PARASOL 2021/2022 ANNUAL REPORT OCTOBER 2022

Picking Up The Pieces

NBNU SUNB

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Please contact Jennifer Heade, Administrative Officer, by email **jheade@nbnu.ca** or toll free, **1-800-442-4914**.

How to Reach us at the Provincial Office

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

MISSION

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

VISION

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

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.

EDITORS

Holly Crawford, Sarah Bonnar, Alexandra Mootoosamy, Lynn Richard and Cathy Rogers

CONTRIBUTORS

Paula Doucet, Matt Hiltz, Debbie Gill, Maria Richard, Catherine Little, Kathy LeBlanc, Ronda McCready, Cathy Wall, Debbie Carpenter, Maria Cormier and Dr. Cathy Rogers, PhD.

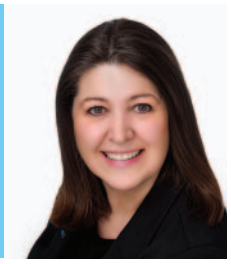
CONTACT US

NBNU Provincial Office
103 Woodside Lane
Fredericton, NB, E3C 0C5

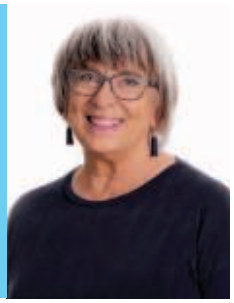
Telephone: 506-453-0829
Fax: 506-453-0828
Toll Free: 1-800-442-4914
Email: info@nbnu.ca

Contents Page

5
President's Report



46
LPNs Voices:
"Please Help Us"



4 ..... AGM Agenda

4 ..... Keynote Speaker

5 ..... President's Report

9 ..... Wishing Chantal Lafleur, a Happy Retirement!

10 ..... Executive Director's Report

13 ..... 1st Vice-President's Report

16 ..... 2nd Vice-President's Report

17 ..... Unit Representatives' Reports

22 ..... Welcome, Licensed Practical Nurses to NBNU!

28 ..... Annual Meeting Operations Committee Report

29 ..... 2022 Resolutions

32 ..... 2022 Constitution & By-Law Changes

43 ..... Candidates for Election

46 ..... LPNs Voices: "Please Help Us"

47 ..... Choices After 50 Magazine

48 ..... Scholarships and Bursaries

49 ..... Financial Statements

62 ..... Finance Committee Report

63 ..... Budget

64 ..... Notes to Budget

65 ..... Investment Schedule

66 ..... Important Dates

67 ..... Acronyms Explained

Disclaimer: Due to the on-going COVID-19 pandemic, many NBNU events were still held virtually thus far throughout the year, allowing for less photo opportunities than typical years pre-pandemic. Therefore, while there are some recent photos included from campaigns and photoshoots, other photos were taken virtually or pre-pandemic.

AGM Agenda

OPEN INVITATION TO ATTEND THE 48TH NBNU ANNUAL GENERAL MEETING OCTOBER 24-27, 2022 | DELTA BEAUSÉJOUR, MONCTON

MONDAY, OCTOBER 24

11:30 - 13:00 – First Timers Session

11:30 - 13:30 – Registration

13:30 - 16:30 – Unit Rep. Meetings

19:00 - 21:00 – Wine & Cheese Reception

TUESDAY, OCTOBER 25

7:30 - 8:30 – Registration

8:30 – 16:00 – Business Session & Campaign Launch

18:00 – Reception

19:00 – Banquet

WEDNESDAY, OCTOBER 26

7:30 - 8:30 – Registration

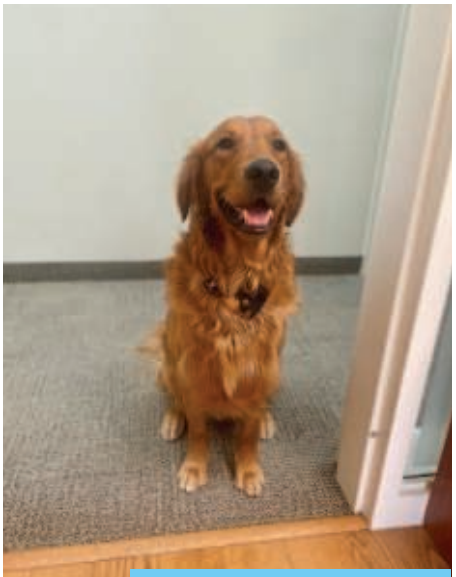
8:30 – 16:30 – Business Session & Guest Speaker

THURSDAY, OCTOBER 27

7:30 - 8:30 – Registration

8:30 - 12:00 – Business Session

12:00 – Adjournment



Leon, the NBNU Office dog

Keynote Speaker

THIS YEAR'S AGM KEYNOTE SPEAKER IS SUSAN STEWART.

Comedian Susan Stewart blends the wit and wisdom she is known for with powerful messages about not taking life too seriously – especially in times of adversity and uncertainty. In her stand-up comedy style, Stewart shares ways to see the lighter side of life leaving her audiences uplifted and equipped to meet their challenges with a positive outlook, and, of course, a sense of humour.

Professionally, Susan has taken a winding road. After earning a degree in theatre arts from the University of Waterloo, she began performing stand-up comedy in Toronto. Three years into her comedy career, Susan began battling depression and anxiety, which eventually led her to quit performing. When she got back on her feet, she wanted to get a "real job" and see "how the other half lived" which led to her transitioning into the world of human resources as an organizational learning and development consultant with the Ontario government.

A year into her new HR career, Susan was asked to create and deliver a comical presentation about wellness for an upcoming staff professional development conference.

Her presentation was a smash-hit, and she eventually left her HR career to return to the stage full-time and use her comedic powers for good. For the past decade, Susan has been making audiences laugh while delivering messages about resilience, stress relief, and nurturing strong mental health.

Susan has been a touring comedian for 12 years and is also an accomplished author. Her works include *Reaching The Laugh Resort: Why The Journey To Remembering Who You (Really) Are Is Worth The Jet Lag; Your New Lenses Are Ready For Pick Up: A Guide To Seeing The Lighter Side Of Life*; and *You Gotta Laugh: Wit And Wisdom About Not Taking Life (Or Yourself) Too Seriously*. Susan also hosts her own podcast, "Still a Hot Mess" which can be found on Spotify and iTunes.

President's Report

BY PAULA DOUCET, NBNU PRESIDENT

Paula Doucet

As I write this year's annual report, I reflect on what has been the last 29 months. While COVID-19 is still upon us and adding extra strain to our healthcare system, nurses are still suffering from burnout due to the lack of retention and recruitment in our province. For most nurses in New Brunswick, their shifts have become extremely stressful, exhausting, unbalanced and dreadful. Furthermore, there are approximately 1,000 nursing vacancies across the province.

The stark reality that we are living here in NB is being felt in every province across Canada. Our vacancy numbers may be different, but the dire working conditions, poor work life/home life balance and constant moral distress nurses are facing in every corner of Canada, is alarmingly the same. Having the opportunity to collaborate with counterparts of CFNU helps in the darkest of days.

Solutions to the nursing shortage are complex and although no "quick fix" will make things better, we need to start making changes one step at a time. Retention, recruitment and respect for the ideas nurses bring forward remain at the forefront of every discussion, meeting and interaction.

Having opportunities to be at the table with government, CEOs, policy makers, employers and decision makers, is how we ensure our voices are heard and our ideas are considered and understood.

We all know healthcare is in dire straits in NB - it is literally shattered and broken. However, as registered nurses, licensed practical nurses and nurse practitioners, we continue to show up, step up and now we are picking up the pieces of our shattered and broken system and putting it together, so we can provide the best care that our patients, clients and residents deserve.

WELCOME LPNS

Last October, the reclassification and transfer of LPNs to the nursing group, brought hospital and community care LPNs to our union. We know the timing and presentation by government may or may not have been deliberate to test our strength and resolve as a union and profession; however, it never slowed us down, it gave us more solidarity and a stronger voice as a collective, to strengthen the nursing profession and healthcare in our province.

I want to give thanks to the NBNU LPN Ambassadors, who worked endlessly to help initiate the movement to have the LPN classification of nursing join in unity with RNs and NPs at NBNU. I encourage you all to read the LPN Ambassador section in this *Parasol* to learn about them and why they're glad to be part of NBNU.

Here's to unity, strength and solidarity, as we welcome our new LPN brothers and sisters! With more similarities than differences, we are stronger together.

Roger Leger, Tammy Turner and Tarra Aubie

DECEMBER STRIKE VOTE AND COLLECTIVE AGREEMENTS

Last year was quite the whirlwind for negotiations. Nurses being without an agreement since December 2018, COVID-19 occurring and damaging the healthcare system even more and governments not caring about healthcare in our province, left nurses upset and even more eager for their voices to be heard.

Due to the rejection of two tentative agreements for the Nurses, Part III and the Nurse Manager and Nurse Supervisor bargaining units in 2021, last December saw a strike vote across all three of our bargaining units. The Nurses, Part III bargaining unit was 91% in favour of a strike, the Nurse Manager and Nurse Supervisor bargaining unit was in 96% in favour of a strike and the nursing home bargaining unit was 89% in favour of a strike, adding up to a total of 92% in favour of striking.

The energy that was in the air during the days of strike voting was electrifying. Although it was shame that a strike vote was what it had to come to in order to get a better deal at the bargaining table, the way NBNU members came together to show that nurses in New Brunswick deserve better, was an incredible show of strength and solidarity.

After a third round of negotiations following the strike vote, we were happy to have been able to ratify collective agreements for the Nurses, Part III and the Nurse Manager and Nurse Supervisor bargaining units in December 2021, and had them signed in February 2022, with the ratification of the nursing home bargaining unit in February 2022, and its signing in May 2022.

Although new collective agreements won't change the current state of healthcare in our province, they are a step in the right direction in fighting for nurses' rights and working conditions. Unfortunately, the lack of retention and recruitment is the main culprit causing nurse burnout, and until those issues can be resolved, nursing and healthcare in our province will continue to suffer. Please know that I hear you when you say, "I'm burnt out," "work gives me too much anxiety," "this nursing is not the nursing I signed up for as a career." I know that conditions are not good, I know that many of you are suffering from poor mental health because of it, but I want you to know that progress is being worked on. Although it isn't a quick fix solution, work is being done behind the scenes to improve nursing in our province.

NBNU is pressing the government to start the reforms needed with proven winners such as nurse practitioner led multi-disciplinary clinics in every rural community, to take the strain off the already overburdened and antiquated primary healthcare system and its patients who are stuck going to ERs. Hopefully the changes in the Department of Health and Social Development announced in mid July by the government will streamline the implementation of this, among other creative initiatives. Even though most days are difficult, I see solutions ahead of us as we work collectively to accomplish them.

Once again, I would like to thank all the nurses that were patient with the negotiation process, and who also took the time to vote during the strike vote and for the tentative agreements, including our new LPN members, who had only been part of NBNU for a short time. Thank you all for your powerful show of solidarity.

VIRTUAL 2022 EXECUTIVE COUNCIL

This year's Executive Council was held virtually in April, as we erred on the side of caution for COVID-19. NBNU was pleased to have the support of staff members and the NBNU Board of Directors at our set up at the Fredericton Inn, while local presidents and executives tuned in from their homes via Zoom.

This year's meeting included business sessions, unit rep meetings, education sessions and opening remarks and greetings from CFNU President, Linda Silas.

This year's education sessions were:

- Union 101, focusing on giving members a thorough understanding of how NBNU operates.
- Social Media and the Nurse 101, breaking down the dos and don'ts for nurses using social media.
- Occupational Health and Safety, discussing how work safety is affecting nurses, case study examples and more, presented panel style.

For those interested in reviewing the education sessions, the presentations and recorded videos can be found on the e-learning tab of the members only section of the NBNU website.

Our focus for 2023, will be to continue to build our educational supports for members and local executives. Knowledge is power and having the proper tools and supports will help to strengthen the future leaders of workplaces across the province, and strengthen NBNU, as the powerful organization it is.

COUNCIL OF THE FEDERATION (COF) AND THE CANADIAN FEDERATION OF NURSES UNIONS (CFNU)

Nursing leaders from across the country met with premiers at the Council of the Federation in early July in Victoria, British Columbia, to discuss the dire staffing crisis threatening the sustainability of public health care in Canada.

It's no secret that the dire nursing shortage is a national problem that New Brunswick, and all of Canada is facing. The current state of healthcare is leading to severe burnout of nurses and unsustainable working conditions.

Nurses know what the solutions are, and our voices need to be heard at the table. The innovative proposal for solutions gathered at CoF centers around retention of nurses

working in public health care, returning nurses to the profession and the public system, and new measures to recruit and train the next generation of nurses. (You may have noticed through news releases and social media posts, that the CFNU is doing a generous amount of campaigning around these topics currently, while also being supported by all sister unions).

Although the nurse shortage is a major crisis in New Brunswick, the fact that it is also a national crisis is incredibly worrisome. Myself and all the nursing leaders at CoF, left the meeting agreeing that we must all work together, province to province, to tackle the nursing shortage and call on government leaders to initiate immediate action. At the closing of the CoF meeting, Canada's nurses' unions were also pleased to welcome the premiers' call for a First Ministers Meeting focused on strengthening health care and alleviating the nursing shortage.

Alone we can do so little, but together we can do so much. While times are unbelievably difficult for nurses now, they won't be forever.

CFNU continues to advocate at the federal level for nurses across Canada and NBNU is fortunate to be at the national executive board table. Sharing national research, data and studies helps to support our efforts here in NB. Recently, CFNU published a book titled "Nurses' Voices - Stories of Courage and Determination in the Face of COVID-19". We are pleased that two NBNU members shared their stories in the book, Maria Richard, a public health RN from Moncton and Stephanie Noel, an extra mural RN from Bathurst. The book can be accessed here: https://bit.ly/3AdRbeh. Thank you, Maria, and Stephanie, for sharing your stories - and to every nurse, we all have a story to share.

The CFNU Biennial Convention will be held in person in 2023. The PEI Nurses Union will be hosting Canada's Nurses in Charlottetown from June 5-9th, 2023. More information will be shared as preparations are made and shared with NBNU.

NEW BRUNSWICK FEDERATION OF LABOUR (NBFL) AND THE CANADIAN LABOUR CONGRESS (CLC)

Like many organizations, the NBFL had to postpone their Biennial Convention until May 28-30, 2023 in Saint John.

After four years at the helm, Danny Légère will not be reoffering for the President's seat.

Paula Doucet and Premier Higgs

Danny Légère

A long-time union activist with a career as a labour leader at CUPE NB, and most recently the NBFL, he is taking a much deserved and earned retirement to spend time with his wife Cindy, their grown children and his precious grandchildren. Danny's commitment to the broader labour movement spans decades and it will be missed by many. I've had the pleasure of working with Danny on many committees over the years, and have always respected the working relationship we've had, but more so, the friendship bond that was created between us. Thank you, Danny, for your many years of leadership and your dedication to all workers. You will be missed.

The 20th Anniversary of the Blair Doucet Youth Summer Camp which was to take place in 2020 was postponed – thanks to COVID-19. Plans have already started for the camp to be held in August of 2023, with celebrations and a camp filled with more learning and fun activities for youth of unionized workers. I encourage NBNU members with children in grades 9-12 to watch for the announcement of the opening of applications and encourage them to apply. The camp has had great success over the 19 years it has operated, and I have no doubt the 2023 camp will be great too. We will be sharing more camp details with you as we receive information.

The CLC Triennial Convention is also planned for May 8-12, 2023, in Montreal. This will also be the first face to face convention since 2017. We look forward to connecting with unions and affiliates from across Canada as we share, learn and support one another in our efforts for a better future for all workers in all sectors. Details about the convention will be shared once we have more information.

BOARD OF DIRECTORS

Your board of directors continues to meet regularly and carry out the work of our union. Following the signing of all three collective agreements, we opened nominations for unit representatives, and I'm pleased to see Catherine Little, Kathy LeBlanc, Deborah Carpenter and Ronda McCready continue in their roles. Their commitment and dedication for our members and our union is unwavering and we are fortunate to have them at the board table.

Unfortunately change is inevitable and in July, Cathy Wall made the decision to step down as NBNU 2nd Vice President. We sincerely thank Cathy for all her participation and work as 2nd VP over the years, and we know she will continue to be a great union activist at the local level.

Replacing Cathy is Renée Boudreau, an RN local president from the Bathurst public/mental health local. We look forward to welcoming Renée to her new role as 2nd VP.

Moreover, at this year's AGM, the Board of Directors is proposing to add two new Board seats. One for an NP member and one for an LPN member. From the resolution of last year to look at the possibility of adding an NP seat, the Board did a jurisdictional scan of our sister unions that represent all disciplines of nursing and are proposing the additional Board seats. We look forward to the perspective of our NP and LPN members in helping shape NBNU well into the future and with our strategic planning.

It's an exciting time for moving forward, and I look forward to the continued dedication and hard work done by the Board of Directors.

UPCOMING 2022 CAMPAIGN

We are working once again with the marketing agency Pilot Communications on our fall 2022 campaign. The fall campaign will follow the same theme as our *Parasol*, *Picking Up the Pieces*.

At this point, we know, and it is clear, that our healthcare system is in pieces. Still due to the lack of retention and recruitment and health human resources, the healthcare system won't ever look the same as it did years previously.

Nurses have been here through thick and thin and we're ready to begin picking up the pieces. As we pick up the pieces, we are ready to form a new normal. A system that nurses are at the forefront of.

We are pleased once again to have NBNU members be the stars and faces of our campaign, and I hope all New Brunswick nurses will feel a deep connection to this campaign and its message.

CLOSING

It has been tough. It has been tough to be a nurse during a pandemic. It has been tough to be on the front lines day in and day out. It has been tough working short staffed. It has been tough being a leader. However, it's also all these trials and tribulations that make us stronger, more resilient, committed and gives us the desire for better.

I've said it many times over the last few years, my driving force is to do better, be better and demand better. We all deserve it, we all want it and now I will continue to work towards it, on behalf of the almost 9,000 NBNU members.

