

# what's **nu?**

May 2019



## Nursing Potential

NSNU releases new report, *Nursing Potential: Optimizing Nursing and Primary Healthcare in Nova Scotia*

More than 300 members come out for NSNU Annual General Meeting and Education Day 2019

Highlights from National Nursing Week celebrations across Nova Scotia

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# President's Notebook

Janet Hazelton, BScN RN, MPA

## Nursing Potential

### Optimizing Nursing and Primary Healthcare in Nova Scotia

To coincide with National Nursing Week, the Nova Scotia Nurses' Union released the findings of a year-long research project on May 7. The sweeping report, titled *Nursing Potential – Optimizing Nursing and Primary Healthcare in Nova Scotia*, examines how nurses can work to their full scope of practice while helping to build better access to care across the system.

Recognizing that Nova Scotia has the highest burden of chronic disease in the country and high wait times for primary and emergency care, and understanding that a highly-functioning primary healthcare system has the ability to alleviate systemic pressures, the NSNU embarked on a study to identify strategies to build a robust primary healthcare system, making optimal use of nurses' advanced skills and education.

The authors, NSNU staffers Paul Curry and Justin Hiltz, and NSNU member Ashley Buckle conducted surveys, focus groups, a literature review and had many conversations with key informants, the public and nurses regarding how to improve access to care across sectors. Our members and other experts in the field told us that including more nurses in areas of care where they are underutilized, and enabling nurses to work more fully to their scope of practice, will result in better outcomes for patients.

In addition, nurses on the front lines of care said patients need a system that addresses the social determinants of health while providing preventative care, chronic disease management, and health education, reducing the need for emergency and hospital care – all of which can be achieved through primary healthcare mechanisms.



Janet Hazelton responds to media questions during the May 7th news conference



Janet Hazelton joins Tom Murphy on CBC Evening News to discuss the report after being selected as Newsmaker for May 7



NSNU member Santina Weatherby, NP, offers media her perspective on the *Nursing Potential* report

The Nurses' Union believes that with registered nurses, licensed practical nurses and nurse practitioners practicing to their full potential, the public benefits more from nurses' expertise and care. True reform requires a re-imagining of the system. It should be proactive and preventative, based on collaboration, providing care when and where people need it. When we recognize nurses' potential, we will improve access and provide better care.

The 127-page report contains 35 recommendations, guiding principles on how to increase access, optimize scopes, and provide holistic, collaborative care with nurses playing an integral part in the solution. The report breaks the recommendations into four categories – system dysfunction, system design, education, and work-life and workforce.

Thank you to all who took the time to participate in surveys, focus groups or acted as consultants on the project. NSNU locals will be receiving copies of the book, which can also be accessed online at [nsnu.ca/NursingPotential](http://nsnu.ca/NursingPotential).

## Save Our Services Rally

Heavy winds and rain could not keep close to 100 activists from gathering outside Province House on Wednesday, April 3 as they called for more support for public services, like health care.

The Nova Scotia Federation of Labour hosted the Save Our Services rally to voice the concerns of thousands of Nova Scotia union members.

Nova Scotia Nurses' Union president, Janet Hazelton said the budget tabled the week prior to the rally addressed some concerns, but it isn't enough.

Private and public unions and their supporters came together to call on government to fix issues in health care and education, provide more care for seniors and increase long-term care beds, and stop downsizing and privatizing public services.

The NSFL's message was loud and clear: a strong, united labour movement will fight to protect public services provided to all Nova Scotians by dedicated workers.

The Federation also calls on the government to give unions a place at the table and rely on our expertise and ideas to help with problem solving.



Wind and water have never been enough to sideline Janet Hazelton, who spoke during the April 3rd rally



## Overtime Decision Reversed But Pending

On April 15, at the 43rd Annual General Meeting of the NSNU, president Janet Hazelton called on the Minister of Health and Wellness, the Honourable Randy Delorey to reverse controversial overtime language, at least until a policy grievance goes to arbitration.

Up until February 1st, overtime rates for nurses were paid for additional shifts regardless of whether someone had taken sick time or a day off in the previous two weeks. Under the new collective agreement, overtime rates only apply once a worker has completed a full cycle of hours during the pay period.

The wording, as it still stands, was accepted practice for 15 years. This new interpretation was met with outrage from nurses working in a system surviving on the backs of those willing to accept overtime.

In protest, some nurses started turning down overtime shifts for fear

of working 24-hour shifts without relief and on principle, a principle nurses hope will force government to take the shortage issue more seriously.

On April 25th, Carmelle d'Entremont, the NSHA's vice-president of people and organizational development reversed the decision, temporarily, to allow the health authority some time to work with the unions on a resolution.



Janet Hazelton presses Randy Delorey on acute care overtime during the AGM

The health authority has reverted to the former overtime system until the grievances are resolved — either between the two sides or with the use of an arbitrator.

In the meantime, nurses who are willing to work extra shifts will be paid appropriately whether they take ill or take time off at any point in their regular schedule.



Janet with media following the reversal on the overtime decision

## Nurse Shortage Prompts Rally at Eastern Memorial



A sizeable group of rally-goers outside Eastern Memorial Hospital

Nursing and physician shortages continue to plague hospitals and emergency departments across Nova Scotia. It was recently announced that Eastern Memorial Hospital has changed hours of operation to a 12-hour day because administrators are unable to ensure 24-hour coverage.

