

NBNU's 50th Annual General Meeting – October 21, 22, 23 and 24, 2024 at the Delta Fredericton, NB

MONDAY, OCTOBER 21, 2024

CAUCUS MEETINGS			Members were invited to attend option caucus sessions, to discuss areas of concern within their specific designation or group. • LPN Caucus meeting was held in Governors Ballroom A with 8 delegates • NP Caucus meeting was held in Victora Room with 4 delegates • Diversity, Equity, Inclusion and Belonging Committee held a caucus meeting in Ballroom DE with 50 delegates.
FIRST-TIME ATTENDEE SESSION			63 first time attendees participated in the “Surviving your First NBNU AGM” session.
UNIT REPRESENTATIVE MEETINGS			The Unit Representative meetings were held from 13:00 hrs to 16:00 hrs. • Part III, Hospitals – Ballroom ABC • Nursing Homes – Ballroom DE • Part III, Community Care – Governor’s Ballroom B • Nurse Managers & Nurse Supervisors – Governor’s Ballroom A
WELCOME			Paula Doucet, President welcomed all voting delegates, observers, guests and staff to the 50 th annual general meeting of NBNU. The afternoon capped off with a celebratory cake cutting.
GREETINGS COMMITTEE	FROM	HOST	Greetings were provided by Catherine Little, Maria Richard and Raelyn Lagace the host committee of the NBNU Board of Directors.
			Monday evening will begin with the opening of the solidarity auction, wine & cheese and provincial election watch party.
			Members were invited to visit Governors Ballroom B over the course of the meeting to see some memorabilia that has been collected over the last 50 years.
			Tuesday will be full of presentations, member awards and the banquet. The red carpet will be rolled out at 5pm with doors opening at 5:45pm dinner will be followed by comedian James Mullinger and a dance with BBPB.
SOLIDARITY EXPLANATION	AUCTION		Kathy LeBlanc provided an overview of the silent auction, which commenced at the Wine and Cheese Reception on Monday, October 21. All proceeds will be split between the NBNU Humanitarian Fund and the CFNU Solidarity Fund to support humanitarian efforts by nurses. The solidarity auction started back in 2006. Over the last 18 years there has been over \$46,000 raised to support humanitarian efforts.
WINE AND CHEESE			The Wine and cheese reception and opening of the Solidarity Fundraiser and provincial election watch party was very well attended and was held in Ballroom DE from 19:00 hrs – 21:00 hrs.

TUESDAY, OCTOBER 22, 2024

CALL TO ORDER	The 50 th Annual General Meeting of NBNU was called to order by President, Paula Doucet at 8:30 hrs on October 22, 2024. Paula acknowledged the change in provincial government as history in the making as NB elected their first female premier with a majority liberal government.
LAND ACKNOWLEDGEMENT	An acknowledgement of Wolastoqiyik Maliseet and Mi'kmaq Peoples and land in which we gather was made by Paula Doucet.
INDIGENOUS GREETING	An Indigenous greeting, drumming was done by Christopher Brooks, also known as Lapskahasit Cihkonagc (Spotted Turtle) from Sitansk (St. Mary's Community).
O CANADA	<i>O Canada</i> video was played.
OUTLINE OF ARRANGEMENTS	• Language of choice was encouraged, translation provided. • All members must register each morning for voting purposes. • Non-perishable food items can be dropped off at registration until Thursday morning at which time the Fredericton foodbank will be picking up the donation. Each registered member received a kit, included were: • A copy of the detailed agenda • A copy of the <i>Parasol</i> • NBNU Meeting Policies; • Rules & Privileges; • Intro to Roberts Rules of Order • Information on completing the expense report; • Voting Delegates have a blue voting tag. Lunches and breaks will be provided during the meeting. At this time, it was asked that all cellphones, tablets and pagers to vibrate.
INTRODUCTION OF THE HEAD TABLE	President, Paula Doucet introduced the head table. • Maria Richard, 1st Vice-President; • Renée Boudreau, 2nd Vice-President; • Maria Cormier, Vice-President of Finance; • Catherine Little, Unit Representative, Part III - Hospitals; • Judy Whitty, Unit Representative, Nursing Homes; • Kathy LeBlanc, Unit Representative, Part III - Community Care; • Debbie Carpenter, Unit Representative, Nurse Managers & Nurse Supervisors; • Raelyn Lagace, Member at Large, Nurse Practitioner; • Angela Miller, Member at Large, Licensed Practical Nurse; • Matt Hiltz, Executive Director; • Barbara Byers, Parliamentarian.
INTRODUCTION OF NBNU STAFF	The NBNU team members were introduced: • Kim Price, Labour Relations Officer • Ellen Thompson, Labour Relations Officer • Tina Richardson, Labour Relations Officer • Jason Robin, Labour Relations Officer

