

unstoppable  
together



ANNUAL REPORT  
2022 - 2023

unstoppable  
together 

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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V  
Culture  
Diversity  
Equity

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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 the BCNU and reflect key behaviours that guide our daily actions.

### 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 stand united, we can do remarkable things and overcome even the most challenging obstacles.”

What a remarkable time we've been living through. Our union has faced many challenges, but we have not let them stop us, and together we continue to accomplish so much.

In 2022, members welcomed each other again at many face-to-face events following more than two years of COVID-19 public health restrictions. Highlights include our May rally at the Victoria legislature during National Nursing Week, October's provincial bargaining conference, our annual convention in November, and the human rights and equity conference later that month.

We also engaged with thousands of our members at the many town halls and mini regionals we organized. It is critical that members' voices are heard and that you feel represented. Together, we are truly a force to be reckoned with. We can make things better for each other and for our profession, and we do that by working together.

That's one reason I've been focused on building relationships with external organizations and sister unions. It's important to have a strong network of allies who share a commitment to our core values. So, I'm proud to have led BCNU in joining the Canadian Federation

of Nurses Unions. We are now part of a network of over 250,000 unionized nurses that promotes our profession on the national level and works tirelessly to protect the quality of health care for our patients and our universal public health-care system.

Despite the challenges of the past few years, we've always kept our members' needs front and center. We want to make sure you have better working conditions, safe staffing levels, and respect from your employer. There is no health-care system without you – the nurses. You are vital to keeping the system running.

We are listening to you. Ahead of negotiations for a new Nurses' Bargaining Association provincial collective agreement, members we polled told us that they would not accept any concessions – and we did not.

You told us that improved compensation was your top priority, and we delivered record-setting gains that are now the envy of nurses across Canada. This contract shows our members that they are respected, supported, and valued.

In previous rounds of bargaining, we also put our trust in the system and hoped that asking



for more nurses would be enough. This time, we achieved a breakthrough on staffing ratios. In the years ahead, mandatory minimum nurse-patient ratios will be the new standard in your workplace, enabling you to deliver consistent and safe patient care. This agreement lays the groundwork needed to help retain nurses in the system today and recruit the nurses we will need in the future.

But it's not just up to BCNU to create change. As we look to the future, I want each and every one of you to know you have the power to join with others in your union and advocate for your rights. We have resources to help you enhance your work experience and help you achieve that work-life balance we're all striving for. It's possible, and we want to help you get there.

Here we are in 2023. What I have learned this past year is that there is not enough time in the day to accomplish everything you want. Trying to keep on top of the high volume of emails has been challenging, and I humbly apologize if I missed a message or did not respond. Self-care is something that many of us struggle with, and I am no exception.

When I think about the nursing profession, I'm reminded of all the amazing opportunities that come with it. You can advance in your career in so many directions, and that's something to be proud of.

I'm so grateful to be part of this remarkable union, and I'm honoured to represent our over 48,000 members across BC. You are respected leaders in your profession, and I'm reminded of the power we hold when we come together and work toward our common goals.

When we stand united, we can do remarkable things and overcome even the most challenging obstacles. We truly can make a difference when we set aside our differences and stand shoulder-to-shoulder. So, let's continue to strive for unity and strength in our lives and communities. Together, we can be truly unstoppable.



**Aman Grewal**  
President

## “BCNU is on a roll. We are gaining public support and getting the government’s attention.”

Since becoming BCNU’s vice president in February 2022, it has been exciting to participate in rallies large and small around the province, and to raise people’s awareness of the critical nursing shortage and its impact on patient care.

As the union’s provincial lobby coordinator, I’ve helped empower members to use their voices, meet their MLAs and discuss nurses’ concerns. Together, we’ve gathered thousands of postcards and channeled the support of people in our communities who called on their MLA to take action for an end to the nursing shortage. More recently, we’ve initiated local emergency room campaigns in the hardest-hit regions of the province. All these actions raise public awareness and apply pressure on decision makers. I want to thank BCNU’s regional lobby coordinators for leading this work. And I extend a sincere “thank you” to all those members who took the time to engage with me directly and for sharing your experiences, your fears, and your hopes for a better future in nursing.

It is a privilege to serve as the chairperson of BCNU’s human rights and equity committee. The committee is composed of the chairs and council liaisons of our four human rights and equity caucuses and two

networks. The committee’s efforts inform the work of our union as we strive to make our organization safer and more inclusive. We also remain committed to creating just and equitable workplaces for nurses, health-care workers, patients and their loved ones. I am honoured to work with this exceptional community of activists and the caucuses and networks they represent.

After 13 years, BCNU has joined the Canadian Federation of Nurses Unions. Together, we and other provincial nurses’ unions are 250,000 strong and united! As your vice president, I hold one of two BCNU seats on CFNU’s National Executive Board. This opportunity allows our union to participate in coordinated pan-Canadian actions to address issues most important to the nursing profession, such as the ongoing critical nursing shortage, the use of mandatory overtime and agency nurses, and the threat of health-care privatization.

Effective governance is also a priority. I chaired BCNU’s Provincial Executive Committee and Council meetings while provincial contract negotiations were taking place, and I am committed to improving the functioning of Council and the various committees and working groups that I serve on.



**Adriane Gear**  
Vice President

This year is also an election year, and plans are underway to ensure that incoming regional council members have appropriate onboarding and are provided with governance and leadership training.

BCNU is on a roll. We are gaining public support and getting the government’s attention. This means it’s more important than ever for members and activists to remain engaged and participate in political action activities that highlight the contribution nurses make to the health-care system.



# “We are one union, united. And when we organize, invest, and lead with our core values, we are unstoppable.”

“As long as we’re united, and as long as we continue to organize, invest, and lead with our values, we’ll be unstoppable.” This quote from former US Secretary of Labor Tom Perez encapsulates the spirit of our union. A belief in our shared passion and dedication to our profession is what makes us strong.

I am proud to see our union build capacity and continue to provide opportunities for all members. Supporting nurses with bursaries and providing them with funds when they are struggling remains a top priority.

We ended the fiscal year with a budget surplus. I remain committed to ensuring BCNU is financially responsible with members’ dues and uses them to effectively address their needs.

Our 2023 budget allocates additional funding to support the BCNU equity-seeking caucuses. This organizational allyship supports these groups’ important work in building inclusive, culturally safe workplaces for their members.

We also continue to fund the union’s reconciliation efforts in support of the Truth and Reconciliation Commission of Canada’s calls to action, and to address the devastating legacy of residential schools felt by Indigenous people to this day.

It’s important to recognize Indigenous

people’s traditions and for their relationship with the land that we occupy. Let’s dedicate ourselves to moving forward in the spirit of partnership and reconciliation while honouring these wisdoms.

We remain focused on developing and improving our core functions and processes, and our financial and IT platforms are increasingly efficient, effective, and responsive.

