



**Registered
Nurses'
Union**

Newfoundland & Labrador

MEMBER HANDBOOK

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ABOUT RNU



WHO WE ARE

The Registered Nurses' Union Newfoundland and Labrador (RNU) is the official trade union for registered nurses (RNs) and nurse practitioners (NPs) in Newfoundland and Labrador. As one of our approximately 5,300 members, you are helping form a strong, unified voice for RNs and NPs working in this province.

Led and inspired by our members, we work to protect your rights, to ensure fair and equitable working conditions and to advocate for the delivery of high quality, publicly funded health care.

In doing so, we consult with our members, offer numerous services and empower our membership with information and knowledge. This booklet outlines what your union does for you and provides the information you need to be an active member in your union.

OUR VISION

The Registered Nurses' Union Newfoundland & Labrador:

- Is a membership driven, proactive and democratic union, sensitive and responsive to the ever changing needs of an evolving health care system;
- Maintains mutual trust, respect, support and understanding while valuing diversity and creativity;
- Is dedicated to providing an environment conducive to participation, learning and personal growth; and,
- Advocates for a high quality, publicly funded health care system in partnership with the public, government and health care professionals.

OUR MEMBERSHIP

RNU represents non-management RNs and NPs working in health facilities and institutions under the provincial government and Canadian Blood Services.

All RNU members are represented by one of the following collective agreements:

- Provincial Collective Agreement
- Canadian Blood Services Agreement

YOUR DUES

All members who benefit from a collective agreement pay provincial union dues. Each member pays the same amount of provincial dues regardless of employer or work status. Dues are deducted biweekly from your pay cheque. The amount deducted is determined by resolutions presented and voted upon by member delegates at our Biennial Convention.

Your provincial dues are a vital part of keeping your union strong and effective. In return, your money is invested in services for members, enabling your union to:

- Negotiate collective agreements;
- Advocate for quality health care;
- Offer support and guidance in resolving collective agreement violations and grievance processing;
- Represent members in mediations and arbitrations;
- Provide support for workplace related issues;
- Provide educational opportunities;
- Prepare and distribute information via a variety of communication vehicles;
- Affiliate with other unions and likeminded organizations;
- Support injured and disabled members;
- Maintain the Defense Fund: a special fund used for strike related expenses; and,
- Provide administrative and support services.

Individual branches may also collect additional member dues to support specific branch activities and initiatives.

GROWING FROM OUR HISTORY

RNU has grown significantly both in strength and numbers throughout its history. Today, RNU is proud to represent over 5,300 RNs and NPs in this province and has evolved into a strong grassroots, member-driven union.

RNU has achieved significant gains for its members through collective bargaining and advocacy. Not only have wages increased dramatically, but RNs now benefit from competitive salaries, improved pension plans, health and disability benefits, family leave, maternity/parental leave and a 37.5 hour work week.

Many collective agreements have been negotiated over the years with only three strikes:

- Rotating strike in 1977
- Provincial strike in 1979
- Provincial strike in 1999 (RNs were legislated back to work after nine days on the picket line. But the fight for a respectful collective agreement did not end there. Through constant pressure placed on employers and government, benefits achieved in the 12 months after the strike were far beyond what RNs were looking for on the picket line.)

In 2009, RNU was just two hours away from job action when a historic agreement was reached with the provincial government, proving the power that a strike mandate and a strike deadline can have for achieving membership priorities.

Over the years, RNU has transformed from an organization focused mainly on negotiating contracts, into a union that champions to protect the health care system, the role of RNs and NPs and the rights of patients, clients and residents. Through advocacy and research, RNU has worked to improve the health care system and enhance the livelihood, safety and well-being of our members.

RNU represents members in the media and public, telling member stories in ways that garner interest, attention and action. RNU works closely with likeminded organizations and is a member of the Canadian Federation of Nurses Unions, the Newfoundland and Labrador Federation of Labour and the Canadian Labour Congress.

