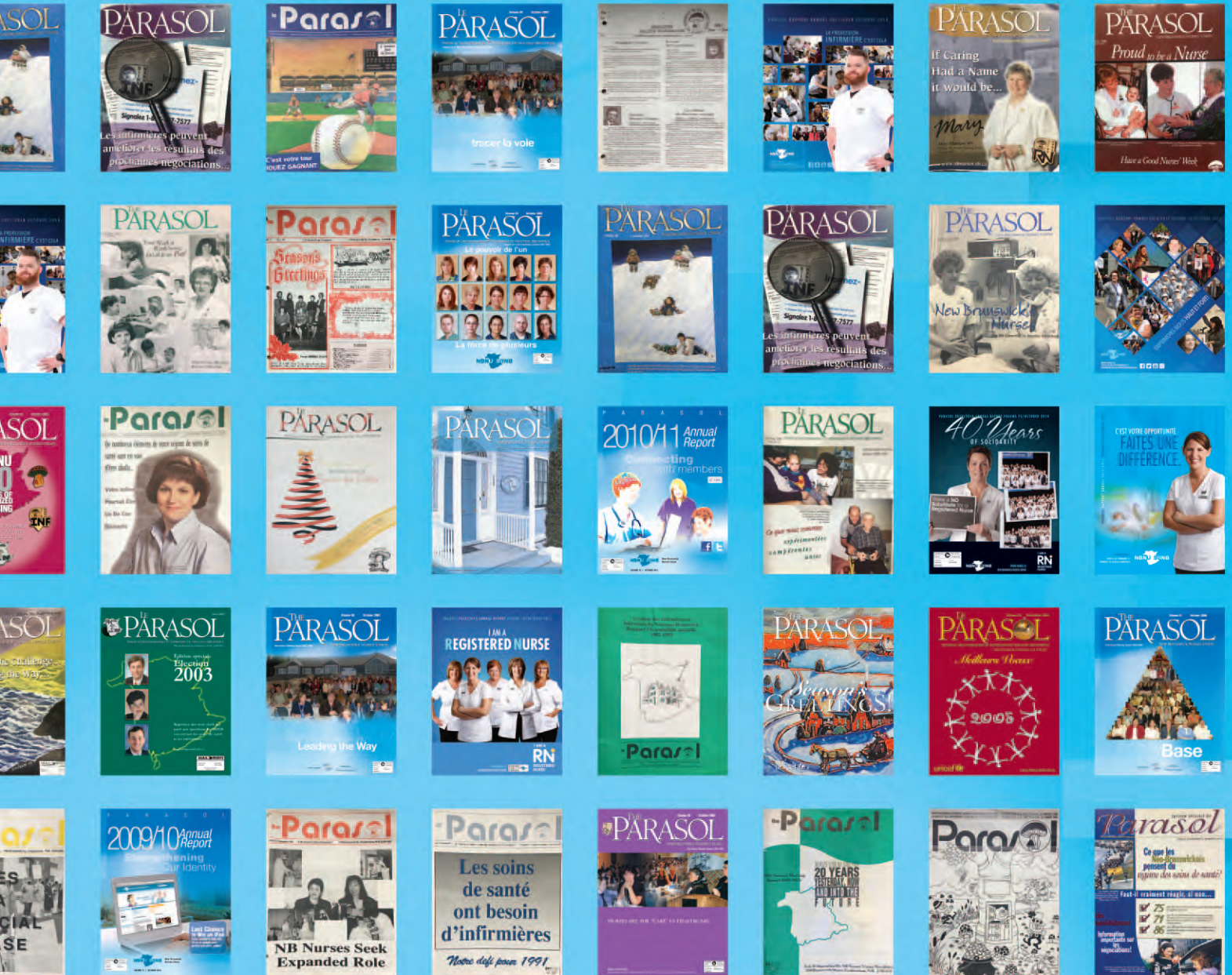


PARASOL 2018/2019 ANNUAL REPORT OCTOBER 2019

Celebrating 45 years

STRENGTH | UNITY | SOLIDARITY



WWW.NBNU.CA
NEW BRUNSWICK NURSES UNION



MOVING? NEW EMAIL?

STAY CONNECTED

When you move or update your email, please let us know your new contact information so we can keep sending you the *Parasol*, bargaining and election information as well as other vital NBNU material.

Please contact Jennifer Heade, Membership Records Coordinator, by email at jheade@nbnu.ca or toll free, **1-800-442-4914**, for any changes.

HOW TO REACH US

Telephone: 1-800-442-4914 or 506-453-0829 | Fax: 506-453-0828
nbnu1@nbnu.ca | www.nbnu.ca

MISSION

The mission of NBNU is to enhance the work-life, as well as, the social, economic and personal well-being of nurses.

VISION

NBNU is the professional, credible and respected voice for nurses and the public healthcare system.

EDITORS

Lauren Nicholson
Jocelyne LeGresley

CONTRIBUTORS

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DOUBLE DUES POLICY

ARTICLE 14 – MEMBERSHIP AND DUES

- (a) **Reimbursing Double Dues** - 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 or more separate employers for the same month. NBNU will calculate the refund based on dues collected in the previous calendar year and will provide automatic payment to members by March 31 of the following year. *This policy is included in the Parasol yearly*



OPEN INVITATION TO ATTEND THE 45TH NBNU ANNUAL GENERAL MEETING

OCTOBER 21-24, 2019 | DELTA HOTEL FREDERICTON

AGENDA

Monday, October 21

11:30 - 13:00

First Time Attendees Session

11:30 - 13:30

Registration for all delegates

13:30 - 16:30

Unit Rep. Meetings

- Nurses, Part III
- Nursing Homes
- Community Care Nurses
- Nurse Managers & Supervisors

19:00 - 21:00

Federal Election Watch Event

Solidarity Auction will begin
Monday at 19:00 hrs and finish
Wednesday at 13:00 hrs.

Join fellow activists on Monday,
October 21st to see the preliminary
federal election results live-
streamed.

Tuesday, October 22

7:00 - 8:30

Breakfast (provided)

7:30 - 8:30

Registration for all delegates

8:30 - 16:00

Business Session

- Call to Order
- Approval of Agenda
- Approval of 2018 Minutes
- Annual Meeting Operations Committee Report
- President's Address
- Executive Director's Report
- 1st Vice-President's Report
- 2nd Vice-President's Report
- Finance Committee's Report
- Greetings – Linda Silas, CFNU President
- Membership Recognition Awards
- Adjournment

12:00 - 13:00

Lunch (provided)

18:00

Reception (cash bar)

19:00

Banquet

Wednesday, October 23

7:00 - 8:30

Breakfast (provided)

7:30 - 8:30

Registration for all delegates

8:30 - 16:30

Business Session

- Call to Order
- Guest Speaker – Mark Black
- Resolutions
- Constitutions & By-Law Changes

12:00 - 13:00

Lunch (provided)

Thursday, October 24

7:00 - 8:30

Breakfast (provided)

7:30 - 8:30

Registration for all delegates

8:30 - 12:00

Business Session

- Call to Order
- Open Forum
- New Business
- Motion to approve 2020 Budget
- Adjournment

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SPOTLIGHT SPEAKER

MARK BLACK

Mark Black is a Heart and Double-Lung Transplant Recipient – turned – 4-Time Marathon Runner, Author, Coach and Speaker. Born with a life-threatening heart defect, Mark underwent two open-heart surgeries before the age of one. His parents were told to expect more surgeries before he started school. Mark was not expected to live a long life. He battled his condition and its limitations successfully for twenty-two years before having to face the biggest challenge of his life. Mark's doctor informed him that his heart was failing badly and that without a rare and dangerous heart and double-lung transplant, he would not likely see his 25th birthday.

In October 2001, Mark moved thousands of kilometres from home and was put on the transplant waiting list. After just four months on the list, Mark's condition grew worse and he was placed in the hospital where he lived on the precipice of life and death, for 6 months.

Finally, by the grace of God, on September 7th, 2002, after almost a year on the list, Mark received a second chance at life: a life-saving Heart & Double-Lung Transplant.

The average lifespan of someone with his transplant is 5-10 years. It's been 16 years since Mark's transplant. He is in his 40s. It is

very unlikely Mark will live to see his 50s. This is what makes his message so powerful. He lives the strategies and principles he teaches, and he is filled with passion and purpose for his work precisely because he doesn't know how much more time he'll be afforded to do it.

Since receiving his second chance at life Mark hasn't wasted a moment. After meeting the love of his life, Marise, the two married, and they have 3 healthy children. Mark has travelled the globe speaking to more than 150,000 people.



PRESIDENT'S REPORT

BY PAULA DOUCET

This has been a particularly challenging year for many of our members, and all signs suggest we are in for an even more demanding road ahead. There has never been a time more important than now for Registered Nurses and Nurse Practitioners to use their voice and speak up to support each other in our workplaces. Together, we have the collective power to create positive change. Think about what is happening around you. Many of the pressures you and your colleagues are feeling every day are steadily increasing. I hear from members regularly how they are working short, working overtime, expected to do more with less while their patients, clients and residents are sicker and require more acute and rapid interventions and care. Our members have reached their breaking point. We cannot be expected to hold the healthcare system together any longer under these conditions. We all have a responsibility to protect our patients, clients and residents but we also have a responsibility to ourselves. There is no one else who will do this for us - we need to act when action is needed, and we need to speak even if we feel no one is listening. No matter how small the problem may seem, we need to address it because if not, we are slowly surrendering our ability to define our own roles and our future workplace environments.

NBNU BOARD OF DIRECTORS

The NBNU Board of Directors continue to do the work of the Union between the AGM and Executive Council meetings. We meet every 6-8 weeks and stay connected via regular email updates and conference calls when needed.

For the period between March until the end of June, it was a huge help to have Maria Richard, 1st Vice-President, work in the office. Maria helped to fulfill the need to have an NBNU voice on committees and at many

meetings, not to mention her help with preparing for the CFNU Biennial. Her presence in the office was a pleasant addition and I personally want to thank her for supporting me in my role as your President.

There will be a new addition to the Board in the very near future, with Nancy Arseneau embarking on the next chapter of her journey and Cathy Wall being acclaimed to the 2nd Vice-President position. We will be holding elections right after our AGM to fill the position of Unit Representative for the Nurse Managers and Supervisors on the Board of Directors. I encourage all Nurse Managers and Supervisors who may be interested in stepping up to this role to consider putting your name forward when the call for nominations is sent out.

I want to thank the Board of Directors for their dedication and hard work on behalf of all NBNU members. It is our collective effort that makes our work that much more rewarding and meaningful.

CANADIAN FEDERATION OF NURSES UNIONS

As in past years, the CFNU National Executive Board has been busy and engaged on many campaigns, research projects and advocacy initiatives.

You may have seen through various social media platforms, the most recent federal election campaign that CFNU has embarked on titled "Choose Care, Not Cuts". This campaign was launched in early June to ensure the on-going underfunding of public healthcare is a top-of-mind issue during the federal election this fall.

The campaign and its online tools are designed to make it easy for nurses and members of the public to advocate to their local candidates and MPs of all parties about the

urgent need for the Canadian government to invest in the country's healthcare system. Nurses know first-hand that funding cuts, the privatization of services and chronic understaffing make it impossible for Canadians to get the healthcare they deserve. We must make a commitment to stop underfunding programs which lead to longer wait times, hallway medicine, LTC bed shortage, expensive prescriptions and understaffed units. CFNU has launched a website *StopPretending.ca* which I encourage every NBNU member to visit.

CFNU has made a commitment to build on existing work with young workers and equity-seeking groups by creating an Equity and Inclusion toolkit which was released in June. The toolkit provides resources to all organizations and members of CFNU to grow and expand our advocacy in these areas. The toolkit contains a range of material, including FAQs, an introduction to using an equity lens, a glossary of inclusive language and so much more. You can access the toolkit by visiting their website.





Paula Doucet joins other Union Presidents, leading the way for the "Choose care, not cuts" rally during the CFNU Biennial.

In partnership with the University of Regina, CFNU has embarked on the first anonymous Canada-wide survey of Occupational Stress Injuries (OSI's) in nurses. To date there has been no national standardized survey data available on the prevalence of OSI's among nurses, nor have there been any national attempts to identify risk factors to help inform programs needed to prevent and respond to injuries.

I would encourage all NBNU members to take the time to complete this very valuable survey. Change starts with participation. By participating, you are supporting both yourself and your colleagues to provide evidence that can inform appropriate resources for supporting nurses' mental health. The deadline to participate is September 30, 2019.

In July, I attended the Council of Federations in Saskatoon, SK with the other Canadian nurses union presidents and Premiers from across the country. CFNU hosted a successful breakfast during the Premiers Meetings as 10 of the 12 Premiers attended the breakfast meeting. It focused on violence in healthcare, the causes and the solutions for a pathway forward. We heard from three experts who delivered information, research and steps to take for safer workplaces. Violence in healthcare is something that is dealt with Canada-wide in all facilities.

By all nurses' unions advocating together, there is strength in numbers to achieve positive results and the change that is needed.

During the first week of June, NBNU welcomed close to 900 nurses from across Canada, and even internationally, to Fredericton for the 2019 CFNU Biennial Convention. It had been 20 years since NBNU hosted this event, and during that time, it has grown from approximately 200 attendees in 1999, to close to 1000 in 2019.

The weeklong event was jam-packed with education, presentations, guest speakers, awards, panel discussions and much more. We were proud to host a Maritime Kitchen Party for our guests, as well as give some the opportunity to visit Kings Landing and learn some NB loyalist history.

As much as the Biennial is an ideal opportunity for networking and socializing, the primary purpose is to educate and engage activists in the work being done at the national and international level and how that affects us at the provincial level. Some of the big conversation items this year were about nurses taking the lead on putting an end to workplace violence and climate change. Of course, workload, burnout, working short, the fight to ban for profit plasma and the need for a national Pharmacare program were discussed at length as well.

Overall, the Biennial was a huge success and that is in part due to the long hours put in by the NBNU team of volunteers, staff and Board. Without the commitment of everyone involved we couldn't have showcased New Brunswick the way we did. I would also like

to express a special thank you and recognition to Sarah Bonnar for her devotion to this event. Her attention to the smallest of details made it a huge success. I wish the Saskatchewan Union of Nurses much luck with the planning of the 2021 CFNU Biennial and here's to NBNU hosting again in another 20 years!

PHARMACARE

The final report of the Advisory Council on the Implementation of National Pharmacare, issued on June 12, 2019, strongly recommended an end to the current costly dysfunctional patchwork system across Canada. This is a victory for all Canadians – but our work is not quite over yet.

The ball is now in the Trudeau government's court to make this a federal election priority and to move as fast as possible toward full implementation.

CFNU and CLC have been at the forefront of this fight for decades, and it is within grasp, but we as nurses cannot back down now. We intricately understand the consequences of poor drug coverage or accessibility. In preparation for the federal election this fall, make sure you advocate for a public universal Pharmacare plan with a comprehensive research-based formulary and nothing less when potential MPs come knocking on your door looking for your support.





Paula Doucet and 1st VP Maria Richard speak to reporters alongside fellow activists at a NBNU Violence Prevention rally in Moncton.

VIOLENCE PREVENTION

Often, I have been asked why NBNU Board Members participate in the Day of Mourning ceremonies across the province. April 28 is observed each year since the passing of the *Workers Mourning Day Act* by Parliament in 1991. It commemorates working people who have been killed, injured or suffered illness from workplace hazards and occupational exposures. We realize healthcare is different from most occupations when it comes to protecting workers from dangers of their work. When people enter the healthcare system, it is us, the nurses, that are there to help at potentially the most stressful time in their lives. Emotions such as fear, loss, grief and loss of control take over, which can possibly lead to acts of physical, verbal or emotional violence.

