

PARASOL 2025/2026 ANNUAL REPORT OCTOBER 2026

SPARKING CHANGE TOGETHER



NBNU  SIINB

Moving? New Email?

STAY CONNECTED

Please let us know when you move or update your contact information so that we can keep sending you the Parasol, bargaining and election information, as well as other vital NBNU materials.

Please contact Jessie St-Pierre Redmond, Receptionist, by email at jst-pierreredmond@nbnu.ca.

HOW TO REACH US AT THE PROVINCIAL OFFICE

Telephone: 506-453-0829 | Toll-free: 1-888-753-7705 |

Fax: 506-453-0828

info@nbnu.ca | www.nbnu.ca



MISSION

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

VISION

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

OFFICIAL LANGUAGES POLICY - ARTICLE 13

- **Official Languages Policy – NBNU adheres to the following:**
 - *that the provision of bilingual services be a priority; to offer services in both official languages at all levels of the organization; and*
 - *that no employees be negatively affected by these initiatives.*
- **Translation Services:**
 - *All NBNU documents shall not be distributed unless they are available in both official languages at the time of distribution.*

EDITORS

Alix Saulnier, Paula Doucet, Sarah Bonnar

CONTRIBUTORS

Paula Doucet, Matt Hiltz, Catherine Little, Jason Robin, Debbie Carpenter, Maria Cormier, Angela Miller, Renée Boudreau, Raelyn Lagacé, Karine Savoie, Kathy Allen Palmer, Patrick Gallant, Laurie Leger-Lester

CONTACT US

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

Telephone: 506-453-0829
Toll-free: 1-888-753-7705
Fax: 506-453-0828
Email: info@nbnu.ca

Table of Contents



4	.....	President's Report	32	.....	2026 Resolutions
9	.....	Executive Director's Report	37	.....	Scholarships & Bursaries
13	.....	1 st Vice-President's Report	38	.....	Financial Statements
16	.....	2 nd Vice-President's Report	51	.....	Finance Committee Report
18	.....	Unit Representatives' Reports	52	.....	Operational Budget 2026
23	.....	Member-at-Large Reports	53	.....	Budget Notes
27	.....	Annual Meeting Operations Committee Report	54	.....	Investment Schedule
28	.....	Candidates for Election	55	.....	Donations & Contributions
31	.....	2026 Constitution & By-law Changes			



Laurie Leger-Lester, Unit Representative for Part III, Community Care

President Report

By Paula Doucet

It is my privilege to present my tenth annual report as President of NBNU.

It feels like only yesterday that I was preparing my first President's report, yet this year marks my tenth. While the time has passed quickly, my pride in representing registered nurses, licensed practical nurses and nurse practitioners across New Brunswick remains as strong as ever.

As I reflect on the past year, one milestone stands out: the launch of NBNU's new brand. More than a new logo, the rebrand represented a renewed commitment to our members, our values and our future. Throughout the year, we have continued building on the principles that define our brand, strengthening member engagement, encouraging meaningful conversations and reinforcing NBNU's role as a strong advocate for nurses and public health care.

NBNU BRAND: ONE YEAR LATER – THE PILLARS WE LIVE BY

OUR NURSES ARE OUR MEMBERS

[Nurses save patients. Members save each other.]

Members are at the centre of everything we do. Whether you are a registered nurse, licensed practical nurse or nurse practitioner, your knowledge, compassion and professionalism are the foundation of our union. Our message continues to resonate throughout the membership: *Nurses save patients. Members save each other.* Building a strong and engaged membership requires time, effort and commitment, but our shared purpose continues to unite us. By supporting one another, we strengthen our profession and our union.



Reveal of the new NBNU logo at the 2025 AGM



Paula Doucet

OUR CONVERSATIONS ARE OUR CURRENCY

[There is no union if we isolate.]

Meaningful conversations help build trust, resilience and solidarity. Through open dialogue, members share challenges, celebrate successes and learn from one another's experiences.

These conversations strengthen our ability to understand members' concerns and work collectively toward solutions that improve workplaces and support nurses throughout the province.

OUR EXPERIENCES ARE OUR TRUTHS

[We know what's brought us here, and no one can take that away from us.]

Nurses bring valuable knowledge and experience to their work every day. We learn from one another, support one another and draw on our collective expertise to navigate challenges and strengthen care for patients, clients and residents.

By sharing our experiences, we strengthen both our profession and our union.

OUR HALLWAYS ARE OUR UNION

[At the workplace. On shift. Every hour of every day.]

NBNU's presence extends far beyond Provincial Office. Our union is present in every workplace, every local and every interaction between members.

Every conversation matters. Every opportunity to engage with members helps build stronger connections and creates opportunities for positive change.

OUR WALLS ARE OUR PROTECTION

[Together we stand. Together we fall. Always we protect.]

This pillar reflects the safe and supportive environment that NBNU provides. It symbolizes the security, solidarity and collective strength that allow members to become leaders, activists and advocates.

The protection offered by our union enables members to speak up, support one another and work together toward common goals.

OUR VOICES ARE OUR POWER

[We speak up when we've had enough. We speak out when we're silenced.]

Every member's voice matters. Together, more than 9,000 members form a powerful voice for nurses, public health care and the patients, residents and clients we serve.

Our collective advocacy continues to influence decision-makers, raise awareness of important issues and advance meaningful change for the nursing profession.

One year after the launch of our new brand, we are beginning to see these pillars reflected in our daily work and interactions. While culture change does not happen overnight, these principles are helping create a stronger, more connected and more engaged union.

As these values continue to take root throughout NBNU, they will help shape the future of our organization and strengthen our ability to meet the challenges ahead.

BOARD OF DIRECTORS

The NBNU Board of Directors experienced several changes following the 2025 AGM. We welcomed Laurie Leger-Lester as Unit Representative for Part III, Community Care and Patrick Gallant as Unit Representative for Part III, Hospitals. Both have brought valuable perspectives and insights from their respective areas of nursing practice.

At the same time, we said goodbye to two long-serving board members. Maria Richard retired following many years of dedicated service, and Kathy LeBlanc chose not to seek re-election as Part III, Community Care Representative as she prepared for retirement in 2026. Both made significant contributions to NBNU, and they are greatly missed.

Following the AGM, Catherine Little was elected 1st Vice-President and joined the Provincial Office team in a full-time capacity. Catherine has brought enthusiasm, new ideas and a strong commitment to advancing our priorities.

In May, the board attended the 31st Constitutional Convention of the Canadian Labour Congress in Winnipeg.

This was a first-time experience for all but one board member. Being surrounded by more than 2,500 union activists from across Canada reinforced the importance of solidarity and demonstrated the strength that comes from being part of the broader labour movement.

This fall, the board will work with a facilitator to refresh NBNU's strategic plan. While our current plan remains a living document, it is important to ensure it continues to reflect the evolving needs and priorities of our membership. We look forward to sharing the updated plan at the AGM in October.

We will also announce election results for four board positions: the Members-at-Large representing Nurse Practitioners and Licensed Practical Nurses, as well as the Unit Representatives for Part III, Hospitals and Community Care. This will be the first election conducted under NBNU's updated election process.

I would like to thank the Board of Directors for their dedication, engagement and commitment to our members. Their leadership continues to move NBNU forward in a positive and productive way.



NBNU Board of Directors, fall 2026

NATIONAL ADVOCACY

CANADIAN FEDERATION OF NURSES UNIONS

As in previous years, the Canadian Federation of Nurses Unions (CFNU) remained actively engaged in research, advocacy and public health care issues across Canada.

In February, members of the CFNU National Executive Board participated in an independent lobby day on Parliament Hill. The lobby focused on CFNU's national campaign, *Same ShiXt Different Province*, which highlights key issues affecting nurses across Canada, including workplace violence, nursing shortages, health-care privatization and Indigenous health.

Representing NBNU, Catherine Little joined Matt Hiltz and myself in meetings with Senator Victor Boudreau and Members of Parliament John Williamson and Wayne Long. These discussions provided an

important opportunity to raise nurses' concerns directly with federal decision-makers and advocate for action on key health care issues.

In March, CFNU released an important research report authored by economist Jim Stanford examining the economic benefits of Canada's public health-care system. The report highlights health care's contribution to economic growth, employment, innovation and equality while reinforcing that public health care is not only a social necessity but also a critical component of Canada's economy.

DENMARK STUDY TOUR

This year, I had the privilege of participating in a CFNU study tour to Denmark focused on elder care. The delegation met with representatives from the Danish Health Authority, the Danish Nurses Union, government leaders and other stakeholders to better understand Denmark's approach to caring for older adults.

Denmark is internationally recognized for its citizen-centered approach that prioritizes autonomy, independence and quality of life. The system places significant emphasis on prevention, home care and helping seniors remain independent for as long as possible.

The tour also highlighted innovative approaches to dementia care, including dementia villages and intergenerational living models designed to reduce social isolation and strengthen community connections.

The findings of the study will be presented to Canada's federal, provincial and territorial health ministers later this year. This work will help strengthen advocacy efforts related to long-term care and seniors' health.

COUNCIL OF THE FEDERATION

CFNU once again hosted a policy breakfast during the annual Council of the Federation meetings, which bring together Canada's premiers.



CFNU National Executive Board at the CFNU Lobby Day on Parliament Hill, February 2026



New Brunswick delegation at Eastern Labour School

The theme of this year's breakfast, *Canada's Greatest Wealth is Health*, focused on the economic benefits of investing in public health care. Economist Jim Stanford and former Parliamentary Budget Officer Kevin Page presented research demonstrating the value of public health care as an economic driver and strategic investment.

CFNU remains the only organization granted dedicated time with Canada's premiers during these meetings, ensuring that the voice of nursing remains part of national policy discussions.

NATIONAL NURSE-PATIENT RATIO COUNCIL

In February, CFNU convened the first meeting of the National Nurse-Patient Ratio Council, bringing together nurses' unions, government representatives, health authorities and other stakeholders from across the country.

The Council's mandate is to coordinate knowledge sharing, advocacy and implementation strategies related to nurse-patient ratios. Its vision is a Canada where nurses in every workplace have manageable workloads that support both patient safety and nurse well-being.

The Council will host a national forum in Ottawa this December and is expected to release its final recommendations in 2027.

LABOUR MOVEMENT AND GOVERNMENT RELATIONS

LABOUR-GOVERNMENT TABLE

I am pleased to report the reinstatement of the Labour-Government Table by Minister Allyson Townsend.

The Table provides an opportunity for organized labour and government to collaborate on issues affecting New Brunswick's workforce and labour market. It supports meaningful dialogue, information sharing and coordinated action where appropriate.

I am honoured to serve as Co-Chair of the Steering Committee alongside Minister Townsend. Several working groups have already been established to address priority issues, and their recommendations have the potential to influence future legislation, policy development and public awareness initiatives.

NEW BRUNSWICK FEDERATION OF LABOUR

The New Brunswick Federation of Labour continues to play an active role in advancing workers' interests throughout the province.

One highlight this year was the Blair Doucet Youth Summer Camp, held at St. Thomas University in Fredericton. Although I was unable to attend due to family commitments, I was pleased that Catherine Little and Renée Boudreau participated as camp leaders.

I am particularly proud that nine of the 20 campers were children of NBNU members. The camp provides young people with opportunities to learn about unions, leadership, health and safety, collective bargaining and solidarity while building lifelong friendships and leadership skills.

EDUCATION AND LEADERSHIP DEVELOPMENT

EASTERN LABOUR SCHOOL

From May 31 to June 2, NBNU welcomed more than 250 participants from across Atlantic Canada to Fredericton for the 50th anniversary of Eastern Labour School.

The school provides members with valuable opportunities to strengthen their knowledge, skills and commitment to union activism. Participants attended courses on labour relations, negotiations, occupational health and safety, communications, duty to accommodate, nursing and the law, professional practice and leadership development.

Just as importantly, the school gave participants an opportunity to build relationships with union activists from throughout Atlantic Canada, share experiences and learn from one another.

Participant feedback was overwhelmingly positive, with many members describing the experience as energizing, inspiring and valuable to their work as union leaders.

NBNU is proud to have hosted this milestone event and looks forward to supporting Eastern Labour School's continued success when it is hosted by the Registered Nurses Union of Newfoundland and Labrador in 2028.

PENSION GOVERNANCE

RETIREMENT AT 62

As members know, the government agreed during collective bargaining to lower the retirement age to 62 for eligible Part III and NM&NS members.