Each action taken by RNU has been a further step forward to a better life for our members and for patients, clients and residents in Newfoundland and Labrador. Our history is strong and rich, influenced by many challenges and triumphs. RNU stands stronger today than it ever has, and tomorrow will no doubt, bring continued growth and achievements.

YOUR RNU TODAY

Today, as always, we remain led and inspired by our members. We are considered one of the most powerful unions in Newfoundland and Labrador and are constantly evolving to meet the needs of our members and the community. Whether it's negotiations, the delivery of member services, or internal operations, our goal is to find solutions with optimal outcomes for you.

MEASURING OUR SUCCESS

As a member, you have a vested interest in the success and outcomes of our work. In turn, we are committed to measuring our effectiveness and reporting back to members. One way we do this is through our annual report, which contains a number of performance indicators we measure ourselves against each year.



RNU LEADERSHIP



MEMBERS AS LEADERS

Membership and leadership go hand in hand for RNU. With democracy at the heart of our organization, we rely upon the active participation of our members at all levels.

This is particularly important in collective bargaining. In each round of negotiations, members set the direction of bargaining by submitting proposals, outlining priorities and participating on the negotiating team. Members ultimately vote on tentative contracts, and if required, strike action.

As well, members can have input into who represents them at the provincial or branch level through elections for the provincial executive, board representatives, branch executives and shop stewards. Annual polling is also conducted with members to gather feedback on issues and priorities including satisfaction with RNU, service delivery and communications.

Whether it's a general membership vote, serving as a union representative or participating on a committee, we value and depend on your involvement. We encourage you to monitor myRNU, the member only website, for opportunities to get involved with your union!

HOW WE ARE GOVERNED

As a member of RNU, you are part of a large interlocking governance structure and support system.

BIENNIAL CONVENTION

Every second year RNU holds a convention, which is the main governing body for your union. Held every second fall, it presents members with an opportunity to raise and debate important issues, to attend comprehensive education sessions on nursing and union matters and to unite with fellow RNs and NPs from across the province. These gatherings are comprised of over 200 RNU delegates. Every branch is entitled to send delegates and submit resolutions for consideration by the convention.

Through detailed business sessions, amending the constitution and discussing resolutions, delegates set the direction for the union for the coming two years. The provincial board of directors and RNU staff put the resolutions into action and carry out the critical work of the union between conventions.

BOARD OF DIRECTORS

The Board of Directors governs RNU between conventions. The board is comprised of elected member representatives, including a provincial president, vice-president, secretary-treasurer and regional representatives. In addition, the RNU executive director sits on the board as a non-voting member. The president, in consultation with the executive and executive director, directs the union between Board meetings.

Each of the Board representatives are elected for three-year terms. With the exception of the president, who is a full-time paid officer of the union, all elected representatives fill voluntary positions. The Board generally meets four times per year, and more frequently as decisions are required.

BRANCHES

Within each employer, there are local structures we call branches. Each branch has its own executive that can include a branch president, vice-president, secretary, and treasurer. Your Branch can pursue issues and concerns important to its members in keeping with the objectives of the union. Many employer-specific issues are dealt with at the branch level.

You also have shop stewards available within your branch for membership representation as required. Your shop steward is there to advocate on your behalf and will provide support to you on union issues throughout your career. Most shop stewards are assigned work units. We encourage you to find out who your shop steward is and how to contact them. There are also various branch committees that work on your behalf in the workplace, such as Professional Practice Committees and Occupational Health and Safety Committees. Ask your branch representatives about the committees and appropriate contacts at your worksite.

RNU PROVINCIAL OFFICE STAFF

RNU Provincial Office in St. John's employs a variety of roles that are essential to the work we do and the services we offer our members. Review our organizational chart to understand the various positions and how they work for our members.