		• Guylaine Godin, Labour Relations Officer • Josée Gaudet, Labour Relations Officer • Shirley Avoine, Labour Relations Officer • Chantal Lafleur, Labour Relations Officer (semi-retired) • Alix Saulnier, Communications Officer • Joanne Quinn, Education Officer • Debbie Gill, Director of Operations • Jennifer Heade, Administrative Officer • Jessie St-Pierre-Redmond, Administrative Assistant • Hailey Robinson, Receptionist • Sarah Bonnar, Executive Assistant • Marise Bye, Administrative Assistant, recognized for being the longest standing NBNU staff with 37 years.
		Absent with regrets: • Melanie Malenfant, Labour Relations Officer (absent with regrets)
INTRODUCTION OF INVITED GUESTS		The following guests were introduced: • Linda Silas, President, CFNU; • Yvette Coffey, President, Registered Nurses Union of Newfoundland and Labrador • Janet Hazelton, President, Nova Scotia Nurses Union • Barbara Brookins, President, Prince Edward Island Nurses Union • Tracy Zambory, President, Saskatchewan Union of Nurses • Darlene Jackson, President, Manitoba Nurses Union • Julie Bouchard, President of the Federation of Interprofessionnelle de la santé du Quebec • Beatrice Bruske, President of the Canadian Labour Congress • Serge Landry, Atlantic Representative, Canadian Labour Congress
ROLL CALL		• Members were asked to stand and be recognized by bargaining unit. • First time members were asked to stand and be recognized. There were 63 of first-time members in attendance at this meeting. • A total of 176 members and guests registered with 98 voting delegates present.
MOMENT OF SILENCE		A moment of silence was observed to honour NBNU members who had passed away since the last AGM in 2023. • Katrien Lemckert, Saint John Regional Hospital • Sheila Sullivan, St Joseph's Hospital & Rocmaura • Anne Merrithew, Saint John Regional Hospital • Charly Parker, Dr. Everett Chalmers Regional Hospital • Deborah Hollingworth, Fredericton Nurse Manager • Francine Belliveau, Extra Mural Blanche Bourgeois • Anne Marie Green, Saint John Regional Hospital • Mary Ella McCready • Joyce Potter, Miramichi Hospital • Joanne Connolly, Dr. Everett Chalmers Regional Hospital • Anna Owens, Saint John Regional Hospital • Wendy Hamilton, Oromocto Public Hospital • Faye Griffin, York Manor • Mark Ferron, Chaleur Regional Hospital • Perminder Cower, Saint John Regional Hospital

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	• Carole Humble, Nashwaak Villa • Lori Matchett, White Rapids Manor • Pat Fisher, Bath Hospital
APPROVAL OF THE AGENDA	IT WAS MOVED by Denise Clowes, SECONDED by Megan Carr MOTION THAT the agenda be adopted as presented. MOTION CARRIED
MINUTES OF THE 2023 ANNUAL MEETING	IT WAS MOVED by Lisa Boudreau, SECONDED by Theresa Theriault MOTION THAT the minutes of the 2023 annual general meeting be approved as circulated. MOTION CARRIED
ANNUAL MEETING OPERATIONS COMMITTEE	Karine Savoie and Renée Boudreau, ex-officio, of the Annual Meeting Operations Committee, presented the Rules of the AGM. Laura Renouf and Patti Shore were absent with regrets. • Review of meeting policies. • Lunches are provided. • Deadline to submit any emergency resolutions is 13:00 hrs on Wednesday, October 23, 2024. • Nominations to the Annual Meeting Operations Committee and Finance Committee will cease on Tuesday at noon and elections will take place on Wednesday at 11:30am. Karine Savoie, and Renée Boudreau, ex-officio presented, the Annual Meeting Operations Committee as was printed in the <i>Parasol</i> on page 22. • Clarification of an emergency resolution. IT WAS MOVED by Simon Richard, Seconded by Danielle Webster MOTION THAT the Annual Meeting Operations Committee report be accepted as presented published in the <i>Parasol</i>, on page 22. MOTION CARRIED
APPOINTMENT OF SCRUTINEERS AND SERGEANT-AT-ARMS	1st Vice-President, Maria Richard, assumed the chair for the appointment of the scrutineers and sergeant-at-arms. Observers named as scrutineers and sergeants-at-arms: Scrutineers • Manon Dunn, Bathurst Public/Mental Health • Ronda McCready, KE Spencer Memorial Home • Stacey Fraser, Fredericton Nurse Managers & Supervisors • Victoria Hines, Saint John Regional Hospital • Ronda Power, Saint John Regional Hospital Sergeants-at-Arms • Andrea Hall, Saint John Regional Hospital • Valerie Savoie, Campbellton Extra Mural • Stephanie Dupéré, Grand Falls General Hospital IT WAS MOVED by Krystin Mann SECONDED by Carole C. Desjardins

	MOTION THAT the nomination of scrutineers and sergeant-at-arms be approved. MOTION CARRIED
PRESIDENT'S ADDRESS	Highlights from the President's address: • Reflection of the last 50 years of NBNU; • 7th President of NBNU to deliver an address to delegates; • NBNU started in 1975 as a small group of nurses meeting in someone's home to discuss strategies for 2,476 nurses across the province and how to best have their opinions heard by the government and employers, Rita Dubé elected as 1st President; • 1980 NBNU partnered with nurses unions from PEI, Manitoba, Newfoundland & Labrador and Saskatchewan to form the National Federation of Nurses Unions which today is CFNU. • Mary Arseneau elected as 2nd president of NBNU in 1980. 750 Brunswick Street purchased as the NBNU office and dues were frozen at \$20/month. • 1982 the fight for casual nurses to have the rights and benefits under the collective agreement began • 1982 Madeleine "Nonnie" Gaudet was elected 3rd NBNU president. • 1984 the President's message was on the dire understaffing crisis which the nurses took the brunt of that blame for short staffing. • 1985 the work situation reports were introduced; • 1986 the government talks about closing the diploma schools of nurses because the NB Healthcare system couldn't absorb the nursing graduates. • 1987 the NBNU President becomes a full time position. • 1988 talks about a pseudo nursing shortage, as other jurisdictions offer better wages to recruit nurses. • 1989 in-charge pay was established at \$0.40 an hour, membership doubled to 5,300 nurses • 1990 Linda Silas elected at NBNU's 4th president; • 1992 Restigouche Psychiatric Hospital and Centracare are moved from Part 1 to Part III; • 1994 the Strength of One book is launched, written by Arlee Hoyt McGee; • 1996 Diploma Schools of Nursing are closed, NBNU is the first union or association in NB to make the internet homepage tool available to its membership and general public. NBNU joins the CLC. • 2000 Debbie McGraw elected as 5th president of NBNU • 2002 legislation introduced for NPs and a new classification and pay scale was negotiated. • 2002 Marilyn Quinn was elected 6th president of NBNU at an AGM in Edmundston. • 2005 all local presidents received new fax machines for better communication and a new NBNU website was launched. • 2007 saw NBNU increase LRO staff to 5, the office at 750 Brunswick Street was sold. • 2008 NBNU re-located to 103 Woodside Lane. • 2009 we joined the NB Federation of Labour, the board of directors grows by adding a 2nd Vice-President and a Unit Representative for Community Care and a new logo is adopted. • 2011 dues are set at \$59.02, NBNU joins Facebook and Twitter.