While the change has not yet been implemented, NBNU, the New Brunswick Union and the Government of New Brunswick continue working through the required approval and implementation process. Although the process has taken longer than anticipated, we remain committed to seeing this important improvement through to completion.

CERTAIN BARGAINING EMPLOYEES SHARED RISK PENSION PLAN

The Certain Bargaining Employees Shared Risk Pension Plan (CBESRP) remains financially strong. The plan is currently 137.7% funded, with assets exceeding \$3.6 billion.

This year's cost-of-living adjustment was 3.11% and was awarded to active, deferred and retired members. The plan has provided regular cost-of-living adjustments and benefit improvements since 2017.

AMENDMENTS TO GOVERNING DOCUMENTS

The New Brunswick *Pension Benefits Act* requires Plan members to be informed of amendments to the governing documents.

This year, the CBE Plan Text was amended to document the cost-of-living adjustment and benefit increases associated with Steps 2 through 4 of the Funding Excess Utilization Plan effective January 1, 2026.

Information about the Plan and its funding policy is available through the [CBE pension website](#).

NBNU PENSION REPRESENTATION

NBNU continues to hold trustee and observer positions on several pension plans:

- Certain Bargaining Employees Shared Risk Pension Plan
- Public Service Pension Plan
- Part-Time and Seasonal Pension Plan
- Nursing Home Pension Plan

NBNU representatives continue to pursue ongoing education through the International Foundation of Employee Benefit Plans to ensure they meet their fiduciary responsibilities and remain informed about pension governance and best practices.

LOOKING AHEAD

As I reflect on the last decade, I am incredibly proud of what we have accomplished together. The progress we have made did not happen because of any one individual. It happened because of the dedication, commitment and collective efforts of members, local leaders, Provincial Executive members, Board members and staff who work every day to strengthen our union.

While I have highlighted several important initiatives in this report, they represent only a portion of the work undertaken on behalf of members throughout the year. Across New Brunswick, nurses continue to face significant challenges in their workplaces, and NBNU remains committed to advocating for the resources, support and respect that nurses deserve.

As nurses, we care for one another, support one another and stand together when it matters most. That solidarity remains our greatest strength.

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

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

"You may encounter many defeats, but you must not be defeated."

In solidarity,



Paula Doucet, RN

Executive Director Report

By Matt Hiltz

As we move through the administrative period between rounds of collective bargaining, NBNU continues to focus on implementing negotiated improvements, advancing key workplace initiatives, and strengthening the resources available to members and local leaders.

While we continue to face challenges in a difficult fiscal and health care environment, significant work is underway across all bargaining units to support members, improve workplaces, and strengthen our union's capacity to respond to evolving needs.



Matt Hiltz

MEMBERSHIP NUMBERS

	FT	% change from 2025	PT	% change from 2025	CAS	% change from 2025	Grand Total	% change from 2025
PART 3, HOSPITAL - RNs	3348	7.31%	1066	0.76%	548	-8.76%	4962	3.94%
PART 3, HOSPITAL - NPs	121	5.22%	27	35.00%	11	-27.27%	159	6.71%
PART 3, HOSPITAL - LPNs	1347	10.68%	486	-0.21%	255	-7.84%	2088	5.51%
PART 3, COMMUNITY CARE - RNs	583	9.79%	177	9.26%	110	13.40%	870	10.13%
PART 3, COMMUNITY CARE - NPs	18	260.00%	4	100.00%	14	250.00%	36	227.27%
PART 3, COMMUNITY CARE - LPNs	87	50.00%	31	24.00%	29	107.14%	147	51.55%
NURSE MAN. & SUP.	227	2.25%	32	-6.25%	7	0.00%	266	1.14%
NURSING HOME	183	3.39%	184	3.95%	168	0.00%	535	2.49%
Grand Total	5914		2007		1142		9063	
% change from 2025	8.61%		2.14%		-2.89%		5.57%	

IMPLEMENTING YOUR COLLECTIVE AGREEMENT

PENSION: AGE OF RETIREMENT

At the time of writing this report, NBNU and the New Brunswick Union are working collaboratively with the Government of New Brunswick (GNB) to address questions related to due diligence. GNB's review and approval are required before the proposed changes can proceed.

Once those questions are resolved, work to revise the necessary plan text and policy language to lower the age of retirement to 62 should proceed without delay. Following completion of this process, an implementation date will be announced and communicated to members.

This is a complex process, and we appreciate members' patience and understanding. We remain committed to advancing this change and will continue to provide updates as it progresses.

JOINT COMMITTEE WORK

The following committees have been established under the terms of the collective agreements. While scheduling meetings has been challenging, we look forward to collaborating with employers to improve working conditions for members and strengthen labour-management relationships.

Part III and Nurse Managers & Nurse Supervisors

- Attendance at Work, Safe and Healthy Workplaces and Employee Wellness
- Working Group to Create the Nurse Staffing and Skill Mix Framework and Scope of Responsibility
- Joint Process for Workplace and Public Access Improvements for Sustainable Health Care

Part III

- Pilot Project for Implementation of Weekend RN Positions
- Collaboration on Sustainable Healthcare

Nurse Managers & Nurse Supervisors

- Joint Nurse Managers and Nurse Supervisors Working Group on Workload

Nursing Homes

- Deferred Salary Leave
- Phased-in Retirement
- Amalgamation of Compressed Work Week Schedules
- Safe and Healthy Workplaces Committee
- Joint Committee on Resident Care Needs
- Pension Plan and Health Benefits
- Research Project on Mandatory Nurse Resident Ratios
- Working Group to Create the Hours of Care Recommendation and Implementation Plan

JOINT INTERPRETATION: STAND-BY PAY ON HOLIDAYS

NBNU and Finance and Treasury Board worked diligently to develop a joint interpretation regarding stand-by pay on holidays for Part III members.

The goal was to ensure the intent of the negotiated language was accurately reflected in implementation.

While finalizing the agreement took longer than anticipated, the resulting interpretation provides clarity and consistency for members.

A copy of the joint interpretation is available on the [NBNU website](#).

PRECEPTOR PAY/CLINICAL PRACTICUM SUPERVISION/ORIENTATION PREMIUM

The principle that nurses should receive additional compensation when assuming responsibility for orienting, precepting, or supervising nursing students, in addition to their regular duties, formed the basis of the new premium negotiated in the most recent collective agreements.

The application of the premium required a joint interpretation agreement to ensure it is applied consistently and fairly across workplaces. At the time of writing, the interpretation has been finalized for the Part III and Nurse Managers & Nurse Supervisors bargaining units. Work continues on an interpretation of the premium for the Nursing Homes bargaining unit.



Signing of the collective agreement for Nursing Homes

LABOUR RELATIONS

PROVINCIAL GRIEVANCES

We are currently developing a Provincial Grievance Status Chart for the NBNU Member Portal. The chart will provide local executives with a clear overview of the major issues being addressed by NBNU's Labour Relations team.

MEMBER EDUCATION AND ENGAGEMENT

NBNU CAMPUS

Members told us they wanted access to education on their own terms in addition to Leadership in Action. In response, NBNU developed the Campus.

Members can access self-paced courses using their Members Only login credentials, including:

- NBNU Foundations
- NBNU Advocacy Basics
- NBNU Leadership Explorer
- Know Your Rights: Workplace Essentials

The Campus also includes practical educational resources and toolkits, such as:

- Truth and Reconciliation in Healthcare
- Respect and Belonging in Nursing Workplaces
- Supporting Effective Employer Meetings
- Safety in Action

Development continues on additional courses, including:

- Leadership at the Local Level
- Understanding Grievances
- Running Effective Local Meetings
- Navigating Conflict and Difficult Conversations
- Social Media and Your Nursing Practice

The Campus allows members to start and stop their learning at any time while automatically saving their progress.

NBNU SPACES

Integrated with the Campus, Spaces is an online community where members can discuss course content, ask questions, share experiences, and support one another.

The platform includes dedicated discussion groups for Local Presidents, Treasurers, and local Joint Occupational Health and Safety Committee members. Additional groups can be added as the platform grows.

SPOT, NAME, FIX

The Spot, Name, Fix (SNF) initiative provides members with a simple way to participate in union activity regardless of their collective agreement knowledge or union experience.

Members are encouraged to:

- **Spot** an issue
- **Name** the issue
- Suggest a **Fix**

SNF does not replace work situation reports, incident reports, grievances, police reports, or any other existing reporting mechanism. With support from local executives and NBNU's Labour Relations team, an SNF submission may lead to other processes where appropriate.

Once a member submits an SNF form, the local and Provincial Office can work together to determine the most effective solution. Progress and outcomes can then be shared with members at local meetings.

By encouraging members to identify challenges and propose solutions, SNF promotes engagement, strengthens local participation, and supports safer, healthier, and more effective workplaces through nurse-led solutions.

SUPPORTING LOCAL EXECUTIVES

SECURE SITES FOR NBNU LOCALS

At the 2025 Executive Council Meetings, local leaders requested a secure location to store local files and information.

In response, NBNU invested in a dedicated SharePoint site for every local. Access is restricted to local executives and NBNU staff.

These secure sites provide a centralized and consistent file storage system while helping protect sensitive information and improve organizational continuity.

All local records should be maintained within the site rather than on personal devices.

Local Executives requiring assistance can contact info@nbnu.ca.



Daniel Lauzière, local president for Maison Providence

STRENGTHENING REPRESENTATION

COMMUNITY CARE CONSTITUTIONAL AMENDMENT

Members will notice a constitutional amendment on page 31 that proposes broadening the definition of "local."

The amendment would authorize the Board of Directors, in consultation with affected members, to establish, configure, or reconfigure Chartered Locals in a way that best serves the interests of NBNU and its membership.

The proposal stems from extensive member engagement, including surveys and discussions with local leaders and members at AGMs and Executive Councils. Feedback identified opportunities to provide more focused representation to facilities and programs currently represented by acute-care locals but that may share a stronger community of interest with community-care locals.

If adopted at the 2026 AGM, the amendment will provide greater flexibility in aligning representation with members' needs while allowing acute-care local executives to focus on their substantial responsibilities within hospital settings.

LOOKING AHEAD

For all bargaining units, the most recent round of negotiations was lengthy and, at times, contentious. We are now operating in the administrative period between rounds of bargaining within a challenging fiscal environment. While the current Liberal government has expressed a desire to be labour-friendly, it is also managing a deficit exceeding \$1 billion.

This reality continues to affect the timely resolution of grievances with financial implications, increase delays in adjudication due to resource constraints, and contribute to ongoing pressures within the health-care system. The result is continued strain on working conditions and the resources available to support both nurses and those in their care.

Despite these challenges, NBNU remains committed to supporting members and advocating for safe, healthy, nurse-led workplaces.

Through initiatives such as secure SharePoint sites for locals, the Campus, and Spaces, we continue to expand the tools available to members and local leaders.

I encourage all members to use these resources and continue championing safe, nurse-led, solution-oriented workplaces. As always, please lean on the NBNU team for assistance whenever needed.

Together, we can continue advancing the interests of New Brunswick nurses and the patients, residents, and clients they care for.

In solidarity,



Matt Hiltz



Chantal Lagacé, local president for Campbellton Regional Hospital

1st Vice-President Report

By Catherine Little

It is my pleasure to report to NBNU members in my role as 1st Vice-President, a position I have proudly held since October 2025.

My portfolio includes responsibility for member education and engagement—two key areas that are essential to a strong, connected, and responsive union.

ENHANCING MEMBER ENGAGEMENT

NBNU identified member engagement as a core priority during its rebranding process. As 1st Vice-President, I have focused on strengthening relationships with elected local executives by creating meaningful opportunities for dialogue, collaboration, and support.

Strong relationships between the Provincial Executive and local leaders are essential to maintaining an engaged membership and fostering a culture of collaboration across the province.

This year, we introduced several initiatives to strengthen engagement and communication.



CFNU Lobby on the Hill Day, Ottawa, February 2026.

From left to right: Tyler Levitan (CFNU), Paula Doucet, MP John Williamson, Catherine Little, Matt Hiltz



Catherine Little

QUARTERLY ENGAGEMENT MEETINGS

We established regular quarterly meetings with local executives, treasurers, and health and safety officers. These meetings provide a structured forum for local leaders to:

- Connect, collaborate, and address key issues
- Discuss challenges and emerging concerns affecting locals and members
- Share best practices and successful initiatives
- Access support, guidance, and resources
- Strengthen communication between the Provincial Executive and local leadership



ONLINE SPACES PLATFORM

When NBNU launched the Campus, our online education platform, it included Spaces—a dedicated area designed to support peer-to-peer engagement and collaboration among members and local executives.

