



Safe Staffing

Saves Lives



President's Notebook

Janet Hazelton, NSNU President

This has been a busy fall, one which saw the election of a new government and new faces on the labour and health-care landscape. Still on the health care horizon is what our new government is calling the 'streamlining of administration.' Prior to the election the NSNU voiced concerns about the amalgamation of the District Health Authorities and the status of our members. It is now a certainty that there will be a reduction in DHAs. The Nurses' Union - as a strong and vocal health care advocate - is hopeful that the government will consult with our organization throughout the transformation process to the same degree as other healthcare stakeholder. Our goal is to help ensure that the transformation does not disrupt patient care nor is a distraction for our members.

In early October the Nurses' Union successfully negotiated a two year contract inclusive of a 5% increase (2.5 retroactive to November 2012, and 3% retroactive to November 1, 2013). Once the tentative deal was struck I traveled the province with our Chief Negotiator, Chris Albrecht to conduct Information Sessions regarding the new contract language. I would like to thank all the NSNU members who made time to attend the information sessions and provide feedback to our team.

Those contracts were ratified on November 13 with over 40 per cent participation in the vote (up 10% from our last tentative agreement vote) and over 95% support for all agreements from the acute care, long term care and VON sectors.

We are extremely pleased that our members, nurses in acute care, long term care and the VON have accepted their agreements. We are especially proud to say that we are the first Nurses' Union in Atlantic Canada to negotiate language addressing staffing issues which we anticipate will increase the number of nurses at bedsides. This is a victory for the NSNU, nurses and Nova Scotians.

The NSNU has been lobbying for Safe Staffing language in collaboration with the member organizations of the Canadian Federation of Nurses Unions (CFNU) for many years. NSNU will be modeling its process after the successful blueprint for safe staffing negotiated by the Ontario Nurses Association.



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Safe Staffing Saves Lives

Moving Forward with the Fight to Address Nurse Workload

In 2012, NSNU's Paul Curry co-authored a book entitled *Nursing Workload and Patient Care* with Dr. Lois Berry, Associate Dean at the University of Saskatchewan's School of Nursing. The book, commissioned and published by the Canadian Federation of Nurses Unions (CFNU), reviews decades of research that clearly demonstrates the relationship between the amount of nursing care a patient receives and health outcomes, including mortality rates, medication errors, shock and cardiac arrest and a host of other morbidities, not to mention finance-sensitive indicators like length of stay and nurse turnover. The lessons could not be any clearer – appropriate and safe staffing levels improve and save lives.

In September, 2012, members of the CFNU's National Executive Board, comprising nurse union presidents from across the country, joined the authors in presenting *Nursing Workload and Patient Care* to Canada's provincial and territorial Ministers of Health during their Council of the Federation meeting in Halifax. The nursing leaders urged the Health Ministers to address the growing problem of nurse workload in order to create healthier work environments for nurses and better outcomes for patients.

As noted in the book, addressing workload is an increasingly important issue for nurses across the country. In NSNU's last bargaining survey, nurses were asked about the leading causes of workplace dissatisfaction. Sixty-six percent mentioned workload and 59% mentioned insufficient staff, while only 33% mentioned wages. Similar results are found in nurse union surveys across the country. In light of

this, the CFNU's National Executive Board decided to offer a course on nurse workload during the Biennial Convention, June, 2013, in Toronto. The session was delivered by Jo Anne Shannon, a Professional Practice Specialist with the Ontario Nurses' Association, Amber Alecxe, Director of Government Relations with the Saskatchewan Union of Nurses, and Paul Curry from NSNU. The course examined the problem of nurse workload and its effects, and presented three leading

solutions: nurse-patient ratios, dynamic staffing models and independent assessment committees.

Each solution to nurse workload has its strengths and its challenges.

Recently, the NSNU Provincial Negotiating Committee achieved language with acute care employers for a strengthened workload reporting system and Independent Assessment Committees (IAC). Under the new process, if a workload ("clinical capacity") issue is not resolved at the Bargaining Unit General Labour Management

Committee (BUGLM) level, it is then forwarded to the CEO of the Health

Authority for a response. If the nurse and the union feel that the response remains inadequate, the matter can be referred to an Independent Assessment Committee comprised of equal parts representation from the union and the employer.

