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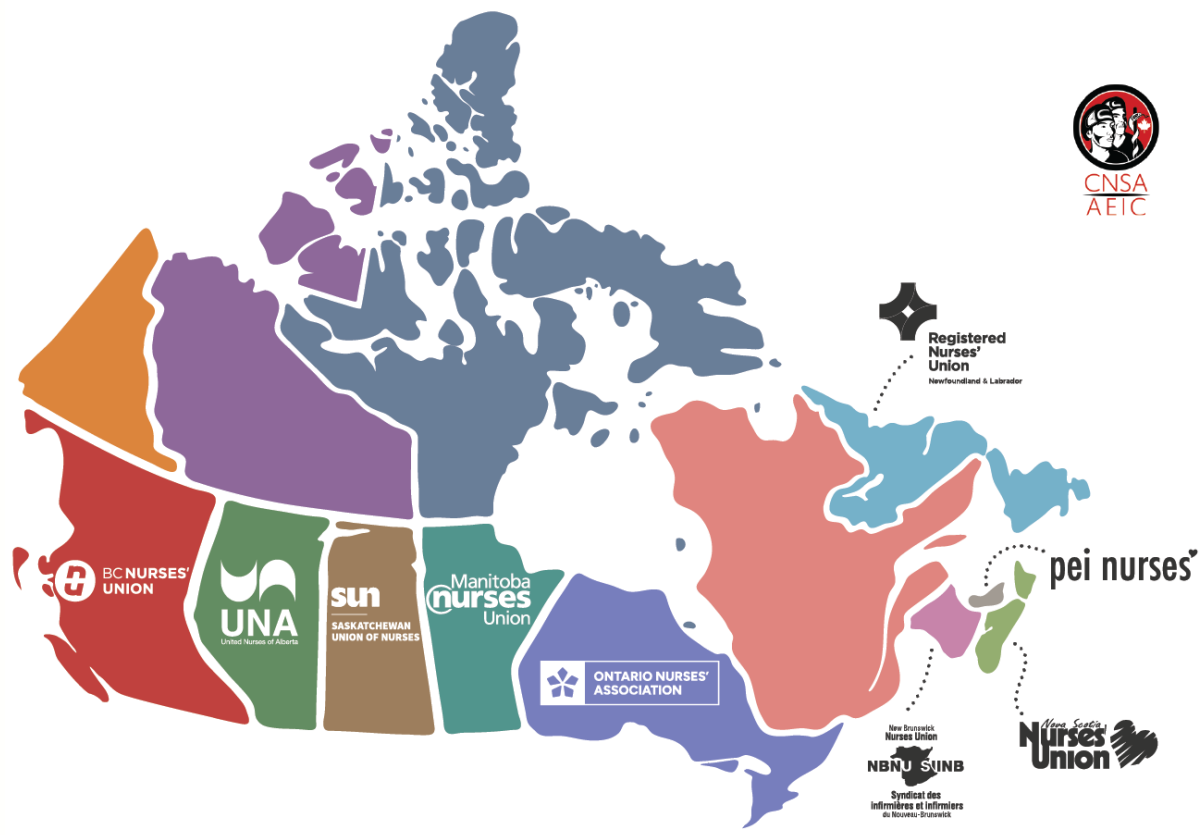


**CANADIAN FEDERATION
OF NURSES UNIONS**





Member Organizations' News





Member Organizations' News

Registered Nurses' Union Newfoundland and Labrador

Organizational review and internal communications & engagement audit

For the first time since 2004, RNUNL has completed an organizational review facilitated by Cullwick and Associates, to realign our leadership, strategy and staff engagement goals. This review examined structural and management challenges, resource allocation and staff workloads, culminating in a series of recommendations for a more effective organizational model. Key initiatives included revisions to the RNU staffing model, management structure, RNU Board and Executive, and our human resources strategy.

With dedicated staff in place, a renewed focus on transparency and streamlined communication processes, we are fully equipped to address the needs and concerns of our members swiftly and effectively. Each team member's role is clearly defined and aligned with RNU's goals, ensuring every member receives the attention and support they deserve. This solid foundation empowers us to handle challenges confidently and to continue working tirelessly in the best interests of our nursing professionals.

In-person provincial President's tour

We have embarked on our in-person provincial tour, having visited sites in Labrador, the Northern Peninsula and the Southwest Coast.

We have met with many members, hearing their stories, their concerns, their solutions and their passion for nursing while caring for the people of NL.

We have and will utilize this information when meeting with the leadership of Newfoundland and Labrador Health Services (NLHS) and government officials while advocating for better working conditions and for retention and recruitment strategies and initiatives.

We plan to continue touring sites throughout NL in 2025, with a focus on sites that have not been visited in quite some time.



RNUNL President Yvette Coffey

Member Organizations' News



RNU policy review

Following the 28th Biennial Convention and constitutional amendments (2022), RNU committed to a thorough review of our policy manual. This initiative was undertaken by the BOD with input from all committees of the Board. Many policies had not been updated in years, and the BOD recognized the need for new policies which align with *Roberts Rules of Order* (Newly Revised),

and our strategic goals as an organization. We also aligned our policies with the recommendations of the 2022 Organizational Review and Internal Communications & Engagement Audit recommendations, keeping in mind our fiduciary responsibilities.

The new policy manual has been uploaded to *myRNU*, communicated to all members via email, and communicated at Branch Executive training and Council of Presidents (COP) in 2024. An information session with highlights of the policies was held at our 29th Biennial Convention in the fall of 2024.

Stakeholder meetings

RNU Executive Director, David Hammond, and RNU President, Yvette Coffey, continue to meet regularly with government officials, leadership within Newfoundland and Labrador Health Services (NLHS), and other stakeholders to advocate on behalf of the registered nurses and nurse practitioners throughout NL and the protection of our publicly funded and publicly delivered health care system.

Some of these key stakeholders include:

- RNUNL members
- Premier of Newfoundland and Labrador
- Minister of Health and Community Services (HCS)
- College of Registered Nurses of Newfoundland and Labrador (CRNNL)
- NDP Provincial Leader
- PC Provincial Leader
- Auditor General of Newfoundland and Labrador
- Senior Leadership within NLHS
- Department of Education officials regarding childcare initiatives
- CFNU counterparts
- Federal and provincial Chief Nurse



Member Organizations' News

- Workplace NL
- BScN students
- Public sector union leadership
- Newfoundland and Labrador Federation of Labour (NLFL) Executive Council

Surgical Backlog Taskforce

Premier Furey called together a Surgical Backlog Taskforce to provide recommendations to the government on improving patient access to surgeries and procedures within NL. The final report with recommendations has been released. RNU was at the table, informing strategies and recommendations.

<https://www.gov.nl.ca/hcs/files/23324-Report-Provincial-Surgical-Backlog-Taskforce.pdf>

Collective bargaining

RNUNL successfully negotiated a four-year agreement, which expires June 30, 2026. RNUNL's negotiating team is comprised of registered nurses and nurse practitioners from all regions of Newfoundland and Labrador. This agreement consisted of wage increases of 2% per year for four years, a long service premium for 15, 20 and 25 years respectively (total of 5%), PFT incentive bonuses (\$5,000/year), a signing bonus, a new salary scale for nurse practitioners NP 35 to NP 37, step adjustments (8.8% for RNs and 10.7% for NPs), increased preceptorship premium, mentorship pilot with a yearly premium for mentors (\$1,950), double time overtime premium to fill gaps in schedules in advance to be reviewed after one year (this has since been extended for another year), applicable overtime for NPs involved in Medical Assistance in Dying (MAID), and conversion of casual employees to PFT in areas not historically viewed as preferential (not ER/critical care/day positions).

As RNU is preparing to go to the bargaining table in 2026, we have begun the process of educating our members on collective bargaining and inviting them to share their priorities and proposals, with a dedicated negotiations email, along with plans for virtual meetings, member surveys, compilation of proposals from our session at convention and priorities identified since our last round of bargaining.



Stronger Together

Member Organizations' News

Provincial Nursing Network

The recently negotiated collective agreement with the Registered Nurses' Union Newfoundland and Labrador (RNUNL) includes a letter of understanding outlining a commitment to the creation of a Provincial Nursing Network (PNN). This network will establish one table for provincial nursing leaders and stakeholders to engage in collaborative strategic dialogue for the optimization and advancement of regulated nursing professions. The scope of work for the PNN will include all regulated nursing professions: registered nurses, nurse practitioners and licensed practical nurses.

The federal *Nursing Retention Toolkit* has been adopted for the PNN work plan. The toolkit focuses on eight core themes that impact a nurse's day-to-day working life. A one-page overview of each theme was presented to the group, which included strategies to target retention. Existing/ongoing actions within the institutions represented at the table and identified priorities of PNN members were noted in the document to help inform discussions. The committee was asked to indicate additional initiatives currently in place that would support each theme as well as any proposed initiatives.

Please see Retention Toolkit RNUNL Update September 2024 [Retention Toolkit RNUNL Update September 2024](#).

Auditor General reports

The Auditor General is due to release a report on long-term care/personal care homes, home care and private agency contracts within health care, including private nursing agency contracts, in the coming months.

RNU has been very vocal in the media about the money being spent on private nursing agencies versus investing in the retention of nursing professionals in NL. We have also highlighted the conflict of interest of senior management in NLHS who have been renting to these private agencies. This has been forwarded to the AG after NLHS announced they had conducted their internal investigation.





Member Organizations' News

Nova Scotia Nurses' Union

NSNU President to serve another term

Janet Hazelton will once again lead the Nova Scotia Nurses' Union as president until 2027. She was acclaimed for the two-year position prior to the NSNU's 2025 Annual General Meeting, April 14-17.

In addition to advocating and negotiating on behalf of nurses comes the added responsibility of sitting on numerous committees, including the Provincial Nursing Network of Nova Scotia, the National Executive Board of the Canadian Federation of Nurses Unions, and the Nova Scotia Federation of Labour. Since 2005, Janet has held a seat on the Board of Directors for the Workers' Compensation Board of Nova Scotia. She is also the NSNU Trustee for the Nova Scotia Health Employees' Pension Plan and the Trustee for the NSAHO Long-Term Disability Plan Trust Fund.



