



To: All BCNU Members – Menno Apartments and Menno Home

This bulletin is to keep our nursing staff informed regarding the transition to the British Columbia Nurses' Union (BCNU).

Menno Home and Terrace East at Menno Apartments were certified under BCNU as of April 08, 2025. A contract has been signed as of November 25, 2025, with the Union.

The effective dates of the implementation are:

Menno Apartments – November 16, 2025

Menno Home – November 23, 2025

As per the contract, all eligible nurses are to be transferred from the current benefits provider to the Health Benefit Trust (HBT) effective December 01, 2025.

Your benefits with Empire Life will be terminated effective November 30, 2025.

HBT is in the process of setting up your new benefits. During this transition period, employees may need to pay for eligible prescriptions and services out of pocket. Please keep all receipts—you will be able to submit them for reimbursement once your coverage is fully active.

Next Steps:

We will share further details, including the new carrier contact information and instructions for submitting claims as soon as the transition is complete.

Thank you