As we plan for an in person gathering for our AGM, I am looking forward to seeing you all and drawing from your energy, ideas and discussions to help re-fill my cup. For the last two plus years, you have all shouldered the enormous burden of the pandemic and the unprecedented nursing shortage. It is now our time to start healing from the stress, burnout, and injury we have endured. We will begin to pick up the pieces, pick up each other and move forward towards a healthcare system we envision, deserve and want. One where workloads are not crushing us, supports are in place for us and change is happening with us.

I sincerely look forward to working with you and for you over the next few years, and I am looking forward to seeing many of you in Moncton in October at the AGM.

I leave you with a quote from a leader I looked up to as a trail blazer in a world where women's ideas may not have been heard and understood well. *"Women belong in all places where decisions are being made - it shouldn't be that women are the exception"* - Ruth Bader Ginsburg, U.S. Supreme Court Judge.

In solidarity,

Paula Doucet, RN
NBNU President

Wishing Chantal Lafleur, a Happy Retirement!

On behalf of the NBNU Board of Directors and staff, we wish Chantal Lafleur, who retired from NBNU on June 30th, 2022, a long, happy and healthy retirement.

Chantal began her career as an Industrial Health Nurse 1985 in Quebec before moving to New Brunswick to work at the Edmundston Hospital. She worked as a float nurse from 1988-1990, and it was in 1989 when Chantal first became involved in union activism at the local level, eventually serving in every position.

She began working in the ER in 1990. In 1999 she worked as the Resource Nurse in the ER and at this time, she also started to become involved in union activism at the provincial level. She was elected as NBNU Vice President from 1999-2003 and eventually sat on the Nurses, Part III Negotiating Committee twice and the Nursing Home Negotiating Committee four times throughout her career. During her vice presidency, she also worked as the nurse manager in the ICU from 2002-2005.

In January of 2006, Chantal joined NBNU as a staff member, starting as the Education Officer and then transitioning into an LRO position before leaving in September 2007 due to her long work commute. (She was driving from Edmundston to Fredericton and back every week!) Between 2007-2009, Chantal worked in human resources for the Edmundston Hospital before finally returning to NBNU in April of 2009 to work (this time remotely) as a Labour Relations Officer until present. In addition, Chantal was the recipient of the Glenna Rowsell Award in 2011, an award which recognizes members who have demonstrated outstanding commitment to NBNU.

Over the span of her career, Chantal has mentored many and has shared her expertise and knowledge. Her hard work ethic, strong union activism and compassion for nursing will be truly missed. We cannot thank her enough for the incredible work she has done for nursing in New Brunswick.

Although the NBNU Board of Directors, staff and the many members who know and communicated often with Chantal are incredibly sad to see her go, we wish her the best of times as she embarks on her new adventure.

Happy retirement, Chantal!

Executive Director's Report

BY MATT HILTZ

NEGOTIATIONS DEBRIEF

The last round of negotiations for all three of NBNU's bargaining units was incredibly taxing. Still, it ultimately showed the government, NB labour and all the folks in NB, that nurses stick together and will get what they need to sign a contract. It may not have been everything we wanted for our members, but each deal moved the nursing profession forward in remuneration, health and safety, and respect. We will continue to raise the bar in 2024 when these agreements expire.

At the culmination of bargaining, we debriefed with the teams to learn from this experience:

- It was the first time NBNU negotiated contracts for all bargaining units at the same time.
- It was the first time we negotiated virtually during a global pandemic.
- It was the first time the Chief Negotiator for the government and the Chief Negotiator for the Nursing Home Association left during different stages of negotiations.

Each of these "firsts" presented a great learning opportunity for the next round. A major lesson we learned as an organization is that we absolutely need to ensure that we have representatives from across the province on the negotiating teams. The Board has proposed substantial amendments to NBNU's Constitution to provide for better representation. For example, if negotiations span a very long period or the negotiating landscape changes drastically, NBNU will survey the members more often.

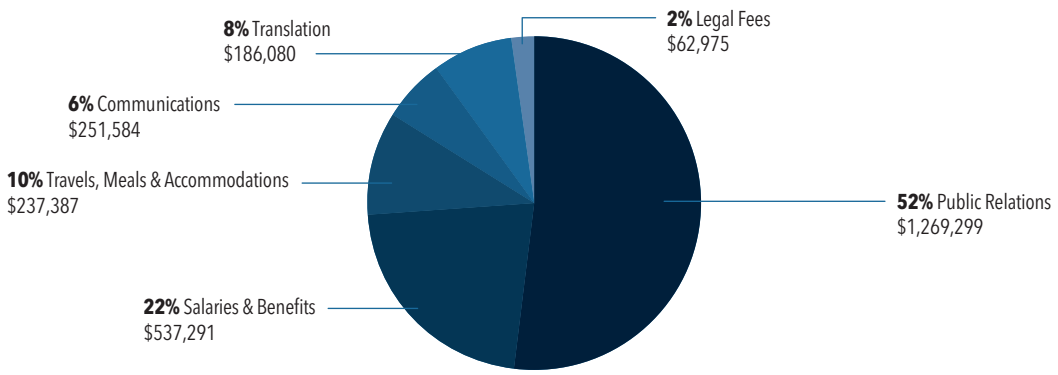
Additionally, NBNU members now have an opportunity to be part of the healthcare solution by participating in the various new committees and/or workplace initiatives bargained for during this round, such as the mandatory nurse-patient ratio project.

The costs associated with negotiations and its related activities were approximately $2.5M for all three bargaining units. These costs are broken down in the chart below:

Matt Hiltz

We also know that nursing unions across the country are very pleased with the gains NBNU made, as it increased the benchmark for everyone. In 2023, NBNU will continue pushing for New Brunswick to be a place where nurses want to come, put down their roots and enjoy their career as a nurse.

Total Cost of Negotiations (2018-2022)



PENSION & BENEFITS UPDATE

Something that will significantly assist NB nurses is exploring options for an earlier, unreduced pension benefit, as well as fixing the long-term disability regime (both the workplace to lower claims and find a "solution" to the out-of-control premium increases).

Multiple stakeholders are involved in making decisions for both the pension and LTD "solutions," and an in-depth actuarial study must take place, so any change will not be quick but well thought out and made via consensus. NBNU, and the other stakeholders, are working through the continuum of considerations for each issue at the appropriate committee level. Updates will follow once the appropriate actuarial study is performed, and options become apparent. Your patience is appreciated.

NBNU COMMUNICATIONS & MEMBER ENGAGEMENT

NBNU's reliance on Local union meetings and word of mouth to spread accurate information was put to the test during this past round of bargaining. However, we must also recognize that society has indeed changed, and a well-attended "local meeting" may continue to be a rare event. To that end, we have updated NBNU's social media policy and are exploring how best to support NBNU Locals who want to implement a hybrid or virtual option for meetings.

WORKING CONDITIONS

The depth and diversity of the issues facing NBNU members have increased since my time as a labour relations officer. NBNU's team of LROs is faced with increasing numbers of professional complaints to nursing bodies, and many of these have a causal link to the member's mental health. This has increased the complexity of our cases as we strive to ensure that our members and the public are adequately protected going forward. Too often, our members have been made into scapegoats to conceal the actual working conditions in health care. It is crucial that our members do everything they can to protect their livelihood and health, and this includes giving our team the evidence we need to advocate on your behalf. That is why we are always highlighting the importance of completing work situation and incident reports, filing grievances, calling the police, and otherwise essentially becoming an occupational health and safety guru. Rest assured, too, that we are pressing the government to overhaul the work situation reporting regime to make it more user-friendly and transparent.

MEMBERSHIP NUMBERS

	Full-time % change from 2021	Part-time % change from 2021	Casual % change from 2021	Total % change from 2021
Nurses, Part III Hospital - RNs	2950 (-3.02%)	1089 (-3.67%)	547 (2.38%)	4586 (-2.53%)
Nurses, Part III Hospital - LPNs	942 (N/A)	580 (N/A)	245 (N/A)	1767 (N/A)
Nurses, Part III Community Care - RNs	539 (-4.27%)	152 (-4.61%)	176 (-2.84%)	867 (-4.04%)
Nurses, Part III Community Care - LPNs	41 (N/A)	17 (N/A)	9 (N/A)	67 (N/A)
Nurse Managers and Nurse Supervisors	213 (3.76%)	27 (0.00%)	3 (33.33%)	243 (3.70%)
Nursing Homes	154 (-0.65%)	141 (-10.64%)	144 (-8.33%)	439 (-6.38%)
Grand Total % change from 2021:	4839 (-1.92%)	2006 (0.55%)	1124 (5.96%)	7969 (-0.19%)

NBNU OPERATIONS

One of our beloved NBNU teammates retired in June. Chantal Lafleur, we wish you the absolute best retirement; know that you made a positive difference every day and that we miss you immensely.

Our team and our members are grateful that NBNU was fortunate enough to hire Josée Gaudet and Shirley Avoine as labour relations officers. NBNU will also have the in-office support of 1st VP, Maria Richard, for an extended period of time in 2022-23. Maria will be seconded to assist the team at the provincial office with ongoing education and collective agreement committee initiatives.

On behalf of the members they work so hard for; I would like to take this time to thank our awesome team at NBNU for representing all of you with diligence and professionalism.

CONCLUSION

The status quo is unacceptable in healthcare. Everyone demands change. That is where long-term progress gets complicated, because a real healthcare revolution will require NBNU members to develop and adapt to new ways of nursing. The key idea here is to "develop and adapt," which nobody can do as well as nurses. We all want to fix healthcare and now you each have a golden opportunity to actively participate in your local union and in your provincial union with ideas and solutions for our healthcare crisis. Look for the next bargaining survey in early 2023, please review the proposed changes to the make-up of the negotiating teams and please get involved in NBNU!

In Solidarity,

Matt Hiltz
Executive Director

Matt Hiltz, Paula Doucet and Shauna Morton President of CUPE 1418

1st Vice-President's Report

BY MARIA RICHARD

Even as these unparalleled times continue, I am pleased to submit my annual report. Over the last six years, it has been an honour, as your 1st Vice-President, to work on your behalf with the Board of Directors on several initiatives, committees, and media opportunities.

I want to welcome the newest members to our NBNU family, the Licensed Practical Nurses. I also want to welcome new members that have joined NBNU in the last year.

As I write my report, nurses in New Brunswick's and Canada's nationwide healthcare system continue to face many issues. The nursing shortage in New Brunswick and nationwide is a complex issue that affects all aspects of healthcare, including long-term care. While the nursing shortage existed pre-pandemic, the additional pressures, workload and stress of COVID-19 has worsened the situation. We are now seeing consequences of this as nurses leave the profession and the nurses left are dealing with exhaustion, mental health issues and burnout. Paraphrasing CFNU's latest press release *"The nursing shortage is a complex problem that requires a multi-pronged approach. Hiring alone will not solve this crisis. Hiring and retention, improving working conditions, which go hand in hand with retaining and recruiting, along with evidence-driven health workforce planning, are just some of the solutions that we have no choice to explore".*

EDUCATIONAL ASSISTANCE COMMITTEE

For the 2021-2022 fiscal year, the Nurses, Part III and the Nurse Manager and Nurse Supervisor Educational Assistance Committee met once in person due to COVID-19 restrictions; however, all applications were reviewed according to guidelines set forth by the committee. Applications reviewed for the fund were done four times during the year. In total, $499,915.21 was disbursed to 319 successful applicants. For the first time in the last 10 years, if not 15 years, the full amount of the fund was disbursed to qualifying members and the committee members had no choice but to follow the $5,000 limit that could be given to each member. The decision was also made to have a $125,000 cap for each session to make it fair for all members that applied to the fund throughout the year. The application forms and all information can be found on the NBNU website by logging into the members-only section, clicking the "Forms" tab and selecting the Q&A information sheet.

Please be mindful that there are four deadline dates to follow, and the courses, workshops, certificates, books, etc., must have started or been purchased or finished within the current fiscal year. Please also ensure that the form is completed properly. Any questions can be directed to myself or to the Unit Representatives for the Nurses, Part III Hospitals or Community Care and the Nurse Manager and Nurse Supervisor bargaining units.

Maria Richard

CBE SRP (CERTAIN BARGAINING EMPLOYEES OF NB HOSPITALS – SHARED RISK PLAN)

As of the most recent Actuarial Valuation, the CBE SRP had 8,762 active members, 3,696 retirees and survivors and 2,636 deferred members. (This Actuarial Valuation was completed prior to the paramedics and LPNs joining the plan). Meetings of the CBE SRP are held four times a year. As one of the NBNU trustees on the Board of Trustees for this plan, I attended the four meetings virtually for the 2021-2022 year. If you ever have any questions relating to your pension, Vestcor provides services, Monday to Friday from 8:15 a.m. to 4:30 p.m. at **1-800-561-4012** or **info@vestcor.org**.

NEW BRUNSWICK FEDERATION OF LABOR (NBFL)

As members of the NBFL, NBNU holds two seats on their Executive Council. NBNU President Paula Doucet and I, sit as your NBNU representatives on this council. In the last year the council met three times virtually. Their Biennial Convention, that was postponed last year due to the pandemic, was postponed again because of COVID-19 uncertainty until May 2023.

Some of the issues and lobbying efforts the Federation has worked on in the last year are long haul COVID-19, improving WorkSafe NB benefits and ensuring union representation on their Board, amendments to Bill C-19 on EI reform and green and equitable economic recovery initiative in NB.

Maria Richard receiving Moncton Hospital Hero Award

CANADIAN FEDERATION OF NURSES UNION (CFNU)

On June 29th, CFNU announced the release of their new book for which I had the privilege of being featured in, along with fellow NBNU member Stephanie Noel, and other nurses across Canada, to share my story as a public health nurse working during the on going COVID-19 pandemic.

Here is a snippet of CFNU's Media Release for the book:

This book recounts the experiences of more than 25 nurses from across Canada during the COVID-19 pandemic. The book, entitled *Nurses' Voices: Stories of Courage and Determination in the face of COVID-19*, provides an inside look at how some of the most challenging moments of the pandemic impacted those on the front lines.

"Nurses have shouldered a tremendous burden over the last two years," said CFNU President Linda Silas. "These stories show just to what extent the pandemic upended nurses' lives, but also how, despite it all, nurses' commitment to their patients, residents and clients was unwavering." The book puts nurses' sacrifices in sharp focus. Countless nurses worked grueling hours and grappled with the heartache of seeing patient after patient succumb to the virus. Fearing they might bring the virus home; many chose to isolate themselves from their families at a time when their loved ones' support and care were desperately needed."

The book was authored in part by a team of journalists with **rabble.ca**; it is available as a free download by visiting the CFNU website: **https://nursesunions.ca**. I encourage all of you to read it, as I am sure you will see yourselves in it.

COVID-19

Once again, what can I say that has not been said already in the last 28 months? Looking at current COVID-19 cases worldwide, even the Canadian and New Brunswick statistics make me speechless; 552 million cases and 6.34 million deaths worldwide, 3.96 million cases and 42,065 deaths in Canada and 66,345 cases and 421 deaths in New Brunswick.

Putting this in perspective, the number of deaths worldwide is equivalent to almost the entire population of Nicaragua, which had 6,624,554 habitants in August of 2021, all dying in two and a half years. Theresa Tam, the Chief Public Health Officer of Canada, has just announced that a 7th COVID-19 wave is possible this Fall. As health care professionals and also as citizens, we must continue to be vigilant with personal protective habits, including being up to date with our COVID-19 vaccines and boosters and staying informed and sharing credible information on COVID-19 risks and prevention practices and measures to reduce COVID-19 in our communities.

CONCLUSION

COVID-19, the constant healthcare crisis and nursing shortage, the rejection of two tentative agreements by the Nurses, Part III and the Nurse Manager and Nurse Supervisor bargaining groups, a strike vote, the signing of the contracts for all three of our bargaining units and our membership growing by nearly 2,000 members with the LPNs joining NBNU in October 2021, has made the 2021-2022 year one for the books.

As we implement letters of intent, new articles and language, we know there will be growing pains and it will be very important to keep your local presidents and labour relations officers apprised of anything that may not seem right.

NBNU joining in at the CUPE strike

This year's Parasol theme is "Picking up the Pieces." It is meant to describe "Yes, healthcare is in crisis, nurses are struggling and most of us are feeling, at times, like we are falling apart. However, by working together, figuring out and sharing our solutions, instead of giving lip service at work or on social media, we can be part of the solution to help our healthcare system and our work lives improve." In relation to the healthcare crisis, Linda Silas said it perfectly to federal and provincial government leaders on July 4th *"To fix the health care crisis, Canada's leaders must listen to Canada's frontline nurses and work with us on urgent solutions. We have no time to waste".*

I want to take this opportunity to thank each one of you who show up for your patients, clients, and residents every day. I know that many of you are overworked, tired, stressed, and frustrated. I also know that we must not give up. It will get better!

Thank you to Paula Doucet, our President, Matt Hiltz, our Executive Director, the NBNU staff and BOD for all that you do to protect our rights and improve our work life and benefits, while also being the voice of reason to protect and improve our healthcare system.

I am excited to have the pleasure of seeing and talking to all local executives and observers at this year's AGM in Moncton! I am also looking forward to being able to see everyone in person and not on a screen!

To all of you, take care and stay safe!

Together Stronger!

Maria Richard, RN

2nd Vice President's Report

BY CATHY WALL

With most COVID-19 measures being lifted and the world heading back to a less hectic state, NBNU has been able to refocus on some of the work that we do with our affiliates to ensure positive outcomes for all New Brunswickers. As NBNU's 2nd Vice President, I have been participating and working with many of our partners across New Brunswick to achieve positive outcomes for the betterment and health of all New Brunswickers.

NEW BRUNSWICK HEALTH COALITION

The New Brunswick Health Coalition (NBHC) has resumed its focus to save Medicare from further erosion, restore full compliance to the five basic principles of Canada's healthcare, press for improvements in healthcare, and encourage the public to be involved in the planning, delivery and control of healthcare in New Brunswick.

Privatization of healthcare services in New Brunswick and across Canada continues to erode our system. In New Brunswick, we are seeing this through the continuation of private nursing homes, the development of private infusion centers, and the opening of two more Canadian Plasma Resource Centers in Saint John and Fredericton. Also, the New Brunswick Government continues to relegate the management of healthcare services for companies such as Médavie and Maple.

