PARASOL 2022/2023 ANNUAL REPORT OCTOBER 2023

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NEW BRUNSWICK NURSES UNION

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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

Jane Matthews-Clark, Sarah Bonnar, Alix Saulnier, Paula Doucet

CONTRIBUTORS

Paula Doucet, Matt Hiltz, Maria Richard, Debbie Gill, Catherine Little, Kathy LeBlanc, Judy Whitty, Debbie Carpenter, Maria Cormier, Jane Matthews-Clark, Alix Saulnier, Renée Boudreau, Karine Savoie

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

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AGM AGENDA

OPEN INVITATION TO ATTEND THE 49TH NBNU ANNUAL GENERAL MEETING OCTOBER 23-26, 2023 | DELTA FREDERICTON

MONDAY, OCTOBER 23

8:00 - 9:00 – Registration

9:00 - 11:30 – Welcome, Equity & Diversity Education

11:30 - 13:00 – First Timers Session Luncheon

13:00 - 16:00 – Unit Representative Meetings

19:00 - 21:00 – Wine & Cheese Reception, Silent Auction

TUESDAY, OCTOBER 24

7:30 - 8:30 – Registration

8:30 - 16:00 – Business Session

18:00 – Reception

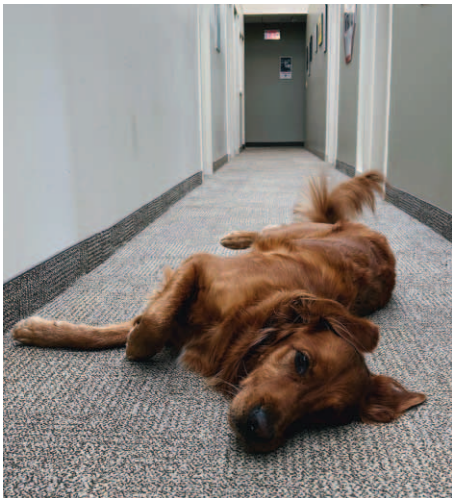
18:45 – Banquet

WEDNESDAY, OCTOBER 25

8:30 - 16:30 – Business Session

THURSDAY, OCTOBER 26

8:30 - 13:00 – Business Session and Keynote Speaker: Big Daddy Tazz



Leon, the NBNU Office dog

KEYNOTE SPEAKER

BIG DADDY TAZZ PRESENTS *OUT OF MY MIND*

Big Daddy Tazz will provide audiences with a humourous look at life's triumphs and tribulations through the eyes of someone living with mental illness. After thirty years of denying he had the mental illnesses that were controlling his life, Big Daddy Tazz realized that being a manic-depressive, attention deficit, socially anxious, obsessive-compulsive dyslexic could either destroy or enhance his life: the choice was his.

A strong mental health advocate, who is often described as "one of the most talented comics in the business", Tazz speaks candidly about his struggles, and ultimately his triumphs, over not only being diagnosed with mental illness, but facing the terrifying stigma that surrounds it.

Audience members who live with mental illness and stigma (either their own or someone else's), will find themselves empowered, inspired and proud of who they are, "warts" and all! Others gain a better understanding of how the ignorance of stigma can negatively impact so many, preventing them from finding the help they desperately seek. All will leave with the tools to make a positive, accepting difference as well as a heart full of laughter, light and compassion. This has never been more important than during these uncertain times of Covid fatigue and widespread social anxiety.

Tazz will help us challenge old belief systems, build a better understanding of mental health challenges, and reimagine a more inclusive future.

PRESIDENT'S REPORT

BY PAULA DOUCET, NBNU PRESIDENT

The last year has brought us many challenges, hurdles and changes. Despite everything, as nurses, we remain "the constant" in providing the best care under the circumstances we find ourselves in. Having come through a global pandemic, a few things are clear - the importance of family, community and sense of belonging. I have never been more grateful for, and proud of, my NBNU family and the nurses we represent.

The advocacy and struggles of the past year have escalated to a new level. The fall sitting of the legislature brought many public sector and some private sector unions together to push back against Bill 23. The changes to the *Public Service Labour Relations Act (PSLRA)* certainly tipped the balance of power in favour of the employer, in many situations. Designation levels, replacement workers (SCABS) in the event of a legal work disruption, limitations on strike notices and modifications to factors that can be considered by an arbitrator during binding arbitration (for example, ability to pay), are all strengthening the hand of government against workers in this province. The amendments to this Bill were proclaimed and came into effect on May 1, 2023.

So where do we go from here? The test will be during the next round of negotiations for us and the other public sector unions that fall under the PSLRA. We are battling changes to the *Essential Services in Nursing Homes Act (ESNHA)*, which implicate our members working the long-term care sector and we are actively involved in a legal challenge on that front.

The many arbitrary changes being implemented by this majority PC government have been detrimental to the core work of unions and its members. Now more than ever, it is imperative for us to be part of the broader labour movement and house of labour – but not only to be part of, but active and vocal participants.

Paula Doucet

CANADIAN FEDERATION OF NURSES UNIONS

It has been a very busy year for all of our counterparts. CFNU continues to support nurses across Canada with top notch research that has helped our advocacy efforts at every level of government; focusing not only on the health human resource crisis we are in, but providing solid solutions and plans for government and employers that can start the recovery. A big push for retention of experienced nurses in our system has been a priority for every jurisdiction across Canada.

CFNU National Executive Board met with Prime Minister Trudeau

Sadly, we continue to fight for some sort of retention recognition in New Brunswick. It is the work of CFNU that helps us build our case for continuing this push.

In June, CFNU held its first in-person convention since 2019 when NBNU hosted in Fredericton. It was a great five days in Charlottetown, PEI, networking, sharing and learning with nurses from coast to coast. This is the first convention after a 13-year hiatus that BCNU has rejoined CFNU. The National Executive Board (NEB) of CFNU is pleased to have an even more united nurses federation including all provinces; our work continues with the Fédération Interprofessionnelle de la Santé du Québec (FIQ) for the possibility of joining CFNU. Fifty-nine NBNU members had the opportunity to attend the CFNU Convention.

Some highlights included:

- NBNU board of directors submitted long-time seniors advocate, Cecile Cassista's name for the public Bread and Roses Award for 2023. Recognizing the work Cecile does in New Brunswick for Seniors Rights was an easy choice for this honour. We are fortunate to work closely with Cecile in New Brunswick. Congratulations on the recognition, Cecile!
- Another highlight was the retirement of long-time CFNU Secretary-Treasurer, Pauline Worsfold. Pauline has held this role since 2001. Her dedication, drive and tenacity for nursing and the labour movement has served us well over the last two plus decades. Her wisdom and contribution can be felt from coast to coast, and although she has retired from her CFNU role, she continues to be a fierce advocate for Canada's public healthcare system as the Chair of the Canadian Health Coalition, as well as a part-time recovery room nurse at the University of Alberta Hospital in Edmonton. We will miss Pauline but know our paths will cross at a rally or lobby on the hill in Ottawa.

Paula during an interview at NB Health Coalition Rally, Fredericton

July 9 to 12, 2023 was the Council of Federations (COF) in Winnipeg. Once again, CFNU secured one of the very few meetings with the Premiers to discuss the Recovery of Healthcare in Canada. At our breakfast meeting we had an opportunity to hear from Dr. Brian Goldman, from "White Coat Black Humour", Dr. Alika Lafontaine from a rural Alberta hospital and CFNU president, Linda Silas. We presented the Premiers with many initiatives including the need for retention incentives in New Brunswick before it's too late.

NB FEDERATION OF LABOUR

The NBFL held its 55th Biennial Convention in Saint John in May. Like many organizations, it was the first in-person convention since 2019. Resolutions on safety, anti-privatization and good sustainable jobs were debated on the convention floor. We also had the chance to hear from the USW Safety Coordinator about the use of the Westray Bill when a worker gets killed on the job, and the importance of using all the tools in our toolboxes when it comes to health and safety, recognizing that we also play a part in keeping ourselves safe while at work.

Elections at NBFL Convention saw Danny Légère being acclaimed for another two-year term as president. Congratulations Danny! Maria Richard and I continue to hold executive vice-president seats on the executive council and Renée Boudreau is a member of the NBFL Women's Committee.

On-set, filming the "Still Calling" campaign

CANADIAN LABOUR CONGRESS

From May 1 to 5, 2023 almost 3,000 workers came together at the CLC Triennial Convention in Montreal. Although only the CFNU National Executive Board attended on behalf of Canada's Nurses, our presence was felt, and our voices heard. Uniting with workers in every province helps strengthen our resolve and makes for powerful advocacy on all fronts. Congratulations to Bea Bruske, Sihbon Vipond, Larry Rousseau and Lily Chang on the acclamation as our national officers for another three years.

INTERNATIONAL COUNCIL OF NURSES (ICN) 2023

During July 1 to 5, 2023, over 6,000 nurses from 150 countries came together in Montreal for the International Council of Nurses, hosted in part by CNA. Canada's very own Linda Silas was a keynote speaker at the event on "Evolving and Sustaining the Nursing Workforce". The event garnered a standing ovation and accolades, celebrating that nurses' unions could have a plenary session rather than just a short panel presentation. One of the best lines I heard that week was, "Every academic needs an activist". This is where unionists come into play. The next ICN will be in 2025 in Helsinki, Finland.

NBNU STRATEGIC PLAN

In January, the NBNU Board of Directors undertook a two-day strategic planning exercise to develop a desired future state for NBNU. With the assistance of a facilitator, we developed strategic priorities and directions that we feel best reflect our vision and mission, all the while keeping NBNU members at the center of all priorities. We are excited to present this strategic plan to members at the AGM in October. Our renewed strategic plan builds on previous plans by supporting, educating and strengthening our members with the end goal of an invigorated, vibrant and thriving union.

CAMPAIGN 2023 – "STILL CALLING"

We heard the requests from members at our AGM 2022; they wanted us to embark on a more positive campaign to highlight all the benefits, opportunities and reasons why nursing is a calling to many. This new marketing campaign comes at an important time; many of our members are struggling with stress, burnout and exceptionally high workloads, so it is meant to help us all pause and reflect on our reasons for becoming a nurse. Because every nurse featured in this campaign is an NBNU member, we asked many to provide their unique perspectives; sharing their personal stories helps reach out to others and to engage young people to consider nursing as a career choice. Yes, it is a very difficult time in healthcare right now, but together we can help play a critical role in stabilizing our system. As nurses, we still find meaning in what we do, and we will make it better, together.

BOARD OF DIRECTORS

The Board of Directors is pleased to welcome Judy Whitty as the Nursing Home Unit Representative to the board. Judy works at Losier Hall in Miramichi and said her long-time co-worker and mentor, John MacDonald was one of her reasons for choosing to become more involved. Welcome Judy – John would be so proud. Besides the work on the strategic plan, the board of directors have met every six to eight weeks to conduct the work of the Union and advance our workplan, resolutions and motions from AGM 2022.

The Board's dedication to our members is second to none and I personally want to acknowledge and thank them for always being willing to go above and beyond when asked.

Having Maria Richard, 1st Vice-President, in the office for the past year has been a tremendous help not only by providing support to me in my role as President, but with getting Leadership in Action sessions back on track, actively representing NBNU on the NB Health Coalition, NBFL Executive Council and stepping up to chair the Executive Council meeting in April 2023 while I was on medical leave.

Our organization benefits from having two full-time elected officers at the helm and making this more permanent has been brought back to the board of directors and finance committee, for consideration.

The board has voted to move to a full-time 1st Vice-President position and the finance committee incorporated it in their proposed 2024 budget. Having more informed elected officers strengthens our ability to do more for the members of NBNU. I look forward to this new way of doing business. I have had conversations with leadership at the Saskatchewan Union of Nurses, which is a similar size to NBNU, and they also have a full-time President and Vice- President. I hope all members see the value in this direction as we attempt to strengthen our union.

PUBLIC RELATIONS, COMMUNICATIONS AND GOVERNMENT RELATIONS

I continue to raise awareness of our plight for respect, retention and involvement at every level of decision making. Over the last year, there have been many changes with provincial government officials, deputy ministers and also with the leadership of our RHAs. We welcome some of those changes as they have helped foster relationships to enable us to raise issues and have meaningful discussions.

It hasn't all been easy, however we know we are dealing with a difficult PC majority government and that takes perseverance, drive and well-thought-out messaging to apply pressure and provide the supporting data and research so that our messages can't be disputed.

