

MONDAY, OCTOBER 20, 2025

FIRST-TIME ATTENDEE SESSION

46 first time attendees participated in the “Surviving your First NBNU AGM” session.

STIFF REBRAND LAUNCH

Launch of New NBNU Brand:

- Developed over 18 months with member input.
- Represents NBNU's values, strengths, and vision.
- Emphasizes grassroots unionism and collective power.
- New logo features **brackets** as a symbol of protection, voice, and reclaiming language.

Key Challenges Identified:

- Nurses underpaid, undervalued, and facing rising workplace violence.
- Systemic issues: staffing shortages, lack of respect, politicization of healthcare.
- Members often silenced, fearful of retaliation, and operating in trauma states.

Strategic Shift:

- Move from corporate-style unionism to **member-centric grassroots activism**.
- Focus on empowering members, building solidarity, and reclaiming language.
- Reject diminishing terms like “calling” or “hero”; replace with accurate, empowering language.

Brand Goals:

1. **Put Walls Up** – Create safe spaces for members to connect and support each other.
2. **Engage Members** – Foster active participation and dialogue.
3. **Find Our Voice** – Break silence and share truths.
4. **Unleash Hell** – Amplify collective power to demand change.
5. **Rule the Roost** – Position NBNU as a leading voice in healthcare policy.

Core Principles:

- Nurses are members first.
- Conversations are currency.
- Experiences are truth.
- Hallways are union spaces.
- Walls are protection.
- Voices are power.

Action Framework: *Spot, Name, Fix* – Identify issues, speak up, and collaborate on solutions.

Tools & Resources:

- *Grassroots to Activist* playbook distributed to attendees.
- New website and social media strategy to amplify member voices.
- “Words from Our Walls” and “Real Talk” campaigns to share authentic stories.

Local Engagement Innovations:

- Shift local meetings to focus on member issues rather than formalities.
- Encourage informal, issue-specific meetings for problem-solving and activism.

CAUCUS MEETINGS

Members were invited to attend optional caucus sessions, to discuss areas of concern within their specific designation or group.

- LPN Caucus meeting was held in Shediak Room A with 18 delegates, 16 in person and 2 via Zoom
- NP Caucus meeting was held in Shediak Room B with 8 delegates, 3 in person and 5 on zoom

NBNU's 51st Annual General Meeting – October 20, 21 and 22, 2025 at the Delta Beauséjour, Moncton, NB

			Diversity, Equity, Inclusion and Belonging Committee was held in Shediac Room C with 5 delegates in person.
UNIT REPRESENTATIVE MEETINGS			The Unit Representative meetings were held from 13:15 hrs to 15:00 hrs. - Part III, Hospitals – Ballroom AB - Nursing Homes – Shediac Room C - Part III, Community Care – Shediac Room A - Nurse Managers & Nurse Supervisors – Shediac Room B
WELCOME			Paula Doucet, President welcomed all voting delegates, observers, guests and staff to the 51 st annual general meeting of NBNU.
SOLIDARITY EXPLANATION	AUCTION		Kathy LeBlanc and Renee Boudreau provided an overview of the silent auction, which commenced at the Wine and Cheese Reception on Monday, October 20. All proceeds will be split between the NBNU Humanitarian Fund and the CFNU Solidarity Fund to support humanitarian efforts by nurses.
50/50 DRAW EXPLAINED			Paula introduced a new fundraiser this year, a 50/50 draw. The winner of the draw on Wednesday will receive 50% of the funds raised and the other 50% will be donated to a charity of the winner's choice.
GREETINGS COMMITTEE	FROM	HOST	Greetings were provided by Lisa Boudreau and Laura Renouf from the host committee of the Bathurst locals. The theme for the banquet on Tuesday is Pride. Doors open at 6pm, after dinner there will be entertainment and a dance with Big Bad Party Band.
MEMBERSHIP RECOGNITION			Paula Doucet, President and Maria Richard 1st Vice-President presented the years of service pins for 2025. 5 years of service - Beverly Gaudet - Melissa Ferguson - Cynthia McLaughlin - Laurie Leger-Lester - Jennifer McKinley 10 years of service: - Edith Léger Leblanc - Jason Robin - Maria Cormier - Debbie Carpenter 15 years of service: - Kim Greechan - Holly Greenlaw 20 years of service: - Raelyn Legace 25 years of service: - Mario Hachey - Catherine Little
SPIRIT AWARD			The NBNU Spirit Award for 2025 was presented to Laurie Leger-Lester of Saint John Public, Community Mental Health.

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GLENNA ROWSELL AWARD

The Glenna Rowsell Award for 2025 was presented to Sheila Ebbett of the Dr. Everett Chalmers Regional Hospital.

RETIREMENT RECOGNITION

Debbie Gill’s retirement was recognized, after being with NBNU for 30 years. She started as an accounting clerk in 1995 and finished her career with NBNU as Director of Operations.

Maria Richard, 1st vice-president, was also recognized for her retirement after being a registered nurse and union activist for over 33 years.

NBNU's 51st Annual General Meeting – October 20, 21 and 22, 2025 at the Delta Beauséjour, Moncton, NB

TUESDAY, OCTOBER 21, 2025

CALL TO ORDER	The 51 st Annual General Meeting of NBNU was called to order by President, Paula Doucet at 8:29 hrs on October 21, 2025.
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 Sitansisk (St. Mary's Community).
O CANADA	<i>O Canada</i> video was played.
OUTLINE OF ARRANGEMENTS	• Language of choice was encouraged, translation provided. • A reminder to all members they must register each morning for voting purposes. • Non-perishable food items can be dropped off at registration until Wednesday morning at which time the Moncton foodbank will be picking up the donation. • Feminine hygiene products can be dropped off at registration until Wednesday morning and will then be delivered to Crossroads for Woman. Instead of each member receiving a paper kit this year, one kit per table was provided, documents included were: • A copy of the 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 & direct deposit form; Each member received an envelope at registration, included were: • Drink ticket • Swag ticket • Name Badge • Banquet ticket • Voting delegates received a blue voting card 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; • Kathy LeBlanc, Unit Representative, Part III - Community Care; • Debbie Carpenter, Unit Representative, Nurse Managers & Nurse Supervisors; • Jason Robin, Unit Representative, Nursing Homes; • Angela Miller, Member at Large, Licensed Practical Nurse; • Raelyn Lagace, Member at Large, Nurse Practitioner; • Matt Hiltz, Executive Director; • Barbara Byers, Parliamentarian.
INTRODUCTION OF NBNU STAFF	The NBNU team members were introduced: • Sarah Bonnar, Manager of Operations;