In 2022 BCNU financially supported members through various initiatives. These included the college licence fee reimbursement and payments from the new nurse assistance fund, the benefit premium maintenance fund, and the prevention and assistance fund.

We continue to support student nurses with funding for their education, and this year we provided more than 9,000 members with a special \$500 payment through the NBA Retiree Benefit Fund to help retirees with the cost of inflation. Payments for eligible retirees continue into 2023.

Personally, I have enjoyed visiting BCNU regions across the province to educate members about our operating budget and the activities and services we fund. I present the consolidated financial statements to members in all 16 regions to provide a detailed review of BCNU’s financial posi-

tion, and I’m pleased to report that our position remains strong.

Our strong defence fund also gave the NBA bargaining committee the assurance it needed to stand strong through any job action that may have been needed to achieve the collective agreement it secured. Now is the time for members to continue engaging in frank, open dialogue and ensuring that contract implementation achieves the best outcomes for all members.

I look forward to remaining unstoppable, growing together, united, organized, and letting our values lead the way.



**Sharon Sponton**  
Treasurer

## “Working together, we can accomplish extraordinary things and make a real difference in the lives of our members.”

As a woman who immigrated to Canada, I have faced a multitude of obstacles throughout my life, things that have challenged me mentally and physically. I would not have been able to pursue a nursing career if it wasn't for the unwavering support and sacrifices of so many, including my mother who was always there to listen and offer encouragement. During the trying times, my husband and my children were very supportive and my classmates at Douglas College were also a crucial support system when I felt like giving up.

Now, as your Executive Councillor for OH&S and Mental Health, I know that supporting and encouraging one another is the key to our success. Nurses work in demanding and stressful environments that take a toll on our physical and mental health. That's why occupational health and safety measures, such as proper ergonomics, personal protective equipment, and infection control protocols, are necessary to ensure we can perform our duties safely, without risk of injury or illness.

Mental health supports are equally important. Nurses experience high levels of stress, burnout, and compassion fatigue. By prioritizing mental health, we can help

each other thrive in our roles, provide better care for patients and create a positive and supportive work environment.

Educating members has been my primary objective to help realize the workplaces we deserve. Over the past year, I've been focused on helping Joint Occupational Health and Safety committee representatives excel in their roles. I want them to understand they can make significant contributions to promoting workplace health and safety. The road ahead will be challenging, but I am committed to supporting them every step of the way.

The phrase “united we stand, divided we fall” is a guiding principle that's proved true throughout the history of our union. So many of our members are at the breaking point, and feeling overwhelmed, defeated, and downtrodden. But we came together to fight for recognition, respect, and fair compensation during the recent round of Nurses' Bargaining Association contract negotiations. Despite the obstacles, we found the strength to unite and focus on a common goal: securing a good NBA collective agreement. We set aside our differences, focused on the task at hand and fought for what we believed in.



**Aida Herrera**  
Executive Councillor

Together, we are strong, and together, we are unstoppable. The task now is to continue working together so that we can accomplish extraordinary things and make a real difference in the lives of our members.

I am grateful for the support of members in enabling me to achieve my goals so far. And as your executive councillor, my ongoing mission is to encourage and support all of our members to achieve greatness. Together we are strong. Together we are unstoppable.

## “Workers who rise together to improve their working conditions, wages and benefits are unstoppable.”

Being “unstoppable together” is about taking collective action to achieve our goals. This can involve letter-writing campaigns, pickets, strikes and many other kinds of job action. We’ve seen that collective action recently with our ‘Help BC Nurses’ postcard campaign, in rallies around the province, and our lobbying of elected officials to push for real improvements to our working lives.

Solidarity is crucial for achieving significant victories in the face of employer opposition. When nurses are divided, they are weaker and more vulnerable to employer exploitation. Unions must also recognize the importance of diversity and inclusion. We have a long history of fighting for the rights of marginalized groups, including women, people of colour, Indigenous workers, the 2SLGBTQIA+ community, and workers with disabilities. When unions recognize the unique challenges faced by different groups of workers, they become stronger and more effective. I am proud that BCNU has chosen to focus on diversity, equity and inclusion to become a leader in this space.

Educating members is one of the most rewarding aspects of my job. As BCNU Executive Councillor for pensions, I continue to help members improve their finan-

cial literacy and better understand how their pensions work. This year, we delivered the very first Young Nurses’ Network financial literacy event where I was able to provide pension education to our younger members.

A nurse’s pension plan is crucial for their financial security in retirement, and a reliable source of income allows retired nurses to maintain a comfortable standard of living while meeting their financial obligations. I’m happy to report that we have now completed the pension governance review that was negotiated as part of the previous provincial collective agreement, and that BCNU members will remain part of the Municipal Pension Plan, which is strong, well-funded and reliable.

Last year I met with BC Seniors Advocate Isobel Mackenzie. In my role as the union’s Executive Councillor for senior’s health, we discussed how we can work together to advocate for improvements to seniors care in BC.

In 2022, BCNU member Harwinder Sandhu was named BC’s Parliamentary Secretary for Seniors Services and Long-term Care, and we are working together to advocate for improved seniors’ care and working conditions for nurses in the long-term care

sector. We continue to collaborate with several seniors’ advocacy groups to push for the implementation of national standards in long-term care. BCNU’s recent negotiation of minimum nurse-patient ratios will also go a long way to improve staffing in the sector.

Let’s continue to be unstoppable by standing together in solidarity, taking collective action, promoting inclusivity, engaging in democratic decision-making, and educating each other. If we do these things we will achieve our goals and ultimately improve the working conditions, wages, and benefits of all our members.



**Michelle Sordal**  
Executive Councillor

## “I’m proud to work for the nurses of BC and look forward to achieving more together in the year ahead.”

Since joining the BCNU in January 2022, both the challenges and rewards of the job have been immense. I arrived as the organization was undergoing a period of transition in the midst of the COVID-19 pandemic and following significant leadership changes. I could see that our members continued to suffer through difficult working conditions that were both mentally and physically taxing.

We began 2022 by embracing change and doing things differently. That meant engaging in collective dialogue with the elected leadership and staff, and then listening to our members and activists. Change is seldom easy, and our execution may not have been perfect, but I want every member to know that all we have achieved in the past year and a half has been rooted in a commitment to transparency and fighting for what is right.

It’s important to reflect on the many successes we’ve achieved in this time. We’ve enhanced member and steward engagement through various town halls and regional outreach events, reignited grassroots activism through community-based public rallies and worksite ER campaigns, achieved several significant WorkSafeBC and labour relations wins, and successfully executed our two largest member events: the provincial bargaining conference and annual convention. Both were held within

a month of each other and made possible thanks to the tremendous work of our staff and elected officials.

We’ve also re-established relationships with other health-care unions and with the government to ensure nurses have a voice on key provincial issues. Rejoining the Canadian Federation of Nurses Unions was an important highlight of 2022. Our members’ voices will now be stronger as they unite with those of other nurses across the country.