NBNU has been out in the news over the past year on many issues to ensure Nurses

CFNU National Executive Board during Change Makers session at CFNU Convention, June 2023

and healthcare are top of mind. We have done interviews on TV, radio and print and we leverage social media channels and post and share in both official languages – we continue to expand our reach and have made a presence in New Brunswick and nationally.

CLOSING

It is always difficult to capture the important day-to-day work in an annual report, because it isn't about the work of a single person, but about the work that we do as a collective team. It is clear that we have some of the most dedicated, caring and empathetic staff, board and members. Collectively, we all want better for each other, better healthcare for New Brunswickers and better work conditions everywhere across New Brunswick.

Understanding what the last years have done to us will take time. The extreme shortages caused by a multitude of factors have taken a toll on all of us and the system we are trying our best to maintain.

The year ahead will require all of us to be well informed, well cared for and respected. We need to support one another as we prepare for another round of bargaining. Your negotiating teams have already started their prep work for a solid foundation as we enter an expected tough round. I am looking forward to a tour with our negotiating team zone representatives in the month of November. These zone visits will be an opportunity to meet face-to-face with members to hear concerns, validate priorities and to have conversations. I am looking forward to personally connecting with as many members as possible. More information on the November times and locations will be shared soon.

As we move into the fall months, I am excited for the many changes taking place with our Union. I am as committed as I was all those years ago when I became actively involved in our Union. Building strong relationships, having healthy debates, and setting strategic plans in motion to strengthen NBNU has always been at the center of everything I do. It may not be perfect, and it may not always work out as planned, but the key is to never give up. My pledge to you, every NBNU member, is that I will never give up; solidarity, commitment, determination, passion, empathy and understanding – those are the things I promise to deliver for you all.

See you in the fall or at the AGM.

Paula Doucet and Daniel Légère at rally in Winnipeg MB, during COF

One of the greatest leaders of our time, Jack Layton (likely the best Prime Minister we never had) once said:

"Don't let them tell you it can't be done"
- Jack Layton, August 2009.

In solidarity always,

Paula

EXECUTIVE DIRECTOR'S REPORT

BY MATT HILTZ

NEGOTIATIONS UPDATE

The negotiating teams from each bargaining unit met early in the Spring; again, during Executive Council, once in June, and are scheduled to meet again in September. By that time, the will of the membership should be evident based on NBNU's bargaining council and through the extensive membership surveys. The teams' next steps will be to set the bargaining mandate (priorities), develop all proposals and issue notice to bargain in October (60 days prior to contract expiry).

In November, we have a cross-province bargaining tour planned, to bring the teams face-to-face with the members to answer questions, gather information and build solidarity for the task ahead. Please stay tuned for these date and location announcements and plan to attend a session in your zone.

Of note, nurses' unions in British Columbia and Prince Edward Island recently ratified new agreements. At the time of writing, Newfoundland and Labrador had a tentative deal and Nova Scotia are believed to be very close to getting a new deal (or heading to conciliation). These agreements offer some interesting ideas that haven't been implemented in New Brunswick, such as financial incentives to make full-time positions more attractive. I mention this because we can anticipate the tactics that we will face this round; the government will attempt to create wedge issues by favouring one group of nurses (or geographic location) over another based on their priorities. We will need 100 per cent solidarity, as GNB is already trying to stack the deck by creating legislation allowing for "replacement workers" during a strike.

As we watch what other unions are dealing with now, we know a battle to increase take home pay is looming if this government remains in power.

Please ensure your membership information is up to date; NBNU negotiating updates will not (and should not) be sent to @employer email addresses since this information should remain confidential to members.

PENSION AND BENEFITS UPDATE

The government has not agreed to anything that will help the funding of our LTD plan.

Telus Health (formerly Lifeworks, formerly Morneau Shepell) is tasked with a study to determine what amendments would be required to lower the retirement age for our members. Once the study is complete, we will present the options to members.

Please remember that NBNU (to a certain extent) is tied to a consensus among the other stakeholders of the LTD and pension plans, when implementing any future changes. Your leadership and bargaining teams will absolutely represent the interests and concerns of our entire membership on these two important matters.

Members will have the opportunity to have discussions with the teams and NBNU leadership during the Fall bargaining tour.

WORKING CONDITIONS

In addition to increasing the capabilities of our education team, through increased offerings of Leadership in Action, NBNU is assigning the role of a provincial health and safety officer to a Labour Relations Officer.

Matt Hiltz

This new role will allow for WorkSafeNB and the joint occupational health and safety committee-specific education and training to take place at the local level.

The workplace psychological health and safety of our members needs to be placed at the forefront. Please do not just accept unsafe working conditions as part of the job.

NBNU will continue to press the government and Regional Health Authorities to develop an electronic reporting system for work situation reports that will allow for the analysis of data to spot health and safety trends. We are also exploring the cost (both up-front and on-going) of developing and owning the work situation reports in-house at NBNU.

MEMBERSHIP NUMBERS

	FT	% change from 2022	PT	% change from 2022	CAS	% change from 2022	Grand Total	% change from 2022
PART 3, HOSPITAL - RNs	2879	-2.47%	1126	3.29%	623	13.89%	**4628**	0.91%
PART 3, HOSPITAL - LPNs	1028	9.13%	503	-13.28%	288	17.55%	**1819**	2.94%
PART 3, COMMUNITY CARE - RNs	540	0.19%	167	9.87%	75	-134.67%	**782**	-10.87%
PART 3, COMMUNITY CARE - LPNs	47	14.63%	18	5.88%	13	30.77%	**78**	16.42%
NURSE MAN. & SUP.	205	-3.90%	29	7.41%	4	33.33%	**238**	-2.10%
NURSING HOME	163	5.84%	157	10.19%	159	9.43%	**479**	9.11%
Grand Total	**4862**		**2000**		**1162**		**8024**	
% change from 2022	**0.47%**		**-0.30%**		**3.38%**		**0.69%**	

CFNU Biennial Convention: Judy Whitty, Paula Doucet and Matt Hiltz

NBNU OPERATIONS

This year we said "Happy Retirement" to our amazing Education and Research Officer, Cathy Rogers. Having produced amazing research such as, "*What Nurses Answered, When Asked: We Are Not Ok!*" and "*What Licensed Practical Nurses Answered, When Asked: Please Help us!*" as well as spearheading the reinvigoration of our Leadership in Action program, we cannot thank Cathy enough for her invaluable contributions to your personal and economic well-being. We miss you already Cathy. Enjoy your personal and family time - you've earned it.

We also welcomed some amazing new team members: Jane Matthews-Clark, Communications Officer; Alix Saulnier, Digital Communications Administrative Officer; and Madison Guay, Administrative Assistant, as our new Communications department.

Their collective brilliance can be seen in all the new communications initiatives NBNU has been undertaking.

On the labour relations side, Mélanie Malenfant joined our team, and we welcomed back Josée Gaudet. Mélanie and Josée bring valuable nursing experience to complement the labour relations team. We bid farewell to Paula Thebeau in the Spring of 2023.

Another great addition to the NBNU office is our 1st VP, Maria Richard, having been granted a leave of absence to be available in the office to support the team, the President and the Board.

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

At the time of writing, we are seeing our brothers and sisters in CUPE and the Teacher's Union being attacked by the Higgs government for standing up for wage fairness. We know that unless things change, this next round of bargaining may be more contentious than last round. Regardless, NBNU is your union and we will listen to what our members say; so we will continue to pray for peace but, prepare for war.

In solidarity always,

Matt Hiltz
Executive Director

From the "Still Calling" Campaign

WISHING CATHY ROGERS A VERY HAPPY RETIREMENT!

On behalf of the NBNU Board of Directors and staff, we wish Cathy Rogers, who retired from NBNU on July 7, 2023, a long, healthy and happy retirement.

Cathy began her time with NBNU on May 10, 2021 and was hired in the important role of Research and Education Officer. During her two and a half years with us, she undertook the research, writing and publication of several member-based reports including; *What nurses answered, when asked: We are not ok!* and *What Licensed Practical Nurses answered, when asked: Please help us!*

In June 2021, NBNU conducted a survey collecting the voices of Registered Nurses (RNs) and Nurse Practitioners (NPs) asking how they were coping with an ongoing health pandemic, a longstanding nursing shortage resulting in challenging working conditions and at the same time as a well-expired collective agreement. At that point, LPNs were not part of NBNU and did not have the opportunity to be heard.

The LPN survey administered in May 2022, provided the same opportunity for feedback to be gathered from the LPN, as new NBNU members.

These important research pieces came at important junctures when a check in on member needs and perspectives was imperative and they provided an excellent and informative reports on what nurses and LPNs were experiencing on the job in our New Brunswick nursing homes, hospitals, public health clinics and in the community.

Cathy's research expertise was greatly valued and the reports are important to continuing to advocate effectively for all members.

Over the span of her extensive and varied career, Cathy had worked for the federal government, as a university professor at Crandall University, as a Member of the Legislative Assembly and Minister of Social Development and Minister of Finance between 2014 and 2020.

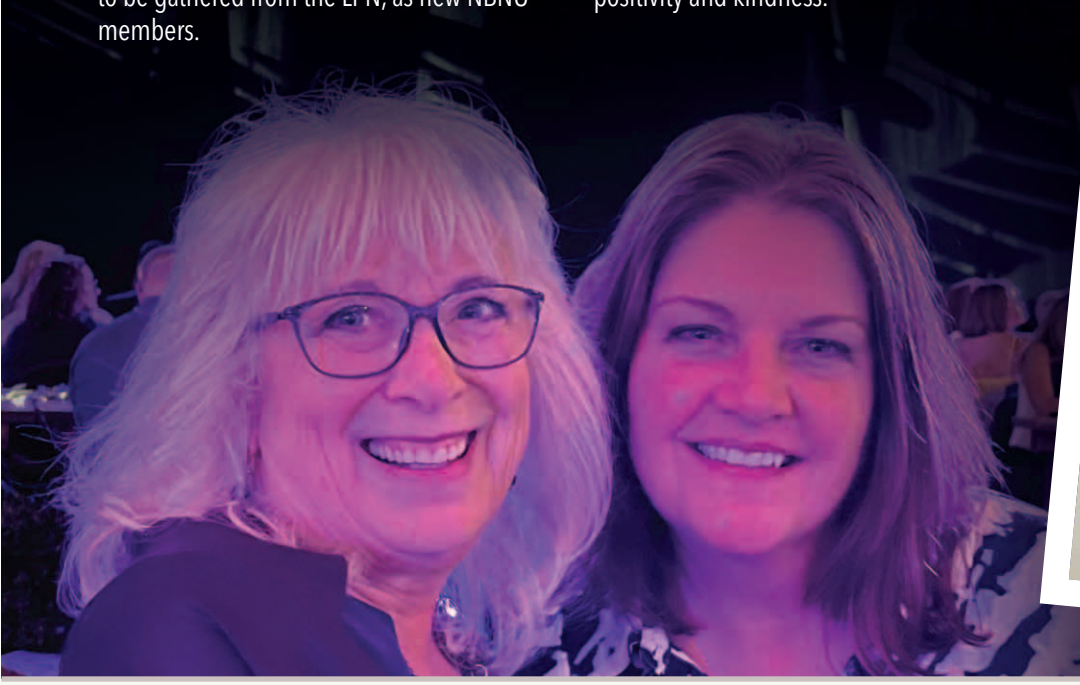
Because of her extensive background as a government minister, Cathy's understanding of the workings of government was another asset to the union. Just as valuable was Cathy's contribution to a positive and collaborative team culture at NBNU. Cathy could always be counted on to keep the morale up with some calming words of positivity and kindness.

As an experienced adult educator, Cathy was also the driving force behind re-invigorating the Leadership in Action sessions that took place in 2023.

Her professionalism and dedication to her work and our union members was evident in everything she did. She had a keen desire to do whatever she could to fight against social injustices and was a strong advocate for vulnerable persons and was a strong proponent for public healthcare. In reality, Cathy could have retired long ago, but her thirst to continue to grow and learn and her desire to be a part of positive change made her stay.

Cathy has two adult sons and two grandchildren that she is looking forward to spending more time with now. Although the NBNU Board of Directors, staff and the many members who know and communicate often with Cathy are sad to see her go, we wish her the best as she embarks on the next chapter of her life with her husband Dan and her family.

Her retirement has been well earned. Happy retirement, Cathy!



1ST VICE-PRESIDENT'S REPORT

BY MARIA RICHARD

I am pleased to submit my annual report.

