PARASOL 2019/2020 ANNUAL REPORT OCTOBER 2020

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NEW BRUNSWICK NURSES UNION

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When you move or update your contact information, please let us know so we can keep sending you the *Parasol*, bargaining and election information as well as other vital NBNU material. This year it will be especially important to stay connected as we continue bargaining.

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

HOW TO REACH US

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MISSION

The mission of NBNU is to enhance the social, economic, and general work life of registered nurses and nurse practitioners.

VISION

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

OFFICIAL LANGUAGES POLICY - ARTICLE 18

(a) Official Languages – NBNU adheres to the following:

(i) that the provision of bilingual services be a priority of the New Brunswick Nurses Union;

(ii) that the New Brunswick Nurses Union strive to offer services in both official languages at all levels of the organization; and

(iii) that no employees be negatively affected by these initiatives.

(b) Translation Services – All NBNU documents for the Annual General Meeting, Executive Council, local presidents or general membership, shall not be distributed unless they are available in both official languages at the time of distribution.

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PRESIDENT'S REPORT

BY PAULA DOUCET

As I write my annual report, we are still facing the global pandemic, our provincial state of emergency declaration and a provincial election. When the World Health Organization (WHO) deemed 2020 "The Year of the Nurse and Midwife," I don't think anyone could have predicted how significant the role of registered nurses would be in combating this virus on a global scale.

Not only does this year mark the 200th birthday of Florence Nightingale, but I think 2020 will be written in the history books as a remarkable moment in time; a moment in history that nurses will be recognized for bravely stepping up to combat an unknown virus, all while continuing to provide excellent care under exceptionally stressful working conditions. RNs and NPs have been thrust into the spotlight and it has reminded the world, politicians, employers and decision-makers of the irreplaceable skills, knowledge and expertise you provide each and every day.

The way in which nurses continue to step up, is a reminder that NBNU will use to support our demands during on-going bargaining. All the while leveraging public support to create added pressure on government and employers to do the right thing for registered nurses and nurse practitioners in this province.

VIRTUAL MEETING WITH LOCAL PRESIDENTS

We had over 80 Local Presidents participate on our telephone town hall meeting on August 19, including special guest Linda Silas, CFNU president. Linda provided a national perspective on how our sister unions are navigating through these unprecedented times. It was re-energizing to hear from so many local presidents on the call.

I am fully aware of the restlessness of many members, especially when it comes to the long process of negotiating a collective agreement, workload expectations, working conditions and violence. These are the very priorities we have been and will continue to push forward for resolution and positive change. The Board of Directors, NBNU staff and I have the best interest of all our members at heart when making decisions. We are on your side, and by your side.

The next virtual meeting with all voting delegates and observers is planned for later this fall. Although the Board of Directors voted to extend the terms of office for President, Secretary-Treasurer and provincial committees this year, we will present the 2021 budget for discussion and approval as well as update members on the NBNU workplan. Although we don't have resolutions this year – we can certainly entertain motions to be discussed, debated and voted on.

NBNU BOARD OF DIRECTORS

As I have said before, the Union is not about just one person, but our collective strength, vision and drive. As diverse as the backgrounds are of your Board of Directors, collectively, their vision and goals are always in the best interest of our members. We may not always agree, but we always support one another and communicate with respect and passion, often times arriving at the best solutions because of our difference of opinions.

This year started with a team building workshop to better utilize assertive training, conflict resolution and board responsibilities. As we were in the midst of planning the April Executive Council meeting full of education and excited for a full 2020 year of the nurse, our plans were derailed by the global pandemic. We could have never predicted the March 11th news of a global pandemic declaration by the WHO and had to take a step back and re-evaluate our absolute priorities in the wake of this "new normal."

Paula Doucet, NBNU President gives an interview with CBC during the Van Horlick assault trial.

The Board of Directors was faced with some unprecedented decisions to make for the year ahead. That said, I can assure you they were not taken lightly or made without exploring all possibilities at the time. The Board's decision to cancel the AGM was made in consultation with CFNU and many of our sister unions, who were faced with the same challenges and made the same decisions. The cancellation of our AGM was the result of our hosting venue's inability to to hold large gatherings, as directed by the provincial government and public health. Given the uncertainty and the need for advance notice for elections, resolutions, etc., the Board's decision to move everything one year out was for continuity and stability of leadership during the pandemic, and to ensure the important work of the Union could continue seamlessly.

NEW BRUNSWICK FEDERATION OF LABOUR

This year, as in years past, has been difficult for labour organizations. Attacks on workers and their rights seems to have become commonplace. Earlier this year the Premier of the day commented that workers in this province have a bad work ethic while talking about the post-pandemic economic recovery. New Brunswick Federation of Labour (NBFL) President, Danny Légère, with the support of all affiliates, publicly denounced these claims. He reminded the Premier that spreading words of defeatism sounds very similar to the words of previous Prime Minister Harper. The fact is, if NB workers were treated with dignity and respect our province would make a full economic recovery post-pandemic. Regardless, NB workers will continue to work hard and get our province back on track while still navigating through the global pandemic.

This year was to mark the 20th Anniversary of the Blair Doucet Youth Summer Camp. Unfortunately, like all other gatherings, the camp had to be cancelled as well. Initially, the Committee considered offering education online for participants; however, that also ended up being cancelled. A large part of the success of the camp is the bonding and friendships that are made during the week together. In order to not take away from that valuable lesson, our efforts will focus on an extra special celebration in August 2021.

Maria Richard, NBNU 1st vice-president and I represent NBNU at the NBFL Executive Council table. We continue to meet virtually to discuss broader issues that labour is facing in the province, both in the public and private sector as well as social justice inequities. Collectively, there are approximately 35,000 unionized workers from 16 different unions working together for a better New Brunswick Our goal is to advance workers' rights, advocate for stronger laws and public policies and promote a progressive civil society where everyone is taken care of. Plans for the 2021 NBFL Convention are under way and we are hopeful that we will be able to move forward with an in-person convention in late May. More details will be made available as we move closer to the date.

CANADIAN FEDERATION OF NURSES UNIONS (CFNU)

Our work at the national level, alongside our provincial union counterparts continues to progress under the direction of the Canadian Federation of Nurses Unions (CFNU). Even considering the recent pandemic, we still manage to connect regularly via virtual zoom meetings. During those calls many of our sister unions expressed similar concerns about the national nursing shortage, leading to nurses suffering from burnout, depression and/or anxiety.

To that point, in April 2020, CFNU released a first-of-its-kind study on mental disorders among Canadian nurses which revealed widespread and severe symptoms of PTSD, anxiety, depression, burnout and other conditions. The study, entitled, *Mental Disorder Symptoms Among Nurses in Canada*, is based on pan-Canadian data from 7,358 regulated nurses (which includes RNs, LPNs, RPNs, NPs).

The study found nurses reported symptoms that screen positive for mental disorders at high rates. Some of the more alarming statistics are:

1. One in three **(36.4%)** screened positive for Major Depressive Disorder.
2. More than one in four screened positive for Generalized Anxiety Disorder **(26.1%)** and clinical burnout **(29.3%)**.
3. Many screened positive for PTSD **(23.0%)** and Panic Disorder **(20.3%)**.
4. One in three nurses reported having suicidal thoughts (ideation) **(33%)**, **17%** reported planning suicide, and **8%** reported attempting suicide during their lifetime.

According to CFNU President, Linda Silas, experts they've consulted say these numbers are higher than those for the general population and, in many cases, higher than the rates reported from a parallel survey of public safety personnel such as correctional workers, firefighters and paramedics.

The top source of extreme stress nurses reported was short staffing with 83.4%, indicating that the regular core health staff is insufficient to meet the needs of patients, clients and residents. Physical assault was the most frequently reported type of traumatic event (92.7%), and nearly half of nurses (46.4%) reported exposure to physical assault 11 or more times.

Minister of Health, Ted Flemming with Paula Doucet, NBNU President.

If you, or one of your colleagues are looking for mental health support, the New Brunswick Nurses Association (NANB) has a section on their website which offers great resources, including a Canadian Mental Health Association webinar entitled, *Resilience and Radical Self-Care for Nurses in the Recovery Phase of COVID-19 in New Brunswick*. All of this information can be found at: **http://www.nanb.nb.ca/covid19/self-care-supports**

NBNU has also created a section on our website called, MindSpa (**https://nbnu.ca/mindspa/**). This microsite offers a lighter approach to free apps and online entertainment to decompress and unwind, although we also have a presentation on Compassion Fatigue and links to online mental health resources. I encourage you to check out this page if you haven't already. Lastly, you always have the support of NBNU so if you need mental health assistance you can always contact me directly or follow up with your Labour Relations Officer confidentially.

CANADIAN LABOUR CONGRESS

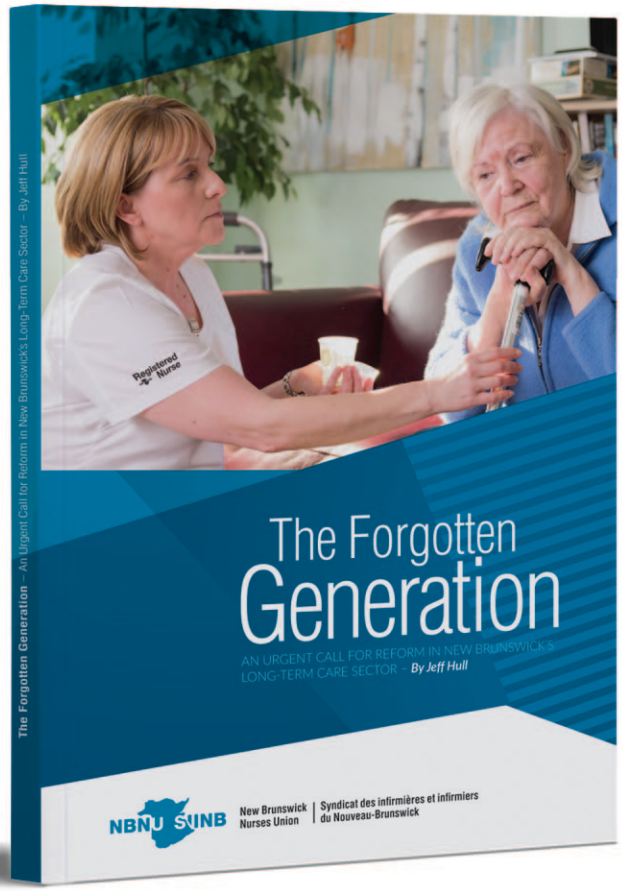
Like many events, the Canadian Labour Congress (CLC) postponed their triennial convention which was set to take place in Vancouver at the beginning of May. This convention was promising to be an extra exciting one as delegates were prepared to elect a new President to lead the labour movement and Linda Silas, CFNU president, was running. Once the pandemic arrived in Canada, Linda decided to pause her campaign to focus her undivided attention on the protection and safety of healthcare workers. Once she returns to campaigning, she has the full support of myself, and the Board of Directors to lead our largest national labour union and drive social change. If you would like to learn more about her campaign, you can visit **www.lindasilas.ca**.

LONG-TERM CARE PUBLICATION "THE FORGOTTEN GENERATION"

As many of you know, NBNU has been working towards publishing a report on the long-term care sector in our province. Similar to the "Broken Homes" report that the Nova Scotia Nurses Union released in 2015, we couldn't have planned the timing any better. The global pandemic cast a national spotlight on the long-term care sector and has highlighted what many of us have known for years – the inadequacies created in many nursing homes have to be dealt with immediately.

Our report, entitled, *The Forgotten Generation – An Urgent Call for Reform in New Brunswick's Long Term Sector*, will uncover months of research and data. Also included are many first-hand interviews with influencers, stakeholders, NBNU members and many others. The bottom line is that the long-term care sector cannot be ignored-nor should it be ignored-any longer.

NBNU will roll out this report in mid-October with a press conference where we will publicly call for an investigation into all of the issues raised within the report. It is robust, it is timely, it is telling – residents in our provincial nursing homes deserve better and we are demanding better for them and for the RNs providing their care. We will keep members informed once the report is made available as well as share information around our microsite (**www.nbnu.ca/theforgottengeneration**) which will house the report, social media sharables, an infographic and testimonial videos.



