NOVA SCOTIA NURSES' UNION

Financial Statements

Year Ended December 31, 2025

Belliveau Veinotte Inc.
CHARTERED PROFESSIONAL ACCOUNTANTS

Member of The AC Group of Independent Accounting Firms

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INDEPENDENT AUDITOR'S REPORT

To the Members of Nova Scotia Nurses' Union

Opinion

We have audited the financial statements of Nova Scotia Nurses' Union (the Union), which comprise the statement of financial position as at December 31, 2025, the statements of operations, changes in fund balances and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Union as at December 31, 2025, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Union in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Union's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Union or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Union's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Union’s internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management’s use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Union’s ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor’s report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor’s report. However, future events or conditions may cause the Union to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Belliveau Veinotte Inc.

CHARTERED PROFESSIONAL ACCOUNTANTS

Halifax, Nova Scotia
February 27, 2026

NOVA SCOTIA NURSES' UNION

Statement of Financial Position

December 31, 2025

	Strike Fund	General Fund	**2025 Total**	2024 Total
ASSETS				
Current				
Cash	$ 1,093,349	$ 1,219,489	**$ 2,312,838**	$ 981,310
Term deposits *(Note 4)*	1,324,815	536,156	**1,860,971**	1,222,171
Member dues receivable	-	299,045	**299,045**	286,687
Inventory	-	29,815	**29,815**	33,671
Prepaid expenses	-	69,112	**69,112**	60,866
	2,418,164	2,153,617	**4,571,781**	2,584,705
Long term investments *(Note 4)*	-	2,515,470	**2,515,470**	4,226,177
Capital assets *(Note 5)*	-	3,007,889	**3,007,889**	3,111,699
Loans receivable *(Note 6)*	-	5,521	**5,521**	46,106
	$ 2,418,164	$ 7,682,497	**$ 10,100,661**	$ 9,968,687
LIABILITIES				
Current				
Payables and accruals *(Note 7)*	$ -	$ 1,063,036	**$ 1,063,036**	$ 905,443
CONTINGENT LIABILITY *(Note 8)*				
FUND BALANCES				
Internally restricted	2,418,164	-	**2,418,164**	2,232,120
Unrestricted	-	6,619,461	**6,619,461**	6,831,124
	2,418,164	6,619,461	**9,037,625**	9,063,244
	$ 2,418,164	$ 7,682,497	**$ 10,100,661**	$ 9,968,687

ON BEHALF OF THE BOARD

Janet Hazelton
President

Jamie Stewart
Vice President of Finance

NOVA SCOTIA NURSES' UNION
Statement of Operations
Year Ended December 31, 2025

	Strike Fund	General Fund	**2025 Total**	2024 Total
REVENUE	$ 125,306	$ 5,446,853	**$ 5,572,159**	$ 5,147,985
EXPENDITURES ***(Schedule of expenditures - Page 12)***				
Administration and office	-	471,979	**471,979**	452,823
Board of directors	-	573,308	**573,308**	459,253
Communications	-	351,251	**351,251**	320,472
Education	-	111,708	**111,708**	232,818
Legal and consulting	-	591,723	**591,723**	657,733
Meetings	-	707,703	**707,703**	510,703
Membership in organizations	-	298,503	**298,503**	265,592
Negotiations and organizing	-	569	**569**	40,603
Staff salaries and benefits	-	2,519,835	**2,519,835**	2,494,143
	-	5,626,579	**5,626,579**	5,434,140
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES FROM OPERATIONS	125,306	(179,726)	**(54,420)**	(286,155)
OTHER ITEMS				
Amortization of capital assets	-	(162,029)	**(162,029)**	(169,611)
Investment income	60,738	130,092	**190,830**	188,547
	60,738	(31,937)	**28,801**	18,936
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENDITURES FOR THE YEAR	$ 186,044	$ (211,663)	**$ (25,619)**	$ (267,219)

NOVA SCOTIA NURSES' UNION

Statement of Changes in Fund Balances

Year Ended December 31, 2025

	Strike Fund	General Fund	**2025**	2024
FUND BALANCES - BEGINNING OF YEAR	$ 2,232,120	$ 6,831,124	**$ 9,063,244**	$ 9,330,463
Excess (deficiency) of revenue over expenditures	186,044	(211,663)	**(25,619)**	(267,219)
FUND BALANCES - END OF YEAR	$ 2,418,164	$ 6,619,461	**$ 9,037,625**	$ 9,063,244