IACs were chosen as the primary vehicle for addressing nurse workload for a number of reasons. In the first place, they are designed to deal individually with each situation and are therefore more adept at addressing the various settings our nurses work in, from large tertiary hospitals to remote health clinics. Second, and relatedly, a committee can adequately assess and respond to the nuances of a work situation – the education and



September 28, 2012 Health Minister's Meeting in Halifax attended by CFNU

experience level of staff, the other health care workers present and so on. Most importantly, IACs were chosen because they have been tremendously successful for our sister nurse unions in Ontario, Manitoba, Saskatchewan and British Columbia. In those provinces, committee findings have served as a basis for increasing staffing levels, providing enhanced education and training, updating equipment, improving safety measures and much more.

The NSNU is now busily preparing resource material and education plans so that members can familiarize themselves with the enhanced process and use it effectively to address workload and related problems.



Safe Staffing Summit January 20

The **Safe Staffing Summit** will be held on Monday, January 20, 2014 at the Glengarry Best Western in Truro. This session will provide **education** on the new Safe Staffing contract language and enable the NSNU to obtain feedback on the process. Consideration should be given to nurses in leadership positions (i.e. Shop Stewards, Local, Executive Members, Committee Members) as they will be expected to provide guidance with regard to the new safe staffing provisions to their co-workers. The new Safe Staffing Toolkit will be unveiled at this meeting.

Locals are eligible to send **one member per 100 members or portion thereof**. The Provincial Union covers the cost of these representatives to attend.

An equal number of additional members per Local may attend at the Local's expense.

Please refer to the Listing of Locals sent with the information package to all table officers to determine how many members and additional members may attend from each Local. Like the AGM, we will hold a small local observer draw where the NSNU will provincially sponsor the second member of a small local based on how many locals do not send representation. Please submit your name and registration form for the draw via email to debbie.grady@nsnu.ca.

News from Cape Breton

Submitted by Lilo Wessels, Labour Relations Representative/Addictions Specialist

Highland Manor is located in beautiful Neil's Harbour, in the highlands of Cape Breton. The registered nurses of this long term care facility decided they wanted to belong to a professional nurse's union and in April 2013 the certification order was granted. Shortly thereafter, I met with the Nurses and we developed bargaining proposals for their collective agreement. We met with the Employer for bargaining mid October and negotiated their first collective agreement. I am happy to share with you that their Collective Agreement was signed exactly one month after the tentative agreement was reached. The Nurses, new to the Union and the negotiations process, did an awesome job and conducted themselves like bargaining pros. Job well done ladies!!

The Cape Breton Bargaining Unit Grievance and Labour Management committee (BUGLM) filed two Policy Grievances on the exclusion of Research Coordinator-Clinical Trials and Research Coordinator – Oncology - Clinical Trials. The Employer maintained their position and opposed the inclusion of these positions into the NSNU bargaining unit. Subsequently, the Union filed and was successful in achieving the Application for Amendment of Certification with the Nova Scotia Labour Board for the inclusion of the research positions.



Bargaining Update

Tentative Agreements that were reached in October between the Nova Scotia Nurses' Union (NSNU) and employers for VON, long term care and acute care nurses working in all District Health Authorities in the province have now been ratified.

Nurses in all three sectors will receive a 2.5 % increase retroactive to November 2012, and 3% as of November 2013. The acute care contract was ratified by 98% of those who voted. The long term care agreement was ratified by 95% of those who voted. The VON contract was accepted by 97% of nurses who voted on that deal.

The contract must be signed by the NSNU and all employer groups before retroactive pay can be processed and new pay scales are implemented. Please contact your HR or accounting department at your facility for updates on your payment status.

A Joint Education session will be held in Truro on Tuesday, January 21st for acute care NSNU delegates and employer representatives in order to review the contract language and educate our leadership and employer reps on contract interpretation and implementation. Meeting notices have been sent to all acute care locals regarding meeting logistics and registration. This meeting is open to Bargaining Unit Grievance Labour Management (BUGLM) members and Presidents in Acute Care.

The deadline for registration of both meetings is Monday, December 9, 2013.

