

## President's Message

Welcome to our 3<sup>rd</sup> edition of the NBCNHU newsletter, on behalf of the provincial executive I want to thank the affiliates and their members for your continued activism and support in dealing with issues facing nursing home workers.



Your negotiation team made its initial proposal exchange with our employers on December 14<sup>th</sup>, 2016 and will continue to bargain with further dates scheduled in the upcoming months.

The Employees Benefits Advisory Committee meet on January 26<sup>th</sup>, 2017 to deal with the ongoing issue of surpluses generated from our Health and Dental plans. The new executive director of the NBANH explained that the Association is in the process of developing an 8 to 10-year strategic health plan for employees of nursing homes. Their intent is to use the surplus for this plan in which the employer will provide details of the framework at a meeting scheduled for March 22, 2017.

Finally, on behalf of the NBCNHU provincial executive and our 4000 plus membership congratulation to Sisters Kelly Godin Local 1256 Miramichi Nicole Munn Local 3392 St Stephen and Brother Duane Pitman Local 5108 Edmundston on being selected to sit on the NBCNHU Workload Committee.

In solidarity,  
Wayne Brown  
President NBCNHU

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

Since the Spring of last year, some of the Nursing Homes in the Province have been dealing with an Attendance Support Program. Even if your Nursing Home isn't part of the program the information below does apply to you. The information below is provided for sick leave only and not for request for accommodations.



### Information you are required to provide for Short Term Illness:

- Shift(s) your calling in sick for;
- Number of days you will be off if known (doctors note);
- If you have the Norovirus or Influenza as per Public Health.

### Information you are required to provide for Long Term Illness:

- A medical certificate from your medical practitioner indicating that you are unable to work for a specific period;
- A "general statement" of the nature of the illness;
- Confirmation that you are following a treatment plan (though not the plan itself);
- The expected return to work date;
- A description of any medical restrictions on duties.

### Information you are not required to provide

- Disclosure of a specific diagnosis;
- Symptoms;
- Treatment Plan;
- Medical History.

On the issue of consent forms, you are not required to give your consent to the Employer to communicate directly with your Doctor. If they require the forms to be completed, you will be the one that brings them to your Doctor and return them. There is no obligation for you to allow the Employer to talk to any medical professional that you have consulted with for your illness.

## FROM THE DESK OF THE SECRETARY TREASURER

*To attend the annual NBCNHU convention in May please ensure the locals Per Capita is paid in full for 2016 as well as up to and including the January to April 2017 period.*

*Thank you  
Sister Minerva*

## Upcoming Events

CUPE New Brunswick  
54th Annual Convention  
April 19-22, 2017  
Fredericton, NB

NBCNHU  
46<sup>th</sup> Annual Meeting  
May 16<sup>th</sup> to 18<sup>th</sup>  
Woodstock, NB



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