

# What's **NU**?

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



## We've Got the Power - AGM 2018

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- 2018 National Nursing Week - NSNU Locals Celebrate in Style
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# President's Notebook

Janet Hazelton, BScN RN, MPA

## The Council of Health Care Unions Has Spoken – It's Time to Bargain



Janet Hazelton holds an information webinar explaining the Mediation/Arbitration proposal

As we reported on May 18th, the membership within the Council of Health Care Unions voted 92% to ratify an agreement with the Nova Scotia Health Authority (NSHA) and IWK.

The agreement provides wage increases over a six-year term (2014-2020), including retroactive pay, protects key benefits and provides a mediation arbitration process that will conclude all collective agreements for the four bargaining units in Nursing, Health Care, Support Services, and Administrative Professionals by the end of 2018. An independent mediator-arbitrator, William Kaplan, will determine the final award should that process be put into action.

The Council of Unions includes NSNU, NSGEU, CUPE and Unifor. Each union held their own ratification voting with

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<b>Nancy MacDonald</b>	Receptionist

Members show their NSNU pride at the Annual General Meeting in April





the results sent to a third-party elections officer to be tabulated. I would like to take this opportunity to thank those who participated in the online vote conducted by the Nurses' Union between May 8-17. Your participation in the process was very important.

Going forward, each bargaining unit will continue to negotiate with the Employers. Under this new agreement any issues that can not be resolved at the negotiating table will be sent to the independent, third-party mediator-arbitrator for a final and binding award.

Preserved in the process is your voice. The Nursing Council and your NSNU team will continue to prepare for negotiations, as per usual. The feedback you provided in the bargaining survey will help shape the proposals we present to the NSHA and the IWK employer group. The priorities you outlined will be the foundation from which we proceed. In June, the Nursing Council is scheduled to exchange proposals with the Employers.

The NSNU, along with the other unions in the Nursing Council, are scheduled to go to the bargaining table in early September with dates throughout that month and into October. If we cannot conclude bargaining by October 31st, we can mutually agree to extend our bargaining period, or we will proceed to mediation-arbitration. We currently have dates set aside in November should the need arise. The Nursing Council will be at the bargaining table on the following dates:

September 5, 6, 7, 19, 20, 21; and October 10, 11, 12, 17, 18, 19.

November 13-14, 19-23 and 28-30 have been reserved for mediation-arbitration.

Since the four Councils were created in 2015, health care workers have had to contend with a great deal of uncertainty as we navigate rough and unfamiliar territory. The process of negotiating with other unions at the same table is not common practice in Canada – only British Columbia has this method in place. The Unions and the Employers have had to deal with a lot of “firsts” to get to where we are today.

We have had to review contract language for all workers, in all categories, to reach consensus on what to keep, what to expand and what to compromise on. This process is still ongoing. We have struggled to reach agreement on Essential Services. And, we have met more times than we can count, all to ensure that our members' interests are best served.

We still have a lot of hard work ahead of us, in a short period of time. But I am confident that the work already completed by the Health Care Council over the past eighteen months, and the meticulous research and analysis that our nursing team has prepared to date, will put us in comfortable position come September.



## Health Organizations Call for Legislative Ban on Paid Plasma - Health Canada Swings the Door Wide Open

NSNU president, Janet Hazelton joined representatives from Bloodwatch.org, the Nova Scotia Health Coalition, and the Nova Scotia Government and General Employees Union on Tuesday, April 10th for a press conference calling on the provincial government to pass legislation banning for-profit plasma and blood brokers in Nova Scotia.

Nurses are adamantly opposed to bringing profit into health care, valuing a public system that is not diluted by for-profit companies. The NSNU and CFNU have long spoken out about this issue.

During the press conference Janet spoke to some of the most concerning issues involved in for-profit plasma, including a lack of quality control and the security of our plasma supply. She also discussed how for-profit plasma collection will dilute the plasma supply garnered through our voluntary system.

"Donors often believe their blood and plasma is going to the same place anyway. It is not," said Janet. "The plasma from paid donors will not be helping needy Canadians through our public health care system. It could end up anywhere in the world, to whoever is willing to pay the most."

Payment for blood and plasma would be prohibited in British Columbia under legislation introduced on April 27th. There are no clinics in B.C. that pay people for blood — but the legislation is meant to prevent any from opening. Similar laws exist in Alberta, Ontario and Quebec.

Unfortunately, the celebration in B.C. is short lived with the release of an expert-panel study supporting the expansion of Canadian plasma collection, presumably into the private realm. The May 23rd report, *Protecting Access to Immune Globulins for Canadians*, misses the mark according to the Canadian Federation of Nurses Unions. As the tainted blood scandal and the Krever Inquiry made clear, we need a strong, publicly-accountable blood authority.

Linda Silas, president of the CFNU says we should not invite greed and profit making into Canada's blood supply. Instead, as the demand for plasma-derived therapies grows, governments should redouble efforts to strengthen our existing public system.

Janet says the report is disappointing but should not deter our province from preventing paid services from happening here.

The expert panel's report is in line with what was said at the Health Ministers' meeting last October - that Canada must increase the domestic plasma supply. This concurs with Canadian Blood Services' warning that Canada must make a more significant contribution to source plasma collection and reduce the country's dependence on a single market (the U.S). The report describes Canadian Blood Services' plan to collect more plasma as an appropriate response for reaching these goals.