In my role as 1st VP, I have attended several meetings and several sub-committees of NBNU's Board of Directors (BOD), such as the Staff Relation Committee, Chair of the Part III/Nurse Managers/Supervisors Education Assistance Fund and Scholarship Committee. I am also one of NBNU representatives on the NB Health Coalition, the Executive Council of the New Brunswick Federation of Labor and as a Trustee on the Certain Bargaining Employee Shared Risk Plan (CBESRP). As a member of NBNU's BOD, I have attended the CFNU National Executive Board (NEB) meetings in November and February, as an observer. I have also done several interviews with the media on behalf of our union.

Maria Richard

PILOT PROJECT

Since September 2022, I have been on an approved leave of absence from Public Health to work full time at the NBNU office as part of a year-long pilot project, as the 1st VP position. The Board had recommended this pilot project to determine if having the 1st Vice President in office full time could help meet the educational needs of local executive members and our membership at large, but also to assist with other files that require the attention of NBNU, or our President. We resumed our Leadership in Action educational sessions since they had been suspended due to COVID restrictions and we considered increasing other member training opportunities to meet our members' needs.

CAREER FAIRS/OUTREACH

As part of the ongoing recruitment efforts and to underscore how rewarding nursing can be, we have made a conscious effort to actively seek invitations to career fairs to promote nursing to young adults and students at the High School level. We were invited and attended a job fair in December in Fredericton, and in early May, Paula and I met with a group of grade 11 and 12 students, in the Campbellton and Bathurst area. The students we met were part of a program called ICE-Introduction to Nursing and Healthcare. This program was created by the Anglophone North District and the NBCC Miramichi Professional Education Center. This course provides a hands-on pre-career level learning environment where students explore a variety of healthcare career opportunities with a focus on nursing. The course is structured with 90 hours of field experience (in hospitals and nursing homes) and 90 hours of classroom instruction. This is a positive initiative aimed at attracting more high school students to nursing careers.

LEADERSHIP IN ACTION

With the help of NBNU staff and Catherine Little, Part III Representative, we organized four Leadership in Action sessions during March and May. Altogether, 56 local executive members attended and the feedback from the sessions was very positive. Other local executive members that have not already attended can register for the two-day session in September. We plan to hold these sessions in the spring and fall and are investigating an online option for delivering the same content to all members. We recognize that education is key to knowing how your union can support you.

NB HEALTH COALITION

The NB Health Coalition has met several times since October. The Coalition is focused on informing the public, lobbying stakeholders, and feeding information to the media about how to protect our public healthcare system. They have developed information graphics and videos on "Solutions and Privatization". If you follow them on social media, you will probably have seen the videos. Their goal is to reach as many New Brunswickers as possible. I encourage you to like and share these videos on your social media feeds. The Coalition continues to lobby at all levels of government and other groups, such as the Francophone Association of NB Seniors on Health. They attended the budget at the Legislative Assembly and have met with the CEO of Vitalité Health Network, Dr. Desrosiers regarding the privatization of health care services currently offered by Medavie and Vitalité. I attended their Virtual Annual General Meeting on June 14 and will attend the summit on solutions in November. The Coalition is also a partner with the Canadian Health Coalition that lobbies the federal government for universal health care. Alongside all the other provinces and territories, we are all pushing back on privatizing health care across Canada. It is important to bring the nurse's perspective to this coalition.

Maria Richard and Paula Doucet at the Canadian Health Coalition rally in Ottawa, February 2023

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

As a Trustee on the Board of the CBE SRP for the last three years and a trustee in training for three years, I attended the quarterly meetings, and I was part of the development of its Strategic Plan. I have also continued to increase my knowledge in relation to the Pension world and the fiduciary responsibilities that Trustees of Pension Plans are responsible for. I completed the MTMS-Session A (Master of Trust Management Standards) and attended the 55th Annual Canadian Employee Benefits Conference in November and will be completing the MTMS- Session-B in September. Despite some negative interpretations of this plan, it continues to do well and be stable in volatile markets; unlike other plans, the CBE SRP provided full Cost of Living Adjustments (COLA) this year and made positive adjustments for members. For more information, go to Shared Risk Plan for Certain Bargaining Employees | Vestcor (cbenb.ca).

EDUCATIONAL FINANCIAL ASSISTANCE FUND

The Educational Financial Assistance Fund for the Part III - Community Care and Nurse Managers and Supervisors groups meets four times a year (in January, April, June and October) to process and evaluate submissions.

We received 410 requests, of which 298 were approved, 98 were denied, and 14 carried over.

Almost all the requests that were refused were because the members had already received the maximum amount. A total of $499,814.78 dollars were disbursed in the 2022-2023 fiscal year. This year, the full amount of the Fund was disbursed, and we continued to have members that meet the eligibility criteria that could not be funded.

The Committee had to make changes to the guidelines, including decreasing the amount a member can receive from $5,000 to $4,000; no longer approving the Foot Care Course unless the applicant has a letter from their manager confirming this training would be used as part of their daily work and not in a fee for service capacity; ensuring that a member must have paid union dues a minimum of three times in the six months prior to submitting their application to be considered an active member and to be eligible for the Fund.

The fund amount is set through the Collective Agreements to help nurses financially further their education or for them to attend conferences and workshops that are pertinent to their profession in the Public Health Care System. It covers the cost of books, tuition and registration fees for courses, conferences, or workshops. Official receipts are required, and forms can be found on the NBNU website. Please be mindful of deadline dates and ensure that the form is completed properly and that appropriate receipts are included. More information can be found on the NBNU website.

CONCLUSION

It has been a busy year and it has flown by! When I first started working full time for NBNU, I had to come to terms with the frustration and feeling of not being able to fix all our members issues "tout de suite". Those of you that know me know that I am not a patient person and have a hard time with inequalities and disrespect. It is in my nature, and I think that as LPNs/RNs/NPs, we are all "fixers". I have had to accept that we will make your working conditions and realities better, but it will not be done overnight. We will need to all work together and with various stakeholders, including the Government. There are many stakeholders that have an interest in New Brunswickers having access to quality healthcare and a healthcare system that is functioning optimally and staffed with the human resources.

Working full time in the provincial office has allowed me to witness first-hand the commitment the NBNU staff have to helping the members. All the NBNU staff members are always working to help achieve the best possible outcome for the members and our organization. I can't say it enough, "Thank you to the NBNU staff, to the BOD, to Matt Hiltz our Executive Director and to Paula Doucet, our President."

It has been an honor serving as your 1st Vice-President for the past seven years. I love my role because of you, the members. You make my responsibilities meaningful and fulfilling.

Thank you for all that you do every day to make a difference in your clients/patients/residents' lives. Hang on, it will get better!

I look forward to seeing you at our October AGM.

I will end my report with a quote from David Johnston, the former Governor General of Canada, during the opening ceremony of the 2015 Governor General's Canadian Leadership Conference. This continues to resonate with me: **"If not me, who? If not now, when?"**

Together Stronger!

Maria Richard, RN

Angela Turner, Janelle Howse and Maria Richard

2ND VICE PRESIDENT'S REPORT

BY RENÉE BOUDREAU

NBNU continues to work, day in and day out with affiliates to better the lives of members, as well as the lives of all New Brunswickers. Now that Covid-19 has calmed down and our lives are returning to normal, meetings are resuming in-person and rallies have started again. As a new member of the board of directors, I took on an observer role on a few committees. While I am observer, I am also an activist. I will continue to support these groups in any way possible with the work they do for the province.

Renée Boudreau

COMMON FRONT FOR SOCIAL JUSTICE

The NB Common Front for Social Justice works to better the lives of society as a group. They lobby the government for better working and living conditions, and for a just and equitable society, as a whole. Part of their mission is to keep the population informed on a variety of issues. To do so, they sent out multiple media releases, hosted some Zoom meetings with affiliates and the general population, and finally hosted some kiosks to facilitate face-to-face discussions with people in the community.

They continue to work in solidarity with different groups, including the Pay Equity Coalition, Childcare Now, the NB Health Coalition, NB ACORN, NB Tenants Rights Coalition and more.

THE COALITION FOR PAY EQUITY

Pay Equity means achieving equal pay for work of equal value. Unfortunately, we know that in New Brunswick, female-dominated jobs are often undervalued and often underpaid. This inequality is often worse for racialized women and minority groups. The Coalition for Pay Equity advocates for pay equity legislation in the private sector, to obtain $10 a-day childcare, to obtain wage increases for care workers and gives a voice to individuals in female-dominated jobs. Even if a wage increase was achieved for some care workers, it is not enough. The coalition will continue to fight for what is right and just for all.

The Coalition for Pay Equity is a very active committee. They have sent out media releases and had several rallies over the last year. They also held a Health Care Summit in cooperation with Mount Allison University researchers. This summit brought people from all fields of work together, to share ideas on how to help the aging population.

The work continues. The Coalition plans to continue their work in solidarity with different groups, such as the Common Front for Social Justice, NB Women's Council, NB Health Coalition, and many NB organizations and unions, just to name a few.

CHILDCARE NOW NB

Childcare Now NB is a committee that advocates for not-for-profit childcare centers supported by the province and they lobby government for a high-quality, more accessible and affordable childcare system - universal childcare is of utmost importance and it is needed now. Childcare Now also lobbies government to ensure that childcare facilities are staffed with educated staff who make a fair wage. To obtain this goal, Childcare Now lobbies government to open more seats in colleges that offer an early childcare education program. This work is done in collaboration with the Coalition for Pay Equity, Common Front for Social Justice and others. Now that the $10 a-day for childcare has been implemented, work focuses on ensuring that after-school childcare fees are reduced to a more affordable amount.

Another hot topic for Childcare Now NB is the accessibility to not-for-profit childcare services for everyone. Childcare is not a business and shouldn't be run like one. Childcare Now NB is lobbying the government to open more not-for-profit childcare so that the for-profit childcare model is no more.

As a mother, grandmother, daughter, sister and New Brunswicker, I stand up for public healthcare that is accessible and affordable for everyone. Now more than ever, it is important to stand together and save our public system from crumbling under a government that seems intent on privatization.

In Solidarity,

Renée Boudreau, 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 - Hospitals Representative.

I reviewed my last two reports in preparation for writing this one; I wish I could say things have drastically improved, however our crumbling health care system persists.

Health care in New Brunswick is still in a crisis. At the time of writing this report, we have approximately 1,200 vacant nursing positions. And because this government wants to continue operating like we are fully staffed; we have seen the arrival of travel nurses in many areas of New Brunswick. This does provide some relief for staff however, it is not a solution to the staffing crisis. The Premier fails to see the importance of acting and providing New Brunswick nurses with a reason to stay. Our President has been advocating for retention incentives since August of 2022, however this government is not prepared to consider any retention incentives.

NBNU has launched its new marketing campaign, entitled "Still Calling", to show the positive elements of a career in nursing. The campaign is meant to inspire a future generation of young people to choose nursing as a career path and to celebrate the nurses that are finding meaning in their work, even in these challenging times.

I was fortunate to be able to participate in the Canadian Federation of Nurses' Unions (CFNU) Convention held in PEI in June. It was interesting to see that unions from across Canada are all experiencing similar issues; staffing issues, poor nurse to patient ratios, unsafe working hours/conditions, as well as retention and recruitment challenges. There were many workshops offered that provided education and fantastic guest speakers. There was an atmosphere of strength, determination, and positivity.

Catherine Little

I encourage members to seek answers to their questions from reliable sources – many social media sites are not the best place to find these answers. Please reach out to NBNU or any member of your Local Executive.

We must continue to strengthen our relationships and solidarity, to show respect to each other, and to make sure factual information is shared. The bargaining committees will be going to all zones this fall to meet with members in preparation for negotiating. As co-chair of the Part III bargaining committee, I encourage everyone to come out and meet with the team. These meetings provide another opportunity to share what you believe to be priorities for an updated collective agreement.

I would like to thank all Local Presidents and Executives for their work and dedication over the past year.

I look forward to seeing everyone in October.

In Solidarity,

Catherine Little, RN BN

NURSES, PART III – COMMUNITY CARE REPORT

By Kathy LeBlanc

As your Nurses, Part III, Community Care Unit rep, I am pleased to be presenting my Annual Report to our resilient group of nurses!

The World Health Organization (WHO) announcement on May 5, 2023 came as a relief when the Covid alarm level lowered and ended the public health global emergency. It was like discovering the pot of gold at the end of the rainbow. To say the pandemic was gruelling these past three years is an understatement! We are discovering the harm it did to our healthcare delivery service, not just provincially or federally but globally, as we move to repair our broken system. The long-standing nursing shortage is the major problem with only short-term solutions for our workplace and patient care delivery being proposed. These short-term solutions may require us to rely on unskilled or inexperienced labor to help meet patients' needs, but together as nurses, we need to be the voice for how to navigate through these unchartered waters. Never forget that we are the experts in nursing care.