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50TH COMMEMORATIVE VIDEO	• 2012 the pension plan moves to a CBE Shared Risk Plan, • 2013 healthcare suffers layoffs and cuts • 2016 Paula Doucet is elected the 7th NBNU president after serving as 1st Vice President for 13 years. • 2017 the Liberal Government introduces legislation to protect nurses in the workplace against violence • 2019 NBNU hosts the CFNU biennial convention for the first time since 1999. • 2020 COVID-19 is declared a global pandemic, nurses continue to go to work, hospitals empty out, policies constantly change. • 2021 the LPNs from Part III are reclassified from CUPE to NBNU which brings approximately 1,800 LPNs under NBNU, member reject two tentative agreements, a strike vote takes place with 94% support, the 3rd tentative agreement passes with a slight margin just before Christmas. • The trend over the last 50 years is that the members never gave up, when one door closed, they found another way. • Coming together in the beginning was a blessing, keeping together is progress, working together is success. IT WAS MOVED by Genvieve McGraw, SECONDED by Jennifer Lantz MOTION THAT the President's report, be approved as presented and printed in the <i>Parasol</i>. MOTION CARRIED The members were shown a video that the NBNU communications team put together by interviewing past presidents of their experiences.
GREETINGS FROM CFNU	Linda Silas, President of the Canadian Federation of Nurses Union, brought greetings to the members. Highlights as follows: • A brief explanation of who CFNU is and what they do. • Nurse Patient Ratio Summit to be held in November 2024. • The use of agency nurses across the country, 1.5 billion was spent on agency nurses in one year. CFNU will be presenting a report on Agency nurses at the Health Ministers meeting in November with a recommendation to regulate agency nurses. • CFNU doing research project on today's nurses what it takes to keep you in the profession. Some NBNU delegates participated in a focus group on Monday. Virtual sessions will also be held to gather more information. • CMA indigenous apologies meeting in September. • Staff Up, Nurses Safe Lives campaign is ready for the next federal election. • Prediction for 25 years in 2049, nurses will rule, there won't be a decision making table where we won't be sitting at.
GREETINGS FROM CLC	Beatrice Bruske, President of the Canadian Labour Congress, brought greetings to the members. Key points as follows: • Congratulating NB on voting out Premier Higgs and voting in a more progressive government. • CLC represents over 3 million workers in every sector, in every province and territory across Canada. 50 unions make up the CLC. • Recent successes for the CLC

EXECUTIVE DIRECTOR'S REPORT

- Pharmacare it finally passed in recent weeks.
 - Anti-scab legislation at the federal level was passed earlier this year
 - Sustainable Jobs Act was passed earlier this year, another fight that the CLC has been fighting for years.
- CLC recently launched the “Workers together for a better deal” campaign. It’s a campaign by workers for workers to amplify voices and expose politicians who do not support unions.
- With the pending federal election, the CLC will be launching a series of political action conferences across the country to arm activists to be able to have the skills and knowledge to organize and move people to the ballot boxes.

Executive Director Matt Hiltz presented his report as published in the *Parasol*.

Highlights as follows:

Negotiation Update

- A tentative agreement as brought back to Part III with many of the priorities fulfilled. It was rejected, a post-rejection survey has been sent out, results should be back in a week or so. We’ll be going back to the table once the new government is formed.
- The Nurse Managers & Supervisors accepted a tentative agreement and we’re waiting to see to how FTB will be rolling out the \$10k retention money.
- Nursing Homes were not yet presented with a tentative agreement, a survey has been sent to that group to see if priorities for them remain the same as what was originally set out. We’ll be going back to the table once the new government is formed.

NBNU Operations

- Chantal Lafleur gave a short speech as she is retiring for the 2nd time.
- LRO team is facing new challenges with an increase in NANB/ANBLPN files that have an increased mental health or disability component

Education Goals

- More education to be offered in 2025 on Health and Safety and Respectful workplaces.
- Union 101 and advocacy 101 will also be offered.

Communication Goals

- Commitment to provide more timely and clear information.
- Assist locals with local meetings through technology.

Membership Numbers

- Drop in community care RNs and Nursing Home nurses.
- Overall numbers are consistent over the last 5 years.