However, according to a May 24th news release, Canadian Blood Services remains concerned about the issue of 'crowding out' from large scale expansion of the commercial plasma sector in Canada. The report stresses this as an area needing ongoing oversight, monitoring and vigilance.

The NSNU and other concerned organizations will continue to monitor the situation and lobby government in hopes that Nova Scotia will follow in British Columbia footsteps, preventing paid services from occurring in our province.

The final report of the expert panel on immune globulin product supply and related impacts, *Protecting Access to Immune Globulins for Canadians*, can be found on the Health Canada website.



# Liberal Convention 2018

## A Dynamic Platform for the Advancement of a National Pharmacare Program and other Nursing Issues

The weekend prior to the NSNU AGM – April 19-21 - was a very busy time in downtown Halifax as the new Argyle Street convention centre welcomed Liberal delegates to their national gathering. While in Nova Scotia, delegates voted in favour of an historic resolution on universal pharmacare. Titled *Implementing Universal Access to Necessary Medicines*, the resolution called for the expansion of the *Canada Health Act* to include all prescribed medications.

Linda Silas, Canadian Federation of Nurses Unions president, was in attendance as an observer to advance the dialogue on a national pharmacare program and applaud Liberal members and MPs who championed this resolution throughout the Liberal policymaking process. Linda and Janet Hazelton, NSNU president were on hand to represent Canada's nurses on this issue and promote the successful adoption of this remarkable resolution.

Janet Hazelton registered as a convention delegate in order to speak from the floor about pharmacare. For more than 20 years, Canada's nurses have advocated for a national pharmacare plan for everyone in Canada. As frontline health care workers across the country, nurses know that a universal pharmacare

plan will save and improve the lives of patients. It will also save billions of health care dollars per year.

Janet spoke in support of John Oliver's resolution 12, saying it's time to fulfill the dream of a truly universal health care system, inclusive of a pharmacare solution to benefit all Canadians. She attended the Convention to ensure that this resolution had support, and that nurses' voices were heard in this important dialogue. Janet also spoke with the Chair of the Federal Standing Committee on Health, MP Bill Casey, giving him a CFNU pharmacare chocolate bar – to sweeten the deal.



Janet Hazelton gives MP Bill Casey a CFNU pharmacare chocolate bar

At a social gathering the evening of April 20, Janet seized the opportunity to chat with Prime Minister Justin Trudeau about violence in the workplace, primarily as it pertains to health care workers. She asked him why it is a federal offence to assault police and transit workers but not nurses? The law considers it an aggravated criminal assault, not just assault, and it protects transit workers and police officers while on the job.



Janet Hazelton sits on a panel with Hassan Yussuff and Robert Blakely

Judging by the look on the Prime Minister's face, she got his attention and, perhaps, struck a nerve.

After mentioning the addition of transit drivers to the law, Trudeau said it was an amendment they (governing Liberals) were proud to introduce. It has decreased the incidences of assault against transit drivers and police officers. One might assert the law would be effective in curtailing violence against nurses and another health-care worker.

Two days prior to the commencement of the convention, Janet received an invitation to join a panel discussion on *Canada's Workers and a Stronger Middle Class*. Liberal MP Rodger Cuzner moderated the session the afternoon of April 21, which also included Hassan Yussuff, president of the Canadian Labour Congress, and Robert Blakely, Canadian operating officer for the Canada's Building Trades Union.

Janet encouraged government to implement a national Pharmacare program and spoke about violence in health care. Both are national issues that demand the immediate attention of policy makers and the public.



Janet Hazelton with the Prime Minister

# Highlights from the 2018 AGM



A member questions Minister Delorey on health care issues in Nova Scotia



A member casts her vote on a resolution

The Nova Scotia Nurses' Union held its 2018 Annual General Meeting from April 23-26 at the Glengarry Best Western Hotel in Truro. More than 250 members attended the event, which was filled to the brim with Union business, guest speakers, elections, resolutions and more.

## Minister Delorey in the Hot Seat

The AGM began with a Q&A session with Minister of Health, Hon. Randy Delorey. Minister Delorey brought greetings to attendees and offered his perspective on health care in Nova Scotia before taking questions from members on issues of concern, both emerging and long-standing.

Members questioned the minister on issues relating to paid plasma in Nova Scotia, chronic understaffing in long-term care, unsustainable nursing workload in emergency departments, and the need for greater flexibility of service in community care.

We thank Minister Delorey for taking the time to be with us, and expect to continue these conversations with the Department of Health and Wellness over the next year.

## Focus on Pharmacare

During the AGM there were numerous issues on the table for discussion, including safe staffing, workplace violence, domestic violence and more. However, there was one topic that seemed to come up again and again, resulting in a rallying cry from members – we need a national pharmacare program!

Prior to attending the AGM, NSNU president Janet Hazelton attended the federal Liberal convention in Halifax to talk about the need for national pharmacare and the research that supports that model. Canada is one of the only countries with a universal health care program

that does not also provide universal pharmacare. More about Janet's experience at the Liberal convention can be found on page 5 of this newsletter.

Other guests took time to further discuss this important issue, including CFNU president, Linda Silas and Atlantic Regional Director of the Canadian Labour Congress, Alex Furlong. Both organizations have been working diligently at the federal level lobbying for a national program. This has been an objective of the CFNU and its member organizations, including the NSNU, for more than a decade.

