



It's Time!
Embracing Our Collective Power



ANNUAL REPORT
2023 - 2024

The BC Nurses' Union respectfully acknowledges the traditional, ancestral, unceded lands of the Indigenous peoples in the area colonially known as British Columbia. We are grateful to the traditional stewards of the lands and waters for their role in caretaking, nurturing and fighting for these lands from time immemorial.

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MISSION, VISION AND VALUES

MISSION STATEMENT

The British Columbia Nurses' Union protects and advances the health, safety, social and economic well-being of our members, our profession and our communities.

VISION STATEMENT

The British Columbia Nurses' Union will be the champion for our members, the professional voice of nursing and the leading advocate for safe and accessible publicly-funded health care.

VALUES

The seven core values listed below support the vision and mission of BCNU and reflect key behaviours that guide our daily actions.

BCNU demonstrates:

Collectivity

By acting together to make certain that all activities and decisions are inclusive and accomplished for the betterment of the whole.

Democracy

By actively engaging our membership through egalitarian processes where equal rights to both representation and involvement are guaranteed.

Equality

By recognizing and respecting diversity and by ensuring that each member has access to all services of the union.

Excellence

By incorporating innovation and best practices throughout the organization when responding to and supporting our members.

Integrity

By being honest, respectful, accountable and transparent.

Social Justice

By advocating and promoting that the social determinants of health be equally accessible to ensure the dignity of every human being.

Solidarity

By promoting unity of our members based on shared goals and values.



“When we embrace our collective power, union members can champion change, advocate for patients, and make health care better in BC.”

BCNU members have the power to shape the future of British Columbia. I know this to be true from the leadership I've witnessed over the past year, where members have come together united by their shared goal of improving our health-care system, and with a commitment to each other and the communities they serve.

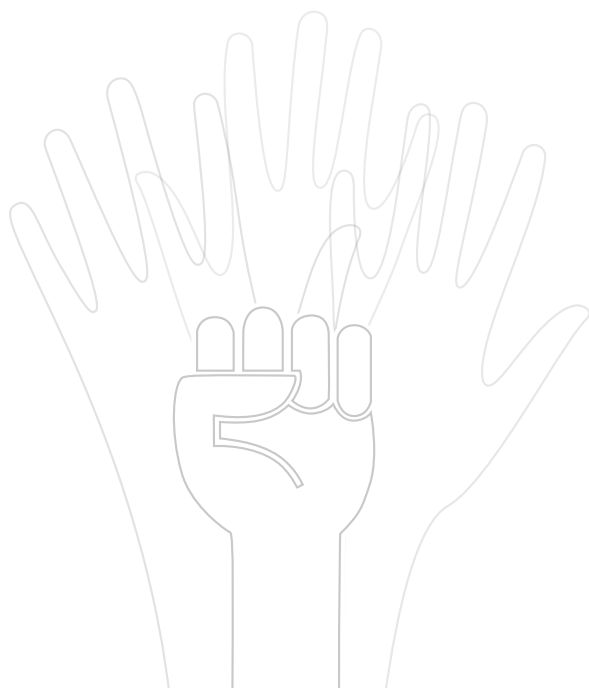
Their collective efforts have inspired me to remain resolute in advocating for the rights, safety and well-being of BCNU members across the province.

A major part of this advocacy has been ensuring the government and health employers effectively implement minimum nurse-to-patient ratios (mNPRs) in the province. Since last fall, working groups comprised of leaders and staff of BCNU, the Ministry of Health and health employers have been meeting regularly to develop policies and coordinate the establishment of mNPRs.

That's why I was pleased to join Health Minister Adrian Dix on March 1 to welcome the government's announcement officially outlining the province's commitment to implement mNPRs in six distinct hospital-based care settings across BC. There is more work to do, and we are now focused on establishing mNPRs in remaining hospital and non-hospital settings.

For too long, nurses in BC have struggled to provide care amid a severe staffing shortage and doing everything they can to ensure patients receive the standard of care they deserve. For many, the untenable conditions have led to burnout and moral distress and forced many to leave the profession altogether.

Thankfully, nurse-to-patient ratios is a critical policy solution that promises to improve patient care and support recruitment and retention efforts we need. It puts BC on the path to becoming the first jurisdiction in the world to have a minimum staffing stan-



dard of one nurse for every four patients in medical/surgical units 24 hours a day, seven days a week. That's a huge accomplishment and one we should all be proud of!

We'll be continuing to focus on efforts to educate the public and government decision-makers about the benefits of mNPRs for nurses and patients in the lead up to the provincial election in October.

Our historic work on ratios has captured the attention of our sister unions across the country, and I was honoured to stand in solidarity with other nursing union presidents at the Canadian Federation of Nurses Unions (CFNU) annual conference in Prince Edward Island. It is always inspiring to speak with other nurse leaders from across Canada, and the collective power of the nation's nurses is something to behold. Together, nurses from coast to coast are making sure politicians and policymakers know that we are concerned about issues like workplace violence, staffing shortages, and the growth of private nursing agencies. Our work with CFNU will only strengthen our message and make our collective voice stronger.

Members' occupational health and safety will always be our union's top priority. Our latest call for safer workplaces was made

with our spring "Not Okay" campaign that saw an overwhelming number of members share their personal experience of physical or verbal assault or workplace exposure to illicit drugs and weapons. Our online survey results again confirm what so many of us know: that health employers and the government must do more to address the unsafe and unprofessional working conditions inside too many of the province's health-care facilities.

But I know our collective power is getting results, and when nurses speak, the government listens.

We've seen the province respond to our calls for better security services by hiring 320 relational security officers as part of the health-care team. And we've seen the expansion of the GoHealth travel nurse program - a made-in-BC solution that allows nurses to work around the province while reducing health employers from relying on private nurse staffing agencies to fit empty nursing shifts.

While this is promising there is more to be done and I'd like to express my gratitude to every one of you for your hard work and sacrifice. Your commitment to nursing excellence inspires me and I am honoured to serve as your president.



Adriane Gear
President



Tristan Newby
Vice President

It is with great pride and humility that I serve as your elected vice president since assuming office in September 2023. I want to congratulate the regional leadership teams who are also starting their terms, and I thank all of the incumbents who have moved on to new opportunities or stepped forward to serve our peers in other leadership capacities.

Elections for regional and provincial human rights and equity caucus and network reps and chairs were also held last year. I am now committed to working with the elected leaders of the caucus groups and networks in my capacity as BCNU human rights and equity committee chair to ensure they have the support they need to succeed.

I would like to acknowledge the outgoing HRE caucus chairs, most of whom have been hired as inaugural diversity, equity and inclusion (DEI) stewards. These individuals will play a vital role in ensuring the needs

“Our collective power can be seen in our work to encourage innovation and find creative solutions to often complex issues.”

and concerns of marginalized members are heard and addressed. Much work remains to promote DEI advocacy across our worksites, and it is a privilege to collaborate with this outstanding community of activists and the caucuses and networks they represent.

Our union’s commitment to advancing human rights and promoting workplace diversity, equity and inclusion can’t be overstated. BCNU holds two seats on the Ministry of Health’s Diversity, Equity and Inclusion working group, and we are working to actively advance its mandate of retaining and recruiting a diverse and respectful health-care workforce.

As the union’s provincial lobby coordinator, I’ve been focused on helping our members effectively raise the public’s awareness of the persistent and emerging challenges nurses are facing in their worksites. This has been especially critical in the North, where we supported member rallies in Dawson Creek and Fort St. John to help raise the alarm about the untenable conditions facing health-care workers in these communities.