NSNU President Janet Hazelton

On behalf of the NSNU, Janet adamantly supports the right to publicly funded and publicly delivered health care for Nova Scotians, regardless of where they live, and safe nurse-staffing ratios in all areas of care. She champions other causes, including a national prescription drug program, violence-free workplaces and mental health supports. She works tirelessly to help protect the quality of health care for patients and nurses' rights.

Janet Hazelton is the longest-serving president of the Nova Scotia Nurses' Union.

Interest-based negotiations – an NSNU success story

In July of 2023, members of the Nova Scotia Council of Nursing Unions (including NSNU) voted in favour of a collective agreement reached via the processes of traditional face-to-face bargaining and interest-based negotiations (IBN).

Leading up to face-to-face bargaining, the pandemic presented challenges within the health care system in Nova Scotia. While the needs of patients are always at the forefront, employees' concerns such as recruitment and retention, burnout and safety have caused stakeholders to take notice and identify that change was needed, including how bargaining is conducted.

Member Organizations' News

In the winter of 2022-2023, Nova Scotia Health, IWK Health Centre and the Nova Scotia Council of Nursing Unions were preparing to bargain their collective agreement. Given the climate of health care and the needs of nurses, the focus needed to be on more than getting a deal – these organizations needed to focus on improving labour relations between the parties.



The parties reached out to Conciliation and Mediation Services, a neutral third party that provides impartial conciliation and alternative dispute-resolution services to labour and management in unionized private and public sector workplaces in Nova Scotia, to explore alternative forms of bargaining.

The teams engaged in activities to show the differences between position-based negotiating and interest-based negotiations: practicing teamwork across the table to reach consensus while focusing on the issue needing resolution, identifying multiple solutions.

The parties began the IBN process in February 2023, tackling issues like workplace safety, career pathing and mentorship, to vacations, supporting diversity, and more. In June 2023, the teams completed the IBN process and moved forward with traditional negotiations for the financial aspects of the agreement.

Throughout the process nurses shared how valuable it was to hear genuine concern for nurses directly from employer leadership, and employer representatives shared how valuable it was to hear from frontline nurses.

IBN allowed the parties to work together, have deep and meaningful conversations about the workplace and their mutual goals of improving collective agreement terms, and ultimately the work environment, for nurses. The commitment by all involved showed a desire to continue to work together to improve the workplace, work through challenges and strengthen their labour relationship.

The NSNU gives significant credit to the IBN process for the best acute care agreement ever achieved for nurses in Nova Scotia.



Member Organizations' News

NSNU nurse staffing policy: a game changer

The Nova Scotia Nurses' Union believes that staffing language negotiated in 2023 for acute care nurses will eventually alleviate shortages and long-standing issues impacting nurses.

Nova Scotia is the second province in Canada with language that addresses staffing shortages. In early 2023, British Columbia became first to implement minimum nurse-patient ratios, guidelines to improve the delivery of quality patient care, enhance working conditions for nurses and create a stronger health care system throughout the province.

This staffing approach is about numbers but also flexibility to keep hospital units appropriately staffed – including other disciplines of care providers. This initiative will improve job satisfaction, create safer and healthier workplaces for nurses, and improve patient care.



NSNU President Janet Hazelton and CFNU delegation with INMO in Ireland

Employers and nurse unions in Nova Scotia are developing the framework for nursing hours of care per patient day (NHPPD, aka nurse-patient ratios) that determines the appropriate number of nurses for each unit across the province. This approach recognizes that not all units are the same, and that different patient populations require different levels of nursing care provided by specific skill mixes while also providing a guaranteed level of nursing staff.

When those numbers are not met, nurses will be able to formally report staffing deficiencies which will be brought to the newly established Nurse Staffing Advisory Committee. The joint committee will then determine the appropriate number of nurses for the unit. New language and changes to the Clinical Capacity Reports would then be escalated to the Nurse Staffing Advisory Committee in each zone if issues are unresolved by the labour management committee. Further escalation will include the senior management representation and the Joint Nurse Staffing Steering Committee.

Formal nurse-patient ratios have long been in place in Australia, California, Ireland and other jurisdictions in Europe and Asia. In the spring of 2024, a delegation from the CFNU, including NSNU representatives, travelled to nursing conferences in the United Kingdom to present the background and framework of NSNU's new staffing policies.

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From Wales to Scotland to London, where they attended the RCN Congress (the annual representative meeting of members which focuses on influencing the policy and future direction of the RCN), they strategized and shared ideas to make safe patient ratios a reality for all nurses, proving once again that the nursing community is global community of practitioners, intent on improving work-life balance and safety for nurses.

NSNU President speaks up for pharmacare

In February 2024, the Government of Canada introduced C-64, the *Pharmacare Act*, that puts forward a plan for the first phase of national universal pharmacare in Canada and the intent to work with provinces and territories to provide universal single-payer coverage for a number of contraceptives and diabetes medications. The *Pharmacare Act* is a concrete step towards the vision of a national pharmacare program that will improve the health of Canadians and build a stronger public health care system.



NSNU President Janet Hazelton speaking at the news conference in Truro, Nova Scotia, attended by Prime Minister Justin Trudeau

In May 2024, NSNU president Janet Hazelton stood shoulder to shoulder at a news conference in Truro, Nova Scotia, with proponents of a national prescription drug program, including Prime Minister Justin Trudeau.

Asked by the Prime Minister to speak on behalf of nurses, President Hazelton was eager to share her thoughts on this

missing piece of the Medicare vision.

“Nurses see first-hand the consequences of failing to provide universal equitable coverage for diabetes and birth control to our patients. Like so many Canadians, nurses believe everyone should be covered by the same plan, on equal terms, without financial barriers. Access should be based on need, not location, ability to pay, age, employment, or other factors,” said Hazelton.

At that time, the Government of Canada committed to consulting widely about the path forward with plans to work with provinces, territories, Indigenous Peoples and other partners and stakeholders to improve the accessibility, affordability and appropriate use of pharmaceutical products.

Nurse unions across Canada have long advocated for a pharmacare program that reduces financial barriers to accessing prescription drugs and related products. This announcement was an important step to improve health equity, affordability and health outcomes for Canadians, with potential long-term cost savings to our public health care system.



Member Organizations' News

New Brunswick Nurses Union

2023 Annual General Meeting

At the 2023 AGM, NBNU passed two constitution changes. The first change increased the length of the terms for the President, 1st Vice-President, 2nd Vice-President and the Vice-President of Finance to three years. The other constitution change added two seats to the Board of Directors. The seats are member-at-large positions: one representing nurse practitioners and another representing licensed practical nurses.

NBNU also passed a motion to study and create a Diversity, Equity, Inclusion and Belonging Committee within the union. This committee was elected in 2024 and has been working hard to identify and address the needs of members in equity-seeking groups.

At this AGM, NBNU held a rally focused on retention, recruitment and respect at the New Brunswick Legislature. This was the first rally NBNU held in many years; it was an important step in letting the government know that nurses are fed up with the blatant disrespect shown to us by Premier Higgs in the years that preceded. It was positively attended by members and the entire opposition party.



Change in government

On October 21, 2024, New Brunswickers elected a majority Liberal government to the Legislature, making party leader Susan Holt New Brunswick's first woman Premier.

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Premier Susan Holt and NBNU President Paula Doucet

Premier Holt's campaign focused heavily on health care, including a commitment to open 30 collaborative health care clinics in her first three years of power to cut wait times and improve access to primary care. Another pre-election promise was that every nurse in New Brunswick would receive a \$10K retention bonus before the end of December 2024, and an additional \$5K by the next fiscal year in 2025. Premier Holt followed through with the promise of \$10K for nurses in permanent role, excluding close to 1,200 casual nurses represented by NBNU. This has caused a rift amongst our membership. Premier Holt, Health Minister Dr. Dornan and NBNU President Paula Doucet held a virtual meeting with

members in attendance to address the issue.

Premier Holt expanded the eligibility for the retention bonus to include any nurse that accepts a permanent position and signs a two-year return-to-service agreement before the end of 2025. At the time of writing, we are still awaiting the payout of the \$5K payments promised but anticipate similar issues with eligibility for these payments as well. It was the Premier's intention to help stabilize the nursing workforce by incentivizing casual nurses to take permanent positions.

The true cost of private nursing agency contracts

The discovery of the massive spending of New Brunswick taxpayers' money on the use (and misuse) of private for-profit agency nurses was a powerful catalyst for change in New Brunswick.



Member Organizations' News

INVESTIGATION

Have nurses, will travel

During the pandemic, governments turned to private firms who sent staff from across the country at higher hourly rates. A *Globe* investigation focusing on one such nursing agency shows those weren't the only costs borne by taxpayers

TU THANH HA, KELLY GRANT AND STEPHANIE CHAMBERS
THE GLOBE AND MAIL
PUBLISHED FEBRUARY 16, 2024



NBNU was instrumental in *The Globe and Mail's* investigative reporting in February 2024, which broke the story about the exorbitant cost of contracting nurses from private for-profit agencies to keep our health care system afloat in the face of the worst nursing shortage ever seen.

This coverage, along with requests from NBNU and the CFNU, prompted Paul Martin, New Brunswick's Auditor General, to conduct a performance audit on the contracts struck between our New Brunswick's regional health authorities and private nursing agencies. Martin was later quoted as saying this was one of the most alarming audits in his career. The audit concluded that the contracts carried an unacceptable level of risk and a worrying lack of oversight and accountability. In some cases, contracts were signed with no legal review. One included a particularly alarming auto-renewal clause. At a price tag of \$174 million, with little return on the investment, except for corporations like Canadian Health Labs, it was clearer than ever that New Brunswick's health care system needed serious overhaul.

These contracts, and New Brunswickers' desire to see their use ended as soon as possible, marked a turning point for health care in New Brunswick. *The Globe and Mail* coverage and the Auditor General's report bolstered public support for strengthening New Brunswick's public health care system.