We are fortunate to have such strong nursing activists across Canada. Every union meeting I attend, I see first-hand the strength of leadership and the power of a collective nursing Union. When I attended the 21st Biennial Convention of the Canadian Federation of Nurses Unions (CFNU) this past June in PEI, I was energized by the membership of each province, along with their strong nursing leaders. Each province communicated their struggles, successes, and challenges and they are no different from what our own province is experiencing. The three R's – Retention, Recruitment and Respect remain a priority across the country and it is important as nurses that we remain resilient when facing challenges in our workplaces.

"Working Together - We Got this" was the theme of the CFNU Convention. Some highlights that I took part in included a rally, a Determinants of Health Tour, a Die In and a small focus group. The focus group included the Canadian Nursing Officer (CNO), Dr. Leigh Chapman along with eight nursing leaders from across Canada. We shared and discussed Mental Health and Wellness initiatives in each of our provinces. We know that burnout, depression, anxiety and fatigue are symptoms of the mental health problems that nurses are struggling to work through.

Belonging to NBNU, we are a strong advocate for nursing and a leader for addressing our healthcare issues. Participating in union meetings, professional practice, rallies, lobbying, voting and being a part of other union groups, such as the NB Federation of Labour, Health Coalitions and Equity groups, I see the value of sharing problems, ideas and working through them together. This is the key to finding solutions.

I have been active as the Community Unit Representative of Part III at Board meetings, at Education Assistance & Scholarship Committee work, including co-chairing the Part III Negotiations Committee. Together, with our new elected negotiating committee that includes diverse representatives, we are up to the daunting task of improving our contract with the overall goal of achieving better workplace balance.

I am proud to have been an involved NBNU member for over 30 years of my nearly 40-year career. Board members are nursing leaders from different clinical backgrounds who want to have influence and to be a part of supporting changes in our workplaces. We each have an area of expertise and we work together on the nursing practice issues that NBNU nurses face.

Kathy LeBlanc

I am thankful Paula Doucet is our president because she is an experienced, strong leader. She is a strong voice on our issues and she has considerable knowledge in labour movement and its history. Together, as a union team, we are committed to addressing the challenges we are all facing in our workplaces, hence the Annual Meeting theme - **"Strength in Numbers"**.

As a local president and now as a board member as well, I have had the opportunity to see firsthand how **Strength in Numbers** leads to the advancement of our profession.

As a board member, there are opportunities to be a voice and build support for addressing the real problems within healthcare. I have never regretted being an activist. We are stronger together, so consider becoming active in your local, becoming a committee member or a board member.

Looking forward to trying to make a difference for all of us in this coming year!

Yours in Solidarity,

Kathy LeBlanc, BN RN

NURSE MANAGERS AND NURSE SUPERVISORS REPORT

By Deborah Carpenter

2023 has certainly provided us with new challenges to face as we navigate our lives and workplaces post-COVID. We always talk about a light at the end of the tunnel, but sometimes we struggle to get a glimpse of that light with the daily challenges and worsening working conditions that we are facing everyday.

But the opportunities and the flashes of light are certainly there. If I have learned anything this year, it is that just when you think things can't get any worse, we still have some amazing things happening within our membership, our locals and our workplaces.

It continues to be an honour and a privilege to serve as your Unit Representative for the Nurse Managers and Nurse Supervisors group and this year has already been a busy one!

The Board of Directors kicked off 2023 with a great two-day dive into the development of a new Strategic Plan for the organization. It was an intense two-days of deep reflection and consideration of where NBNU needs to go to continue to serve our members to the fullest. It was very important to look at where we have been, and then project where we want to go. With the addition of our new LPN members, our numbers climbed, and this only strengthens our resolve and brings with it a new fire to build and enhance our organization.

With our current collective agreement set to expire at the end of the year, we set forth to build newly reconfigured negotiating teams. The new team structure now includes representation from every zone! This is an amazing addition - we can now be assured that every voice is heard at the table. The negotiating teams started to come together in late February, and we have been fortunate enough to meet multiple times over the last few months to really solidify and strategize about our position as we move forward into the fall.

As Nurse Manager and Nurse Supervisor Unit Representative, I also have the honour of sitting on the Education Committee. This year we continued to see an increase in applications for educational assistance. This is wonderful to see! The NBNU membership are hungry for ongoing learning and professional development, which will only strengthen their practice and enhance the care they provide New Brunswick residents, patients and clients. This increase in applications also gives a clear message that we need to increase this fund overall, so we can continue to encourage and support ongoing learning with our members.

Although I have held this position since late 2019, I was finally able to attend my first in-person CFNU conference in PEI this past June. To be part of that conference, sitting, standing and walking shoulder to shoulder with 1,000 other nurses from across Canada was an event I won't soon forget. To share our experiences, our struggles, and challenges with each other, but then also talk about all the good, the strength and the resilience that we have as a profession was awe inspiring.

Deborah Carpenter

It regenerated my union spirit and the solidarity that was felt that week was unparalleled.

I look forward to the rest that 2023 has to offer and can't wait to continue our work into 2024. See you all at the AGM in October!

In solidarity,

Deborah Carpenter, RN BN

NBNU Board with "Bread and Roses" public recipient, Cecile Cassista

NURSING HOMES REPORT

By Judy Whitty

Hello everybody! For those of you who don't know me, my name is Judy Whitty and I am very pleased to have joined the board of directors as the Nursing Home Unit Representative for NBNU. It has been a very busy few months since I started in this position. I have been learning a lot and have a lot of learning left to do as I work hard to represent the long-term care sector and its dedicated nurses.

I was looking forward to meeting with the local presidents and observers during Executive Council in April but unfortunately, Covid-19 reared its ugly head and I had to bow out. I would like to take this opportunity to thank Carole Clavette and Jason Robin for stepping up and helping out during Executive Council and to thank them again, as well as the board of directors and the staff at NBNU, for welcoming me and helping me learn the ropes of the position.

As I write this report in July for the Parasol 2023, Covid-19 infections are expected to increase in the fall and winter months along with cold and flu seasons. A reminder to everyone that although restrictions have loosened Covid-19 is still lurking and we should all continue to be vigilant.

If you look under the Members Only, E-Learning section of the NBNU website, you will find presentations from this year's Executive Council on the Long-Term Disability Plan, the Nursing Home Pension Plan and Nursing Home Benefits Plan. I would encourage you all to check out these presentations because they might answer any questions you have. If you still have questions, do not hesitate to ask. If we do not know the answer right away, we will try to find out and get back to you.

The Nursing Home Education Committee has met and approved the disbursement of funds for several RNs who have been continuing their education. Being an RN comes with the responsibility of keeping your knowledge up-to-date. Maintaining your competence to practice often includes continuing your education either by taking courses or furthering your degree. The Nursing Home Education Committee can help you achieve your goals by covering some, or all, of your financial needs. Eligible nursing home RNs must remember to apply by the deadlines of February 15, June 15, and October 15 of each year. Application forms are found in the Member's Section of the NBNU website.

As I stated above, this has been an exciting and busy few months for me as your

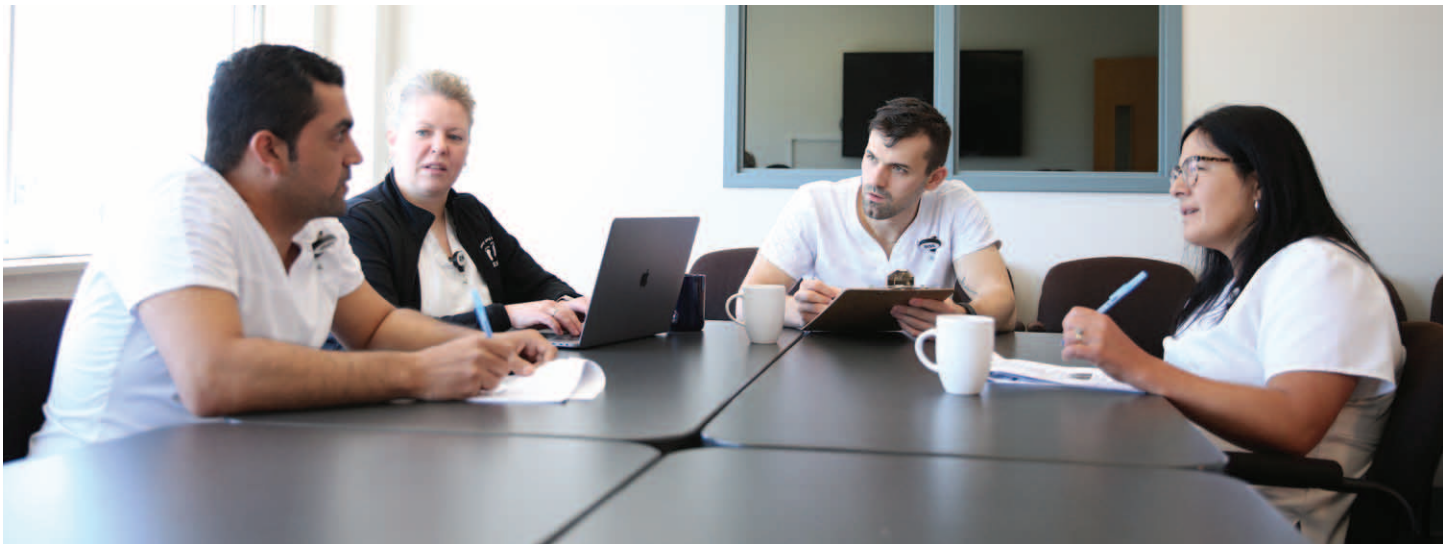
Judy Whitty

Nursing Home Unit Representative. I look forward to meeting as many of you as possible both at the Annual General Meeting in October and in November during our cross-province tour as negotiations for our new agreement get under way.

Thank you all for this opportunity.

In Solidarity,

Judy Whitty, RN



From the "Still Calling" campaign

OUR ANNUAL CAMPAIGN: "STILL CALLING"

BY JANE MATTHEWS-CLARK

In June, NBNU launched elements of our new marketing campaign for 2023 entitled "Still Calling". While no campaign is perfect, we think the message behind this campaign is definitely meeting our goals: reinvigorating a sense of pride in the work that New Brunswick nurses do each day and making it clear that the nursing profession, although a challenging one, is a rewarding one – so come join us!

In a news release that introduced the campaign, President Paula Doucet said, "This campaign comes at an important moment for our profession. The membership is struggling to heal – post-COVID, difficult and stressful working conditions, and after years of critical nursing shortages across the province. They've told us they want to take a step back and truly reflect on their why; why they became a Nurse."

When asked in the spring to step up and be a part of this new campaign, over 40 NBNU members volunteered to play a role in filming the video footage required for the campaign. At the same time, many who volunteered were asked to consider being interviewed, telling their personal stories about what keeps them engaged in their career, sharing their most rewarding experiences, and providing advice to those thinking of choosing a nursing career.

NBNU leadership knows there are challenges associated with nursing in New Brunswick, including ongoing staffing

From the "Still Calling" campaign

From the "Still Calling" campaign

shortages and recruitment and retention challenges that our government should be addressing more effectively than they are, but we also want to be a part of solutions to addressing our recruitment challenges. By focusing a great deal of this campaign's focus on social media advertising, we are hoping to entice younger people to enter the profession. We hope young people see how diverse a career in nursing can be and how rewarding as well.

The campaign is built to help retain the nurses we have, asking New Brunswickers to participate by celebrating the nurses who have touched their lives. It is also built to support retention initiatives, and to inspire a future generation of young people to choose healthcare as a career path. A focus on all three will position our province to be competitive in the goal to attract more nursing talent.

As of mid-July, the online and social media elements of the campaign have all been released. If you go to various news sites and have accounts on TikTok, Facebook, Instagram, SnapChat, Spotify and other social media platforms, you will encounter our ads. Targeted programmatic ads will continue into the fall.

From June 30 to July 27, many Cineplex theatres in the province displayed ads on screens in lobbies as well as showing the 30-second ads during the pre-show.

In the fall of 2023, (end of September-October) full length ads will be on CTV, Radio-Canada, TVA, Global and CBC.

At the same time, billboard ads will pop up in all major cities in the province.

We would like to thank the many nurses who volunteered to be a part of this campaign. Spending five days shooting various scenes for the ads and seeing so many of you share your personal stories about how much you love your job was amazing.

