

# Moving FORWARD Together



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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  | President's Report                         | 33 | Candidate for Election             |
| 8  | Executive Director's Report                | 34 | 2025 Constitution & By-law Changes |
| 11 | 1 <sup>st</sup> Vice-President's Report    | 37 | 2025 Resolutions                   |
| 16 | 2 <sup>nd</sup> Vice-President's Report    | 40 | Scholarships & Bursaries           |
| 18 | Unit Representatives' Reports              | 41 | Financial Statements               |
| 23 | Member-at-Large Reports                    | 54 | Finance Committee Report           |
| 26 | Milestones in Activism                     | 55 | Operational Budget 2026            |
| 28 | Retirement Tribute: Maria Richard          | 56 | Notes to budget                    |
| 30 | Retirement Tribute: Debbie Gill            | 57 | Investment Schedule                |
| 32 | Annual Meeting Operations Committee Report | 58 | Donations & Contributions          |



Nurses from coast to coast unite in Niagara Falls to champion public health care. Our own Gina Colwell stands proudly among them!

# President's Report

By Paula Doucet

As I write this year's annual report, I remain deeply proud of the incredible work that Licensed Practical Nurses (LPNs), Registered Nurses (RNs) and Nurse Practitioners (NPs) continue to do every day for New Brunswickers. Despite the challenges we've faced this year, nurses continue to demonstrate resilience and unwavering dedication.

At our 50<sup>th</sup> Annual General Meeting last October, we witnessed a historic moment with the election of New Brunswick's first female Premier on October 21, 2024. The NBNU members in attendance were among the first audiences to hear from her the very next day. That day, it was a breath of fresh air—a moment filled with hope and optimism.

However, nearly a year later, we remain without a collective agreement for our Part III and Nursing Home members. Negotiations resumed in early July, but a tentative agreement was not reached. At the time of writing, we are hopeful to return to the table in mid-August and early September if needed. Securing a fair deal remains the top priority for our negotiating teams and Board of Directors. We've seen other unions reach agreements—now it's our turn to get a deal that meets your needs. Don't lose hope: we will get there.

## BOARD OF DIRECTORS

The NBNU Board of Directors continues to meet every 6–8 weeks and remains in regular contact between meetings to address member concerns and union priorities.

Since our last AGM, there have been changes to the Board. Judy Whitty stepped down from her role as Nursing Home Unit Representative for personal reasons. Jason Robin from York Care Centre was elected to the position and joined the Board in May. Jason brings valuable experience, including a recent one-year secondment as a Labour Relations Officer with NBNU. Welcome, Jason!

Another upcoming change is the retirement of our 1<sup>st</sup> Vice-President, Maria Richard, effective November 30, 2025. Following an open nomination period, I'm pleased to announce that Catherine Little from the Saint John Regional Hospital will assume the role of 1<sup>st</sup> Vice-President at the conclusion of this year's AGM on October 22. Catherine will continue in her current role as Part III Unit Representative until a new collective agreement is ratified. At that time, elections will be held for both the Part III Hospital and Part III Community Care Unit Representative positions, in accordance with our Constitution and By-Laws.

Maria's retirement brings both sadness and joy. Her contributions to NBNU have been immense, and while we will miss her presence on the Board, we know her advocacy will continue as she enjoys this well-deserved retirement. Maria won't retire quietly—and we wouldn't expect her to.

I want to thank the entire Board of Directors for their dedication and commitment. It is through collective leadership that our work becomes meaningful and impactful.



Paula Doucet

## NEW BRUNSWICK FEDERATION OF LABOUR

In January, we shared the heartbreaking news of the passing of Daniel Légère, long-time union activist and President of the New Brunswick Federation of Labour (NBFL) on December 26, 2024. His loss is deeply felt across the labour movement.



Daniel Légère

Chris Watson stepped up from his role as 1<sup>st</sup> Vice-President to serve as interim President and was officially elected to a two-year term at the NBFL Convention in May. Our own Catherine Little was elected as NBFL's 1<sup>st</sup> Vice-President at the same convention.

This year also marked the return of the NBFL Blair Doucet Youth Summer Camp, held August 4–8 at Université de Moncton. I'm proud to share that 8 of the 20 campers were children of NBNU members. The camp, named in honour of my father, Blair Doucet (NBFL President from 1999–2005), teaches youth about unions, health and safety, negotiations and global solidarity—all while enjoying fun activities like scavenger hunts and trips to Magic Mountain.

The camp is made possible by the generous donations of Unions, labour-friendly businesses, the Canadian Labour Congress (CLC) and individuals. Upon graduation from secondary school, graduating campers receive a \$250 bursary for each year of attendance. I encourage NBNU members with children aged 14–17 to consider this opportunity for 2026.

## CFNU BIENNIAL CONVENTION AND NATIONAL ADVOCACY

The Canadian Federation of Nurses Unions (CFNU) held its biennial convention in Niagara Falls from June 2–6, hosted by the Ontario Nurses' Association. Over 1,200 nurses attended, including 60 NBNU members.

A significant moment at the convention was the delivery of CFNU's formal apology to Indigenous Peoples for harm caused by the colonial health care system. This apology, developed with input from the Indigenous Nurse Advisory Committee and led by Rose LeMay, was a powerful step toward reconciliation and accountability. We may not be able to change the past, but we certainly can – and must – do better moving forward.



Future leaders: NBNU members' children enjoying the Blair Doucet Youth Summer Camp.



Paula Doucet receives the 2025 CFNU Bread & Roses Award, honouring her legacy as a union activist.

At the convention, Linda Silas was acclaimed to her 12<sup>th</sup> term as CFNU President, and Angela Preocanin to her second term as Secretary-Treasurer.

NBNU was honoured this year as both Maria Richard and I received the prestigious CFNU Bread and Roses Award for 2024 and 2025, respectively.

CFNU continues to lead national research and advocacy efforts that benefit nursing unions across Canada, including:

- **Bolstering Pathways to Practice:** A report on internationally educated nurses, developed with World Education Services.
- **Economic Benefits of Public Health Care:** Research led by economist Jim Stanford.
- **Nurse-Patient Ratios (NPR) Summit Report:** Authored by Mike Villeneuve, this report summarizes the work done on NPR to date and advocates for the creation of a national council for NPR implementation.
- **Today's Nurse Report:** This report resulted from a qualitative study of front-line nurses by Dr. Kim McMillan, who sought to identify what today's nurses feel they need to stay in nursing on a long-term basis. The key themes identified: "Respect us, engage us and protect us."

CFNU's research projects in progress include the Nurse Practitioner Research Project, workforce planning research, a Realist Evaluation of the Nurse retention toolkit, and a student financial report along with many position papers on pandemic preparedness and long-term care.

The team at CFNU are small but mighty, as Linda always points out, and the work they do on behalf of Canada's nurses helps us in many ways with our own provincial issues. I am proud to be part of the National Executive Board representing nurses across Canada and encourage members to explore these resources on the CFNU website.

## COUNCIL OF THE FEDERATION

On July 22, CFNU hosted a policy breakfast in Huntsville, Ontario, attended by premiers from across Canada as they participated in the Council of the Federation: a meeting of the premiers of each of Canada's provinces and territories.

The theme of the policy breakfast was No Shortcuts to Patient Safety, emphasizing nursing as a safety-critical workforce.

We heard from Professor Alison O'Leary, Chair of Healthcare and Workforce Modelling at London South Bank University and Dr. Jennifer Zelmer, President and CEO of Healthcare Excellence Canada. Their key recommendations focused on the implementation of:

- **minimum nurse-patient ratios** to address unsustainable workloads and improve patient care
- **mandated safe hours of work** to protect the health of nurses and the quality of the care they deliver
- **a pan-Canadian approach to workforce planning data** to ensure access to our public healthcare system is strong for generations to come

CFNU is already preparing for next year's Council of the Federation meeting in PEI, where we will once again host a policy breakfast.



New Brunswick's proud delegation at the 2025 CFNU Biennial Convention

## PENSION PLANS

As you are aware, the Certain Bargaining Employees Shared Risk Pension Plan (CBESRP) has been in a period of study since the signing of our last collective agreement. The idea of reducing the age of retirement from 65 to 60, without reducing benefits, has been ongoing for many months now.

Although this is not part of bargaining within the body of the collective agreement, we have made it a bargaining issue by virtue of the Letter of Intent which was agreed to by us, the New Brunswick Union and the provincial government to conduct an actuarial feasibility study on the matter.

The CBESRP remains financially strong, currently 132.2% funded with assets exceeding \$3.364 billion. This year's Cost of Living Adjustment (COLA) was 3.11%, awarded to all members—active, deferred and retired.

NBNU Trustees on the CBESRP include myself, Matt Hiltz and Maria Richard. Catherine Little, who has been a Trustee-in-Training for two years, will be officially appointed Trustee upon Maria's retirement.

NBNU also holds seats on the following pension plans:

- Public Service Pension Plan (PSPP): For former civil service nurses
  - *While there will not be any new active NBNU member admitted to this plan, we still have members from Part I of government (previous civil services nurses) who remain part of the plan.*
- Part-Time & Seasonal Pension Plan (PTSPP): Represented by Catherine Little and myself
  - *No new NBNU members will be admitted to this plan going forward; however, many of our previous part-time members still have funds in this plan.*
- Nursing Home Pension Plan: Represented by Carole Desjardins (co-chair), Jason Robin and Guillaume Morin (Trustee-in-Training)



In recognition of her dedication and advocacy, Paula received the King Charles III Coronation Medal in June 2025.

All NBNU trustees take their fiduciary responsibilities seriously and continue their education through the International Foundation of Employee Benefit Plans (IFEBP), with many achieving Masters in Trust Management Standards (MTMS) to ensure they have a solid education base as it pertains to pension plans and roles and responsibilities of part of a pension board.

## CONCLUSION

While I've highlighted some of the major files and initiatives, it's impossible to capture all the day-to-day work that goes into supporting our members. I know that each of you is facing challenges in your workplaces. Sometimes we push through quietly, and other times we find the courage to say: "Enough."

Now is the time to find that courage and raise our voices—together—because we deserve better, and so does New Brunswick. When LPNs, RNs and NPs are not okay, our healthcare system is not okay. We must support one another and stand strong as we work toward meaningful improvements in all workplaces. Together, we can accomplish so much.

I look forward to seeing many of you at the AGM in Moncton. For those unable to attend, I hope to connect during a provincial tour later this fall and winter.

As I close, I leave you with one of my favourite quotes by Maya Angelou:

**"A wise woman wishes to be no one's enemy; a wise woman refuses to be anyone's victim."**

In solidarity,

A handwritten signature in black ink that reads 'Paula Doucet'.

Paula Doucet

# Executive Director's Report

By Matt Hiltz

## NEGOTIATIONS

At the time of writing, NBNU has just returned to the bargaining table with the employer from July 10–16. Despite a long weekend of negotiations, talks broke down, prompting NBNU to file a complaint with the Labour Board on July 21. The complaint stems from Horizon's handling of its proposed "transformation" in Public Health and Mental Health & Addictions, which included plans to reclassify most RNCA positions to LPN roles—without consulting NBNU. During this process, Horizon also misrepresented our involvement and support for the plan during well-attended member meetings.

We have not declared an impasse, as it remains possible to reach our members' mandate at the negotiating table. If that proves impossible, we will proceed through the legislated steps of conciliation and a conciliation board on the way to taking a strike vote.

In essence, we continue to hope for peace, but prepare for war.

If you're reading this and tentative agreements have been reached for Nurses, Part III and Nursing Homes, please take a moment to congratulate your colleagues on the negotiating teams. They've done exceptional work. If agreements have not yet been reached, know that your teams have stood firm and refused to bow to employer pressure.

## PENSION PLAN SUSTAINABILITY AND TRANSFER ACT (PPSTA)

The PPSTA has officially been repealed, meaning the Nursing Home pension plan remains unchanged—for now. However, CUPE is currently bargaining with the provincial government to move its defined benefit plans to shared-risk models. We anticipate that NBNU may be approached in the near future to discuss transitioning our Nursing Home members' pension into the CBE Shared Risk Pension Plan.

We will keep members informed of any developments.



Sarah Bonnar



Kathy Allen-Palmer



Matt Hiltz

## NBNU OPERATIONS

NBNU's upcoming rebrand is more than a new logo and colour scheme—it represents a fundamental shift in how we communicate and engage with members. We've already received positive feedback on the tone and clarity of our memos, and we're committed to continuing that momentum.

Our Research, Education and Communications (REC) team is preparing to launch a new virtual learning management system, offering online courses that members can complete at their own pace. A teaser was shared at the last Executive Council meeting, and we anticipate a full release at Executive Council 2026. Stay tuned—we're very proud of the work underway!

On a bittersweet note, Debbie Gill has retired after 30 years of managing NBNU's finances. She now looks forward to enjoying her homestead, biking, kayaking and travelling. Congratulations, Debbie—you will be missed!

To fill her shoes, NBNU has welcomed Kathy Allen-Palmer as our new Manager of Finance and promoted Sarah Bonnar to Manager of Operations. Members can rest assured: NBNU is in excellent hands with these two stars!

## MEMBERSHIP NUMBERS

| Row Labels                    | FT           | % change from 2024 | PT            | % change from 2024 | CAS           | % change from 2024 | Grand Total  | % change from 2024 |
|-------------------------------|--------------|--------------------|---------------|--------------------|---------------|--------------------|--------------|--------------------|
| PART 3, HOSPITAL - RNs        | 3120         | 4.24%              | 1058          | -3.21%             | 596           | -14.77%            | 4774         | 0.10%              |
| PART 3, HOSPITAL - NPs        | 115          | 6.48%              | 20            | -5.00%             | 14            | -7.14%             | 149          | 3.47%              |
| PART 3, HOSPITAL - LPNs       | 1217         | 11.96%             | 487           | -5.13%             | 275           | -14.55%            | 1979         | 3.40%              |
| PART 3, COMMUNITY CARE - RNs  | 531          | -0.38%             | 162           | -0.62%             | 97            | 21.25%             | 790          | 1.80%              |
| PART 3, COMMUNITY CARE - NPs  | 5            | 0.00%              | 2             | 0.00%              | 4             | 100.00%            | 11           | 22.22%             |
| PART 3, COMMUNITY CARE - LPNs | 58           | 18.37%             | 25            | 31.58%             | 14            | -7.14%             | 97           | 16.87%             |
| NURSE MAN. & SUP.             | 222          | 6.22%              | 34            | 0.00%              | 7             | 16.67%             | 263          | 5.62%              |
| NURSING HOME                  | 177          | 10.63%             | 177           | 11.32%             | 168           | 25.37%             | 522          | 15.23%             |
| <b>Grand Total</b>            | <b>5445</b>  |                    | <b>1965</b>   |                    | <b>1175</b>   |                    | <b>8585</b>  |                    |
| <b>% change from 2024</b>     | <b>8.23%</b> |                    | <b>-0.71%</b> |                    | <b>-5.02%</b> |                    | <b>4.14%</b> |                    |

## WORKPLACE CULTURE

**Workplace culture starts with the worst behaviour you will tolerate.**

This message from my 2024 report bears repeating:

*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.*

I will continue to repeat this message until our members feel supported and confident to take back their workplace culture from a place of toxicity. You, your colleagues, and your patients, residents and clients all deserve for you to be able to be a nurse unimpeded by workplace toxicity.

