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HOW TO REACH US AT THE PROVINCIAL OFFICE

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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.

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TABLE OF CONTENTS



4	AGM Agenda	24	2024 Resolutions
4	Keynote Speaker	26	A Year in Review
5	President's Report	30	Candidates for Election
10	Executive Director's Report	33	Scholarships and Bursaries
12	1 st Vice-President's Report	35	Financial Statements
14	2 nd Vice-President's Report	48	Finance Committee Report
16	Unit Representatives' Reports	49	Budget for 2024
22	Annual Meeting Operations Committee Report	50	Notes to Budget
23	2024 Constitution & By-Law Changes	51	Investment Schedule
		52	Important Dates
		53	Acronyms Explained
		54	NBNU Donations and Contributions 2023



Rally at the 2023 AGM

AGM AGENDA

OPEN INVITATION TO ATTEND THE 50TH NBNU ANNUAL GENERAL MEETING
OCTOBER 21-24, 2024 | DELTA FREDERICTON

MONDAY, OCTOBER 21

8:30 – Registration

9:00-11:00 – AGM Pre-Sessions

11:00-11:45 – First Timers Session

12:00-15:00 – Unit Representative Meetings

15:00-16:30 – 50th Anniversary Kick-Off Celebration

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

TUESDAY, OCTOBER 22

7:30-8:30 – Registration

8:30-15:00 – Business Session

17:30 – Black & Gold Banquet

WEDNESDAY, OCTOBER 23

7:30-8:30 – Registration

8:30-16:30 – Business Session

THURSDAY, OCTOBER 24

7:30-8:30 – Registration

8:30-12:30 – Business Session & Keynote
Speaker : Martha Chaves

KEYNOTE SPEAKER

MARTHA CHAVES

Martha Chaves is an award-winning comedian, writer and actor whose career spans over two decades. She is a regular in the comedy circuits in Canada, the United States and Latin America, at Just for Laughs and other major festivals, and on CBC Radio, to name a few.

Martha describes herself as the "most famous Nicaraguan-Canadian LGBTQ+ stand-up comedian in the world," but despite being an act of such a unique nature, she's hilariously relatable, universally funny and accessible. She can frequently be heard on CBC's The Debaters and Laugh Out Loud. She is a regular panellist on the popular CBC show Because News.

Since coming out around 2009, Chaves has advocated for the 2SLGBTQIA+ community, has become known for her comedic take on politics in Canada and is an activist for various anti-bullying initiatives.

While shining a spotlight on important issues, Martha will make it her mission to make us laugh.



PRESIDENT'S REPORT

BY PAULA DOUCET

As 2024 comes to an end, this is certainly a year to look back on and wonder where we have gone wrong. I say this because of the discovery of the massive spending of New Brunswick taxpayers' money on the use (and misuse) of private, for-profit agency nurses.

NBNU was instrumental in The Globe and Mail's investigative reporting this past February, which broke the story about the exorbitant cost of using travel agency nurses to keep our health care system afloat in the face of the worst nursing shortage ever seen.

This reporting, along with requests from NBNU and CFNU, was a part of the reason Paul Martin, New Brunswick's Auditor General, conducted a performance audit on the contracts struck between our regional health authorities and nursing agencies. Martin has since been quoted as saying this

was one of the most alarming audits in his career. The level of risk, lack of oversight and accountability and no legal review of contracts were astounding. Additionally, the contracts cost \$174 million and we're still not at the end of this reckless spending. We're forced to ask: seriously, where did we go wrong?

Nurses have been warning governments and employers for decades and nothing was done to mitigate this shortage. So here we are: in the eye of the storm, trying to find our way out, only to fall deeper behind.



Paula Doucet

Sadly, this is what 2024 will be remembered for in years to come: \$174M spent without real return on investment except for businesses like Canadian Health Labs.

CANADIAN FEDERATION OF NURSES UNIONS (CFNU)

It has been an exceptionally busy year with CFNU and the work we carry out on a national level. Being a member of the National Executive Board (NEB) comes with responsibilities to provide input and participation, ensuring the voices of New Brunswick's nurses are brought to the national table.

Before detailing the work of the past year, allow me to share a refresher on CFNU and what they do. CFNU is Canada's largest nurse's organization, representing 250,000 frontline unionized nurses and nursing students in every sector of health care. It brings together nine provincial nursing unions and the Canadian Nursing Students Association to help amplify nurses' voices across the country and advocate for the key priorities that will strengthen public health care across Canada.



New Brunswick delegation at the Eastern Labour School

One of the benefits of belonging to CFNU is the ability to use their high-caliber research to make a case with government and employers. Their recent research publication *Safe Hours Save Lives*, which we had presented at our Executive Council Meetings in April, is a great study on safe working hours for nurses. We have been saying for years that nurses need better work-life balance and predictable schedules to deliver safe and effective care to patients, residents and clients. Three recommendations arose from the study's key findings around legislation and regulations, occupational health and safety and scheduling.

Fatigue is recognized as a hazard at work due to its association with diminished cognitive and physical performance, which can be similar to the effects observed in individuals with high blood alcohol content. A substantial body of evidence across multiple work contexts, including health care, highlights the fatigue risks associated with long consecutive work hours and key health and safety outcomes. This is just one of the many research papers available on the CFNU website.

Another benefit of being part of CFNU's National Executive Board (NEB) is the opportunity to learn from our counterparts worldwide. As part of the CFNU "Staff Up! Nurses Save Lives" campaign, some of the NEB participated in a study tour on nurse-to-patient ratio models. This study tour was divided into three tours. The first took place in Ireland in May, hosted by The Irish Nurses & Midwives Organization. The second travelled through Wales, Scotland and England, hosted by the Royal College of Nurses (RCN) in June.

I was fortunate that your Board of Directors supported me in attending the first part of the tour through Ireland and Northern Ireland, along with representatives from CFNU, NSNU, SUN, UNA, and PEINU. This nine-day tour was spent in different facilities around Belfast and Dublin and hearing how they went from proposing safe patient ratios to implementation. In 2014 at the Beaumont Hospital in Dublin, they introduced the framework for safe nurse staffing and skill mix ratios. The initial pilot project started in 2015 and was aimed at testing the feasibility and impact of

implementing specific nurse-patient ratios in different hospital units. Projects expanded to more hospitals and units in 2017 and 2018.

The most interesting fact is there were ZERO vacancies at the Beaumont Hospital in Dublin where they have implemented the nurse-patient ratios. We were astounded that there were no vacancies, and they truly support their entire staff on their education journey to whatever designation they aspire to be, whether it be a student nurse or an advanced practice nurse – the equivalent to a nurse practitioner here.

In Belfast, UK the nurses are represented by the RCN which is the largest professional organization and trade union for nurses in the United Kingdom. In 2011, the RCN congress had an overwhelming vote for legally enforceable staffing ratios. Their vacancy rate was about 1,725 with a similar vacancy rate forecasted for the independent or nursing home sector at the end of 2023. Although they do not currently have nurse-patient ratios in place, they are fully committed to securing safe nurse staffing. Their priority is to hold their Department of Health and the Northern Ireland Executive to account for the delivery of the measures needed to provide an optimal level and quality of health care.

This tour brought great and valuable insight into how we can make it work in New Brunswick, as well as support a national summit in November hosted by CFNU with key stakeholders in each province. We know it can work: the key is to sell it to our current government. It's a challenge with this government, but I and your negotiating teams are committed to doing all that we can to ensure New Brunswick has safe staffing and nurse-patient ratios being enforced to help you provide the care New Brunswickers deserve.



Paula with the representatives from CFNU, NSNU, SUN, UNA and PEINU on the Ireland / Northern Ireland study tour in May 2024



Canada's nursing union leaders at the Council of Federations meetings in Halifax

COUNCIL OF FEDERATIONS

In July 2024 the Council of Federations (COF), comprised of Premiers across Canada, met in Halifax for their annual discussion. CFNU was able to host 11 Premiers and some of their senior staff for a breakfast information meeting. This year's topic for discussion was Access to Care at All Ages.

We were joined by guest speakers Dr. Samir Sinha, Dr. Jane Philpott and Nurse Practitioner Santina Weatherby. These panel experts discussed issues of nurse practitioners and primary care, long term care and the nursing shortage in Canada. They also shared many interesting facts:

- 10,790 nurse practitioners are registered in Canada.
- 1 in 5 people in Canada do not have a regular primary care provider.
- Ontario has 25 Nurse Practitioner-led clinics and are adding 5 more.
- Ontario also has 47% of Canada's Nurse Practitioners (5,114).
- There are 760 Nurse Practitioner vacancies across Canada recorded by Statistics Canada in the first quarter of 2024.

In long term care, nurses are saying:

- 54% report the quality of care at their workplace has deteriorated over the last year.
- 30% say better staffing levels would improve their work life and make them consider staying in their roles for longer.
- 36% are dissatisfied with their career choice.
- 15% are considering leaving the profession in the next year.

By the first quarter of 2024, Statistics Canada reported there were 43,065 vacant positions for nurses. This number has increased by 187% in the last five years. The number of registered nurses, Canada's largest group of nursing designations, has not kept pace with population growth.

In 2022, there were 761 RNs per 100,000 residents, compared to 780 RNs per 100,000 residents in 2015. A 2018 analysis forecasted a shortage of 117,600 nurses in Canada by 2030. Canada has fewer direct care nurses than many other countries in the Organisation for Economic Co-operation and Development (OECD), including the United States, Australia and New Zealand, with 10.3 nurses per 1,000 residents. The panel of Dr. Sinha, Dr. Philpott and NP Santina Weatherby gave concrete examples of what needs to be done to address these issues in every jurisdiction across Canada. I'm happy to say that our premier and his senior staff were engaged, took notes, asked great questions and I followed up with them in the week following COF to incorporate some of the solutions in bargaining for all NBNU members.

BOARD OF DIRECTORS

I want to start by welcoming Angela Miller, LPN and Raelyn Lagace, NP to the Board of Directors following last year's AGM and the passing of the resolution to have an NP and an LPN representative on the board. A call for interest went out to the designated groups. Eight LPNs put their name forward for election, with Angela Miller as the successful candidate; Raelyn Lagace was acclaimed as the NP member-at-large. Having their perspective, voice and expertise at the board table has enriched the work we are able to do on behalf of all NBNU members.

Because the day-to-day work required at NBNU has increased through participation on multiple committees and heightened expectations for public visibility, it has been beneficial to move the 1st Vice-President position to a permanent full-time officer position. With education and local research as part of the portfolio, it has given the ability for more effort to be directed toward member education and training in collaboration with the Education Officer, Joanne Quinn. Our current 1st VP, Maria Richard, has also been able to reach out to locals that were having difficulty getting executives established and helping them through that process as well.

We are very fortunate to have a dedicated group that takes the Board's work seriously and comes prepared and well informed to meetings or when asked to represent NBNU.

REBRAND EXERCISE WITH STIFF

We are almost a year into our relationship with marketing and branding agency Stiff. We engaged with them after liking the work they did for the Ontario Nurses Association (ONA). As we prepare to celebrate 50 years of NBNU, the time was right to look at how we are doing business, how we are communicating with our members, the direction we see ourselves taking and how we can become more effective moving into the next 50 years.



James Hanington from STIFF speaking with Lisa Boudreau at Executive Council Meetings in April

Stiff met with our Board of Directors in January, then with our local leaders in April at our Executive Council Meetings. They also visited several communities across the province in May and plan to return in the fall to continue the conversation with our members. It's important for NBNU members to be part of building the new brand so that you are reflected within it and proud of what it represents.