This change is disheartening to the small town of Canso, which relies heavily on the hospital for regular access to health services, and in-patients who require 24-hour support.

On Sunday, May 12th Eastern Memorial closed for the first time in 44 years as a result of a nursing

shortage. Nurses and community members gathered together for a rally outside the facility, calling for more resources and stronger efforts to provide adequate staffing.

Community leaders and activists have gone so far as to raise money to incentivize healthcare workers to locate in the town. Talks with government, the community, the health authority and hospital administrators are planned to further explore potential solutions.

NSNU president Janet Hazelton travelled to Canso to participate in the rally, showing support for members who work at the facility.

# Nova Scotia Nurses' Union Voices Concern for Nurses and Patients

In late March the Nova Scotia Nurses' Union called attention to escalating concerns voiced by nurses across the province pertaining to nursing shortages, vacation denials, overtime, unfilled job vacancies and other impediments to providing quality care and acceptable work environments.

Nurses represented by the NSNU working in 38 hospitals across Nova Scotia are particularly concerned about the higher-than-normal overcrowding of emergency departments and shortages in other critical care units, especially in rural areas. The system is currently under great pressure making it more difficult to retain nurses and allow those who remain to practice in safe work environments.

On top of that, blanket vacation denials have had a demoralizing effect on overworked staff who, like other Nova Scotians, deserve to know when and if they will receive vacation time they've earned and are entitled to.

"Contrary to recent comments in the media, nurses are telling us that there is a shortage and we agree with that assessment," says Janet Hazelton, president of the NSNU. "Based on the occurrence of 24-hour shifts, travel nurses, nurses working short, and closures, we respectfully disagree with those who claim this isn't an issue – we either have a nursing shortage or staff are not being utilized properly."

The Department of Health and Wellness does not support the shortage theory. On paper, the numbers are in line with staffing

standards. However, reports from nurses, both anecdotal and documented, put that evidence into question. The Department also promises to hire every new grad this spring – too late, says the NSNU, for staff who are presently struggling to cope.

"If nurses we represent in thirty-eight hospitals say the matter is critical, we believe them. We have been gathering our own data, all the while telling the Health Authority that the situation is serious. Seventy-seven per cent of our emergency department nurses say they are not optimistic about the state of EDs in Nova Scotia," says Hazelton.

Hazelton says that Nova Scotia is unlike other provinces in the country because we have the highest levels of chronic disease and the oldest population. Meeting the health needs of Nova Scotians likely requires higher than standard staffing levels in order to address these issues, especially during the cold and flu, and slip and fall season.

She also says that hiring all new grads each year is not enough as it takes time to orientate them. In the meantime, we have an immediate need for more nurses in some geographical areas, and critical care units like emergency departments. More must be done to recruit permanent fulltime nurses instead of relying on a temporary workforce (travel nurses) which is not a steady resource.





# Nursing Act

Janet Hazelton, NSNU president spoke at Law Amendments about Bill 121 – *Nursing Act* on April 8th.

The Bill allows the merger of the Colleges of Registered Nurses and Licensed Practical Nurses. This is important and necessary legislation. The Bill sets the framework for the two colleges to work as one for LPNs, RN, and NPs while recognizing nurses' dynamic scope of practice and representing the interests of Nova Scotians.

In addition, the new *Act* removes the requirement for nurse practitioners to have a formal relationship with a doctor before they are allowed to practice.

The Nova Scotia Nurses' Union says collaboration is required for all health-care workers, yet it's only nurse practitioners who have had the requirement of a formal agreement with a doctor before they can practice.

The NSNU maintains, the requirement has been a barrier to providing care, particularly in remote and rural areas where it's sometimes difficult to attract or keep doctors.

The Nurses' Union thanks the nursing colleges for engaging in meaningful consultation leading up to the introduction of this Bill.



Janet Hazelton spoke to this issue during Law Amendments, and followed up with the media on the Union's position



## Acute Care Collective Agreement Forum

NSNU members representing 38 acute care sites across the province met in Truro on April 18 at an Acute Care Collective Agreement Forum to discuss the latest contract.

This was the first-time nurses working in hospitals from one end of the province to the other were able to meet face-to-face to review the agreement.

Since the implementation of the deal on February 1st, local leaders and labour relations representatives have had time to evaluate the application and interpretation of the language. NSNU nurses used this opportunity to collectively voice concerns they may have, provide feedback from their locals, and ask questions.

The session was moderated by Janet Hazelton, NSNU president and Chris Albrecht, NSNU Executive Director and Chief Negotiator of this acute care agreement.



Janet Hazelton addresses acute care presidents and designates



CFNU Policy and Research Specialist Carol Reichert with Janet Hazelton at the PTSD conference

## National Conference on PTSD

The National Conference, Working Together to Inform Canada's Federal Framework on PTSD, took place in Ottawa on April 9 and 10. The meetings were in response to the *Federal Framework on Post-Traumatic Stress Disorder Act* that came into force in 2018.

Experts from across the country, including people with lived experience, shared their knowledge and views in order to help track PTSD and its social and economic costs, better promote and share guidelines and best practices, increase awareness, and improve diagnosis, treatment and management.

