

NBNU news

NBNU has been working diligently into the summer months with Nursing Home negotiations, the potential consolidation of EMP under Medavie management and the implications for nurses and patients in addition to workplace improvements much needed for registered nurses. Your Executive Director, Matt Hiltz, will touch on these important issues in his report.

VIOLENCE IN THE WORKPLACE UPDATE:

I am pleased to share with you that NBNU, in collaboration with Horizon Health Network, is making headway with our violence prevention initiatives in the workplace. Beginning July 12th, registered nurses will be able to file a workplace violence incident electronically through Horizon's newly implemented Parklane incident reporting software. Training for RNs to use this new system will take place in advance of July 12th. The new program which encourages nurses to anticipate, respond and report, highlights the importance of reporting to prevent future incidents.

The Moncton Hospital is currently implementing code white training and the feedback has been positive to date. Constructive advice from participants during the code white pilot project at the Saint John Regional Hospital was helpful to incorporate into Moncton's training. The Dr. Everett Chalmers Hospital and Miramichi Regional Hospital will be next to have the new code white process roll out this Fall.

Horizon RNs working in Community Health should begin to receive increased information in the coming months. Pamphlets are being sent to your Directors to be distributed to all staff. If you have not received any information by mid-July, please inquire with your superiors at Horizon or contact provincial office, so that we can follow up.

While this work has been focused on Horizon, Vitalité had already been implementing a violence prevention program. Once Horizon's program has been finalized, NBNU will evaluate both violence prevention programs to ensure they meet the highest standard.

REGISTERED NURSES - 24/7 COMMERCIAL:

During National Nurses Week in May, NBNU launched our latest PR campaign, **Registered Nurses: 24/7**. The campaign was in market for six weeks from May 9th – June 19th and featured 13 NBNU members on TV, digital media and in theatres across the province. Our concept for this campaign was to depict real RNs and NPs, working around the clock in a variety of nursing roles.

At the time of writing this report, NBNU has yet to receive our complete analytical summary, however, I can share what we know to date about the outreach of this campaign.

After only three weeks in market we have had 4,500 unique visitors view our landing page (<http://www.nbnu.ca/rn247>) and the total combined outreach on Facebook and YouTube of 56,730 people.

The largest audience visiting our landing page are women age 25-34. This is a key target audience for NBNU based on the fact that women in this age category are able to



Marilyn Quinn, President

influence millennials and those who are age 35+. Women 35+ statistically tend to be more engaged when it comes to voting in the Federal and Provincial elections, which is why it is important for NBNU to maintain credibility and influence with this target audience. Therefore, should provincial government reduce healthcare spending or cut nursing positions, this target audience is already onside to help us push back and drive change.

LABOUR SCHOOL RECAP:

Eastern Labour School was hosted by the Registered Nurses Union of Newfoundland & Labrador in St. John's, Nfld from May 15-17th. Approximately 100 NBNU local activists attended union education sessions on issues such as grievances, general labour relations, negotiations, professional practice, violence in the workplace and occupational health & safety, just to name a few.

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NBNU's very own, Jamie Morrison, an Extra-Mural RN from Miramichi, won the CFNU Glenna Rowsell Book Award which was presented during the closing ceremony. Congratulations Jamie and thank you for your dedication and strong union activism.

Educational opportunities like Labour School are a great way to educate local activists, who in turn bring back new information to share and benefit members in the workplace. The next Eastern Labour School will be hosted by the Nova Scotia Nurses Union in 2018.

NURSING RESOURCE COLLABORATIVE:

The nursing resource collaborative is looking at projected numbers of RNs and LPNs needed for the future to ensure we are educating and recruiting the appropriate numbers.

NBNU requests that members preparing for retirement inform their employer as soon as they have signed off on their retirement date with the Pension Branch. This will help to ensure your position is filled appropriately and in a timely manner. In 2014, we saw 142 registered nurses retire and a further 149 in 2015. We know that we have 97 already retired or confirmed to retire so far in 2016.

Jamie Morrison, recipient of the 2016 CFNU Glenna Rowsell Book Award



UPCOMING IMPORTANT DATES

For a complete list of all 2016 events and details – please visit the Important Dates page on the NBNU website (www.nbnu.ca). This page is updated on an on-going basis.

