

what's **nu?**

February/March 2019



Looking Ahead to the
2019 NSNU AGM and
Education Day

NSNU Wins CFNU
Competition for a Cause!

VON Bargaining

VON members vote in
favour of new collective
agreement

Cape Breton Screaming
Eagles Hold 2nd Annual
Nurse Appreciation Night

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President's Notebook

Janet Hazelton, BScN RN, MPA

NSNU VON Members Ratify Agreement



Nurses working for the Victorian Order of Nurses ratified a deal reached between the Nova Scotia Nurses' Union and the employer on February 6th. Union members who cast ballots between February 12-14 voted 90 per cent in favour of ratifying the agreement.

The NSNU now has a new collective agreement in place for our approximately 800 VON members that includes important health and safety provisions and compensation improvements.

Under the new contract our community care nurses with VON will receive, among other things, wage parity with their acute care counterparts, increases in on-call, shift and weekend premiums, and improvements to assignment change notifications.

We're pleased that our members accepted this agreement and that we can now move forward with the positive changes achieved at the table to improve work-life issues and better enable nurses to provide quality care.

One significant gain is the creation of a province-wide committee to explore workplace violence and other safety concerns. Community care nurses are highly susceptible to injury and assault. Statistically, our VON are more at risk than acute care and long-term care workers.

The committee will examine ways to protect VON who work in isolation, and support nurses in this sector who, at times, feel vulnerable. In our view, this agreement strengthens services to the public by addressing working conditions.



Members voted online to accept the agreement which is retroactive to November 1, 2014 and expires October 31, 2020.

The Employer will make retroactive and retirement allowance payments a priority. Other aspects of the new agreement will be phased in over time. Details regarding those timelines will be communicated as information is finalized.

I wish to thank those who found time in their busy schedules to vote, and offer a special thank you to our bargaining team for their hard work and many insightful contributions.

NSNU VON Bargaining Team

Janet Hazelton, NSNU President

Tracy d'Entremont, Vice President Community Care

Chris Albrecht, NSNU Executive Director, Chief Negotiator

Central Region

Karen Graves, PNC Rep

Kevin Whynot, Alternate

Eastern Region

Kim Williams, PNC Rep

Northern Region

Vanessa Richardson, PNC Rep

Veronica MacDonald, Alternate

Western Region

Carolyn d'Entremont, PNC Rep

Tammy Woodland, Alternate

NS BUDGET 2019- 2020

NSNU Sends Letter to Minister of Finance

In late November of last year The Honourable Karen Casey, Minister of Finance and Treasury Board, invited Nova Scotians to help shape Budget 2019-2020 and future budgets by sharing their views and comments as part of the pre-budget consultation.

"I want to hear the thoughts, ideas and priorities of Nova Scotians so that we are well informed as we prepare this upcoming budget and future budgets," said Casey. "We will continue on a financially sustainable path with investments in programs, services and infrastructure that are important to Nova Scotians."

Janet Hazelton submitted the following letter to the Minister on December 11th indicating the priorities we, as a health care union, feel require funding in order to be sustainable and provide quality care.

*The Honourable Karen Casey
Deputy Premier and Minister of Finance & Treasury Board
Halifax, Nova Scotia
11 December 2018*

Dear Minister Casey,

The Nova Scotia Nurses' Union represents more than 7,000 Registered Nurses, Licensed Practical Nurses and Nurse Practitioners working in various settings across the province. We advocate for our members and on behalf of patients, clients and residents in the hopes of building a public healthcare system that meets the needs of all Nova Scotians.

It is in this context that I write to you concerning the 2019-2020 budget. In your letter to Nova Scotians, you note that fiscal responsibility presents an opportunity to invest in quality healthcare and education. The NSNU has been advocating for several reforms in the health system that require investment.

Your government has made significant investments in primary healthcare, yet there's more to be done. While we must redouble our efforts to recruit primary care physicians, we must also look to the nursing profession and promote evidence-based solutions that allow nurses to better collaborate in primary healthcare within their scope of practice.

Emergency departments across the province are under immense stress. Patients are being treated in hallways, nurses are working short-staffed and more is being asked of them. We need a long-term strategy to ensure emergency care capacity in all regions of the province.

Homecare has expanded greatly over the past 10 years and our nurses and their colleagues in home support are dealing with extremely complicated care to keep seniors and others in their homes. To the detriment of clients, homecare is increasingly funded and managed according to business models that emphasize the completion of tasks over holistic care. While homecare, long-term care and acute care exist as separate silos and communication between the sectors is often poor, resulting in inefficiency, higher costs and a diminished ability to provide quality care.

The retention and recruitment of nurses in all sectors is a serious challenge. Long-term care providers are vigorously competing for a limited pool of nurses and most facilities are short on staff. The acute sector is struggling to recruit in many areas of the province. As research shows, we can keep nurses in the system longer by providing quality working conditions as well as flexible work options for more senior staff. Furthermore, we must commit to offering jobs to all nursing graduates as once new nurses leave the province they rarely return. We have

lost many new nurses to a lack of immediate vacancies, and now we are clamouring to have them back. We must ensure we adopt a long-term lens in all our human resource strategies.