		• Kathy Allen Palmer, Manager of Finance; • Jennifer Heade, Administrative Officer; • Jessie St-Pierre-Redmond, Receptionist; • Kim Price, Labour Relations Officer; • Ellen Thompson, Labour Relations Officer; • Tina Richardson, Labour Relations Officer; • Josée Gaudet, Labour Relations Officer; • Shirley Avoine, Labour Relations Officer; • Melanie Malenfant, Labour Relations Officer; • Laura Donaher, Labour Relations Officer; • Marise Bye, LRO Administrative Specialist; • Alix Saulnier, Communications Officer; • Joanne Quinn, Education Officer; • Esther Bayer, Experience and Technology Officer; • Madison Guay, REC Administrative Assistant.
		Absent with regrets: • Michele Brown-Gellert (Maternity Leave)
INTRODUCTION OF INVITED GUESTS		The following guests were introduced: • Linda Silas, President, CFNU; • Angela Preocanin, Secretary Treasurer, CFNU • Janet Hazelton, President, Nova Scotia Nurses Union • John Lowe, Vice President of Region 5 with the Ontario Nurses Association • Rachel Muir, Vice President of Region 2 for the Ontario Nurses Association • Donna Trainor, Executive Director of the Saskatchewan Union of Nurses • Danielle Sampson, Atlantic Regional Director, 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 46 of first-time members in attendance at this meeting. • A total of 192 members and guests registered with 119 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 2024. • Ruth Ann Goodine Amos – Fredericton Public/Metal Health • Charlene Marie Merrill – Region 3 Nurse Managers & Nurse Supervisors • Nathasha Brown – Upper River Valley Hospital • Valerie Lynn Fitzpatrick – Miramichi Nurse Managers & Nurse Supervisors • Tara Newcombe – The Moncton Hospital • Michelle-Anne Lister – The Moncton Hospital • Emily Jones – Upper River Valley Hospital • Nadine Andrée Leblanc – Restigouche Community Health • Margaret Ann Bonner – Rocmaura Nursing Home/Saint John Regional Hospital • Holly Carson – Saint John Regional Hospital • Lori Beth Armstrong – St. Joe's Hospital • Stephanie Pye – Mill Cove Nursing Home • Phyllis Hope - The Moncton Hospital • Betty Oden - The Moncton Hospital • Linda Hooper - The Moncton Hospital • Brenda Robinson - The Moncton Hospital

- Lee McCorbrey - The Moncton Hospital
- Judy Hawthorne - The Moncton Hospital
- Janice Swain - The Moncton Hospital
- Lori Lowerson - The Moncton Hospital
- Peggy Gaudet - The Moncton Hospital
- Donna Kaye - The Moncton Hospital
- Lyne McCrae - Restigouche Hospital Centre
- Caroline Pitt - Restigouche Hospital Centre
- Evelyn Canna – Chaleur Regional Hospital
- Lola Miller - Chaleur Regional Hospital
- Leona Levine - Chaleur Regional Hospital
- Barbara Jabour Scott - Chaleur Regional Hospital
- Carol Anne Roy Scott - Chaleur Regional Hospital
- Mireille Bouchard - Chaleur Regional Hospital
- Antoine Faire – Campbellton Regional Hospital
- June Dignam – Miramichi Regional Hospital
- Angela Grant – Miramichi Regional Hospital
- Ruth Kierstad – Miramichi Regional Hospital
- Lori Hay – Miramichi Regional Hospital
- Joanne Glenn – Miramichi Regional Hospital
- Gail Glover – Miramichi Regional Hospital
- Wilma Anderson – Miramichi Regional Hospital
- Anne Kane – Miramichi Regional Hospital
- Beth Ann Gillies – Miramichi Regional Hospital
- Bertha Shattuck – Miramichi Regional Hospital
- Helen Brown – Saint John Regional Hospital
- Trudy Ricketts – Saint John Regional Hospital
- Connie Morehouse - Hotel Dieu, Perth
- Cheryl Jensen – Hotel Dieu, Perth
- Malise Bonnieu - Edmundston Regional Hospital
- Crystal Lee – Dr. Everett Chalmers Regional Hospital

**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

- Mary Margaret Hanlon from Saint John Regional Hospital
- Thomas Keignaert, Dr. Georges L.-Dumont Hospital
- Tiffany Mitten, Miramichi Public/Mental Health
- Cynthia McLaughlin, Bathurst Nurse Managers & Supervisors
- Amber Van Beelen, Church of Saint John and St. Stephen Nursing Home

Sergeants-at-Arms

- Nadia Benoit, Tracadie-Sheila Hospital
- Mame Faty Sarr, Dr. Georges L.-Dumont Hospital
- Huguette Huard, Chaleur Regional Hospital
- Melissa Lavallée, Beausejour Community Health
- Abdoul Tidjani, Dr. Georges L. Dumont Hospital