The NSNU has given notice to our Canadian Blood Services employer requesting bargaining dates in the New Year. For Long Term Care Facilities not represented by Health Association of Nova Scotia (HANS) we are in the process of updating the Collective Agreements with the provincial language bargained with the Provincial Negotiating Committee for Long Term Care. The Collective Agreements will then be forwarded to the various Employers for review and request for signing.

The Nova Scotia Nurses' Union would like to thank the Provincial Negotiating Committee, your fellow co-workers, for their dedication to the bargaining process. Their commitment to achieving fair, realistic and relevant contract language for nurses should be commended.

Edson Castilho, RN – IWK

Rhonda Church, LPN - Long Term Care Component

Alaine Halliday, LPN - Northern Region

Karen MacDonald, RN - Western Region

Thomas MacKenzie, RN - Community Care Component

Janis Ritcey, LPN - LPN/Grad Component



Provincial Negotiating Committee - October 2013 negotiations

Charmaine Schofield, RN - Central Region

Laura Lee Sharpe, RN - Eastern Region

Chris VanZoost, RN - Vice-President

Janet Hazelton, RN – President

Jean Candy, RN - Executive Director

Chris Albrecht, RN - Chief Negotiator



Seasonal Influenza and Immunization Promotion

Flu season is upon us once again. The province has launched its annual campaign encouraging Nova Scotians to get a flu shot to protect themselves and others from influenza.

Getting a flu shot is a safe, simple and effective way to prevent influenza. It helps Nova Scotians avoid getting the flu themselves, and avoid spreading it to family, friends, co-workers and others.

The NSNU plays a pivotal role in advocating for voluntary immunization for health care workers. Getting a flu shot also helps protect people in their care, such as patients in health care settings and residents in long term care facilities. The Nova Scotia Nurses' Union is pleased once again to present a commercial promoting influenza immunization.

The NSNU would like to thank Olivia, Isabelle and Charles Curry, Alicia Bowman, Morgan Jamieson, Kerri Bogle and Roy Niven for their participation in the production. The NSNU also extends special thanks to Shannex – Glasgow Hall staff and residents for their patience and gracious welcome during our video shoot.

The flu shot is free for all Nova Scotians. It is available from your family physician or nurse practitioner, through clinics offered by Public Health Services, from most pharmacies across the province, and in some workplaces.

More information about the flu is available at novascotia.ca/flu.



CNSA conference a hit in Cape Breton

The Canadian Nursing Students' Association (CNSA) held their conference in Cape Breton in late September. CNSA is the national voice of Canadian nursing students. Their goal is to increase the legal, ethical, professional, and educational aspects which are an integral part of nursing. CNSA is actively dedicated to the positive promotion of nurses and the nursing profession as a whole.

Gerri Oakley, RN CBRH and NSNU Vice President of the Eastern Region, represented the Nurses' Union at the CNSA bringing greetings and messages of encouragement to those in attendance. The Nova Scotia Nurses' Union has had a regular presence at the conference over the years and was once again pleased to participate.

For over 40 years, CNSA has represented the interests of nursing students to federal, provincial, and international governments and to other nursing and health care organizations.

Members of CNSA have the opportunity to interact with other nursing students on educational, professional, and social levels. CNSA members connect with each other through annual national and regional conferences, CNSA member forums, Facebook, and Twitter.

The CNSA, with nearly 25,000 members, is an affiliate member of the Canadian Nurses Association (CNA) and Practical Nurses Canada, as well as an associate member of **the Canadian Federation of Nurses Unions (CFNU)**. The CNSA has a reciprocal relationship with Canadian Association of Schools of Nursing (CASN) and is a co-chair of the New Health Professionals Network (NHPN).



Gerri Oakley, VP of Eastern Region, RN Cape Breton Regional Hospital)



NSNU gives to Philippine Disaster Relief Fund

The Nova Scotia Nurses' Union, following in the footsteps of nurse organizations across the nation, contributed \$6,000 to a Philippine relief fund being collected by our national nurse union body, the Canadian Federation of Nurses Unions.

To assist those suffering from the devastation of typhoon Haiyan our Federal government has pledged to match, dollar for dollar, all monies donated by organizations and corporations across Canada until December 23rd.