As the chief negotiator for the Nurses’ Bargaining Association, securing a new provincial collective agreement was my top priority this year. We wanted a contract that addressed nurses’ retention and recruitment concerns through meaningful wage and premium increases. Bargaining did not begin until late 2022. But waiting was the right decision, and provided the time we needed to engage with members and build public support for nurses through public advertising, rallies, and putting pressure on the government before talks opened.

Our ratified contract has secured record investments in nurses and also champions a genuine commitment to truth and reconciliation work and strengthens the principles of diversity, inclusivity and equity.

We also reached a historic agreement with



**Jim Gould**  
Interim Chief Executive Officer

the government that means BC will be the first province in Canada to implement minimum nurse-to-patient ratios, a staffing model to address the workload that BCNU had been advocating for over 25 years.

These many achievements are a testament to the efforts and commitment of all of the individuals who make up our union: BCNU Council and the Provincial Executive Committee, the regional executive teams, hundreds of stewards and activists, our dedicated staff and over 48,000 members. Thank you all for your dedication and honesty in championing our members’ best interests.

I look forward to the year ahead and am excited about what we can achieve when we unite together in solidarity.

## “‘*Sarbat Da Bhalla*’- for the welfare and protection of all.”

As a member of the Sikh nation, the principle of *Sarbat Da Bhalla* guides my life. It is an essential part of who I am, and what I strive to be - both personally and professionally. I am grateful to both individual members and BCNU as an organization for providing me with the opportunity to live these values every day in my professional life.

My first year as BCNU's chief operating officer has been a busy one. The volume of work and projects has kept the operations team at BCNU extremely engaged. In addition to being responsible for day-to-day operations, our teams were coordinating regional and provincial bargaining conferences, two conventions and the Nurses' Bargaining Association contract ratification vote.

As COO, I enjoyed having the privilege of attending regional meetings and various steward and member engagement sessions where I provided insights into BCNU's operations, explained the services the union provides and showed members how their dues support activities that benefit nurses across the province.

My top priority in 2022 was to unequivocally move our organization toward taking

action on issues of diversity, equity and inclusion (DEI). Without an accountable commitment to DEI, our organization's culture, and by extension everything we do and communicate, is incomplete. I'm committed to ensuring that BCNU continuously strives to better include all members and staff, especially those who have had to overcome immense hurdles to achieve equity. Our DEI flagship project is called IDEA: Inclusivity, Diversity and Equity = Action. This year we established a staff committee and a Council working group to address various DEI implementation objectives.

With the goal of delivering better services to our membership, I was excited to work with staff and our Council Human Resources Committee to develop a transparent and accountable professional development and assessment system. We are making progress by expanding our existing systems to ensure staff have the feedback, resources, and timely support they need to achieve success at BCNU. The roles of COO and CEO were the first to go through this new process, and I am pleased to say these reviews are complete. Similar assessments of the position of president and other provincial executive committee positions are now underway.

So much continues to change all around us. But as we move into 2023, my primary goal is to ensure that BCNU is a collaborative space that adheres to the values of DEI and is available to all members and staff.



**Moninder Singh**  
Chief Operating Officer



# 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. But it's challenging work. What keeps them going? We asked our regional council members to tell us how they remain unstoppable.

## KELLY ZANDER

Central  
Vancouver

"Our members' advocacy is a constant source of inspiration. When we unite, stay true to our convictions and act with courage, there is nothing we cannot achieve. Together, let's be unstoppable in our tenacity, and always strive to do what is right."



## GERALD DYER

Central  
Vancouver



## TRISTAN NEWBY

Simon  
Fraser

*I have no special talents. I am only passionately curious - Einstein.*

"As we move forward let us attempt to view obstacles as opportunities to learn and grow together. I'm dedicated to fostering unity among all members, empowering them to embrace collective curiosity and face our challenges as a united force."



## KATH-ANN TERRETT

Coastal  
Mountain

"What I love about nursing is helping people cope with their health challenges. What inspires me as a regional chair is seeing that no matter what work-life challenges our nurses face, they always advocate for better patient care. Nurses rock!"



## DENISE WAURYNCHUK

East Kootenay

"The first step is always the hardest, but when we take it as a team, we support each other. And when we fall down together, we get back up together. Together, we face new challenges as an unstoppable team and empower each other to keep pushing forward."



## CANDI DESOUSA

Okanagan  
Similkameen

"I recently had the privilege of being part of the Provincial Bargaining Committee for the recent round of collective agreement negotiations. The power of our voices at the bargaining table reminded me that the power of solidarity cannot be denied, and we are truly unstoppable together."



## SHALANE WESNOSKI

West  
Kootenay

"I'm inspired by the nurses who get involved in the union and find ways to support each other. Never forget the power of connection and building relationships. When we come together with a common objective, there is nothing we can't do."





**DANETTE THOMSEN**

North East

“When nurses unite, we achieve great things! BCNU is a place to come together, value equity and diversity, learn from colleagues, and build respect for each other and the nursing profession. ‘United we stand, divided we fall’ still rings true, for united we are unstoppable.”



**TERI FORSTER**

North West

“Sometimes we can feel like we are the only ones dealing with the pressures of moral distress in harsh working environments. It’s important to speak up and seek assistance. We have many colleagues and union resources to remind us we are not alone.”



**CLAUDETTE JUT**

Shaughnessy Heights

“I have a grateful heart for my regional executive and steward teams. They inspire me to do better and further the work that’s needed to engage and encourage nurses during challenging times. It’s the respect and trust we share that keeps me involved.”



**SCOTT DUVALL**

Thompson North Okanagan

“We work so hard every day to support those in our care. We must also remember to care for ourselves. But we are not alone in this fight. Together, we can take on systemic injustices and hold others accountable.”



**HARDEV BHULLAR**

South Fraser Valley

“Nurses care for others, but we must care for ourselves too. For me, exercise and a healthy diet are essential. By prioritizing our own well-being, we can continue to provide high-quality, safe patient care to those we serve.”



**WALTER LUMAMBA**

South Fraser Valley

“No matter how difficult a situation may be, we can learn from experience to become wiser and stronger together. I’m a proud advocate of member engagement and teamwork. Together, this creates unity, promotes action and provides fantastic results.”



**CARLY KOEPPEN**

South Islands

“I respond to the question ‘Where is my union?’ by reminding nurses that BCNU is member-driven. It’s members who empower themselves, become involved and seek answers that make this union successful. This union is our members, this union is you!”



**LEANNE ROBERTSON-WEEDS**

South Islands

“Things don’t always go the way we expect, leaving us questioning our abilities and considering what we could have done differently. But when we reframe challenging situations, we turn problems into opportunities for growth and development.”