IT WAS MOVED by Smith Adolfo **SECONDED** by Michele Leblanc

	MOTION THAT the nomination of scrutineers and sergeant-at-arms be approved. MOTION CARRIED
APPROVAL OF THE AGENDA	IT WAS MOVED by Carole C. Desjardins, SECONDED by Daniel Robichaud MOTION THAT the agenda be adopted as presented. MOTION CARRIED
MINUTES OF THE 2024 ANNUAL MEETING	IT WAS MOVED by Charlene Dick, SECONDED by Edith Leger Leblanc MOTION THAT the minutes of the 2024 annual general meeting be approved as circulated. MOTION CARRIED
ANNUAL MEETING OPERATIONS COMMITTEE	Karine Savoie, Tambrie MacDonald, Simon Richard and Renée Boudreau, ex-officio, of the Annual Meeting Operations Committee, presented the Rules of the AGM. • Review of meeting policies. • Lunches provided each day. • Deadline to submit any emergency resolutions is 11:00 hrs on Wednesday, October 22, 2025. • Review of the Roberts rules of order and constitution & by-laws rules. • Donations will be collected until Wednesday morning. Committee presented, the Annual Meeting Operations Committee as was printed in the <i>Parasol</i> on page 32. IT WAS MOVED by Laura Renouf, Seconded by Tina Downing MOTION THAT the Annual Meeting Operations Committee report be accepted as presented published in the <i>Parasol</i>, on page 32. MOTION CARRIED
PRESIDENT'S ADDRESS	Highlights from the President's address: • It was a very busy year since the last AGM, between figuring out the new government to dealing with Horizons Public Health issues. • The new government has been more active in the first 6 months than the past 6 years with the old government. • The fair finish campaign was a success in showing the Premier that early retirement was a priority to NBNU nurses in Part III and Nurse Managers and Supervisors. • Horizon's plan to overhaul Public Health was temporarily halted by said government. In the meantime, we are focusing on determining next steps and gathering data. • Recent discussion with the Minister of Labour to restart the Government – Labour working group, with NBU added. The motto being "Nothing about us without us". • We will keep their feet to the fire and be critical where we need to be, especially when it comes to publicly funded, publicly delivered and universally accessible healthcare system. • The new brand was launched yesterday to modernize how NBNU communicates with and protects its members. This new brand is more than a logo; it's how the members will be engaged with their Union. • The Union has grown and evolved; challenges will be met together as a strong united group of New Brunswick nurses.

- The 61st legislative assembly session opens today, NBNU is not there, but the government knows that nursing issues are front and center in moving forward. NBNU will continue to fight for healthcare in the province.
- The power lies within nurses who are engaged and informed. Support is needed between members to foster engagement and collective action.
- It's time to advocate for us, members and new Brunswickers. Be fearless and unapologetic, when we unite, we win. We can be professional and powerful.

IT WAS MOVED by Ginette Roy, **SECONDED** by Cathy Barter

MOTION THAT the President's report, be approved as presented and printed in the *Parasol* on page 4.

MOTION CARRIED

GREETINGS FROM CLC

A video message from Beatrice Bruske, President of the Canadian Labour Congress, was shared with the delegates.

- When it is time to negotiate collective agreements, you are met with concessions and cuts even after putting your own health and well-being on the line.
- The CLC stands with you every step of the way, together we fight for what you deserve.
- Workers across Canada are under attack while CEOs collecting record bonuses while various governments talk about dexterity. Jobs are on the cutting block; we call it cutting corners on the backs of workers.
- Solidarity, hope and community must be our path forward in the labour movement. It's up to us to defend and protect good jobs and public healthcare.

GREETINGS FROM CFNU

Linda Silas, President of the Canadian Federation of Nurses Union, brought greetings to the members.

Highlights as follows:

- Resolution passed to include Indigenous acknowledgments at the 2025 biennial.
- CFNU launched a campaign during the last federal election which had 7 million impressions to bring health to the table.
- In July 2025, CFNU held a meeting with all provincial Premiers to emphasize that they cannot claim healthcare a priority while simultaneously cutting the budget.
- A meeting was held in October with the provincial health ministers to discuss violence in the workplaces. Data shows that 60% of nurses experience physical abuse at least once a year.
- In June prior to the biennial, CFNU hosted a Movement Maker summit, bringing together the board of directors from each Member Organization to discuss provincial issues. The consensus was 'no more status quo'.
- Nurses across the country are torn apart, they're tired and fed-up. We need to create our own narrative; they won't silence our truth anymore.
- New campaign launched 'Same Shift, Different Provinces'. The same issues are being felt in every nurse's union across Canada, and we need to band together.
- Nurses need to not be scared to speak up. Speak up against what is wrong in your workplaces and do so safely, together.
- Nurses need to say NO to overtime, understaffing, unsafe working conditions and being physically assaulted. They need to say YES to nurse-patient ratios, safe hours of care, and to respect as a critical safety industry.
- Being at the tables is no longer enough, we need to turn the tables. Its time to tell government it is not business as usual, we are the front lines of health care.

EXECUTIVE DIRECTOR'S REPORT

Linda Silas Received her 40 years of service pin from Paula Doucet.

Executive Director Matt Hiltz presented his report as published in the *Parasol* on page 8. Highlights as follows:

Negotiation Update

- An agreement was reached for the Part III bargaining unit and was ratified by 68% of the members that voted. The agreement includes salary increases from 21.75% to 23.70% over four years, this is aligned or exceeding NSNU.
- A tentative agreement was reached for the nursing home bargaining unit on October 17th. Ratification documents will be distributed the week after the AGM for member voting the following week.

Labour Relations Issues

- The Covid-19 hearing was adjourned, work continues toward a settlement.
- Less optimism about working with the new government due to its strict goal of balancing the budget. Currently, only 2% of the budget is allocated to healthcare and their approach toward other unions and workers suggest they nickel-and-dime. This will likely result in reduced collaboration particularly on issues involving financial commitments.
- The joint interpretation on stand-by on a holiday, is almost complete. The outstanding issue is interpretation on 24-hour on call during a holiday.
- For all provincial grievances, NBNU will now issue a memo to inform all members.
- Outstanding issues regarding the retention benefit, where a member worked permanent in Horizon or Vitalité and causal at EMP and not having their EMP hours count. We are investigating the path forward to resolution.
- The word 'refused' in the Working Beyond a Scheduled Shift document is an issue primarily in Vitalité. They don't like that word and wishes to change it, however, it was not brought forward at negotiations.

Horizon Public Health, Mental Health, and Addictions

- NBNU has retained a public health expert to complete an independent study on the changes that Horizon wanted to make in June.
- Waiting on the report from Shelly Dumouchel, regarding how Horizon unveiled their plan.
- The plan roll-out caused most locals affected to file respectful workplace reports. As a result, NBNU filed a provincial grievance the week of October 13th, as this situation does not meet the criteria outlined in the Respectful Workplaces policy.

NBNU Operations

- Sarah Bonnar is the new Manager of Operations
- Kathy Allen Palmer is the new Manager of Finance
- Esther Bayer is the new Experience and Technologies Officer

Membership Numbers

- 5% increase in overall membership numbers.
- Community Care has seen a decrease in RN members and an increase in LPN members.

Local SharePoint

- At Executive Council, Local executives requested a safe and secure location to store their electronic local files.

