

## President's Message

Welcome to our 2<sup>nd</sup> edition of the NBCNHU newsletter and on behalf of the NBCNHU executive, we hope you had time to spend with family and friends during the holiday season and were able to get some well deserved rest.

Thanks go out to our members who've attended rallies since our first newsletter with a special thanks to the members from locals 1256, Mount St. Joseph Nursing Home, and 1277, Miramichi Senior Citizens Home as they continue to fight to keep their homes from becoming a P3 (public-private-partnerships). As we write this newsletter, the request for proposal (RFP) has not been announced. Your provincial executive continues to meet with members of the Liberal government calling on them not to go down this P3 path.

Your NBCNHU negotiation team is working on your proposals for the next round of bargaining with our employers and at our 2016 AGM education day, these will be debated.

Rumors continue to circulate concerning the staffing ratios in our nursing homes. NBCNHU has not been officially notified by either our employers or government on this issue. If and when we hear anything, we will certainly communicate with our membership.

Finally on behalf of the NBCNHU executive and our 4100 members, I would like to congratulate Brother Mark Hancock on being elected our new National President at our recent CUPE National Convention held in Vancouver, BC.

In solidarity,  
Wayne Brown  
President NBCNHU



## Interpretations of Important Articles or Policies by the Provincial Coordinator (Patrick Roy)

### Waiver of Premiums for Life Insurance and Group Health Benefits

If you are on a leave of absence as a result of illness/disability, you are eligible to apply for **Waiver of Premium for Life Insurance and Group Health Benefits**. A waiver of premium allows you to continue the benefits without having to pay the required premium (i.e. the premium is waived). To qualify for this benefit, you must remain disabled for at least six (6) months, and your application for Waiver of Premium must be approved by the Insurer. You must apply for this benefit no later than four (4) months from your last day worked prior to your injury/disability. To be eligible for the waiver, you must continue paying your share of the benefits for the first two months as per Article 25 and then pay 100% of the cost for the next four months. If you should decide to not make the payments, you will not qualify for the waiver. When you go off on your leave of absence, you should contact your Employer for more details.

### FROM THE DESK OF THE SECRETARY TREASURER

Convention Call Letters will be mailed out to all locals' Presidents and Secretary-treasurers in mid-January 2016. The NBCNHU Annual General Meeting 2016 will be held at the Rodd Inn Miramichi on May 18<sup>th</sup> (Education Day to review and vote on proposals) and May 19<sup>th</sup> and 20<sup>th</sup>, 2016 for Council business.

NBCNHU All Committees Meeting to be held at the Fredericton Inn the week of February 22-26, 2016. Therefore if you are a member of a Nursing Home Council Committee, please be sure to watch for notification of your committee's meeting.

January to April 2016 Per Capita Tax forms to be mailed out mid-January 2016 and must be paid in full up until the end of this period for delegate entitlement at the Annual General Meeting according to Article 5 of our by-laws.

## Upcoming Events

### CUPE NB Solidarity Conference

February 16th and 17th 2016  
Fredericton Inn

CUPE NB Convention  
April 20th-23rd, 2016  
Fredericton Inn

NBCNHU Annual Meeting  
May 18th-20th, 2016  
Rodd Miramichi

**PENSION EDUCATION** a free education session available to Locals. This educational session is useful for all NBCNHU members who want more information related to Pension and Pension Plan.

REGISTER BY emailing Roland Cormier at [rtcormier@gmail.com](mailto:rtcormier@gmail.com) or call (506) 533-6863. An educational rebate is offered to each local who participate in this pension education session.

Check our Website  
[nbcnhu.cupe.ca](http://nbcnhu.cupe.ca)

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