The NBHC developed a letter writing campaign in June of this year contacting all of the party leaders here in New Brunswick and requesting to meet and discuss the ever-growing privatization of the delivery of healthcare services. The Coalition met with the Green Party health critic, Megan Mitton, as well as the health plan implementation task force to exchange notes and express our concern regarding the continuing privatization of healthcare in New Brunswick.

In the Fall, the NBHC along with its partners are planning to release a campaign detailing the effects of healthcare privatization in New Brunswick.

COMMON FRONT FOR SOCIAL JUSTICE

The Common Front for Social Justice prepared multiple media releases, community meetings and webinars on the following subjects: Provincial minimum wage increase, Essential Rights for Essential Workers, a lobbying for workers workshop and updated the Employment Standards Lobby document, to name a few.

For the upcoming year they plan to continue their work on the Employment Standards Campaign, Social Assistance Campaign and their ongoing solidarity work with the Coalition for Pay Equity, NB Coalition for the Tenants Rights and the NBHC.

COALITION FOR PAY EQUITY

This past year, the Coalition for Pay Equity (CPE) was very active via social media, letter campaigns, media releases and webinars, to continue its work advocating for pay equity in the Public Sector. The coalition was pleased to see increases in wages for childcare providers and home care workers, but this is just one step in the right direction as women in many other sectors have still not achieved pay equity and remain out of reach of an essential working wage.

The CPE continues to strive for pay equity of all working sectors and to advocate for equal payment for equal work. They plan to continue their work around wages for home care workers, childcare providers, and other women-dominated jobs and ensure pay transparency.

Cathy Wall

CHILDCARE ADVOCACY GROUP

With the announcement of federal funded transfer monies to bring down the direct cost of childcare for families, affiliates joined together in New Brunswick and rekindled a network of like-minded people to ensure that New Brunswick's children have universal, affordable, inclusive and high-quality childcare.

This group, now known as the New Brunswick Chapter of Child Care Now, will advocate for the expansion of childcare seats in communities across New Brunswick, as well as ensuring that the linguistic needs of our population and the needs of Indigenous communities are recognized and met. This work will be done though public information sharing, lobbying the provincial government, and creating working relationships with early childhood learning childcare related organizations. Now more then ever all of us need to advocate not only for our patients but for all New Brunswickers to ensure the future of our province for generations to come. We need to come together and put the broken pieces of New Brunswick's healthcare system back together.

In Solidarity,

Cathy Wall, RN

Unit Representatives

ANNUAL REPORTS

NURSES, PART III – HOSPITALS REPORT

By Catherine Little

I am pleased to present my annual report as the Nurses, Part III Hopitals Unit Representative.

To begin, I would like to welcome the Part III Licensed Practical Nurses to our Union!

As I reviewed my report from 2021, I found that not much has changed in the last year. The shortage of nurses in New Brunswick is still critical and our healthcare system continues to crumble. Due to nurses leaving New Brunswick for other opportunities or leaving nursing altogether, currently, there are approximately 1,000 vacant nursing positions. Despite the number of vacancies, we have yet to see the government make any major changes to the system to reflect this shortage. Members are continually being asked to do more with less. The amount of overtime, 24-hour shifts and burnout is concerning to everyone.

In June of 2021, NBNU conducted a survey of its RN and NP members and in April of 2022, a survey of its LPN members respectively, to confirm what we all know - Nurses are not OK and they need help. The reports show that New Brunswick needs a significant overhaul to improve healthcare in our province and recognizes that this can not be done without nurses. Nurses are suffering a decline in mental and physical well-being. I encourage everyone to use the EAP program, as it has many valuable tools and resources.

On a different note, on February 2, 2022, the Nurses, Part III Collective Agreement was signed. While there is still much to do to improve nursing and healthcare in our province, our latest collective agreements are a start.

Catherine Little

Some highlights of the Nurses, Part III collective agreement include:

- Improvements for stand-by and on call.
- Double overtime.
- Recognition/retention premiums and,
- Commitment to safe and healthy workplaces.

Being a nurse in a time where we are seeing a national shortage remains challenging. I encourage you to find something everyday while at work to be positive about, we need to remember that nursing is an amazing career with many diverse opportunities.

I would like to thank all local presidents and executives for the hard work and dedication they have provided to their members and NBNU over the past year, it has been a difficult one to say the least.

I look forward to our in-person annual meeting in October.

Yours in solidarity,

Catherine Little, RNBN

NURSES, PART III – COMMUNITY CARE REPORT

By Kathy Leblanc

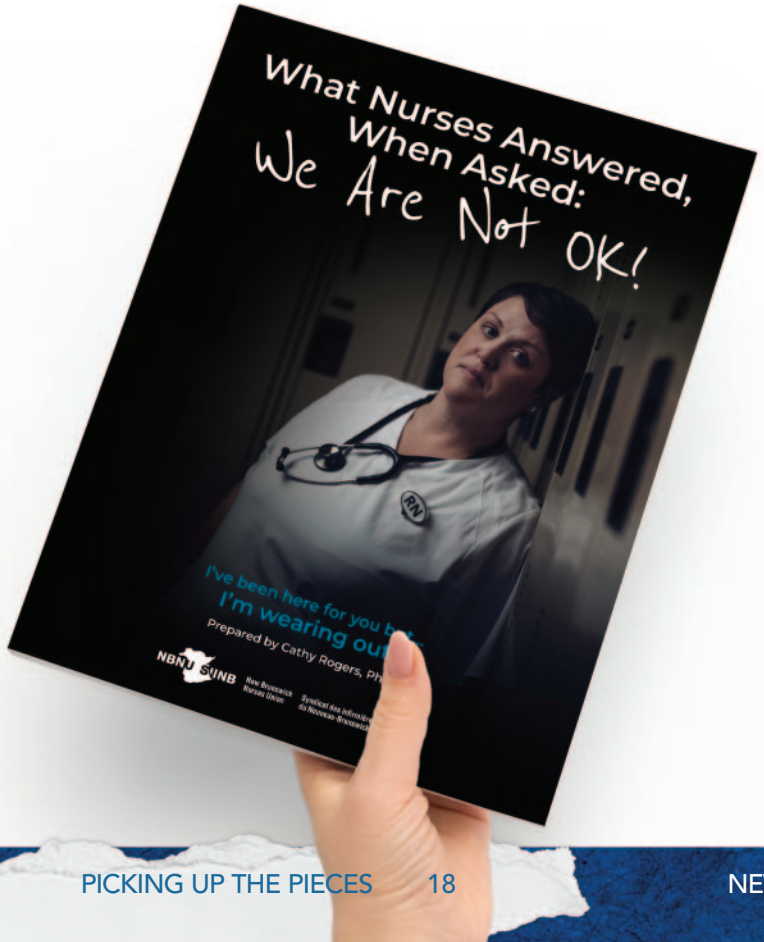
I am pleased to be presenting this report as the Community Care Unit Representative for NBNU nursing members across the province. This report does not encompass all the meetings I have attended either virtually or in person, but I hope it provides some insight on the work done on your behalf. I would say our biggest collective accomplishment was a strong strike vote and settling our Nurses, Part III collective agreement in December 2021, with the other collective agreements following suit. Thank you to everyone who took time out of your busy schedules to participate in voting and strengthening nurses' solidarity.

Some of the meetings I attended in person were board meetings and some negotiation meetings; however, with the ongoing pandemic, most meetings were kept virtual, such as the CFNU Convention and the NANB AGM. I am however, looking forward to the in-person NBNU AGM this fall in Moncton.

It has been over two and half years of working and living through the COVID-19 pandemic. We know as nurses, that we need to support each other to make a difference in the global healthcare crisis we are unfortunately experiencing. A key message that resonates with me comes from the Nurses and Nurse Practitioners of British Columbia Issues Brief of November 2021, which states: *"No matter how difficult the challenge, nurses continue to maintain the public trust, by providing safe, competent, ethical and evidence-based care not only as care providers working with patients, residents, families and communities, but also as leaders shaping and stewarding the pandemic response."*

The 2021 NBNU report titled *"We Are Not Ok!,"* based on the survey findings of RNs and NPs in June 2021, prepared by NBNU Research and Education Officer Cathy Rogers, PhD, highlighted the challenges we are facing in our profession, let alone as a population.

Kathy Leblanc



One only must look at our economy and aging population (the determinants of health) to know that our public health system is in major trouble; however, I have always been an optimist and see the glass half full. NBNU leadership, including myself, is committed to working with the key stakeholders to improve the future of our health care; hence, the theme of this year's AGM, *Picking Up The Pieces*. It reflects our need for health reform and returning to a new normal.

As I reflect on some other important NBNU AGM themes over the past many years, the 1991 theme *"Health Care Needs Nurses"* stands out to me, as it very well could have been reused this year due to the lack of retention and recruitment resulting in how nurses are suffering in our province. Other past themes such as *"United We Stand"*; *"Make a Difference"*; *"Connecting with Members"* and *"Proud to be a Nurse"*, also reflect on what we need to do as a union. We will face the challenges ahead of us, similar to the past. I am excited to be working with you, NBNU members, to give strength, unity and solidarity, as we embark on these challenges.

Together we are stronger!

In Solidarity,

Kathy Leblanc, RNBN

NURSE MANAGERS AND NURSE SUPERVISORS REPORT

By Deborah Carpenter

As I sit down to write my annual report, I reflect on the past year that has quickly flown by. This year has been the busiest one yet in my role as the Nurse Manager and Nurse Supervisor Unit Representative. From long drawn-out negotiations to a strong strike vote, to learning to navigate the new additions and language added into the new collective agreements, the last 12 months have been a whirlwind to say the least.

COVID-19 has not left us, but we are learning to live in the ever-fluctuating landscape that we have been left with. The workplace is a hard place to be and keep up with due to the constant changes to process, visitation restrictions, IPC rules and Employee Health guidelines. Nurse managers and supervisors alike, have had the brunt of these changes as we try to adjust and keep our staff and facilities up to date on the latest processes. Workflow is being constantly adjusted and realigned to keep up with the ongoing COVID-19 challenges as we navigate positive testing staff and patients alike, wave after wave.

This is only compounded by the ongoing and worsening nursing shortage. To call the shortage a crisis does not come close to adequately describing the current conditions that all RNs, LPNs and NPs find themselves in. We have entered a catastrophic time in our nursing careers and in healthcare in general. We are constantly being pushed to do more with less and expected to maintain the same level of care for patients, clients and residents, and we all know this is an impossible task.

However, we are still here, and we are fighting for this profession. We are fighting for our staff, for our patients, clients and residents and for the changes that are desperately needed for our health care system. Nurse mangers and nurse supervisors play a pivotal role in leading this fight, as we are the frontline leaders who experience the realities of the current crisis on the units and departments in our facilities, and we have the responsibility to speak up and stand up for what is realistic, safe and acceptable.

In December of 2021, all RNs, LPNs and NPs in New Brunswick came together for a strike vote, and the strength and solidarity that we all saw and felt that week was amazing. That is exactly what we have to tap into again and again. It is that determination, drive and solidarity that will enable us to keep going, to keep fighting and keep working towards being a strong voice at the bargaining table to encourage positive change.

Deborah Carpenter

I look forward to our in-person AGM in October, so that we can all come together and feed off each other's positive energy, strengthen our relationships and continue to build on our overall solidarity as we move forward into, what will no doubt be, another challenging year ahead.

In Solidarity,

Deborah Carpenter, RN

NURSING HOMES REPORT

By Ronda McCready

Hello fellow NBNU nurses. First of all, I'd like to say a big thank you for the honour of continuing to represent nursing home nurses on NBNU's Board of Directors. We are just starting to get into some summer heat as I write this report for the 2022 annual *Parasol*. We are also continuing to adjust to our new world, where everyone is trying to find ways to cope in their work and personal lives through the ongoing COVID-19 pandemic. Many of us have been experiencing stress and anxiety as situations and directions change constantly and we try to adapt. Adapt however we will, as nurses have always done over the decades and even centuries to help others. I am so proud of nurses and how we continue to show up despite the personal risk to ourselves and our loved ones.

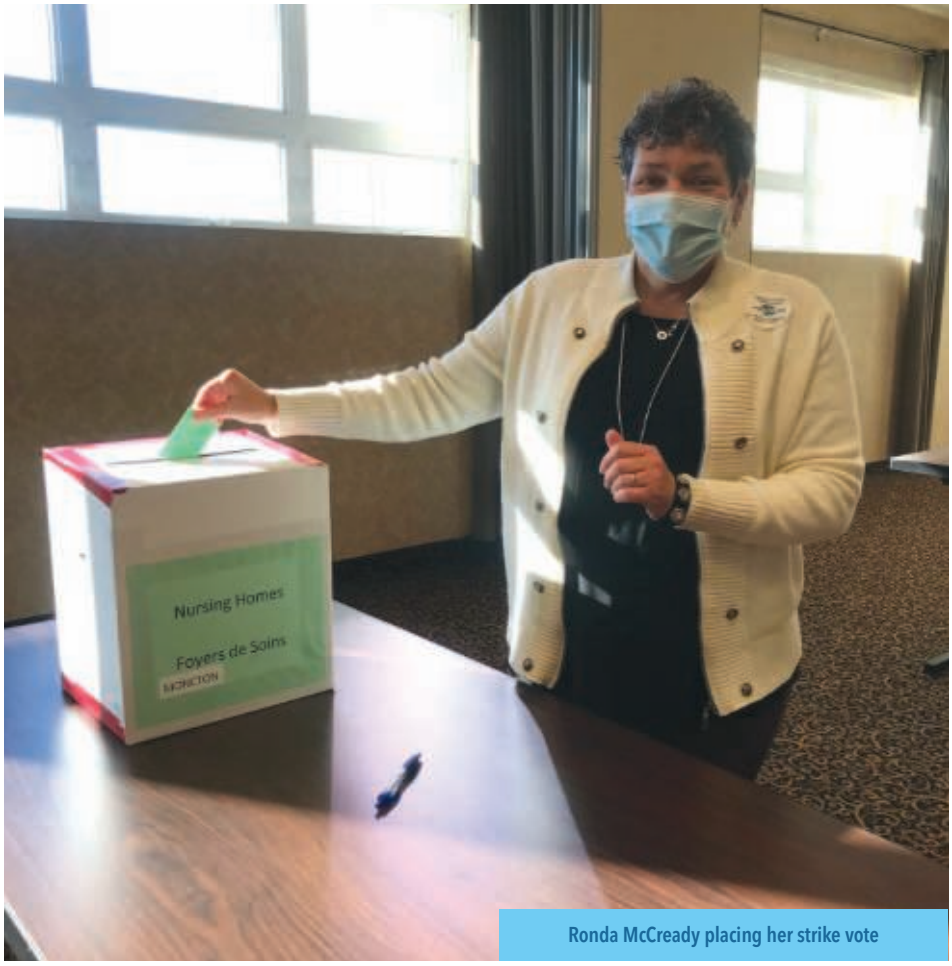
We still need to continue to lobby as a group at all levels for safe work environments and the tools to perform our job properly. Making sure our voices are heard as healthcare is redefined through this crisis is more important than ever. The NBNU Board of Directors, along with our President, Paula Doucet, take this role seriously and we work at many levels to promote nursing and our essential role, not just for us and our patients, clients and residents, but for the future of our public healthcare system.

Thankfully, earlier this year, a new collective agreement was signed for the nursing home bargaining unit in May, and while we were able to obtain many advances, some of which we will benefit from right away, there are several articles and letters that will need to be worked on to figure out how they will work within our existing structures, such as the pension and health

Ronda McCready

benefits improvements and others we will have to develop new language and policies for, such as the health and safety and nurse-to-resident ratio letters. We will also soon be looking at having negotiation committee elections and I would encourage anyone who feels they have something to contribute to run for upcoming positions. Stay tuned for the announcement of when the elections will be held.

Furthermore, over the past year, NBNU began to hold some in-person meetings in which I have attended on the behalf of the nursing home bargaining unit. The Pension Committee composed of myself, Carole Desjardins and Jason Robin meet four times a year with LifeWorks, our newly renamed pension consultants. Your 2021 Annual Pension reports should be out this Fall/Winter. Please contact me if you do not receive your annual pension reports. Your homes should also be handing them out to members of the RN nursing home pension plan. I'll remind you; information is always a year behind as the data collection and reports filed with the superintendent of pensions takes time to compile and get approved. Last year's plan did well, and we continue to be in a surplus position.



Ronda McCready placing her strike vote

The Health Benefits Committee, consisting of myself, Carole Desjardins, Kim Price (NBNU LRO) as observer, CUPE and management of nursing homes, have been meeting via Zoom and have had to recently recommend to the Board of Directors of NBANH, who have the final say, that health premiums need to increase by 7.2% of which the employer pays 75% and dental 4.6% where the employer and plan members have a shared costing arrangement. This needed to be done to optimize benefits and pay for what we currently have. Health benefit premiums are based on usage so as the cost of drugs and usage of services increase, so does the need to ensure the plan is sustainable. The need for these services is essential in making sure we are healthy physically and mentally.

The Continuing Care Safety Committee on which I sit, meets several times a year and promotes safety for staff in the nursing home sector. With programs such as *Gentle Persuasion* and *All The Right Moves* (a new program teaching nurses how to prevent back injuries), they are working towards reducing injuries in our sector. They are also promoting the purchase of equipment that reduce repetitive injury for staff to the homes, which is what often, not only reduces the length of time many can work in nursing homes, but also their quality of life in retirement.

The Nursing Home Educational Committee composed of your Negotiation Committee members; myself, Carole Dejardins, Kim Cormier, Heather McNulty and Jason Robin last met on June 15, 2022, and a total of $9,649.75 was distributed to 11 members. It is fantastic that we are starting to see a few more conference applicants and applicants doing continuing education. The requirements to apply and the form can be found on NBNU's website under the Nursing Home Educational Committee information. The next deadline to apply for educational assistance is October 15th, 2022.

In conclusion, as we move forward and put the pieces of all fractions of our lives back together in a new way, we need to lean on each other and work together to make better decisions. I encourage you to get involved at not only your local level but also provincially to help create the changes we need for not only NBNU, but for New Brunswickers as well.