Vitalité Health Network, New Brunswick's Francophone regional health authority, is still involved in contracts with private for-profit agencies which represent an exorbitant cost to taxpayers. However, at the time of writing, Vitalité has recently stopped giving shifts to agency nurses at one health care facility. Horizon Health Network ceased the use of agency nurses effective August 31, 2024. It was a difficult transition; in some instances, NBNU had to be creative and work with Horizon to ensure coverage of critical areas across certain facilities in the province to keep emergency departments open. We utilized a concept that was on the bargaining table to re-deploy nurses to other facilities in the province and being remunerated for doing so with all costs being covered by the employer. It isn't ideal; however, it does give New Brunswick nurses a flexible option and keeps taxpayer dollars here in the province

Member Organizations' News

NBNU turns 50

2024 marked NBNU's 50th birthday. It was an opportunity to celebrate the strides nurses have made in New Brunswick since 1974, as well as the members who make our union what it is today.

In the countdown to 50, we felt it was important to connect with our members and to show our appreciation for the work they do every day. We held monthly prize draws on Facebook Live each month, where lucky members were able to win gas cards, spa experiences, hotel stays, flower nursery gift cards, picnic experiences and date nights, among other prizes.

NBNU's 50th Annual General Meeting took place October 21-24, 2024, with the theme *Honour the Past, Celebrate the Future*. In attendance were over 200 nurses, fellow labour activists from the Canadian Labour Congress and the Canadian Federation of Nursing Unions, nursing union leaders from across Canada, and NBNU's past presidents and executive directors.

The AGM featured more opportunities for members to celebrate the 50th anniversary. An exhibit room honouring NBNU history was open to all NBNU members to visit through the duration of the AGM. We also produced a video featuring interview footage from past NBNU presidents to share with our members.



Maria Richard, 1st Vice-President,
and NBNU President Paula Doucet



Mourning Daniel Légère

On December 26, 2024, New Brunswick's labour movement experienced a great loss with the passing of Daniel Légère, president of the New Brunswick Federation of Labour.

Danny's tenure as the NBFL President started in 2019; for the 14 years prior, he served as the President of CUPE NB. He was a champion of social justice and labour for decades, and his loss will be felt by the labour world for many years. NBNU President Paula Doucet, 1st VP Maria Richard and Executive Director Matt Hiltz were present at his wake and funeral. Also in attendance were Premier Susan Holt, Federal Finance Minister Dominic LeBlanc, Green Party Leader David Coon, CLC President Bea Bruske



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as well as many other social justice and labour leaders from the Atlantic provinces. In proper Daniel fashion, he received a wonderful sendoff, complete with “Solidarity Forever” being sung by everyone in attendance as he was carried out of the church to his final resting place.

Daniel’s legacy will have a lasting impact on all New Brunswickers. We intend to continue following his example of forging bonds of solidarity and showing up to fight for a better New Brunswick.

Essential Services in Nursing Homes Act

The *Essential Services in Nursing Homes Act (ESNHA)*, which was first adopted in 2009, creates a mechanism for setting the level of service that must be maintained in nursing homes in the event of a strike or lockout. Initially, the *ESNHA* applied only to nursing home LPNs (CUPE) but not the NBNU RNs. When it was first enacted, the *ESNHA* did not provide for any alternative means of resolving a collective bargaining dispute if high-designation levels made effective strike action impossible.

This is why CUPE initiated a lawsuit against the Attorney General. Following this lawsuit, the Court of Queen’s Bench and the Court of Appeal both held that the *ESNHA* was unconstitutional because it imposed unjustifiable limits on the freedom of association guaranteed by the *Canadian Charter of Rights and Freedoms*. This decision was suspended for a period of six months beginning with the date of the decision of Court of Queen’s Bench and ending on January 2, 2020. The resulting arguments in Court identified this “oversight”, and NBNU’s RNs were subsequently dragged into the fight.

At the very end of that six-month period, and without any consultation on the part of government, the provincial legislature adopted a government bill which enacted amendments to *ESNHA*. Superficially, the amendments purported to bring the law into compliance with the *Charter* by providing for access to interest arbitration. In reality, the amendments were calculated to deny access to interest arbitration in most realistic circumstances, despite the clear direction of the courts.

NBNU and NBU joined with CUPE, and the plaintiff unions now alleged that the *ESNHA* denies them the right to strike while restricting their access to interest arbitration. In doing so, it limits nursing home workers’ freedom of association in a way that is not demonstrably justified in a free and democratic society. Furthermore, the Province failed to respect previous court decisions finding the *ESNHA* unconstitutional. While the Province maintained that it was complying with the court decisions with the amendments to provide for access to interest arbitration, in reality it subjected this alternative dispute resolution mechanism to conditions that make it inaccessible. Amending the *ESNHA* in this way was clearly wrong, in bad faith and an abuse of power.

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We are currently at the discovery phase, but since there has been a change in government in the midst of this litigation, we are also waiting to see how Premier Holt decides to respond. She has shown an interest in undoing some of the previous government's anti-union legislation.

Still Calling campaign

At our 2022 Annual General Meeting, we heard from our members that they wanted us to use our next marketing campaign to shed a more positive light on nursing and the union. They wanted us to highlight all the benefits, opportunities and reasons why nursing is a calling for many. The result was Still Calling: a campaign developed by Duke Creative Collective, that allowed nurses to reflect on their “why”.



Still Calling came at an important moment for nurses. Many New Brunswick nurses were struggling with stress, burnout and exceptionally high workloads. Because every nurse featured in this campaign is an NBNU member, we asked many to provide their unique perspectives; sharing their personal stories helps reach out to others and to engage young people to consider nursing as a career choice. The message at the heart of the campaign: it is a very difficult time in health care right now, but together we can help play a critical role in stabilizing our system. As nurses, we still find meaning in what we do, and we will make it better, together.

The campaign was publicized using a microsite, social media platforms, billboards, various news sites, and in Cineplex theatres. The campaign was awarded a Platinum award from AVA Digital Awards, which honour excellence in digital creativity, branding and strategy.



Member Organizations' News

Manitoba Nurses Union

Introduction



The past two years have been a tide of extremes for Manitoba's nurses. Some days, we celebrated victories, feeling the momentum of hard-fought battles finally shifting in our favour. Other days, we faced setbacks that tested our solidarity, forcing us to push back harder than ever. Through every challenge, MNU stood firm, navigating the unpredictability of advocacy, bargaining and political change. We fought tirelessly for our members, for the future of nursing, and for the patients who rely on us. As we reflect

on this journey, we remain steadfast in our mission: protecting and empowering Manitoba's nurses.

Hope on the horizon

Coming out of the last CFNU Biennium, we felt an undeniable surge of optimism. After months of advocating through our "*The State of Healthcare is OutRAGEous*" campaign, we saw Manitobans vote overwhelmingly for change. On October 3, 2023, the NDP was elected, running on a platform that put health care – and nurses – front and centre. During their swearing-in ceremony, Manitoba Health Minister Uzoma Asagwara spoke directly to Manitobans about their commitment to listen to the front line, and two months later, they joined Premier Wab Kinew on a Listening to the Front Lines Tour.



MNU President Darlene Jackson

For the first time in years, it felt like our concerns were being heard. We had a government that was vocal about prioritizing nurses, and we dared to hope that this would mean meaningful progress. Nurses watched closely, expecting that this newfound willingness to engage with the front line would translate into real, lasting improvements.

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A sudden drop

That high tide of hope was short-lived. As MNU headed into collective bargaining, we knew it was the government's chance to prove their commitment by showing respect to nurses through proper compensation and improved working conditions. Optimistic that after several rounds of intense bargaining, we reached a deal rather quickly, hoping this collective agreement would set the tone for improvements to the ongoing needs of nurses.

In the midst of bargaining, at MNU's Annual General Meeting in May 2024, both Premier Kinew and Minister Asagwara addressed our members. Their presence, again, set expectations high, but the lack of immediate and meaningful action left many questioning whether their words would translate into real change.

By July 2024, a tentative agreement was reached in all regions of Manitoba.

Taking back control

While the government promised to listen, their actions – or lack thereof – spoke louder than words. The Front Line Listening Tour, which began with promise, stretched out for nearly a year, often with months passing between visits. By August 2024, frustration had reached a boiling point. MNU declared the need for transparency, asking the government to outline what concrete actions had come out of these conversations.

**"THE KINW
GOVERNMENT'S
HONEYMOON
IS OVER..."**

Recognizing that waiting for change was no longer an option, we launched the Grade Your Government Survey in October 2024. The response was overwhelming, and the results were a wake-up call. Over 60% of respondents reported that they had

seen no improvement – or even worsening conditions – in key areas such as staffing levels, violence in the workplace, mental health supports and patient outcomes. The data was undeniable: the crisis on the front lines was far from over.

Building on this momentum, MNU developed and published a white paper in early 2025. This research-backed report provided an in-depth analysis of the ongoing issues in health care, from the nursing shortage to rising workplace violence, and outlined concrete recommendations for lasting, systemic change. The message was clear: health care remains in crisis in Manitoba, and we will continue to push forward and fight for the change our health care system so desperately needs.





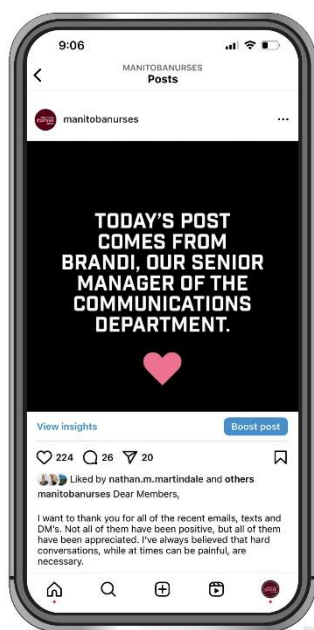
Member Organizations' News

The power of solidarity

Rebuilding solidarity within our union has been one of the most crucial battles we've fought over the previous two years. But in the face of division, MNU has remained committed to bringing members back together, reminding them of our shared strength and purpose.

MNU's Senior Manager of Communications and External Relations, Brandi Johnson, expressed during a particularly difficult moment:

"Today, I am personally asking you to please open your minds and hearts. To please be sure you are consuming truth. To please stand up for one another if you have the strength to do so. Please take a moment to be reminded of the hard work we've done collectively."



Today, we have to look to a point on the horizon and start moving forward. We have to begin strategizing where we go from here and how we reinvigorate our togetherness."