We’ve also been bringing members’ voices to provincial MLAs and getting broad cross-party support for legislation and policies that help keep nurses and patients safe. We’ve hosted MLA meet-and-greets in Victoria to explain the promise and importance of minimum nurse-to-patient ratios and raise the alarm on ongoing occupational health haz-

ards. Most recently, we presented MLAs with survey findings from our “Not Okay” campaign, which revealed the extent of our members’ exposure to workplace violence and the prevalence of weapons and illicit substances on their units. This campaign would not have been a success without the coordinated efforts of our regional lobby coordinators and regional OHS and mental health reps, and I want to thank them for their invaluable work.

I’m honoured to serve on the National Executive Board of the Canadian Federation of Nurses Unions (CFNU). Since rejoining this national nursing organization, BCNU has benefited from collaborative research and campaign coordination with other provincial nurses’ unions and renewed our connections with the wider labour movement. Within CFNU, our union has established itself as a flagship member that works to support our sister unions in developing relevant policy and contract gains to improve the lives of nurses across the country. Our leadership negotiating minimum nurse-to-patient ratios is the best example of this, and other unions are closely watching the ongoing implementation process.

In the year ahead, I’m committed to helping empower each of our 16 regions to help ensure local activists have the resources they need to advance their priorities. It’s a privilege to do this work, and throughout my term I intend to continue demonstrating accountability, accessibility and innovation in service to all members.

“Measuring the impact of our efforts and celebrating our success when we reach our goals helps build the collective power we need to ensure BCNU’s ongoing progress.”

I have taken great pride watching our union expand its capacity to continuously offer every member avenues for professional and personal growth through scholarships and financial aid.

This year we launched three new bursaries to help ease the financial burden of tuition on members working to advance their nursing careers. These include the Internationally Educated Nurse Bursary, the Indigenous Member Bursary and the Student Nurse with Disability Bursary.

BCNU’s commitment to member education can be credited to the unwavering dedication of our long-serving former president Debra McPherson. To recognize her leadership, last year we renamed the BCNU Member Education Bursary the Debra McPherson Member Education Bursary in her honour.

Last fall we were proud to announce one-time career laddering funding that is now available to support LPN members pursuing their RN or RPN designation. The negotiated agreement securing this funding is a significant investment in career advancement opportunities that provides members with up to \$3,000 each semester towards the cost of tuition.

The council committees overseeing these and other efforts are guided by BCNU’s

strategic vision as they adapt and respond to ever-evolving challenges and opportunities on the health-care landscape, and all have played a pivotal role in shaping the trajectory of our organization. This work reflects council’s unwavering commitment to fostering a collaborative decision-making environment where every voice is heard.

I have prioritized the development of stronger and more inclusive governance since being re-elected provincial treasurer in December 2023. Council education is underway, and your provincial executive is actively developing an action plan to revitalize and further advance this important work.

The annual external third-party audit of our financial statements underscores our dedication to transparency and accountability, and I am excited to visit all 16 BCNU regions this year to share comprehensive details of BCNU’s financial health and position and advance the transparent communication with our members that is essential for building trust and rapport.

As a treasurer, I continue to be dedicated to effectively assessing and evaluating our organization’s initiatives. The introduction of a new member expense dashboard now allows for immediate monitoring of salary reimbursements and expenses and exemplifies our dedication to efficiency and transparency.



Sharon Sponton
Treasurer

Our provincial job action committee laid significant groundwork during the last round of Nurses’ Bargaining Association contract negotiations. This, along with previous planning and a robust defence fund means we are ready to tackle any job action that may arise in the coming year.

As we move forward, we remain resolute in our pledge to streamline operations, seek opportunities for innovation and enhance efficiency. I look forward to working alongside other provincial executive committee members to build on our successes and continue making meaningful progress. Together, with each of you, we will stay true to our principles of collaboration, innovation, and inclusivity and chart a course towards a brighter future for our organization and the members we proudly serve.



Denise Waurynchuk
Interim Executive Councillor

“By embracing our collective power, we pave the way for positive impacts and meaningful change within our organization.”

I'm committed to using my role on the provincial executive committee to champion the cause of safer working conditions and push for the implementation of policies that will safeguard the well-being of members throughout the province.

Since assuming the position in March 2024, I've been working to empower and encourage our members to explore creative solutions to the multifaceted challenges they encounter in their workplaces.

Supporting our regional OHS and mental health reps is my top priority. Safe and healthy working conditions are a critical aspect of nursing, and BCNU plays a vital role in making sure health employers prioritize the health and safety of our members.

Every day, nurses face a wide range of occupational hazards, from violence to exposure to infectious diseases and illicit substances. All can result in injury, both physical and emotional. That's why it is crucial that our members feel empowered to speak out and promote creative solutions to the challenges they face.

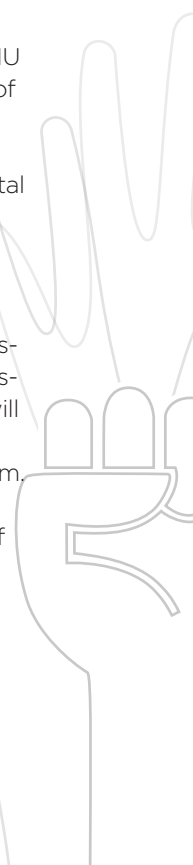
We encouraged this creativity during 2024's North American Occupational Safety and Health (NAOSH) Week with an online contest asking every member to submit one idea that, if implemented, would improve physical and psychological safety at work. I'm looking forward to reviewing submissions and announcing the winners in June.

Creating positive and supportive work environments certainly must take into account various factors. One of these involves fostering a culture of trust, respect, diversity, and inclusivity. The new NBA contract language should go a long way to advancing these values and help us better address issues like workplace stress, harassment, bullying, and discrimination.

I am proud of our NBA contract achievements and I'm committed to celebrating members' differences, building common ground, and working towards a psychologically safer workplace for all BCNU members.

The \$60-million Nurse Support Fund BCNU successfully negotiated with the Ministry of Health includes money that will go a long way to supporting nurses' mental health and wellness. The new Supplemental Mental Health Benefit is now being developed in partnership with Pacific Blue Cross. Soon, members will be able to access up to an additional \$5,000 lifetime benefit amount that is available to cover the cost of a registered psychologist, social worker or a registered clinical counsellor. This new policy will pay the remaining balance left unpaid by the employer plan for each submitted claim.

This kind of support is just one example of how nurses, when we embrace our collective power and work with a common purpose, can achieve more than we ever could alone.



Since assuming the position of Interim Executive Councillor for Pensions and Seniors Health, I've been honoured to immerse myself in nurses' pension issues. As chair of the Nurses' Bargaining Association Retiree Benefits Program (RBP) Committee, I have helped steer the direction of the program to ensure the fund is structured appropriately to maximize benefits for our members. Following LPNs' recent inclusion in the RBP, we secured the services of investment advisor firm Normandin Beaudry and are now conducting a plan governance review and considering options for the implementation of a health spending account.

I'm also dedicated to empowering nurses with the knowledge and resources they need to navigate pension systems to ensure they maximize their financial security in retirement. We have successfully provided educational programs through one-on-one sessions and pension education workshops across the province, conducting over 40 in-person and virtual workshops in 2024.

My commitment to members extends beyond pensions. As chair of the Seniors Strategy Committee I, alongside three other council members and staff, are focused on ensuring the voices of members who care for seniors are effectively represented on the bargaining committee and at the nego-

tiating table to advocate for better working conditions in seniors care.

I take great pride in being a designated provincial executive responsible for administering and approving applications for NBA Hardship Assistance. It's truly an honour to be part of an organization like BCNU that offers support to so many members in need. Reviewing the applications can be a deeply moving experience, as I too often read stories of hardship that tug at my heartstrings. But amidst the challenges, there's also hope and opportunity, as we've been able to assist numerous members facing difficult circumstances.