A lot of work goes into updating your brand – it has to have the members at the heart of it. The story, the look, the feel and the outcome all must resonate with our members in one way or another. That's why the work Stiff is doing on our behalf isn't rushed and they report back to the Board of Directors regularly. The work will continue until the spring of 2025 when the official launch will take place in April. Stay tuned and please participate when they are in your area.

PUBLIC RELATIONS, COMMUNICATIONS AND GOVERNMENT RELATIONS

This year, we engaged with Narrative Research to participate in Atlantic Quarterly surveys. This provides us with in-depth data from the Atlantic region, as well as the ability to cost-effectively commission questions. It has been many years since we commissioned questions to the public, and the outcomes have been positive.

We placed six questions in the early summer survey, including asking respondents to rank

the most trusted professions regarding health care. The result: nurses ranked the second highest with an 8.4 rating out of 10, just behind pharmacists at 8.6. We also learned that 87% of respondents would support a legislated limit in the number of continuous hours a nurse can work. This gives us valuable, unbiased data to use when advocating for our profession. Atlantic Quarterly surveys go out to the public every four months, so we will be using this company for the next year to gather useful data.

There will be a provincial election this October 21. NBNU is a non-partisan organization, but that doesn't mean we aren't political. The Board of Directors has supported the idea to launch an election period campaign called Vote Health, which is detailed on page 26 of this report.

As nurses, we need to hold government accountable and responsible for making health care a priority for all New Brunswickers and for the nurses who are holding the system together. We need to make it known that nurses are voting, nurses are watching, and nurses will be holding the government accountable.

Our responsibility to politics in New Brunswick goes beyond the Vote Health campaign. As NBNU members, I'm asking you to access the Political Action Toolkit on our website, stay informed, ask questions of your local candidates and most of all, cast your vote on or before October 21. Your vote matters and you can make a difference.

NEW BRUNSWICK FEDERATION OF LABOUR

The New Brunswick Federation of Labour (NBFL) continues to promote, protect and act as the central voice of all unionized workers in NB. Despite a staff of one and one elected full-time President, the NBFL continues to voice concerns and opinions as it pertains to workers in the province. I applaud President Danny Légère for supporting NBNU in a press release calling for a public inquiry on the use of private, for-profit travel nurse agencies.

We were unsuccessful this year in our attempt to revive the Blair Doucet Youth Summer Camp and a weekend Youth Summit due to lack of interest. If you have ideas to help encourage youth aged 12-17 to learn about unions, please feel free to share them with me to bring forward to the NBFL.

This year's Women's Gala, hosted by NBFL Women's Committee, will be held in Saint John on October 19 with special guest Beatrice Bruske, President of the Canadian Labour Congress.

PENSION PLANS

As many of you know, there has been much discussion about certain pension plans being moved to existing shared risk plans. Our members within the nursing home sector will be moved into the Certain Bargaining Employees Shared Risk Plan (CBESRP) with our other NBNU members. Discussions are ongoing with the parties involved, including the New Brunswick Association of Nursing Homes, NBNU and GNB's pension lawyer. We continue to work with the parties to ensure a smooth transition for our members.

12 years have passed since the CBESRP's inception and it continues to enjoy solid financial health. This year, the Board of Trustees were able to grant substantial benefits to members according to the plan's funding policy. All of these improvements were noted in Vestcor's spring newsletter. It's

important to note that a Cost of Living Allowance has been granted to all plan members. That includes active, deferred and retired members at an amount of 5.59%.

NBNU holds three Board of Trustee seats on the plan, as well as a Trustee in Training. There's a huge learning curve when it comes to pension jargon and investments, but rest assured that all NBNU trustees continue to take educational courses towards the Masters in Trust Management Standards to ensure we have a solid educational base in pension fiduciary responsibilities. The CBESRP held its first Annual Information Meeting (AIM) in November 2023, a recording of which can be found on the Vestcor website. We are planning another AIM in November 2024, so keep your eyes peeled for the invitation, date and time.

I am also a trustee for the New Brunswick Public Service Pension Plan (NBPSPP) and the Part-Time and Seasonal Employee of New Brunswick Pension Plan. Although we are no longer adding new NBNU members to those plans, we do have members that are still a part of them, therefore NBNU holds seats on the plan committees.

CONCLUSION

I always say it is difficult to capture the important day-to-day work in my annual report, because every day and everything we do is important – and I don't do it alone. There is an incredible team at NBNU that works hard every day on our behalf.

2024 is a year to celebrate despite the challenges we face. **NBNU is turning 50!**

That's a huge milestone and we have been leading up to the celebration planned for the AGM in October. I hope you have all enjoyed the monthly Facebook Live draws we have done since November 2023, which are mentioned in more detail on page 26. Having the board, the Nursing Homes negotiating team, a local president and our 1st Vice-President assist with these draws shows this is more than a one-person organization – it's all of us!

It takes a collective to achieve great things and that is what the last 50 years of NBNU has demonstrated. We have made great strides; I can only imagine what the next 50 years holds in store for us all as we strengthen our resolve and we strive for better.

As always, I look forward to seeing many of you at the AGM in October and engage in conversations, discussions and share a meal together. This is exactly how solidarity starts and how we build it up amongst us.

As I close out my annual report, I want to take a moment to recognize our theme this year: "Honour the Past, Celebrate the Future". This theme has been used by other unions and holds tremendous meaning for our organization, our profession and to the overall labour movement.

I am honouring my past by concluding with a quote from someone who may not be famous to many, but is a hero in my eyes: past NBFL President, past USWA Local 5385 President, my Dad, Blair Doucet. His view was that unions must speak for the people who cannot or will not speak for themselves. His version of labour history was concise and accurate:

"History shows that it is possible to make advancement when unions come together in solidarity and workers decide it's time for action."

- Blair Doucet, 1999

And I will celebrate our future – a better future for all!

In solidarity always,



Paula Doucet

EXECUTIVE DIRECTOR'S REPORT

BY MATT HILTZ

NEGOTIATIONS

At the time of writing, NBNU membership has mandated our negotiations teams to secure more money in your pockets at the end of the month and impactful changes to working conditions during this round of bargaining.

The teams have all been meeting regularly with the employer teams and in July, we finished housekeeping items and started moving through the non-monetary items that affect your working conditions. However, the Teams are also cognizant of this October's provincial election and the opportunity that presents to achieve a deal before the election.

If you are reading this and we have tentative agreements, the teams squeezed every dime and concession without rollbacks. If you are reading this and we are not talking about tentative agreements, the wheels came off in August and early September and it could be a while before we can present tentative agreements for your review.

PENSION PLAN SUSTAINABILITY AND TRANSFER ACT (PPSTA)

The Government of New Brunswick (GNB) moved to have CUPE's public sector groups defined benefit plans converted to shared risk plans. When that didn't work, GNB drafted legislation to require five groups in defined benefit plans to be transferred into a shared risk plan of their choosing.

Having foreseen some of these pension issues years ago, NBNU negotiated last round for our nursing home members to be moved into the same pension plan as the rest of our members, if the province determined that the existing pension arrangement would not be sustainable.

At the time of writing NBNU is working with the New Brunswick Association of Nursing Homes and GNB pension lawyers to agree on the Memorandum of Understanding that would form the basis for the pension Transfer Agreement. We anticipate having the MOU complete by mid-August and then the transfer agreement work would begin.

Nursing home members should know that NBNU's priority in drafting these agreements is to ensure that service under your existing plan continues to be treated as such, while "new" service, once in the CBE SRP, will be governed by CBE rules.

LABOUR RELATIONS - GRIEVANCES/NANB/ANBLPN COMPLAINTS

The NBNU labour relations team has seen a surge in complaints being made to both the Nurses Association of New Brunswick (NANB) and the Association of New Brunswick Licensed Practical Nurses (ANBLPN) in 2024. Issues like drug diversion and privacy breaches continue to impact our members.

It is vitally important that all our members keep their professional licence at the top of their mind when being asked to perform their role in a responsible manner. Do not let the employers pressure you into situations that you know are unsafe.



Matt Hiltz

We work in a culture of "work now and grieve later", but the focus should be on working as safely as possible. Please make your best effort to document the situation you were put in through no fault of your own. That documentation could save your livelihood.

NBNU TEAM

The business of the union is growing because the needs of the members are growing, so to enhance the work-life balance as well as the social, economic and personal well-being of nurses, NBNU is growing. We now have our 1st Vice-President in the office full-time to work with our Education Officer and the entire Research, Education and Communications team to adopt best practices for member engagement. We have eight full-time labour relations officers to handle all labour relations matters: four RNs, three lawyers and one certified human resource professional.

The team at Provincial Office is looking forward to rolling out new education and engagement opportunities for our members, so please let us know what we are doing well and what can be improved from the most important perspective: yours!

MEMBERSHIP NUMBERS

Row Labels	FT	% change from 2023	PT	% change from 2023	CAS	% change from 2023	Grand Total	% change from 2023
PART 3, HOSPITAL - RNs	2993	3.96%	1092	-3.02%	684	8.92%	4769	2.96%
PART 3, HOSPITAL - LPNs	1087	5.74%	512	1.76%	315	8.57%	1914	4.96%
PART 3, COMMUNITY CARE - RNs	533	-1.31%	163	-2.40%	80	6.25%	776	-0.77%
PART 3, COMMUNITY CARE - LPNs	49	4.26%	19	5.26%	15	13.33%	83	6.02%
NURSE MAN. & SUP.	209	1.95%	34	14.71%	6	33.33%	249	4.42%
NURSING HOME	160	-1.88%	159	1.26%	134	-15.72%	453	-5.43%
Grand Total	5031		1979		1234		8244	
% change from 2023	3.36%		-1.05%		5.83%		2.67%	

CULTURE?

Coming out of a global pandemic, which grossly exposed the lack nurses in the Canadian health care workforce, your workplaces have been described in terms such as "dumpster fires" and "war zones".

This exposure shone a bright light on the lack of workforce planning and lack of any real "buffer" in the workforce. Years of austerity meant more and more tasks were downloaded onto the lone nurse and the pandemic was a perfect storm. Improper behaviours have been allowed to exist because it was better than working short, but lost tempers became the norm, not the exception. Sharp words may achieve immediate goals -but at what cost? A disorganized employer can sit back and watch its workforce turn on each other, rather than figure out who really is to blame.

Now we are in 2024 with employers trying to "fix" a broken workplace culture with workplace policies, quiet rooms and letters of expectation, rather than being accountable for the situation they have put you in.

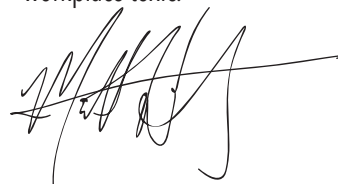
How many nurses with undiagnosed burn-out are being expected to instantly become shining examples of positivity because that's

the policy flavour of the day? A workplace that has turned toxic will not improve through strong-armed micro-management - healing takes place when all parties become accountable and willing to change. How much better would you all feel if health care leaders stood up, accepted responsibility and involved nurses in the planning to prevent a similar situation in the future?

These are YOUR workplaces. Some of you probably spend more time there than you do at home. You absolutely deserve to work free from yelling and screaming, violence, harassment, abuse, discrimination, and passive-aggressiveness. So do your colleagues.

