

# What's **NU**?

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



## Long-Term Care in the Spotlight

### IN THIS ISSUE:

- Bargaining preparation underway for Council of Nursing Unions
- NSNU hosts Eastern Labour School 2018, welcomes 350 nurses to Antigonish
- NSNU releases draft legislation to increase licensed staffing in long-term care



# President's Notebook

Janet Hazelton, BScN RN, MPA

## Nova Scotia Nurses' Union proposes legislation to improve care in nursing homes

*The Care with Dignity (2018) Act, An Act to Amend the Homes for Special Care Act, 1989*



Janet Hazelton and Rose Starzowski, RN, take questions from media during the June 21st news conference

On Thursday, June 21, 2018 the Nurses' Union released draft legislation that primarily addresses the need for more hours of care in nursing homes across the province. If passed, the new standards would ensure long-term care facilities provide higher levels of licensed staffing.

For decades, we have been vocal about our concerns, but to no avail. Our goal now is for immediate action that will lead to an improvement in quality of care, the health of residents and peace of mind for loved ones.

Incidents involving residents with pressure ulcers, also known as bedsores, as well as other issues in this health care sector, underscore the dire need for long-overdue amendments to the *Homes for Special Care Act*.

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On the Cover: Rose Starzowski and Janet Hazelton during the June 21st LTC news conference





LTC news conference held at the NSNU office in Dartmouth

In January 2016, the NSNU released findings from research conducted in Nova Scotia in a book titled *Broken Homes: Nurses speak out on the state of long-term care in Nova Scotia and chart a course for a sustainable future*.

The study contained 15 recommendations, among them, the implementation of explicit, evidence-based staffing standards that will better guarantee the health and wellbeing of long-term care residents, penalties for non-compliance of minimal RN staffing requirements, and the revision of the *Homes for Special Care Act* which would rectify numerous issues in the sector.

Since the release of *Broken Homes*, government, nursing home operators and administrators, and the NSNU have been working towards improved conditions and practices in continuing care, making some progress in a very complex system.

It is heart wrenching and, quite frankly, unacceptable to see residents, families and staff struggle under these circumstances. More must be done to prevent bedsores, violence in the workplace, understaffing and other

impossible barriers to quality care.

Janet was joined in the news conference by NSNU member Rose Starzomski. Rose, 72, has been an RN for fifty years, thirty-four in long-term care. When asked about her plans to retire she explained that she has put off her well-earned retirement out of fear of the consequences of having even one less nurse working in long-term care.

Given that the number of long-term care residents is set to increase dramatically in the coming 20-25 years, it's imperative that all parties work towards solutions to these problems sooner, rather than later.

It is not about a lack of caring but rather a lack of resources, namely staffing. Employers care, nurses care, our elected officials care about our most vulnerable citizens, but that is not enough. We need a commitment to amend the *Act*, we need to hire more nurses who are trained to identify health issues, and we need to do it now.



During the dinner hour news, Janet Hazelton sat down with CTV's Steve Murphy and CBC's Tom Murphy to discuss issues in long-term care. She was the CBC Newsmaker for June 21, 2018.

## ***The Care with Dignity (2018) Act, An Act to Amend the Homes for Special Care Act, 1989***

1. This Act may be cited as the *Care with Dignity (2018) Act*.
2. To section 19(1), the bolded words shall be added as follows: “The Governor in Council may make regulations that do not violate minimum standards set out in this act”
3. Section 20 shall be added to the Act as follows:

### **STANDARD OF CARE**

1. The licensee shall ensure that adequate care plans are developed for each resident based on an assessment of the resident performed by the appropriate health care provider and taking into account the needs and preferences of the resident or designate decision-maker.
2. For any nursing home facility with more than 30 beds, the licensee shall ensure that there is a Registered Nurse on staff in the building at all times.
3. For any nursing home facility with less than 30 beds, the licensee shall ensure that there is a Registered Nurse on staff in the building for at least eight (8) hours a day.
4. For all nursing home facilities, the average number of combined hours of nursing and personal support services provided by Nurses and Continuing Care Assistants shall be at a minimum an average of 4.1 hours per resident per day, or if a higher minimum average is prescribed, the prescribed amount.

(a) Within the 4.1 hours, a minimum average of 1.3 hours of care per resident per day shall be provided by Registered Nurses and Licensed Practical Nurses, or if a higher minimum average is prescribed, the prescribed amount.

(b) The remainder of the 4.1 hour average, or the higher prescribed amount, should be provided by Continuing Care Assistants.

### **CALCULATION OF HOURS**

1. For greater clarity, the average number of hours of nursing services and personal support services does not include hours paid for prescribed breaks, vacation, statutory holidays, leaves of absence, sick leave or other leaves, training time, or for other purposes which do not involve direct patient care.
  2. For further clarity, care time dedicated to non-nursing home residents (e.g. residents of attached residential care facilities) does not count as care time provided to nursing home residents
4. This Act comes into force six months after the day it receives Royal Assent.