- There has been a dedicated SharePoint site created for each local to store and share their files securely.
- Access will be restricted to local executive members only, and training will be provided prior to the roll out.

Connections with Locals

- The new learning management system, previewed at council, will feature connected learning courses.
- Since then, we have completed our rebrand, and once the new website launches, we will begin rolling out these courses.
- Our education strategy is being modernized to align with the new brand, including updating existing courses and developing new, modern content to better support members.

Internship 2.0

- After testing several approaches, NBNU has determined that a full-year LRO internship provides the most comprehensive experience for individuals in the role.

Community Care representation

- NBNU wants to ensure that members in the Community Care locals are represented as effectively as possible.
- A revised local classification survey will be conducted for the affected locals.

Policy Manual updates

- Changes have been implemented to clarify the process for locals regaining financial independence, including an updated procedure for returning to a Type 1 local after being classified as a Type 2 local.
- A more defined policy on dues errors has been established.
- Ratification procedure, strike vote process, and eligibility requirements have been clarified.

IT WAS MOVED by Don Paulin, **SECONDED** by Lisa Boudreau

MOTION THAT the Executive Director's report, be approved as presented and printed in the *Parasol* on page 8.

MOTION CARRIED

1ST VICE-PRESIDENT'S REPORT

Maria Richard, 1st Vice-President, presented her report which was published in the *Parasol* on page 11.

- NBNU has been invited again to present to grade 11 & 12 students in the ICE program in Bathurst and Campbellton.
- The Part III & Nurse Manager and Nurse Supervisor education assistance committee met in September to review 42 applications. Of these, 38 were approved, with a total disbursement of just over \$60,300. To date this fiscal year, the committee has approved nearly \$156,000 to 92 applicants.
- The DEIB Committee held a caucus meeting on Monday. The committee members will provide a brief update later today or tomorrow.
- Work continues to reactivate non-functioning locals. Since writing the *Parasol* report in the summer, NBNU had one local become active and a new local formed, Blanche Bourgeois local 92.
- The New Brunswick Health Coalition has been busy since August lobbying for Pharmacare.

FINANCE COMMITTEE REPORT

- The deadline for the five NBNU scholarships was September 30th. The committee will meet next week to review the applications and select the winners.

IT WAS MOVED by Edith Leger Leblanc, **SECONDED** by Stephanie DeGrace

MOTION THAT the 1st Vice-President's report, be approved as presented and printed in the *Parasol* on page 11.

MOTION CARRIED

Paula introduced the Finance Committee members: Tony Bettle, Bonnie Speed, Jéhanne St-Coeur, Maria Cormier, Vice President of Finance and Kathy Allen Palmer, Manger of Finance, ex-officio.

Kathy Allen Palmer, ex-officio, and Maria Cormier, Vice-President of Finance, presented the auditors' report published in the *Parasol* on pages 41-53.

IT WAS MOVED by Lisa Boudreau, **SECONDED** by Jaclyn Porelle

MOTION THAT the 2024 audited financial statements be approved as printed in the *Parasol* on pages 41-53, and; that Spacek, Armstrong & Norrad be appointed as auditors for 2026.

MOTION CARRIED

The Finance Committee made the following recommendations:

1. Re-allocate the \$5,000 Legal Assistance Fund to the Legal and Professional Expenses-Membership line and remove the Legal Assistance Fund line from the budget. The \$175,000 allocated captures that amount.
2. Remove the Local Assistance Fund and return that \$1,000 back to the general budget (the money was not accounted for in the calculation of the budget).
3. Propose a 6-month LRO internship for 2026.
4. Dues increase effective January 1, 2026, with the formula based on the salary on January 1, 2021. This would raise dues to \$72.39 from \$67.91, we anticipate future dues increases would be as follows: 2027 – 73.84, 2028 – 75.32. This has been updated from what was printed in the *parasol*.

MOTION THAT the recommendations from the Finance Committee be approved as presented.

MOTION CARRIED

A revised budget was distributed to the members and reviewed by Kathy Allen Palmer. The revised budget highlights are as follows:

- The dues increase added revenue of nearly \$443,000
- When the budget was developed in June, prior to the tentative agreement for Part III being reached, the general and admin salaries included an estimate 18% increase but with the settlement of the Part III collective agreement the increase is 21-22%.
- The staff and professional development line has been increased by \$40,000 on the assumption to provide LRO addition training to complete their IRC labour management course.
- The legal and assistance fund was moved into the broader legal and professional fees line and addition \$75,000 was added due to anticipation

2ND VICE-PRESIDENT'S REPORT

of addition legal costs with one of the legal LROs out on maternity leave in 2026.

Renée Boudreau, 2nd Vice-President, presented her report which was published in the *Parasol* on page 16.

- Taking part of these following committees is part of the 2nd Vice-President portfolio; Coalition for Pay Equity, Childcare Now, NBFL Women's Committee, New Brunswick Common Front for Social Justice, co-chair of the New Brunswick Health Coalition.
- The NB Health Coalition is lobbying strongly for the government to implement PharmaCare. This initiative would provide New Brunswick with millions to put in place an insurance program to cover medications, starting with diabetic treatments and contraception.

IT WAS MOVED by Emma Morehouse, **SECONDED** by Jacqueline Dejarjo Twyman

MOTION THAT the 2nd Vice-President's report, be approved as presented and printed in the *Parasol* on page 16.

MOTION CARRIED

UNIT REPRESENTATIVE REPORTS

Catherine Little, Unit Representative, Part III – Hospitals presented her report which was published in the *Parasol* on page 18.

- New collective agreement to be signed Thursday October 23rd.
- Election for a new Part III Unit Rep to take place soon after the signing.
- The new brand launch is designed for our members. The Union is not just the Provincial office, it represents all dues paying nurses in New Brunswick. Advocacy isn't just for the patients; it's for the nurses as well.

Kathy LeBlanc, Unit Representative, Part III Community Care Nurses, presented her final report as Unit Rep, which was published in the *Parasol* on page 19.

- A Community Local reorganization survey will be distributed to review local representation. The definition of a "facility" will also be reviewed in conjunction with this survey.
- After the new contract is signed, an election will be held for a new Community Care Unit Representative.
- A study will be conducted to review the scope of practice for community nurses, which will likely include completing JAQs.
- Employers must invest in the necessary workplace tools and provide training required to use these tools effectively

Jason Robin, Unit Representative, Nursing Homes, presented his first report as unit rep, which was published in the *Parasol* on page 22.