While legislation makes you a professional nurse 24/7/365, you are not just a nurse. You are a human being who deserves respect too.

Speak up: don't let toxic people turn your workplace toxic.



Matt Hiltz
Executive Director



1ST VICE-PRESIDENT'S REPORT

BY MARIA RICHARD

As 1st VP, I want to take this opportunity to give you an update on the portfolios I am responsible for on behalf of NBNU.

The Board of Directors has met in person five times since the Annual General Meeting (AGM) in October 2023. We will meet again in September and October prior to the 2024 AGM. I have represented NBNU in several media interviews and at several events, including the 2024 State of the Province Address, the Nova Scotia Nurses Union AGM and the 2024 UNB Pin Dinner. I also presented six recommendations for solving the health care staffing crisis to the federal government during their pre-budget consultations for 2024 on behalf of the Canadian Federation of Nurses Unions.

PROMOTING OUR PROFESSION

As part of our ongoing efforts to promote the nursing profession to the next generation, I along with our President Paula Doucet met students from the ICE program who were studying in the Introduction to Nursing and Healthcare program last December. This program, created by the Anglophone North School District and NBCC Miramichi, offers an introductory nursing and health care course and a hands-on learning course where students explore a variety of career opportunities in health care with an emphasis on nursing and other health care professionals. The course includes 90 hours of field experience at Chaleur Regional Hospital, Campbellton Regional Hospital, Campbellton Nursing Home and Foyer Notre-Dame-De-Lourdes, along with 90 hours of classroom teaching.

EDUCATION INITIATIVES

We organized two Leadership in Action sessions in March: one in English and the other in French. These two-day sessions aim to educate members on unionism, NBNU and the services we provide. The sessions also offer an opportunity for local executives to share their experiences in a small group setting while having access to the expertise and knowledge of the NBNU Board and staff. By better preparing our local leaders and activists, we can strengthen their ability to carry out the work of our union.

Unfortunately, we were obligated to cancel the French session due to lack of participant availability. At the time of writing, we have sent a notice to executive council members from Zones 5 and 6 inviting them to participate in Leadership in Action sessions to be held in their own zone at the end of August. This is a format we intend to extend to other zones if we find that it makes Leadership in Action more accessible to our members.

In the next two years, we will have the opportunity to offer new education initiatives and learning formats to our members through our new website. We will also continue to offer education opportunities in person during Executive Council Meetings, the AGM, Eastern Labour School, and Leadership in Action; however, we realize that our members will need versatility and adaptability in the future.



Maria Richard

EDUCATIONAL ASSISTANCE COMMITTEE

The Part III and Nurse Managers & Nurse Supervisors Educational Assistance Committee met four times during the fiscal year to review applications to the fund. In total, \$498,740.42 was disbursed to 385 applicants. 39 applicants did not receive funds. However, I want to remind members who have already received the current \$4000 maximum from the Fund to continue submitting their application forms and receipts in the future. If there are funds remaining after the last meeting in March of each year, the Committee can go back and review the current fiscal year submissions that have received the maximum amount from the Fund and distribute this amount to those applicants according to how much they have received in the past and how many funds are still available. For members to be eligible, they must have applied in the current fiscal year.

More pertinent information can be found on the Member portal of the NBNU website. Please be mindful that there are deadline dates to follow and ensure that your form is completed properly. Any questions can be directed to myself or your bargaining unit executive.

NBNU LOCALS

The first few months of the year saw elections take place in our odd-numbered union locals. To all new local executive members, I look forward to meeting with you at the AGM.

If you have not yet participated in Leadership in Action sessions, I encourage you to attend the next session and hope to be able to offer local or virtual education opportunities soon. As 1st VP, one of my responsibilities is managing member education and support initiatives. I am here to offer guidance and support you in your new responsibilities. Feel free to reach out to me any time.

NON-FUNCTIONING LOCALS

In May, we reached out to the members of 14 locals that were considered non-functioning to offer support to members

interested in forming new Local Executive Committees, or in acting as a contact person for the local. This initiative allowed us to reactivate three locals and begin the process to reactivate another. This measure allows us to better represent and support all our members, particularly as we strive to keep them informed throughout the ongoing negotiations process.

THE NB HEALTH COALITION

As part of my role with the Coalition and our efforts to lobby government for universal pharmacare and to protect our public health care, I participated with approximately 80 other activists from across Canada in the Health & Hope Lobby on Parliament Hill from February 12 to 14.

PENSION

I attended three meetings of the CBE Board of Trustees for the 2023-2024 year and participated in several sub-committee meetings as a member and observer. In September, I attended the 56th Annual Canadian Employee Benefits Conference and completed the Master of Trust Management Standards Program in Montreal, QC.

CONCLUSION

By the time you read my report, I will have been working full time as NBNU's 1st Vice-President for almost two years. While I miss my colleagues and my Communicable Disease work with Public Health in Moncton, I know that NBNU is where I need to be. It continues to be an honour to work for and with you, the members.

The theme of this year's *Parasol*, as we celebrate our 50th Anniversary, is "Honour the Past, Celebrate the Future". Now is the time for us to look ahead to our future as an organization. Most importantly, now is the time for us to take what we have learned from our victories and losses in the last 50 years and to forge ahead with the goal of being the NBNU that our members and New Brunswickers need us to be.

Thank you to our President, Paula Doucet, our Executive Director, Matt Hiltz, and to our dedicated NBNU team for everything they do for us.

I also want to thank each of you who continue to step up for every shift. You are there every day for your clients, patients, and residents. I want to remind you take care of yourself first, so you can continue to be there for your family and friends! This means taking care of your mental, emotional, and physical health.

Finally, please know that I am always there for a phone call, an e-mail, team meeting or in person to offer support to you and to your local.

Together Stronger! Ensemble plus fort!

In Solidarity,

Maria Richard



Josée Gaudet, Paula Doucet and Maria Richard celebrating NBNU's 50th year at a Moncton Wildcats hockey game

2ND VICE PRESIDENT'S REPORT

BY RENÉE BOUDREAU

Now that the worst of Covid-19 is over, a different crisis has taken its place: the filling of vacant nursing positions with travel nurses at an astronomical cost and at higher wages than our members': the same nurses who stayed through it all and are still there for their patients.

On a positive note, this is an opportunity to finally reach our government and our regional health authorities by getting them to understand how grave the problem is across the province. All we demand is respect. For that to happen, we need a government that understands the importance and value of a public system and the professionals who keep it going. I continue to stand with you and with our affiliates against privatization.

This year, as your 2nd VP, I was very fortunate to attend Eastern Labour School in PEI and to participate in a class on the art of negotiations from our Executive Director, Matt Hiltz. I learned many new tactics that I am now able to use at work and in everyday life.

I am humbled by the opportunity to represent our union among our affiliates. I sit as an observer and a supporter on the New Brunswick Coalition for Pay Equity, Childcare Now NB, the Common Front for Social Justice and the Women's Committee of the New Brunswick Federation of Labour.

NEW BRUNSWICK COALITION FOR PAY EQUITY

The *Pay Equity Act* is celebrating 15 years this year. On June 19, 2009, the federal government signed a law that helped correct some of gender discrimination experienced by people who occupy female-dominated jobs by mandating they be paid equally to their counterparts in male-dominated jobs of comparable value.



Renée Boudreau

Unfortunately, only the public sector benefitted from this law; but the work continues today to ensure New Brunswickers working in the private sector are also given equal opportunity to thrive.

Approximately 65-70% of private sector workers are women. Women comprise 90-95% of the nursing profession. I am proud to be the face of NBNU at the table of the Coalition for Pay Equity and to help support them in the excellent work they do.

This year, the Coalition welcomed new members to their Board of Directors. We are proud of the work that was done to find these individuals and are looking forward to working with them. On top of diversifying the board, we also had multiple fundraisers, media campaigns, lobbying activities and more.



Renée Boudreau, Lisa Boudreau, Jéhanne St-Coeur and Denise Clowes

CHILDCARE NOW NB

Childcare Now NB continues its work to secure high quality, accessible and affordable childcare centres, including after-school programs. To achieve childcare for all, we lobby the government to pay educators an appropriate wage for their education, knowledge and expertise.

Childcare centres are massively understaffed in New Brunswick. A survey among early childhood educators found that they are inadequately paid for the work they provide. This is a struggle nurses share, making our collaboration with the New Brunswick Coalition for Pay Equity even more important.

This Committee will keep voicing the importance of opening more non-profit childcare centres to allow all children to benefit from their services.

COMMON FRONT FOR SOCIAL JUSTICE

The Common Front for Social Justice continues its great work of lobbying the government for a just and equitable

province to live in. To help maximize the impact of their work, they keep the public informed by delivering news releases on topics such as a living minimum wage, investments for people living in poverty and increases in social assistance wages. They also rally New Brunswickers together: for example, they organized a march this past March 8th in collaboration with the Regroupement féministe du N.-B. and the Coalition for Pay Equity.

NEW BRUNSWICK FEDERATION OF LABOUR WOMEN'S COMMITTEE

To recognize the work of women in the labour movement, the New Brunswick Federation of Labour founded a committee led by women to uplift them in their unions. The fight for gender justice is multifaceted: this year, we are focusing our efforts on ending period poverty and securing bereavement leave for people who have experienced a miscarriage.

The committee has been working hard all year to raise money for the fall gala, which will be held at the Delta Saint John on

Saturday, October 19. Bea Bruske, President of the Canadian Labour Council, will be the gala's guest speaker.

Those wishing to attend the gala can purchase tickets at a price of \$120 for union affiliates and \$175 for non-affiliates. At the Gala, a sister in leadership will be recognised for her contribution in the labour movement. I am looking forward to seeing my union brothers and sisters at the gala! More information on the gala can be found on the NBFL website.

Finally, I would like to express how much I love being surrounded by all of you, either at work or at meetings. It gives me the push I need to keep on fighting for all of us. We are the future of this province. Our friends, family and communities see it; now we just need the government to open its eyes and see it too.

In solidarity,

Renée Boudreau



Renée Boudreau, Kathy Leblanc, Judy Whitty, Matt Hiltz, Maria Richard and Paula Doucet at the Women's Gala hosted by the New Brunswick Federation of Labour

UNIT REPRESENTATIVES

ANNUAL REPORTS

NURSES, PART III HOSPITALS REPORT

By Catherine Little

2024 will be remembered as the year New Brunswickers learned about the outrageous spending of taxpayer dollars on nurses from private, for-profit staffing agencies.

NBNU has been sounding the alarm for decades that we were headed into a nursing shortage. Successive governments have failed to act to mitigate against it, and New Brunswick now has a government that is reactive rather than proactive.

Despite this challenge, we continue to fight for retention incentives for our New Brunswick nurses. We deserve better than what we are experiencing in our workplaces. Our union is working hard to secure better conditions for nurses.

COLLECTIVE AGREEMENT NEGOTIATIONS

Bargaining is ongoing for Part III Nurses. At the time of writing this, your team has met for 12 days and we continue to work through our non-monetary proposals.

VOTE HEALTH CAMPAIGN

A provincial election is slated to take place this fall. I encourage all members to inform themselves on key election issues and ask local candidates the hard questions.

At the time of writing this, NBNU is preparing an election period campaign called Vote Health. The campaign is meant to help New Brunswickers inform themselves on New Brunswick's health care issues, ask their local candidates the relevant questions, and recognize the importance of health care in the election.