Our most immediate concern is the long-term care sector. As our 2015 Broken Homes report highlights, this sector is in crisis and we need leaders with the courage to address this crisis head on. There are a multitude of challenges including high levels of workplace violence, bed sores, poor quality food, and gaps in equipment, with no simple fix in sight. The most significant reform we can undertake is to increase the staffing complement. Nova Scotia is funding 2.45 hours per resident per day (average) of CCA care and 1.0 hour per resident per day of nursing care (3.45 hours total). The largest study of LTC staffing found that an average of 2.8 hours of CCA care and 1.3 hours of nursing care (4.1 hours total) is required as a threshold, and below this level, "the quality of care delivered to nursing home residents could be compromised." (CMS, 2001). Many subsequent studies recommended even higher ratios of between 4.5 and 4.8 hours per resident per day. The NSNU urges government to mandate and fund a minimum of 4.1 hours of care for our residents.

In a recent public poll we found 74% of Nova Scotians agreed or strongly agreed that the quality of care in nursing homes is a concern versus only 6% who disagreed or strongly disagreed. A further 41% would support or strongly support an increase in income tax in order to improve long-term care versus 34% who would oppose or strongly oppose such a move.

As you know, the Health Minister has appointed an independent panel to make recommendations around staffing in the long-term care sector. The evidence on this front is unambiguous, and we are confident they will reach the same conclusions that we have. This is a significant, long-term investment and commitment but the citizens who built this province should spend their latter years in dignity, receiving the quality care they need and deserve.

Thank-you for listening to our concerns.

Sincerely,



*Janet Hazelton, BScN, RN, MPA
President, Nova Scotia Nurses' Union*

*Cc: Hon. Randy Delorey, Minister of Health and Wellness,
DHW*



Protected Leaves of Absence

The labour movement has historically played a pivotal role to ensure that workers have the right to time off from work, both paid and unpaid. The advocacy work of unions has led to the inclusion of many different types of leaves from work in collective agreements, as well as in legislation. Most importantly, the right to take a leave of absence allows workers to adapt to sometimes unpredictable circumstances without worrying about job loss.

As of January 1, 2019, the Government of Nova Scotia updated the Labour Standards Code to expand the list of available leaves for Nova Scotians. These leaves of absence are known as “Protected Leaves”. During a Protected Leave, employers are required to allow workers to maintain any benefit plan that they are enrolled in (at the employee’s expense) as well as ensure that the employee can return to the same position that they were on leave from. There is also a requirement that employers keep all information related to the Protected Leave confidential, since many of these leaves involve sensitive personal information.

The following is a list of Protected Leaves that all employees are eligible for: Pregnancy and Parental Leaves, Reservists Leave, Compassionate Care Leave, Critically Ill Child Leave, Critically Ill Adult Leave, Domestic Violence Leave, Crime-related Child Death or Disappearance Leave, Emergency Leave, Bereavement Leave, Court Leave, and Citizenship Ceremony Leave. It is important to note that these leaves are available to both unionized and non-unionized employees. If a collective agreement provides for better leave provisions, the superior benefit would apply. Also, thanks to the advocacy work of organizations like the NSNU, employers are required to pay for a certain number of days off, as in the case of Domestic Violence Leave.

For more information on taking a leave of absence from work, check your collective agreement, or contact your Labour Relations Representative. Further information regarding each type of leave is also available under Employment Rights on the Department of Labour and Advanced Education’s website.

NSNU President Meets with New Leader of the Nova Scotia PC Party

NSNU President Janet Hazelton met with the new leader of the Nova Scotia Progressive Conservative Party, Tim Houston, along with PC Health Critic and former Interim Leader Karla MacFarlane on February 27.

Houston, a chartered accountant, was first elected to the Nova Scotia House of Assembly as MLA for Pictou East in 2013. He became the leader of the Progressive Conservative Party in 2018.

MacFarlane, an entrepreneur and small business owner before being elected as MLA for Pictou West in 2013, is currently the Progressive



Karla MacFarlane, Tim Houston and Janet Hazelton

Conservative Caucus Chair. She is also a member of the Health Committee.

While meeting at the NSNU office in Dartmouth, Hazelton took the opportunity to encourage the Progressive Conservatives to work with colleagues in the provincial assembly to improve healthcare in Nova Scotia.

Among the topics discussed were the need to address workplace violence, to improve long-term care staffing, to improve communications between the acute and homecare sectors, to train and recruit more NPs, RNs and LPNs to work in Nova Scotia, and to reduce the burden on our emergency departments.



Labour teams from the four provincial health care unions meet at the NSNU office

NSNU Hosts Multi-Union Labour Relations Meeting

On January 18th The NSNU labour relations team hosted labour relations officers and representatives from our fellow health care unions for their first joint meeting since the completion of the Council of Nursing Unions collective agreement. While labour staff will continue to serve members from their corresponding unions, with a common collective

agreement, sessions like this will help ensure a consistent approach to interpreting and applying the new contract language going forward.

Thank you to labour teams from CUPE, Unifor and NSGEU for joining NSNU's labour relations representatives for this ground-breaking meeting.

NSNU ANNUAL GENERAL MEETING 2019

The Future of Nursing Starts with You

The NSNU AGM will take place in Truro April 15-16 and promises to be an enlightening and educational experience for all our members, familiar and new.