**KELLEY CHARTERS**

Pacific Rim

“The way nurses are disrespected and abandoned by their employers, it’s easy to feel hopeless. The way to combat moral distress is to empower yourself. I’m honoured by the opportunity to lead. I hope to inspire others to find their voice. Because together, we’re truly unstoppable.”



**SARA MATTU**

Richmond Vancouver

“We are a grassroots organization of workers committed to caring for each other. We expect a decent wage, a safe workplace and recognition for our efforts when we retire. And when we stand together, we are a force to be reckoned with.”



**WENDY GIBBS**

Simon Fraser

“The greatest benefit of nursing is the satisfaction of a job well done, together with the camaraderie and friendships that are formed by working closely together toward a common goal: great patient care. We can accomplish far more together than we can alone.”



**MEGHAN FRIESEN**

Vancouver Metro

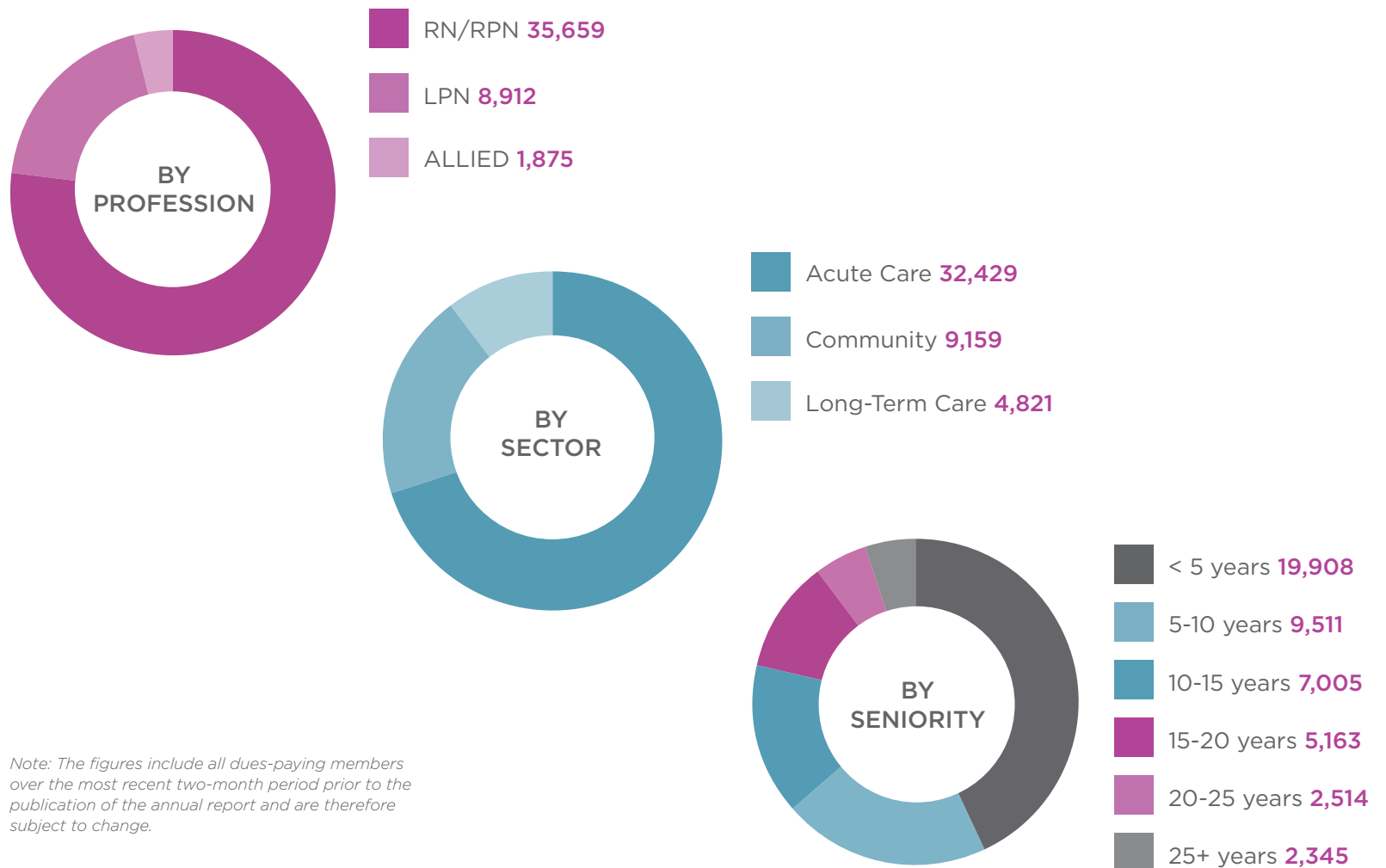
“Resilience doesn’t mean we keep pushing through life. It’s about honouring our feelings and taking the time to acknowledge what we’ve been through. It is an opportunity for renewal and growth that allows us to continue achieving our goals.”



# WHO WE ARE

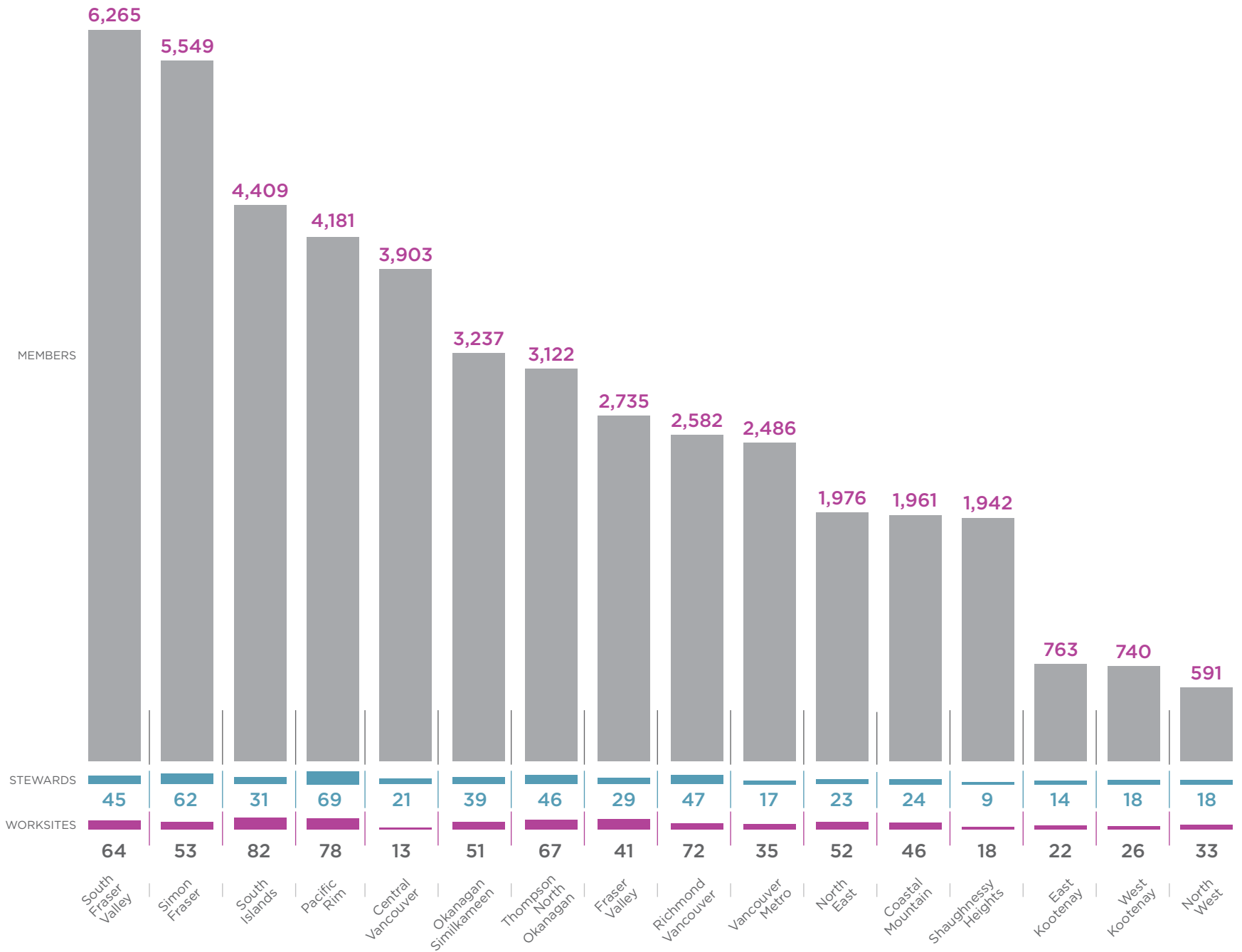
The BC Nurses' Union represents more than 48,000 professional nurses and allied health-care workers who provide care in hospitals, long-term care facilities and the community. We speak up and speak out for safe, quality, public health care. We value and respect diversity, and pride ourselves in providing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