Lawsuits

- Essential Services in Nursing Homes Act joint lawsuit (CUPE, NBU, NBNU) is in the discovery stage.
- Pension Plan Sustainability and Transfer Act – it is now the law but with a change in government things may change. We’re participating in good faith in the process, the next meeting is in November so there will be clearer instruction provided at that meeting.

- Outstanding provincial grievances due to lack of resources at the government and competition for adjudicators with other unions.

IT WAS MOVED by Lisa Boudreau, **SECONDED** by Tammy Turner

MOTION **THAT** the Executive Director's report, be approved as presented and printed in the *Parasol*.

MOTION CARRIED

NEW NB PREMIER

The newly elected Premier of New Brunswick, Susan Holt addressed the NBNU delegates. Highlights from her message:

- Thanked Paula and the delegates for the opportunity to address the delegates.
- Thanked the members for showing up everyday and working in the conditions they face each day.
- Reiterated the government commitment to supporting nurses and the \$10K payment this calendar year. An election promise.
- Looking forward to making working conditions better and getting back to the bargaining table to bargain in good faith.

1ST VICE-PRESIDENT'S REPORT

Maria Richard, 1st Vice-President, presented her report which was published in the *Parasol*.

- In the process of unionizing two nursing homes.
- Continuing to promote the nursing career by visiting the ICE program in Campbellton and Bathurst high schools, the next visit is in November.
- Provided a virtual Leadership in Action session to six (6) new union activists.
- Continuing to work with Joanne Quinn, Education Officer to deliver more education sessions in the spring. Such as Leadership in Action, Occupational Health and Safety and Respectful Workplaces.
- The Part III & Nurse Manager and Nurse Supervisor education assistance committee met in September to review 73 applications. 52 were approved with a disbursement of \$52,743.35. We were advised on October 9 that payments wouldn't be processed until after the election and a new minister was appointed.
- DEIB Committee held its first caucus meeting on Monday with 60 members.

IT WAS MOVED by Megan Carr, **SECONDED** by Tracy Jeffries

MOTION **THAT** the 1st Vice-President's report, be approved as presented and printed in the *Parasol*.

MOTION CARRIED

2ND VICE-PRESIDENT'S REPORT

Renée Boudreau, 2nd Vice-President, presented her report which was published in the *Parasol*.

- Started by recognizing each member of the board and how they have impacted her life both professionally and personally.
- Participates on Coalition of pay equity, Child care now, Common Front for Social Justice and the NBFL Women's Committee.
- Coalition for Pay Equity – last Thursday participated in a march on poverty in New Brunswick.
- Childcare Now – working towards more high quality daycare spaces.

	NBFL Women's Committee – recently hosted a gala to celebrate female union leaders IT WAS MOVED by Ocean Melanson, SECONDED by Jehanne St-Coeur MOTION THAT the 2nd Vice-President's report, be approved as presented and printed in the <i>Parasol</i>. MOTION CARRIED
UNIT REPRESENTATIVE REPORTS	Catherine Little, Unit Representative, Part III – Hospitals presented her report which was published in the <i>Parasol</i>: - Tentative agreement brought back and rejected. - Survey has been out, awaiting results to get them back and review. - Looking forward to getting back to the table to bring back another agreement to be ratified. - Thanked the members who continue to show up every day working in dismal working conditions. - Recognized the union activists who go above and beyond in their role on their local executive for their members. IT WAS MOVED by Margaret Ellis, SECONDED by Pascale Pelletier MOTION THAT the Unit Representative's report for Nurses, Part III - Hospitals be adopted as presented. MOTION CARRIED Judy Whitty, Unit Representative, Nursing Homes, presented her report which was published in the <i>Parasol</i>: - Negotiations are on hold until the new government is formed. - Nursing Home Pension transfer is on hold due to the election. IT WAS MOVED by Tony Bettel, SECONDED by Daniel Lanteigne MOTION THAT the Unit Representative's report for Nursing Homes be adopted as presented. MOTION CARRIED Kathy LeBlanc, Unit Representative, Part III Community Care Nurses, presented her report which was published in the <i>Parasol</i>. - Maternity leaves are not being replaced by nurses but by other disciplines and positions are being reclassified to other disciplines. - Community care nurses are still not putting in for overtime so they are working for free to get their charting done. - On call at Extra Mural is an issue. IT WAS MOVED by Kim Greechan, SECONDED by Tracy Lebel Bordage MOTION THAT the Unit Representative's report for the Nurses, Part III – Community Care be adopted as presented. MOTION CARRIED Debbie Carpenter, Unit Representative, Nurse Managers and Nurse Supervisors, presented her report which was published in the <i>Parasol</i>.