In solidarity,

Ronda McCready, RN

Welcome, Licensed Practical Nurses to NBNU!

On October 8th, 2021, the provincial government designated LPNs working in hospitals and community care to join NBNU. Many LPNs have wanted to join forces with their fellow RN and NP co-workers and be seen in the same union and sharing the same voice. Having all classifications of nursing under the same roof will only continue to strengthen our unity and solidarity, as we are truly stronger together.

NBNU's LPN Ambassadors are owed a huge thanks, as they were the LPNs to initiate the union transfer process back in 2019. They all had hopes that one day they would join a union where they felt they've always belonged, a union where they would be recognized as the healthcare professionals they are and where their roles would be better aligned. Now, LPNs are part of a larger united force working on stabilizing healthcare in New Brunswick.

MEET NBNU'S LPN AMBASSADORS!

Aileen Anderson

LPN Ambassador

Aileen Anderson

Aileen Anderson has been an LPN for 28 years. She began her career working in nursing homes, but for the past 23 years, she has worked in the Operating Room (OR) at the DECRH. One of Aileen's favourite things about her job is the amazing team of doctors and nurses she gets to work with. She also enjoys the diversity that every day brings, as the OR works with the many specialised departments at the hospital.

Aileen has also been working with the Organ & Tissue Donation Program doing cornea retrievals for the past two years. She is proud of how this role has given her a chance to assist many grieving families with the precious gift of donating their loved one's corneas so that another person could regain their sight and have a better quality of life.

When Aileen was asked why she wanted LPNs to join NBNU, she said that it just made sense. "As a licensed group of professionals performing nursing functions whose role and scope of practice has changed significantly over the past several years, we felt that we needed to be with other groups of professionals who have similar issues as we (LPNs) face. Being in two separate unions created unnecessary division."

"I am extremely hopeful that by joining NBNU we will have the chance to align with other nursing professionals and have a better chance at having our voices be heard while facing issues in the workforce. I am certain that this will help make for a stronger nursing environment now that we are all together under one bargaining unit and I know that, together, we can make the New Brunswick healthcare system a better place for our patients, clients and residents."

Tarra Aubie

LPN Ambassador

Tarra Aubie has been an LPN for three years. She works at the Sackville Memorial Hospital where she floats between General Med and the ER. Over the years, she has come to appreciate the people she works with like family.

Tarra believes that RNs, NPs and LPNs have a stronger voice when united and that is why she pushed so hard for LPNs to join NBNU. "I believe this is where we have always belonged. Our professions are so unilateral, it makes sense for us to represent and support each other."

When Tarra's daughter was in sixth grade, she started coaching the middle school cheer team. Now, six years later, as her daughter is graduating, they are coaching the cheer team together!

Tarra Aubie

Annie Benoit

LPN Ambassador

Annie Benoit has been an LPN since September 2001. She has been working for Vitalité since she graduated. She worked at the Chaleur Regional Hospital in Bathurst from September 2001 to April 2012 and has worked at the Tracadie Hospital since April 2012 . Annie's favourite part of her job is getting to work with people and providing care to many.

When asked why she felt it was important for LPNs to be part of NBNU, Annie said "I always knew that LPNs deserved to be better recognized because I felt that we were underestimated. So, for me, being with NBNU is an opportunity for LPNs to be better recognized professionally and be with our peers."

When asked why she was happy about being part of NBNU, Annie responded "What made me happy was, that for the first time, I felt that my job was going to be more professional. After having cancer, which took a lot of my energy, I wanted to do something that would take me out of my comfort zone and allow me to forget about the illness I had, and of course I wanted to do it for the cause that I cared about. I'm very pleased to have worked alongside the other LPN Ambassadors to achieve what we did."

In her spare time, Annie likes to spend time with her family, friends and her psychologists, A.K.A. her dogs! She likes to swim, hike and drive her side-by-side. Annie makes certain to recharge her own batteries to ensure she's giving her patients the best version of herself.

Annie Benoit

Allison Comeau

LPN Ambassador

Allison Comeau

Allison Comeau has been an LPN for 16 years. Since her graduation in 2005, she has had quite a diverse career from transitional care and pediatrics to vaccination clinics and rehab, but now Allison is working for the Extra Mural program in Oromocto where she says she has "the best work family that supports one another."

While being a nurse hasn't been the easiest profession lately, Allison loves her job and especially enjoys that she is able to help her patients stay in the comfort of their homes by going directly to them to provide nursing services.

When asked what drove her to push for LPNs to join NBNU, Allison had this to say: "I have always known that LPNs in our province should be part of a union that represents ALL nurses since we have similar skills and similar issues. I am very excited to be part of a strong union and to be an active LPN voice within the union."

When Allison has some free time – which doesn't happen all that often – you can find her spending time with her family and her dogs, golfing, or at her camper!

Angèle Emond

LPN ambassador

Angèle Edmond

Angèle Emond has worked as an LPN for 11 years. She began her career on the float team in various departments, starting in the emergency room, surgery, obstetrics and ambulatory care before landing a permanent position in the operating room at the Edmundston Regional Hospital in February 2015. In addition, she has been an eye bank technician for the New Brunswick Organ and Tissue Donation Program since 2013, a branch of the LPN field that few know about, but that is also one of the most rewarding.

Angèle is also a third-year nursing student after successfully completing the bridging program this September.

The caregiver-patient relationship is very important to Angèle. "It's what inspires me to come to work every day. Witnessing an improvement in health or even the prevention of a condition is very gratifying to me."

When asked why she advocated for LPNs to join NBNU, Angèle had this to say:

"NBNU is an organization that we deal with every day. The nursing colleagues that we worked closely with on a daily basis seemed so well taken care of. Being part of a community made up of only staff directly involved in patient care was the place for us. I believe this change will ensure the survival of the LPN profession."

Angèle explains that since NBNU's executive is made up of nurses, this shows that they are familiar with the LPN profession. The daily issues that LPNs face are continuously assessed, and solutions are offered or suggested. Angèle has also had the chance to attend a few meetings with the leadership and describes the welcome as phenomenal: "The organization and level of knowledge are up to par, a professional occupation represented by professionals. LPNs can be proud of this change. The scope of practice of LPNs has evolved and NBNU now has the tools to support us."

Angèle describes herself as someone who only wants what is best for others, be it friends, colleagues or patients. She is also a team player: "If anyone's looking for a batter in the upcoming inter-hospital softball tournament, think of me!"

Mary Lynn Frenette

LPN Ambassador

Mary Lynn Frenette has been an LPN for 18 years. She currently works full time in the Psychiatry Department at the Chaleur Regional Hospital in Bathurst, but she has also previously worked in a medical unit and at a health clinic in a provincial jail. Mary Lynn loves making a difference in her patients' lives and in their families' as well. She finds it very rewarding to be able to help her patients every day.

When asked about what motivated her to push for LPNs to join NBNU, Mary Lynn said the following: "We, LPNs, deserve to be recognized as the professionals we have become within the nursing profession and within our province's healthcare system. I believe that LPNs are exactly where they should be with NBNU. This is a great opportunity to advance in our profession and it opens new possibilities for LPNs. It is especially exciting to me that NBNU very apparently cares for its members."

When Mary Lynn isn't working or advocating, you can most likely find her in her garden. She also enjoys reading and spending time with her family and friends.

Mary Lynn Frenette

Tammy Garnett

LPN Ambassador

Tammy Garnet has been an LPN for eight years. She started as a new LPN in a casual position on the Stroke/Family Practice unit the summer she graduated, and by September, she had a part time position on Neurosciences at The Moncton Hospital. Tammy then also had started working casual in the ER at the end of that summer. The following year, she took on a position in Maternity as a temp, while still working casual in the ER. Then, the spring of her second year at the Moncton Hospital, she secured a full-time job in the ER, and she has been working there ever since.

Tammy says that her favorite things about her job are her patients and her co-workers. "I'm not sure any of us would have made it this far in the pandemic without the work family dynamics. The ER will always be my home no matter where I end up. I love the fast pace, always changing situations. I like the constant learning that comes with this job and when I learn something, I like to teach it to someone else." This passion for teaching has led Tammy to becoming a clinical instructor for six years and, more recently, she has been teaching part-time at a local college.

When it comes to why Tammy believed it was important for LPNs to join NBNU, she mentions the need to have representation from a union that had a complete understanding of the LPN's scope of practice and the drive to have them be utilized to the full extent of this scope. "We are part of the nursing profession and needed leaders that understand the problems we face and how to make changes to fix them."

"In the short time of being with NBNU, I am already seeing that having support from this union will improve our work life. The healthcare system is in dire straits, and we needed to be part of this nursing union now, more than ever."

Tammy Garnett

When she isn't working or advocating, you can find Tammy spending time with her eight kids. As her children range from 7 to 26 in age, it doesn't leave her much room or time for hobbies. "My hobbies are whatever they are currently interested in." Tammy became a grandmother last year and she has described it as an experience like no other. "She brings so much happiness to our entire family."

Marcy Guitard

LPN Ambassador

Marcy Guitard

Marcy Guitard has been an LPN for 20 years. Marcy has experience working in nearly every department, but notably, has spent 10 years working in ambulatory care, where she has worked with all sorts of specialists and learned about many different aspects of illnesses and treatments for patients. She truly enjoys learning and passing her knowledge on to her colleagues and patients.

"Overall, I love my job because I love helping people," says Marcy. She believes that teaching is a big part of nursing, as it helps patients understand why we do certain things, and it teaches them about their illness or injury so they can live a better life when they go home.

When she was asked to participate in the union transfer process back in 2019, Marcy recalls being instantly inspired to be part of NBNU. "I always felt that LPNs were in the wrong union, and that we were deeply misunderstood. Our education did not come through in that union and I feel that, by being in NBNU, our roles will be understood. I think respect is key in making NBNU our new home. We want our voices to be heard and I believe we have succeeded in a big way. Our hard work and determination paid off. I'm incredibly honoured to have been part of this hugely tough and challenging task."

"I'm very proud that myself and the 11 other LPN Ambassadors were able to put our minds together and achieved what we have. I am so relieved and happy to be a part of NBNU. I also want to thank my colleagues on the north shore for having trusted me through this process."

Angela Miller

LPN Ambassador

Angela Miller

Angela Miller has been an LPN for 12 years and has worked at the Miramichi Regional Hospital since her graduation. She has worked in many different departments such as day surgery and ER, but since 2014, she has been working at the orthopedic clinic.

Angela is a strong proponent of patient autonomy and education. "I like to advocate for my patients, but I also encourage them to advocate for themselves. I let them know that it's ok to stand up for themselves and ask questions regarding their own health. My favourite thing about my job is being able to give my patients what they need to help their healing process, whether that's through giving them proper care instructions or the encouragement to help themselves."

As one of the LPN Ambassadors who pushed for the NBNU assimilation, Angela says that she has always believed that LPNs needed to be part of a nursing union. "As our scope of practice continued to open up, it became even more obvious that we needed to be a part of a union that could represent our unique needs as nursing professionals."

"What excites me the most about joining NBNU is how much stronger we can be together as united nursing professionals. NPs, RNs and LPNs, although different, should be able to support each other as one union, one voice. Together we have the chance to make a difference for the future of our professions."

When she isn't working or advocating, you can find Angela either inside with a good book or outside hunting, fishing, four-wheeling, or snowmobiling with her husband Gerald or just spending some quality time with her seven grandchildren!

Marc Paradis

LPN Ambassador

Marc Paradis

Marc Paradis has been working as an LPN for 27 years. He started his career at the Moncton Hospital as an orderly. Five years later, he joined the float team at the Dr. Georges L. Dumont Hospital then worked on the medical surgical unit for a few years. Following this, Marc worked in the OR as a technician – a "scrub nurse" for 23 years. Now, he works for Human Resources, still at the Dr. Georges L. Dumont Hospital, as an Employee Health & Safety Nurse. When it comes to his profession, Marc is appreciative of the fact that it allows him to experience many different aspects of healthcare.

When asked what drove him to push for LPNs to join NBNU, Marc had this to say: "I believe it is time for LPNs to have more stability and opportunity in their profession and have better representation as health care professionals. We are now starting with a blank canvas and bringing the New Brunswick LPN profession into the light. This is an amazing opportunity to be recognized as healthcare professionals. This will give us a better chance to help stabilize our healthcare system now that we have a larger united voice!"

When he isn't working, you can find Marc at his own Martial Arts and Self-Defence studio, which he has been running since 1996. Over the years, he has taught prison guards, police officers and nurses on how to stay safe and defend themselves. However, while that may sound extreme to some, he does try to keep the mood light at work, especially during tense times. Marc is also an avid outdoorsman.

Rachel Rousselle

LPN Ambassador

Rachel Rousselle

Rachel Rousselle graduated from NBCC Woodstock in 2010 and has been an LPN for 12 years. Over the years, she has worked in many different departments such as Medical Surgical, CCU and ER; however, she is currently working in Labour and Delivery at the Upper River Valley Hospital. Rachel finds that one of the most interesting things about being an LPN, is being able to help people from all walks of life.

Rachel wanted to become an NBNU member to be more involved in the future of the honourable nursing career. She believes that having joined the ranks of NBNU, new opportunities await for LPNs. She is very excited about what the future has in store for LPNs, especially when it comes to the evolution of their role in the healthcare system and their involvement in creating the next generation of amazing nurses.

Rachel is a grandmother to two beautiful grandchildren, Maddie who is eight years old and Ryder who is six years old. When she isn't working or spending time with her family, she loves remodeling and redecorating, as well as camping. Rachel is also a medical first responder for the Juniper Fire Department.

Annual Meeting Operations Committee

The members of the 2022 Annual Meeting Operations Committee are Renée Boudreau and Laura Renouf. Ex-officio members are Paula Doucet and Matt Hiltz. The committee met on July 18th, 2022, via Zoom to review the resolutions, constitution and by-law changes; and again, on August 8th, 2022, to review the nominations submitted for the position of President and Secretary-Treasurer and for the Finance Committee for the upcoming AGM.

NOMINATIONS FOR ELECTED POSITIONS

The following nominations were reviewed by the committee for elected positions:

- President – Paula Doucet
- Secretary/Treasurer – Maria Cormier

There were no other nominations received, and all were submitted by the deadline of Friday, August 5, 2022. All nominations were found to have met the criteria and therefore are elected by acclamation. Congratulations.

Finance Committee

There were two (2) nominations received for the Finance Committee:

- Charlotte Chiasson
- Bonnie Speed

Annual Meeting Operations Committee

No nominations were received for the Annual Meeting Operations Committee at the time of writing this report.

Further nominations for the Finance Committee and nominations for the Annual Meeting Operations Committee will be accepted from the floor of the annual meeting until noon on the first full business day. Should there be more nominations than positions, an election will take place at the annual meeting by the voting delegates.

RESOLUTIONS

A total of eight (8) resolutions were submitted by the deadline date of June 25th. All met the criteria necessary for presentation at the AGM in October.

CONSTITUTION & BY-LAW CHANGES

A total of sixteen (16) constitution & by-law changes were submitted to the committee by the deadline date of June 25th. All met the criteria necessary for presentation at the AGM in October.

Thanks to the committee members for their work to ensure the proper functioning of the AGM.

Renée Boudreau and Laura Renouf
Co-Chairs of the Annual Meeting Operations Committee

2022 Resolutions

TO BE VOTED ON AT THE ANNUAL GENERAL MEETING

RESOLUTION #1 - INVESTMENT IN PREVENTATIVE HEALTHCARE

No Constitutional Amendment Required to pass – Simple Majority Submitted by the NBNU Board of Directors

WHEREAS nurses recognize first-hand the inequities in healthcare investments;

WHEREAS the expertise of nurses is not always sough out by government and policy makers;

WHEREAS nurses recognize the importance of good healthy choices early and can help share long-term government choices as people age;

WHEREAS investing in young, impressionable New Brunswickers is an investment for a healthier future and future generations;

WHEREAS there has been a steady rise in diabetes rates in New Brunswick and Canada and New Brunswick has some of the highest diabetes rates; taxing sugary drinks, investing in strategies to help decrease rates and save millions of dollars in healthcare;

BE IT RESOLVED that NBNU continue to lobby the government to invest in preventative healthcare to ensure improvements for future generations; and

FURTHER BE IT RESOLVED that NBNU continue to provide sound data.

RESOLUTION #2 - LONG HAUL COVID

No Constitutional Amendment Required to pass – Simple Majority Submitted by the NBNU Board of Directors

WHEREAS the World Health Organization declared COVID-19 a pandemic on March 11, 2020;

WHEREAS the COVID-19 pandemic has had a disproportionate impact on nurses and other health care workers due to an increased risk of exposure to the virus;

WHEREAS, according to the Canadian Institute of Health Information, as of June 2021, the number of recorded COVID-19 infections in Canadian health care workers has increased from 94,873 to 150,546 (as of January 14, 2022);

WHEREAS the Omicron variant appears to demonstrate lower disease severity, the largest number of new COVID-19 cases in health care workers was recorded between June 2021 and January 2022, compared with the first 3 waves. This had an impact on the number of staff available to provide care and increases the risk of staff developing the "long-hauler" effects of COVID Infection;

WHEREAS clinical evidence increasingly shows the risk and severity of the "long-hauler" effects of COVID-19 infection, including fatigue, headaches, persistent shortness of breath, loss of taste or smell, muscle weakness, low fever and cognitive dysfunction;

BE IT RESOLVED that the NBNU lobby and advocate for legislation requiring presumptive workplace insurance coverage of any health impacts arising due to COVID-19 infection; and

BE IT FURTHER RESOLVED that the NBNU advocate and lobby government to ensure that no nurse or health care worker suffers any loss of occupational income due to an illness associated with COVID-19.

RESOLUTION #3 - PRIVATIZATION OF HEALTHCARE

No Constitutional Amendment Required to pass – Simple Majority Submitted by the NBNU Board of Directors

WHEREAS the New Brunswick government continues the licensing of for-profit clinics for the collection of Plasma in New Brunswick;

WHEREAS there are 62 nursing homes across the province, which are owned and operated by the non-profit sector;

WHEREAS the government of New Brunswick continues to allow private for-profit companies, such as Medavie Inc., to oversee different levels of healthcare in New Brunswick;

BE IT RESOLVED that the NBNU support the NB Health Coalition and the Canadian Health Coalition in their continue efforts to halt the privatization of healthcare in New Brunswick and in Canada.