## Resolutions

One of the primary functions of the Annual General Meeting is to gather members to discuss important business and vote on resolutions to propel the Union into the future. This year members were presented with five resolutions put forth by the Board of Directors. Four resolutions were passed, and the fifth was tabled and will be brought back in more detail for discussion at the 2019 AGM.

The items covered in this year's resolutions included support for a national pharmacare program, lobbying for paid leave for victims of domestic violence, a call for paid plasma to be outlawed in Canada, support for a moratorium on all health care cuts at the federal level, and election campaigning.

## Find Your Photos on Flickr!

Throughout the AGM members posed for photos with their friends and colleagues as photographer Alex MacAulay made the rounds with his camera.

Those great shots are available to view and download at [flickr.com/photos/nsnu/](https://www.flickr.com/photos/nsnu/).







# AGM Guest Speakers Educate and Inspire



Linda Silas



Debbie Forward



Mona O'Shea



Paula Doucet



Pam Mancuso

Interspersed with Union business, voting and learning, members attending the Annual General Meeting heard from numerous speakers representing a diverse group of provincial and national organizations.

It is always a pleasure to welcome leaders from our nurse union counterparts across Canada. This year, we were joined by Debbie Forward, president of the Registered Nurses Union of Newfoundland and Labrador, Mona O'Shea, president of the Prince Edward Island Nurses Union, Paula Doucet, president of the New Brunswick Nurses Union, and Pam Mancuso, vice-president, region 1 of the Ontario Nurses Union. Each took to the podium on Tuesday to bring greetings from members of their unions, and to speak about the issues and work being done in their home provinces.

Linda Silas, president of the Canadian Federation of Nurses Unions dropped in on Wednesday to offer remarks from the national organization. Linda spoke in depth about the need for a national universal pharmacare program, a cause that the CFNU, NSNU and our provincial counterparts have championed for many years. We thank Linda and all of our colleagues who were able to be with us for our event.

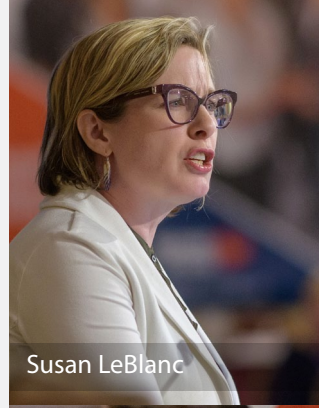
Wednesday was a busy day, chalk full of speakers taking to the podium to share their perspectives on issues relating to labour, nursing, health care and leadership.

The day kicked off with Susan LeBlanc, NDP, Dartmouth North MLA, who presented on the need for more women in leadership roles, and the support required from allies to achieve greater gender parity at the highest levels of business and government. She was invited to address members after the NSNU president and Board heard her speak during the CLC Women's Leadership Summit in the fall. Her presentation was insightful and motivational.

Later, the NSNU welcomed our colleagues in health care and the labour movement, including Danny Cavanagh, president of the Nova Scotia Federation of Labour, Chris Parsons, Regional Coordinator for the Nova Scotia Health Coalition, and Alex Furlong, Atlantic Regional Director of the Canadian Labour Congress. Some of the topics discussed by the three gentlemen included the state of labour relations in Nova Scotia, paid plasma, the importance of a public health care system, and the need for a national pharmacare program.

To close out the AGM, members heard from Brian G. Johnston QC, partner with Stewart McKelvey. His presentation, "10 Things Everyone Should Know about Cannabis," discussed legal issues nurses may encounter as cannabis use is legalized in Canada. It was an enlightening presentation that many attendees felt would be helpful to have access to upon returning to work. Members can download the presentation at [nsnu.ca/researchdocs](https://nsnu.ca/researchdocs).

Thank you to all of our guest speakers for sharing your insights, expertise and passion with members of the NSNU.



Susan LeBlanc



Danny Cavanagh



Chris Parsons



Alex Furlong



Brian Johnston





# NSNU Board of Directors

**Janet Hazelton** – President

**Chris VanZoost** – 1st Vice President

**Jamie Stewart** – VP Finance

**Jen Thiele** – VP Central Region, Chair, Constitution/Resolution Committee

**Gerri Oakley** – VP Eastern Region / LTD Trustee

**Ann Marie Murdock** – VP Northern Region, Chair, AGM Committee

**Michelle Lowe** – VP Western Region

**Maria Langille** – VP LPN/Grad Component

**Rhonda Church** – VP Long Term Care

**Tracy d'Entremont** – VP Community Care Component

**Jayne Fryday** – VP IWK, Chair, Education Committee

## Board Elections

The NSNU is pleased to introduce your Board of Directors for the next term, 2018-2020.

Elections were held for the positions of VP Finance and Licensed Practical Nurses/Grad. During a local meeting prior to the AGM the VP IWK was acclaimed. We wish to thank those who reoffered and those who were newly elected.

VPs were assigned to Chair various provincial committees for the next two years during the Board of Directors meeting in May.

## NSNU Bestows Sisters with Honorary Memberships

Congratulations are in order for two of the NSNU's most dedicated and long-serving members. Karlene Pynch and Teresa Ogilvie, very familiar faces and active participants of the NSNU, were nominated together to receive Nova Scotia Nurses' Union Honorary Memberships. The Board of Directors happily approved their nominations and at the NSNU 42nd Annual General Meeting Banquet Dinner & Dance on April 25, they received their gold pins, celebration bouquets and much deserved accolades.