Overall, reviews of the campaign have been largely positive and the union intends to use the videos produced as part of the "Still Calling" campaign in various ways this year and beyond.

"In sharing the stories of our profession, we are reaching out to each other – but also to nurses in other jurisdictions interested in moving here, and to students interested in enrolling in nurse programs," concludes Doucet. "Together we can, and will, play a critical role in stabilizing our healthcare system."

To learn more about the "Still Calling" campaign, visit the campaign website: **https://www.stillcalling.ca**

NURSES TO KNOW

ANSWERING THE CALL ALL OVER NEW BRUNSWICK

MARWA ELNADY & YOUSSEF RADWAN

Marwa Elnady and Youssef Radwan, a husband and wife team, are originally from Egypt and moved to Canada a little over a year ago. They both work as RNs in the neuro-science unit at the Saint John Regional Hospital.

They were both inspired to pursue nursing as a career because of family members who worked in the medical profession. Marwa remembers watching the show *ER* on TV, where the confident and educated nurses caught her attention. Youssef was also inspired by family members in medicine, and he wanted to excel and change the way people thought of nurses in their home country.

Youssef Radwan and Marwa Elnady, SJRH

The two studied, worked, and travelled together – it's been a 16-year journey, together.

When asked why they chose New Brunswick, Marwa responded, "We know the nursing shortage is everywhere, but we wanted to be in a safe place. We chose Saint John because it seemed like our hometown that was located on the Mediterranean Sea."

The Neuro-science wing is very busy - the flow is constant – but it's so rewarding when patients move out of the unit, going on to rehabilitation or returning to their home.

Youssef recalls his first shift in the unit. He was the only RN on the unit but that day, his background helped him deal with a particular patient who was very sick with DKA – a case they don't see very often.

"I received several bravos and it was really rewarding when the patient was able to go home," he said.

Before moving to Canada, Marwa had begun focusing on ensuring patient-centered care and involving the patient and family in their plan of care. As a nurse, she is always focused on putting herself in the patient's position and trying to understand how they are feeling and what they need to hear.

Marwa said, "Nursing care is not only about handling the patient and providing the care as a profession. It's also about when they are not able to express their emotion – sometimes the sickness is unexpected, and this is hard. Sometimes the patient and the family are overwhelmed. You have to be supporting them and giving them the power to know they can survive."

SANDRA LAVIGNE

Sandra has been a Registered Nurse at the Chaleur Regional Hospital in Bathurst since 2008.

Despite staff shortages, where, as Sandra said "….floors are bare bones…even now, nurses still care and are still trying their best and want to be there for their patients and their families and we don't often get the chance to do that" – bedside care is the most rewarding part of being a nurse for her.

"Knowing how much people appreciate everything you're doing for them…I love seeing patients come in looking their worst and within a couple of days walking out the door with a wave and a smile."

However, after an on-the job injury at the neo-natal unit, Sandra pivoted her career and took on the challenge of being the first Enhanced Recovery After Surgery (ERAS) Coordinator in the province. It has been three years since she transitioned to that role and since that time, two other coordinators have been added to the Vitalité Health Network and two at the Horizon Health Network.

"One thing that I absolutely love about this job is that it made me reflect on my own practice. If we're not changing our practice over time, then we're not doing something right. This is medicine, it is healthcare, it's supposed to change. We're supposed to have better guidelines… evidence showing us how to help our patients feel better."

Sandra Lavigne, Chaleur Regional Hospital, Bathurst

TAMMY GREEN

Tammy has been an LPN for two years. She has worked in the Emergency Room at the Saint John Regional Hospital since graduating from NBCC Saint John.

Tammy remembers always wanting to be an LPN - since she was in her 20's. She didn't need to look far for inspiration. Tammy's uncle had been a nursing instructor at NBCC when she was young. Her family relied on him as their go-to for all their medical information and questions, and Tammy did the same while raising her three sons. She wanted to be just like him: passionate, kind and knowledgeable.

Once her boys were old enough for her to return to school, she attended NBCC in Saint John and graduated from the LPN program in 2022.

"Knowing I can play a positive role of any patient's journey is truly the best and most rewarding aspect of my career," she says. "I love interacting with my patients on however small a scale."

The state of healthcare and the crisis nurses have found themselves in upon graduation is what keeps Tammy committed to her career. Tammy is aware that she alone is unable to change the state of the nursing crisis; however, she is committed to making sure the patients, clients and residents she cares for receive the best quality of care she can provide.

Tammy Green, SJRH

NBNU GOVERNANCE

YOUR UNION WORKING FOR YOU

The New Brunswick Nurses Union (NBNU) is 8 500 members strong and represents all registered nurses, nurse practitioners and licensed practical nurses who work in the provincial healthcare system. As a labour union working on behalf of nurses, NBNU offers a wide range of services to assure the socio-economic welfare of our members either directly or indirectly through our network of bargaining units.

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

NBNU doesn't represent LPNs working in nursing homes.

HOW WE ARE GOVERNED

Annual General Meeting

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

Board of Directors

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

Executive Council

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

Union Locals

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

Members

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

President

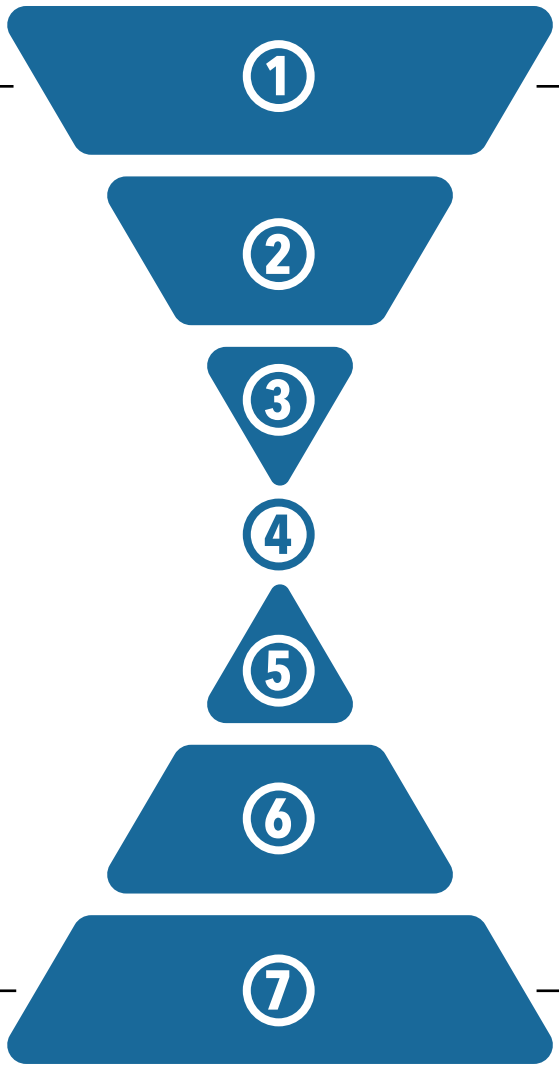
- Highest elected leadership role in the Union
- Accountable to the Board of Directors
- Presides at all provincial Union meetings and serves as ex-officio on all Union committees.
- Responsible for carrying out NBNU policies and acting in the best interest of the Union
- Responsible for the overall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

Executive Director

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

Provincial Office Staff

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



1. **Constitution:** Foundational document
2. **Executive Council:** Amendments to Constitution, overall direction for NBNU
3. **Board of Directors:** provides direction and decision-making led by the President
4. **President:** Leader of NBNU, the face and voice for NB nurses
5. **Executive Director:** provides advice and support to Board and President, overall responsibility for Team NBNU
6. **Director of Operations:** supports Team NBNU and the Executive Director
7. **Team NBNU:** the people who support the front-line members: membership records, labour relations, research, communication, education & legal

ANNUAL MEETING OPERATIONS COMMITTEE REPORT

The members of the 2023 Annual Meeting Operations Committee are Laura Renouf, Patti Reid and Karine Savoie. NBNU Board support is provided by 2nd Vice-President Renée Boudreau and Ex-officio member, Paula Doucet. The committee met on July 17, 2023, via Zoom to review the resolutions, constitution and by-law changes, and then again, on August 9, 2023, to review the nominations submitted for the positions of 1st Vice-President and 2nd Vice-President for the upcoming AGM.

NOMINATION FOR ELECTED POSITIONS

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

- 1st Vice-President: Maria Richard
- 2nd Vice-President: Renée Boudreau

There were no other nominations received, and all were submitted by the deadline of August 4, 2023. All nominations were found to have met the criteria and therefore are elected by acclamation. Congratulations to both nominees.

RESOLUTIONS

A total of eleven resolutions were submitted by the deadline date of June 30, 2023. A number of those resolutions had to be clarified and the members of the committee reached out to those who had submitted them to seek clarification.

CONSTITUTION AND BY-LAWS

A total of three constitution and by-law changes were submitted to the committee by the deadline date of June 30, 2023. All met the criteria necessary for presentation at the AGM in October.

Thank you to the committee members for their time and effort to ensure a smooth-running presentation at the AGM in October.

Respectfully submitted,

Karine Savoie
Chairperson
Annual Meeting Operations Committee

Leadership in Action participants, March 2023

2023 RESOLUTIONS

TO BE VOTED ON AT THE ANNUAL GENERAL MEETING
REQUIRED TO PASS – SIMPLE MAJORITY

RESOLUTION #1 - EQUITY AND DIVERSITY COMMITTEE

Moved by: Sheila Thomas Ebbett, DECRH Local
Seconded by: Bonnie Speed, DECRH Local

WHEREAS CFNU passed a resolution to commit to ensuring the voices of equity-seeking members are heard at a national level, committed to making available equity related education materials to all members and to provide support to constituent unions to develop and enhance their capacity to undertake and support equity oriented initiatives and;

WHEREAS there is evidence of a need for this work to be done at the provincial level as well;

BE IT RESOLVED that NBNU form an ad hoc Equity and Diversity Committee for a minimum of two years renewable, to connect with CFNU and other Provincial Nursing Unions to do the work of bringing to and developing for NBNU, programs and initiatives to support the following but not limited to, equity seeking groups such as indigenous, internationally educated, multicultural and 2SLBGTQIA+ NBNU nurses.

Recommendations:

1. Committee of three elected members + members from identified groups, as needed
2. Inclusion of NBNU Education Officer
3. Inclusion of ex-officio member from the Board
4. Develop Terms of Reference
5. Quarterly and Annual reports to the Board
6. Make recommendations to Board on programs and initiatives
7. Develop tools for Locals
8. Meet virtually four times per year for two-three hours, and in-person at Exec Council and AGM
9. Connect with CFNU and Provincial unions to share work already done
10. Consult with marginalized groups to gather info on the issues eg. surveys similar to "Are you ok?"
11. Two-year minimum term renewable at discretion of the board based on need

Leadership in Action participants, March 2023

STRENGTH IN NUMBERS

RESOLUTION #2 – NEW NURSES COUNCIL

Moved by: Charlotte Chiasson, SJRH Local
Seconded by: Margie Ellis, SJRH Local

WHEREAS the climate in which new nurses are entering the profession is complex, and;

WHEREAS research demonstrates that new nurses do better with support from their seniors and peers;

BE IT RESOLVED THAT NBNU create a New Nurses council in which new nurses (to NBNU, new grads, and bridging students) can voice concerns, find support and learn about the union;

BE IT FURTHER RESOLVED that a member of this Council of group act in partnership with the Board of Directors to help bring new nurse specific issues to the front;

BE IT FURTHER RESOLVED that a presentation be made to all new RNs and LPNs in NBNU about this council or group to increase awareness.

RESOLUTION #3 – WORKPLACE VIOLENCE

Moved by: Philip MacPhee, DECRH Local
Seconded by: Pam McKinley, DECRH Local

WHEREAS NBNU affirms the need for a violence free workplace;

WHEREAS NBNU is committed to reducing the violent encounters in the workplace;

BE IT RESOLVED that NBNU will advocate for police personnel placed in all hospital settings, encourage the filing of police reports for all acts of physical violence against healthcare professionals regardless of the capacity of the assailant, develop a tool to facilitate nurses in the filing of said reports and pressure Horizon Health Network to acknowledge any time spent outside of work dealing with the justice system related to a work related physical/sexual assault as paid work.