# Bargaining Preparation Underway for Council of Nursing Unions

The Nova Scotia Council of Nursing Unions completed two days of discussion on Friday, June 15. The Council of Nursing met on June 14th and 15th to prepare bargaining proposals.

Over the course of the meetings, the 20-member Council discussed bargaining priorities and collective agreements from all four unions (NSGEU, CUPE, Unifor and NSNU) in acute care. The team will have to review contract language for all nurses, in all categories, to reach consensus on what to preserve, what to expand upon and what compromises may be required.

These inaugural meetings were very productive, but additional dates are required this summer in order to be fully prepared before exchanging proposals with the Nova Scotia Health Authority (NSHA) and IWK on September 5th. The Nursing Council will meet again in July and on August 22 - 23rd.

The Nursing Unions have, over the last year or so, been surveying and talking to members about bargaining priorities and the new realities of negotiations in Nova Scotia. The Nursing Council met on previous occasions for preliminary introductions and instruction when the full Nova Scotia Council of Health Care Unions was convened.

The parties have since agreed to send nursing to the table last as there are unique nursing-related issues to be dealt with in bargaining and potentially in mediation – arbitration. In mid-May of this year, health care workers in acute care voted to accept an agreement with the

NSHA and IWK that would allow any issues that cannot be resolved at the negotiating table to be sent to the independent, third-party mediator-arbitrator (William Kaplan) for a final and binding award. Mr. Kaplan has set aside November 19-23 for Nursing Bargaining Unit mediation - arbitration. The Employer and the Council of Unions accepted these dates.

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.

Also under this agreement the parties agree to waive all rights to strike and lockout under the Trade Union Act and agree that no Essential Services Agreement applications will be filed with the Nova Scotia Labour Board while Mediation /Arbitration is pending, unless mutually agreed otherwise by the parties.

In the meantime, the Council of Nursing Unions is working hard to ensure that your best interests are represented. The team thanks you for your continued support of its members across the province and commits to keeping you informed as bargaining progresses through regular updates using a variety of communications tools at the disposal and discretion of the Nursing Unions.

Aside from four staff representatives, the Council of Nursing Unions bargaining committee is comprised

of 11 members from NSNU, seven NSGEU, one from CUPE and one from Unifor.

The following is a list of members and staff of the Nursing Council:

- Janet Hazelton, NSNU
- Janis Ritcey, NSNU
- Laura Lee Sharpe, NSNU
- Vivian Starkey, NSNU
- Alaine Halliday, NSNU
- Gerri Oakley, NSNU
- Karen MacDonald, NSNU
- Chris VanZoost, NSNU
- Edson Castilho, NSNU
- Geoff Bennett, NSNU
- Jen Thiele, NSNU
- Shawna Boudreau, NSGEU
- Rochelle Ryan, NSGEU
- Trish MacLean, NSGEU
- Kerri McIsaac, NSGEU
- Denise Meade Jones, NSGEU
- Joanne Fairfax, NSGEU
- Trina Mauger, NSGEU
- Jim Laverie, CUPE
- Shauna Wilcox, Unifor

Staff:

- Chris Albrecht, NSNU
- Shawn Fuller, NSGEU
- Carl Crouse, CUPE
- Susan Gill, Unifor



# Regional Education Returning this Fall

In late September to early October of this year, the NSNU will be hosting education sessions in each region of the province (Northern, Eastern, Western, and Central/IWK). This follows a commitment by the Nova Scotia Nurses' Union to increase access to education for our members. The sessions will be a day long in each region, running from roughly 9am until 4pm.

The day is structured in sections, with a variety of courses offered over the seven-hour period. Nurses can register for the full day's schedule or select the session or sessions they are available to attend.

The NSNU will cover travel and meals, but not salary or salary replacement. Lunch will be provided.

We will strive to ensure the courses offered will contribute towards your Nursing Practice Premium, though we encourage members to confirm point values with their manager. Attendance will be taken for each session and education certificates will be available for members on the MyNSNU App.

Please watch your email and our social media platforms for registration and course information in the coming weeks. To justify the use of resources, we require a minimum of 30 participants in each region. If this threshold cannot be met, the event(s) will be cancelled with due notice.



# Reminder: Online Education for Practice Points Available on the MyNSNU App

The NSNU would like to remind members that there are several online courses available on the MyNSNU App. The MyNSNU App can be downloaded for free in the Apple and Google Play stores (search MyNSNU), or accessed online at [nsnu.itacit.com](http://nsnu.itacit.com). Your NSNU username and password are used to log into the App, the same credentials used for the member's portal of our website. If you have trouble with your username or password, please call the NSNU office at 1-800-469-1474.

You can access online courses in both the My Activities section and the Library section of the App. Currently, you can complete the recorded webinars on Violence in Nursing, Nursing and Addictions, the Social Determinants of Health, and Building Psychologically Healthy Workplaces. You will notice these courses are tagged with 'Valid for Practice Premium Points' as the Nova Scotia Health Authority and the IWK have approved them for 5 Practice Premium points each. 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. Note that the App also features some education activities that are not worth Practice Premium points.

