

What's **NU**?

COURAGE TO **LEAD** • CONFIDENCE TO **CHALLENGE** • COMMITMENT TO **CARE**



Looking forward to a busy spring!

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- Bargaining Update: Where Do the Councils Stand?
- MyNSNU App: Exciting New Features on the Horizon

President's Notebook

Janet Hazelton, BScN, RN, MPA

Doctors Versus Nurse Practitioners? Not a Competition, but a Collaboration

There is no disputing the doctor shortage in Nova Scotia. Many Nova Scotians who require stable, familiar and easily accessible primary care are struggling to find a family doctor. That cradle-to-grave idealized notion of a Norman Rockwell, country-styled doc, is now fewer and farther between.

Toted, and rightly poised to fill some of those care gaps are nurse practitioners - an integral part of the collaborative care model and a viable solution to easing patient loads.

Nurse practitioners are fixtures in collaborative care clinics, yet some would like to see more NPs

practicing on their own in areas short on doctors. This theory extends to other professions as well – physiotherapists, physician assistants and pharmacists, to name a few. Pharmacists in Nova Scotia renew prescriptions for 90 days, do some injections, prescribe for some minor ailments and help manage chronic disease cases. In Alberta, pharmacists can prescribe most drugs for up to twelve months. There are crystal clear areas where competencies overlap, whether it is doctor to nurse, doctor to pharmacist, and so on.

In early February, this topic became the subject of conversation, and some controversy, on a morning

radio talk show, raising the ire of many NPs (and others) in the province.

While the conversation was mostly positive, and the commentator spoke highly of the valuable role NPs play in our health-care system, the chat became more about how NPs should not be hired in place of doctors as opposed to bridging the gaps. The exact words used were, “A nurse practitioner is not a doctor.”

Well, yeah. We know that. NPs know that, the NSNU knows that, and the vast majority of the public understand that. The interview took a darker turn when the cost of the NP

versus doctor fees, as well as hours spent with patients, was discussed.

In short, it was argued that the cost of an NP is higher once you calculate salary and factor in that a nurse practitioner sees fewer patients. The math, as cited by the commentator, is about \$120 per patient in a family practice, and about \$190 per patient when seen by a nurse practitioner. These figures are in dispute from NPs themselves and various studies.

Research literature provides strong evidence of nurse practitioners’ cost-effectiveness, without suggesting other clinicians (doctors) are wasteful in comparison. Studies indicate that the most cost-effective model for certain types of care involves collaboration between nurse practitioners and other health professionals. Studies also point to lower per-patient costs when nurse practitioners and other clinicians collaborate on care transitions between hospital and home.

In late February, I had the opportunity to speak with a reporter from CBC about this issue and about how registered nurses, family practice nurses and nurse practitioners in the province aren’t being used to their full abilities. Studies demonstrate that nurses can and should treat patients in many settings where other qualified, independent caregivers are scarce, especially rural areas and long-term care facilities. Nurses, in general, are an underutilized resource within health reform.

This debate should not be “provider and cost-variable” centric but rather patient focused. In an ideal world, this conversation would be about finding a combination of services that enable all Nova Scotians to be healthy and to stay healthy.



Instead of marking territories we should be getting the right team schematic in place (mindful of our limited resources and fiscal responsibilities) so that patients get the care and peace of mind they deserve. As I mentioned in my interview, there can be friction between various health-care professionals as some fear a loss of work or income. However, I believe there’s no shortage of work to go around.

This article is not meant in any way to disparage those who engaged in the doctor versus nurse practitioner debate, but rather to clarify information and put that same information into perspective. Please forgive my light-hearted tone, but until we can clone doctors or come up with a better plan to recruit and retain physicians, virtually overnight, we need to be more creative and collaborative in our approach to health care reform.

We need doctors, we need to respect doctors; we need more of them and we need them now.

For the time being, we should be working together to connect the right patients with the right care providers. We need to find efficiencies within our health care system to expedite quality services that benefit patients and their families, resulting in better outcomes.

To keep Nova Scotia healthy, we need to look at all kinds of ways — different ways — of making it happen, and we have enough professionals to do it; we just need to get in the same room and make it happen.

Janet Hazelton

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Minister Acknowledges Collaborative Work of the Nurses' Union on LTC Initiatives

On February 14th the Nurses' Union received a letter from the Minister of Health and Wellness, The Honourable Randy Delorey, congratulating and praising the work of the Long-Term Care Working Committee.

The report has been in the works since *Broken Homes – Nurses speak out on the state of long-term care in Nova Scotia and chart a course for a sustainable future* was

released two years ago. That study outlined fifteen recommendations to be considered as part of charting that course to better care.

As noted in the Minister's letter, he fully supports the recommendations presented to the department in the report concluded December of last year. That report can be found at nsnu.ca/LTCWorkingCommitteeReport.



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FEB 14 2018

Long-term care Working Committee
Mary Lee
Janet Hazelton

Dear Ms. Lee and Ms. Hazelton;

Thank you for your letter dated December 7, 2017 and the attached report from the Long-term Care Working Committee.

I am pleased that the Committee has concluded this very important work and I commend the committee on its dedication to improving long-term care in Nova Scotia. It is evident that this has been a challenging initiative, but I am confident that the recommendations you have put forth will result in sustainable improvements to the quality of resident care and working conditions within the long-term care sector.

I have had the opportunity to review the working committee's report and to discuss the recommendations in detail with leadership within the Department. I fully support the recommendations as outlined in the report and have requested that staff within the Department provide me with regular updates on the implementation of these recommendations.

I want to thank you and your committee again for your dedication and for working collaboratively to develop this report. I look forward to seeing the positive changes these recommendations will bring to Nova Scotians.

Sincerely,

Randy Delorey, MLA
Minister of Health and Wellness



AGM 2018
APRIL 23-26

AGM 2018 – We've Got the Power!