- Nursing Homes have reached a tentative agreement. Details will be shared next week, followed by a vote.
- One of the current challenges is that admissions are coming exclusively from hospitals, which is straining the entire system. There are not enough beds in homes, or insufficient staff to open available beds.
- There are currently 47 unionized nursing homes in the bargaining unit, but over 70 nursing homes in the province with more opening gradually. Efforts need to be made to unionize additional nursing homes to represent a larger portion of the homes in the province.

MEMBER-AT-LARGE REPORTS	• The previous government introduced legislation to move the nursing home members pension plan to the CBE shared risk pension plan. However, the new government repealed this in June, leaving the pension plan unchanged. Debbie Carpenter, Unit Representative, Nurse Managers and Nurse Supervisors, presented her report which was published in the <i>Parasol</i> on page 21. • The Nurse Manager and Nurse Supervisor bargaining unit is facing pressure from the employers, who stated during negotiations that non-bargaining unit managers could replace these positions. • A letter outside of the new collective agreement was signed to protect the jobs until the contract expires at the end of 2027. However, employers are already making changes to positions, and we are preparing to file grievances. Angela, Member at Large representing Licensed Practical Nurse presented her report which was published in the <i>Parasol</i> on page 25. • There were 18 members who attended the lunch time LPN caucus meeting. • LPNs are seeking respect and support from their employers but continue to experience disrespect. Their scope of practice is being treated as fluid; changing from day to day. • All members must look out on another, regardless of designation. The theme "Moving Forward Together" is accurate, as it is time to return the power to the members. Raelyn Lagace, Member at Large representing Nurse Practitioners, presented her report which was published in the <i>Parasol</i> on page 23. • The NP caucus meeting was well attended with five NPs online and two NPs in person. • Despite the growing recognition of NPs contributions to the system, they continue to face significant challenges. • One major challenge is exclusion from discussion about new models of care. The integrated clinics rely heavily on NPs, yet they are not included in the planning decisions. • Safety – NPs often work in alone in offices serving high-risk populations, with no security on site. Requests for personal alarms have been denied. • Space and equipment – NPs lack basic medical equipment and adequate office space to fulfill their rolls. • Horizon has removed the benchmark numbers from their policy, allowing NPs to determine how many patients they can see daily and manager their own rosters. IT WAS MOVED by Ryan Joy, SECONDED by Krista Aubin MOTION THAT the Unit Representative and Member at Large reports be adopted as printed in the <i>Parasol</i>. MOTION CARRIED DEIB COMMITTEE Paula introduced Andrea Hall from the DEIB committee to talk about the caucus and where the committee is going. • During Monday's lunch time caucus meeting, two members volunteered to join the committee.
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	• With the rebrand focused on returning power to nurses, the committee reaffirms its commitment that members' voices will never again be pushed to the margins. • Over the past year, the committee has engaged with equity seeking groups across the province to listen, learn and understand their stories and struggles – voices that often to unheard and unseen. • The committee is developing tools to ensure every nurse is heard and respected. • A dedicated space for this toolkit will be available on the new NBNU website, designed to grow with member input and reflect evolving needs. • The committee has updated its four guiding aims, moving away from DEI to focus on Respect, Belonging, Courage and Connection.
OPEN FORUM	Points of discussion: • The 400 series relief team positions are now being posted as one-year terms. Nurses who were hired last year into those positions are being informed by the Employer that they were hired into temporary position. Their signed contracts state otherwise. New postings will now have a length attached to them. However, the messaging is still unclear with a lack of information. • Horizon has been informing 4th year nursing students that there are currently no permanent positions available, only temporary positions. • The clinical nurse specialist position has been sidelined in recent discussions and negotiations. Where is this position headed in the future? • What role does NBNU have to influence workforce adjustments happening throughout the province? How can NBNU help shape the discussion around the roles in primary health care, specifically in the role of an LPN and an RN to have well-structured teams? These concerns, initially raised in Public Health, are now being discussed in primary health care settings. • The Saint John surgery program currently includes nurse associates, but there has been discussion about introducing clinical assists, who are physicians from other countries working toward Canadian credentials. These discussions suggest replacing the nurse associates with the clinical assists, even though these positions are nursing oriented and involve direct patient interactions. Losing these roles would represent a significant loss. • There are IENs currently working in Nursing Homes who would like to transition to the hospital but are only offered casual positions even after completing all requirement. This continues to create barriers for them. • The issues in Public and Mental health created a sense of no support between colleagues, the employer took advantage of that. From those issues, three zones came together, collaborating to represent each other with a unified voice. How do we move forward in a system that is working against its nurses? • According to the WES website, applicants should hear back within 7 days. That rarely happen. Nurses are then left in limbo as they cannot complete the process to be an IEN without completing the evaluation and obtaining a credential percent. • There are privacy and confidentiality issues happening within a nursing home, where care staff are sharing residents' information with other residents. This is a breach of privacy and HIPA laws.
BELAIR DIRECT INSURANCE	Dale Weldon from Belair Direct Insurance presented a cheque in the amount of \$30,908.63 to Paula Doucet, President. These funds are from the long-standing relationship that NBNU has with Belair Direct and their voluntary home and auto

insurance. Each time an NBNU member calls for an insurance quote or purchases insurance, Belair Direct 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 \$140,019.63 has been distributed to transition houses in the province over the years from the ASA's at Intact Insurance.