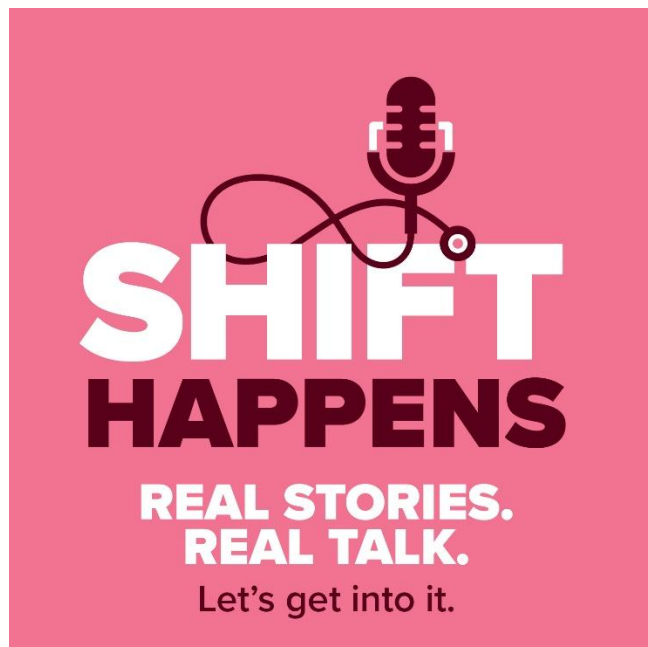
These words reflect the deep challenges we faced but also the commitment that drives us forward. Through a focus on collective action, we continue to work to take back control of our strength as a union.

If the past two years have reinforced anything, it's that we couldn't do this alone. Every wave we face, we face together. The theme of this year's CFNU Biennium, *"All In,"* perfectly captures our approach. We have mobilized at every level – from individual nurses taking action on social media through Code Maroons, to our members engaging in national discussions about nurse-patient ratios and health care reform.

We have held space at key events, such as the Nurse-Patient Ratio Summit, where our next MNU Vice-President attended, and the SOS Medicare 3.0 Conference, where two of our members stood alongside advocates fighting to strengthen public health care. But beyond policy and politics, we continue to connect with our members in ways that reaffirm why we do this work. Our *I Am a Nurse* campaign reminded nurses of their essential role in health care, grounding us in our shared purpose and commitment to the profession.



Member Organizations' News



Shifting the conversation

Regardless of the landscape, one thing has remained constant: the power of nurses' voices. At MNU, we have always advocated for nurse voices to be heard – and now, we have a new platform to amplify those voices.

In February 2025, we launched our official podcast, *Shift Happens*. A space where we can speak our truth, discuss the issues and push for change without fear of being silenced. It's about breaking down barriers, challenging stigma and making it clear that nurses will not back down.

Conclusion

Through every rise and fall, we have never lost sight of our mission. The past two years have tested us, but they have also strengthened our resolve. We have seen what is possible when we stand together, and we have felt the weight of what still needs to be done. But if there is one thing we know for certain, it's that we will never stop fighting the good fight.

As we look ahead, we do so with hope. Change is constant, and the tides will continue to shift, but we are unwavering in our commitment. We are all in. And together, we will continue to chart a course toward a stronger, safer and more sustainable future for nurses and patients alike.



Member Organizations' News

Saskatchewan Union of Nurses

For the Saskatchewan Union of Nurses (SUN), 2023-2024 was defined by resilience, solidarity, change and even some celebration.

Resilience: a nursing crisis in freefall

Saskatchewan has continued to grapple with widespread registered nurses shortages impacting nearly every area of care. Rural Saskatchewan has been particularly hard-hit, leading the nation with a 21% drop since 2018, according to 2024 data released by the Canadian Institute for Health Information (CIHI).

The fallout has been profound for patients, communities and registered nurses alike.



SUN President Tracy Zambory

Rural and urban service disruptions, emergency departments overcrowding and hallway nursing, cancelled or delayed surgeries, and excessively long waits for care became the hallmarks of the worsening Saskatchewan patient experience.

SUN members worked unfathomable amounts of overtime, clocking close to one million hours in 2023 and seeing a 16% increase to break the one-million-hour barrier in 2024. With a population of just over 1.2 million and only 11,000 SUN members, these staggering amounts of overtime continued to fuel burnout and the nursing crisis. The province's overreliance on private agency nurses to fill the nursing shortage gap also ballooned over the same period, hitting \$83 million in the 2023-2024 fiscal year, double the year prior.

Solidarity: getting loud for safe staffing

Not since 1999 have Saskatchewan's registered nurses taken to the streets to defend their patients, but in 2023-2024, this happened on three occasions.

In October 2023, registered nurses said "enough is enough" as they rallied for safer staffing in Regina on the first day of the fall sitting of the provincial legislature. Just one month later, SUN

Member Organizations' News



SUN First Vice President Denise Dick

members marched again in Saskatoon, as frustrations with the chronically unsafe working conditions in the city's emergency departments boiled over. By October of 2024, hundreds of SUN members once again gathered on the steps of the legislative building in Regina, following another year of government inaction on Saskatchewan's nursing and health care crises. This came at a time when larger center emergency departments were hitting record 300% capacity levels, and 86% were reporting patient risk due to short-staffing, according to an August 2024 survey of 1,569 SUN members.

Change: rebuilding through advocacy and action

Engaging the public through media, social media and paid advertising campaigns remained central to SUN's advocacy strategy in 2023-2024. The public are often unaware of what's playing out in the health system until they seek care for themselves or their loved ones. Unfortunately, governments also seldom act unless they are compelled to by their constituents.

In 2023-2024, SUN's campaigns tackled health care issues such as hallway nursing, emergency department overcrowding and rural hospital service disruptions due to nursing shortages, while also tapping into the nursing qualities people value most with the Caring for the Ones You Love campaign. Digital video content garnered over 3.3 million complete video views, and drove over 400 thousand website visits, playing a crucial role in public education and building empathy for the challenges registered nurses face every day.

SUN's unrelenting health advocacy also helped reshape the provincial political landscape.

The Your Voice social media campaign, coupled with the Safe Staffing Gets My Vote campaign, created a space for SUN members to share real-time frontline concerns with the public while asking them to make health care their voting priority. The influence of these campaigns on the fall 2024 provincial election was significant.

The nursing crisis was thrust to the center of debate, and a promise to establish a nursing task force was ingrained into both major political parties' campaign platforms. For the first time in



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nearly two decades, the outcome of the election also looked very different in large part because of SUN members. While the Saskatchewan Party still holds a majority with 34 seats, 14 were ceded to the New Democratic Party, now holding 27.

In the months following the election, SUN remained focused on ensuring the newly formed government upholds their election promise and November 2024 throne speech commitment to standing a nursing task force that is inclusive of all stakeholders and has the resources and authority to get things done.

In November 2024 representatives from SUN, the Saskatchewan Health Authority (SHA) and Saskatchewan Association of Health Organizations (SAHO) met to exchange bargaining proposals. SUN's focus: improving registered nurses recruitment and retention by creating healthier, safer work environments, through evidence-informed nurse-patient ratios, addressing violence and modernizing compensation.

IN 2023-2024, SUN also achieved important wins for patients, registered nurses and the system because of member action. The Nursing Advisory Committee is a proven collective agreement tool that helps address documented member concerns relating to evolving patient needs, excessive workloads, insufficient staffing, upholding professional standards and a variety of other challenges. 2023-2024 saw important wins for many workplaces across Saskatchewan, including improved baseline staffing, charge nurse assignments, relief lines, nurse practitioners, more support staff, and new clinical resource nurses, clinical nurse educators and clinical coordinators.



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Celebration: 50 years strong

In 2024, SUN turned 50, and the annual meeting was a birthday celebration to remember! From SUN's humble beginnings in a basement in Regina, the Union has grown to represent more than 11,000 registered nurses, registered psychiatric nurses and nurse practitioners in every corner of Saskatchewan. SUN has become the voice of registered nurses in the province and one of the most respected leaders in health care – a true cause for celebration.



Unity: together we rise, united we thrive

In 2025, SUN is focused on further engaging with and activating members, because registered nurses united are an unbreakable (and formidable) force for change. Right now, there's nothing Saskatchewan patients need more.



Member Organizations' News

United Nurses of Alberta

UNA report to the CFNU

As the global COVID-19 pandemic faded from government attention and public consciousness, we have seen the Alberta health care system approach the brink numerous times as privatization and massive restructuring is promoted by the United Conservative Party government as a solution to the challenges facing public health care. In the midst of this, at the time this report was written, United Nurses of Alberta is deep in mediation for a new Provincial Collective Agreement for more than 90% of our members. Meanwhile, more than 250,000 unionized public sector workers in Alberta are bargaining for new collective agreements. A strike by more than 6,000 education support workers represented by CUPE is now under way in seven communities throughout the province.



Heather Smith, UNA President

Health care restructuring

The Alberta Government is currently undertaking the largest organizational restructuring of public health care in the province's history. After winning the leadership of the governing United Conservative Party by promising the party's base that she would dismantle AHS in response to the province-wide health authority's role in implementing COVID-19 public health restrictions, Premier Danielle Smith announced shortly after the 2023 election that her government would break up AHS into four separate "pillars." Those organizational silos now include Acute Care Alberta, Assisted Living Alberta, Primary Care Alberta and Recovery Alberta. AHS, however, continues to exist, for the time being at least. UNA members have been transferred to some of the new agencies and continue to be subject to the Provincial Collective Agreement.

A key component of the government's health care restructuring plan is increased reliance on publicly subsidized privately owned and privately operated surgical facilities, which the government terms "chartered surgical clinics." While the government is focused on what it describes as free-market solutions to the challenges facing the health care system, there is no shortage of research and data that shows these private for-profit surgery centres are more expensive and less efficient, and result

Member Organizations' News

in the loss of qualified practitioners from the public system. The government is nevertheless adamant that dividing the public health care system into separate organizations will create more efficiency and better patient care. The actual result to date has been rising confusion and chaos for nurses, physicians and health care workers, as well as for patients, their families and the public generally.

Staff shortage

The nurse staffing shortage is evident in every corner of Alberta with dozens of worksites temporarily closed or operating at lower capacity on a daily basis. The staff shortage is also reflected in the fact that 2,899 professional responsibility concerns were filed through UNA in 2024. One report found that emergency departments in Alberta were closed for more than 38,000 hours, or about 4.3 years combined, in 2023. Of the 26 emergency departments that shut their doors in 2023, more than half closed for 20 days or longer.