This, in part, can explain why injuries to healthcare workers are so high compared to most other occupations. We know healthcare workers lost-time claims and no-lost-time claims have been increasing. All categories of injury – exposure, musculoskeletal injury, slip and falls, and of course workplace violence are on the rise. Changes to the Occupational Health & Safety legislation now brings NB up to par with the rest of

Canada in recognizing that workplace violence is a workplace hazard. As a result, we anticipate reporting and claims of workplace violence will also increase exponentially.

We know from the research and data collected by NBNU this past year, the number of violent incidents, code white calls and police involvement required at our healthcare facilities are alarmingly high. What we also know is that for the number of incidents reported, there are many that are not, and that is troublesome. We need to change the mindset and culture that violence is "*just part of the job*" – it isn't, nor should we remain silent about it.

There have been incidents that have hit the media this year where NBNU members have been physically assaulted which have resulted in criminal charges being laid against the perpetrators. Sadly, we know there are many other NBNU members who don't report incidents of violence, or quite possibly don't have charges laid against their assailant. The only way we will eliminate violence is to continue to talk about it openly and publicly. Everyone deserves to go to work and not only feel safe but be safe.

NURSING RESOURCE STRATEGY

A Nursing Resource Strategy Steering Committee was established in December 2017, with a mandate to develop a 10-year nursing resource strategy to address the nursing shortage our province is facing. The members of the committee were required to provide direction to working group members in the development of an action plan which was presented to the government for approval.

Four main pillars were identified to be the priorities of the committee:

- Promotion of the RN profession in New Brunswick
- Enhancement of nursing education in New Brunswick
- Recruitment of internationally educated nurses
- Enhancement of RN employment and work-life balance

Many action items fall under these four categories and while it may not be the "quick fix" to the current nursing shortage crisis, it provides a roadmap for employers, government, universities and other stakeholders to follow. There are key performance indicators to monitor the progress of each implemented action of the plan, and the steering committee will continue to meet quarterly to monitor and update the progress.

While this committee touches on all aspects of the nursing profession in the province of New Brunswick, the New Brunswick Association of Nursing Homes (NBANH) has also embarked on a recruitment and retention steering committee of its own to address the shortfalls the LTC sector in New Brunswick. The NBANH has struck a partnership with Omni College in Vancouver for the recruitment of internationally educated nurses (IENs). Recently 51 IENs have been hired in nursing homes across the province. Some are hired in PSW or LPN positions until they complete the necessary educational upgrades to meet the requirements for RNs in New Brunswick.

Much work and dedication has gone into this by the NBANH, as their nursing home members had upwards of 250 vacancies last fall. We can all appreciate that inside a small nursing home, missing one or two staff has huge impacts not only to the residents, but for the staff as well. Our involvement on this committee will continue and we will always advocate for the important role of the Registered Nurse in the LTC sector.

Following extensive on-going research, we are preparing to release a report regarding the long-term care sector in our province. The report will draw on a broad review of academic research, polling, focus groups, workload and staffing reports, and case studies of nursing homes in New Brunswick. This is a project that has been long overdue. It has been a work in progress to go through all the information that we have obtained through Right to Information (RTI) requests, not to mention the countless interviews by our research officer with key people in the LTC sector, including some of our own members. We are hopeful to have this publication ready for release by early 2020.

CLOSING

There are many things our Union is doing well, and there are things we need to improve upon. We have made positive progress in many areas especially when it comes to communicating with local presidents, executives and members. We have heard the request for more frequent communication following the AGM in 2018, and we incorporated the monthly electronic newsletter – *Nursing Matters*. That said, communication is a two-way interaction and I want to make it easy for you to come forward with constructive ideas to make our Union stronger and to help me lead the charge to effectively represent Registered nurses and Nurse Practitioners today and into the future. We anticipate making changes to our website and the way we utilize technology to engage with members more effectively with a goal of keeping them informed and engaged which will help strengthen our Union as a whole.

As we celebrate 45 years of strength and solidarity this year, I ask each of you to take a moment to reflect back on when you started your first job as a Registered Nurse, regardless if that was this year, five years, 15 years or more than 30 years ago. Your strength, your resiliency and commitment have helped shape NBNU – together we are stronger!

I could not be happier or prouder to be your President and I look forward to the next year of building momentum within our membership to continue to be engaged, involved and informed. We can take this interest in our Union and move it toward empowered action so that nurses can achieve the success and recognition we all deserve.

In Solidarity,



Paula Doucet, RN
President

"Life doesn't get easier or more forgiving; we get stronger and more resilient" -Dr. Steve Maraboli



HAPPY RETIREMENT NANCY!

On behalf of the NBNU Board of Directors and staff, we wish a long-time union member, social activist and labour leader a long, happy and healthy retirement. Your devotion, commitment and passion for social justice will be missed. As you embark on your next adventure with André, your children and grand-babies, know that we will all miss you.

"Remember that positions come and go, but friendships are forever."

A woman with long brown hair, wearing a white V-neck nurse's uniform, stands in a hospital hallway. She is looking slightly to the side with a serious expression. The background is a blurred hallway with doors and a fire alarm pull station.

This election, share the story.

We all know that funding cuts, understaffing and privatization make it impossible for Canadians to get the care we all deserve. Every day, our amazing and dedicated nurses, doctors and health care workers give all they can with what they're given. But it's time we stopped pretending our health care system isn't in need of an upgrade. It's time to choose care over cuts.

Stop Pretending

Choose care, not cuts.

StopPretending.ca



EXECUTIVE DIRECTOR'S REPORT

BY MATT HILTZ

NEGOTIATIONS UPDATE

The issues facing registered nurses in New Brunswick are complex and short-term solutions are proving difficult to come by. NBNU has been involved with other stakeholders to work toward long-term solutions to better the overall working conditions of our members.

NBNU negotiating teams are not optimistic that a deal will be reached in 2019 for any of our groups at the table. Given the current treatment of our CUPE sisters and brothers at the nursing home bargaining table, coupled with the fact that for NBNU, both sides could not find mutual dates for more meetings in July and August for any of the groups, despite exploring half-day and weekend sessions. While we can confirm that each of our employers are fully engaged in the bargaining process, our optimism for a resolution is wavering.

In 2019 thus far, we have had nine days of bargaining for Part III, four days for Nurse Managers and Nurse Supervisors and eight days for Nursing Homes. Bargaining resumed on August 27 for Nursing Homes, with nine days scheduled in 2019; Nurse Managers and Nurse Supervisors bargaining resumes September 12, with eight scheduled days; and Part III begins on September 23, with 11 scheduled days.

Of interest, PEINU signed a new collective agreement on June 11, 2019, for 2018-21; NSNU had an arbitrated award which spans 2016-20; and RNUNL ratified a tentative agreement on May 3, 2019, which expires on June 30, 2020. You can be assured that all negotiating teams believe that improvements to working conditions and competitive wages are necessary in this round.

EM/ANB UPDATE

In summer 2019, we placed a priority on surveying our members, since at that time, we were approximately 18 months post-transfer of RNs to the new regional health authority. We wanted to hear more from members about how the process was going as we were told that EM/ANB Inc. would be making incremental changes to EMP operations based on what it continued to learn from the transfer agreement.

We encourage our local presidents to continue to keep their LROs informed of any potential changes that may impact the care of your clients.

HYBRID NURSING HOMES

As of November 9, 2019, you will see five Horizon long-term care facilities, under Part III of the *Public Service Labour Relations Act*, convert to nursing homes, under the



Matt Hiltz

Industrial Relations Act. NBNU members remaining at White Rapids Manor, Waukelehegan Manor, W.G. Bishop Nursing Home, Fundy Nursing Home and Nashwaak Villa Inc., after that date, will remain NBNU members. However, they will be covered under the NBNU nursing home collective agreement. NBNU Labour Relations Officers are currently meeting with affected members to explain the differences in the two labour relations regimes.



Matt Hiltz and Paula Doucet meet with Health Minister Ted Flemming and Premier Blaine Higgs.

STAFFING UPDATE

2019 has brought significant and positive changes to the NBNU office. Lauren Nicholson is admirably handling NBNU communications while Leanne Lagsiar is on maternity leave. Jeff Hull has been hired as Education Research Officer. This past year also saw Lyne Légère depart and Martin Rioux, chase his dreams to the Great White North. We have welcomed two new Labour Relations Officers to the team: Michelle Hall and Louis Léger.

An in-depth organizational review was done in mid-Spring and we are now in the midst of following through with many of the recommendations from the review including filling the newest position of a bookkeeper.

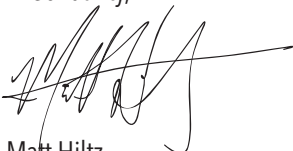
2019 MEMBERSHIP DATA

2019 Dues Paying Members	Full-time % change from 2018	Part-time % change from 2018	Casual % change from 2018	Total % change from 2018
Hospitals (excluding EMP)	3238 (+1.25%)	1304 (-2.02%)	500 (+6.83%)	5042 (+0.9%)
Community Care (PH, MH, EMP)	550 (+8.48%)	148 (-0.67%)	67 (+13.55%)	765 (+6.99%)
Nurse Managers & Supervisors	213 (0%)	21 (-4.54%)	4 (-33.33%)	238 (-1.24%)
Nursing Homes	160 (+3.22%)	189 (-11.68%)	151 (-3.20%)	500 (-4.76%)
Total: % change from 2018:	4161 (+2.16%)	1662 (-3.14%)	722 (+4.78%)	6547 (+1.06%)

CONCLUSION

The remainder of 2019, leading into 2020 will be very interesting. We are witnessing our labour colleagues in NB, and across the country, being forced to turn to the courts to prevent unconstitutional legislative attacks on free collective bargaining. Will we be next? I cannot guarantee that this government will not resort to the tactics used elsewhere. What I can guarantee is that your bargaining teams, President and Board of Directors remain committed to working to fix the current workplace issues and wage disparity along with our allies in the rest of the Atlantic provinces.

In Solidarity,



Matt Hiltz
Executive Director

IMPORTANT DATES

Deadline to receive applications for scholarships: NBNU Family Scholarships; NBNU Nursing Scholarships (2nd and 3rd year); NBNU Post-Secondary Scholarships; and CFNU Nursing Scholarship | **September 30, 2019**

NBNU Annual General Meeting, Delta Fredericton | **October 21-24, 2019**

Deadlines to submit applications for educational assistance for Part III Nurses and Nurse Managers and Supervisors | **November 28, February 28, May 28 and August 28**

Deadlines to submit applications for educational assistance for Nursing Home Nurses | **October 15, February 15 and June 15**

NBNU Humanitarian and Disaster Relief Fund
Application deadline for travel in 2020 | **December 31, 2019**

1ST VICE-PRESIDENT'S REPORT

BY MARIA RICHARD

I have continued to be involved with several committees this year and have also represented NBNU at several meetings and events, including the PEINU Annual Meeting. I have also given several media interviews on behalf of our Union.

In December 2018, I attended the NANB/NBNU partnership meeting along with their Continuing Competence Program Advisory Committee meeting. In February and June, I, along with Paula, attended the CFNU National Executive Board (NEB) meetings. I also participated in the *Vision for the Future of Nursing in Canada* New Brunswick Roundtable in May and attended two meetings of the Stakeholder Advisory Group for the Paramedic Providing Palliative Care at Home Project. I continue to attend the NBNU Board of Directors meetings every six to eight weeks.

VIOLENCE IN THE WORKPLACE

On April 1, 2019, New Brunswick became the last province in Canada to enact legislation on violence in the workplace. This was a victory for NBNU as we had been lobbying the government on this issue for more than 10 years. We know that nurses have experienced acts of violence or abuse causing emotional, physical and psychological trauma for decades and rarely are these incidents made public. As we have come to learn, nurses were often not even reporting incidents to their employers. I feel now more than ever, nurses are standing up and saying, 'enough is enough!' I am urging you to help us advocate for a violence-free workplace by reporting ALL incidents of violence, whether verbal, physical or emotional. It is only by raising this issue and speaking out that we will make a permanent change to eliminate violence in the workplace once and for all.

NATIONAL DAY OF MOURNING

On Sunday, April 28, some NBNU Board of Directors members, including myself, participated in the National Day of Mourning ceremonies around the province. This day is dedicated to those who have died or have been injured as a result of their job. This year, we joined Canada's unions calling on employers and governments to do more to protect workers, as one death in the workplace is one too many.

NB FEDERATION OF LABOUR (NBFL)

NBFL held its 54th annual convention in Edmundston from Sunday, May 26, to Wednesday, May 29, 2019. NBFL is New Brunswick's largest central labour body with over 35,000 members representing over 288 local unions from both the public and private sectors. The theme of this year's convention was *"The Power is in Your Hands!"* Over 35 resolutions were debated and voted upon, guiding the work of the NBFL over the next two years and delegates discussed strategies to counter attacks on workers. Some of the speakers included our very own Linda Silas from CFNU, Donald LaFleur, the CLC Executive VP and Jan Simpson the newly elected President of the Canadian Union of Postal Workers. There were 105 delegates who attended the meeting and Daniel Légère was acclaimed as President. He brings years of experience to the position, having served as President of CUPE New Brunswick for the past 14 years. Delegates also re-elected Brian Duplessis, of the International Longshoremen's Association, as Secretary-Treasurer. Chris Watson, of CUPE, was elected as 1st Vice-President, Kelly C. Way, of CUPE, was elected as 2nd Vice-President, Debbie Hollis, of the Canadian Union of Postal Workers, was elected as the Vice-President responsible for Women's Issues



Maria Richard

and Caitlin Shea, of CUPE, as Vice-President responsible for Young Workers. Both Paula and I will remain on the NBFL Executive Council as Vice-Presidents along with other representatives.

CFNU BIENNIAL

From June 3 to 7, NBNU had the honor of hosting CFNU's 19th Biennial Convention in Fredericton. I got to experience first-hand the dedication of NBNU staff, volunteers, the Board and the NBNU delegation who led the charge and came together to create a wonderful event. Everyone worked hard and showed participants from across the country and beyond our New Brunswick hospitality. I feel the success of the Biennial was greatly in part thanks to you.

EDUCATIONAL FINANCIAL ASSISTANCE COMMITTEE

In 2019, we changed the opportunity for members to submit their funding request for the Educational Financial Assistance Fund for Nurses, Part III and Nurse Managers and Supervisors groups from two to four times a year.

The Committee met in January, April, June and will meet again in October to process and evaluate the submissions. A total of 474 applications were approved and

Nurses, Part III and Nurse Managers & Supervisors Educational Financial Assistance

474 applications were approved & \$495,996.80 was disbursed in the 2018-2019 fiscal year

\$495,996.80 was disbursed in the 2018-2019 fiscal year. This fund of \$500,000 is set up through the Collective Agreements to help nurses financially further their education or for them to attend conferences and workshops that are pertinent to their profession. It covers the cost of books, tuition and registration fees for courses, conferences or workshops. Official receipts are required, and forms can be obtained from the NBNU website. Please be mindful of deadline dates and ensure that the form is completed properly, and the appropriate receipts are included. For more details on this fund, you can find information on the NBNU website, you can contact me, or your unit representatives for nurses, Part III, or Nurse Managers and Supervisors.

CONCLUSION

When I look back on this past year, I think about how fast it has flown by! I can't stop thinking about where we will be in another year with important issues that we continue to advocate for, such as retention and recruitment, violence-free workplaces and Pharmacare to name a few. We have certainly made strides in some of these areas but there continues to be lots of hard work ahead. We can't stop the momentum and I know NBNU will be there 100% to continue to advocate for its members.