This online community provides members with a place to connect, share information, and support one another on a day-to-day basis. The platform encourages:

- Ongoing discussion outside formal meetings
- Knowledge sharing and the exchange of best practices across regions
- Increased collaboration and connection among local leaders

CONNECT NBNU PODCAST

We launched the Connect NBNU podcast as another communications tool to engage members through a flexible, accessible, and convenient format.

The podcast helps us:

- Reach members anytime, anywhere
- Share important union updates and member experiences
- Highlight perspectives from Provincial Executive members, local leaders, NBNU staff and subject matter experts
- Strengthen engagement and connection with the broader membership

Together, these initiatives represent a shift toward more consistent two-way communication and meaningful engagement with members and local leaders. By creating additional opportunities to connect, we are building stronger relationships and ensuring local leaders feel supported in their roles.

These efforts contribute to a more connected, informed, and engaged membership while strengthening our ability to respond to the evolving needs of nurses throughout New Brunswick.

As we continue to build on these initiatives, our focus remains on listening to members, supporting local leaders, and creating opportunities for meaningful participation in NBNU. Strong member engagement is the foundation of a strong union.

MEMBER EDUCATION

LEADERSHIP IN ACTION

The Leadership in Action program welcomed 25 new local executive members who completed the course in March, strengthening leadership capacity across the organization.

Building on this success, we plan to offer the program twice annually over the next several years. We are also exploring opportunities to deliver the program in locations beyond Fredericton and through virtual formats to improve accessibility for members throughout the province.

The program equips local leaders with the knowledge and skills they need to represent members effectively, navigate workplace issues, and confidently fulfill their leadership responsibilities.

It reflects NBNU's commitment to developing knowledgeable, empowered leaders who are prepared to advocate for members and contribute to the strength and success of our union.

SCHOLARSHIPS AND HUMANITARIAN FUND

Each year, NBNU offers six scholarships to support members' families as they pursue post-secondary education. In 2025, we received more than 50 applications across the various scholarship categories.

We are encouraged by the high level of interest and congratulate all applicants on their achievements and efforts. Scholarship opportunities continue to be available through both NBNU and the New Brunswick Federation of Labour, and we encourage eligible individuals to apply.

In addition, the NBNU Humanitarian Fund provided financial assistance to five members who travelled abroad to participate in humanitarian initiatives.

COMMITTEES

EQUITY COMMITTEE

The Equity Committee, formerly known as the Diversity, Equity and Inclusion Committee, successfully completed its mandate this year, marking an important milestone in NBNU's ongoing commitment to fostering an inclusive and equitable union.

NBNU has introduced online resources to support members experiencing equity-related concerns and ensure timely access to information and guidance.

Looking ahead, we are exploring opportunities to create dedicated spaces for equity-seeking groups during future meetings. These spaces will encourage open dialogue, support the sharing of diverse perspectives, and foster an even stronger sense of belonging among members.

NBNU remains committed to ensuring our union is a safe, respectful, and welcoming place for all members. By valuing diversity, promoting equity, and supporting inclusion, we are building a union where every member feels heard, respected, and empowered.

EDUCATION FUND

The Nurses, Part III, and Nurse Managers & Nurse Supervisors Education Fund approved the disbursement of \$500,000 during the 2025–2026 fiscal year, demonstrating a strong commitment to supporting members' professional development.

We are pleased to see strong participation in the program, with many nurses accessing funding to pursue continuing education opportunities. This investment supports lifelong learning, strengthens leadership and clinical capacity, and contributes to the delivery of high-quality care throughout New Brunswick's health-care system.

More information about the Education Fund is available on the NBNU website and in Article 26 of the respective collective agreements for Part III and Nurse Managers & Nurse Supervisors.

NBNU AFFILIATES

NEW BRUNSWICK FEDERATION OF LABOUR (NBFL)

The New Brunswick Federation of Labour (NBFL) is the province's largest central labour body, representing more than 40,000 members from both the public and private sectors. Together with its affiliated unions, the Federation works to protect the rights of unionized workers and advocate for fairness, equity, and improved working conditions for all New Brunswickers.

I am proud to serve as a Vice-President of the NBFL and contribute to its leadership and strategic direction. The Executive Committee meets regularly to discuss labour issues, coordinate advocacy efforts, and address priorities affecting workers across the province.

One important initiative we undertook this year was the Blair Doucet Youth Summer Camp, which engages and educates young workers about the labour movement. I was pleased to participate as a chaperone this year and support the development of future labour leaders.

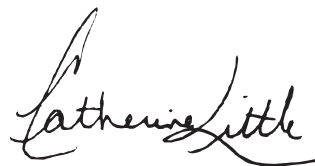
CONCLUSION

Through these initiatives, NBNU continues to strengthen engagement, promote inclusion, invest in education, and support leadership development. Together, these efforts reinforce our commitment to building a responsive, supportive, and forward-looking union that meets the evolving needs of its members.

It has been a privilege to work with local executives during my first year in this role. Their dedication, collaboration, and commitment to supporting members have made this transition both rewarding and inspiring. I look forward to continuing to build strong relationships that enhance our collective ability to serve and advocate for NBNU members across the province.

Thank you for your ongoing support and engagement as we continue working together to build a stronger NBNU and a brighter future for the nursing profession in New Brunswick.

In solidarity always,



Catherine Little

2nd Vice-President Report

By Renée Boudreau

As I reflect on the past year, I am reminded that our union is more than an organization. It is a collective voice for nurses and a powerful force in protecting public health care.

At the time of writing this report, the British Columbia Nurses' Union (BCNU) has issued strike notice and begun job action. Their efforts demonstrate the power and leverage of a union, and we at NBNU certainly support BCNU and wish them luck as they advocate for better working conditions and stronger public health care.

It has been a privilege to serve alongside dedicated members who continue to advocate for one another, their patients, clients, residents, and their communities. It also makes me very proud to work with different committees, coalitions and organizations focused on social justice in my capacity as 2nd VP. I am pleased to share some of the key highlights from that work here.

NEW BRUNSWICK COALITION FOR PAY EQUITY

The Coalition for Pay Equity had a busy and challenging year. Members met every six weeks to identify new fundraising opportunities, ensure the coalition's sustainability, and develop strategies to encourage government action on pay equity legislation.

On October 17, 2025, I joined women and allies from across the province to celebrate the 25th anniversary of the 2000 World March of Women. Following the march, we gathered at Government House with the Lieutenant-Governor, the Premier, and women leaders from various sectors. The event provided an inspiring opportunity to exchange ideas and discuss issues affecting women in New Brunswick.

In March 2026, coalition members met in Moncton with representatives from several unions to discuss the impact of reopening the *Pay Equity Act* originally signed in 2009. These discussions provided valuable insights and helped inform the coalition's ongoing advocacy efforts.

The Coalition's Annual General Meeting in June 2026 was a tremendous success. We kicked off the event with a kitchen party on June 5 to celebrate the Coalition's 25th anniversary. Members also elected a new chair during the AGM.



Renée Boudreau

On the matter of pay transparency in New Brunswick, I ended last year's report by saying, "Let's hope my next report will say it's around the corner." I am pleased to say that progress was made when the *Pay Transparency Act* received Royal Assent in the Legislature. I was honored to attend that day and meet with Premier Susan Holt and most of her cabinet.

Regarding pay equity, the government has indicated that pay equity legislation could be tabled in 2027. I am hopeful that next year's report will celebrate that achievement.

CHILD CARE NOW NB

This year, the federal government committed approximately \$5.4 billion to support childcare initiatives across Canada in 2026 and 2027. While this investment will help reduce fees for many families, it won't fulfill the promise of \$10-per-day childcare for all.

In New Brunswick, the demand for publicly funded childcare spaces continues to exceed the supply. This is the case despite the provincial government's announcement of the creation of 3,600 additional licensed childcare spaces. While it's a positive step forward, it is clearly not sufficient: many families continue to face challenges with accessing affordable care, and our work will continue.

Child Care Now NB is currently recruiting a new executive director, and I look forward to sharing more information as it becomes available.

COMMON FRONT FOR SOCIAL JUSTICE

The Common Front for Social Justice continues to bring together organizations committed to improving New Brunswickers' quality of life.

Throughout the year, we met virtually to discuss advocacy priorities and opportunities to influence government policy to achieve better living conditions for all New Brunswickers. The Common Front also collaborated with organizations such as the Coalition for Pay Equity and the Regroupement féministe du Nouveau-Brunswick to support International Women's Day activities on March 8.

In addition to these initiatives, the Common Front continues to advocate for equity and social justice while supporting a variety of groups and communities across the province.

NEW BRUNSWICK FEDERATION OF LABOUR (NBFL)

As a representative of NBNU, I participate in NBFL meetings and activities throughout the year. I was honoured when NBFL President Chris Watson invited me to serve as co-chair of the Federation's Pay Equity Subcommittee. I look forward to contributing to this important work as the committee moves forward.

WOMEN'S COMMITTEE

The NBFL Women's Committee had a quieter year overall, but preparations are well underway for our annual gala this October.

The event recognizes a woman whose leadership, advocacy, integrity, and commitment to helping others have made a meaningful impact on her members, her

union, and her community. This year's celebration will take place at the Radisson Hotel in Fredericton.

BLAIR DOUCET YOUTH SUMMER CAMP

In August, I attended the Blair Doucet Youth Summer Camp as a bilingual chaperone to fill in for your NBNU President, Paula Doucet. I was proud to support this important program, which helps young people learn about leadership, solidarity, and the labour movement. It is an honour to represent NBNU and contribute to the development of future labour leaders.

NEW BRUNSWICK HEALTH COALITION

The New Brunswick Health Coalition had an exceptionally busy year, with much of our work focused on pharmacare and the protection of public health care.

Coalition representatives met with MLAs, MPs, and other decision-makers to advocate for the implementation of pharmacare in New Brunswick. While this work continues, our attention has increasingly shifted toward Alberta's Bill 11 and the concerns it raises about the expansion of private, fee-for-service health care in Canada.

Alberta's *Health Statutes Amendment Act*, otherwise known as Bill 11, passed in December 2025, allowing physicians to charge fees for some services while billing Alberta's Medicare program for others. This has created the perfect conditions for an American-style, two-tier health care system, and we are thoroughly against any health care system that enables medical professionals to think about profits before patients.

Throughout the year, we met with elected officials and senators, wrote letters to provincial representatives, and encouraged discussions with federal Health Minister Marjorie Michel and Prime Minister Mark Carney.

I also participated in a podcast, while our co-chair completed several media interviews to increase public awareness of these issues.

Beyond these major advocacy efforts, the Coalition met with representatives from Vitalité Health Network, the Minister of Health, and the Minister of Finance to discuss the future of virtual health-care services, including eVisitNB. We also requested that the Auditor General review services delivered through Medavie, including Ambulance New Brunswick and the Extra-Mural Program.

The Coalition recently began exploring opportunities to host community town halls across the province to discuss the future of public health care and the implications of Bill 11.

The work is extensive, and it is driven by compassion, commitment, and a shared belief that every New Brunswicker deserves access to quality public health care.

At the Coalition's Annual General Meeting on June 15th, I was honoured to be re-acclaimed as co-chair. There is a lot of work to be done towards safeguarding public health care for New Brunswickers, and I am tremendously proud to be a part of it.

CONCLUSION

The work of these committees, coalitions, and organizations reflects the power of collective action and the importance of solidarity. Whether advocating for pay equity, accessible childcare, social justice, public health care, or workers' rights, each initiative contributes to stronger communities and a stronger union.

Thank you for your continued support and engagement. It is a privilege to represent NBNU members, and I look forward to continuing this important work alongside you.

In solidarity,

Renée Boudreau

Bargaining Unit Representatives

Annual Reports

PART III, COMMUNITY CARE

By Laurie Leger-Lester

As I prepare this report, I've been reflecting on my experience as your Community Care Representative. It's hard to believe how quickly the time has gone.

In the spirit of transparency, I'll express that I am only beginning to fully appreciate the scope and potential of this role. Like any new position, there is a learning curve, and building the experience, relationships, and understanding needed to be truly effective takes time.

One of the privileges of this role has been participating on the Community Care Scope of Practice Committee. Through thoughtful discussions and collaboration, we have explored practical ways to strengthen understanding of nursing scope of practice and foster greater collaboration across community settings.