President

- Advocates for members and provides strategic leadership to the union.
- Serves as the official spokesperson for RNU.
- Maintains strong relationships with registered nurses, nurse practitioners, employers, government, associations, colleges, and other unions.
- Oversees the development and implementation of strategies and programs.
- Serves as an RNU representative on various boards and councils.

Executive Director

- Works closely with the President and Board of Directors to formulate and execute the organization's vision and strategy.
- Provides leadership and oversight to RNU's labour relations, legal services, member contract negotiations and other member services.
- Acts as chief negotiator for the provincial collective agreement.

Executive Assistant

- Supports the activities of the President and Executive Director.
- Acts as a liaison for the Provincial Board of Directors and membership.
- Responsibilities include maintaining confidential files, organizing meetings and coordinating union activities.

Communications Specialist

- Oversees communication activities and tactics for members, staff, the public, media and government.
- Acts as a media liaison for the organization.
- Creates content for and monitors website and social media channels.
- Oversees publications, advertising and campaigns.

Staff Lawyer

- Represents RNU, or its members, at court appeals or hearings and before administrative tribunals.
- Liaises closely with the LROs and the Executive Director on collective agreement interpretation, labour relations issues and legal responsibilities.

Research & Education Specialist

- Responsible for organizing strategic member and public research and analysis, and monitoring the latest in relevant nursing and union research and policy.
- Leads education program development.

Labour Relations Officers

- Assist members on a daily basis by responding to member inquiries related to their collective agreement and workplace concerns.
- Work with members and employers to resolve workplace concerns through discussion, mediation, or arbitration.
- Support members in the areas of workplace injuries and accommodations, Employment Insurance, Occupational Health and Safety, and professional practice concerns.

RNU Provincial Office is located at 229 Major's Path in St. John's. A complete staff listing is available on rnunl.ca. If you need assistance, you can email info@rnunl.ca or call 1.800.563.5100 or 709.753.9961.

Manager of Business Services

- Plans, directs and monitors the day to day operations of RNU Provincial Office, including human resources and administration for unionized employees.
- Oversees the management and operation of services, facilities, equipment and information technology.
- Implements office administration policy, assists with preparing and monitoring budgets and prepares management reports and recommendations.

Accounting Clerk

- Maintains the financial records of the union and day to day financial transactions.
- Works under the direction of the Secretary-Treasurer and the Board of Directors.

Clerk Stenographers

- Support RNU staff in the areas of document preparation, electronic filing and event support.
- Manages incoming union inquiries.

Records and Information Management Support

- Ensures the integrity of member information databases and integrated information systems.
- Manages incoming union inquiries.

Office Support Worker

- Responsible for supporting office related activities, including preparation of education and convention materials, pick-ups, deliveries and large volume mailouts.



MEMBER SERVICES

WHAT WE DO

What we do is reflected in our RNU logo. The logo is vibrant, energetic, and dynamic. It incorporates the four pillars that represent the work RNU does on behalf of our members and the public we care for: negotiate, advocate, protect, champion.



**Registered
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Newfoundland & Labrador

Our logo begins as a circle. This circle represents unity, wholeness, and strength. It represents the solidarity we have as a union. The circle then folds inward in four sections. The colours in our logo also have meaning. They represent our union's energy, our commitment and our dedication to our members and patient care. Our logo stands out by making a powerful statement. It is easy to recognize and gives our organization a modern, progressive and professional look. It reflects the critical role RNs and NPs play in health care and the strong representation that RNU offers members. Each section of the logo has significance.



PROTECT

The yellow represents our pillar to protect. One of our primary roles as a union is to protect the social, economic, and general welfare of our members. RNU works each and every day to protect our members' rights. We also work to protect public health care. Protecting our members and our publicly-funded and delivered health care system is at the very core of our union.



We protect by offering the following services:

DISPUTE RESOLUTION

Dispute Resolution is the process outlined in the Collective Agreement that members must follow when faced with a potential grievance. By definition, a grievance is a difference arising out of the interpretation, application, administration or alleged violation of the collective agreement. A grievance may be filed individually, as a group or as a union. It is important to be aware that there are mechanisms by which a dispute may be resolved before the necessity of filing a grievance.

