

2026 RESOLUTIONS

1. Housekeeping Item

CARRIED

Constitutional Amendment **2/3 majority of those who vote**

Moved by: Tracy d'Entremont

Seconded by: Laurie Forrest

WHEREAS effective December 1, 2025, the Nova Scotia College of Nursing has the legislated authority to register and license Registered Psychiatric Nurses (RPNs);

THEREFORE BE IT RESOLVED that the NSNU Constitution be amended to include Registered Psychiatric Nurses as follows:

- 3.01** (a) All Registered Nurses, Nurse Practitioners, Specialty Nurse Practitioners or, Licensed Practical Nurses, **Registered Psychiatric Nurses**, or Graduate Nurses, which shall also include Grace Graduates, Undergraduate Student Nurses and other allied personnel who are eligible to engage in collective bargaining are eligible for membership in the Nurses' Union, provided that no allied personnel shall be admitted to membership without the approval of the Board of Directors.

2. Election of Members of the Standing Committees

DEFEATED

Constitutional Amendment **2/3 majority of those who vote**

Moved by: David Fox

Seconded by: Pierrette Pelly

WHEREAS the Nova Scotia Nurses' Union (NSNU) is committed to principles of democracy, transparency, and accountability in its governance structures;

AND WHEREAS Standing Committees of the Union play a critical role in supporting the work of the Board of Directors and in advancing the priorities, interests and oversight of the membership;

AND WHEREAS meaningful member engagement in Union governance strengthens trust, legitimacy, and confidence in decision-making processes;

AND WHEREAS providing the general membership with the opportunity to elect Standing Committee members ensures broader representation and reflects the diverse perspectives of members across the Union;

AND WHEREAS elections conducted by secret ballot promote fairness, transparency, and equity in the selection of Standing Committee members;

AND WHEREAS electing Standing Committee members directly by the general membership aligns with the Union's democratic values and enhances accountability of committee members to those they represent;

AND WHEREAS increased member participation in Standing Committee elections encourages leadership

development, engagement, and a stronger connection between the membership and the work of the Union;

THEREFORE BE IT RESOLVED that the following amendments be made to the Constitution of the Nova Scotia Nurses' Union so that the members-at-large of all Standing Committees of the Union shall be elected by secret ballot vote of all members in good standing of the Union, under such conditions and at such time as determined by the Board of Directors;

APPENDIX "G" STANDING COMMITTEES

1. Pursuant to Article 5.04 of the Constitution, there shall be Standing Committees of the Union as follows:

- (a) Finance Committee
- (b) Education Committee
- (c) Constitution and Resolutions Committee
- (d) Annual General Meeting Operations and Nominations Committee

~~2. The members at large of the Annual General Meeting Operations and Nominations Committee will be appointed by the Board of Directors after calling for and reviewing expressions of interest. Following their selection, the members of that Committee will review the expressions of interests for the other Standing Committees of the Union and will select the members at large of those other Standing Committees. It will~~

make recommendations to the Board of Directors regarding the appointment of the members-at-large of the other Standing Committees.

3. Using the same process, the Board will also appoint alternate members-at-large for each Standing Committee. These alternates will fill the vacancy of a member-at-large for any meeting of a Standing Committee where required or on a permanent basis if the member-at-large ceases to act as a member of the Standing Committee.

2. A secret ballot vote of all members in good standing shall be held at such time and under such conditions as determined by the Board of Directors to elect members-at-large to the Union's Standing Committees.

3. Alternates shall be selected from among the candidates who were not elected but received the highest number of votes in the election. The number of alternates appointed shall correspond to the number of members-at-large of the Standing Committee. Alternates shall be ranked as First Alternate, Second Alternate, and so on, based on the descending order of votes received.

4. The term of appointment of the members-at-large to the Standing Committees of the Union shall be the same as that of the Board of Directors.

5. Members-at-large of Standing Committees of the Union (but not alternates) shall have the right to attend Annual General Meetings of the Union at the sponsorship of the Union. These members-at-large shall be observers only and will not have the right to vote.