2020-21 PUBLIC RELATIONS CAMPAIGN

This Fall, NBNU will embark on a new public relations campaign that will highlight the working conditions and reality of being a New Brunswick registered nurse or nurse practitioner. Research shows that established millennials (aged 30-35) hold a great deal of influence with generations above them as well as younger millennials below them in age. By targeting established millennials, NBNU aims to increase their knowledge and respect for the scope of work you do, especially since we'll be counting on their influence when we move into discussions around monetary compensation in the next round of bargaining for all three collective agreements. NBNU will be asking local executives to help us promote the campaign by wearing specially made t-shirts reminding the public, employers and politicians that RNs and NPs have and will continue to "step up" to care for New Brunswickers – pre. mid. and post-pandemic. You will see our ads on billboards, buses, social media, TV and in print with familiar faces of NBNU members. Stay tuned for these ads and please help support the campaign by sharing widely online.

CHARITABLE DONATIONS

NBNU continues to support and foster relationships with several non-profit charities in New Brunswick. Thanks to our long-standing relationship with Johnson Insurance, who offer voluntary home and auto insurance at discounted rates to our members, each time an NBNU member calls for an insurance quote or purchases insurance, Johnson collects an administrative service allowance. In turn, Johnson gives back to NBNU this ASA monies. NBNU then donates this fee annually to transition houses across the province. This year, thanks to our members, we were able to donate $19,295. For those of you who are unaware, transition houses provide shelter for abused women and children throughout New Brunswick.

NBNU has also continued to support provincial food banks throughout the 2019-2020 year. As nurses we know all too well how socio-economic factors, or lack thereof, can contribute to negative health outcomes.

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 2021
December 31, 2020

CLOSING

I know it has been a hard year, and I know how each and every one of you continued to show up and do what you do best – care for your patients/clients/residents with the utmost respect and expertise to ensure the best possible outcomes. The injustices of society remind us that now, more than ever, we must continue to fight for human rights and equity. That is why advocating for democracy and solidarity, while simultaneously promoting member engagement, continues to be very important to your Board of Directors and I.

Through the chaos, fear, unrest and uncertainty, I've seen many of you voice your concerns for not only your patients/clients/residents but for yourselves, your colleagues and for future nurses. We deserve better working conditions, better pay and benefits, safer workplaces and manageable workloads. These are the very issues I continue to fight for every day on your behalf. I said it to the local presidents on August 19 during our telephone town hall and I will reiterate it again – that fire in my belly is still there to fight for you. I thank you sincerely for the hard work that you do and how much you give of yourselves to provide the best care, even under the most stressful and challenging conditions. I want you to know that I am there with you every step of the way – because that is what we do as nurses – we step up to make things better.

Once again, I pledge my efforts, determination and commitment to continue to be your voice, to push the boundaries and to respectfully demand better – knowing I am not alone – knowing I have 6,900 RNs and NPs by my side.

In Solidarity,

Paula Doucet, RN
President

~Start where you are. Use what you have. Do what you can.~
Arthur Ashe

Saint John Regional Hospital
Emergency Department

EXECUTIVE DIRECTOR'S REPORT

BY MATT HILTZ

NEGOTIATIONS FOR PART III, NURSE MANAGERS & NURSE SUPERVISORS AND NURSING HOMES

While we anticipated an irregular and contentious round of bargaining this time, no one could have predicted just how unusual it has become.

With this round of bargaining, we have the advantageous opportunity of leveraging our entire membership for a potential strike or ratification vote. For the first time in the union's history, NBNU was able to negotiate the same end date for all three collective agreements in anticipation of being able to have everyone take job action at the same time, if necessary. We also heard from non-Part III members who understood why Part III went first but were tired of being last to negotiate. So, as a Union representing several bargaining units, there is an element of both fairness and strategy. Strength in numbers.

If it feels like negotiations are taking a long time, it's because they are. However, anything worth doing is worth doing right. Our members have tasked their negotiating teams with a heavy mandate, with workload and wages dominating as priorities across all three bargaining units. We know RNs and NPs are in high demand across Canada, we know your working conditions have become deplorable and we know that other provinces are offering more attractive compensation packages. Working through complex non-monetary issues has taken a long time – but it is time well spent on issues that surveys have shown to be important to members and will improve working conditions. In the coming months we will move to monetary discussions, which we anticipate will be an uphill battle.

The provincial government's mistreatment of nursing home nurses – by including them in the *Essential Services in Nursing Homes* legislation, has created an onerous and legally ambiguous regime. NBNU must now negotiate essential service designations for each nursing home. It also will hinder the actual number of members who can legally strike. However, we plan to overcome this challenge by negotiating proper designation numbers or challenging this Act at the Labour Board.

Currently, we are scheduled for Nursing Home negotiations on October 22-23, November 9-10 and December 8. Nurse Managers and Nurse Supervisors are scheduled for September 28-29; October 27-28; November 25-27; and December 18. Part III is set for September 24-25; October 19-20; November 2-3; and December 1-3. Despite the recent election call, these dates will be going ahead as scheduled. Depending on the election results, there may be a delay if the government negotiating teams must obtain a new mandate.

This fall, NBNU will launch a PR campaign that will educate New Brunswickers on the true working conditions, patient/resident/client acuity, workplace violence, short-staffing, and the recruitment and retention nightmare our members are facing and have been facing for some time. If the monetary negotiations proceed in a way that your negotiating teams cannot recommend a tentative contract, then the option is to position ourselves for job action. Job action is always more productive when the population understands the issues that have forced our members into such a position. We will need each and every one of you to be activists and act as advocates should this scenario take place. More information on the "strike process" will be relayed to our members in the coming month(s).

Rest assured that we will get a collective agreement (or possibly be legislated back to work). Given what is at stake, we are proceeding with careful consideration in order to attain our mandate.

Matt Hiltz

INCREASE IN COMPLAINTS TO THE NURSES ASSOCIATION OF NEW BRUNSWICK (NANB)

Surveys have shown registered nurses and nurse practitioners to be some of the most respected and trusted professionals in Canada. A major contributing factor is that your profession is regulated. In New Brunswick, the *Nurses Act*, as governed by NANB, handles complaints and discipline.

Unfortunately, our labour relations team has seen a spike in complaints so far this year:

NANB Complaints

Year	Total	Complaints by Members of the Public
2018 (full year)	16	4
2019 (full year)	10	1
2020 (Jan-July)	24	6

Once NANB receives a complaint, it is referred to the Complaints Committee and then most often to either the Discipline Committee or the Review Committee. NBNU provides legal assistance when a complaint is made against one of our members while they were working at one of our unionized facilities. Members must advise NANB that we will provide legal representation, and this should be done as soon as they receive a complaint, as there is a time limit set for receiving the member's reply.

The NBNU Board of Directors supporting #PinkShirtDay and taking a stand against bullying and workplace violence.

A concerning aspect of this increase is the number of complaints being made by members of the public, as opposed to employers. Employers generally understand the level of misconduct that should be reported to NANB. However, *"conduct unbecoming a member including any conduct that might adversely affect the standing or good name of the practice of nursing"; "conduct demonstrating that the member is incapable or unfit to practise nursing"* or *"any habit rendering her unfit, incapable or unsafe to practise nursing,"* may have a different threshold for members of the public. For a complete list, please see the *Nurses Act*, s. 28.

For the last couple of years, I have been given the honour of teaching a class to first year nursing students at UNB. My talk mostly focuses on how not to get fired or reported for acting inappropriately on social media. While there is a lot of material and some "gray" areas – there is one question I ask that continues to astound students: *"When is a registered nurse or nurse practitioner NOT a registered nurse or nurse practitioner?"*

The answer is **NEVER**: not after the worst shift ever, not after your employer treats you as disposable for the umpteenth time, and especially not when you want to vent on social media. **NEVER**.

As a fellow regulated professional, two rules that I find helpful are: 1) the "24-hour rule" and 2) the "when-in-doubt rule." If posting on a controversial subject (or otherwise venting), draft the content but wait 24 hours before publishing. Then after 24 hours, if there is any doubt whether the post could be misconstrued, do not post it. It is your responsibility to follow the law and understand any legal impact your actions in life or on social media might create. Please err on the side of protecting your own health and nursing licence.

If you have any questions, please contact a member of NBNU's labour relations team.

WORKPLACE VIOLENCE

The *Occupational Health and Safety Act* ("OHSA") in New Brunswick requires that every employer *"take every reasonable precaution to ensure the health and safety of his (sic) employees."* One of the biggest threats to the health and safety of our members is workplace violence. OHSA defines "violence" as *"in a place of employment, means the attempted or actual use of physical force against an employee, or any threatening statement or behaviour that gives an employee reasonable cause to believe that physical force will be used against the employee, and includes sexual violence, intimate partner violence and domestic violence."*

NBNU and its labour allies advocated (and continue to advocate) for safer workplaces through both changes in legislation and improvements to collective agreement language. After a decade-long campaign, to bring the scourge of workplace violence to light, New Brunswick finally improved OHSA through changes to its General Regulation (NB Reg 91-191). The major improvement is the necessity of risk assessments to be performed by employers, as well as the establishment of Codes of Practice for both violence and harassment (see Part XXII.I).

The avenues to address incidents of workplace violence are:

1) call the police;
2) file an incident report;
3) contact WorkSafeNB;
4) file a Work Situation Report (PPC); and/or
5) file a grievance.

Each incident may not require all of these avenues – but the goal is to hold the employer accountable to prevent the incident from happening again. NBNU hears and understands the frustration of our members. Just in the past 18 months, two members have been violently assaulted. We need you to fill out these forms and make these complaints. Without evidence, change becomes very difficult. The Joint Occupational Health and Safety Committees in each facility are a great place for our members to get involved and make a difference. OHSA requires employers to consult with these committees when updating their Codes of Practice.

We have been successful in getting the law changed. Now comes the more difficult part of the evolution to safer and more respectful workplaces: changing the attitudes and behaviour of employers, healthcare workers and the general public.

Employers/government will cry *"we are broke"* – just look at NBNU's exposé on GardaWorld security. It is up to each of you to report any incident of workplace violence. If it happens once, that is unfortunate, but it may have been unforeseeable. However, if a similar incident happens again, that is when we can really hold the employer accountable. The only way we can know this is if we have a paper trail.

Co-workers may say *"it's part of the job"*, or *"s/he's sick."* Preventing workplace violence is not about punishing patients. It is about forcing the employer to recognize the risk and put reasonable safeguards in place.

The public may say *"I'm angry that I've been waiting for six hours,"* or *"you can't stop me from seeing my mom."* Our healthcare facilities and policies are based on a romantic notion from a bygone era where healthcare workers were placed on a pedestal by the general public. We live in 2020, where mental health issues, me-first attitudes and drug use/weapons are the unfortunate norm. This is the reason NBNU is pushing for actual peace officers, entrance screening and/or metal detectors to be put in place where necessary. At the time of writing this report, a doctor was killed in Red Deer by a patient who brought a hammer and machete into an examination room. Will this need to happen in NB before the government and RHAs take their heads out of the sand?

Please help us put an end to workplace violence. Your local executives work diligently to support you and relay information to your labour relations team and leadership. NBNU needs workplace violence champions in every facility. If your workplace does not have a champion, please speak to someone at NBNU about getting involved.

NBNU STAFFING

In July 2020, NBNU hired Michèle Brown-Gellert, a bilingual labour lawyer. As mentioned above, we are seeing an exponential growth in complaints to NANB. As such, Michèle's focus will be to handle our adjudications and professional discipline hearings only, for the foreseeable future.

We also hired Tina Richardson in July. Tina previously worked at Horizon Health and will replace Ellen Oakes-Thompson during her upcoming maternity leave. In August 2020 we hired Holly Crawford, as an administrative assistant for our research, education and communications team.

In August, Jocelyne LeGresley moved from an administrative assistant position to that of a full-time receptionist.

Debbie Fisher, RN, at the Kenneth E. Spencer Memorial Nursing Home in Moncton.

2020 MEMBERSHIP DATA

2020 Dues Paying Members	Full-time % change from 2019	Part-time % change from 2019	Casual % change from 2019	Total % change from 2019
Hospitals (excluding EMP)	3,243 (+0.15%)	1,222 (-6.29%)	396 (-20.8%)	4,861 (-3.59%)
Community Care (PH, MH, EMP)	548 (-0.36%)	165 (11.49%)	46 (-31.34%)	759 (-0.78%)
Nurse Managers & Supervisors	208 (-2.34%)	22 (+4.76%)	4 (0%)	234 (-1.68%)
Nursing Homes	168 (5%)	158 (-16.40%)	182 (+20.53%)	508 (+1.6%)
Total:% change from 2019:	4,167 (+0.14%)	1,567 (-5.72%)	628 (-13%)	6,362 (-2.83%)

CONCLUSION

In January, the year 2020 was poised to be monumental for NBNU members: conclude three collective agreements that would meet our members' demands, participate in an amazing Eastern Labour School and wrap up the year with an awesome AGM. Now we will be fortunate to go 1 for 3. With respect to collective bargaining, we are preparing for war but praying for peace. Peace will only come when a successful ratification vote is achieved for each bargaining unit.