Here's What You Need to Know

- The AGM and Education Day take place at the Best Western Glengarry Hotel in Truro – April 23-26.
- Registration is now open until March 23 – register soon on MyNSNU!
- For those attending only the Education day, there is a separate registration form.
- No group meals will be served at the Glengarry on Monday, April 23.
- April 23 Opening Session 9am-12:30pm – Only for Joint Occupational Health and Safety personnel.
- April 23 Regional Meetings begin at 1:30pm; LPN Component Meeting at 2:30pm; Community Care and LTC at 3:30pm.
- The Hospitality Event will take at The Engine Room on Tuesday, April 24 starting at 6:30pm.
- Back by popular demand – Door Prizes! Please bring your door prizes directly to The Engine Room, wrapped if you desire, and ready to go. Do not drop them off with staff at registration.
- We will be selling 50/50 tickets at The Engine Room – bring cash if you can!
- The charity auction is still a big hit. Please donate items, and buy tickets – preferably with cash.
- The theme for the banquet – *Into the Light* – is casual. Yes, CASUAL. The décor will be **glow in the dark**. Glow make-up, clothing, and accessories can be found at Dollarama and Michaels. Have fun with it!
- NSNU merchandise will be sold in the Nicholson Boardroom. The NSNU will not be invoicing locals for items purchased – please pay as you purchase.
- Keltic Clothing (formerly Belmac) will be on site selling uniforms and accessories.
- After a short hiatus, Andrea's Jewelry will be back as an exhibitor, selling her very popular designs.
- Don't forget to download the MyNSNU App on your cell phone or tablet. It may come in handy at the AGM or Education event.
- Come rested - ready to work, and play!



Bargaining Update

February 2018

Health Care Council

The Nova Scotia Council of Health Care Unions, NSHA and IWK recently completed numerous days of conciliation. Bargaining continues on the following dates: March 19-21, April 10-12, May 2-4.

Bargaining produced some steady progress however, the Employers also tabled takeaways. The Employers introduced a new proposal that would allow them to transfer employees anywhere in the province – these transfers could be temporary or permanent. As well, the Employers tabled their sick leave proposal. The Employers proposed placing all members of the bargaining unit into an Accumulated Sick Leave plan. The Council of Unions proposed moving all bargaining unit members to the Short-Term Illness plan.

These two proposals come on the heels of wage freezes. The legislation also froze retirement allowances effective April 1, 2015. The Employers previously tabled a proposal that would give them unilateral control of dental and health benefits.

The parties have reached a tentative agreement on 22 of 46 articles in the NSHA agreement and 24 of 46 articles in the IWK agreement. However, the most difficult and contentious issues such as benefits, wages, job security, retirement allowance, job posting, hours of work, sick leave, re-assignment and more, remain outstanding.

The Council of Health Care Unions continues to work toward completing a legislated essential services

agreement with the IWK and NSHA. The legislation requires that a high number of staff remain at work in the event of a strike but leaves it to the parties to determine the exact numbers. The legislation prohibits the health care unions from conducting a strike until an essential services agreement is reached. This, of course, has limited the Council's leverage at the bargaining table. Once the essential services negotiations are complete, the Council expects to make more progress in bargaining a new collective agreement.

The Council of Health Care Unions bargaining committee is made up of six members from NSGEU, three from CUPE and one from Unifor. The NSNU (representing fewer than a dozen members in this BU) is also part of the Health Care Council. The Health Care Bargaining Council is the lead table in this round of health care negotiations. The committees representing nurses, administrative professionals, and support staff are preparing to bargain once an agreement is reached in health care.

Nursing Council Bargaining – Acute Care

The NSNU recently launched an online acute care bargaining survey requesting feedback from our members in that sector. Once that data is collected and analyzed, the bargaining committee will review the results. The NSNU extended the deadline for closure of the survey to allow more members to participate, ensuring the results are statistically relevant. This information enables us to formulate proposals based on the priorities nurses have identified.

Bargaining Update Continued

Our Chief Negotiator, Chris Albrecht has been attending the Health Care bargaining meetings as those talks will have a direct impact on Nursing Council bargaining. The Executive Council for nursing has met twice with the Employers to discuss our plans and realistic timelines. They would like to go to the table as soon as possible, however, our position is to wait until Health Care bargaining concludes so we are not debating the same issues. It would be redundant and unproductive to address overlap of language in both agreements while at consecutive tables.

In our view, it is also important that we wait until an essential services agreement is in place. Unfortunately, the Employers do not share the same opinion. They strongly believe we should start now. So much so, they have proposed dates for discussions and have indicated they have a plan they wish to share. Jean Candy, our Executive Director, is the lead on the essential service talks for NSNU with Chris Van Zoost, 1st VP, assisting her.

One of the challenges we face as we approach bargaining is getting nurses (bargaining team members) off work to be at the table. The Employers have committed to address this challenge, although this may prove more difficult than anticipated, especially in the summer months.

In further preparation for bargaining, Chris Albrecht has been critiquing all agreements (contracts) and will soon meet with the other union negotiators to make sure nothing is missed. Once this work is completed the NSNU Provincial Negotiating Committee will meet to review the proposals prior to decisions with the full Council. That will eventually lead to an exchange of proposals with the Employers.

If you have any questions about this upcoming round of bargaining talks for nurses, please email nsnubargaining@nsnu.ca.

Long-term care bargaining will include reaching an essential services agreement, and will likely follow the conclusion of acute care negotiations.

