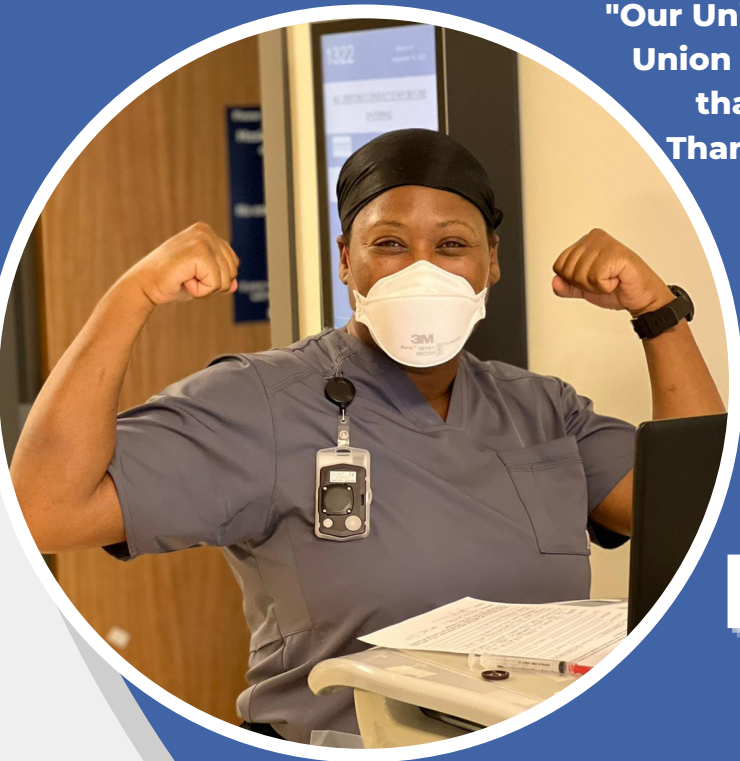


**"Our Union is strong and stands up for their Union members. There is not a situation that they won't address head on! Thanks you for representing me and standing up for my rights. KEEP STRONG NOWU"
-Charlene Stapleton**



NOWU RPN'S HAVE A VOICE!!

-Don Christian Evangelista



**"Thank you for all of your support and updates"
-Maiai Dabevvuskaic**



**"NOWU IS THE BEST"
-Nimo Osman**



**"Very supportive Union for RPN'S
-Jomol Joseph**



**"NOWU is one of the best Unions, I ever seen in helping staff to accomplish their dreams. Keep doing it. Thanks to all NOWU members for supporting RPN's"
-Sheena Vasu**



**"Stronger Together, I feel supported by my Union."
-Camille Sioco**



**"Being a part of this Union is awesome and the benefit of being part of this Union is profitable."
-Mabel Iykekpolor**



**"Augustino is always there to assist me with any questions/concerns I have THANKS NOWU"
-Marites Bagsiyao**



"I have been working at HRH since 2009. NOWU is the best Union to work with. They are very approachable, always there to listen. Wish them all the best. I am looking forward to our union to fix all the issues RPN'S have including salary/scheduling."

-Kirandeep Matharn



"I had a personal one on one experience myself verses my manager, who wanted to redeploy me to another department with decreased salary. Teamsters had my file lingering. With NOWU, I was immediately transferred to another department in a Nursing role, getting my full accomadation. I was well represented by NOWU, hence I have trust and confidence in my current Union."

-Diandra Buchannan



"Such an approachable Union. I have worked with three different Unions, so far NO ONE worked like NOWU. I am glad that I joined NOWU as a Union steward for RPN's. Our voices with NOWU are qau stronger and heard. Tim O and Diane S are wonderful and approachable at any time/ Keep up the good work guys"

-Navpreet Gill



"I feel protected and supported by my Union-NOWU. I am just happy that I am a member of NOWU. We are stronger together."

-Asefash Hailemichael



"NOWU, we are stronger together than before. We are unbreakable and unstoppable"

-Roaslee Birum

"Agostino is a wonderful steward. He was there for me when I needed back up, He was on the phone with me and manager when I felt unsafe to work. I felt comfortable and confident in my communication"

-Tanvi Khullar



"NOWU really helps the RPN's with all their needs. They are the Best!"

-Afia Seia Afram





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My name is Nasitas and I currently work at Humber River Hospital. I use to work at Mackenzie Health part time commencing in Jan 25,2021 for about a year. At Humber River Hospital I have been receiving 14% in Lieu pay as a part time worker which is the equivalent of an extra \$3.30 per hour until I went to fulltime in February 2023. The extra 14% in lieu is a great advantage to part time employees that don't require benefits. Please reference the paycheck I have provided. I am a Union Steward at NOWU , I attend grievance meetings, LMC and I am a grievance Officer. I work in the Patient Food Services Department and sit on the "Job Routine Committee' which is an ongoing committee to balance the workload in my department. My Union has fought hard on my behalf and I have had many successful grievances when my collective agreement rights were violated.