Collaborating with your 1st VP Catherine Little, I have also established quarterly Community Care meetings with local presidents from across the province to improve communication and strengthen collaboration. This forum provides an opportunity to discuss workplace challenges, share successes, identify emerging issues, and exchange ideas. More importantly, it ensures that Community Care nurses are connected, informed, and united in addressing the complex issues affecting our workplaces. By working together, we strengthen our ability to advocate for meaningful change and advance the interests of Community Care nurses across New Brunswick.

A personal highlight was attending the 31st Convention of the Canadian Labour Congress as a representative of the Canadian Federation of Nurses Unions (CFNU). Standing alongside thousands of delegates from across Canada was both inspiring and energizing.

It was a powerful reminder that meaningful change happens when workers come together, share their experiences, and collectively advocate for a stronger future.

Across Community Care sectors, we continue to see:

- The shift of health care delivery from centralized hospitals to community-based services
- Increasing patient complexity and acuity
- Ongoing challenges accessing primary and specialty care
- Growing need and demand for mental health and substance use support
- An aging population and rising rates of chronic illness
- The significant impact social determinants have on health, particularly housing instability
- The impact of workforce shortages and fragmented care systems

As we look ahead, our advocacy must remain focused on priorities that reflect the realities of current nursing practice:

- Recognizing the specialized and complex nature of Community Care nursing
- Supporting safe staffing models that account for patient complexity, not simply caseload numbers
- Promoting appropriate NP, RN, and LPN scope of practice utilization and skill mix
- Making invisible nursing work visible through meaningful workload measurement
- Supporting psychologically safe workplaces and violence prevention initiatives
- Ensuring workforce planning reflects today's realities of risk, acuity, coordination, and complexity



Laurie Leger-Lester

While the challenges are significant, so too is the strength of the nurses working across Community Care.

Every day, nurses throughout the province demonstrate extraordinary professionalism, expertise, compassion, and resilience. Whether supporting individuals in their homes, promoting population health, caring for patients in correctional facilities or providing mental health and addiction services, you make a meaningful difference in the lives of patients, families, and communities.

As we move forward together, let us continue to raise our collective voice and advocate for the staffing, resources, and supports needed to deliver safe, high-quality care. By highlighting the full scope and value of Community Care nursing, we can help shape a healthier future for our profession and the people we serve.

In solidarity,

Laurie Leger-Lester

PART III, HOSPITALS

By Patrick Gallant

I am pleased to present my first report since my election in November 2025 as the representative for Part III Hospitals. These first few months on the Board of Directors have allowed me to represent our members' interests in various forums, strengthen ties with local unions, and participate in several initiatives aimed at promoting and defending our profession and our public health care system.

QUARTERLY MEETINGS

At the start of my term, I joined forces with Catherine Little, NBNU's 1st Vice-President, to establish quarterly meetings bringing together Local Executives from Part III, Hospitals.

These meetings were established to foster better communication among locals, identify challenges experienced by different facilities, and share best practices that have proven successful across various regions and networks. They also provide a valuable opportunity to answer members' questions and better understand their concerns.

These exchanges allow us to stay attuned to the realities on the ground and to tailor our advocacy work to the issues that directly affect our members.

LOBBYING EFFORTS

Lobbying on Parliament Hill in Support of Public Healthcare

In February, I participated in a lobbying event organized by the Canadian Health Coalition on Parliament Hill in Ottawa. This initiative allowed us to meet with several Members of Parliament and Senators to raise their awareness of the issues facing health care workers and their patients across the country.

The main issues discussed included:

- protecting funding and jobs in the health care sector;
- upholding the *Canada Health Act*, particularly in light of concerns raised by the proposed amendments to the *Alberta Health Care Insurance Act* (Bill 11), which undermine the principles of universality and accessibility;
- the continued development of a public pharmacare plan; and
- support for health care workers.

I also took part in a demonstration in support of protecting the public health care system. This experience served as a reminder of the importance of solidarity between labor unions and partners in the health care sector in defending accessible, universal, and high-quality public services.

Canadian Labour Congress

In May, I participated as a representative of CFNU at the 31st Constitutional Convention of the Canadian Labour Congress, held in Winnipeg under the theme "*We Build, We Care, We Fight*." More than 2,500 delegates from all regions of the country gathered to set the broad direction of the Canadian labour movement for the coming years.

Discussions focused particularly on improving labor laws, protecting jobs, and promoting equity, inclusion, and reconciliation with First Nations, Métis, and Inuit peoples. The resolutions adopted will help guide the actions of the Canadian Labour Congress, which today represents more than 3.3 million workers.

As part of the convention, I also participated in a training workshop titled "*Real Talk, Tough Conversations*." This training helped me develop strategies to foster respectful and constructive dialogue, even in challenging situations. The tools I acquired will be particularly useful during upcoming collective agreement negotiations and in carrying out my duties as your Unit Representative for Part III, Hospitals.



Patrick Gallant

LOOKING AHEAD

This first term has given me a better understanding of the realities faced by members in Part III Hospitals and has allowed me to represent their interests in various provincial and national forums. It has also strengthened my conviction that collaboration, solidarity, and ongoing communication with locals are essential to advancing our shared priorities.

Over the coming year, preparation for collective agreement negotiations will play a significant role in our collective work. I will continue my commitment to defending your interests, making your voice heard in various forums, and remaining available to support you on issues affecting our profession.

I would like to sincerely thank you for the trust you have placed in me. It is a privilege to represent you, and I look forward to continuing this work alongside you over the coming year.

In solidarity,

Patrick Gallant

NURSE MANAGERS & NURSE SUPERVISORS

By Deborah Carpenter

Over the past year, I have continued to represent members through my participation on several provincial committees and governance bodies focused on insured benefits, education, and pension oversight.

UNION COMMITTEES AND GOVERNANCE BODIES

Standing Committee for Insured Benefits

I continue to serve as an observer on the Standing Committee for Insured Benefits (SCIB), which meets quarterly to review matters related to members' insured benefits. In addition to my participation in regular committee meetings, I attended two days of specialized education in June, gaining valuable insight into benefit administration, emerging issues, and industry best practices.

Education Assistance Fund Committee

I also remain a member of the Part III and Nurse Managers & Nurse Supervisors Educational Assistance Fund Committee. The committee meets quarterly to review educational assistance applications and ensure the fund is administered fairly and in accordance with established guidelines. Through this work, we support members as they pursue continuing education and professional development opportunities.

Shared Risk Plan for Certain Bargaining Employees

In December 2025, I was honoured to be appointed as an observer and Trustee-in-Training for the Shared Risk Plan for Certain Bargaining Employees of New Brunswick Hospitals (CBE). This role has provided an excellent opportunity to deepen my understanding of pension governance, fiduciary responsibility, and long-term plan sustainability.

As part of this appointment, I also serve on the CBE Governance Committee, where I participate in discussions related to governance practices and oversight of the pension plan.



Deborah Carpenter

LOOKING AHEAD

I am grateful for the opportunity to represent our members through these committees and governance bodies. The knowledge and experience gained through this work strengthens my ability to advocate on behalf of members and contribute to the effective stewardship of programs and benefits that are important to them. Thank you for your continued trust and support.

In solidarity,

Deborah Carpenter



NBNU members attending Eastern Labour School

NURSING HOMES

By Jason Robin

As I reflect on the past year and review last year's report, I am reminded that many of the systemic challenges facing nursing homes remain:

- 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; and,
- Nursing Homes facing staffing challenges, putting resident and member safety at risk.

In this environment, it is more important than ever that NBNU remains a strong voice for registered nurses working in long-term care. We must continue advocating for the nurses who keep nursing homes running, the residents they care for, and the systemic changes needed to strengthen the sector.

ADVOCACY AND EDUCATION

Canadian Labour Congress

Attending the 31st Constitutional Convention of the Canadian Labour Congress was eye opening to the scale and diversity of the labour movement. Bringing together unions from the public, private, industrial, and trade sectors, the convention provided valuable insight into the wide range of perspectives, priorities, and challenges facing workers across the country. The experience was vastly different from what we experience as a relatively homogeneous, nurses-only union.

Participating alongside representatives from many sectors reinforced the importance of solidarity and demonstrated how collective action can advance shared goals despite conflicting experiences and interests.

Eastern Labour School

NBNU hosted Eastern Labour School in Fredericton from May 31st to June 2nd. There, I had the privilege of helping facilitate the newly revamped Negotiations course, where nurses from the four Atlantic provinces took part in two days of simulated negotiations.

Participants were divided into employer and union teams and received practical training in negotiation strategies, priority setting, and team-based decision-making. The course was a huge success, and I encourage anyone interested in serving on a future negotiating team to consider attending Eastern Labour School in 2028.

MEMBER BENEFIT MANAGEMENT

Nursing Homes Pension Plans

All active and deferred members of a Nursing Homes Pension Plan should have received their annual pension statements earlier this year. These statements are based on the previous year's data and provide members with important information about their pension benefits.

The pension plan remains well funded. I encourage members to make use of the pension calculator, which is available through the NBNU website, to better understand and estimate their future retirement benefits.

Collective Agreement Signed

Your Nursing Homes Negotiation Team signed a 4-year collective agreement on December 17, 2025. The agreement will expire on December 31, 2027. I would like to thank the members of the negotiation team for their valuable contributions during bargaining.



Jason Robin

Each collective agreement builds on the previous one; this contract is no exception. The acute care sector is pushing for mandatory nurse-patient ratios across Canada. In long-term care, we are mirroring those efforts by working towards increasing the hours of care per resident. This most recent collective agreement has made progress on this front: it includes a Letter of Agreement re: Working Group to Create the Hours of Care Recommendation & Implementation Plan.

Currently, the working group is collecting baseline data to help determine the proper number of care hours in New Brunswick nursing homes. This data will form the foundation for the development of the Hours of Care Recommendation.

Ultimately, the working group's objective is to develop a manual to guide the development of the Hours of Care Recommendation.

This recommendation will include:

- instructions on the calculation for specific care areas;
- key performance indicators on resident and staff outcomes; and
- guidance on any assessment tools to be utilized for implementation.

The next phase will be prioritizing the implementation of these recommendations with funding.

Educational Assistance Committee

The Nursing Homes Educational Assistance Committee met on June 25 to review applications and approve funding. Five members received financial assistance to support their professional development goals.

I encourage all members to take advantage of opportunities to enhance their knowledge and skills through workshops, courses, and conferences. Applications for educational assistance can be submitted through the Member Portal on the NBNU website. Deadlines are February 15, June 15, and October 15 each year.

LOOKING AHEAD

As we look to the future, I encourage every member to become involved in their local union. Ask questions, attend meetings, and consider putting your name forward for elected positions at both the local and provincial levels.

Strong member engagement is essential to a strong union. By participating in our union and supporting one another, we strengthen our collective voice and our ability to advocate for the issues that matter most to nurses and residents across New Brunswick.

Thank you for your continued support and engagement.

In solidarity,

Jason Robin



2023-2026 negotiating team for Nursing Homes. Front row: Jason Robin, Carole Desjardins, Sherry Crawford; Back row: Heather McNulty, Sylvie Martin, Paula Watt

Member-at-Large Reports

Nurse Practitioners Report By Raelyn Lagacé

Over the past year, I have been proud to serve as your Member-at-Large representing Nurse Practitioners on the Board of Directors, representing the interests of our members while contributing to our union's strategic direction and advocacy efforts.

During the year, I participated in two lobbying initiatives in Ottawa. These meetings provided valuable opportunities to engage directly with elected officials and key stakeholders on issues affecting health care workers and the delivery of quality public services. Our advocacy focused on promoting fair working conditions, strengthening public health care, and ensuring that the voices of frontline professionals are heard in policy discussions.

I also had the privilege of attending the Canadian Labour Congress (CLC) Convention. The convention brought together labour leaders from across the country to discuss emerging challenges, share best practices, and develop strategies to strengthen the labour movement. Participating in these discussions reinforced the importance of solidarity, collective action, and continued advocacy on behalf of our members.

As your Member-at-Large representing Nurse Practitioners, I have continued to advocate for the advancement of the NP profession in New Brunswick. This past year has seen continued progress in recognizing the essential role NPs play in improving access to primary health care.

The province continues to expand opportunities for NPs to practice to their full scope, particularly within primary care and collaborative health care teams. While challenges remain—including recruitment and retention, workload pressures, and ensuring equitable compensation—there is growing recognition of the value NPs bring to the health care system.



Raelyn Lagacé

Serving on the Board has been a rewarding experience, and I appreciate the opportunity to contribute to the important work of our union. I remain committed to advocating for our members, supporting strong public health care, and advancing the role of Nurse Practitioners within our province.