This is the first time that sisters have received the distinction.

Over the years, they held numerous positions within the NSNU. Karlene served on the Provincial Bargaining Committee, the Constitution/Resolutions Committee, the Education Committee, and was the 1st alternate to the VP of Western



**Karlene Pynch**

Region. She was very active at the local level including BUGLM committee work. She retired from Valley Regional Hospital on February 29, 2016, her work-home of 39 years, 5 months.

Teresa graduated in September of 1972 from Victoria General Hospital School of Nursing. She started her first job in Kentville and, after working at a few different facilities, recognized the need to organize nurses within the NSNU. Over a 30-year period, she held the position of



**Teresa Ogilvie**

President, Co-President and Treasurer at the local level. For many years, she sat on the Board of Directors of NSNU as a valued VP of Western Region.

On April 1, 2011, after 39 years of nursing, Teresa retired from Day Surgery at Valley Regional Hospital. However, one week later, she was back working as a casual nurse in Day Surgery continuing with a profession she loves. She has since fully retired.

Congratulations Teresa and Karlene.

# NSNU Members Give Back

Members of the NSNU have a long history of generosity, and nowhere is that more evident than at the Annual General Meeting where the giving often becomes a competitive affair, pushing values higher and, in the process, helping organizations that are greatly in need of assistance.

## 50/50 and Charity Auction

During Hospitality Night, held at The Engine Room in Truro, members participated in a 50/50 charity draw. Karen Roberts, an RN at HSAS was the lucky winner of half of the take, while the other half was combined with the proceeds of our annual charity auction.

The silent auction is a highlight of the AGM for many. Locals join in the fun by donating auction items, in addition to donations from vendors and NSNU service providers across the province. The collection of jewelry, purses, art, giftware, clothing, electronics and more makes for a lively auction, one that could hardly be called "silent"! Many thanks to all who contributed to help us raise money for worthy causes.

Between the two events, NSNU members raised \$4,190. That money will be shared between the Marguerite Centre in Halifax and Hope Project in Sydney. Both organizations serve women who are recovering from addictions, providing a safe haven, support and resources. It is a pleasure to be able to support the work of these organizations providing such a needed service in our communities.

## Helping Women and Girls

The NSNU has a long history of supporting organizations that help



Farrah Allen takes a mountain of hygienic products back to the Food Bank

women and girls in need. In advance of the AGM we asked members to bring feminine hygienic products to be donated to the Colchester Food Bank. Members overwhelmed us with bags upon bags of tampons and pads – the largest collection of donations we've had in the three years that we've done this kind of a drive. Farrah Allen, a representative from the Colchester Food Bank came out on Tuesday to collect the donations and was astonished and incredibly grateful for the generosity of NSNU members. Thank you to all who participated.

On Wednesday, we welcomed Shiva Nourpanah, Provincial Coordinator of Transition House Association of Nova Scotia, who came to accept a donation of over \$10,000 from the NSNU on behalf of our membership. THANS offers an incredibly valuable service in our community, providing housing and resources for women and children leaving abusive homes. The NSNU has been a proud supporter of THANS for many years.

This donation was made possible through contributions made to the

NSNU by Johnson Insurance and Efficom, your Nurse Planner provider. Thank you to both organizations, and to our membership, for helping support such important organizations in our community.

## Donation Challenge

On Wednesday members heard from Chris Parsons, provincial coordinator of the Nova Scotia Health Coalition. The NSHC is a non-profit organization that works tirelessly to protect the public universal health care system that Canadians take pride in. As a small non-profit, money is often tight and can inhibit their ability to do their work effectively.

NSNU members were moved to action after hearing from Chris. Attendees from the St. Martha's local offered a generous donation and put out the challenge to other locals to give what they could. Within 15 minutes, members of the NSNU had raised almost \$16,000 for the Health Coalition in an incredible show of solidarity. Thank you to all who came to the mic, upped the ante, riled up your colleagues and helped make a difference for an organization that does such important work in our province.



Shiva Nourpanah accepts a cheque for THANS







# Education Day 2018

## Laughter, Tears and Courageous Conversations

The Nova Scotia Nurses' Union closed out the AGM with our annual Education Day on April 26th. The theme this year was "Beneath the Surface - Courageous Conversations About Nursing Today". Clearly, the topic resonated with members, as over 300 people packed into the Glengarry conference centre to hear from our three diverse speakers exploring the subjects of domestic violence, team building and mental health.



### Domestic Violence and the Workplace

Starting out the day was Kelly Roche, Newfoundland Regional Representative for the Canadian Labour Congress. Kelly spoke on the very difficult topic of domestic violence and the workplace. In her presentation, Kelly explained that domestic violence has a way of spilling over into the workplace, impacting not only of the victim, but their coworkers as well.

During her presentation Kelly showed several videos about how domestic violence can become evident in the workplace; abusers calling incessantly, showing up to the office, demanding to know the whereabouts of their partner. Another video showed the perspective of the abuser at work, being called out on his inappropriate behaviour by a manager. In all of the videos, colleagues were put in the position of choosing whether or not to step in, speak up, or keep to themselves. The presentation prompted conversation and introspection, as people began to question how they would react in similar situations.



### Building Resilient Workplace Teams

Following Kelly's presentation, the NSNU welcomed Gerard Murphy from Barefoot Facilitation to bring some levity, activity and a unique perspective. Gerard's presentation was all about Building Resilient Workplace Teams, which is so important to the nursing team dynamic in hospitals, long-term and community care.