NOVA SCOTIA NURSES' UNION

Statement of Cash Flows

Year Ended December 31, 2025

		2025		2024
OPERATING ACTIVITIES				
Deficiency of revenue over expenditures	**$**	**(25,619)**	$	(267,219)
Item not affecting cash:				
Amortization of capital assets		**162,029**		169,611
		136,410		(97,608)
Changes in non-cash working capital:				
Member dues receivable		**(12,358)**		24,210
Prepaid expenses		**(8,246)**		3,658
Inventory		**3,856**		(4,178)
Payables and accruals		**157,591**		58,700
		140,843		82,390
Cash flow from (used by) operating activities		**277,253**		(15,218)
INVESTING ACTIVITIES				
Purchase of capital assets		**(58,218)**		(62,857)
Collection (advance) of loan receivable		**40,585**		(33,089)
Purchase of investments net of proceeds on maturity		**1,071,908**		(205,702)
Cash flow from (used by) investing activities		**1,054,275**		(301,648)
FINANCING ACTIVITY				
Repayment of obligations under capital lease		**-**		(2,003)
Cash flow used by financing activity		**-**		(2,003)
INCREASE (DECREASE) IN CASH FLOW		**1,331,528**		(318,869)
Cash - beginning of year		**981,310**		1,300,179
CASH - END OF YEAR	**$**	**2,312,838**	$	981,310
CASH CONSISTS OF:				
Cash - Strike Fund	**$**	**1,093,349**	$	36,301
Cash - General Fund		**1,219,489**		945,009
	$	**2,312,838**	$	981,310

1. PURPOSE OF THE UNION

The Nova Scotia Nurses' Union (the "Union") is an organization that promotes the advancement of social, economic and general welfare of its members. It regulates relations between its members and their employers and negotiates written contracts with employers implementing progressively better conditions of employment. The union also promotes:

- effective communication with members
- knowledge of nurses and other allied personnel in their social and economic welfare through education and research
- unity within the nursing profession and other allied fields through cooperation with other organizations
- political awareness amongst its membership
- highest standards of health care
- the nursing profession

2. BASIS OF PRESENTATION

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Accounting estimates

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Items subject to significant management estimates include allowance for doubtful accounts and useful lives of capital assets.

Fund accounting

Revenue and expenditures and capital assets related to the general operations of the Union are reported in the General Fund. The internally restricted Strike Fund reports the portion of dues that relate to the Strike Fund and expenditures from any strike action.

Revenue recognition

Revenues related to dues collected from the Union's members are recorded in the accounts in the period in which they are withheld from the members. Investment income is recorded in the accounts when earned.

Cash and cash equivalents

Cash and cash equivalents consists of cash on hand and balances with financial institutions.

Inventory

Inventory includes clothing and other branded merchandise and is measured at the lower of cost and replacement cost. Cost is determined using the first-in, first-out method.

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3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Investments

The Union's investments in guaranteed investment certificates are initially recognized and subsequently measured at amortized cost without adjustments for transaction costs that would be incurred on disposals. Changes in fair value are recognized in income in the period of change as accrued interest income. Transaction costs associated with the acquisition of these investments are recognized in net income in the period incurred.

Capital assets

Capital assets are stated at cost or deemed cost less accumulated amortization and are amortized over their estimated useful lives on a straight-line basis at the following rates:

Buildings	40 years
Equipment	5 years
Paving	12.5 years
Computer software	2 years
Computer equipment	3.33 years

In the year of acquisition or disposal, amortization is pro-rated based on the number of months in use.

Impairment of long lived assets

Capital assets are tested for recoverability whenever events or changes in circumstances indicate that the long term service potential of the asset may be impaired. An impairment loss is measured as the amount by which the carrying value of the asset exceeds its residual value. Impairment losses are recognized as an expenditure in the statement of operations and are not subsequently reversed.

Financial instruments

Other than the investments noted above, the Union initially measures its financial assets and financial liabilities at fair value, adjusted by the amount of transaction costs directly attributable to the instrument. Other than the investments noted above, the Union subsequently measures all of its financial assets and financial liabilities at amortized cost. Transaction costs are amortized on the straight line basis over the term of the instrument.

For financial assets measured at cost or amortized cost, the Union determines whether there are indications of possible impairment. Where there is an indication of impairment, and the Union determines that a significant adverse change has occurred during the period in the expected timing or amount of future cash flows, a write-down is recognized in net income. A previously recognized impairment loss may be reversed to the extent of the improvement. The carrying amount of the financial asset may not be greater than the amount that would have been reported at the date of reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net income.