Reacting to years of disrespect by employers and governments, exhaustion, underfunding of their frequently chaotic worksites, chronic understaffing everywhere and a government that refuses to listen to what nurses have to say, many nurses chose to retire, change careers or just quit. This exacerbated the ongoing crisis in the health care system. Nurses remaining in the system describe receiving up to 100 text messages a day from staffing officers urging them to take extra shifts, and even cases of managers lurking in grocery stores aisles to waylay nurses and press them to agree to work additional shifts or mandate them!

UNA Labour School in Canmore

UNA members from across Alberta travelled to the mountain town of Canmore to sharpen their skills at UNA's Labour School. The four-day educational event was held April 22 to 26, 2024. UNA members attending the school were immersed in a wide-range of course topics, including creating inclusive workplaces, mental health and addictions, scheduling, contract interpretation, communicating with management, and more.

Students at the school also heard from a range of guest speakers, including UNA President Heather Smith and Second Vice-President Karen Kuprys, who at the time was the Alberta Federation of Labour's Secretary-Treasurer. UNA educators, labour relations officers, professional responsibility advisors, occupational health & safety advisors and managers shared their professional expertise with students by acting as facilitators at the school.



Member Organizations' News

Nurses' Rally for Respect!



More than 1,000 UNA nurses joined a massive demonstration billed as a Rally for Respect outside the Alberta Legislature on the last day of the union's AGM. Estimates suggest that as many as 12,000 people took part in the October 24 rally, called by several unions to back the approximately 250,000 Alberta public employees in bargaining with boards, agencies, commissions and directly with the Alberta government itself.

Participants in the rally from all major public sector unions representing nurses, teachers, education workers, municipal workers – as

well as families, friends and members of the public – shouted their support of the right to strike in collective bargaining and, in particular, for the CUPE education workers bargaining with school boards in Edmonton and Fort McMurray. The signs held by UNA members at the rally emphasized that Alberta nurses deserve respect, safe staffing and better working conditions.

Short speeches by the leaders of Alberta public sector unions, including UNA, the Alberta Union of Provincial Employees, the Health Sciences Association of Alberta and CUPE, indicated they are fed up with “secret mandates” provisions inserted into Alberta labour law by the UCP in 2019, which allow the government to surreptitiously manipulate the collective bargaining process.

“I’m here representing 35,000 nurses from all across this province,” UNA President Heather Smith told the cheering crowd. “I just want to say we are here because of respect – actually, we’re here because of disrespect! And it’s not just disrespect for nurses, it’s not just disrespect for health care workers, it’s not just disrespect for education workers, teachers and doctors. It’s disrespect for all Albertans!”

At least Ralph Klein and his ‘Third Way’ didn’t try to deceive the people about what he intended. Danielle Smith with her fourth way is deceiving the citizens of this province for months! That is the ultimate disrespect!”



Danielle Larivee, UNA 1st Vice-President



Member Organizations' News

Government

Conservatives returned to power in Alberta in 2019 after the four-year NDP government. Premier Jason Kenney, a former federal Cabinet minister who had switched to provincial politics, led a successful campaign to join the two conservative political parties with seats in the Legislature into the United Conservative Party. His government implemented market-oriented policies typical of the time accompanied by more extreme hard-right rhetoric. Necessary public health policies during the global pandemic in 2020 and 2021 became increasingly unpopular with his own party's base, which he had energized and empowered with his rhetoric.

In 2022, as a result, he was unseated after a leadership review vote demanded by the party's most radical factions. He was replaced by Danielle Smith, a former Alberta politician who had become a right-wing talk radio host who promoted anti-vaccine and extreme market-fundamentalist narratives on her radio program. Too late, Kenney branded this group "lunatics." Speculation that Smith would act more moderately in office proved to be naïve, and since becoming premier in October 2022, she has embarked on health policies that include heavy emphasis on privatization of medical services, breakup of the Alberta Health Services health agency created in 2009 into silos with separate executives, privatization of surgical services, hostility to public health measures on the spurious grounds of freedom, forced treatment of drug addiction, and mass firings of AHS managers, leaders and board governance officials. The result has been chaos and plummeting morale among employees as described above. If everything happening in the United States under the Trump Administration sounds familiar to Albertans, it is because we have already seen it in action here.

Premier Smith is a skilled communicator, however, and until the start of this year just weeks ago has been able to implement her program with relative ease. But shocking allegations of corruption in the awarding of government contracts for private surgical clinics made by the most recently fired AHS CEO in January in a wrongful-dismissal statement of claim have rattled the government. Smith's minister of infrastructure has quit, suggesting similar things may be happening in government departments, and for the first time since she became premier, Smith has been encountering strong headwinds. The NDP Opposition, its new leader Naheed Nenshi without a seat in the Legislature, has had trouble responding effectively. The strongest opposition to the government's health policies has come from public sector unions and civil society groups.

Advertising and public engagement

It Could Be Better Here is UNA's latest advertising and engagement campaign launched to address the pressing issues facing Alberta's public health care system.



Member Organizations' News

The campaign has three primary objectives. First, it aims to raise awareness about the ongoing challenges within Alberta's public health care system, including understaffing, long wait times and the threat of privatization. Second, it strives to advocate for change by pushing for policies that protect patient care and support nurses who are at the front line of the health care crisis. Third, the campaign seeks to engage Albertans by encouraging them to actively participate in advocating for improved health care policies. This involves mobilizing the public to demand solutions that put patients before profits.



It is set to run from March to August 2025. It will run concurrently with UNA's 3RS: Respect, Retain, Recruit campaign, which focuses on retaining nursing staff and recruiting new professionals. The alignment of these campaigns reinforces UNA's commitment to addressing Alberta's health care challenges holistically.

To maximize its reach, the campaign utilizes a multi-platform approach. Messaging is shared across various media channels, including radio, television, billboards, buses, Corus digital platforms and social media. This comprehensive strategy ensures that the message reaches a wide audience, effectively raising awareness and encouraging public engagement. It Could Be Better Here serves as a call to action, urging Albertans to stand together in advocating for a better public health care system.

Member Organizations' News

Ontario Nurses' Association

ONA report to the CFNU

The health care landscape across Ontario has been fraught with much contention and chaos. The Doug Ford Conservative provincial government is fixated on privatizing our health care system to line the pockets of their corporate buddies. Ontario's growing staffing shortage continues to impact the care we are able to provide to our patients, residents and clients, as the nursing shortage reaches an epic 25,000+. Yet tenacious ONA members are fighting back like never before: across the province, in our communities and at our workplaces. The nurses and health care professionals are coming.

ONA turns 50 and reinvigorates members

On a beautiful fall day in 1973 – October 13, to be exact – a group of fierce and courageous nurses who were fed up and ready to do something about it joined together in a downtown Toronto hotel ballroom and spoke about their common grievances. With more than 100 groups of nurses gathered from across the province, ONA was born, and with it a new energy and spark to fight. Fifty years later – at ONA's



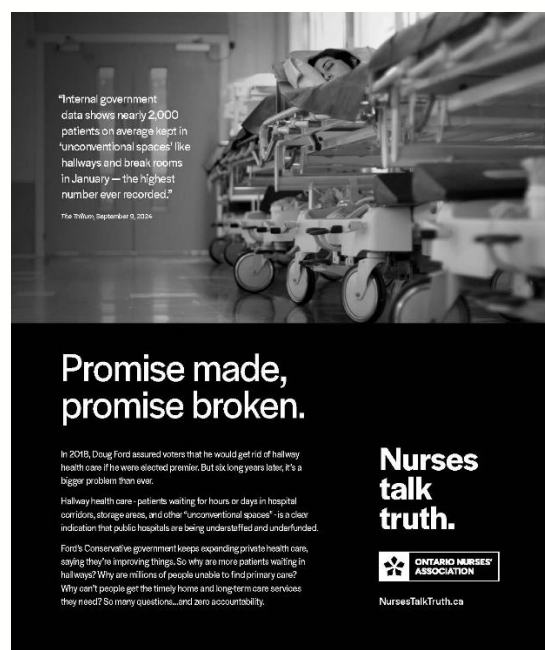
2023 Biennial Convention – ONA unveiled a fresh brand that helps ONA to return to the grassroots from which our union was born and where our members will grow for the next 50 years and beyond.

Our members are squarely in the spotlight of our new brand: they are ONA, and it is their stories and experiences that will reclaim the truth from governments and administrators, set the record straight and proclaim that we will never be taken for granted again. Since our brand relaunch, ONA members have taken to the streets and are fighting for nurse ratios, improvements in long-term care, boosts for public health, and better patient, resident and client care. It's a new ONA, and our members are embracing a newfound liberation.



Member Organizations' News

Province-wide campaigns tell the brutal truth



With the severe shortage of nurses having a staggering impact throughout the health care sector, ONA launched a long-running provincial campaign – Nurses Talk Truth – that tells the brutal truth about the state of health care. Though ONA receives significant earned media coverage on issues like the increase in hallway health care, longer wait times and facility closures, it's our members who work inside the system who fully understand the scope of the crisis. Many members believe that the Ford Conservatives are intentionally causing the public system to struggle so that people will accept privatization as a solution. As one ONA member recently said, nurses are not frail, or pushovers. We will be loud and tell everyone what we believe in. Our members came

forward as advocates for their patients, residents and clients, and for their colleagues and profession. Speaking with passion and urgency, they shared their direct experience of unsafe workloads and the negative impact on quality of care. Voicing their frustration with government underfunding and inaction, their testimonies became the core of a compelling set of TV, social media, transit shelter and print ads. Their messages were clear: Ontario deserves better. ONA's award-winning campaign obtained impressive metrics, including our TV spots, which received 36 million impressions from adults aged 35+; Facebook and Instagram ads achieved 6 million impressions with more than 66,000 click-throughs to the microsite, and we received an overwhelming 2 million impressions on our 15-second ads.

Transparency and mobilizing key in historic contracts

For the first time in ONA's history, individual frontline members had the opportunity to be directly involved in developing, reviewing and voting on bargaining proposals that would be presented at provincial bargaining tables. This major shift was based in part on member feedback for more transparency and involvement in the negotiations process. For nursing homes provincial bargaining, priorities were presented to hundreds of members during a virtual meeting. To support the bargaining campaign, members engaged like never before in a series of escalating actions, including a sticker-up action, a phone zap, a rally outside for-profit Extendicare's head office, and all-out pickets. The arbitrated decision provided wage increases not seen in decades in this sector – 11.5% over two years – proving when members come together, we win.