In the coming months, we will add new courses designed to help members better understand 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.

The App also allows members to easily track their NSNU-related education with the ability to print certificates for completed courses. We also add NSNU-related education taken in other forums to members' files. If you participated in one of our webinars, in-person education from NSNU staff, a regional education day, or our AGM education, you should find a certificate for this 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](mailto:justin.hiltz@nsnu.ca)) regarding any discrepancies.



## Research Update

### Nursing and Primary Care in Nova Scotia

The Nova Scotia Nurses' Union is investigating the role of nursing in primary care in Nova Scotia.

In the coming months we will be conducting research, asking the public, patients and some of our own members about access to primary care and their knowledge of the role of nursing in this field.

Our goal is to help clarify misconceptions and contribute to the discussion on how nurses can help address the needs of Nova Scotians.

Stay tuned for more information in the coming weeks and months. If you are asked to participate, please give it every consideration. Your input in our study is invaluable.

We thank you in advance.

# E2018 ELS

The Nova Scotia Nurses' Union hosted Eastern Labour School (ELS) from June 4-6, an event that brought together nearly 350 nurses from Nova Scotia, Prince Edward Island, New Brunswick, Newfoundland and Labrador.

We often talk about the importance of solidarity within the labour movement and between nurse unions. The NSNU maintains strong working relationships with the Canadian Federation of Nurses Unions and its member organizations, but our bond with the Atlantic nurse unions is particularly special. Our organizations work together often and are very supportive of one another. This relationship is strengthened and enabled by events like Eastern Labour School, where nurses from each union gather together to partake in learning, networking and community-building.

Eastern Labour School was hosted at St. Francis Xavier University in Antigonish, the perfect venue to facilitate numerous classes designed to improve nurses' understanding of labour relations, negotiations, communications, technology and more. This year we were joined by sixteen instructors, each of whom brought their extensive experience and passion for their topics to share with participants. Thank you to all who made the journey, some travelling great distances to be with us.

Many thanks to St. FX for providing an excellent environment for nurses to gather together and learn. The next Eastern Labour School will be hosted by the Prince Edward Island Nurses Union. We look forward to seeing our friends and colleagues there in 2020.

Janet Hazelton

Linda Silas

Dr. Margo Watt

Eileen Alma

Latitia Pelley-George



ELS attendee participates in plenary Q+A

## Getting Started

The first morning of ELS kicked off with a plenary session that brought together all attendees and featured several wonderful guest speakers. The topic of the plenary was the impediments and rewards of taking on leadership positions. The meeting began with greetings from Linda Silas, president of the CFNU, who welcomed nurses and spoke about the importance of education, engagement and nursing through changing times.

Following Linda's address, nurses welcomed speakers Dr. Margo

Watt, Professor of Psychology at St. FX; Eileen Alma, Director, Women's Leadership and Indigenous Programming at St. FX's Coady Institute; and Latitia Pelley-George, Atlantic Regional Director of the Canadian Nursing Students Association. The speakers then participated in a panel discussion during which attendees shared their experiences, opinions and asked questions of the panellists. It prompted some lively conversation and debate. We thank all presenters for taking the time to be with us for the plenary session.



# In the Classroom

Eastern Labour School is all about the education component, and the fourteen courses offered this year covered a wide cross-section of issues that affect nursing leadership and practice.

This year was the first in which courses were separated out for ELS newcomers and returning attendees. First time attendees were able to participate in one of five foundation courses that took place over the course of the event. These in-depth courses provided a strong introduction for new and emerging activists, hopefully enticing many to come back for future education sessions, and to become more active in their locals. Foundation courses included staples like General Labour Relations, the Negotiations Process, Legal Realities of the Nurse, Union History, and for francophone nurses, Enjeux juridiques de la profession et des soins infirmiers.

For nurses who had attended previous Labour Schools, there was a slate of nine potential course, of which they could select five. These 90-minute courses covered topics including nursing and technology, social media, professional practice, communications and campaigns, violence in the workplace, domestic violence, nursing and addictions, facing management effectively and respectful workplaces.





# Cutting Loose: Opening Reception and Banquet and Dance

Janet Hazelton officially opened ELS 2018 during a welcoming reception on the evening of June 4th. Attendees mingled with their fellow nurses over appetizers and refreshments, while enjoying the music from Transatlantic Zodiac Ensemble.

On June 5th the ELS Banquet and Dance was held with a beautiful meal provided by St. FX and amazing music courtesy of Nova Scotian band Big Fish. Members from all four provincial nurse unions danced the night away and sang along to some of their favourite tunes.



Big Fish

Transatlantic Zodiac Ensemble



Big Fish



Jen Thiele



## Glenna Rowsell Memorial Award

During the ELS Banquet and Dance, NSNU president, Janet Hazelton announced the winner of the Glenna Rowsell Memorial Award for leadership. The recipient was Jen Thiele, a member of the NSNU board of directors and an outspoken activist who truly emulates Glenna's dedication, union pioneerism and work ethic. She was recognized for her hard work lobbying for a national pharmacare program, as well as her leadership, determination and devotion to nursing and the labour movement. Congratulations to Jen on this well-deserved honour.