RESOLUTION #4 - AFFORDABLE HOUSING

No Constitutional Amendment Required to pass – Simple Majority Submitted by the NBNU Board of Directors

WHEREAS in any given year, there are approximately 100,000 people living below the poverty line in New Brunswick, and approximately 18,000 of them live in deep poverty. Deep poverty refers to those living far below the poverty line. Our findings show that those in deep poverty are more likely to be single, living alone, middle aged, and on social assistance. (Reference Daniel J Dutton, Year: 2020);

WHEREAS according to the CMHC, (Canada Mortgage and Housing Corporation), average provincial rent increases for a two-bedroom apartment in 2021 were the largest in New Brunswick and Nova Scotia, at 4.6 per cent. In New Brunswick, average rents were up 6.4 per cent in Saint John and 8 per cent in Miramichi;

WHEREAS rental units are now at a 15 per cent higher rate than average in New Brunswick two years ago;

BE IT RESOLVED that the NBNU support the need to ensure affordable housing is available to all New Brunswickers.

RESOLUTION #5 - AGENCY NURSES

No Constitutional Amendment Required to pass – Simple Majority Submitted by the NBNU Board of Directors

WHEREAS it is unknown how many agency nurses there are currently employed in NB, where they originate from and for which healthcare authorities and nursing homes in NB they are working in;

WHEREAS it is possible recruitment and retention of staff nurses in NB is being undermined by higher wages that contracted nurses earn;

WHEREAS contracted nurses are paid with public funds even though they work for private agencies;

WHEREAS the use of nurses employed by private agencies in the past few years represents a potentially dangerous challenge to our public healthcare system;

BE IT RESOLVED that NBNU with its affiliate organizations research the impact Agency Nursing has on our public Healthcare System, quality of care and recruitment and retention in all health areas represented by NBNU.

RESOLUTION #6 - PROMOTING NURSING IN SCHOOLS

No Constitutional Amendment Required to pass – Simple Majority Submitted by the NBNU Board of Directors

WHEREAS there is a Global nursing shortage and New Brunswick experiencing its own nursing shortage crisis with greater than 1,000 nursing vacancies throughout the province;

WHEREAS CFNU is supporting the 3 Rs Recruitment, Retention and Return/Respect;

WHEREAS nursing is seen as a predominately female profession with 95% of the New Brunswick Nurses Union being female, there is a need to break the mold by promoting and encouraging nursing as a career for all groups and genders;

WHEREAS the evidence-based research has identified the importance of career related learning at all school aged groups;

BE IT RESOLVED that NBNU work with key stakeholders, such as the Department of Education, and PETL to promote the nursing profession within all three levels of school.

RESOLUTION #7 - MENTAL HEALTH POST COVID

No Constitutional Amendment Required to pass – Simple Majority Submitted by the NBNU Board of Directors

WHEREAS the pandemic has been physically and mentally draining (brutal) on the healthcare workers, in particular the nursing profession;

WHEREAS there has been an increasing number of nurses seeking retirement due to burnout;

WHEREAS harm reduction and suicide are mental health issues recognized across Canada, one third of healthcare workers in February 22, 2021 reported poor mental health, as this was supported in the NBNU publication "What Nurses Answered, When asked: We Are Not OK!";

WHEREAS there are limited public mental health services in New Brunswick causing wait lists for all New Brunswickers;

BE IT RESOLVED that NBNU will work with stakeholders, such as NANB and the government to ensure a short term and long-term strategy is implemented to ensure public mental health resources are available to all healthcare workers and New Brunswickers.

RESOLUTION #8 - POST PANDEMICS EFFECTS ON THE SOCIAL DETERMINANTS OF HEALTH

No Constitutional Amendment Required to pass – Simple Majority Submitted by the NBNU Board of Directors

WHEREAS while we are seeing a large decline and a potential end to the pandemic the impacts on society especially those in our most vulnerable sector continues;

WHEREAS mental health declines have not recovered to pre-pandemic levels;

WHEREAS rental units are now at a 15 per cent higher rate than average in New Brunswick two years ago;

WHEREAS population growth (+0.4%) fell, life expectancy went down by 0.6 years–the largest single-year decline since 1921;

WHEREAS high inflation and modest wage gains suggest that pressures related to affordability will worsen in the near term–especially if prices for food and shelter continue to rise;

WHEREAS there continues to be a decline in the employment rate for core-aged members of groups designated as visible minorities (-1.6 percentage points to 79.8%);

WHEREAS the job and income stability issues continue to persist in lower-paying, high-contact sectors and what extent will the move towards automation and digital technology impact the low-wage sectors;

WHEREAS health impacts of COVID-19 restrictions, along with the impacts of post COVID-19 condition, will be felt for years and strain health care resources;

BE IT RESOLVED the NBNU pressure government to focus and provide effective housing, employment, food availability and healthcare for all New Brunswickers, especially our most vulnerable.

2022 Constitution & By-Law Changes

TO BE VOTED ON AT THE ANNUAL GENERAL MEETING

1. ARTICLE 5 – MEMBERSHIP

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

5.01 All locals of hospitals and other portions of the Public Service listed under the First Schedule of the *Public Service Labour Relations Act* and pursuant to Section 27 of that *Act*, all registered, or graduate, nurses, licenced practical nurses, nurse practitioners and allied health workers who are eligible to engage in collective bargaining, who are members of the said locals and all nurses and allied health workers who are included within bargaining units under the *Industrial Relations Act* are eligible for membership in the Union.

Intent: To be inclusive of all designations represented within NBNU.

2. ARTICLE 6 – UNION LOCALS

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

6.02 (a) Locals of the Union shall be chartered and governed in accordance with a *Constitution and By-Laws*.

(b) Each chartered local ~~may either create~~ shall have a local *Constitution and By-Laws* consistent with "Appendix "B" and shall not conflict with the *Constitution and By-Laws of NBNU*. ~~or adopt the Constitution and By-Laws of NBNU. All local Constitution and By-Laws shall be in conformity with the *Constitution and By-Laws* of NBNU. In the absence of a local Constitution and By-Laws, or in the event of a conflict, the *Constitution and By-Laws* of NBNU shall prevail.~~

(c) The By-Laws of a Chartered Local may be amended with the approval of a two-thirds (2/3) majority vote of those Local members who are present a meeting of the Chartered Local and with the approval of the majority of the NBNU Board of Directors. No such amendment shall take effect until the approval of both the Chartered Local and the NBNU Board of Directors has been obtained. Full details of the proposed amendments must be set out clearly in the notice of the meeting to all members of the Chartered Local.

Intent: To provide NBNU with greater governance and accountability to its locals and members

3. ARTICLE 7 – ELECTIONS

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

Board of Directors

7.01 Inner Executive

(a) Nominations
The Annual Meeting Operations Committee or any person or persons acting with its authority shall prepare, through consultation with the locals, nominations for the offices of President, Vice-President, 2nd Vice-President, Vice-President Finance, ~~Secretary-Treasurer~~ and send them to the President of each local at least forty-five (45) days prior to the Annual Meeting at which an election of officers is to be held together with instructions for nominating candidates.

(b) Eligibility

i) To be eligible for nomination to the office of President, 1st Vice-President and 2nd Vice-President, a member must have previously served as an elected member on the Executive Council and be a member in good standing.

ii) To be eligible for nomination to the office of Vice-President ~~Finance Secretary-Treasurer~~, a member must be a member in good standing and have previously served as an elected member on the NBNU Finance Committee within the past five (5) years or must have previously served as an elected member on the Executive Council.

(c) Term

i) The President and Vice-President Finance ~~Secretary-Treasurer shall be elected in each even numbered years,~~ and shall assume their term immediately following the Annual Meeting at which they were elected for a three (3) ~~two (2)~~ year term.

ii) The 1st Vice-President~~,~~ and 2nd Vice-President, ~~shall be elected in odd numbered years, and~~ shall assume their term immediately following the Annual Meeting at which they were elected for a three (3) ~~two (2)~~ year term.

(d) Election of members to the positions of President, 1st Vice-President, 2nd Vice-President, Vice-President Finance ~~Secretary-Treasurer~~, subject to other provisions of these By-Laws, shall be by majority vote of the accredited delegates voting at an Annual Meeting of the Union. Voting shall be by secret ballot. Upon request results can be shared with the candidate.

(e) The election to each office shall be completed before any subsequent election takes place.

(f) Scrutineers shall be appointed by the presiding officer in accordance with Article 11.04

(g) Balloting will continue by the voting delegates at the Annual Meeting until one candidate receives a majority of the votes.

(h) If a subsequent ballot is required, the candidate receiving the least number of votes on the preceding vote will have her name dropped from the ballot.

Intent: Increase the term of the inner executive as the learning curve is steep and it gives the member a greater opportunity to thrive in their position.

4. ARTICLE 7 – ELECTIONS

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

7.02 Executive Committee

(a) Nominations

Nominations for the offices of Bargaining Unit Vice-President (Acute Care, Community Care, Nurse Manager & Nurse Supervisor, Nursing Home, Nurse Practitioner, LPN) shall be elected by their respective bargaining unit/designation. Nominations will be received by Provincial Office in August with an election taking place by electronic vote in September and results announced at the annual meeting in October.

(b) **Eligibility**

i) To be eligible for nomination to the office of Acute Care Vice-President, a member must be a member in good standing and member of the Part III Acute Care (hospital) bargaining unit.

ii) To be eligible for nomination to the office of Community Care Vice-President, a member must be a member in good standing member of the Part III Community Care bargaining unit.

iii) To be eligible for nomination to the office of Nursing Home Vice-President, a member must be a member in good standing member of the Nursing Home bargaining unit.

iv) To be eligible for nomination to the office of Nurse Manager and Nurse Supervisor Vice-President, a member must be a member in good standing member of the Nurse Manager and Nurse Supervisor bargaining unit.

v) To be eligible for nomination to the office of LPN Vice-President, a member must be an LPN member in good standing in the Part III Acute Care or Community Care bargaining unit.

vi) To be eligible for nomination to the office of Nurse Practitioner Vice-President, a member must be a Nurse Practitioner member in good standing member.

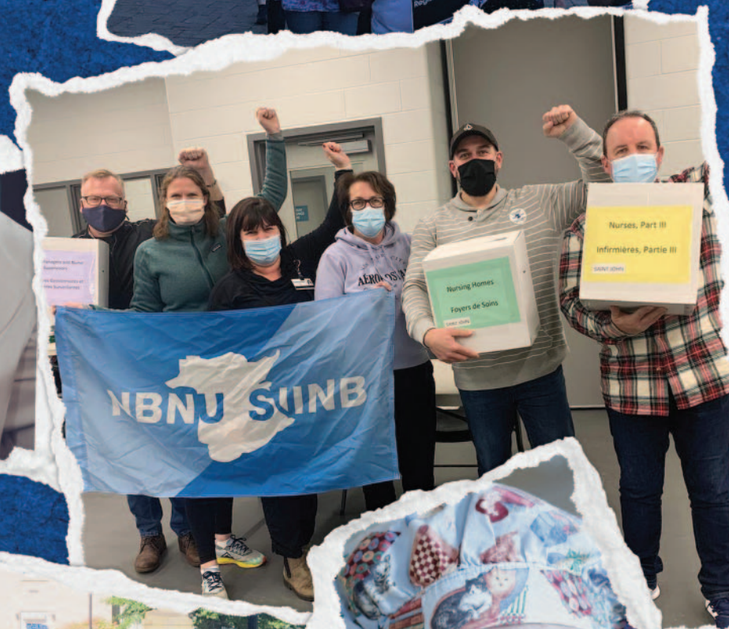
(c) Term

i) The Nursing Home, Nurse Manager and Nurse Supervisor and Community Care Vice-Presidents shall be elected in each odd numbered years and shall assume their term immediately following the Annual Meeting at which they were elected for a two (2) year term.

ii) The Part III Acute Care, Nurse Practitioner and LPN Vice-Presidents, shall be elected in even numbered years, and shall assume their term immediately following the Annual Meeting at which they were elected for a two (2) year term.

Continues on page 36

NBNU's Year in Review



(d) Election of members to the positions of Bargaining Unit Vice-Presidents, subject to other provisions of these By-Laws, shall be by majority vote of the bargaining unit members voting. Voting shall be by electronic, secret ballot. Upon request results can be shared with the candidate.

Intent: To provide additional seats on the board to represent all designations within the organization. Also in response to the resolution from last years AGM regarding a NP seat

5. ARTICLE 7 – ELECTIONS

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

~~UNIT REPRESENTATIVES AND~~ NEGOTIATING COMMITTEE MEMBERS

7.03 ~~(a) Within ninety (90) days after the signing of a Collective Agreement for the Unit, the members of the bargaining unit shall elect their respective Unit Representative. Nomination forms shall be sent out within thirty (30) days of the signing of the agreement.~~

(~~a~~b) Part III (Acute Care & Community Care) & Nurse Manager and Nurse Supervisor Negotiating Committee

Eleven (11) ~~Nine (9)~~ months prior to the expiry date of a collective agreement, the members of the bargaining unit shall elect the members of the Bargaining Unit's Negotiating Committee. ~~Nomination forms shall be sent out eleven (11) months prior to the expiry date of the agreement.~~ The negotiating committee shall be made up of one representative from each of the health zones in the province to ensure equal representation. Eight (8) total, as per Appendix C & D. Should there be no candidates from a health zone, the elected negotiating committee shall make a recommendation to the Board of Directors for the vacancy.

(~~c~~b) Nursing Home ~~Care~~ Negotiating Committee

Eleven (11) ~~Nine (9)~~ months prior to the expiry date of a collective agreement, the members of the bargaining unit shall elect the members of the Bargaining Unit's ~~Negotiating Committee. Nomination forms shall be sent out eleven (11) months prior to the expiry date of the agreement.~~ The negotiating committee shall be made up of one representative from each of the health zones in the province to ensure equal representation. Eight (8) total, as per Appendix E. Should there be no candidates from a health zone, the elected negotiating committee shall make a recommendation to the Board of Directors for the vacancy.

(~~d~~c) Upon request results can be shared with the candidate.

(ed) The ~~Unit Representative and all~~ members of the negotiating committee must be members in good standing. If a member loses their good standing during their term, they shall resign from their appointment immediately.

Intent: To provide regional representation on the team and ensure voices and viewpoints from all corners of the province are at the negotiating table(s).

6. ARTICLE 8 – THE BOARD OF DIRECTORS

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

8.01 The elected Board of Directors of the union shall be composed of the following, each of whom shall be a member in good standing of the Union:

Inner Executive

~~(a)~~ President,

~~(b)~~ 1st Vice-President,

~~(c)~~ 2nd Vice-President

~~(d)~~ Vice-President Finance ~~Secretary-Treasurer,~~

Executive Committee

Acute Care Vice President

Community Care Vice President

Nursing Homes Vice President

Nurse Managers & Nurse Supervisors (NM&NS) Vice President

Licenced Practical Nurse (LPN) Vice President

Nurse Practitioners (NP) Vice President ~~four Unit Representatives from three bargaining units.~~

~~(a) Hospitals – Hospital Bargaining Unit,~~

~~(ii) Community Care – Hospital Bargaining Unit,~~

~~(iii) Nursing Homes Bargaining Unit, and~~

~~(iv) Nurse Managers/Supervisors Bargaining Unit.~~

Intent: Increasing the number of seats on the board of directors for greater representation.

7. ARTICLE 8 – THE BOARD OF DIRECTORS

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

8.03 Any Board of Director member who loses good standing or is absent from two (2) consecutive meetings, without reason satisfactory to the Board of Directors, shall no longer be a member of the Board of Directors and such office shall be declared vacant.

(a) In the event that the President should resign, die or otherwise cease to act, the office will be filled by the 1st Vice-President.

(b) In the event that the 1st Vice-President, 2nd Vice-President or Vice-President Finance ~~Secretary Treasurer~~ should resign, die or otherwise cease to act, the Executive Council shall elect by and from themselves a replacement for the unexpired terms.

(c) In the event that the Acute Care, Community Care, Nursing Homes, NM&NS, LPN or NP Vice President ~~Unit Representative~~ should resign, die or otherwise cease to act, the replacement shall be elected by the respective bargaining ~~particular unit concerned~~ for the unexpired term.

Intent: Housekeeping

8. ARTICLE 8 – THE BOARD OF DIRECTORS

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

METINGS OF THE BOARD OF DIRECTORS

8.08 (f) When it is necessary that the Board of Directors take action and it is not possible or feasible to hold a meeting, the President or anyone acting with their ~~her~~ authority may contact members of the Board of Directors by phone or other means of communication to determine the action to be taken. Any action so taken shall constitute action of the Board of Directors if it had acted in formal meetings and shall be reviewed at the next meeting of the Board of Directors and shall be a part of the minutes thereof.

Intent: Housekeeping – gender neutral language

9. ARTICLE 9 – THE EXECUTIVE COUNCIL

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

9.01 There shall be an Executive Council composed of:

~~(a) President,~~

~~(b) 1st Vice-President,~~

~~(c) 2nd Vice-President,~~

~~(d) Vice-President of Finance Secretary Treasurer,~~

~~(e) One Unit Representative from each of the bargaining units for which the Union is bargaining agent, and~~

~~(f)~~ The Local Presidents from each of the locals defined in Appendix "A" to these By-Laws and the NBNU Board of Directors.

Intent: Housekeeping and clarity

10. ARTICLE 11 - VOTING AT MEETINGS OF THE UNION

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the Saint John Regional Hospital Local

11.02 Each local shall, from among its members, be entitled to send voting delegates to meetings of the Union according to the following scale and one of whom shall be the Local President (Executive Council members):

1-100 members in the local – 1(1) delegate, ~~to be represented by its member sitting at Executive Council,~~

101-300 members in the local – two (2) delegates,

301-500 members in the local – three (3) delegates,

501-700 members in the local – four (4) delegates, ~~and~~

701-900 plus members in the local – five (5) delegates, and

901-plus members in local – six (6) delegates.

