



MAY 2026

heartBEAT

the NEWSLETTER

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COMING Soon June 9 2026 Spring into Focus

A THIRD STRATEGY BRIEFING SESSION FROM NBANH



Richard Losier

OUR CEO'S PERSPECTIVE! **A Historic AGM for NBANH**

The 2026 NBANH Annual General Meeting, Breaking Down Walls: From Challenges to Solutions, marked one of the most successful gatherings in our history.

This year's refreshed speaker format brought renewed energy to the event, fostering stronger engagement and more meaningful discussions that resonated with both members and partners.

We were also pleased to see a notable increase in vendor participation, creating enhanced opportunities for collaboration, innovation, and networking throughout the week.

The Opening Session set an inspiring and productive tone for the AGM, while the Gala

Evening surpassed expectations, welcoming more than 100 additional guests compared to last year.

The enthusiasm and support demonstrated throughout the event reflect the strength, unity, and growing momentum within our sector.

Congratulations to all award nominees and recipients. Your leadership and dedication continue to elevate and strengthen our community.

Looking ahead, NBANH remains committed to advancing its work with government officials on direct hours of care and to supporting the ongoing improvement of quality nursing home services throughout New Brunswick.

As I prepare to conclude my role at the end of August, I would like to express my sincere gratitude to our members, partners, and Board of Directors for their trust, collaboration, and steadfast support throughout my tenure.

Yours truly,

Richard



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A FEW WORDS FROM THE WIES



From Collaboration to Action: NBANH's Strategic Path Forward

"The AGM is always a rewarding and refreshing opportunity for nursing home leadership to connect with one another and learn from industry experts and thought leaders.

This year, we held a revamped AGM with record vendor participation and more speakers than ever.

The nursing home sector in New Brunswick is entering a phase of increased expectations for quality of service and professionalism. This comes at a time of economic uncertainty, with more questions than answers.

As a result, greater responsibility has been placed on volunteer boards to educate and inform themselves on board governance and the regulatory framework.

Doing so is critical for two reasons: first, to ensure the care and protection of an increasingly vulnerable client base; and second, to ensure that the community-based nature of nursing homes remains rooted within the community.

This year's AGM also marked the beginning of our new three-year Strategic Plan.

Developed collaboratively by our members, this plan serves as a roadmap for NBANH to ensure members have the tools, resources, and opportunities they need to be prepared for the challenges ahead."

Justin



You Came Back for Me: A Summer at the Flatrocks

Summer at the Flatrocks felt endless, beginning with heat shimmering off the old concrete pool deck and the smell of sunscreen, wet towels, and French fries drifting from the tiny canteen near the gate. Every morning, kids from every corner of the community arrived on bicycles, shoelaces untied, quarters rattling in their pockets for frozen pops and soda.

The Flatrocks wasn't just a swimming pool. It was where childhood grew into friendship.

The younger kids cannonballed without fear, while teenagers leaned against the chain-link fence, pretending not to notice each other while secretly noticing everything. Music crackled from portable radios, lifeguards blew whistles for running, and laughter carried across the water from morning until sunset.

Fifteen-year-old Steve Montague spent nearly every day there that summer. Tall, quiet, and dependable, he was the kind of boy everyone trusted. If somebody lost something in the pool, Steve would dive for it. If a younger kid got hurt, he'd help them without being asked.

Among the regular crowd was Véronik LeBlanc.

Véronik had a bright laugh, dark hair always slipping loose from her ponytail, and a fearless streak that made her one of the strongest swimmers at the Flatrocks. Steve noticed her long before he admitted it to himself.

One blazing afternoon in late July, the pool was packed. Teenagers crowded the deep end while younger kids splashed nearby. Steve had just climbed from the water when he heard shouting.

Not playful shouting.

Real panic.



Véronik was struggling near the deep-end ladder, coughing after swallowing too much water during a rough game. Each time she tried reaching the ladder, other swimmers bumped past her. Her face had gone pale with fear.

For one terrible second, nobody moved.

Then Steve dove back in.

He reached her quickly as she slipped lower into the water.

"I've got you," he said calmly. **"Just breathe."**

Véronik clung to him while he guided her safely toward the ladder. By the time the lifeguard arrived, Steve had already helped her to the pool's edge. She coughed hard, trembling, while he stayed beside her until her breathing slowed.

"You came back for me," she whispered.

The words stayed with him long after that day.

Afterward, something quietly changed between them. They still spent their summer laughing with friends, sharing fries, racing barefoot across the hot pavement, and staying until closing time, but somehow Steve and Véro always ended up beside each other.

By August, friendship had become first love.

Years later, the Flatrocks pools disappeared, replaced by newer buildings and empty pavement. Childhood carried everyone in different directions, but not Steve and Véro.

What began with sunshine, laughter, and one frightened moment in the deep end became a lifetime together.

And even decades later, Véronik would still smile at him sometimes and say softly, "You came back for me."

And he always would.