3. Provincial Elections

DEFEATED

**Constitutional Amendment
Required – 2/3 majority of those who vote**

Moved by: Denise Elms

Seconded by: Elaine Halliday

WHEREAS the delegates at the 2025 Annual General Meeting passed a resolution directing the Board of Directors “to develop a process to allow for each NSNU member to vote for the NSNU Board Executive (President, 1st Vice President, Vice President of Finance)”;

THEREFORE BE IT RESOLVED that the NSNU Constitution be amended as follows:

(entire article included for context; followed by article without strikethroughs for ease of reading)

ARTICLE 11 – ELECTIONS

11.01 All officers shall be elected by a clear majority of those who vote and shall hold office for two years.

11.02 (a) Election of the Board of Directors:

(i) **All candidates for President, 1st Vice President and Vice President Finance shall file nomination papers, as required by the Annual General Meeting Operations and Nominations Committee, 90 days in advance of the date of the third Tuesday in October.**

(ii) All other candidates for the

Board of Directors, as listed in Article 4.01, shall file nomination papers, as required by the Annual General Meeting Operations and Nominations Committee, 90 days in advance of the Annual General Meeting, **in the year following an election for President, 1st Vice President and Vice President of Finance.**

Moved to new 11.06

(ii) ~~Nominations from the floor will be accepted only if:~~

- ~~a. there are no nominations for the position submitted before the closing date of nominations as stated above; or~~
- ~~b. if the nominee withdraws from the contest or is elected to another position and the position is left with no nominee.~~

(b) The election of the IWK, Central, Eastern, Northern and Western Area Vice-Presidents and Alternates shall be as outlined in Appendix “C” – Terms of Reference for Area Vice-Presidents and this article.

(c) The election of Vice-President Long Term Care and designated Alternate shall be as outlined in Appendix “D” – Terms of

Reference for Vice President Long Term Care and this article.

- (d) The election of Vice-President LPNs and designated Alternate shall be as outlined in Appendix "E" – Terms of Reference for Vice President LPNs and this article.
- (e) The election of Vice-President Community Care and designated Alternate shall be as outlined in Appendix "I" – Terms of Reference for Vice President Community Care and this article.
- (f) The election of Vice-President NPs and designated Alternate shall be as outlined in Appendix "J" – Terms of Reference for Vice President NPs and this article.

11.03 All elections shall be by secret ballot, unless otherwise provided in the Constitution.

Moved to new 11.06

~~The members of the Annual General Meeting Operations and Nominations Committee will serve as election scrutineers for elections of provincially elected members.~~

~~The Area Vice President who is the Chair of the Annual General Meeting Operations and Nominations Committee will assume the Chair of the meeting during elections.~~

~~Each candidate shall be entitled to appoint their own scrutineer for the purposes of observing the counting of the ballots.~~

11.04 Should three (3) or more candidates be offering for the same office and no clear majority exists after the first ballot is conducted, the candidate receiving the least number of votes will be removed from the ballot until a clear majority is attained by a candidate.

Moved to new 11.06

11.05(a) ~~The election scrutineers shall compile a list specifying the votes received by each candidate on each ballot and shall report the results to the meeting, including the actual number of votes cast for each candidate as well as the percentage of votes cast.~~

~~The election results shall be reported to the meeting as the last order of business.~~

~~The candidate receiving a clear majority of~~

~~votes shall be declared elected for the ensuing term which will commence immediately following the conclusion of the meeting.~~

Moved to new 11.05

~~(b) The results of all elections for shall be reported to the general membership in a comprehensive manner. This shall include the vote tally and the percentage of votes received by all candidates for all elections. These results shall be published on the members only section of the NSNU website no later than seven (7) days after the election. Additionally, the results shall be disseminated to the membership using appropriate and diverse forms of communication, as deemed suitable by the organization, to ensure the widest reach and accessibility.~~

11.05 Election of President, 1st Vice president and Vice President Finance:

- (a) Elections shall be conducted electronically by a Board-sanctioned process.**
- (b) Each candidate for provincially elected positions shall have their campaign information disseminated to all NSNU members and posted on the members-only section of the NSNU website.**
- (c) Candidates will be given the opportunity to address the membership in a manner determined by the Board of Directors.**
- (d) Should the successful candidate in an election win by ten (10) votes or less, a recount will be performed prior to releasing the successful candidate's name.**
- (e) In the case of a tie vote for any office, the candidates will be given a second opportunity to address the membership.**

Should a tie still exist after the second ballot, candidates shall be given a third opportunity to address the membership.