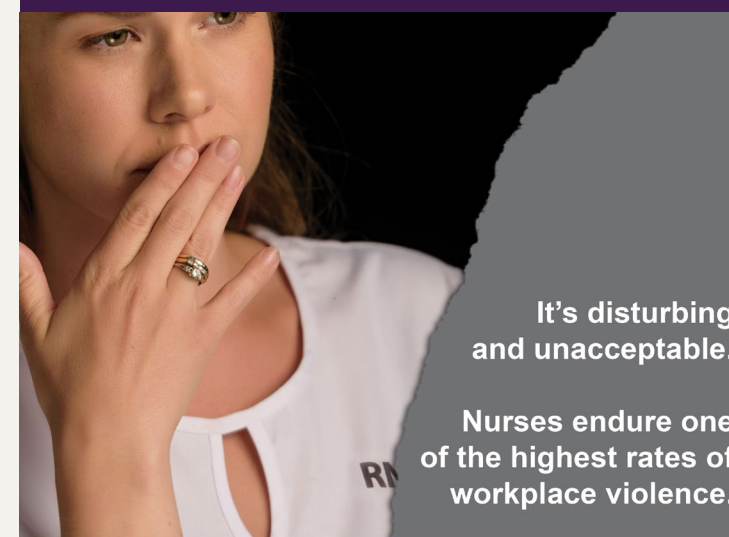
Looking Ahead to National Nursing Week

It may be hard to believe, but National Nursing Week is right around the corner, taking place from May 7-13, 2018. Across Canada, nurses will be celebrated for their hard work and dedication to patient care. The Canadian Nursing Association theme once again is #YESThisIsNursing. Nurses are encouraged to take to social media and share some of their experiences that help show their scope of practice and both the traditional and non-traditional roles that nurses take on in the name of patient care.

Here in Nova Scotia we will be revisiting the issue that shaped our campaign last year, violence against nurses.

Violence is not part of the job. This is a message that the NSNU has been repeating for years, and it remains relevant and important in 2018. Sadly, violence is still prevalent in our health care workplaces. We must continue talking about it and advocating for nurses, not only so structural changes can be made to protect the safety of nurses and health care workers, but so all Nova Scotians understand that violence, harassment and abuse against nurses is never acceptable.

One of the bright points of Nursing Week is the opportunity for our members to be appreciated for the work they do each and every day. As always, the NSNU is providing each local with \$100 to put toward your nursing week celebrations. Be sure to take lots of photos and send them in to coleen.logan@nsnu.ca so we can feature your celebration in the May issue of *What's Nu?*



It's disturbing and unacceptable.

Nurses endure one of the highest rates of workplace violence.

VIOLENCE

It's Not Part of the Job.

NSNU Board of Directors and Trustee Nominations

This spring, all positions on the Board of Directors and NSNU Long Term Disability Trustee will expire following a two-year term. All but three positions on the Board have been officially acclaimed including the LTD Trustee position. There are changes, some retirements and a relocation, and multiple candidates vying for the positions of VP of Finance and LPN Grad. Voting for the LPN VP will take place at their Component Meeting on April 23, and on April 25, during the AGM, for the VP of Finance position. The IWK will elect their representative at a Regional Meeting yet to be announced.

The current VP of Finance has not reoffered. Congratulations to Lillian Fynes. We hope she enjoys a

very long and healthy retirement and thank her for her many years as a dedicated NSNU supporter.

The NSNU also bids farewell to Sheri Gallivan as she prepares to relocate in Ontario. We thank her for her activism and strong leadership over the years.

Finally, our VP of Community Care, Jennifer Chapman has chosen to step down from her position on the board. She has represented members in that sector for many years with unwavering determination and commitment. We thank Jennifer and wish her the very best.

The following NSNU members are incumbents or nominees who will serve the next two-year term on the Board or as a Trustee via acclamation:

- Janet Hazelton – President
- Chris Van Zoost – 1st Vice President
- Gerri Oakley – VP Eastern Region
- Jen Thiele – VP Central Region
- Ann Marie Murdock – VP Northern Region
- Michelle Lowe – VP Western Region
- Rhonda Church – VP Long Term Care
- Tracey d’Entremont – VP Community Care
- Gerri Oakley – LTD Trustee

The Board Welcomes newcomers, Rhonda Church, VP of LTC and Tracey d’Entremont, VP of Community Care. The current VP of the IWK, Jayne Fryday, has put her name forward to represent that facility once again. That vote will take place at a Regional Meeting held at the IWK in the very near future.

Retirements & Resignations



Lillian Fynes



Sheri Gallivan



Jennifer Chapman

Board Acclamations



Chris Van Zoost
1st Vice President



Gerri Oakley
VP Eastern Region
LTD Trustee



Jen Thiele
VP Central Region



Ann Marie Murdock
VP Northern Region



Michelle Lowe
VP Western Region



Rhonda Church
VP Long Term Care



Tracey d’Entremont
VP Community Care

Janet Hazelton Acclaimed Nurses’ Union President for 8th Term



garnered international attention from nursing and health organizations alike.

She has championed workplace safety, securing policies that help keep nurses and other workers safer on the job, and less apt to become victims of violence. She has been outspoken about issues in long-term care, helping to raise the profile of nursing in that sector while identifying the significant staffing shortages that plague those facilities. She is a strong advocate for publicly funded – publicly administered health care, universal pharmacare, and overall workers’ rights.

Janet Hazelton, the longest serving president of the Nova Scotia Nurses’ Union, has once again been acclaimed to the position. She has been President of the Board of Directors of the NSNU, representing over 7000 nurses in the province, since October 2002.

This latest acclamation means she will hold the position for another two-year term during which time she will also be at the helm of the inaugural bargaining committee for nursing negotiations in the province.

Janet has enjoyed many victories on behalf of the 7000-plus registered nurses, licensed practical nurses and nurse practitioners that make up the organization. In 2011, at Janet’s recommendation, the Nova Scotia Nurses’ Union introduced a standardized uniform to bolster the accessibility and identity of nurses across the province. To date, this trend has been piloted by five other provinces in Canada and has

A long-time resident of Truro, Janet is a graduate of the school of nursing at St. Francis Xavier. In 2010, she completed a graduate degree in the master’s program of public administration at Dalhousie University. Janet currently sits on the Board of Directors for the Workers’ Compensation Board of Nova Scotia, the Provincial Nursing Network of Nova Scotia, and the National Executive Board of the Canadian Federation of Nurses’ Unions. She is also a member of the Executive Council of the Nova Scotia Federation of Labour, as well as the NSNU Trustee for the Health Association of Nova Scotia Pension Plan.