# Minister of Health and Wellness Does His Homework

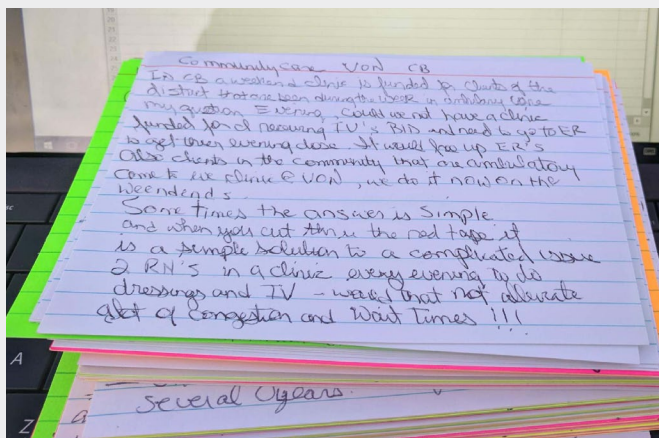
On April 24 of this year, the Minister of Health and Wellness, the Honourable Randy Delorey, addressed delegates at the 2018 NSNU Annual General Meeting. At that meeting the Minister spoke to nurses in the crowd about a variety of subjects and withstood a difficult question and answer period.

Prior to completing his presentation that day, NSNU president Janet Hazelton asked the over 250 nurses in attendance to share on paper their feelings about health care, and make recommendations to the Minister on how to improve the system.

At the end of the session, 200-plus recipe cards with invaluable information from this province's frontline nurses were handed over to Minister Delorey. He graciously accepted them with the commitment to read all and take into consideration any advice.

True to his word, the Minister recently worked late into the evening scouring over the cataloged recipe cards. He even forwarded a photo supporting his actions.

We thank the Minister and hope that the numerous "pearls of wisdom" that he received from our members will result in positive change on many fronts and improved working conditions for nurses in Nova Scotia.



Comments left on notecards for the Minister of Health during the NSNU AGM in April (Photo courtesy of Minister Delorey)



## Thank You from the Nova Scotia Health Coalition

The Nova Scotia Health Coalition wants to thank the Nova Scotia Nurses' Union, its locals, and its members for their incredible support so far in 2018. For over a decade the NSNU and its members have been central to the work of the Coalition and we have stood shoulder to shoulder fighting to not just protect public health care but to expand and strengthen it. This year the locals and members have stepped up and offered even more support.

At the NSNU annual general meeting on April 25 local after local rose to pledge further support to the Coalition and individuals and locals raised over \$12,000 to help fund the fight for public health care in this province. We were overwhelmed by this generosity and will use this money to fight to keep for-profit blood brokers out of Nova Scotia, to work with our allies across the country to win a universal pharmacare program for all Canadians, and to grow our network of grassroots activists across the province to ensure that every Nova Scotian has the health care they need regardless of where they live or how much money is in their pocket.

To keep track of what the Health Coalition is up to and learn how you can participate in our campaigns please follow us on Facebook or go to our website and signup for our mailing list at [www.nshealthcoalition.ca](http://www.nshealthcoalition.ca).

We are proud to stand with nurses and are thankful for your continued support. The public health care system doesn't work without the work you do every day, and we can't continue to fight to save and improve that system without you.

In Solidarity,  
The Nova Scotia Health Coalition

# CLPNNS Honours Members and Celebrates the Nursing Profession

## Edited from CLPNNS Article

Each year, CLPNNS's Award of Excellence in Nursing Practice recognizes LPNs for their dedication to the nursing profession. This year the organization celebrated 60 years of service to LPNs and recognized several outstanding nurses, including two NSNU members, for their contributions in every-day practice and their commitment to the Standards of Practice and Code of Ethics for LPNs.

Theresa Dewar was nominated by Heather Shepherd, Director of Care at Glen Haven Manor for an Award of Excellence. Theresa has worked at the long-term care facility in New Glasgow for more than 40 years. Her nominator notes: "Residents respond warmly to Theresa's expertise, her selfless dedication and her down to earth, friendly manner. She knows every detail about them and makes it a point to be part of lifestyle experiences and special memories as well as their care."

A lifelong learner, Theresa has continuously taken part in professional development opportunities during her career. In addition, she regularly shares her knowledge with others. Theresa's peers and supervisors are motivated by Theresa and all note her strong resident focus, extraordinary work ethic and ability to tend to all aspects of the residents' wellbeing.



Vivian Breen and Theresa Dewar are joined by their NSNU LPN colleagues and NSNU president, Janet Hazelton, as they are honoured by CLPNNS

Theresa is recognized as a "go to" person at Glen Haven Manor. She is an inspiring nurse and according to her nominator, "Nursing at Glen Haven and providing quality care for others is in Theresa Dewar's DNA – it is clearly a great passion and what she was born to do."