The theme, *The Future of Nursing Starts with You*, was chosen because of the ongoing evolution of health care and the scenarios (both good and bad) nurses face on a daily basis. As challenges in health care mount, conversely, so do possibilities. Shortages in health human resources abound, however, from adversity often comes opportunity; a chance for nurses to step into roles they are aptly prepared to fulfill.

The *Future of Nursing Starts with You* rings true on many levels. Nursing and technology go hand and hand in 2019, and for some this can be exciting and challenging. For others, technology and change are additional burdens to an already stressful work environment.

Richard Booth of the University of Western Ontario will be presenting at the AGM to help alleviate some of those fears – or at least help nurses navigate change. Nurses who attended his class at the 2018 Eastern

Labour School in Antigonish may recall his riveting presentation on this subject matter.

On April 16, Richard will explore the evolving role of technology in the nursing profession. Given the increasing use of various clinical technologies, artificial intelligence, and robotic technology, implications related to the role of nurses in future healthcare systems will be presented. Further, he will challenge attendees to reflect upon various roles of the current-day nurse, and how these roles may fundamentally change through the increased use of robotics and artificial intelligence.

Over the course of our two-day event, delegates and observers will hear from the president of the Canadian Labour Congress, Hassan Yussuff; Linda Silas, the president of the Canadian Federation of Nurses Unions; counterparts from other provinces; Danny Cavanagh, president of the Nova Scotia Federation of Labour; and, numerous other friends from affiliate organizations.

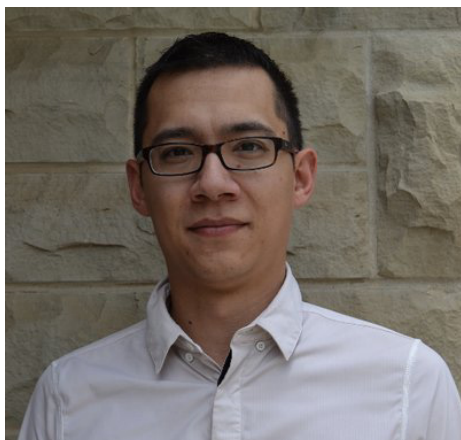
Once again, we are welcoming over twenty nursing students from

campuses across the province, and NSNU members from close to 100 of our 123 locals, from all three sectors. We hope to hear from at least one elected official, namely the Minister of Health. And most importantly, we are eager to listen to close to 300 of our own activists.

Members will debate six resolutions before the assembly. They will vote on matters that impact the union as a whole. Members and guests will get a sneak peek at the findings from the *Nursing in Primary Health Care* study, get an update on progress being made in long term care, and hear a bargaining summary from the last year.

There are many opportunities to meet with colleagues, both socially and to discuss union business - members are encouraged to be ready for action-packed days and evenings in Nova Scotia's Hub.

An e-memo will be sent to table officers closer to the event date to ensure everyone is prepared, knows what to expect, what to bring, and how events will unfold.