RESOLUTION #4 – THERE IS NO HEALTH WITHOUT MENTAL HEALTH

Submitted by the NBNU Board of Directors

WHEREAS it is clear that there is a need to support the mental health of nurses;

WHEREAS the two NBNU studies carried out in 2021 and 2022, "We Are Not OK" and "Please Help Us" clearly identify that RN, LPN, and NPs Mental Health has been deeply impacted;

WHEREAS the Federal government has been supporting Public Safety Personnel (PSP), through a well-funded program called PSPNET. PSPNET is an internet-delivered, cognitive behaviour, therapy program which offers therapist guided courses designed to improve depression, anxiety and post-traumatic stress injuries;

BE IT RESOLVED that the NBNU partners with CFNU and the Public Health Agency of Canada on the development and deployment of a mental health program specifically tailored to nurses, modelled on PSPNET.

RESOLUTION #5 – FAIRNESS TO INTERNATIONALLY EDUCATED NURSES (IEN)

Submitted by the NBNU Board of Directors

WHEREAS many Internationally Educated Nurses (IEN) already living in Canada are unemployed or underemployed due to many barriers they encounter, from immigration to licensure recognition to employment;

WHEREAS a 2019 OECD study found that 61.7% of foreign-born, foreign-trained RNs in Canada were not working in their trained profession;

BE IT RESOLVED that the NBNU continue to work with CFNU and the expert partners such as World Education Services (WES) to develop an IEN Blueprint that will inform all parties on the best practices to recruit and integrate IENs in Canada's health workplaces and communities.

RESOLUTION #6 – URGENT RETENTION PLAN FOR NURSES

Submitted by the NBNU Board of Directors

WHEREAS the nursing workforce is struggling with numerous complex and intersecting issues, including chronic shortages, inadequate staffing, excessive workloads, mandatory overtime, toxic workplaces and endemic violence;

WHEREAS nurses at all levels are increasingly experiencing frustration, moral distress, burnout, growing mental and physical illness themselves due to being overworked, insufficient supports, an absence of control over their work and home lives, and lack of respect;

WHEREAS too many nurses are deciding to leave their professions in public health care and long-term care, feeling they have no other choice, and turning to the private sector or other occupations to seek out work-life balance and protect their own health and well-being;

WHEREAS health care employers are turning to private agency/travel nurses at double the costs to taxpayers to fill growing gaps in crises modes, who are too often unfamiliar with worksites to which they are assigned;

BE IT RESOLVED that NBNU continue to lobby the provincial government to focus on retention, recruitment, respect and the return of nurses to the province.

RESOLUTION #7 – NO MORE PRIVATE FOR-PROFIT LONG-TERM CARE

Submitted by the NBNU Board of Directors

WHEREAS long-term care is not covered by the *Canada Health Act*, even though it is an integral piece of the overall health care system;

WHEREAS deep-rooted and systemic problems have plagued the Canadian long-term care sector for decades, including underinvestment, insufficient staffing, and substandard living and working conditions;

WHEREAS Canada's nurses and health and long-term care advocates have called for urgent government leadership to address the lack of resources and high resident-to-staff ratios in most long-term care facilities;

WHEREAS close to 70% of all COVID-19-related deaths in Canada have taken place in long-term care facilities – 54% of which are privately-owned;

WHEREAS the catastrophic impact of COVID-19 on the long-term care sector was likely worsened by the outdated and unsuitable physical infrastructure in many facilities, which led to conditions that hindered infection prevention and control measures;

BE IT RESOLVED that the NBNU continue to pressure the provincial government for a moratorium on private for-profit care from the long-term care sector.

RESOLUTION #8 – IMPLEMENTATION OF THE HEALTH STANDARDS ORGANIZATION (HSO)'S NATIONAL LONG-TERM CARE SERVICES STANDARD

Submitted by the NBNU Board of Directors

WHEREAS the Health Standards Organization has released standards for LTC operators that focus on delivering resident-centred, safe, high-quality care by a healthy and safe workforce;

WHEREAS use of the standards is currently voluntary, with application by Accreditation Canada utilizing the standards resulting in 94% of publicly operated homes being assessed but only 36% of privately owned homes nationwide;

WHEREAS Nova Scotia has 4.1 hour of care per patient, compared to New Brunswick that only allows for 3.5;

BE IT RESOLVED that the NBNU continue to advocate for the provincial/territorial governments to legislate, fund and enforce the application of the National Long-Term Care Services Standard in all of New Brunswick's long-term care workplaces;

BE IT FURTHER RESOLVED that NBNU's advocacy specify that these standards apply equally to public and privately owned and operated long-term care facilities.

RESOLUTION #9 – PRIVATE NURSING AGENCIES

Submitted by the NBNU Board of Directors

WHEREAS nurses continue to leave the profession due to stagnant wages, unmanageable workloads, moral injury and unsafe staffing levels;

WHEREAS little has been done to meaningfully recruit and retain nurses;

WHEREAS health care employers, including hospitals, long-term care facilities, public health units, and home and community care support services, are turning to private nursing agencies to supplement their staffing needs;

WHEREAS private agencies are employing contract nurses at staggering rates and charging public health care providers double or triple the amount of a nurse on staff;

WHEREAS some departments within New Brunswick hospitals are being kept open solely with agency nurses;

WHEREAS some agency nurses are assigned to work in areas that they are not trained for;

BE IT RESOLVED that the NBNU pressure the provincial government to restrict the use of private nursing agencies and require the employer to close beds and/or amalgamate services and funnel that money back into the public health care system in New Brunswick.

RESOLUTION #10 – NURSING STUDENTS

Submitted by the NBNU Board of Directors

WHEREAS nursing students represent the future of the nursing workforce in the New Brunswick Public health care system;

WHEREAS nursing students in every province and territory deserve to be fairly compensated for their labour during their final preceptorships;

WHEREAS it is in the best interest of the nursing profession and New Brunswick's health care system for nursing students to have as much practical experience as possible before entering the workforce;

WHEREAS male predominant trades and professions are paid for their final practicums;

BE IT RESOLVED that NBNU advocate to the provincial government to provide financial compensation for nursing students during their final preceptorship.

2023 CONSTITUTION & BY-LAW CHANGES

TO BE VOTED ON AT THE ANNUAL GENERAL MEETING
CONSTITUTIONAL AMENDMENT – REQUIRE 2/3 OF THOSE WHO VOTE

ARTICLE 8 – THE BOARD OF DIRECTORS

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

Executive Committee

(e) Four Unit Representatives from three bargaining units:

(i) Hospitals, Hospital Bargaining Unit

(ii) Community Care, Hospital Bargaining Unit

(iii) Nursing Homes Bargaining Unit, and

(iv) Nurse Managers & Nurse Supervisors (NM&NS) Bargaining Unit

At-Large Representatives

(f) Licenced Practical Nurse (LPN) Representative

(g) Nurse Practitioners (NP) Representative

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

ARTICLE 8 – THE BOARD OF DIRECTORS

Submitted by the NBNU Board of Directors

8.03 (c) In the event that a Unit, or At-Large Representative, should resign, die or otherwise cease to act, the replacement shall be elected by the respective bargaining unit/group ~~particular unit concerned~~ for the unexpired term.

Intent: The replacement shall be elected by the respective bargaining unit or classification/designation for the unexpired term.

ARTICLE 7 – ELECTIONS

Submitted by the NBNU Board of Directors

7.03 Licensed Practical Nurse (LPN) Representative & Nurse Practitioner (NP) Representative

(a) Nominations

Nominations for the offices of Licensed Practical Nurse (LPN) Representative and Nurse Practitioner (NP) Representative shall be elected by their respective designation group within NBNU. Nominations will be received by the Provincial Office in August with an election taking place by electronic vote in September with the results announced at the annual meeting in October. **If successfully adopted at the 2023 AGM, an election for an LPN and NP board of directors representative will take place immediately following the 2023 AGM for a three (3) year term.

(b) Eligibility

i) To be eligible for nomination to the office of LPN Representative, a member must be an LPN member in good standing in the Part III Hospital or Community Care bargaining unit.

ii) To be eligible for nomination to the office of NP Representative, a member must be an NP member in good standing.

(c) Term

i) The LPN Representative and NP Representative, shall be elected by their respective designation group every three (3) years and shall assume their term on December 1 for a three (3) year term.

(d) Election of members to the positions of LPN Representative and NP Representative, subject to other provisions of these By-Laws, shall be by majority vote of the designation group members. Voting shall be by electronic, secret ballot. Upon request, results can be shared with the candidates.

Intent: To provide additional seats on the board to represent all designations within the organization. Also, in response to the resolution from the previous year's AGM regarding an NP seat.

CANDIDATE FOR ELECTION

1ST VICE-PRESIDENT **(ELECTED BY ACCLAMATION)**

PROVINCIAL OFFICES HELD

- Present 1st Vice-President (since 2016)
- Trustee – CBE SRP Board of Trustees (since 2020)
- Unit Representative for Part III Community Care (3 terms)
- Member of the Part III Negotiating Committee (2008, 2010 and 2015)
- Member of the Part I (CSN) Negotiating Committee (1998, 2002 and 2005)
- Former member of the Ad-hoc Committee on the Structure of the Negotiating Committee

LOCAL OFFICES HELD

- President, Beauséjour Community Health Local (2020 – 2023) (1999 - 2016)
- Secretary-Treasurer, Beauséjour Community Health Local (2018 – 2020)
- President, Richibucto Local, Part I, (1995-1999)
- Vice President, Richibucto Local, Part I (1994)
- Actively involved in Union activities with NBNU (1992-present)

WORK EXPERIENCE

- Public Health Nurse, Richibucto Office (1987-1997) and Moncton Office (1997-present)
- PH Communicable Diseases and Immunization Programs (2016-present)
- HIV/STBBI testing program in the community and correctional settings – Zone 1 (1999-2016)
- Sexual Health Center, Moncton (1997-1998)
- Acting Coordinator Hemophiliac Clinic, The Moncton Hospital (1990-1991; 1992-1993)
- Registered Nurse, Oncology/Medical Unit, The Moncton Hospital (1987-1993)
- Registered Nurse, Stella-Maris-de-Kent Hospital (June 1987-September 1987)

OTHER ACTIVITIES

- Foundation of Trust Management Standards (FTMS) Course and Certificate of Achievement (2012), Advanced Trust Management Standards - ATMS (Session A) Course and Certificate of Achievement (2018) and ATMS (Session B) Course and Certificate of Achievement (2019), MTMS (Master of Trust Management Standards (Session A) Course and Certificate of Achievement - 2022
- 2021 NBNU Spirit Award
- 2015 Governor General Canadian Leadership Conference participant
- Recipient 2009 - Glenna Rowsell Award
- Board of Directors – AIDS NB (2000-2008)

For the last 31 years, NBNU has been part of who I am; as your current 1st Vice-President, as the past Part III Community Care Representative, as the past President of the Beauséjour Community Health Local for 25 years and as a member of six different Negotiating Committees. I have had the opportunity since September 2022 to work full time for our Union combined with having held the position as your 1st Vice-President since the fall of 2016, it has only solidified my belief that prior experience at the Provincial level AND the Local level is a pre-requirement to fulfill this position. I have been an RN for the past 36 years, working in the Hospital and Community sectors. I have the nursing and union knowledge and abilities to hold the 1st VP position.

Maria Richard
Beauséjour Community Health Local, Moncton

I am at the end of my nursing career, and I could retire. However, I can't see myself leaving my career and my union family in the state that it is currently. My passion for being part of the solutions is still too strong! It is my hope that you will give me the opportunity to continue to fight for the respect and the rights that we and our clients/patients/residents deserve. Thank you!

Together Stronger!

Maria Richard

CANDIDATE FOR ELECTION

2ND VICE PRESIDENT **(ELECTED BY ACCLAMATION)**

UNION PARTICIPATION – PROVINCIAL OFFICE

- NBNU 2nd Vice-President (September 2022 – present)

LOCAL OFFICES HELD

- Local President, Local 81 (2020-2023)
- Local vice-president (2018-2020)
- Professional Practice Committee Co-chair (2022-2023)

WORK EXPERIENCE

- Full-time long-term care (4th west) (2006-2007)
- Full-time maternity department (2007-2017)
- Casual senior home care (Villa Sormany) (2004-2008)
- Full-time public health (2017-2020)
- Part-time public health (2020-2023)
- SANE trained nurse (Forensic nursing) (September 2020 – present)
- Just accepted a full-time position as a regional coordinator for the Forensic Nursing program (previously known as SANE program)

OTHER ACTIVITIES

- Observer seat on the Coalition for Pay Equity (September 2022 – present)
- Observer seat on the Common Front for Social Justice Coalition (September 2022 – present)
- Childcare Now NB Committee member (September 2022 – present)
- Joint Classification Maintenance Committee Member (September 2022 – present)
- Attended the CFNU Convention in PEI (2023)
- Attended the NBFL biannual (2023)
- Attended a few NBNU annual meetings and executive council meetings (either in person or by Zoom)
- NBFL Women's Committee (2023)

I accept this nomination as an opportunity to continue my learning at a deeper level with the union. Being on the Board of Directors woke up a passion in my soul that I knew was there, but that I never got to use to the fullest; being on the BOD gives a voice to my passion. As a strong supporter of women's rights, I know that my connections with various groups and my education will be strong assets to the union.