Our members were thrilled to contribute to the cause. It was particularly moving to have two of our nurses, Ricardo Garcia and Maria Agcon from the Philippines, at the Council of President's meeting in Truro on November 18, speak to the tragedy from a heartfelt perspective. The NSNU named Oxfam as the recipient of the fund. Oxfam is a member of the Humanitarian Coalition, a joint appeal mechanism that brings together Canada's leading finance relief efforts in times of international humanitarian crisis.



From left to right – Chris Van Zoost, RN, VP NSNU; Linda Silas, RN CFNU; Maria Agcon, RN; Ricardo Garcia, RN; Janet Hazelton, RN, NSNU president)



Health-care workers in B.C. must get flu shot or wear mask, arbitrator rules

October 24, 2013

A British Columbia arbitrator has upheld a provincial government policy requiring health-care workers in the province to get a flu shot or wear a mask while caring for patients during flu season.

The ruling from the arbitrator says the policy is a valid exercise of the employer's management rights.

Arbitrator Robert Diebolt dismissed the grievance brought by the B.C. Health Sciences Association, which represents about 16,000 health-care workers.



President to President

In mid September, 2013 NSNU president, Janet Hazelton was invited to attend a conference in California on The Future of Corporate Reform. At this conference many notable authorities expressed their insight and expert opinions on topics such as corporate governance, the economy, global investment risks and opportunities, public fund fiduciaries, sustainable accounting standards, board diversity and oversight.

As the NSNU Trustee to the Nova Scotia Health Employees' Pension Plan (NSHEPP), Janet was exposed to diverse and interesting perspectives at the conference which are beneficial to her in that role. The Board of Trustees is responsible for the overall operation of the Plan. The Plan is administered in compliance with the Plan documents, Canada's Income Tax Act, and the Nova Scotia Pension Benefits Act.

Janet also had the pleasure of meeting one of the conference keynote speakers, the 42nd President of the United States of America, President Bill Clinton.



Holiday Greetings and Holiday Gratitude

The NSNU would like to thank all of the participants of the Holiday Greeting commercial shot at the IWK on November 21st.

Our members, hospital administration, our talent and fabulous production crew from RPM made this latest television production a breeze with their eagerness and natural talents. Special thanks to Wendy Walker, IWK Public Relations Advisor, for her invaluable assistance on this project.

The NSNU would especially like to thank Linda Silas, president of the Canadian Federation of Nurses Unions, Jen Thiele, RN (IWK), Olivia Curry, Jack Le Frank, and Edson Castiilho. Special thanks to Katherine van Nostrand, owner of Belmac Uniforms in Cape Breton, for selecting the uniforms worn in the commercial shoot.

During the holidays two commercials, similar in nature, were in rotation on local and provincial broadcast networks.



Nova Scotia Nurse Practitioner Recognized for his work



Dale Young, Nurse Practitioner, was recently recognized in a campaign by the Canadian Nurses Association entitled Nurse Practitioners – It's about time! Dale has been part of the Annapolis Collaborative Practice Team since 2012, and prior to that, his work with AVH included roles with Public Health, Addiction Services, and ICU. Congratulations Dale!

Nurse practitioners work in a variety of health care settings. In AVH there are six nurse practitioners, five of whom work within Primary Care Collaborative Practice teams and one who is part of the Stroke Team at Valley Regional Hospital. Within a team environment, they provide direct care to people of all ages, families, groups and communities. They diagnose and treat illnesses, order tests and prescribe medications. In addition, they teach individuals and their families about healthy living, preventing diseases and managing illnesses. In essence, nurse practitioners bring together the medical knowledge needed to diagnose and treat illnesses with the values and skills of nursing.

To learn more about nurse practitioners in Nova Scotia and to check out Dale's profile visit www.npnow.ca/campaigns.

Council of Presidents and Fall Component Meetings

On November 18, over 125 NSNU nurse leaders including local presidents, board members and other activists met in Truro at the Council of Presidents (CoP) meeting for a full day of discussion and debate.

On the “to-do” list was a recap of the ratification votes that had taken place a week earlier. And, although a Joint Education Session is planned for January 21st, there was much dialogue on new contract language.