WEDNESDAY, OCTOBER 22, 2025

CALL TO ORDER	The meeting was called to order by President, Paula Doucet at 08:30 hrs on October 22, 2025.
ANNOUNCEMENTS	• Thank you to the Bathurst locals, for an entertaining evening. • All emergency resolutions to be submitted to the Annual Meeting Operations Committee by 11:00 hrs today.
ROLL CALL	A total of 192 members and registered with 119 voting delegates present.
2024-25 WORKPLAN UPDATE	Paula provided an update on the workplan from 2024-25 Resolution #1 - Private Agency Nurses - NBNU continues to advocate to the government and relevant agencies for the regulation of agency nurses. This is to ensure that there are strict guidelines that the agencies must adhere too if they need to be used. - NBNU is asking that legislation be put forward on the use of agency nurses in New Brunswick. - NBNU successfully negotiated the continuation of the redeployment initiative, allowing New Brunswick nurses to volunteer to fill vacancies at other facilities within the province, reducing reliance on agency nurses. Resolution #2 – Internationally Educated Nurses - NBNU has sent letters to the Chief Nursing Officers in both RHAs, Horizon and Vitalité, in late spring requesting enhancements to programs and orientation processes for Internationally Educated Nurses (IENs) entering the profession. - NBNU will follow up with the RHAs regarding these letters and with PETL to review expectations and treatment of IENs. Resolution #3 –New Graduates - At the negotiating table, with the creation of the ‘Knowledge Transfer Initiative’, this gives the new graduates a strong start to their nursing careers. - NBNU was also successful in getting a \$1.50 orientation premium, to recognize the work of the nurses who mentor, preceptor, and orientate new graduates. Resolution #4 – Healthcare Human Resource Crisis - NBNU continues to advocate for additional funding in healthcare. This is necessary to not only support nurses but also all other disciplines. Resolution #5 – Increased Hours of Care in Long-Term Care Facilities - CFNU has released a position statement and NBNU continues to advocate for this at the bargaining table. - Chronic under-resourcing in long-term care reflects an unacceptable lack of respect for staff, nurses, residents, and their families. - The national standard proposes a minimum of 4.1 hours of direct resident care; New Brunswick’s current minimum is 3.3 hours. NBNU continues to advocate for an increase to at least 4.1 hours. Motion #1 – 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. - After discussion at the board, it was decided to expand on this motion to include all members working in health clinics or other facilities that are assigned to hospital locals.

	- A survey was created and distributed on a broad spectrum, skewing results. A new survey will be sent to members assigned to hospital locals but working in a facility outside the hospital.
GREETINGS FROM COUNTERPARTS	Janet Hazelton, President of the Nova Scotia Nurses Union Donna Trainor, Executive Director of the Saskatchewan union of Nurses Rachel Muir and John Lowe, Vice Presidents from Ontario Nurses Association
RESOLUTIONS	Karine Savoie, Simond Richard and Tambrie MacDonald presented the resolutions printed in the <i>Parasol</i> on behalf of the Annual Meeting Operations Committee. Resolution require a 50% +1 majority of those who vote. Rules of conduct for resolutions were given. No emergency resolutions were received. Resolution #1 – Nurse Retention Tax Credit IT WAS MOVED by Karine Savoie SECONDED by Simon Richard BE IT RESOLVED that NBNU work with the provincial government to establish a new income tax incentive—either as a credit or deduction—for nurses who remain in New Brunswick, regardless of age, to encourage long-term retention. RESOLUTION CARRIED Resolution #2 – Keeping Clinics Public IT WAS MOVED by Karine Savoie SECONDED by Simon Richard BE IT RESOLVED that NBNU, in collaboration with the New Brunswick Health Coalition, lobby the provincial government to ensure all newly announced health clinics remain publicly administered and staffed by public sector workers; RESOLUTION CARRIED Resolution #3 – Province-Wide Needle Exchange Program IT WAS MOVED by Karine Savoie SECONDED by Simon Richard THEREFORE BE IT RESOLVED that NBNU lobby the provincial government to implement accessible harm reduction supplies programs and safer spaces for those who use substances across all regions of New Brunswick, including rural and underserved areas. RESOLUTION CARRIED Resolution #4 – Addressing the Needs of New Brunswick's Aging Population IT WAS MOVED by Karine Savoie SECONDED by Simon Richard THEREFORE BE IT RESOLVED that NBNU lobby the provincial government to implement sustainable funding strategies to support the aging population, including: • Increased investment in home care and community-based services to support aging in place and reduce unnecessary hospitalizations; • Expanded access to long-term care facilities with appropriate staffing levels, particularly licensed staff, to improve quality of care; • Improved coordination between the Department of Health, Social Development, and community resources to deliver comprehensive, integrated care; and

- Enhanced education and training opportunities for nurses in geriatric care.

RESOLUTION CARRIED

Resolution #5 – Recognition of Licensed Practical Nurses

IT WAS MOVED by Karine Savoie **SECONDED** by Simon Richard

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

RESOLUTION CARRIED

Resolution #6 – Reconciliation and Anti-Racism in Healthcare

IT WAS MOVED by Karine Savoie **SECONDED** by Simon Richard

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

RESOLUTION CARRIED

Resolution #7 – Travel Policy

IT WAS MOVED by Karine Savoie **SECONDED** by Simon Richard

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

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

RESOLUTION DEFEATED

Resolution #8 – Minimum Allotted Time for Productive Debate

IT WAS MOVED by Karine Savoie **SECONDED** by Simon Richard

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

RESOLUTION DEFEATED

The Board will be looking at these resolutions at the December meeting and incorporating them the workplan for the upcoming year.

**CONSTITUTION & BY-LAW
CHANGES**

Karine Savoie presented the resolutions printed in the *Parasol* 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 Tambrie MacDonald

MOTION: That the proposed change to article 3.02, be adopted.

ARTICLE 3 – Interpretation

BOARD OF DIRECTORS

3.02 “Member in Good Standing” shall mean a person who is recognized by one of the bargaining units as an employee and who, subject to Article 5.0104, pays

monthly union dues and maintains a current registration with NANB their applicable regulatory body (i.e. NANB, ANBLPN).

CARRIED

IT WAS MOVED BY Karine Savoie, **SECONDED** by Simon Richard

MOTION: That the proposed change to article 5.04, be adopted.

ARTICLE 5 – Membership

BOARD OF DIRECTORS

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

CARRIED

IT WAS MOVED BY Karine Savoie, **SECONDED** by Tambrie MacDonald

MOTION: That the proposed change to article 6.03, be adopted.

ARTICLE 6 – Union Locals

BOARD OF DIRECTORS

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

CARRIED

IT WAS MOVED BY Karine Savoie, **SECONDED** by Tambrie MacDonald

MOTION: That the proposed change to article 7.01, be adopted.

ARTICLE 7 – Elections

DR. EVERETT CHALMERS HOSPITAL

7.01 Elections

(b) Eligibility

ii. To be eligible for nominations 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 3 years, attended Executive council as an observer or NBNU AGM as an observer or voting delegate within the past 5 years and be a member in good standing.

