNION
Statement of Operations *(continued)*
For the Year Ended December 31, 2015

	General Fund 2015	General Fund 2014	Restricted Funds 2015	Restricted Funds 2014
UNION ACTIVITIES				
Dues refunds to locals	383,325	388,919	-	-
Committee expenses				
Salaries - members	517,053	530,738	-	-
Travel, meals and accommodations	457,717	537,207	-	-
Meeting accommodations	1,333	1,501	-	-
Speakers and registration	56,254	75,531	-	-
Translation	61,023	67,399	-	-
Employee benefits	74,739	76,292	-	-
Hearing expenses	34,775	48,863	-	-
Public relations and and promotions	391,712	454,718	-	-
General printing	84,044	50,022	-	-
CFNU / NBFL dues	250,664	238,799	-	-
General translation	28,558	30,978	-	-
Scholarships	19,800	21,800	-	-
Memorials and gifts	2,311	1,069	-	-
Educational assistance	-	-	23,119	32,910
General expenses	-	-	98	110
TOTAL UNION ACTIVITIES	2,363,308	2,523,836	23,217	33,020
	4,699,098	4,885,470	23,217	33,020
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES				
	\$ 28,247	\$ (45,649)	\$ 6,347	\$ (3,814)

See notes to financial statements

Spacek & Norrad

NEW BRUNSWICK NURSES UNION
Statement of Changes in Fund Balances
Year Ended December 31, 2015

	General Fund 2015	General Fund 2014	Restricted funds 2015	Restricted funds 2014
FUND BALANCES -				
BEGINNING OF YEAR	\$ 2,856,175	\$ 2,888,047	\$ 5,156,908	\$ 5,174,499
Excess (deficiency) of				
revenues over expenses	28,247	(45,649)	6,347	(3,814)
Interfund transfers	135,361	13,777	(135,361)	(13,777)
FUND BALANCES - END OF YEAR	3,019,783	2,856,175	5,027,894	5,156,908

See notes to financial statements

Spacek & Norrad

NEW BRUNSWICK NURSES UNION
Statement of Cash Flows
Year Ended December 31, 2015

	General Fund 2015	Restricted Funds 2015	New Brunswick Nurses Union 2015	New Brunswick Nurses Union 2014
OPERATING ACTIVITIES				
Excess (deficiency) of revenues over expenses	\$ 28,247	\$ 6,347	\$ 34,594	\$ (49,463)
Amortization of capital assets	119,682	-	119,682	127,095
	147,929	6,347	154,276	77,632
Changes in non-cash working capital:				
Dues receivable	1,967	-	1,967	40,680
Accounts receivable from employees	2,767	-	2,767	(659)
Interest receivable	(5,356)	-	(5,356)	(2,503)
Accounts payable	49,951	-	49,951	(97,706)
Prepaid expenses	12,875	-	12,875	25,614
	62,204	-	62,204	(34,574)
Cash flow from operating activities	210,133	6,347	216,480	43,058
INVESTING ACTIVITIES				
Purchase of capital assets	(38,396)	-	(38,396)	(10,777)
Marketable securities	(380,639)	133,473	(247,166)	(110,180)
Cash flow from (used by) investing activities	(419,035)	133,473	(285,562)	(120,957)
FINANCING ACTIVITY				
Advances to/from funds	(584)	584	-	-
Cash flow from (used by) financing activity	(584)	584	-	-
OTHER CASH FLOW ITEMS				
Interfund transfers	135,361	(135,361)	-	-
INCREASE (DECREASE) IN CASH FLOW	(74,125)	5,043	(69,082)	(77,899)
Cash - beginning of year	236,685	8,467	245,152	323,051
CASH - END OF YEAR	\$ 162,560	\$ 13,510	\$ 176,070	\$ 245,152

See notes to financial statements

Spacek & Norrad

NEW BRUNSWICK NURSES UNION

Notes to Financial Statements

Year Ended December 31, 2015

1. PURPOSE OF THE ORGANIZATION

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

2. BASIS OF PRESENTATION

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

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Fund accounting

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

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

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

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

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

(continues)

NEW BRUNSWICK NURSES UNION
Notes to Financial Statements
Year Ended December 31, 2015

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

Financial instruments policy

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Cash and cash equivalents

Cash includes cash and cash equivalents. Cash equivalents are investments in treasury bills and are valued at cost plus accrued interest. The carrying amounts approximate fair value because they have maturities at the date of purchase of less than ninety days.