Member Organizations' News

In hospital provincial bargaining, thousands of members detailed their demands in our bargaining survey, while hundreds voted on proposals taken to provincial negotiations. In the 2023 hospital contract, ONA members received wage increases rarely seen, while also noting that this is just a first step in forging better working conditions. Calling the increases long overdue and meaningful, the decision acknowledged that wages had fallen behind over the past decade and play a significant role in the ability to retain and recruit desperately needed nurses and address the dire nursing shortage.

In our 2025 hospital bargaining campaign, ONA members were out on the streets demanding a contract that respects our work and improves patient care. With registered nurse-patient ratios a key demand, hundreds of members and labour siblings attended an all-out rally that shut down a busy Toronto intersection while bargaining was happening, ensuring that employers heard them loud and clear. ONA used print, radio, TV, transit shelter and social media advertisements to alert the public to the plight of our health care system and those who work within it, including ads featuring our hospital members. As Provincial President Erin Ariss, RN, notes, “It’s going to take more than negotiating at the table to win. It will take all of us standing up together.” ONA members will not be silenced any more.

ONA fights against health care privatization

Erin Ariss, ONA President

It is no secret that Premier Doug Ford and his Conservative Members of Provincial Parliament are wholly in favour of breaking apart Ontario’s public health care system piece by piece and selling it off to the highest for-profit bidders. Private clinics will only deepen the staffing crisis, a threat that is especially grave in small towns and rural Ontario, where dozens of emergency departments have closed because of lack of staff.



ONA members across the province have been delivering a forceful message to the Ford government: keep privatization out of health care services. From Belleville to Sault Ste. Marie, Windsor to Ottawa, members are mobilizing to protect our public health care system. Members took actions to talk about how privatization impacts our public system; one obtained flyers and went unit to unit; another used Nursing Week as a way to gather many at an event to talk about the devastating effects of privatization.



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ONA launched a powerful and very visible campaign, which includes a series of hard-hitting ads in prominent daily newspapers, magazines, social media and transit shelters. ONA was part of a major joint health care union's anti-privatization campaign with SEIU Healthcare, CUPE, Unifor and OPSEU. This historic alliance has seen members at work locations across the province mobilize and organize other members to participate in demonstrations outside those facilities. The goal was to demand their CEOs join their call for investments in higher staffing levels and a meaningful recruitment and retention strategy to improve patient care and help clear the surgical backlog that Premier Ford is using as an excuse for privatization. To bring the point home, thousands of petitions signed by the majority of unionized staff at these work locations were delivered to their CEOs.

ONA initiates key anti-racism and anti-oppression initiatives



ONA continues to move forward on its anti-racism and anti-oppression (ARAO) journey in addressing the ongoing racism and oppression that exists for so many members and staff, and within our communities. An ARAO statement was added to ONA's Statement of Beliefs and Constitution at our Biennial Convention which, along with clarity on our ARAO approach,

commits to integrating ARAO practices and principles into every level of ONA. ONA's Board approved a declaration on truth and reconciliation to establish a pathway that advances ONA's commitment to reconciliation, which creates guiding principles and is meaningfully incorporated in all aspects and activities of our organization. Member resources have been created to further our ARAO work, including the Advocacy 101 Digital Toolkit, Beyond Equity email newsletter, and modules on our eLearning platform. A pilot project for communities of support was launched to offer virtual settings that allow a safe environment with the goal to rebuild trust and strengthen solidarity. In these spaces, members share commonalities, seek guidance and feel empowered. Hundreds of members actively participated in many parades and festivals across the province that supported and underscored this work, including the Grand Parade of the Toronto Caribbean Carnival, Pride celebrations, Labour Day marches and more.

Member Organizations' News

Bill 124 struck down once and for all

The five-year fight over wage-suppressing Bill 124 has finally ended with the Ontario Court of Appeal siding with the lower court's decision to strike this legislation down. Bill 124, which capped total compensation for ONA members and other largely female-dominated public sector workers at 1% for each of three years, found it violated the constitutional rights of unionized employees to meaningful collective bargaining, as guaranteed by the *Canadian Charter of Rights and Freedoms*. Soon after the Court's decision, the Ford government announced it would not appeal to the Supreme Court of Canada and repealed Bill 124 in its entirety through an Order in Council. "This heinous bill should never have been passed in the first place," notes ONA's President. "Instead of trying to work with nurses on fixing what ails our broken health care system, the Ford government chose to take direct aim at us. Nurses and health care professionals fought back. And we won."





Member Organizations' News

British Columbia Nurses' Union

BC nurses ratify historic collective agreement

After months of negotiations that stretched through the COVID-19 pandemic, on April 27, 2023, BCNU members voted to ratify a three-year Nurses' Bargaining Association (NBA) provincial collective agreement. The new contract was a significant achievement, making BCNU members the highest-paid nurses in the country and creating a groundbreaking new model for safer staffing.



The contract applies to nurses in acute care, community, public health, long-term care and other settings within BC's health care system. In addition to general wage increases of 12% over the three-year term, the contract featured significant increases to shift premiums, on-call rates, responsibility pay and an isolation travel allowance. The wage schedule now provides meaningful wage gains and new increment steps at years 10, 15, 20, 25 and 30 to aid retention and reward long-standing nurses.

As union leaders know well, a good contract is about more than just wages, and we were proud to deliver on our mandate to make significant improvements to non-monetary items. The contract implements measures to enhance workplace safety, including improved access to critical incident support, five additional Enhanced Disability Management Program representatives, and increased violence prevention training to promote a safer work environment.

The new contract language centres the principles of diversity, equity and inclusivity to ensure all BCNU members are welcome in their workplace. A standalone article acknowledges the pervasive and ongoing harms of colonialism that Indigenous people face. It makes specific commitments to truth and reconciliation, cultural safety and strategies to address Indigenous-specific racism in the health care system. Additionally, the ratified contract establishes four new full-time positions for stewards who bring a focus on truth and reconciliation, cultural safety and DEI in the workplace.

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In addition to the terms of the contract, BCNU negotiated hundreds of millions of dollars in funding to support retention and recruitment and a groundbreaking agreement to fund minimum nurse-patient ratios.

Minimum nurse-patient ratios (mNPR)

The COVID-19 pandemic highlighted serious deficiencies in BC's health care system – a chronic nursing shortage, increasingly difficult working conditions, pervasive burnout, and reports of poor mental and physical health among nurses. As the pandemic wore on, a vicious circle emerged: as nurses left the profession, demands on remaining staff increased, worsening conditions in health care workplaces. BCNU issued an urgent call to the provincial government and health employers: invest in nurses now to address the crippling staffing shortage and save our health care system.

Our 2023-2025 NBA contract finally accomplished what nursing unions across the country had been demanding for decades: establishing minimum nurse-patient ratios across all health care settings in BC. Along with our sister unions across the country, BCNU has championed this initiative for many years, as it is a significant step toward improving health care for nurses and patients.

In March 2024, the province announced ratios for six health care settings in acute care facilities, including most adult medical, surgical and high-acuity units. To support the implementation of mNPR, BCNU negotiated with the government for significant funding to recruit, retain and return nurses to the profession.



Adriane Gear, BCNU-President

BCNU has been working closely with the government to create a framework for successfully implementing mNPR. Union representatives sit on the provincial Executive Steering Committee, which operates by consensus to provide recommendations to the Ministry of Health regarding the investments outlined in the agreement. Additionally, five working groups were established to provide policy recommendations on the following topics: planning, implementation, monitoring and evaluation, recruitment and retention, and communications.



Member Organizations' News

Thanks to their hard work, the government released a policy directive in September 2024, outlining requirements for health authorities to implement ratios across the province. The government also announced ratios for an additional 15 hospital-based settings, including specialized care and emergency departments.

While the announcement of minimum nurse-patient ratios marked a new commitment to recruitment, retention and the successful implementation of ratios, much work remains. BCNU remains committed to holding the government accountable for implementing ratios in all care settings and remedying the nurse staffing shortage.

To that end, BCNU has invited members to assist in monitoring the implementation of mNPR in their units with an expression of interest form on our member portal. After hearing reports of long delays in hiring, the union invited nurses who have faced challenges in getting hired to share their stories on the BCNU website. The stories will assist the union in bringing this issue directly to the Ministry of Health and continue advocating for a more efficient hiring process.

Public outreach

With government agreements and funding in place for minimum nurse-patient ratios, BCNU launched several public-facing outreach efforts to educate the public and gather support for this life-saving initiative.

At RatiosSaveLives.ca, the public can learn how minimum nurse-patient ratios can improve patient outcomes, bring more nurses to the profession and save money throughout the health care system. The website features three short animated videos describing the benefits of ratios, which ran separately in targeted social media ads, garnering over 22 million impressions in the campaign's first three months. The union also sponsored three in-depth articles in *The Globe and Mail* focusing on how ratios benefit patients and boost nurse retention.

While much public outreach focused on ratios, the union also continued to build public support for nurses through two consecutive holiday ad campaigns. In 2023, our province-wide holiday advertising campaign highlighted nurses' dedication to their patients and their sacrifices of time spent with friends and family. The [Health Care Never Takes a Holiday](#) campaign ran on television and radio stations across the province. The ad campaign also ran on digital platforms, billboards and BCNU's social media channels.

The 2024 holiday campaign, [Home for the Holidays](#), focused on nurses' exceptional care and commitment. The ad ran on television, radio, and digital platforms throughout the holiday season. The ad invited viewers to share their gratitude for nurses on the BCNU website. Comparative analysis following the 2024 campaign demonstrates robust growth in the public's respect and admiration for nurses, with 45% of tested viewers reporting that they would take action to support nurses in bargaining.

Member Organizations' News



BCNU launched a significantly expanded member activation campaign during the 2024 BC provincial election and encouraged members to share the union's key election asks, which included strengthening our public health care system and investing in nurse recruitment and retention. This work complemented the union's public-facing election ad campaign called *Vote Like Your Health Depends on It*.