If you have, or are aware of, a potential grievance that needs to be addressed with your employer, before filing a formal grievance, you should first review the dispute resolution language in the collective agreement and consult with your shop steward or branch executive member. Remember to do so as soon as you are aware of the potential grievance as there are strict time limits involved throughout the dispute resolution process. If you are unable to reach your union representative or if the matter requires additional information and support, our skilled labour relations officers (LROs) are available to support you.

MEDIATION & ARBITRATION REPRESENTATION

Mediations

Our LROs attempt to use alternative dispute resolution processes, such as mediation, for as many grievances as possible. Mediation refers to a means of settling labour disputes whereby the opposing parties use a third person, called a mediator, to serve as a neutral go-between. Past experience has shown that alternative dispute resolution and mediation can be a very effective, timely and efficient manner for resolving grievances.

Arbitrations

There are circumstances in which unresolved grievances must be submitted for arbitration, a method of settling disputes through the intervention of a third party whose decision is final and binding. As arbitrations can be quite lengthy and costly, combined with the number of grievances filed annually, we have adopted a priority system in

submitting grievances for arbitration. Generally speaking, serious discipline matters are given first priority, followed by grievances having provincial implications.

WORKERS' COMPENSATION

If you find yourself requiring Worker's Compensation as a result of a workplace injury, we can assist you in this process. Our LROs are able to offer advice on filing a claim, preparing for a meeting, developing a return to work plan and addressing denied claims.

DUTY TO ACCOMMODATE

Under the "duty to accommodate" requirements, your employer and RNU have a responsibility, to the point of undue hardship, to assist you in finding an accommodation suited to your physical ability. Our LROs can answer questions that you may have relating to the duty to accommodate and are available to provide support as you return to the workplace.

EMPLOYMENT INSURANCE

Employment Insurance (EI) is available to RNU members who have met the EI hours of work eligibility criteria. You must file your claim with the EI office nearest you upon receipt of your Record of Employment from your employer. Our staff can assist you with general inquiries, information on the implications of any new EI legislation and in preparing for an appeal process should your claim be denied.

OCCUPATIONAL HEALTH & SAFETY

Nursing is a highly demanding profession posing numerous health and safety risks. The provincial government legally requires your workplace to have an Occupational Health and Safety (OH&S) committee, or representative, to monitor the health, safety and welfare of workers and promote a safe workplace culture.

On your behalf, we advocate for the safest workplace possible with employers and government. If you have any concerns that may impact the health, safety or well-being of you, your coworkers or the public, you can raise this with your OH&S committee or contact our provincial office for further guidance.

DISCIPLINARY EXPENSE ASSISTANCE PLAN (DEAP)

DEAP is offered to provide our members with monetary assistance for expenses incurred as a result of CRNNL disciplinary investigations and hearings. You can consult myRNU for eligibility, terms and restrictions.

EDUCATION

We are a dynamic learning organization. Each year we dedicate considerable funds for your educational benefit. A variety of educational opportunities are available to members:

- At the Biennial Convention we hold a variety of education sessions that are open to all members;
- We provide a two-day shop steward education session for each region at least once per year and supply shop stewards with the appropriate reference materials;
- We offer orientation and education sessions to branch executives and provide reference materials;
- When conferences and education sessions are available elsewhere in Canada, such as the Canadian Federation of Nurses Unions (CFNU) conventions and labour schools, we sponsor members to attend; and
- We facilitate ongoing education through newsletters, our members only website myRNU, Collective Agreement Interpretation and social media.

RESEARCH

Thoughtful words and actions backed up by solid facts. That is our approach to achieving a health care system that enhances the livelihood, safety and well-being of members, patients, clients and residents. We look at health care from every angle and have gathered lessons from all over the world to better understand what is happening.