4. INVESTMENTS

	Maturity Date	Yield Rate	**2025**	2024
Short term investments				
Strike Fund				
Credit Union Atlantic - GIC	03-Sep-25	5.10 %	$ -	$ 213,467
Credit Union Atlantic - GIC	11-Sep-25	5.10 %	-	213,404
Credit Union Atlantic - GIC	15-Sep-25	5.10 %	-	213,401
Credit Union Atlantic - GIC	10-Mar-26	1.50 %	879,192	-
Credit Union Atlantic - GIC	11-Sep-26	4.80 %	222,812	-
Credit Union Atlantic - GIC	11-Sep-26	4.80 %	222,812	-
			1,324,816	640,272
General Fund				
Credit Union Atlantic - GIC	01-Dec-25	1.80 %	-	581,899
Credit Union Atlantic - GIC	26-Apr-26	1.50 %	536,156	-
			536,156	581,899
			$ 1,860,972	$ 1,222,171
Long term investments				
Strike Fund				
Credit Union Atlantic - GIC	10-Mar-26	1.50 %	$ -	$ 866,199
Credit Union Atlantic - GIC	11-Sep-26	4.80 %	-	212,607
Credit Union Atlantic - GIC	11-Sep-26	4.80 %	-	212,606
			-	1,291,412
General fund				
Credit Union Atlantic - GIC	26-Apr-26	1.50 %	-	528,232
Credit Union Atlantic - GIC	11-Sep-27	4.60 %	221,832	212,076
Credit Union Atlantic - GIC	22-Sep-27	4.60 %	221,790	212,037
Credit Union Atlantic - GIC	22-Sep-27	4.60 %	221,502	211,761
Credit Union Atlantic - GIC	11-Sep-28	4.80 %	222,812	212,607
Credit Union Atlantic - GIC	11-Sep-28	4.80 %	222,812	212,607
Credit Union Atlantic - GIC	11-Sep-28	4.80 %	222,812	212,607
Credit Union Atlantic - GIC	11-Sep-28	4.80 %	222,812	212,607
Credit Union Atlantic - GIC	06-Mar-29	4.45 %	216,566	207,399
Credit Union Atlantic - GIC	06-Mar-29	4.45 %	216,566	207,339
Credit Union Atlantic - GIC	22-Sep-29	4.05 %	263,040	252,802
Credit Union Atlantic - GIC	26-Sep-29	4.05 %	262,926	252,691
			2,515,470	2,934,765
			$ 2,515,470	$ 4,226,177

5. CAPITAL ASSETS

	Cost	Accumulated amortization	**2025 Net book value**	2024 Net book value
Land	$ 572,664	$ -	**$ 572,664**	$ 572,664
Buildings	2,967,723	677,413	**2,290,310**	2,364,503
Equipment	277,931	184,935	**92,996**	84,667
Paving	87,000	66,120	**20,880**	27,840
Computer software	163,016	158,889	**4,127**	-
Computer equipment	225,586	198,674	**26,912**	62,025
	$ 4,293,920	$ 1,286,031	**$ 3,007,889**	$ 3,111,699

6. LOAN RECEIVABLE

The loan receivable is from an employee and is non-interest bearing to be repaid based on the employee's portion of weekly mileage reimbursement claims. The loan is secured by a vehicle.

7. PAYABLES AND ACCRUALS

	2025	2024
Trade payables	**$ 394,515**	$ 320,148
Accrued retirement allowances (Note 9)	**208,932**	197,194
Accrued vacation pay (Note 9)	**174,373**	168,041
Government remittances payable	**23,993**	24,263
Other accrued liabilities	**261,223**	195,797
	$ 1,063,036	$ 905,443

8. CONTINGENT LIABILITY

In accordance with the Union's sick leave policies, the staff have accumulated unused sick leave hours that, if fully used, would cost the Union approximately $635,004 (2024 - $574,875). These sick leave hours are only available for required sick leave and will not be paid out upon termination of employment. Accordingly, sick leave has not been recorded as a liability in these financial statements. Any sick leave settlements will be charged to income in the period which they occur.