In solidarity,

Raelyn Lagacé



Raelyn Lagacé at the 2025 AGM

Licensed Practical Nurses Report

By Angela Miller

I am pleased to present my annual report as your LPN Member-at-Large.

ADVOCACY ACTIVITIES

Since our last AGM, it has been a busy and productive year, and I have had the privilege of representing NBNU at two national lobbying events on Parliament Hill and the 31st Constitutional Convention of the Canadian Labour Congress.

LOBBYING ON PARLIAMENT HILL

On November 25th, I attended the CFNU Parliamentary Breakfast in Ottawa. There, I met with Members of Parliament and Senators to discuss nursing retention, enforceable safe staffing, and the need to sustain public health care.

That same day, I also participated in the Canadian Labour Congress Lobby Day on Parliament Hill. More than 300 workers from across Canada took part, meeting with decision-makers to advocate for fair trade, strong public services, and worker-centred infrastructure.

31ST CONSTITUTIONAL CONVENTION OF THE CANADIAN LABOUR CONGRESS

I attended the 31st Constitutional Convention of the Canadian Labour Congress in Winnipeg from May 11-15, 2026. Thousands of delegates from across the country gathered to set the direction for the labour movement, with important debate on economic justice, affordability, and the care crisis.



Renée Boudreau and Angela Miller enjoy a moment at the 2025 AGM



Angela Miller

COMMITTEE WORK

RESOLUTIONS AND CONSTITUTION COMMITTEE

I served as a member of the NBNU Resolutions Committee. My responsibilities included working with the board sub-committee to prepare and submit resolutions and constitution and by-law amendments on behalf of the NBNU Board of Directors.

SCHOLARSHIP COMMITTEE

As a member of the Scholarship Committee, I evaluated scholarship applications, applied established scoring criteria with fairness and confidentiality, and contributed to selection decisions that supported members and their families in achieving their post-secondary education goals.

NEW BRUNSWICK FEDERATION OF LABOUR – WOMEN'S COMMITTEE

As a member of the New Brunswick Federation of Labour Women's Committee, I contributed to the planning of the Women's Gala scheduled for October 3, 2026. My responsibilities included program development, member outreach, and fundraising initiatives to help ensure the event is accessible, engaging, and reflective of the contributions of women in the labour movement.

KEY TAKEAWAYS FROM ADVOCACY AND COMMITTEE WORK

- The need for enforceable safe staffing ratios continues to unite nurses and labour allies nationally.
- Lobbying is most effective when we connect our personal frontline stories to clear policy asks.
- The labour movement is prioritizing the care economy, good jobs, and equity as central to affordability and the future of work.
- Provincial committee work is vital to member engagement, transparency, and accountability.

These experiences have strengthened my commitment to advocate for nurses and for all workers.

FOCUS ON SCOPE OF PRACTICE

This past year has included many important discussions around scope of practice.

Scope is a general statement of the activities LPNs are authorized, educated, and competent to perform. It provides the foundation for standards, entry-level competencies, and curriculum.

The Association of New Brunswick Licensed Practical Nurses (ANBLPN) defines scope through three interrelated components:

- 1. Professional Scope of Practice:** The outer boundary set by the *LPN Act* for all LPNs in New Brunswick. It can only be changed through government legislation.
- 2. Individual Scope of Practice:** Your own practice based on your current context, education, experience, and competencies. It expands and evolves over time.
- 3. Scope of Employment:** What your employer authorizes through policies and job descriptions. This has the greatest impact on what you can do day to day. Your individual scope and your scope of employment may not exceed your professional scope.

ANBLPN also has a broader tool that considers legislation, the needs of the client, the nurse's competence, and the practice environment, plus the **Three Factor Framework** for assignments: client complexity/predictability, nurse competence, and practice environment.

Full documentation is available on the [ANBLPN website](#).



NBNU Board of Directors at the CLC Rally in Winnipeg, May 2026

NURSING IS MORE THAN A LIST OF TASKS

LPN practice cannot be viewed as a static list of tasks and competencies. Practice evolves over time based on the changing competency level of each practitioner, the health needs of patients and clients, and the practice environment.

ANBLPN emphasizes that it is vital for LPNs to understand the contextual nature of their professional scope and to be able to articulate it clearly to clients and other members of the health care team. As with all aspects of practice, Licensed Practical Nurses are accountable to recognize when they can work independently and when they are required to work in consultation and collaboration with RNs, NPs, physicians, and other health care providers.

Always remember that when you have questions or concerns about your scope of practice, you are not alone. There are resources for you to utilize, including:

- ANBLPN Practice Consultant
- Your manager, nurse educator or clinical resource nurse
- Policy and procedures manual
- NBNU representative

Another important resource that should not be overlooked is your fellow LPNs and coworkers.

Talking about scope of practice with other LPNs is one of the best ways to stay safe, confident, and supported in your role. The regulations tell you what you *can* do, but peer discussions help you figure out what you *should* do in real situations.

As health care evolves, so must our advocacy for equitable representation and respect for the LPN scope of practice. I am committed to having our voices heard at the Board table and to ensuring our contributions are **acknowledged, respected and supported**.

In solidarity,

Angela Miller



Voting delegates at the 2025 AGM

Annual Meeting Operations Committee Report

By Karine Savoie

The Annual Meeting Operations Committee, consisting of Tambrie MacDonald, Simon Richard, Karine Savoie, and Renée Boudreau (ex-officio), met twice to complete its review of governance items requiring approval at the AGM.

The committee focused on constitutional amendments, resolutions and nominations submitted for the positions of 1st Vice-President and 2nd Vice-President. As part of the committee's review of the 1st & 2nd Vice-President nominations, Renée Boudreau recused herself from the meeting due to her status as a candidate under consideration. To ensure the integrity and impartiality of the review process, Paula Doucet, President of NBNU, assumed the ex-officio role for the duration of the nomination review meeting.

CONSTITUTIONAL REVIEW

The Committee reviewed four constitutional amendments. Each proposed change was examined for clarity, alignment with organizational values, and consistency with existing governance structures.

Consensus was reached on all four amendments, with a recommendation for presentation at the AGM.

RESOLUTIONS REVIEW

The committee reviewed five resolutions submitted for consideration at the AGM. Discussion focused on alignment with strategic priorities, and anticipated impact on members and operations.

Consensus was achieved on all five resolutions, and they will be presented at the AGM.

ELECTION UPDATE

The position of 1st Vice-President has been filled by acclamation. Catherine Little was the sole nominee and is therefore elected to the position without contest.

For the position of 2nd Vice-President, two nominations were received: Renée Boudreau and Chantal Lagacé. Both candidates met the nomination criteria; therefore, an election will take place at the AGM to determine the successful candidate.

The committee thanks all contributors for their work in preparing the proposed constitutional amendments and resolutions. The review process was constructive, efficient, and aligned with the organization's commitment to transparent governance.

Karine Savoie

Chairperson

Candidate for Election

Catherine Little

1st Vice-President (elected by acclamation)

UNION PARTICIPATION - PROVINCIAL OFFICES HELD

- 1st Vice-President, NBNU (2025-present)
- Hospitals, Part III Bargaining Unit Representative (2021 - 2025)
- Hospitals, Part III Negotiation Team (2018 - 2025)
- Secretary/Treasurer (2018 - 2021)

UNION PARTICIPATION – LOCAL OFFICES HELD

- President, Saint John Regional Hospital Local 17 (2018 – 2025)
- 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

- Governor General's Canadian Leadership Conference (2026)
- Vice President, New Brunswick Federation of Labour (2025)
- Part Time and Seasonal Pension Plan Co-Chair (2025)
- NANB AGM 2025
- CFNU Nurse-Patient Ratio Summit 2024
- Certain Bargaining Employees' Shared Risk Pension Plan Trustee (2019 - Present)
- Eastern Labour School (2002, 2006, 2008, 2010, 2012, 2024)
- CFNU Biennial Conventions (2003 - 2025)
- CLC Triennial Conventions (2008 - 2026)
- 2016 CNA Conference



Catherine Little
Saint John Regional Hospital

I am honoured to accept the nomination for 1st Vice-President of the New Brunswick Nurses Union. I understand the responsibilities of this role and remain committed to NBNU.

Serving as First Vice-President over the past year has strengthened my understanding of NBNU's vision, mission, and values. Working closely with Local Presidents has allowed me to support members and better understand the challenges they face.

Combined with my dedication, experience, and leadership skills, this knowledge will help strengthen NBNU's future. I am committed to advocating for all members while fostering a culture of professionalism, respect, and equity throughout our Union.

I remain committed to NBNU and would be honoured to serve as 1st Vice-President.

Candidate for Election

Renée Boudreau
2nd Vice-President

UNION PARTICIPATION – PROVINCIAL OFFICES HELD

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

UNION PARTICIPATION – LOCAL OFFICES HELD

- Local President, Bathurst Public/Mental Health (2020-2023)
- Local Vice-President, Bathurst Public/Mental Health (2018-2020)
- Co-Chair, Professional Practice Committee (2022-2023)

WORK EXPERIENCE

I've been working as a nurse since 2006, starting in the medical unit, to accept a job on the maternity ward in 2007. There, I worked in labor and delivery and post-partum care for 10 years. After an injury, I tried public health for about 5 years; and of course it had to be during Covid. So, I organized and worked at the Covid clinics. After Covid passed, I returned to the hospital as a SANE regional coordinator. Soon after, I accepted a nursing supervisor job at the Chaleur Regional Hospital. Now for the last year and a half, I've been managing the psychiatry unit in Bathurst and loving it.

OTHER ACTIVITIES

- Member of the Pay Equity Coalition since 2022
- Member of the ChildCare Now Coalition since 2022
- Member of the NBFed since 2022
- Member of the Women's Committee of the NBFed since 2024
- Member of the Pay Equity sub-committee of the NBFed since 2026
- Co-chair of the NB Health Coalition since 2025, recently re-elected at the AGM
- Member of the Common front for Social Justice since 2022
- Joint Classification Maintenance Committee 2022-2023
- Attended AGMs, Annual Meetings and Executive Council Meetings
- CFNU 2023 in PEI
- World nurses conference 2024 in San Francisco
- CLC 2025 in Winnipeg
- Professional Practice Committee member since 2024



Renée Boudreau
Chaleur Regional Hospital

WHY DID YOU ACCEPT THE NOMINATION?

I would like to re-offer to serve as your 2nd VP. I'm finally getting wind under my wings, and I feel I can fly and conquer the world. For those who know me, you are probably seeing the changes. My confidence has grown as I learned. I've been marching beside strong women who I'm proud to now call my friends, my colleagues, my allies.

I've been working so hard and I'm not ready to stop. All my life, I was told I speak too loudly and that I'm too bubbly. Well, I found my purpose. My voice is loud because I cheer on my colleagues, I lobby for my community and yours. I'm bubbly because I need to help my fellow friends and allies to keep the fight for our rights while also keeping our morals high for the ride.

I will keep representing NBNU with pride and confidence. I will continue to ask the right questions to the right people and to demand the right answers. I now have a clearer understanding of how to serve our members effectively.

The past few years have strengthened my confidence, sharpened my skills and prepared me to continue serving as your second vice-president, and represent NBNU in all the committees and coalitions I am proudly part of.

Candidate for Election

Chantal Lagacé
2nd Vice-President

UNION PARTICIPATION – PROVINCIAL OFFICES HELD

- Part III negotiation member, 2023-2025

UNION PARTICIPATION – LOCAL OFFICES HELD

- Local President of Campbellton Regional Hospital Local

WORK EXPERIENCE

- Licensed Practical Nurse in acute care, med-surg and long term care, with several years of experience, as well as experience in palliative care.

OTHER ACTIVITIES

- Foot care course
- Leadership course

WHY DID YOU ACCEPT THE NOMINATION?

I enjoy union work and helping others take on new challenges while advocating for the rights of unionized workers. I am eager to bring new ideas to the Board, gain new experiences, and continue learning and growing.



Chantal Lagacé
Campbellton Regional Hospital

2026 Constitution & By-law Changes

APPENDIX “A”

Submitted by NBNU Board of Directors

PROPOSED CHANGES

92. Blanche Bourgeois Extra Mural

113. Edmundston/Grand Falls/Kedgwick Extra Mural

114. Centre Espoir et Equilibre

INTENT

Add new locals that have formed since last AGM

APPENDIX “A”

PROPOSED CHANGE

9. Villa Maison Providence

INTENT

Update the name of the local as home has changed their name.