Of particular interest is our new Safe Staffing initiative in partnership with our employers and our Independent Assessment Committees (IAC). This mechanism and model is already in place in Ontario. Vickie McKenna – 1st VP of the Ontario Nurses Association (ONA) - graciously spoke at length about their process lending words of encouragement to our nurse leaders as they embark on this new method of addressing staffing issues. The NSNU would like to thank Vicki for once again coming to Nova Scotia to share with us ONAs wealth of information and experience.

Linda Silas, president of the Canadian Federation of Nurses Unions was on hand to update delegates at CoP on ongoing nursing research and advocacy campaigns in which the national federation and Member Organizations (including NSNU) are currently engaged. As per usual, Linda enthralled the group with her motivational speech while inspiring those in attendance to continue to support and build on the nurses’ union movement across the country. Many thanks to Linda for her leadership and perpetual vision.

NSNU staffer, Dr. Paul Curry – Educator/Researcher/ Government Relations Advisor – provided an update on the progress being made on our Long Term Care study. A brief summation is contained in this newsletter on the subject.



Nurses from Cape Breton Regional Health and Lilo Wessels, LRR at COP



Vicki McKenna, ONA, Janet Hazelton, Linda Silas, CFNU



Council of Presidents Meeting, November 18



Community Care Component Meeting November 19

Jennifer Chapman, Community Care Vice President, led the Component Meeting held November 19 with her NSNU Staff Advisor, Chris Albrecht, Labour Relations Representative/Chief Negotiator. High on the agenda was the new injury prevention partnership between AwareNS, VON and the Workers' Compensation Board of Nova Scotia. The information presented on the new provisions was found to be useful and welcomed.

Although there was much to talk about throughout the session, the Community Care group also found time to discuss Clinical Capacity Reports, part of the new Safe Staffing initiative that is about to get underway across the province.



Long Term Care Component Meeting November 19

Sheri Gallivan, VP Long Term Care and Shannon Wark, NSNU Labour Relations Representative/OH&S Advisor held their education session on November 19th providing an update on LTC contract negotiations (led by the LTC Provincial negotiating Committee representative, Rhonda Church) and a review of the ongoing LTC study by Dr. Paul Curry.

The LTC group also made time for a wound care refresher course.



Licensed Practical Nurses/ Grad Component Meeting November 20

Under the leadership of LPN/Grad VP, Maria Langille the LPN Component met for a full day of informative discussion including a Leadership Education Session presented by Dr. Paul Curry, NSNU's Educator/Researcher/Government Relations Advisor. Other presentations included: Janis Ritcey – Acute Care Bargaining Unit Grievance Labour Management, Rhonda Church - Long Term Care Report, Tracy Polley - VON Update, Alaine Halliday - Provincial Negotiating Committee Report, and Cedric Thibault – Nova Scotia Federation of Labour Human Rights and Anti Racism Committee report.

Janet Hazelton was invited to address the component which led to a question and answer period that was invigorating and informative.



Maria Langille, LPN/Grad VP



Rhonda Church





Tracy Polley



Cedric Thibault



LPN/Grad Component Meeting November 20, 2013



LTC Under Pressure

Update on the NSNU Long-term Care Study

by Dr. Paul Curry, NSNU Researcher/Educator/Government Relations Advisor



The status of long-term care in Nova Scotia has recently received a lot of attention in the media. Over the past year, the Nova Scotia Nurses' Union has been conducting research and speaking with nurses to get a better picture of the nursing work-life in long term care and what we can do to improve both working conditions and the quality of resident care. Consultations with nurses in each of the Central, Northern, Western and Eastern regions have just been completed and this data will help round out a report the union is preparing on the status of long term care in the province.

The consultations revealed that the situation of nurses in long-term care is strikingly similar across the province. Nurses spoke about the public's lack of appreciation for seniors and the related lack of appreciation for long-term care nurses. They spoke of the frightening increase in behavioural issues and the consequent increase in the amount of violence and abuse experienced by staff and residents alike. Above all, they spoke of the dramatic rise in the acuity and complexity of resident care over the past several years, the physical and mental toll this workload is taking, and the ensuing emotional stress and burnout.

The NSNU is and will be pushing the government to introduce enforceable, evidence-based staffing standards in long-term care that allow nurses and allied health workers to deliver the high quality care that residents deserve. We will also be demanding that government and employers review the intolerable levels of abuse and violence experienced by residents and LTC nurses and to implement meaningful policies that protect residents and workers alike.