Looking ahead, I'm filled with energy and optimism about the opportunity to continue this important work. I'm also focused on building on our past successes and expanding our outreach efforts to help ensure every nurse across BC has a voice and feels their needs are being met. This means collaborating with partners, including government agencies, health-care organizations and community groups to address systemic challenges and create lasting solutions.

In the words of Helen Keller, "Alone we can do so little; together we can do so much." Let us be the change we seek, united in our mission to create a brighter future for nurses and the communities they serve.



Meghan Friesen
Interim Executive Councillor

“Embracing our collective power means we can better advocate for nurses’ rights and the well-being of those in our care.”

“There is power in the union, and when members come together, there is no limit to what can be achieved.”

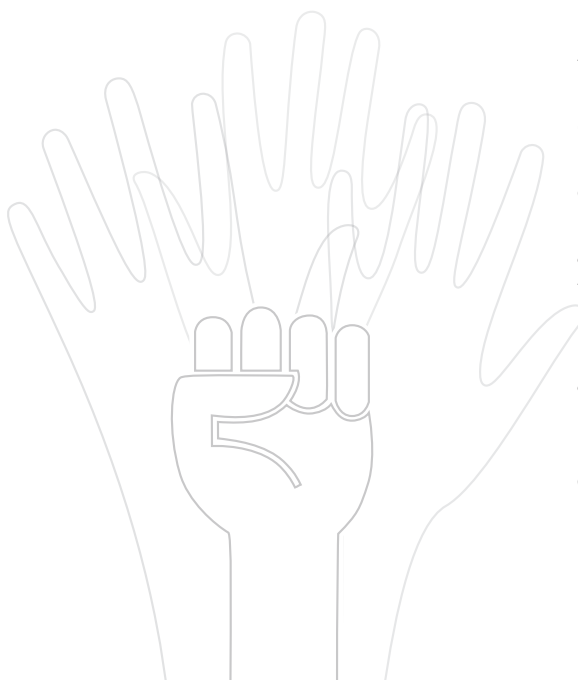
I have the honour and privilege to serve as BCNU interim chief executive officer. This is a role I don't take lightly, and every day I'm humbled to work for the benefit of union members in every sector of the health-care system and in every corner of the province. Since I assumed this position in 2022, I've been awed by the passion and tenacity of so many BCNU members as they struggle through a protracted nurse staffing crisis. Yet, despite the challenges, optimism has been the order of the day and, thankfully, leadership has not been in short supply. Over the past year, I've seen nurses rising to the challenges they face, demanding action, and proposing solutions. There is power in the union, and when members come together, there is no limit to what can be achieved.

One of my proudest achievements has been leading negotiations that commit the government to the adoption of minimum nurse-to-patient ratios. Nurses have been advocating for this critical policy solution for over 25 years. Now, we are finally making it a reality. Working groups made up of union leaders and staff, the health ministry and health authority representatives have been meeting weekly to plan and implement ratios in all care settings across BC. It is essential that nurses have direct involvement

in the planning and implementation of ratios. We're consulting with members through surveys and focus groups and will be seeking nurses' participation in the monitoring and evaluation of ratios at worksites across the province.

This has been a historic breakthrough that will take time and much work to fully realize, but I'm committed to ensuring all BCNU members engage in the process and that nurses have their voices heard.

I'm also happy to take stock of the gains members have achieved through the Nurses' Bargaining Association collective agreement. As of April 1, 2024, all NBA members have received a wage increase of 13 percent over three-years. Together with other contract improvements to overall compensation, this makes NBA members the highest paid nurses within the Canadian Federation of Nurses Unions. We were also successful in getting health employers to implement an expanded wage grid that recognizes nurses for service beyond nine years means many experienced members have seen an increase in net income of between 20 and 40 percent or more. These gains, along with enhanced shift premiums and special allowances makes this contract unprecedented in the



history of nurses' collective bargaining in the province.

This year I'm focused on ensuring members receive the full benefit from our negotiated \$60-million Nurse Support Fund we negotiated to better support members in times of crisis or hardship, and in recognition of the stress health-care workers face. I'll also be monitoring the effectiveness of the recruitment and retention strategies we are pursuing to address the nurse staffing crisis. This includes uptake of the new laddering fund now available to support licensed practical nurses interested in obtaining their RN or RPN designation. This one-time \$20-million agreement now gives LPNs access to up to \$3,000 each semester towards the cost of tuition.

This year also sees LPNs' inclusion in the NBA Retiree Benefit Program – a long-standing goal since health authority-employed LPNs joined the NBA in 2013. The RBP Committee is undertaking a governance review that includes options for LPN representation on the committee and a process for LPN members to apply to enrol in the program.

I want to congratulate those members hired as new full-time stewards to support the advancement of truth and reconciliation, cultural safety and diversity, equity and inclusion (DEI) in the workplace, and I look forward supporting them in these newly negotiated positions. I am also committed to advancing equity principles and

practices within the union and supporting all of the important efforts needed to make our organization more inclusive. And as our union becomes more diverse, it is imperative that we give voice to those whose voices have been excluded and work together to address the harms wrought by colonization, sexism, ableism, homophobia, transphobia and racism.

Nurses working together to effectively find solutions at the local level is the only true formula for success. Your council and I were agreed on this fact at a leadership summit we held in early 2024. We also acknowledged that, for too long now, the hybrid organizing/servicing model of labour relations we adopted 10 years ago has not served members as intended. That's why we are embarking on a renewed organizing model that will mobilize and empower nurses in every worksite to take the actions and make the decisions they need to effect the change they want to see. This is a significant, organizational shift that will take time to implement, and which underpins a new labour relations strategy that is now our top priority.

Making this change happen means doing things differently. Internally, we've embarked on a new regional member engagement strategy that sees us organizing more smaller-scale local events that are easier for all members to attend. This means more opportunities for me and other members of the provincial executive to connect with regional members one-on-



Jim Gould
Interim Chief Executive Officer

one to listen and understand how we can work better together.

What better opportunity to put our new organizing model into action than NBA contract negotiations? The current contract expires in 2025 and we'll soon be preparing the ground member by member, worksite by worksite and region by region.