**2020 - 2024 ORGANIZATIONAL PRIORITY:** To bargain clear and enforceable collective agreements that serve to strengthen and unite our membership so that we can achieve improved working conditions and safe patient care.

## MEMBERSHIP

By 2023 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 2023 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 2023 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 2023 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 the BCNU.

### **PROFESSIONALISM, RELATIONSHIPS AND REPUTATION**

By 2023 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.

# THERE IS STRENGTH IN NUMBERS

When union members come together, there is nothing that can stop us. Our solidarity is our strength. And our fight for inclusion and equity is a fight that must be shared by all of us, in every region and in every worksite.

BCNU proudly supports four human rights and equity caucuses and two networks as we strive to make our union a safe and welcoming place for all.

The work of these groups speaks to our members' ability to continually face our challenges no matter the adversity, and reflects nurses' unstoppable nature.

The stories in these pages are a testament to the leadership in our midst and the power of determination in the pursuit of equity and justice.







# MONIQUE PAT IS UNSTOPPABLE IN HER COMMITMENT TO ADVANCE CULTURAL SAFETY AND MAKE RECONCILIATION A REALITY.

The Victoria General Hospital Indigenous liaison nurse didn't always aspire to a career in health care. A member of the T'Sou-ke and Namgis First Nations, her journey to nursing began when she heard of a care aide program being promoted by North Island College and three local First Nations in the territory of the Kwakwaka'wakw. She decided to apply and became one of eight people accepted into the program.

While working as a care aide, Pat met a Métis registered psychiatric nurse who told her about an online RPN program being offered by Stenberg College. The demand for RPNs across BC was high, particularly outside large urban centres. "The accelerated program allowed students to complete most of their coursework, clinical placements, and practicum in their own regions throughout BC," Pat recalls. "I signed up and two years later I was a full RPN." She began

working as an Indigenous liaison nurse (ILN) for Island Health's Department of Aboriginal Health in 2008 and was hired permanently one year later, after the health authority created a second ILN position for southern Vancouver Island.

Nursing runs in Pat's family. Her father worked as a licensed practical nurse in the 1970s. As a young girl, she remembers going to work with him to visit the elderly. "They had no visitors," she said. "My father thought it strange that these folks had no one with them, and he had me visit and act as a granddaughter to them."

Today, Pat has almost 24 years of Indigenous health experience, ranging from home care, diabetes prevention and care, HIV/AIDS prevention and care, and coordinating health care throughout First Nations communities on Vancouver Island and at the Victoria Native Friendship Center.





In her ILN role, she helps patients in the community navigate the complexities of the health-care system while at the same time educating all health-care workers in the hospital and in the community about the importance of Indigenous cultural safety.

As an educator, Pat's work is grounded in critical race theory, which she says provides an understanding and analysis of the relationships that exist within settler colonialism and culturally specific Indigenous traditions.

For a First Nations woman, the task of explaining systemic racism and its effects to a white or non-Indigenous audience can be challenging, and Pat partners with Island Health and Provincial Health Services Authority cultural safety facilitator Laurie Harding to help broach difficult issues like power and privilege.

"We can't keep upholding cultural biases and normalizing white authority. Critical race knowledge, self-awareness and intervention skills, along with a deep commitment to allyship, are required when working with Indigenous people," Pat explains.

"Policies in our institutions are set up for settlers and colonists, and they affect Indigenous people and people of colour," she says. "Sometimes lives are lost because of a misunderstanding and biases, so we must stand up and begin to make changes required to make health care safe for all.

"It's a lifelong learning process, and all

of us are going to be at different stages of development, just like nurses," Pat explains. "Recently graduated nurses may not yet engage in critical thinking and likely won't until time has gone by, and they gain experience.

"It's the same with anti-Indigenous racism and cultural safety work. Undoing the past and getting to a place where we are healing together will be hard but essential work that takes time and effort." She explains that practising cultural safety is a whole new way to approach health care that's also beneficial for patient care. "If we diminish, demean or dismiss others, then we are not safe."

Pat is a member of the BCNU Indigenous Leadership Circle (ILC). The circle is one of four equity-seeking groups under BCNU's human rights and equity umbrella. ILC members promote cultural safety in the union and the workplace while working to dismantle the harmful effects of colonization and Indigenous-specific racism.

In 2019, the ILC put forward a resolution at the union's annual convention to establish the BCNU Truth and Reconciliation Committee (TRC), with a mandate to lead BCNU's reconciliation efforts. The resolution passed and a nomination process followed. Pat was elected as one of two ILC members to sit on the newly formed committee.

As an integral committee member, Pat



works with BCNU council reps who are dedicated to addressing the ongoing impacts of colonialism on Indigenous people. They are also committed to implementing the Truth and Reconciliation Commission of Canada's 94 Calls to Action, which aim to address the harms caused by residential schools and advance reconciliation in the country.

Pat's family, like so many others, has been touched by the residential school system. In 1997, she found out that her father, along with other family members, attended the residential school in Alert Bay.