The *Act* required the Federal Minister of Health to convene a conference with the Ministers of Defence, Veterans Affairs and Public Safety and Energy Preparedness, as well as provincial and territorial representatives responsible for health, reps from the medical community, and patients' groups, to inform the development of a comprehensive federal framework on PTSD.

Janet Hazelton, NSNU president and Linda Silas, president of the CFNU attended this invitation-only event.

Keynote presenter, Lieutenant-General (ret), The Honourable Romeo Dallaire became one of the first in the Canadian Forces to break the stigma by speaking publicly about his injury and treatment.

The Conference included educational workshops, expert-panel discussions, break-out sessions and other presentations on this important subject to which nurses are not immune.

The federal framework will be completed in December 2019.

## NAOSH Week Conference Hosted in Sydney

The 2019 North American Occupational Safety and Health, or NAOSH week, took place from May 5-10. Throughout the week, events and seminars were held, many targeted toward employers and industry leaders who are tasked to improve health and safety in Nova Scotian workplaces. After a year with an unusually high number of tragic work-related deaths, this topic remains as timely and important as ever.

On May 10th, NSNU president Janet Hazelton participated in a panel discussion entitled "Taking Action on Workplace Violence in Healthcare." The panel was part of the Nova Scotia Health Authority's annual NAOSH Week Conference in Sydney.

In 2006-2007, in collaboration with other unions, Janet lobbied for protections from workplace violence. The campaign, Workplace Violence – It's Not Part of the Job, was successful in securing formal regulations under Section 82 of the Nova Scotia *Occupational Health and Safety Act*.

Janet was a co-presenter on the panel with Shauna Wilcox of Unifor and Andrew Heighton from NSHA.

Organizations must strive to address compassion fatigue, burnout, and workplace safety. Janet Hazelton told the audience, "we need effective information sharing between sectors, especially regarding violent patients".

It is up to unions, employers, employees, government and the general public, to ensure workplace safety. Everyone has the right to go to work, and return home safely at the end of the day.



Andrew Heighton, Janet Hazelton and Shauna Wilcox participate in a panel discussion on workplace violence



# NSNU President Attends PEINU AGM

NSNU president Janet Hazelton travelled to Summerside, PEI for the Prince Edward Island Nurses Union's 2019 Annual General Meeting on April 30th. There, she served as a representative of the Canadian Federation of Nurses Unions' National Executive Board, and also as parliamentarian.

During the event, members of PEINU participated in business sessions, passed resolutions and listened to engaging guest speakers, including Linda Silas, president of the CFNU. Janet also spoke, bringing greetings from the board, members and staff of the NSNU, and discussing some of the issues facing nurses in Nova Scotia.

Thank you to PEINU president Mona O'Shea for extending the invitation for Janet to come to the event again this year, and congratulations to PEINU on another successful Annual Meeting.



Maria Richard (NBNU VP), Mona O'Shea, Linda Silas and Janet Hazelton

## Standardized Uniform Check-Up Reinforcing Visual Unity

It has been eight years since the NSNU introduced standardized uniforms for nurses working in acute care. The uniform, a white top and black pants, has been included in several consecutive acute care collective agreements to ensure nurses are visible and easy to identify in the workplace.

It is important to note that our contract language specifies that nurses are to wear white tops with black pants, and no other variation of this combination – in particular, black tops are not in keeping with contract requirements. It is important to maintain uniformity in the workplace so as not to cause confusion.

Nurse visibility is as important today as it was when this initiative was launched. Patients and families are able to immediately identify nurses

in a sea of scrubs, which makes it easier for them to seek out the correct health care professional for their needs. Further, white and black uniforms make it apparent when nurses on any given unit are working short staffed, a problem that persists in our provincial health care system. When patients and families can see that nurses are in short supply, more pressure is put on government and employers to improve staffing levels.

Over the past several years numerous provincial nurse unions across Canada, and many NSNU long-term care locals, have opted in to the white and black, further cementing this iconic look as that of a "nurse". The NSNU remains proud of this policy that has improved the visibility, safety and professional image of our members.



# Western Zone Service Payouts

At a time when there are fewer good news stories in health care than bad, we have some positive info to report.

As a result of a policy grievance filed by the NSNU and other Unions at the Valley Regional Hospital, there has been a big win for members working in that region who did not receive accurate compensation while on leave.

The Nurses' Union received information from Western Zone

regarding calculations due to maternal, parental and adoption leave that were not included in the initial calculations for employees in that Zone. This re-calculation is specific to the Western Zone practice as all other zones included these leaves with the initial service payout.

At a glance, nurses and others affected by the miscalculation are entitled to, in total, more than 450 weeks of extra pay for service payout. That works out to be an estimated \$700,000 shared amongst all those

involved, including other healthcare workers.

Impacted NSNU members should have been notified by now via an NSHA email of the additional amounts and, if they are currently on a leave, a letter has been mailed.

Congratulations to our labour relations representative, Patti Humphries, and thank you to the nurses in Western Zone for your patience as this matter was resolved.

## Bidding a Fond Farewell and Bon Voyage!



Verna Harrie

It's all sunny days and beachy cookouts from here on out for NSNU Accounts Receivable representative, Verna Harrie, who clocked in for her final day of working life on March 29th. After a long and distinguished career, Verna has officially retired.