Toxicity in the workplace can stem from leadership styles, burnout, unsafe environments or unacceptable behaviour from your peers. It can be corrected, but only by addressing it head-on. NBNU is committed to giving you the tools and support to help you reclaim your workplace culture.

However, the first step is making sure you're in a good place. If you're in survival mode, please reach out—to the Employee Family Assistance Program, your health care providers or your trusted inner circle. There is no shame in acknowledging that being a union leader may be too much to take on right now.

If you're ready to take on the challenge of changing workplace culture, NBNU will be offering learning opportunities and building a cross-province network of nurses working toward the same goal. This will be part of our new online presence.



Matt enjoys a moment with Leon, NBNU's beloved office dog.

## LABOUR RELATIONS

Two issues have dominated our labour relations work this year: privacy breaches by our members and issues around filing Work Situation Reports (WSRs) on a consistent basis.

### PRIVACY BREACHES

There has been a noticeable increase in privacy breaches and resulting disciplinary action. Nurses must understand their legal and ethical obligations regarding personal health information.

Key reminders:

- if you are not directly involved in the care of a patient, client or resident, you do not legally or ethically have reason to access their personal health information.
- personal health information should only be accessed on a “need to know” basis. Learning and curiosity are not considered valid “need to know” reasons.
- inappropriately accessed personal health information does not have to be reproduced or shared to be considered a privacy breach.
- nurses do not have the right to access their own personal health information at work and must request their personal health information through the same process as patients, residents and clients.

## WORK SITUATION REPORTS (WSRs)

Filing WSRs may feel tedious—especially after a difficult shift—but they are essential. Advocacy requires evidence. WSRs are reviewed by Professional Practice Committees, where attempts can be made to address the issues. When issues aren’t addressed, they can be escalated through the collective agreement process.

If we want to hold our employers accountable, then we need you, the frontline experts, to provide the evidence.

WSRs provide that evidence, including:

- Documentation of working short and the resulting effects
- Evidence of management’s response (or lack thereof)
- Proof of compromised standards of care due to employer action or inaction

Ahead of beginning negotiations, we requested data from your employers on the use of “*Working Beyond Scheduled Shifts*” documentation and found no evidence of its use. This means nurses are not completing WSRs or Letters of Concern when asked to work beyond scheduled hours.

These documents protect you when, in your professional opinion, you are not fit to continue working. Mistakes made under such conditions can have serious consequences.

We currently have two local grievances referred to adjudication involving 24-hour shifts. Article 18.07(b) of the collective agreement states:

*Unless due to an unforeseen emergency, no employee shall be required to remain at work for more than sixteen (16) consecutive hours. In all events where an employee was required to remain at work under this article, the employer shall immediately complete the “Working Beyond Scheduled Shifts” documentation before the employee begins working beyond that threshold.*

Please don’t let guilt or pressure from the employer convince you to accept unsafe working conditions. Use the tools available to protect yourself and help us advocate for better.

As our Labour Relations Officers often say: **“By not filing a WSR, you’re saying your shift was okay.”**

This is a powerful reminder that the change starts with you—and we are ready to support it.

In solidarity,



Matt Hiltz

# 1<sup>st</sup> Vice-President's Report

By Maria Richard

As your 1<sup>st</sup> Vice-President (VP), it is a bittersweet feeling to be writing my last Parasol report. I announced my retirement from my seconded position with Public Health at the Executive Council Meetings in April. This means I will no longer be an NBNU member and will also have to resign my position as your 1<sup>st</sup> VP.

As an RN for 38 years, I have worked at the Stella Maris Hospital on the Medical Unit and Geriatric Unit at the Stella Maris Hospital, the Oncology Unit at the Moncton Hospital, as well as the Hemophiliac Clinic as its acting coordinator.

I have been a Public Health nurse in Richibucto and Moncton for the past 32 years. I have worked in all the different Public Health programs from 1993 to 2022, including programs geared towards babies, families and childhood medicine; school immunization programs; and sexual health programs, including testing for sexually transmitted infections and blood-borne illnesses in the community and in the provincial and federal correctional system. I finished my RN career in the Communicable Disease Program.

All of this to say that my nursing career, like my life, has been full and enriching. I have had the privilege to work with patients, clients and residents young and old: palliative patients, babies, families, young adults, adults, inmates, unhoused clients and the elderly.

My involvement with NBNU began in 1994, when I became local VP—and later, local president from 1995-1999—for the newly formed Richibucto local. When I transferred to the Moncton Public Health office in 1999, I became their local treasurer; shortly after, I was elected local president and held that position for 26 years.

During that time, I had the opportunity to be on six different NBNU negotiating teams.

I later had the privilege of joining the NBNU Board of Directors: first as the Community Care Representative for three terms, then as 1<sup>st</sup> VP beginning in 2016.

Since 2022, I have been seconded from position in Public Health, allowing me to work as your 1<sup>st</sup> VP on a full-time basis. This gave me the opportunity to finish my nursing career where I felt I could make the greatest difference for New Brunswick nurses and be a part of our great NBNU team.

During these past 30 years, I have been to countless Executive Council Meetings, Annual General Meetings, rallies, picket lines, demonstrations, and sittings of the New Brunswick Legislature. I have attended CFNU's Biennial Conventions, both as a participant and as the Whip for NBNU and NEB meetings. I have attended the AGMs of our sister unions across Canada. In 2015, I had the honor of being sponsored by NBNU to participate in the Governor General Canadian Leadership Conference. That same year, I entered the world of pensions as the NBNU Trustee-in-Training on the Certain Bargaining Employees Shared Risk Pension Plan (CBE-SRP). I became a Trustee on the Board of the CBE-SRP in 2020.



Maria Richard

NBNU has become a part of who I am. It has helped me grow as a woman and as a nurse. I have so much gratitude—both for the NBNU staff, our Board of Directors past and present, and especially for my “femtors”: Paula Doucet, Marilyn Quinn and Linda Silas.

What I have learned and witnessed has helped me understand the role and responsibility we all have in protecting and advocating for people's rights. This applies not only to NBNU members, but also to our clients, patients, and residents and those less fortunate. What we want for ourselves, we want for others! For me, that is what being a nurse and being part of a union means.

Having expressed all these emotions—something I'm known to do well and often—I will now take the opportunity to move on to my report and provide an update on the different portfolios that I manage for NBNU.

## BOARD OF DIRECTORS

The Board of Directors has met 5 times in person since the AGM in October 2024. We will meet again in September and October, right before the 2025 AGM. I have participated in several interviews and represented NBNU at several events, and conventions.

## EDUCATION FOR NBNU MEMBERS

### PROMOTING OUR PROFESSION

As part of our ongoing efforts to promote the nursing profession to the next generation, I met 16 students from the ICE Centre in Campbellton and Bathurst who were participating 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 incorporates 90 hours of field experience at Chaleur Regional Hospital & Foyer Notre-Dame-De-Lourdes, along with 90 hours of classroom teaching.

### LEADERSHIP IN ACTION

Our two-day Leadership in Action (LiA) 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.

With the help of NBNU's Labour Relations Officers, communications team and Education Officer, we held two Leadership in Action sessions in March: one in English and the other in French. The feedback following these sessions was very positive.

# 2

**LiA sessions hosted**  
(sessions offered in both official languages)

# 30

**local executive participants**

Our plan moving forward is to evolve how we deliver member education. In-person education will continue to play a role for LiA, the AGM and Executive Council Meetings, but NBNU's new website will also give us an opportunity to implement e-learning in different formats. This is part of our effort to be more versatile, adaptable and accessible for our members to meet your education needs.



Maria Richard delivers NBNU's donation of \$5,000 to Food Depot Alimentaire.



Nashwaak Villa joins the NBNU family as a newly active local in January 2025.

## EDUCATIONAL ASSISTANCE COMMITTEE

The Part III and NM&NS Educational Assistance Committee met four times during the 2024-2025 fiscal year to review applications to the fund.

In total, \$499,999.82 of the \$500,000 fund was disbursed to 354 applicants; 8 applicants were refused. When the committee met in March, there was money remaining in the Fund after the first round of requests had been approved. The Committee was able to disburse the remaining funds of \$166,579.12 to 124 applicants who had previously been capped at \$4,000 or more during this fiscal year.

The fact that the Committee was able to look at the applicants who had already received the maximum amount of educational assistance funding illustrates the value of applying to the Fund for support, regardless of how much you've already received. While there is no guarantee of receiving funding when you apply, members who don't apply won't get the chance in the event there are funds left over to disburse. The Committee has also increased the maximum amount a member can receive from \$4000 to \$5000, which went into effect in the beginning of the fiscal year.

All pertinent information on the Fund can be found in the member portal of the NBNU website. Members can direct their questions to the 1<sup>st</sup> VP or to their Bargaining Unit Representative on the Board of Directors.

## SCHOLARSHIPS

I want to remind everyone that NBNU members — along with their children, relatives, and the children of former members — have access to several scholarships. A full list is available on our website. Scholarship recipients for 2024-2025 are listed on page 40 of this report.

The John MacDonald Scholarship is part of this list. Unlike the others, it is open not only to family members but also to NBNU members who are pursuing further education.

We've recently updated the list to include a second CFNU scholarship, specifically for a nursing student who identifies as Indigenous. Full details on all scholarships can be found on our website.

Each year, the New Brunswick Federation of Labour (NBFL) also offers several scholarships and bursaries. Some are open to all New Brunswick students, while others are reserved for the children of union members affiliated with the NBFL.

For more information and to access application forms, consult the Scholarships page at [fednb.ca](https://fednb.ca).

## DIVERSITY, EQUALITY, INCLUSION AND BELONGING COMMITTEE

The Diversity, Equity and Belonging (DEIB) Committee has met virtually eight times since being established in February 2024.

This Committee was created following the NBNU 2023 Annual General Meeting, where a resolution was brought forward and passed to create an Equity and Diversity Committee.

The resolution stated:

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

The elected committee members adopted the mission, objectives and strategy and looked at 11 focus areas they could concentrate on to meet the role and responsibilities set forth by the resolution.

To follow one of the responsibilities they were tasked with, a needs assessment was done through a survey of NBNU members. The committee also hosted virtual focus groups and a 2024 Pre-AGM Caucus Meeting where NBNU members could learn about the state of DEIB initiatives for New Brunswick's unionized nurses.

The feedback we've received to date has come from a diverse group of nurses representing different sectors, zones, age groups, and roles in the healthcare system. Their primary concerns include:

- the fair evaluation of performance;
- communication about DEIB initiatives;
- the need to address biases in the workplace;
- enhancing awareness of equity-seeking groups and their needs; and
- the importance of promoting inclusive practices.

Both Joanne Quinn, our Education Officer and I, as ex-officio committee members, sit on this Committee to offer our support in the pursuit of their goals.

The Committee has reported back and made recommendations to the Board that NBNU's Research, Education and Communications team and the DEIB Committee will look at implementing in the near future.

### DEIB Committee Recommendations

1. Initiate discussions with the NANB, NBLPN, and NBNP to explore the implementation of mandatory DEIB training modules for new registrants.
2. Allocate resources to research DEIB initiatives within like-minded unions (Teachers, Police) for best practices.
3. Support the drafting and distribution of Decision Trees and a Resource Kit to aid members in navigating DEIB challenges to be distributed to Local Executives for their members and be shared with the RHAs/EMP/ANB/NHANB.
4. Create a dedicated DEIB section within NBNU's educational resources.
5. Collaborate with Horizon and Vitalité Health Networks, EMP, ANB and NBNHA to enhance the accessibility and effectiveness of DEIB resources and education for members.
6. Develop and distribute digital assets to support the celebration of diverse cultural events within workplaces.
7. Foster relationships with other unions to exchange ideas and strengthen DEIB efforts across sectors.

## NBNU LOCAL NEWS

### UNIONIZING REQUESTS

We are excited to have unionized two new locals at the end of 2024: Foyer Villa St-Isidore and Dr V.A. Snow Center in the Hampton area.

### NON-FUNCTIONING LOCALS

In the past year, we have been able to reactivate nine locals across NBNU. As of July 15, 17 of 110 locals are non-functioning.

Having a functioning local—or at least having one contact member in each non-functioning local—is important to us in representing and supporting our members. Each of these locals and their members have a Labour Relations Officer assigned to them, allowing us to support them properly. Active locals also play a role in helping us gather our members' emails or mailing addresses, which is essential for us to be able to keep our members informed regarding negotiations and other important topics.

## THE LARGER LABOUR MOVEMENT

### NEW BRUNSWICK FEDERATION OF LABOUR

The New Brunswick Federation of Labour (NBFL) is New Brunswick's largest central labour body with over 40,000 members representing unions from both the public and private sectors. The Federation along with its affiliates continues to pursue its goals of protecting unionized workers and New Brunswickers' rights.

The NBFL Executive Committee has met twice in the last six months, and we have also had at least two virtual meetings.

We lost a great person and a great union leader with the passing of NBFL President Danny Léger at the end of December. We will feel his loss for many years to come. One thing is certain: he left us a legacy that will motivate us to continue working together for a better New Brunswick, not only for union members but for all New Brunswickers.