Capital assets

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

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

Revenue recognition

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

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

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

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

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

Marketable Securities

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

4. FINANCIAL INSTRUMENTS

The organization is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the organization's risk exposure and concentration as of December 31, 2015.

(*continues*)

Spacek & Norrad

NEW BRUNSWICK NURSES UNION
Notes to Financial Statements
Year Ended December 31, 2015

4. FINANCIAL INSTRUMENTS *(continued)*

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The organization is exposed to credit risk from investments in marketable securities. In order to reduce its credit risk, the organization has a conservative investment policy with diversified holdings.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. The organization is mainly exposed to interest risk.

Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the organization manages exposure through its normal operating and financing activities. The organization is exposed to interest rate risk primarily through its investments in marketable securities.

5. CAPITAL ASSETS

	Cost	Accumulated amortization	2015 Net book value	2014 Net book value
Land	\$ 281,722	\$ -	\$ 281,722	\$ 281,722
Buildings	1,968,975	646,169	1,322,806	1,393,951
Furniture and fixtures	287,310	170,612	116,698	141,377
Computer equipment	131,989	99,932	32,057	18,084
Computer software	59,036	57,805	1,231	669
	\$ 2,729,032	\$ 974,518	\$ 1,754,514	\$ 1,835,803

6. INVESTMENT INCOME

	2015	2014
General Fund	\$ 159,168	\$ 164,502
Nursing Homes Educational Leave Fund	-	68
	\$ 159,168	\$ 164,570

Spacek & Norrad

NEW BRUNSWICK NURSES UNION
Notes to Financial Statements
Year Ended December 31, 2015

7. COMMITMENTS

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

Lease payment schedule:

2016	\$ 13,173
2017	13,173
2018	13,173
2019	13,173
2020	472
	<u>\$ 53,164</u>

8. DUE TO (FROM) FUNDS

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

9. CONTINGENT LIABILITY

A lawsuit has been filed against the Union in respect of legislated changes to the member pension plan. It is the Board's opinion that the lawsuit is without merit. As such, no accrual has been made for any contingent liability arising from the lawsuit.

NEW BRUNSWICK NURSES UNION

Marketable Securities

(Schedule 1)

As at December 31, 2015

	2015 Carrying Value	2015 Fair Value
GENERAL FUND		
Omista Credit Union		
2.00% term deposit, due April 2016	\$ 255,000	\$ 258,577
2.00% bond, due October 2018	100,000	100,449
Credit Union shares	65	65
BMO Nesbitt Burns		
2.90% HSBC bond, due January 2017	250,000	253,575
2.90% Scotiabank bond, callable August 2017	200,000	202,900
Scotiabank		
1.30% term deposit, due November 2016	22,500	22,500
Scotia McLeod		
1.53% Concentra Financial GIC, due March 2016	250,000	250,000
1.65% HSBC GIC, due August 2018	139,825	139,825
Unamortized Premiums and Discounts		
Unamortized premiums and discounts	2,410	-
TOTAL GENERAL FUND MARKETABLE SECURITIES	1,219,800	1,227,891
RESTRICTED FUNDS		
Omista Credit Union		
3.75% term deposit, due December 2015	390,909	390,909
3.00% term deposit, due December 2017	229,809	236,476
3.00% term deposit, due May 2017	200,000	203,600
Omista Credit Union shares	5	5
BMO Nesbitt Burns		
3.26% National Bank of Canada bond, callable April 2017	300,000	304,590
0.80% National Bank of Canada GIC, due February 2016	326,000	326,000
2.62% Canadian Western Bank GIC, due June 2019	165,068	171,819
2.15% Canadian Western Bank GIC, due June 2019	240,000	242,743
3.98% Bank of Montreal bond, callable July 2016	350,000	354,515
4.78% TD Bank bond, callable December 2016	515,000	528,133
1.85% Bank of Montreal GIC, due March 2016	350,000	350,000
Scotia McLeod		
2.01% Concentra Financial GIC, due September 2018	383,475	383,475
3.00% Royal Bank GIC, due July 2016	261,500	261,500
2.15% Concentra Financial GIC, due March 2017	420,000	420,000
2.55% Pacific and Western Bank GIC, due July 2017	268,239	268,239
2.90% Bank of Nova Scotia GIC, due October 2018	250,000	250,000
2.45% HSBC Bank Canada GIC, due April 2018	350,000	350,000
Unamortized Premiums and Discounts		
Unamortized premiums and discounts	14,379	-
TOTAL RESTRICTED FUNDS MARKETABLE SECURITIES	5,014,384	5,042,004
GRAND TOTAL	\$ 6,234,184	\$ 6,269,895