In debates about health care in our province, and even across our country, we have been deluged by facts and opinions about everything from safe staffing levels to privatized health care.

Through our affiliation with the CFNU and our own research, we have explored key health care issues, put together solid background materials and developed proposals aimed at improving the health of this province's health care system.

Issues we have explored and addressed include:

- Worker Compensation provisions;
- The RN's role in long-term care.
- Absenteeism in the nursing profession;
- Professional practice;
- Promoting the role of the RN;
- Standardized uniform for RNs
- Pharmacare;
- Violence in the workplace;
- Casualization of the workforce; and
- Safe staffing.

SCHOLARSHIPS

A scholarship fund was established at the 1992 Biennial Convention to assist RNU members to further their education and improve their nursing skills. Each year, we award scholarships to our members with the hope that they will remain active in RNU in the years to come. The CFNU also offers a scholarship to RNU members on an annual basis.

Scholarship information and applications are available to members on myRNU.

CHAMPION

The red represents our role as a champion. We champion the knowledge, skills, expertise and professionalism that RNs and NPs bring to health care. We champion the integral role you play in delivering care to the people of our province. This pillar fits well with our ongoing work around role clarity and identity.



CLARITY PROJECT



In 2011, through research and observation, RNU assessed a growing lack of clarity around the role RNs and NPs play in the health care system. This lack of clarity was due to a number of things including shifting scopes of practice, utilization of different types of health care providers and role clutter.

Moreover, the lack of a distinguishing identifier (e.g., such as a standardized uniform) was exacerbating confusion amongst patients and the public. Most importantly, the title “nurse” referred to both a RN and/or LPN, further confusing the identity of our members.

This lack of clarity was having a negative impact on the union and our members in terms of a diminished sense of purpose, feelings of being undervalued and unappreciated and apprehension about the possibility of layoffs and position cuts.

The Clarity Project was created to address this confusion. The goal of the project was to protect and promote the role of RNs. We built a clear picture of what you do and how you do it. Our members have the in-depth knowledge, skills and judgment that make them a vital profession in our health care system. The Clarity Project built public awareness around the most critical aspects of our profession and celebrated the value RNs bring to health care.

The Clarity Project also strengthened the identity of our members. We want patients, families and other

health care providers to easily identify RNs in all health care settings. To achieve this, RNU adopted a standardized uniform of a white top and black pants. White and black now represents the unique knowledge, passion and public trust that have become synonymous with your profession. As a new member, we invite you to wear white and black to highlight member presence, but also, in the face of constant health care challenges and cutbacks, member absence. We also encourage members to use the term “registered nurse” versus “nurse” or to include “registered nurse” when you are introducing yourself as a “nurse practitioner”.

RNU members are now proudly standing out in white and black and exclusively using the term “registered nurse”. We encourage you to do the same! The principles of the Clarity Project are now engrained in everything we do at RNU. This work continues to shape registered nursing in Newfoundland and Labrador and it guides our work to champion you.

ADVOCATE

The dark orange is the pillar for advocate. We advocate for safe and fair working conditions for our members. We also advocate for the highest standards of health care. We provide a strong, reputable voice in public discourse on health care funding, quality and overall patient safety.



AFFILIATIONS

Canadian Federation of Nurses Unions (CFNU)

The CFNU acts as a national voice for nurses and strives to protect the health of patients and the national health system, as well as to promote nurses and our profession at a national level. As an affiliate member, the RNU president sits on the national executive board. RNU members also attend the CFNU Biennial Convention, support campaigns and benefit from research and initiatives undertaken by the CFNU. For more information on the CFNU, visit www.nursesunions.ca.

Canadian Labour Congress (CLC)

The CLC is the largest democratic labour organization in Canada with over three million members. Bringing together the majority of Canada’s unions in a unified, national voice, the CLC supports and educates unionists in the fight for strong workplaces, pressures governments for change, builds coalitions with likeminded groups and strengthens solidarity between workers in Canada and other countries. For more information on the CLC, visit www.canadianlabour.ca.