Canadian Nurses Association Biennial Anniversary, Saint John	June 20-22
Deadline for Annual Meeting Resolutions, Constitution and By-law changes to be included in the <i>Parasol</i>	June 24
Deadline for Nominations for President and Secretary Treasurer	August 5

Note: Elections at AGM will also take place for Annual Meeting Operations Committee and the Finance Committee

BOARD OF DIRECTORS:

Your Board of Directors met from May 31st to June 1st and held a joint meeting with NANB Board of Directors. On behalf of your Board, I would like to wish Cathy Wall congratulations. Cathy was re-elected by acclamation as Unit Representative for the Nurse Managers and Nurse Supervisors bargaining unit. She currently works at the Saint John Regional Hospital and will serve as Unit Rep until the expiration of the Nurse Managers/Supervisors contract on December 31st, 2018.

RETIREMENT:

Additional changes to your Board of Directors will also take place this year as I have decided not to reoffer for the position of NBNU President. It is with mixed emotion that I make this official announcement, however, I shared the news with local activists at Executive Council and feel it is time to tell you, the members.

You have provided me with respect, support and inspiration over the past 12 years, and I couldn't be more proud of the work we have done together to advance our profession and our Union. I have always said, the Union is never just about one person. Our strength comes from you, the members, and your ability to lead, remain professional, and embrace solidarity through even the toughest of times. Thank you for being my source of strength for more than a decade.

As I approach a new stage in my life next year, I know NBNU has strong leaders, activists, dedicated staff and professional members who will continue the work of the Union in the interests of registered nurses and those in our care.

I look forward to celebrating with you at the Annual General Meeting in October, as we welcome a new elected President to NBNU.

In Solidarity,

Marilyn Quinn
NBNU President

EXECUTIVE DIRECTOR'S REPORT

As 2016 turns to summer, it's not just the weather that is heating up. Major issues remain at the forefront of our attention: 1) nursing home bargaining/skill-mix/P3 issues; and 2) the Medavie Memorandum of Understanding.

NURSING HOME BARGAINING

The Nursing Homes collective agreement expired on December 31, 2014. Your negotiating team met on November 2-4, December 3, 2015, February 19 and February 29, 2016. On March 2, 2016, NBNU filed for the appointment of a conciliation officer to assist the parties in reaching an agreement.

On May 9 and 10, the teams met with the conciliation officer in Fredericton, and unfortunately were unable to make any further progress.

As such, the conciliator declared an impasse and sent her report to the Minister. Based on the conciliator's report, on May 27, 2016, the Minister determined that a conciliation board would not be appointed. Therefore, based on the *Industrial Relations Act*, NBNU would be in a position to take a strike vote seven (7) days (plus two (2) for service) after the Minister's "no board" determination.

Following the Minister's report, NBNU's negotiating team met with all Nursing Home local presidents on June 6th. That same day, NBNU held a telephone town hall with members to brief them on the status of the continued efforts to reach a tentative collective agreement and avert a possible strike.

At the time of writing this report, the negotiating team has recommended that a possible strike vote be delayed by one week in order to go back to the bargaining table. Should we find ourselves reaching the same deadlock on bargaining issues, a strike vote will be called. I encourage Nursing Home members to frequently check the NBNU website for updates as well as their email.

NURSING HOME SKILL-MIX

With respect to how, and/or, when, any changes would be made to the skill-mix in the nursing homes, Minister Rogers stated that "any changes to the nursing home skill-mix will be evidence-based, relying on data that we are just beginning to compile..." and that Social Development would "proceed with this initiative in a responsible, collaborative manner and will make evidence-based decisions while ensuring that all relevant considerations, staff training as an example, are considered throughout." We have filed a request for information under the *Right to Information and Protection of Privacy Act* ("RTIPPA") for the MDS pilot project data and are currently waiting for a response from government.

We continue to demand that government officials guarantee that whenever the Request for Proposals ("RFP") regarding the replacement home for the Mount Saint Joseph Nursing Home and the Miramichi Senior Citizens Home is issued, it will include provisions to ensure that the collective bargaining rights of our members currently working in those two homes are respected when they are transitioned to the replacement home. We have been advised that the RFP has not been issued.