2020 has become about resetting expectations and coping. The true impact of this year will likely not be known for some time. How NBNU members are able to cope with the personal and professional uncertainty that 2020 has imposed upon us all will be critical. It is too trite to say, "worry only about what you can control," so I won't. I'll say this instead: please look after yourselves, the folks you care about, and your licences; focus on what you can change; and find a way, no matter how big or small to get involved with NBNU. We need activists.

In Solidarity,

Matt Hiltz
Executive Director

Centre de santé communautaire St-Joseph Dalhousie

1ST VICE-PRESIDENT'S REPORT

BY MARIA RICHARD

Maria Richard

As 1st Vice-President, I am pleased to share an update on the 2019-2020 year and future initiatives within NBNU. Even during these unprecedented times, it has been a privilege to work on your behalf to elevate the nursing profession through several upcoming projects and committee work. The Board of Directors met twice in person before March, and several times virtually since then, to continue the business of our Union.

EDUCATIONAL ASSISTANCE COMMITTEE

The Part III and Nurse Managers & Nurse Supervisors Educational Assistance Committee met four times during the fiscal year to review applications to the fund. **In total, $465,650.63 was disbursed to 481 applicants.** The Committee has decided to extend the trial period for the quarterly review meetings for another year. Our goal was to increase the opportunities for members to apply for funding and we have seen a positive increase in the number of successful applicants. The application forms and all pertinent information can be found on the NBNU website. Members must log in and then select the "Forms" tab from the left-hand menu. Please be mindful that there are deadline dates to follow and ensure that your form is completed properly. Any questions can be directed to myself, the Unit Representatives for Part III, Nurse Managers/Supervisors and Part III, Community Care.

LEADERSHIP IN ACTION

In January, the NBNU staff (Education & Research Officer and the LROs) and I, hosted Leadership in Action education sessions in English and French, for members at the local level. These two-day sessions aim to educate members on unionism, NBNU and the services we provide. The sessions also offer an opportunity for local executives to share their experiences in smaller group settings while having access to the expertise and knowledge of the NBNU staff and Board. By better preparing our local leaders and activists, we aim to enhance their abilities to carry out the work of our Union.

As we are always looking to improve educational opportunities for our local activists, NBNU, in conjunction with other provincial nurses' unions, has been exploring online education. In early 2019, we completed our 'Future of Education' survey, which identified the interest of our members for an online educational platform. NBNU is currently in the early stages of designing our first online education support materials (explainer videos, podcasts, infographics, modules etc.) with the hope, that these tools will be a great long-term investment for our membership.

NANB CONTINUING COMPETENCE PROGRAM ADVISORY COMMITTEE

This Committee met twice in 2019-2020. Its purpose was to assist NANB in revising and maintaining the CCP (Continuing Competence Program) which was last updated in 2013. The CCP is a regulatory requirement and serves to support nurses to determine their learning needs and examine their accountability as self-regulated professionals. NANB staff have completed the CCP revision. To be on par with most of the other provincial nursing regulatory bodies, it has implemented for our 2021 practice year registration, a **mandatory Jurisprudence learning module**. Completing this module is now part of the CCP requirements and it must be completed to be eligible for registration. This mandatory module is designed to give the RN an awareness and understanding of the legislation, regulations, standards, and policies that affect nursing practice.

Please note: If you have already completed the Jurisprudence module, you will not be required to repeat this mandatory learning module. For more information, visit NANB's website or contact NANB directly.

PENSION

As one of the NBNU Trustees of the Shared Risk Plan for Certain Employees of the New Brunswick Hospitals (CBE SRP), I attended three meetings of the Board of Trustees, two of which were done virtually for the 2019-2020 year.

COVID-19

Like many of you, my work-life has changed significantly since March. Never in my 33 years as an RN, did I think that our healthcare system would be dealing with a global pandemic of this magnitude. As I write my report and reflect on our provincial and national testing numbers, I feel a sense of awe at what we and other healthcare workers in our province, across Canada and around the world, have accomplished. I also feel a great sadness for the healthcare workers and patients who have lost their lives due to the virus.

As of today, September 10, we've had 193 confirmed cases in New Brunswick, two deaths and have conducted 65,169 tests. Nationally, as of September 10, 5,979,566 tests have been conducted, with 134,923 confirmed cases and 9,163 deaths. Looking at these numbers only magnifies the importance and value each of us bring to the healthcare system. RNs and NPs must continue to perform point-of-care risk assessments and utilize our knowledge, skills, judgement and education to determine the appropriate personal protective equipment (PPE) that we require. NBNU continues to work to ensure that RNs and NPs working on the frontline have the necessary education, training, and appropriate equipment to protect themselves. If you are concerned or become concerned that adequate PPE, including N-95 masks, are not being provided, please follow up with your local president immediately. The protection of RNs, NPs and all healthcare workers must continue to be top priority, especially for the duration of this pandemic.

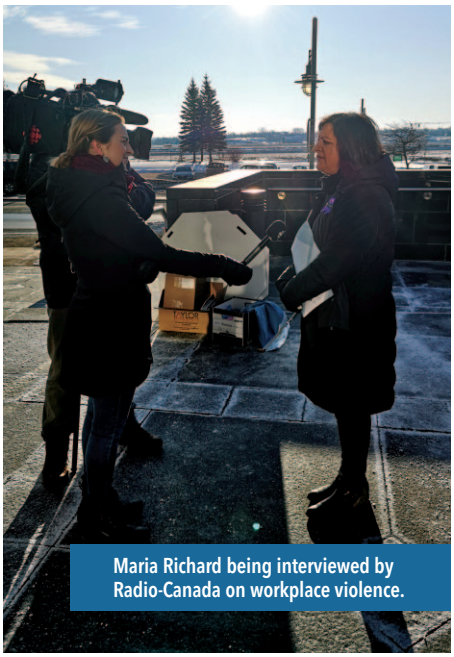
CONCLUSION

As an organization, NBNU, just like all of us, has had to do things differently while striving to adapt to what is now being called our "new normal." Negotiations have restarted, new staff have been hired, and an upcoming PR campaign is in the works for the Fall. The work of NBNU continues. Thank you to our President, Paula Doucet, our Executive Director, Matt Hiltz, and to our dedicated NBNU team for everything they do for us.

I also want to thank each and every one of you who are working in the Community (Health Centers, Public Health and Community Mental Health offices), in Correction Centers, in the Hospitals and Nursing Homes, for having stepped up. You continue to be there every day for your clients, patients, and residents. However, do not forget to take care of yourself first, so you can continue to take care of those who are important to you! This means taking care of your mental, emotional, and physical health. Never hesitate to contact me if you feel I can be of some help.

As a Public Health RN working in communicable diseases during the pandemic, I have become acutely aware of how important it is for each of us to make the right choices in both our professional and personal lives. I will leave you with a quote from one of my mentors, Linda Silas, CFNU president:

"As public health restrictions loosen, nurses have a simple message for the public: **don't mess it up**. It is crucial to continue following public health guidelines closely as we begin to reopen – for all our sakes. Health workers know all too well that a deadly second wave of this pandemic could be just around the corner. We will be on the frontlines caring for patients, often at personal risk, but the public has an important role to play. We must all do our utmost to limit the potential spread of this illness by following the public health recommendations in our region. It all comes down to the choices we make in the coming months. We have heard some of these recommendations many times over the past few months, but they are still crucially important. It is up to all of us to protect our frontline workers, families, and communities by remaining vigilant in our prevention efforts. It is no exaggeration to say that **lives depend on the choices we make**."



Maria Richard being interviewed by Radio-Canada on workplace violence.

Together Stronger! / Ensemble plus fort!

In Solidarity,

Maria Richard, RN

193
confirmed cases in New Brunswick (Since September 10)

2
deaths in New Brunswick (Since September 10)

65,169
tests conducted in New Brunswick (Since September 10)

2ND VICE-PRESIDENT'S REPORT

BY CATHY WALL

It is my pleasure to represent you as 2nd Vice-President and share my provincial update. The first year in this role has provided me with opportunities to become more involved in both the labour movement and social justice issues at the provincial and national level.

Cathy Wall

The onset of COVID-19 has changed just about everything we do, from grocery shopping to visiting loved ones. These changes have affected everyone, from school children to our parents and grandparents living in nursing homes. When the province enforced a state of emergency and businesses shut down, registered nurses and nurse practitioners continued to work on the ffrontlines to combat this virus. Each of you have bravely faced the challenges of this global pandemic every day. As local leaders and frontline workers, you should be proud of your continued excellence and professionalism while providing care to patients and their families during these troubling times. The strength and determination that you have all shown makes me proud to be part of such an amazing profession.

The way we do business in our daily lives has changed and the same is true for your Union. NBNU continues to provide excellent support and services to the membership.

Your Board of Directors have maintained very close communication during the pandemic through emails, teleconferences, and virtual meetings, to ensure the important work of our Union continues without interruption.

As your 2nd VP, I represent NBNU on the Board of Directors for the Coalition for Pay Equity as an observer as well as the representative at the New Brunswick Common Front for Social Justice.

NEW BRUNSWICK COALITION FOR PAY EQUITY

The Coalition for Pay Equity has continued their work by meeting virtually. Their 2020 Annual General Meeting was held on June 13 via Zoom. The Coalition continues to urge political parties on all sides of the spectrum, to adopt pay equity legislation for the private sector. The data shows that New Brunswickers working in female-dominated positions are often undervalued and underpaid for their work. We see these inequalities especially in early childhood education and learning, childcare providers, home support workers, direct person care in group homes, community residences, special care homes, homeless shelters and transition houses, domestic violence intervention workers, and food bank and soup kitchen workers.

In July, the provincial government made amendments to the federally funded-pandemic program which provided essential workers a wage top-up. While this is a win - it is not a long-term fix. The Coalition must continue its work to ensure pay equity legislation for the private sector is implemented in New Brunswick.

NBNU 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.

DECH ER Nurses - Cheryl Taylor, Jessi Bradley, Kassie DeRoose and Stephanie Scheffelmaier

NEW BRUNSWICK COMMON FRONT FOR SOCIAL JUSTICE

This year the NB Common Front for Social Justice added local chapters to be more accessible within the community. They now have local chapters of the Common Front for Social Justice in Moncton, Saint John, and Bathurst to better provide support to eradicate poverty in New Brunswick. The Coalition continues to advocate at the provincial level for increasing minimum wage and improving employment standards, for improving the Employment Insurance Program, extending the *Pay Equity Act* to the private sector, providing a living income, and advocating for policies that respect our citizens as well as promote and defend public services.

Janet Reddick-Burke – RN

The Common Front for Social Justice continues its work during COVID-19 via lobbying, sending emails and letters to petition local governments.

THE IMPACT OF COVID-19

COVID-19 has made everyday activities harder especially for our most vulnerable populations. Since March there have been increases in unemployment, closures of businesses and schools and a decrease in local economies. In contrast, there has been an increase in those utilizing food banks, soup kitchens and shelters across New Brunswick. In March, NBNU made a donation to the provincial food banks to support the health and well being of our population.

As COVID-19 has encroached on our lives, nurses have stepped up and made a huge difference. Your diligence, compassion and forever giving of yourselves, has helped so many. You go to work every day to face the challenge head on. Please remember to take care of yourselves too. Reach out to others, smile a little more, love a little harder and hug a little longer. NBNU continues to advocate for you and all New Brunswickers. We are all in this together.

In Solidarity,

Cathy Wall, RN

UNIT REPRESENTATIVES
ANNUAL REPORTS

NURSES, PART III – COMMUNITY CARE

BY KATHY LEBLANC

As we celebrate Florence Nightingale's bicentenary year, who could have predicted that registered nurses would be making history just like her? She worked through the Spanish flu pandemic with limited supplies, long hours, and sometimes unsafe working conditions … sound familiar?

Self admittedly, I have struggled to write this report from a positive perspective. Frustration seems to be a common emotion for many, as we adjust to changes brought on by COVID-19 and in addition to the same work issues that we had pre-pandemic. However, if I can find one silver lining, it is the way the pandemic has helped educate people about the important work that public health nurses do. I know that the communities we help are appreciative based on social media posts, businesses offering free or discounted products to healthcare workers, and neighbors carrying out small acts of kindness.