In 2006, she was a recipient of a Progress Women of Excellence Award in the category of health, sport and wellness, and received the National Bread and Roses award from the Canadian Federation of Nurses Unions for her work on behalf of nurses and health advocacy in 2015.

NOMINATIONS

Alaine Halliday VP Finance Candidate



Alaine is a Licensed Practical Nurse with 32 years experience – 20 in acute care medicine and 12 in the palliative care unit at the Aberdeen Hospital in New Glasgow. She has seen many changes but remains very passionate about her nursing career.

Her first experience with the NSNU was through the Aberdeen Local where she has been the LPN grad rep, treasurer, and has held the position of president of that local for the last 12 years. She has been the Co-Chair/Secretary of the BUGLM for the last eight years and is a member NSNU's Provincial Negotiating Committee.

Alaine has attended many courses at Eastern Labour School, NSNU sponsored education sessions, and Education Days. She also attended CFNU and NSFL workshops and events.

She believes it is important to stay updated on new things. She participates in focus groups, skills sessions, lunch and learns, webinars and reads articles – all that pertain to nursing advancement. Palliative care is her passion in nursing. She is currently working with Pallum to become a Learning Essential Approaches to Palliative Care (LEAP) instructor.

Personal Statement:

Prior to taking her nursing program, Alaine graduated with a diploma in secretarial studies, which included accounting skills that she has used over the years. She ran a summer recreation program in her community that included budgeting, bookkeeping, salaries and applying for grants. She also held the position of treasurer at Home and School, and at her local.

Her goal is to work with the Director of Finance to assist and oversee investments, financial policies and budgets, and present these to the members. She hopes to work with other Board members on these matters. If elected, she hopes to serve her brothers and sisters in their best interests and ensure that financial spending is in line with union members' wants and needs.

Jamie Stewart VP Finance Candidate



Jamie graduated from the VGH School of Nursing in 1999. He started as a CNA certified in emergency nursing, and graduates this year from St. Francis Xavier Post RN BScN program. He has worked in tertiary care, regional and now rural nursing in Med/Surg, PACU and Emergency for the last 17 years.

Jamie has been the president of his local for the last three years and held the position of co-president and treasurer prior to that. He is the current secretary of his BUGLM committee and a member at large of the NSNU Education Committee. He is also the NSNU delegate for the South Shore Labour Council and current second VP of the Western Region.

He has attended local, regional, provincial and national education sessions; most recently the Western education session, CFNU 2017 in Calgary and the AGM – which he has been attending for many years. He is also planning to attend the upcoming Eastern Labour School hosted by NSNU in Antigonish this June. He also facilitated the equity caucus for the LBGTQ at the 2017 CFNU Biennium.

As a dedicated life-long learner, he plans to enroll in Athabasca's Labour Studies program later this year.

He hopes this program will expand his knowledge and understanding of labour history, sociology, industrial relations, women's studies, and other areas important to working people and labour activists.

He has attended numerous NSNU Board meetings as an observer in the last 12 months to expand his knowledge of board governance, finance and policy.

He was honoured to participate with other NSNU members in the 2017 anti-violence campaign. Having worked in rural areas most of his career, he says he is pleased with the vital importance the NSNU has placed on improving the safety of nurses and patients in rural ERs. He had the opportunity to speak with The Globe and Mail and local media on the disturbingly high rates of violence nurses endure, and why it is important that our Union invests its resources on campaigns like this.

Personal Statement:

As an active member of the NSNU, Jamie has built strong working relationships with other members and staff at the local, provincial and national level. He is a familiar face at NSNU Board meetings as he endeavours to stay on top of current trends and issues facing nurses and unionized workers.

If elected he will be a strong representative for members to their Board. From his experience as local treasurer, he respects transparency and accountability and will bring these values onward, provincially.

He says he will ensure issues are discussed, nurses are supported and respected for the work they do. He will promote unity in nursing, cooperation with other organizations, political awareness within the membership, high standards of healthcare, equity, and the nursing profession itself.

Laurie Hirtle

VP of LPN Grad Component Candidate



Laurie has been a practicing LPN since she graduated in 1996, starting at first in private home care, then long-term care and in the last eleven years she has been employed in acute care at the Dartmouth General Hospital.

Since she started working in acute care she has held various positions within her local and region. She's been shop steward and the LPN rep for her local. She is currently the local vice president. In the past she has been the 1st and 2nd alternate to the current VP of LPN Grad Component, and alternate for the Central Region.

Laurie attended the last four NSNU Annual General Meetings and has participated in Eastern Labour School in New Brunswick and Newfoundland. In 2015 she was a delegate at the CFNU Biennial Convention in Halifax and returned to the event when it was held in Calgary in June of 2017.

Laurie continues to seek out every possible opportunity to expand her knowledge of the labour movement and her profession. In 2017, she took an LPN leadership course and participated in the NSNU education session last September. Laurie has also attended numerous lunch and learns at her facility.

For the past nine years she has

been part of the Dartmouth General Hospital wound care committee; co-chair for the last five years on that committee. She has helped to create educational opportunities for her peers at DGH. She is a member of her unit's PNC and she has preceptored many new grads.

Personal Statement:

As an acute care member of the Board of Directors, Laurie would help support and guide her fellow NSNU Board members with the strategic direction of the organization and relevant and current knowledge of best practices of the LPN.