See notes to financial statements

Spacek & Norrad

FINANCE COMMITTEE REPORT

BY ROSEMARY
MCFARLANE



Rose McFarlane
Secretary-Treasurer

The Finance Committee met on June 13th and 14th, 2016, at the provincial office in Fredericton.

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

Peter Spacek of the accounting firm Spacek & Norrad, met with the committee to review the audited statements for the year ending 2015.

The committee also prepared the budget for 2017 which is printed in this report.

The committee made the following recommendations to the 2017 budget:

- That all expense policies be strictly adhered to, especially travel.
- That the exemption to the automatic dues increase be continued in 2017 (union dues have not increased since 2011).

Please Note: Due to a trend in decreasing membership, the dues formula, or a portion of it may have to be implemented in future budgets to maintain services as directed by members.

- The committee recommends conference funding to focus on sending members to CFNU in Calgary. This budget includes funding for 37 local presidents (including the Board of Directors) with the draw to take place at the AGM in October.

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

Respectfully Submitted,

Rose McFarlane, RN



NBNU Finance Committee. From left to right: Pat Bannan, Margo Jones, Matt Hiltz, Executive Director, Debbie Gill, Manager of HR & Finance, Rosemary McFarlane, Marilyn Quinn, NBNU President and Carole Clavette.