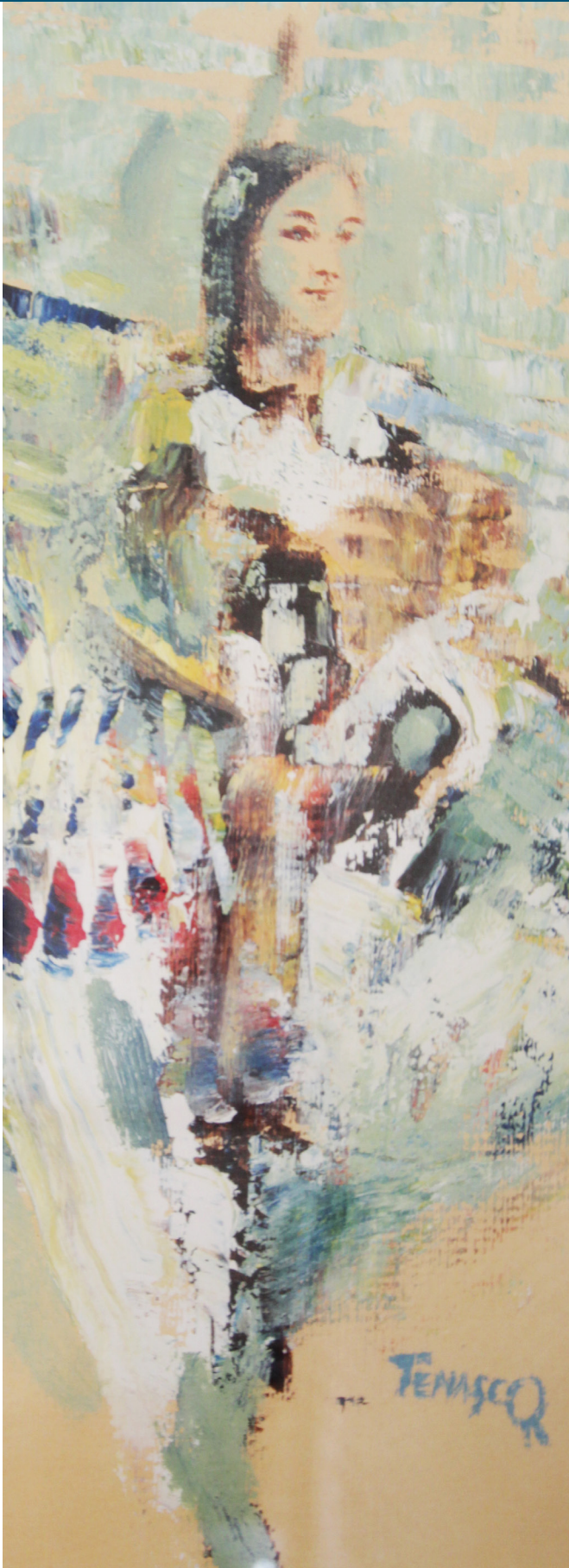
Richard Booth



Hassan Yussuff



Linda Silas



Artwork from the 2006 Federal Partnership Agreement presented to the NSNU

Education Day 2019 Reconciliation and Nursing in Nova Scotia

The theme of the 2019 Annual General Meeting Education Day is 'Reconciliation and Nursing in Nova Scotia'. The day is designed to help NSNU members acquire a greater understanding of the issues facing Indigenous Nova Scotians, and to start thinking about ways we can contribute towards reconciliation.

In 2006, the NSNU entered into a Partnership Agreement entitled the Aboriginal Workforce Participation Initiative. The parties to this agreement set out to address the under-representation of Aboriginal persons in the field of nursing.

Nearly 13 years later, little progress has been made on this Agreement, however, we recognize that we must start somewhere. This educational event recommits the NSNU to the Partnership Agreement by giving voice and a platform to Indigenous nurses and leaders.

In the morning of our event, we will hear from Dr. Margot Latimer and Diane Obed, experts with the Aboriginal Hurt and Healing Initiative. They will speak to their research and provide valuable insights regarding the Mi'kmaw experience in Nova Scotia.

After this, participants will get a brief but entertaining glimpse into Mi'kmaw culture with a dance and drumming demonstration. This will be followed by an interactive panel presentation from Indigenous nurses and patients concerning their respective experiences and challenges with our healthcare system.

After lunch we will hear from Indigenous filmmaker and Order of Canada recipient Cathy Martin. Cathy will reflect on her own experience in Nova Scotia and speak about the ways that Indigenous activists and leaders are working to help realize reconciliation in our province and country.

To close out our day, we will hear from renowned and award-winning Mi'kmaw comedian Candy Palmater, former host of APTN's The Candy Show, and CBC Radio's The Candy Palmater Show. Candy will treat our nurses to equal measure of knowledge and laughs as we deepen our appreciation of Indigenous culture.

The NSNU Education Committee and staff representatives look forward to this wonderful opportunity to work at becoming agents for change towards a new, deeper and more respectful relationship with Aboriginal peoples. Hope to see you there!



Scholarships & Bursaries

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

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

Please be advised that all NSNU and CFNU scholarship applications are due by March 27, 2019.

Annual NSNU Scholarships

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

Dolores Chase

\$1500 Scholarship

This scholarship is awarded to a member enrolled in a nursing degree program.

Nursing Degree or Diploma Program

\$1500 Scholarship

This scholarship is awarded to a member enrolled in a nursing degree or diploma program.

Certificate Program Scholarship

Valued up to a maximum of \$1500

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

Elizabeth and Brittany MacPherson

\$1000 Scholarship

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

Annual Family Scholarship

\$1000 Scholarship

There are two Family Scholarships awarded on an annual basis, one to a family member of an NSNU member enrolled in the Licensed Practical Nursing program, and one to a family member enrolled in a nursing degree program.

CFNU Scholarship

\$1000 Scholarship

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

Johnson Insurance Scholarships

\$1000 Scholarship

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

Johnson Education Grant

\$1000 Grant

Johnson Insurance is once again offering a grant of \$1000 to an individual enrolled in a post-secondary nursing program during the 2019-20 academic year. The deadline to register for the grant is March 29, 2019. The grant recipient will be selected in a random draw.

New Features Improve MyNSNU App User Experience

If you've been keeping up with us on the MyNSNU app, you may have noticed some changes. It is our goal to continually improve the app to make it more user friendly and provide more features for members to enjoy.



Remember Me

A recent update of the MyNSNU app has enabled the Remember Me feature, which allows you to enter your username and password once, and the app will remember your login information so you will not have to enter it every time.

The first time you log in, or when you log in on a new device, you will be asked whether you are on a shared or personal device. To protect your privacy, this feature is not available on shared devices.

If your account is inactive for 30 days, you will be asked to log in again. The best way to make sure you never have to re-enter your login information is to check the app for new content on a regular basis.

Push Notifications

Like your Facebook or Twitter apps, MyNSNU will now give you push notifications to let you know if there is a new post or poll. This notification will appear on your device as the NSNU heart icon, letting you know that there is new content for you to view.