Intent/Intention: Due to the increase numbers of membership; this should also be reflected in membership.

11. ARTICLE 11 - VOTING AT MEETINGS OF THE UNION

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

11.13 ~~The Board of Directors may authorize the payment of all or part of the expenses incurred by a voting delegate in attending a meeting.~~ Voting delegates shall have valid expenses reimbursed as per the NBNU Expense Policy.

Intent: To reflect current policy.

12. ARTICLE 12 – COMMITTEES OF THE UNION

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

12.03 The standing committees of the union shall be:

(a) Finance Committee

(b) Negotiating Committee

(c) Annual Meeting Operations Committee

(d) ~~Staff Relations Committee~~

(e) ~~NANB/NBNU Communication Committee~~

Intent: The staff relations committee is a sub-committee of the board not a standing committee. The NANB/NBNU Communications Committee is a sub committee of the board and is no longer in function as NANB is moving to a college.

13. ARTICLE 15 REVENUE AND FINANCIAL ACCOUNTABILITY

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

15.05 There shall be an auditor of the Union who shall not be a member or employee of the Union and shall be a chartered accountant. The auditor shall be appointed by an Annual or Special Meeting. In the event that the auditors should resign or otherwise be unable to carry out their duties, the Board of Directors shall appoint a new auditor until the following Annual or Special Meeting. The auditor shall conduct an audit once every year and presented it to the Annual Meeting by the Vice-President Finance ~~Secretary-Treasurer~~.

Intent: To reflect the change in title of Secretary-Treasurer.

14. APPENDIX "A"

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

Amend "Tracadie-Sheila Hospital, Tracadie, Nurse Managers/Supervisors" to "Local 83 – Acadian Peninsula Nurse Managers/Supervisors"

Intent: Housekeeping – reflect changes within the local.

15. APPENDIX "B"

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

Appendix "B"
SAMPLE
LOCAL CONSTITUTION
LOCAL [#] – [LOCAL NAME]

ARTICLE 1: NAME

1.01 This local shall be known as [insert name of local] of the New Brunswick Nurses Union. (hereinafter referred to as the "Chartered Local")

ARTICLE 2: LOCAL EXECUTIVE

2.01 The affairs of the Chartered Local shall be administered by a Local Executive shall be composed of the following:

(a) President

(b) Vice President

(c) Treasurer

(d) Secretary

(e) Any other officer determined by the local.

2.02 It may be permissible to combine the offices of Secretary with the Treasurer role.

2.03 Members elected to office shall hold this position for a two (2) year term.

2.04 Officers shall be elected in [even or odd] numbered years within 120 days following the New Brunswick Nurses Union Annual Meeting and submitted to NBNU provincial office by the deadline date established by provincial office.

2.05 Where the number of members warrant, Chartered Locals should consider training nursing unit reps. The Chartered Local should also consider having the following roles on their Executive:

(a) an LPN and/or NP component representative;

(b) grievance/joint occupational health officer/professional practice officer

2.06 In the event of a vacancy among the officers of the Local, the Executive shall be empowered to appoint a person to fill the vacancies, on a temporary basis, until the time of the next election of the Local.

2.07 The Local Executive shall be responsible for the administration of the affairs and activities of the local when the local is not in meetings.

ARTICLE 3: MEMBERSHIP

3.01 All registered unionized [Registered Nurses, Licensed Practical Nurses and/or Nurse practitioners] working at [Facility(ies) represented by this local] shall be members.

ARTICLE 4: OBJECTIVES

4.01 The objectives of the local will be:

(a) To regulate relations between nurses and their employer as defined in the [*Public Service Labour Relations Act* or *Industrial Relations Act*] through negotiation and administration of a written contract with the employer covering progressive and better conditions of employment and to promote effective communications.

(b) To promote the economic and social welfare of the nurses and to keep the nurses informed about the activities of the Union.

(c) To promote the highest standard of healthcare.

(d) To educate the membership on matters of collective bargaining.

(e) To represent its membership on issues to be debated at the provincial level of the Union by seeking input from all members.

(f) To promote awareness of union functions and encourage Union participation.

(g) To unify its members in working towards a stronger Union and Local.

(h) To encourage the education of its members in such a manner as may be deemed advisable to achieve these objectives.

ARTICLE 5: DELEGATION OF POWER

5.01 The Chartered Local hereby acknowledges the authority of the New Brunswick Nurses Union, to bargain collectively for the Chartered Local and to discharge the duties and responsibilities of bargaining agent under the [*Public Service Labour Relations Act* or *Industrial Relations Act*] on behalf of the local.

5.02 The Chartered Local may submit any items which it would like to see included in any collective agreement to the New Brunswick Nurses Union for its consideration.

5.03 Members of a bargaining unit shall have the opportunity of voting on any proposed new collective agreement prior to its acceptance or rejection by the New Brunswick Nurses Union.

5.04 The members of the Charted Local and the Chartered Local will be bound by any collective agreement which has been accepted by the New Brunswick Nurses Union; agreement which has been preliminarily accepted by the majority of the members in the province.

ARTICLE 6: ELECTION OF OFFICERS

6.01 President – any member offering for the office of President must have served on the local executive. If no member meeting these criteria, offers for the office of President, then consideration will be given to a member in good standing, who has demonstrated an ongoing commitment to the Local.

6.02 Other officers of the Local Executive – Any member who offers for any other office of the Chartered Local must be a member in good standing and have demonstrated an ongoing commitment through regular attendance at the Local meetings.

6.03 Notification of the election of officers at the Local Annual Meeting must be posted no less than three (3) weeks prior to the Local Annual Meeting.

6.04 Nominations for officers must be submitted to a designated nominations committee up to seven (7) days prior to the Local Annual Meeting.

6.05 Election of members to the positions of President, Vice-President, Secretary and Treasurer shall be by majority vote, of those present at the meeting.

6.06 Voting shall be by secret ballot. Members have the right to cast their vote in private; the voting shall be done in a private area.

6.07 The number of names checked on the voters list shall match the number of ballots cast.

ARTICLE 7: DUTIES OF OFFICERS

7.01 The President shall:

(a) Be a member of NBNU Executive Council and attend all NBNU meetings and shall communicate the information to the members.

(b) Call and preside all Local meetings and see that the policies of the Local are established and respected.

(c) Be the official spokesperson of the Local unless another member is designated.

(d) Act as a signatory on correspondence and co-signatory on minutes of the Local.

(e) Be responsible for preparation of the agenda for Local meetings.

(f) Encourage members' participation.

(g) Forward a report of the Local activities to their respective NBNU bargaining unit Vice-President before the NBNU AGM and Executive Council meeting.

(h) Shall be a voting delegate at NBNU Annual Meeting and all other NBNU meetings.

(i) Present members' concern to NBNU.

(j) Maintain communication between the Local Executive and Local members.

(k) Be involved in NBNU requests when possible so to participate in NBNU objectives.

(l) Act as a signatory on cheques.

(m) Be accountable to the local.

7.02 The Vice-President shall:

(a) Preside at all meetings where the President is absent.

(b) Act as interim President should the President resign, die or otherwise cease to act until such time as a new president can be elected.

(c) Handle grievances of individual members of the local in collaboration with the Labour Relations Officer and local President.

(d) Perform other duties as directed by the President and/or local executive.

(e) Be accountable to the Local through the local executive.

7.03 The Secretary-Treasurer shall:

a. Attend all meetings of the Local.

b. Be responsible for financial correspondence on behalf of the Local.

c. Be responsible for the Local's money and all financial transactions.

d. Present a report of the Local financial position at each local meeting and prepare financial reports at the request of NBNU.

(b) Be responsible to pay expenses approved by the Local members.

(c) Be involved in all financial matters of the local, including budgeting.

(d) Keep a record of all financial transactions including deposits.

(e) Act as a signatory on cheques.

(f) Recommend an annual budget for approval by the membership of the local.

(g) Submit to NBNU by February 28th of each year, the Local's balance sheet for the previous year.

(h) Be accountable to the Local through the local executive.

7.04 The Secretary shall:

(a) Be responsible for records and minutes of Local meetings.

(b) Identify the name of the mover, the seconder and the content of any motions.

(c) Be responsible for notification of meetings.

(d) Keep (in conjunction with the President and Treasurer) a count of the Local members.

(e) Perform other duties as directed by the President.

(f) Be accountable to the Local through the executive.

ARTICLE 8: COMMITTEES [examples: Resolution Committee, Nomination Committee]

8.01 Standing Committees - The term of office for Standing Committee members shall be for two (2) years. A Committee member shall present a report of the activities of the Committee at each Local meeting.

8.02 Special or Ad Hoc Committees can be established by the Local at any time.

8.03 All local executive members are expected to attend and participate in the Professional Practice Committee as stated in Article XX of the Collective Agreement.

8.04 A representative of the local executive will participate in the Joint Health and Safety Committee at the workplace. All information will be reported back to the members at local meetings.

ARTICLE 9: MEETINGS OF THE LOCAL

9.01 The Local Annual meeting shall be held within 120 days following the NBNU Provincial Annual Meeting. Election of members to Local committees and changes to the Constitution will take place at the Annual Meeting.

9.02 The Local shall meet at the call of the President. In any event, the Local shall meet at least four (4) times per year excluding the Local Annual Meeting.

9.03 Each member attending a local meeting shall be entitled to one (1) vote.

9.04 Voting shall be by a show of hands unless another manner of voting is requested by the members, except for elections.

9.05 Quorum shall be the majority of the members present at the meeting.

ARTICLE 10: FINANCES

10.01 The monies of the Chartered Local shall be kept in a chartered bank or Credit Union.

10.02 The fiscal year for the local shall be January 1st to December 31.

10.03 Transactions shall be by cheque only.

10.04 The Treasurer and the President or one other executive committee member shall co-sign cheques.

ARTICLE 11: TRUSTEESHIP

11.01 Whenever a Trustee for the Chartered Local has been appointed pursuant to Article 8.04 of the NBNU Constitution and By-Laws, such Trustee shall take over the complete direction, control and supervision of the Local. The Trustee's acts and decisions shall not be subject to review or reversal by the Local of the Nurses' Union. Such Trustee may, in the performance of the duties of the office, with sole discretion, replace or supplant the elected officers of the Local. The Trustees shall be solely capable of, and responsible to act for, and in the name of the Local.

ARTICLE 12: GRIEVANCES

12.01 Any local grievance shall be handled by the Local President or designate. All individual member grievances shall be handled by the Local Vice President.

ARTICLE 13: AMENDMENTS

13.01 This Constitution shall be adopted at an Annual Meeting of the Local and submitted to provincial office.

13.02 Amendments, as approved by the NBNU Board of Directors, shall be presented to the membership of the Local for a vote.

13.03 This Constitution amendments will be approved by a vote in favour which is not less than two-thirds (2/3) of the votes cast.

Intent: To provide a sample constitution for all locals to use to create their own local constitution.

16. APPENDIX "C"

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

Part III Negotiating Committee Representation

Zone 1B
Beausejour Community Health
Dr. Georges L. Dumont Hospital
Shediac/Kent Extra Mural
Stella-Maris-De-Kent Hospital

Zone 1SE
Air Ambulance
Albert Co. Community Health Centre
Driscoll Extra Mural
Sackville Memorial Hospital
South-East Community Health
The Moncton Hospital

Zone 2
Centracare
Charlotte Co. Hospital
Grand Manan Hospital
Saint John Extra Mural
Saint John Public/Community Mental Health
Saint John Regional Hospital
St. Joseph's Hospital, Saint John
Sussex Health Centre

Zone 3
Dr. Everett Chalmers Regional Hospital
Fredericton Extra Mural
Fredericton Public/Community Mental Health
Harvey Health Centre
Hotel-Dieu St-Joseph Hospital, Perth
McAdam Health Centre
Oromocto Extra Mural
Oromocto Public Hospital
Perth Extra Mural
Queens North Community Health Centre, Minto
Stan Cassidy Centre For Rehabilitation
Stanley/Boiestown/Doaktown Health Centres
Tobique Valley Community Health Centre
Upper River Valley Hospital
Upper River Valley Public/Community Mental Health

Zone 4
Edmundston Public/Community Mental Health
Edmundston Regional Hospital
Grand Falls General Hospital
Hotel-Dieu St-Joseph Hospital, St-Quentin

Zone 5
Campbellton Extra Mural
Campbellton Regional Hospital
Restigouche Community Health
Restigouche Hospital Centre
St. Joseph Community Health Centre, Dalhousie

Zone 6
Acadian Peninsula Extra Mural
Acadian Peninsula Public/Community Mental Health
Bathurst Extra Mural
Bathurst Public/Community Mental Health
Caraquet L'Enfant-Jesus Hospital
Chaleur Regional Hospital
Lamèque Hospital & Community Health Centre
Tracadie Hospital

Zone 7
Miramichi Extra Mural
Miramichi Public/Community Mental Health
Miramichi Regional Hospital

Intent: Provide the breakdown of regions for zone representation on the negotiating committee.

17. APPENDIX "D"

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

Nurse Managers and Nurse Supervisors Negotiating Committee Representation

Zone 1B
Dr. Georges L. Dumont Hospital Nurse Managers & Supervisors

Zone 1SE
Moncton Nurse Managers & Supervisors

Zone 2
Region 2 Nurse Managers & Supervisors

Zone 3
Fredericton Nurse Managers & Supervisors
Region 3 Nurse Managers & Supervisors
Upper River Valley Nurse Managers & Supervisors

Zone 4
Edmundston Nurse Managers & Supervisors
Hotel-Dieu St-Joseph Hospital, St-Quentin Nurse Managers & Supervisors

Zone 5
Campbellton Nurse Managers & Supervisors
Restigouche Hospital Centre Nurse Managers & Supervisors

Zone 6
Acadian Peninsula Nurse Managers & Supervisors
Bathurst Nurse Managers & Supervisors

Zone 7
Miramichi Nurse Managers and Supervisors

Intent: Provide the breakdown of regions for zone representation on the negotiating committee.

18. APPENDIX "E"

Constitutional Amendment
Require 2/3 of those who vote
Submitted by the NBNU Board of Directors

Nursing Home Negotiating Committee Representation

Zone 1B
Villa du Repos
Villa Maria
Villa Providence

Zone 1SE
Forest Dale Home
Jordan Lifecare Centre
Kenneth Spencer Memorial Home
Westford Nursing Home

Zone 2
Campobello Lodge
Church of St. John & St. Stephen Nursing Home
Fundy Nursing Home
Grand Manan Nursing Home
Kennebec Manor
Kings Way Care Centre
Kiwanis Nursing Home
Lincourt Manor
Loch Lomond Villa
Passamaquoddy Lodge
Rocmaura

Zone 3
Central New Brunswick Nursing Home
Mill Cove Nursing Home
Nashwaak Villa
Pine Grove Nursing Home
Tobique Valley Manor
W. G. Bishop Nursing Home, Minto
Wauklehegan Manor, McAdam
White Rapids Manor, Fredericton Junction
York Manor Nursing Home

Zone 4
Foyer Notre-Dame de Saint-Leonard
Foyer Ste-Elizabeth
La Villa des Chutes
Les Residences Jodin

Zone 5
Campbellton Nursing Home
Dalhousie Nursing Home

Zone 6
Le Foyer Notre-Dame-de-Lourdes
Les Résidences Inkerman
Les Résidences Lucien Saindon
Les Résidences Mgr Chiasson
Villa Beauséjour
Villa Chaleur
Villa Sormany
Villa St-Joseph

Zone 7
Bridgeview Hall, Shannex Miramichi
Complexe Rendez-vous
Losier Hall, Shannex Miramichi
Tabusintac Nursing Home

Candidate for Election

PRESIDENT (ELECTED BY ACCLAMATION)

UNION PARTICIPATION - PROVINCIAL OFFICES HELD

- NBNU Provincial President (2016-present)
- CFNU National Executive Board member (2016-present)
- NBNU Provincial Vice-President (2003-2016)
- NBNU Executive Council (2001-present)
- Nurses, Part III Negotiating Committee (since 2003)
- Part III Labour Management Committee
- NB Federation of Labour (NBFL) 2nd Vice-President (2010-2017)
- Bathurst District Labour Council 2nd Vice-President (2010-2012)

LOCAL OFFICES HELD

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

WORK EXPERIENCE

- Full-time ER department (2003-2016)
- Full-time Medical/Palliative Care (1999-2003)
- Part-time Float (1998-1999)
- Casual RN (1997-1998)

OTHER ACTIVITIES

- PSPP Trustee (Jan. 2022 – present)
- LMI Leadership graduate (2021)
- Part Time and Seasonal Pension Plan committee member (Dec. 2021 – present)
- Labour-Government Steering Committee (2017-present)
- CBESRP Trustee (2016 - present)
- Standing Committee of Insured Benefits member (2016 – present)
- NB Federation of Labour (NBFL) Women in Leadership Award Recipient (2012)
- Joint Classification Committee Member (2009)
- Governor General's Canadian Leadership Conference Participant (2008)
- Co-chair NB Health Coalition (2005-2009)
- Nursing Resources Advisory Committee Member (2004-2012)
- NB Critical Care Nursing Program Certificate, NBCC (2003)
- The Dorothy Wylie Nursing Leadership Institute (2002)
- CFNU Biennial Convention (10 times)
- CLC Triennium (6 times)
- NBFL Biennial (4 times)
- Eastern Labour School (8 times)
- NBFL Executive Council Member (2010-present)

I am honored to accept the nomination and seek re-election as your president. It has been a privilege to be the voice for nurses since 2016, and I am committed to continue being that voice for all disciplines of nursing.

Paula Doucet
Chaleur Regional Hospital, Bathurst

We are in a very turbulent time in healthcare, and it will require strong leadership to navigate us through this perfect storm. You have continued to step up in the wake of a global pandemic and nursing shortage, and I will continue to step up for you.

I will continue to be a strong, credible voice for all NBNU members and will continue to defend public healthcare, safer work environments, better work-life balance, working conditions, respect and labour rights on your behalf. It will take time, effort and commitment, but I still have that fight in me.

As a proud registered nurse and union leader, I look forward to continuing this journey to defend the rights of RNs, LPNs and NPs as your NBNU Provincial President.