One nurse who participated in the consultations summed it up nicely, "As long as we fix their problems, it'll never get better." Nurses cannot simply continue to do more and more with less and less. Long-term care residents deserve quality nursing care, and our nurses deserve a work life that values their training and professional judgment and allows them to deliver this care.





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Canadian nurses met with provincial health ministers to promote Culture of Safety



TORONTO – October 4, 2013

Nurse leaders from the Canadian Federation of Nurses Unions (CFNU) and the Canadian Nurses Association (CNA) met with Provincial Health Ministers on October 4 to highlight the importance of establishing a culture of safety for frontline workers.

The prevention and control of infectious disease (including influenza), dealing with the realities of health human resources in the workplace, and the need to enhance public health and safety through an effective harm reduction approach were all discussed during the briefing which was followed by an open, productive discussion with the ministers.

During recent discussions with experts in public health, nurses stressed the need for collaboration between federal, provincial and territorial governments, employers, employees and all organizations representing health care providers. A need for an integrated system of planning and control to support the health and safety of health care workers, including nurses, and the different communities of patients who rely on their care was identified as a priority.

"Addressing this priority will be crucial to improving outcomes in Canadian health care facilities. Nurses already have one of the highest absenteeism rates in Canada, and this indicates that health care workplaces have reached a point that is not safe or acceptable," said Linda Silas, RN, President of the Canadian Federation of Nurses Unions.

"Ten years after the outbreak of SARS in Ontario, it is important that the lessons learned not be forgotten," said Linda Haslam-Stroud, RN, President of the Ontario Nurses' Association (ONA). "Ensuring that when an outbreak occurs we have enough nurses and frontline medical staff who are equipped with the tools they need to do the job could be the difference between containment and mass infection."

The CFNU and its provincial nurses' union member organizations presented the provincial health ministers with some important elements to consider for a comprehensive strategy to ensure that a culture of safety governs our health services, and that patients and health care workers are protected every day, not just in the event of an outbreak.

Nurses are committed to following up with the provincial health ministers to continue the dialogue to ensure a culture of safety in health care workplaces and communities across Canada.



Linda Silas, CFNU president



Linda Haslam-Stroud, Ontario Nurses' Association President



Put it in your calendar ~ Dates and Deadlines

The Annual Meeting, to take place at the Best Western Glengarry in Truro, is scheduled for four days, Monday, April 28- May 1, 2014. Noted below is the tentative structure of the Annual Meeting for 2014:



Monday, April 28

am meeting TBA
Component and Regional Meetings – afternoon

Tuesday, April 29

AGM – 8:30 am – 4:30 pm
Hospitality Event – evening

Wednesday, April 30

AGM – 8:30 am – 3:30 pm
Banquet – 6:30 pm – 12 am

Thursday, May 1

Education Day – Duration TBA



Deadline for Resolutions

According to the Constitution, Resolutions must be submitted to the NSNU Office 90 days in advance of the Annual Meeting. ***The deadline for Resolutions is Tuesday, January 28, 2014.***

Deadline for Scholarship Applications

Scholarship applications can be obtained by calling NSNU at (1-800) 469-1474 or accessing the forms online at www.nsnu.ca. ***The 2014 Scholarship deadline is Friday, April 11, 2014.***



Deadline for Honourary Members Submissions

If you wish to nominate a nurse to become an honorary member, forms and criteria can be obtained online at www.nsnu.ca or by calling NSNU at (1-800) 469-1474. Per NSNU Policy, honorary member submissions must be submitted to the NSNU Office 90 days in advance of the Annual Meeting. ***The deadline to nominate an honorary member is Tuesday, January 28, 2014.***

Deadline for AGM/Education/Component Meeting Registration

More information will be distributed to Locals in early March; however, please note ***the AGM registration deadline is Wednesday, April 2, 2014.***

Deadline for Board of Directors Nominations

Those interested in running for positions on the Board of Directors of the NSNU can find the Nominations/ Nominee Consent/Biography Form on our website, www.nsnu.ca. All positions on the Board will be elected for a term of two years. Thus, the NSNU Nominations Committee is accepting applications for the following positions: ***President, Vice President, VP Finance, VP Central Region, VP Eastern Region, VP Northern Region, VP Western Region, VP Community Care, VP Long Term Care, VP LPN/Grad***