I had the opportunity to work in the provincial office from March 11 to June 28 this year and it has given me the chance to see and be part of the daily work of the

Union. It has also permitted me to witness first-hand the commitment the NBNU staff have toward us, the members. No matter the staff position, they are always working toward the best possible outcome for the members and our organization. Thank you for allowing me the opportunity to be part of your daily lives.

It has been an honor serving as your 1st vice-president for the past three years. I love my role as your 1st VP because of you, the members. You make my responsibilities and duties meaningful and fulfilling. I thank you for allowing me to be one of the many voices as part of the leadership team to speak up on your behalf when it matters most. I continue to strive to listen more and speak less (those of you that know me, know that this is not an easy task for me) and it is with each interaction and conversation I have that I grow as a person and as your 1st VP. Thank you for all that you do every day to make a difference in your clients, patients and residents' lives.

I look forward to seeing and talking to you at our October AGM. Thank you for the strength that you have shown and that you will continue to show, as together, we will get through rough times ahead in labour and healthcare in this province and across Canada.

On that note, I will leave you with this quote: *"Resilience is the ability to cope with the adversities of life, transforming pain into a driving force to surpass oneself and come out strengthened. A resilient person understands that she is the architect of her own destiny."* - Proverb

In Solidarity,
Maria Richard, RN



Maria Richard speaks to a group of supporters at a NBNU Violence Prevention rally in Moncton.

2ND VICE-PRESIDENT'S REPORT

BY NANCY ARSENEAU

As 2nd Vice-President, it has been my privilege to work on several initiatives and committees on your behalf.

We all know the fight for social justice is not a new one. It is not a fight with a set result, but rather one that requires vigilance and engagement from all of us. Social justice is not something you do once and then forget. It is important to celebrate the progress we've achieved together, but at the same time, we know our work is far from over.

Besides participating in Board meetings, negotiation and committee meetings, I took part in the NB Federation of Labour Convention in Edmundston on May 26-29, and the 2019 CFNU Biennial Convention in Fredericton from June 3 to 7.

I also participated at several community events such as the Day of Mourning, Labour Day parade, and several CUPE and USW rallies.

COMMON FRONT FOR SOCIAL JUSTICE

The New Brunswick Common Front for Social Justice is one of the most important anti-poverty organizations. It is made up of community, union, and religious groups as well as several hundred individuals.

Its efforts are focused on five major issues:

- Social Assistance
- Advocating for Workers
- Pay Equity
- Employment Insurance
- Protecting Social Programs

On May 25, 2019, the Citizens' Forum on Social Inequalities and the Common Front's AGM were held in Moncton.



Nancy Arseneau

New Brunswick is a wealthy province, but its wealth is poorly distributed, with excessive income in the hands of a few ultra-rich people. As a result, many people live in extreme poverty and atrocious living conditions, which greatly reduce their life expectancy and their chances of getting out of poverty.

The percentage of children from the poorest families who attend post-secondary education is lower than that of the wealthiest families. This has an impact on their future income, as it has been shown that the higher the level of education, the better our chances of earning a high income. Hence, people who are born into a poor family are likely to remain poor.

Another aspect of income disparity worth noting is the impact of wage gaps on life expectancy. An analysis of Statistics Canada data between 1991 and 2006, shows that Canadian men and women whose income is in the lowest quintile (or bottom 20% of income) had a much shorter life expectancy than those in the highest quintile. In addition, men in general have a higher mortality rate than women at all levels of income. These inequalities have an even greater effect on the lives of women, immigrants, and non-Caucasians, who suffer more discrimination, which in turn causes and aggravates poverty and its consequences.



Nancy Arseneau and Paula Doucet stand in solidarity with the United Steelworkers (Local 7085) during their strike action.

It is so important to continue to lobby, to be the voice for others and empower others and future generations.

COALITION FOR PAY EQUITY

On June 1, 2019, a Pay Equity Forum and the AGM of the New Brunswick Coalition for Pay Equity took place in Moncton. The event was a huge success!

June 19, 2019, marked the 10th anniversary of the *Pay Equity Act*, 2009.

The *Pay Equity Act*, 2009 catalyzed efforts in New Brunswick; by imposing pay equity exercises, it made it possible to correct the systemic wage discrimination which has affected many jobs in the public sector primarily or historically held by women. The *Act* applies to the public service, school districts, and hospitals, as well as New Brunswick Crown corporations.



Nancy Arseneau represents NBNU at the annual Day of Mourning event in Bathurst.

The legislation was an important achievement for New Brunswickers. Wage adjustments have amounted to millions of dollars and illustrate the extent of pay discrimination that can exist, even in the public sector.

We must keep working until the *Pay Equity Act* is fully enacted, and it is especially important to extend legislation to the private sector, which employs 65% of women in the labour market. Pay equity is a human right. We will continue our efforts until this right is applied to every person working in jobs traditionally or predominantly held by women.

Pay equity is equal pay for work of equal value. Pay equity seeks to ensure that jobs traditionally done by women which are of comparable value to jobs traditionally done by men, for the same employer, be paid at the same rate.

CANADIAN LABOUR CONGRESS (CLC)

NBNU had a small group of five members attend the Atlantic Region CLC Spring Labour Education School at St. FX University in Antigonish N.S., June. 22- 26 2019.

It was a great opportunity for us to network with different unions and to be inspired. The education sessions were very valuable for our work as union activists. For me, labour education builds solidarity and knowledge. I participated in the *Domestic Violence at Work* session and gained a deeper understanding of the dynamics of domestic violence at work and the role of the union and employer in addressing it. I also learned ways to best support members who may be experiencing domestic violence, including how to recognize and respond to the warning.

CONCLUSION

On October 1, 2019, I will wake up in my new life of retirement, full of undiscovered opportunities and I will have more time to spend with my family, the most important thing in the world to me!

I am a proud Registered Nurse of 35 years. I have dedicated 20+ years to union activism and eight of those years as 2nd Vice-President and Board Member.

It is bittersweet to leave but all good things must come to an end. Thank you for your belief in me, your support and your friendship. None of us achieve success in isolation.

I have learned several things along the way, and I want to take a moment to share some of the wisdom I have learned over the years:

- Inspire and empower others.
- Trust your instincts and take risks.
- Doing is learning... mistakes will be made on the way.
- Lead by example, always with respect and integrity.
- Friendships are important.
- Balance work and life.

I wish you all continued success on the roads you choose to travel. I give my best to the staff and the Board of NBNU and I thank you for your dedication and hard work. I am very honoured and proud to have been a member of this well-respected organization.

I am going to miss you all as you have been part of my journey for a long time.

For those who know me well, I am never one to withhold an opinion that I believe needs to be voiced and rest assured that will not end...I will never be far away! Stay strong.

In Solidarity forever,
Nancy Arseneau, RN

UNIT REPRESENTATIVES

ANNUAL REPORTS

NURSES, PART III – COMMUNITY CARE

BY KATHY LEBLANC

As others have shared in their reports, this year has certainly been a busy one. Challenges and victories have touched all aspects of the nursing profession but through it all, we have managed to keep our heads held high. All that said, you can rest assured that NBNU staff and Board are kept informed of the issues when they are reported, and we are here to advocate on your behalf.

COMMITTEE WORK

Subcommittee work continues and remains steady and it's work that includes discussions, meetings and decisions on subjects like our *Constitution and By-Laws*, education and negotiations. As a new face on the negotiating team this year, I can say with confidence that I have a deeper understanding and appreciation of the work and effort that past negotiation committee members experienced. It is a long and slow process, but it is a great experience to be a part of those important decisions and discussions on behalf of our members. I would encourage members to consider becoming involved in negotiations and gain a better understanding of the process as it is very eye-opening!

CFNU BIENNIAL

The theme was *LEAD* and to me, it represents each one of us as an individual, a professional, a union member and leaders in our community, as we hold the key to lead and make positive changes.

The Biennial allowed for plenty of networking opportunities with both our members and other nurses across the country during education sessions, rallying and even during bus riding! The educational sessions I attended were on retirement and mental health, advocacy and dynamic speakers offered information that provided many positive take away messages. Discussions were held about what is happening in nursing Canada-wide and even globally, such as mental health, working conditions, health and safety, environment and retirement. The nursing shortage is not just a New Brunswick phenomenon - it is truly a global concern.

During the CFNU Biennial, all Board members worked behind the scenes as volunteers, tasked with anything that needed to be done along with other NBNU members and staff. Bravo to everyone who helped in making it a success! Leadership was the key and we are fortunate to have dedicated leaders.

We are fortunate to have a dedicated Union President, such as Paula. No matter her schedule, she keeps the Board and staff up to date on issues affecting our members. A great leader needs a great team and so whenever you see or talk to a staff person at NBNU, be sure to thank them for all their hard work and dedication. They are a small but mighty team!

GLOBAL NURSING

Recently, I was asked why are the unions involved with other world issues, such as climate change or Pharmacare? As nurses, we understand the social determinants of health, but ecological determinants of health add another layer. It is true when we hear the statement that our communities are only as healthy as the ecological structure on which lives depend. So why should nurses act now? As leaders in our communities, we



Kathy LeBlanc

need to be advocating for health, not just amongst our members, but for a healthier environment and explain this to our government and business leaders who are able to create the laws and legislation that govern the change we so desperately need. If nurses don't stand up and advocate for change, who will?

CONCLUSION

I have commented before that as Registered Nurses, we bear an enormous responsibility to the public healthcare system. It's not just about keeping our clients, residents or patients alive and well, it's about being responsible for the quality of our healthcare both locally in our communities and globally. We are also leaders in other areas such as retention and recruitment and our health and safety, to name a few. Many of the decisions being made today (political and unionized) are going to determine how it will affect our healthcare in the future. Stay positive as we navigate through these rough waters. I am optimistic that together in solidarity we will achieve our goals!

I am proud to be a New Brunswick Registered Nurse and thank you for allowing me to represent you at the table.

In Solidarity,
Kathy LeBlanc, RN

NURSES, PART III – HOSPITALS

BY NORBERT ROBICHAUD

Greetings. Writing this report is very emotional for me because it is the last report I will write as the representative of nurses in the Part III Bargaining Unit. The term of a unit representative ends when a new collective agreement is signed, and ours is being negotiated in 2019. I sincerely hope a new collective agreement will be ratified before the end of the year!

I will not be running for a second term. Since I am now in my pre-retirement phase, 2020 will probably be the year that marks the end of my career as a nurse. Since fall 1985, barely a year after graduating as a nurse, I was elected vice-president of the Dr. Georges-L.-Dumont Hospital local. Almost 35 years later, I am still active in my Union. The New Brunswick Nurses Union has been like a second family to me. I will miss it enormously.

NEGOTIATIONS

For the first time in our history, all three negotiating committees will be at the table at the same time, as all collective agreements expired on December 31, 2018. Your three negotiating committees met at the provincial office during the first week of December 2018, to exchange ideas and to join forces.

The negotiating committee for Part III, have met several times to prepare for negotiations. Our first meeting with the employer took place in February 2019. We then had nine days of meetings with the employers. Several other days are planned for October, November, and December 2019.

The discussions have been cordial and the process is moving forward; we have made good progress but still have a lot of work ahead of us.

It goes without saying that the chronic shortage of nurses, numerous hours of overtime, double shifts, an excessively heavy workload, exhaustion, stress, and the

high rate of absenteeism, and many other issues, continue to occupy a prominent place in our discussions. In addition, the violent events of spring 2019 have obviously coloured our discussions. This violence reminds us of the importance of having a collective agreement that emphasizes measures to be taken to ensure that we can work in a safe environment. We must protect nurses' jobs, and it is even more important to protect our health, our safety and our well-being!

This round of negotiations will thus be my third and final round. However, in the current context of the serious lack of nurses, I want to reassure you that your committee will make every possible effort to introduce significant improvements into this collective agreement! It is essential that new initiatives be made to retain experienced nurses. At the same time, we have to continue our efforts to promote our wonderful profession, so that the hiring of new nurses will provide a long-term solution.

For safe and high-quality health services, we all need to take action to take care of our healthcare professionals!

MEETINGS

Since our last AGM in October 2018, I have attended several meetings and events on your behalf.

For the first time, I had the opportunity to take part in the Canadian Labour Congress Lobby Days on Parliament Hill in Ottawa, on February 25 and 26, 2019. Many union representatives and members of the Canadian Labour Congress (CLC) participated. It was a very interesting experience and gave me a better understanding of the federal political process as I had the chance to meet with a Senator and a Member of Parliament. We discussed plans for universal coverage of medications for all Canadians (Pharmacare), and the precarious condition of pension plans in the private sector, both in the context of the federal election this



Norbert Robichaud

year.

During the first week of June, our provincial Union hosted the Biennial Convention of the Canadian Federation of Nurses Unions. It was a week filled with amazing encounters and meetings in our beautiful provincial capital, Fredericton.

Your Board of Directors met regularly over the past year. The Board also held a number of conference calls in order to deal with important matters. Our provincial president, Paula Doucet, sends us emails on a regular basis to keep members of the Executive up to date. Thank you, Paula!

EDUCATIONAL ASSISTANCE COMMITTEE

Acting on a motion made at the 2018 AGM, your Educational Assistance Committee for Part III now meets four times rather than twice. This initiative seems to be working well, and it will be discussed further at our AGM in October 2019.

I am looking forward to seeing you at the AGM in October.

In solidarity,
Norbert Robichaud, RN

NURSING HOMES

BY RONDA MCCREADY

This year has brought many challenges for those in long-term care (LTC) as we continue to support our CUPE brothers and sisters in their fight for fair wages and improved working conditions which will provide not only better personal situations for them, but hopefully increase recruitment and retention. These factors are critical to be able to provide proper and safe care to our residents. I am optimistic this situation will be resolved but it is taking much longer than hoped for by all, which puts stress on everyone involved. I had the opportunity to join CUPE at their last rally in May and was impressed by their resilience and determination despite the roadblocks.

FEDERAL ELECTION – LTC

Linda Silas, our CFNU president, spoke at our rally in Fredericton this past June stating that LTC is one of the election priorities we need to speak up about in the upcoming federal election. She explained that LTC needs to be part of Medicare in order to better serve one of our most vulnerable populations. She encouraged us to ask our officials as they start canvassing what their stand is on this topic and for us to help educate them. Who better to speak up than nurses who live the realities every day in a system that is in crisis? Nurses can educate by offering evidence-based research and suggestions on how we can better provide the services and care our seniors need and deserve.

CONTINUING CARE UPDATE

To date, I have attended two New Brunswick Continuing Care Safety Association

(NBCCSA) meetings where we are looking at ways to help reduce injury and improve workplaces. They are rolling out more gentle persuasion techniques (GPT) classes in the fall and helping to prepare homes for the new risk assessments mandated by WorkSafeNB to meet the Occupational Health and Safety violence legislative requirements.

HEALTH BENEFITS COMMITTEE

We have just resumed our Health Benefits meetings which have had an overhaul of the committee's terms of reference. Our last meeting saw our rates for Health get raised by 4% with no increases for Dental. Our retiree plan continues to decline in membership as usage increases creating the need to increase rates by 15%. This plan is self-insured similar to LTD which means as usage increases the rates must increase to maintain benefits.

EDUCATIONAL ASSISTANCE COMMITTEE

The education committee last met in June with a total of eleven applicants. All were approved apart from two that did not meet the terms of reference criteria. The total dispersed was \$5,858.31. Wound care, palliative care conferences and foot care continue to be popular educational topics.