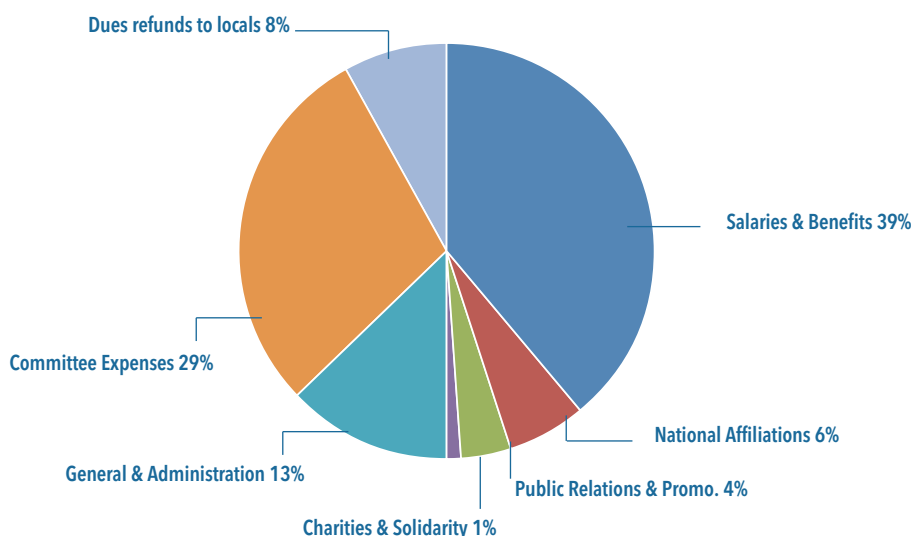
NEW BRUNSWICK NURSES UNION

OPERATIONAL BUDGET FOR YEAR ENDING DECEMBER 31, 2017

	2017 BUDGET	2016 BUDGET
REVENUE		
Membership dues	4,568,148	4,532,736
Investment income	143,600	168,200
TOTAL REVENUE	4,711,748	4,700,936
EXPENDITURES		
General & Administrative		
Salaries	1,287,814	1,254,427
Staff overtime	56,679	53,647
Employee benefits	300,403	279,426
Staff professional development	33,000	33,000
Travel	95,000	95,000
Car allowance	36,000	36,000
Office supplies & expenses	30,000	30,000
Service contract/IT support	33,000	36,000
Depreciation	119,000	122,000
Library	14,000	12,000
Postage/shipping	71,400	81,500
Bank charges	3,000	1,600
Insurance & bonding	20,000	17,500
Communications	115,000	114,000
Professional fees	15,000	23,000
Photocopier lease and expenses	11,000	11,000
Utilities	22,200	21,500
Property taxes	59,500	59,500
Presidents accomodations	12,000	9,600
Building repairs & maintenance	43,000	38,000
Employee recruitment expenses	6,000	5,000
Casual temporary staffing	3,000	5,000
Internship pilot project	25,000	19,000
Total General & Administrative	2,410,996	2,357,700
UNION ACTIVITIES		
Dues refunds to locals	387,000	384,000
Committee expenses		
Salary - members	502,725	548,982
Travel, meals, accomodations	447,864	459,178
Meeting accomodations	28,300	34,820
Speakers & registration fees	50,350	65,625
Simultaneous translation	55,500	52,000
Employee benefits	72,895	79,602
Public Relations & promotions	250,000	250,000
Legal expense assistance plan	1,000	1,000
Local assistance fund	1,000	5,000
Membership motivation	60,000	50,000
Printing	59,000	59,000
Canadian Federation dues	174,150	172,800
NB Federation of Labour Dues	89,010	88,320
Hearing expenses	35,000	35,000
Scholarships	20,800	20,800
General translation	30,000	32,000
Memorials & gifts	2,500	2,000
Total Union Activities	2,267,094	2,340,127
Total Expenditures	4,678,090	4,697,827
Excess of Revenue (Expenditure) For Year	33,658	3,109

GENERAL FUND EXPENSES 2017

PERCENTAGE OF BUDGET



NOTES TO BUDGET

REVENUE

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

Investment Income – Interest earned on total investment portfolio.

EXPENDITURES – GENERAL AND ADMINISTRATIVE

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

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

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

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

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

Office Supplies – Includes stationery, paper and other office supplies.

Postage/Shipping – Includes mailing equipment lease expense, all courier fees and postage expenses.

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

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

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

Insurance & Bonding – Includes fire insurance on property and liability insurance for directors and officers.

Communications – Includes telephone expenses, website management and maintenance.

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

EXPENDITURES – UNION ACTIVITIES

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

Members' Salaries – Salary replacement costs for members attending NBNU meetings.

Meeting Accommodations – Cost of renting conference rooms as well as cost of providing coffee breaks.

Simultaneous Translation – Cost of equipment rental and translation services.

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 general meeting.

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.

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

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

NB Federation of Labour Dues – Dues are \$1.15 per member, per month.

Hearing Expenses – Includes legal costs, medical assessments and arbitrators costs.

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

NEW BRUNSWICK NURSES UNION

INVESTMENTS SCHEDULE JULY 31, 2016

			TERM	MATURITY DATE	INTEREST RATE	PRINCIPAL INVESTED
BMO Nesbitt Burns GIC	Scotiabank Bond	#270-0097211	56 months	31-Aug-17	2.47%	\$ 200,000
BMO Nesbitt Burns	HSBC Bank GIC	#270-0097211	5 years	13-Jan-17	2.90%	\$ 250,000
Omista Credit Union	Term Deposit	#61545-45-2	1 year	6-Jun-17	2.00%	\$ 60,456
Omista Credit Union	Bond Beater	#61545-43-2	1 year	10-Oct-18	2.00%	\$ 100,000
Scotia Bank	Term Deposit	36340343	1 year	23-Nov-16	1.30%	\$ 22,500
Scotia McLeod	Concentra Fin. GIC	#270-0060516	3 years	14-Mar-19	1.88%	\$ 250,000
ScotiaMcLeod	HSBC Bank GIC	#270-0060516	36 months	27-Aug-18	1.65%	\$ 139,825
Total General Fund Investments						\$1,022,781