9. RETIREMENT ALLOWANCE AND VACATION PAYABLE

Canadian accounting standards for not-for-profit organizations require entities to accrue all employee future benefits. The Union's policy is that all employees who have a minimum of twelve years of service and who retire at age 55 or later, or whose employment is terminated by the Union or employee as a result of mental or physical incapacity, will be paid a retirement benefit. This benefit is equal to nine weeks salary if employed for twelve years but less than twenty years, fourteen weeks salary if employed for twenty years but less than twenty-five years, seventeen weeks salary if employed for twenty-five years but less than thirty years and twenty-two weeks salary if employed for more than thirty years. The benefit is based on the salary in effect at the time of retirement. At December 31, 2025 the Union has a liability for retirement benefits of $208,932 (2024 - $197,194) and recorded an expense of $11,738 (2024 - $45,082).

The Union's employees also earn vacation time at rates based on the number of years of service. This benefit is recorded as an expense in the period earned by the employee. At December 31, 2025 the Union has a liability for unused vacation pay of $174,373 (2024 - $168,041).

10. PENSION PLAN

The employees of the Union are members of a multi-employer defined benefit pension plan administered and managed by the Health Association of Nova Scotia. The employees contribute between 7.82% and 10.18% of their earnings, while the Union contributes between 9.22% and 11.58% of the employee's earnings. As the plan is a multi-employer plan, the contributions of each member group are not segregated and the plan assets and liabilities specific to the Union are not determinable. The Union records its contributions to the plan as an expense in the year in which the wages are earned by the employees. For the year ended December 31, 2025, the expense related to the pension plan totaled $196,148 (2024 - $197,975). The Union is not obligated for any unfunded liability, nor does it have entitlement to any surplus that may arise in the plan.

11. FINANCIAL INSTRUMENTS

The following are the significant risks that the Union is exposed to through its financial instruments:

Credit risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Union's main credit risk relates to its receivables. The Union does not have a significant exposure to any individual customer.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in the market interest rates. The Union manages its guaranteed investment certificates with a view to optimising its investment income. The interest rates on the Strike Fund investments vary from 1.50% to 4.80%, and the interest rates on the General Fund investments vary from 1.50% to 4.80%, as disclosed in note 4.

NOVA SCOTIA NURSES' UNION

Schedule of Expenditures

Year Ended December 31, 2025

		2025		2024
Administration and office				
Audit	**$**	**17,875**	$	16,330
Bank charges		**2,629**		2,002
Directors and officers travel insurance		**4,789**		8,123
Office accomodations		**217,998**		213,734
Office supplies		**3,111**		9,692
Software and equipment maintenance		**198,596**		181,653
Publications		**2,575**		2,345
Telephone		**24,406**		18,944
	$	**471,979**	$	452,823
Board of directors				
Salary replacement	**$**	**387,280**	$	321,814
Board expenses		**180,748**		125,587
Members at large salary replacement		**3,605**		7,961
Member at large expenses		**1,675**		3,891
	$	**573,308**	$	459,253
Communications				
Postage, printing, and photocopying	**$**	**85,222**	$	130,416
Public and internal relations		**266,029**		190,056
	$	**351,251**	$	320,472
Education				
Education day at annual general meeting	**$**	**92,806**	$	105,702
Scholarships and bursaries		**18,558**		19,080
Regional education sessions		**344**		-
Labour school		**-**		108,036
	$	**111,708**	$	232,818
Legal and consulting				
Legal	**$**	**591,723**	$	654,972
Consulting		**-**		2,761
	$	**591,723**	$	657,733
Meetings				
Annual general meeting	**$**	**374,025**	$	309,240
Committee - ZLMC		**54,274**		49,046
LTC and CC union management meetings		**16,522**		4,779
Salary replacement - other meetings		**95,421**		30,855
Salary replacements - CPP and EI		**14,746**		16,268
Staff expenses - servicing locals		**53,117**		48,537
Council of presidents		**713**		51,978
Provincial bargaining conference		**98,885**		-
	$	**707,703**	$	510,703

NOVA SCOTIA NURSES' UNION
Schedule of Expenditures (continued)
Year Ended December 31, 2025

	2025	2024
Membership in organizations		
Canadian Federation of Nurses Unions	**$ 225,440**	$ 200,510
Nova Scotia Federation of Labour	**73,063**	65,082
	$ 298,503	$ 265,592
Negotiations and organizing		
Negotiations	**$ 569**	$ 40,603
Staff salaries and benefits		
Staff salaries and benefits	**$ 2,192,202**	$ 2,177,708
Staff pension plan	**196,148**	197,975
Staff education	**11,799**	6,440
Source deductions and workers compensation	**119,686**	112,020
	$ 2,519,835	$ 2,494,143