In January, I accepted the role of NBFL's 1<sup>st</sup> Vice-President, stepping in to replace Chris Watson after he became Interim President. My appointment also ensured the Federation met the linguistic requirements outlined in the NBFL Constitution. I served in that role until the NBFL Biennial Convention in May, held in Saint John.

140 convention delegates — including several NBNU members — debated over 20 resolutions to guide the Federation's work over the next two years.

NBFL also held elections for its Executive Committee roles.

- President: Chris Watson, CUPE
- 1<sup>st</sup> VP: Catherine Little, NBNU
- 2<sup>nd</sup> VP: Matthew Barnable, IAM Union
- Secretary/Treasurer: Nicolas Maltais, PSAC

Congratulations to those who were elected and to those who ran for office. The NBFL is in good hands moving forward.

There was also special recognition for past NBFL President, Daniel "Danny" Legere, whose wife Cindy received, in his name, the Trade Unionist of the Year and his induction to the NBFL Honor Roll. Retired USW activist Lawrence McKay also received induction to the Honor Roll.

### NEW BRUNSWICK HEALTH COALITION

The New Brunswick Health Coalition, which brings together several union groups and interest groups for seniors and pay equity, has met several times since January. In June, I agreed to be their Treasurer, as I plan to continue my work with the Coalition after my retirement. Renée Boudreau, our 2<sup>nd</sup> VP, also sits on this Coalition. Her report on the Coalition's activities can be found on page 17.

NBNU also continues to be involved with the Canadian Health Coalition by donating to both organizations, participating in their virtual meetings, and using and sharing their materials on our website.

### PENSIONS

As a trustee on the CBE SRP, I attended trustee meetings in December, March and June, along with the other members of the CBE Board of Trustees. We also participated in subcommittee meetings throughout the year.



Maria Richard receives the 2024 CFNU Bread & Roses Award, honouring her dedication and advocacy.

I joined several fellow trustees at the 57<sup>th</sup> Annual Canadian Employee Benefits Conference, held in San Antonio, Texas. These conferences are always informative and valuable. The sessions are led by knowledgeable, objective presenters who provide timely updates on key issues affecting our plan.

The conference was also a great opportunity to connect with industry experts, network with peers and stay up to date on the latest developments—all with a focus on making well-informed decisions in our members' best interests.

## HUMANITARIAN & DISASTER RELIEF FUND

Tiffany Curtis, a nurse from the Fredericton area, was the only applicant for the 2024/25 Humanitarian & Disaster Relief Fund. In June 2024, she spent nine days in the Dominican Republic working with Live Global's mobile medical clinic, providing health care to displaced Haitian immigrants. Tiffany received \$600 from the Fund to support her work.

## CONCLUSION

The theme of this year's Parasol and AGM is "Moving Forward Together". This is very fitting for NBNU, having celebrated our 50<sup>th</sup> anniversary in 2024, and as we now look ahead to launching our renewed NBNU brand during the AGM.

These are exciting and defining times for NBNU. I look forward to watching and supporting my NBNU family from the sidelines as a retired RN in the coming years.

I want to also acknowledge and offer my gratitude to the Board of Directors for having nominated me for the 2024 Bread and Roses Award that I received at the 2025 CFNU Biennial Convention in June. My post on Facebook from that day truly sums up how I feel about this honour:

*To say that I was surprised is an understatement!! This award is not mine only...it is for the different NBNU Board Members past and present, our members that work at the Local Level to protect our members right. It is also for my women union activist, Linda Silas, Marilyn Quinn, Paula Doucet and so many more, who I have had the privilege to learn and inspire to be... It is also for Danny Legere, past NBFL President, who has been a trail*

*blazer and inspiration. And it also belongs to my Roger and our Gab who have supported me in my goal of fighting for nurses and all workers rights and to advocate for all New Brunswickers and Canadians to have access to the best public health care system!! Merci!!*

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

To each of you, our members, and to the Local Executive members and activists: thank you for having been part of my NBNU journey for the last 30 years. I will miss all of you!!! Thank you for being there every shift for your patients, clients and residents. As nurses—whether we are LPNs, RNs or NPs—most of us prioritize others before ourselves. I urge you to take care of who should be #1 in your life: YOU.

This is not "goodbye"; this is "see you around"! Take care!!

**Together Stronger!**

Maria Richard

# 2<sup>nd</sup> Vice-President's Report

By Renée Boudreau

It's remarkable how much can change in a year. This past year has truly highlighted the strength, resilience and unity of our union. Together, we've faced a range of challenges—from staffing shortages to overstaffing in some areas—and all the tensions that come with change. Through it all, we haven't wavered in our commitment to quality care, advocacy and solidarity. Our collective voice continues to push for better working conditions, fair representation and the recognition nurses deserve.

In this report, I'll share highlights from my involvement with the affiliates that constitute part of the 2<sup>nd</sup> VP portfolio.

## MAKING STRIDES FOR WOMEN IN NEW BRUNSWICK

### NEW BRUNSWICK COALITION FOR PAY EQUITY

Over the past year, the Coalition has met every six weeks to share strategies for essential activities, such as gathering data to build a strong case for the cause and lobbying government officials directly.

On May 28<sup>th</sup>, I joined union representatives from across New Brunswick, as well as from Quebec and Ontario, for in-depth discussions on advancing pay equity across the public and private sector. We explored whether the *Pay Equity Act* should be reopened and how best to approach that process.

A promising development: Premier Susan Holt has expressed support for pay transparency and equity in the private sector, with a goal of achieving this by fall 2026. I hope to report next year that we're on the brink of real change.



Renée Boudreau

### NBFL WOMEN'S COMMITTEE

The NBFL Women's Committee reached several important milestones this year. After extensive meetings and advocacy efforts, we secured the support of the Minister for Women's Equality for barrier-free access to menstrual products. The government is now exploring policies to provide free menstrual products in schools, hospitals, universities and libraries.

The Canadian Centre for Occupational Health and Safety added a section about menstrual products on their website.

We also presented to WorkSafe NB on several issues:

- Access to menstrual products in the workplace
- Eliminating the pay cap for WorkSafe benefits
- Enhancing employer accountability in cases of accidental death, intimate partner violence and workplace safety planning

The Committee has been fundraising for our annual Gala celebrating women in union leadership. This year's event will be held on November 1<sup>st</sup>, 2025 at the Delta Saint John. Elizabeth Weir will be in attendance as our guest speaker. Tickets will be sold for \$100. I hope to see many of you there!

## SOLIDARITY AND SOCIAL JUSTICE

### CHILDCARE NOW NB

While Childcare Now NB has been quieter in the media recently, we remain active behind the scenes. The coalition continues to advocate for affordable, inclusive and high-quality childcare in New Brunswick, with a focus on securing highly trained and skilled staff to work in childcare settings. We met twice this year and our priorities remain unchanged.

### COMMON FRONT FOR SOCIAL JUSTICE

The Common Front for Social Justice functions as a lobbying group focused on improving living conditions for all New Brunswickers. We met virtually several times to plan our lobbying activities.

Once again, the Common Front joined forces with groups like the Coalition for Pay Equity and the Regroupement féministe du Nouveau-Brunswick for the International Women's Day march on March 8<sup>th</sup>—a powerful show of solidarity. Beyond that, the Common Front has continued to support a wide range of marginalized communities.

### NEW BRUNSWICK HEALTH COALITION

I accepted the role of co-chair for the New Brunswick Health Coalition (NBHC) following the NBFL Convention.

We held our first in-person meeting on June 16<sup>th</sup> in Fredericton, where we began planning a campaign to urge the provincial government to sign a national Pharmacare agreement. This would ensure coverage for diabetes medications and contraceptives under Medicare. Our next step in this effort will be to join forces with the Canadian Health Coalition on a coordinated lobbying effort targeting all 19 of New Brunswick's MLAs and ministers in one week.

In a recent Zoom meeting with Deputy Minister of Health Eric Beaulieu and Assistant Deputy Minister Fred Finn, we discussed the government's plans for:

- Privatization of community clinics
- Integration of AI in clinical settings
- Opening 30 new clinics this year

We took the opportunity to ask critical questions and gather valuable insights. I look forward to a follow-up meeting and continuing our lobby efforts for a robust Pharmacare program.

### CONCLUSION

Attending the CFNU convention in Niagara—and yes, ziplining by the Falls!—was a thrill. But what truly fills me with joy is the sense of connection and purpose I bring back from these gatherings. Every experience makes me wiser and more empathetic. This, to me, is true wealth.

Thank you to NBNU and to our members for these incredible opportunities as I continue my union journey.

In solidarity,

Renée Boudreau



Renée Boudreau stands tall at the 2025 CFNU Biennial Convention.

# Unit Representatives

## Annual Reports

### NURSES, PART III HOSPITALS REPORT

By Catherine Little

Over the past year, I've had the opportunity to represent Part III nurses through a period of both challenge and progress. Below are some key highlights from my work.

#### COLLECTIVE AGREEMENT NEGOTIATIONS

In September 2024, members voted to reject the tentative agreement presented at the time. Due to the provincial election and the resulting change in government, we were unable to return to the bargaining table until July 2026.

At the time of writing, your bargaining team has completed five days of negotiations and is currently taking a pause. Our goal remains unchanged: to return to the table and secure a fair and equitable collective agreement for all Part III nurses.

#### NEW BRUNSWICK FEDERATION OF LABOUR

The New Brunswick Federation of Labour (NBFL) is the central voice of organized labour in our province, representing more than 35,000 workers through 16 affiliated unions, 282 locals and six District Labour Councils.

NBFL continues to advocate for stronger laws and public policies that improve the lives of workers and promote a progressive, inclusive society.

I attended the NBFL Convention this past May. This year's convention was especially meaningful as we honoured the late Danny Legere, former NBFL President. Danny was a pillar of the labour movement, known for his decades of activism at the local, provincial and national levels. He was posthumously inducted into the NBFL Honour Roll—a fitting tribute to his legacy.

I was also honoured to be elected Vice-President of the NBFL. I look forward to contributing to the Federation's work and deepening my collaboration with other unions across the province.

#### NURSE-PATIENT RATIO SUMMIT

I had the privilege of attending the CFNU Nurse-Patient Ratio Summit in Ottawa, where leaders from across Canada and beyond gathered to discuss the importance of safe staffing levels. Chief Nursing Officers from both Horizon and Vitalité Health Networks were also in attendance.

The evidence is clear: legislated nurse-patient ratios lead to better patient outcomes, improved nurse retention and reduced health care costs. British Columbia and Nova Scotia are currently leading the way in Canada, and it's time for all provinces to follow suit. These ratios must be central to future staffing models in every province.

#### CFNU BIENNIAL CONVENTION

More than 1,000 nurses from across Canada came together in Niagara Falls for CFNU's Biennial Convention.



Catherine Little

One of the most powerful moments was the formal apology issued to Indigenous peoples for the role nurses across healthcare systems have played in their mistreatment. These efforts began with a moving sunrise ceremony, where an Elder guided us through traditional rituals. Throughout the event, speakers shared personal stories of racism and discrimination within the health care system—reminders of the urgent need for cultural awareness and cultural competency training.

#### CONCLUSION

Nursing remains a demanding profession, especially as health authorities seek to cut costs. Overspending on travel nurses should not come at the expense of NBNU members or the public. I remain committed to advocating for all Part III nurses and ensuring our voices are heard.

To all local presidents and executive members: thank you for your dedication and hard work over the past year. I look forward to seeing many of you in October.

In solidarity,

Catherine Little

## NURSES, PART III COMMUNITY CARE REPORT

By Kathy LeBlanc

It is with mixed emotions that I present my final Annual Report as the Part III Community Care Representative.

As I reflect on my time with NBNU, I'm reminded of some of the powerful themes that have shaped our union over the past 50 years: *Your Union Needs You, Make a Difference, Stand Up – Speak Out, Our Union Proud and Strong, and Strengthening Our Base*. These themes serve as a call to action for every NBNU member to consider how they can contribute to strengthening our union.

I've seen firsthand the dedication of our leadership and membership throughout my time as Community Care Representative. As I prepare for retirement in 2026, I encourage our local executive leaders to reflect on

these themes and consider stepping forward for this important role once negotiations are complete.

### CFNU LEADERSHIP SUMMIT

Leadership is key to making a difference as New Brunswickers struggle with the lack of access to health care. An aging population, increasing numbers of newcomers, homelessness and poverty: these are just a few of the factors impacting access to care.

In June, I attended the CFNU Leaders' Summit ahead of its Biennial Convention. The summit reinforced a critical truth expressed in the *CFNU Review 2023-2025*: our public health care system is under threat, mainly due to chronic underfunding and growing influence from the private sector.

But there is hope. As a labour movement, our strength lies in mobilization. My biggest takeaway from the summit was the reminder that organized nurses have the power to



Kathy LeBlanc

challenge top-down decision-making. We have a responsibility—to ourselves and to the public—to protect and preserve our public healthcare system for the future.



NBNU's Board of Directors meets with Premier Susan Holt and Health Minister Dr. John Dorman—advancing health care dialogue during a National Nursing Week celebration.

## COMMUNITY CARE CHALLENGES

While hospital vacancies are beginning to decline, nursing homes and community care settings continue to face significant human resource challenges. Horizon Health Network's Public Health and Mental Health & Addictions programs were recently faced with proposals of significant "transformational changes"—changes which NBNU leadership had advised strongly against. This fuelled uncertainty and concern among all NBNU members, who felt blindsided by these proposals and questioned the motivations behind it.

Thanks to swift action and input from NBNU and its members, Horizon and the provincial government agreed to pause and reassess their plans.

It's deeply concerning when health care decisions are made without consulting nurses—the very professionals who play an essential role in delivering health care. Nurses must be seen as the drivers of health care. We should be steering the ship.

NBNU's brand renewal will have a role to play as we attempt to reshape the narrative around unionized nursing and take our rightful place as health care leaders in New Brunswick. The firm Stiff has led this process and will present their work at the upcoming AGM.

## A TRIBUTE TO PUBLIC HEALTH NURSES

I am proud of all our New Brunswick nurses, but especially of Horizon's Public Health nurses, who continue to lead with professionalism and collaboration. A recent example is Zone 2's management of a measles outbreak, where nurses worked across zones to prevent further spread.

Public Health is a specialty area requiring a bachelor's degree, and many nurses hold master's degrees or additional certifications in Public Health or Education. Their expertise and dedication deserve recognition.