PENSION UPDATE

The annual pension report is a review of our pension plan performance for last year. I encourage you to review it and take advantage of NBANH website to look up your pension plan calculator and information. We meet quarterly to review performance and discuss opportunities for



Ronda McCready

investment.

NEGOTIATIONS

Your negotiation committee has met several times already with the employer's team, and meetings are scheduled right up until December 2019. The progress is slow but steady as each side lays out its requests and we work toward resolutions.

CONCLUSION

The year so far has been busy with the NB Federation of Labour convention, CFNU Biennial, the CLC Labour School, NBNU Board meetings and various committees but through it all, I continue to be honoured to be your unit representative and will help ensure we promote the role and working conditions of not only LTC Registered Nurses but all Registered Nurses.

In solidarity,
Ronda McCready, RN

NURSE MANAGERS AND NURSE SUPERVISORS

BY CATHY WALL

Here we are, another year has passed and so much has been accomplished, yet still more work is ahead of us. I continue to represent you in all that I do to ensure that the voice of Nurse Managers and Supervisors is not forgotten. We are truly stronger together thanks to the solidarity of all NBNU members.

NEGOTIATIONS

Your Nurse Managers and Supervisors negotiation team will have had three meetings at the negotiation table as of September. We have dates set for the fall and the team will continue to bring your issues and concerns forward. While the process can be slow at times and not always easy, be assured that the team will negotiate the best contract possible for all.

NURSE MANAGERS AND SUPERVISORS WORKLOAD

As I look at my past submissions to the *Parasol*, the issue of workload for our group has been at the forefront and continues to be as problematic as it was five years ago. We continue to hear from the members of increased workloads, the inability to reach deadlines and the issue of overall poor work-life balance.

There are, however, positives. We now have a Letter of intent Re: Safe Professional Practice and Working Environment Assessment. This letter of intent outlines that when the Professional Practice Committee members cannot come to an agreed resolution to a matter brought to them, they can then forward their issues and

observations to the Vice President of Clinical (or delegate) or Chief Operating Officer (or delegate) of the RHA. At that time, the VP of Clinical or COO have 30 days to reply with their decision on the matter.

It is very important for all locals to have Professional Practice Committees set up in their workplace because if a matter cannot be resolved at the committee level and sits idle with no actions your concerns will not be heard. It is so important that an outlet is in place to hear your problems regarding workload, safety in the workplace and other ongoing issues.

We now also have a Nurse Managers and Supervisors Work Situation Report. This is another mechanism to report workload and safety issues of this bargaining group. Members must complete these reports, despite what our workload throws at us. Some of the reasons that we may not be able to complete them in a timely manner may be due to a departmental emergency that must have our attention immediately, completing tasks that were traditionally completed by support programs but have been now assigned to us, or the need for us to work in our clinical areas due to staffing shortage. It is imperative that regardless of the situation that may arise, that we take the time to fill out these forms if we want to see change.

EDUCATIONAL ASSISTANCE COMMITTEE

The Committee continues to receive multiple applications on an annual basis. Please ensure you submit your applications to help cover the costs for assistance and continued education and conferences you may be attending. Please see the NBNU website for forms and deadlines.



Cathy Wall

CONCLUSION

The labour atmosphere in New Brunswick as of late may seem unsettling, but now, more than ever, we must stand together as one. Unionized RNs in all bargaining groups need to stand side by side with each other. Together we are stronger and together we will advocate for the change needed to ensure safe working environments, positive patient outcomes and continued quality patient care.

In Solidarity,
Cathy Wall, RN

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WEBSITE

www.nbnu.ca

ANNUAL MEETING OPERATIONS COMMITTEE REPORT

This year's report comes from brand new committee members, Joe Carr, Catherine Davies, Diedra Hare, Paula Doucet, ex-officio, Matt Hiltz, ex-officio and Sarah Bonnar, executive assistant. This year the committee held two conference calls to review the mandate and expectations of the committee, review resolutions and constitution changes submitted, as well as review nominations that came in for the 1st and 2nd VP positions.

Eleven resolutions were submitted prior to the deadline. Upon review, one resolution was withdrawn, and two resolutions were combined. In both instances, the submitters were contacted, and the concerns of the committee were explained. Therefore, nine resolutions are published in the *Parasol* for debate at the AGM.

Also received from the NBNU Board of Directors was substantive proposed changes to

the *Constitution and By-Laws*. Many of the proposed changes are considered "housekeeping" while others proposed changes relate to governance. You will find in detail in this *Parasol* the proposed changes. The committee received this submission, sought clarification on some proposed changes and are comfortable with presenting these for discussion at the AGM.

This year's elections to be held at the AGM are for the positions of 1st and 2nd Vice-Presidents. At the time of closure for nomination there was one nominee for the position of 1st VP and the committee has confirmed that Maria Richard has been acclaimed as 1st VP for another term. Congratulations Maria!

There were two nominations for the position of 2nd VP, however one nominee did not meet the required criteria as set out in Article 11.01 (b) of the NBNU Constitution, "To be eligible

for nomination to the office of President, Vice-President and 2nd Vice-President, a member must have previously served as an elected member of the Executive Council." The member was contacted and notified of the eligibility criteria and the committee rejected the nomination. The other nominee met criteria and the committee congratulates Cathy Wall as 2nd VP. With both VP positions being acclaimed, there won't be any elections held during the AGM this year.

On behalf of the Annual Meeting Operations Committee, we look forward to seeing you at the AGM in October and anticipate good healthy debate on the floor.

In Solidarity,
Annual Meeting Operations Committee

RESOLUTIONS

TO BE VOTED ON AT THE ANNUAL GENERAL MEETING

RESOLUTION #1 - PENSION & LTD BENEFITS

Submitted by: Heidi Paris and Amy Dalley

WHEREAS pension & LTD benefits are valuable to all members;

WHEREAS pension & LTD benefits are difficult benefits to understand;

WHEREAS members and local executive require more education and support than the local executive can provide;

BE IT RESOLVED THAT NBNU urge the plan administrator (Vestcor) to provide accurate, concise, transparent education regarding pension & LTD processes. Including, however, not limited to, annual investments, access, portability, and process of negotiation of pension through newsletters, emails, NBNU website and annual education sessions.

RESOLUTION #2 - MINORITY GROUPS

Submitted by: Heidi Paris and Amy Dalley

WHEREAS discrimination of minority groups is prevalent in society resulting in barriers in delivering competent, proficient, well advised, prudent care;

WHEREAS nurses have limited knowledge of ethnicity models of care, religious practices, and preferred form of address;

BE IT RESOLVED THAT NBNU advocate for the three (3) provincial health authorities to provide training and tools to members to equip them to immediately speak out against discrimination of minority groups in both the workplace and community as well as the knowledge base to provide optimal care of the clients' choice.

RESOLUTION #3 - WORKPLACE VIOLENCE

Submitted by: the NBNU Board of Directors

WHEREAS a 2017 NBNU survey of approx. 1,700 RNs found that over 1,000 of them, or 63.3%, experienced a violent encounter in their workplace over the last 12 months;

WHEREAS national data shows the number of violence-related accepted lost-time injuries for frontline healthcare workers increased by close to 66% between 2006 and 2015;

WHEREAS provincial data shows accepted lost-time injury claims due to workplace violence are higher in healthcare than in mining, manufacturing or construction;

WHEREAS violence in our healthcare system undermines the quality of care received by patients;

WHEREAS healthcare workers are employed to provide care for patients, not to be subjected to violence, and an unsafe workplace is unsafe for everyone, patients and providers alike;

WHEREAS 8,743 healthcare workers from coast-to-coast have signed House of Commons e-petition 1902 calling on the Minister of Health to develop a pan-Canadian prevention strategy to address growing incidents of violence against healthcare workers;

WHEREAS the House of Commons Standing Committee on Health passed a motion to study the violence faced by healthcare workers in hospitals, long-term care facilities and in-home care settings in order to develop recommendations on actions that the federal government can take, in partnership with the provinces and territories, to improve violence prevention in healthcare;

WHEREAS CFNU supported private members Bill C-434 *An Act to amend the Criminal Code (assault against a healthcare sector worker)*;

BE IT RESOLVED THAT NBNU along with CFNU, and its member organizations, call on Health Canada to develop a pan-Canadian prevention strategy to address the growing incidents of violence against healthcare workers;

BE IT FURTHER RESOLVED THAT NBNU along with CFNU, and its member organizations, call for legislative measures to hold both the employer and the perpetrator of workplace violence, accountable for their actions or inaction.

RESOLUTION #4 - PTSD LEGISLATIVE FRAMEWORKS MUST INCLUDE NURSES AND HEALTHCARE WORKERS

Submitted by: the NBNU Board of Directors

WHEREAS Bill C-211, *An Act respecting a federal framework on post-traumatic stress disorder*, was passed without including nurses or other workers;

WHEREAS the Senate of Canada wrote a recommendation to include healthcare workers in the implementation of the federal framework;

WHEREAS Ontario and Nova Scotia now include nurses in presumptive PTSD legislation;

WHEREAS Manitoba and PEI passed presumptive PTSD legislation that includes all workers, and the Newfoundland Labrador government has introduced similar legislation to come into effect July 1, 2019;

WHEREAS Saskatchewan passed presumptive legislation that includes all workers suffering from psychological injuries (including PTSD);

BE IT RESOLVED THAT NBNU along with CFNU and its Member Organizations continue to lobby every level of government, including at the federal level, to include nurses and all workers in the legislative framework around the prevention of PTSD and presumptive coverage for PTSD.

RESOLUTION #5 - HOMECARE AND LTC FUNDING

Submitted by: the NBNU Board of Directors

WHEREAS homecare and long-term care are not covered by the *Canada Health Act* even though they are integral pieces of the overall healthcare system;

WHEREAS nearly 20% of New Brunswick's population is over the age of 65 whereas about 17% of the overall population in Canada are seniors. New Brunswick has the highest proportion of its population over the age of 65 compared to other provinces. Projections indicate that by 2037, the proportion of New Brunswick's population that will be over the age of 65 will have increased to a greater extent than any other province and Canada overall;

WHEREAS 91% of Canadians feel all older Canadians should be guaranteed the same standards for care, regardless of where they live or how much money they have;

WHEREAS most Canadians express the desire to 'age in place' and governments across Canada have made efforts to ensure Canadians receive more of their healthcare needs at home;

WHEREAS Canada has also witnessed a large growth in the number of long-term care residents;

WHEREAS the acuity and complexity of care provided to both homecare clients and long-term care residents has greatly increased over the past ten years;

WHEREAS nurses and other care providers in homecare and long-term care often lack the time and resources to provide optimal quality care;

WHEREAS short-staffing in long-term care facilities is associated with reduced quality of care and an increased potential for violence;

WHEREAS 94% of Canadians feel that long-term care should focus on making sure seniors live with dignity, not on private profit, and 83% of Canadians agree that Canada is failing to provide sufficient public long-term care options for seniors;

BE IT RESOLVED THAT NBNU along with CFNU and its member organizations lobby all levels of government to increase and stabilize funding for homecare (including palliative homecare) and long-term care, ensuring clients and residents receive high quality care, and care providers are given adequate time and resources to provide it.

RESOLUTION #6 - NURSING & CLIMATE CHANGE

Submitted by: the NBNU Board of Directors & Amy Dalley and Heidi Paris

WHEREAS climate change is a major deterrent of health;

WHEREAS climate change can have severe effects on human health through air quality, temperature-related illness, water-related illness, food safety, mental health and well-being;

WHEREAS the CFNU's Nursing and Climate Change discussion paper for Convention 2019 finds that climate change is a global threat to humans and the ecosystems that support our life on Earth;

WHEREAS nurses must be knowledgeable about how to anticipate and respond and take action to address the health impacts of climate change;

WHEREAS climate change will result in many environmental changes including extreme heat, air pollution, water contamination, rising sea levels and more extreme weather events that will have adverse events on the health of people in Canada;

WHEREAS Canada is already experiencing the dramatic environmental effects of climate change with examples such as the British Columbia and Albertan forest fires in 2016, 2017 and 2018, extreme flooding in New Brunswick, deadly heatwaves in Eastern Canada and Canadians are already experiencing the symptoms of “Eco-anxiety” as we contemplate a dire environmental future and as we witness our landscapes and environments change;

BE IT RESOLVED THAT NBNU along with CFNU, and its member organizations, support sustainable healthcare practices in hospitals and community facilities to reduce greenhouse gas emissions in healthcare settings and advocate for low or no cost opportunities for an eco-friendly workplace by seeking enhanced recycling solutions, reducing single-use plastic items replacing them with more environmentally friendly versions;

BE IT FURTHER RESOLVED THAT NBNU along with CFNU, and its member organizations, engage with community actors and allies, such as the Canadian Labour Congress, in initiatives and campaigns that raise the public’s awareness about the serious health implications of climate change;

BE IT FURTHER RESOLVED THAT NBNU along with CFNU, and its member organizations, call on the federal and provincial governments to undertake the necessary policies to meet Canada’s obligations under the auspices of the United Nations Framework Convention on Climate Change (the Paris Agreement), including scientifically-based and enforceable reductions in greenhouse gas emissions causing climate change.

**RESOLUTION #7 - NATIONAL
NURSING SHORTAGE**
Submitted by: the NBNU
Board of Directors

WHEREAS provinces across Canada continue to cope with aging populations and an increase in healthcare services;

WHEREAS global evidence links lower nurse staffing and skill mix to adverse patient outcomes;

WHEREAS research indicates that the total economic burden of adverse care events in Canada can surpass \$1 billion annually;

WHEREAS staff shortages result in regular weekly paid and unpaid overtime, costing the healthcare system almost \$1 billion annually (2016);

WHEREAS staffing shortages and increased workload lead to negative impacts on staff, such as burnout and compassion fatigue;

WHEREAS research indicates Canada is in the midst of an increasingly concerning nursing shortage;

BE IT RESOLVED THAT NBNU along with CFNU and its member organizations lobby governments across Canada to take demonstrable steps to strengthen its health human resources planning, and effectively address Canada’s national nursing shortage through hiring increased numbers of nurses to meet demand.

RESOLUTION #8 - SUPPORTING NURSING PRACTICUM STUDENTS

Submitted by: the NBNU Board of Directors

WHEREAS in recent years, concerns around the exploitation of interns in Canada and elsewhere have become more pronounced with an increase in public discussion and media reports;

WHEREAS the Canadian Nursing Students Association's *Nursing Students Bill of Rights and Responsibilities* calls for "supportive, educational and safe teaching and learning environments";

WHEREAS baccalaureate nursing students across the country complete internships as a part of their degree programs, often working full-time during their last semester for periods ranging from two to four months;

WHEREAS research shows that student nurses face significant financial, emotional, and psychological stress related to their final clinical placement related to deficits in time, finances, staffing adequacy, combined with high levels of patient acuity, as well as workplace bullying;

WHEREAS unpaid practicums are likely to place greater stress on disadvantaged nursing students (minority applicants, those without sufficient financial resources, single mothers, etc.) who by any measure already face the greatest challenges both in terms of time and money;

WHEREAS nursing students in their final fourth-year practicum are likely to be providing valuable contributions to their units or facilities, justifying compensation;

BE IT RESOLVED THAT NBNU along with the CFNU, and its member organizations, as part of our commitment to equity, as well towards encouraging the sustainable development of our nursing workforce, will explore measures to better support nursing students during nursing placements.