Prior to the announcement of the results of the third ballot, should a tie still exist, lots shall be drawn. The names of the candidates shall be placed in a hat. The Chairperson of the Annual General Meeting Operations and Nominations Committee shall be the member to draw the name from a hat.

(f) The results of all ~~the~~ elections for **President, 1st Vice President and VP of Finance** shall be reported to the general membership in a comprehensive manner. This shall include the vote tally and the percentage of votes received by all candidates for all elections. These results shall be published on the members-only section of the NSNU website no later than seven (7) days after the election. Additionally, the results shall be disseminated to the membership using appropriate and diverse forms of communication, as deemed suitable by the organization, to ensure the widest reach and accessibility.

(g) **The candidate receiving a clear majority of votes shall be declared elected for the ensuing term which will commence immediately following the conclusion of the election.**

~~11.06~~ Nominations shall be called for each provincially elected office by the Chairperson of the Annual General Meeting Operations and Nominations Committee in the following order:

- President
- ~~1st Vice President~~
- Vice President Finance

~~11.07~~ The election shall be conducted in the following order:

- President
- ~~1st Vice President~~
- Vice President Finance

11.06 Election of the Board of Directors (excluding the President, the 1st VP and the VP of Finance):

(a) Nominations from the floor will be accepted only if:

- (i) there are no nominations for the position submitted before the closing date of nominations as stated above; or
- (ii) if the nominee withdraws from the contest or is elected to another position and the position is left with no nominee.

~~The members of the Annual General Meeting Operations and Nominations Committee~~

(b) A Board member and an assigned staff member will serve as election scrutineers for elections of provincially elected members.

~~The Area Vice President who is the Chair of the Annual General Meeting Operations and Nominations Committee will assume the Chair of the meeting during elections.~~

- (c) Each candidate shall be entitled to appoint their own scrutineer for the purposes of observing the counting of the ballots.
- (d) Before delegates are asked to vote at each election, the candidates will be given the opportunity to address the membership for a maximum of five (5) minutes. Candidates shall speak in alphabetical order (by surnames), except that, if any candidate currently holds the position for which they are running, they shall speak first.

(e) Should the successful candidate in an election win by ten (10) votes or less, the election scrutineers shall automatically conduct a recount before releasing the successful candidate's name to the assembly.

(f) In the case of a tie vote for any office, the Chairperson of the Annual General Meeting Operations and Nominations Committee shall again call upon candidates shall be called upon again to address the meeting for a maximum of three (3) minutes.

Should a tie still exist after the second ballot, the Chairperson of the Annual General Meeting Operations and Nominations Committee shall again call upon candidates shall be called upon again to address the meeting for a maximum of three (3) minutes.

Prior to the announcement of the results of the third ballot, should a tie still exist, lots shall be drawn. The names of the candidates shall be placed in a hat. The Chairperson of the Annual General Meeting Operations and Nominations Committee or designate shall be the member to draw the name from a hat.

(g) The election scrutineers shall compile a list specifying the votes received by each candidate on each ballot and shall report the results to the meeting, including the actual number of votes cast for each candidate as well as the percentage of votes cast.

The election results shall be reported to the meeting as the last order of business.

The candidate receiving a clear majority of votes shall be declared elected for the ensuing term which will commence immediately following the conclusion of the **Annual General Meeting**.

ARTICLE 11 – ELECTIONS

Article repeated below with strikethroughs removed for ease of reading

11.01 All officers shall be elected by a clear majority of those who vote and shall hold office for two years.

11.02 (a) Election of the Board of Directors:

(i) All candidates for President, 1st Vice President and Vice President Finance shall file nomination papers, as required by the Annual General Meeting Operations and Nominations Committee, 90 days in advance of the date of the third Tuesday in October.