INVESTMENTS - MEMBERSHIP DEFENCE FUND

Scotia McLeod	Concentra Fin. GIC	#270-0060516	1 year	4-Sep-18	2.01%	\$ 383,475
BMO Nesbitt Burns	Cdn Western Bank GIC	#270-0097211	5 years	13-Jun-19	2.62%	\$ 165,065
BMO Nesbitt Burns	Cdn Western Bank GIC	#270-0097211	2 year	9-Mar-18	1.77%	\$ 326,858
BMO Nesbitt Burns	Cdn Western Bank GIC	#270-0097211	5 years	19-Jun-19	2.15%	\$ 240,000
BMO Nesbitt Burns	Cdn Western Bank GIC	#270-0097211	1 year	24-Feb-17	1.44%	\$ 350,222
ScotiaMcLeod	Concentra Fin. GIC	#270-0060516	4 years	15-Jul-20	1.95%	\$ 261,500
BMO Nesbitt Burns	Cdn Western Bank GIC	#270-0097211	4 years	13-Jul-20	1.90%	\$ 100,000
BMO Nesbitt Burns	Home Trust Co. GIC	#270-0097211	4 years	13-Jul-20	2.00%	\$ 100,000
BMO Nesbitt Burns	TD Bank bond	#270-0097211	4.5 yrs	14-Dec-16	2.72%	\$ 140,000
BMO Nesbitt Burns	Nat Bnk Canada GIC	#270-0097211	3 years	11-Mar-19	1.85%	\$ 350,000
Scotia Bank	GIC	147992	1 year	28-Feb-17	1.00%	\$ 1,315
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	1-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	5-Apr-18	2.45%	\$ 350,000
Total Membership Defence Fund Investments						\$4,811,483

INVESTMENTS - NURSING HOME EDUCATIONAL LEAVE FUND

Scotia Bank	GIC	147992	1 year	28-Feb-17	1.00%	\$ 5,234
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NBNU LISTENS

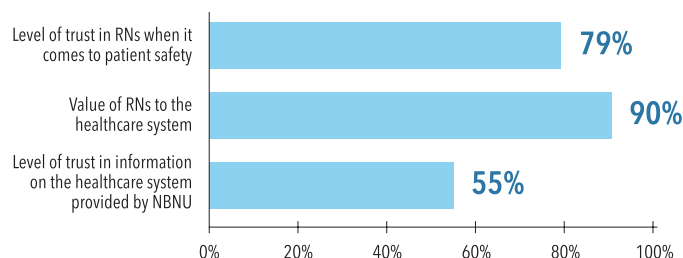
We regularly conduct research with our members, local presidents and the public to gauge attitudes and perceptions toward the Union. This helps us to better understand how we are doing with our communication efforts and other key issues. Meeting the needs of the registered nurses we represent and the public we serve is integral to our success and we continually seek opportunities to improve. We are pleased to share highlights from our most recent surveys here in our 2015-16 Parasol.

WHAT THE PUBLIC TOLD US

TRUSTED & VALUED

Public support is critical for shaping effective healthcare decisions and public policy. Having solid public support and trust enables us to be a strong advocate for registered nurses and the healthcare system. We were pleased to see that the public has trust in NBNU and believe we are performing reasonably well. In fact, the public views NBNU as the most trusted source of information on the healthcare system when compared to other key groups, including Horizon and Vitalité Health Networks, government and the media. More importantly, the public highly trust registered nurses when it comes to patient safety and view registered nurses as very valuable to our provincial healthcare system.

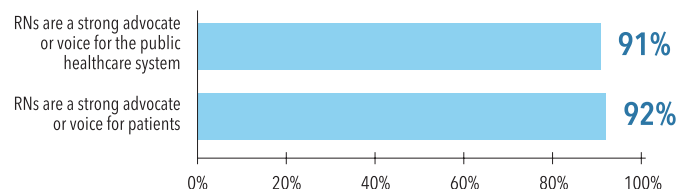
Public Perception - rating of 8 or higher on scale of 1 to 10



PERCEPTION OF REGISTERED NURSES

A key objective of our research was to assess how the public perceives registered nurses. Overall, New Brunswickers have a very favourable opinion of our profession. As shown above, 9 out of 10 rated the value of registered nurses as 8 or higher and nearly 8 in 10 rated their level of trust in registered nurses as 8 or higher on a 10-point scale. The public clearly perceived registered nurses, along with doctors, as the most trusted healthcare professionals as compared to others. Furthermore, registered nurses are viewed as strong advocates for both patients and the healthcare system.

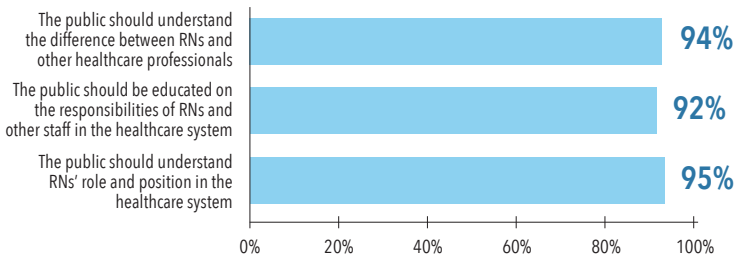
RNs as Advocates - % indicating agree/strongly agree



SUPPORT FOR RN UNIFORMS

The move toward registered nurses wearing a standardized uniform to identify RNs among other healthcare professionals was validated in our research as an important undertaking. Just 30% of the public surveyed believed it is easy to identify a registered nurse and 32% were aware of our move to wearing black and white uniforms. Most importantly, there was strong support for registered nurses wearing standardized uniforms, with 72% of the public indicating they support or strongly support this effort. Survey respondents also saw value in educating the public about the registered nurse role.