The TRC's efforts are currently focused on increasing awareness of the Truth and Reconciliation Commission's findings and advocating for education and understanding about the impacts of colonialism.

Pat says BCNU, having endorsed the report, has a responsibility to empower

“Getting to a place where we are healing together is essential work that takes time and effort.”

Indigenous nurses and to promote their well-being within the workplace while advocating for justice alongside them. By doing so, she says the union can help ensure the voices of Indigenous nurses are heard and respected.

Diversity, equity and inclusion – or “DEI” – initiatives are just the beginning of this process, she argues.

“Diversity is good to a point, but it doesn’t 100-percent create that cultural safety for Indigenous people. It’s going to take generations of understanding on how to walk up this hill together and doing the actual work that’s needed to implement the 94 Calls to Action contained in the Truth and Reconciliation Commission’s report,” she stresses.

“Truth and Reconciliation Commission Report chief commissioner Murray Sinclair said when introducing the document: ‘We have described for you a mountain. We have shown you the path to the top. We call upon you to do the climbing.’ Now we must choose to climb the mountain he created from the hundreds of stories from

those residential school survivors that the commission gathered as it went across Canada,” she says.

Pat argues that true reconciliation requires anti-Indigenous racism education and initiatives that identify systemic failures and directly address social inequality. “Anti-Indigenous racism and cultural safety is different from the multiculturalism approach,” she notes. “Anti-Indigenous racism acknowledges the systemic nature of racism as the norm, and actively confronts unequal power dynamics that Indigenous people in Canada face.”

Pat says the province’s 2019 report *In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in BC Health Care* was a stark reminder of that systemic racism, and the report’s recommendations are also keys to assisting allies to step up and take the time to learn.

For BCNU’s part, she says the union can embrace its Indigenous members by responding to the Truth and Reconciliation Commission’s call to hire more Indigenous people. This would expand the safe spaces



needed for Indigenous members and their allies to promote cultural safety and advance anti-Indigenous-racism education.

In the meantime, she hopes all of BCNU’s 16 regions will engage in the work required to meet the Truth and Reconciliation Commission’s 94 Calls to Action, reflect on the recommendations of the *In Plain Sight* report and heed the call for justice contained in 2019’s *Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls*.

Pat acknowledges there is much to learn, and much work to be done in the days and years ahead. But she encourages all members to learn more and embrace the reconciliation process.

“As a country, we are still learning the truth about Indigenous history. This includes a government-funded, church-run residential school system that took over every aspect of Indigenous people’s lives,” she notes. “Now, the work that is needed to improve the lives of residential school survivors and their families must equal the harm that was done. This is the least that will be needed if we are to re-build equitable relationships with Indigenous members, patients and people in our communities.”

# TRACIA BATSON-DOTTIN IS UNSTOPPABLE IN HER FIGHT AGAINST SYSTEMIC RACISM AND BULLYING IN THE WORKPLACE.

She has experienced no shortage of racism in her career. But that hasn't dampened her resolve to foster positive, healthy relationships with colleagues and make sure all nurses are treated with fairness and respect.

The Forensic Psychiatric Hospital (FPH) site-specific infection-control practitioner emigrated from Barbados to BC in 2009 to support an ailing family member.

"I've wanted to be a nurse as far back as I can remember," she says. "I recall seeing nurses with their neat uniforms and how they always treated people with kindness and empathy. I was always playing nurse, always wanting to help people, and I knew that's what I wanted to do with my career."

The career vision of Batson-Dottin's youth has not been reflected in her Canadian work environment.

"Unfortunately, I've experienced bullying, harassment, discrimination, and racism, all of which made me rethink my existence," she reports. "I had to decide whether to accept things the way they were or fight back so no other nurse would have to go through what I did – and I chose to fight!"

That fight led Batson-Dottin to BCNU's Mosaic of Colour Caucus. She first joined the group as representative for the Simon Fraser region and today holds the position of provincial chair.

One of four equity-seeking groups under BCNU's human rights and equity umbrella, the caucus aims to be a safe and welcoming space for members of colour to support each other as they strive to create a more just and equitable union and health-care workplace.





Batson-Dottin fully embraces her role as the caucus's provincial chair and uses her position to raise awareness about racism and advocate for colleagues who experience bullying and discrimination at work.



In her own workplace, she helped head up the creation of a new Diversity and Inclusion Committee in 2021. Its aim is to educate all FPH staff about cultural sensitivity and promote a culturally safe working environment. The committee has organized several educational events and initiatives to foster cultural safety and celebrate diversity within the hospital.

Batson-Dottin is also a steward and member of her worksite joint occupational health and safety (JOHS) committee and serves as the mental health representative on the BCNU Simon Fraser region executive.

Her interest in psychological health and safety comes from the recognition that workers of colour and marginalized workers face a higher risk of psychological harm due to experiences of personal and systemic racism, discrimination and other forms of exclusion.

She says the FPH Diversity and Inclusion Committee is looking at ways to strengthen the employer's respectful workplace policy, and her work on the JOHS committee has led to a draft site-specific anti-racism procedure to better address systemic issues and barriers to equity.

Batson-Dottin says collaborating with



**“I had to decide whether to accept things the way they were or fight back.”**

other members of colour and allies to promote equity still comes with risks. “Practising solidarity in the work environment can be difficult as it opens you up to retaliation and negative behaviours from those in leadership positions.”

She speaks from personal experience.

When FPH posted an internal position with potential for career advancement in 2016, Batson-Dottin was excited about the opportunity and quickly applied.

“Usually when a position is posted internally, those applicants are interviewed and considered first. But that was not the case, as an external applicant was inter-

viewed before me even though I was the only internal applicant,” she recalls. “I felt something was not right.”

Her hunch that the employer already had someone else in mind was confirmed when she found out the position had been offered to the external applicant.



And that's when she decided she needed help.

“With the support of BCNU steward, Suellen Larsen, I fought the decision for two years, and was told that, regardless of my case's merits, proceeding to arbitration would likely result in a decision favouring the employer.”

She was undaunted.

“I asked, ‘so, you're telling me that the system is rigged?’” she recalls.

But after Batson-Dottin decided to continue to arbitration, the employer suddenly changed its position and offered her the job.

Yet the ordeal continued.

“The applicant they first planned to hire was awarded another position, and from my first day this person basically terrorized me,” says Batson-Dottin.

“Eventually, this nurse and the manager who enabled the bad behaviour left the

organization after investigations were completed, and I hoped it was over.”

This was not the case, however. She says ongoing bullying, discrimination and harassment at the worksite forced her to submit five respectful workplace complaints over the next four years.

“As a victim of these negative behaviours for the last seven years, I bring relentless-ness, determination, strength, passion and knowledge when facing these situations, regardless of potential retaliation.”

What keeps Batson-Dottin going?