Known as a nursing leader and role model, Theresa continuously looks for innovative solutions and goes above and beyond the call of duty. Her nominator says: "She is a dedicated nursing professional and health care leader of the highest standard who has made an undeniable and indelible mark on the quality of care delivered at Glen Haven for these four decades."

This year's Lifetime Achievement Award recipient is Vivian Breen. Vivian was nominated for this award by her co-worker, Nancy Thompson. Vivian graduated from Camp Hill Hospital in 1963 and she currently works part-time at Ivey's Terrace Nursing Home.

Vivian has a long and exemplary work history with a broad base of knowledge. For example, during

her career she worked at the Halifax Infirmary, the old children's hospital, the Cape Breton County Hospital and Sydney City Hospital. In addition, she was also the first licensed staff to work at Valley View Villa Nursing Home in Stellarton. According to her nominator, due to her wide range of experience as an LPN, "Vivian personifies the fact that her profession is an art form as well as a science."

Throughout her 54-year career, Vivian has been highly engaged in the LPN profession. Vivian served on the Board of Directors of the Nova Scotia Nurses' Union (NSNU) from 1983 to 2002 as the Northern Region Representative for RNs and LPNs.

While Vivian was on the NSNU Board of Directors she also served on many committees including Finance, Personnel and Education. She was also the LPN representative for Acute and Long-Term Care for NSNU for all of Nova Scotia.

Vivian is currently serving as president of her NSNU local and has been in the role for more than 20



years. In addition, she currently sits as a panel member for the College's Complaints and Professional Conduct Committee.

Vivian is a dedicated self-directed learner and regularly incorporates new evidence in her practice. According to her nominator, "Vivian meets and surpasses expectations by continually learning and excelling in a field with an ever-changing scope of practice. She has acquired a great knowledge base and she is excellent at collaborating with the pharmacy, doctors and co-workers to provide a high standard of care for her residents."

Vivian is known for providing compassionate care and always putting the needs and comfort of her residents first and foremost. According to her nominator, "Vivian presents herself in a professional manner with her empathy, knowledge and choice of words and tactfulness, to everyone she is in contact with, be it residents, family,



Maria Langille and Marilyn Greenwood

coworkers, pharmacists or doctors."

Vivian is recognized as a leader that promotes excellence and advances the practical nursing profession by example. Her nominator says, "Vivian encourages all of us to continue learning and to contribute to the nursing profession through personal involvement. I can think of no one more deserving of this award."

Congratulations on receiving these awards Vivian and Theresa!

Maria Langille, NSNU VP LPN/Grad and Marilyn Greenwood were on hand at the CLPNNS AGM at the Nurses' Union exhibit. Janet Hazelton, NSNU president was very pleased to attend the banquet honouring nurses and celebrating the profession.

## LPN Component Leadership Group Meets

Maria Langille, NSNU Vice President of Licensed Practical Nurses/Grads Component met with the LPN alternates and rep assistants on May 23rd at the NSNU office in Dartmouth to prepare for busy times ahead.

There are numerous issues affecting LPNs, including increased scope of practice, that require a collaborative approach in order to satisfactorily address challenges. LPNs working in acute care, long-term care and community care are represented in this group.

Watch for articles from the NSNU LPN group in upcoming editions of *What's NU?*.



Those in attendance at the May 23rd meeting included Maria Langille, Tammy Woodland, Laurie Hirtle, Alaine Halliday, and Cheryle Hussey.

# nshepp

## Year in Review

In May the Nova Scotia Health Employees Pension Plan (NSHEPP) released a year in review document looking at their activities during the 2017 fiscal year. All acute care and most long-term care members of the NSNU are covered under NSHEPP.

The review includes sections on benefits, funding, administration, investments and governance. It is very important to remain informed about the activities of your

pension program, and therefore members who are covered under NSHEPP are encouraged to read the brief two-page document, available online.

A link to the NSHEPP year in the review can be found on the Members Only page of the NSNU website. If you require your login information, please contact nsnu.office@nsnu.ca. Members can also visit [www.nshepp.ca](http://www.nshepp.ca) to learn more about their pension plan.



## NSNU to Skype More, Drive Less

In an effort to keep our staff off the roads and closer to home, the Nova Scotia Nurses' Union is encouraging our Labour Relations Representatives (LRRs) to use Skype for meetings more often. It will be at the discretion of the LRR to decide where Skype can be used effectively.

Most employers will be equipped for Skype meetings (all you need is a laptop with a camera). If you need assistance setting up Business Skype, please contact Debbie Grady (NSNU Labour Relations Assistant) at [debbie.grady@nsnu.ca](mailto:debbie.grady@nsnu.ca) or your LRR to guide you through set up.

In cases of discipline (suspensions, terminations, etc.), your LRR will always attend so make sure they are aware of the meeting in case the employer does not notify the rep.

If you have any questions or concerns, please let us know.



## Dignity Donation Makes a Difference

Karen Eldridge and Susan Burgess, members of the NSNU and nurses at Hants Community Hospital, are seen in this photo with volunteers from the local food bank in that area.

During National Nursing Week, the local collected feminine hygiene products and donated them to the local food bank. This is not the first time they have contributed to this worthwhile cause.