We will be asking all New Brunswickers to vote like their life depends on it – because it does.

EASTERN LABOUR SCHOOL

I was fortunate to attend Eastern Labour School (ELS) hosted by the Prince Edward Island Nurses Union in June. This was the first ELS held since 2018.

Participants received education on many subjects:

- Workplace harassment
- Social media use
- Effective communication
- Collective agreement negotiations

It was a great opportunity to interact with nurses from the Atlantic provinces and strengthen our commitment to collaboration in the larger union movement.

REBRANDING EXERCISE

Stiff is the marketing firm that has been hired to work with us to rebrand NBNU and develop a new website. They have met with many of our members to gather input on our experiences as nurses, our views on NBNU's role and the challenges we need to overcome.



Catherine Little

We have had another challenging year in health care, and I will continue to advocate for the nurses in New Brunswick. We must continue to strengthen our union solidarity now more than ever.

I would like to thank all the local presidents and executives for their hard work and dedication over the past year. I know it's not easy, but your work matters every day.

I look forward to seeing everyone in October.

In solidarity,

Catherine Little

NURSE MANAGERS & NURSE SUPERVISORS REPORT

By Deborah Carpenter

It continues to be a great honour to sit as your elected representative for the Nurse Managers & Nurse Supervisors (NMNS) group. The new year has brought with it new challenges and new opportunities for me in this role.

COMMITTEES

I sit as an alternate member on the Standing Committee on Insured Benefits (SCIB) and have been able to attend multiple meetings of this committee. This Committee was established to assist the Department of Finance and Treasury Board in the management of benefit plans available to active and retired employees of Parts I, III and IV of the Public Service of the Province of New Brunswick. Through their bargaining units, the committee provides employees with insights on the design and costs of benefits programs. The SCIB committee meets four times a year with the addition of two education days.

I also sit on the NBNU Part III and Nurse Manager and Nurse Supervisor Education

Fund Committee. We meet four times a year to review and approve the requests for educational assistance from our members who are eligible to receive funding from an annual \$500,000 fund. This is a negotiated benefit within your collective agreement.

COLLECTIVE AGREEMENT NEGOTIATIONS

I was fortunate to be part of the NBNU Negotiations tour in November 2023. During this tour, the Negotiation Teams held face-to-face discussions in each zone with our members to identify their priorities for the new collective agreement. We gained a lot of valuable information and insights that helped the bargaining teams solidify their strategies.

The NMNS Negotiation Committee was formed in the spring of 2023, and the team began to meet in February 2024 to strategize and plan for the negotiations ahead. The newly formed NMNS team is supposed to have a member representative from every zone with myself as the chair. Although our team is missing members from three zones, we still have a very good representation of members from both RHAs.



Deborah Carpenter

We have been to the table in April, May and again in July and have been progressing nicely through the housekeeping and non-monetary items. At time of writing, we already have dates for September, so we are hoping to keep up this good momentum and work towards a strong tentative agreement that will meet our members' needs and show us the respect we deserve.

EASTERN LABOUR SCHOOL

June 2024 saw the return of Eastern Labour School (ELS) and I was able to attend for the first time. The three days of ELS were filled with valuable union education and networking, sprinkled with some fun and wonderful hospitality shown by our PEI counterparts.

I look forward to the rest of what 2024 has to offer and can't wait to continue our work into 2025. See you all at the AGM in October!

In solidarity,

Deborah Carpenter



Members of the Nurse Managers & Nurse Supervisors negotiations team: Karen Harvey, Matt Hiltz, Deborah Carpenter, Courtney Nelson-Ward, Cathy Davies and Paula Doucet (Missing: Stacy Fraser, Brenda Couturier)

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 be a member of the Board of Directors as your Nursing Homes Unit Representative for NBNU.

Since joining the Board of Directors in early 2023, I have had the great pleasure of meeting many wonderful nurses from across our province and beyond. This has been a great learning experience for me. I will continue to learn all I can to help dedicated, hard-working nurses while advocating for improvements to working conditions and New Brunswick's long-term care sector.

COLLECTIVE AGREEMENT NEGOTIATIONS

Negotiations are ongoing for a renewed collective agreement for nursing homes. Before starting at the bargaining table, we sent surveys to all members and held a province-wide consultation tour to learn their priorities and help negotiating teams identify their bargaining goals. At the time of writing this, we have completed the housekeeping items and have moved on to non-monetary proposals.

NURSING HOME PENSION PLAN

The transition to the CBE Pension Plan is ongoing and our approach to ensuring a smooth transition remains the same. Members who want more information on the plan are encouraged to access the E-Learning platform on the NBNU website member portal. There, you will find presentations on the Long-Term Disability Plan, the Nursing Homes Pension Plan, the Nursing Homes Benefits Plan and the CBE Pension Plan. If you still have questions, feel free to reach out to your local executive or your Labour Relations Officer.

NURSING HOME EDUCATION FUND COMMITTEE

The Nursing Home Education Fund 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 can include continuing your education whether by taking small courses or furthering your degree.

The Nursing Home Education Fund Committee can help you achieve your goals by covering some or all your financial needs. Eligible nursing home RNs must remember



Judy Whitty

to apply by the deadlines of February 15th, June 15th, and October 15th of each year. Application forms are found in the member portal on the NBNU website. Please read the applications carefully to ensure you have submitted everything we need.

I am looking forward to meeting more of you in the next year and welcome the opportunity to speak to you both in person and by email.

In solidarity,

Judy Whitty



Members of the Nursing Homes negotiations team: Sherry Crawford, Sylvie Martin, Heather McNulty, Matt Hiltz, Carole C. Desjardins, Jason Robin, Sonya Duguay, Judy Whitty and Paula Doucet

NURSES, PART III COMMUNITY CARE REPORT

By Kathy LeBlanc

This year marks two important milestones. Firstly, we are celebrating NBNU's 50th year as a union. Secondly, 50 years have passed since Marc Lalonde, the Canadian Minister of National Health and Welfare in 1974, published a report titled *A new perspective on the health of Canadians*, which addressed the social determinants of health.

I mention the above milestones as I have witnessed the trials and successes in my lifetime as a Canadian, a Registered Nurse for 39 years, a mother, a public health nurse and a union member and leader for the last 33 years.

I know that each of you share similar milestones. We are privileged as nurses to be connected through our shared experiences, and with this report I am hoping to illustrate the difference our Union nurses make.

I will highlight some of my activities as the Part III Community Care Representative over the last year.

COMMITTEES

Most of my time this year has been spent on attending meetings for collective agreement negotiations, the Board of Directors, the Part III and Nurse Manager and Nurse Supervisor Education Fund Committee and the Scholarship Committee. Additionally, I attended Eastern Labour School in Charlottetown this past spring.

Survey results show us that nurses worldwide are struggling with our workplaces asking us to do more with less and not feeling valued as professionals. We are fed up with the state of our health care system – both as providers and recipients – and blame is being pointed in all directions. Nursing unions are working hard to find solutions to this global and provincial health care crisis.

COLLECTIVE AGREEMENT NEGOTIATIONS

Our negotiation teams are working toward better working conditions and better take-home pay for our members. These two factors go a long way in improving our nurses' work-life balance.

The process of negotiations is slow, especially by today's standards where we have been conditioned to expect rapid progress. The fact is, achieving improvements to our collective agreement is a long-term endeavour. The leaps we have taken as a profession are reflective of the time we have dedicated over the past 50 years; this is why it's important to connect with our past to understand where we started and where we can go.

Negotiations have taken place at face-to-face meetings. Continual improvements to our collective agreement should make our workplaces safer and more tolerable, but we need to continue to be a voice in our changing health care system. I encourage you to stay informed through our e-mail memos, web page, social media platforms,



Kathy LeBlanc

or by connecting with the union leaders in your workplace. When you connect with our union, we all become stronger.

I am grateful that our union dues pay for excellent labour relations and support for nurses with accommodation needs, grievances, and long-term disability claims. Our union dues allow NBNU to provide us with education to create new nursing leaders. Our union has grown through the challenges of the last 50 years and is a trusted voice in health care issues.

I continue to be a proud member representing a dedicated group of unionized nurses in our province. It is exciting to welcome new members, committee members and local presidents, while acknowledging with gratitude our outgoing local presidents and members. Let's celebrate the gains that NBNU has achieved over the last 50 years and the potential growth for our future at this year's Annual General Meeting! Hope to see many new, current, and past members as we celebrate 50 years together!

In solidarity,

Kathy LeBlanc



Part III negotiating team: Dennis Johnston, Jéhanne St-Coeur, Kathy Leblanc, Matt Hiltz, Edith Leger-LeBlanc, Catherine Little, Chantal Lagacé, Laura Johnston, Sheila Ebbett, Angel Lavallée, Tambrie MacDonald, Paula Doucet

NURSE PRACTITIONERS MEMBER-AT-LARGE REPORT

By Raelyn Lagacé

As I write this report, I reflect on the challenges it took to get here. Having a position on the Board of Directors has benefited Nurse Practitioners (NPs) in this province. I want to thank all those who believed in providing a voice for NPs within this union.

STATE OF THE PROVINCE

Over the last year, I have attended many events as a representative for NBNU. One that stood out was attending the Premier's State of the Province address on January 25. I was amazed at the Premier's address and his implications that New Brunswick is a thriving province when we all know the opposite is true. You only need to look around to see that people in this province are suffering.

We are facing a critical shortage of Registered Nurses and Licensed Practical Nurses in the province; the same holds true for NPs. Many positions have been vacant within the province for some time.

There are over 100,000 New Brunswickers with no primary care provider which has led to a crisis in primary health care. More people than ever are seeking access through alternative routes and receiving fragmented health care management.

FAMILY MEDICINE NEW BRUNSWICK

The 2023 Primary Care Survey highlighted the percentage of citizens who reported having a personal Nurse Practitioner dropped from 4.4% in 2020 to 3.6% in 2023, which raises concerns about access to primary care. Despite this, the government continues to make harmful changes to health care.

The current government's focus on the Family Medicine New Brunswick model for NP incorporation is a major concern. This model is not enticing for an NP: it limits the NP's autonomy, places them in the physician's employment and removes them from NBNU and from the benefits we receive through a negotiated contract. This government continues to place unrealistic expectations on us all and we will continue to work together to oppose the changes that will affect us and our ability to provide care to the residents of New Brunswick.



Raelyn Lagacé

In conclusion, I look forward to continuing in my position as your Member-at-Large representing NPs and representing you all to the best of my ability. Thank you for your dedication and for continuing to show up every day.

In solidarity,

Raelyn Lagacé
NP Member at Large



Release of the 2024 Pre-Budget Health Stakeholder Forum Report. From left to right: Matt Hiltz, Paula Doucet, Dr. Paula Keating and René Boudreau of NBMS

LICENSED PRACTICAL NURSES MEMBER-AT-LARGE REPORT

By Angela Miller

I am pleased to present my first report as the Member-at-Large representing Licensed Practical Nurses (LPNs) on the NBNU Board of Directors.

Being the first LPN to have a seat on the board seems surreal most days and I would like to express my gratitude to my fellow LPNs for entrusting me with the responsibility of representing our profession.

It has been eye opening to learn about the board and staff's work at NBNU. Seeing how each member contributes their unique skills and experiences to represent their respective members has helped me in learning my role. They have been a wealth of information, welcoming me and never hesitating to answer my questions.