The deadline for the nominations papers to be returned is 90 days before the Annual Meeting. ***The deadline, therefore, is Tuesday, January 28, 2014.***

The ***NSAHO LTD Trustee*** position is also up for renewal, therefore, an election will be held for that position. The deadline for the return of those Nomination forms is ***Tuesday, January 28, 2014.***

Deadline for Expression of Interest for Standing Committees

All Standing Committees are due for selection this year. Expression of Interest forms can be found on our website www.nsnu.ca. The deadline for the Expression of Interest on Standing Committees is Tuesday, January 28, 2014

The Board of Directors would like to remind everyone about the ***Union Sponsored Seats*** available to 12 extra NSNU members to attend the 2014 Annual General Meeting. NSNU will sponsor 5 members under the age of 35 as well as 7 members who have never attended the AGM. This is above the usual sponsorship complement.

Interested members meeting the criteria are encouraged to send their expression of interest to Debbie Grady via email at debbie.grady@nsnu.ca They must let her know which category/categories they fall under and provide her with the name of their local.

The deadline to apply is January 15, 2014. A random draw to select the successful applicants will take place January 17, 2014. Only those selected will be contacted on that date.



Thousands attend Sydney rally protesting closure of Veterans Affairs office

Thousands of Nova Scotians turned out in Sydney on November 9th to support veterans who are concerned about the planned closure of Sydney's Veteran's Affairs Canada office scheduled for February, 2014.

In the crowd were scores of nurses, including most the NSNU Board of Directors, that believe the closure will have a crippling affect on the 4,000 local vets.

Tens of thousands of veterans across Canada will be affected by the closures of the nine offices, while nearly 300 will lose their jobs across the country, anywhere from 13 to 17 people will be out of work in Sydney once that office is shut down. The decision to eliminate brick and mortar in favour of electronic and digital services has far reaching ramifications says Janet Hazelton, NSNU president.

"It's true, we live in a different time and many people are accustomed to functioning in a computerized world. However, many of the people affected by this decision do not have access to computers or the skills necessary to retrieve information online. It is a shame that two days prior to Remembrance Day we are marching in the streets, appealing to government to reverse a decision that is disrespectful to our vulnerable and most venerable citizens of this country," says Hazelton.



Cross Country Nurse Identity update



Six provinces in Canada are now adopting the uniform policy and asserting the value of the nursing identity. The following is an update on the progress being made on a policy that had its grassroots firmly planted by the pioneering nurses of the Nova Scotia Nurses' Union.

UNA – United Nurses of Alberta

At the most recent AGM, Nurses in Alberta committed to reinforcing their presence in the health care system and to wearing white as a symbol of their commitment to their profession and solidarity starting gradually with the introduction of Wear White Wednesday. The support for a unique nurse uniform in Alberta grows stronger every day.



SUN – Saskatchewan Union of Nurses

In SUN's most recent bargaining survey, members identified workload and safe staffing as top priorities for their bargaining committee. With the transformational change in the way healthcare is delivered in their province, SUN's nurses saw an opportunity to preserve their identity in the workplace. SUN members passed a motion at their bargaining conference last month to adopt a standardized white and black uniform for nurses in Saskatchewan.



We're Alberta's Nurses
PROUD OF OUR profession...
PROTECTING OUR patients...

Ask me why I'm wearing white!

Alberta's Registered Nurses and Registered Psychiatric Nurses work every day to protect their patients and their professional practice. They support a properly staffed and supported health care system that guarantees safe, quality care for patients, residents and clients.

On Wednesdays, many of them are wearing traditional white to work to make the public aware of the impact of ongoing and planned staffing changes by Alberta Health Services that will harm the quality of care and patient safety throughout the province's health care system. It's hard to make nurses "disappear" if they are visible and distinctive.

Working every day for safe, quality health care in Alberta

United Nurses of Alberta
www.una.ab.ca

RN
RPN

NBNU – New Brunswick Nurses Union

New Brunswick's nurses are not sitting idle amongst job cuts and reductions. NBNU members strongly support increasing nurse identity by wearing white tops and black bottoms. At their October AGM, Katherine van Nostrand of Belmac Uniforms in Cape Breton brought her well-stocked and stylish traveling road show of white and black nurses' scrubs for the NBNU members to purchase.