(ii) All other candidates for the Board of Directors, as listed in Article 4.01, shall file nomination papers, as required by the Annual General Meeting Operations and Nominations Committee, 90 days in advance of the Annual General Meeting, in the year following an election for President, 1st Vice President and Vice President of Finance.

- (b) The election of the IWK, Central, Eastern, Northern and Western Area Vice-Presidents and Alternates shall be as outlined in Appendix “C” – Terms of Reference for Area Vice-Presidents and this article.
- (c) The election of Vice-President Long Term Care and designated Alternate shall be as outlined in Appendix “D” – Terms of Reference for Vice President Long Term Care and this article.
- (d) The election of Vice-President LPNs and designated Alternate shall be as outlined in Appendix “E” – Terms of Reference for Vice President LPNs and this article.
- (e) The election of Vice-President Community Care and designated Alternate shall be as outlined in Appendix “I” – Terms of Reference for Vice President Community Care and this article.

- (f) The election of Vice-President NPs and designated Alternate shall be as outlined in Appendix “J” – Terms of Reference for Vice President NPs and this article.

11.03 All elections shall be by secret ballot, unless otherwise provided in the Constitution.

11.04 Should three (3) or more candidates be offering for the same office and no clear majority exists after the first ballot is conducted, the candidate receiving the least number of votes will be removed from the ballot until a clear majority is attained by a candidate.

11.05 Election of President, 1st Vice president and Vice President Finance:

- (a) Elections shall be conducted electronically by a Board-sanctioned process.**
- (b) Each candidate for provincially elected positions shall have their campaign information disseminated to all NSNU members and posted on the members-only section of the NSNU website.**
- (c) Candidates will be given the opportunity to address the membership in a manner determined by the Board of Directors.**
- (d) Should the successful candidate in an election win by ten (10) votes or less, a recount will be performed prior to releasing the successful candidate’s name.**
- (e) In the case of a tie vote for any office, the candidates will be given a second opportunity to address the membership.**

Should a tie still exist after the second ballot, candidates shall be given a third opportunity to address the membership.

Prior to the announcement of the results of the third ballot, should a tie still exist, lots shall be drawn. The names of the candidates shall be placed in a hat. The Chairperson of the Annual General Meeting Operations and Nominations Committee shall be the member to draw the name from a hat.

- (f) The results of **the** elections for **President, 1st Vice President and VP of Finance** shall be reported to the general membership in a comprehensive manner. This shall include the

vote tally and the percentage of votes received by all candidates for all elections. These results shall be published on the members-only section of the NSNU website no later than seven (7) days after the election. Additionally, the results shall be disseminated to the membership using appropriate and diverse forms of communication, as deemed suitable by the organization, to ensure the widest reach and accessibility.

- (f) The candidate receiving a clear majority of votes shall be declared elected for the ensuing term which will commence immediately following the conclusion of the election.

11.06 Election of the Board of Directors (excluding the President, the 1st VP and the VP of Finance):

- (a) Nominations from the floor will be accepted only if:

- (i) there are no nominations for the position submitted before the closing date of nominations as stated above; or
- (ii) if the nominee withdraws from the contest or is elected to another position and the position is left with no nominee.

- (b) A Board member and an assigned staff member will serve as election scrutineers.

- (c) Each candidate shall be entitled to appoint their own scrutineer for the purposes of observing the counting of the ballots.

- (d) Before delegates are asked to vote at each election, the candidates will be given the opportunity to address the membership for a maximum of five (5) minutes. Candidates shall speak in alphabetical order (by surnames), except that, if any candidate currently holds the position for which they are running, they shall speak first.

- (e) Should the successful candidate in an election win by ten (10) votes or less, the election scrutineers shall automatically conduct a recount before releasing the successful candidate's name to the assembly.

- (f) In the case of a tie vote for any office, the candidates shall be called upon again to address the meeting for a maximum of three (3) minutes.

Should a tie still exist after the second ballot, the candidates shall be called upon again to address the meeting for a maximum of three (3) minutes.