Newfoundland and Labrador Federation of Labour (NLFL)

The NLFL is made up of nearly 30 affiliated unions and has represented the interests of union members since 1936. They represent over 70, 000

workers from every sector of the economy and every community in the province. The NLFL is dedicated to advancing the cause of working people and advocates for improved workplace rights, stronger laws and programs that are both fair and available when people need them. For more information on the NLFL, visit <https://www.nflf.ca/>.

ENHANCING PROFESSIONAL PRACTICE

RNU was one of the first nursing unions in Canada to negotiate professional practice language in the collective agreement in 1975. By 1989, all provincial nursing unions across Canada had some type of provision in their collective agreements for nurses to address their professional concerns. Under the collective agreement, a Professional Practices Committee (PPC) has been negotiated as an avenue in which members can address professional practice concerns, protect patients and advocate on their behalf.

The leadership and staff of RNU are committed to ensuring that the current professional practice process is understood by the membership and used effectively to address workplace concerns. RNU is committed to the following framework:

- Provide professional practice resource material to the membership;
- Support members to recognize professional practice concerns, complete professional practice forms, compile necessary information, and refine recommendations as needed;
- Facilitate the professional practice process according to the collective agreement;
- Encourage members to utilize the professional practice process; and
- Act as a liaison between member and management in setting up a PPC, meetings, etc.

Refer to the RNU Professional Practices Toolkit in its entirety for the complete picture of the process, timelines, documentation and tools to use in addressing professional practice concerns in the workplace.

ADVOCACY & GOVERNMENT RELATIONS

RNU is always working for you, constantly monitoring and speaking out about workplace issues, government policies, national trends and more.

When it comes to patient care, we demand good government. We challenge policy makers on shortsighted thinking, lobby employers and government on critical health issues and work with other health care groups to achieve positive results.

Your union leaders meet with political leaders regularly, including the Premier and cabinet ministers, ensuring issues affecting our members are always on their agenda.

PUBLIC CAMPAIGNS

We believe it is absolutely critical that the people who use our health care system understand the integral role of RNs and NPs in the delivery of compassionate, quality and safe care. Public campaigns have resulted

in wide-spread support and encouraged public demand for RN care in all settings within our health care system.

In our efforts to garner and maintain public support, we have engaged in a number of public awareness campaigns over the years, with some of our most memorable and effective including:

- Nursing Shortage: Situation Critical;
- Treat us Fairly, Pay us Fairly. Nurses are a Special Case;
- Nurses are the Heart of Health Care;
- Nursing: A Profession of Decision-Makers;
- Nurses: Caring is Our Cause;
- Registered Nurses - Nursing to a Higher Level;
- More Full-Time RNs Can Save a Lot.

NEGOTIATE

Finally, the lighter orange on the bottom right represents the pillar to negotiate. Negotiating fair and equitable collective agreements for members is our primary purpose as a union. Outside of bargaining, we negotiate for members in everything we do - in ensuring safe work environments, negotiating changes to pension plans and making sure members have access to education opportunities and supports.



COLLECTIVE AGREEMENT NEGOTIATIONS

Negotiating a collective agreement that protects the rights of our members, individually and collectively, is the primary purpose of RNU. We have earned a reputation for improving relations between members and employers and building effective work environments. Our goal in any round of bargaining is to achieve a collective agreement that respects and values our members work and reflects the priorities set by our membership.

In preparing for negotiations, we keep an open mind and listen to your ideas. Through member proposals, online discussion forums and research, we gather our bargaining information. Your concerns are our priorities and your ideas our strength.

The Board of Directors chooses a negotiating team from RNU members who have submitted applications. The negotiating team, supported by the president and the executive director, uses the information provided by the membership to map a strategy around your priorities. Once the negotiating team has reached a tentative agreement, it is put to a full membership vote for ratification.