MEETINGS AND COMMITTEES

It has been a busy time since my first board meeting in December 2023. To date, I have been involved with attending regular board meetings and the Executive Council Meetings in April, as well as participating on the Resolution Committee and the Scholarship Committee.

DAY OF MOURNING

On April 28 I attended our local Day of Mourning ceremony in Miramichi alongside my fellow board member, Judy Whitty, to lay a wreath in honour of our fallen union brothers and sisters. Hearing the stories of coworkers and loved ones lost and injured in the workplace was a humbling and heartfelt experience.

REBRANDING EXERCISE

I have really enjoyed taking part in the rebranding of NBNU. Meeting James and his staff at Stiff has been a fun and educational experience. The immense work and dedication that they are putting forward is impressive.

I encourage anyone who has the chance to speak to them to do so. Share your thoughts with them. Speak your truth to them. You won't regret it.

ADVOCACY

Since becoming an LPN, I have always strived to be a strong advocate for my profession.

This journey for me was not only about representing LPNs on the board, but also about fostering a shared understanding among all nursing professionals. Collaboration among all designations is vital for enhancing health care services and ensuring the best patient outcomes. By working together and respecting what unique skills and perspective each professional brings to the table, we can create a well-rounded approach to patient care. I can't think of anything our government would dislike more than all nursing professionals speaking with one voice.

Sometimes we forget what exactly the union is. It isn't just the Board of Directors, the local executives or the NBNU office staff. The union is you, me and our coworkers.

It isn't THE UNION. It is OUR UNION.



Angela Miller

ANNUAL GENERAL MEETING (AGM)

Since LPNs joined NBNU in October 2021, I have attended the AGMs in 2022 and 2023.

There is nothing like being in a room full of strong, determined nurse activists to give you the push to want better, work harder and believe anything is possible.

I encourage anyone who has never attended an AGM to take part and come see what it is all about. You could be hooked. With NBNU's 50th birthday being celebrated this year, it is an exciting time and I look forward to meeting more members and forging new relationships.

Hope to see you there!

In solidarity,

Angela Miller
LPN Member at Large

ANNUAL MEETING OPERATIONS COMMITTEE

The members of the 2024 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 virtually on July 23, 2024 to review the resolutions and constitution and by-law changes.

NOMINATION FOR ELECTED POSITIONS

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

- President: Paula Doucet
- Vice-President Finance: Maria Cormier

There were no other nominations received, and all were submitted by the deadline of August 2, 2024. All nominations were found to have met the criteria and therefore are elected by acclamation. Congratulations to both nominees.

FINANCE COMMITTEE

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

- Bonnie Speed
- Leanne Sluyter

ANNUAL MEETING OPERATIONS COMMITTEE

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

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

RESOLUTIONS

A total of six (6) resolutions were submitted by the deadline of June 28, 2024. All met the criteria necessary and are printed in the Parasol to be debated at the AGM in October.

CONSTITUTION AND BY-LAWS

There was 1 Constitution and By-Law change submitted to the Committee by the deadline of June 28, 2024. It also met the criteria necessary and is printed in the Parasol and will be presented at the AGM in October.

Please remember that emergency resolutions can be submitted at the Annual General Meeting, and the deadline for submission will be announced at that time. The Committee would also ask all members attending the Annual General Meeting to review the Minimum Requirements Policy. Finally, during the Annual General Meeting there is always a need for Scrutineers and Sergeants-at-Arms. No less than five Scrutineers are required and sufficient Sergeants-at-Arms to guard all exits from the meeting room. These volunteers must be non-voting delegates. I would encourage any non-voting delegates from each bargaining unit to consider volunteering for these essential duties when the time comes. It is important that each bargaining unit is represented, so please encourage your observers to participate.

Karine Savoie
Chairperson
Annual Meeting Operations Committee

2024 CONSTITUTION & BY-LAW CHANGES

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

ARTICLE 7 – ELECTIONS BOARD OF DIRECTORS

Submitted by Karine Savoie, seconded by
Sheila Ebbett, DECH Local #37

7.01 Inner Executive

- (a) The Annual Meeting Operations Committee or any person or persons acting with its authority shall prepare, through consultation with the locals, nominations for the offices of President, Vice-President, 2nd Vice-President, Vice-President Finance and send them to the President of each local at least forty-five (45) days prior to the Annual Meeting at which an election of officers is to be held together with instructions for nominating candidates.
- (b) Eligibility
- i) To be eligible for nomination to the office of President, and 1st Vice-President and 2nd Vice-President, a member must have previously served as an elected member on the Executive Council and be a member in good standing.

ii) To be eligible for nomination to the office of 2nd Vice-President, a member must have previously served as an elected member of the Executive Council, or has been an elected member of their Local Executive for a minimum of three (3) years, attended Executive Council as an observer or NBNU AGM as an observer or voting delegate within the past five (5) years and be a member in good standing.

iii) To be eligible for nomination to the office of Vice-President Finance, a member must be a member in good standing and:

– have previously served as an elected member on the NBNU Finance Committee within the past five (5) years or must have previously served as an elected member on the Executive Council, or

– must have previously served as an elected member of the Executive Council, or

– served as Local Treasurer and attended NBNU AGM within the past five (5) years.

Intent:

Whereas there is limited turnover in the position of Local President;

And whereas there are many Local activists who are long serving on Local Executives and are regular attendees at Provincial meetings and are invested in the functions and success of NBNU as a whole.

Whereas the experience of the Local Treasurer provides the training and experience on budget and accountability as much as a Local President for the position of VP Finance.

2024 RESOLUTIONS

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

RESOLUTION #1 – PRIVATE AGENCY NURSES

MOVED BY THE NBNU BOARD OF
DIRECTORS

WHEREAS NB's public health care system is struggling with a severe nursing shortage;

AND WHEREAS without nurses in the ER, specialty departments and surgeries continue to be backlogged;

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

AND WHEREAS as of February 29th 2024 the government has spent over 174 million dollars on agency nurses in NB, contracts are still signed until 2026 in one of the RHAs and agencies are charging exorbitant fees;

AND WHEREAS taxpayer dollars would be more efficiently spent if they helped more New Brunswickers get into nursing programs so that in 3 or 4 years we have more graduates coming in;

AND WHEREAS nurses need the respect they deserve to able to work with manageable workloads and salaries that allow them to thrive;

THEREFORE BE IT RESOLVED that NBNU continue to hold the government accountable for those actions, including conducting a public inquiry and continue to advocate to restrict the use of for-profit nursing agencies.

RESOLUTION #2 – INTERNATIONALLY EDUCATED NURSES

MOVED BY THE NBNU BOARD OF
DIRECTORS

WHEREAS NB is recruiting these nurses at a very high pace;

AND WHEREAS these nurses get here and experience culture shock, a huge language barrier and start out as a PSW in a lower pay scale;

AND WHEREAS their backgrounds and basic care differ from ours;

AND WHEREAS the RHA transition programs aren't robust enough to help them navigate the transition;

AND WHEREAS the RHAs aren't transparent with the expectations of education, upgrading and transition to being a Registered Nurse in Canada;

BE IT RESOLVED THAT NBNU continue to put pressure on the RHAs to set up more robust programs to help IENs succeed and an orientation fit to their needs.

RESOLUTION #3 – NEW GRADUATES

MOVED BY THE NBNU BOARD OF DIRECTORS

WHEREAS the trend in the province is that experienced nurses are leaving the profession faster than new graduates are coming in;

AND WHEREAS the new graduates are put in an impossible situation from the start;

AND WHEREAS mentorships programs are insufficient to get new graduates the tools and the knowledge to succeed;

AND WHEREAS these new graduates leave the profession sooner rather than later;

AND WHEREAS these new graduates are put in departments with high numbers of IENs, making it difficult for them to thrive;

BE IT RESOLVED that NBNU continue to advocate for mentorship programs on a full time basis so these nurses have an avenue to gain experience and knowledge in a safe environment for everyone.

RESOLUTION #4 – HEALTH CARE HUMAN RESOURCE CRISIS

MOVED BY THE NBNU BOARD OF DIRECTORS

WHEREAS there is a shortage in human health resources such as clerks, porters, phlebotomists, RTs, EKG technicians and custodial staff;

AND WHEREAS nurses are facing a shortage themselves but are forced to take on some of these roles for the safety and continuity of care of their patients;

BE IT RESOLVED THAT NBNU advocate to the provincial government to put urgent funding to hire additional health human resources within NB health care to help alleviate the additional strain put on these nurses in doing additional non-nursing related duties in both acute and long-term care facilities.

RESOLUTION #5 – INCREASED HOURS OF CARE IN LONG-TERM CARE FACILITIES

MOVED BY THE NBNU BOARD OF DIRECTORS

WHEREAS research consistently shows a direct correlation between increased hours of care and improved quality of life for residents in long-term care facilities;

AND WHEREAS frontline health care workers, including nurses, report significant burnout and stress due to unmanageable workloads exacerbated by understaffing in long-term care settings;

AND WHEREAS the current staffing ratios in New Brunswick's long-term care sector fall below recommended standards set by national and international health care organizations;

AND WHEREAS investing in additional hours of care will not only enhance resident safety and wellbeing but also reduce health care costs associated with preventable complications and hospital admissions;

AND WHEREAS families and caregivers of long-term care residents consistently advocate for improved staffing and care standards to ensure their loved ones receive dignified and compassionate care;

BE IT RESOLVED THAT NBNU continue to advocate for increased hours of care in the long-term care sector to meet the national long-term care services standard, ensuring residents receive the highest quality of care and support they deserve.

A YEAR IN REVIEW

COUNTDOWN TO 50

NBNU's 50th anniversary has been an opportunity to celebrate the strides nurses have made in New Brunswick since 1974, as well as the members who make our union what it is today.

In the countdown to 50, we felt it was important to connect with our members and to show our appreciation for the work they do every day. We held prize draws on Facebook Live each month, where lucky members were able to win gas cards, spa experiences, hotel stays, flower nursery gift cards, picnic experiences and date nights, among other prizes.

The AGM will also feature more opportunities to celebrate our 50th birthday. An exhibit room honouring our history will be open to all NBNU members to visit through the duration of the AGM. We are also working on producing videos to share with our members which reflect this year's theme: Honour the Past, Celebrate the Future.

VOTE HEALTH

Ahead of a provincial election in October 2024, NBNU set out to prompt voters to reflect on their wishes for New Brunswick's health care system. The solution was to launch a non-partisan campaign calling on the electorate to communicate their wishes for health care at the ballot box.

Mobilizing our members was key to this campaign. With that in mind, we produced and distributed bilingual lawn signs asking New Brunswickers to vote as if their life depends on it – because it does. The signs also directed New Brunswickers to a votehealth.ca microsite where visitors could download assets to share on social media and print a document with a list of questions they could ask local candidates who visit their home.

At the time of writing, the election is expected to take place on October 21st, coinciding with the first day of NBNU's 50th AGM. We will be watching the results of the election with great anticipation.

Any members attending the AGM are strongly encouraged to vote in advance polls in their communities. Your vote matters, and it could help you save lives.

EASTERN LABOUR SCHOOL

Following a five-year hiatus during the Covid-19 pandemic, the Prince Edward Island Nurses Union (PEINU) hosted Eastern Labour School (ELS) from June 9-11, 2024. 270 nurses from all Atlantic provinces were in attendance.

The three days of ELS were filled with valuable union education and networking, sprinkled with some fun and wonderful hospitality shown by our PEI counterparts.