If you would like to personalize your settings for receiving push notifications, open the App and follow these steps:

Select "Settings" at the top of the menu

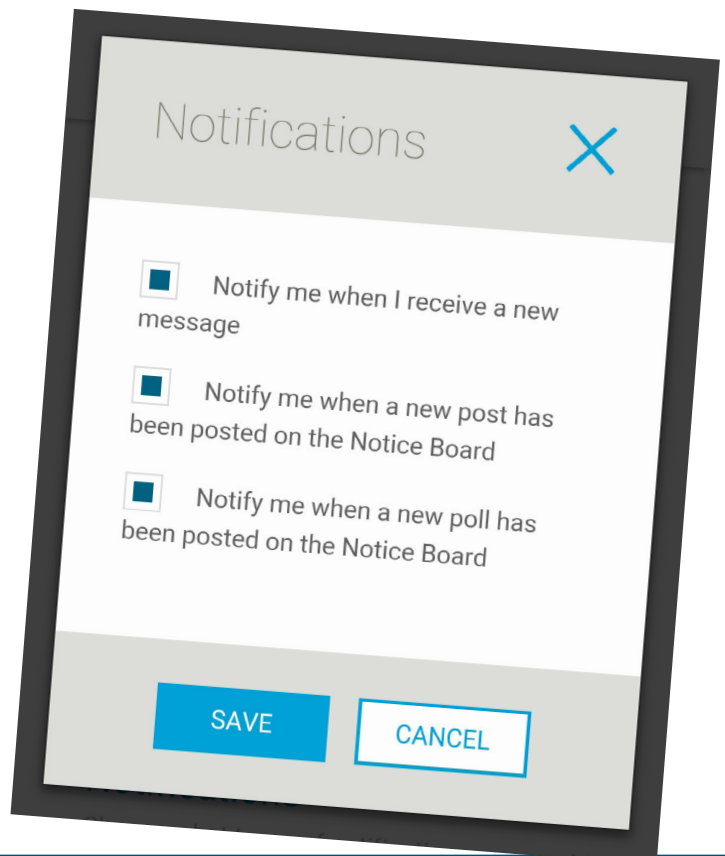


Select "Notifications"

Notifications

Choose what types of notifications you want to receive on your mobile devices.

Select the items for which you would like to receive notifications, and click "save"



Focus on Pharmacare

Canadians Overwhelmingly Support Universal Pharmacare: Recent Poll

A national poll released February 19 reveals that Canadians support a national universal prescription drug program, and they believe it is worthy of public investment.

"This poll sends a clear message to Prime Minister Trudeau that Canadians want a universal prescription drug program, not a patchwork, 'fill in the gaps' approach," said Linda Silas, President of the Canadian Federation of Nurses Unions (CFNU).

The representative online poll of more than 1,000 Canadians, commissioned by the CFNU and conducted by Environics Research, found that:

- 88% agree it is better to have a simple cost-effective prescription drug coverage program that covers everyone in the country

92%  **OF CANADIANS**
say ensuring everyone has
access to the best quality
 health care available is
TOP PRIORITY

than to have a patchwork program.


- 85% agree it is worth investing public money for prescription drug coverage.
- 84% think prescription drugs should be covered as part of our public health care system.

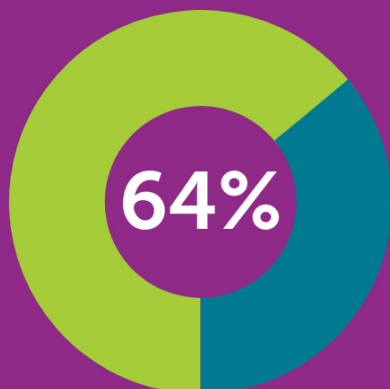
Canadians overwhelmingly say the top health care priority for governments should be ensuring access to quality care. They are much

less likely to prioritize the interests of pharmaceutical and insurance companies, who are viewed as the least-trusted sources for accurate advice on our health care system.

"This is a once in a generation opportunity to complete our medicare," said Silas. "Prime Minister Trudeau should listen to Canadians."

The poll was conducted online by Environics between January 9 and 21, 2019. An overview of the results is available at nursesunions.ca.

 **TWO THIRDS OF CANADIANS** are worried about losing their existing prescription drug coverage if they change jobs or move



88% OF CANADIANS

think it is better to have a **single pharmacare program** for all, than to have another patchwork plan

Federal Government Releases Interim Report on Pharmacare

On March 6th the Federal Government released an interim report on the creation of a national drug agency that would oversee Canada's pharmacare program.

The CFNU released a statement in response to the report, which recommended the creation of a national drug agency, a comprehensive evidence-based formulary, and outlined six core principles for national pharmacare.

"This is a promising day for people in Canada, who have waited a long time for pharmacare," said Silas. "The creation of a national formulary and drug agency are important steps in the right direction towards addressing the increasing costs of prescription medications and ensuring access for all."

For over 20 years, Canada's nurses have advocated for national pharmacare. The CFNU is a signatory to the **Pharmacare Consensus Principles** document endorsed by more than 80 national, provincial and territorial organizations, which outlines five principles for a smart and effective pharmacare program for Canada.

"While optimistic, Canada's nurses will be watching very closely to see the content of the final report," said Silas. "The government cannot disappoint us. What is needed now is the political will to deliver a pharmacare program for everyone in Canada for generations to come."