In the case where an acceptable tentative agreement cannot be reached the negotiating team with the support of the Board of Directors, can reject the last offer and call for a strike vote. Before a strike can be called, the majority of members must vote in favour of strike action.

COMMUNICATIONS

Informed and empowered members are fundamental to our effectiveness and strength. We are committed to strengthening our member connection and keeping you informed about your union and our activities.

GET CONNECTED

Staying connected with your union is easy. Sign up for our members-only website, myRNU and follow us on social media!



Our members-only website, myRNU, is designed to provide you with immediate access to confidential news, information and events. Once a registered myRNU user, you can connect with your union and fellow members, look up something in the Collective Agreement, keep an eye on upcoming events and news, access information on union issues or share ideas or ask questions in the discussion forum.

All of these features can be available at your fingertips when you download the myRNU app.

Some of the regular communications available to you include:

- **In Touch** newsletter is published and distributed twice per year to our full membership. It provides an in-depth look at the top issues and trends affecting RNU and its members.
- **RNUpdate** is an electronic member newsletter that is distributed by email. This newsletter provides timely updates regarding recent news, upcoming events, media activity, collective bargaining and more.
- The **annual report** is released each fall and helps measure the effectiveness of our service delivery. We gather data by surveying our members, volunteers, RNU staff and the general public as well as tracking internal performance indicators. As important indicators of our performance, our findings direct our activities and decisions towards the issues that are most important to our members.

- Our internal website, myRNU, contains a number of mechanisms to share information with our members. The member news section allows RNU to frequently and quickly share important news and updates with its members
- Email Updates are regularly sent to members. Email is the primary mechanism for communication used by RNU. To stay connected to your union read your email updates and make sure you notify us if your contact information changes so you don't miss anything.

BRANCH VISITS

We strive to connect with our members through branch visits. Whether it be your president, a member of the board of directors or a LRO, these site visits are an opportunity to share what is happening on a regional, provincial and national level. These visits are also an opportunity to discuss issues of importance to you at the unit and branch level.

MEDIA RELATIONS

RNU works with the media to ensure that balanced information and perspectives are presented on pertinent nursing and health care issues. Through news releases, interviews, research reports and news conferences, we ensure the public has the whole picture.

The president is the official spokesperson for RNU. Should the media contact you, we encourage you to contact our professionally trained communications staff for advice.

COMMUNITY RELATIONS

In support of your remarkable work, we are committed to defending the social well-being and health of our communities. We build community partnerships with like-minded organizations to address social issues, promote the creation of a healthy environment and advocate for decent working and living conditions for all citizens.



GET INVOLVED

Becoming involved in your union is easier than you think. Every RNU member is an important person in your union. Today, as always, we rely on the active participation of members at all levels for success. Whether you are just starting out in your career or are an experienced RN or NP, RNU encourages all members to get involved.

There are lots of ways to get involved:

- Become familiar with your collective agreement;
- Find out who your shop steward and branch representatives are;
- Attend branch meetings;
- Check out the RNU bulletin board at your worksite;
- Attend a board meeting as an observer;
- Join your branch Facebook page, or start one up!
- Take part in RNU surveys;
- Join a workplace committee;
- Volunteer for a union position;
- Shadow a more experienced union activist;
- Vote in RNU elections and during negotiations;
- Be informed - access **myRNU**;
- Read **In Touch**, RNU's newsletter;
- Read RNU emails
- Follow RNU on social media;
- Let your voice be heard - use the discussion forum on myRNU, contact your branch representatives and provincial office;
- Check out our micro website **RNvalue.ca**;
- Join RNU campaigns supporting our members and patient care; and
- Download the **myRNU app**.

As a member of RNU we hope you will access our services, become informed, and reach out with questions so that we can support and empower you in your role. On behalf of our membership, board of directors and leadership, **welcome to your union!**

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