BOARD WORK

In February, the NBNU Board of Directors met face to face for the last time to prepare for the upcoming Executive Council meeting. However, as you all know, the pandemic arrived and changed all of our lives within the workplace and at home.

There was a lot of information at the onset of the pandemic with concern for nurses' safety regarding adequate equipment supply, schedules and changes being made in the workplaces, along with concerns about mental health. Board meetings occurred weekly, initially by teleconference and gradually moved to Microsoft Teams and Zoom meeting formats. NBNU quickly created a COVID-19 page on our website,

Kathy LeBlanc

providing members with questions and answers to issues, updates from the Regional Health Authorities and links to additional resources. It was identified from the beginning that communication with our members was key. As much as we would all prefer face to face meetings, we have entered a temporary new way of doing business virtually. It is not the ideal way, but the safest option for now.

As your Part III, Community Care Representative on the NBNU Board, I not only represent community nurses in Part III, such as Extra-Mural and Public & Community Mental Health, but all unionized RNs and NPs in the province. I just happen to have expertise in community nursing as a public health nurse. I work part-time with a FTE of .8 in Public Health, so I juggle my Union work with my job and family life, just like my fellow Board members.

With 35 years of nursing under my belt, I have worked in both the private and public sector with a variety of experiences in acute and tertiary care facilities. I have had rewarding experiences throughout my career and that is why I am proud to be a registered nurse.

That said, I too have experienced workplace bullying, verbal and physical abuse, worked short staffed, received low wages and have considered throwing in the towel. However, with the support of family (personal, work and union), I chose to be a voice for RNs to improve our work-life balance. This is why I have been involved with the Union for the past 28 years. I encourage any member looking to make a difference in their workplace, to consider becoming more active within your local.

THE IMPACT OF COVID-19

When the pandemic first arrived, many meetings were cancelled, such as the CLC Convention, Eastern Labour School, Executive Council, the planned Lobby on the Hill in Ottawa and negotiations, to name a few. However, throughout the lockdown chaos, we as healthcare workers, worked together with the support of some awesome leaders within our Union, workplaces, and government. Our Chief Medical Officer, Dr. Russell, her counterparts, and all the provincial party leaders have done a commendable job navigating us through the first wave of COVID-19.

It meant sacrifices were made as we faced significant pressure on our already strained healthcare system. We saw retired nurses returning to work or nurses being redeployed to work in different parts of the hospital or community. For instance, I was one of those nurses, alongside a public health nurse, an OR nurse, a casual Extra-Mural nurse and a Clinical Nurse Specialist who were redeployed to set up and work at a COVID-19 assessment center.

IN CLOSING

The pace has changed since COVID-19 first arrived in March. New processes and procedures have been introduced and updates are less frequent. For the time being, we have enough Personal Protective Equipment (PPE) to keep us safe, although workload and responsibilities have changed. Nurses have always been resilient despite the tough decisions being made by corporations and government. With the COVID-19 pandemic this resiliency has been witnessed time and time again. Do we as nurses deserve better pay, improved working conditions, safe work environments, better laws to protect workers? Heck YES! As your Community Care representative, sitting on the negotiating team for Part III, we are working hard, even through the pandemic, to bring back the best possible contract. The negotiating process is unfortunately slow, but I am thankful for the experience that Norbert, Paula, Rose and Matt have in negotiating past contracts.

I have commented in past reports that as registered nurses, we bear an enormous responsibility to the public health care system and the people of New Brunswick. Safety is key in beating this pandemic. We must take care of ourselves and each other. So please continue to wear your community face mask in public places, keep your physical distance, support your community businesses and be kind. We know that mental health problems such as domestic violence, substance abuse and suicides have been on the rise.

RN, Corilee McCoy, who works at the DECH.

Many of the decisions being made today (political and unionized) are going to affect our healthcare in the future. Please try to stay positive as we navigate through these rough waters. I am optimistic that together, in solidarity, we will achieve our goals.

I am a 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

To begin with, let me take the opportunity to express my sincere thanks to all the registered nurses and nurse practitioners who have stepped up to the front lines in this time of a pandemic! The impact on a global level continues to disrupt our daily routine and imposes a new normal on us.

Even with COVID-19, your negotiating committee is still hard at work. The exchanges are long, slow and, above all, exceedingly difficult.

In the past, NBNU has almost always been successful in obtaining an agreement in the first year of negotiations. This time we have been in negotiations for close to two years. Aside from the "pause" forced by COVID-19, the process remains very difficult. Negotiations resumed in June 2020 (virtual, teleconference), but some items presented in June 2019 are still on the table!

I would love to share with you my impressions of the climate I experience in my dealings with the employer, but I am at a loss for words. I sometimes feel like *"someone is mad at us; someone is trying to punish us!"* When I read some of the documents presented by the employer, I wonder what we did to deserve this? Someone is probably angry at us?

Do not worry, your negotiating committee will not let you down. Together we will succeed in convincing the employer of the correctness of our demands. To achieve this, we are ready to fight to the bitter end!

The pandemic has exacerbated the chronic shortage of nurses. However, the many hours of overtime, double shifts, heavy workloads, burnout, stress, and high absenteeism (... and the list goes on), continue to play an important role in dealing with the employer.

The resurgence of violent incidents inevitably brought a certain tone to the discussions. It reminds us of the importance of having a collective agreement that emphasizes the measures to be taken for a safe work environment.

The mandate of a unit representative ends with the signing of the "new" collective agreement, that is, the one currently being negotiated. I sincerely hope that a new collective agreement will be negotiated by the end of the year, but given the current climate, I do not feel that we will be able to achieve this goal.

New Brunswick has already been operating with a minority government for two years. This political instability has a direct impact on the negotiations. Should the Higgs government choose to call a general election, this could have a significant impact on our chances of obtaining a new collective agreement this year. This political instability is compounded by the threat of a second wave of COVID-19, which in turn could also extend or even delay negotiations.

Norbert Robichaud

The members of the bargaining committee for Part III are:

- Rosemary McFarlane, Maria Cormier, and Catherine Little (elected members)
- Raelyn Lagacé, NP, replacing Nancy Arseneau (retired)
- Kathy LeBlanc and myself, unit representatives and co-chair
- Paula Doucet, President
- Matt Hiltz, Executive Director and Chief Negotiator
- A labour relations officer

Since our last annual general meeting (October 2019), your Board of Directors met in person in early December 2019 and again in February 2020. Since then, the pandemic has forced the cancellation of almost all face-to-face activities planned for 2020.

Your Board of Directors therefore met by video conference, on average two to four days per month to follow up on several important issues. Our Provincial President, Paula Doucet, sends us regular emails to keep us informed.

In Solidarity,

Norbert Robichaud, RN

NURSE MANAGERS AND NURSE SUPERVISORS

BY DEBBIE CARPENTER

As I sit down to write my first annual report, I reflect over my first eight months as your Nurse Managers and Nurse Supervisors unit representative. This year started off in a relatively normal fashion. As NBNU business took off, I was both excited and honoured to be involved, grow, and learn all that I could, as I spread my Union wings in my new role.

NBNU PRESIDENT'S TOUR

One of my first official commitments in 2020, as a member of the Board of Directors, was to attend the NBNU President's tour in Saint John. Despite the small turnout, the discussions were well-rounded and insightful. Members had the opportunity to speak directly with our Union President and Executive Director and express the issues they are facing first-hand in the workplace. The meeting also solidified members' expectations and priorities as we move forward with negotiations.

EDUCATIONAL ASSISTANCE COMMITTEE

As your Nurse Managers and Nurse Supervisors unit representative, I sit on the Educational Assistance Committee. We were able to meet as a full committee at the end of January to review many applications for nursing education requests.

This annual fund of $500,000 is set up within the Collective Agreements for both the Nurse Managers and Nurse Supervisors as well as the Nurses in Part III. This fund provides reimbursement for the cost of books, tuition, and registration fees for courses and/or conferences. I encourage and remind members to take advantage of this financial assistance to help cover the cost of educational opportunities related to our profession. It is also helpful in offsetting the costs associated with continual professional development. Application forms can be found on the NBNU website.

NURSE MANAGERS/ SUPERVISORS NEGOTIATIONS

As January came to an end, I participated in my first three-days of negotiations for the Nurse Managers and Nurse Supervisors group. Further dates in the spring were cancelled due to the pandemic, but we are back to the table in September to continue the bargaining process. Please continue to check your email and the NBNU website for updates and ensure your contact information is up to date with provincial office.

COVID-19

When I was elected last December, I could never have predicted what was to come. As the global pandemic reached our communities, clinics, health centers and hospitals, the impact was immense. The fear and anxiety was palpable, the planning was intense and fluid. Although we were all used to change, the change we now experience, at times is coming at us hourly.

Our normal work routines came to a grinding halt, we isolated to our own corners of the province and went into emergency mode, and with that our collaborative union activities were halted as well.

As managers and supervisors, we mobilized our units, departments, and facilities and ensured any communication we received was disseminated quickly. We also had the responsibility of ensuring our staff were mobilized and prepared to face whatever was coming our way.

Debbie Carpenter

As we start to move into the fall with trepidation, not knowing if we are in for a second wave, and what that may look like, I know the leadership demonstrated amongst this group of Nurse Managers and Supervisors will only continue to gain and exude strength.

Together, with all of our members, we will get through the unpredictable days to come. As a Union, we are, and always will be stronger together. I look forward to working with you all as we continue to navigate through the remainder of 2020, and I remain hopeful that we will all be able to meet in person again soon.

In Solidarity,

Debbie Carpenter BA, BN/RN

Registered nurses working pre-pandemic.

NURSING HOMES

BY RONDA MCCREADY

I proudly represent nurses in the 45 unionized nursing homes in New Brunswick. In addition to representing nursing home nurses on the NBNU Board of Directors, I also work full-time at a Nursing Home in Moncton where I have been employed for the last 25 years. Yes, I finally qualified for my senior nurse pay this year that was negotiated a few contracts ago to help retain our seasoned nurses.

I'll start by letting you know where we are in our contract negotiations. As most are aware, specifics can't be discussed as it breaches the negotiation process, but I can share that non-monetary discussions have just finished and we will be beginning monetary soon with dates in October. The pandemic has affected the process, as I'm sure you are aware, with the focus on a potential crisis in the homes and how to best deal with it, taking precedence over contract negotiations. We now have a process in place to meet virtually, which has its drawbacks, but I assure you we are committed to get the job done and hopefully have a tentative agreement for you to vote on in the near future.

You are all aware that this has been a difficult time for many as we navigate through this pandemic process as best we can. Nurses have had to deal with the stress of redeployment, working short, denied vacations and, with all that, the risk of being exposed to and potentially exposing our loved ones to the virus. Despite this nurses in all sectors continue to step up and face these challenges with the professionalism and courage that RNs and NPs are known and respected for by most. We all have a role to play in these difficult times. Now more than ever, even when we are frustrated, disappointed, angry or scared and looking for someone to blame, we need to realize that we need to work together. Our ability to do this will help ensure we present a strong united front to those who have many excuses why we cannot have safer and reasonable workloads along with fair wages that reflect our challenging profession. Together we are stronger, and I know as a Board member your strength and support is what helps us and our president move agendas forward, in an environment that seems to have more obstacles than ever.

Committees are still meeting for the nursing sector. After a brief time of regrouping we are now meeting regularly via Zoom or Microsoft Teams with no plans for face to face meetings in the near future. The Nursing Home sector pension plan group continues to monitor our progress in these volatile times with returns continuing to be low but steady. Pension plans are strictly regulated to ensure low risk investments are the majority of our holdings to protect members from losses that endanger plans. You can obtain more information about our pension plan by logging onto our portal at: https://nbnh.pension.hroffice.com. This year we have added an alternate to represent NBNU, Jason Robin has joined myself and Carole Clavette for our quarterly meeting. A reminder to watch for your 2019 Annual Pension Report coming out this Fall.

The Education Nursing Home Committee met last on July 14 where 5 applications were reviewed and a total of $5,264.97 was distributed, and on March 5 of this year with 7 applications with a total of $12,531.98 distributed. A reminder even though many conferences are not happening in person, virtual conferences will be accepted within the boundaries of the guidelines. Both the application forms and criteria can be found on NBNU's website. You can also contact your local president or myself if you have any questions.