Prior to the announcement of the results of the third ballot, should a tie still exist, lots shall be drawn. The names of the candidates shall be placed in a hat. The Chairperson of the Annual General Meeting Operations and Nominations Committee **or designate** shall be the member to draw the name from a hat.

- (g) The election scrutineers shall compile a list specifying the votes received by each candidate on each ballot and shall report the results to the meeting, including the actual number of votes cast for each candidate as well as the percentage of votes cast.

The election results shall be reported to the meeting as the last order of business.

The candidate receiving a clear majority of votes shall be declared elected for the ensuing term which will commence immediately following the conclusion of the **Annual General Meeting**.

NSNU COSTING Resolution #3 – Provincial Elections

This is based on using Intelivote, a third-party service who NSNU and the other Unions representing nurses used for ratifying the previous collective agreement. This is based on 9,500 members.

Service	Cost Per Member	Total Cost
Intelivote (Electronic voting using the Internet and telephone)	\$1.60	\$15,200.00
Voter Instruction letters sent by email prior to the start of voting	\$0.40	\$3,800.00
Voter Helpline Services (est. 7 days x 7.5 hours)	35	\$1,837.50
		\$20,837.50
	HST	\$2,917.25
	Total	\$23,754.75

Per 11.04 of the proposed resolution, if a run-off vote were to occur, the same process would take place, and the cost would increase by the amount noted above.

4. AGM Attendance of Provincial Executive Candidates

CARRIED

Constitutional Amendment
2/3 majority of those who vote
Moved by: *David Fox*
Seconded by: *Dawn McKenna*

WHEREAS the Nova Scotia Nurses’ Union (NSNU) is committed to transparency, accountability, and democratic participation in its governance processes;

AND WHEREAS members who seek election to Provincial Board positions of President, Vice-President, or Vice-President Finance play a key role in representing the interests of the membership;

AND WHEREAS allowing candidates to attend the Annual General Meeting (AGM) in an election year supports informed engagement and understanding of the Union’s operations and priorities;

AND WHEREAS members who do not already hold a delegate position require access as observers to ensure equal opportunity to participate in Union governance activities;

THEREFORE BE IT RESOLVED that the following additions be made to Article 11 of the NSNU constitution that allows for members who are candidates for Provincial Board positions of President, Vice-President, or Vice-President Finance to have the right to attend the Annual General Meeting of the Union in an election year at the sponsorship of the Union;

11.09 Members who are candidates for Provincial Board positions of President, Vice-President, or Vice-President Finance shall have the right to attend Annual General Meetings of the Union in an election year at the sponsorship of the Union. Candidates who do not already hold a delegate position shall attend as observers only and shall not have the right to vote.

NSNU COSTING Resolution #4 - AGM Attendance of Provincial Executive Candidates
As we do not know how many people could run for each position, it is difficult to estimate the total impact, however the cost to send each person is broken down as follows:

Description	Amount
RN2 7 Year Rate x 3 days (2 days AGM attendance + 1 day travel)	\$1,125
Hotel x 3 nights at \$175 per night	\$525
Meals x \$69 per day (current daily rate) x 3 days (inc. travel)	\$207
KM reimbursement (est. at 150km each way)	\$177
Total	\$2,034

As an example, if we had 2 candidates run for each executive position (3 positions total), it would cost a total of \$12,204.

5. Promoting Health & Safety Education in Nursing Curricula

CARRIED

No constitutional amendment
Simple Majority
Moved by: *Kim Williams*
Seconded by: *Natalie Nymark*

WHEREAS nurses face numerous occupational hazards, including workplace violence, and according to the Canadian Survey on Working Conditions, 2024-25, workers in health occupations had to deal with angry or dissatisfied clients or patients at least twice as often as other occupations;

AND WHEREAS the right to refuse unsafe work is a fundamental occupational health and safety (OHS) protection enshrined in *Nova Scotia’s Occupational Health and Safety Act*;

AND WHEREAS many nursing graduates enter the

workforce without adequate knowledge of their OHS rights and responsibilities, including how to recognize, report, and respond to unsafe work;