As most nurses know, feminine hygiene products are pricey. Many women and girls miss work and school because they cannot afford these necessary items. Dignity donations like this make a big difference in your community.

Congratulations to the Hants local on their generosity and kindness.



# LOOKING Summer & Fall Preview AHEAD



## Summer 2018

Throughout the summer months Pride events will be held across the province, celebrating the beautiful diversity of Nova Scotians. NSNU is proud to participate in Pride and stand in solidarity with our LGBT2Q+ members and allies.

Check out [nsnu.ca/Pride](http://nsnu.ca/Pride) for dates and details about Pride Parades across Nova Scotia.

## Council of the Federation

July 18-20, St. Andrews, New Brunswick

Council of the Federation is a meeting of the nation's premiers that happens twice annually. NSNU president, Janet Hazelton will be joining her colleagues on the Canadian Federation of Nurses Unions National Executive Board (CFNU NEB) in St. Andrews for the event. The Council provides unparalleled access to premiers, enabling the NEB to discuss issues of importance to nurses, like the need for a national pharmacare program and other pressing issues.



CFNU president, Linda Silas addresses premiers and nurse union leaders gathered during COF 2017





## Global Nurses United Convention

**July 23-28, Sydney, Australia**

Global Nurses United is an international advocacy group comprised of nursing leaders and unions from 14 nations around the world. In July members of GNU will join together in Sydney, Australia to discuss some of the issues that affect health care globally, as well as crises happening in specific nations. The CFNU will be represented there by some members of the NEB.



Labour Day 2017 marches centred around the need for a national pharmacare program

## Labour Day

**September 3**

On September 3rd the NSNU will join the Nova Scotia Federation of Labour, District Labour Councils, fellow unions and allies of the labour movement for the Labour Day celebrations. Events will take place around the province, and members are encouraged to attend the event that is most convenient for them.

A full schedule of Labour Day events around the province will be available near the end of the summer. Keep an eye on the NSNU Facebook page and [nsnu.ca/EventsCalendar](http://nsnu.ca/EventsCalendar) for details as they become available.



## Deadline to Apply for Johnson Insurance Scholarships

**August 31**

Each year Johnson Insurance offers fifty \$1000 scholarships to children and grandchildren of Johnson Affinity group members and Home-Auto clients. Students must complete high school in 2018 and be entering into post-secondary education in fall, 2018. The deadline for applications is August 31.

For more details about the Johnson scholarships, visit [nsnu.ca/JohnsonScholarships](http://nsnu.ca/JohnsonScholarships).

## 18th Annual Alex "Sugarcamp" MacDonald Memorial Golf Tournament

**September 18**



Each year the NSFL is involved in the Alex "Sugarcamp" MacDonald Memorial Golf Tournament, held in memory of brother Alex MacDonald, who served as Secretary-Treasurer of the NSFL, President of the Strait Area District Labour Council and on the Executive of CEP Local 972 for many years. Funds raised through the golf tournament are donated in his honour to Cape Breton area food banks.

The golf tournament will be held at the Dundee Resort on September 18th. For more information, visit the Facebook event page at [tinyurl.com/AlexMacDonaldGolfTournament](http://tinyurl.com/AlexMacDonaldGolfTournament).





## NSNU Board of Directors Meetings

**September 17**  
**October 30**  
**November 27**

The NSNU Board of Directors holds meetings throughout the year to discuss current issues and to work on Union business. Members have the right to attend meetings of the Board. If you would like to join the Board for a meeting, we ask that you state your intention to attend at least one month in advance by emailing [lorna.myers@nsnu.ca](mailto:lorna.myers@nsnu.ca).



## NSFL OH&S Conference

**September 28-29**

The Nova Scotia Federation of Labour will be holding a two-day conference in Sydney this September covering issues related to Occupational Health and Safety, in conjunction with the Office of the Worker Counsellor and the NSFL OH&S Committee.

For more information visit [nslabour.ca](http://nslabour.ca).

## CFNU National Executive Board Meeting

**October 1-4, Ottawa, Ontario**

The CFNU is a national organization representing nearly 200,000 nurses and students through its affiliation with provincial nurse unions across the country, including the NSNU. Throughout the year the CFNU NEB meets to discuss issues of importance to Canadian nurses and tackle national initiatives. To stay informed on the work being done by the CFNU, visit [nursesunions.ca](http://nursesunions.ca).



## Halifax Mooseheads Nurse Appreciation Night

**November 24**

Last year the Halifax Mooseheads held the first ever Nurse Appreciation Night, to great success. Encouraged by the incredible response from nurse and non-nurse fans alike, they're eager to do it again this year. Be part of the fun Saturday, November 24th at 7pm as the Mooseheads play Baie-Comeau Drakkar. Tickets for the game will go on sale in the fall – mark it on your calendar and watch for more information from the NSNU in the coming months so you don't miss out. Go Moose Go!