Not one to let his audiences sit still, Gerard got people up and moving, and encouraged attendees to talk to their colleagues about challenging topics. He spoke about overcoming conflict in the workplace, and how to move forward productively. It was a thought-provoking presentation that made attendees laugh as much as it made them think about ways to strengthen their own workplace teams.

### Accessing Education Day Certificates

Accessing your NSNU education certificates is now as simple as a click of a mouse. Members who have completed in-person or online courses put on by the NSNU can download and print their certificates directly from the MyNSNU App.

The App can be downloaded on your phone or personal device, or accessed online at [nsnu.itacit.com](https://nsnu.itacit.com). If you require your login information, please contact 902-469-1474 or [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca).

Certificates from the 2018 Education Day are now available on the App.





## Standing Up to Stigma An Afternoon with Big Daddy Tazz

When talking about courageous conversations, there are few bolder than the one that closed out Education Day, as NSNU welcomed Big Daddy Tazz. Tazz is a comedian and motivational speaker who discussed his personal journey living with mental illness. His presentation, Stand Up to Stigma, had the room howling with laughter, and even brought a few to tears.

Tazz's story is one that many can relate to. He lives with ADHD and Bipolar Disorder (he's lovingly referred to as the "Bipolar Buddah"), in addition to other mental illnesses. He spoke about his upbringing with two Bipolar parents, and trying to make it through school. He spoke about his early adulthood in and out of mental health facilities, and the nurses and doctors he encountered throughout the process. He spoke about being encouraged not to have children because he could pass his illnesses onto them. He spoke about the immense pride he takes in being a father now, and how inspired he is by his children.

Ultimately, his presentation was about how to cope when the world and your own mind and body are trying to hold you back. It was emotional, inspiring, and, despite the subject matter, laugh-out-loud funny. Thank you to Tazz for taking the time to be with us to share his story. It truly was an afternoon to remember.



## 2018 Scholarship and Bursary Recipients

*During the AGM the 2018 Scholarship and Bursary recipients were announced. Congratulations to all of the recipients.*

### **NSNU Family Scholarship (\$1000)**

Holly Dexter, daughter of Patricia Dexter (Hants Community Hospital), LPN program at NSCC Ivany Campus

### **NSNU Family Scholarship (\$1000)**

Derek Smith, son of Anette Parker Smith (Soldiers Memorial), BScN program at StFX

### **Elizabeth and Brittany MacPherson Scholarship (\$1000)**

Leah Churchill (VON Antigonish), Post-LPN Bachelor of Nursing at StFX

### **NSNU Certificate Program Scholarship (\$1500)**

Ramona Westgate (Aberdeen Hospital), Advanced Orthopedics for LPNs at Norquest

### **NSNU Degree Program Scholarship (\$1500)**

Vanessa Richardson (Colchester/East Hants VON), Post-LPN Bachelor of Nursing at Athabasca

### **The Dolores Chase Scholarship (\$1500)**

Julia Hutt (IWK Hospital), Master of Nursing at Dalhousie

### **The CFNU Scholarship (\$1000)**

Madison Harpell, Bachelor of Nursing at Dalhousie







# CRNNS Looks to the Future at 2018 AGM

The College of Registered Nurses of Nova Scotia (CRNNS) held their 2018 AGM, Education Forum & Awards at Pier 21 in Halifax on May 10th. This year's convention was all about looking toward the future; it featured a keynote address on the Future of Nova Scotia, and panel discussions on the future of nursing regulation, RN prescribing, cannabis use, and the move to a single nursing regulator in Nova Scotia. The focus on the future prompted great discussions amongst nearly 400 RNs and NPs who had gathered for the event.

Following the day of meetings and education, CRNNS held their annual awards, during which they honour nurses around the province who have been nominated by their peers as leaders and innovators in their field. This year, two NSNU nurses were honoured. Gina O'Leary, a Nurse Practitioner at the IWK was the recipient of the Excellence in Nursing Education Award. Martha Paynter, an RN at the IWK and a PhD student was the recipient of two awards, the Rising Star Award and the Health



Ann Marie Murdock staffs the NSNU table

Advocacy Award. Congratulations to Gina and Martha for this well-deserved recognition.

Throughout the event, Ann Marie Murdock, VP Northern Region was on hand to staff the NSNU booth, having conversations with attendees about the work being done by the NSNU and the importance of Union activism.

Thank you to CRNNS for once again inviting the NSNU to exhibit at your event. We look forward to doing it again next year.

## Best Wishes to Sandi Mowat on Her Retirement

After a decade in the role, Sandi Mowat is stepping down as president of the Manitoba Nurses Union. Her final day on the job will be June 30th.

During her tenure, Sandi has lead the Union through numerous campaigns, collective bargaining, and a challenging political environment. Much like the situation in Nova Scotia, health care restructuring has been ongoing in Manitoba, creating challenges for nurses and patients, and requiring strong leadership from the Union.

Sandi has many accomplishments to her name as president of MNU. Notably, her hard work and campaigning lead to Manitoba becoming the first province to enact presumptive PTSD legislation that included nurses; several provinces

have followed suit, including Nova Scotia.

As colleagues on the National Executive Board of the Canadian Federation of Nurses Unions, NSNU president, Janet Hazelton has worked closely with Sandi over the past decade.