Ronda McCready

Our health benefits costs have gone up slightly, as our usage, especially for higher costing drugs, continues to rise. We are a self-insured plan with the employer paying 75% of any health benefits and 50% cost-sharing of dental increases that are needed to keep the plan viable. Some of the necessary increase was absorbed by the surplus fund that is used to pay for our Employee Family Assistance Plan.

New this year is a short video from Assumption Life on NBNU's website that explains our plan, I encourage you to view it. Claimsecure has an app that you can download to submit you health benefit claims and sign up for direct deposit for reimbursement. You can also go to their website www.claimsecure.com to sign up and submit your health benefit claim. On both the app and the website you can also find a detailed account of what is and is not covered by your plan. Changes can occur so it is important for you to keep an eye on this regularly.

The New Brunswick Continuity Care Safety Association has been focusing on helping nursing homes procure safety equipment to help protect members and residents against COVID-19 in the event of an outbreak. An agreement that our President and several other union leaders in New Brunswick signed with government, guarantees that if a member requests specialized safety equipment i.e., N-95's, face shields etc. within reason it must be provided to them. Under our health and safety regulations we have the right to refuse unsafe work if the proper PPE are not provided. If you find yourself in this situation try to identify it as early as possible at professional practice and health and safety meetings and as well notify your labour relations officer. As an example, all the RNs and LPNs at our facility were fit tested for N-95's and these, along with face shields for testing, were provided when a potential COVID-19 patient was being cared for until a negative swab was reported.

On a more personal note it is with great sadness that I share with those who are not aware of the passing of one of our long-term local presidents John MacDonald. John was not only an avid union leader and activist but also an advocate for seniors as the President of the New Brunswick Gerontological Nurses Association. He was in addition to being a community volunteer, a devoted family man and friend to many of us. He will be missed dearly.

Thank you for taking the time to read this report. Most of us are busy and stretched thin juggling work, family and community responsibilities. This is just a reminder to take care of yourselves first and foremost without guilt and be happy, you deserve it. If anything, this pandemic reminds us that we never know what is around the corner so remember to appreciate the people and things in our lives that bring us joy.

In Solidarity,

Ronda McCready, RN

IN MEMORIAM

Our thoughts and prayers are with our members who have passed or lost a loved one, especially during the global pandemic. This time of social distancing has makes it difficult to find comfort, where we are unable to gather to mourn or to celebrate together. However, we can remember in ways that enable us to heal together under these difficult circumstances.

As we move forward, we must continue to honor and cherish the loved ones we have lost – from any cause – during the pandemic.

Let's continue to be there for one another in the ways that we can.

PASSING OF JOHN MACDONALD, STAUNCH NBNU UNION ACTIVIST

It is with profound sadness that we share with our Union family the passing of John MacDonald, RN, who worked for many years at the Miramichi Senior Citizens Home and was most recently employed at Shannex Bridgeview Hall.

John was a staunch activist within NBNU and is remembered for his warm smile and commitment to helping others. A 2016 NBNU Spirit award recipient, he was instrumental in advocating for nurses' rights.

John was a very proud NBNU member and served the membership well as Chair of the Annual Meetings Operational Committee for several years. His kind and gentle demeanor will be greatly missed by all at future NBNU events.

Our heartfelt condolences go out to John's family and friends, especially his wife, Kathy and their son, Patrick. We also extend our sympathies to John's work family at the Miramichi Senior Citizens Home, and Bridgeview Hall where he cared for residents for more than two decades.

John MacDonald

The Forgotten Generation

VIOLENCE IN LONG-TERM CARE

Since 2013, **employees of New Brunswick nursing homes** have had more than double the number of accepted violence claims as have employees of prisons.

22.5% VS **9%**

STAFFING

IN NEW BRUNSWICK NURSING HOMES:

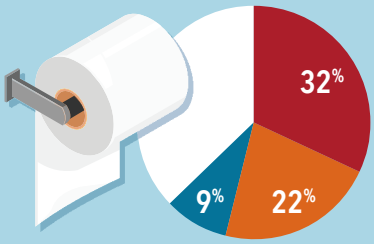
31 **New Brunswick nursing homes** failed to meet the required minimum **safe staffing ratios** in 2019.

RISKS TO RESIDENTS

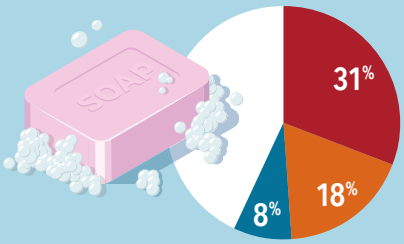
IN NEW BRUNSWICK NURSING HOMES:

73% of RNs surveyed say **resident care has declined in their home over the last 3-5 years**.

A strong majority of RNs (63%) report that the job of **TOILETING** residents is being left undone **sometimes** (32%), **often** (22%) or **always** (9%).



A majority of RNs (58%) report that the job of **BATHING** residents is being left undone **sometimes** (31%), **often** (18%) or **always** (8%).



In 2017, New Brunswick nursing homes experienced a **27% turnover in their RN workforce**.

73% of RNs working in NB Nursing Homes regularly **think about quitting their job**.

PROBLEMS WITH GOVERNMENT OVERSIGHT:

In recent years, some New Brunswick nursing homes have gone **up to 43 days without a Registered Nurse on-duty**, without consequence.

NBNU SIINB New Brunswick Nurses Union | Syndicat des infirmières et infirmiers du Nouveau-Brunswick

www.nbnu.ca/theforgottengeneration

STUDY REVEALS SHOCKING LEVELS OF MENTAL ILLNESS AMONG CANADA'S NURSES

BY BEN RENÉ

Overworked, understaffed and unsupported: these are the conditions under which nurses have been labouring for years. Now, with a global pandemic placing increased psychological pressures on nurses, these untenable working conditions have nurses unions and academics worried about the potential impacts on nurses' mental health.

Earlier this summer, the Canadian Federation of Nurses Unions (CFNU) published a report shining a light on alarming levels of mental health disorder symptoms among nurses. The study, conducted by University of Regina researchers Andrea Stelnicki PhD and Nicholas Carleton PhD, revealed high levels of PTSD, anxiety, major depressive disorder, clinical burnout and panic disorder symptoms.

Most notably, one in three nurses (36.4%) screened positive for major depressive disorder. More than one in four screened positive for generalized anxiety disorder (26.1%) and clinical burnout (29.3%). Positive screens for PTSD and panic disorder were also notably high, at 23% and 20.3% respectively.

The data was collected in 2019, prior to the COVID-19 pandemic.

"I can only imagine what the results would be if we conducted the same study this week," said CFNU President Linda Silas. "The data shows that nurses were struggling pre-pandemic; now, nurses aren't just overworked and coping with a tremendous amount of stress, they also have to worry about their access to PPE, their risk of contracting the virus and the risk of passing it on to their families."

"We're talking about significant psychological pressures."

Since the report's publication, CFNU has redoubled its efforts to secure appropriate and adequate mental health supports tailored to nurses now and into the future.

"We went to Dr. Nick Carleton and his team because we needed a particular focus on nurses – we needed the data to back up what we had been saying for years: that nurses were struggling too," explained Silas.

"Well, now we have that data and we're knocking on MPs doors."

Since the report's publication, Silas has been busy meeting with members of Parliament to not only share the data around nurses' occupational stress injuries, but to call for action. Politicians of all political stripes have been very receptive, according to Silas.

At an individual level, Stelnicki and Carleton recommend that nurses make time for a yearly mental health check-up.

"We need to talk about mental health the way we do about physical health," concluded Carleton.

"Make time to find a screening tool and, if you screen positive, make time to go get that help. Like any other injury you have, the earlier you tackle it, the better off you're going to be."

For self-care resources and options for free counselling services, please visit: nursesunions.ca/COVID19selfcare. Your Employee Assistance Program can also provide you with professional and confidential assistance. If you experience any acute psychological distress, please contact 911 or Crisis Services Canada at **1-833-456-4566**. Help is available.

Together it will be ok!

RN

SOCIAL MEDIA DO'S AND DON'TS

Canadians enjoy freedom of thought, belief, opinion and expression, including freedom of the press and other media communication. NBNU is pleased that many locals have their own Facebook pages for their members to share ideas, express opinions and disseminate important information. However, those rights are not absolute.

It is important to remember that the very thing that makes Facebook (and all social media) a powerful tool for such solidarity building, also makes it a risk to its users.

SOCIAL MEDIA USER RISKS INCLUDE:

Scope of distribution: information in electronic form can easily be downloaded, archived and re-distributed. Therefore, the person posting the information may have very little control over their eventual audience.

Permanence of information: basically, there is no "delete" button for anything posted on the Internet. Inappropriate content, even if posted for a brief second, could be screen captured, saved and re-distributed to an unintended audience.

Privacy controls: most sites have privacy controls; however, default settings may allow the public to see information that was intended to be private. Also, nothing will prevent another member of a "private" group from possibly sharing the so-called private content.

Reputational damage: when is a registered nurse not a registered nurse? The answer is NEVER. By virtue of the NB Nurses Act, yours is a regulated profession. A serious misstep on social media could result in a complaint being made to NANB (see sections 27 and 28).

> Nurses Act: **27** *in this Part "complaint" means any complaint, report or allegation in writing and signed by the complainant regarding the conduct, actions, competence, character, fitness, health or ability of a member and "Member" includes nurse, former nurse, member and former member.*
>
> Nurses Act **28** … *conduct unbecoming a member including any conduct that might adversely affect the standing or good name of the practice of nursing or the Association;*

To decrease your professional and personal risks, consider the following:

DO	DON'T
• DO make a distinction between your personal life and your professional life online. (respect and enforce professional boundaries: becoming a patient's electronic "friend" or communicating with them through social media sites may extend the scope of professional responsibility)	• DO NOT discuss your patients or your colleagues and DO NOT take photos at work.
• DO use social media for education and professional purposes	• DO NOT be lulled by false security
• DO be mindful of Privacy Issues	• DO NOT post/share confidential information (an unnamed patient or person may be identifiable from posted information)
• DO set your privacy settings as high as possible	• DO NOT use social media to vent or discuss work-related events or comment on similar postings by others
• DO create strong passwords, change them frequently and keep them private	• DO NOT post negative comments about colleagues, supervisors or other healthcare professionals: disclosing information obtained at work could be considered unprofessional and, if erroneous, could lead to a defamation claim
• DO make your personal profile private and accessible only by people you know and trust	• DO NOT offer health-related advice to comments or questions on social media; if relied upon, such advice could lead to professional liability
• DO present yourself in a professional manner in photos, videos and postings; and	

Before communicating on a social media website, always consider what is said, who might read it and the impact it may have, if viewed by an employer, a patient or licensing body.

Two rules that may help are: 1) the "24-hour rule" and 2) the "when-in-doubt rule". If posting on a controversial subject (or otherwise venting), draft the content but wait 24 hours before posting. Then after 24 hours, if there is any doubt whether the post could be misconstrued, do not post it.

It is your responsibility to follow the law and understand any legal impact your actions on social media might create. Be cognizant of legal issues, including but not limited to: violation of employer policies, intellectual property rights, defamation, harassment, bullying, privacy, insubordination, professional/ethical obligations, etc.

Emergency Unit in Bathurst, NB.

9 REASONS TO BECOME AN NBNU ACTIVIST

"WHAT'S IN IT FOR ME?"

You may ask yourself this question when thinking about taking a more active role in your union. There are many benefits to becoming an NBNU activist. We've pulled together just a few reasons why you might consider getting involved if you're not already:

1. HAVING YOUR VOICE HEARD IN CONTRACT NEGOTIATIONS

One of the core reasons why registered nurses become active in the Union is so their voices can be heard at the bargaining table. If you attend local meetings, or take the time to fill out a bargaining survey, you are helping to inform the Union as they prepare to go to the table.

In negotiations, the Union-appointed negotiator is joined by a provincial negotiating committee of members who have been elected by their colleagues to represent them. If you have ever wanted to be involved in determining your own contract, being engaged with the Union is how you do it.

2. FINDING YOUR NICHE WITHIN THE UNION

There is a lot more to union life than just signing your contract on the dotted line. Nurses are multi-talented, well informed and have a lot to offer, which is why NBNU invites members to join various committees.

Members hold executive roles within their locals, they help plan the AGM and events, they help choose scholarship and bursary recipients, and so much more. There is something for everyone at NBNU.

3. ADVOCATING FOR YOUR PATIENTS

Few know what patients, clients and residents need more than the registered nurses and nurse practitioners who take care of them daily. Advocating for those in your care is one of the most important parts of your job.