RESOLUTION #9 - PHARMACARE

Submitted by: the NBNU Board of Directors

WHEREAS the United Nations and World Health Organization have declared that all countries should provide access to all necessary medicines to their population, and Canada remains the only country with a universal healthcare system that does not include coverage for prescription medications;

WHEREAS the Parliamentary Budget Officer has found that a universal, public pharmacare program would save a minimum of \$4.2 billion in healthcare dollars per year;

WHEREAS the CFNU *Body Count* report from 2018 found that up to 640 Canadians with ischemic heart disease die prematurely every year because of a lack of pharmacare, and up to 70,000 Canadians 55+ suffer avoidable deterioration in their health status every year because of a lack of pharmacare;

WHEREAS the CFNU's *Big Money Club* report from 2019 revealed the deep-pocketed interests, including Big Pharma, Big Insurance and billionaires, have been bankrolling a campaign to prevent pharmacare from coming to Canada;

WHEREAS Canada's nurses have campaigned for nearly 30 years for the establishment of a national Pharmacare program for Canada;

BE IT RESOLVED THAT NBNU along with CFNU, and its member organizations, recommit to advocate to provincial and federal governments for a national Pharmacare program;

BE IT FURTHER RESOLVED THAT NBNU along with CFNU, and its member organizations, campaign to encourage every major political party to include national Pharmacare in their platform during the 2019 federal election.

NBNU CONSTITUTION & BY-LAWS PROPOSED CHANGES

GREETINGS MEMBERS,

As part of NBNU's current strategic action plan, your Board of Directors seeks to "ensure our governance structure, processes and practices support a sustainable organization". The following document represents a thorough re-working of your *Constitution and By-Laws*. The changes are being proposed for either housekeeping reasons or for governance reasons. In the document, you will see 3 charts: 1) housekeeping changes, 2) proposed language changes, 3) proposed new language to be added to the *Constitution and By-Laws*.

The first 2 charts have the following headings: 1) current language, 2) proposed change and 3) rationale.

Housekeeping changes are identified under the "Rationale" heading and involve non-substantive changes, either to the language or to the organization of the Constitution. These changes are being proposed to make the *Constitution and By-Laws* more reader-friendly.

Governance or substantive changes involve changes to the *Constitution and By-Laws* that will change how NBNU operates. For example, a major proposal in this document stems from an external review by the Canadian Labour Congress (CLC), which exposed a major issue with the financial accountability of NBNU locals. Currently, NBNU has no recourse to recover "orphaned" local funds in the event the local signing officers are no longer active. As such, a "chartering" system was recommended to NBNU, whereby it is clear that all property belongs to NBNU members through provincial office. There are checks and balances to ensure that in the future, bank accounts will not be lost.

Please review the following chart and compare the proposed changes against the current *Constitution and By-Laws*. If you have any questions, please do not hesitate to ask. Thank you.

In Solidarity,
NBNU Board of Directors

NBNU CONSTITUTION & BY-LAWS TABLE OF CONTENTS RE-ORGANIZATION

Current	Proposed	Rational
Article 1 – Name	Article 1 – Name	No change
Article 2 – Objectives	Article 2 – Objectives	No change
Article 5 – Interpretation of the Constitution and By-Laws Article 7 – Interpretation	Article 3 – Interpretation	Combined articles as they are the same topic
Article 8 – Functions	Article 4 – Functions	Moved up in the constitution
Article 9 – Membership	Article 5 – Membership	Re-numbered
Article 6 – Local Constitution and By-Laws Article 20 – Local Representation Article 25 – Union Locals	Article 6 – Union Locals	Re-numbered and combined articles
Article 11 – Election of Officers Article 21 – Election of Unit Representatives and Negotiating Committee Members	Article 7 – Elections	Re-numbered and combined articles

NBNU CONSTITUTION & BY-LAWS

TABLE OF CONTENTS RE-ORGANIZATION

Current	Proposed	Rational
Article 12 – The Board of Directors Article 14 – Duties and Responsibilities of the Board of Directors Article 15 – Meetings of the Board of Directors	Article 8 – The Board of Directors	Re-numbered and combined articles
Article 16 – The Executive Council Article 17 – Duties and Responsibilities of the members of the Executive Council Article 18 – Duties and Responsibilities of the Executive Council	Article 9 – The Executive Council	Re-numbered and combined articles
Article 19 – Meetings of the Executive Council Article 22 – Meetings of the Union	Article 10 – Meetings of the Union	Re-numbered and combined articles
Article 23 – Voting at meetings of the Union	Article 11 – Voting at Meetings of the Union	Re-numbered
Article 24 – Committees of the Union	Article 12 – Committees of the Union	Re-numbered
Article 24 – Committees of the Union	Article 13 – Executive Director	Created new article
Article 26 – Discipline	Article 14 – Discipline	Re-numbered
Article 27 – Revenue Article 28 – Audit	Article 15 – Revenue and Financial Accountability	Re-numbered and combined articles
Article 3 – Amendments Article 29 – Amendments	Article 16 – Amendments	Re-numbered and combined articles
Article 30 – Waiver	Article 17 – Waiver	Re-numbered
Appendix "A"	Appendix "A"	No change

HOUSEKEEPING CHANGES

	Current Language	Proposed Change	Rationale
1.	Article 2.01(i) - Objectives	Exact language moved to new Article 4 - Functions	Housekeeping - reorganized
2.	Article 2.01 (j) - Objectives	Exact language moved to new Article 4 - Functions	Housekeeping - reorganized
3.	Article 3.01 - Amendments	Exact language moved to new Article 16 - Amendments	Housekeeping - reorganized
4.	Article 5.01 - Interpretation of the Constitution and By-Laws	Exact language moved to new Article - 3 Interpretation	Housekeeping - reorganized
5.	Article 6.01 - Local Constitution and By-Laws	Exact language moved to new Article - 6 Union Locals	Housekeeping - reorganized
6.	Article 11.01 (a) - Election of Officers	Exact language moved to new Article 7 - Elections	Housekeeping - reorganized.
7.	Article 11.02 - Election of Officers	Exact language moved to new Article 7 - Elections	Housekeeping - reorganized.
8.	Article 14 - Duties and Responsibilities of the Board of Directors	Exact language moved to new Article 8 - The Board of Directors	Housekeeping - reorganized.
9.	Article 15 - Meetings of the Board of Directors	Complete article moved to new Article 8 - Board of Directors	Housekeeping - reorganized.
10.	Article 17 - Duties and Responsibilities of the Members of the Executive Council	Exact language moved to new Article 9 - The Executive Council	Housekeeping - reorganized.
11.	Article 18.01 - Duties and Responsibilities of the Executive Council	Exact language moved to new Article 9 - The Executive Council	Housekeeping - reorganized.
12.	Article 19 - Meetings of the Executive Council	Exact language moved to new Article 10 - Meetings of the Union	Housekeeping - reorganized.
13.	Article 20.01 - Local Representation	Exact language moved to new Article 6 - Union Locals	Housekeeping - reorganized.
14.	Article 20.03 - Local Representation	Exact language moved to new Article 6 - Union Locals	Housekeeping - reorganized.
15.	Article 20.04 - Local Representation	Exact language moved to new Article 10 - Meetings of the Union	Housekeeping - reorganized.
16.	Article 21 - Election of Unit Representatives and Negotiating Committee Members	Exact language moved to new Article 7 - Elections	Housekeeping - reorganized.
17.	Article 24.14 - Committees of the Union	Exact language moved to new Article 13 - Executive Director	Housekeeping - reorganized.
18.	Article 27 - Revenue	Exact language moved to new Article 15 - Revenue and Financial Accountability	Housekeeping - reorganized.

PROPOSED LANGUAGE CHANGES

	Current Language	Proposed Change	Rationale
1.	Article 1 – Name 1.02 In the interpretation of this Constitution, the feminine gender used herein shall mean and include the masculine, and the singular shall include the plural and vice-versa as applicable	Article 1 – Name 1.02 In the interpretation of this Constitution, a gender neutral language will be utilized.	Wherever possible all NBNU language should be gender neutral.
2.	Article 4 – Rules of Procedure at Meetings of NBNU 4.01 In all matters not regulated by the <i>Constitution and By-Laws</i> or the NBNU rules of procedure, <i>Robert's Rules of Order Newly Revised</i> shall govern. Article 22 – Meetings of the Union 22.05 The rules of procedure and order of business governing meetings of the Union shall be presented to the membership in attendance at the meeting for approval at the beginning of the meetings. If a procedural matter is brought into issue at any meeting of the Union, <i>Robert's Rules of Order Newly Revised</i> shall govern.	Article 10 – Meetings of the Union 10.01 The rules of procedure and order of business governing meetings of the Union, not regulated by the <i>Constitution and By-Laws</i> or the NBNU rules of procedure, <i>Robert's Rules of Order Newly Revised</i> shall govern. These rules shall be presented to the membership in attendance at the beginning of the meetings for approval. If a procedural matter is brought into issue at any meeting of the Union, <i>Robert's Rules of Order Newly Revised</i> shall govern.	Articles 4.01 and 22.05 combined and moved to article 10.
3.	Article 7 – Interpretation 7.01 “Member” shall mean a person who is recognized by one of the bargaining units as an employee and who pays the monthly Union dues.	Article 3 – Interpretation 3.02 “Member” shall mean a person who is recognized by one of the bargaining units as an employee. “Member in Good Standing” shall mean a person who is recognized by one of the bargaining units as an employee and who, subject to Article 5.06, pays monthly union dues and maintains a current registration with NANB.	Added clarification of member and member in good standing and moved to article 3.
4.	Article 9 – Membership 9.03 A member in good standing of the Union shall be a dues paying member, subject to Article 9.04, who upholds the objectives of the Union.	Article 5 – Membership 5.03 (a) A member shall be entitled to representation by NBNU for matters arising during their period of membership. (b) A member in good standing of the Union may vote on any issue presented to the general membership and maintains all the rights and privileges that membership entails.	Added clarification of dues deductions rights and moved to article 5.

PROPOSED LANGUAGE CHANGES

	Current Language	Proposed Change	Rationale
5.	Article 9 - Membership 9.04 A member in good standing of the Union may vote on any issue presented to the general membership. A member of the Union who, at the time of such vote, is on layoff, a leave of absence pursuant to the collective agreement, including maternity or child care leave and nurses returning to work under the Employment Insurance legislation before the end of their maternity or child care leave, shall continue to be a member in good standing of the Union without paying union dues and maintain all rights and privileges that this entails.	Article 5 - Membership 5.04 A member of the Union who is on layoff or leave of absence pursuant to the collective agreement, including maternity leave or child care leave and nurse returning to work under the Employment Insurance legislation before the end of their maternity or child care leave, shall continue to be a member in good standing of the Union without paying union dues.	Added clarification of membership while on approved leave and moved to article 5.
6.	Article 10 - Officers of the Union 10.02 Members elected to the positions of President, Vice-President, 2nd Vice-President, Secretary-Treasurer shall hold office for a two (2) year term. 10.03 (a) The President and Secretary-Treasurer shall be elected in each even numbered year, and shall assume their term immediately following the Annual Meeting at which they were elected.	Article 7 - Elections 7.02 (a) The President and Secretary-Treasurer shall be elected in each even numbered years, and shall assume their term immediately following the Annual Meeting at which they <u>were elected for a two (2) year term.</u>	Articles 10.02 and 10.03 (a) combined and moved to article 7.
7.	Article 10 - Officers of the Union 10.03 (b) The Vice-President and 2nd Vice-President shall be elected in odd numbered years, and shall assume their term immediately following the Annual Meeting at which they were elected. 10.02 Members elected to the positions of President, Vice-President, 2nd Vice-President, Secretary-Treasurer shall hold office for a two (2) year term.	Article 7 - Elections 7.02 (b) The Vice-President and 2nd Vice-President shall be elected in odd numbered years, and shall assume their term immediately following the Annual Meeting at which they <u>were elected for a two (2) year term.</u>	Articles 10.02 and 10.03 (b) combined and moved to article 7.
8.	Article 11 - Election of Officers 11.01 (b) To be eligible for nomination to the office of President, Vice-President and 2nd Vice-President, a member must have previously served as an elected member on the Executive Council.	Article 7 - Elections 7.01 (b) To be eligible for nomination to the office of President, Vice-President and 2nd Vice-President, a member must have previously served as an elected member on the Executive Council <u>and be a member in good standing.</u>	Added "Member in good standing" to current language and moved to article 7.

Celebrating 45 years

STRENGTH | UNITY | SOLIDARITY



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PROPOSED LANGUAGE CHANGES

	Current Language	Proposed Change	Rationale
9.	Article 11 – Election of Officers 11.01 (c) To be eligible for nomination to the office of Secretary-Treasurer, a member must have previously served as an elected member on the NBNU Finance Committee within the past five (5) years or must have previously served as an elected member on the Executive Council.	Article 7 - Elections 7.01 (c) To be eligible for nomination to the office of Secretary-Treasurer, a member must <u>be a member in good standing</u> and have previously served as an elected member on the NBNU Finance Committee within the past five (5) years or must have previously served as an elected member on the Executive Council.	Added "Member in good standing" to current language and moved to article 7.
10.	Article 12 – The Board of Directors 12.01 There shall be a Board of Directors composed of:	Article 8 – The Board of Directors 8.01 The elected Board of Directors of the Union shall be composed of the following, each of whom shall be a member in good standing of the Union:	Revised language and moved to article 8.
11.	Article 12 – The Board of Directors 12.03 Any Board of Director member who absents herself from two (2) consecutive meetings, without reason satisfactory to the Board of Directors, shall no longer be a member of the Board of Directors and such office shall be declared vacant.	Article 8 – The Board of Directors 8.03 Any Board of Director member who <u>loses good standing</u> or is absent from two (2) consecutive meetings, without reason satisfactory to the Board of Directors, shall no longer be a member of the Board of Directors and such office shall be declared vacant.	Added member in good standing, make language gender-neutral and moved to article 8.
12.	Article 12 – The Board of Directors 12.03 (a) In the event that the President should resign, die or otherwise cease to act, the office will be filled in accordance with Article 13(b).	Article 8 – The Board of Directors 8.03 (a) In the event that the President should resign, die or otherwise cease to act, the office will be filled <u>by the 1st Vice-President</u> .	With the removal of Article 13 the reference to fill the vacancy became redundant.
13.	Article 13 – Duties and Responsibilities of the Members of the Board of Directors		Deleted article and moved to the NBNU Policy Manual, proper place for such details.
14.	Article 24 – Committees of the Union A. Finance Committee B. Negotiating Committee C. Staff Relations Committee D. NANB/NBNU Communications Committee E. Annual Meeting Operations Committee	Article 12 – Committees of the Union 12.03 The standing committees of the Union shall be: (1) Finance Committee (2) Negotiating Committee (3) Staff Relations Committee (4) NANB/NBNU Communication Committee (5) Annual Meeting Operations Committee	The mandate of the committees to be moved to the Policy Manual.

PROPOSED LANGUAGE CHANGES

	Current Language	Proposed Change	Rationale
15.	Article 28 - Audit 28.01 The fiscal year of the Union shall be January 1st to December 31st unless otherwise designated by the Board of Directors. There shall be an auditor of the Union who shall not be a member or employee of the Union and shall be a chartered accountant. The auditor shall be appointed by an Annual or Special Meeting. In the event that the auditors should resign or otherwise be unable to carry out their duties, the Board of Directors shall appoint a new auditor until the following Annual or Special Meeting. The auditor shall conduct an audit once every year and presented it to the Annual Meeting by the Secretary-Treasurer.	Article 15 - Revenue and Financial Accountability 15.04 The fiscal year of the Union shall be January 1st to December 31st unless otherwise designated by the Board of Directors. 15.05 There shall be an auditor of the Union who shall not be a member or employee of the Union and shall be a chartered accountant. The auditor shall be appointed by an Annual or Special Meeting. In the event that the auditors should resign or otherwise be unable to carry out their duties, the Board of Directors shall appoint a new auditor until the following Annual or Special Meeting. The auditor shall conduct an audit once every year and present it to the Annual Meeting by the Secretary-Treasurer.	Moved to the revenue article and split into 2 sub articles.