Thank you for accepting my nomination,

Renée

Renée Boudreau
Chaleur Regional Hospital, Bathurst

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 1st Year Nursing Scholarships
- NBNU Nursing Scholarship (2nd Year Students)
- NBNU Post-secondary Scholarships
- CFNU Scholarship
- John MacDonald Memorial Scholarship

The 2022 scholarship recipients were:

- 2nd Year Nursing Scholarship Award – Hallie Thompson
- 3rd year Nursing Scholarship – Abigail Thornton
- CFNU Scholarship – Brooke Richard
- NBNU Family Scholarships (3) – Joelle Babineau, Marie Eve Martin, Marie-Pier Martin
- Post-Secondary Scholarships (3) – Jonathan Bourgeois, Katie Furlong, Sarah Gaines
- John MacDonald Memorial Scholarship – Abbie Martin

NBNU BURSARIES

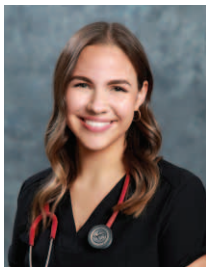
On an annual basis, NBNU grants a total of ten $800 bursaries for nursing students in the BN program at the five New Brunswick teaching sites: l'Université de Moncton – Moncton and Edmundston locations; and University of New Brunswick – Moncton, Fredericton and Saint John locations. The student body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

The following 4th year students were the 2023 recipients of the NBNU bursaries:

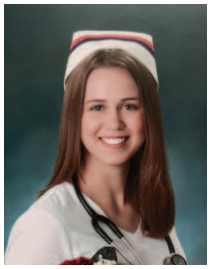
- l'Université de Moncton - Edmundston – Maxime Roy and Joanie Francoeur
- l'Université de Moncton - Moncton – Asmaaa Ezine El Idrissi and Marie-France Cormier
- University of New Brunswick - Moncton – Alison MacIntosh and Noah Manual
- University of New Brunswick - Saint John – Clara Kelly and Madeleine Flower
- University of New Brunswick - Fredericton – Angela Turner and Janelle Howse

4TH YEAR BURSARY RECIPIENTS

Marie-France Cormier



Janelle Howse



Clara Kelly

Angela Turner

NBFL AND CLC SCHOLARSHIPS AND BURSARIES

NBNU members and their children are also eligible for scholarships and bursaries as affiliates of the NBFL and CLC. Below is a list of scholarships and bursaries offered. Details can 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

NEW BRUNSWICK NURSES UNION

FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2022

NEW BRUNSWICK NURSES UNION
Index to Financial Statements
Year Ended December 31, 2022

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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, 2022, 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, 2022, 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.

(continues)

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

Auditor's Responsibilities for the Audit of the Financial Statements (continued)

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

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

Independent Auditor's Report to the Members of New Brunswick Nurses Union

- 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 + Norrad

Fredericton, New Brunswick
June 14, 2023

CHARTERED PROFESSIONAL
ACCOUNTANTS

NEW BRUNSWICK NURSES UNION

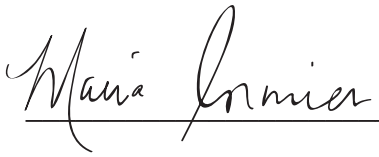
Statement of Financial Position

December 31, 2022

	General Fund 2022	Restricted Funds 2022	Total 2022	Total 2021
ASSETS				
CURRENT				
Cash	$ 1,059,269	$ 34,336	**$ 1,093,605**	$ 2,822,838
Marketable securities *(schedule 1)*	2,460,621	5,069,856	**7,530,477**	5,417,136
Dues receivable	192,162	-	**192,162**	200,646
Accounts receivable from employees	627	-	**627**	667
Other accounts receivable	36,739	-	**36,739**	24,049
Interest receivable	65,972	-	**65,972**	21,031
Prepaid expenses	47,382	-	**47,382**	47,585
Due from funds *(Note 6)*	3,594	-	**3,594**	187,082
	3,866,366	5,104,192	**8,970,558**	8,721,034
CAPITAL ASSETS *(Net) (Note 5)*	1,202,057	-	**1,202,057**	1,269,216
	$ 5,068,423	$ 5,104,192	**$ 10,172,615**	$ 9,990,250
LIABILITIES AND NET ASSETS				
CURRENT				
Accounts payable	$ 686,644	$ -	**$ 686,644**	$ 872,788
Due to funds *(Note 6)*	-	3,594	**3,594**	187,082
	686,644	3,594	**690,238**	1,059,870
FUND BALANCES	4,381,779	5,100,598	**9,482,377**	8,930,380
	$ 5,068,423	$ 5,104,192	**$ 10,172,615**	$ 9,990,250

ON BEHALF OF THE BOARD

Director



Director

See notes to financial statements

NEW BRUNSWICK NURSES UNION

Statement of Operations

Year Ended December 31, 2022

	General Fund *2022*	General Fund *2021*	Restricted Funds *2022*	Restricted Funds *2021*
REVENUES				
Membership dues	**$ 5,561,791**	$ 4,672,213	$ -	$ -
Investment income	**159,983**	87,820	964	840
Contributions from nursing homes	**-**	-	31,984	32,009
	5,721,774	4,760,033	32,948	32,849
EXPENSES				
GENERAL & ADMINISTRATION				
Salaries - labour relations	**942,914**	808,701	-	-
Salaries - office staff	**703,741**	763,367	-	-
Salaries - overtime	**2,042**	3,714	-	-
Employee benefits	**353,603**	318,414	-	-
Employee recruitment	**8,273**	1,659	-	-
Staff professional development	**22,722**	8,606	-	-
Travel	**67,479**	13,851	-	-
Car allowance	**46,911**	41,684	-	-
Office supplies and expenses	**103,388**	95,251	-	-
Library	**9,978**	10,689	-	-
Postage	**38,707**	82,607	-	-
Insurance	**18,127**	15,857	-	-
Bank charges and broker fees	**28,887**	13,873	-	-
Communications	**98,747**	136,232	-	-
Professional fees	**26,291**	58,429	-	-
Photocopier leases and expenses	**7,317**	9,907	-	-
Electricity	**21,199**	20,177	-	-
Property taxes and water	**68,414**	67,201	-	-
Building repairs and maintenance	**74,483**	54,369	-	-
Amortization	**111,475**	117,761	-	-
TOTAL GENERAL & ADMINISTRATIVE	**2,754,698**	2,642,349	-	-

(continues)

See notes to financial statements

NEW BRUNSWICK NURSES UNION

Statement of Operations *(continued)*

Year Ended December 31, 2022

	General Fund *2022*	General Fund *2021*	Restricted Funds *2022*	Restricted Funds *2021*
UNION ACTIVITIES				
Dues refunds to locals	**464,688**	390,187	-	-
COMMITTEE EXPENSES				
Salaries - members	**271,518**	489,323	-	-
Travel, meals and accommodations	**213,177**	138,383	-	-
Meeting accommodations	**13,941**	22,571	-	-
Speakers and registration	**27,085**	24,799	-	-
Translation	**131,507**	173,474	-	-
Employee benefits	**42,035**	59,970	-	-
Hearing expenses	**41,551**	120,544	-	-
Public relations and promotions	**736,517**	561,760	-	-
General printing	**91,046**	32,031	-	-
CFNU / NBFL dues	**346,538**	284,221	-	-
General translation	**31,054**	42,483	-	-
Scholarships	**18,000**	14,200	-	-
Memorials and gifts	**2,077**	1,048	-	-
Educational assistance	**-**	-	17,260	18,985
General expenses	**-**	1,754	33	17
TOTAL UNION ACTIVITIES	**2,430,734**	2,356,748	17,293	19,002
	5,185,432	4,999,097	17,293	19,002
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	**$ 536,342**	$ (239,064)	$ 15,655	$ 13,847

See notes to financial statements

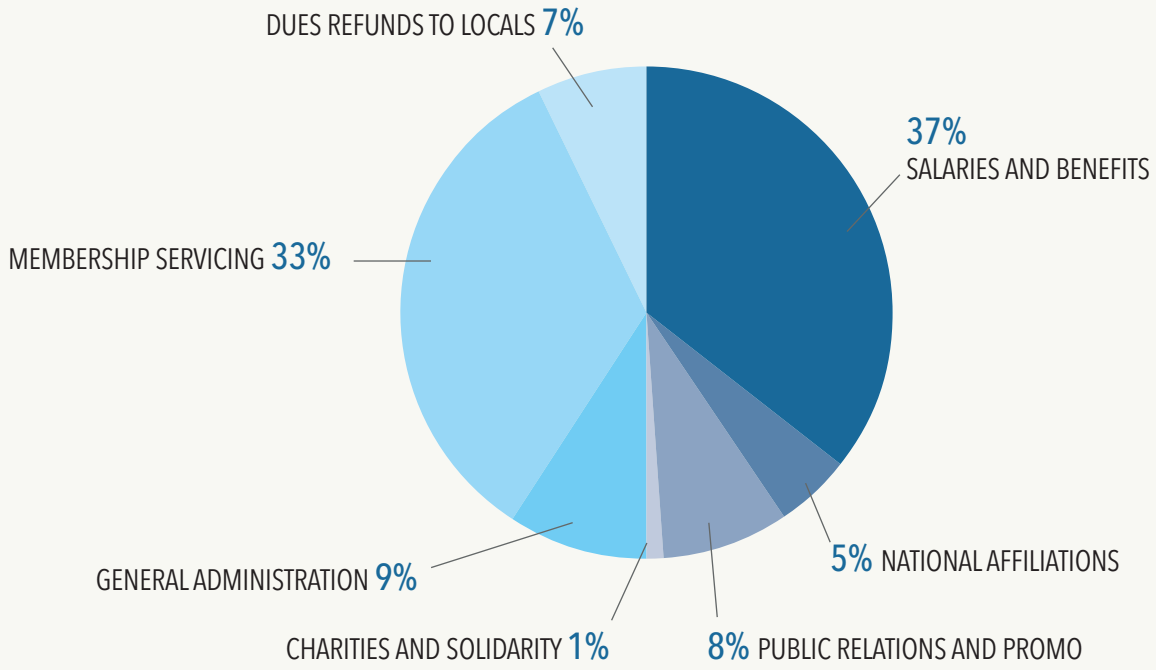
NEW BRUNSWICK NURSES UNION
Statement of Changes in Fund Balances
Year Ended December 31, 2022

	General Fund 2022	General Fund 2021	Restricted funds 2022	Restricted funds 2021
FUND BALANCES - BEGINNING OF YEAR	**$ 3,845,437**	$ 4,084,501	$ 5,084,943	$ 5,071,096
Excess (deficiency) of revenues over expenses	**536,342**	(239,064)	15,655	13,847
FUND BALANCES - END OF YEAR	**$ 4,381,779**	$ 3,845,437	$ 5,100,598	$ 5,084,943

See notes to financial statements

OPERATING EXPENSES 2024

PERCENTAGE OF BUDGET



NEW BRUNSWICK NURSES UNION
Statement of Cash Flows
Year Ended December 31, 2022

	General Fund 2022	Restricted funds 2022	**Total 2022**	Total 2021
OPERATING ACTIVITIES				
Excess (deficiency) of revenues over expenses	$ 536,342	$ 15,655	**$ 551,997**	$ (225,217)
Item not affecting cash:				
Amortization of capital assets	111,475	-	**111,475**	117,761
	647,817	15,655	**663,472**	(107,456)
Changes in non-cash working capital:				
Dues receivable	8,484	-	**8,484**	71,642
Accounts receivable from employees	40	-	**40**	(667)
Interest receivable	(44,941)	-	**(44,941)**	62,847
Other accounts receivable	(12,690)	-	**(12,690)**	(10,012)
Accounts payable	(186,144)	-	**(186,144)**	308,103
Prepaid expenses	203	-	**203**	35,416
	(235,048)	-	**(235,048)**	467,329
Cash flow from operating activities	412,769	15,655	**428,424**	359,873
INVESTING ACTIVITIES				
Purchase of capital assets	(44,316)	-	**(44,316)**	(14,868)
Marketable securities	(1,118,126)	(995,215)	**(2,113,341)**	1,732,721
Cash flow from (used by) investing activities	(1,162,442)	(995,215)	**(2,157,657)**	1,717,853
FINANCING ACTIVITY				
Transfers between funds	(190,676)	190,676	**-**	-
Cash flow from (used by) financing activity	(190,676)	190,676	**-**	-
INCREASE (DECREASE) IN CASH FLOW	(940,349)	(788,884)	**(1,729,233)**	2,077,726
Cash - beginning of year	1,999,618	823,220	**2,822,838**	745,112
CASH - END OF YEAR	$ 1,059,269	$ 34,336	**$ 1,093,605**	$ 2,822,838
CASH FLOWS SUPPLEMENTARY INFORMATION				
Interest received	$ (204,924)	$ (964)	**$ (205,888)**	$ (25,813)

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.