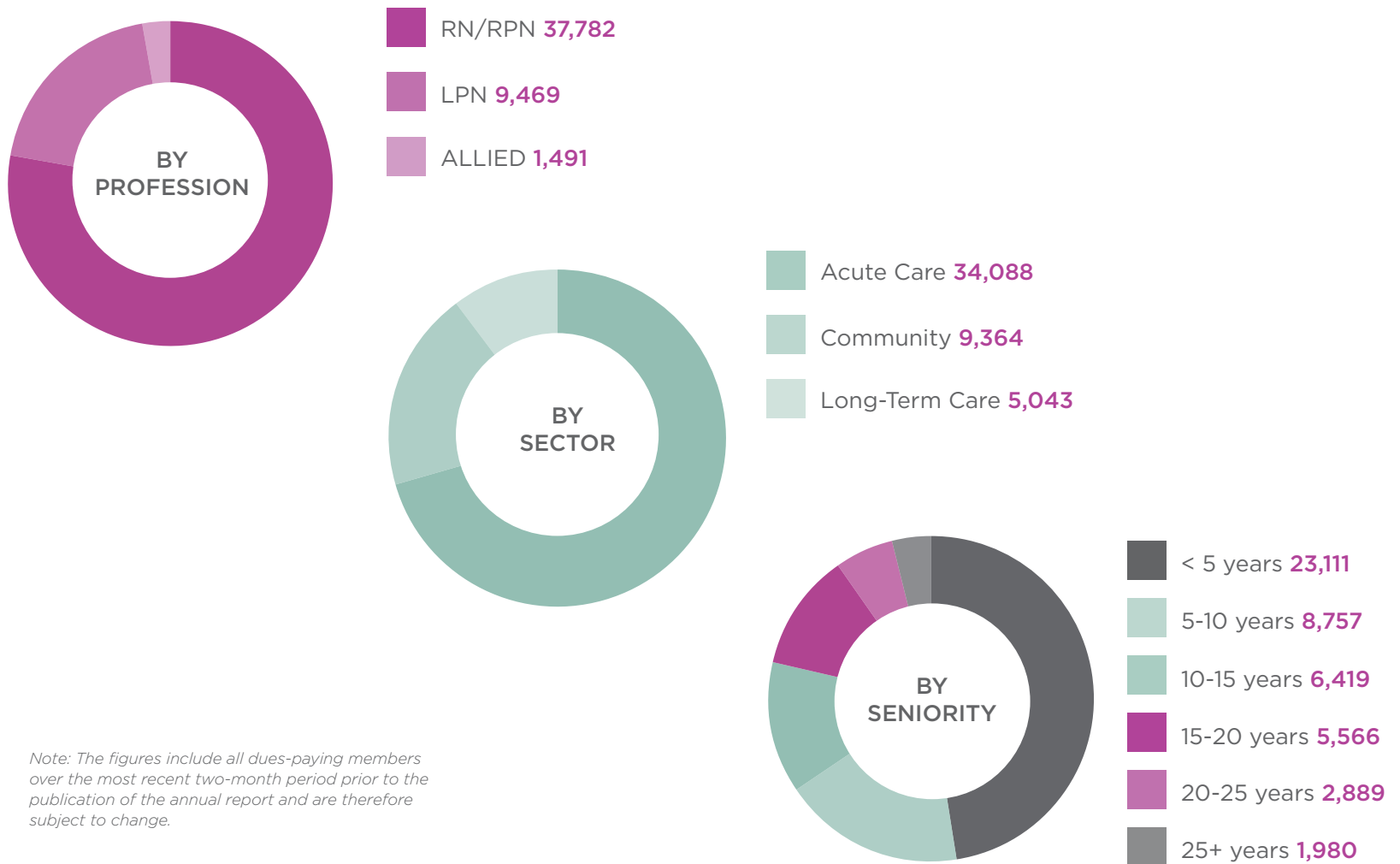
I want to thank every BCNU activist, steward, regional executive member, council member and staff person for the incredible work you do day-in and day-out for the nurses of this province. I'm excited to do this work with you alongside me because I've seen what BCNU members can achieve when they embrace their collective power.

Together, we can make BCNU the strongest nurses' union the world.

WHO WE ARE

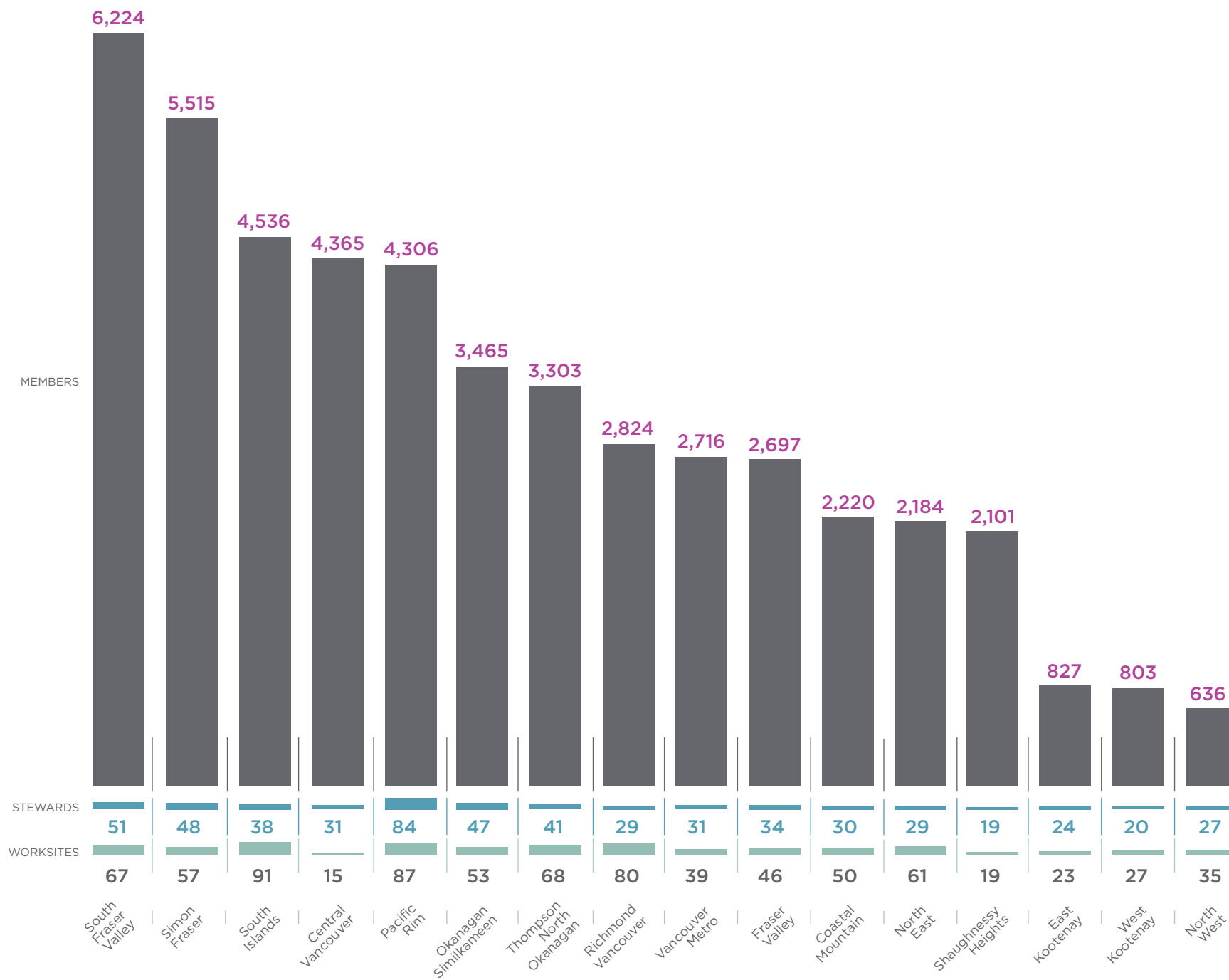
The BC Nurses' Union represents more than 48,000 professional nurses and allied health-care workers who provide care in hospitals, long-term care facilities and the community. We speak up and speak out for safe, quality, public health care. We value and respect diversity, and pride ourselves in providing protection, representation and services to all members.

Our Members



Note: The figures include all dues-paying members over the most recent two-month period prior to the publication of the annual report and are therefore subject to change.

Our Regions



STRATEGIC DIRECTIONS

2024 ORGANIZATIONAL PRIORITY: To implement and uphold negotiated agreements that protect and empower our members. In so doing, we will continuously improve working conditions while strengthening a culture of safety for members and patients.

MEMBERSHIP

By 2024 BCNU will have anticipated and responded effectively to member needs through:

- > Increased activism, using constructive engagement to optimize member experience.
- > Enabling robust and innovative education, mentorship and support for stewards and members.
- > Successful collective bargaining and implementation of agreements, including access to resources to interpret and enforce contract language.
- > Recognizing and addressing systemic racism and the need for inclusivity and diversity through education, advocacy, and leadership.

GOVERNANCE

By 2024 BCNU Council will have effectively governed and fostered a member-centric culture through:

- > Modelling our values and building trust through effective, responsive and clear communications.
- > Timely and inclusive decision making, that is based on evidence and organizational knowledge, and informed by policy.
- > Fostering the development of future leaders.