As Sandi moves into this exciting new stage in her life, the NSNU wishes her a long, happy and healthy retirement, and we look forward to our continued work with MNU under the leadership of their new president.

Darlene Jackson was elected to the position during the MNU AGM in May. She has served for the last two years as secretary-treasurer for the Union and has been a local president for two decades. She brings a great

deal of experience and passion to the position. Congratulations to Darlene on her new role.



Janet and Sandi help rev up the crowd during the 2015 Biennium in Halifax

# National Nursing Week

## Focus on Workplace Violence

Nurses across Canada were recognized from May 7-13 during National Nursing Week 2018. This annual observance is a time for celebration, but it is also a time to focus on ways to improve working conditions for nurses, and quality of care for patients. Bearing this in mind, the NSNU chose to re-launch a campaign around workplace violence to bring attention to this very serious issue, and to remind nurses that violence is not part of the job.



Janet Hazelton speaks to CTV's Bruce Frisko on May 12th



Jen Thiele sits down with CTV's Marie Adsett to discuss workplace violence

Nurses endure some of the highest rates of workplace violence in Canada, a disturbing and unacceptable fact. Throughout Nursing Week, the NSNU ran workplace violence awareness ads on television, in print media, and the message permeated our social media feeds. Members could also go to [nsnu.ca/notpartofthejob](http://nsnu.ca/notpartofthejob) to access related videos, resources and more.

The campaign also garnered media attention in the midst of a particularly busy news week. NSNU president, Janet Hazelton and VP Central Region, Jen Thiele were interviewed for a segment on violence against nurses by CTV News. It aired on the evening on

May 11th during the 6pm news hour. The following day, Janet sat down with CTV's Bruce Frisko for a more in-depth interview about this challenging topic.

It can be difficult for nurses to discuss their personal experiences with violence in the workplace, but the NSNU believes it is important to put a face and name to this issue. That was the impetus for developing a video that premiered during the Annual General Meeting and was shared online during Nursing Week. Members bravely came forward to talk about the violence they have

experienced while providing support and care to patients and clients. Thank you to those who stepped forward to participate in the video shoot.


Nursing week provides an opportunity to recognize the hard work that nurses do throughout the year. During the 2018 observance, NSNU locals celebrated with parties, goodies and gifts. Thank you to everyone who sent us photos from your local events – it looks like you truly made the most of your week. We hope you all enjoy these photos from across the province.

An advertisement for the NSNU campaign against workplace violence. It features a photograph of a nurse in white scrubs looking down at a patient's arm. Overlaid on the right side of the image is text in white and yellow. At the bottom, there is a purple banner with the slogan 'VIOLENCE - It's Not Part of the Job.' and the NSNU logo.

It's disturbing and unacceptable.

Nurses endure one of the highest rates of workplace violence.

[www.nsnu.ca/NotPartOfTheJob](http://www.nsnu.ca/NotPartOfTheJob)

**VIOLENCE - It's Not Part of the Job.** 

NSNU ads and social media shareables during NNW brought attention to the rates of violence faced by nurses on the job

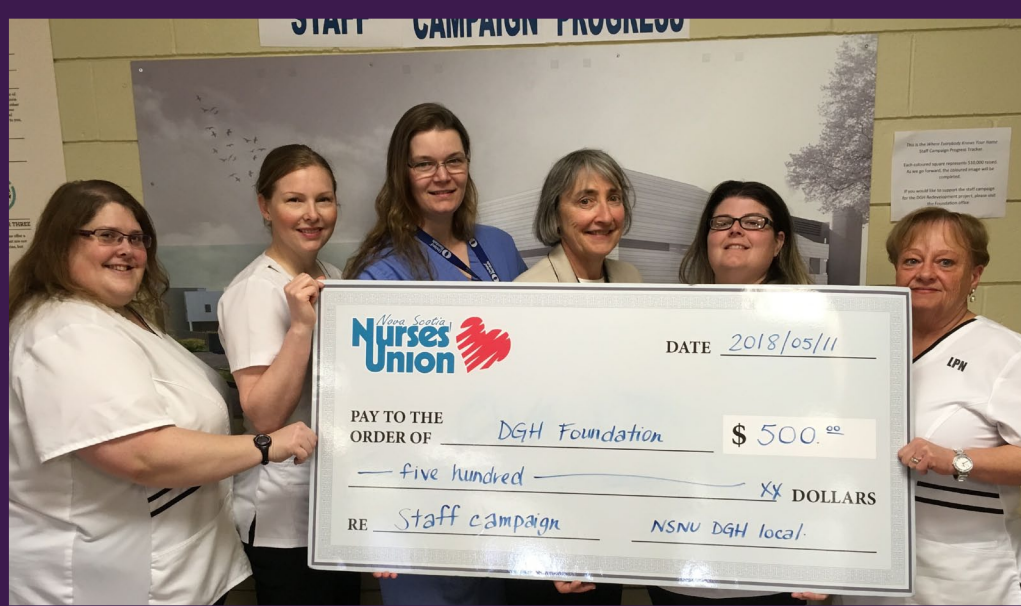




Windsor Elms Village



The Sagewood



The NSNU Local executive at Dartmouth General decided to make a donation to the Dartmouth General Foundation in honour of National Nursing Week, supporting ongoing renovations and expansion at the hospital. Thank you to the Local for their generosity not only to the Foundation, but to their patients.