PROPOSED NEW LANGUAGE TO BE ADDED TO THE CONSTITUTION & BY-LAWS

1.	Article 6 - Union Locals 6.04 (a) Charter i. <u>A Local shall be a unit of the Union and shall be chartered by the Board of Directors.</u> ii. <u>Locals shall be identified by number.</u> iii. <u>Local Jurisdiction shall be assigned and described at the time Charters are issued.</u> iv. <u>No Local Charter shall be issued which grants jurisdiction in conflict with that of another Local except as herein provided.</u> (b) Causes for Revocation or Suspension of Charter <u>The Charter of a Local may be revoked or suspended by the Board of Directors for:</u> i. <u>Failure to meet any financial obligation to the Union within sixty (60) days after it is due;</u> ii. <u>Refusing or neglecting to install a successor to any Officer removed by the Union;</u> iii. <u>Refusing or neglecting to make returns and reports required by the Union;</u> iv. <u>Resorting to a civil suit or criminal action against the Union or any Officer thereof before exhausting remedies within the Union organization;</u> v. <u>Refusing or neglecting to conform to or abide by any directions or decisions of the Annual General Meeting, Executive Board or referendum vote of the membership;</u>	Necessary for financial good governance. Recommendation from CLC review.
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PROPOSED NEW LANGUAGE TO BE ADDED TO THE CONSTITUTION & BY-LAWS

- vi. Refusing or neglecting to conform to this Constitution or the policies of the Union as set forth by the Annual General Meeting.

(c) Procedure for Revocation

The Charter of any Local shall not be revoked until the Local has been given proper notice of the charges against it and an opportunity to be heard in its defence. The Local shall be given at least ten (10) days to prepare its defence after receiving notice from the President or Executive Director or of the Union of any charges. The hearing will be conducted before a Committee of the Executive Council ("the Committee"). A majority vote of the committee shall be required for a finding of suspension or revocation of a Charter or any other penalty that may be imposed. In the event penalties other than suspension or revocation are imposed, such findings shall state that if the Local fails to comply with the findings or to appeal within the allotted time, its Charter will be automatically revoked. The findings shall be published to all Locals.

(d) Appeal of Revocation

A Local may appeal the findings of the Committee to the next Annual Meeting by giving written notice to the President or Executive Director of the Union within thirty (30) days after the publication of the findings of the committee of the Union. No findings shall become effective pending the disposition of the appeal.

(e) Temporary Administration

Should there be a final decision revoking the Charter of a Local, the Board of Directors of the Union may temporarily take control of its affairs as may be necessary to guarantee the continuance of the Union and protect its interests.

(f) Authority, Duties and Obligations of Locals

The authority, duties and obligations of chartered Locals, their officers and members, in addition to those otherwise set forth in the Constitution or in their respective By-laws and rules, shall be:

- i. To represent the members in their respective local relating to Local matters;
- ii. To actively implement all Union programs and carry out the policies established by NBNU;
- iii. To abide by the Constitution and By-laws, the decisions of the Annual Meeting, the Board of Directors and the decisions resulting from the referendum procedure;
- iv. To adopt By-laws and Rules not inconsistent with this Constitution and to repeal, amend, or modify such Rules and Bylaws as may be inconsistent therewith, voluntarily, or at the direction of the Board of Directors, subject to the right of appeal to the Annual Meeting.
- v. To provide for the bonding of Local Officers and other persons who handle Union funds and property;
- vi. To hold Local meetings at such time, place and frequency as the members may decide by vote;
- vii. To hold Local elections by secret ballot with provision of reasonable opportunity for all members to vote in accordance with the By-laws established by the Local and this Constitution;
- viii. To establish a quorum and other rules of conduct of Local meetings;
- ix. Have made an annual audit of the financial records of the Local by competent persons; make available Local financial statements to the membership at least

PROPOSED NEW LANGUAGE TO BE ADDED TO THE CONSTITUTION & BY-LAWS

	<u>annually; furnish to the Union's Secretary-Treasurer in acceptable form, an annual financial statement;</u> x. <u>To furnish the President or Executive Director of the Union with copies of By-laws and Rules of the Local and copies of revisions as they may be made;</u> xi. <u>To encourage participation of all Local officers and stewards in appropriate training schools and programs as established by the Union;</u> xii. <u>To establish a program designed to keep grassroots members informed of Union activities;</u> xiii. <u>To process grievances through the top level of the grievance procedure preceding arbitration, with assistance of an LRO, where applicable;</u> xiv. <u>To represent the members of the Local, at such times and places as may be set by NBNU;</u> xv. <u>To do all other things necessary for the proper disposition of matters, which may come before the local for consideration.</u> <u>(g) Contract Responsibility</u> <u>No Local shall be authorized to make contracts or incur liabilities for the Union.</u> <u>(h) Assets</u> <u>All assets of a Local shall be considered a trust fund of the Union to be held and administered by the Local for the members of the union belonging to the Local so long as the Local remains a chartered Local of the Union. If the Charter of a Local is revoked, the assets shall become the property of NBNU to be held in trust, and administered, for the members of that Local.</u>	
2.	Article 7 - Elections 7.07 (d) <u>The Unit Representative and all members of the negotiating committee must be members in good standing. If a member loses their good standing during their term, they will resign immediately.</u>	New sub article to include member of good standing.
3.	Article 8 - The Board of Directors 8.04 <u>The Board of Directors shall have the authority to:</u> (a) <u>Remove any officer of a Local only on clear proof of fraud or dishonesty after sworn charges have been made and after a fair trial and opportunity for appeal as provided in this Constitution;</u> (b) <u>Cause an inspection to be made of the financial records of any Local and order an independent audit of the books of any Local when convinced that such an audit is necessary and proper to protect the membership of the particular Local and the interest of the Union and to make the results of the audit available to members of that Local. The cost of such audit to be borne by the Union;</u> (c) <u>Call a meeting of any Local, in situations where the Board has requested such a meeting be called and the local has either refused or failed to do so in a timely manner. The Board may participate in such a meeting.</u>	Provide mechanism for financial oversight of locals.

PROPOSED NEW LANGUAGE TO BE ADDED TO THE CONSTITUTION & BY-LAWS

4.	Article 12 – Committees of the Union 12.01 All members of any NBNU committee, including but not limited to those listed below, must be a member in good standing. In the event a member loses good standing, they shall resign from the committee immediately.	Committee members must have link to NBNU because they are representing NBNU.
5.	Article 12 – Committees of the Union 12.02 For committees where NBNU nominates, or appoints a representative, that representative shall serve at the pleasure of the NBNU Board of Directors, notwithstanding any committee-specific rules or guidelines to the contrary.	Mechanism to remove an appointee.

**Looking to become a
A STRONGER ALLY?**

Check out the CFNU's Equity Toolkit and Cards Against Inequity.

Learn more at: nursesunions.ca/equity

CFNU CANADIAN FEDERATION OF NURSES UNIONS

What are some common barriers faced by people with disabilities?

- A physical environment that is not accessible
- A lack of assistive technology (e.g., sign language interpreters, screen readers, etc.)
- Negative attitudes of people towards disability
- Services, systems and policies that don't include persons with disabilities or that hinder the participation of all people

What is a Fair Play?

...the right to a fair play...

CANDIDATES FOR ELECTION

1ST VICE-PRESIDENT (ELECTED BY ACCLAMATION)



Maria Richard
Beauséjour Community Health, Moncton

- Trustee in Training – CBE SRP Board of Trustees
- Unit Representative for Part III – Community Care (3 terms)
- Member of the Part III Negotiating Committee (2008, 2010 and 2015)
- Member of the Part I (CSN) Negotiating Committee (1998, 2002 and 2005)
- Former member of the Ad-hoc Committee on the Structure of the Negotiating Committee

I have been involved with NBNU, for the last 27 years; as your current 1st Vice-President, as the past Part III-Community Care Representative (for 3 terms), as President of the Beauséjour Community Health Local for 21 years and I have been on six different Negotiating Committees. Having held the position as your 1st Vice-President since the fall of 2016, I strongly believe that prior experience at the Provincial level and the

Local level is a pre-requirement to fulfill the 1st Vice-President responsibilities. I feel that this experience combined with my 31 years of nursing experience in the Hospital and Community sectors gives me the knowledge and abilities to hold the 1st VP position.

In all my nursing career, I have never seen issues affecting RNs that are so alarming; retention and recruitment realities creating chronic staff shortages, declining working conditions and low morale, violence in the workplace, 24-hours or more shifts. NBNU continues to fight for us the members and for the vulnerable at the Provincial and the Federal level, as what we want for ourselves, we want for everyone. It is my hope that you will give me the opportunity and privilege to continue to work with and for you. Thank you!

Together Stronger!
Maria Richard, RN

UNION PARTICIPATION - PROVINCIAL OFFICES HELD

- 1st Vice-President (2016 – Present)

2ND VICE-PRESIDENT (ELECTED BY ACCLAMATION)



Cathy Wall
Zone 2 Nurse Managers and Supervisors Local

UNION PARTICIPATION - PROVINCIAL OFFICES HELD

- Unit Representative for Nurse Managers and Nurse Supervisors (2015-present)
- Member of the Part III Educational Assistance Committee (2015-present)
- Member of the Nurse Managers and Nurse Supervisors Workload Committee (2015-present)
- Member of the Nurse Managers and Nurse Supervisors Negotiating Committee (2015-present)

It would be an honor to hold the position of 2nd Vice-President of NBNU and represent registered nurses in New Brunswick. Having

five years experience on the NBNU Board of Directors as your Unit Representative for Nurse Managers and Supervisors along with eight years as local president have provided me with the knowledge, comprehension and vision of NBNU, its collective agreements, the labour movement and nursing in New Brunswick.

I bring leadership, dedication, passion and a strong work ethic, skills that would be an asset to the 2nd VP role. I have and will continue to be an advocate for all NBNU membership ensuring everyone's voice is heard.

In Solidarity,
Cathy Wall, RN



Participants at the 19th Annual Blair Doucet Youth Summer Camp held at the U de M Campus in Moncton hosted by NBFL.



A crowd of Nurses and their allies walk down Queen Street in Fredericton during the Rally at the 2019 CFNU Biennial.

SCHOLARSHIPS AND BURSARIES

SCHOLARSHIPS

The following scholarships are currently available through NBNU:

- NBNU Family Scholarships for students entering a baccalaureate nursing program in New Brunswick (3)
- NBNU Nursing Scholarships for (2nd & 3rd Year Students (2)
- NBNU Post-Secondary Scholarships to children of NBNU members (3)
- CFNU Scholarship awarded to a relative of a current or former NBNU member (1)

The total amount of scholarship money handed out yearly is \$9,000 and all applications are due on **September 30** of each year. For more details and to find out more about each scholarship, visit our website.

The 2018 scholarship recipients were: 2nd Year Nursing Scholarship - Michael Keenan; 3rd Year Nursing Scholarship - Abigail Morgan; CFNU Scholarship - Emma Hansen; NBNU Family Scholarships - Kaylee Buchanan, Meghan Blanchard and Susan Philpott; Post-Secondary Scholarships - Emma Higdon, Gabryelle Pyke and Jakob Brinson.



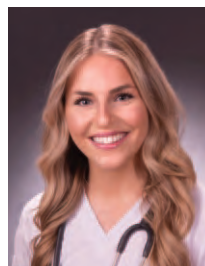
Dominique Hibbert



Ian Schriver



Logan Rousselle



Alexanne Cormier

BURSARIES

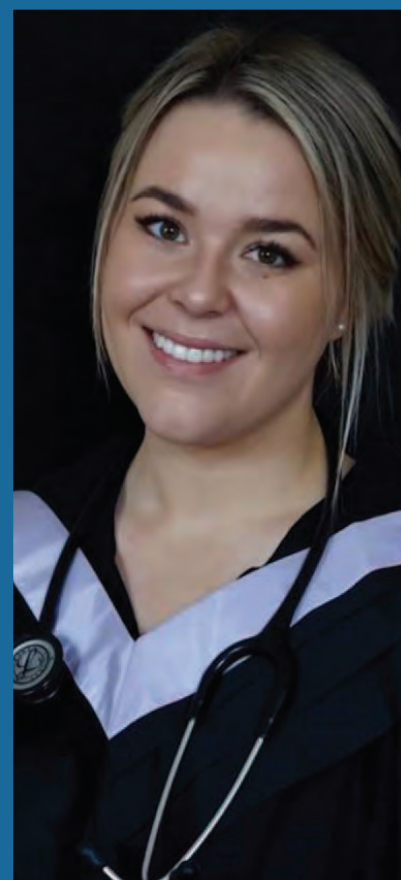
On an annual basis, NBNU grants a total of ten \$800 scholarships for nursing students in the BN program at the five NB university campuses. The BN class at each site will select a peer among their group to receive the bursary.

The following 4th year students were the 2019 recipients of our bursaries:

- U de M Edmundston - Alexandra Gauthier and Valérie Kim Dumont
- U de M Moncton - Christine LaFrance and Alexanne Cormier
- UNB Moncton - Sierra Brennan and Devon Spencer
- UNB Saint John - Logan Rousselle and Laura Cunningham
- UNB Fredericton - Ian Schriver and Dominique Hibbert

NBFL AND CLC SCHOLARSHIPS AND BURSARIES

NBNU members and their children are also eligible for scholarships and bursaries as an affiliate of the NBFL and CLC. You can access the full list on our website.



“I am happy to say I have just graduated nursing school from the University of Moncton and I have recently sent in my application for my Masters of Nursing. If everything goes well, I hope to one day become a nurse practitioner.”