MP Doug Eyolfson and CFNU President Linda Silas bring the results of the petition to Parliament Hill

NSNU Wins CFNU Competition for a Cause

In late 2018 the NSNU began calling on our members to sign a parliamentary petition on workplace violence created by the Canadian Federation of Nurses Unions. The petition closed on February 20th with a total of 8,743 signatures.

On March 1st MP Doug Eyolfson tabled in Parliament the e-petition calling on the Health Minister to develop a pan-Canadian Strategy to end violence in health care. As a parliamentary health committee prepares to begin a study on violence in health care, this strong show of support for the petition will bolster their efforts and support resulting recommendations.

In efforts to help the petition succeed, the CFNU launched a competition to see which member

organization could amass the most signatures per capita among their membership. The winning union would receive \$1,500 and free registration from the CFNU for a member organization to send one of their nurses to the Biennium in Fredericton, June 3-7.

We were proud to learn that the NSNU and our fabulous nurses had won the competition.

The NSNU held a draw on March 11th to select the member who would be sponsored to attend the Biennium. The lucky winner has been contacted.

Thank you, NSNU members, for taking the time to sign the petition and share it among your social networks. NSNU Proud!



Maria Langille with students in the NSCC Practical Nursing classes in Dartmouth and Pictou

NSNU VP of LPN/Grad Speaks to NSCC Nursing Students

Maria Langille, NSNU Vice President of Licensed Practical Nurses, addressed nursing students at two NSCC campuses – Ivany in Dartmouth and Pictou – in February. She discussed the realities of nursing and working with your union to create a safe and stable work environment.

The Practical Nursing faculty at NSCC and students welcomed Maria’s perspective as an LPN and as a labour leader during these “pep and prep” talks. Maria talked about the importance of health care unions, as well as safe staffing.

She spoke about the role of the Union and how it will impact their lives and careers going forward. She

discussed the importance of becoming involved with the labour movement and answered questions on issues relating to professional practice.

The NSNU has a strong relationship with local nursing schools and the Canadian Nursing Students Association and routinely invites students to attend events like the Annual General Meeting. The NSNU Board of Directors looks forward to meeting with many of these students again as they graduate and become members of the NSNU.

Many thanks to NSCC for their continued interest in the Nurses’ Union.

Lobby on the Hill 2019

Member organizations affiliated with the Canadian Labour Congress (CLC), including the Canadian Federation of Nurses Union, headed to Ottawa for February 5th to participate in an annual lobby day with Members of Parliament (MPs).

The lobby days focus on several issues, with the aim of influencing decision-makers to take concrete action to advance the socio-economic well-being of its members and all working people.

This most recent Lobby Day organized by the CLC addressed issues like a prescription drug program (universal pharmacare), quality health care, and pension security.

Close to 300 people from across Canada and various unions participated in the Lobby Day, including nurses’ union leaders who formed the CFNU delegation.

Together, they met with numerous legislators to share their views.

NSNU’s Janet Hazelton, Chris Van Zoost, Jen Thiele, Glenda Sabine and Paul Curry met with MPs and Senators advocating on behalf of nurses and all Canadians regardless of where they live.

See photos from the Lobby on the Hill on the next page.

Lobby on the Hill Photos



Paul Curry, Janet Hazelton, MP Roger Cuzner, Louise Laporte (PSAC), Jason MacLean (NSGEU)



Jason MacLean, Janet Hazelton, MP Mark Eyking, Paul Curry



Paul Curry, MP Sean Fraser, Janet Hazelton



CFNU Lobby on the Hill delegation



Senator Mary Coyle, Jen Thiele and Glenda Sabine



Jen Thiele, Senator Stephen Greene, Chris Van Zoost, unidentified lobbyist and Glenda Sabine



Unidentified lobbyist, MP Andy Fillmore, Jen Thiele and Glenda Sabine



International Women's Day *Nevertheless, She Persisted*

The Nova Scotia Federation of Labour Women's Committee hosted the 4th Annual International Women's Day Breakfast themed "Nevertheless She Persisted" on Friday, March 8, drawing a large crowd eager to celebrate women.

This year's IWD 2019 theme was #BalanceforBetter, emphasizing the accomplishments of women the world over, the sharing of stories, raising awareness against bias, taking action for equality, and celebrating women's achievements.

#BalanceforBetter is about tackling ingrained biases that limit women in the world, in workplaces, in politics, and even in their own homes.

The guest speakers at the NSFL IWD 2019 breakfast included Canadian Senator Wanda Thomas Bernard, a highly regarded social worker, educator, researcher, community activist and advocate of social change, and Magali Picard, the National Executive Vice-President for the Public Service Alliance of Canada and an organizer, educator, political and social activist. Helen King, PSAC member, activist and community advocate, was named Sister of the Year at the event.

Special thanks to the event sponsors, NSGEU and PSAC, and to the NSFL Women's Committee for organizing the event attended by many in the labour movement and extended communities including NSNU members, staff and Board of Directors representatives.

As a member of the NSFL Women's Committee, Maria Langille, NSNU VP of LPN/Grad was on hand with her fellow Committee members.

The NSNU is proud to represent thousands of women, whom we commend for their strength, commitment and determination. Happy International Women's Day.



Some of the NSNU attendees included: Patti Humphries, LRR, Jen Thiele, VP Central Region, Chris Van Zoost, VP NSNU, and Chris Albrecht, NSNU Executive Director.