## A CAREER OF COMMITMENT

Being an NBNU member is about more than negotiations and grievances. It's about using our collective power to improve health care delivery for every patient, client, resident and community we serve. Unionized nursing supports lifelong learning and the ongoing evolution of safe, effective care.

As co-chair of the negotiating team for Part III, Community Care, I remain committed to securing a fair contract. Over the past year, I've actively participated in Board meetings, Educational Assistance and Scholarship Committee meetings, and attended the 56<sup>th</sup> NBFL Convention in Saint John.

After 40 years in nursing—34 with Horizon Health and 8 as NBNU's Community Care Representative—I'm ready to pass the torch once a new contract is in place. My goal has always been to help shape a future where nursing is recognized as a strong, well-educated and well-compensated profession.

## MOVING FORWARD TOGETHER

This year's AGM theme, *Moving Forward Together*, is a timely reminder of the importance of engagement. If you've never attended a union meeting, I encourage you to sign up through your local and participate as an observer.

At CFNU, I learned about the concept of moral distress, which often begins with the word "should." This word can trigger feelings of anxiety, unease and shame. To prevent a buildup of this moral distress, you can build relationships with your union colleagues and speak with your leadership. Our power comes from listening to others and understanding the system. This is what I learned at my first union meeting as an observer in 1990, where I discovered the true meaning of solidarity.

## CONCLUSION

As a former Girl Guide leader, I've always believed in being prepared. Juliette Gordon Low, founder of the Girl Scouts, once said:

**"The work of today is the history of tomorrow, and we are its makers."**

I believe this quote resonates deeply with our union work and our role as nurses. Let's remain united as the makers of history.

Yours in solidarity,

Kathy LeBlanc

## NURSE MANAGERS & NURSE SUPERVISORS REPORT

By Deborah Carpenter

Another year has quickly passed, and I remain proud and committed to serve as your Nurse Manager and Nurse Supervisor Unit Representative.

### PUTTING THE COLLECTIVE AGREEMENT INTO ACTION

We closed out 2024 with the signing of a new collective agreement. After months of negotiations, we reached a deal—though not without challenges and lingering concerns about the future of our bargaining unit. While the employer signalled that changes were coming for our groups, they did not clearly articulate what those changes would be. In response, our negotiating committee worked diligently to secure a Letter of Agreement that would safeguard our job security for the duration of the contract.

Immediately following the signing, NBNU began pressing the employer to honour the Letter of Agreement and initiate the Joint Nurse Managers and Nurse Supervisors Working Group on Workload.

New Brunswick's Nurse Managers and Nurse Supervisors (NM&NS) hold a unique position nationally. We are the only unionized group of our kind in Canada. While this is a privileged and powerful position, it also places us at risk of being targeted by the employer.

The newly formed working group will be instrumental in several key areas:

- Highlighting the diversity of workload across our bargaining unit
- Showcasing the challenges faced by NM&NS province-wide
- Driving effective change to address workload imbalances
- Emphasizing the high-level clinical expertise required to sustain nursing environments and the critical influence our roles have on staff, units, facilities and patient outcomes



Deborah Carpenter

### LOOKING AHEAD

The next two years will be pivotal for our bargaining unit. We must continue to raise our voices and advocate for our roles as the employer threatens the foundation of our unit.

I am confident that we will remain strong and united, working together to ensure the employer fully understands the clinical relevance and importance of maintaining a dedicated NM&NS bargaining unit.

In solidarity,

Deborah Carpenter



Union solidarity in practice: Deborah Carpenter, Raelyn Lagacé, Maria Cormier and Catherine Little attend a rally in support of the Canadian Union of Postal Workers, May 2025.

## NURSING HOMES REPORT

By Jason Robin

To my fellow NBNU members,

Firstly, thank you for electing me to serve the remainder of this mandate as your Nursing Homes Representative. I'm honoured to join the Board and bring the voices of nursing home members to the table.

The challenges in New Brunswick's nursing homes remain ever-present and significant:

- A resident population that is getting progressively older and sicker, with more complex needs
- An acute care system that is bursting at the seams with patients who belong in Alternate Level of Care (ALC) settings
- A shortage of ALC and long-term care spaces, primarily due to staffing shortages

Despite these pressures, nurses in nursing homes continue to advocate, lead and provide safe, compassionate care in their workplaces across New Brunswick.

## PENSIONS

All active and deferred members of the plan should have received their 2023 annual pension reports earlier this year. Please note that these reports are always one year behind.

Premier Susan Holt fulfilled her promise to Nursing Home workers by repealing the *Pension Plan Sustainability and Transfer Act*, introduced by the previous government in December 2023. This legislation aimed to transfer five defined benefit pension plans—including our Nursing Paramedical Employees of New Brunswick Nursing Homes plan—into a shared risk model. The repeal received Royal Assent in June 2025, and our plan remains healthy and well-funded.

Your NBNU trustees on the plan are Carole Desjardins and myself. Guillaume Morin has been appointed Trustee-in-Training and will attend his first meeting in fall 2025.

## COLLECTIVE AGREEMENT NEGOTIATIONS

Your Nursing Homes Negotiation Team has met twice in recent months. Progress on our negotiations was delayed as a consequence of the rejection of the Part III tentative agreement in fall 2024.

On May 10–11, 2025, we met with the Nursing Homes Association team in Bathurst to exchange non-monetary proposals. From July 10–14, we joined the Part III negotiation team as observers during their monetary discussions.

## HEALTH BENEFITS COMMITTEE

The Health Benefits Committee met in May 2025 and recommended going to market to explore potential benefits providers. This is a routine process to ensure members receive the best possible value for their health benefits.

The Employee and Family Assistance Program (EFAP) continues to be underutilized. The committee is working with employers to improve communication and awareness around the benefits of accessing this important resource.

## EDUCATION ASSISTANCE COMMITTEE

The Nursing Homes Educational Assistance Committee met on June 26<sup>th</sup> to review and approve applications. A total of five members received financial support.



Jason Robin

I encourage all members to take advantage of opportunities for professional development—be it through workshops, courses or conferences—and to submit education assistance requests using the form available in the Members Only section of the NBNU website. Application deadlines are February 15<sup>th</sup>, June 15<sup>th</sup> and October 15<sup>th</sup> of each year.

## CONCLUSION

I encourage everyone to stay active in your locals—whether by attending meetings, asking questions or simply staying informed. A strong membership base is essential in building a strong NBNU.

In solidarity,  
Jason Robin

# Member-at-Large

## Nurse Practitioners Representative Report By Raelyn Lagacé

It has been a privilege to serve as your Nurse Practitioner Member-at-Large over the past year. As our health care system continues to evolve, the role of Nurse Practitioners (NPs) remains vital in delivering timely, patient-centred care across New Brunswick.

This year has brought both opportunities and challenges—from advocating for meaningful inclusion in the Patient's Medical Home (PMH) Model to supporting new graduates entering the workforce.

I am proud to represent our profession and remain committed to ensuring that NPs are recognized, respected and supported within our union and across the broader health care landscape.

### PATIENT'S MEDICAL HOME (PMH) MODEL DEVELOPMENTS

The PMH Model remains a central focus in addressing the needs of New Brunswickers without a primary care provider, particularly as the provincial government works to fulfill its election promise to open 30 new primary care clinics across New Brunswick.

This evolving framework aims to ensure patients receive care from the right provider, at the right time, in the right setting. Nurse Practitioners (NPs) are essential to achieving this goal, and it is critical that our expertise is fully recognized and integrated into the model.

However, NBNU's NP members have raised concerns about the implementation process for the PMH Model. Chief among these is the lack of NP representation during the initial planning and decision-making stages. Many decisions appear to have been made through a physician-centric lens, leaving NPs feeling excluded and undervalued.

In response, NBNU has formally requested that NPs be included in all discussions related to the PMH Model. Our inclusion is vital—not only to represent our professional role, but to ensure the model delivers on its promise of timely, appropriate care for all New Brunswickers.

We are encouraged by recent progress and will continue advocating for our right to an equal voice and presence in policy development and health system design.



Raelyn Lagacé

### UNION AND PROFESSIONAL REPRESENTATION

This spring, some members expressed confusion regarding the roles of NBNU and the Nurses Association of New Brunswick (NANB).

To clarify the distinction between union representation and professional regulation, a short educational video was created and posted on the NPNB website. The video has been well-received and continues to help members better understand the differences between advocacy, labour representation and regulatory functions.

### NEW NP GRADUATES AND WORKFORCE INTEGRATION

This past year saw a welcome influx of new Nurse Practitioners graduating from the University of New Brunswick, Université de Moncton and Athabasca University. All new graduates have received employment offers and are now actively contributing to our public health care system. Their integration strengthens our workforce and reflects the growing recognition of the NP role in meeting provincial health care needs.



The NBNU Board of Directors in December 2024.

## BOARD AND COMMITTEE WORK

As your elected Nurse Practitioner Member-at-Large, I have continued to represent our profession and support the broader goals of NBNU. Over the past year, I served on the Resolutions and Constitution Committee, where several proposed resolutions and constitutional amendments were developed for presentation at this year's AGM. These changes aim to modernize our governance and ensure our organization reflects the evolving needs of our membership.

I also represented NBNU at several key events, including CFNU's Biennial Convention and meetings of the New Brunswick Federation of Labour. These gatherings offer valuable opportunities to build solidarity, exchange knowledge and advocate for issues important to NPs within the broader labour and health care movements.

## LOOKING AHEAD

As our health care system continues to evolve, it is essential that Nurse Practitioners are meaningfully included in all stages of planning and decision-making—especially in models like the PMH. We must continue to advocate for equitable representation and respect for our scope of practice.

I remain committed to representing your voices at the Board level and ensuring that the work of NPs is recognized, valued and supported.

In solidarity always,

Raelyn Lagacé

# Licensed Practical Nurse Representative Report

By Angela Miller

I'm pleased to present my annual report as NBNU's Licensed Practical Nurse (LPN) Member-at-Large. This past year has been both challenging and rewarding, marked by political change and ongoing structural shifts within our health care system.

## A HISTORIC MOMENT AND A NEW GOVERNMENT

At last year's AGM, we witnessed a historic moment with the election of New Brunswick's first woman Premier, Susan Holt. While this was a positive and long-overdue step forward, we are still learning how to navigate this new government and hold it accountable to the promises made to health care professionals.

Unfortunately, we've also seen the consequences of poor communication between government, health authorities and NBNU. In recent weeks, a lack of transparency once again led to unnecessary tension between LPNs and RNs. I'm proud of the stance NBNU has taken in addressing these issues while continuing to represent both professions fairly and equitably.

## BOARD OF DIRECTORS

Over the past year, I've had the privilege of representing LPN members at various meetings and advocacy initiatives. I've served on several committees, including:

- AGM Operations Committee
- Scholarship Committee
- NBFL Women's Committee

Spring 2025 was especially busy for the NBNU Board of Directors. I had the opportunity to attend these events alongside the rest of the Board:

- The 56<sup>th</sup> NBFL Convention in Saint John
- CFNU's inaugural Leaders' Summit in Niagara-on-the-Lake
- CFNU's 22<sup>nd</sup> Biennial Convention in Niagara Falls

The CFNU Leaders' Summit brought together nursing leaders from across the country to address critical issues facing our profession. The networking opportunities were invaluable, and I'm grateful to NBNU for supporting my participation in these events. I look forward to applying what I've learned to better serve our membership.

## LPNS AND THE NURSES ACT

This year, the Nurses Association of New Brunswick (NANB) held public consultations and town halls across the province to discuss proposed changes to the *Nurses Act*. I attended several of these sessions and met with NANB Executive Director Kate Shepard to advocate for a legislative change that would allow LPNs to use the title "nurse" – something that currently isn't permitted.

I've also been in regular contact with LPNs across the province and have engaged in discussions with local MLAs, the Premier and the Minister of Health.

LPNs are an essential part of New Brunswick's healthcare system. We work alongside RNs and NPs every day, providing physical and mental health care to New Brunswickers—often under the most challenging conditions, including hallway nursing, unmanageable workloads and the constant threat of violence in the workplace.

When asked why this change matters, here's what we've heard from LPNs:

- **Alignment with other provinces:** New Brunswick is the only province in Canada that does not allow LPNs to use the term "nurse," despite our educational requirements, regulatory obligations and our expanding scope of practice.



Angela Miller

- **Professional identity:** LPNs have highlighted how the current terminology affects professional identity, respect in the workplace, and public understanding of their role.
- **Fairness:** LPNs want to see an end to the practice of being reprimanded for referring to themselves as nurses.

This advocacy work is about more than a title. It's about recognition for the important role of LPNs in health care and aligning New Brunswick with today's national standards.

## LOOKING AHEAD

I am confident that with our strong membership and dedicated leadership, we will continue to advance the interests of LPNs and all nurses across the province.

I would like to express my sincere gratitude to all members for your trust and support. It has been an honour to serve as your Member-at-Large, and I look forward to continuing our important work together.

Hope to see you in October!

In solidarity,

Angela Miller

# Milestones in Activism

## RETENTION PAYMENTS

NBNU has lobbied the provincial government to invest in the retention of New Brunswick's nurses for many years. These efforts were largely rebuffed during Blaine Higgs' tenure as Premier. This continued disrespect towards New Brunswick's experienced nurses, combined with the deplorable working conditions that remained in the aftermath of the Covid-19 pandemic, prompted many nurses to leave the province or even the profession altogether. Their departures further aggravated a health care system in crisis.

Nurses and their patients, clients and residents experience the effects of staff shortages every day. Patients spend hours

waiting – in emergency departments, hospital units, nursing homes and many more settings – for essential care.

The election of Premier Susan Holt and a Liberal majority government on October 21, 2024 marked the beginning of a new era for nurses – one in which we hope to see positive change, with help from our efforts to keep government accountable.

In the months that followed the election, the Premier fulfilled a campaign promise to issue retention payments of up to \$10,000 to permanent full-time and permanent part-time nurses. This was followed by an additional payment of up to \$5,000 to eligible nurses who agreed to sign a one-year return of service agreement with the employer.

## BRAND RENEWAL

In late 2023, as NBNU prepared to celebrate its 50<sup>th</sup> year, we began working with Stiff, a communications agency, to conduct a rebranding exercise for the organization.