TOPIC

Immigration law is a quickly growing area of law in New Brunswick. Tiffarah McLean advises Employers and Employees on navigating the unique and complex processes of being a newcomer in Canada and New Brunswick. A proud Maritimer originally from Sussex, Tiffarah now calls Fredericton home where she launched her own legal practice in 2020 and subsequently co-founded Trio Law Offices. In addition to being a member of the Law Society of New Brunswick and the Canadian Bar Association, she is a member of the Canadian Immigration Lawyers Association and the Black Business Initiative.

"What Employers Should Know"

Many nursing homes throughout the province hire employees who are at various stages of immigrating to Canada. This is often a lifeline for facilities that have been struggling to stay adequately staffed for years. However, there are also challenges and questions surrounding the immigration process. Employers should understand what their employees are experiencing so they can help them be comfortable and effective team members. Tiffarah will provide valuable insights into these pressing matters.



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CABINET NEWS MONICA'S INSIGHTS



Understanding Without- Cause Terminations

In New Brunswick, employers generally have the right to terminate a non-unionized employee without cause, meaning without alleging serious misconduct or performance issues that would justify dismissal for cause.

This framework does not apply to unionized employees, whose termination rights and processes are governed by collective agreements and the grievance process.

Employers are required to provide notice of termination or compensation in lieu of notice. The amount owed to an employee depends on several factors, including the employee's age, length of service, and the availability of similar employment opportunities.

Reasonable notice is intended to give an employee sufficient time to search for comparable work and adjust to the loss of employment. Unlike statutory minimums, there is no strict formula for calculating common law notice; each situation must be assessed individually based on its specific facts.

Employers may face legal exposure if they terminate an employee without providing proper notice or adequate pay in lieu of notice. In such situations, employees may have grounds to pursue a wrongful dismissal claim through the court system.

It is important to obtain legal advice before making assumptions about what an employee is, or is not, entitled to at the end of the employment relationship.

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HERE'S ARE 10 CLASSIC SUMMER MOVIES TO SEE AGAIN!



- **Jaws:** Shark terrorizes a summer beach town.
- **The Sandlot:** Kids, baseball, friendship, and summer adventures.
- **Grease:** Summer romance and high school musicals.
- **Dirty Dancing:** Summer romance at a Catskills resort.
- **Stand by Me:** Friends discover themselves during a summer journey.
- **Dazed and Confused:** Last day of school, freedom unfolds.
- **Do the Right Thing:** Brooklyn heat ignites racial and social tensions.
- **National Lampoon's Vacation:** Chaotic family road trip to a theme park.
- **Rear Window:** Photographer suspects murder during summer heatwave.
- **The Endless Summer:** Surfers chase perfect waves around the world.

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**Dad's Burger:
A Southeast
New Brunswick
Favourite
and still a
timeless
centrepiece
of summer BBQ
dinners.**

Through my travels with NBANH over the past year, I've met countless people who have asked about one of Southeast New Brunswick's local favourites — Dad's Burger, also known by many as the "Shediac Burger."

I created Dad's Burger as Chef Gilles, originally developed to celebrate my father's 50th birthday. To this day, his late father is still affectionately known simply as "Dad."

Now more than 37 years old, the recipe has become a well-known favourite throughout the Shediac, New Brunswick region. An adaptation of the original recipe was sold as the "Shediac Burger" at the Sobeys grocery store in Shediac from 2011 to 2018.

Over 12,000 Shediac Burgers were sold over the years — and now, here's your chance to try it yourself.

Click on the photo above to download your printable copy of the recipe from ChefGilles.com.

INGREDIENTS

- 2 lbs lean ground beef
- 6 slices finely chopped bacon
- 1/4 cup finely chopped celery
- 1/4 cup finely chopped red, Spanish & white onion mix
- 1/4 cup finely chopped parsley
- 1/2 cup Original HP sauce
- 1/4 cup Montreal steak spice
- Black pepper & salt to taste
- 1/2 cup cheddar, parmesan & Monterey Jack cheese mix
- OPTIONAL: 1/4 cup finely chopped red & green peppers

DIRECTIONS

- In a large bowl, mix all ingredients.
- Once well mixed, divide into 8 quarter-pound portions.
- Shape into hamburger patties and cook to an internal temperature of 160°F / 71°C.
- Serve on your favourite hamburger bun with lettuce, tomato, and condiments. Enjoy!