CARRIED

IT WAS MOVED BY Karine Savoie, **SECONDED** by Tambrie MacDonald

MOTION: That the proposed change to article 7.01, be adopted.

ARTICLE 7– Election

DR. EVERETT CHALMERS HOSPITAL

7.01 Elections (b) Eligibility

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

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

CARRIED

IT WAS MOVED BY Karine Savoie, **SECONDED** by Simon Richard

MOTION: That the proposed change to article 7.02, be adopted.

ARTICLE 7– Election

BOARD OF DIRECTORS

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

CARRIED

IT WAS MOVED BY Karine Savoie, **SECONDED** by Simon Richard

MOTION: That the proposed change to article 7.02, be adopted.

ARTICLE 7– Election

SAINT JOHN REGIONAL HOSPITAL

7.02 Executive Committee

(a) Nominations

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

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

(b) Eligibility

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

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

(c) Term

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

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

CARRIED

IT WAS MOVED BY Karine Savoie, **SECONDED** by Tambrie MacDonald

MOTION: That the proposed change to article 7.03, be adopted.

ARTICLE 7– Election

BOARD OF DIRECTORS

7.03 (a) Nominations

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

CARRIED

IT WAS MOVED BY Karine Savoie, **SECONDED** by Tambrie MacDonald

MOTION: That the proposed change to article 11.01, be adopted.

ARTICLE 11– Voting at Meetings of the Union

BOARD OF DIRECTORS

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

CARRIED

IT WAS MOVED BY Karine Savoie, **SECONDED** by Tambrie MacDonald

MOTION: That the proposed change to article 15.01, be adopted.

ARTICLE 15– Revenue and Financial Accountability

BOARD OF DIRECTORS

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

CARRIED

IT WAS MOVED BY Karine Savoie, **SECONDED** by Tambrie MacDonald

MOTION: That the proposed change to appendix “A”, be adopted.

Appendix “A”

Add: 21. Villa St-Isidore & 44. V. A. Snow Centre

Remove: ~~92 – Region 3 Nurse Manager & Supervisor Local~~

Update: ~~67. Dalhousie Nursing Home~~ Villa Renaissance

CARRIED

NEW BUSINESS

The following motions were presented during New Business

Motion #1

IT WAS MOVED BY Megan Carr, **SECONDED BY** Andrea Tait

WHEREAS Medavie Extra Mural Services is implementing a roll-out of CCNB, an electronic documentation and patient information accessibility system,

WHEREAS there have been identified concerns with the implementation process that causes nurses performing direct patient care increasing concern and anxiety in maintaining their professional integrity and responsibilities in performing daily designated duties while safeguarding patient care consistency and safety.

BE IT RESOLVED that NBNU will lobby to have a fully transparent and collaborative process between Medavie Extra Mural Services with the implementation process of CCNB and will advocate for a collaborative process for the timely resolution of identified concerns as the implementation process occurs to ensure the protection and support of nurses and their work for the patients they care for.

MOTION CARRIED

Motion #2

IT WAS MOVED BY Angel Lavalee, **SECONDED BY** Nancy Moore

WHEREAS current trends in RHA's (Vitalité, Horizon and Medavie) to do workforce adjustments are impacting models of care in multiple community settings.

WHEREAS there is no research or evidence to support the skills mix being proposed by RHAs. Scopes of practice for LPNs, RNs and NPs are to be defined for community settings and are not interchangeable.

BE IT RESOLVED that a working group be formed within 3 months to clearly establish the scope of practice of LPNs, RNs and NPs within the community setting. This is to ensure the right person is in the right place at the right time. Rooted by evidence.

MOTION CARRIED

Motion #3

IT WAS MOVED BY Lisa Boudreau, **SECONDED BY** Sheila Ebbett

WHEREAS many of the sponsoring locals unions do not have the adequate hotel and conference accommodations to host in their own town.

WHEREAS the collections for the food bank or any other collections (ex. Tampon Tuesday, Teddy bear drive).

BE IT RESOLVED NBNU will arrange for the donations to be brought back to the communities of the sponsoring locals from our AGM and not to the site of the event.

MOTION CARRIED

Motion #4

IT WAS MOVED BY Jacqueline Dejarjo Teyman, **SECONDED BY** Lisa Boudreau

WHEREAS all nurses in the province of New Brunswick should be treated equally in the allocation of positions.

WHEREAS the work experience of senior nurses is an important asset in a nursing world where staff shortages are glaring,

WHEREAS nurses must maintain and renew their skills and acquire new ones throughout their careers,

WHEREAS the work experience of senior nurses is essential to the welcoming and development of increasingly diverse work teams,

BE IT RESOLVED that we propose that the provincial union work with the employer to ensure that:

1. Similar positions are posted with the same terms and conditions of employment in both regions, i.e. standardized.
2. That for the assignment of Class B positions, work experience be considered equivalent to a bachelor's degree in nursing when the employer compiles its list of candidates for interviews.
3. That the provincial union support its experienced nurses by reevaluating the current classification system.

MOTION CARRIED

GUEST SPEAKER

Paula Doucet, President introduced the guest speaker, Martin Latulipe.

NEW BUSINESS CONTINUED

The following motions were presented during this session of New Business

Motion #5

IT WAS MOVED BY Mame Faty Sarr, **SECONDED BY** Jacqueline Dejarjo Teyman

WHEREAS NBNU members are part of visible minorities with differences in appearance, accent, and skin color, and experience racism on a regular basis in their workplaces from patients and their families

BE IT RESOLVED:

1. The NBNU expresses its support for promoting safe care environments for patients and members who are members of visible minorities and who experience racism on a daily basis in their respective workplaces.

2. The NBNU supports promoting education about different cultures among patients, members, and the public through training.

MOTION CARRIED

Motion #6

IT WAS MOVED BY Hannah Hamilton, **SECONDED BY** Carissa Forbes

WHEREAS Resolution #3 has passed at the 2025 AGM and,

WHEREAS nurses working directly with people who use substances provide expert knowledge on the unique needs of this population

WHEREAS the lived experiences of these marginalized people have historically been dismissed to supposedly focus on the greater public health good

BE IT RESOLVED THAT NBNU create a working group with expert members both working in this field and those with lived experience to appropriately advocate for (resolution #3) the implementation of the reduction program and safe use sites for those who use substances across all regions of NB, including rural and underserved areas.