For almost two decades Verna brought her talents and humour to the NSNU. Always quick with a joke, she was the person whose sharp wit brought laughter to every staff meeting.

Verna prided herself on delivering quality work in a challenging role. At year end she made it her mission to account for every penny that passed across her desk – once she brought in a quarter to make up for the discrepancy.

Verna now plans to split her time between her home here in Nova Scotia, and a family vacation spot in Florida, embracing her long-held desire to be a "snowbird".

We wish Verna a long and happy retirement. Her unique brand of humour, accounting talents and attention to detail will be missed.

Stepping into Verna's shoes is B.L. Moran. Originally hailing from Prince Edward Island, B.L. has brought her talents to the NSNU from a previous position at the Nova Scotia College of

Art and Design. She has a Bachelor of Business Administration from Mount Saint Vincent University and many years of experience in the field. We are lucky to have her on the team.



B.L. Moran



## Day of Mourning



Janet Hazelton laid this wreath on behalf of the NSNU during the 2019 Day of Mourning ceremony in Halifax

On April 28th, Canadians paid tribute to workers who have been killed, injured or suffer from illness due to workplace related hazards and incidents. This annual event serves as a reminder of the importance of health and safety in the workplace.

NSNU president Janet Hazelton attended a wreath laying event at the Nova Scotia Legislature in Halifax to pay respects on behalf of the Union and our membership. She was joined there by fellow advocates for workplace safety, family members of those who have been injured or killed at work, and mourners from all walks of life.

In 2018, more than 24,000 Nova Scotians were injured on the job, including approximately 5,800 who were injured seriously enough to lose time from work. Sadly, 26 Nova Scotians died because of their job last year - 14 from acute traumatic injuries and 12 due to occupational diseases or conditions stemming from previous events or exposures in the workplace. A further 14 Nova Scotia workers died from health-related reasons while at work, which may or may not have been directly related to their work. The province had the most deaths on record since 2013, the year of the Miss Ally fishing tragedy.



Janet Hazelton had extraordinary experiences with the Stephen Lewis Foundation in South Africa and eSwatini (formerly Swaziland)



## The Stephen Lewis Foundation Outreach in Africa

Janet Hazelton, NSNU president had the great pleasure of participating in the Stephen Lewis Foundation (SLF) event in South Africa and eSwatini (formerly Swaziland) in March 2019. In 2017, CFNU and its member organizations entered into a 3-year funding partnership with the Foundation to provide \$134,000 annually.

The SLF works with community-level organizations which are turning the tide in Africa by providing care and support to women, orphaned

children, grandmothers and people living with HIV and AIDS. SLF partners with and funds community-based organizations in the 15 African countries hardest hit by the AIDS pandemic.

The SLF has a long history of partnership and collaboration with the Canadian union movement.

Janet was honoured to make the journey and to lend her healthcare knowledge and expertise.



# AGM 2019 Highlights

The Nova Scotia Nurses' Union held its 2019 Annual General Meeting from April 15-17 at the Glengarry Best Western Hotel in Truro. More than 260 members attended the event, 300-plus on Education Day, which featured routine Union business, guest speakers, reporting, resolutions and more.

## Minister Delorey in the Hot Seat

The AGM began with an informal Q&A session with the Minister of Health and Wellness, Hon. Randy Delorey. Minister Delorey brought greetings and offered updates on health care initiatives before he was asked to focus on specific issues identified by the NSNU.

Of note, the Minister was questioned about the impact of changing the interpretation of overtime contract language which caught the attention of members and media alike.

We thank Minister Delorey for taking the time to be with us and look forward to ongoing dialogue with government and the NSHA over the next 12 months.

## Reports and Resolutions

One of the primary functions of the Annual General Meeting is to discuss important business and vote on resolutions that aid in the governance of the organization. This year, members were presented with seven resolutions submitted by the Board of Directors and members at large. Most resolutions were carried. The resolutions sparked interesting and well deliberated debate – a nod to the process and the engagement level of NSNU membership.

Reports were tabled by the President, the Finance Committee, our Counterparts within the CFNU, and president Linda Silas, as well as other affiliates.

Additional meetings were held for 1st Time attendees and members 35 and under.



Minister of Health and Wellness, Randy Delorey addresses members during the AGM



Edson Castilho, RN, speaks in support of a resolution



Duana d'Entremont, NP, offers an opposing view on a resolution



Members from Valley Regional Hospital caucus prior to voting on a resolution



# Guest Speakers at the 2019 AGM



Hassan Yussuff, CLC

One of the highlights of the AGM is the opportunity for members to hear from notable guest speakers. This year we had an impressive slate of professionals representing nurse unions, labour and health care advocacy groups.



Linda Silas, CFNU

We were pleased to welcome Hassan Yussuff, president of the Canadian Labour Congress, on the first day of the AGM. Despite unexpected travel delays, Hassan made record time getting to Truro to bring greetings from the national organization and share what is being done in Ottawa and across the country to improve conditions for workers. Chief among his messages was the need to get out the vote in the upcoming federal election. A passionate and engaging speaker, Hassan's presentation was moving and invigorating, and served to energize the room on a day of business and heavy discussion.