HEALTH-CARE SYSTEM

By 2024 BCNU will have remained a strong defender of a publicly funded and delivered health-care system through:

- > Recognizing and responding to health-care emergencies.
- > Challenging decision makers on deficits and lobbying for improvement in all health-care services, including special populations.
- > Research, advocacy, and the promotion of strengthened care delivery models.

ORGANIZATIONAL CAPACITY AND CULTURE

By 2024 BCNU will have strengthened organizational capacity and improved culture through:

- > Improved coordination of services between departments, recognizing achievements and sharing successes.
- > Supporting learning experiences and utilizing technology, innovation and evidence-based best practices.
- > Implementing the CSA Psychological Health and Safety Standard to support psychologically healthy and safe workplaces throughout the organization.
- > Continued outreach to potential members about the benefits of belonging to BCNU.

PROFESSIONALISM, RELATIONSHIPS AND REPUTATION

By 2024 BCNU will have demonstrated it is the professional voice of nursing and a respected, influential health-care leader through:

- > Ensuring BCNU values are the foundation of our decisions, policies, procedures, and actions.
- > Engaging external partners on health-care matters that impact nurses and safe delivery of patient care.
- > Addressing inequities in diversity and inclusivity.
- > Increasing outreach and development to enhance relationships with schools of nursing and nursing students.
- > Building relationships with nursing and labour organizations.



REGIONAL LEADERS

BCNU activists are committed to advancing members' interests in their workplaces and their communities. Their leadership is critical for defending our health-care system and advancing our professional voice. It's challenging work, and success depends on bringing members together to achieve more united than they ever could alone. We asked our regional council members to tell us what embracing collective power means to them.



GERALD DYER
Central Vancouver

"Embrace the symphony of our collective power, for in unity, we weave the melody of change. Now is the moment to synchronize our efforts and orchestrate a future of boundless possibilities."



ANTONIO ORTIZ
Central Vancouver

"It's about practising solidarity, fostering harmony and promoting stress-free workplaces, especially during the ongoing nursing shortage."



ANGELA CRAWFORD
Coastal Mountain

"A chronic nursing crisis and deteriorating working conditions resulted in the ratification of a historic NBA collective agreement, though we still have a long way to go! Embracing our collective power means keeping the momentum going, standing strong and empowering members to stand up for their rights."



PARVEEN GILL
Fraser Valley

"Collective power is energy and influence, and a recognition that strength comes from being united and moving forward together while embracing diverse perspectives. When we lead with intention and inclusivity we will activate and inspire."



DENISE NELSON
Interim East Kootenay

“Working together as a collective ensures collaboration at its highest level, which benefits the union, the staff and particularly the members. We have the opportunity to make a strong impact when we are united towards a common goal.”



DANETTE THOMSEN
North East

“It’s about nurses standing united across the province and country to advocate for our patients and our profession, hold decision-makers accountable and demand they fix our broken health-care system.”



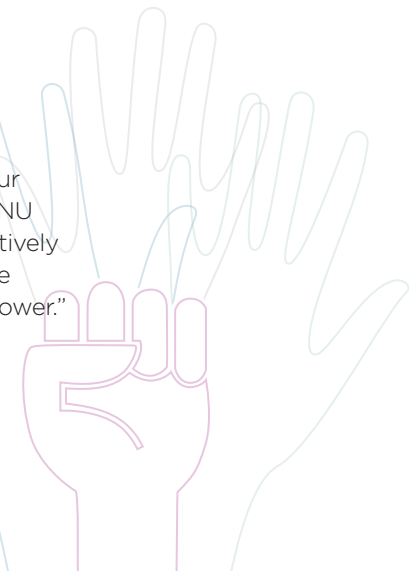
TERI FORSTER
North West

“It means being part of a team where our authentic selves can show up and thrive. We work together to ensure we are equitable in supporting one another and no one feels left out or missed.”



CANDI DESOUSA
Okanagan Similkameen

“It embodies our capacity to mobilize, fueled by camaraderie and a common purpose. It’s not solely about the impact we can achieve within our communities, but about creating a future for BCNU that mirrors the values and aspirations we collectively share. Principles of inclusivity and diversity enable cooperation and build resilience and collective power.”





KELLEY CHARTERS
Pacific Rim

“Nurses unite! Together, we are a force. Let’s strive to ignite a grassroots movement where we empower members to take collective action to insist on better working conditions and a brighter future.”



SARA MATTU
Richmond Vancouver

“Nurses are facing so many challenges each and every day. Let’s lean on each other for support, draw inspiration from our shared commitment, and use our collective power to stand firm in our determination to overcome the obstacles we face in these difficult times.”



WENDY GIBBS
Simon Fraser

“It’s about fostering unity and increasing our strength in numbers to achieve shared goals. Principles of inclusivity and diversity enable cooperation and build resilience and collective power.”



ROY HANSEN
Simon Fraser

“By embracing the multitude of diverse perspectives among our members, we can harness and unlock our collective power to achieve remarkable outcomes. We are all in this together!”



GLESY BANTON-VICTORIA
South Fraser Valley

“It’s about creating a nursing workforce together where ideas are boundless and extraordinary possibilities become a reality.”



PEGGY HOLTON
South Fraser Valley

“We can work together to improve patient care, support one another, and advocate for change in the health-care system. Through collaboration, unity and a shared sense of purpose, health-care workers can make a significant impact on the well-being of individuals, staff and communities.”





CAITLIN JARVIS
South Islands

“It’s the gathering of diverse voices and perspectives toward a common goal. Together, we amplify our impact and effect meaningful change. It’s a reminder that our strength lies in our solidarity and collective determination to advocate for better and safer workplaces for all.”



LEANNE ROBERTSON-WEEDS
South Islands

“BCNU is a massive force. Together we can work a one to create a world where diverse ideas gather, boundaries are shattered, possibilities become realities – and we are the most sought-after union in the world!”



CLAUDETTE JUT
Shaughnessy Heights

“It means fostering the unique and authentic dedication and commitment of our stewards and regional executive team as they support and guide the membership through difficult times.”



SCOTT DUVALL
Thompson North
Okanagan

“Solidarity means collective power. I see this manifested in the amazing work being done in the recent nurse-to-patient ratios work, and nurses’ collective voices informing that process.”



MADELENE FRASER
Interim Vancouver Metro

“It’s nurses standing together with unwavering unity as a force for positive change and empowering each other to engage, advocate and shape the future of our profession as we strive for sustainable, inclusive health care for all.”



SHALANE WESNOSKI
West Kootenay

“It’s about helping every single member to see themselves as an integral part of BCNU and helping the team members I work with move in the same direction while utilizing their unique strengths and talents.”



COMMITTEE REPORT

HUMAN RESOURCES

BCNU's Human Resources Committee (HRC) is entrusted with the pivotal task of overseeing the governance and leadership of the organization. I'm proud to have served on the committee since 2020, and to have chaired it since September 2021.

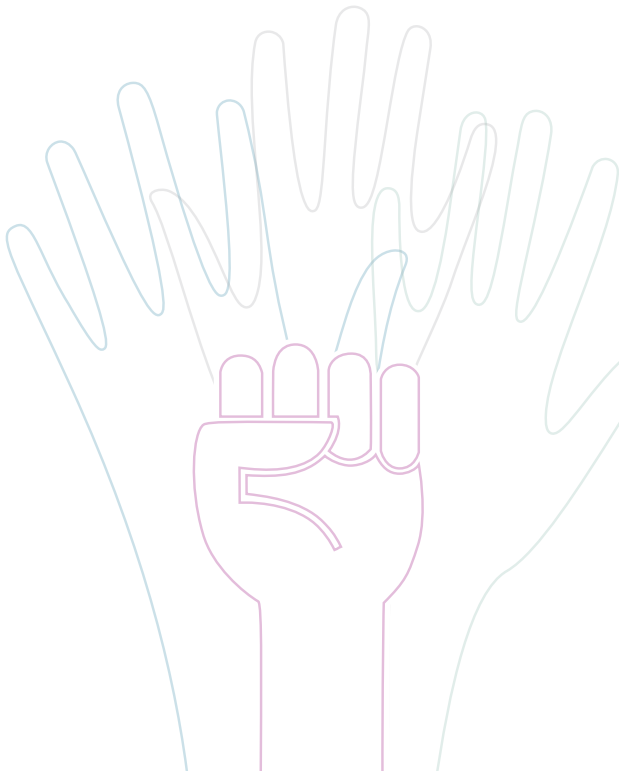
The committee works to effect change by always having the membership's best interests at heart in every decision we make.