NSFL Women's Committee from left to right – Nicola Boone, CUPW, Rhonda Doyle LeBlanc, CUPE, Maria Langille, NSNU, Nadine Arnold, NSTU, Donna MacGregor, NSGEU, Jackie Swaine, SEIU, Kelly Ritcey, IAM & AW, Sharon Hubley, CUPE, and Suzanne Stewart, SEIU



From left to right: Jackie Swaine, SEIU, Jody MacPherson, PSAC, Helen King, PSAC (Sister of the Year 2019 Recipient) and Rhonda Doyle LeBlanc, CUPE

Nurse Practitioner Education Incentive

Submitted by the Nova Scotia Health Authority

Nova Scotia Health Authority is seeking, for some regions, experienced Registered Nurses (RNs) who are committed to life-long learning, the nursing profession and their local community. The Nurse Practitioner Education Incentive is designed to help support RNs to obtain advanced education as Nurse Practitioner (NPs). Graduates of this educational opportunity will work in areas of the province that have demonstrated difficulty with recruitment and retention of NPs in primary care.

Successful candidates must be employees of NSHA or be willing to become employees. As a successful candidate, you will receive full-time RN salary, up to RN 2 year 5 salary classification, during the time you are a student and completing classroom and clinical requirements on a full time basis. During the months of July and August, when on summer break, you will be expected to return to your former RN role and work regular hours.

Successful candidates must commence work as a full-time NP in a specified geographical area within four months of completing the program and agree to a five-year return of service (ROS) (based on 2.5 years for every year of full time salary reimbursement).



Dalhousie University's full-time NP Family All Ages program is the only program that qualifies for the NP Education Incentive at this time. To be eligible for the September intake, applications must be submitted to Dalhousie University's NP Family All Ages program by no later than April 1st, 2019. Dalhousie will have e-learning distance education options to facilitate participation of RNs from all areas of the province.

To learn more about this opportunity, including qualifying criteria and how to submit your Expression of Interest form, please visit nsnu.ca/NPIncentive.



Pink Shirt Day: Anti-Bullying Movement

On February 27th, people were encouraged to practice kindness and wear pink to symbolize that bullying should not be tolerated.

This movement was inspired by the actions of two high school boys from Nova Scotia. In 2007, they witnessed a fellow student being bullied for wearing a pink polo shirt on his first day of school. The next day, these boys wore pink as a show of support.

Since then, Pink Shirt Day has grown across Canada to symbolize that we, as a society, will not tolerate bullying.

The NSNU Board of Directors wore pink when they met on the 27th in solidarity with others who stand against bullying.



Janet Hazelton and nurse volunteers Eileen McIntyre, Laura Lee Sharpe, Darlene Aucoin and Board Member Gerri Oakley handed out out NSNU swag to members attending the game



Screaming Eagles Welcome NSNU Members on March 3



Janet with the CBRH 3A nursing team - "Hockey & 3A Nurses in Rhythm"



NSNU VON members brought along their own creative sign for the game!

NSNU president, Janet Hazelton was on hand for the March 3rd game between the Screaming Eagles and the Moncton Wildcats during the second annual Nurse Appreciation event hosted by the Cape Breton team.

Janet met with NSNU members and other hockey enthusiasts before the official puck drop. Many nurses were in attendance to cheer on the Eagles.

Although Moncton won this game, the Eagles won over the NSNU for the warm reception shown to our members. Thank you to Cape Breton Screaming Eagles for your hospitality and support.



Cooper, grandson of NSNU member Darlene Aucoin, shows off his "Proud Nurse" banner at the game



Get Your NSNU Merch for Nursing Week



Cheryl Barker with her granddaughter, Alexis

It may be hard to believe, but National Nursing Week (NNW) is just around the corner. Taking place May 6-12, NNW celebrates the work done by nurses in all avenues of health care – acute, long-term and community care.

During Nursing Week, locals often give NSNU merchandise as gifts to their members. The NSNU store includes a variety of clothing, children's items (like the precious "My Nana's a Nurse" t-shirt pictured left), barrel mugs, keychains, lanyards and so much more. Members are invited to come to the NSNU office to view our inventory, or visit nsnu.ca/merchandise to see a selection of our offerings.

Locals that wish to give NSNU merchandise are asked to get your orders in by Friday, April 12th. Large merchandise orders can be picked up from the Union office, or from the Merchandise room at the AGM (MacLeod A). You can purchase gifts for your local during the AGM, however we cannot guarantee quantities for large orders.

The NSNU cannot mail out merchandise to members or locals. If you would like to place an order or arrange a shopping date, please contact Coleen.Logan@nsnu.ca.

Share Your Nursing Week Photos

As always, the NSNU is pleased to provide each local with \$100 to assist with your NNW celebrations. Be sure to take lots of photos and send them in to coleen.logan@nsnu.ca so we can feature your celebration in the May issue of *What's Nu?*.

**GREAT
DEALS**

Have you seen the Discount List on the Members' Only page of the NSNU website?

Check in frequently for new offers from local businesses and vendors, and be sure to keep your NSNU member card on hand to take advantage of great deals.

Contact us if you require your login or a new member card.