Paula Doucet, NBNU

On the second day of the AGM, we welcomed leaders from our fellow nurse unions, as well as the president of the Canadian Federation of Nurses Unions, Linda Silas.



Mona O'Shea, PEINU

During Linda's presentation she touched on many topics, however her main theme was the nursing strike in Ontario that left Windsor-Essex public health nurses on the picket line for more than a month. After several failed efforts at the negotiating table, in mid-April it seemed that those nurses could be on strike for some time to come. Moved by the plight of their sisters and brothers in Ontario, NSNU locals in attendance offered donations to the cause, and challenged others to do so as well.



Danny Cavanagh, NSFL

Mona O'Shea, president of the Prince Edward Island Nurses Union and Paula Doucet, president of the New Brunswick Nurses Union also spoke briefly about some of the issues nurses are facing in their home provinces. What was made clear by their presentations was that regardless of where they are practicing, nurses in Canada contend with many of the same issues on the job, and nurse unions advocate for many of the same solutions.



Chris Parsons, NSHC

Later that day we welcomed Danny Cavanagh, president of the Nova Scotia Federation of Labour, and Chris Parsons, Regional Coordinator for the Nova Scotia Health Coalition, who discussed some of the initiatives their organizations have been working on over the past year, and some of the biggest issues facing workers and health care in Nova Scotia today.

That afternoon was dedicated to a keynote address by Richard Booth, an Assistant Professor in the University of Western Ontario's nursing program. Richard's fascinating presentation focused on how the advancement of technology affects nursing, and how the profession will have to adapt as health care technology continues to change. Richard was engaging and humorous while discussing some complex topics, keeping everyone in the room hanging on his every word.

Richard's central message was that with new technology, health care delivery will inevitably change, and nurses will have to remain diligent to ensure that change has positive outcomes for patients. Thank you to Richard for an excellent presentation that highlighted some of the things that nurses may be encountering in the not-so-distant future.

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



Richard Booth





# Education Day 2019

## Reconciliation and Nursing in Nova Scotia

Education Day 2019, held in Truro on April 17th, was a day filled with inspiration and learning. We welcomed Aboriginal members, elders and educators from various communities across the province to share their knowledge as healers, artists, historians and leaders.

With over 300 nurses in the room, they revealed the prejudices they face, the heartbreak that surrounds reconciliation, and the discrimination that still exists today. The conversations varied from how to establish and maintain respectful relationships between Aboriginal and non-Aboriginal peoples, to fostering awareness, acknowledging the harm that has been inflicted through ignorance, atonement for the causes, and action to change behaviour.

They related beautiful stories that enlightened and encouraged our non-Indigenous audience, while providing strategies for coping with intolerance.

The NSNU is overjoyed to have organized this forum featuring so many special presenters.

Thank you to Jean Martin, Catherine Martin and Elder Albert Marshall who led the group in prayer, a smudging ceremony and song. We thank Courtney Pennell, an IWK nurse, who performed an awe-inspiring traditional Mi'kmaw dance. Courtney later joined a panel discussion to examine reconciliation, healthcare and nursing in Nova Scotia that included Elder Marshall, and Athanasius (Tanas) Sylliboy, a registered nurse from Eskasoni First Nation who is studying to become a nurse practitioner. The panel was moderated by Natalie Clifford, the daughter of Catherine Martin and granddaughter of Jean Martin, who is a lawyer and communications consultant.

Dr. Margot Latimer, a professor in the School of Nursing at Dalhousie University and Diane Obed, a researcher and graduate of Dal's School of Social Work, reported on





## Education Day Continued

the subject of the Mi'kmaw experience in Nova Scotia, drawing on health care and social interactions.

Sister Veronica Matthews, a former registered nurse who is well in her 90's and a respected elder, is considered a trailblazer for her dedication to community health. She also spoke at the event.

Her notable work includes a diabetic program and clinic for the residents of Eskasoni which she pioneered in 1997, the first certified aboriginal diabetic clinic in Atlantic Canada. She's a founding member and honorary lifetime member of the Aboriginal Nurses Association of Canada. Sister Veronica's history in nursing is long and distinguished – her aunt was one of the very first Aboriginal nurses in Canada.

Catherine Martin, a member of the Millbrook First Nation in Truro, is an award-winning film maker, activist,

teacher, drummer and consultant who is also a 2017 recipient of the Order of Canada. Cathy took everyone on a journey told through stories, song, art and emotion. She beautifully wove her culture into teachings that chronicled experiences in both an Aboriginal and non-Aboriginal society.

The day ended with a humorous and informal conversation with Candy Palmater – actor, writer, lawyer, comic and advocate for the LGBTQ and Aboriginal communities. Candy gave an account of her Mi'kmaw upbringing in New Brunswick. She delivered a touching and motivational presentation that reminded everyone in the room to sometimes put their needs first – an act of kindness that nurses rarely gift to themselves.





AGM attendees offer a message of solidarity for Windsor-Essex nurses

## The Giving Spirit

Charitable giving is a staple of the NSNU annual meeting, and this year was no different. The incredible generosity of NSNU members was on display throughout the event as they donated financial and material resources to numerous worthwhile organizations.