“It can be daunting, but we all need to be allies,” she says. “I have been an ally to many nurses: Black, Indigenous, Filipino, South Asian, East Asian and white too, both in and outside my region.”

She says the Mosaic of Colour Caucus actively partners with the other groups that make up BCNU’s Human Rights and Equity Committee.

“We supported the Men in Nursing group in their fight to gain better parental leave language and this year we walked with Indigenous Leadership Circle members in the memorial march for missing and murdered Indigenous women and girls.

“We continue to support the LGBTQ Caucus, Workers with Disabilities Caucus and the Young Nurses’ Network by providing education to their members and at work sites.”

Batson-Dottin also recognizes and appreciates the contributions and hard work of all 14 Mosaic of Colour Caucus reps. “We

have different ethnicities, but we all work together like a well-oiled machine with the same focus and goals.”

She firmly believes that, through allyship, the six BCNU human rights and equity groups can reach a wider audience.

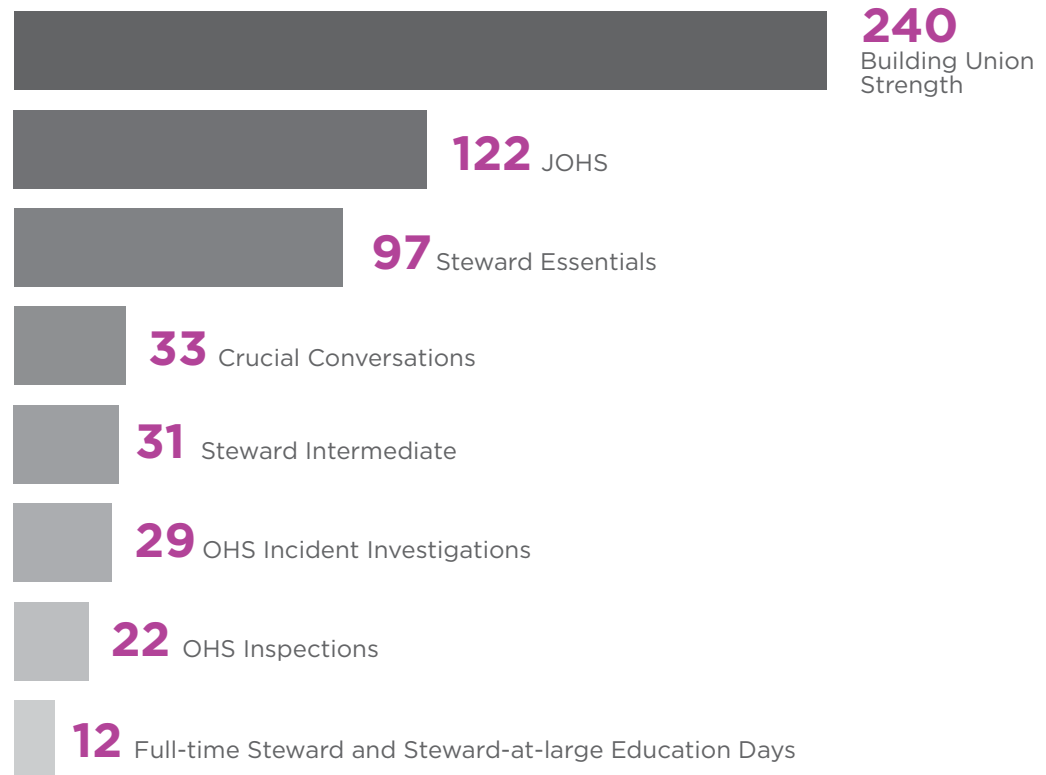
“The BCNU human rights and equity groups fully support each other as a community and I could not have asked to work with a better group of individuals,” she says.

Together, she says they are a truly an unstoppable force.

## 2022 BY THE NUMBERS

### Course Attendance

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.



# **JESSY DAME HAS AN UNSTOPPABLE DESIRE TO BREAK DOWN BARRIERS AND FORGE RELATIONSHIPS WITH ALLIES IN THE STRUGGLE FOR SOCIAL JUSTICE.**

The queer, Two-Spirit Métis nurse was born in Coast Salish territory, but his family is originally from Treaty 1 and Treaty 2 territory. Dame earned his undergraduate degree from Thompson Rivers University in 2015 and later completed a master of nursing degree from the University of British Columbia.

He began attending BCNU regional meetings during his second year at nursing school and later became a regional rep on the LGBTQ caucus. "I'm very proud to be queer and wanted to express that in my profession," he says. "I also wanted to advocate for the safety of other queer nurses within the union."

One of four equity-seeking groups under BCNU's human rights and equity umbrella, the LGBTQ caucus aims to be a safe and welcoming place for all Two-Spirit, lesbian, gay, bisexual, trans, queer, and gender diverse members as they strive to create a more just and equitable union and workplace – spaces that are culturally safe and free of discrimination.

Dame says the work of the caucus is critical not just for its own members, but for the future of the nursing profession. Nurses within the 2SLGBTQIA+ community regularly encounter personal and professional challenges born out of





homophobia, biphobia, or transphobia. Faced with these adverse work environments, they may feel unsupported and vulnerable, leading to increased stress, anxiety, and potentially decreased quality of care for patients.

It also leads to their leaving the profession entirely.

That's why member solidarity is so important. For Dame, solidarity demands more than joining forces with others who share the same goals and fighting for those goals together. He says it's also about standing in support of others who need it and amplifying their voices.

"I think all members have a responsibility to stand in solidarity with others who are part of groups like the LGBTQ caucus," he argues. "We can and should do a lot more within our union for the queer community and our path to equitable working conditions."

Dame is a member of BCNU's Richmond Vancouver region and works at a queer sexual health clinic in Vancouver. He was elected provincial chair of the LGBTQ caucus in 2021 and ran for the position to advance the solidarity and allyship he says is so urgently needed.

Dame reports that, as caucus chair, he's been able to advocate for greater 2SLGBTQIA+ inclusion and representation with all levels of the union. "Our stewards and our leadership are amazing advocates," he says, "and if we ensure they have the tools that they need to stand with our caucus groups, we can start to address the discrimination that happens at our worksites, in the community and in society overall."

Dame is grateful the union gave back space for the human rights and equity caucuses during recent Nurses' Bargaining Association provincial contract negotiations, and says the union's equity mandate

encouraged more 2SLGBTQIA+ members to be part of bargaining and see themselves reflected in the work of the union.

"I'm also very thankful for the other human rights and equity caucus chairs that I've made strong relationships with over the last couple of years," he adds. "We've been there to help each other in moments of exhaustion and frustration. This work is our lives, and it's emotionally draining work."

Dame stresses that the hard work of advocating for a more just and equitable union and health-care workplace cannot fall solely on marginalized members. He believes it's important for organizations like BCNU to take proactive measures to prevent this kind of discrimination, and it starts with being an ally.