Resolutions Reports and AGM Minutes – Online and Accessible to All Members

In an effort to be "more green" and penny wise, the NSNU made the decision late last year to remove the Resolutions and Constitution Report, as well as the minutes of the 2017 Annual General Meeting, from our hard-copy Annual Report. Those documents will reside online on our MyNSNU member-only portal.

Combined, these reports often comprised 30%, or approximately 30 pages of the publication, each year. That is a lot of paper. It was also costly when you consider print costs and mailing fees. The larger the report, the heavier the parcel, the higher the postage costs.

The information contained in these documents is still very important, therefore we will be posting each report online at nsnu.ca/AGMResolutionsandMinutes. This new measure makes this information accessible to all members as opposed to only those who attend the AGM.

These files will be posted online prior to the AGM, by the end of March 2018, available in time for your local and regional meetings.

Just a reminder that the Annual Reports will not be mailed to local table officers this year. You will receive your Annual Report when you arrive at the AGM in Truro on April 23. This practice is also new, and is a cost saving to the Nurses' Union.

Maria Langille

VP of LPN Grad Component Candidate



She began her work with the NSNU first as a treasurer in 1982 and has since held the positions of shop steward, secretary, treasurer, president and co-president of her local, OH&S, and has been in the position of VP of LPN/Grad for several terms.

Her committee work includes the NSNU Political Action Committee, BUGLM, Occupational Health and Safety, NSFL Women's Committee, and several LPN focused groups.

Maria has participated in Eastern Labour School on several occasions taking courses in leadership, the grievance and arbitration process, the legalities of a nurse, duty to

accommodate, bullying in the workplace, and media training and communications. She has attended numerous CFNU educational sessions on dealing with difficult people, the promotion of nursing, working with new grads and sorting through issues in the various sectors of nursing. She has taken full advantage of all educational and leadership training offered by the NSNU, CFNU, NSFL and the CLC.

She attends in-service sessions to further her nursing education with a concentration on communication, scope of practice/employment, and OH&S. She has participated in online learning modules with NSNU and CLPNNS. She has a strong knowledge of wages, collective agreement language, scope of

practice and employment, and the legal responsibilities of the Board of Directors and of nursing.

Personal Statement:

Maria has a strong professional manner and feels that her proven activism, knowledge base and experience are assets in the role of VP of LPN Grad Component.

Her objective in running for the position of VP of LPN/Grad is to continue to promote open communication within in the component and bring any concerns to the Board. She wishes to continue to support LPNs at every level and be a strong voice within the Board of Directors and the community at large.

COMING SOON

MyNSNU Learning Management System

Exciting advancements are coming to the MyNSNU App! The NSNU is entering the realm of online education. We have developed a series of modules that provide an introduction to the NSNU, including our structure and leadership, local executives and meetings, as well as information on grievances, safe staffing and CCRs, and occupational health and safety.

We intend to make some of the webinars from our popular series available to App users, covering topics such as workplace violence, nursing and addictions, the social determinants of health, and ethical issues facing nurses today. This is meant to help fulfill our strategic priority of making education opportunities more accessible to members.

The NSNU will endeavour to indicate Practice Premium point values for the education courses we offer. It is not possible for us to clarify point values with every employer, so, as always, we encourage nurses to discuss education opportunities and point values with their managers.

The MyNSNU App will feature some education activities with no Practice Premium value but may be of interest to some members. Please note that if your employer requires you to complete certain courses they offer, and these same courses are also available in the MyNSNU App, your employer may require you to complete the courses on their platform.

The App will allow members to easily track their Practice Points for NSNU-related education with the ability to print certificates for completed courses and print transcripts with a list of completed courses. We will add NSNU-related education taken in other forums to members' transcripts. So, if you have participated in one of our webinars, in-person education from NSNU staff, a regional education day, our AGM and Education Day or Eastern Labour School, that will be tracked in the App. This data will be available back to November 1, 2017, based on the information we have on file. Please contact Justin Hiltz (justin.hiltz@nsnu.ca) regarding any discrepancies.

The App will not be set up to track Leadership Premium points.

Other important updates to the App are in the works. In the coming months, we expect to add a push notification so members can be alerted to new posts, polls and messages. We will also make it possible for local presidents to message back and forth with their entire local via group messaging. This will assist locals in sharing information and organizing local meetings and other events.

The online learning feature of the MyNSNU App will be made available to members in April, 2018. In the meantime, we invite members to check out the polling and news features, collective agreements and other important documents available on the App.

Please note, we are experiencing difficulty with login retention. Members are currently required to login every time they use the App. We thank you for your patience as we strive to have this glitch resolved as soon as possible.

If you haven't explored the MyNSNU App download it for free in the App Store and the Google Play Store, and can also be accessed online at <http://nsnu.itacit.com>. Your NSNU username and password are used to log into the App, the same credentials used in the MyNSNU portal on our website. If you have trouble with your username or password, please call the NSNU office at 1-800-469-1474.



MyNSNU App Polls Keep the Conversation Going

It was six months ago that the NSNU launched our first ever app, designed to bring news, polls, education, contracts and union business directly to our members' phones and personal devices. Since the MyNSNU App was launched, the Union is pleased to see some members taking advantage of its features, using it as a news source, and participating in its more interactive elements, like our app polls.

Every one-to-two weeks, the NSNU posts a new poll to capture the viewpoints of our members on issues in the news and in their workplaces. App polls enable us to take the pulse of the membership on issues that matter to them.

The news cycle, since the MyNSNU App launched in September, has been chalk full of stories that affect nursing, patients and labour in Nova Scotia, providing more than enough

content for weekly and biweekly polls. Members look forward to sharing their views on the issues, making this the most popular feature on the App.

Have a look at some of the most popular responses from polls we've conducted over the past several months, and be sure to sign up if you haven't already so you can have your say on future polls.

As a nurse, which of these health initiatives should have warranted the greatest and most immediate investment from government via the provincial budget?