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	• Busy year with negotiations. • Guaranteed a no lay off letter outside of the collective agreement for the term of this collective agreement. • We are losing positions by attrition and they are bringing in more non-bargaining positions. • We know that our positions are under attack. It's time to justify our clinical workload. IT WAS MOVED by Shelly Patten, SECONDED by Valerie Itomb MOTION THAT the Unit Representative's report for the Nurse Managers and Nurse Supervisors be adopted as printed in the <i>Parasol</i>. MOTION CARRIED
MEMBER-AT-LARGE REPORTS	Raelyn Lagace, Member at Large representing Nurse Practitioners, presented her report which was published in the <i>Parasol</i>. • 50 plus new nurse practitioners graduating in the next year. • Exciting time for profession because it's growing and continuing to grow. Angela, Member at Large representing Licensed Practical Nurse presented her report which was published in the <i>Parasol</i>. • LPNs were extremely happy to have joined NBNU in October 2021. • First LPN caucus held on Monday with 11 LPNs in person and 2 via Zoom. • Looking forward to doing the JAQ in the future under a nursing lens. IT WAS MOVED by Doreen Mallaley, SECONDED by Tammy Turner MOTION THAT the Member at Large reports for Nurse Practitioners and Licensed Practice Nurses be adopted as presented. MOTION CARRIED
GREETINGS FROM COUNTERPARTS	Tracy Zambory, President of the Saskatchewan Union of Nurses. Barbara Brookins, President of the Prince Edward Island Nurses Union. Darlene Jackson, President greetings from the Manitoba Nurses Union.
MEMBERSHIP RECOGNITION	Paula Doucet, President and Maria Richard 1st Vice-President presented the years of service pins for 2024. 5 years of service • Carrie Ann Rioux • Trevor Hamilton • Jehanne St-Coeur • Kathy Ahern • Kayli Linton • Manon Paulin • Margaret Raymond • Nelly LeBreton • Stephanie Sprague • Laura Johnston • Donna Cormier • Renee Boudreau 10 years of service:

	• Amy Dalley • Cindy Cyr • Jacqueline Durley • Marie-Claude Girard • Sherry Crawford • Sonia Duguay 15 years of service: • Tracy Jeffries 20 years of service: • Charlene Dick • Hector Haché 25 years of service: • Annie St-Laurent
SPIRIT AWARD	The NBNU Spirit Award for 2024 was presented to Chantal Lagacé of the Campbellton Regional hospital.
GLENNA ROWSELL AWARD	The Glenna Rowsell Award for 2024 was presented to Marie-Claude Girard of the Edmundston Regional Hospital.
STAFF RECOGNITION	Jennifer Heade, Administrative Officer was recognized for 20 years of service with NBNU.

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WEDNESDAY, OCTOBER 23, 2024

CALL TO ORDER	The meeting was called to order by President, Paula Doucet at 08:30 hrs on October 23, 2024.
ANNOUNCEMENTS	• Thank you to the Moncton locals, for a fabulous evening. • All emergency resolutions to be submitted to the Annual Meeting Operations Committee by 13:00 hrs today.
ROLL CALL	A total of 192 members and registered with 102 voting delegates present.
GREETINGS FROM COUNTERPARTS	Janet Hazelton, President of the Nova Scotia Nurses Union.
FINANCE COMMITTEE REPORT	Paula introduced the Finance Committee members: Sheila Ebbett, Bonnie Speed, Jéhanne St-Coeur, Maria Cormier, Vice President of Finance. Debbie Gill, Director of Operations, ex-officio was absent with regrets. Debbie Gill, Director of Operations and Maria Cormier, Vice-President of Finance, presented the auditors' report published in the <i>Parasol</i> on pages [xx]. The committee met in May to prepare the 2025 budget. There was much discussion around how and where costs could be reduced so a deficit budget could be avoided. Due to the fact that dues have been frozen at the 2011 rate of \$59.02 and the cost of doing business continues to rise there was no way to avoid a deficit budget. The finance committee made the following recommendations to the board to explore: • Virtual Executive Council Meeting and possibly AGM's, • The potential of alternating AGMs in person and virtually. • A review of time spent at the AGM to be in-person less days but longer meeting days. • Move to a per-diem instead of full salary reimbursement on your days off when attending a meeting. • Look at setting a budget for CFNU, Eastern Labor School etc, when travel requires flight rather than an arbitrary number to attend but also realizing if this option is agreeable by the board, it would require a policy change. • Having education sessions online in the future rather than in person. • Explore how future dues increases may happen (percentage versus flat rate). The following recommendations were presented and accepted by the voting delegates of the annual meeting. 1. Contact the locals to see if they are Type 1 or Type 2 locals in terms of financial governance and give them a deadline of December 31st, 2024, to decide. 2. Contact the locals that still have levies in place to have them removed by December 31st 2024. 3. Dues increase effective January 1st, 2025, will be set at \$ 67.91 (from the current \$ 59.02 amount from year 2011) The formula from the policy manual was maintained to calculate the dues increase. (brought up to year 2020)

	4. NBNU mileage to be increased to mirror the current GNB policy at 0.58 cents per kilometre effective this AGM. (it was calculated in the 2025 budget as so)
DIVERSITY, EQUITY, INCLUSION AND BELONGING COMMITTEE	Ronda Power and Andrea Hall co-chairs, presented the first Diversity, Equity, Inclusion and Belonging Committee Report. Amaka Druofour is also part of the committee but was unable to be at the meeting. Highlights as follows: • The DEIB committee comes from a resolution presented at the 2023 AGM • The goal of the committee is to foster inclusivity and address DEIB issues in the workplace. • The committee is composed of three members along with Joanne Quinn, NBNU Education officer and Maria Richard, NBNU 1st Vice-President. • The committee has completed a survey with only about 2.85% of the membership completing it. They have also conducted a couple focus groups and a session with a group of IENs. • Key survey themes included the need for clear diversity and inclusion policies from employers, concerns around merit based hiring and DEI initiatives, gender disparities with women feeling undervalued in leadership roles, and the focus group with the IDN's revealed language and communication. • The first DEIB caucus was held on Monday with over 60 participants joining the conversation. Members shared many thoughts, insights and experiences. Several important recommendations were made. • Members are passionate about improving equity and inclusion within our Union. • The committee will meet shortly to discuss these recommendations in more detail and determine the best course of action moving forwards. This input will be instrumental in shaping our future initiatives.
2023-24 WORKPLAN UPDATE	Paula provided an update on the workplan from 2023-24 Resolution #1 Diversity, Equity and Inclusion Committee - The committee was elected and has met several times virtually, held their first caucus meeting on Monday of this week. Resolution #4 – Urgent retention plan for nurses - Work will continue with the newly elected Liberal government on this retention issue. Resolution #7 – Private Nursing Agencies - With the help of CFNU, NBNU was able to motivate the Auditor General of NB to do a report into the travel agency nurse contracts in NB. - We will continue to push for regulation on travel nurse companies. Resolution #8 – Nursing Student - This is a national issue that nursing students are not compensated for their preceptorships. NBNU along with CFNU are continuing to pressure government to compensate nursing students for their preceptorships. - NBNU has sent letters to the department of Post Secondary Education, Training and Labour advocating for this to happen.
STRATEGIC PLAN UPDATE	Paula provided a brief update on the NBNU Strategic Plan - This is year two of our current strategic plan. - We continue to expand on developing current and future leadership, by investing time, energy and resources in the mentoring and supporting of board of directors and local executives. We plan to offer more frequent leadership and action training. - The board of directors also receive leadership in media training as well.