The branding process was an opportunity to learn what was (and wasn't) working for the nurses we represent. Stiff held dozens of meetings to connect with our members all over New Brunswick. They gained a strong understanding of the nursing landscape from many points of view – the Board of Directors, the team at NBNU Provincial Office, the activists, and the nurses we are fighting for, who are living in a very difficult reality and who need and deserve change.



A newly elected Premier Susan Holt addresses nurses at our 2024 AGM.

For a member-based organization to thrive, its members need to be focused and engaged, with channels of communication open and flowing freely back and forth. The brand needs to be a tool they can use in their workplace.

To accomplish what the union is intended to do, we can't afford for members to be disengaged any longer. We need them to have all the power. We need them to understand that when they stand up for themselves, they stand for their colleagues and for the nursing profession, because they are NBNU.

The rollout of the new brand will have a significant impact on our members, and it will start with your local presidents. Stiff has been working with our local presidents monthly since April, all with the intent to reshape how every nurse in New Brunswick sees themselves.

When the new brand is officially launched at the AGM in October, it will mark a new era for nurses and the union. We will also be launching a new website – one that makes it easier for nurses to benefit from the union and take steps to being a meaningful part of what we do.

## CAMPAIGN SPOTLIGHT: FAIR FINISH

After Part III nurses voted against ratifying the tentative agreement struck in September 2024, NBNU developed a post-ratification survey to gather members' thoughts on where the tentative agreement could have been stronger and what the deciding factors were for our members.

The survey highlighted a key issue: nurses were strongly opposed to their pension plan's retirement age, and this was a motivating factor in their decision to vote against ratification. Although the policies of the pension plan are not negotiated alongside their collective agreement, the message was clear: don't bring us a tentative agreement until this has been addressed.



United for fairness: postcards from the joint Fair Finish campaign with the New Brunswick Union.

Under the Shared Risk Plan for Certain Bargaining Employees of New Brunswick Hospitals (CBE SRP), nurses and health care professionals must work until age 65 to receive their full pension. Retiring before 65—even after decades of service—results in a 5% annual reduction in pension benefits.

This policy stands in stark contrast to other public service professionals—such as teachers, judges, correctional officers, and firefighters—who can retire as early as 55 or 60 with unreduced pensions and benefits. Nurses, who face equal or greater demands, rightfully believe they deserve equal treatment.

By age 60, three out of four nurses experience chronic pain due to the rigors of their profession. Health care professionals often begin their careers at 20-22. After more than 40 years of dedicated service, retiring at 60 isn't a privilege—it's a logical milestone.

In response to these findings, NBNU and the New Brunswick Union (NBU) launched the **Fair Finish campaign**—a united effort to make the case for a dignified retirement for health care professionals under the CBE SRP. The campaign's core demand: allow health care workers to retire at 60, without reducing their pensions.

## CAMPAIGN HIGHLIGHTS

### MICROSITE

Fairfinish.ca was the base camp for the campaign, where health care professionals and allies could familiarize themselves with our case for changing the age of retirement and join the cause by sending a personalized email and postcard calling for a Fair Finish to key government leaders.

### SOCIAL MEDIA ENGAGEMENT

The campaign garnered widespread support on Facebook and Instagram through targeted posts and ads.

### POSTCARDS

Health care professionals and allies were able to ask us to send the Premier a postcard on their behalf, which added a powerful visual element to the campaign. Each postcard represented a New Brunswicker who was advocating for fairness. When we delivered thousands of postcards to the Premier, the call for change was undeniable.

We are proud of the momentum and solidarity generated by the Fair Finish campaign—both among our members and the broader New Brunswick community.

# Retirement Tribute: Maria Richard

It is with mixed emotions that we write this tribute to our 1<sup>st</sup> Vice-President, Maria Richard, who will be retiring after the 2025 AGM.

Maria began her nursing career in 1987 at the Stella Maris-de-Kent Hospital, later working in the oncology-medical unit at the Moncton Hospital. She eventually transitioned to community health, where she served as a public health nurse for the remainder of her career.

For more than 33 years, Maria has been a steadfast and passionate advocate for NBNU, serving at both the local and provincial levels. Her roles have included local president, local secretary-treasurer, unit representative for community care, and member of six provincial negotiating teams. Since the fall of 2016, she has served with dedication and distinction as NBNU's 1<sup>st</sup> Vice-President.

Throughout her career, Maria has stepped up—no matter the task. Whether at rallies, meetings, interviews or committee work, she never hesitated to lend her time and energy. Her deep sense of belonging to NBNU and unwavering commitment to active involvement have been an inspiration to all.



Maria speaks out against violence toward nurses in a 2019 rally.



Maria: NBNU's enduring Francophone voice in the media.





Maria being honoured with the Glenna Rowsell Award in 2009.

Her voice has been a strong presence at the board table, at the bargaining table, and in any forum where unions and publicly funded health care are discussed. Known for her willingness to play devil's advocate, Maria has always ensured that members' best interests are at the forefront.

Beyond NBNU, Maria has contributed significantly to the broader labour movement. She served as 1<sup>st</sup> Vice-President on the NBFL's inner executive and as a trustee on the CBE SRP. Her commitment to this work led her to complete the

Foundations of Trust Management Standards course, Advanced Trust Management Standards A and B, and the Master of Trust Management Standards—earning certificates of achievement for each.

Her leadership and advocacy have been recognized through numerous honours, including participation in the 2015 Governor General's Canadian Leadership Conference, the Glenna Rowsell Award, the NBNU Spirit Award, and most recently, the CFNU Bread and Roses Award.



Solidarity in action: Maria rallies with fellow union activists.

Maria's passion for workers' rights, equity and fairness will undoubtedly continue into retirement. Her voice will not be quieted, and we are certain she will remain a strong advocate for health care and labour. Her signature motto says it all: **Together Stronger!**

Maria, we wish you a happy, healthy and well-deserved retirement. Thank you for everything.



Maria speaks at the 2019 AGM.

# Retirement Tribute: Debbie Gill

After approximately 7,800 working days—or 30 remarkable years—Debbie Gill has officially taken the leap into retirement. This decision wasn't made lightly, as Debbie dedicated most of her professional life to NBNU.





Debbie Gill

Debbie joined NBNU in 1995 as an accounting clerk. Over the years, her dedication and expertise led her to take on increasingly senior roles, including Manager of HR & Finance and ultimately Director of Operations. Throughout her career, Debbie remained steadfast in her commitment to ensuring NBNU's finances were managed with integrity and in accordance with both accounting standards and organizational policies. Her work ensured that members' dues were always used responsibly and transparently.

Debbie's contributions to NBNU extend far beyond the balance sheets. She played a pivotal role in the construction of our beautiful office building and led numerous other impactful projects that have shaped the organization's success.

Beyond her professional achievements, Debbie brought warmth, humour, and camaraderie to the workplace. Whether sharing a laugh around the lunch table or dressing up for St. Patrick's Day, she was always up for a good time. Her kind and caring nature, paired with her hilarious wildlife adventure stories, will be deeply missed.

We wish Debbie a retirement filled with joy, good health, and exciting new adventures. We know she'll continue to visit and share her stories—and we're already looking forward to hearing them.



1999 Finance Committee



2002 NBNU provincial office staff



2010 Finance Committee

# Annual Meeting Operations Committee Report

## ANNUAL MEETING OPERATIONS COMMITTEE

The members of the 2025 Annual Meeting Operations Committee are Renée Boudreau and Karine Savoie. Our ex-officio member is Paula Doucet. The committee met on July 15, 2025 via Zoom to review the resolutions and Constitution and By-law changes.

## NOMINATIONS FOR ELECTED POSITIONS

One nomination for Catherine Little was reviewed by the Committee for the elected position of 1<sup>st</sup> Vice-President. There were no other nominations received, and it was submitted by the deadline of August 1<sup>st</sup>. The nomination was found to have met the criteria and therefore is elected by acclamation. Congratulations to Catherine!

## RESOLUTIONS

A total of Fourteen (14) resolutions were submitted by the deadline date of June 27, 2025. From those resolutions eight (8) met the necessary criteria and are printed in the Parasol to be debated at the AGM in October.

## CONSTITUTION AND BY-LAWS

A total of Thirteen (13) constitution and by-law changes were submitted to the committee by the deadline date of June 27, 2025. These also met the necessary criteria and are 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. 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.

As a final note, I would like to thank all the locals who submitted some resolutions to review. We are looking forward to seeing everyone at our Annual General Meeting.

Karine Savoie  
Chairperson  
Annual Meeting Operations Committee

# Candidate for Election

## 1<sup>st</sup> Vice-President (elected by acclamation)

### UNION PARTICIPATION

#### PROVINCIAL OFFICES HELD

- Hospitals, Part III Bargaining Unit Representative (2021 - present)
- Hospitals, Part III Negotiation Team (2018 - present)
- Secretary/Treasurer (2018 - 2021)

#### LOCAL OFFICES HELD

- President, Saint John Regional Hospital Local 17 (2018 – present)
- Vice-President & Grievance Officer, Saint John Regional Hospital Local 17 (2011 – 2018)
- Secretary, Saint John Regional Hospital Local 17 (2005 - 2010)
- Vice-President & Grievance Officer, Saint John Regional Hospital Local 17 (2001 - 2005)
- Nursing Professional Practice Committee co-chair, Saint John Regional Hospital (2001 - 2024)

### WORK EXPERIENCE

- Staff Nurse Emergency Department (2010 - present)
- Temporary Labour Relations Officer with NBNU (2015)
- Staff Nurse Cardiac Catheterization lab (2006 - 2010)
- Staff Nurse Emergency Department (2001 - 2006)
- Staff Nurse Cardiac Services (2000 - 2001)

### OTHER ACTIVITIES

- Vice President, New Brunswick Federation of Labour (2025)
- Part Time and Seasonal Pension Place Co-Chair (2025)
- NANB AGM 2025
- CFNU Nurse-Patient Ratio Summit 2024
- Trustee-in-Training, Certain Bargaining Employees' Shared Risk Pension Plan (2019 - Present)
- Eastern Labour School (2002, 2006, 2008, 2010, 2012, 2024)
- CFNU Biennial Conventions (2003 - 2025)
- CLC Triennial Conventions (2008 - 2014)
- 2016 CNA Conference



Catherine Little

I am honored to accept this nomination for the 1<sup>st</sup> Vice President of the New Brunswick Nurses Union.

I understand the responsibilities of this position and I am committed to the vision of NBNU.

My experience, knowledge, dedication, leadership skills and understanding of the collective agreement will be an asset for all members of NBNU.

Being a member of the Board of Directors has given me a broad understanding of NBNU's vision, mission and values; paired with my dedication, experience, and leadership skills, will aid in the succession of a solid foundation for the future of NBNU. My mandate is to voice the concerns and issues of the entire membership in a professional, and equitable manner.

I am committed to NBNU and would welcome the opportunity to serve as 1<sup>st</sup> Vice-President.

# 2025 Constitution & By-law changes

## Name of local: NBNU Board of Directors

### ARTICLE 3 - INTERPRETATION

#### PROPOSED CHANGES

**3.02** “Member in Good Standing” shall mean a person who is recognized by one of the bargaining units as an employee and who, subject to Article 5.01~~04~~, pays monthly union dues and maintains a current registration with NANB their applicable regulatory body (ie NANB, ANBLPN).

#### INTENT

To include the LPN regulatory body and address the name change when NANB transitions to the college model.

### ARTICLE 5 - MEMBERSHIP

#### PROPOSED CHANGES

**5.04** A member of the Union who is on layoff or an approved leave of absence pursuant to the collective agreement, including maternity or childcare leave and nurses returning to work under the Employment Insurance legislation before the end of their maternity or childcare leave, shall continue to be a member in good standing of the Union without paying union dues.

#### INTENT

to provide clarity

### ARTICLE 6 – UNION LOCALS

#### PROPOSED CHANGES

**6.03 (b)** In the event that any local does not elect its Local President to the Executive Council within 120 days, the local shall be deemed non compliant until a new local executive is elected. ~~The President of the Union shall call a meeting of the members of the local for the purpose of electing the local President to the Executive Council from that local.~~

#### INTENT

To provide a true representation on the current process.

### ARTICLE 7 - ELECTIONS

#### PROPOSED CHANGES

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

#### INTENT

Housekeeping

### ARTICLE 7 - ELECTIONS

#### PROPOSED CHANGES

##### 7.03 (a) Nominations

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

#### INTENT

Housekeeping

### ARTICLE 11 – VOTING AT MEETINGS OF THE UNION

#### PROPOSED CHANGES

**11.01** Any member in good standing of a local may attend and participate in any Annual or Special Meeting of the Union, but only those voting delegates hereinafter described shall be entitled to vote at any such meeting.

#### INTENT

provide clarification & consistency

## ARTICLE 15 – REVENUE AND FINANCIAL ACCOUNTABILITY

### PROPOSED CHANGES

**15.01 (b)** Chartered Locals shall not deduct any additional dues amounts from its members.

#### INTENT

All NBNU members to pay the same amount, no levies allowed.

## APPENDIX “A”

### PROPOSED CHANGES

21. Villa St-Isidore  
44. V. A. Snow Centre

#### INTENT

Add new locals to the constitution

## APPENDIX “A”

### PROPOSED CHANGES

92 – Region 3 Nurse Manager & Supervisor Local

#### INTENT

Remove local 92 as it has merged with local 53

## APPENDIX “A”

### PROPOSED CHANGES

67. Dalhousie Nursing Home Villa-Renaissance

#### INTENT

Update the name of the local

## Name of local: DECRH Local 37

## ARTICLE 7 - ELECTIONS

### PROPOSED CHANGES

#### 7.01 Elections

Board of Directors

(b) Eligibility

To be eligible for nominations to the office of 2<sup>nd</sup> 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 3 years, attended Executive council as an observer or NBNU AGM as an observer or voting delegate within the past 5 years and be a member in good standing.

#### 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, are regular attendees at Provincial meetings and are invested in the functions and success of NBNU as a whole ;

**BE IT RESOLVED** that the eligibility for nomination to the position of 2<sup>nd</sup> Vice President be amended by removing the requirement of being a Local President and adding a recognition of their positions on Local Executives and attendance at Provincial meetings.