27% Improved mental health services

24% Increased funding for long-term care beyond food and recreation budgets

24% Supporting the recruitment and retention of new doctors to the province

Recognizing the lack of access to primary care in Nova Scotia, in your educated opinion what is the most significant impact on our health care system?

46% Generalized stress on families and individuals related to not having a first point of contact with a physician or a nurse practitioner

23% Patients seeking emergency care with higher acuity because they do not have access to primary care

In your view, what is the most detrimental outcome that will result from Bill 148, The Public Services Sustainability Act?

62% A compromised bargaining process will hinder our ability to negotiate work-life improvements for nurses

21% New graduates and experienced nurses will choose to leave the province for better wages and a continued retirement allowance / long-service award

It's time for New Year's Resolutions. Which of these health care priorities should the Government of Nova Scotia commit to resolve in 2018?

50% Repeal Bill 148 and return to the table with public sector unions with the goal of bargaining wages and benefits fairly

27% Reinstate and increase funding for long-term care



Sutherland Harris Memorial Hospital

10th Annual Skills Night *Plan to Attend on April 4th!*

By Maria Langille, VP LPN Grad Component

Planning for the Sutherland Harris Memorial Hospital (SHMH) annual skills night is well underway. We are so excited to say this is our 10th year.

"Like many professions, the knowledge and techniques used in nursing are constantly evolving. In order to provide the best possible care to patients, it is important for nurses to keep current through continuing to learn and improve their skills. The first annual skills night to be held at the Sutherland Harris-Pictou aims to provide nurses with the opportunity to do just that."

That is an excerpt from a press release that first year, and I am so pleased to say we have achieved our goals for the past nine years.

Each year there are new topics and skills presented, although some skill topics are ever-changing and may be featured again. The topics for this event are generated by staff at SHMH with some input from local LTC and VON.

This year will feature presentations from NSHA and NSNU, as well as others in the health care field. Wound care specialists, physiotherapist, pharmacists, nurse practitioners and researchers will be in attendance, to name a few.

As an incentive for nurses to further develop their proficiency, the NSNU contract entitles members



NSNU research and education team Justin Hiltz and Paul Curry made the trek to Sutherland Harris for their successful 2017 skills night

who participate in educational workshops and courses to earn premium points. If nurses accumulate 70 practice points in one year they can collect a monetary education premium. Nurses can also receive a premium for leadership skills. This event qualifies for points under this program.

Each year we have grown in the number of participants. We have had nurses, and students, participate from the South Shore, Cumberland, Cape Breton, and even New Brunswick. We also have people from all sectors, including acute care, long term care, and community care.

Due to the increasing number of participants we had to change our venue to accommodate everyone who wants to attend and to ensure it is an excellent learning opportunity. We are moving to the Royal Canadian Legion, Veterans Drive in Pictou. The doors open at 5pm with presentations from 5:30 until 8:30. It will be held on Wednesday, April 4th.

All are welcome. Come enjoy our 10th annual skills night. Refreshments and light snacks will be provided.

Hope to see you there.



Canadian Labour Congress Lobby on the Hill



Danny Cavanagh, Janet Hazelton and Suzanne McNeil with Central Nova MP, Sean Fraser

NSNU president, Janet Hazelton joined the Canadian Federation of Nurses Unions, the Canadian Labour Congress and labour leaders from across the country to take part in the CLC Lobby on the Hill in Ottawa on February 6th.

The Lobby on the Hill was a day for advocacy, during which labour leaders were able to sit down with Members of Parliament and discuss issues that affect workers and all Canadians, like pensions, pay equity and employment insurance. However, the biggest push during this year's event was for an issue that the Canadian Labour Congress has recently come to champion, and one that the CFNU and NSNU have been heralding for more than a decade: national pharmacare.

During the Lobby on the Hill Janet had the opportunity to discuss the issue of national pharmacare with two Nova Scotia MPs, Bedford MP and Speaker of the House, Geoff Regan and Central Nova MP, Sean

Fraser. She was joined in those discussions by local labour leaders Alex Furlong, CLC Regional Director - Atlantic Region, Danny Cavanagh, President of the Nova Scotia Federation of Labour, and Suzanne McNeil, President of the Halifax-Dartmouth & District Labour Council.



Bedford MP and Speaker of the House, Geoff Regan with Janet Hazelton and Alex Furlong

Canada is the only industrialized country with universal health care that does not also have a universal pharmacare program. Research shows that nearly one quarter of Canadian households have reported being unable to cover the cost of all prescribed medications.

The CFNU Speak Up app is designed to make it easier for Canadians to address their MPs directly, via email and social media. Through the app, members who wish to take up the call for a national pharmacare program can quickly and easily direct a message to their MP and others who represent them, or represent health care. To have your say, download the App on your device, or visit speakup.cfnu.ca.



Course Schedule:

NSNU 2018
Pre-Retirement
Course

For the second consecutive year, the Nurses’ Union will be hosting a pre-retirement course designed for nurses who are approaching retirement. Members who wish to attend either in person or participate in the online webinar can access the appropriate registration forms at www.nsnu.ca/MyNSNU.

Taking place on March 28th, the course will consist of three sessions; members may attend any or all of the sessions. Those attending in person are asked to register by 11:59 pm on March 26th. This course will be held at the NSNU office at 150 Garland Avenue in Dartmouth. Refreshments and lunch will be provided.

The full on-site agenda will run from 8:45am until 3:15pm.

9:00 - 11:15: The Nova Scotia Health Employees’ Pension Plan

Speaker: Judy Paul, Nova Scotia Health Employees’ Pension Plan

Audience: NSNU members of the NSHEPP pension plan: all acute care nurses, most long-term care nurses

11:30 – 12:30: Health Related Benefits in Retirement

Speaker: Tina Snair, Health Association of Nova Scotia

Audience: NSNU members with benefit coverage by HANS: all acute care nurses, most long-term care nurses

**If you are unsure about your participation in either the NSHEPP pension or the HANS benefit plan, please contact them. We hope to provide education on other plans in the near future.*

1:30 – 3:00: Living Well in Retirement

Speaker: Larry Wark, Nova Scotia Federation of Union Retirees

Audience: all NSNU members approaching retirement.