Meanwhile, our 16 elected regional lobby coordinators met with MLAs and candidates throughout the campaign to bring them our messages about ratios and health and safety issues in the workplace, asking them to pledge to solve the nurse staffing shortage and support minimum nurse-patient ratios across all care settings if elected. The pledge further asked candidates to support mNPR implementation and help retain and recruit the nurses BC needs. Twenty-eight candidates, including BC Premier David Eby and newly appointed Health Minister Josie Osborne, signed the pledge.

Finally, we have been working hard to advocate for improved safety in health care as members continue to report incidents of violence on their worksites. The Not Okay campaign, launched in spring 2024, highlighted the need for safer workplaces and accountability from health authorities to protect members' safety. Members across the province received an online form with questions about workplace hazards. Over 3,000 members took the survey, reporting incidents of assault, witnessing acts of violence, and exposure to weapons and illicit drugs at work. BCNU's provincial council took members' messages to Victoria in May, demanding that the provincial government hold health employers accountable for keeping nurses and health care staff safe.



Member Organizations' News

Preparing for bargaining

Throughout 2024, BCNU undertook extensive preparations for the upcoming NBA negotiations with the Health Employers' Association of BC (HEABC). BCNU's provincial bargaining agreement with HEABC, the largest contract covering nurses across BC, expires on March 31, 2025.



To prepare the membership and gather input, we organized six two-day regional bargaining conferences by health authority, bringing together over 1,600 members in just four months. We also held a one-day virtual human rights and equity-focused bargaining conference.

These conferences educated members about the bargaining process and facilitated in-depth discussions on bargaining priorities. Notably, more than 70% of participants were first-time bargaining conference attendees, breaking new ground in member engagement in bargaining. Following the regional conferences, members convened at a two-day provincial NBA bargaining conference in Vancouver in late February. Members reviewed the results of the province-wide bargaining survey and delved deeper into their key priorities for this upcoming round, including benefits. Finally, delegates elected members to the provincial bargaining committee and provincial job action committee.

Given the state of the province's economy, the ongoing nurse shortage and the North American political climate, we anticipate a challenging round of bargaining. However, we remain committed to leveraging member engagement and public support for nurses throughout the negotiations.

Member Organizations' News

Prince Edward Island Nurses' Union

Success of the 2023 Biennium

PEINU was proud to host the 2023 CFNU Biennium, welcoming 1,200 delegates to our beautiful Island. Our members were excited to share PEI with their colleagues, and we hope that all attendees left feeling empowered



and supported by their unions. The event was a tremendous success, providing an opportunity for nurses from across the country to unite, share experiences and discuss the critical issues impacting the profession.

Collective bargaining: a hard-fought victory



One of our most significant achievements in the past two years was securing a new collective agreement. The previous contract expired in 2021, and PEINU had been engaged in negotiations with the employer since November 2021. Over the course of 25 meetings, we fought tirelessly for a fair agreement. However, our progress was abruptly halted when all further negotiation dates were canceled due to the caretaker convention leading up to the provincial election in April 2023.

The employer's decision to shut down negotiations led to mounting frustration among our members. In response, PEINU organized a public rally, which saw an incredible turnout. This event sent a clear message: enough was enough. The passion and unity demonstrated by our members during this rally were instrumental in bringing negotiations back to the table.



Member Organizations' News

Once discussions resumed, we made significant progress, and in May 2023, we reached a tentative five-year agreement. When it came time to vote, our members spoke loud and clear: **83.4%** of those who voted supported the agreement – an unprecedented show of unity.

This agreement, which officially expired in March 2024, brought important gains for our members, and we are now preparing for the next round of negotiations. We have secured bargaining dates beginning in June and continuing over the summer, and our focus remains on securing further improvements for registered nurses and nurse practitioners across PEI.

Staffing crisis and retention challenges

Staffing shortages remain a critical issue, with more members opting for part-time or casual positions due to high vacancy rates and difficulty obtaining approved leaves. The ability to pick up extra shifts more easily than securing approved time off has led to increased instability and high staff turnover. PEINU continues to work with the government on retention incentives and bonuses to encourage members to delay retirement, but challenges persist in the timely implementation of these measures.



PEINU President Barbara Brookins

In response to these challenges, several memorandums of agreement (MOAs) were introduced in 2023 and 2024 to address retention, recruitment and workplace stability:

Mentorship Fund: a first-of-its-kind pilot program in Canada, providing a \$5.00 per hour premium for experienced RNs and NPs mentoring new or transitioning employees, including graduate nurses and new Health PEI hires.

Full-Time Incentive: financial incentives for RNs and NPs who maintain full-time status, helping to reduce the shift to part-time and casual positions.

Designated Unit Premium: additional compensation for nurses working in units with critical staffing shortages. These are primarily in areas that operate 24/7.

Critical Shift Premiums: extra pay for nurses working critical or additional shifts, including evenings, nights, weekends and holidays. These premiums apply to shifts that are already known prior to a schedule being posted, and extra shifts that may be required to address overcapacity or staff skill mix.

Member Organizations' News

PEINU continues to push for accountability from the employer and government to ensure that these agreements benefit all eligible members.

Government and employer relations

Significant staff turnover within Health PEI and the Department of Health has made it challenging to address labor relations issues effectively. Since June 2023, there has been a complete overhaul of the Human Resources and HPEI leadership teams, leading to a loss of institutional knowledge. While a new Transformation Office has been created to overhaul the health care system, progress has been slow.

PEINU remains committed to advocating for its members, ensuring that nurses' voices are heard in decision-making processes.

Before the PEI Legislative Assembly's Spring and fall sessions in 2024, PEINU met with all three MLA caucuses to raise awareness of the critical challenges nurses face. While regular meetings with the Premier and Minister are essential, engaging with all elected officials ensures a broader understanding of these issues. These discussions were productive, and PEINU plans to continue this practice.

In May 2024, PEINU President Barbara Brookins addressed the PEI Legislative Assembly Standing Committee on Health and Social Development about nursing shortages and the impact of a new medical school. She stressed the need to prioritize workforce retention and workload challenges, citing past issues with nurse practitioner integration. To strengthen PEI's health care system, she recommended expanding nursing seats at UPEI, creating an LPN-to-RN bridging program, and increasing nurse practitioner training. [The full presentation can be found here.](#)

Eastern Labour School 2024

PEINU successfully hosted Eastern Labour School in June 2024, bringing together nearly 300 nurses from PEI, Nova Scotia, New Brunswick, and Newfoundland and Labrador. The event featured informative presentations, engaging workshops, and well-received social activities that fostered collaboration and knowledge sharing among nurses across the Atlantic provinces. This was the first Eastern Labour School since 2018, and delegates were happy to be able to gather in person.





Member Organizations' News

Nurse-Patient Ratios Summit: collaborating for solutions



PEINU was proud to participate in the CFNU Nurse-Patient Ratios Summit, playing an active role in both the international and national discussions on addressing nursing shortages. In May 2024, PEINU President Barbara Brookins joined the CFNU delegation on a mission to Ireland, where they gained firsthand insight into how the

country successfully implemented nurse-patient ratios to combat severe staffing shortages. Later, in November 2024, PEINU attended the Summit, where we were pleased to have a strong delegation representing both PEINU and Health PEI. This summit provided a valuable opportunity for PEI union leaders and the employer to collaborate, brainstorm policies and develop strategies to improve working conditions for nurses while enhancing patient care for Islanders.

Media and public relations campaigns

PEINU has made significant strides in raising awareness about the value of registered nurses and nurse practitioners through our past media campaigns. We have launched two new campaigns in 2025

Nurse Practitioner Campaign: this campaign focused on educating the public on the scope of NPs, their workplaces and the importance of their role in addressing the primary care provider shortage in the province.





Member Organizations' News

Nursing Profession Campaign: nursing is a demanding and essential profession, requiring skill, dedication and resilience. As both caregivers and community members, nurses face immense challenges, yet the support and recognition they receive must improve. This campaign sheds light on these realities and advocates for meaningful change.

These initiatives have effectively engaged the public, sparking crucial conversations about the challenges nurses face, the role of nurse practitioners, and the urgent need for solutions to staffing shortages and retention.

Looking ahead: future collaborations

We remain hopeful that the new HR leadership team will soon engage with PEINU to address the pressing issues impacting our members. While HPEI's focus over the summer has been on establishing the Transformation Office, PEINU continues to push for tangible staffing solutions, retention strategies and improved working conditions.

As we move forward, our commitment remains steadfast: to advocate fiercely for our members, ensure fair treatment and work towards a sustainable, well-supported nursing workforce in PEI.

Without nurses, there is no health care system. It's time for real action.



Member Organizations' News

CNSA

CNSA National Conference 2024

Day one

Day one was arrivals and registration. Then we were given a brief of what to expect such as:

National Assembly: On the final day of the Conference, nursing students will meet to present position and resolution statements that will be debated and adopted by IAAC and to elect members of the Board of Directors.

Exhibitors: Nurses' unions and professional nursing associations will have booths during the Conference to raise awareness of their organizations among students. In addition, recruiters will come from different parts of the country to promote the job opportunities available upon graduation!

The Academic Presentation: This is an annual event that gives nursing students the opportunity to present research and projects in which they are involved.

Networking & Social Events: The Conference will provide a great opportunity to connect with nursing students from across Canada and participate in fun social events such as the Gala Dinner on the final night of the Conference!



Some pictures from the event

Member Organizations' News

CNSA National Conference 2025



2025 Passed Position Statements

Call for
universal
Contraception



The Canadian Housing Crisis as a public health crisis: the need for more comprehensive government supports for those experiencing homelessness.

Call for clinical
compensation



Enhancing undergraduate nursing education for increased acute care competency.



Member Organizations' News



Meet our past (2024-2025) BOD

Some Sessions we had

Empowering leaderships:
insights from a nurse's journey
presented by Lindsay Toscona,
MSN, RN, from IWK health.



MOSH on harm reduction in
Health: Talking to nursing
students on how nurses can
make a difference directly in
our community, two nurses
from North end community
health center told us how they
offer mobile outreach street
health (MOSH) to provide
accessible primary health care
services to people who are
experiencing homelessness,
insecurely housed, street-
involved and underserved in
our community.