Participants received education on many subjects:

- Workplace harassment
- Social media use
- Effective communication
- Collective agreement negotiations

Attendees also heard from guest speaker JD Gilmour on psychological and emotional occupational wellness for helping professionals.

At every ELS, CFNU awards a Glenna Rowsell Book Award to an attendee in recognition of Glenna's sizeable contribution to nursing unionism. This year, CFNU awarded a Glenna Rowsell Book Award to a unionist from each province due to the backlog of awards created by the hiatus. NBNU's recipient was Nicole Robichaud from the St. Joseph's Health Centre in Dalhousie. Congratulations Nicole!

NBNU will be hosting the 50th year of Eastern Labour School in 2026. We encourage members to watch their e-mails for more information in late 2025 as we embark on the planning process for another great event!



THE QUEEN ELIZABETH II PLATINUM JUBILEE MEDAL

On March 27, Paula Doucet, President, New Brunswick Nurses Union (NBNU) and Linda Silas, President, Canadian Federation of Nurses Unions (CFNU) received the Queen Elizabeth II Platinum Jubilee Medal from the Honourable Brenda Murphy, Lt. Governor of NB and Premier Blaine Higgs at a ceremony at Government House.

Both leaders in the nursing union milieu were recommended for this honour because of the significant roles they played during the Covid-19 pandemic and their response at the local level over an extended period of time.

The Queen Elizabeth II Platinum Jubilee Medal (New Brunswick) was created to mark the 70th anniversary of Her Majesty's Accession to the Throne as Queen of Canada and was created in 2022 by Her Honour the Honourable Brenda L. Murphy, Lieutenant Governor of New Brunswick, representative of The Queen in the province.

The medal honours The Queen and her lifelong service to Canada, as well as those residents of New Brunswick who, like Her Majesty, have been exemplary in their service to others.

The medal is being awarded to 3,000 deserving New Brunswickers through collaboration with provincial partners to ensure an equitable representation of all regions and all fields of endeavor.

The Platinum Jubilee Medal is a tangible way to publicly acknowledge the work and dedication of those who are actively contributing to our province and country.

Congratulations Paula and Linda!



From left to right - Premier Blaine Higgs, Linda Silas, Isabel Caverhill, Paula Doucet and the Honourable Brenda Murphy at the presentation of the Queen Elizabeth II Platinum Jubilee Medal

HONOUR THE PAST, CH



CELEBRATE THE FUTURE



SIINB

CANDIDATE FOR ELECTION

PRESIDENT (ELECTED BY ACCLAMATION)

UNION PARTICIPATION - PROVINCIAL OFFICES HELD

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

LOCAL OFFICES HELD

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

WORK EXPERIENCE

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

OTHER ACTIVITIES

- CBESRP, PSPP, Part-time and Seasonal Pension Plan Board Member (2016-present)
- Standing Committee on Insured Benefits (SCIB) (2016-present)
- NB Federation of Labour Women in Leadership Recipient (2012)
- NB Health Coalition, Co-Chair (2005-2009)
- Governor General Canadian Leadership Conference Participant (2008)
- Queen Elizabeth II Platinum Jubilee Medal recipient (2024)
- NBNU Glenna Rowsell Award (2021)
- Attended many CFNU, CLC, NBFL conventions including CNA, ICN and Global Nurses United.



Paula Doucet
Chaleur Regional Hospital, Bathurst

I am honoured to let my name stand for re-election as your President. It is a privilege to represent LPNs, RNs and NPs in this province. It's a role I passionately enjoy and am beyond proud to work on your behalf.

Health care is in a mess. I don't have to tell you that – you are in the eye of the storm every day. We need to have continued strong leadership to help navigate us through these tough times. I will continue to be that strong, credible and respectful leader for all of us.

I have the blend of courage, determination, tenacity, hope and drive to continue to demand better for all NBNU members.

I am a proud RN. I am a tough union leader and I want to continue to be your President.

I ask for your continued support.

In Solidarity,

Paula Doucet, RN

CANDIDATE FOR ELECTION

VICE PRESIDENT, FINANCE (ELECTED BY ACCLAMATION)

PROVINCIAL OFFICES HELD

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

LOCAL OFFICES HELD

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

WORK EXPERIENCE

- Oncology/Stepdown Telemetry Unit, now Internal Medicine (1995-Present)
- Cardiac CCU and step down unit (April 2023-present)

OTHER ACTIVITIES

- Member of the Part III Educational Assistance Fund Committee, as needed (2021-Present)
- Attended several NBNU annual meetings, executive council meetings
- Attended 3 Eastern Labour Schools
- Attended 3 CFNU conventions

I get great personal satisfaction from being involved in our union and being a voice for colleagues. Having held different roles at the local level and now being a member of the Board of Directors for 3 years, I understand and am able to fulfill the role's responsibilities.

I also feel strongly that it's important to have a mix of voices from both regional health authorities (RHAs) at the board level and Vitalité is a minority. Both RHAs have very different issues and solutions, so it's important to have all views represented at the board level.

Thank you for accepting my nomination.

Sincerely,

Maria Cormier



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

CANDIDATE FOR ELECTION

FINANCE COMMITTEE

LEANNE SLUYTER
SAINT JOHN REGIONAL HOSPITAL

PROVINCIAL OFFICES HELD

- None

LOCAL OFFICES HELD

- None

WORK EXPERIENCE

- RNCA, NBHC Cardiac Cath Lab, 2022-Present
- Cardiac surgery unit, 2020-2022

OTHER ACTIVITIES

- Active member in monthly local meetings over the past three (3) years.
- Participated in the 2024 Eastern Labour School in PEI

WHY DID YOU ACCEPT THE NOMINATION?

I would like to accept this nomination as I possess the necessary skills to get the job done! I have excellent analytical skills, attention to detail and decision making ability. I gained financial knowledge by being class treasurer in my final year of nursing. I am fluent in both French and English. I have excellent communication skills and enjoy working in groups as I do in my full time job as an RN in the Cardiac Cath Lab. I am a hard worker by nature and I am confident that I can do an excellent job.

Thank you!

BONNIE SPEED
DR. EVERETT CHALMERS REGIONAL HOSPITAL

PROVINCIAL OFFICES HELD

- Finance Committee

LOCAL OFFICES HELD

- Local Treasurer, 2022-Present
- 1st Vice-President, Present

WORK EXPERIENCE

- I have been a Registered Nurse for 21 years. Most of my nursing career has been focused on Maternal Child Health in the NICU.

OTHER ACTIVITIES

When I am not at work I am with one of my four children crafting, at the soccer pitch or the local dance studio where I manage the recreation program.

WHY DID YOU ACCEPT THE NOMINATION?

The past 2 years serving on the local I have grown in the role of treasurer. I initially wanted to be a part of the finance committee because I felt it was important in my role as the treasurer to be a part of the committee and learn and advocate for the members. Since having the opportunity to be a part of the finance committee, I have had the opportunity to experience the learning, leadership and decision making/thought process that goes into the annual budget. I am still learning and growing in the role and would like to continue for another term.

SCHOLARSHIPS AND BURSARIES

The following scholarships are currently available through NBNU with an application deadline of September 30, 2024.

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 2023 scholarship recipients were:

- 1st Year Nursing Scholarship Award – Alexandra Harris, Katrine Mazerolle, Naomi Clements
- NBNU Nursing Scholarship (2nd Year Students) – Hannah McNulty, Sophy Craig
- CFNU Scholarship – Kim Danielle Leblanc
- Post-Secondary Scholarships (3) – Jolaine Cyr, Jack Elliott Taylor, Myriam Boudreau
- John MacDonald Memorial Scholarship – April Davis

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 2024 recipients of the NBNU bursaries:

- l'Université de Moncton - Edmundston – Annie Caron, Valérie Chouinard
- l'Université de Moncton - Moncton – Ève Michaud, Amélie Perreault
- University of New Brunswick - Moncton – Emily Quigley, Erin Cunningham
- University of New Brunswick - Saint John – Lindsey Berrette, Bridget Sutherland
- University of New Brunswick - Fredericton – Jessica Gallagher, Meagan Strickland

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



Emily Quigley



Meagan Strickland

A yellow ECG line graphic starts on the left, has a small peak, a dip, then a very tall, sharp peak, followed by a sharp dip, a smaller peak, another dip, and then a horizontal line extending to the right.

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NEW BRUNSWICK NURSES UNION

FINANCIAL STATEMENTS

YEAR ENDED DECEMBER 31, 2023



NEW BRUNSWICK NURSES UNION
Index to Financial Statements
Year Ended December 31, 2023

	Page
INDEPENDENT AUDITOR'S REPORT	37
FINANCIAL STATEMENTS	
Statement of Financial Position	39
Statement of Operations	40
Statement of Changes in Fund Balances	42
Statement of Cash Flows	43
Notes to Financial Statements	44
Marketable Securities (<i>Schedule 1</i>)	47

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, 2023, 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, 2023, 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)

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

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



Fredericton, New Brunswick
June 7, 2024

CHARTERED PROFESSIONAL ACCOUNTANTS

NEW BRUNSWICK NURSES UNION
Statement of Financial Position
December 31, 2023

	General Fund 2023	Restricted Funds 2023	Total 2023	Total 2022
ASSETS				
CURRENT				
Cash	\$ 679,892	\$ 106,757	\$ 786,649	\$ 1,093,605
Marketable securities (schedule 1)	2,772,131	5,018,940	7,791,071	7,530,476
Dues receivable	332,126	-	332,126	192,162
Accounts receivable from employees	1,389	-	1,389	627
Other accounts receivable	15,314	-	15,314	36,739
Interest receivable	124,958	-	124,958	65,972
Prepaid expenses	51,240	-	51,240	47,382
Due from funds (Note 6)	6,411	-	6,411	3,594
	3,983,461	5,125,697	9,109,158	8,970,557
CAPITAL ASSETS (Net) (Note 5)	1,199,328	-	1,199,328	1,202,057
	\$ 5,182,789	\$ 5,125,697	\$ 10,308,486	\$ 10,172,614
LIABILITIES AND NET ASSETS				
CURRENT				
Accounts payable	\$ 919,220	\$ -	\$ 919,220	\$ 686,644
Due to funds (Note 6)	-	6,411	6,411	3,594
	919,220	6,411	925,631	690,238
FUND BALANCES	4,263,569	5,119,286	9,382,855	9,482,376
	\$ 5,182,789	\$ 5,125,697	\$ 10,308,486	\$ 10,172,614



Director



Director

See notes to financial statements

NEW BRUNSWICK NURSES UNION
Statement of Operations
Year Ended December 31, 2023

	General Fund 2023	General Fund 2022	Restricted Funds 2023	Restricted Funds 2022
REVENUES				
Membership dues	\$ 5,665,696	\$ 5,561,791	\$ -	\$ -
Investment income	315,497	159,983	4,068	964
Contributions from nursing homes	-	-	33,811	31,984
	5,981,193	5,721,774	37,879	32,948
EXPENSES				
GENERAL & ADMINISTRATION				
Salaries - labour relations	1,054,410	942,914	-	-
Salaries - office staff	700,146	703,741	-	-
Salaries - overtime	12,242	2,042	-	-
Employee benefits	346,036	353,603	-	-
Employee recruitment	7,544	8,273	-	-
Staff professional development	25,520	22,722	-	-
Travel	97,882	67,479	-	-
Car allowance	45,416	46,911	-	-
Office supplies and expenses	116,632	103,388	-	-
Library	10,998	9,978	-	-
Postage	30,543	38,707	-	-
Insurance	19,459	18,127	-	-
Bank charges and broker fees	28,769	28,887	-	-
Communications	95,502	98,747	-	-
Professional fees	46,596	26,291	-	-
Photocopier leases and expenses	11,643	7,317	-	-
Electricity	21,260	21,199	-	-
Property taxes and water	74,369	68,414	-	-
Building repairs and maintenance	82,004	74,483	-	-
Amortization	114,120	111,475	-	-
TOTAL GENERAL & ADMINISTRATIVE	2,941,091	2,754,698	-	-