APPENDIX “A”

PROPOSED CHANGE

97. Public Health, Community Mental Health and Public Safety Nurses, and Extra Mural Program, Edmundston/Grand-Falls

INTENT

Update the name of the local as EMP has separated and formed their own local.

ARTICLE 6 – UNION LOCALS

Submitted by NBNU Board of Directors

PROPOSED CHANGES

6.01

(a) A group of five (5) or more members of the Union, identifiable by a common workplace and bargaining unit, may form a Chartered Local of the Union, subject to the approval of the Board of Directors.

(b) Special consideration will be given to a group of less than five (5) members of the Union who otherwise qualify under the provisions of 6.01 (a), to form a Chartered Local of the Union.

(c) The Board of Directors shall have authority to, establish, configure, and reconfigure Chartered Locals in a fair and reasonable manner, keeping the best interests of NBNU and its membership as the guiding principle.

1) Where the Board of Directors determines that the configuring or reconfiguring of a Chartered Local or Chartered Locals may be warranted it shall:

- provide reasonable notice of its intention to the affected Chartered Local or Chartered Locals;
- consult with the affected Chartered Local or Chartered Locals; and
- provide a reasonable opportunity for those affected Chartered Locals to make representations or submissions to the Board of Directors, where appropriate.

These requirements may be waived if the Chartered Local(s) are non-functioning or has indicated its consent.

2) The Board of Directors may, on its own motion and by a two-thirds $\frac{2}{3}$ vote:

- (i) determine the configuration of Chartered Locals;
- (ii) determine whether existing Chartered Locals should be merged;
- (iii) determine whether an existing Chartered Local should be divided to create two or more new Chartered Locals;
- (iv) determine the allocation and assignment of dues paying members to existing or new Chartered Locals.

INTENT

The intent of this new language is to respond to member surveys whereby community care members requested a more flexible system of local governance to allow local activists to represent their members more effectively.

This new language will permit “virtual” locals to be spread across multiple workplaces without effecting collective agreement rights and allow acute care local executives to focus on their facilities, while allowing satellite clinics, etc to join forces to represent themselves.

2026 Resolutions

RESOLUTION #1 – PROTECTING NURSES’ REPUTATIONS

**MOVED BY NANCY KEATING
SECONDED BY TAMBRIE
MACDONALD**

WHEREAS nurses are facing unprecedented levels of slander by the public on social media, often without any basis in fact or justification. This slander amounts to abuse, harassment and intimidation;

AND WHEREAS nurses live and work in small communities where such posts can spread quickly, leading to personal, professional, and social impacts which can be detrimental to a nurse's reputation and mental well-being;

AND WHEREAS nurses are bound by confidentiality and respecting the rights of the client to have their personal health information protected and are therefore unable to respond or defend themselves;

BE IT RESOLVED THAT NBNU lobby the provincial government to introduce legislation protecting nurses from such harassment and to protect their personal and professional reputations.



Women in Leadership panel at the 2026 Executive Council Meetings. From left to right: Paula Doucet, Norma Dube, Dorothy Sheppard, Roxanne Fairweather and Elizabeth Weir

RESOLUTION #2 – DEFENDING PUBLIC HEALTH CARE AND OPPOSING PRIVATIZATION

SUBMITTED BY THE NBNU BOARD OF DIRECTORS

WHEREAS publicly funded and publicly delivered health care is a foundational principle of equitable access to care for all residents of New Brunswick; and

WHEREAS although Bill 11 was introduced in Alberta, its expansion of private, for-profit delivery of surgical, diagnostic and health care services represents a broader national trend towards privatization that threatens the principles of publicly funded and publicly delivered health care across Canada, including New Brunswick; and

WHEREAS the expansion of private clinics and contracted health services under policies such as Bill 11 risks diverting scarce nurses, physicians and health care workers away from the public system, increasing staffing shortages, wait times and inequitable access to care within public hospitals and community health services; and

WHEREAS privatization models promoted through legislation such as Bill 11 create precedents that may encourage similar reforms in other provinces, including New Brunswick, undermining the sustainability, accountability and universality of Canada's public health care system in direct contradiction to the Canada Health Care Act; and

WHEREAS evidence from jurisdictions that have expanded private health care delivery demonstrates that for-profit models often increase administrative costs, reduce continuity of care, weaken transparency, and prioritize profitability over patient outcomes and worker well-being; and

WHEREAS nursing unions and frontline health care workers have a responsibility to oppose privatization initiatives in all provinces in order to protect safe staffing levels, equitable patient access and the long-term integrity of Canada's public health care system.

THEREFORE BE IT RESOLVED THAT

1. NBNU will formally oppose any legislation, policy, or restructuring initiative that expands private, for-profit delivery of health care services in New Brunswick.
2. NBNU will advocate for increased investment in the public health care system to support staff retention and recruitment, improve access to care in rural and underserved communities, strengthen mental health services, long-term care, and advance safe staffing ratios.
3. NBNU will work collaboratively with allied labour organizations, community groups, patients, physicians and other health care professionals to defend and strengthen publicly delivered health care.
4. NBNU will support collective bargaining strategies and workplace actions that protect nursing jobs, patient safety, and the delivery of publicly funded and publicly delivered health care.
5. NBNU will engage in public awareness and evidence-based advocacy to highlight the impacts of privatization on equity, system costs, accountability, and quality of care.

**RESOLUTION #3 –
STRENGTHENING AND
EXPANDING PUBLIC HEALTH
CARE AND PUBLIC HEALTH
SERVICES**

**SUBMITTED BY THE NBNU BOARD
OF DIRECTORS**

WHEREAS the Government of New Brunswick plans to open a total of 12 new Health Care Clinics; and

WHEREAS publicly funded and publicly delivered health care is a cornerstone of equitable, accessible and high-quality care for all residents of New Brunswick; and

WHEREAS strong public health care systems are essential for disease prevention, health promotion, chronic disease management, mental health support, and addressing the social determinants of health; and

WHEREAS expanding public health programs and publicly delivered health services improves population health outcomes, reduces long-term health care costs, and strengthens community well-being.

THEREFORE BE IT RESOLVED THAT

1. NBNU will reaffirm its commitment to defending and strengthening publicly funded and publicly delivered health care in New Brunswick and will oppose the expansion of privatized or public-private partnership models that undermine public delivery.
2. NBNU will advocate for strategic public investment to expand across the continuum of care, including hospitals, primary care, home care, long-term care, mental health services, addiction services, and public health programming.
3. NBNU will call upon the Government of New Brunswick to expand publicly delivered public health services, including prevention, health promotion, harm reduction, maternal, child and school health programs, and community-based care.
4. NBNU will work collaboratively with labour organizations, community groups, public health organizations, and health care professionals to promote and advance policies that strengthen publicly funded and publicly delivered health care in New Brunswick.
5. NBNU will advocate for new health care clinics and service expansions in New Brunswick to be publicly funded, publicly delivered, and adequately staffed to ensure equitable access and continuity of care.

**RESOLUTION #4 –
PROTECTING LONG-TERM
CARE AND ENSURING
ACCOUNTABILITY IN THE
EXPANSION OF LONG TERM-
CARE FACILITIES**

**SUBMITTED BY THE NBNU BOARD
OF DIRECTORS**

WHEREAS Shannex has announced the opening of four new Nursing Homes in the spring of 2026, representing a significant expansion of privately operated long-term care capacity in New Brunswick; and

WHEREAS the demand for long-term care services in New Brunswick continues to grow due to an aging population and increasing complexity of resident care needs; and

WHEREAS long-term care residents deserve safe, dignified, accessible, and high-quality care delivered in environments that prioritize resident well-being over financial interests; and

WHEREAS the rapid expansion of privately operated long-term care facilities, including corporations such as Shannex, raises concerns regarding accountability, staffing levels, working conditions, transparency, and the use of public funding within the long-term care sector; and

WHEREAS evidence from Access Canada has demonstrated that for-profit long-term care models can contribute to staffing shortages, increased workload pressures, inconsistent standards of care and reduced continuity of care for residents; and

WHEREAS frontline workers in long-term care continue to face unsafe workloads, recruitment and retention challenges, burnout, and inadequate staffing resources; and

WHEREAS the COVID-19 pandemic exposed significant vulnerabilities within the long-term care sector and reinforced the importance of strong public oversight, infection prevention measures, emergency preparedness, and stable staffing models; and

WHEREAS long-term care services should remain publicly accountable, transparent, and focused on resident-centered care that supports quality of life, safety, and dignity;

THEREFORE BE IT RESOLVED THAT

1. NBNU will advocate for increased public investment in long-term care services and infrastructure in New Brunswick.
2. NBNU will call upon the Government of New Brunswick to establish and enforce strong public oversight, accountability measures, staffing standards, and transparency requirements for all long-term care facilities, including privately operated facilities receiving public funding.
3. NBNU will advocate for increased minimum hours of direct care per resident to ensure safe, high-quality care.
4. NBNU will oppose the expansion of for-profit long-term care models where such models compromise staffing levels, working conditions, accountability, or quality of care, and prioritize financial gain over resident care and worker safety.
5. NBNU will support the development and expansion of publicly owned, non-profit, and publicly accountable long-term care facilities, as well as community-based seniors' care services.
6. NBNU will collaborate with Canadian Federation of Nurses Unions (CFNU) and other partners to review and advance evidence-informed recommendations, including those emerging from best practices such as the Denmark long-term care study, to strengthen long-term care in New Brunswick.

RESOLUTION #5 – COMBATTING WORKPLACE VIOLENCE AGAINST NURSES

SUBMITTED BY THE NBNU BOARD OF DIRECTORS

WHEREAS nurses and health care workers across New Brunswick and Canada continue to experience increasing incidents of workplace violence, including physical assault, verbal abuse, harassment, intimidation, sexual violence, and psychological harm; and

WHEREAS workplace violence has serious impacts on the physical and mental health, safety, well-being, and retention of nurses and health care workers, contributing to burnout, moral distress, absenteeism, and staffing shortages; and

WHEREAS violence in health care settings negatively affects patient care, workplace morale, recruitment, retention, and the overall functioning of the health care system; and

WHEREAS health care workers have the right to work in environments that are safe, respectful, and free from violence; and

WHEREAS incidents of workplace violence are often underreported due to the normalization of abuse, lack of organizational support, fear of retaliation, or insufficient reporting processes; and

WHEREAS employers, governments and health care organizations have a responsibility to implement meaningful violence prevention measures, provide adequate staffing and security supports, and ensure timely responses to incidents or workplace violence; and

WHEREAS effective prevention of workplace violence requires collaboration among employers, unions, governments, frontline workers, and health and safety representatives;

THEREFORE BE IT RESOLVED THAT

1. NBNU will continue to condemn all forms of violence and abuse against nurses in all health care settings.
2. NBNU will advocate for stronger workplace violence prevention legislation, enforcement measures, and employer accountability within New Brunswick.
3. NBNU will call upon employers and government to implement comprehensive workplace violence strategies, including adequate staffing levels, security measures, flagging systems, safe reporting processes, de-escalation training, and timely incident investigations.
4. NBNU will advocate for increased mental health supports, trauma-informed care resources, and recovery services for workers impacted by workplace violence.
5. NBNU will work collaboratively with occupational health and safety committees, labour organizations, and frontline workers to identify risks and develop solutions to improve workplace safety.
6. NBNU will call for public awareness initiatives that recognize the seriousness of violence against nurses and frontline workers.

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.

2025 SCHOLARSHIP RECIPIENTS

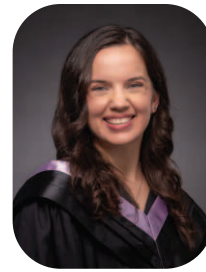
- NBNU 1st Year Nursing Scholarship: Grace Chapman, Anna McAllister, Katherine Gaines
- NBNU Nursing Scholarship (2nd Year Students): Myriam Theriault
- CFNU Nursing Scholarship: Lori Sheffield-Bowles
- NBNU Post-Secondary Scholarship: Zachary Groom, Lydia Blair, Mathis Boudreau
- John MacDonald Memorial Scholarship – Ngoc Lan Thu Ha
- CFNU Indigenous Nursing Scholarship – no applications received

2026 NBNU BURSARY RECIPIENTS

Each year, NBNU awards twelve bursaries of \$800 to students enrolled in the Bachelor of Nursing program at New Brunswick's six teaching sites: Université de Moncton (Moncton, Edmundston and Shippagan-Bathurst 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.