## Name of local: DECRH Local 37

## ARTICLE 7 - ELECTIONS

### PROPOSED CHANGES

#### 7.01 Elections

Board of Directors

(b) Eligibility

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

- 1) have previously served as an elected member of the NBNU Finance Committee within the past 5 years
- 2) or must have previously served as an elected member of the Executive Council
- 3) or served as a Local Treasurer and attended NBNU AGM within the past 5 years.

#### INTENT

**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,

**BE IT RESOLVED** that the eligibility for nomination to the position of VP Finance be amended in recognition of Local Treasurers as well as Local Presidents.

## ARTICLE 7 - ELECTIONS

### PROPOSED CHANGES

#### 7.02 Executive Committee

##### (a) Nominations

Nominations for the offices of Bargaining Unit Representative (Acute Care, Community Care, Nurse Manager & Nurse Supervisor, shall be elected by their respective bargaining unit/designation.

Nominations will be received by Provincial Office in August with an election taking place by electronic vote in September and results announced at the annual meeting in October.

##### (b) Eligibility

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

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

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

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

##### (c) Term

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

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

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

### INTENT

1. Moving the representative (non inner executive) seats to a consistent two (2) year election cycle is meant to foster better succession planning and address issues with "Unit Representatives" being in place for 7+ years because of the link to new Collective Agreements.
2. Two (2) year cycles rather than three (3) election cycles is to stagger any wholesale changes in Board composition and to allow members to exercise the voting rights at least once during a typical administrative period of a Collective Agreement.
3. De-coupling the representatives from the renewal of Collective Agreement will allow the members to select their representatives in a more democratic and timely manner.
4. There is no issue for negotiations (if the Bargaining Unit/NP/LPN VP) is unelected, as the new bargaining teams are made up of members from all the zones, so knowledge of the process and progress will be secure.

# 2025 Resolutions

## RESOLUTION #1 –NURSE RETENTION TAX CREDIT

### MOVED BY THE NBNU BOARD OF DIRECTORS

**WHEREAS** Nova Scotia offers a tax incentive for nurses under 30, exempting income tax on the first \$50,000 of earnings;

**AND WHEREAS** the provincial government has spent millions on backfilling staffing shortages with nurses from private, for-profit agencies;

**AND WHEREAS** nurses are leaving New Brunswick for better wages or agency nursing opportunities;

**AND WHEREAS** retaining nurses in New Brunswick is critical to the sustainability of our healthcare system;

**BE IT RESOLVED** that NBNU work with the provincial government to establish a new income tax incentive—either as a credit or deduction—for nurses who remain in New Brunswick, regardless of age, to encourage long-term retention.

## RESOLUTION #2 – KEEPING CLINICS PUBLIC

### MOVED BY THE NBNU BOARD OF DIRECTORS

**WHEREAS** the Government of New Brunswick has indicated that some new health clinics may operate under public-private partnership (P3) models with private staffing;

**AND WHEREAS** further privatization of healthcare undermines the integrity of the public system;

**AND WHEREAS** private healthcare settings may compromise standards of care and patient safety;

**AND WHEREAS** for-profit clinics divert resources, worsen staffing shortages in the public sector, and increase inequities;

**AND WHEREAS** evidence shows private clinics and services leads to higher costs, reduced quality of care, and longer wait times for those unable to afford private services, creating a two-tiered system that disadvantages the most vulnerable populations;

**THEREFORE BE IT RESOLVED** that NBNU, in collaboration with the New Brunswick Health Coalition, lobby the provincial government to ensure all newly announced health clinics remain publicly administered and staffed by public sector workers;

**BE IT FURTHER RESOLVED** that NBNU demand full transparency and accountability in the delivery and operation of these clinics.

### RESOLUTION #3 – PROVINCE-WIDE NEEDLE EXCHANGE PROGRAM

MOVED BY THE NBNU BOARD OF DIRECTORS

**WHEREAS** individuals living with addiction often use contaminated needles, increasing the risk of disease transmission and emergency room visits;

**AND WHEREAS** a province-wide needle exchange program available in all communities would allow individuals struggling with addiction to safely return used needles and receive clean ones in exchange, reducing public health risks from discarded needles;

**THEREFORE BE IT RESOLVED** that NBNU lobby the provincial government to implement accessible needle exchange programs and safer spaces for those living with addictions across all regions of New Brunswick, including rural and underserved areas.

### RESOLUTION #4 – ADDRESSING THE NEEDS OF NEW BRUNSWICK’S AGING POPULATION

MOVED BY THE NBNU BOARD OF DIRECTORS

**WHEREAS** New Brunswick’s population is aging rapidly, increasing demand for healthcare services, long-term care, and specialized geriatric care;

**AND WHEREAS** the current healthcare system is struggling to meet the complex medical, social and long term care needs of older adults, resulting in more hospital admissions, longer stays, and limited access to home and long-term care;

**AND WHEREAS** nurses play a vital role in caring for seniors, yet staffing levels, resources, and training in geriatric care are insufficient;

**AND WHEREAS** the strain on the healthcare system has financial, social, and workforce implications requiring urgent and immediate government action to implement sustainable solutions;

**THEREFORE BE IT RESOLVED** that NBNU lobby the provincial government to implement sustainable funding strategies to support the aging population, including:

- Increased investment in home care and community-based services to support aging in place and reduce unnecessary hospitalizations;
- Expanded access to long-term care facilities with appropriate staffing levels, particularly licensed staff, to improve quality of care;
- Improved coordination between the Department of Health, Social Development, and community resources to deliver comprehensive, integrated care; and
- Enhanced education and training opportunities for nurses in geriatric care.

### RESOLUTION #5 – RECOGNITION OF LICENSED PRACTICAL NURSES

MOVED BY THE NBNU BOARD OF DIRECTORS

**WHEREAS** New Brunswick remains the only province in Canada that does not officially recognize Licensed Practical Nurses (LPNs) under the broader classification of “nurse”;

**BE IT RESOLVED** that NBNU advocate for the inclusion of LPNs under the designation of “nurse” as the *Nurses Act* is reviewed. While distinctions exist between Registered Nurses (RNs), LPNs, and Nurse Practitioners (NPs), all are integral members of the nursing profession.

**RESOLUTION #6 –  
RECONCILIATION AND ANTI-  
RACISM IN HEALTHCARE**

**MOVED BY THE NBNU BOARD OF  
DIRECTORS**

**WHEREAS** Indigenous people continue to face racism in healthcare settings;

**AND WHEREAS** Indigenous communities have shown resilience and leadership in the face of systemic barriers;

**AND WHEREAS** nurses have a role to play in leading change within the healthcare system;

**AND WHEREAS** the National Day for Truth and Reconciliation is now a statutory holiday, yet inequities in healthcare services for Indigenous communities persist;

**THEREFORE BE IT RESOLVED** that NBNU support the inclusion and use of Indigenous healing practices and knowledge in healthcare settings.

**BE IT FURTHER RESOLVED** that NBNU make the nurses' public apology text available.

**BE IT FURTHER RESOLVED** that NBNU advocate for, and help develop, culturally safe and supportive environments for Indigenous patients and nurses;

**BE IT FURTHER RESOLVED** that NBNU affirm that racism against Indigenous patients is a critical patient safety issue for patients, clients and residents which must be stopped.

**RESOLUTION #7 – TRAVEL  
POLICY**

**MOVED BY SHEILA EBBETT  
SECONDED BY BONNIE SPEED**

**WHEREAS** significant time can be spent arriving early and awaiting connecting flights;

**BE IT RESOLVED** that NBNU Policy Manual Section 10 Financial Policies, (f) Expense account policy, (a) Travel be amended as follows:

*When travelling by air, (ADD) a maximum of 2 hours of waiting time in addition to only actual flying time and travelling to and from airports will be considered travel time.*

**RESOLUTION #8 – MINIMUM  
ALLOTTED TIME FOR  
PRODUCTIVE DEBATE**

**MOVED BY THE DECH LOCAL**

**WHEREAS** there is no mention of the amount of time allotted to move or debate a motion or propose a resolution for constitution change in the NBNU Constitution or the NBNU Policy Manual;

**AND WHEREAS** a healthy, open debate is beneficial for full understanding and expression of opinions;

**AND WHEREAS** Robert's Rules of Order set the default time limit for speaking on a debatable motion to 10 minutes per turn;

**BE IT RESOLVED** that NBNU follow Robert's Rules of Order and allot 10 minutes to the mover and all speakers on motions, resolutions and proposed Constitution changes.

# Scholarships & Bursaries

To help fulfill our commitment to building a strong, sustainable nursing workforce for the future, NBNU awards six scholarships annually to nursing students in New Brunswick.

By supporting students today, we're investing in the next generation of nurses—ensuring they have the resources they need to succeed in their studies and careers.

## 2024 SCHOLARSHIP RECIPIENTS

- 1<sup>st</sup> Year Nursing Scholarship Award – Ava Warren, Myriam Thériault, Zachary Groom
- NBNU Nursing Scholarship (2<sup>nd</sup> Year Students) – Riley Dykeman
- CFNU Scholarship – MacKenzie Wiseman
- Post-Secondary Scholarships (3) – Chantal Marie Pelletier, Jonathon Bourgeois, Jack Elliott Taylor
- John MacDonald Memorial Scholarship – Isabella Shannon Colwell

## 2025 NBNU BURSARY RECIPIENTS

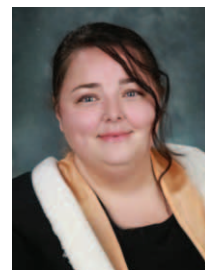
Each year, NBNU awards ten bursaries of \$800 to students enrolled in the Bachelor of Nursing program at New Brunswick's five teaching sites: Université de Moncton (Moncton and Edmundston campuses) and the University of New Brunswick (Fredericton, Saint John, and Moncton campuses).

The student body at each site selects two students from their group to receive the bursary, recognizing their outstanding spirit, dedication and involvement throughout their four years in the program, as well as their scholastic accomplishments.

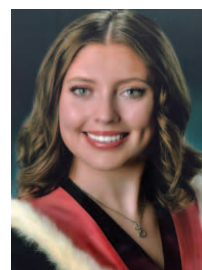
- l'Université de Moncton - Edmundston – Wisseberthe Dumas, Pierre-Olivier Poitras
- l'Université de Moncton - Moncton – Rija Ny Aina Fidèle Rabearivelo, Charitian McGraw-Robicheau
- University of New Brunswick - Moncton – Mackenzie VanderToorn, April Davis
- University of New Brunswick - Saint John – Sarah Buckley, Charley Howatt
- University of New Brunswick - Fredericton – Savannah McBride, Dawn Polchies



Isabella Shannon Colwell



Dawn Polchies



Charley Howatt



Pierre-Olivier Poitras



Rija Rabearivelo



Sarah Buckley



April Davis

NEW BRUNSWICK NURSES UNION

# Financial Statements

Year Ended December 31, 2024



NEW BRUNSWICK NURSES UNION  
Index to Financial Statements  
Year Ended December 31, 2024

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|                                             | Page |
|---------------------------------------------|------|
| INDEPENDENT AUDITOR'S REPORT                | 43   |
| FINANCIAL STATEMENTS                        |      |
| Statement of Financial Position             | 45   |
| Statement of Operations                     | 46   |
| Statement of Changes in Fund Balances       | 48   |
| Statement of Cash Flows                     | 49   |
| Notes to Financial Statements               | 50   |
| Marketable Securities ( <i>Schedule 1</i> ) | 53   |

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## INDEPENDENT AUDITOR'S REPORT

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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, 2024, 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, 2024, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO)

### *Basis for Opinion*

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

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

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

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

### *Auditor's Responsibilities for the Audit of the Financial Statements*

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

(continues)

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

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  
May 15, 2025

CHARTERED PROFESSIONAL  
ACCOUNTANTS

**NEW BRUNSWICK NURSES UNION**  
**Statement of Financial Position**  
**December 31, 2024**

|                                       | General Fund<br>2024 | Restricted<br>Funds<br>2024 | Total<br>2024 | Total<br>2023 |
|---------------------------------------|----------------------|-----------------------------|---------------|---------------|
| <b>ASSETS</b>                         |                      |                             |               |               |
| <b>CURRENT</b>                        |                      |                             |               |               |
| Cash                                  | \$ 735,898           | \$ 86,044                   | \$ 821,942    | \$ 786,649    |
| Marketable securities<br>(schedule 1) | 2,815,735            | 5,074,356                   | 7,890,091     | 7,791,070     |
| Dues receivable                       | 206,917              | -                           | 206,917       | 332,126       |
| Accounts receivable from<br>employees | 362                  | -                           | 362           | 1,389         |
| Other accounts<br>receivable          | 26,117               | 104                         | 26,221        | 15,314        |
| Interest receivable                   | 136,652              | -                           | 136,652       | 124,958       |
| Prepaid expenses                      | 46,016               | -                           | 46,016        | 51,240        |
|                                       | 3,967,697            | 5,160,504                   | 9,128,201     | 9,102,746     |
| <b>CAPITAL ASSETS (Note 5)</b>        | 1,071,481            | -                           | 1,071,481     | 1,199,328     |
|                                       | \$ 5,039,178         | \$ 5,160,504                | \$ 10,199,682 | \$ 10,302,074 |

**LIABILITIES AND NET ASSETS**

|                              |              |              |               |               |
|------------------------------|--------------|--------------|---------------|---------------|
| <b>CURRENT</b>               |              |              |               |               |
| Accounts payable             | \$ 973,293   | \$ -         | \$ 973,293    | \$ 919,219    |
| Due (to) from funds (Note 6) | (35,605)     | 35,605       | -             | -             |
|                              | 937,688      | 35,605       | 973,293       | 919,219       |
| <b>FUND BALANCES</b>         | 4,101,490    | 5,124,899    | 9,226,389     | 9,382,855     |
|                              | \$ 5,039,178 | \$ 5,160,504 | \$ 10,199,682 | \$ 10,302,074 |