(continues)

See notes to financial statements

NEW BRUNSWICK NURSES UNION
Statement of Operations *(continued)*
Year Ended December 31, 2023

	General Fund 2023	General Fund 2022	Restricted Funds 2023	Restricted Funds 2022
UNION ACTIVITIES				
Dues refunds to locals	465,337	464,688	-	-
COMMITTEE EXPENSES				
Salaries - members	583,972	271,518	-	-
Travel, meals and accommodations	509,001	213,177	-	-
Meeting accommodations	15,706	13,941	-	-
Speakers and registration	79,835	27,085	-	-
Translation	155,826	131,507	-	-
Employee benefits	75,065	42,035	-	-
Hearing expenses	69,065	41,551	-	-
Public relations and promotions	693,621	736,517	-	-
General printing	46,924	91,046	-	-
CFNU / NBFL dues	348,494	346,538	-	-
General translation	94,321	31,054	-	-
Scholarships	18,600	18,000	-	-
Memorials and gifts	2,406	2,077	-	-
Educational assistance	-	-	19,161	17,260
General expenses	-	-	29	33
TOTAL UNION ACTIVITIES	3,158,173	2,430,734	19,190	17,293
	6,099,264	5,185,432	19,190	17,293
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FROM OPERATIONS	(118,071)	536,342	18,689	15,655
OTHER INCOME				
Loss on disposal of property, plant and equipment	(139)	-	-	-
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	\$ (118,210)	\$ 536,342	\$ 18,689	\$ 15,655

See notes to financial statements

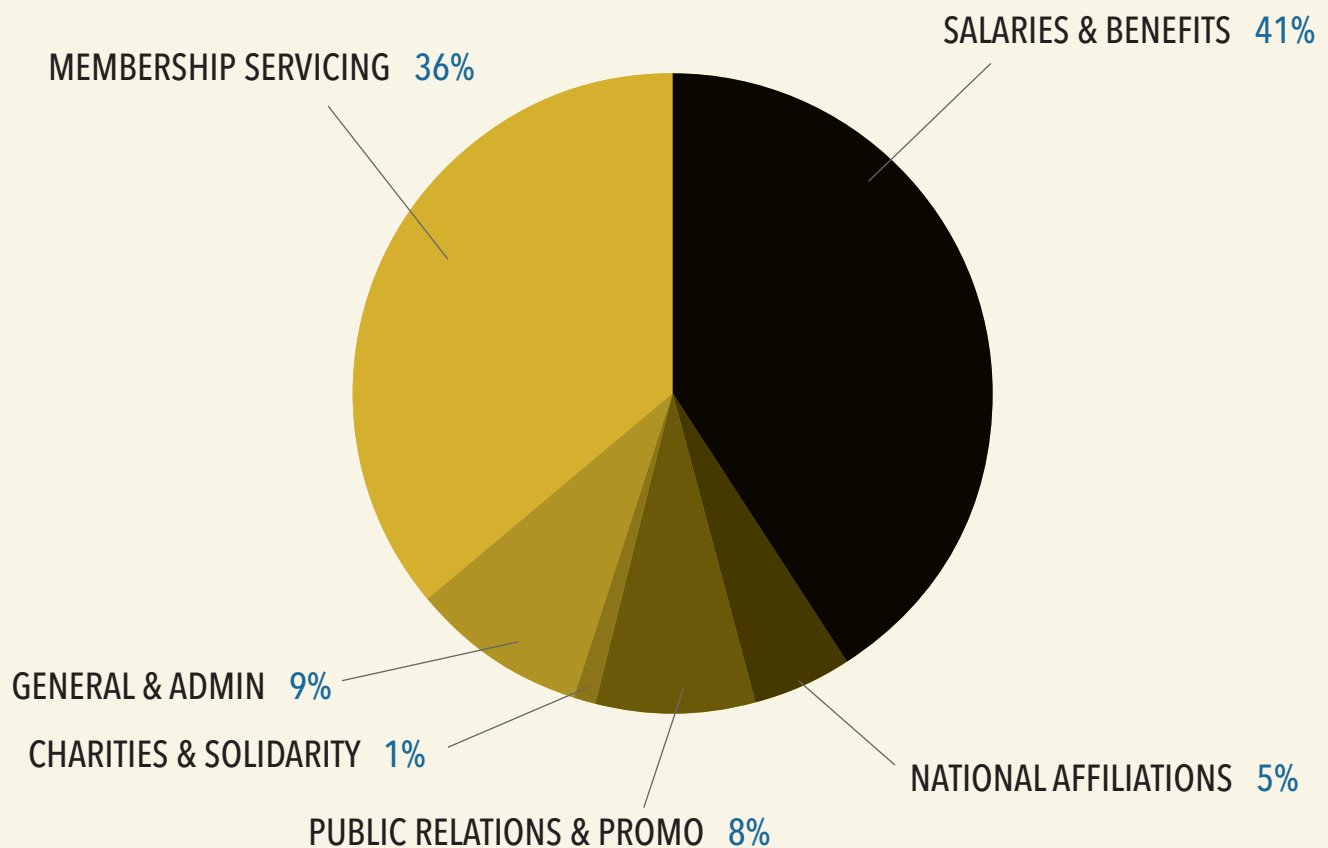
NEW BRUNSWICK NURSES UNION
Statement of Changes in Fund Balances
Year Ended December 31, 2023

	General Fund 2023	General Fund 2022	Restricted funds 2023	Restricted funds 2022
FUND BALANCES - BEGINNING OF YEAR	\$ 4,381,779	\$ 3,845,437	\$ 5,100,597	\$ 5,084,942
Excess (deficiency) of revenues over expenses	(118,210)	536,342	18,689	15,655
FUND BALANCES - END OF YEAR	\$ 4,263,569	\$ 4,381,779	\$ 5,119,286	\$ 5,100,597

See notes to financial statements

OPERATING EXPENSES 2025

PERCENTAGE OF BUDGET



NEW BRUNSWICK NURSES UNION

Statement of Cash Flows

Year Ended December 31, 2023

	General Fund 2023	Restricted funds 2023	Total 2023	Total 2022
OPERATING ACTIVITIES				
Excess (deficiency) of revenues over expenses	\$ (118,210)	\$ 18,689	\$ (99,521)	\$ 551,997
Items not affecting cash:				
Amortization of property, plant and equipment	114,120	-	114,120	111,475
Loss on disposal of property, plant and equipment	139	-	139	-
	(3,951)	18,689	14,738	663,472
Changes in non-cash working capital:				
Dues receivable	(139,964)	-	(139,964)	8,484
Accounts receivable from employees	(762)	-	(762)	40
Interest receivable	(58,986)	-	(58,986)	(44,941)
Other accounts receivable	21,425	-	21,425	(12,690)
Accounts payable	232,572	-	232,572	(186,145)
Prepaid expenses	(3,858)	-	(3,858)	203
	50,427	-	50,427	(235,049)
Cash flow from operating activities	46,476	18,689	65,165	428,423
INVESTING ACTIVITIES				
Purchase of property, plant and equipment	(112,081)	-	(112,081)	(44,316)
Marketable securities	(311,510)	50,915	(260,595)	(2,113,341)
Proceeds on disposal of property, plant and equipment	555	-	555	-
Cash flow from (used by) investing activities	(423,036)	50,915	(372,121)	(2,157,657)
FINANCING ACTIVITY				
Transfers between funds	(2,817)	2,817	-	-
Cash flow from (used by) financing activity	(2,817)	2,817	-	-
INCREASE (DECREASE) IN CASH FLOW	(379,377)	72,421	(306,956)	(1,729,234)
Cash - beginning of year	1,059,269	34,336	1,093,605	2,822,839
CASH - END OF YEAR	\$ 679,892	\$ 106,757	\$ 786,649	\$ 1,093,605
CASH FLOWS SUPPLEMENTARY INFORMATION				
Interest received	\$ (374,484)	\$ (4,068)	\$ (378,552)	\$ (205,888)

See notes to financial statements

NEW BRUNSWICK NURSES UNION

Notes to Financial Statements

Year Ended December 31, 2023

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).

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

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.

Property, plant and equipment

Property, plant and equipment is stated at cost or deemed cost less accumulated amortization and is amortized over its estimated useful life on a straight-line basis at the following rates:

Land	N/A
------	-----

(continues)

NEW BRUNSWICK NURSES UNION
Notes to Financial Statements
Year Ended December 31, 2023

3.	SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES <i>(continued)</i>	
	Buildings	4%
	Furniture and fixtures	10%
	Computer equipment	25%
	Computer software	50%

Property, plant and equipment 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.

Investments

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

4. FINANCIAL INSTRUMENTS

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

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

NEW BRUNSWICK NURSES UNION
Notes to Financial Statements
Year Ended December 31, 2023

5. PROPERTY, PLANT AND EQUIPMENT

	Cost	Accumulated amortization	2023 Net book value	2022 Net book value
Land	\$ 281,722	\$ -	\$ 281,722	\$ 281,722
Buildings	2,074,519	1,296,184	778,335	861,316
Furniture and fixtures	384,083	301,054	83,029	15,109
Computer equipment	146,858	100,591	46,267	36,006
Computer software	149,509	139,534	9,975	7,904
	\$ 3,036,691	\$ 1,837,363	\$ 1,199,328	\$ 1,202,057

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 \$6,411 (2022 - \$3,594).



Health Coalition Rally in Charlottetown

NEW BRUNSWICK NURSES UNION**Marketable Securities****(Schedule 1)****As at December 31, 2023**

	2023 <i>Carrying value</i>	2023 <i>Fair value</i>
GENERAL FUND		
Omista Credit Union		
5.10% GIC, due October 2024	\$ 105,409	\$ 105,409
Credit Union shares	5	5
BMO Nesbitt Burns		
3.67% Canadian Western Bank GIC, due June 2029	248,633	247,438
4.20% CIBC Bond, due July 2027	398,404	399,710
5.20% CIBC Bond, due June 2024	256,000	252,664
5.75% Royal Bank Bond, due November 2026	301,074	307,088
Scotia McLeod Mutual Funds		
Scotia Wealth cash	2,907	2,907
Scotia Wealth Canadian Corporate Bond Pool	118,294	109,353
Scotia Wealth Floating Rate Income Pool	75,004	68,122
Scotia Wealth Short-Mid Government Bond Pool	109,537	103,016
Scotia Wealth US Dividend Pool	31,030	38,186
Scotia Canadian Dividend Fund	50,834	54,030
Scotiabank		
5.20% Scotiabank GIC, due March 2024	775,000	775,000
5.50% Scotiabank GIC, due January 2025	300,000	300,000
TOTAL GENERAL FUND MARKETABLE SECURITIES	\$ 2,772,131	\$ 2,762,928
	2023 <i>Carrying value</i>	2023 <i>Fair value</i>
RESTRICTED FUNDS		
Omista Credit Union		
Omista Credit Union shares	5	5
BMO Nesbitt Burns		
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 cash	14,389	14,389
Scotia Wealth Canadian Corporate Bond Pool	587,387	543,506
Scotia Wealth Floating Rate Income Pool	372,822	338,584
Scotia Wealth Short-Mid Government Bond Pool	543,911	512,046
Scotia Wealth US Dividend Pool	155,776	189,860
Scotia Canadian Dividend Fund	254,150	268,547
Scotiabank		
5.20% Scotiabank GIC, due March 2024	975,500	975,500
4.00% Scotiabank GIC, Due April 2024	35,000	35,000
TOTAL RESTRICTED FUNDS MARKETABLE SECURITIES	5,018,940	4,957,437
GRAND TOTAL	\$ 7,791,071	\$ 7,720,365

See notes to financial statements

FINANCE COMMITTEE REPORT

BY MARIA CORMIER

The Finance Committee met at NBNU Provincial Office on May 28th and 29th 2024.