- UNB Fredericton: Meaghan Mead, Emily Bates
- UNB Saint John: Subeen Jang, Gabrielle Messer
- UNB Moncton: Gordon Skocic, Madison Tingley
- l'Université de Moncton, campus d'Edmundston: Jollaine Amy Mazerolle, Withstanley Delice
- l'Université de Moncton, campus de Moncton: Camylle LeBlanc, Meggie Breau
- l'Université de Moncton, campus de Shippagan-Bathurst: Chloé Maude LeBreton, Jesse Doucet



Camylle LeBlanc



Chloé Maude LeBreton



Emily Bates



Gabrielle Messer



Gordon Skocic



Jesse Doucet



Meggie Breau



Subeen Jang

NEW BRUNSWICK NURSES UNION

Financial Statements

Year Ended December 31, 2025



NEW BRUNSWICK NURSES UNION

Index to Financial Statements

Year Ended December 31, 2025

	Page
INDEPENDENT AUDITOR'S REPORT	40
FINANCIAL STATEMENTS	
Statement of Financial Position	42
Statement of Operations	43
Statement of Changes in Fund Balances	45
Statement of Cash Flows	46
Notes to Financial Statements	47

INDEPENDENT AUDITOR'S REPORT

To the Members of New Brunswick Nurses Union

Opinion

We have audited the financial statements of New Brunswick Nurses Union (the Union), which comprise the statement of financial position as at December 31, 2025, 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 Union as at December 31, 2025, 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 Union 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 Union'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 Union or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Union'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)

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

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

- ▣ Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- ▣ Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union'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 Union'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 Union to cease to continue as a going concern.
- ▣ Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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



Fredericton, New Brunswick
June 16, 2026

CHARTERED PROFESSIONAL
ACCOUNTANTS

NEW BRUNSWICK NURSES UNION

Statement of Financial Position

December 31, 2025

	General Fund 2025	Restricted Funds 2025	Total 2025	Total 2024
ASSETS				
CURRENT				
Cash (Note 8)	\$ 626,084	\$ 102,373	\$ 728,457	\$ 821,942
Investments (Note 5)	3,733,317	5,046,806	8,780,122	7,890,091
Dues receivable	206,396	-	206,396	206,917
Accounts receivable	61,788	456	62,244	26,583
Interest receivable	88,431	-	88,431	136,652
Prepaid expenses	86,616	-	86,616	46,016
	4,802,632	5,149,635	9,952,266	9,128,201
CAPITAL ASSETS (Note 6)	972,444	-	972,444	1,071,481
	\$ 5,775,076	\$ 5,149,635	\$ 10,924,710	\$ 10,199,682
LIABILITIES AND NET ASSETS				
CURRENT				
Accounts payable (Note 7)	\$ 985,372	\$ -	\$ 985,372	\$ 856,407
Funds held on behalf of locals (Note 8)	229,826	-	229,826	116,886
Due (to) from funds (Note 9)	8,685	(8,685)	-	-
	1,223,883	(8,685)	1,215,198	973,293
DEFERRED INCOME (Note 10)	32,888	-	32,888	-
	1,256,771	(8,685)	1,248,086	973,293
FUND BALANCES	4,549,762	5,126,862	9,676,624	9,226,389
	\$ 5,806,533	\$ 5,118,177	\$ 10,924,710	\$ 10,199,682

ON BEHALF OF THE BOARD

 _____ Director

 _____ Director

See notes to financial statements

NEW BRUNSWICK NURSES UNION

Statement of Operations

Year Ended December 31, 2025

	General Fund 2025	General Fund 2024	Restricted Funds 2025	Restricted Funds 2024
REVENUES				
Membership dues	\$ 6,972,542	\$ 5,850,189	\$ -	\$ -
Investment income	331,802	318,908	1,987	5,298
Contributions from nursing homes	-	-	35,917	34,376
Miscellaneous income	11,906	-	-	-
	7,316,250	6,169,097	37,904	39,674
EXPENSES				
GENERAL & ADMINISTRATION				
Salaries - labour relations	1,161,874	1,027,100	-	-
Salaries - office staff	1,100,616	1,047,969	-	-
Salaries - overtime	15,705	12,917	-	-
Employee benefits	476,775	390,849	-	-
Employee recruitment	5,678	1,744	-	-
Staff professional development	72,885	22,196	-	-
Travel	117,503	113,023	-	-
Car allowance	54,694	55,200	-	-
Office supplies and expenses	131,707	137,401	-	-
Library	14,010	18,109	-	-
Postage	19,738	47,167	-	-
Insurance	19,846	18,742	-	-
Bank charges and broker fees	23,230	29,112	-	-
Communications	76,035	95,345	-	-
Professional fees	61,184	85,205	-	-
Photocopier leases and expenses	2,970	-	-	-
Electricity and water	23,077	20,421	-	-
Property taxes	76,358	73,160	-	-
Building repairs and maintenance	117,776	123,626	-	-
Amortization	113,987	114,980	-	-
TOTAL GENERAL & ADMINISTRATIVE	3,685,648	3,434,266	-	-

(continues)

See notes to financial statements

NEW BRUNSWICK NURSES UNION

Statement of Operations (continued)

Year Ended December 31, 2025

	General Fund 2025	General Fund 2024	Restricted Funds 2025	Restricted Funds 2024
UNION ACTIVITIES				
Dues refunds to locals	598,503	427,667	-	-
COMMITTEE EXPENSES				
Salaries - members	499,681	531,540	-	-
Travel, meals and accommodations	518,234	485,852	-	-
Meeting accommodations	15,087	21,369	-	-
Speakers and registration	69,800	96,408	-	-
Translation	226,147	161,387	-	-
Member benefits	63,574	88,156	-	-
Member servicing - legal	288,437	491,393	-	-
Public relations and promotions	478,126	303,792	-	-
General printing	26,482	40,992	-	-
CFNU / NBFL dues	366,661	368,249	-	-
General translation	12,744	15,823	-	-
Scholarships	17,000	16,000	-	-
Memorials and gifts	1,855	1,964	-	-
Educational assistance - Nursing Homes	-	-	35,917	34,398
General expenses	-	-	24	(337)
TOTAL UNION ACTIVITIES	3 182 331	3 050 592	35 941	34 061
	6 867 979	6 484 858	35 941	34 061
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES FROM OPERATIONS	448,271	(315,761)	1,963	5,613
OTHER INCOME				
Gain on disposal of capital assets	-	153,682	-	-
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES	\$ 448,271	\$ (162,079)	\$ 1,963	\$ 5,613

See notes to financial statements

NEW BRUNSWICK NURSES UNION
Statement of Changes in Fund Balances
Year Ended December 31, 2025

	General Fund 2025	General Fund 2024	Restricted funds 2025	Restricted funds 2024
FUND BALANCES - BEGINNING OF YEAR	\$ 4,101,490	\$ 4,263,569	\$ 5,124,899	\$ 5,119,286
Excess (deficiency) of revenues over expenses	448,271	(162,079)	1,963	5,613
FUND BALANCES - END OF YEAR	\$ 4,549,761	\$ 4,101,490	\$ 5,126,862	\$ 5,124,899

See notes to financial statements

NEW BRUNSWICK NURSES UNION

Statement of Cash Flows

Year Ended December 31, 2025

	General Fund 2025	Restricted funds 2025	Total 2025	Total 2024
OPERATING ACTIVITIES				
Excess (deficiency) of revenues over expenses	\$ 448,271	\$ 1,963	\$ 450,235	\$ (156,466)
Items not affecting cash:				
Amortization of capital assets	113,987	-	113,987	114,980
(Gain) loss on disposal of capital assets	-	-	-	(153,682)
	562,258	1,963	564,222	(195,168)
Changes in non-cash working capital:				
Dues receivable	521	-	521	125,209
Other accounts receivable	(35,309)	(352)	(35,661)	(9,880)
Interest receivable	48,221	-	48,221	(11,694)
Prepaid expenses	(40,600)	-	(40,600)	5,224
Accounts payable	128,965	-	128,965	34,102
Funds held on behalf of locals	112,940	-	112,940	19,973
Deferred income	32,888	-	32,888	-
	247,626	(352)	247,274	162,934
Cash flow from (used by) operating activities	809,884	1,611	811,496	(32,234)
INVESTING ACTIVITIES				
Purchase of capital assets	(14,950)	-	(14,950)	(33,323)
Marketable securities	(943,728)	53,697	(890,031)	(99,021)
Proceeds on disposal of capital assets	-	-	-	199,871
Cash flow from (used by) investing activities	(958,678)	53,697	(904,981)	67,527
FINANCING ACTIVITY				
Transfers between funds	44,290	(44,290)	-	-
Cash flow from (used by) financing activity	44,290	(44,290)	-	-
INCREASE (DECREASE) IN CASH FLOW	(104,504)	11,018	(93,485)	35,293
Cash - beginning of year	735,898	86,044	821,942	786,649
CASH - END OF YEAR	\$ 631,394	\$ 97,062	\$ 728,457	\$ 821,942
CASH FLOWS SUPPLEMENTARY INFORMATION				
Interest received	\$ 323,718	\$ 7,298	\$ 331,016	\$ 335,901

See notes to financial statements

1. PURPOSE OF THE ORGANIZATION

The New Brunswick Nurses Union (the "Union") is recognized as a duly constituted labour organization exempt from taxation under paragraph 149(1)k of the Income Tax Act (Canada).

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 are prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Fund accounting

The Union follows the restricted fund method of accounting for contributions.

The General Fund accounts for the Union'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 per the statement of financial position may include cash and/or cash equivalents. Cash equivalents are investments in fixed-income, highly liquid securities and are valued at cost plus accrued interest.

At year-end, there were no cash equivalents.

Cash and cash equivalents held in investment brokers' accounts is classified as investments.

(continues)

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

Capital assets

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

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

Capital assets are not amortized until they are placed into use.

Revenue recognition

Union membership dues are recognized as revenue of the General Fund in the year received or receivable if the amount 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

Investments consist of bonds, guaranteed investment certificates, mutual funds and cash held with Canadian financial institutions and are carried at amortized cost, except for mutual funds which are recorded at cost.

4. FINANCIAL INSTRUMENTS

The Union's financial instruments comprise marketable securities and normal working capital items. Management believes that the fair value of all these items either approximates their carrying value, or cannot be determined due to uncertainty over the timing of related cash flows.

It is management's opinion that the Union has no material financial exposure due to members and other debtors failing to pay amounts owed (credit risk).

The investments in marketable securities present the major source of risk; primarily credit risk and interest rate risk. The Union has adopted a conservative investment policy with diversified holdings of high quality investment instruments.

NEW BRUNSWICK NURSES UNION

Notes to Financial Statements

Year Ended December 31, 2025

5. INVESTMENTS

	General Fund	Restricted Funds	2025	2024
GICs	\$ 1,820,954	\$ 400,000	\$ 2,220,954	\$ 4,016,799
Bonds, net of premiums and discounts	728,279	2,756,567	3,484,846	1,579,467
Mutual funds	374,476	1,862,936	2,237,412	2,265,371
Cash	809,608	27,302	836,910	28,454
	\$ 3,733,317	\$ 5,046,805	\$ 8,780,122	\$ 7,890,091

The Union has established policies for the management of its investments. Investments are managed with the objective of preserving capital while generating investment income through a diversified portfolio of high-quality financial instruments.

The Union's investment portfolio consists primarily of bonds, guaranteed investment certificates, mutual funds and cash held with Canadian financial institutions. Management monitors investment performance and compliance with investment objectives on a regular basis.

Bond investments held at year end have remaining terms to maturity ranging from 1 to 5 years and bear interest at rates ranging from 1.96% to 4.71%. Bond investments are recorded net of the unamortized portion of related discounts and/or premiums.

Guaranteed investment certificates held at year end have remaining terms to maturity ranging from 1 to 4 years and bear interest at rates ranging from 2.25% to 5.50%.