## Class of '72 Reunion

### *Mark it on your calendar*

The Halifax Infirmary Nursing Class of 1972 will be celebrating with a spectacular reunion on September 7th and 8th of 2018 – the perfect time of year to get reacquainted and enjoy Nova Scotia's beautiful fall weather.

To find out more about how your classmates plan to commemorate this occasion, email [Phyllis.noelle@ns.sympatico.ca](mailto:Phyllis.noelle@ns.sympatico.ca) or call, Phyllis MacEachern at 902-727-2277.

The NSNU wishes the Class of '72 a wonderful reunion!

## The Lamp Was Heavy

Looking for some light reading this summer?

You're in luck. Here's something nurses will love.

Barbara Keddy, who has walked many a picket line, is the author of *The Lamp Was Heavy – Nova Scotia Nurses-in-Training in the 1950's*. The 79-year-old social activist draws on her own experiences as well as those of fourteen other women who were student nurses in small town hospitals in the 1950's and highlights the difficulties that these young girls faced on a daily basis as they struggled with the hardships imposed on them.

In this book, we hear the voices of older women through these reminiscences. There is a great sense of pride and accomplishment among the women as they look back on those early days when they were launched abruptly into adulthood.

These were hardworking, diligent, responsible teenagers who kept small hospitals staffed and functioning at a time when graduate nurses were not being hired in great numbers. Their contributions to their communities throughout their professional lives as nurses cannot be overstated.

To purchase your copy, email Barbara at [bkeddy@dal.ca](mailto:bkeddy@dal.ca). The proceeds from book sales will be given to the Sara Corning Society of Yarmouth.

## *The Lamp Was Heavy*

Nova Scotia Nurses-in-Training  
in the 1950s



Barbara Keddy, RN (Retired), PhD



## Barb's Bench – An Important Tribute



### Members of the NSFL women's committee sit on Barb's Bench

Members of the Nova Scotia Federation of Labour Women's Committee met in New Glasgow on May 29th, taking a moment to honour and remember women who have lost their lives to domestic violence by visiting Barb's Bench.

Barb's Bench was dedicated last fall in memory of Nova Scotian women who have died as a result of violent domestic relationships.

The bench is one of several being placed across the province and is located beside the New Glasgow Farmers Market, facing the East River. It is purple, the colour of choice for Barb's Benches situated across Canada. It also has a small brass inscription with a message honouring those murdered by their partners and information indicating where people facing domestic violence can get help.

The Silent Witness Nova Scotia, Pictou County Chapter, calls it a wonderful opportunity to bring

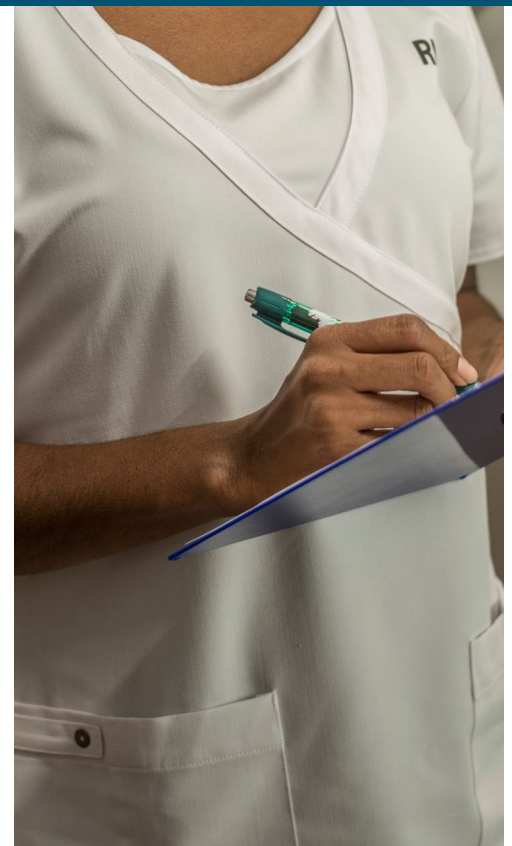
awareness to domestic violence and for people in our communities to feel comfortable about getting help; a positive thing coming out of something so negative.

Barb's Bench is named after Barbara Baillie from the Halifax area, who was killed by her husband in 1990.

According to the Society for Silent Witness Nova Scotia, more than 50 Nova Scotian women have been murdered by their intimate partners since 1990, including four from Pictou County.

The site of the bench is on unceded Mi'kmaq territory.

The NSFL Women's Committee includes: Jackie Swaine, SEIU – Chair; Donna MacGregor, NSGEU – Co-Chair; Nadine Arnold, NSTU; Kelly Ritcey, IAM & AW; Sharon Hubley, CUPE Local 1867; Rhonda Doyle-LeBlanc, PSAC; Maria Langille, NSNU; Suzanne Stewart, SEIU Local 2; Patricia Perry, CUPE Local 4459



## Are You Paying Double Dues?

If you work at more than one NSNU Facility and pay union dues more than once in a pay period, you may be eligible for a refund from the Provincial Office. Members who have been paid for less than 7.5 hours in Acute Care and less than 8 hours in Long Term Care in one bi-weekly pay period may also be eligible for a refund from the Provincial Office.