The position of the Union on issues related to patient care comes from our membership – those who speak to us directly or share their thoughts at local meetings. Members often find that one voice isn't enough to change the way things are in healthcare – but the voices of 6,900 registered nurses together is difficult to ignore.

4. JOINING A COMMUNITY OF NURSE ACTIVISTS

There are so many wonderful people to meet who understand your experiences as a nurse. Many friendships have been forged between members from Edmundston to Sackville and everywhere in between, as members come together for meetings, events and rallies.

5. SPEAKING FOR YOUR PROFESSION

One of the most important reasons to be involved with NBNU is the opportunity to speak for registered nurses and nurse practitioners. Your experiences are unique and valuable, but they often go unheard outside of your inner circle. Engaging with the Union allows you to take what you know and use it to influence outcomes and, ultimately, improve work life for yourself and your colleagues.

6. BEING INFORMED ABOUT ISSUES THAT AFFECT YOU

Nursing and labour groups across Canada do research and prepare reports on all kinds of issues that affect you as a front-line healthcare worker. They use this information to lobby the government, fight detrimental legislation and promote positive changes. Reading up on the work being done by the Union and allied groups can help inform your decisions as you go to the election polls. You never know, it might even inspire you to take an active role in seeking positive changes in your workplace and community.

7. REPRESENT YOUR UNION AND YOUR PROFESSION

Have you ever seen an NBNU commercial or newspaper advertisement and wondered who our fabulous actors and models are? Fun fact: they're all members. NBNU loves to showcase real nurses in all of our materials, and we encourage anyone who is interested in being a part of a photo or video shoot to get in touch with us. If you would like to be part of our future campaigns, contact Leanne Lagsiar, Communications Specialist at llagsiar@nbnu.ca.

8. BEING A PART OF THE LABOUR MOVEMENT

When nurses choose their careers, it's rarely with an eye toward activism, but one of the great privileges of being part of a public-sector union is the opportunity to connect with others as a member of the labour movement.

There are perks to being involved with organizations like the Canadian Federation of Nurses Unions (CFNU), the Canadian Labour Congress (CLC), or the New Brunswick Federation of Labour (NBFL). NBNU activists attend conventions around the country, take part in rallies, and forge wonderful bonds with people from diverse backgrounds all in the name of improving the lives of working people. The experiences that come with being a member of the labour movement cannot be replicated, and are worth taking advantage of.

9. OPENING YOURSELF UP TO NEW EXPERIENCES AND OPPORTUNITIES

NBNU members have many incredible opportunities to try new things, meet new people and enjoy once-in-a-lifetime experiences. Through our connections with CFNU and other labour groups, members have travelled nationally and internationally for conferences, and some have even gone on volunteering trips partially financed by the CFNU Solidarity Fund.

Even if you don't have the travel bug, you can still attend local events, take advantage of uniform discounts and apply for scholarships and bursaries that are set aside for NBNU members and their children.

SCHOLARSHIPS AND BURSARIES

The following scholarships are currently available through NBNU with an application deadline of September 30.

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

All the above applications are due on September 30. For more details and to find out more about each scholarship, visit https://nbnu.ca/member-services/scholarships/.

The 2019 scholarship recipients were:

- 2nd Year Nursing Scholarship Award – Kaylee Buchanan;
- 3rd year Nursing Scholarship – Erika LeBlanc;
- CFNU Scholarship – Jasmine Larocque;
- NBNU Family Scholarships (3) – Claudia Nixon; Emily Claire Mann and Emma Stephen;
- Post-Secondary Scholarships (3) – Mackenzie Furlong, Samuel Arseneau and Olivia Charest.

Audrey Ouellet

Monica Maillet

Marie-Pier Daigle

Phoebe Quilitano

NBNU BURSARIES

On an annual basis, NBNU grants a total of ten $800 bursaries for nursing students in the BN program at the five teaching sites (l'Université de Moncton – Moncton and Edmudston and University of New Brunswick – Moncton, Fredericton and Saint John). The student body of each site select two of the most deserving students from their group to receive the bursary.

The following 4th year students were the 2020 recipients of the NBNU bursaries:

- l'Université de Moncton, Edmundston – Nicholas Morneault and Audrey Ouellet
- l'Université de Moncton, Moncton – Monica Maillet and Marie-Pier Daigle
- University of New Brunswick, Moncton – Scott Lilly and Phoebe Quilitano
- University of New Brunswick, Saint John – Katlyn Greer and Abigail Morgan
- University of New Brunswick, Fredericton – Nathan Carrier and Anitra Parks

Katlyn Greer

Abigail Morgan

NBFL SCHOLARSHIPS AND BURSARIES

NBNU members and their children are also eligible for some scholarships and bursaries as an affiliate of the NBFL and CLC. Below is a list of scholarships and bursaries offered, which can also be accessed on the NBNU website.

- James A. Whitebone Memorial
- Tim McCarthy
- NBFL Solidarity Bursaries
- J. Harold Stafford Humanitarian Award
- Dermot Kingston Lifelong Learning Award

NEW BRUNSWICK NURSES UNION

FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2019

NEW BRUNSWICK NURSES UNION
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Year Ended December 31, 2019

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SPACEK ARMSTRONG & NORRAD
Chartered Professional Accountants

SPACEK ARMSTRONG & NORRAD
Chartered Professional Accountants

Peter Spacek - CPA, CA (506) 459-3113
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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, 2019, 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, 2019, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. 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 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 these 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 ASNPO, 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 related 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.

Auditor's Responsibilities for the Audit of the Financial Statements

(continues)

Unit 5, 60 Bishop Drive, Fredericton, NB E3C1B2 | Tel: (506) 458-1554 | Fax: (506) 457-2385

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 generally accepted auditing standards 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 generally accepted auditing standards, 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.

Spacek Armstrong + Noirard

Fredericton, New Brunswick
June 19, 2020

CHARTERED PROFESSIONAL ACCOUNTANTS

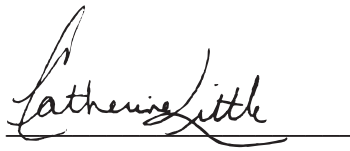
NEW BRUNSWICK NURSES UNION
Statement of Financial Position
December 31, 2019

	General Fund 2019	Restricted Funds 2019	**Total 2019**	Total 2018
ASSETS				
CURRENT				
Cash	$ 339,412	$ 37,403	**$ 376,815**	$ 596,408
Marketable securities *(schedule 1)*	1,914,830	5,037,718	**6,952,548**	6,401,243
Dues receivable	281,739	-	**281,739**	322,897
Other accounts receivable	25,352	-	**25,352**	57,205
Accounts receivable from employees	1,790	-	**1,790**	1,375
Interest receivable	97,741	-	**97,741**	113,468
Prepaid expenses	73,144	-	**73,144**	24,376
Due from funds *(Note 7)*	5,908	-	**5,908**	-
	2,739,916	5,075,121	**7,815,037**	7,516,972
CAPITAL ASSETS *(Net) (Note 5)*	1,473,105	-	**1,473,105**	1,502,237
	$ 4,213,021	$ 5,075,121	**$ 9,288,142**	$ 9,019,209
LIABILITIES AND NET ASSETS				
CURRENT				
Accounts payable	$ 510,135	$ -	**$ 510,135**	$ 605,518
Due to funds *(Note 7)*	-	5,908	**5,908**	-
	510,135	5,908	**516,043**	605,518
FUND BALANCES	3,702,886	5,069,213	**8,772,099**	8,413,691
	$ 4,213,021	$ 5,075,121	**$ 9,288,142**	$ 9,019,209

CONTINGENT LIABILITY *(Note 8)*

ON BEHALF OF THE BOARD

Director



Director

See notes to financial statements

NEW BRUNSWICK NURSES UNION

Statement of Operations

Year Ended December 31, 2019

	General Fund 2019	General Fund 2018	**Restricted Funds 2019**	Restricted Funds 2018
REVENUES				
Membership dues	**$ 4,544,103**	$ 4,555,810	**$ -**	$ -
Investment income	**150,914**	128,248	**799**	298
Contributions from nursing homes	**-**	-	**30,656**	30,171
	4,695,017	4,684,058	**31,455**	30,469
EXPENSES				
GENERAL & ADMINISTRATIVE				
Salaries - labour relations	**716,315**	682,429	-	-
Salaries - office staff	**643,715**	631,478	-	-
Salaries - overtime	**7,231**	5,536	-	-
Employee benefits	**277,165**	268,723	-	-
Employee recruitment	**844**	20,484	-	-
Staff professional development	**25,366**	21,504	-	-
Travel	**61,566**	59,935	-	-
Car allowance	**40,280**	41,313	-	-
Office supplies and expenses	**80,805**	71,253	-	-
Library	**14,050**	15,272	-	-
Postage	**31,234**	39,318	-	-
Insurance	**15,655**	20,681	-	-
Interest and bank charges	**3,053**	3,136	-	-
Communications	**98,225**	75,862	-	-
Professional fees	**92,901**	109,586	-	-
Photocopier leases and expenses	**10,302**	12,347	-	-
Electricity	**21,741**	21,172	-	-
Property taxes and water	**63,036**	61,309	-	-
Building repairs and maintenance	**56,066**	52,800	-	-
Amortization	**145,081**	156,898	-	-
TOTAL GENERAL & ADMINISTRATIVE	**2,404,631**	2,371,036	-	-

(continues)