Matt Hiltz, Executive Director



MEDAVIE MEMORANDUM OF UNDERSTANDING

After the announcement of the Memorandum of Understanding ("MOU") between the Department of Health and Medavie EMS, NBNU leadership has pressed both the government and Medavie to ensure that we stay at the stakeholders' table as they continue to explore the feasibility of the MOU. A brief chronology of events:

- March 16, 2016 – met with Medavie, the Department of Health, the Regional Health Authorities and the Department of Human Resources to review the project status and ask the questions raised by you during the telephone townhall;
- March 21, 2016 – met with Horizon's senior leadership to discuss the MOU;
- March 22, 2016 – met with CUPE and NBU to discuss issues of mutual concern;
- April 4, 2016 – met with NANB to discuss the MOU from a nursing practice point of view;
- April 8, 2016 – letter to Minister Boudreau to schedule the next meeting to obtain better answers to the fundamental concerns that remain;

- May 3, 2016 – met with Assistant Deputy Minister of Health, Tom Maston, to obtain update on MOU status; and,
- May 12, 2016 – met with Minister Boudreau, Mr. Maston, and Laurie Janes, Executive Director of NANB, for a guarantee that the voice of Registered Nurses will not be ignored during the process of evaluating the MOU.

What we can now tell you is that the Department of Health is working with Medavie on the clinical management structure and assured us that we would have a meeting scheduled in the next few weeks to provide input on this aspect of the proposal.

The Minister understands that registered nurses make decisions based on their education and the patients' total environment – not a "protocol". The Minister assured us that the project was not intended to diminish the role of the registered nurse within EMP.

Finally, we also expect to get an update on the "private" management aspect of the project at our next meeting. It remains vital for us to understand how the Ministry of Health will retain oversight of all EMP healthcare decisions.

At the time of writing, we expect to be able to provide a further update by early to mid-June, which should clarify important details and concerns around the day-to-day implications of this proposal.

CONCLUSION

Through meeting with our counter-parts across the country, we see that healthcare budgets are under attack in almost every province. NBNU will continue to be a staunch advocate for not only your labour rights, but also, your right to safe practice.

Matt Hiliz



Executive Director

ASK YOUR LABOUR RELATIONS OFFICER – LONG TERM DISABILITY (LTD)

RN: WHY SHOULD I USE LONG-TERM DISABILITY BENEFITS INSTEAD OF THE SICK LEAVE I'VE BUILT UP AT WORK?

LRO: There are several reasons:

- After four months off work because of an illness, you become eligible to be exempted from paying into your health and dental insurance, your contributions to the pension plan, your disability and your life insurance premiums. In other words, you stop paying these premiums and continue to be entitled to the benefits.
- Your gradual return to work may be covered by Blue Cross. One of the advantages of a gradual return is that you are considered surplus staff on your unit, so you can have a smooth re-entry into the workplace, adapt to your abilities and condition as you recover.
- Once your gradual return has ended, there is a recurrence period for six (6) months. This means that the four-month waiting

period will be avoided if you have to stop working again for the same medical reason or another diagnosis related to the first illness.

RN: ARE THE DISABILITY BENEFITS I RECEIVE SUBJECT TO THE WAGE INCREASES SET OUT IN THE COLLECTIVE AGREEMENT?

LRO: No, calculations for your benefits are based on your monthly wage at the time of your claim, and the amount is not readjusted according to the increases scheduled in your collective agreement.

RN: AM I STILL A MEMBER OF THE NBNU, EVEN THOUGH I AM NOT PAYING UNION DUES DURING MY LTD PERIOD?

LRO: Yes, because you are considered as being on authorized, unpaid leave and remain an employee, in keeping with the Constitution and By-laws of the NBNU. You are entitled to the same services as other Union members.

RN: CAN I APPLY FOR OTHER POSITIONS DURING MY LTD PERIOD?

LRO: Yes, especially if your position is permanent; your employer can easily re-post it as a temporary position if you get the job. On the other hand, if it is a temporary position, it is quite possible that you won't get it because you are not available to work on the start date. If you find yourself in this situation, please contact your Labour Relations Officer to discuss the matter.