CHRISTINE LAFRANCE, STUDENT MENTOR AND PRESIDENT OF THE STUDENT NURSING SCHOOL COUNCIL OF U DE M (MONCTON)

NURSE PRACTITIONERS – Untapped Resource

NURSE PRACTITIONERS (NPs) IMPROVE TIMELY ACCESS TO HIGH-QUALITY, COST-EFFECTIVE CARE in a broad range of health-care models. Through their practice and collaboration with other health-care providers, NPs reduce pressure on the health-care system.¹

Education

Minimum 6 years of academic training plus clinical experience



Baccalaureate degree in nursing



RN licence/registration



Graduate NP education



NP licence/registration

93%

of Canadians

are confident that NPs can meet their day-to-day health needs²

Number of Canadians receiving primary care from an NP:

3 million

Estimated 800 patients per NP³

AUTONOMOUS ROLES FOR NPs:



PERFORM PHYSICAL EXAMS



ORDER TESTS



DIAGNOSE & TREAT ILLNESSES



WRITE PRESCRIPTIONS



ADMIT / DISCHARGE



PROVIDE REFERRALS

IMPACT

IMPROVED ACCESS TO CARE⁴



Decreased appointment wait times by offering same-day appointments for urgent patients or **within 3 days**⁵

20%

reduction in emergency department admissions from long term care⁶

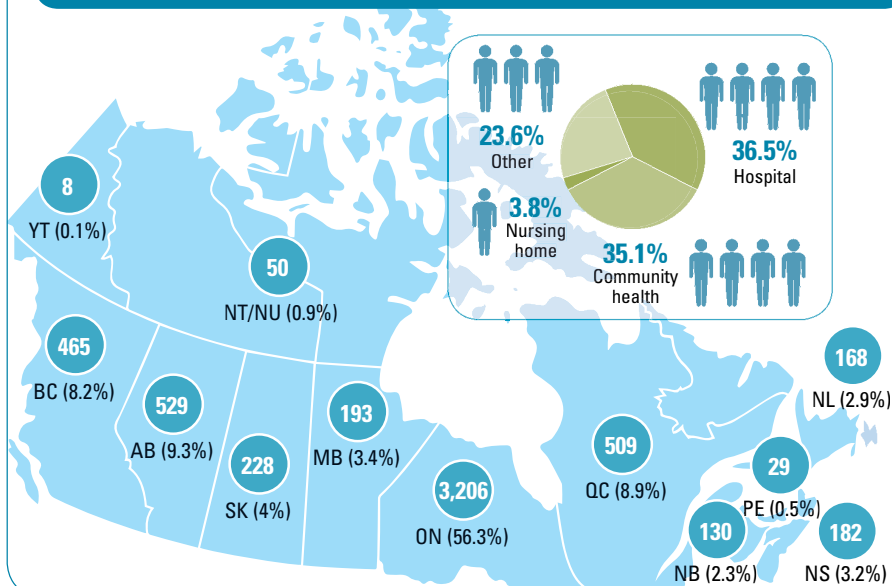
24%

increase in family satisfaction with quality of care⁷

55%

reduction in the use of multiple medications⁸

WHERE DO THEY WORK?⁹



1960s

Begin practising to increase the quality of health care in northern and underserved locations



2006

1,162 NPs; Canadian Nurse Practitioner Initiative formed

2012

Federal government passes *New Classes of Practitioners Regulations*, granting additional prescribing authority for controlled drugs



1997

Becomes a regulated profession to address the increasing demand for primary health care



2009

New regulations broaden scope of practice

2018

5,697 NPs



CANADIAN
NURSES
ASSOCIATION ®
cna-aiic.ca/np

¹ Canadian Nurses Association. (2017). *The nurse practitioner* [Position statement]. Ottawa: Author. ² Nanos, N. (2016). Canadians' opinions on home healthcare and nurses. (Nanos Polling Series 2016-854). Ottawa, Canada. ³ Martin-Misener, R., Donald, F., Kilpatrick, K., Bryant-Lukosius, D., Rayner, J., Landry, V., Viscardi, V., & McKinlay, R. J. (2015). *Benchmarking for nurse practitioner patient panel size and comparative analysis of nurse practitioner pay scales: Update of a scoping review*. Retrieved from https://fhs.mcmaster.ca/ccapn/documents/np_panel_size_study_updated_scoping_review_report.pdf ⁴ Sangster-Gormley, E., Griffith, J., Schreiber, R., Feddema, A., Boryki, E., & Thompson, J. (2015). Nurse practitioners changing health behaviours: One patient at a time. *Nursing Management*, 22(6), 26-31. ⁵ Roots, A., & MacDonald, M. (2014). Outcomes associated with nurse practitioners in collaborative practice with general practitioners in rural settings in Canada: A mixed methods study. *Human Resources for Health*, 12, 2-11. ⁶ Klaassen, K., Lamont, L., & Krishnan, P. (2009). Setting a new standard of care in nursing homes. *Canadian Nurse*, 105(9), 24-30. ⁷ Ibid. ⁸ Ibid. ⁹ Canadian Institute for Health Information. (2019). *Nursing in Canada, 2018 – Data Tables*. Retrieved from <https://www.cihi.ca/en/regulated-nurses-2018> © CANADIAN NURSES ASSOCIATION and the CNA flame design are registered trademarks of the Canadian Nurses Association. © Copyright 2019 Canadian Nurses Association. July 2019



NEW BRUNSWICK NURSES UNION

FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2018

NEW BRUNSWICK NURSES UNION
Index to Financial Statements
Year Ended December 31, 2018

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INDEPENDENT AUDITOR'S REPORT

To the Members of New Brunswick Nurses Union

Opinion

We have audited the financial statements of New Brunswick Nurses Union (the Organization), which comprise the statement of financial position as at December 31, 2018, and the statements of operations, changes in fund balances and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Organization as at December 31, 2018, 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.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the 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.

In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

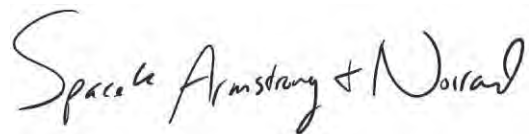
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Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian GAAS will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian GAAS, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Fredericton, New Brunswick
June 18, 2019

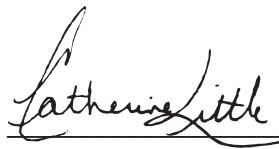
CHARTERED PROFESSIONAL ACCOUNTANTS

NEW BRUNSWICK NURSES UNION
Statement of Financial Position
December 31, 2018

	General Fund 2018	Restricted Funds 2018	Total 2018	Total 2017
ASSETS				
CURRENT				
Cash	\$ 576,154	\$ 20,254	\$ 596,408	\$ 608,558
Marketable securities (schedule 1)	1,364,830	5,036,413	6,401,243	6,165,587
Dues receivable	322,897	-	322,897	229,287
Other accounts receivable	56,116	1,090	57,206	49,067
Accounts receivable from employees	1,375	-	1,375	226
Interest receivable	113,468	-	113,468	81,750
Prepaid expenses	24,375	-	24,375	17,034
Due from fund (Note 8)	-	809	809	11,007
	2,459,215	5,058,566	7,517,781	7,162,516
CAPITAL ASSETS (Net) (Note 5)	1,502,237	-	1,502,237	1,620,449
	\$ 3,961,452	\$ 5,058,566	\$ 9,020,018	\$ 8,782,965
LIABILITIES AND NET ASSETS				
CURRENT				
Accounts payable	\$ 605,517	\$ -	\$ 605,517	\$ 512,405
Due to fund (Note 8)	809	-	809	11,007
	606,326	-	606,326	523,412
FUND BALANCES	3,355,126	5,058,566	8,413,692	8,259,553
	\$ 3,961,452	\$ 5,058,566	\$ 9,020,018	\$ 8,782,965

ON BEHALF OF THE BOARD


 _____ Director


 _____ Director

See notes to financial statements

NEW BRUNSWICK NURSES UNION
Statement of Operations
Year Ended December 31, 2018

	General Fund 2018	General Fund 2017	Restricted Funds 2018	Restricted Funds 2017
REVENUES				
Membership dues	\$ 4,555,810	\$ 4,587,860	\$ -	\$ -
Investment income	128,248	110,641	298	75
Contributions from nursing homes	-	-	30,171	30,230
	4,684,058	4,698,501	30,469	30,305
EXPENSES				
GENERAL & ADMINISTRATIVE				
Salaries - labour relations	682,429	687,245	-	-
Salaries - office staff	631,478	621,751	-	-
Salaries - overtime	5,536	21,276	-	-
Employee benefits	268,723	262,288	-	-
Employee recruitment	20,484	2,777	-	-
Staff professional development	21,504	19,313	-	-
Travel	59,935	100,234	-	-
Car allowance	41,313	38,800	-	-
Office supplies and expenses	71,253	62,202	-	-
Library	15,272	13,338	-	-
Postage	39,318	55,002	-	-
Insurance	20,681	19,223	-	-
Interest and bank charges	3,136	3,165	-	-
Communications	75,862	88,642	-	-
Professional fees	109,586	63,997	-	-
Photocopier leases and expenses	12,347	12,412	-	-
Electricity	21,172	21,030	-	-
Property taxes and water	61,309	61,309	-	-
Building repairs and maintenance	52,800	49,001	-	-
Amortization	156,898	142,493	-	-
TOTAL GENERAL & ADMINISTRATIVE	2,371,036	2,345,498	-	-

(continues)

See notes to financial statements

NEW BRUNSWICK NURSES UNION
Statement of Operations (continued)
Year Ended December 31, 2018

	General Fund 2018	General Fund 2017	Restricted Funds 2018	Restricted Funds 2017
UNION ACTIVITIES				
Dues refunds to locals	380,506	382,962	-	-
Committee expenses				
Salaries - members	400,339	490,752	-	-
Travel, meals and accommodations	349,364	428,586	-	-
Meeting accommodations	3,490	4,403	-	-
Speakers and registration	66,417	77,178	-	-
Translation	76,733	75,219	-	-
Employee benefits	56,977	68,185	-	-
Hearing expenses	35,634	37,070	-	-
Public relations and promotions	446,377	240,939	-	-
General printing	52,463	45,371	-	-
CFNU / NBFL dues	261,888	265,366	-	-
General translation	24,562	19,765	-	-
Scholarships	19,200	20,800	-	-
Memorials and gifts	1,208	2,241	-	-
Educational assistance	-	-	14,176	15,525
General expenses	-	-	18	24
TOTAL UNION ACTIVITIES	2,175,158	2,158,837	14,194	15,549
	4,546,194	4,504,335	14,194	15,549
EXCESS OF REVENUES OVER EXPENSES	\$ 137,864	\$ 194,166	\$ 16,275	\$ 14,756

See notes to financial statements

NEW BRUNSWICK NURSES UNION
Statement of Changes in Fund Balances
Year Ended December 31, 2018

	General Fund 2018	General Fund 2017	Restricted funds 2018	Restricted funds 2017
FUND BALANCES - BEGINNING OF YEAR	\$ 3,217,262	\$ 3,035,040	\$ 5,042,291	\$ 5,015,591
Excess (deficiency) of revenues over expenses	137,864	194,166	16,275	14,756
	-	(11,944)	-	11,944
FUND BALANCES - END OF YEAR	\$ 3,355,126	\$ 3,217,262	\$ 5,058,566	\$ 5,042,291

See notes to financial statements

NEW BRUNSWICK NURSES UNION
Statement of Cash Flows
Year Ended December 31, 2018

	General Fund 2018	Restricted Funds 2018	Total 2018	Total 2017
OPERATING ACTIVITIES				
Excess of revenues over expenses	\$ 137,864	\$ 16,275	\$ 154,139	\$ 208,922
Item not affecting cash: Amortization of capital assets	156,898	-	156,898	142,493
	294,762	16,275	311,037	351,415
Changes in non-cash working capital:				
Dues receivable	(93,611)	-	(93,611)	203,740
Accounts receivable from employees	(1,149)	-	(1,149)	667
Interest receivable	(31,718)	-	(31,718)	1,581
Other accounts receivable	(8,018)	(120)	(8,138)	(49,067)
Accounts payable	93,112	-	93,112	(64,544)
Prepaid expenses	(7,342)	-	(7,342)	19,215
	(48,726)	(120)	(48,846)	111,592
Cash flow from operating activities	246,036	16,155	262,191	463,007
INVESTING ACTIVITIES				
Purchase of capital assets	(38,686)	-	(38,686)	(106,222)
Marketable securities	(239,544)	3,889	(235,655)	(27,628)
Cash flow from (used by) investing activity	(278,230)	3,889	(274,341)	(133,850)
FINANCING ACTIVITIES				
Advances to/from funds	11,816	(11,816)	-	-
Cash flow from (used by) financing activities	11,816	(11,816)	-	-
INCREASE (DECREASE) IN CASH FLOW	(20,378)	8,228	(12,150)	329,157
Cash - beginning of year	596,532	12,026	608,558	279,401
CASH - END OF YEAR	\$ 576,154	\$ 20,254	\$ 596,408	\$ 608,558

See notes to financial statements

NEW BRUNSWICK NURSES UNION

Notes to Financial Statements

Year Ended December 31, 2018

1. PURPOSE OF THE ORGANIZATION

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

2. BASIS OF PRESENTATION

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

3. SUMMARY OF SIGNIFICANT ACCOUNTING 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.

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.

(continues)

NEW BRUNSWICK NURSES UNION
Notes to Financial Statements
Year Ended December 31, 2018

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

Capital assets

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

Land	N/A
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.

Investment income is recognized as revenue of the General Fund when earned, with the exception of the investment income of the Nursing Home Educational Leave Fund, which is reported in that fund.

Marketable Securities

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

4. FINANCIAL INSTRUMENTS

The organization's financial instruments comprise marketable securities and normal working capital items. Unless otherwise stated, management believes that the fair value of all these items either approximates their carrying value, or cannot be determined because of uncertainty over the timing of related cash flows.

It is management's opinion that the organization has no material financial exposure due to members and other debtors failing to pay amounts owed (credit risk), or changes in commodity prices, interest rates or other market-set prices. The investments in marketable securities present the major source of risk, primarily credit risk and interest rate risk. The organization has adopted a conservative investment policy with diversified holdings of high quality investment instruments.

NEW BRUNSWICK NURSES UNION
Notes to Financial Statements
Year Ended December 31, 2018

5. CAPITAL ASSETS

	Cost	Accumulated amortization	2018 Net book value	2017 Net book value
Land	\$ 281,722	\$ -	\$ 281,722	\$ 281,722
Buildings	1,983,499	883,099	1,100,400	1,179,740
Furniture and fixtures	297,329	241,696	55,633	68,285
Computer equipment	167,837	143,883	23,954	33,478
Computer software	169,853	129,325	40,528	57,224
	\$ 2,900,240	\$ 1,398,003	\$ 1,502,237	\$ 1,620,449

6. INVESTMENT INCOME

	2018	2017
General Fund	\$ 128,248	\$ 110,641
Nursing Home Educational Leave Fund	298	75
	\$ 128,546	\$ 110,716

7. COMMITMENTS

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

Lease payment schedule:

2019	\$ 13,173
2020	472
	<u>\$ 13,645</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 \$809.

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, 2018**

	2018 <i>Carrying Value</i>	2018 <i>Fair Value</i>
GENERAL FUND		
Omista Credit Union		
2.00% GIC, due October 2019	\$ 100,000	\$ 100,000
Credit Union shares	5	5
BMO Nesbitt Burns		
2.70% Canadian Western Bank GIC, due November 2022	200,000	200,000
1.55% Canadian Western Bank GIC, due January 2019	250,000	250,000
Scotiabank		
1.85% cashable GIC, due April 2019	300,000	300,000
2.35% NTC GIC, due November 2019	125,000	125,346
Scotia McLeod		
1.88% Concentra Financial GIC, due March 2019	250,000	250,000
2.35% GIC, due September 2019	139,825	139,825
TOTAL GENERAL FUND MARKETABLE SECURITIES	\$ 1,364,830	\$ 1,365,176
RESTRICTED FUNDS		
Omista Credit Union		
Omista Credit Union shares	5	5
BMO Nesbitt Burns		
1.85% National Bank of Canada GIC, due January 2019	350,000	350,000
1.90% Canadian Western Bank GIC, due July 2020	100,000	100,000
2.62% Canadian Western Bank GIC, due June 2019	165,065	165,065
2.15% Canadian Western Bank GIC, due June 2019	240,000	240,000
1.86% Canadian Western Bank GIC, due December 2020	515,000	515,000
2.71% Canadian Western Bank GIC, due March 2021	326,858	326,858
2.00% Home Trust Company GIC, due July 2020	100,000	100,000
3.45% Royal Bank bond, due September 2026	285,000	285,000
Scotia McLeod		
1.95% Concentra Financial GIC, due July 2020	261,500	261,500
1.60% CIBC GIC, due March 2020	420,000	420,000
1.40% Royal Bank GIC, due July 2019	278,000	278,000
2.35% Bank of Nova Scotia GIC, due September 2019	383,475	383,475
2.35% Bank of Nova Scotia GIC, due April 2020	350,000	350,000
2.45% Bank of Nova Scotia GIC, due October 2019	250,000	250,000
Scotiabank		
2.50% MTC GIC, due October 2019	190,500	192,601
2.80% Bank of Nova Scotia GIC, due March 2019	350,000	350,480
2.10% Bank of Nova Scotia GIC, due July 2019	229,000	233,480
1.85% Bank of Nova Scotia GIC, due May 2020	206,000	212,257
2.30% SMC GIC, due November 2019	25,503	25,572
Unamortized Premiums and Discounts		
Unamortized premiums and discounts	10,507	10,507
TOTAL RESTRICTED FUNDS MARKETABLE SECURITIES	5,036,413	5,049,800
GRAND TOTAL	\$ 6,401,243	\$ 6,414,976

See notes to financial statements

FINANCE COMMITTEE REPORT

BY CATHERINE LITTLE

The Finance Committee met with the NBNU Board of Directors in May to discuss the 2018 AGM resolution of financial planning for the future. More details to be discussed at the 2019 AGM.