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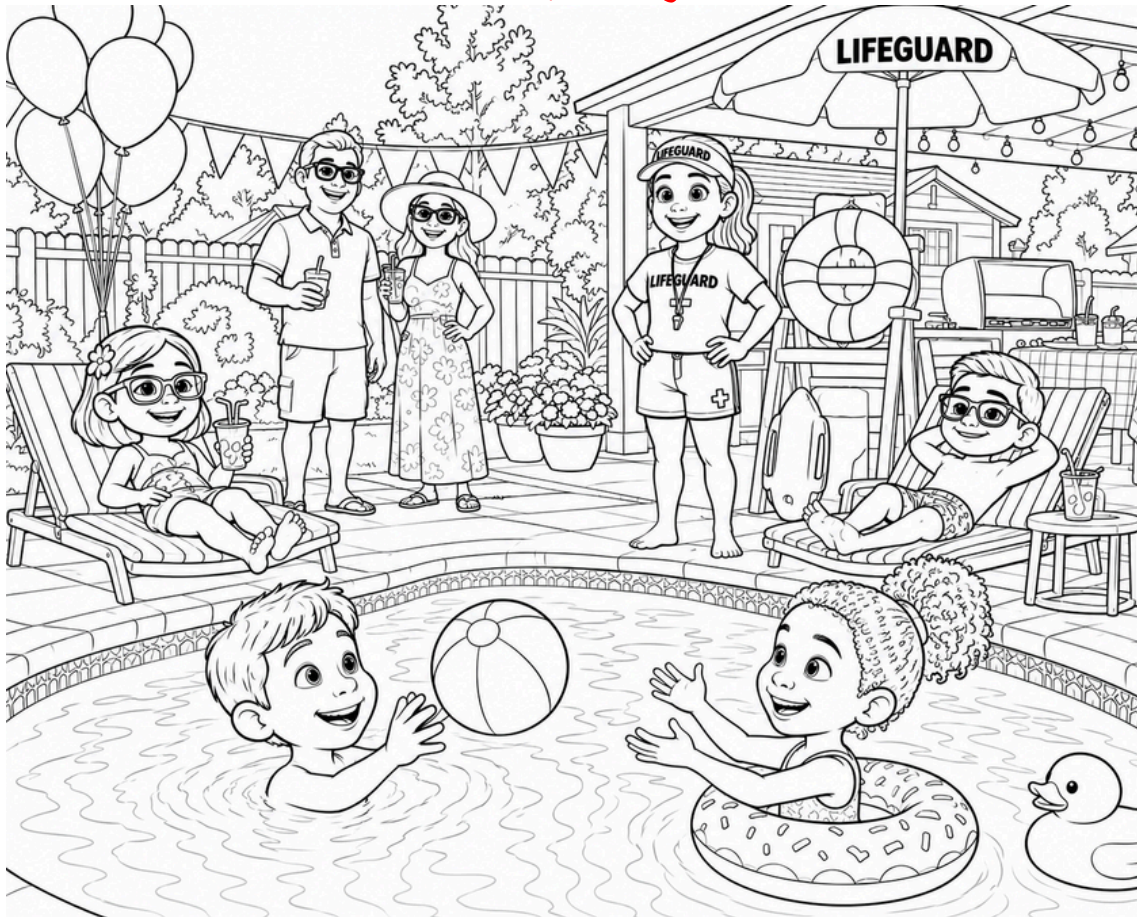
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Open to children and grandchildren aged 5 to 11. Colour the summer scene using your favourite colours. Take a picture of your artwork and send it to communication@nbanh.com by Monday, June 29th.

Summer scene
Colour Palette



Be sure to include the artist's name and age, along with the **name of the nursing home, and its contact information.**

Two lucky winners, selected by random draw, will each receive a **brand-new bicycle, helmet, and elbow pads**, valued at \$250 each.

The winners will be announced in the **July 2nd, 2026**, edition of the INSIDER.

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NAME of the ARTIST
NURSING HOME

AGE
TEL #

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National Indigenous Peoples Day

June 21, 2026 is the 30th anniversary of National Indigenous Peoples Day. It's a time to recognize and celebrate the traditions, cultures and contributions of First Nations, Inuit and Métis.

National Indigenous Peoples Day takes place on the summer solstice, the longest day of the year. For generations, many First Nations, Inuit and Métis communities have celebrated their cultures, languages, and traditions at this time of year.

The summer solstice holds deep spiritual and cultural significance for many Indigenous Peoples, marking a time of renewal, connection, and celebration.

Background

In 1996, Governor General Roméo LeBlanc declared June 21 of each year as "National Aboriginal Day." This was the result of consultations and statements of support from various Indigenous groups:

- **in 1982**, the National Indian Brotherhood, now the Assembly of First Nations, called for the creation of National Aboriginal Solidarity Day
- **in 1995**, the Sacred Assembly, a national conference of Indigenous and non-Indigenous people chaired by Elijah Harper, called for a national holiday to celebrate the contributions of Indigenous Peoples

- **in 1995**, the Royal Commission on Aboriginal Peoples recommended the designation of a National First Peoples Day

On June 21, 2017, the Prime Minister issued a statement announcing the intention to rename this day "National Indigenous Peoples Day."

Today, National Indigenous Peoples Day is part of the Celebrate Canada program, which includes other cultural summer celebrations taking place across the country.

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TWO OTHER IMPORTANT CELEBRATIONS THIS SUMMER



Since 1868, July 1 has been a day for Canadians from all communities to come together and celebrate our identity and what makes us unique as a nation.

Wherever we are, **Canada Day** is an opportunity for us to show our colours and share our pride across the country.

Be part of the celebrations!



National Acadian Day

The Acadian people, pioneers and builders of the country, have celebrated Acadian Day on August 15 since 1881, the year in which the first national Acadian convention was held in Memramcook, New Brunswick.

The National Acadian Day Act was passed by the Government of Canada in 2003.

National Acadian Day is an opportunity to celebrate Acadian cultural vitality in Canada.



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JUNE
7-13
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Bonne semaine!
7-13
JUIN

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hear from you

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