RN: WHAT SHOULD I DO IF MY CLAIM IS REJECTED?

LRO: Please call your Labour Relations Officer at 1-800-442-4914; they will help you understand and guide you through the appeal process.

CANADA'S NURSES HOST PARLIAMENTARY BREAKFAST ON PHARMACARE

FILLING THE PRESCRIPTION: THE CASE FOR PHARMACARE NOW

On May 31st, 2016, the Canadian Federation of Nurses Unions (CFNU) hosted a breakfast meeting on Parliament Hill, entitled **Filling the Prescription: The Case for Pharmacare Now (Provincial and Expert Perspectives)**. Members of Parliament, Senators and a wide range of health and labour stakeholders came together to hear expert speakers make the compelling case for Canada implementing a universal pharmacare program as the next step in the evolution of our healthcare system.

"Canada's nurses are setting the table for pharmacare now," said CFNU president Linda Silas. "We have the evidence, and not only is a national pharmacare plan supported by 91% of Canadians, but it will also generate billions of dollars of savings that can be reinvested back into our healthcare system to tackle issues like our aging population, mental health, Indigenous health and health human resources issues."

The event kicked off with Dr. Marc-André Gagnon providing attendees with a fiscal and comparative analysis on drug coverage in Canada. Dr. Gagnon explained that the Canadian pharmaceutical insurance system could be considered an anomaly. Canada has a universal public health insurance system, but is the only country in the world to have excluded prescription drugs from that system, and if Canada paid the same official price for drugs as the OECD median, Canadians would save about 25% on patented drugs.

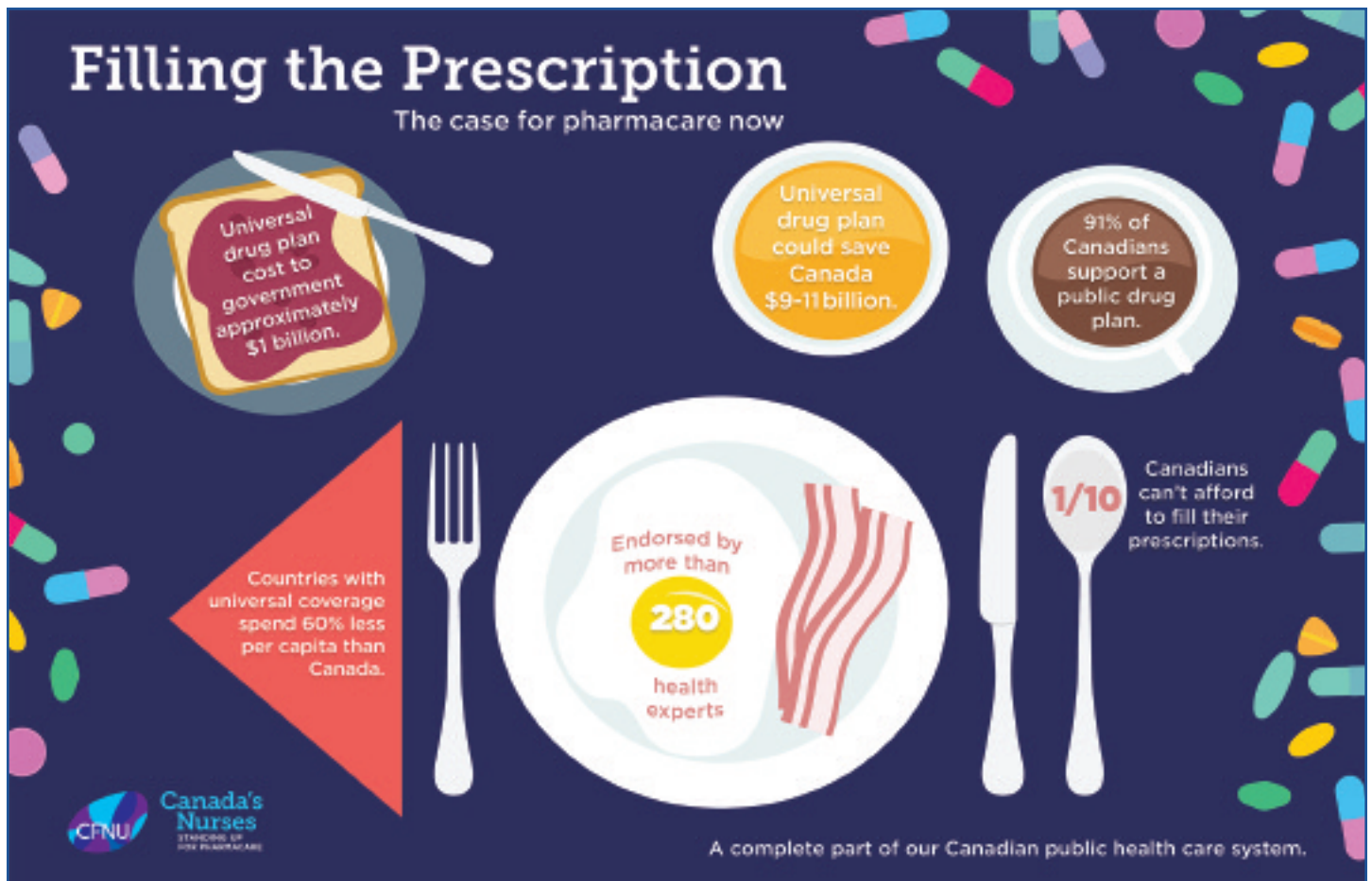
Former Nova Scotia Deputy Minister of Health and Wellness, Kevin McNamara, provided provincial perspective. He believes that in order to reduce costs – everyone has a role to play, including patients, doctors, governments, Health Canada and private drug plans.