Maple Hill Manor



Dykeland Lodge



Elk Court



RK MacDonald Nursing Home



## Francis Harper Memorial Award 2018 - An IWK Nursing Week Tradition Continues

Each year, the IWK accepts nominations for the prestigious Francis "Fran" Harper Memorial Award. Fran Harper was a hard working and caring nurse who worked at the IWK Health Centre until her retirement in 2001. Working the MABLE Program enabled Fran to work with mothers and families, ensuring a healthy transition to home during the postpartum period.

Fran, who served proudly in the Nova Scotia Nurses' Union, understood the importance of continuing education, as evidenced by her graduation from St. Francis Xavier University shortly before her retirement. Her community service demonstrated a commitment to improving the health of women and babies. The Fran

Harper Memorial Award is presented to a nurse who is committed to improving the lives of women, children and families. The successful recipient must also be active in the NSNU and show an enthusiasm for continuing education.

The 2018 recipient is known for her warm smile, kindness and dedication. On May 9th, the IWK presented Alanna Ferguson with the Francis Harper Memorial Award.

Alanna has worked at IWK for 26 years on Hematology/Oncology/Nephrology. She was nominated in part for her dedicated and caring nature, qualities that Fran possessed in abundance.

Alanna has shown leadership within the multidisciplinary teams on her unit and with her community volunteer work. Like Fran, Alanna is committed to lifelong learning. She is certified with APHON, chemotherapy, Biotherapy Provider Course and provides Peritoneal Dialysis. She has been a preceptor and a mentor to many nurses over the years. To quote one of her colleagues, "she



Alanna Ferguson is recognized for her work with the 2018 Fran Harper Memorial Award

is the best." A simple but powerful statement.

Her dedication extends to the NSNU. She has worked tirelessly to implement changes that resulted in safer staffing, nursing identity, and quality nursing care. She is a member of the BUGLM Committee and Shop Steward of her unit. She is active on the IWK Promotional Advisory Committee and has been instrumental in getting nurses involved in the Nurses' Union. She is a member of the IWK Local Education Fund and served as a Trustee for a term.

She has attended Annual General Meetings of the NSNU, CFNU biennial conventions in Winnipeg, Halifax and Calgary, and numerous labour workshops sponsored by the CLC and NSFL.

It was with great pleasure that the IWK Local presented Alanna with the award in the presence of Fran's family, including daughters Angela Harper and Kim Beals, and her granddaughter Ariel Beals.

The Nova Scotia Nurses' Union congratulates Alanna on receiving this much deserved honour.



Alanna Ferguson accepts the award from members of Fran Harper's family, alongside the IWK local executive and NSNU VP IWK, Jayne Fryday





Cape Breton Regional Hospital



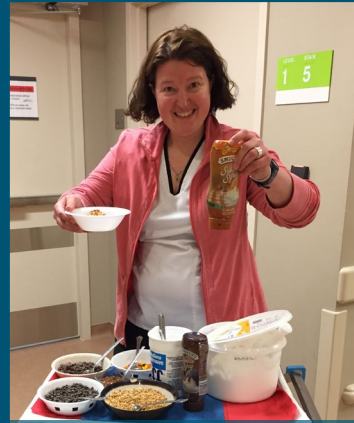
VON Halifax



Eastern Shore Memorial Hospital



Queens General Hospital



Colchester East Hants Health Centre



Lillian Fraser Memorial Hospital



Sacred Heart Community Health Centre



Hants Community Hospital



Eastern Shore Memorial Hospital



Cape Breton Regional Hospital



# Day of Mourning 2018

On Saturday, April 28, Nova Scotia joined the rest of Canada and more than 80 countries worldwide to remember those who died, were injured or became ill due to a workplace incident.

The Nova Scotia Federation of Labour (NSFL), the Workers' Compensation Board of Nova Scotia, the Nova Scotia Department of Labour and Advanced Education (LAE), unions and other labour organizations, in partnership with Threads of Life, a charitable organization dedicated to supporting families affected by workplace tragedy, came together at Province House and elsewhere to pause



Janet Hazelton speaks during the Day of Mourning ceremony in Halifax

and remember those who have endured a workplace injury or death.

Janet Hazelton, NSNU president, participated in the Halifax ceremony where she placed a commemorative wreath in honour of those we have lost, as well as their families and friends who are suffering. Other sponsored events were held across the province in Sydney, Kentville, Yarmouth, Bridgewater, and in Trenton to remember the 21 workers who lost their lives due to workplace accidents or illness in 2017.

The Day of Mourning offers employees and employers the opportunity to publicly renew their commitment to improve health and safety in the workplace. By working together – with employers, workers and our health and safety partners – we can prevent worker injuries and deaths.

Together, we must commit to a culture of workplace safety before more harm is done.



A sea of wreaths pays tribute to those who have been injured or killed at work

## Saskatchewan Nurse Loses Appeal in Social Media Case



For three years NSNU has been following the case of Carolyn Strom, a nurse in Saskatchewan who was disciplined by her professional regulator after a Facebook post in which she was critical of the care her grandfather received in his final days. The Saskatchewan Registered Nurses' Association (SRNA) found Strom guilty of professional misconduct and fined her \$26,000 – \$1,000 for the violation and \$25,000 in investigation and court fees, a ruling that Strom chose to appeal.



# Pride 2018

Pride is an iconic summertime event that draws members and allies of the Nova Scotia LGBT2Q+ community. NSNU members are getting excited to participate in a variety of Pride events, including parades happening across the province beginning in June.