Educating the Public about RN Roles -% indicating agree/strongly agree



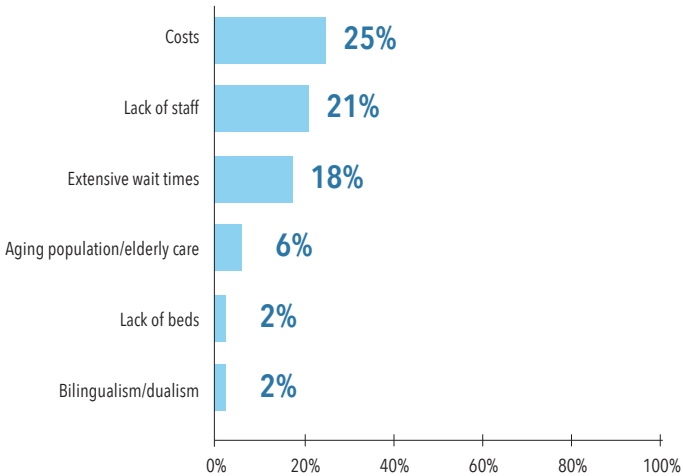
Saint John EMP registered nurses proudly wearing the white and black uniform.

HEALTHCARE SYSTEM: CONFIDENCE & SATISFACTION

We also used our research to better understand the public's level of confidence and satisfaction in the provincial healthcare system. Overall, New Brunswickers are not that confident or satisfied with the healthcare system. Less than half, or just 41%, rated their level of confidence as 8 or higher and just over half, or 58%, rated their level of satisfaction in the quality of care received in the past as 8 or higher on a 10-point scale.

Respondents also identified several key issues facing healthcare, including the cost of healthcare (lack of funding and fiscal mismanagement), staff shortages, long wait times, aging population, lack of beds and bilingualism within the system. A key takeaway for us was that only a small number of respondents, just 3%, mentioned the lack of registered nurses as an issue. This tells us there is a need to raise awareness about the role of and need for registered nurses as a means to improving public confidence in and satisfaction with the healthcare system.

Top Issues Facing NB Healthcare System

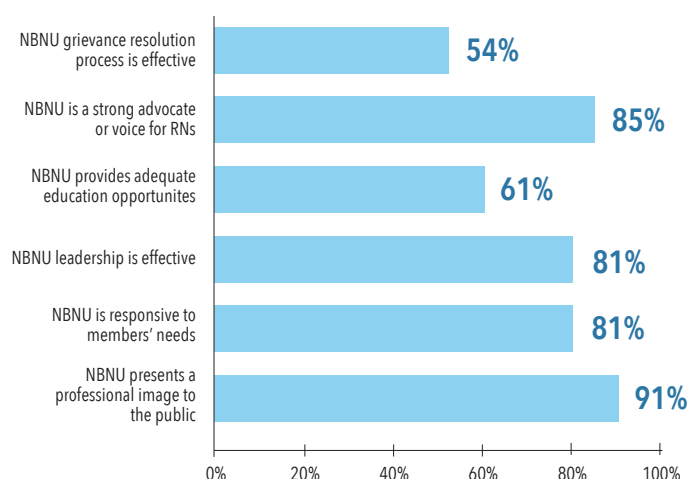


WHAT YOU TOLD US

UNION PERFORMANCE

We are pleased to report that members view the NBNU as an effective, professional and responsive organization demonstrated by the majority of members indicating they agree or strongly agree with a series of statements about our performance. That said, it was clear we have room to improve in a couple of key areas, notably our grievance resolution process and access to adequate educational opportunities. We believe that focusing on these areas will further strengthen our overall performance in the eyes of our members.