	- Continuing to foster key relationships, with bureaucrats (deputy ministers, associate deputy ministers, etc) - The third item under our strategic plan is promoting, forming and engaging our members and enhancing our communication and engagement strategies. This is to ensure that Members are informed and actively involved by using different platforms.
GREETINGS FROM COUNTERPARTS	Yvette Coffey, President of the Registered Nurses of Newfoundland and Labrador.
ELECTIONS	With the indulgence of the delegates, Paula Doucet, President gave instructions on the election procedure under the guidance of Barbara Byers, Parliamentarian, and Karine Savoie was on the ballot for the election. Parliamentarian Barbara Byers conducted the elections Annual Meeting Operations Committee Election: 1. Karine Savoie 2. Krystin Mann 3. Sharon Capson 4. Simon Richard 5. Tambrie MacDonald Candidates were each given 1 minute to address the assembly. Election results for the Annual Meeting Operations Committee: Annual Meeting Operations Committee Election: 1. Karine Savoie 2. Simon Richard 3. Tambrie MacDonald Finance Committee Election: 1. Bonnie Speed 2. Jéhanne St-Coeur 3. Tony Bettle IT WAS MOVED by Danielle Webster, SECONDED by Charlene Dick MOTION THAT the ballots from the elections be destroyed. MOTION CARRIED
JOHNSON INSURANCE	Dale Weldon from Johnson Insurance presented a cheque in the amount of \$24,263 to Paula Doucet, President. These funds are from the long-standing relationship that NBNU has with Johnson and their voluntary home and auto insurance. Each year time an NBNU member calls for an insurance quote or purchased insurance, Johnson insurance collects an Administrative Service Allowance (ASA) which goes back to NBNU and is then donated to transition houses throughout the province. Paula reported that \$109,111 has been distributed to transition houses in the province over the last five years from the ASA's at Johnson Insurance.

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RESOLUTIONS	Karine Savoie presented the resolutions printed in the <i>Parasol</i> on behalf of the Annual Meeting Operations Committee. Resolution require a 50% majority vote. Rules of conduct for resolutions were given. No emergency resolutions were received. Resolution #1 – Private Agency Nurses IT WAS MOVED by Karine Savoie SECONDED by Renee Boudreau THEREFORE BE IT RESOLVED that NBNU continue to hold the government accountable for those actions, including conducting a public inquiry and continue to advocate to restrict the use of for profit nursing agencies. RESOLUTION CARRIED Resolution #2 – Internationally Educated Nurses IT WAS MOVED by Karine Savoie SECONDED by Renee Boudreau BE IT RESOLVED that NBNU continue to put pressure on the RHAS to set up more robust programs to help them succeed and an orientation fit to their needs since eventually they become our members. RESOLUTION CARRIED Resolution #3 – New Grads IT WAS MOVED by Karine Savoie SECONDED by Renee Boudreau BE IT RESOLVED that NBNU continue to advocate for mentorship programs on a full time basis so theses nurses feel they have an avenue to gain experience and knowledge in a safe environment for everyone. RESOLUTION CARRIED Resolution #4 – Healthcare Human Resource Crisis IT WAS MOVED by Karine Savoie SECONDED by Renee Boudreau BE IT RESOLVED THAT NBNU advocate to the provincial government to put urgent funding to hire additional health human resources within NB healthcare to help alleviate the additional strain put on these nurses in doing additional non nursing related duties in both acute and long-term care facilities. RESOLUTION CARRIED Resolution #5 – Increased Hours of Care in Long-Term Care Facilities IT WAS MOVED by Karine Savoie SECONDED by Renee Boudreau BE IT RESOLVED that NBNU continue to advocate for increased hours of care in the long-term care sector to meet the national long-term care services standard, ensuring residents receive the highest quality of care and support they deserve. RESOLUTION CARRIED
CONSTITUTION & BY-LAW CHANGES	Karine Savoie presented the resolutions printed in the <i>Parasol</i> on behalf of the Annual Meeting Operations Committee.