Participating in Pride is one of the ways that the Nurses' Union shows our ongoing support for the diversity of our membership. We celebrate our LGBT2Q+ members and the valuable work they do for Nova Scotians each and every day. It is important that LGBT2Q+ nurses are visible and that the profession is considered a safe place all. It is equally as important that nurses know the Union supports them.

An up-to-date list of Pride parades and dates can be found on the NSNU website at [www.nsnu.ca/pride](http://www.nsnu.ca/pride). If you know of a parade that is not listed on the site, please let us know by contacting [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca).

The NSNU is preparing to march in the Halifax Pride Parade on July 21st. Because this event requires group registration, members who wish to join us are asked to contact [lorna.myers@nsnu.ca](mailto:lorna.myers@nsnu.ca) so we know to expect you. Please include your t-shirt size in the email. If you are registered for another Pride event in the province, drop by the NSNU office, or have a colleague stop in on their travels to pick up NSNU pride signs for your event.



## Nova Scotia Pride Parades

**Amherst Pride Parade**  
June 16, 1-5 PM

**Halifax Pride Parade**  
July 21, 1-3 PM

**Truro Pride Parade**  
July 14, 2-5 PM

**Sydney Pride Parade**  
August 4, 12-4 PM

**Yarmouth Pride Parade**  
September 15, 3-6 PM

## Social Media Continued

The case prompted vigorous debate online about professionalism and freedom of expression for health care workers. There was an immediate outpouring of support from nurses and others across the country. A Kickstarter campaign paid off her fine in less than two weeks, and nurses were frustrated that they could not be openly critical of the health care system they are so intimately familiar with.

In April of 2018, Strom lost her appeal. Justice Grant Currie, who

presided over the case, explained that while the Freedom of Expression issue was involved in the appeal, it was not the priority issue. His focus was primarily around whether or not the SRNA had overstepped, which he believed they did not. This was his justification for dismissing the appeal.

This will not be the end of Strom's case. She and her lawyer have decided to appeal the decision again, hoping for a better outcome. The NSNU will continue to provide

updates on this case as it develops.

Health care workers must be careful about the content they choose to share online. The NSNU has a Social Media and Email Etiquette page on its website that offers helpful tips for avoiding some of the most common pitfalls of posting online as an individual working in health care. That page can be found at <http://www.nsnu.ca/EmailandSocialMediaEtiquette>.





## St. Martha's Alumnae Dinner

St. Martha's Alumnae Annual Dinner will take place Thursday, September 27, 2018. The celebration will be held at St. Ninian Place in Antigonish, beginning at 7 pm with a meet and greet, followed by dinner at 7:30 pm. This year's event will honour the 50th anniversary of the class of 1968.

For ticket information, please contact Emma Lee MacDonald, Class of 1970, at 902-863-1402.



## Uniform Site Visits

Keltic Clothing (formerly Belmac) has several dates scheduled at facilities around the province during which members can purchase new white and black uniforms. A list of these dates is available at [kelticclothing.ca](http://kelticclothing.ca). As a courtesy to our members, the NSNU also shares these dates on the events calendar at [nsnu.ca](http://nsnu.ca).

Any questions about dates or uniform sales should be directed to Keltic Clothing. Members can contact them at [info@kelticgroup.ca](mailto:info@kelticgroup.ca) or 902-539-6006.

## Johnson Grant Awarded to NSNU Member

This year Johnson Insurance established a new grant worth \$1000, to be awarded to five individuals enrolled in post-secondary nursing programs. In April they selected the grant recipients for the 2018/19 academic year, including one member of the NSNU. Congratulations to Lee Rayworth, an RN who works at Valley Regional Hospital. NSNU and Johnson wish her well in her studies.

Although the grant has been awarded, members can still apply for one of Johnson's 50 annual scholarships, worth \$1000 each. Full scholarship details can be found online at <http://nsnu.ca/JohnsonScholarships>. The deadline to apply is August 31, 2018.



## Lucky Winner!

Each year Johnson Insurance sets up a booth at the NSNU AGM to inform participants about special offers available to them as members of the NSNU. During the AGM this year, Johnson held a draw for a \$250 Visa gift card. The lucky winner was Judy Rudderham from Harbourstone Enhanced Care. Congratulations, Judy!

Thank you to Trish Harkin, pictured with Judy in the photo above, for presenting the prize on behalf of Johnson Inc. To learn about Johnson's offers for NSNU members, visit [nsnu.ca/JohnsonInc](http://nsnu.ca/JohnsonInc).





# Scholarship Program 2018

**OPEN: APRIL 2, 2018**

Johnson Inc. is proud to offer **50 scholarships, valued at \$1000 each**, to students completing high school in 2018 and starting post-secondary education in the fall.

**Application Deadline: August 31, 2018**

For eligibility criteria visit [\*\*johnson.ca/scholarship\*\*](http://johnson.ca/scholarship)

[scholarshipfund@johnson.ca](mailto:scholarshipfund@johnson.ca)  
1-866-544-2673



Johnson has awarded over 1500 scholarships valued at more than \$1 million to support young Canadians across Canada in pursuit of their post-secondary education.

Johnson Inc. is a licensed insurance intermediary.



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

NSNU Hosts Eastern Labour School

A Busy Fall Ahead  
Negotiations Get Underway

The Future of Nursing:  
Primary Care in Nova Scotia



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