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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.

5. CAPITAL ASSETS

	Cost	Accumulated amortization	**2022 Net book value**	2021 Net book value
Land	$ 281,722	$ -	**$ 281,722**	$ 281,722
Buildings	2,074,519	1,213,203	**861,316**	944,297
Furniture and fixtures	309,544	294,435	**15,109**	18,021
Computer equipment	120,340	84,334	**36,006**	18,501
Computer software	139,274	131,370	**7,904**	6,675
	$ 2,925,399	$ 1,723,342	**$ 1,202,057**	$ 1,269,216

6. DUE TO/FROM FUNDS

Interfund loans generally result from accruals of income to be transferred from one fund to another. As soon as the income is received, the loans are paid. These interfund balances are non-interest bearing and recorded as current amounts. At year end, the balances were $3,594 (2021 - $187,082).

NEW BRUNSWICK NURSES UNION

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

As at December 31, 2022

	2022 *Carrying value*	2022 *Fair value*
GENERAL FUND		
Omista Credit Union		
0.60% GIC, due October 2023	**$ 101,354**	$ 101,354
Credit Union shares	**5**	5
BMO Nesbitt Burns		
1.30% Canadian Western Bank GIC, due January 2023	**250,000**	250,000
5.25% Bank of Montreal GIC, due November 2023	**300,000**	300,000
3.67% Canadian Western Bank, due June 2024	**245,649**	241,504
4.20% Canadian Imperial Bank of Commerce, due July 2027	**398,021**	386,722
Scotia McLeod Mutual Funds		
Scotia Wealth HISA	**3,372**	3,372
Scotia Wealth Canadian Corporate Bond Pool	**119,842**	107,219
Scotia Wealth Floating Rate Income Pool	**75,165**	72,483
Scotia Wealth Short-Mid Government Bond Pool	**104,643**	95,876
Scotia Wealth US Dividend Pool	**39,327**	41,659
Scotia Canadian Dividend Fund	**48,243**	49,058
Scotiabank		
Scotiabank Investment Account	**775,000**	783,694
TOTAL GENERAL FUND MARKETABLE SECURITIES	**$ 2,460,621**	$ 2,432,946

	2022 *Carrying value*	2022 *Fair value*
RESTRICTED FUNDS		
Omista Credit Union		
Omista Credit Union shares	**5**	5
BMO Nesbitt Burns		
BMO HISA	**16,768**	16,768
1.55% Bank of Montreal GIC, due January 2024	**865,000**	865,000
1.60% Bank of Montreal GIC, due January 2025	**865,000**	865,000
3.45% Bank of Montreal GIC, due April 2026	**350,000**	350,000
Scotia McLeod Mutual funds		
Scotia Wealth Canadian Corporate Bond Pool	**595,086**	532,963
Scotia Wealth Floating Rate Income Pool	**373,642**	360,279
Scotia Wealth Short-Mid Government Bond Pool	**519,585**	476,564
Scotia Wealth US Dividend Pool	**197,335**	207,032
Scotia Canadian Dividend Fund	**241,259**	243,823
Scotiabank		
Scotiabank Investment Account	**1,046,176**	1,057,631
TOTAL RESTRICTED FUNDS MARKETABLE SECURITIES	**5,069,856**	4,975,065
GRAND TOTAL	**$ 7,530,477**	$ 7,408,011

See notes to financial statements

FINANCE COMMITTEE REPORT

BY MARIA CORMIER

The finance committee met in person at the NBNU office on June 19 and 20. Members of the committee are Jehanne St-Coeur, Sheila Thomas Ebbett, Bonnie Speed, Debbie Gill, Director of Operations, Paula Doucet, President, Matt Hiltz, Executive Director and myself, VP of Finance of NBNU.

Peter Spacek and Michelle Pacquin from the accounting firm of Spacek, Armstrong & Norrad met with us to review the audited financial statement for 2022. They both agreed the financial records were in excellent order in their option and as a result minimal adjustments required.

The committee prepared the operational budget for 2024 which can be found in this *Parasol*.

The finance committee is recommending for your consideration the following items:

1. Re-evaluate the cost of providing an email account for each local on the NBNU secure website.
2. Look at cost of providing bonding insurance for the 7 large local signatories.
3. Recommend quarterly financial reporting from the locals.
4. Projected deficit of $711 744.00 for the 2024 budget be covered by general fund investments.
5. Continue to freeze the dues until January 2025.
6. Add a day and half to the finance committee for the added responsibilities of reviewing local financial reports.
7. Encourage locals to have a 2-year budget.
8. The finance committee supports the resolution to add two (2) seats to the Board of Directors to represent Nurse Practitioners and Licensed Practical Nurses.

Maria Cormier

In closing, I would like to thank and acknowledge the work of this committee on the 2024 budget.

Thank you,

Maria Cormier RN

NBNU Finance Committee

NEW BRUNSWICK NURSES UNION

OPERATIONAL BUDGET FOR YEAR ENDING DECEMBER 31, 2024

Revenue	2024 Proposed Budget	2023 Budget
Membership dues	5,616,343	5,668,753
Investment income	240,000	110,000
TOTAL REVENUE	**5,856,343**	**5,778,753**
EXPENDITURES		
General & Administrative		
Salaries	1,874,880	1,838,878
Staff overtime	2,890	4,216
Employee benefits	420,068	410,026
Staff professional development	33,000	33,000
Travel	90,000	80,000
Car allowance	45,600	50,400
Office supplies & expenses	57,000	50,000
Service contract/IT support	50,000	46,080
Depreciation	115,000	124,000
Library	10,500	12,000
Office equipment leases	15,350	16,500
Investment mgmt fees & bank charges	29,000	26,000
Insurance & bonding	20,000	18,000
Telephone expenses	56,000	54,500
Professional fees	20,000	50,000
Property taxes	76,000	70,000
Utilities	22,000	21,500
Building repairs & maintenance	63,000	44,000
Presidents accomodations	16,000	15,000
Casual temporary staffing	-	3,000
Employee recruitment expenses	5,000	2,000
Total General & Administrative	**3,021,288**	**2,969,100**
UNION ACTIVITIES		
Dues refunds to locals	475,800	480,240
Member Expenses:		
Annual General Meeting	406,223	395,708
Executive Council	279,433	255,146
Board of Directors	220,524	251,798
Eastern Labour School	211,227	-
NANB AGM	-	1,284
Bargaining & Labour Management	486,654	67,302
Member Education (Leadership in Action)	133,612	55,421
Finance, JCMC, Ann Mtg Ops., Arbitration	30,055	43,840
Nurses: Part III / Nursing Homes Education	10,088	26,687
CLC Convention	-	54,221
NBFL Convention	-	26,956
CFNU Biennium	-	128,043
Public Relations & Promotions	557,000	577,000
Legal expense assistance plan	5,000	5,000
Local assistance fund	1,000	1,000
Membership motivation	125,000	125,000
Postage/shipping	40,000	45,000
Internship program	12,750	25,000
Printing	35,000	20,000
Canadian Federation dues	237,900	240,120
N B Federation of Labour Dues	109,434	110,455
Hearing expenses	55,000	75,000
Scholarships	27,600	21,800
General translation	35,000	35,000
Memorials & gifts	2,500	2,500
Member Communications	50,000	50,000
Total Union Activities	**3,546,800**	**3,119,521**
Total Expenditures	6,568,088	6,088,621
Excess of Revenue (Expenditure) For Year	**(711,745)**	**(309,868)**
Transfer from Investments	0	0
Surplus (Deficit)	(711,745)	(309,868)

NOTES TO BUDGET

REVENUE

Membership Dues – Based on 1.025 % of Class A Step G 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 and 1 part-time position.

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 $57,000 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, 2023

			TERM	MATURITY DATE	INTEREST RATE	PRINCIPAL INVESTED
INVESTMENTS - GENERAL FUND						
BMO Nesbitt Burns GIC	Cdn Western Bank GIC	#270-0097211	1 year	3-Nov-23	5.25%	$ 300,000
BMO Nesbitt Burns	CWB Bond	#270-0097211	2 years	11-Jun-24	3.67%	$ 250,000
BMO Nesbitt Burns	CIBC Bond	#270-0097211	5 years	20-Jul-27	4.200%	$ 410,000
BMO Nesbitt Burns	CIBC Bond	#270-0097211	16 months	19-Jun-24	5.200%	$ 256,000
Scotia Wealth Mgmt	Investment Acct	#886-04775	5 years	1-Aug-26	3.50%	$ 387,221
Scotiabank	GIC	36340343	1 year	8-Mar-24	5.20%	$ 775,000
Omista Credit Union	GIC	#61545-41-2	1 year	10-Oct-23	4.00%	$ 101,354
Total General Fund Investments						$ 2,479,575
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	20S61W	1 year	8-Mar-24	5.20%	$ 975,500
Scotia Wealth	Inv. Acct	888-04774	3-5 yrs	1-Aug-26	3.00%	$ 1,937,600
Total Membership Defence Fund Investments						$ 4,993,100
INVESTMENTS -NURSING HOME EDUCATIONAL LEAVE FUND						
Scotia Bank	MTCC GIC	36340343	1 year	13-Dec-23	3.50%	$ 30,000
Scotiabank	MTCC GIC	36340343	1 year	12-Apr-24	4.00%	$ 35,000
Total Nursing Home Ed. Leave Investments						$ 65,000

NBNU DONATIONS AND CONTRIBUTIONS 2022

NB Coalition for Pay Equity	$5,000
Inclusion NB	$5,000
New Brunswick Police Association Annual Crime Prevention Guide	$1,055
NB Common Front for Social Justice	$5,000
Food Depot Alimentaire	$10,000
NB Media Co-op	$2,500
York Street Courier	$1,000
Canadian Cancer Society	$7,500
EMC Publications	$2,363
Heart & Stroke Foundation	$5,000
CFNU	$5,105
Various (RCL, NBFL, Hospice, MADD, NBAFC)	$4,107

NBNU was able to donate $21,864.00 to NB transition houses. These donations were made possible through the Administrative Service Agreement between NBNU and Johnson Insurance.

14 Transition Houses	$21,864
Flowers & Donations made "In Memory of"	$2,077
Total donations & contributions for 2022	$77,571

Inclusion NB Representatives received a $15,000 cheque from NBNU President Paula Doucet

NBNU Annual General Meeting, Delta Hotel Fredericton: **October 23-26, 2023**

Deadlines to submit applications for educational assistance for Nurses, Part III and Nurse Managers and Nurse Supervisors: **November 28, 2023, February 28, 2024, May 28, 2024, August 28, 2024**

Deadlines to submit applications for educational assistance for Nursing Home Nurses: **October 15, 2023, February 15, 2024, June 15, 2024**

World AIDS Day – **December 1, 2023**

National Day of Remembrance & Action on Violence Against Women – **December 6, 2023**

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

NBNU Executive Council: **April 2-4, 2024**

National Nursing Week: **May 6-14, 2024**

Deadline for resolutions, constitutions, and by-law changes: **June 28, 2024**

Deadline for Glenna Rowsell Award: **September 27, 2024**

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, 2024**

NBNU's 50th Annual General Meeting, Delta Hotel Fredericton: **October 21-24, 2024**

ACRONYMS EXPLAINED

ANB Ambulance New Brunswick

ANBLPN Association of New Brunswick Licensed Practical Nurses

BCNU BC Nurses' Union

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

IEN Internationally Educated 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

From the "Still Calling" Campaign

THE COUNTDOWN IS ON

In October 2024, NBNU will celebrate its 50th anniversary!

We have come a long way and are looking forward to the coming years with great anticipation and much hope - here's to a strong New Brunswick Nurses Union.

NBNU SIINB

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