The final speaker, Dr. Steven Morgan, provided a political context, explaining that never before has there been as great an alignment of key players in support of

pharmacare, and the lack of action on comprehensive public pharmacare is unacceptable; Canadians are literally dying as a result. A 2012 study by researchers at the University of Toronto estimated that in Ontario alone, over 700 diabetic patients under the age of 65 died prematurely each year between 2002 and 2008 because of inequitable access to essential prescription drugs. That is like a plane full of Canadians crashing every year, perhaps every month, while governments refuse to take action because of concerns about costs and politics.

Following the presentation, attendees also had the opportunity to participate in a Q&A with the panel.

"We have done the studies, we have compiled the research and we have heard resolutions from several parties, but what we need now is an action plan and a start date," said Silas. "The time for a national pharmacare plan in Canada is now."



PAYING IT FORWARD – RECENT DONATIONS BY NBNU

As a Union we continuously strive to make a difference. Whether it is making a difference in the lives of our patients, clients or residents; or making a difference in workplace practices to uphold the highest standard of care, our goal is always to improve the health and welfare of others.

When it comes to our communities we must do the same. Just as we advocate for those in our care, it is important to advocate for vulnerable populations in our community. This is the only way we can advance collectively as a society. Through community donations, NBNU aims to improve the quality of life for those who need our help the most.

Two charities that NBNU has helped recently on behalf of the members:



Please Donate

NBACL's **Community Collective Program** is helping to change lives and communities. When you donate your used clothing and household items, you are helping to support children and adults with an intellectual disability throughout each milestone of their lives.

THE NEW BRUNSWICK ASSOCIATION FOR COMMUNITY LIVING

The New Brunswick Association for Community Living (NBACL) is a provincial non-profit organization that works on behalf of children and adults with an intellectual disability and their families. It is estimated that 22,000 New Brunswickers have an intellectual disability. The NBACL receives over 200 requests for assistance every month within the province.

NBNU provided a \$2500 donation to the NBACL this year. This allows the organization to continue their work ensuring that people with an intellectual disability have the option to choose the supports they need to live meaningful lives and participate in their communities as valued and contributing members.

THE RED CROSS SOCIETY – FORT MCMURRAY

NBNU donated \$5,000 on behalf of our membership to aid those affected by the wild fires in Fort McMurray. It is estimated that approx. 88,000 residents were displaced because of the fires. Many New Brunswickers have friends and family members who were personally affected by this tragedy so we felt it was an important cause. We are also pleased to share that the Canadian Federation of Nurses Unions (CFNU) donated \$10,000 to provide support.