### 50/50 and Gift Card Tree Draws

During Hospitality Night, held at The Engine Room in Truro, members participated in a 50/50 charity draw. Usually the winner of the charity draw takes home half of the cash put into the pot, but this year's winner chose to donate the winnings back to the worthy organizations who benefit from our AGM fundraising.

The following evening, during our annual Banquet and Dance, draws were held for four trees decorated with gift cards donated by locals. The cards represented a broad assortment of retail and dining options for the lucky winners to enjoy. All in, each gift card tree was valued at almost \$1000! With only four winners, the competition was fierce – and, of course, nurses are known for their competitive spirit.

Between the two events, NSNU members raised an impressive

\$4,133. 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.

### Helping Women and Girls

For several years the NSNU has held a drive during the AGM in which locals are asked to bring in feminine hygiene products to be given to the Colchester Food Bank. This year may have been the most successful to date, with a veritable mountain of bags full of products that are all too often forgotten in the donation process.

On Tuesday April 16th, Vera Faye, a representative from the Food Bank, joined us at the AGM to accept the donation and to inform members



Vera Faye and Janet Hazelton with the Food Bank donations

about the work they do, and why these products are so important. Women and girls in countries around the world, including Canada, routinely go without these most basic necessities because they are cost prohibitive. This can lead to missed time at school and work, and missed opportunities. Donation drives like the one held during the AGM help alleviate this issue.

### Donation Challenge

During her presentation, CFNU president Linda Silas spoke at length about the struggles of public health nurses in Windsor-Essex, Ontario. These nurses, members of the Ontario Nurses Association, walked off the job on March 8th after contract negotiations had stalled.

Moved to action by Linda's speech, NSNU members collectively raised almost \$20,000 in a matter of minutes for their strike fund, an inspiring show of solidarity and support.

The Windsor-Essex strike continued for several weeks after the AGM had concluded. After two full months on the picket line, nurses returned to work on May 10th with a newly ratified collective agreement.

Thank you, once again, to our AGM attendees and locals for your incredible generosity.



## NSNU Elevates Two New Members to Honorary Status

The NSNU Banquet is always a much-anticipated evening; a time to enjoy a good meal and great conversation, listen to music, dance, and witness the inclusion of new honorary members to our growing honor roll.

Each honorary member is a very deserving recipient. Each must be nominated by the board, a member or a local for their union activism, and be retired from the nursing profession for at least six months before their name is put forward.

Helen Uhlman, NSNU member and local president at HSAS – Fishermen’s/South Shore was called to the podium for a special presentation. She had the distinct pleasure of introducing Rochelle Furey as one of our newest honorary members.

Up until her retirement, Rochelle had a long history of union activism and supported her co-workers by holding such positions as Co-President of Local HSAS, President of HSAS,



Rochelle Furey

BUGLM Committee Member, and Chief Shop Steward. She attended numerous NSNU sponsored events throughout her career, always placing the union-movement high on her list of priorities.

Cheryl Barker, an honorary member herself, made her way to the podium for the second presentation. Cheryl introduced Heather McDonald as the final inductee of the night.

Heather was a dedicated and caring nurse who has worked at the IWK not

too long after she graduated in 1974. She retired from the IWK in 2017.

Heather was elected to the NSNU Board of Directors in 1988 when her youngest child was only six weeks old, and then elected Provincial President in 1996, holding that post until 2002. She made many outstanding contributions to the NSNU and to her Local.



Heather McDonald

Congratulations Rochelle and Heather on this much-deserved recognition.

## NSNU Welcomes Nursing Students to AGM



Latitia Pelley-George brings greetings on behalf of the CNSA

The NSNU is pleased to be able to welcome nursing students from programs across the province to our AGM each year. This year there were more than 20 students in attendance, representing all NSCC campuses, Dalhousie, St. Francis Xavier and Cape Breton Universities. The students were present for the duration of the Annual Meeting, as well as Education Day.

We also welcomed Latitia Pelley-George, Atlantic Regional Director of the Canadian Nursing Students’ Association. Members who attended Eastern Labour School in 2018 may remember Latitia as an insightful and engaging speaker.



A group of nursing students during the Banquet

The NSNU is always encouraged by the turnout of students at our event. They are motivated to learn about the realities of nursing and their place in the labour movement. The AGM provides an opportunity to hear from nursing and labour leaders, and for students to meet and network with established nurses who may become their colleagues.



Nova Scotia  
**Nurses  
Union**

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**PHOTO  
GALLERY**  
**AGM 2019**







The Future is Bright!

Nova Scotia Nurses Union

Nova Scotia Nurses Union

PROUD NURSE

Nova Scotia Nurses Union

The Future is Bright!



# 2019 Scholarship Recipients

*During the AGM the 2019 Scholarship recipients were announced. Congratulations to all who were selected.*

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

Nicholas Glen Stinson, son of Nicolle Marie Stinson (RN, Colchester Regional). BScN program at StFX.

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

Emma Walford, daughter of Dorothy Walford (RN, Twin Oaks). LPN program at NSCC.

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

Amy Patterson (LPN, Colchester Regional). Bachelor of Science in Nursing at StFX.

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

Joanah Eloisa Sigure Bernal (RN, Parkstone Enhanced Care). Gerontological Nursing Program from CNA.

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

Shawn Bramwell Goulding (LPN, St. Mary's). Accelerated LPN to RN program at StFX.