**ON BEHALF OF THE BOARD**

 Director

 Director

See notes to financial statements

# NEW BRUNSWICK NURSES UNION

## Statement of Operations

Year Ended December 31, 2024

|                                               | General Fund<br>2024 | General Fund<br>2023 | Restricted<br>Funds<br>2024 | Restricted<br>Funds<br>2023 |
|-----------------------------------------------|----------------------|----------------------|-----------------------------|-----------------------------|
| <b>REVENUES</b>                               |                      |                      |                             |                             |
| Membership dues                               | \$ 5,850,189         | \$ 5,665,696         | \$ -                        | \$ -                        |
| Investment income                             | 318,908              | 315,497              | 5,298                       | 4,068                       |
| Contributions from nursing homes              | -                    | -                    | 34,376                      | 33,811                      |
|                                               | <b>6,169,097</b>     | <b>5,981,193</b>     | <b>39,674</b>               | <b>37,879</b>               |
| <b>EXPENSES</b>                               |                      |                      |                             |                             |
| <b>GENERAL &amp; ADMINISTRATION</b>           |                      |                      |                             |                             |
| Salaries - labour relations                   | 1,027,100            | 1,054,410            | -                           | -                           |
| Salaries - office staff                       | 1,047,969            | 700,146              | -                           | -                           |
| Salaries - overtime                           | 12,917               | 12,242               | -                           | -                           |
| Employee benefits                             | 390,849              | 346,036              | -                           | -                           |
| Employee recruitment                          | 1,744                | 7,544                | -                           | -                           |
| Staff professional development                | 22,196               | 25,520               | -                           | -                           |
| Travel                                        | 113,023              | 97,882               | -                           | -                           |
| Car allowance                                 | 55,200               | 45,416               | -                           | -                           |
| Office supplies and expenses                  | 126,440              | 116,632              | -                           | -                           |
| Library                                       | 18,109               | 10,998               | -                           | -                           |
| Postage                                       | 47,167               | 30,543               | -                           | -                           |
| Insurance                                     | 18,742               | 19,459               | -                           | -                           |
| Bank charges and broker fees                  | 29,112               | 28,769               | -                           | -                           |
| Communications                                | 95,345               | 95,502               | -                           | -                           |
| Professional fees                             | 85,205               | 46,596               | -                           | -                           |
| Photocopier leases and expenses               | 10,961               | 11,643               | -                           | -                           |
| Electricity                                   | 20,421               | 21,260               | -                           | -                           |
| Property taxes and water                      | 73,160               | 74,369               | -                           | -                           |
| Building repairs and maintenance              | 123,626              | 82,004               | -                           | -                           |
| Amortization                                  | 114,980              | 114,120              | -                           | -                           |
| <b>TOTAL GENERAL<br/>&amp; ADMINISTRATIVE</b> | <b>3,434,266</b>     | <b>2,941,091</b>     | <b>-</b>                    | <b>-</b>                    |

(continues)

See notes to financial statements

# NEW BRUNSWICK NURSES UNION

## Statement of Operations *(continued)*

Year Ended December 31, 2024

|                                                                              | General Fund<br>2024 | General Fund<br>2023 | Restricted<br>Funds<br>2024 | Restricted<br>Funds<br>2023 |
|------------------------------------------------------------------------------|----------------------|----------------------|-----------------------------|-----------------------------|
| <b>UNION ACTIVITIES</b>                                                      |                      |                      |                             |                             |
| Dues refunds to locals                                                       | 427,667              | 465,337              | -                           | -                           |
| <b>COMMITTEE EXPENSES</b>                                                    |                      |                      |                             |                             |
| Salaries - members                                                           | 531,540              | 583,972              | -                           | -                           |
| Travel, meals and accommodations                                             | 485,852              | 509,001              | -                           | -                           |
| Meeting accommodations                                                       | 21,369               | 15,706               | -                           | -                           |
| Speakers and registration                                                    | 96,408               | 79,835               | -                           | -                           |
| Translation                                                                  | 161,387              | 155,826              | -                           | -                           |
| Member benefits                                                              | 88,156               | 75,065               | -                           | -                           |
| Hearing expenses                                                             | 491,393              | 69,065               | -                           | -                           |
| Public relations and promotions                                              | 303,792              | 693,621              | -                           | -                           |
| General printing                                                             | 40,992               | 46,924               | -                           | -                           |
| CFNU / NBFL dues                                                             | 368,249              | 348,494              | -                           | -                           |
| General translation                                                          | 15,823               | 94,321               | -                           | -                           |
| Scholarships                                                                 | 16,000               | 18,600               | -                           | -                           |
| Memorials and gifts                                                          | 1,964                | 2,406                | -                           | -                           |
| Educational assistance                                                       | -                    | -                    | 34,398                      | 19,161                      |
| General expenses                                                             | -                    | -                    | (337)                       | 29                          |
| <b>TOTAL UNION ACTIVITIES</b>                                                | <b>3,050,592</b>     | <b>3,158,173</b>     | <b>34,061</b>               | <b>19,190</b>               |
|                                                                              | <b>6,484,858</b>     | <b>6,099,264</b>     | <b>34,061</b>               | <b>19,190</b>               |
| <b>EXCESS (DEFICIENCY) OF<br/>REVENUES OVER EXPENSES<br/>FROM OPERATIONS</b> | <b>(315,761)</b>     | <b>(118,071)</b>     | <b>5,613</b>                | <b>18,689</b>               |
| <b>OTHER INCOME</b>                                                          |                      |                      |                             |                             |
| Gain (loss) on disposal of<br>capital assets.                                | 153,682              | (139)                | -                           | -                           |
| <b>EXCESS (DEFICIENCY) OF<br/>REVENUES OVER<br/>EXPENSES</b>                 | <b>\$ (162,079)</b>  | <b>\$ (118,210)</b>  | <b>\$ 5,613</b>             | <b>\$ 18,689</b>            |

See notes to financial statements

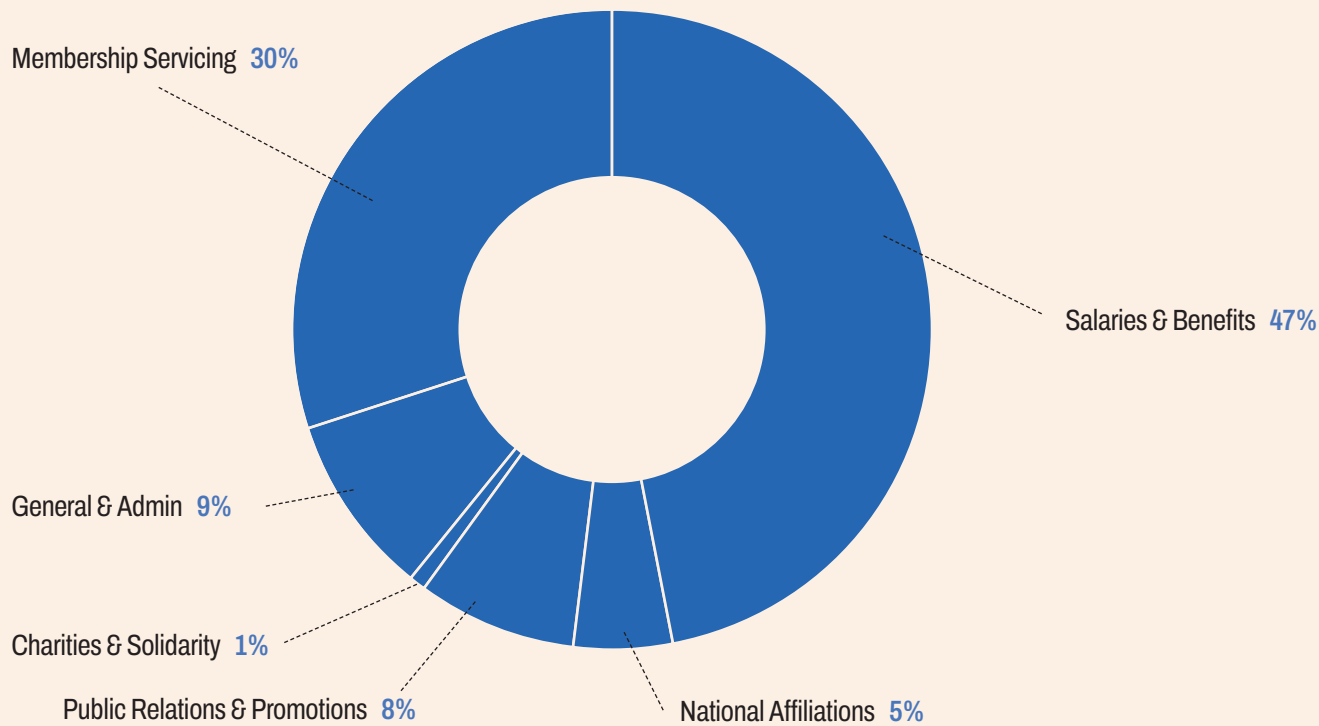
NEW BRUNSWICK NURSES UNION  
 Statement of Changes in Fund Balances  
 Year Ended December 31, 2024

|                                                  | General Fund<br>2024 | General Fund<br>2023 | Restricted<br>funds<br>2024 | Restricted<br>funds<br>2023 |
|--------------------------------------------------|----------------------|----------------------|-----------------------------|-----------------------------|
| <b>FUND BALANCES -<br/>BEGINNING OF YEAR</b>     | <b>\$ 4,263,569</b>  | <b>\$ 4,381,779</b>  | <b>\$ 5,119,286</b>         | <b>\$ 5,100,597</b>         |
| Excess (deficiency) of revenues<br>over expenses | (162,079)            | (118,210)            | 5,613                       | 18,689                      |
| <b>FUND BALANCES - END OF<br/>YEAR</b>           | <b>\$ 4,101,490</b>  | <b>\$ 4,263,569</b>  | <b>\$ 5,124,899</b>         | <b>\$ 5,119,286</b>         |

See notes to financial statements

# Operating Expenses 2025

Percentage of Budget



**NEW BRUNSWICK NURSES UNION**  
**Statement of Cash Flows**  
**Year Ended December 31, 2024**

|                                                  | General Fund<br>2024 | Restricted<br>funds<br>2024 | Total<br>2024 | Total<br>2023 |
|--------------------------------------------------|----------------------|-----------------------------|---------------|---------------|
| <b>OPERATING ACTIVITIES</b>                      |                      |                             |               |               |
| Excess (deficiency) of<br>revenues over expenses | \$ (162,079)         | \$ 5,613                    | \$ (156,466)  | \$ (99,521)   |
| Items not affecting cash:                        |                      |                             |               |               |
| Amortization of capital<br>assets                | 114,980              | -                           | 114,980       | 114,120       |
| (Gain) loss on disposal of<br>capital assets     | (153,682)            | -                           | (153,682)     | 139           |
|                                                  | (200,781)            | 5,613                       | (195,168)     | 14,738        |
| Changes in non-cash working capital:             |                      |                             |               |               |
| Dues receivable                                  | 125,209              | -                           | 125,209       | (139,964)     |
| Accounts receivable from<br>employees            | 1,027                | -                           | 1,027         | (762)         |
| Interest receivable                              | (11,694)             | -                           | (11,694)      | (58,986)      |
| Other accounts receivable                        | (10,803)             | (104)                       | (10,907)      | 21,425        |
| Accounts payable                                 | 54,075               | -                           | 54,075        | 232,572       |
| Prepaid expenses                                 | 5,224                | -                           | 5,224         | (3,858)       |
|                                                  | 163,038              | (104)                       | 162,934       | 50,427        |
| Cash flow from (used by)<br>operating activities | (37,743)             | 5,509                       | (32,234)      | 65,165        |
| <b>INVESTING ACTIVITIES</b>                      |                      |                             |               |               |
| Purchase of capital assets                       | (33,323)             | -                           | (33,323)      | (112,081)     |
| Marketable securities                            | (43,604)             | (55,417)                    | (99,021)      | (260,595)     |
| Proceeds on disposal of<br>capital assets        | 199,871              | -                           | 199,871       | 555           |
| Cash flow from (used by)<br>investing activities | 122,944              | (55,417)                    | 67,527        | (372,121)     |
| <b>FINANCING ACTIVITY</b>                        |                      |                             |               |               |
| Transfers between funds                          | (29,196)             | 29,196                      | -             | -             |
| Cash flow from (used by)<br>financing activity   | (29,196)             | 29,196                      | -             | -             |
| <b>INCREASE (DECREASE) IN<br/>CASH FLOW</b>      | 56,005               | (20,712)                    | 35,293        | (306,956)     |
| Cash - beginning of year                         | 679,892              | 106,757                     | 786,649       | 1,093,605     |
| <b>CASH - END OF YEAR</b>                        | \$ 735,897           | \$ 86,045                   | \$ 821,942    | \$ 786,649    |
| <b>CASH FLOWS SUPPLEMENTARY INFORMATION</b>      |                      |                             |               |               |
| Interest received                                | \$ (330,603)         | \$ (5,298)                  | \$ (335,901)  | \$ (378,552)  |

See notes to financial statements

NEW BRUNSWICK NURSES UNION

Notes to Financial Statements

Year Ended December 31, 2024

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.

Capital assets

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

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

(continues)

## NEW BRUNSWICK NURSES UNION

### Notes to Financial Statements

Year Ended December 31, 2024

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

|                        |     |
|------------------------|-----|
| Buildings              | 4%  |
| Furniture and fixtures | 10% |
| Computer equipment     | 25% |
| Computer software      | 50% |

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

##### Revenue recognition

New Brunswick Nurses Union follows the restricted fund method of accounting for revenue.

Union membership dues are recognized as revenue of the General Fund in the year received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Contributions from nursing homes are recognized as revenue of the Nursing Home Educational Leave fund.

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

##### 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.

#### 5. CAPITAL ASSETS

|                        | Cost         | Accumulated<br>amortization | 2024<br>Net book<br>value | 2023<br>Net book<br>value |
|------------------------|--------------|-----------------------------|---------------------------|---------------------------|
| Land                   | \$ 281,722   | \$ -                        | \$ 281,722                | \$ 281,722                |
| Buildings              | 1,941,771    | 1,285,724                   | 656,047                   | 778,335                   |
| Furniture and fixtures | 403,952      | 312,251                     | 91,701                    | 83,029                    |
| Computer equipment     | 157,476      | 118,992                     | 38,484                    | 46,267                    |
| Computer software      | 150,803      | 147,276                     | 3,527                     | 9,975                     |
|                        | \$ 2,935,724 | \$ 1,864,243                | \$ 1,071,481              | \$ 1,199,328              |

**NEW BRUNSWICK NURSES UNION**  
**Notes to Financial Statements**  
**Year Ended December 31, 2024**

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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 \$35,605 (2023 - \$6,411).