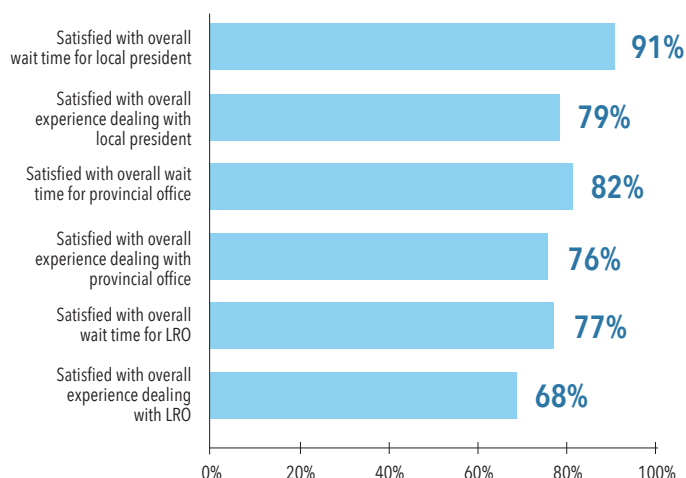
Member Perception of NBNU - % indicating agree/strongly agree



UNION INTERACTION

We also asked members about interactions and satisfaction with the NBNU. While members reported minimal levels of interaction with the NBNU, those who did interact with us in some capacity reported broad satisfaction with the experience and the accessibility of Union representatives. This signifies to us that our staff and local leaders are meeting your needs and expectations.

Union Interaction - rating of 8 or higher on a scale of 1 to 10



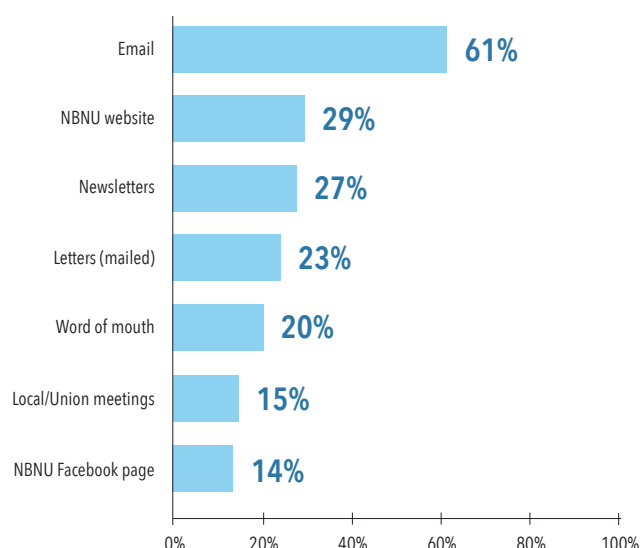
NBNU local activists attending an Executive Council Meeting.

WHAT LOCAL PRESIDENTS TOLD US

UNION COMMUNICATIONS

We aim to provide members with the information you need and want in the format that you prefer. Our research showed that our communications efforts are effective with 62% of you rating it as 8 or higher on a 10-point scale. Our survey results also showed that members strongly prefer email and electronic communication methods and that there is interest in continuing with electronic voting and introducing a smartphone app. That said, you also prefer a printed copy of the collective agreement for reference, as do your local presidents, and 8 in 10 members support continued use of telephone town halls for bargaining and contract related information.

Preferred Source of Information



Your local presidents are the liaison between members and local management, as well as between members and the NBNU Board of Directors. Ensuring local presidents have access to and are satisfied with NBNU provincial staff and leadership is directly linked to how effectively they can support you in the workplace. We're pleased to report that local presidents expressed very positive overall opinion of the NBNU, with 87% of them rating our performance as 8 or higher on a 10-point scale. A few other highlights of interest from our local president survey includes:

- A vast majority of local presidents, 93%, had contacted their LRO within the past six months, reflecting a high level of interaction with the NBNU on behalf of their locals and their members.
- Equally important is that local presidents were very satisfied with their experience dealing with LROs, with 88% of them rating it as 8 or higher on a 10-point scale. This tells us that our LROs are working closely and effectively with your local leaders.
- Similarly, three-quarters of local presidents had also contacted the provincial office within the last six months and 91% of them rated that experience as 8 or higher on the 10-point scale.
- Professional practice meetings are also a regular occurrence with 68% of local presidents reporting that they hold professional practice meetings on a regular basis.
- When asked about what topics they would be most interested in from the NBNU, the top mentions by local presidents included the Collective Agreement, working conditions, policy issues, nursing issues and general labour. This tells us that your local leaders want to better understand how they can improve the work environment on your behalf.