2018
EASTERN
LABOUR
SCHOOL
Deadline
Reminders

We are speeding toward Eastern Labour School 2018, taking place from June 4-6 at St. Francis Xavier University in Antigonish, hosted by the Nova Scotia Nurses’ Union.

Registration for ELS will be open from March 26th – April 30th. It is recommended that members who plan to attend the event register early, as spaces in each course are limited and will fill up fast.

As mentioned in the January issue of *What’s Nu?*, members who are attending labour school for the first time will be taking one of four Fundamentals courses, while returning members will be taking five 90-minute courses throughout the event. A full list of courses is available at nsnu.ca/ELS2018.

We look forward to welcoming our friends from the Registered Nurses Union of Newfoundland and Labrador, the Prince Edward Island Nurses Union and the New Brunswick Nurses Union here to our beautiful province, once again, for Eastern Labour School 2018. Keep an eye on the MyNSNU App and our social media pages for more updates in the coming weeks and months.

NSNU Webinar Series
Understanding the Social
Determinants of Health

The NSNU Webinar Series continues to bring out strong numbers of nurses and spark great conversations about complex issues that affect nurses, patients and health care in Nova Scotia.

On February 6th the NSNU hosted the second in our series, Understanding the Social Determinants of Health. Presented by Christine Saulnier, PhD - Director, Nova Scotia Office of the Canadian Centre for Policy Alternatives, the discussion centred around how social issues can affect our overall physical and mental health, and what resources are needed to improve outcomes for Nova Scotians.

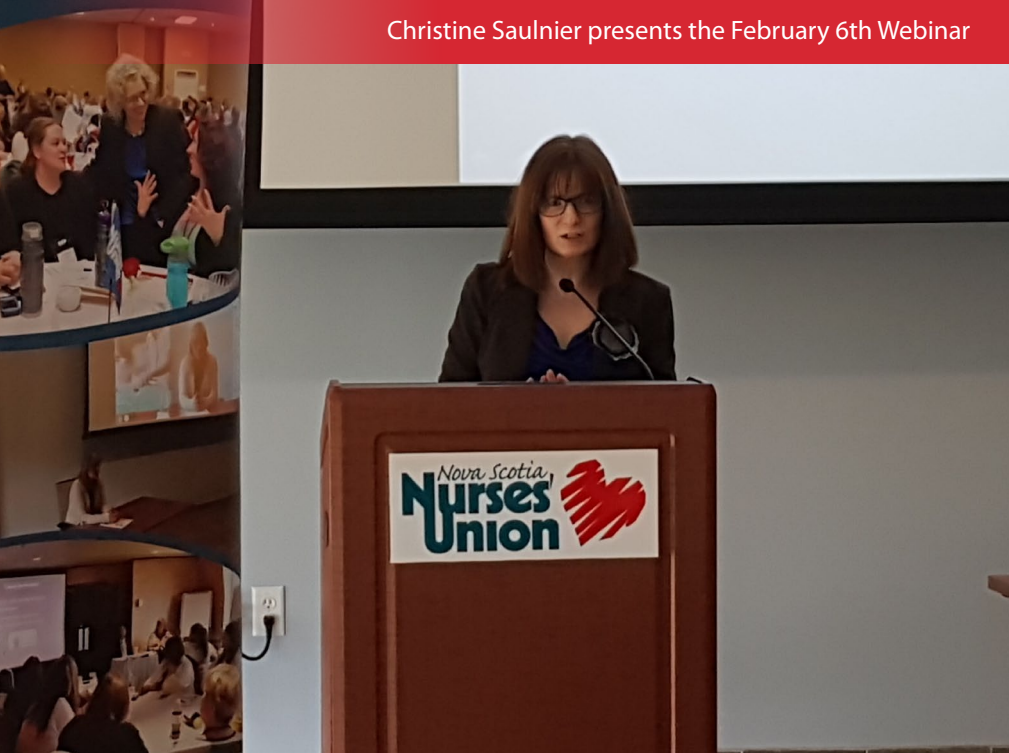
Some of the issues Dr. Saulnier focused on included distribution of resources and lack of social programs, racism, sexism, social exclusion,

education and access to information, chronic stress and economic and political inequality.

The second installment of our webinar series was viewed live by 98 participants, and almost two dozen more have watched the video recording after the fact. If you are unable to participate in the webinars as they happen, recordings of each session are available on MyNSNU. Members who view webinars after they have concluded are still eligible to receive 5 practice premium points. There are still a few more webinars planned for the 2018 series.

Registration for each webinar will open approximately one month in advance to give members lots of time to sign up. A list of upcoming webinars is available at nsnu.ca/webinars.

Christine Saulnier presents the February 6th Webinar



IN THE NEWS

Sherbrooke nurse's cry for help on social media prompts response from health minister

By Sabrina Marandola
Published by CBC News, Jan 31, 2018

Quebec's federation of nurses says many of its members are burning out and that the social media post written by a nurse in Sherbrooke is a typical day-in-the-life account of health care workers across the province.

On a Monday morning, after coming home from a night shift, Émilie Ricard posted a picture of herself in tears, as she gives a sarcastic thumbs up.

She begins her message with a quote from Health Minister Gaétan Barrette: "The health care reform is a success." She goes on to say: "This is the face of nursing."

Her lengthy post explains how she is exhausted and stressed, after finishing a shift where she was the only nurse on the floor to care for more than 70 patients. She added that she is ashamed of the poor service she is able to give.

"I have so much stress that I am cramped all over my back, enough to prevent me from sleeping. I don't want to go to work because I'm afraid of the burden that awaits me."