# NEW BRUNSWICK NURSES UNION

## Marketable Securities

(Schedule 1)

As at December 31, 2024

|                                                     | 2024<br>Carrying value | 2024<br>Fair value  |
|-----------------------------------------------------|------------------------|---------------------|
| <b>GENERAL FUND</b>                                 |                        |                     |
| Omista Credit Union                                 |                        |                     |
| 3.75% GIC, due October 2025                         | \$ 110,799             | \$ 110,799          |
| Credit Union shares                                 | 5                      | 5                   |
| BMO Nesbitt Burns                                   |                        |                     |
| 4.45% Canadian Western Bank GIC, due June 2028      | 256,000                | 256,000             |
| 4.20% CIBC Bond, due July 2027                      | 403,394                | 413,205             |
| 4.52% Bank of Montreal GIC, due June 2028           | 250,000                | 250,000             |
| 2.14% Royal Bank Bond, due November 2031            | 311,636                | 321,970             |
|                                                     | -                      | -                   |
| Scotia McLeod Mutual Funds                          |                        |                     |
| Scotia Wealth cash                                  | 4,765                  | 4,765               |
| Scotia Wealth Canadian Corporate Bond Pool          | 139,168                | 135,783             |
| Scotia Wealth Floating Rate Income Pool             | 74,204                 | 67,856              |
| Scotia Wealth Short-Mid Government Bond Pool        | 87,565                 | 83,839              |
| Scotia Wealth US Dividend Pool                      | 34,055                 | 45,400              |
| Scotia Canadian Dividend Fund                       | 44,144                 | 53,202              |
| Scotiabank                                          |                        |                     |
| 4.50% Scotiabank GIC, due March 2025                | 800,000                | 828,405             |
| 5.50% Scotiabank GIC, due January 2025              | 300,000                | 317,547             |
| <b>TOTAL GENERAL FUND MARKETABLE SECURITIES</b>     | <b>\$ 2,815,735</b>    | <b>\$ 2,888,776</b> |
|                                                     | 2024<br>Carrying value | 2024<br>Fair value  |
| <b>RESTRICTED FUNDS</b>                             |                        |                     |
| Omista Credit Union                                 |                        |                     |
| Omista Credit Union shares                          | 5                      | 5                   |
| BMO Nesbitt Burns                                   |                        |                     |
| 4.71% Bond Toronto Dominion Bank, due January 2027  | 864,437                | 893,000             |
| 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                                  | 23,689                 | 23,689              |
| Scotia Wealth Canadian Corporate Bond Pool          | 691,165                | 674,952             |
| Scotia Wealth Floating Rate Income Pool             | 368,853                | 337,273             |
| Scotia Wealth Short-Mid Government Bond Pool        | 434,808                | 416,730             |
| Scotia Wealth US Dividend Pool                      | 170,699                | 225,626             |
| Scotia Canadian Dividend Fund                       | 220,700                | 264,428             |
| Scotiabank                                          |                        |                     |
| 5.10% Scotiabank GIC, due April 2025                | 1,000,000              | 1,040,241           |
| 5.10% Scotiabank GIC, due February 2025             | 50,000                 | 52,508              |
| 4.00% Scotiabank GIC, Due May 2025                  | 35,000                 | 35,892              |
| <b>TOTAL RESTRICTED FUNDS MARKETABLE SECURITIES</b> | <b>5,074,356</b>       | <b>5,179,344</b>    |
| <b>GRAND TOTAL</b>                                  | <b>\$ 7,890,091</b>    | <b>\$ 8,068,120</b> |

See notes to financial statements

# Finance Committee Report

The Finance Committee met at NBNU Provincial Office on May 14 and 15, 2025.

The Finance Committee is composed of Tony Bettel, J  h  ne St-Coeur, Bonnie Speed and myself, Maria Cormier, VP of Finance. Ex-officio members include Debbie Gill, Director of Operations, Paula Doucet, President and Matt Hiltz, Executive Director.

Peter Spacek, of the accounting firm of Spacek, Armstrong and Norrad presented the audited financial statement of 2024 and reported that NBNU once again had a clean audit.

The committee conducted a thorough review of the 2026 budget, ensuring that every dime is accounted for and aligned with the needs of NBNU members. By doing that we identified two budget lines that were either unused or misallocated:

- The \$5,000 Legal Assistance Fund was not used in that line but was captured in the Legal Expense instead.
- The \$1,000 Local Assistance Fund that hasn't been utilized for many years.

We proactively calculated the member salary expenses based on the anticipated 18.5 % salary increase expected in 2026 once Part III negotiations conclude. This approach ensures the budget reflects the most accurate projections possible.

Following the finance committee meeting, a report was presented to the Board of Directors. They have endorsed the following recommendations to go to the floor of the AGM for consideration and debate.

1. Re-allocate the \$5,000 Legal Assistance Fund to the Legal and Professional Expenses-Membership line and remove the Legal Assistance Fund that line from the budget. The \$175,000 allocated captures that amount.
2. Remove the Local Assistance Fund and return that \$1,000 back to the general budget (the money was not accounted for in the calculation of the budget).
3. Propose a 6-month LRO internship for 2026.
4. Dues increase effective January 1, 2026, with the formula based on the salary on January 1, 2023. This would raise dues to \$75.61 from \$67.91. Dues would be increased again in 2027 using the current rate at that time to catch up with current year and salary.



Maria Cormier

I would like to thank the committee for the amazing work and the discussions we had around this budget. Lastly to Debbie Gill, we can't imagine creating or presenting a budget without you, but your retirement is greatly deserved, and you certainly have our best wishes for your future endeavors and travels!

In solidarity,

Maria Cormier  
VP of Finance



Debbie Gill, Maria Cormier and Paula Doucet present a Finance Committee report.

# New Brunswick Nurses Union

## Operational Budget for Year Ending December 31, 2026

| Revenue                                         | 2026 Proposed Budget | 2025 Budget      |
|-------------------------------------------------|----------------------|------------------|
| Membership dues                                 | 6,714,941            | 6,507,136        |
| Labour School                                   | 199,138              | -                |
| Investment income                               | 310,000              | 315,000          |
| <b>TOTAL REVENUE</b>                            | <b>7,224,079</b>     | <b>6,822,136</b> |
| <b>EXPENDITURES</b>                             |                      |                  |
| General & Administrative                        |                      |                  |
| Salaries                                        | 2,337,797            | 2,083,244        |
| Staff overtime                                  | 9,100                | 4,000            |
| Employee benefits                               | 557,169              | 433,582          |
| Staff professional development                  | 33,000               | 33,000           |
| Travel                                          | 119,000              | 104,000          |
| Car allowance                                   | 56,400               | 56,400           |
| Office supplies & expenses                      | 69,645               | 64,000           |
| Service contract/IT support                     | 60,000               | 80,000           |
| Depreciation                                    | 115,000              | 119,000          |
| Library                                         | 18,500               | 11,000           |
| Office equipment leases & expenses              | 18,200               | 26,000           |
| Investment mgmt fees & bank charges             | 29,700               | 29,000           |
| Insurance & bonding                             | 21,000               | 21,750           |
| Telephone expenses                              | 41,000               | 41,000           |
| Professional fees                               | 50,000               | 25,000           |
| Property taxes                                  | 77,580               | 76,661           |
| Utilities                                       | 23,342               | 22,536           |
| Building repairs & maintenance                  | 52,000               | 73,000           |
| Rental properties                               | 55,247               | 51,600           |
| Casual temporary staffing                       | -                    | 7,500            |
| Employee recruitment expenses                   | 2,500                | -                |
| <b>Total General &amp; Administrative</b>       | <b>3,746,179</b>     | <b>3,362,273</b> |
| <b>UNION ACTIVITIES</b>                         |                      |                  |
| Dues refunds to locals                          | 571,526              | 406,248          |
| Member Expenses:                                |                      |                  |
| Annual General Meeting                          | 466,897              | 507,134          |
| Executive Council                               | 279,768              | 300,266          |
| Board of Directors                              | 97,942               | 101,897          |
| Eastern Labour School                           | 361,449              | -                |
| Governor General Study                          | 16,186               | -                |
| Bargaining & Labour Management                  | 210,575              | -                |
| Member Education (Leadership in Action)         | 64,747               | 118,834          |
| Finance, JCMC, Ann Mtg Ops., Arbitration        | 35,355               | 34,778           |
| Nurses: Part III / Nursing Homes Education      | 11,315               | 10,169           |
| Canadian Labour Congress Conference             | 78,547               | -                |
| NBFL Convention                                 | -                    | 18,221           |
| CFNU Biennium                                   | -                    | 167,200          |
| Public Relations & Promotions                   | 622,000              | 612,000          |
| Legal expense assistance plan                   | 5,000                | 5,000            |
| Local assistance fund                           | -                    | -                |
| Membership motivation                           | 125,000              | 75,000           |
| Postage/shipping                                | 38,000               | 44,000           |
| Internship program                              | 69,000               | -                |
| Printing                                        | 42,000               | 100,000          |
| Canadian Federation dues                        | 247,200              | 239,550          |
| N B Federation of Labour Dues                   | 113,712              | 110,375          |
| Legal and Professional Expenses                 | 175,000              | 50,000           |
| Scholarships                                    | 27,600               | 27,600           |
| General translation                             | 20,000               | 50,000           |
| Memorials & gifts                               | 5,000                | 2,500            |
| Member Communications                           | 50,000               | 50,000           |
| <b>Total Union Activities</b>                   | <b>3,523,244</b>     | <b>3,241,347</b> |
| <b>Total Expenditures</b>                       | <b>7,269,423</b>     | <b>6,603,620</b> |
| <b>Excess of Revenue (Expenditure) For Year</b> | <b>(45,344)</b>      | <b>218,516</b>   |
| Transfer from Investments                       | 0                    | 0                |
| <b>Surplus (Deficit)</b>                        | <b>(45,344)</b>      | <b>218,516</b>   |

# Notes to Budget

## REVENUE

**Membership Dues** – Based on 1.025 % of RNCA Step G annual salary of January 2020.

**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 1<sup>st</sup> 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 1<sup>st</sup> vice-president.

**Office Equipment Leases** – Includes leasing cost and supplies for mailing equipment.

**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 1<sup>st</sup> 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 \$5.78 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 \$67,000 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.

**Legal & Professional** – 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 – June 30, 2025

|                                                          |                 |              | Term      | Maturity Date | Interest Rate | Principal Invested |
|----------------------------------------------------------|-----------------|--------------|-----------|---------------|---------------|--------------------|
| <b>Investments – General Fund</b>                        |                 |              |           |               |               |                    |
| 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%         | \$ 376,301         |
| Scotia Wealth Mgmt                                       | Broker cash     | #886-04775   | cash      | 2026          | 3.50%         | \$ 2,567           |
| Omista Credit Union                                      | GIC             | #61545-41-2  | 1 year    | 10-Oct-25     | 3.75%         | \$ 110,799         |
| Scotiabank                                               | GIC             | 26R5XC       | 13 months | 20-Apr-26     | 3.00%         | \$ 900,000         |
| Scotiabank                                               | GIC             | 36340343     | 1 year    | 14-Jan-26     | 3.40%         | \$ 300,000         |
| Total General Fund Investments                           |                 |              |           |               |               | \$ 2,936,668       |
| <b>Investments – Membership Defence Fund</b>             |                 |              |           |               |               |                    |
| BMO Nesbitt Burns                                        | Bond            | #270-0097211 | 1 year    | 13-Jan-26     | 1.96%         | \$ 878,000         |
| 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         |
| BMO Nesbitt Burns                                        | CIBC Bond       | #270-0097211 | 5 years   | 14-May-30     | 4.15%         | \$ 1,000,000       |
| Scotia Wealth Mgmt.                                      | Mutual Funds    | #886-04774   | 6 years   | 2026          | 3.50%         | \$ 1,872,109       |
| Scotia Wealth Mgmt                                       | Broker cash     | #886-04774   | cash      | 2026          | 3.50%         | \$ 12,779          |
| Total Membership Defence Fund Investments                |                 |              |           |               |               | \$ 5,005,887       |
| <b>Investments – Nursing Home Educational Leave Fund</b> |                 |              |           |               |               |                    |
| Scotia Bank                                              | GIC             | 36340343     | 1 year    | 10-Feb-26     | 2.25%         | \$ 50,000          |
| Total Nursing Home Educational Leave Investments         |                 |              |           |               |               | \$ 50,000          |

# Donations and Contributions

| Organization                                              | Amount          |
|-----------------------------------------------------------|-----------------|
| Inclusion NB                                              | \$10,000        |
| Ronald McDonald House Charities Atlantic                  | \$7,500         |
| NB Common Front for Social Justice                        | \$5,000         |
| NB Coalition for Pay Equity                               | \$5,000         |
| Food Depot Alimentaire                                    | \$5,000         |
| Atlantic Ballet Theatre of Canada                         | \$2,500         |
| Canadian Cancer Society                                   | \$2,500         |
| UFCW Eastern Provinces Council                            | \$2,500         |
| NB Media Co-op                                            | \$2,500         |
| Canadian Nurses Foundation                                | \$2,250         |
| Greener Village                                           | \$2,000         |
| Canadian Nursing Students' Association                    | \$2,000         |
| Canadian Health Coalition                                 | \$1,500         |
| New Brunswick Federation of Labour - Women's Gala tickets | \$1,000         |
| MADD Canada                                               | \$804           |
| River of Pride                                            | \$500           |
| Nurse Practitioners of New Brunswick                      | \$500           |
| GIRLS STEM UP                                             | \$500           |
| Youth Mental Health Canada Charitable Foundation          | \$500           |
| New Brunswick Police Association                          | \$335           |
| Royal Canadian Legion                                     | \$305           |
| The Hospital Activity Book for Children Ltd               | \$286           |
| Canadian Federation of Nurses Unions                      | \$100           |
| Flowers & Donations made "in Memory of"                   | \$2,165         |
| <b>Total donations &amp; contributions for 2024</b>       | <b>\$57,245</b> |

14 Transition Houses\* \$24,263

\*NBNU was able to donate \$24,263 to NB transition houses. These donations were made possible through the Administrative Service Agreement between NBNU and Johnson Insurance.

[illegible]



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