Dr Andrea Chirchop talked
about Planetary Health and
Environmental Inequities

CLC Report

Legislative victories

- **Child care**

Workers, advocates and families have fought tirelessly for affordable child care. Following the announcement of the affordable child care plan in 2021, the federal government signed bilateral agreements with all provinces and territories to deliver \$10-a-day child care. Bill C-35 – passed in 2024 – enshrined the \$10-a-day child care program into law.



- **Pharmacare**

We're on a path to a universal single-payer Pharmacare program after the *Pharmacare Act* passed in October 2024, providing free birth control and diabetes medication and supplies to millions of Canadians.

- **Sustainable Jobs Act**

In June 2024, Bill C-50: the *Canadian Sustainable Jobs Act*, was passed into law. This landmark legislation gives workers a voice in shaping their futures and ensuring the future of work is one with good union jobs, while at the same time tackling climate change.



- **Federal anti-scab legislation**

The right to strike was hard-won – and we helped protect it when workers won a law to ban federally regulated employers from using replacement workers during strikes or lockouts. A huge step forward for workers' rights and bargaining power!

CLC Report

- **Dental care**

Together we made a difference to families across Canada when dental care was expanded in 2024 and again in 2025. Millions of Canadians who couldn't afford dental treatment can now get the care they need.

- **Protecting pensions when a company goes bankrupt**

Bill C-228 was passed into law in April 2023. This legislation will ensure defined-benefit pensions receive super-priority status in bankruptcy and insolvency cases. This is an important victory that ensures workers and pensioners come before big banks and wealthy CEOs.

Workers Together campaign

- On Labour Day 2024, Canada's unions launched *Workers Together*, a campaign to tackle corporate greed, make life more affordable and hold anti-worker politicians accountable. Unions have been mobilizing members and amplifying their voices to demand a better deal for all workers. 40,000+ workers have joined the



campaign, making it a powerful national movement. Our digital program combines targeted ads, web, email and SMS outreach, plus an interactive hub connecting workers to election efforts: workerstogether.ca.

- Under the *Workers Together* umbrella, the CLC also hosted a series of Political Action Conferences across Canada, starting in January 2025. Our Political Action Conferences brought together thousands of activists to build power ahead of the federal election. 1,200+ workers have completed training programs, gaining the skills to mobilize, organize locally and drive voter turnout.

CLC Report

1. Federal election

- With a federal election taking place on April 28, Canada's unions are challenging all parties to put working families first. We launched [*Workers Together: Building a Better Future for Working People*](#) in St. John's, NL, on March 24, 2025. Workers and their families are caught between aggressive U.S. trade threats, a cost-of-living crisis, and increasingly strained health care and public services. This platform is a clear blueprint for the next government at a time when Canadians face mounting pressures from all sides.

2. American tariffs

- CLC President Bea Bruske traveled to Washington, DC, in February 2025 alongside American and Canadian labour leaders to meet with Canadian Premiers and discuss the severe impacts of U.S. President Donald



Trump's tariffs. Bruske has also been meeting with impacted workers in their communities here in Canada. Canada's unions have called on the federal government to take immediate concrete action to support workers and communities as we navigate the fallout from Trump's economic attacks.

Other exciting news

• SOS Medicare 3.0

The CLC co-hosted SOS Medicare 3.0 alongside the CFNU and the Canadian Health Coalition in February 2025. This engaging event welcomed hundreds of incredible health care workers, advocates and experts to inform, educate and mobilize activists ahead of the federal election. Participants left the conference energized, ready to make Medicare expansion a priority issue with federal politicians.

- **Unite Here! Local 40**

After 1,411 days – the longest-running labour dispute in Canada’s history – Unite Here! Local 40 members won a hard-fought collective agreement, setting a new standard for hotel workers across Metro Vancouver! A win for one is a win for all. Congratulations!

- **Political action**

When we unite and organize, we can elect pro-worker champions. We helped elect a majority NDP government in Manitoba and British Columbia. We helped elect strong NDP Official Oppositions in Alberta, Saskatchewan, Ontario and Nova Scotia. We helped defeat the far-right Conservative



government of Blaine Higgs in New Brunswick. We successfully supported NDP candidate Leila Dance in the federal by-election in Elmwood-Transcona (Manitoba). And we successfully supported hundreds of progressive candidates in city councils and school boards across the country.

- **Lobby Day**

Our federal Lobby Day continues to be a huge success. In 2023, we hosted three separate lobbying events on Parliament Hill, with over 1,000 union members from across Canada attending meetings in Ottawa. Thousands more participated in virtual meetings and took online actions in support of our priority issues. In 2024, we once again hosted hundreds of workers in Ottawa for meetings on November 27, with simultaneous virtual meetings and actions taking place.



Canadian Health Coalition Report

Dear Canada's nurses,

The Canadian Health Coalition has had another great two years – thanks in large part to the energy, time and financial support that the Canadian Federation of Nurses Unions and nurses' unions across the country give to our coalition.

In 2024, I stepped into the role of the chair of the Canadian Health Coalition, replacing the irreplaceable Pauline Worsfold, R.N. As Pauline was leaving her role, she joined CHC's Tracy Glynn in leading a workshop on defending public health care at the Eastern Labour School in Charlottetown, hosted by the PEI Health Coalition in June of 2024.

Last year, we also welcomed Tristan Newby, BCNU Vice-President, as the new CFNU representative on our board. We are impressed by the diligence and time he has already shown our board, taking on an executive role, the Secretary, of our coalition.

SOS Medicare 3.0

Early in 2025, on February 24, we reached a momentous milestone with the holding of this generation's SOS Medicare Conference in Ottawa. The first SOS Medicare Conference, also held in Ottawa, gave birth to the Canadian Health Coalition. The second SOS Medicare Conference was held in Regina in 2007. The SOS Medicare Conferences bring together a



broad coalition of advocates to defend against forces attempting to erode Medicare and aim to build a better Medicare system for everyone.

Linda Silas (CFNU), Jason MacLean (CHC) and Mark Holland, Health Minister

Thanks to the wise suggestion and encouragement of CFNU President Linda Silas, the third SOS Medicare Conference happened in 2025. The Canadian Health Coalition in collaboration with the CFNU and other health care worker union members organized the conference of about 300 people from across the country to collectively learn and strategize to defend and expand public health care as we head into uncertain times. The threats to Canada's universal public health care system are many, but we are stronger today, energized and inspired to fight for better Medicare.



Canadian Health Coalition Report

We won pharmacare!

We finally won pharmacare legislation in 2024. Pharmacare has been a priority campaign for us. We have organized press conferences for pharmacare on Parliament Hill with Dr. Jane Philpott, diabetes advocate Mike Bleskie and Action Canada for Sexual Health and Rights' Frédérique Chabot. When the *Pharmacare Act* was finally passed in



Parliament, we organized two lobbying sessions with senators for its swift Royal Assent on October 10, 2024. Nurses were among the many who fought for years for universal public pharmacare. As Pauline Worsfold, RN, often told us, “A filled prescription is an empty emergency room.” Three days after the SOS Medicare 3.0 Conference, on February 27, the governments of Manitoba and Canada announced the first pharmacare agreement. The 4-year \$219 million deal will provide free diabetes medication, contraception and hormone therapy to Manitobans. This is huge! We are working hard to make sure that more provinces sign on without delay and include coverage of more medicine.

Another year of growth

The Canadian Health Coalition has had another year of growth. In February, we added Haylee Keyes to our staff of three. As the National Director of Development and Community Engagement, Haylee will be leading ambitious digital campaigns to engage and recruit thousands of new supporters for better Medicare from across the country.

In 2024-2025, two more organizations joined the Canadian Health Coalition. The Canadian Association of University Teachers and Citizens for Public Justice joined our coalition, each bringing new energy and introducing us to broader audiences and partnerships for public health care.

Canadian Health Coalition Report

Other highlights

We have mobilized our supporters at every opportunity to push for public health care. Here are just some of the highlights from 2024-2025.

- In February 2024, we brought together 150 health care workers and activists to lobby Parliamentarians for pharmacare. We also rallied for pharmacare on Parliament Hill.
- With the Nova Scotia Health Coalition, we organized a Privatization is a Poison Pill Rally outside the Premiers' Meetings in Halifax in July of 2024.
- Our National Director of Policy and Advocacy Steven Staples presented before parliamentary committees to advocate for universal public pharmacare.
- Our National Media Director Anne Lagacé Dowson hosted popular webinars on timely health care topics and continues to build alliances with Québec health care workers and advocates.
- We continue to be sought out by journalists from every major news media outlet in the country, including CBC, Radio-Canada, CTV, Global, *The Globe and Mail*, *The Hill Times*, *The Toronto Star*, CPAC, *Le Devoir* and more.
- We marked the 40th anniversary of the *Canada Health Act* by hosting popular webinars on the principles of the legislation and by bringing back our research roundtable in June of 2024. With the University of Ottawa's Centre for Health Law, Ethics and Policy, we heard the latest research related to the *Canada Health Act*.
- We awarded Kerian Burnett, a Nova Scotia migrant worker who fought to get Medicare after being diagnosed with stage 4 cervical cancer, with the Nell Toussaint Award for Universal Health Care at our SOS Medicare 3.0 Conference. The award recognizes someone who has championed universal health care and an end to systemic racism in health care.





Canadian Health Coalition Report

Looking ahead, the Canadian Health Coalition will continue to draw upon the incredible strength within our movement to fulfill our mission. In November of 2024, we reaffirmed our priorities at a strategic planning session:

- Increase health care funding and enforce the *Canada Health Act*
- Implement pharmacare
- Legislate enforceable national standards for long-term care
- Stop privatization and remove for-profit from health care, including long-term care
- Eliminate systemic racism from health care

The past year has brought unprecedented threats and challenges to our public health system. The need for the Canadian Health Coalition has never been greater. People are struggling to access primary care and other essential health care services such as safe long-term care. Many cannot afford their medications, ending up in overcrowded ERs. Provincial governments are using public dollars to privatize health care to private for-profit health care companies, draining our hospitals of urgently needed staff and putting patients at the mercy of profit-hungry corporations.

This generation's SOS for Medicare has come from nurses, personal support workers, lab techs and other health care workers, as well as retirees, students, injured migrant workers and health equity activists. Together, we will realize our dream of better Medicare.

Thank you for everything you do for public health care.

Respectfully submitted,

Jason MacLean

Chair, Canadian Health Coalition