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

Athanasius Sylliboy, (RN, Cape Breton Regional). Master of Nursing - Nurse Practitioner program at Dalhousie.

## Education Day Follow-Up

Evaluation forms for Education Day can be filled out on the MyNSNU App under "My Activities". If you have not already done so, please take some time to complete the form and provide feedback about the event. Your opinions will help shape our plans for Education Day 2020.

In addition, Education Day certificates are also now available for download on the App.



## 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).

## Salary Replacement Forms and Expenses

Please be advised that any salary replacement or expense forms that you acquire while attending NSNU events or functions must be completed and submitted to the Nurses' Union within the same fiscal or calendar year. In other words, if you are eligible for salary replacement or expense claims for an event you attended in May 2019, the deadline to submit your forms for reimbursement is December 31, 2019.

We thank you for your cooperation.







## Celebrating National Nursing Week 2019

During the week of May 6 -12 the NSNU joined a chorus of voices praising nurses and thanking them for their hard work and dedication to patient care, as we observed National Nursing Week 2019.

The NSNU is proud to represent over 7,300 nurses in 38 hospitals, 63 long term care and residential care facilities, and community care nurses in all regions of the province, caring for the daily and sometimes complex needs of Nova Scotians.

This year the NSNU built our Nursing Week campaign around our new report, *Nursing Potential: Optimizing Nursing and Primary Healthcare in Nova Scotia*. While we celebrate all nurses this time of year, the NSNU was happy to be able to focus on this important, timely subject during a week when all eyes are on nurses.

The campaign included shareable content on social media, print advertising, a Tim's TV ad, and a new commercial – two versions on the same theme – which aired on CTV and Global Television and was seen in Cineplex Theatres across the province.

Once again, we were very fortunate to shoot at the Cobequid Community Health Centre. The NSNU appreciates the support shown for our organization by the Nova Scotia Health Authority in their willingness to assist us.

Our amazing cast and crew spent many hours perfecting shots and working to create a promotional piece we can all be proud of.

The NSNU would like to thank the following nurses for taking part: Janis Ritcey, Duana d'Entremont, Joanah Sigue Bernal, Melissa Humphrey, Stephanie Harvey, Ace Amor, Katherine Karganilla, Laurie Hirtle, and Susmy Thomas.

Here's what the commercial had to say.

*Today's nurses can change lives in more profound ways than ever.*

*Wherever nurses work closely with patients and other health care providers, they administer a high degree of care that keeps Nova Scotians well, helps reduce urgent care visits, and allows patients to stay in their homes longer and healthier.*

*When we recognize Nursing Potential, we build better access to care.*

*The Nova Scotia Nurses' Union is a proud advocate for Nurses and patients.*

We hope all NSNU members had a wonderful Nursing Week. Thank you for all that you do. It is a challenging career requiring compassion, confidence, courage and commitment in order to provide care to patients at their most vulnerable.



Even our youngest stars had a blast during production of the commercial





Deana Dixon is flanked by Fran Harper's family and her colleagues, including IWK local president Edson Castilho, as she accepts this well-earned award

## Francis Harper Memorial Award

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 commitment to improving the health of women and babies placed her in high regard.

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 enthusiasm for continuing education.

The 2019 recipient was presented with the award on May 10 at the

IWK's Annual Nursing Week Tea. The award was presented to Deana Dixon, RN.

Deana has held many leadership roles at IWK and within the union. She held the position of Local president for many years, worked with the BUGLM Committee, and has been a shop steward and chief shop steward.

Her dedication to the labour movement and the Nurses' Union has been demonstrated in her participation and attendance at countless AGMs, Eastern Labour School events, CFNU Biennial Conventions, and other NSNU sponsored workshops and sessions.

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

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

## NNW 2019 Celebrations

Thank you to our locals for sharing photos during National Nursing Week



Nurses at Hants Community Hospital really "put their heads together" for this shot!



Catherine Sorrey, donning her NSNU hat, whipped up a batch of cookies for her fellow 3A nurses at Cape Breton Regional





Nurses at Dykeland Lodge show their NSNU pride



Nurses at Cove Guest Home show off their NNW goodies following an NSNU Education Session



Thanks to VON Halifax for sending in this fantastic NNW group photo



Nurses are all smiles at Dartmouth General



Nurses at Windsor Elms put together this great collage with the caption, "Nursing is a Work of Heart"



This shot from Eastern Shore Memorial Hospital has everything we like in a party: nurses, a cake, a cute baby and NSNU Pride!





## Trade Unionist of the Year

The Nova Scotia Federation of Labour is seeking nominations for Trade Unionist of the Year. Nominees are individuals who have made significant and ongoing contributions to the Nova Scotia labour movement.

Nominees should meet the following criteria:

- They are a member or staff of an affiliated union who has not previously received this award.
- They are committed to furthering diversity and inclusion in the workplace and promoting social justice.
- They are a leader in advancing and advocating issues of the labour movement, with many years of service.
- They are passionate about breaking down barriers with legislative reforms, organizing campaigns and mobilizing members.

Your nomination letter should demonstrate how the nominee's leadership and activism has positively impacted the labour movement and/or community allies.