The HRC is comprised of elected members from different regions across BC. As chair, I aim to ensure our work aligns with BCNU's mission values and strategic interests, especially regarding the work of the president, chief executive officer and chief operating officer. Unlike the internal HR department that serves BCNU staff, the HRC operates autonomously, specifically focusing on fostering collaborative governance and advancing inclusive leadership principles.

Implementing comprehensive policies and practices that reflect BCNU's core values is central to our mission. We do this while prioritizing transparency and privacy for all partners, proactively identifying and managing HR organizational risks and developing effective risk management strategies to mitigate them.

The committee's commitment to transparency means we must strike a delicate balance between providing access to information and safeguarding privacy rights as required by relevant legislation. Our approach ensures that pertinent information is accessible while respecting the confidentiality of individuals.

A significant initiative we've undertaken in the last year has been the implementation of a senior staff evaluation process. We plan to expand evaluations throughout the organization and implement employee performance reviews. These evaluations





WENDY GIBBS
Chair

“The committee operates autonomously, specifically focusing on fostering collaborative governance and advancing inclusive leadership principles.”

not only commend individual achievements but also assess the organizational impact and delineate future goals. By utilizing performance appraisals, we nurture a culture of ongoing enhancement and growth within the organization.

I look forward to the HRC playing an ongoing and crucial role in upholding BCNU’s mission by overseeing governance, leadership, and risk management. Through collaboration, transparency, and

strategic foresight, we can cultivate an inclusive and supportive work environment for all partners. Our commitment to collaborative governance and inclusive leadership, strategic vision and adaptability, empowering team dynamics and innovation, stakeholder engagement, communication, impact measurement, and future outlook underscores our dedication to BCNU’s ongoing progress and success.

2023 BY THE NUMBERS

Focusing on mental health and wellness



385

Members signed up for on-demand member-support *Embodying Your Practice* (EYP) course



10

Embodying Your Practice sessions offered

26

Average number of learners per session

COMMITTEE REPORT

MEMBER ENGAGEMENT AND STEWARD RECRUITMENT AND RETENTION

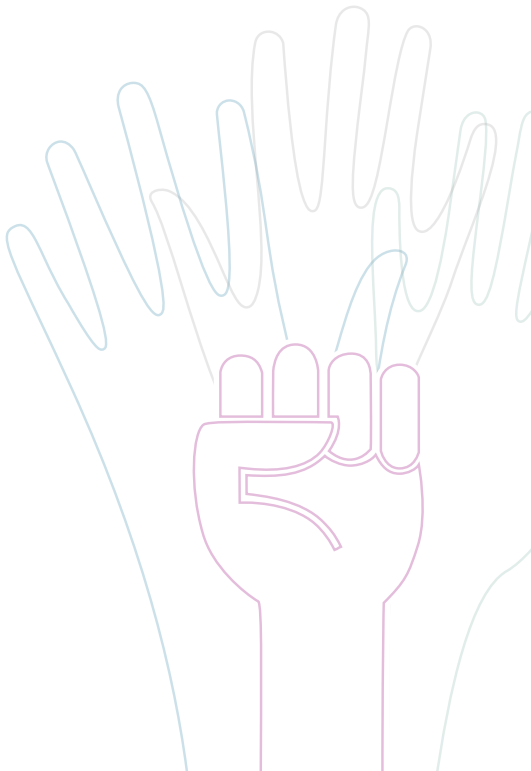
As a returning BCNU regional council member, I have had the privilege of being part of a number of committees and bringing forward the knowledge I have gained over the last three years.

The work of the Member Engagement Steward Recruitment and Retention (MESRR) Committee is especially important, and I'm grateful to be elected committee chair and to have the opportunity to help drive this important work.

I truly believe BCNU's leadership - both elected and staff - is united in advancing

our organization's strategic priorities in a way that will have a positive impact on our members' working lives.

The work the MESRR committee is doing is just one part of that larger effort that will help us move forward as an organization. The committee's primary objective is to align its activities with BCNU's strategic directions. This has involved fostering dynamic and inventive education, mentorship and support for stewards and members and boosting member activism and influence through constructive engagement.





SHALANE WESNOSKI

Chair

MESRR is comprised of seven regional council members and one member of the provincial executive committee. With the support of staff we regularly engage with leaders throughout the organization to help develop best practices and foster new ideas to improve steward support and member engagement.

BCNU members are at the heart of everything we do as a committee and over the

next year we will be working on bringing to life several recommendations that have come from extensive and prior consultation on how to support our BCNU activists and members.

BCNU's new regional member engagement strategy means the MESRR committee is better positioned than ever to liaise with various union departments to ensure the support members receive is aligned →

2023 BY THE NUMBERS

Learning Opportunities and Resources

BCNU is a learning organization committed to the growth and development of all our members. Our education programs offer members the chance to grow personally and professionally, and help them gain a better understanding of their union, their workplace and the health-care system.



127

'Steward Resource Toolkit'
resources



54

Instructor-facilitated live
learning opportunities



34

On-demand interactive
learning modules

“We are united in advancing our organization’s strategic priorities in a way that will have a positive impact on our members’ working lives.”

with the union’s strategic priorities. This is a time of change, growth and commitment to new ways of being and knowing.

Over the next year, the committee will be reviewing key deliverables like steward onboarding pathways, streamlined processes for regional events, helpful how-to guides for council and regional teams and technology options to better track and evaluate our member engagement.

Now, more than ever, we need to find ways to engage with every member. Together, we are the BCNU and I am so excited for the possibilities that exist when all members come together to move our key priorities forward.

2023 BY THE NUMBERS Course Attendance



669

Members attended
Building Union Strength



285

Members attended
Occupational Health and
Safety education



209

Stewards participated
across four core
learning opportunities



420

Members attended
Embodying Your Practice
webinars and online modules



383

Members registered
in skills labs



CANDI DESOUSA
Chair

COMMITTEE REPORT

POLICY REVIEW

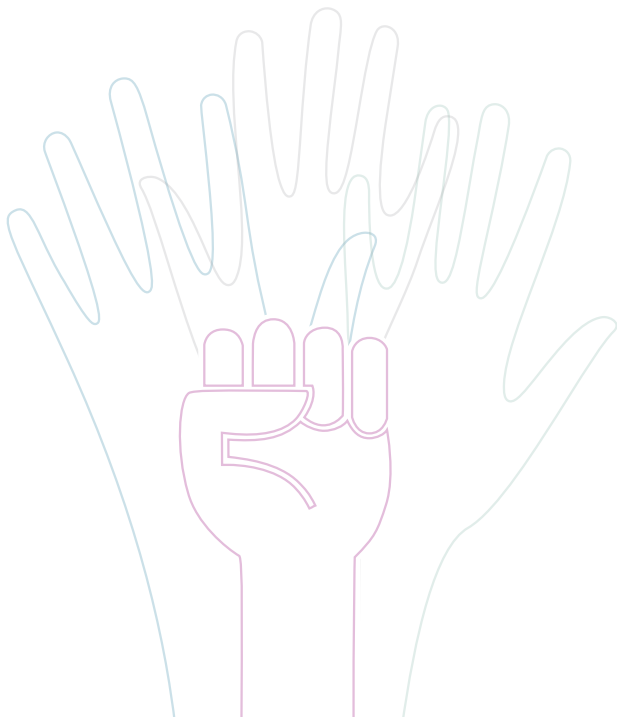
“We strive to operate efficiently while dedicating ourselves to the creation of policies that uphold BCNU’s values and strategic decision-making processes.”