AND WHEREAS early and consistent education on OHS principles, such as the right to refuse unsafe work, the Internal Responsibility System (IRS), and the role of Joint OHS Committees is essential to empowering nurses to protect themselves and others in their workplaces;

AND WHEREAS embedding OHS education in nursing school curricula will strengthen the culture of workplace safety across healthcare settings and contribute to long-term workforce retention;

THEREFORE BE IT RESOLVED that the Nova Scotia Nurses’ Union (NSNU) actively advocate for the integration of comprehensive occupational health and

safety education in all nursing programs by:

- 1. Engaging with provincial regulatory bodies, nursing faculties, and academic institutions to promote the inclusion of core OHS concepts in pre-licensure curricula, including the right to refuse unsafe work, hazard identification, workplace violence prevention, and injury reporting procedures.
- 2. Lobbying the provincial government and nursing regulatory colleges to recognize OHS education

as a mandatory component of nursing program accreditation and professional competency frameworks.

- 3. Developing partnerships with workplace safety organizations, such as the Workers' Compensation Board of Nova Scotia and OHS specialists, to provide evidence-informed educational resources and learning modules for nursing students.

6. Change in Union Dues **DEFEATED**

No constitutional amendment
Simple Majority

Moved by: David Fox
Seconded by: Anne Jamieson

WHEREAS the NSNU successfully operated under a flat-fee bi-weekly dues structure for many years, providing predictable and stable revenue that supported strong financial stewardship;

AND WHEREAS members across all professional designations receive the same level of service, representation, and support from the Union regardless of salary or position;

AND WHEREAS feedback from members has indicated a preference for a clear, consistent, and easily understood dues structure that reflects fairness, transparency, and equal access to union services;

AND WHEREAS the employer has experienced ongoing challenges in accurately implementing the percentage-based dues model, resulting in administrative complexity, payroll inconsistencies, and avoidable delays in reconciling dues payments;

AND WHEREAS returning to a flat-fee structure simplifies administration for both the Union and employers, ensuring consistent and accurate deductions for all members;

AND WHEREAS a flat-fee system supports member engagement by requiring any future dues increases to be brought to the membership for approval, thereby strengthening transparency, accountability, and democratic participation;

AND WHEREAS a return to a flat-fee system aligns revenues with the cost of providing services while maintaining affordability and simplicity for all members;

AND WHEREAS the information sheet provided to members outlines the rationale for adjusting the dues structure and includes supporting information demonstrating how the proposed change will ensure revenue aligns with operating expenses, allowing NSNU to maintain service levels, support growth, and ensure long-term sustainability;

THEREFORE BE IT RESOLVED that the NSNU return to a flat-fee bi-weekly dues structure, with the following dues rates by designation:

- Licensed Practical Nurse (LPN): \$25.77 bi-weekly
- Registered Nurse (RN): \$35.08 bi-weekly
- Nurse Practitioner (NP): \$43.86 bi-weekly

Dues will only be deducted for casual or part-time members in a bi-weekly period for which they have worked or are on an applicable paid leave.

Supporting Information as provided by the Mover/
Secunder of resolution

Previous union dues rates were in place until the 2025 AGM, when dues were increased to 1% of gross income effective September 1, 2025.

Dues Prior to September 2025	
LPN	\$21.48
RN	\$29.24

Based on the identified operating shortfall outlined in the NSNU statement supporting the 2025 union dues increase, the operational deficits are shown below.

Operating Shortfall		
2022	2023	2024
(\$131,368)	(\$502,979)	(\$503,664)

The current NSNU membership is approximately 9,500, including full-time, part-time, casual, long-term disability, and members on leave of absence. To accurately estimate the dues required to fund operations and to develop a conservative forecast of the revenue generated from the new flat fee structure, data from previous online financial statements posted on the members-only site was used.

In 2022, the actual union dues generated from membership were \$4,495,703, with recent deficits running in the \$500,000 range. To account for future inflation and growth before requiring an additional dues increase, it is estimated that actual dues revenue will need to increase to approximately \$5,500,000. Previous shortfalls were offset by the union's strong financial position and reserves.