MOTION CARRIED

Motion #7

IT WAS MOVED BY France Maillet - Gagnon, **SECONDED BY** Realyn Lagacé

WHEREAS:

1. Nurses and other healthcare workers are entitled to a safe and secure workplace, free from violence, harassment and threats to personal and professional well-being, while providing patient-centered with a trauma-informed lens,
2. Community health clinics, home care programs, and outreach sites often lack the same level of security infrastructure, staffing, and safety protocols available in hospitals, despite serving high-risk and underserved populations.
3. The absence of adequate security measures—including trained security personnel, alarm systems, safe facility design, and clear prevention protocols—creates unsafe environments that compromise both worker and patient safety, and
4. Chronic understaffing, excessive workloads, and lack of training in de-escalation and emergency response further heighten safety risks for healthcare workers.

BE IT RESOLVED THAT NBNU to advocate to GNB and health authorities that all nurses healthcare workers are to be ensured a safe and secure workplace including community health services (Public/Community mental health, health clinics/centers, outreach) while providing patient centered, trauma informed care:

1. Implement and enforce comprehensive workplace violence prevention programs that include regular risk assessments, staff training, and immediate incident reporting and response mechanisms.
2. Ensure equitable safety and security standards across all healthcare environments including community health services (e.g. Clinics, primary health care, and outreach sites) through appropriate infrastructure, staffing, and policies.

3. Establish minimum staffing levels to prevent unsafe conditions and ensure adequate support during emergencies.
4. Provide accessible mental health and trauma support for all healthcare workers affected by workplace violence or security incidents.
5. Deliver ongoing education and resources to promote trauma-informed, patient-centered approaches to care in conjunction with safety and security measures.
6. Involve frontline nurses & their unions in all decision-making processes related to the workplace safety policies, protocols, and enforcement.
7. Safety policies should not impede or increase barriers to healthcare when due to stigma or prejudices.

MOTION CARRIED

Motion #8

IT WAS MOVED BY France Maillet - Gagnon, **SECONDED BY** Realyn Lagacé

THAT NBNU Advocate to GNB and Health Authorities that each NP have the appropriate resources and infrastructure to provide high quality, equitable care (admin, office, equipment, exam rooms, allied health support, etc.)

WHEREAS:

1. NPs play a vital role in delivering comprehensive, patient-centered care across primary, acute, and community and outreach health settings; and
2. The ability of NPs to provide safe, high quality, and efficient care is directly dependent on access to adequate physical space, appropriate clinical and administrative support, and up-to-date technology; and
3. Many NPs currently face challenges related to insufficient or shared office space, limited access to exam rooms, inadequate medical equipment, and insufficient administrative and allied health support; and
4. The lack of appropriate work environments infrastructure undermines the effectiveness, efficiency and professional autonomy of NPs, and may compromise patient access and quality care.

BE IT RESOLVED THAT This union advocates that all NP positions be supported with:

1. Dedicated office space to ensure privacy, professional functioning, and confident communication in patients and colleagues,
2. Sufficient exam rooms that meet clinical standards for patient assessment, treatment, and procedures,
3. Essential medical equipment consistent with the NP scope of practice and patient population,
4. Up-to-date technology and digital infrastructure, including electronic health records, telehealth capability, and secure communication tools; and
5. Adequate administrative and allied health support staff to allow NPs to focus on clinical care and maximize their scope, rather than clerical or non-clinical tasks, and other allied health tasks.

BE IT FURTHER RESOLVED THAT this union calls upon health system employers and policymakers to integrate these standards into all NP role disciplines, facility planning, and budget allocations.

BE IT FINALLY RESOLVED THAT the union reaffirms its commitment to advocating for adequate resources and professional environments that empower NPs to deliver safe, effective, and patient-centered care in all practice settings.

MOTION CARRIED

Motion #9

IT WAS MOVED BY Denyse Michaud, **SECONDED BY** Guillaume Morin

WHEREAS:

1. Residents of nursing homes frequently come from hospitals;
2. Documents completed by nursing home social workers must be finalized at the medical development stage.
3. The assessment of potential patients for admission to a nursing home is done at the hospital by the provincial health authority.

BE IT RESOLVED THAT Nursing Homes are under the jurisdiction of the Department of Health.

MOTION CARRIED

Motion #10

IT WAS MOVED BY Sheila Ebbett, **SECONDED BY** Hannah Hamilton

THAT NBNU seek out TRUTH by consulting with the Indigenous communities of New Brunswick with the intent of reconciling as per resolution #6.

MOTION CARRIED

MOTION TO APPROVE 2026 BUDGET

With the adoption of the dues increase recommendation presented on Tuesday, the delegates were provided a revised budget. Revised figures below:

Total Revenue: \$7,667,061
 General & Administrative Expenses: -\$3,801,552
 Expenditures – Union Activities: -\$3,613,343
 Surplus/Deficit: \$252,166

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

MOTION THAT the 2026 revised budget be approved as amended and presented.

MOTION CARRIED

DATE AND PLACE OF THE 2026 & 2027 ANNUAL GENERAL MEETINGS

2026

- **Executive Council:** March 30-31, 2026 at the Delta Fredericton.
- **Annual Meeting:** October 20-22, 2026 at the Delta Saint John, hosted by the Saint John Regional Hospital and Saint John area locals.

2027:

- **Executive Council:** April 6 - 7, 2027 at the Delta Fredericton.
- **Annual Meeting:** October 19-21, 2027 at the Delta Fredericton, hosted by Dr. Everett Chalmers Regional Hospital and Fredericton area locals.

ELECTIONS

Catherine Little was acclaimed as the 1st Vice-President for a one-year term.

NBNU’s 51st Annual General Meeting – October 20, 21 and 22, 2025 at the Delta Beauséjour, Moncton, NB

CLOSING REMARKS	President, Paula Doucet thanked: • Encore AV technicians, • Barbara Byers – Parliamentarian, • Interpreters, • Delta Staff, • NBNU team, • Board of Directors, and • Members.
ADJOURNMENT	The meeting was adjourned at 15:30 hrs on October 22, 2025.

PRESIDENT

EXECUTIVE ASSISTANT