See notes to financial statements

NEW BRUNSWICK NURSES UNION

Statement of Operations *(continued)*

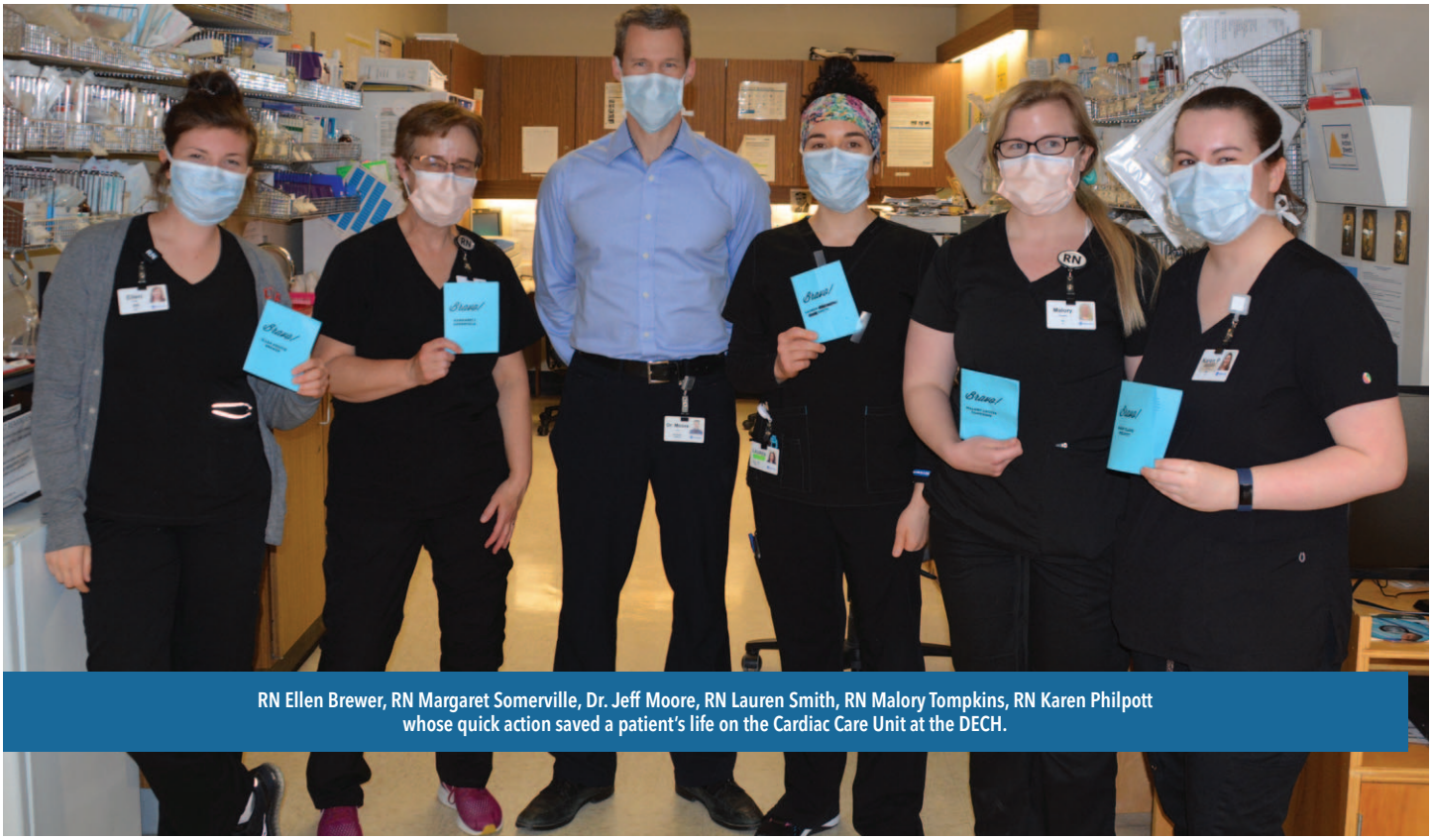
Year Ended December 31, 2019

	General Fund 2019	General Fund 2018	Restricted Funds 2019	Restricted Funds 2018
UNION ACTIVITIES				
Dues refunds to locals	**384,398**	380,506	-	-
COMMITTEE EXPENSES				
Salaries - members	**354,861**	400,339	-	-
Travel, meals and accommodations	**269,119**	349,363	-	-
Meeting accommodations	**11,847**	3,490	-	-
Speakers and registration	**49,122**	66,417	-	-
Translation	**53,026**	76,733	-	-
Employee benefits	**52,801**	56,977	-	-
Hearing expenses	**54,693**	35,634	-	-
Public relations and promotions	**190,293**	446,377	-	-
General printing	**36,242**	52,463	-	-
CFNU / NBFL dues	**262,130**	261,888	-	-
CFNU expenses	**185,529**	-	-	-
General translation	**20,045**	24,562	-	-
Scholarships	**17,600**	19,200	-	-
Memorials and gifts	**920**	1,208	-	-
Educational assistance	**-**	-	**20,790**	14,176
General expenses	**-**	-	**17**	18
TOTAL UNION ACTIVITIES	**1,942,626**	2,175,157	**20,807**	14,194
	4,347,257	4,546,193	**20,807**	14,194
EXCESS OF REVENUES OVER EXPENSES	**$ 347,760**	$ 137,865	**$ 10,648**	$ 16,275

See notes to financial statements

NEW BRUNSWICK NURSES UNION
Statement of Changes in Fund Balances
Year Ended December 31, 2019

	General Fund 2019	General Fund 2018	**Restricted funds 2019**	Restricted funds 2018
FUND BALANCES - BEGINNING OF YEAR	**$ 3,355,126**	$ 3,217,261	**$ 5,058,565**	$ 5,042,290
Excess (deficiency) of revenues over expenses	**347,760**	137,865	**10,648**	16,275
FUND BALANCES - END OF YEAR	**$ 3,702,886**	$ 3,355,126	**$ 5,069,213**	$ 5,058,565



RN Ellen Brewer, RN Margaret Somerville, Dr. Jeff Moore, RN Lauren Smith, RN Malory Tompkins, RN Karen Philpott whose quick action saved a patient's life on the Cardiac Care Unit at the DECH.

See notes to financial statements

NEW BRUNSWICK NURSES UNION
Statement of Cash Flows
Year Ended December 31, 2019

	General Fund 2019	Restricted Funds 2019	**Total 2019**	Total 2018
OPERATING ACTIVITIES				
Excess of revenues over expenses	$ 347,760	$ 10,648	**$ 358,408**	$ 154,140
Item not affecting cash:				
Amortization of capital assets	145,081	-	**145,081**	156,898
	492,841	10,648	**503,489**	311,038
Changes in non-cash working capital:				
Dues receivable	41,158	-	**41,158**	(93,611)
Accounts receivable from employees	(415)	-	**(415)**	(1,149)
Interest receivable	15,727	-	**15,727**	(31,718)
Other accounts receivable	30,764	1,089	**31,853**	(8,138)
Accounts payable	(95,383)	-	**(95,383)**	93,111
Prepaid expenses	(48,768)	-	**(48,768)**	(7,342)
	(56,917)	1,089	**(55,828)**	(48,847)
Cash flow from operating activities	435,924	11,737	**447,661**	262,191
INVESTING ACTIVITIES				
Purchase of capital assets	(115,949)	-	**(115,949)**	(38,686)
Marketable securities	(550,000)	(1,305)	**(551,305)**	(235,655)
Cash flow used by investing activities	(665,949)	(1,305)	**(667,254)**	(274,341)
FINANCING ACTIVITY				
Advances to/from funds	(6,717)	6,717	**-**	-
Cash flow from (used by) financing activity	(6,717)	6,717	**-**	-
INCREASE (DECREASE) IN CASH FLOW	(236,742)	17,149	**(219,593)**	(12,150)
Cash - beginning of year	576,154	20,254	**596,408**	608,558
CASH - END OF YEAR	$ 339,412	$ 37,403	**$ 376,815**	$ 596,408
CASH FLOWS SUPPLEMENTARY INFORMATION				
Interest received	$ (135,187)	$ (799)	**$ (135,986)**	$ (160,264)
Interest paid	$ 3,053	$ -	**$ 3,053**	$ 3,136

See notes to financial statements

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)

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

Capital assets acquired during the year but not placed into use are not amortized until they are placed into use.

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.

5. CAPITAL ASSETS

	Cost	Accumulated amortization	**2019 Net book value**	2018 Net book value
Land	$ 281,722	$ -	**$ 281,722**	$ 281,722
Buildings	2,074,519	964,260	**1,110,259**	1,100,400
Furniture and fixtures	301,854	256,734	**45,120**	55,633
Computer equipment	180,047	157,549	**22,498**	23,954
Computer software	178,047	164,541	**13,506**	40,528
	$ 3,016,189	$ 1,543,084	**$ 1,473,105**	$ 1,502,237

6. INVESTMENT INCOME

	2019	2018
General Fund	**$ 150,914**	$ 128,248
Nursing Home Educational Leave Fund	**799**	298
	$ 151,713	$ 128,546

7. 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 $5,908.

8. 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.

9. SUBSEQUENT EVENTS

The outbreak of coronavirus disease (Covid-19) and declaration of a global pandemic by the World Health Organization on March 11, 2020 and subsequent government measures to combat the health threat of this virus have caused significant economic slowdown. At this time, it is not possible to estimate the impact of these events on the future financial results of the organization.

NEW BRUNSWICK NURSES UNION

Marketable Securities ***(Schedule 1)***

As at December 31, 2019

	2019 *Carrying Value*	2019 *Fair Value*
GENERAL FUND		
Omista Credit Union		
2.00% GIC, due October 2020	**$ 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
3.00% HSBC Bank GIC, due January 2022	**250,000**	250,000
2.33% GIC, due December 2021	**200,000**	200,000
Scotiabank		
2.50% Cashable GIC, due July 2020	**300,000**	305,178
2.20% GIC, due June 2021	**125,000**	125,143
2.22% 1-Year Special Rate GIC, due May 2020	**350,000**	355,194
Scotia McLeod		
2.41% GIC, due March 2021	**250,000**	250,000
2.10% GIC, due September 2020	**139,825**	139,825
TOTAL GENERAL FUND MARKETABLE SECURITIES	**$ 1,914,830**	$ 1,925,345
RESTRICTED FUNDS		
Omista Credit Union		
Omista Credit Union shares	**5**	5
BMO Nesbitt Burns		
2.65% National Bank of Canada GIC, due March 2022	**350,000**	350,000
1.90% Canadian Western Bank GIC, due July 2020	**100,000**	100,000
2.22% GIC, due June 2020	**405,065**	405,065
1.86% Canadian Western Bank GIC, due December 2020	**515,000**	515,000
2.71% Canadian Western Bank GIC, due March 2021	**326,858**	342,849
2.00% Home Trust Company GIC, due July 2020	**100,000**	100,000
2.12% 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
2.16% Royal Bank GIC, due August 2020	**278,000**	278,000
2.10% GIC, due September 2020	**383,475**	383,475
2.35% Bank of Nova Scotia GIC, due April 2020	**350,000**	350,000
2.15% GIC, due November 2020	**250,000**	250,000
Scotiabank		
2.08% MTC Cashable GIC, due January 2021	**190,500**	191,195
2.70% Bank of Nova Scotia GIC, due May 2020	**350,000**	358,026
2.10% National Trust GIC, due January 2021	**229,000**	231,042
1.85% Non Redeemable GIC, due May 2020	**206,000**	216,184
2.00% GIC, due October 2020	**30,000**	30,026
Unamortized Premiums and Discounts		
Unamortized premiums and discounts	**7,315**	7,315
TOTAL RESTRICTED FUNDS MARKETABLE SECURITIES	**5,037,718**	5,074,682
GRAND TOTAL	**$ 6,952,548**	$ 7,000,027

See notes to financial statements

FINANCE COMMITTEE REPORT

BY CATHERINE LITTLE

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

Peter Spacek with the accounting firm Spacek, Armstrong & Norrad, met with the Committee to review the audited financial statements for 2019. Mr. Spacek stated that the financial statements present fairly, in all material respects, regarding the financial position of the New Brunswick Nurses Union as of December 31, 2019.

The Committee has prepared the operational budget for 2021 which can be found in this *Parasol*.

The Finance Committee made the following recommendations for the 2021 budget:

- The discussion to look at spending in excess of meal per diems (as per the NBNU policy) was reviewed last year. The plan was to trial paying per diems at Executive Council in April, however, since it was postponed due to COVID-19, it will be trialed at Executive Council in 2021. Following the meeting, all feedback from the Executive Council delegates will be reviewed and a decision will be made as to whether the existing policy of paid per diems will be followed, or a continuation of providing breakfast and lunch as in past practice.
- The Finance Committee will keep six months of expenses in our general fund to cover NBNU operating expenses.
- Dues remain frozen for 2021 but the Committee recommends considering an increase for 2022 (union dues have not increased since 2011).

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

Catherine Little

Like many organizations, the global pandemic has affected our expenditures and impacted the proposed 2021 budget. We will end the 2020 year with a surplus due to several event cancellations. This surplus will be invested and used to cover any deficit in the proposed 2021 budget for the rescheduled events.