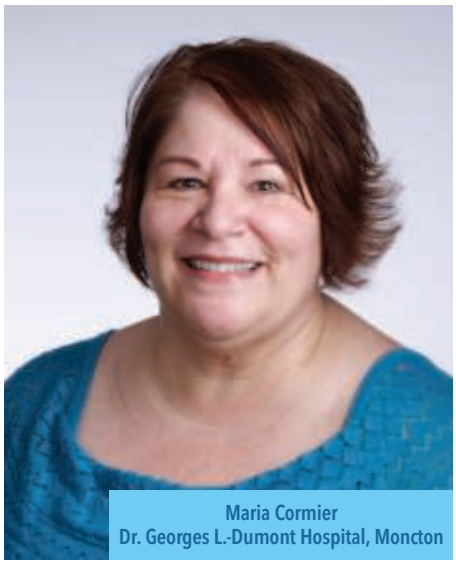
I ask for your continued support and together we will get through these difficult times.

In Solidarity,

Paula Doucet, RN

Candidate for Election

SECRETARY TREASURER (ELECTED BY ACCLAMATION)



Maria Cormier
Dr. Georges L.-Dumont Hospital, Moncton

PROVINCIAL OFFICES HELD

- Interim NBNU Provincial Secretary-Treasurer (July 2021 – Present)
- Member of the Part III Negotiating Committee (2019-2021)

LOCAL OFFICES HELD

- 1st Vice-President, Dr. Georges L.-Dumont Hospital, Moncton (March 2022-present)
- President, Dr. Georges L.-Dumont Hospital, Moncton (May 2021 – March 2022)
- Actively on local executive (2011-present)

WORK EXPERIENCE

- Oncology/Stepdown Telemetry Unit, now Internal Medicine (1995-Present)

OTHER ACTIVITIES

- Member of the Part III Educational Assistance Fund Committee (2021-Present)
- Attended several NBNU annual meetings, executive council meetings
- Attended Eastern Labour School
- Attended two CFNU conventions

I would like to put my name forward once again for the position of NBNU Secretary-Treasurer. I feel my experience at this point in my career, my capability to understand the optics of being a board member, voice my opinion and share those of my colleagues, are great assets to have.

Also, being from the Vitalité Health Network brings a different point of view, as Horizon Health Network sometimes operates differently, and I feel it's important to have a mix of the RHAs at the board level.

Thank you for accepting my nomination,

Sincerely,

Maria Cormier, RN

CFNU President, Linda Silas, 1st Vice President Maria Richard at the 2021 Day of Action

Candidates for Election

FINANCE COMMITTEE

UNION PARTICIPATION - PROVINCIAL OFFICES HELD

- None

LOCAL OFFICES HELD

- None

WORK EXPERIENCE

- RN for 5 years
  - *Rehabilitation and Rheumatology (2017-2019)*
  - *Neurosciences/Neuro ICU (2019-present)*

OTHER ACTIVITIES

- Attended 2022 NBNU Executive Council as observer
- Attended 2021 AGM as observer
- Participated in picketing outside of Dorothy Sheppard's office in 2021 with Local 17
- Local 17 Liaison for 4BS/NICU
- Attended many Local 17 meetings via Zoom (2020-2022)
- Participated in NBNU's "This is a Nurse" campaign (print interview with Holly Crawford)

I have put my name forward for the Finance Committee to become more involved in NBNU. I believe this role is a good introduction into provincial office. I have been increasingly involved in the union and discussing union issues within my local. I participated in the UNB Student Union during my degree and always intended to get more involved with our union. I am also a person with many opinions and likes to be involved.

Charlotte Chiasson, RN

Charlotte Chiasson
Saint John Regional Hospital Local

UNION PARTICIPATION - PROVINCIAL OFFICES HELD

- None

LOCAL OFFICES HELD

- Secretary-Treasurer, DECRH Local (March 2022-present)

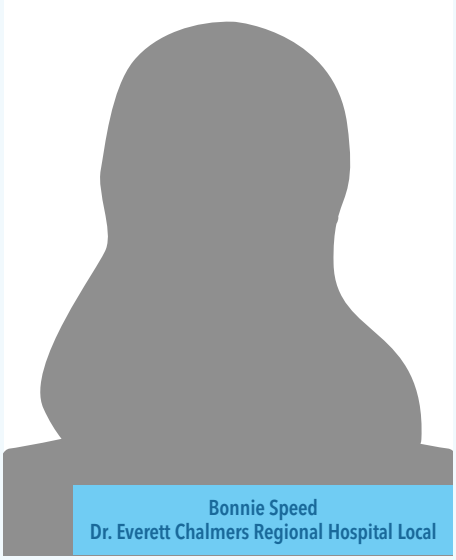
WORK EXPERIENCE

Prior to becoming a registered nurse (19 years ago) I helped manage a satellite veterinary clinic. Currently, I am also an administrative assistant to a local dance school.

I have accepted the nomination for the Finance Committee because I believe as the Secretary-Treasurer of Local 37, it is important to experience the bigger picture. I believe it is important to see how the financial decisions are being made and why. I think having the opportunity to represent the union while advocating for the members is essential.

I am hoping to bring forward some new ideas to the committee while maintaining transparency to the members and the union.

Bonnie Speed, RN



Bonnie Speed
Dr. Everett Chalmers Regional Hospital Local

LPNs Voices: "Please Help Us"

BY CATHY ROGERS, PHD

NBNU's Research and Education Officer, Dr. Cathy Rogers, recently completed a survey, analysis and report for NBNU to hear directly from the voices of Licensed Practical Nurses on the broad question of how they are doing. The resulting report, "What Licensed Practical Nurses Answered When Asked: 'Please Help Us!'" is now digitally available on the NBNU website or as hardcopy upon request.

The goal for this research was like that done with Registered Nurses and Nurse Practitioners a year earlier when LPNs were not part of NBNU. That research culminated in a report entitled "What RNs and NPs Answered When Asked: 'We Are Not OK!'"

NBNU knew it was important to check-in with LPNs at the point-in-time when they found themselves suddenly a part of NBNU, when the nurse shortage is at an all-time high, and when daily experiences of nurses include trauma associated with the longstanding demand to meet growing work demands in deteriorating conditions and depleting resources.

Cathy Rogers

At their own peril, like RNs and NPs, LPNs have been sacrificially stepping up to support everyone during the COVID-19 pandemic for well over two years. The personal costs of caring for their patients, residents, and clients in the tough conditions in which they work have been taking their toll on both the nurses and the quality of health care they are able to provide; these issues had been present long before COVID, and it was long before COVID that LPNs, RNs, and NPs had been crying out for help.

Clear in this research is that we are losing healthcare professionals due to utter fatigue, burnout, and unsustainable work demands. LPNs, like their RN and NP sisters and brothers, are pleading for a safer and more quality work environment, for everyone to start working together, for management to include and listen to frontline health professionals so that the pieces of an increasingly dismantled and incredibly shattered healthcare system can be put back together.

Eager to be heard, nearly 900 LPNs responded to the call for participation in early spring of 2022. Like their RN and NP counterparts, LPNs provided strong and lengthy descriptions of their current and continuously declining working conditions, their own deteriorating personal well-being, and their professional outlook on the nursing profession and on the state of healthcare that seeks to, but in current conditions, is failing New Brunswickers.

Licensed Practical Nurses believe that the public is not truly aware of how harsh conditions have become, or fully understand where healthcare is headed.

According to 93% of LPN survey participants, healthcare will continue to worsen if it stays on its current trajectory of decline. LPNs themselves are pulled in all directions due to broad labour shortages in healthcare, citing staffing shortages as key to implicating not only patient safety, but according to 91.4% of LPNs, to retention and recruitment challenges. After all, it is very difficult to attract new occupational participants in current working conditions.

The cost to LPNs' personal well-being is huge; 74% of those surveyed claim that their mental health is deteriorating, and 59% say that even their physical health is deteriorating. This has the strong potential of driving more LPNs to leave their careers, but it is also threatening their ability to perform at their best. Mostly, they are unwell because they cannot get a much-needed break or have no time to recover from long and difficult hours of work. About 8% of LPNs work an average of 17-24 overtime hours per week, and nearly 3% work over 24 hours overtime per week – mostly because there is no one to relieve them to go off shift. Neither can they access flexible schedules to accommodate personal or family needs.

While over 94% of LPNs confess to not feeling rested at the end of a week, most startling is that over 84% do not feel rested at the beginning of a new shift. Over 17% of LPNs were unable to take any vacation whatsoever in the past two years, and 15.5% were only able to take 1-4 days off in the same two-year period.

Nearly 73% of LPNs report that they are currently experiencing high or very high levels of stress, even full burnout, and are just hanging on by a thread. This leads to their confession that, while they too love their profession and working in healthcare, the tolls on them and the hopelessness they have been increasingly feeling about

change to improve healthcare delivery leaves nearly half of them reporting that they would leave their professions today if they could afford to do so. Furthermore, more than three quarters (78.7%) would not recommend the profession to their family and friends. Tied tightly to these words is grave sadness, grief, and remorse, because they would prefer to be committed and continue but the costs are too high on them and their families.

LPNs, again like other nurses testified, would like to add their voices to solutions that would help remedy the current crises in healthcare, but thus far have felt not only unheard, but also exploited and depleted. In essence, as the survey asked, 'how are you doing?' The answer received was, "Please help us."

In summary, New Brunswick's Licensed Practical Nurses said they are "burnt out" and they are crying out the precise words used in the title of this report, "Please Help Us!" A significant proportion of LPNs testify to having "nothing left to give" due to heavy burdens on their shoulders from being so short-staffed and for so long, from feeling chronically "unheard" and "afraid" to go into work because of what they will face being so short-staffed, and from the daily personal trauma brought on by moral distress. LPNs know how to deliver the care that is needed and what is needed from them, but due to a lack of resources, they are increasingly unable to deliver that care and it pains them to leave their patients, clients, and residents unattended as is too often the case. Again, like other healthcare team professionals, LPNs are becoming sick themselves or are leaving their careers altogether.

Perhaps tough decisions are needed and perhaps these decisions indeed need to be made. At the same time, health professionals currently on the frontlines must be respected, valued, and consulted – including LPNs. If government truly wants to deliver quality healthcare to New Brunswickers, it must first address work conditions and labour shortages to prevent even further deterioration. Only by listening to experienced and professional voices of nurses, physicians, and other front-line professionals, can the shattered pieces of the crumbling system be picked up. It is these professionals, and New Brunswickers needing healthcare, who are disproportionately bearing today's burdens of brokenness, delays, and neglect.

Choices After 50 Magazine

For several years, NBNU has been a frequent advertiser in the publication Choices After 50. For over 30 years, Choices After 50, has been the premiere senior's publication in New Brunswick. Their popular publication offers lifestyle information and resources for the active 50-year-old (plus) reader.

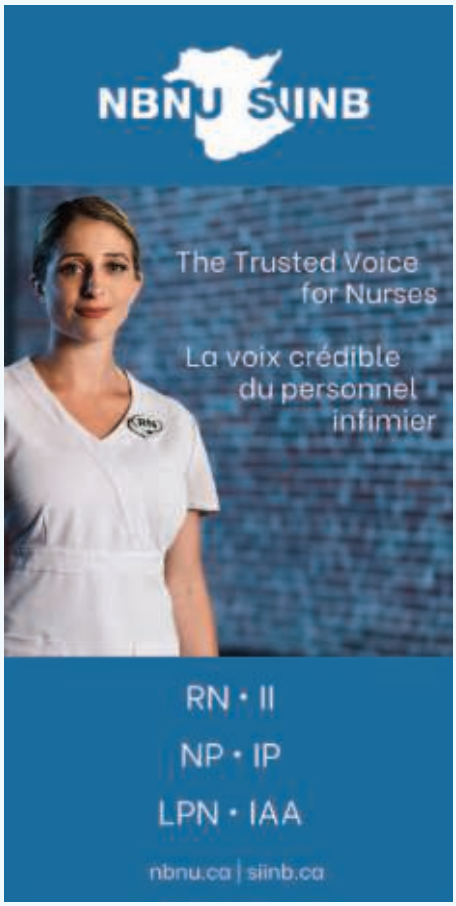
Choices After 50 features articles by, for and about boomers, seniors, caregivers and related organizations. The focus is always on "active living," and the publication features a unique blend of human-interest stories, lifestyle trends, humor, poems, local features, events and information which readers always seem to enjoy.

Choices After 50 is sponsored by its advertisers. Although they direct their publication to the 50-plus age range, many younger readers nearing retirement, also find their publication interesting and informative. The popular publication tends to be re-read and saved for future references.

Each issue of Choices After 50 magazine is uploaded to their website, which is now gaining more interest and is securing more readership than the printed issues.

If you're interested in reading a recent issue of Choices After 50, visit their website, **www.choicesafter50.com**.

"Enjoy the power of 50 plus – Enjoy Choices After 50 – it's all about CHOICES… it always has been."



NBNU ad featured in Choices After 50 magazine

Scholarships and Bursaries

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

For more details and to find out more about each scholarship, visit **https://nbnu.ca/member-services/scholarships/**.

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

The 2021 scholarship recipients were:

- 2nd Year Nursing Scholarship Award – Abigail Thornton
- 3rd year Nursing Scholarship – Emily Mann
- CFNU Scholarship – Sophy Craig
- NBNU Family Scholarships (3) – Sophy Craig (only one applicant)
- Post-Secondary Scholarships (3) – Alyssa Wilson, Lydia Pearson and Ryan Power

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 & Edmundston 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 2021 recipients of the NBNU bursaries:

- l'Université de Moncton, Edmundston – Kayleigh Lavoie and Alex Hébert
- l'Université de Moncton, Moncton – Catherine Albert and Christine Pelletier
- University of New Brunswick, Moncton – Raine Easton and Shannon McGrath
- University of New Brunswick, Saint John – Emma Collins and Keira Folkins
- University of New Brunswick, Fredericton – Charlene Yazdani and Samantha Hann

NBFL AND CLC 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, NBFL
- Tim McCarthy, NBFL
- NBFL Solidarity Bursaries, NBFL
- J. Harold Stafford Humanitarian Award, NBFL
- Dermot Kingston Lifelong Learning Award, NBFL

4TH YEAR BURSARY RECIPIENTS

Catherine Albert

Keira Folkins

Samantha Hann

Alex Hébert

Kayleigh Lavoie

Christine Pelletier

Charlene Yazdani

- Raine Easton
- Shannon McGrath
- Emma Collins

NEW BRUNSWICK NURSES UNION

FINANCIAL STATEMENTS
YEAR ENDED DECEMBER 31, 2021

NEW BRUNSWICK NURSES UNION
Index to Financial Statements
Year Ended December 31, 2021

	Page
INDEPENDENT AUDITOR'S REPORT	51
FINANCIAL STATEMENTS	53
Statement of Financial Position	53
Statement of Operations	54
Statement of Changes in Fund Balances	56
Statement of Cash Flows	57
Notes to Financial Statements	58
Marketable Securities *(Schedule 1)*	61

SAN SPACEK ARMSTRONG & NORRAD
Chartered Professional Accountants

SPACEK ARMSTRONG & NORRAD
Chartered Professional Accountants

Peter Spacek - CPA, CA (506) 459-3113
Dave Armstrong - CPA, CA (506) 474-1626
Nick Norrad - CPA, CA (506) 457-2275
www.sancpa.ca

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, 2021, 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, 2021, 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

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.

(continues)

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

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:

Independent Auditor's Report to the Members of New Brunswick Nurses Union *(continued)*

- 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 8, 2022

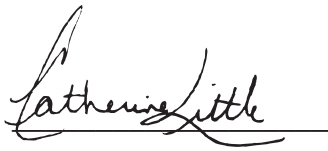
CHARTERED PROFESSIONAL ACCOUNTANTS

NEW BRUNSWICK NURSES UNION
Statement of Financial Position
December 31, 2021

	General Fund 2021	Restricted Funds 2021	Total 2021	Total 2020
ASSETS				
CURRENT				
Cash	$ 1,999,618	$ 823,220	$ 2,822,838	$ 745,112
Marketable securities *(schedule 1)*	1,342,495	4,074,641	5,417,136	7,149,858
Dues receivable	200,646	-	200,646	272,288
Accounts receivable from employees	667	-	667	-
Other accounts receivable	24,049	-	24,049	14,037
Interest receivable	21,031	-	21,031	83,878
Prepaid expenses	47,585	-	47,585	83,001
Due from funds *(Note 7)*	-	187,082	187,082	13,150
	3,636,091	5,084,943	8,721,034	8,361,324
CAPITAL ASSETS *(Net) (Note 5)*	1,269,216	-	1,269,216	1,372,111
	$ 4,905,307	$ 5,084,943	$ 9,990,250	$ 9,733,435
LIABILITIES AND NET ASSETS				
CURRENT				
Accounts payable	$ 872,788	$ -	$ 872,788	$ 564,688
Due to funds *(Note 7)*	187,082	-	187,082	13,150
	1,059,870	-	1,059,870	577,838
FUND BALANCES	3,845,437	5,084,943	8,930,380	9,155,597
	$ 4,905,307	$ 5,084,943	$ 9,990,250	$ 9,733,435

ON BEHALF OF THE BOARD

Director



Director

See notes to financial statements

NEW BRUNSWICK NURSES UNION

Statement of Operations

Year Ended December 31, 2021

	General Fund	General Fund	Restricted Funds	Restricted Funds
	2021	2020	2021	2020
REVENUES				
Membership dues	**$ 4,672,213**	$ 4,424,695	$ -	$ -
Investment income *(Note 6)*	**87,820**	134,377	840	680
Contributions from nursing homes	**-**	-	32,009	32,581
	4,760,033	4,559,072	32,849	33,261
EXPENSES				
GENERAL & ADMINISTRATIVE				
Salaries - labour relations	**808,701**	813,591	-	-
Salaries - office staff	**763,367**	747,512	-	-
Salaries - overtime	**3,714**	(1,704)	-	-
Employee benefits	**318,414**	306,950	-	-
Employee recruitment	**1,659**	4,916	-	-
Staff professional development	**8,606**	22,079	-	-
Travel	**13,851**	22,088	-	-
Car allowance	**41,684**	41,443	-	-
Office supplies and expenses	**95,251**	105,179	-	-
Library	**10,689**	9,764	-	-
Postage	**82,607**	46,916	-	-
Insurance	**15,857**	16,260	-	-
Bank charges and broker fees	**13,873**	2,854	-	-
Communications	**136,232**	115,370	-	-
Professional fees	**58,429**	57,775	-	-
Photocopier leases and expenses	**9,907**	7,843	-	-
Electricity	**20,177**	20,070	-	-
Property taxes and water	**67,201**	67,201	-	-
Building repairs and maintenance	**54,369**	52,268	-	-
Amortization	**117,761**	124,221	-	-
TOTAL GENERAL & ADMINISTRATIVE	**2,642,349**	2,582,596	-	-