	Constitution changes require a 2/3 majority of those who vote. IT WAS MOVED BY Karine Savoie, SECONDED by Renee Boudreau MOTION: That the proposed change to article 7.01, be adopted. ARTICLE 7 – ELECTIONS BOARD OF DIRECTORS 7.01 Inner Executive (a) The Annual Meeting Operations Committee or any person or persons acting with its authority shall prepare, through consultation with the locals, nominations for the offices of President, Vice-President, 2nd Vice-President, Vice-President Finance and send them to the President of each local at least forty-five (45) days prior to the Annual Meeting at which an election of officers is to be held together with instructions for nominating candidates. (b) Eligibility i) To be eligible for nomination to the office of President, <u>and 1st Vice-President and 2nd Vice-President</u>, a member must have previously served as an elected member on the Executive Council and be a member in good standing. ii) <u>To be eligible for nomination to the office of 2nd Vice-President, a member must have previously served as an elected member of the Executive Council, or has been an elected member of their Local Executive for a minimum of three (3) years, attended Executive Council as an observer or NBNU AGM as an observer or voting delegates within the past five (5) years and be a member in good standing.</u> iii) To be eligible for nomination to the office of Vice-President Finance, a member must be a member in good standing and: - <u>have previously served as an elected member on the NBNU Finance Committee within the past five (5) years or must have previously served as an elected member on the Executive Council, or</u> - <u>must have previously served as an elected member of the Executive Council, or</u> - <u>served as Local Treasurer and attended NBNU AGM within the past five (5)</u> RESOLUTION DEFEATED
OPEN FORUM	Points of discussion: • Suggestion to consider the francophone members when booking entertainment especially when there is no translation. • Perhaps ask members when registering for AGM and Council if they prefer to eat at the Delta or on their own and only order food for those who opt to stay for lunch to save costs. • Horizon Health Network passed a policy in November 2023 for living organ donors to reimburse their sick time and mileage to medical appointments to

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	alleviate financial burden. Colleagues advocated for Gina Colwell to have this retro to when she donated her kidney to another RN colleague and was successful in getting 236 hours put back in her sick bank and about \$1,500 reimbursed for costs associated with the kidney donation. • Could the NBNU website have a section on facts or explanation of certain articles in the collective agreement, especially for articles that are easily misinterpreted. • Is there an ability to ask the employer to provide refresher courses to nurses who are expected to perform tasks they don't normally do because of vacancy? • The HHN policy about protected uniform colors. Feeling it creates a divide between designations. Is this something that NBNU can get rid of? • Can NBNU advocate to NANB for better language in regards to charting. The employer has told the NPs they will not be paid for charting as it's indirect patient care. Charting is important because if it's not charted then it can be considered not done. This is especially important for NPs because if a patient is seen and no charting is done and something happens to that patient in the meantime then it's on the nurse who didn't chart. • Can the membership numbers be broken down by RN, LPN and NP instead of just RN/LPN? • Concerns raised about the inequality between part-time and full time members when it comes to payment of overtime hours in excess of a worked shift in the Part III bargaining unit. Issue raised that a Resource Nurse or Assistant Nurse Manager who replaces a Nurse Manager for less than 15 days should be paid a premium for covering those shifts. • Christmas scheduling in Miramichi is still an issue. It's the end of October and the Christmas schedule is still not up. The hold up on the schedule is the RSSC because they are waiting too long to get it done. Is it possible to request at negotiations, that the Christmas schedule be posted with the annual vacation list on March 1st? • For retention purposes, there needs to be something for the 15 year nurse because recent data shows that nurses are leaving by age 35 which is about the 15 year mark.
STIFF PRESENTATION	James Hannington and Alexandra Marinelli from STIFF gave a presentation the status of the re-brand exercise they are completing for NBNU.
ANNOUNCEMENT	This year the total amount raised at the International Solidarity Fundraiser to be split between the NBNU Humanitarian fund and the CFNU Solidarity fund is \$3,830
ADJOURNMENT	The meeting adjourned at 16:30 hrs on October 23, 2024

THURSDAY, OCTOBER 24, 2024

CALL TO ORDER	The meeting was called to order by President, Paula Doucet at 08:45 hrs on October 24, 202.
GUEST SPEAKER	Paula Doucet, President introduced the guest speaker, Martha Chavez.
DRAW TO ATTEND THE 2025 NB FEDERATION OF LABOUR CONVENTION IN SAINT JOHN, NB	Two (2) local presidents were drawn to attend the 2025 NB Federation of Labour's Convention in May 2025 in Saint John, NB 1. Dr. Everett Chalmers Regional Hospital 2. Grand Manan Hospital Alternates 1. Campbellton Regional Hospital 2. Dr. Georges L.-Dumont Hospital Nurse Manager & Nurse Supervisors 3. Central New Brunswick Nursing Home 4. Acadian Peninsula Nurse Manager and Nurse Supervisors
DRAW TO ATTEND THE 2025 CFNU BIENNIAL CONVENTION	The delegates were shown the promotional video from the Ontario Nurses Association inviting them to the 2025 CFNU Biennial Convention in Niagara Falls, ON. Dates for the 2025 CFNU Biennial Convention are June 1-5, 2025 in Niagara Falls, ON. Twenty-five (25) local presidents were drawn to attend the 2025 CFNU Biennial Convention: Community Care 1. Oromocto Extra Mural 2. Bathurst Public Mental Health 3. Saint John Public Mental Health 4. Campbellton Extra Mural 5. Fredericton Public Mental Health Nursing Homes 1. Les Résidences Jodin 2. Villa Beauséjour 3. Central New Brunswick Nursing Home 4. Foyer Ste-Elizabeth 5. KE Spencer Memorial Home Hospital 1. Air Ambulance 2. Stan Cassidy Centre for Rehabilitation 3. Edmundston Regional Hospital 4. Stella Maris de Kent Hospital 5. Charlotte County Hospital Nurse Manager & Nurse Supervisors 1. Acadian Peninsula Nurse Managers & Supervisors 2. Fredericton & Area Nurse Managers & Supervisors 3. Upper River Valley Nurse Managers & Supervisors 4. Campbellton Nurse Managers & Supervisors 5. Dr. Georges L.-Dumont Hospital Nurse Managers & Supervisors All Bargaining Units