Members of the committee include Jéhanne St-Coeur, Sheila Ebbett, Bonnie Speed and myself, Maria Cormier, VP of Finance for NBNU. Ex-Officio members are Debbie Gill, Director of Operations; Paula Doucet, President; and Matt Hiltz, Executive Director.

Peter Spacek from the accounting firm of Spacek, Armstrong and Norrad met with the Committee to review the audited financial statement of 2023. He reported that NBNU had a clean audit. The overall deficit for 2023 is \$114,973.

The Committee had great discussions on the preparation of the 2025 budget, which is included in this edition of the Parasol. Much of the discussion and ideas were around how to reduce costs while maintaining the same service to the membership.

The Committee made many recommendations to the Board of Directors to explore, such as:

- Virtual Executive Council Meetings and possibly AGMs;
- The potential of alternating AGMs in person and virtually;
- A review of time spent at the AGM to be fewer in-person days, but longer meeting days;
- Move to a per-diem instead of full salary reimbursement on your days off when attending a meeting;
- Look at setting a budget for CFNU and Eastern Labour School, when travel requires flight, rather than an arbitrary number to attend; but also realizing that if this option is agreeable to the board it would require a policy change;
- Having education sessions online in the future rather than in person; and
- Exploring what future dues increases will look like.

The committee was also asked to evaluate a way to make it possible for more members to attend meetings in order to encourage new members to get involved.



Finance Committee : Front row: Maria Cormier, Paula Doucet
Back row: Bonnie Speed, Jéhanne St-Coeur, Debbie Gill, Sheila Ebbett, Matt Hiltz



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

The Finance Committee is recommending the following items for consideration in the 2025 budget:

1. Contact the locals to see if they are Type 1 or Type 2 locals in terms of financial governance and give them a deadline of December 31, 2024, to decide.
2. Contact the locals that still have levies in place to have them removed by December 31, 2024.
3. Dues increase effective January 1, 2025, will be set at \$ 67.91 (from the current \$ 59.02). The formula from the policy manual was maintained to calculate the dues increase.
4. NBNU mileage to be increased to mirror the current GNB policy at 0.58 cents per kilometre effective this AGM. (it was calculated in the 2025 budget as so)

I would like to thank the committee for 2 full days of ideas and open discussions around the fiduciary responsibilities and NBNU budget.

Sincerely,

Maria Cormier, VP Finance

NEW BRUNSWICK NURSES UNION

OPERATIONAL BUDGET FOR YEAR ENDING DECEMBER 31, 2025

Revenue	2025 Proposed Budget	2024 Budget
Membership dues	5,655,296	5,616,343
Investment income	315,000	240,000
TOTAL REVENUE	5,970,296	5,856,343
Expenditures		
General & Administrative		
Salaries	2,083,244	1,874,880
Staff overtime	4,000	2,890
Employee benefits	433,582	420,068
Staff professional development	33,000	33,000
Travel	104,000	90,000
Car allowance	56,400	45,600
Office supplies & expenses	64,000	57,000
Service contract/IT support	80,000	50,000
Depreciation	119,000	115,000
Library	11,000	10,500
Office equipment leases & expenses	26,000	15,350
Investment mgmt fees & bank charges	29,000	29,000
Insurance & bonding	21,750	20,000
Telephone expenses	41,000	56,000
Professional fees	25,000	20,000
Property taxes	76,661	76,000
Utilities	22,536	22,000
Building repairs & maintenance	73,000	63,000
Rental properties	51,600	16,000
Casual temporary staffing	7,500	-
Employee recruitment expenses	-	5,000
Total General & Administrative	3,362,273	3,021,288
Union Activities		
Dues refunds to locals	388,560	475,800
Member Expenses:		
Annual General Meeting	528,134	406,223
Executive Council	300,266	279,433
Board of Directors	101,897	220,524
Eastern Labour School	-	211,227
NANB AGM	-	-
Bargaining & Labour Management	323,204	486,654
Member Education (Leadership in Action)	118,834	133,612
Finance, JCMC, Ann Mtg Ops., Arbitration	34,778	30,055
Nurses: Part III / Nursing Homes Education	10,169	10,088
CLC Convention	-	-
NBFL Convention	18,221	-
CFNU Biennium	167,200	-
Public Relations & Promotions	612,000	557,000
Legal expense assistance plan	5,000	5,000
Local assistance fund	-	1,000
Membership motivation	75,000	125,000
Postage/shipping	44,000	40,000
Internship program	-	12,750
Printing	100,000	35,000
Canadian Federation dues	239,550	237,900
N B Federation of Labour Dues	110,193	109,434
Hearing expenses	50,000	55,000
Scholarships	27,600	27,600
General translation	50,000	35,000
Memorials & gifts	2,500	2,500
Member Communications	50,000	50,000
Total Union Activities	3,357,106	3,546,800
Total Expenditures	6,719,379	6,568,088
Excess of Revenue (Expenditure) For Year	(749,083)	(711,745)
Transfer from Investments	0	0
Surplus (Deficit)	(749,083)	(711,745)

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 21 full-time staff including the president and 1st vice-president.

Overtime – For all bargaining employees. Overtime must be approved by the Executive Director or the Director of Operations.

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

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

Car Allowance – For Executive Director, LRO staff, President and 1st vice-president.

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.

Rental properties – Rental accommodations for president and 1st vice-president

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 and provision for coffee breaks.

Simultaneous Translation – Cost of equipment rental and translation services.

Public Relations and Promotions –

\$555,000 for PR campaigns, bargaining research, 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, 2024

			TERM	MATURITY DATE	INTEREST RATE	PRINCIPAL INVESTED
INVESTMENTS - GENERAL FUND						
BMO Nesbitt Burns GIC	Royal Bank Bond	#270-0097211	3 years	3-Nov-26	5.75%	\$ 331,000
BMO Nesbitt Burns	BMO GIC	#270-0097211	4 years	13-Jun-28	4.52%	\$ 250,000
BMO Nesbitt Burns	CIBC Bond	#270-0097211	5 years	20-Jul-27	4.200%	\$ 410,000
BMO Nesbitt Burns	CWB Bond	#270-0097211	4 years	21-Jun-28	4.450%	\$ 256,000
Scotia Wealth Mgmt	Mutual Funds	#886-04775	6 years	2026	3.50%	\$ 379,132
Scotia Wealth Mgmt	Broker cash	#886-04775	cash	2026	3.50%	\$ 3,089
Omista Credit Union	GIC	#61545-41-2	1 year	10-Oct-24	5.10%	\$ 105,409
Scotiabank	GIC	26R5XC	1 year	19-Mar-25	4.50%	\$ 800,000
Scotiabank	GIC	36340343	13 months	11-Jan-25	5.50%	\$ 300,000
Total General Fund Investments						\$ 2,834,630
INVESTMENTS - MEMBERSHIP DEFENCE FUND						
BMO Nesbitt Burns	GIC	#270-0097211	2 years	10-Jan-25	1.60%	\$ 865,000
BMO Nesbitt Burns	TD Bond	#270-0097211	3 years	12-Jan-27	4.71%	\$ 893,000
BMO Nesbitt Burns	GIC	#270-0097211	4 years	7-Apr-26	3.45%	\$ 350,000
Scotiabank	NR GIC	26R5Z1	13 months	19-Apr-25	5.10%	\$ 1,000,000
Scotia Wealth Mgmt.	Mutual Funds	#886-04774	6 years	2026	3.50%	\$ 1,886,215
Scotia Wealth Mgmt	Broker cash	#886-04774	cash	2026	3.50%	\$ 15,363
Total Membership Defence Fund Investments						\$ 5,009,578
INVESTMENTS -NURSING HOME EDUCATIONAL LEAVE FUND						
Scotia Bank	GIC	36340343	1 year	8-Feb-25	5.10%	\$ 50,000
Scotiabank	GIC	36340343	1 year	27-May-25	4.25%	\$ 35,000
Total Nursing Home Ed. Leave Investments						\$ 85,000



DATES	EVENT/DEADLINE
October 21-24, 2024	NBNU's 50 th Annual General Meeting, Delta Fredericton
November 28, 2024 February 28, 2025 May 28, 2025 August 28, 2025	Deadlines to submit applications for educational assistance for Nurses, Part III and NM&NS
October 15, 2024 February 15, 2025 June 15, 2025	Deadlines to submit applications for educational assistance for Nursing Home Nurses
March 8, 2025	International Women's Day
April 1-3, 2025	Executive Council Meetings
May 5-11, 2025	National Nursing Week
June 2-6, 2025	CFNU Biennial Convention – Niagara Falls, ON
June 27, 2025	Deadline for resolutions, constitutions and by-law changes
August 1, 2025	Deadline for 1 st Vice-President and 2 nd Vice-President nomination
September 26, 2025	Deadline to receive nominations for the Glenna Rowsell Award
September 30, 2025	Deadline to receive applications for scholarships: • Family Scholarships • NBNU Nursing Scholarships (2nd and 3rd year) • John MacDonald Scholarship • NBNU Post-Secondary Scholarships • CFNU Nursing Scholarship
October 20-23, 2025	NBNU Annual General Meeting – Moncton, NB

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



The reactivation of the New Brunswick Health Coalition, 1980

DONATIONS AND CONTRIBUTIONS

MADE BY THE NEW BRUNSWICK NURSES UNION IN 2023

ORGANIZATION	AMOUNT
NB Coalition for Pay Equity	\$5,000
Ability NB	\$5,000
New Brunswick Police Association Annual Crime Prevention Guide	\$300
Common Front for Social Justice	\$5,000
Food Depot Alimentaire	\$10,000
NB Media Co-op	\$5,000
NB Healthcare Coalition	\$5,000
Canadian Cancer Society	\$2,500
Cupe Local 486	\$1,000
EMC Publications	\$778
Heart & Stroke Foundation	\$5,000
CFNU & Ukranian Relief Fund	\$3,000
RCL, NBFL, MADD, NBAFC, CNA	\$3,721
River of Pride, St. Andrews fire relief	\$1,500
Courageous K9, CPANB, NBAFC, Hospital Activity Book	\$2,283
Flowers & Donations made "In Memory of"	\$ 3,235
Total donations & contributions for 2023	\$58,317

14 Transition Houses*	\$22,432
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**NBNU was able to donate \$22,432 to NB transition houses. These donations were made possible through the Administrative Service Agreement between NBNU and Johnson Insurance.*

[illegible]



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