(continues)

See notes to financial statements

NEW BRUNSWICK NURSES UNION

Statement of Operations *(continued)*

Year Ended December 31, 2021

	General Fund	General Fund	Restricted Funds	Restricted Funds
	2021	2020	2021	2020
UNION ACTIVITIES				
Dues refunds to locals	**390,187**	368,196	-	-
COMMITTEE EXPENSES				
Salaries - members	**489,323**	125,215	-	-
Travel, meals and accommodations	**139,245**	32,195	-	-
Meeting accommodations	**21,709**	2,460	-	-
Speakers and registration	**24,799**	670	-	-
Translation	**173,474**	18,291	-	-
Employee benefits	**59,970**	16,660	-	-
Hearing expenses	**120,544**	12,487	-	-
Public relations and promotions	**561,760**	660,931	-	-
General printing	**32,031**	38,542	-	-
CFNU / NBFL dues	**284,221**	275,760	-	-
General translation	**42,483**	29,878	-	-
Scholarships	**14,200**	12,000	-	-
Memorials and gifts	**1,048**	1,576	-	-
Educational assistance	**-**	-	18,985	31,318
General expenses	**1,754**	-	17	60
TOTAL UNION ACTIVITIES	**2,356,748**	1,594,861	19,002	31,378
	4,999,097	4,177,457	19,002	31,378
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	**$ (239,064)**	$ 381,615	$ 13,847	$ 1,883

See notes to financial statements

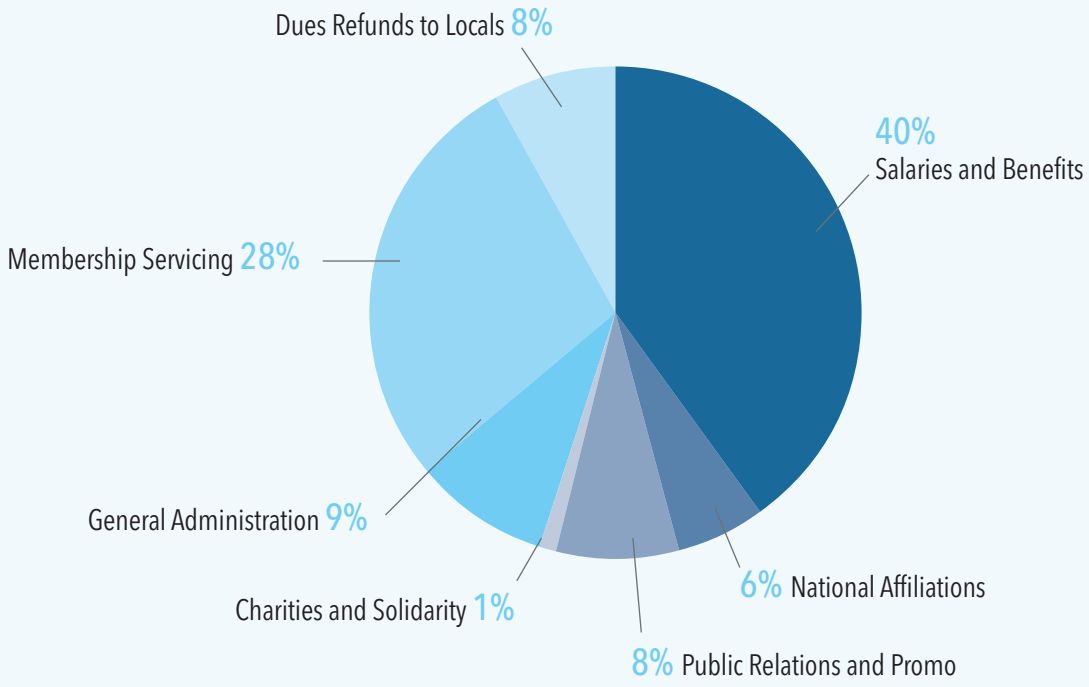
NEW BRUNSWICK NURSES UNION
Statement of Changes in Fund Balances
Year Ended December 31, 2021

	General Fund 2021	General Fund 2020	Restricted funds 2021	Restricted funds 2020
FUND BALANCES - BEGINNING OF YEAR	**$ 4,084,501**	$ 3,702,886	$ 5,071,096	$ 5,069,213
(Deficiency) excess of revenues over expenses	**(239,064)**	381,615	13,847	1,883
FUND BALANCES - END OF YEAR	**$ 3,845,437**	$ 4,084,501	$ 5,084,943	$ 5,071,096

See notes to financial statements

Operating Expenses 2023

PERCENTAGE OF BUDGET



NEW BRUNSWICK NURSES UNION

Statement of Cash Flows

Year Ended December 31, 2021

	General Fund 2021	Restricted funds 2021	**Total 2021**	Total 2020
OPERATING ACTIVITIES				
Excess (deficiency) of revenues over expenses	$ (239,064)	$ 13,847	**$ (225,217)**	$ 383,498
Item not affecting cash:				
Amortization of capital assets	117,761	-	**117,761**	124,221
	(121,303)	13,847	**(107,456)**	507,719
Changes in non-cash working capital:				
Dues receivable	71,642	-	**71,642**	9,451
Accounts receivable from employees	(667)	-	**(667)**	1,790
Interest receivable	62,847	-	**62,847**	13,863
Other accounts receivable	(10,012)	-	**(10,012)**	11,315
Accounts payable	308,102	-	**308,102**	54,553
Prepaid expenses	35,416	-	**35,416**	(9,857)
	467,328	-	**467,328**	81,115
Cash flow from operating activities	346,025	13,847	**359,872**	588,834
INVESTING ACTIVITIES				
Purchase of capital assets	(14,868)	-	**(14,868)**	(23,227)
Marketable securities	772,335	960,386	**1,732,721**	(197,310)
Cash flow from (used by) investing activities	757,467	960,386	**1,717,853**	(220,537)
FINANCING ACTIVITY				
Advances from (to) related parties	200,232	(200,232)	**-**	-
Cash flow from (used by) financing activity	200,232	(200,232)	**-**	-
INCREASE IN CASH FLOW	1,303,724	774,001	**2,077,725**	368,297
Cash - beginning of year	695,894	49,218	**745,112**	376,815
CASH - END OF YEAR	$ 1,999,618	$ 823,219	**$ 2,822,837**	$ 745,112
CASH FLOWS SUPPLEMENTARY INFORMATION				
Interest received	$ (24,973)	$ (840)	**$ (25,813)**	$ (121,194)

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 (ASNPO). Canadian accounting standards for not-for-profit organizations are part of Canadian GAAP.

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 straight-line basis at the following rates:

Land	N/A
Buildings	4%
Furniture and fixtures	10%
Computer equipment	25%
Computer software	50%

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.

NEW BRUNSWICK NURSES UNION
Notes to Financial Statements
Year Ended December 31, 2021

5. CAPITAL ASSETS

	Cost	Accumulated amortization	**2021 Net book value**	2020 Net book value
Land	$ 281,722	$ -	**$ 281,722**	$ 281,722
Buildings	2,074,519	1,130,222	**944,297**	1,027,279
Furniture and fixtures	303,805	285,784	**18,021**	30,496
Computer equipment	90,963	72,462	**18,501**	19,586
Computer software	130,074	123,399	**6,675**	13,028
	$ 2,881,083	$ 1,611,867	**$ 1,269,216**	$ 1,372,111

6. INVESTMENT INCOME

	2021	2020
General fund	**$ 87,820**	$ 134,377
Nursing home educational leave fund	**840**	680
	$ 88,660	$ 135,057

7. DUE TO RELATED PARTIES

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 $187,082.

NEW BRUNSWICK NURSES UNION

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

As at December 31, 2021

	2021 *Carrying value*	2021 *Fair value*
GENERAL FUND		
Omista Credit Union		
0.60% GIC, due October 2022	**$ 100,750**	$ 100,886
Credit Union shares	**5**	5
BMO Nesbitt Burns		
2.70% Canadian Western Bank GIC, due November 2022	**200,000**	200,000
1.175% Canadian Western Bank GIC, due July 2022	**400,000**	400,000
3.00% HSBC Bank GIC, due January 2022	**250,000**	250,000
Scotia McLeod Mutual Funds		
Scotia Wealth HISA	**2,525**	2,525
Scotia Wealth Canadian Corporate Bond Pool	**118,899**	117,067
Scotia Wealth Floating Rate Income Pool	**77,506**	77,374
Scotia Wealth Short-Mid Government Bond Pool	**89,814**	88,777
Scotia Wealth US Dividend Pool	**42,101**	46,044
Scotia Canadian Dividend Fund	**60,895**	64,629
TOTAL GENERAL FUND MARKETABLE SECURITIES	**$ 1,342,495**	$ 1,347,307

	2021 *Carrying value*	2021 *Fair value*
RESTRICTED FUNDS		
Omista Credit Union		
Omista Credit Union shares	**5**	5
BMO Nesbitt Burns		
2.65% Canadian Western Bank GIC, due March 2022	**350,000**	350,000
BMO HISA	**1,741,556**	1,741,556
Scotia McLeod Mutual funds		
Scotia Wealth HISA	**14,585**	14,585
Scotia Wealth Canadian Corporate Bond Pool	**589,298**	580,768
Scotia Wealth Floating Rate Income Pool	**385,573**	384,890
Scotia Wealth Short-Mid Government Bond Pool	**445,302**	440,680
Scotia Wealth US Dividend Pool	**211,929**	229,505
Scotia Canadian Dividend Fund	**305,717**	322,468
Scotiabank		
Scotiabank Investment Account	**30,676**	30,676
TOTAL RESTRICTED FUNDS MARKETABLE SECURITIES	**4,074,641**	4,095,133
GRAND TOTAL	**$ 5,417,136**	$ 5,442,440

See notes to financial statements

Finance Committee Report

BY MARIA CORMIER

Maria Cormier

The Finance Committee met in person at the NBNU office on June 7th and 8th. Members of the committee are Margaret Ellis, Sheila Thomas Ebbett, Christine McKinnon, Debbie Gill, Director of Operations, Paula Doucet, President, Matt Hiltz, Executive Director and myself as the Secretary-Treasurer of NBNU.

Peter Spacek with the accounting firm Spacek, Armstrong & Norrad met with us to review the audited financial statement for 2021. Mr. Spacek stated that the financial statements present fairly, in all material respects, the financial position of NBNU as of December 31, 2021.

The committee has prepared the operational budget for 2023 which can be found in this *Parasol*.

The Finance Committee is recommending the following items for consideration for the 2023 budget:

- Pilot the 1st Vice President in the office for a year following the AGM;
- Possibility of adding an 8th LRO to the current team of 7;
- Increase the milage to .52¢ a km;
- Increase the meal allowance by $3.00 per meal;
- Public relations budget set to $500,000;
- Membership motivation budget set to $125,000;
- No changes in dues for 2023 – but need to consider removing the freeze in 2024;
- Recommend that the projected deficit for 2023 be covered by using General Fund investments.

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

Thank you,

Maria Cormier, RN

Matt Hiltz, Debbie Gill, Sheila Thomas Ebbett, Margaret Ellis, Maria Cormier, Christine McKinnon and Paula Doucet

New Brunswick Nurses Union

OPERATIONAL BUDGET FOR YEAR ENDING DECEMBER 31, 2022

REVENUE	2023 Proposed Budget	2022 Approved Budget
Membership dues	5,668,753	6,024,289
Investment income	110,000	118,348
TOTAL REVENUE	**5,778,753**	**6,142,637**
EXPENDITURES		
General & Administrative		
Salaries	1,838,878	1,804,702
Staff overtime	4,216	8,575
Employee benefits	410,026	416,508
Staff professional development	33,000	33,000
Travel	80,000	80,000
Car allowance	50,400	45,600
Office supplies & expenses	50,000	45,000
Service contract/IT support	46,080	44,000
Depreciation	124,000	124,000
Library	12,000	12,000
Office equipment leases	16,500	15,800
Investment mgmt fees & bank charges	26,000	3,300
Insurance & bonding	18,000	16,670
Telephone expenses	54,500	53,500
Professional fees	50,000	70,000
Property taxes	70,000	67,201
Utilities	21,500	21,000
Building repairs & maintenance	44,000	43,000
Presidents accomodations	15,000	14,000
Casual temporary staffing	3,000	3,000
Employee recruitment expenses	2,000	2,000
Total General & Administrative	**2,969,100**	**2,922,856**
UNION ACTIVITIES		
Dues refunds to locals	480,240	510,360
Member Expenses:		
Annual General Meeting	395,708	335,571
Executive Council	255,146	238,068
Board of Directors	251,798	74,278
Eastern Labour School	-	151,507
NANB AGM	1,284	8,473
Bargaining & Labour Management	67,302	44,014
Member Education (Leadership in Action)	55,421	47,731
Finance, JCMC, Ann Mtg Ops., Arbitration	43,840	33,417
Nurses: Part III / Nursing Homes Education	26,687	15,173
CLC Convention	54,221	-
NBFL Convention	26,956	17,130
CFNU Biennium	128,043	-
Public Relations & Promotions	577,000	550,000
Legal expense assistance plan	5,000	5,000
Local assistance fund	1,000	1,000
Membership motivation	125,000	75,000
Postage/shipping	45,000	80,000
Internship program	25,000	20,000
Printing	20,000	80,000
Canadian Federation dues	240,120	255,150
N B Federation of Labour Dues	110,455	117,412
Hearing expenses	75,000	60,000
Scholarships	21,800	20,800
General translation	35,000	22,500
Memorials & gifts	2,500	2,500
Member Communications	50,000	50,000
Total Union Activities	**3,119,521**	**2,815,084**
Total Expenditures	6,088,621	5,737,940
Excess of Revenue (Expenditure) For Year	**(309,868)**	**404,697**
Transfer from Investments	0	0
Surplus (Deficit)	(309,868)	404,697

Notes to Budget

REVENUE

Membership Dues – Based on 1.025% of RN2 Step F ($35.30) annual salary of January 2011.

Investment Income – Interest earned on total investment portfolio.

EXPENDITURES – GENERAL AND ADMINISTRATIVE

Salaries – This amount includes salaries for 18 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, WorkSafeNB, 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 – $500,000 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, swag 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, 2022

			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	Cdn Western Bank GIC	#270-0097211	1 year	24-Jan-23	1.30%	$ 250,000
BMO Nesbitt Burns	Cdn Western Bank GIC	#270-0097211	2 years	17-Jul-22	1.175%	$ 200,000
BMO Nesbitt Burns	Canadian Western Bank	#270-0097211	2 years	15-Jul-22	1.175%	$ 200,000
Scotiabank	GIC	36340343	S/T	1 year	1.18%	$ 775,000
Scotia Wealth	Inv. Acct	#886-04775	3-5 yrs	1-Aug-26	3-5%	$ 391,666
Omista Credit Union	GIC	#61545-41-2	1 year	10-Oct-22	0.60%	$ 100,750
Total General Fund Investments						$ 2,117,416
INVESTMENTS - MEMBERSHIP DEFENCE FUND						
BMO Nesbitt Burns	GIC	#270-0097211	2 years	10-Jan-25	1.60%	$ 865,000
BMO Nesbitt Burns	GIC	#270-0097211	2 years	10-Jan-24	1.55%	$ 865,000
BMO Nesbitt Burns	GIC	#270-0097211	4 years	7-Apr-26	3.45%	$ 350,000
Scotiabank	GIC	36340343	1 year	23-Feb-23	1.18%	$ 769,500
Scotiabank	GIC	36340343	1 year	23-Feb-23	1.18%	$ 206,000
Scotia Wealth	Inv. Acct	888-04774	3-5 yrs	1-Aug-26	3-5%	$ 1,949,062
Total Membership Defence Fund Investments						$ 5,004,562
INVESTMENTS -NURSING HOME EDUCATIONAL LEAVE FUND						
Scotia Bank	GIC	36340343	1 year	11-Feb-23	1.18%	$ 40,681

NBNU Annual General Meeting, Delta Hotel Moncton: **October 24-27, 2022**

Deadlines to submit applications for educational assistance for Nurses, Part III and Nurse Managers and Nurse Supervisors: **November 28, 2022, February 28, 2023, May 28, 2023, and August 28, 2023**

Deadlines to submit applications for educational assistance for Nursing Home Nurses: **October 15, 2022, February 15, 2023, and June 15, 2023**

NBNU Humanitarian and Disaster Relief Fund application deadline for travel in 2023: **December 31, 2022**

NBNU Executive Council: **April 4-6, 2023**

National Nursing Week: **May 8-14, 2023**

Canadian Labour Congress Convention, Montreal Quebec: **May 8-12, 2023**

CFNU Biennial Convention, PEI: **June 5-9, 2023**

Deadline for Resolutions, Constitutions and By-Law changes: **June 29, 2023**

Nominations for 1st and 2nd Vice President: **August 3, 2023**

Deadline for Glenna Rowsell Award Nomination: **September 29, 2023**

Deadline to receive applications for scholarships: Family Scholarships; NBNU Nursing Scholarships (2nd and 3rd year); NBNU Post-Secondary Scholarships; CFNU Nursing Scholarship; and The John MacDonald Memorial Scholarship – **September 30, 2023**

Acronyms Explained

ANB Ambulance New Brunswick

ANBLPN Association of New Brunswick Licensed Practical Nurses

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

Day of Action rally, Saint John, NB

NBNU SIINB New Brunswick Nurses Union

Syndicat des infirmières et infirmiers du Nouveau-Brunswick

www.nbnu.ca
New Brunswick Nurses Union