## 2022 BY THE NUMBERS

### Cultivating Leaders



**500+**

BCNU Convention  
2022 participants

### Focusing on mental health and wellness



**188**

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



**140**

Members support (EYP)  
webinar attendees





“We’ve been there to help each other in moments of exhaustion and frustration.”

Through education, advocacy and understanding, unions can foster a culture of allyship, and individual nurses who actively engage in allyship can create more inclusive and welcoming workplaces. Dame says the allyship of both individual union members and the organization as whole is critical for marginalized communities like his.

What does authentic allyship look like?

“Allyship is more than just displaying a rainbow sticker or claiming to have queer friends or relatives,” remarks Dame. “It’s actively advocating for the queer community, even when they are not present, and showing up when they need it most, even when it may be difficult.”

The ability to be there to defend marginalized people when needed requires a commitment from allies to forging strong relationships with leaders of the communities they are supporting.

“I believe strong relationships are the foundation of any community and think we all have a responsibility to challenge perspectives that may undermine the strength of our relationships,” says Dame.

As an ally to other marginalized communities, he says he listens to their leaders and supports them in achieving their goals. “And as someone who values the importance of relationships, I make it a point to ensure my work is grounded in the principle of relationality,” he shares.

This principle does not deny difference but rather seeks to more deeply understand how different histories and experiences position people in relation to one another. Relationality does not overlook or render invisible the particular historical, cultural, and social contexts from which individual perspectives arise, but instead puts these considerations at the forefront of engagements across frontiers of difference.

Dame encourages all BCNU members to “engage across difference.” But he reminds individuals of privileged dominant groups about the inequities that persist, even in relationships between allies, and the difficult work of truth-telling that falls on the shoulders of marginalized members.



“It’s essential to recognize the tremendous efforts it takes for someone to speak up and share their experiences of harm inflicted upon their community,” he says. “We must acknowledge the damage caused by the demands placed on marginalized groups to share their trauma in order to be heard and believed.”

Looking to the year ahead, Dame says he is focused on finding ways to make the LGBTQ caucus more accessible to more members while also engaging with those allies that will be needed to support the caucus’s advocacy work. “How can allies show up for the caucus, and how can hetero-centric society take some responsibility and aid in normalizing queer people?” These are questions both immediate and broad he asks members to think about.

Dame says BCNU’s responsibility to provide equitable opportunities for 2SLGBTQIA+ members is a journey that in many ways has just begun.

“We are now starting to see ourselves in our contracts, in union leadership positions and in advocacy work,” he observes. “When I experience queer folks in leadership, I personally strive for more because I can see myself in those positions, whereas for so long, we simply didn’t see queer folks or workers of colour in leadership roles. This is how we will fundamentally change the relationships we have with each other as workers.”

# UNSTOPPABLE TOGETHER



“

I would not be in this position if I did not have such an amazing team behind me. I appreciate all the knowledge and support from the YNN reps, HRE chairs, stewards, and members who have guided me on this journey. They are what make me unstoppable.”

**Melissa Vannerus**  
Chair, Young Nurses' Network



“

With an amazing BCNU team behind our caucus we can achieve anything. So many nurses have returned to work after a life-altering event and gone on to do the thing they love: nursing. I do this work because I truly believe that everyone has a story. Everyone wants to be the best they can and sometimes that means being a little creative. It's about finding a fit and understanding how to get around obstacles. I love what I do and together we can be unstoppable!”

**Kelly Woywitka**  
Chair, Workers with Disabilities Caucus



“

Our whole team came together to execute 'Operation 5West' during the COVID-19 pandemic and assisted members when stewards were unable to enter worksites. Members knew they were not alone. Soldiers never leave their wounded comrades in the field. We put them in a stretcher and carry them to safety. Moving forward, we will continue to be unstoppable together.”

**Fred Pangan**  
Men in Nursing Network



“

As an Indigenous nurse, I have a unique perspective and I've faced challenges many have not. As a First Nation Cree, Métis woman, I have also grown an unwavering determination, resilience and compassion, and have the ability to connect with people from diverse backgrounds. I'm also committed to lifelong learning and collaboration. This makes me unstoppable in my desire to make a positive impact in health care.”

**Chesley Cardinal**  
Indigenous Leadership Circle

# BCNU LEADERSHIP AWARDS

Congratulations to the 2022 winners  
Adigo Angela Achoba-Omajali and Maggie Biagioni

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.





Angela Achoba-Omajali holds a master of nursing degree from Thompson Rivers University. She works for the Mental Health and Substance Use Service in Kamloops. Angela helped co-found the Coalition of African, Caribbean and Black Nurses in BC (CACBN), a grassroots and nurse-led organization. She was the BCNU Thompson North Okanagan (TNO) region steward-at-large before becoming the professional responsibility advocate on her regional executive. She is the TNO rep on the BCNU Mosaic of Colour caucus.

**EXCELLENCE IN LEADERSHIP & ADVOCACY AWARD**

Adigo Angela Achoba-Omajali

Maggie Biagioni is Métis and works in primary care at the Terrace Health Unit. She gave birth to her first child while a student in the University of Northern BC nursing program. She served as BCNU North West region student liaison for four years before graduating in 2020, the same year she received the BCNU North West region award for student advocacy.

**NU LEADER AWARD**

Maggie Biagioni





## 2022 BY THE NUMBERS

# Servicing and OHS

BCNU is committed to 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.



**59%**

Success rate on members' WorkSafeBC appeals



**74%**

Success rate on members' LTD appeals



**358**

LEAP cases opened



**1,352**

Grievances opened



**1,265**

Grievances closed



**1,400**

OHS support issues answered

## 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.



**17,792**

Salary reimbursement days claimed by members



**783**

Members approved for Member Education Bursary (MEB)



**38,168**

Number of college reimbursement expense processed



**21,404**

Number of bill/expense forms processed

# BCNU COMMITTEES AND WORKING GROUPS

Your BCNU Council leads, or participates on, many committees and working groups as part of their role. 2023 committees include:

Bargaining  
(Nurses' Bargaining Association  
provincial collective agreement)

Bargaining  
(Public Service)

Bursary

Bylaws

Complaints Investigation

Discipline Hearing Board

EDMP Provincial Steering

Education Facilitator

Essential Services

Finance

Governance Working Group

Human Resources

Provincial Human Rights & Equity

In-Camera

Internationally Educated Nurses

Member Engagement & Steward  
Recruitment & Retention

Provincial Nominations

Policy Review

Provincial Job Action

Resolutions

Retiree Benefit Program

Re-Training/Prevention &  
Assistance Fund

Russen Recommendation  
Implementation Working Group

Seniors' Strategy

Truth and Reconciliation

# 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 year ahead, we know that new challenges and new opportunities await. Our union is strong, and when our members are united in their commitment to each other and to safe patient care, there is nothing that can stop us. We are the BC Nurses' Union — and we are unstoppable together.

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