	1. Harvey Health Centre 2. Saint John Extra Mural 3. Albert County Health & Wellness 4. Hotel Dieu de St-Joseph, St. Quentin 5. Moncton Hospital Alternates 1. Villa Providence 2. Les Résidences Inkerman 3. Miramichi Regional Hospital 4. Grand Manan Hospital 5. Driscoll Extra Mural 6. Villa du Repos 7. Dr. Everett Chalmers Regional Hospital 8. Hotel Dieu Saint Joseph Hospital, Perth 9. Acadian Peninsula Community Mental Health 10. Miramichi Nurse Managers & Supervisors
OPEN FORUM	• Discussion around community health centres that are currently in a local with a hospital. Should those be separated out or can they be separated out? It's difficult to represent these members well as they aren't in the same facility and have different directors etc. • Issues with nurses who cannot take their meal breaks should be paid at double time. • Question around the LPN designated colors, where they are in their own association with their designated colors, will this change now that LPNs are in our union? • The AGM is in Moncton next year, would it be possible to remove lunch from the meeting to save costs? • For the nurse manager and supervisors newly signed contract, with the change in government and negotiations still on-going with the Part III. If the Part III gets an increased GEI will the nurse managers be able to benefit from that where the contract is already signed? • Members who have taken a permanent reduction in hours are the last to be called for casual shifts, this is unfair as some members have taken a reduction because of health or personal reasons and still want to work casual shifts. • Can we reach out to the IENs in the province to set up a virtual meeting to share and educate them on the mission and goals of the Union. Also, it would be an opportunity for them to voice their concerns as they integrate into the nursing profession in NB. • Blue Cross benefits, vision benefits haven't changed in the 24 years that I've been a nurse, but the cost of glasses continue to increase. Is there another company we can go with for our benefits, or can the benefit be increased? • Part-time employees that want to work full time positions but there are no positions available. Even though they are working consistent full-time hours. • Article 20.06 employees on stand-by duty on a holiday isn't being implemented the way it reads and we've been told that the employer will only be paying the \$3/hr stand-by pay.
NEW BUSINESS	The following motions were presented during New Business Motion #1

IT WAS MOVED BY Mélanie Desjardins-Bard, **SECONDED BY** Valérie Levesque

WHEREAS Nurse Practitioners are located and work primarily in community,

WHEREAS the challenges of Nurse Practitioners are closer in resemblance to the community health nurses,

AND WHEREAS the current statistics and information from NBNU identify the majority of Nurse Practitioners are located in hospital NBNU Part III locals

BE IT RESOLVED that NBNU board explore the feasibility of transferring Nurse Practitioners out of hospital NBNU locals and into the community care NBNU locals where they have the strongest community interests.

MOTION CARRIED

Motion #2

IT WAS MOVED BY Tony Bettle, **SECONDED BY** Dennis Johnston

THAT NBNU pressure the Auditor General and the Premier to bring Vestcor before parliament to open their books for review.

MOTION CARRIED

**MOTION TO APPROVE 2024
BUDGET**

With the adoption of the dues increase recommendation the members were shown a slide with the revised budget lines with the dues increase included. Revised figures below:

Total Revenue: \$6,822,136

General & Administrative Expenses: -\$3,362,273

Expenditures – Union Activities: -3,262,347

Surplus/Deficit: \$197,516

THE VOTING DELEGATES OF THE AGM VOTED IN FAVOUR OF THE FOLLOWING MOTION

MOTION THAT the 2025 revised budget and be approved as amended and presented in the *Parasol*.

MOTION CARRIED

IT WAS MOVED by Margaret Ellis, **SECONDED by** Carole C Desjardins

MOTION THAT the 2024 audited financial statements be approved as printed in the *Parasol*.

MOTION CARRIED

IT WAS MOVED by Nadia Guignard, **SECONDED by** Tony Bettle

MOTION THAT Spacek, Armstrong & Norrad be appointed as auditors for 2024.

MOTION CARRIED

NBNU’s 50th Annual General Meeting – October 21, 22, 23 and 24, 2024 at the Delta Fredericton, NB

DATE AND PLACE OF THE 2024 & 2025 ANNUAL GENERAL MEETINGS	2024 • Executive Council: April 1-3, 2025 at the Delta Fredericton. • Annual Meeting: October 20-23, 2025 at the Delta Beausejour, hosted by the Chaleur Regional Hospital and Bathurst Public Mental Health, Bathurst Extra Mural and the nurse managers and supervisors of Bathurst. 2026: Saint John Regional Hospital and locals in Saint John to host in Saint John. 2027: Dr. Everett Chalmers Regional Hospital and Fredericton area locals to host in Fredericton. Date for the next three annual meetings will be provided when facilities are secured.
CLOSING REMARKS	President Paula Doucet thanked: • Encore AV technicians • Barbara Buyers – Parliamentarian • Interpreters • NBNU team • Board of Directors; and • Members.
ADJOURNMENT	The meeting adjourned at 12:00 hrs on October 24, 2024.

PRESIDENT	EXECUTIVE ASSISTANT
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