Policies are important. I appreciated this fact after being elected regional council member in September 2020. I wanted to serve members effectively and so proactively sought membership in the union’s Policy Review Committee (PRC). Over the span of four years, I’ve immersed myself in BCNU policies and contributed actively to this committee’s endeavors, having served as chair for the past two years.

The PRC is responsible for painstakingly converting Council motions and convention resolutions into actionable policies that are the cornerstone of BCNU’s gover-

nance. This is a collaborative effort involving input from provincial executive and regional council members and staff.

I bring a robust human rights and equity perspective to our policy dialogues, which is informed by my lived experience as an Indigenous woman deeply engaged in a personal journey of truth and reconciliation and committed to continuous cultural learning. The activist in me is invested in ensuring that the decisions made by BCNU Council are firmly grounded in policies forged through collaborative and inclusive processes. →



The PRC strives to operate efficiently while dedicating itself to the creation of policies that uphold BCNU's values and strategic decision-making processes. Some of the policies developed or refined in the last year include:

- Crafting a new scent-free policy in response to a concern raised by the Workers with Disabilities Caucus
- Implementing of a 120-day window for submission of union leave forms to BCNU finance or a member will forfeit their right to compensation for their time
- Clarifying the eligibility requirements for the Evelyn Hood Benevolent Fund
- Creating new policy language to manage gift card giveaways under policy 3.1.13

The PRC also conducted its annual systematic review of all BCNU policy language to ensure it remains relevant and current. After completion, any new or revised policies are presented to Council for final approval and inclusion in Member Policies behind the BCNU Member Portal.

2023 BY THE NUMBERS

Investing in Members

Increasing member activism and engagement continues to be a major organizational priority. That means providing the financial resources needed to ensure BCNU members across the province have the ability to fully participate in their union.



20,029

Salary reimbursement days claimed by members



684

Members approved for Member Education Bursary



46,832

Potential number of members receiving college fee reimbursement from their employer



26,327

Number of bill/expense forms processed



KELLEY CHARTERS
Chair

COMMITTEE REPORT

NURSE SUPPORT FUND WORKING GROUP

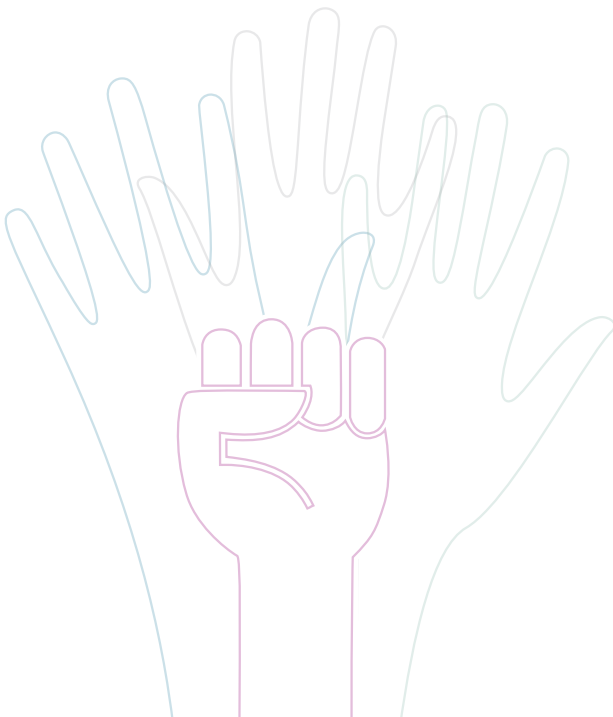
The \$60-million Nurse Support Fund BCNU successfully secured in negotiations with the provincial government is aimed at protecting nurses' mental health and providing hardship assistance to members who have exhausted their existing benefits or who face unexpected financial struggles.

BCNU council established this working group to oversee the fund's implementation in July 2023, with the primary objective of efficiently distributing funds to members in need. I'm proud to serve as the chair of this group.

As a regional council member I am acutely aware of the challenges nurses working

within our strained health-care system face - challenges that are only compounded by the COVID-19 pandemic and the housing crisis. I recognize the substantial impact this fund could make in the lives of many members and I'm deeply committed to ensuring its success. I'm also grateful for the invaluable support of working group members Scott Duvall, Roy Hansen, Denise Waurynchuk, Aida Herrera and numerous BCNU staff.

In February 2024, we celebrated a significant milestone with the successful launch of the Nurses' Bargaining Association (NBA) Hardship Assistance initiative, which provides immediate financial aid of up to \$1,500 to address urgent needs →



“Both the NBA Hardship Assistance and the Supplemental Mental Health Benefit help fulfil BCNU’s mission of safeguarding the health, safety, and socio-economic well-being of our members.”

such as food, shelter, medical support, family crises, and disaster-related financial hardships.

We continue to work on the development of the NBA Supplemental Mental Health Benefit in partnership with Pacific Blue Cross. This new extended health benefit will address the need for enhanced mental health support and reimburse the cost of

a registered psychologist or a registered clinical counsellor for members who have used up the annual \$900 benefit under their existing plans, up to a maximum life-time amount of an additional \$5,000.

We’re optimistic that members in need will soon be able to access this benefit, and make claims retroactive to March 31, 2023. This fund will remain accessible until

2023 BY THE NUMBERS

Occupational Health and Safety



56%

Success rate on members’ WorkSafeBC appeals



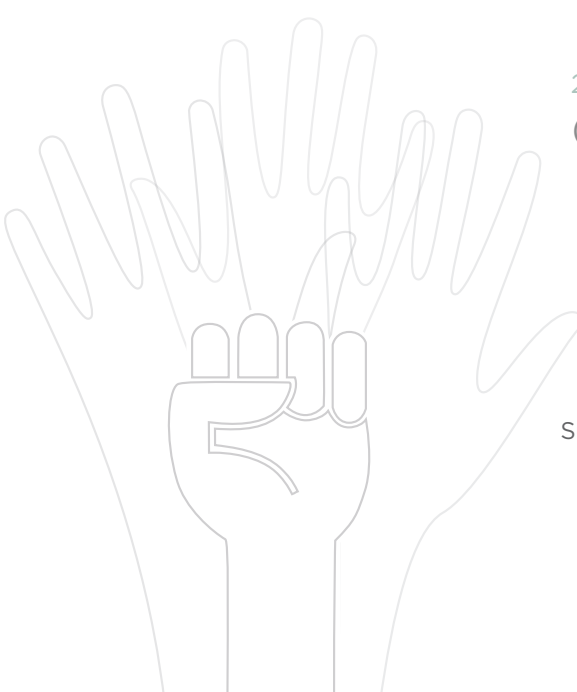
71%

Success rate on members’ LTD appeals



1289

OHS support issues answered



the \$60 million in the Nurse Support Fund is exhausted. Both the NBA Hardship Assistance and the Supplemental Mental Health Benefit help fulfil BCNU's mission of safeguarding the health, safety, and socio-economic well-being of our members.

The journey to full implementation and the task of managing a \$60-million fund came with some unforeseen challenges. But the collaborative efforts of working group members and the expertise of BCNU's staff helped us overcome them.

I again extend my heartfelt gratitude to the dedicated members of the Nurse Support Fund working group for their unwavering commitment to advancing this endeavour. Their continued work underscores BCNU's commitment to addressing the pressing needs of our members, and we remain dedicated to optimizing these funds for the benefit of members who tirelessly serve their communities.