Please send the name and affiliation of the individual you wish to nominate to Joan Wark at [joan@nslabour.ca](mailto:joan@nslabour.ca) or to the NSFL office by Friday, September 27.



**CONVENTION 2019**

## NSNU Expression of Interest for NSFL Convention 2019 Local and Member-at-Large Participation

This year, the 50th Convention of the Nova Scotia Federation of Labour (NSFL) will be held at the Westin Hotel in Halifax from October 27-30.

The Nova Scotia Nurses' Union funds eight local presidents and two members-at-large to attend the Convention which offers workshops, networking and plenty of solidarity.

If your Local would like to send a representative to the event, please submit your local's name so that your president or co-president is eligible to attend. Eight locals will be drawn at random once the submissions have been received. Please ensure that your representative can get time off work to attend before submitting your expression of interest.

Those interested in attending the NSFL Convention as a member-at-large delegate can also submit their name for the second draw. This draw is open to all members.

The deadline to submit for both categories is June 28th. The draws will take place on Wednesday, July 3rd, at which time those randomly selected will be notified.

Please email your name and local, and the category to which you are submitting, to Lorna Myers ([lorna.myers@nsnu.ca](mailto:lorna.myers@nsnu.ca)).





# PRIDE 2019

The warmer weather can only mean one thing: Pride 2019 is just around the corner! The NSNU is excited to participate in the Halifax Pride Parade on July 20, marching alongside our friends in the Nova Scotia Federation of Labour.

Members who wish to join us are asked to contact Lorna Myers (lorna.myers@nsnu.ca) so we know to expect you and your group. Please include t-shirt sizes for all participants 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.

Members from the VON Colchester Local have arranged to have a float in this year's Truro Pride Parade on July 13. They are inviting members from across the province to join them in decorating the float and walking the parade route.

Float decorating will take place on July 12. If you want to lend a hand, reach out to Vanessa Richardson to confirm (vanessa.lynn.richardson@gmail.com).

Keep an eye on your email, MyNSNU App and social media for Pride 2019 updates. An up-to-date list of Pride parades can be found on the NSNU website at [www.nsnu.ca/pride](http://www.nsnu.ca/pride).

## Nova Scotia 2019 Pride Parades

**Amherst Pride Parade**  
June 15, 2 PM

**Truro Pride Parade**  
July 13, 2 PM

**Halifax Pride Parade**  
July 20, 1 PM

**Cape Breton Pride Parade**  
August 3, 12 PM

**Yarmouth Pride Parade**  
September 14, 3 PM



# Go For Your Dreams

By Darlene Burbridge, RN

I will be celebrating a huge accomplishment later this year when I start back to work as a registered nurse.

I started working at the Dartmouth General Hospital in November of 1999. In December 2007, I left my position as my three children required me to be home, full time.

As the years passed, raising a son who has autism became more difficult and returning to nursing became a distant memory.

Fast forward to 2017, and a fourth child later, my now grown son has been placed outside our home. As difficult as that was, the months that followed were worse and I became lost. I wasn't needed as much as a mom prompting me to return to my dream career, nursing.

Fast forward again to present day. I completed the Re-Entry program with the Registered Nurses Professional Development Center with flying colors at the age of 44! I returned to my job on 4 West in late March 2019 and have never been more excited.

Twenty years after graduating from Dalhousie University, I am an RN once again. I am very proud of my accomplishments because I did not believe I would be successful. I felt fortunate to have the opportunity to return to the profession. I put my heart and soul into it, full time, for the year.



Darlene Burbridge shows off some of her course materials

I was able to complete the ten courses, and thanks to the NSNU's contract, my position was waiting for me ten years later! Through all the many changes in nursing and advancements in technology, I am back and look forward to the next chapter of my life.

A special thank you Patti Humphries, NSNU labour relations representative, for helping me with my transition back to work.

## Johnson Grant Awarded to NSNU Member



For the second year in a row a member of the NSNU is one of five recipients of the Johnson Education Grant, awarded to individuals enrolled in post-secondary nursing programs. Congratulations to Norma MacDonald, an RN who works at Cobequid Community Health Centre, on this accomplishment. Best of luck in your studies.

Although the grant has been awarded, members can still apply for one of Johnson's 50 nationally awarded annual scholarships, worth \$1000 each. Scholarship details can be found online at <http://nsnu.ca/JohnsonScholarships>. The deadline to apply is August 12, 2019.



# Scholarship Program 2019

OPEN: April 1, 2019

*"Smells like  
an A+ to me"*



Johnson Insurance is proud to offer 50 scholarships, valued at \$1000 each, to eligible students completing high school in 2019 and starting post-secondary education in the fall.

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

**To learn more, visit [Johnson.ca/scholarship](https://johnson.ca/scholarship)  
[scholarshipfund@johnson.ca](mailto:scholarshipfund@johnson.ca)  
1-866-544-2673**

**Application Deadline: August 12, 2019**

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# Get Your NSNU Gear

The NSNU has a wide selection of merchandise available for purchase. Pick up something for yourself, or a gift for the NSNU member in your life who enjoys showing their Union pride!

View a selection of NSNU merchandise online or call the Union office to set up a shopping date.

[www.nsnu.ca/merchandise](http://www.nsnu.ca/merchandise)  
**1-800/902-469-1474**



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