6. CAPITAL ASSETS

	Cost	Accumulated amortization	2025 Net book value	2024 Net book value
Land	\$ 281,722	\$ -	\$ 281,722	\$ 281,722
Buildings	1,941,771	1,363,395	578,376	656,047
Furniture and fixtures	403,952	323,885	80,067	91,701
Computer equipment	157,476	136,731	20,745	38,484
Computer software	165,753	154,219	11,534	3,527
	\$ 2,950,674	\$ 1,978,230	\$ 972,444	\$ 1,071,481

7. ACCOUNTS PAYABLE

	2025	2024
Trade payables	\$ 731,707	\$ 612,900
Retiring and termination allowances	159,870	169,419
Dues refunds payable	49,133	46,462
Government remittances payable	37,478	22,218
Other payables	7,184	5,408
	-	-
	\$ 985,372	\$ 856,407

NEW BRUNSWICK NURSES UNION

Notes to Financial Statements

Year Ended December 31, 2025

8. FUNDS HELD ON BEHALF OF LOCALS

Included in cash and cash equivalents are amounts held on behalf of Type 2 locals that do not maintain separate bank accounts. These funds are administered by the Union on behalf of the locals and are not available for general operating purposes. A corresponding liability of \$229,826 (2024 - \$116,886) has been recorded in the financial statements

9. DUE TO/FROM FUNDS

Inter-fund 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 inter-fund balances are non-interest bearing and recorded as current amounts. At year end, the balances were \$8,685 (2024 - \$35,605).

10. DEFERRED INCOME

Deferred revenue includes amounts received relating to the Eastern Labour School, a recurring event jointly supported by the nursing unions of New Brunswick, Nova Scotia, Prince Edward Island, and Newfoundland and Labrador. These funds are intended to support future labour school activities and related event expenditures.

11. COMPARATIVE FIGURES

Certain comparative figures have been reclassified to conform to the current year's presentation.

Finance Committee Report

By Maria Cormier

I am pleased to report that the Board of Directors conducted a review of the Membership Defense Fund (MDF), also known as the strike fund, at its June meeting. Following this review, the Board approved an increase to the fund's cap, setting it at \$10 million in the event of job action involving all three bargaining units.

As a result, all interest earned on the current MDF will now remain within the fund, rather than being transferred to the General Operating Fund.

Additionally, NBNU will be transitioning its investments to a professional money manager over the coming months to help ensure the MDF achieves optimal returns.

The Finance Committee met at NBNU Provincial Office on June 16 & 17, 2026.

The Finance Committee is composed of Tony Bettle, Bonnie Speed, J  hanne St-Coeur, and Maria Cormier, Vice President of Finance. Ex-officio members include Kathy Allen Palmer, Manager of Finance; Paula Doucet, President; and Matt Hiltz, Executive Director. J  hanne St-Coeur was unable to attend this year's meeting; 1st Vice-President Catherine Little participated as an observer.

Kristin McKay, of Spacek, Armstrong & Norrad Chartered Accountants presented the audited financial statement for 2025. NBNU received a clean audit opinion, confirming that all accounts are in good standing.

With the support of Kathy Allen Palmer, NBNU's Manager of Finance, the Committee prepared the 2027 budget. Careful consideration was given to ensuring fiscal responsibility with members' dues while continuing to meet the evolving needs of NBNU members.

In anticipation of both the CFNU Convention and NBFL Convention in 2027, the Committee reviewed the budget to ensure appropriate funding is available to support member participation, in accordance with the expense policy.

The Committee engaged in extensive discussion regarding the accommodations policy. A decision was made to budget for fewer funded members in order to provide single-occupancy accommodations. This approach is considered prudent, as it helps mitigate potential risks and liabilities while supporting member well-being.

The proposed 2027 budget can be found on the following page.

The Finance Committee brings forward the following recommendations for consideration and debate by delegates at the AGM.

Please note that the proposed 2027 budget has been prepared assuming these recommendations are adopted:

1. Amend the Accommodation Expense Policy (c)(3) to the following: "NBNU members sponsored by NBNU to attend non-NBNU meetings, (e.g., NB Federation of Labour, Labour School, CFNU Convention, CLC Convention etc.) will be given the option to share accommodations. While sharing is encouraged, members who prefer not to share will be provided with a single room."
2. Increase the mileage reimbursement rate to .60  per kilometre, effective at the 2026 AGM.
3. Increase the meal allowances, going into effect at the 2026 AGM:
In Province Meal Allowance
Breakfast: \$20
Lunch: \$25
Supper: \$40
Out of Province Meal Allowance
Breakfast: \$25
Lunch: \$30
Supper: \$50



Maria Cormier

Members are reminded that the motion to increase dues in 2027 was approved at the 2025 AGM. Accordingly, dues will increase to \$73.84 effective January 1, 2027.

I would like to thank the Finance Committee for the thoughtful discussion and collaboration for the development of the 2027 budget.

In solidarity,
Maria Cormier
VP Finance

New Brunswick Nurses Union

Operational Budget for Year Ending December 31, 2027

Revenue	2027 Proposed Budget	2026 Parasol Budget
Membership dues incl. duplicate dues refunds	7,879,866	6,714,941
Labour School	-	199,138
Investment income	175,000	310,000
Miscellaneous Revenue	12,000	-
TOTAL REVENUE	8,066,866	7,224,079
Expenditures		
General & Administrative		
Salaries	2,419,839	2,337,797
Staff overtime	13,621	9,100
Employee benefits	512,198	557,169
Professional development	80,000	33,000
Travel 134,100	119,000	-
Car allowance	56,400	56,400
Office supplies & expenses	81,000	69,645
Service contract/IT support	70,000	60,000
Depreciation	116,000	115,000
Library	14,000	18,500
Office equipment leases & expenses	6,000	18,200
Investment mgmt fees & bank charges	29,700	29,700
Insurance & bonding	23,100	21,000
Communication expenses	35,000	41,000
Professional fees	50,000	50,000
Property taxes	80,000	77,580
Utilities	24,500	23,342
Building repairs & maintenance	75,000	52,000
Rental properties	56,000	55,247
Employee recruitment expenses	2,500	2,500
Total General & Administrative	3,878,958	3,746,179
Union Activities		
Dues refunds to locals	678,649	571,526
Member Expenses:		
Annual General Meeting	636,203	466,897
Executive Council	348,686	279,768
Board of Directors	81,271	97,942
Eastern Labour School	-	361,449
Governor General Study	-	16,186
Bargaining & Labour Management	54,664	-
Member Education (Leadership in Action)	322,592	64,747
Finance, JCMC, Ann Mtg Ops., Arbitration	26,510	35,355
Nurses: Part III / Nursing Homes Education	-	11,315
Canadian Labour Congress Conference	-	78,547
NBFL Convention	32,144	-
CFNU Biennium	211,250	-
Total Committees	1,713,319	1,412,205
Public Relations & Promotions	808,799	622,000
Legal expense assistance plan	-	5,000
Membership motivation	125,000	125,000
Postage/shipping	34,000	38,000
Internship program	69,000	69,000
Printing	25,000	42,000
Canadian Federation dues	270,000	247,200
N B Federation of Labour Dues	124,200	113,712
Legal and Professional Expenses	125,000	175,000
Scholarships	30,000	27,600
Translation	20,000	20,000
Memorials & gifts	5,000	5,000
Member Communications	35,000	50,000
Total Union Activities	4,062,967	3,523,244
Total Expenditures	7,941,925	7,269,423
Excess of Revenue (Expenditure) For Year	124,941	(45,344)
Transfer from Investments	-	-
Surplus (Deficit)	124,941	(45,344)

Budget Notes

These notes are intended to provide additional context for the budget by explaining the basis for major revenue assumptions and the types of expenses included in each budget category.

REVENUE

Membership Dues – Based on 1.025% of the RNCA Step G annual salary as of January 2022. The dues rates for 2027 and 2028 were approved by the membership at the 2025 Annual General Meeting. Dues revenue for 2027 is calculated using an estimated 9,000 members, net of expected duplicate dues refunds for approximately 117 members, based on historical experience.

Investment Income – Interest earned on total investment portfolio.

Miscellaneous Income – Swag sales and non-dues related income.

EXPENDITURES – GENERAL AND ADMINISTRATIVE

Salaries – Includes salaries for 21 full-time staff positions, including the President and 1st Vice-President.

Overtime – Applies to bargaining unit employees and must be approved by the Executive Director.

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

Professional Development – Includes courses, certificate programs, workshops, seminars and educational leave for all staff including the President and 1st Vice-President.

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

Depreciation Expense – Capital assets are amortized at the following rates: building 4%; land improvements 10%; furniture and equipment 10%; computer hardware 25%; computer software 50%.

Library – Includes cost of newspapers, magazines, labour law books and annual web-based research subscriptions.

Office equipment leases & expenses – Includes supplies for copier equipment.

Insurance & Bonding – Includes property, crime & liability insurance for legal staff, directors, and officers.

Communications – Includes telephone & internet expenses.

Professional Fees – Audit, non-member related legal fees and other professional services.

Building Repairs & Maintenance – Includes snow removal, lawn care, janitorial services, and general maintenance.

Rental properties – Rental accommodations for President and 1st Vice-President

EXPENDITURES – UNION ACTIVITIES

Dues Refunds to Locals – Provincial office rebates locals 8.51% of dues rate for a total of \$6.28 per member per month for 2027.

Members' Salaries – Salary replacement costs for members attending NBNU meetings, for example AGM, Executive Council, Board, CFNU etc.

Public Relations and Promotions – \$700,000 for pre-negotiation PR campaign & bargaining research, and \$80,000 to support various affiliations (budgeted at approx. 1% of revenue) 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.

Postage/Shipping – Includes all courier fees and postage expenses.

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.

Translation – Cost of written translation of information sent to members.

Member Communications – Costs related to member website, including software, and subscriptions for services such as Survey Monkey & Constant Contact.

New Brunswick Nurses Union

Investment Schedule – June 30, 2026

			Term	Maturity Date	Interest Rate	Principal Invested
INVESTMENTS - GENERAL FUND						
BMO Nesbitt Burns	Royal Bank Bond	#270-0097211	3 years	3-Nov-26	5.75%	\$ 326,998
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	7-Apr-27	5.050%	\$ 407,425
BMO Nesbitt Burns	CWB GIC	#270-0097211	4 years	21-Jun-28	4.450%	\$ 256,000
Omista Credit Union	GIC	#61545-41-2	1 year	10-Oct-26	2.75%	\$ 114,954
BMO Nesbitt Burns	HISA	#270-0097211	cash	cash		\$ 813,291
Scotia Wealth Mgmt	Mutual Funds	#886-04775	6 years	2026	3.50%	\$ 374,423
Scotia Wealth Mgmt	Broker cash	#886-04775	cash	2026	3.50%	\$ 3,558
Total General Fund Investments						\$ 2,546,650
INVESTMENTS - MEMBERSHIP DEFENCE FUND						
BMO Nesbitt Burns	TD Bond	#270-0097211	3 years	26-Jan-27	4.77%	\$ 885,002
BMO Nesbitt Burns	CIBC Bond	#270-0097211	5 years	2-Apr-30	4.04%	\$ 1,005,077
BMO Nesbitt Burns	BMO PPN WT Bank	#270-0097211	5 years	2026		\$ 254,509
BMO Nesbitt Burns	PIMCO Monthly Income Fund	#270-0097211	redeemable	2026		\$ 975,000
Scotia Wealth Mgmt	Broker cash	#886-04774	cash	2026	3.50%	\$ 13,356
Scotia Wealth Mgmt.	Mutual Funds	#886-04774	6 years	2026	3.50%	\$ 1,862,496
Total Membership Defence Fund Investments						\$ 4,995,441
INVESTMENTS - NURSING HOME EDUCATIONAL LEAVE FUND						
Scotia Bank	HISA	36340343	1 year	10-Feb-26	2.25%	\$ 50,000
Total Nursing Home Ed. Leave Investments						\$ 50,000

Donations and Contributions

Organization	Amount
Feed NB	\$15,000.00
Ability NB	\$7,500.00
Canadian Federation of Nurses Unions	\$5,100.00
NB Coalition for Pay Equity	\$5,000.00
Naomi & Ruth - Rebuild Women's Lives Campaign	\$5,000.00
Inclusion NB	\$5,000.00
NB Media Co-op	\$2,500.00
Canadian Health Coalition	\$2,400.00
Greener Village	\$2,000.00
Ronald McDonald House	\$2,000.00
Fredericton North Rotary Club	\$900.00
MADD Canada	\$803.35
Courageous K9	\$688.85
NB Hospice Palliative Care Association	\$500.00
River of Pride	\$500.00
Girls Stem Up	\$500.00
New Brunswick Police Association	\$385.00
Royal Canadian Legion	\$760.00
The Hospital Activity Book for Children Ltd	\$617.70
Annual General Meeting donations	\$265.10
Flowers & Donations made "in Memory of"	\$1,854.60
Total donations & contributions for 2025	\$59,274.60

14 Transition Houses* \$30,908.68

**NBNU was able to donate \$30,909 to NB transition houses. These donations were made possible through the Administrative Service Agreement between NBNU and Johnson Insurance.*