1-800/902-469-1474
nsnu.office@nsnu.ca

Featured Deal!

The logo for Mark's, featuring an orange square followed by the word "Mark's" in a bold, black, sans-serif font.

One of the many great discounts available to NSNU members is the **Mark's Work Wearhouse** card.

Mark's cards offer a 20% discount on Health Pro Merchandise, and a 10% discount on select Denver Hayes products, health wear, anti-slip footwear and more.

Mark's cards are provided to NSNU locals for distribution to members, and are included in every New Member Kit. If you have not received a Mark's card, please reach out to your local president.



Supporting NSCAD Faculty

On March 1 Faculty and librarians at the Nova Scotia College of Art and Design walked off the job after negotiations broke down with their employer. During the strike, NSNU Vice President Chris Van Zoost and other members made their way downtown to join the picket line in a show of solidarity with the Faculty Union of the Nova Scotia College of Art and Design (FUNSCAD).

It was announced on March 11 that the Union and Employer had agreed to participate in a mediation/arbitration process to come to an agreement, effectively ending the strike.

We wish our brothers and sisters in FUNSCAD a fair and speedy resolution.



NSNU Proud at the Scotties: Lisa Burchell, Jo Anne Allen, Darlene Aucoin and Laura Lee Sharpe

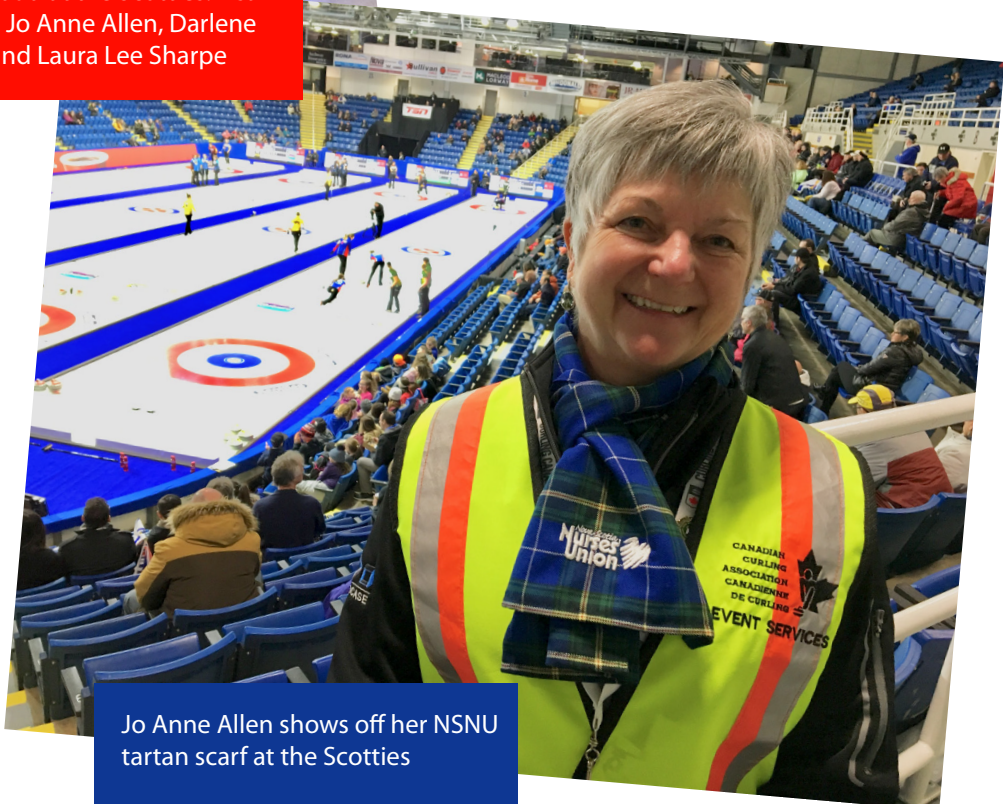


NSNU Members Take Volunteering to Heart!

Sydney, Nova Scotia was rocking and rollin' (even more than usual) from February 16-24 as Centre 200 staged the 2019 Scotties Tournament of Hearts, Canada's national women's curling championship.

Sixteen teams who dreamed of wearing the Maple Leaf at the world championship provided the heart-pounding action while off ice, locals and visitors alike cheered them on.

Known for its social scene as much as its unique history and athleticism, the games attracted fans from every walk of life. And, with Centre 200 just a stone's throw - pun intended - away from Sydney's best bars and eateries,



Jo Anne Allen shows off her NSNU tartan scarf at the Scotties

the venue and Cape Breton locale did not disappoint.

On hand for much of the action were NSNU members who volunteered to help host the 1st class event.

Congratulations to Chelsea Carey and Team Alberta who overcame a

5-1 fourth-end deficit by stealing five points over the last six ends, including two in the 11th, to defeat Rachel Homan and Team Ontario 8-6 to win the 2019 championship.

Savings you'd stick your head out the window for.



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STAY Connected

Are you working for a new employer or a different facility? Have you changed your address, phone number or email? If so, you may be missing out on important Union communications.

To update your personal information please contact the NSNU office at:

**1-800 / 902-469-1474
nsnu.office@nsnu.ca**



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