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

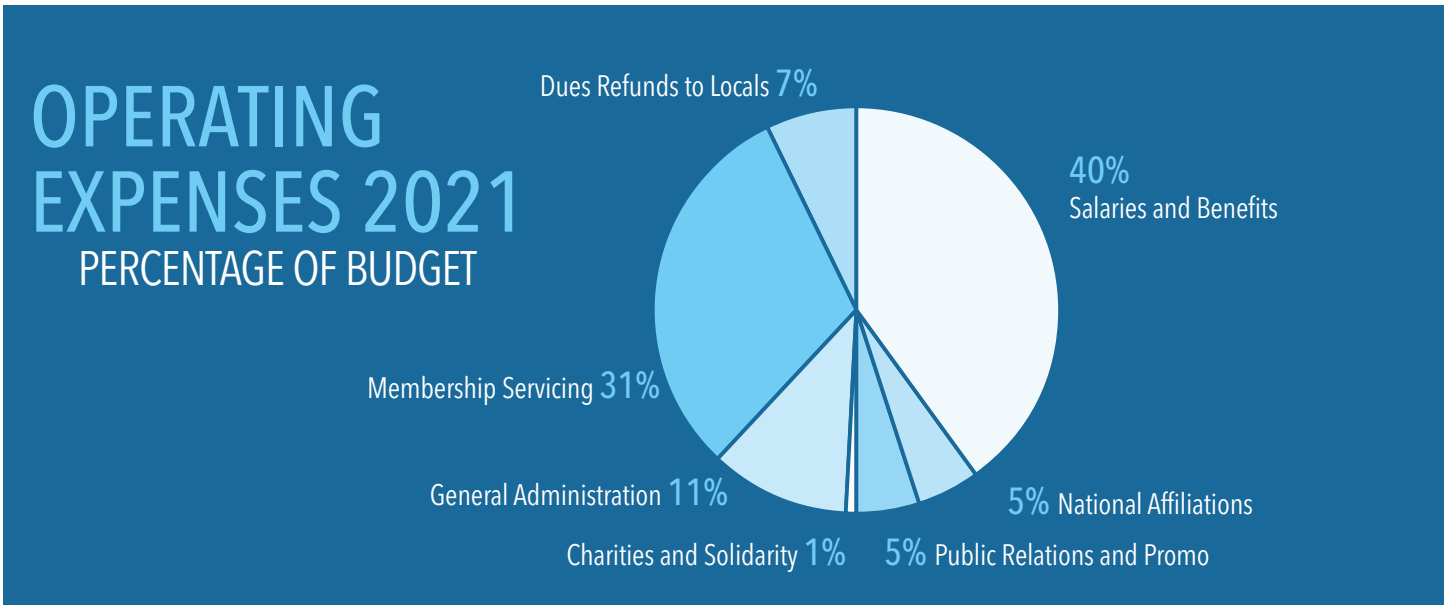
In Solidarity,

Catherine Little, RN

NEW BRUNSWICK NURSES UNION

OPERATIONAL BUDGET FOR YEAR ENDING DECEMBER 31, 2021

REVENUE	2020 Approved Budget	2020 Revised Budget	2021 Proposed Budget
Membership dues	4,553,275	4,553,275	4,544,068
Investment income	151,000	151,000	151,000
TOTAL REVENUE	**4,704,275**	**4,704,275**	**4,695,068**
EXPENDITURES			
General & Administrative			
Salaries	1,439,602	1,439,602	1,522,158
Staff overtime	12,000	12,000	12,000
Employee benefits	322,032	322,032	358,523
Staff professional development	33,000	33,000	33,000
Travel	75,000	75,000	75,000
Car allowance	40,800	40,800	40,800
Office supplies & expenses	27,500	27,500	28,000
Service contract/IT support	49,500	49,500	53,000
Depreciation	142,000	142,000	142,000
Library	16,000	16,000	14,500
Office equipment leases	21,199	21,199	16,800
Bank charges	3,300	3,300	3,300
Insurance & bonding	17,579	17,579	16,623
Telephone expenses	57,000	57,000	53,000
Professional fees	40,000	40,000	50,000
Property taxes	68,149	68,149	68,209
Utilities	22,000	22,000	22,700
Building repairs & maintenance	42,818	42,818	44,287
Presidents accomodations	14,500	14,500	14,000
Casual temporary staffing	3,000	3,000	8,000
Employee recruitment expenses	5,000	5,000	8,000
Total General & Administrative	**2,451,979**	**2,451,979**	**2,583,900**
UNION ACTIVITIES			
Dues refunds to locals	385,740	385,740	384,960
Member Expenses:			
Annual General Meeting	342,090	79,061	331,415
Executive Council	218,832	-	237,000
Board of Directors	70,249	70,281	71,949
Eastern Labour School	145,093	-	-
CLC Worker's Summit	22,785	-	-
Bargaining & Labour Management	91,954	91,954	93,935
Member Education (Leadership in Action)	50,290	50,290	50,731
Finance, JCMC, Ann Mtg Ops., Arbitration	52,656	47,155	41,980
Nurses: Part III / Nursing Homes Education	15,062	15,062	15,173
CLC Convention	43,620	-	41,944
NBFL Convention	-	-	17,069
CFNU Biennium	-	-	169,094
Public Relations & Promotions	300,000	300,000	300,000
Legal expense assistance plan	5,000	5,000	5,000
Local assistance fund	1,000	1,000	1,000
Membership motivation	50,000	50,000	50,000
Postage/shipping	85,000	42,000	85,000
Internship program	-	-	
Printing	101,000	45,000	80,000
Canadian Federation dues	192,870	192,870	192,480
N B Federation of Labour Dues	88,720	88,720	88,541
Hearing expenses	40,000	40,000	40,000
Scholarships	20,800	20,800	22,400
General translation	25,000	25,000	25,000
Memorials & gifts	2,500	2,500	2,500
Member Communications	125,000	125,000	50,000
Total Union Activities	**2,475,261**	**1,677,433**	**2,397,170**
Total Expenditures	4,927,240	4,129,412	4,981,070
Excess of Revenue (Expenditure) For Year	**(222,965)**	**574,863**	**(286,002)**
Transfer from Investments	0	0	-
Surplus (Deficit)	**(222,965)**	**574,863**	**(286,002)**



NOTES TO BUDGET

REVENUE

Membership Dues – Based on 1.025% of Class A Step G annual salary of January 2005.

Investment Income – Interest earned on total investment portfolio.

EXPENDITURES – GENERAL AND ADMINISTRATIVE

Salaries – This amount includes salaries for 17 full-time staff including the president.

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 and supplies for mailing equipment and photocopier.

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 legal staff, 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, 2020

			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	24 janv 22	3.00%	$ 250,000
BMO Nesbitt Burns	GIC	#270-0097211	2 years	20-Dec-21	2.33%	$ 200,000
Omista Credit Union	GIC	#61545-41-2	1 year	10-Oct-20	2.00%	$ 100,000
Scotia McLeod	BNS GIC	#270-0060516	2 years	15-Mar-21	2.41%	$ 250,000
Scotia Bank	NR GIC	36340343	18 months	14-Jun-21	2.20%	$ 125,000
Scotiabank	MTC ST NR GIC	36340343	9 months	27-Apr-21	1.00%	$ 300,000
ScotiaMcLeod	NR GIC	#270-0060516	1 year	28-Sep-20	2.10%	$ 139,825
Scotiabank	NR GIC	36340343	9 months	26-Feb-21	1.25%	$ 350,000
BMO Nesbitt Burns	Canadian Western Bank	#270-0097211	2 years	15-Jul-22	1.18%	$ 200,000
Total General Fund Investments						$ 2,114,825
INVESTMENTS - MEMBERSHIP DEFENCE FUND						
BMO Nesbitt Burns	Cdn Western Bank GIC	#270-0097211	2 years	16-Jul-22	1.175%	$ 200,000
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	24-Jun-21	1.01%	$ 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	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	BNS GIC	#270-0060516	1 year	19-Mar-21	1.45%	$ 420,000
Scotia Wealth	NR GIC	#270-0060516	1 year	4-Aug-20	2.16%	$ 278,000
Scotia Wealth	NR GIC	#270-0060516	1 year	28-Sep-20	2.10%	$ 383,475
Scotia Wealth	NR GIC	#270-0060516	1 year	6-Nov-20	2.15%	$ 250,000
Scotia Wealth	Cdn Western Bank GIC	#270-0060516	1 year	26-Apr-21	1.70%	$ 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	Special Rate GIC	36340343	9 months	22-Feb-21	1.25%	$ 206,000
Scotiabank	BSN NR GIC	36340343	1 year	12-May-21	1.20%	$ 350,000
Scotia Bank	MTC Cashable GIC	36340343	15 months	29-Jan-21	2.08%	$ 190,500
Total Membership Defence Fund Investments						$ 5,000,398
INVESTMENTS -NURSING HOME EDUCATIONAL LEAVE FUND						
Scotia Bank	GIC	1LM7MN	10 months	16-Oct-20	2.00%	$ 30,000

NBNU GOVERNANCE

YOUR UNION WORKING FOR YOU

The New Brunswick Nurses Union (NBNU) is 6900 members strong and represents all registered nurses who work in the provincial healthcare system. As a labour union working on behalf of nurses, NBNU offers a wide range of services to assure the socio-economic welfare of our members either directly or indirectly through our network of bargaining units.

We are committed to being an open and democratic organization that engages the maximum number of members in decisions that affect our organization and how we represent you, our members. There are many opportunities for registered nurses to be engaged in Union governance and provide feedback on our internal structures to ensure we operate transparently in all we do.

HOW WE ARE GOVERNED

Annual General Meeting

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

Board of Directors

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

Executive Council

- Includes over 100 local presidents elected by and representing their respective bargaining unit
- Meets at least once a year, in addition to the AGM
- Works to resolve issues faced by nurses at the Union local level
- Primary role is approving reports and providing direction to the Board of Directors

Union Locals

- Administer Union business in each workplace
- Provide a direct line of communication with local management
- Handle and file grievances on behalf of local members
- Serve on the professional practice committee
- Support local political lobbying needs
- Local meetings are generally held monthly

Members

- All NBNU members are eligible to participate in any level of Union governance
- Encouraged to, at a minimum, participate at the local level by attending meetings and staying informed through Union communications (i.e. newsletters, website, emails)
- Encouraged to serve as and support the representatives on your local executive
- Encouraged to attend the AGM as a delegate

President

- Highest elected leadership role in the Union
- Accountable to the Board of Directors
- Presides at all provincial Union meetings and serves as ex-officio on all Union committees.
- Responsible for carrying out NBNU policies and acting in the best interest of the Union
- Responsible for the overall management and activities of the NBNU
- The official spokesperson for NBNU
- NBNU national officer on the CFNU Board, representing the interest of NB nurses

Executive Director

- Hired by and accountable to the Board of Directors
- With the president, is responsible for the overall management and activities of the NBNU and its staff
- Ex-officio member of the Board of Directors and non-voting member of all Union committees

Provincial Office Staff

- Work to deliver the various member services required
- Collective bargaining
- Labour relations
- Grievances and representation
- Communications
- Education and research

ACRONYMS EXPLAINED

ANB Ambulance New Brunswick

BSc Bachelor of Science

BN Bachelor of Nursing

CBE SRP 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

EMP Extra-Mural Program

FTE Full-time Equivalent

GNU Global Nurses United

ICN International Council of Nurses

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

NBPSPP New Brunswick Public Service Pension Plan

NBU New Brunswick Union

NEB National Executive Board (CFNU)

NCLEX-RN® National Council Licensure Examination for Registered Nurses

NHS National Health Service

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

RCN Royal College of Nursing

RHA Regional Health Authority

RNUNL Registered Nurses' Union Newfoundland & Labrador

SUN Saskatchewan Nurses' Union

UNA United Nurses' of Alberta

VPSC Vestcor Pension Services Corporation

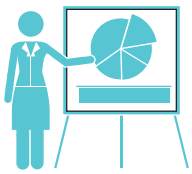
WSR Work Situation Report

Moncton Hospital

HOW NBNU NEGOCIATES YOUR

COLLECTIVE AGREEMENT

One of the New Brunswick Nurses Union's objectives is to regulate the employment relations between its members and their employers. This includes the negotiation and enforcement of its three provincial bargaining unit collective agreements.



STEP 1 – PLANNING

- Election of bargaining teams
- Member surveys which rank their priorities
- Develop priorities (monetary / nonmonetary)
- Bargaining conference
- Review of past grievances for problematic language
- Draft proposals

Note: *At this stage, information will be reported to members of the bargaining unit(s) through their Local President and/or correspondence from the NBNU President/Executive Director.*

STEP 2 – MEETINGS

The first meeting with the Employer's negotiating team begins the exchange of proposals (non-monetary initially, then monetary), the establishment of procedures and protocols (i.e- no bargaining in the media, confidentiality, etc), and a review of housekeeping items (ex: typos).

STEP 3 – TIME TO BARGAIN

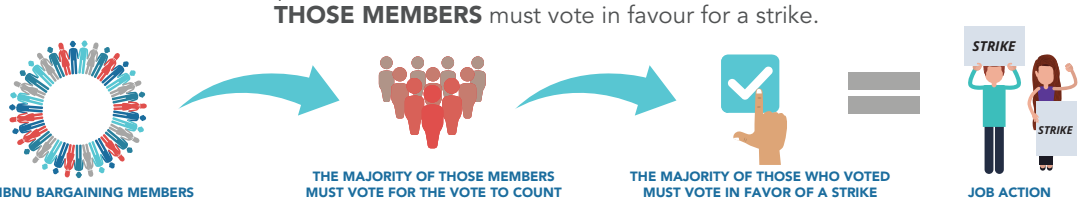
NBNU and the Employer teams work hard to understand each others' proposals. This stage involves a give and take with the Employer and goes until a tentative agreement or an impasse is reached.

IF THE TEAM CANNOT REACH A TENTATIVE AGREEMENT, AN IMPASSE IS REACHED.
The parties may request the services of a Conciliation Officer whose job it is to meet with both parties to attempt to break the impasse. This is a required step before any strike vote may be taken.

STEP 4 – TENTATIVE AGREEMENT OR BUST

A tentative agreement is reached when the Negotiating Team believes that it has the best possible offer that the Employer is able to make AND it substantially meets the mandate given to the team by its members.

STRIKE VOTE – If a strike vote is required, the majority of NBNU bargaining members **must vote, AND THE MAJORITY OF THOSE MEMBERS** must vote in favour for a strike.



RATIFICATION VOTE – To ratify a tentative agreement, the majority of those NBNU members who vote, must vote 'yes' in favour of the agreement.

NBNU SINB

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