2023 BY THE NUMBERS

Servicing

BCNU is focused on protecting and advancing the health and economic well-being of our members. We've committed significant resources to defending members' rights when dealing with health employers and WorkSafeBC.



566

Members supported by
Licensing, Education,
Advocacy Practice Program



720

Non-case related
member matters



3,334

Grievances opened



2,422

Grievances closed

COMMITTEE REPORT

NOMINATIONS

The BCNU Nominations Committee plays a pivotal role in protecting the integrity of our union's electoral processes and is committed to ensuring fair and equitable elections for all members seeking office within the union.

For the past two years I've had the privilege of serving as committee chair. I've taken a lead role managing communications and correspondence with members pertaining to BCNU elections and I have enjoyed collaborating closely with fellow committee members.

A special election for four vacancies on the Nominations Committee will be held during BCNU's 2024 convention. Candidates must maintain good standing within the union and cannot hold any BCNU office or full-time position above that of worksite steward. They are also prohibited from expressing political preferences or endorsing candidates in any

provincial or regional BCNU election.

The current Nominations Committee began its activities in January 2023. I and two other members were acclaimed at Convention 2022. However, last year unforeseen circumstances left me as the sole remaining member.

A search was conducted across all 16 BCNU regions to recruit two interim members, culminating in the successful appointment of the skilled and capable Crystal Ferreira and Paulina Iturra.

The committee oversaw two elections in 2023, including the general election for provincial executive officers and regional council members and a special election for provincial treasurer. Following these events, the committee extensively reviewed the electoral process and identified areas for improvement. We are now focused on educating members about

2023 BY THE NUMBERS

Cultivating Leaders



535

BCNU Convention
2023 participants



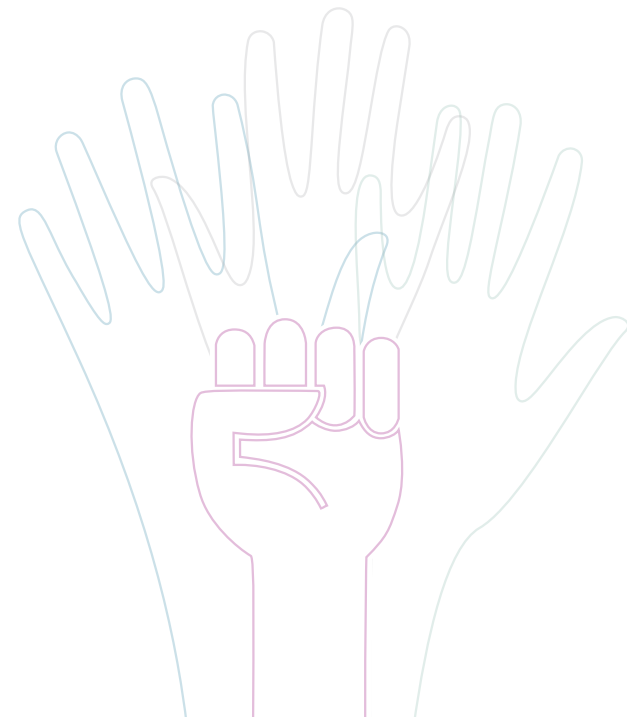
WILL CHAMBERS
Chair

“I’m committed to using our collective power as union members to uphold the principles of fairness and equity throughout the electoral process.”

proper election procedures and enhancing communication channels to efficiently address election-related issues.

Looking ahead, the committee is aiming to have a full complement of five nominations members for the remainder of the current term, which runs until 2025, at which point a new committee will be elected at that year’s convention.

I am personally committed to the prospect of continuing to lead the Nominations Committee, pending the membership’s approval, for the foreseeable future and using our collective power as union members to uphold the principles of fairness and equity throughout the electoral process.



BCNU LEADERSHIP AWARDS

Congratulations to the 2023 winners
Reanne Sanford and Marilia Cordeiro

The Excellence in Leadership and Advocacy Award honours a member who has made a difference to the health and well-being of their community, and to their profession through leadership, activism or social justice efforts.

The NU Leader Award honours a student member, or member with less than five years of nursing experience, who has demonstrated outstanding achievements in BCNU-focused advocacy and activism, and embodies union values.

Each winner receives beautiful, personalized, original artwork and a monetary prize of \$1,000.



RAVEN STEALS THE LIGHT

Award recipients received an etched glass piece featuring art by Erik Prytula, a Haida artist from the eagle clan Tsiits Gitanee, called *Raven Steals the Light*. Inspired by the creation story where the raven steals the sun, the moon and the stars and puts them in the sky, creating life as we know it. The print is a representation of nurses bringing light to dark places.



EXCELLENCE IN LEADERSHIP & ADVOCACY AWARD

Reanne Sanford

Reanne Sanford is a registered nurse (RN) in the North East region who, since 2016, works as Regional Nursing Lead – Harm Reduction in support of the response to the toxic drug crisis.

One of Sanford's many award nominators is BCNU North West Regional Council Member Teri Forster. She says that Reanne embodies BCNU values in her everyday work and has contributed significantly to the health and well-being of northern communities, specifically related to harm reduction. According to Forster, Sanford asserts kindness and compassion in her approach to people living with substance use. "The changes Reanne advocated for assisted many of our nurses, who were distressed with how policy is applied to patient populations, to feel heard and validated in their care for others," says Forster.

Community examples of Sanford's exemplary work include working in long-term care facilities and working on updates to the language contained in the Northern Health Smoke Free Grounds policy. Her advocacy led to reduced stigmatization and the safe provision of care to impacted people.



NU LEADER AWARD

Marilia Cordeiro

Marilia Cordeiro is a registered nurse (RN) in the Coastal Mountain region who works on the acute surgical unit.

Cordeiro was nominated by Angela Crawford, RN, who says that to effect change on her unit, Cordeiro became a BCNU steward and worked with BCNU's Professional Practice and Advocacy, Labour Relations and Occupational Health and Safety representatives to expand her knowledge while striving to change a toxic work environment.

Crawford praised Cordeiro, saying "Well done, Marilia, for all your leadership, advocacy, support, and relentless perseverance, you successfully changed your workplace."

HOW BCNU SUPPORTS YOU

The union offers services to members related to all four domains of nursing: research, clinical practice, leadership and education. We are proud to provide a variety of services and resources to support members throughout their career.

- Member support and assistance with resolving workplace concerns (grievances through to arbitrations)
- Support members returning to work, safe from discrimination (duty to accommodate)
- Negotiate independent contracts for members who are not covered by the Nurses' Bargaining Association
- Provide education opportunities, both virtual and in-person, as well as resources for members and stewards
- Support and mentor members, stewards and regional representatives to address health and safety concerns
- Represent members in appeals of WorkSafeBC decisions, including written submissions or representation at oral hearings
- Represent members with appeals related to LTD claims
- Administer the Enhanced Disability Management Program in a manner consistent with program principles and best practices
- Assist members with licensing and practice issues
- Guide and assist members with the professional responsibility process
- Administer BCNU education bursaries and financial support
- Support student members including education opportunities and professional development opportunities
- Support retired members and those preparing for retirement
- Support BCNU's working groups and committees including Human Rights & Equity caucuses and networks
- Organize provincial conferences and events
- Provide regional and grassroots organizing support
- Offer library services and records management (including personal information requests)
- Publish BCNU member magazine
- Host BCNU.org website, a members-only portal, support for regional and provincial social media channels
- Manage media relations and training
- Develop public-facing, issues-based advertising campaigns

As we look to the future, let's remember our collective power knows no bounds. Together, as nurses, advocates and agents of change, we hold the key to a brighter, healthier future for all.



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