The Finance Committee met on June 18 and 19 at the NBNU provincial office. Members of the Committee are Amy Dalley, Barb Duplessis, Margie Ellis, Debbie Gill, Director of Operations; ex-officio, Paula Doucet, President and Matt Hiltz, Executive Director and myself as Secretary-Treasurer.

Peter Spacek of the accounting firm Spacek Armstrong & Norrad, met with the Committee to review the audited statements for the year ending 2018.

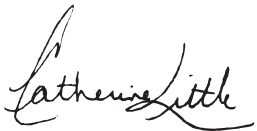
The Committee also prepared the budget for 2020 which is printed in this *Parasol*.

The Finance Committee made the following recommendations for the 2020 budget:

- Keep 4-6 months of expenses in a restricted fund to cover union operating expenses.
- Adhere strictly to the NBNU expense policy (ie: meals will be paid as per policy). As a result, neither breakfast or lunch will be provided for Executive Council and Annual General Meeting 2020, on a trial basis.
- Dues remain frozen for 2020 but consideration for 2021 to unfreeze (union dues have not increased since 2011).

I would like to thank the Committee members for their commitment and support.

In Solidarity,



Catherine Little, RN
Secretary-Treasurer



Catherine Little, RN



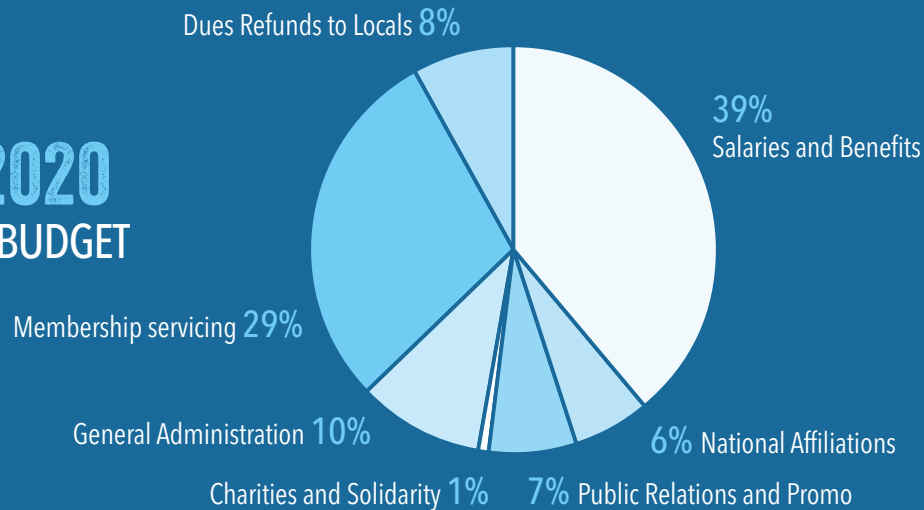
NBNU Finance Committee. From left to right: Matt Hiltz, Margie Ellis, Amy Dalley, Barb Duplessis, Catherine Little, Debbie Gill and Paula Doucet

NEW BRUNSWICK NURSES UNION

OPERATIONAL BUDGET FOR YEAR ENDING DECEMBER 31, 2020

REVENUE	2020 Budget	2019 Budget
Membership dues	4,553,275	4,585,854
Investment income	151,000	115,000
TOTAL REVENUE	4,704,275	4,700,854
EXPENDITURES		
General & Administrative		
Salaries	1,439,602	1,364,783
Staff overtime	12,000	21,448
Employee benefits	322,032	297,077
Staff professional development	33,000	33,000
Travel	75,000	106,000
Car allowance	40,800	40,800
Office supplies & expenses	27,500	27,000
Service contract/IT support	49,500	42,000
Depreciation	142,000	142,000
Library	16,000	13,700
Office equipment leases	21,199	18,311
Bank charges	3,300	3,300
Insurance & bonding	17,579	20,500
Telephone expenses	57,000	55,000
Professional fees	40,000	30,000
Property taxes	68,149	61,900
Utilities	22,000	22,000
Building repairs & maintenance	42,818	41,000
Presidents accommodations	14,500	14,000
Casual temporary staffing	3,000	8,000
Employee recruitment expenses	5,000	3,000
Total General & Administrative	2,451,979	2,364,819
UNION ACTIVITIES		
Dues refunds to locals	385,740	388,500
Member Expenses:		
Annual General Meeting	342,090	400,997
Executive Council	218,832	-
Board of Directors	70,249	74,117
Eastern Labour School	145,093	-
CLC Worker's Summit	22,785	48,583
Bargaining & Labour Management	91,954	159,763
Member Education	50,290	54,893
Finance, JCMC, Ann Mtg Ops., Arbitration	52,656	52,724
Nurses: Part III / Nursing Homes Education	15,062	42,028
CLC Convention	43,620	-
NBFL Convention	-	10,941
CFNU Biennium	-	304,707
Public Relations & Promotions	300,000	400,000
Legal expense assistance plan	5,000	5,000
Local assistance fund	1,000	1,000
Membership motivation	50,000	50,000
Postage/shipping	85,000	69,000
Internship program	-	20,000
Printing	101,000	50,000
Canadian Federation dues	192,870	174,825
N B Federation of Labour Dues	88,720	89,355
Hearing expenses	40,000	40,000
Scholarships	20,800	20,800
General translation	25,000	30,000
Memorials & gifts	2,500	2,500
Member Communications	125,000	50,000
Total Union Activities	2,475,261	2,539,733
Total Expenditures	4,927,240	4,904,552
Excess of Revenue (Expenditure) For Year	(222,965)	(203,698)
Transfer from Investments	0	203,698
Deficit	(222,965)	0

OPERATING EXPENSES 2020 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 16 full-time staff including the president and 1 part-time staff member.

Overtime – For all bargaining employees. Overtime must be approved by the executive director or the director of operations.

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 Equipment Leases – Includes leasing cost of mailing equipment and photocopier supplies.

Postage/Shipping – Includes 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 – 250,000 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, newsletters and *Parasol*.

Canadian Federation of Nurses Unions – Dues are \$2.50 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

INVESTMENT SCHEDULE - JULY 31, 2019

			TERM	MATURITY DATE	INTEREST RATE	PRINCIPAL INVESTED
INVESTMENTS - GENERAL FUND						
BMO Nesbitt Burns GIC	Cdn Western Bank GIC	#270-0097211	5 years	1-Nov-22	2.70%	\$ 200,000
BMO Nesbitt Burns	HSBC Bank GIC	#270-0097211	3 years	22-Jan-20	3.00%	\$ 250,000
Omista Credit Union	GIC	#61545-40-2	1 year	10-Oct-19	2.00%	\$ 100,000
Scotia McLeod	BNS GIC	#270-0060516	2 years	15-Mar-21	2.41%	\$ 250,000
Scotia Bank	NR GIC	1GNXW8	1 year	19-Nov-19	2.35%	\$ 125,000
Scotiabank	MTC Cashable GIC	11DSRLD	15 months	24-Jul-20	2.50%	\$ 300,000
ScotiaMcLeod	NR GIC	#270-0060516	1 year	10-Sep-19	2.35%	\$ 139,825
Scotiabank	LT Redeemable GIC	36340343	15 months	25-May-20	2.70%	\$ 350,000
Total General Fund Investments						\$ 1,714,825
INVESTMENTS - MEMBERSHIP DEFENCE FUND						
BMO Nesbitt Burns	Royal Bank bond	#270-0097211	4 years	18-Apr-21	2.12%	\$ 285,000
BMO Nesbitt Burns	BMO GIC	#270-0097211	1 year	22-Jun-20	2.22%	\$ 405,065
BMO Nesbitt Burns	Cdn Western Bank GIC	#270-0097211	3 year	19-Mar-21	2.71%	\$ 326,858
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	Cdn Western Bank GIC	#270-0097211	4 years	16-Dec-20	1.86%	\$ 515,000
BMO Nesbitt Burns	Cdn Western Bank GIC	#270-0097211	3 years	12-Mar-22	2.65%	\$ 350,000
ScotiaMcLeod	CIBC GIC	#270-0060516	3 years	16-Mar-20	1.60%	\$ 420,000
Scotia Wealth	NR GIC	#270-0060516	1 year	31-Jul-19	2.16%	\$ 278,000
Scotia Wealth	NR GIC	#270-0060516	1 year	10-Sep-19	2.35%	\$ 383,475
Scotia Wealth	NR GIC	#270-0060516	1 year	31-Oct-19	2.45%	\$ 250,000
Scotia Wealth	BNS GIC	#270-0060516	2 years	13-Apr-20	2.35%	\$ 350,000
Scotia Wealth	Concentra Fin. GIC	#270-0060516	4 years	15-Jul-20	1.95%	\$ 261,500
Scotiabank	National Trust NR GIC	36340343	1.5 years	30-Jan-21	2.10%	\$ 229,000
Scotiabank	Non Redeemable GIC	36340343	3 years	16-May-20	1.85%	\$ 206,000
Scotiabank	BSN GIC	36340343	15 months	25-May-20	2.70%	\$ 350,000
Scotia Bank	MTC Cashable GIC	36340343	15 months	24-Oct-19	2.50%	\$ 190,500
Total Membership Defence Fund Investments						\$ 5,000,398
INVESTMENTS -NURSING HOME EDUCATIONAL LEAVE FUND						
Scotia Bank	NR GIC	1GNXV5	1 year	15-Nov-19	2.30%	\$ 25,503

ACRONYMS EXPLAINED

BSc Bachelor of Science

BN Bachelor of Nursing

CBESRP Certain Bargaining Employees Shared Risk Plan

CLC Canadian Labour Congress

CFNU Canadian Federation of Nurses Unions

CIHI Canadian Institute for Health Information

CNA Canadian Nurses Association

CUPE Canadian Union of Public Employees

DON Director of Nursing

EM/ANB Extra-Mural/Ambulance NB

FTE Full-time Equivalent

GNU Global Nurses United

ICN International Council of Nurses

IE Internationally educated nurse

ILO International Labour Organization

ILRA Industrial Labour Relations Act

LPN Licensed Practical Nurse

LRO Labour Relations Officer

LTC Long-term Care

MNU Manitoba Nurses' Union

NANB Nurses Association of New Brunswick

NBFL New Brunswick Federation of Labour

NBANH New Brunswick Association of Nursing Homes

NBPSP New Brunswick Public Service Pension Plan

NBU New Brunswick Union

NEB National Executive Board

NCLEX-RN® National Council Licensure Examination for Registered Nurses

NRC Nursing Resource Collaborative

NSNU Nova Scotia Nurses' Union

ONA Ontario Nurses' Association

PEINU Prince Edward Island Nurses' Union

PCW/PSW Personal Care Worker/Patient Service Worker

PPC Professional Practice Committee

PSLRA Public Service Labour Relations Act

RHA Regional Health Authority

RNUNL Registered Nurses' Union Newfoundland & Labrador

SUN Saskatchewan Nurses' Union

UNA United Nurses' of Alberta

VPSC Vestcor Pension Services Corporation

WSR Work Situation Report



CFNU National Executive Board in Saskatoon at the Council of Federations Breakfast.



THE HIGH COST OF HEALTHCARE

The staggering numbers behind workplace violence
in New Brunswick

4.5 / day

**VIOLENT INCIDENTS
AGAINST STAFF AT NEW
BRUNSWICK HOSPITALS**



**ON AVERAGE, POLICE RESPOND TO
1 VIOLENT INCIDENT CALL/DAY AT
A NEW BRUNSWICK HOSPITAL.**

**THIS INCLUDES 1 WEAPONS
RELATED INCIDENT CALL/MONTH**

2000+

**"CODE WHITE" CALLS (ATTACKS
ON HEALTHCARE WORKERS)
IN NB HOSPITALS IN 2018**



**COMBINED, NB HEALTH AUTHORITIES HAVE
MORE VIOLENT INCIDENTS ANNUALLY
THAN THE NS HEALTH AUTHORITY**

(NOVA SCOTIA HAS 3500 MORE EMPLOYEES!)



NURSES MISS

100+

**DAYS OF WORK WHILE RECOVERING
FROM VIOLENT INCIDENTS**



75

**VIOLENT INCIDENTS
TAKE PLACE
ANNUALLY IN NB
NURSING HOMES**

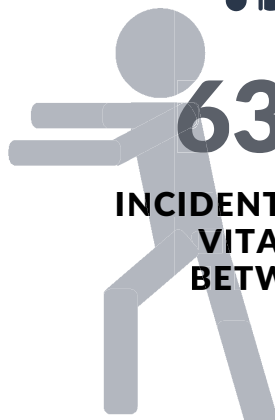
1000+

**VIOLENT INCIDENTS AGAINST
EMPLOYEES AT HORIZON
FACILITIES IN 2018**



634 / year

**INCIDENTS AGAINST STAFF AT
VITALITÉ FACILITIES
BETWEEN 2015 - 2018**



*Data from NBNU Research, WorkSafe NB,
Vitalité Health Network, Horizon Health Network

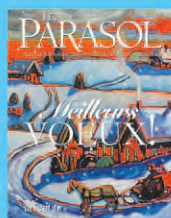
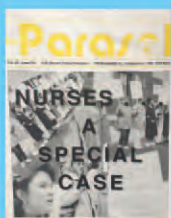
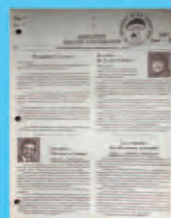
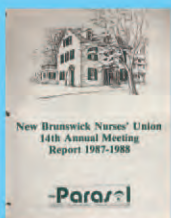
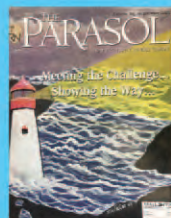
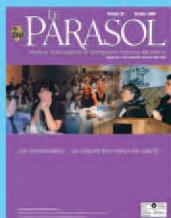
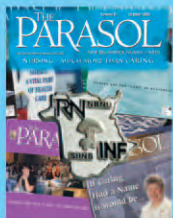
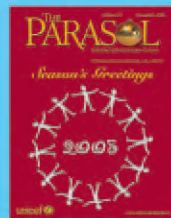
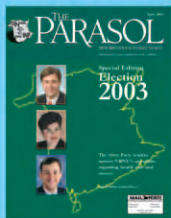
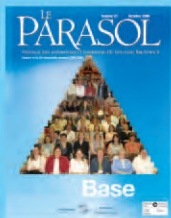
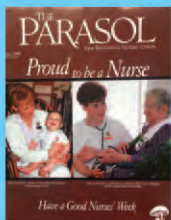
ENOUGH IS ENOUGH.

**SAFE WORKERS MEAN BETTER CARE. LET'S WORK
TOGETHER TO REDUCE VIOLENCE IN HEALTHCARE.**



**New Brunswick
Nurses Union**

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