NBNU ACRONYMS EXPLAINED

BS Bachelor of Science

BN Bachelor of Nursing

CBE Certain Bargaining Employees Shared Risk Plan

CLC Canadian Labour Congress

CFNU Canadian Federation of Nurses Unions

CNA Canadian Nurses Association

CUPE Canadian Union of Public Employees

DON Director of Nursing

EMP Extra Mural Program

GGCLC Governor General's Canadian Leadership Conference

GNU Global Nurses United

ICN International Council of Nurses

ILO International Labour Organization

IRA Industrial Relations Act

LPN Licensed Practical Nurse

LRO Labour Relations Officer

MNU Manitoba Nurses' Union

NANB Nurses Association of New Brunswick

NBFed/NBFL New Brunswick Federation of Labour

NBANH New Brunswick Association of Nursing Homes

NBNU New Brunswick Nurses Union

NBPSPP New Brunswick Public Service Pension Plan

NBU New Brunswick Union

NEB National Executive Board

NCLEX-RN® National Council Licensure Examination for Registered Nurses

NHS National Health Service

NP Nurse Practitioner

NRC Nursing Resource Collaborative

NSNU Nova Scotia Nurses' Union

ONA Ontario Nurses' Association

PEINU Prince Edward Island Nurses' Union

PCW Personal Care Worker

PPC Professional Practice Committee

PSLRA Public Service Labour Relations Act

RCN Royal College of Nursing

RHA Regional Health Authority

RN Registered Nurse

RNUNL Registered Nurses' Union Newfoundland & Labrador

SUN Saskatchewan Nurses' Union

UNA United Nurses' of Alberta

VPSC Vestcor Pension Services Corporation

WLB Work Life Balance

WSR Work Situation Report



Debbie Gill, Manager of HR & Finance, accepts a cheque from Johnson Insurance for \$13,481, which was donated to the eight transition houses in New Brunswick.

Define

IDENTIFY FACTS: DATE, TIME, WHO, WHAT, WHERE?
DEFINE CONCERNS: STANDARDS OF PRACTICE, HEALTH AND SAFETY, SAFE STAFFING, ETC.



Communicate

Effective communication with **Direct Supervisor** in an attempt to resolve the issue informally

NO

RESOLVED?

YES - END OF PROCESS

INFORM **LOCAL REPRESENTATIVE** OF ISSUES IDENTIFIED AND DISCUSSED WITH DIRECT SUPERVISOR



Document

FILL **WORK SITUATION REPORTS** AS ISSUES OCCUR AND REOCCUR



THREE COPIES OF EACH WORK SITUATION REPORT FOR: YOURSELF, YOUR SUPERVISOR AND THE UNION REPRESENTATIVE AT THE PROFESSIONAL PRACTICE COMMITTEE

NOTES

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DEAR MEMBER,

Twenty-six years ago, I became involved as a Union activist. Prior to that, I was a palliative care nurse and my sole concern was to provide safe patient care. It wasn't until I attended my first Union meeting that I understood the safety of my patients was directly correlated to the safety of my own working conditions.

I realized NBNU was made up of registered nurses like me. As nurses, we want the same things: better working conditions, safe staffing levels and an improved work-life balance. All of which, our Union advocates for on our behalf every single day.

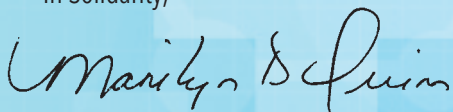
Over the course of my 39-year nursing career, I have worn several hats. I have been the new graduate, an apathetic member, an arms-length activist, a local president and for the past 12 years your Union president. At each of these stages in my career one thing remained constant – as a proud registered nurse I always strived to provide the best care possible. NBNU is our support system to help us achieve and maintain this goal.

As I depart as your President, I ask you to continue to be passionate about your patients, residents and clients and to be passionate about your profession. Our safety and their safety is always worth fighting for.

The strength of our Union depends on you. Each of you has influence over your workplace and profession. Never forget that the future of our healthcare system is impacted by your decisions and actions as a registered nurse and as a union member. The Union is never just about one person, one moment or one place. It is a journey.

Thank you for your confidence, respect and support during my journey.

In Solidarity,



Marilyn Quinn
NBNU President