NLNU – Newfoundland and Labrador Nurses Union

Nurses in Newfoundland and Labrador have urged their union to do more to protect the role of the Registered Nurse. The latest research conducted by the union shows that 75 per cent of members are in favour of a visual identifier such as uniquely coloured uniform. The NLNU Board of Directors has passed a motion to achieve a standardized uniform for NLNU members and the issue is being discussed at the bargaining table. The union is now consulting with members on the colour of their uniform and negotiations continue with the employer.

PEINU – Prince Edward Island Nurses Union

PEINU is strengthening the identity of their members by encouraging nurses on the island to embrace a standardized uniform. With the addition of Collaborative Emergency Centres in the province, PEINU nurses are recognizing the need for nurses to have a distinguishable look in the healthcare setting. Nurses across PEI can now be found wearing white scrub tops and black bottoms in support of their identity and profession.



NSNU member and her husband win award

The NSNU would like to congratulate Helen Uhlman, RN and her husband Georgie on being named Woodland Owner of the Year in the Western region of the province and best overall in the province.

A long-time activist with the Nova Scotia Nurses' Union, Helen is president of her local within the Health Services Association of the South Shore.

The Uhlman's are well known in their community for the recreational use of their 122 acre woodlot. Seventy per-cent of the woodlot is recreational and is open to the public for nature walks, fishing and more. It is popular for its annual Easter Egg Hunt and the Uhlman's graciously host a special Thanksgiving supper every year. Remarkable!

The Woodland Owner of the Year Award has been given out for over 20 years as a way to promote sustainable woodland stewardship. Nominations for the award come from the general public. A plaque and a prize are given out at a ceremony held at the woodland owner's property.

Congratulations Helen and Georgie.



Run For the Cure 2013



More than 700 runners, including Nurses Unions representatives in town for their National Executive Board meetings, took part in Charlottetown's 22nd Run for the Cure on October 6th, raising \$147,000. Nationally, the event raised over 27 million for the cause.

"We are all running for someone – a loved one, a co-worker, a nurse you worked side-by-side with for many years, a neighbour or a friend – we are all here for the same reason. One day we hope to find a cure and eradicate this disease. We do it for those who won their battle those who will battle breast cancer and for those whose memory and struggle must never be forgotten," says Janet Hazelton, president of the Nova Scotia Nurses' Union.

Pauline Worsfold, CFNU Secretary-Treasurer, Linda Silas, CFNU President, and Janet Hazelton, NSNU President)

Season's Greetings from the

Nova Scotia Nurses' Union

At the close of another year, the Nova Scotia Nurses' Union gratefully extends a warm wish for a happy and healthy holiday season. We sincerely hope you find time to enjoy life's simple blessings such as relaxing moments spent with family and friends.

During the holiday's, those who are less fortunate are often overlooked. We believe this is a special opportunity to express good will to those who need it the most. Once again, the NSNU has made a donation to

Transition House Association of Nova Scotia

on behalf of the nurses we represent. Our donation will help women and children who are victims of abusive situations find safe and supportive environments.



Wishing you a healthy, joyous season and a
successful New Year!





Union Dues Rebates

If you are working at more than one facility and paying union dues more than once in a pay period, you are eligible to receive a rebate of the additional dues you have paid over and above the regular bi-weekly rates.

If you are a casual member who has been paid “less than” 7.5 hours (applicable to acute care members) or 8 hours (applicable to long term care members) in a bi-weekly pay period you are eligible for a union dues rebate.

If either of the above applies to you, please contact Verna Harrie at 1-800-469-1474/469-1474 (ext. 304) or verna.harrie@nsnu.ca.

Member Satisfaction Survey

Members of the Nova Scotia Nurses’ Union will be contacted by phone in the New Year by an independent pollster in order to conduct a member satisfaction survey. We will not be contacting our nurse leaders or activists but rather members whose voices are not often heard. The polling firm will select a random and relevant population of our membership in order to yield meaningful responses and data. We hope that those who are contacted will take the time to participate in the survey. This is your Union – your leadership needs feedback from you in order to make decisions that are in your best interests.



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