The Provincial portion of NSNU union dues (\$29.24 for RN's and \$21.48 for LPN's) will be refunded by cheque on a quarterly basis. Your rebate will only be retroactive for a period of up to 12 months prior to contact with the NSNU.

If either situation applies to you, please contact the NSNU Provincial Office (Verna Harrie at 902-468-6748 or [verna.harrie@nsnu.ca](mailto:verna.harrie@nsnu.ca)).

# Summer Safety Tips

Ah, summer. It truly is the best time of year. As we begin to plan vacations, barbecues and camping trips, it's important to keep a few things in mind to ensure a safe, incident-free summer for our families and friends.

Although nurses are well versed on how to safely enjoy this beautiful season, as an advocate for safe and responsible summertime activity, the NSNU will be sharing these and other Summer Safety Tips on social media throughout the season for members of our online community. We have also dedicated a page on our website to this issue - [nsnu.ca/summersafetytips](https://nsnu.ca/summersafetytips). Keep your eyes peeled for new posts, and remember to keep a few of these tips in mind as you prepare to enjoy another beautiful Nova Scotian summer.



## Summer Workplace Safety

Nurses know the importance of working safely, but this is often the last thing on the minds of teens and young adults starting new summer jobs.

According to WCB, more than 40% of workplace injuries for those between the ages of 15 and 24 happen during the summer months.

Have a talk with kids who are entering the summer workforce to ensure they are aware of the safety policies in their workplace, and know to take them seriously.



## Wear Sunscreen

Parents recognize the need for their children to wear sunscreen on a hot summer's day, but it's not unusual for adults to forget to wear it themselves.

Experts recommend applying a water-resistant, SPF 30 sunscreen generously before heading out, and reapplying every two hours to make sure the coverage lasts all day.



## Practice Safe Sports

Summer is the best time of year to get out and embrace physical activity. However, nurses are all too familiar with what can happen when people of all ages forgo safety equipment.

Make sure to wear a helmet when biking, skating or skateboarding. Wear your lifejacket when you're on the water, and make sure young kids and those who can't swim wear them to the lake or beach. Never leave a child unattended in the water.





## Store Food Properly

Storing food properly in the summer is a must. Chilling food, keeping it well sealed, and disposing of food that has been left out for more than two hours can reduce the risk of contracting food borne illnesses.

For the best results, keep the fridge at 4°C (40°F) or below and use an appliance thermometer to check the temperature.



## Vacation Cyber Safety

Most of us think nothing of Facebooking and Tweeting about our fabulous summer vacation plans, but you might want to consider keeping it offline if you plan to leave your home vacant for any length of time.

Sharing photos, geotagging and up-to-the-minute status updates can let some unsavory characters know when you're away, potentially making your home a target for a break-in. Stay cyber safe this summer and wait until you're home to share your summer adventures.



## Car Safety

On a 26-degree day, the heat in your vehicle can easily soar to 43-degrees or higher.

Every year we hear about children and pets being left in hot cars; this can have tragic consequences. Let's keep everyone safe this summer; children and pets should never be left unattended in a vehicle.



## Avoid Bug Bites

It's always a good idea to keep insect repellent on hand to stave off the mosquitos, but there is an even bigger problem lurking in the woods this summer. You guessed it – ticks.

Ticks are surging all over Nova Scotia, and these small arachnids can cause big problems. Be sure to check yourself, your kids and your pets thoroughly for ticks after a day outside. If you do find a tick, remove it immediately and get the bite checked out by a nurse practitioner, doctor or vet.



# Looking Forward to Biennium 2019 in Fredericton!

While it may seem like a long way off, the next CFNU Biennial Convention is coming up fast. The event will be hosted by our friends and neighbours, the New Brunswick Nurses Union, from June 3-7, 2019. We're looking forward to bringing our NSNU spirit to Fredericton and helping NBNU make this event one for the history books!

The NSNU sponsors eight locals to send a member to the Biennium, as selected by a random draw. There is also another draw that will see an additional two members have their attendance sponsored by the Union. Both draws will take place early in 2019. Other members who wish to attend the Biennium will do so at their own expense. Some locals have already started fundraising to help their members make the trip, which is a great solution to cover some of the costs.

Members who plan to attend the Biennium should book their time off early, ensuring they are able to participate in the five-day long convention, and including enough time to accommodate their travel to and from Fredericton.

Registration for the Biennium will open at the end of this year. Before you register, please confirm your time off and that you will have funding for your trip. If you require assistance or have questions about Biennium costs, registration or other details, please email [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca).



NSNU members don cowboy hats and blend in with the locals during Biennium 2017 in Calgary



Team NSNU leads 1000 nurses down Barrington Street in an incredible show of solidarity during the 2015 Biennium in Halifax



Leave it up to Bluenosers to find a lighthouse in the middle of downtown Toronto during Biennium 2013!





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**NSNU member, Karen Eldridge plans to enjoy her coffee this summer in her NSNU mug, by the pool. Have a happy, sunny and safe summer everyone!**



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