Her post was shared more than 50,000 times within the first 48 hours.

Union leaders said Ricard's post struck a chord because it is typical of the experience that health care employees go through on a daily basis — especially in the winter months when flu season hits and wintry weather causes falls and fractures.

"However, from year to year we don't see that they anticipate this huge influx of patients. There's overcrowding and there's not sufficient staff," Roberto Bomba, a nurse and treasurer of the FIQ union, told CBC Radio's Homerun.



Émilie Ricard, a nurse in Sherbrooke, posted this photo of herself in tears on Facebook earlier this week after working a night shift. It was shared 50,000 times in the first 2 days. (Facebook/Émilie Ricard)

Bomba also said that cutbacks in recent years and an overhaul of the health care system in 2015 were done "off the backs" of frontline workers.

"Administrations were forced to merge, IT systems aren't communicating, and they are not able to properly manage the workforce," agreed Nancy Bédard, president of the Quebec federation of nurses.

Low response to job postings

Health Minister Gaétan Barrette said the government has agreed to hire more nurses, but the problem remains that nurses just aren't applying for the jobs.

"If you have a hospital...that is one day posting 40 positions and only eight professionals want to take those positions, there are a number of things that I cannot do. So the message that I can send across is that we are willing to hire. We are willing to, as much as possible, offer full-time positions," Barrette said Wednesday.

The unions say that most of the positions posted are part-time ones, and the difficult working conditions don't make them attractive opportunities for candidates.

The Quebec federation of nurses added that even if full-time positions are available, nurses won't want to apply if they think they will be overworked.

Nova Scotia Federation of Labour All-Committees Meeting

NSFL committees are re-appointed every two years following their convention which was held in November of last year. For the first time in many years, the Federation received more nominations for Committees positions than there were openings.

Representation on the Committees is comprised of members from Local Unions and Labour Councils who have an interest in the subject matter of the Committee and have a desire to make lasting contributions. To be accepted as a member of a Committee, individuals must be nominated by their local Union or



NSFL Committee Members

Labour Council. As per usual, the NSFL strives for gender parity and geographic representation on all Committees.

The All-Committees Meeting was held on February 9th, off to a quick start following the nomination and selection process. Thanks to all of the affiliated unions who submitted nominees. Thanks also to NSGEU for hosting the meeting and to CLC Representative, Tony Tracy who facilitated the day.

The NSNU is proud to have the following members on four of the NSFL Committees:

- Ann Marie Murdock, Political Action Committee
- Maria Langille, Women's Committee
- Angela McKenna, Anti-Racism/ Human Rights Committee
- Jayne Fryday, International Solidarity Committee
- Allie Collins, Young Workers' Committee

NSNU Leaders Speak with Future Nurses

Every year NSNU leadership is invited to speak at college and university campuses across the province to engage young, up-and coming nurses about what they can expect to encounter when they join the workforce.

Between January and February, NSNU president, Janet Hazelton visited students in the NSCC Practical Nursing program at the Truro and Waterfront campuses, while NSNU Executive Director, Jean Candy visited the NSCC Pictou campus.

During these visits, they covered topics related to labour relations, the value of becoming involved in the union, the realities of nursing, the importance of understanding their future collective agreements, and their obligations as professionals.



Janet with students at NSCC Truro

Connecting with students is a highlight of the job for Janet and Jean, who both enjoyed long careers as nurses before transitioning into Union leadership. They consider it a privilege to be able to share their experiences and help prepare nursing students for their careers.

Thank you to NSCC for inviting Janet and Jean to come to your campuses again this year.

Scholarships & Bursaries

The NSNU is pleased to offer members and their families scholarship and bursary opportunities. Successful applicants will be chosen by the Education Committee using a blind selection process and notified at the completion of the NSNU Annual General Meeting.

NSNU members are also eligible to apply for scholarships from the Canadian Federation of Nurses Unions and Johnson Insurance. Criteria and application forms for all scholarships and bursaries can be found on the NSNU website at www.nsnu.ca/scholarshipsandbursaries.

Please be advised that all NSNU and CFNU scholarship applications for 2018 are due by **April 5, 2018**.

Annual NSNU Scholarships

The Union offers the following scholarships to NSNU Members on an annual basis:

Dolores Chase \$1500 Scholarship

This scholarship is awarded to a Member enrolled in a Nursing degree program.

Nursing Degree or Diploma Program \$1500 Scholarship

This scholarship is awarded to a Member enrolled in a Nursing degree or diploma program.

Certificate Program Scholarship Valued up to a maximum of \$1500

This scholarship is awarded to a Member enrolled in a certificate program. The value granted will be determined by the Education Committee and will depend upon the cost of the certificate program.

Elizabeth and Brittany MacPherson \$1000 Scholarship

This scholarship is awarded to a resident of Colchester or East Hants enrolled in a nursing degree program.

Annual Family Scholarship

There are two \$1000 Family Scholarships awarded on an annual basis, one to a family member of an NSNU member enrolled in the Licensed Practical Nursing Program, and one to a family member enrolled in a Nursing Degree Program.

CFNU Scholarship

The Education Committee selects the recipient for the CFNU \$1000 Scholarship awarded to an unlicensed student enrolled in an accredited nursing education program in Nova Scotia with the hope that the recipient will one day show leadership within the CFNU.

Johnson Insurance Scholarships

Each year Johnson Insurance awards 50 \$1000 scholarships to children or grandchildren of Johnson affinity group members, employees and customers across the country.

Johnson Education Grant

Johnson Insurance has a new grant program, which will provide \$1000 to five individuals who are enrolled in a post-secondary nursing program during the 2018-19 academic year. The deadline to register for the grant is **April 1, 2018**.



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In the Next Issue of What's **NU**?

Politics & Policies in Review

Global Nurses United
News Update & 2018 Conference

Nurses for Teachers
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