Current membership composition based on designation

Using data from reported actual union dues collection, membership composition calculations were performed to estimate union dues collection, taking into account part-time, casual, and members on leave who will not be paying regular union dues, to arrive at a membership number equivalent to 6500 full-time dues-paying members for the purpose of developing actual estimated values.

Calculation of new NP Rate

The rate for NPs was determined by comparing the previous dues structure and calculating the percentage difference between the RN and LPN rates, with the LPN rate approximately 25% lower than the RN rate. The NP rate was created by setting it 25% above the previous RN rate, then adding a percentage increase to the old rate to arrive at the new dues structure.

Creation of a new dues structure, taking the previous flat fee and applying a 20% increase to the rate for each designation. The table below provides information for a 15% and a 20% increase. The 20% increase provides the most stable funding for the foreseeable future.

Estimation with a 15% increase from the previous flat fee

Designation	LPN	RN	NP
Previous Dues Rate	\$21.48	\$29.24	\$36.55 (New)
New Rate: 15% Increase from the old rate	\$24.70	\$33.65	\$42.03
Yearly Total Dues	\$642.20	\$874.90	\$1,092.78
Estimated Members for calculations: based on an equivalent of 6500 full-time members	1430	4875	195
Estimated Dues Revenue	\$918,346	\$4,265,137.50	\$213,092.10
Total Estimated Dues Revenue: \$5,396,575.60			

Estimation with a 20% increase from the previous flat fee

Designation	LPN	RN	NP
Previous Dues Rate	\$21.48	\$29.24	\$36.55 (New)
New Rate: 20% Increase from the old rate	\$25.77	\$35.08	\$43.86
Yearly Total Dues	\$670.02	\$912.08	\$1,140.36
Estimated Members for calculations: based on an equivalent of 6500 full-time members	1430	4875	195
Estimated Dues Revenue	\$958,128.60	\$4,446,390.00	\$222,370.20
Total Estimated Dues Revenue: \$5,626,888.80			

NSNU COSTING Resolution #6 - Change in Union Dues

The underlying data and assumptions were reviewed to ensure that the proposed revenue calculations were correct:

Current membership composition based on designation

LPN	22%
RN	75%
NP	3%
FTE Members	6,500

The percentage split of membership is in line with our database. The FTE membership that was calculated for the 2025/26 budget was 6,337 members, so along with the increase in new members in 2025, an estimate of 6,500 is reasonable.

Estimate of Revenue Generated

The proposed changes to the rates and the estimated revenue were recalculated below:

Designation	Proposed Rate	Est. Members	Est. Revenue
LPN	\$25.77	1,430	\$958,129
RN	\$35.08	4,875	\$4,446,390
NP	\$43.86	195	\$222,370
Total		6,500	\$5,626,889

The proposed change to dues would generate \$5.6M. Per the proposed budget for 2026, the revenue is projected to be \$5.8m under the current percentage dues model, which is based on the data we have from September 2025; therefore, this is largely in line.

7. Employer Support for Pursuing Criminal Charges & Reporting Workplace Violence

**No Constitutional Amendment
Simple Majority**

Moved by: Donna Gillis
Seconded by: Glenda Sabine

WHEREAS nurses are frequently subjected to workplace violence, including physical assault, verbal abuse, harassment, and threats, significantly impacting their physical safety, psychological health, and professional integrity;

AND WHEREAS despite the serious nature of these incidents, many nurses face barriers when attempting to file police reports or pursue criminal charges; barriers that include inadequate support from their employer, fears of retaliation, and a lack of guidance on how to navigate the justice system;

AND WHEREAS Bill C-3, which received Royal Assent on December 17, 2021, amended the Criminal Code of Canada to make it a specific offence to intimidate a healthcare worker and to treat violence against healthcare workers as an aggravating factor in sentencing, thereby providing a legal mechanism to deter and address such acts;

AND WHEREAS employer support is essential in facilitating justice for nurses who are victims of violence, including support to file police reports, attend legal proceedings, and recover from the trauma associated with violent incident;

THEREFORE BE IT RESOLVED that the Nova Scotia Nurses’ Union (NSNU) advocate for policies that requiring employers to fully support nurses who are victims of workplace violence in filing police reports and pursuing criminal charges by:

CARRIED

1. Calling on employers to implement formal policies that recognize a nurse’s right to report workplace violence to police and to seek legal recourse under the Criminal Code, including under provisions established in Bill C-3.
2. Ensuring employers provide direct support, including paid time to file reports, attend court appearances, access legal advocacy, and obtain trauma-informed care following violent incidents.
3. Demanding that workplace leadership and management actively encourage and facilitate the reporting of violence to police, and that they refrain from pressuring nurses to keep incidents “internal” or informal.
4. Pushing for protections against retaliation, discrimination, or negative career consequences for any nurse who reports workplace violence or pursues legal action.
5. Educating nurses about their rights under Bill C-3 and related legislation and providing tools and resources to help them navigate the reporting and justice process.

8. Enhancing Mental Health Benefits as a Workplace Safety & Retention Measure for Nurses

CARRIED

No Constitutional Amendment Required – Simple Majority

Moved by: *Natasha Denney*

Seconded by: *Jackie Pratt*

WHEREAS nurses in Nova Scotia experience high levels of workplace-related psychological injury, largely due to chronic understaffing, heavy workloads, and moral distress from repeated exposure to traumatic events;

AND WHEREAS national research shows that nurses face higher rates of depression, anxiety, post-traumatic stress disorder (PTSD), burnout, and critical incident stress than the general population;

AND WHEREAS rising mental health-related long-term disability (LTD) claims indicate increasing psychological injury among nurses, and higher service costs combined with unchanged benefit coverage have made it harder for nurses to access adequate psychological and counselling supports;

AND WHEREAS enhancing these benefits could help nurses stay healthy at work and support workforce stability while longer-term workplace and staffing solutions are addressed;

AND WHEREAS employees with the Nova Scotia government receive up to \$5,000 annually for psychological and counselling services, creating a public-sector benchmark that exceeds the coverage available to nurses. This highlights a major inequity given the increased occupational risk for workplace-related psychological injury for nurses;

THEREFORE BE IT RESOLVED that the Nova Scotia Nurses' Union prioritize advocacy and collective bargaining efforts to enhance mental health benefit coverage for its members, including annual maximums for psychological and counselling services comparable to other public-sector employees and reflective of current service costs and occupational risks;

THEREFORE BE IT FURTHER RESOLVED that NSNU use LTD data, national nursing research, and public-sector benefit comparisons to advance enhanced mental health benefits as a workplace safety measure that supports nurse retention, workforce sustainability, and the prevention of long-term disability.

Supporting materials and information as provided by the Mover/Seconder of the resolution:

CFNU – Mental Disorder Symptoms Among Nurses in Canada (2020) <https://nursesunions.ca/research/mental-disorder-symptoms/> National evidence demonstrating elevated rates of mental health conditions among nurses.

CFNU & CHWN – Sustaining Nursing in Canada (2022) https://nursesunions.ca/wp-content/uploads/2022/11/CHWN-CFNU-Report_-Sustaining-Nursing-in-Canada2022_web.pdf Workforce report linking burnout, workload, and retention challenges.

Health Association Nova Scotia – Benefits Booklets <https://healthassociation.ns.ca/benefits/benefits-booklets-information-sheets/> Source for acute care nurse benefit plans administered through Medavie Blue Cross.

My Health Benefit – HANS / Medavie Blue Cross <https://healthassociation.ns.ca/wp-content/uploads/2025/10/Booklet-My-Health-Benefit-102025.pdf> Details paramedical and mental health benefit coverage for acute care employees.

Government of Nova Scotia – My Employee Benefits Booklet <https://www.novascotia.ca/sites/default/files/documents/1-1550/my-employee-benefits-booklet-en.pdf> Outlines extended health benefits for NS Government employees, including mental health services.

Anticipated Financial Implications

There may be financial implications associated with enhanced benefit coverage; however, Canadian research shows that improved access to mental health supports and early intervention can reduce absenteeism, long-term disability, and nurses leaving their jobs, helping mitigate longer-term cost pressures.