

What's NU?

COURAGE TO LEAD • CONFIDENCE TO CHALLENGE • COMMITMENT TO CARE



You Just Can't Stop the Moose... or Our Enthusiastic Nurses!

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President's Notebook

Janet Hazelton, BScN, RN, MPA

2017 - The Year in Review

As the year nears a close, it's time to look back at the accomplishments, as well as some of the disappointments that dogged the labour movement in 2017. In retrospect, we made strides on some of the big picture issues like Pharmacare, violence in the workplace, long-standing problems in long term care, and the inclusion of nurses in PTSD legislation. However, setbacks on the labour front included Bill 148, limited access to primary care and deepening shortages of doctors and nurses, unimaginable disrespect shown to our teachers and the Chronicle Herald staff, and we are no closer to negotiating a collective agreement for our members – all these things took their toll in '17.

On January 20th, NSNU's advocacy work on violence in the workplace

culminated with the release of the report, *Improving Workplace Safety in Nova Scotia's Community Emergency Departments* and the 12 recommendations resulting from that work are being implemented – slowly but surely.

The working group was co-chaired by NSHA and the Nova Scotia Nurses' Union (NSNU) with invaluable input and participation from numerous other unions and organizations.

While the risk of workplace violence in healthcare is still significant, some of the tools, protocols and deterrents are being put into place to combat threats to workers, patients and their families.

In response to the growing epidemic of violence, the NSNU created two television commercials to build greater public awareness of the problem, airing the advertisements in the spring as part of our National Nursing Week campaign. The commercials were poignant, and a real departure from our traditional softer messaging. So important is the message, and so widespread is the problem, that the NSNU shared our commercials with the New Brunswick Nurses Union who retagged them for use in their province.

The NSNU produced posters, launched a social media campaign, published print ads in nursing week features, and created a webpage dedicated to this subject matter.

NSNU Board of Directors

Janet Hazelton, President	janet.hazelton@nsnu.ca
Christine Van Zoost, Vice President	christine.vanzoost@nsnu.ca
Lillian Fynes, VP Finance	lillian.fynes@nsnu.ca
Gerri Oakley, VP Eastern Region	gerri.oakley@nsnu.ca
Jen Thiele, VP Central Region	jen.thiele@nsnu.ca
Ann Marie Murdock, VP Northern Region	annmarie.murdock@nsnu.ca
Michelle Lowe, VP Western Region	michelle.lowe@nsnu.ca
Sheri Gallivan, VP Long Term Care	sheri.gallivan@nsnu.ca
Maria Langille, VP LPN/Grad	maria.langille@nsnu.ca
Jennifer Chapman, VP Community Care	jennifer.chapman@nsnu.ca
Jayne Fryday, VP IWK	jane.fryday@nsnu.ca

NSNU Contact

150 Garland Avenue
Dartmouth, Nova Scotia B3B 0A7
1-800-469-1474 / 902-469-1474
fax 1-902-466-6935
www.nsnu.ca

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NSNU Staff

Jean Candy, RN (Retired)	Executive Director
Cindy Herbert, CA	Director of Finance and Operations
Cindy Wagner	Accounts Payable/Member Payroll Services
Verna Harrie	Accounts Receivable/Union Dues Services
Lilo Wessels, RN, CCNP	Labour Relations Representative, Mental Health and Addictions Consultant
Chris Albrecht, RN	Labour Relations Representative, Chief Negotiator
Patti Humphries, BScN, RN	Labour Relations Representative, Professional Practice Advisor
Shannon Wark, RN	Labour Relations Representative
Carl Quinlan, B.Comm	Labour Relations Representative, Respectful Workplace and Diversity Consultant
Carol Crane	Paralegal, Professional Practice Liaison
Paul Curry, BA, MA, PhD	Researcher, Educator, Government Relations Advisor, Occupational Health & Safety Consultant
Justin Hiltz, MSc	Research Associate
Coleen Logan, BPR	Communications Officer
Christie Blotnick, BPR	Communications Assistant
Lorna Myers	Executive Assistant
Debbie Grady, BA	Labour Relations Assistant
Nancy MacDonald	Receptionist

On the Cover: Janet Hazelton and long-time NSNU activist, Sue Henry drop the puck at the Mooseheads game

Violence – It's Not part of the Job, continues to be a message that our members, the public, government and employers must take seriously before we can enact real change.

Pharmacare is a hot button issue in this country, and the NSNU has been in the fray with our counterparts as we lobby for a national plan. In February, the CFNU hosted a breakfast on the hill welcoming scholars, experts in the field of prescription drugs, MPs and nurse leaders like myself. The CFNU presented research from their report titled: *Down the Drain: How Canada Has Wasted \$62 Billion Health Care Dollars Without Pharmacare*.

Amongst the prestigious presenters in Ottawa that day was NSNU's own Edson Castilho, a registered nurse in the Allergy Clinic in the IWK Health Centre. He spoke passionately about patients who cannot afford medicines and the longer-term, negative ramifications that patients, their families and the health care system endure in these circumstances. Stories like those shared by Edson, and the tireless work of the CFNU and our member organizations, are moving this dialogue in the right direction. We are



Members take part in the CFNU Biennium rally in Calgary

closer today than ever to achieving a public prescription drug plan for everyone.

The NSNU hosted yet another tremendous Annual General Meeting and hugely popular Education Day the last week of April. I'll say no more, other than you should attend the 2018 AGM/Education Day events. They are shaping up to be very interesting.

While at the AGM, NSNU delegates voted in favour of adding Joint Occupational Health and Safety officers to each local executive, a move that we see as important in

our struggles to improve workplace safety. Training for these officers will take place at our AGM on April 23rd in Truro.

As the month of May ended, Nova Scotians re-elected Premier Stephen McNeil. The Liberal Party obtained a second majority mandate, by a narrow margin. Following the election, the Premier shuffled his cabinet, appointing new MLAs to the Health and Labour portfolios.

The new Minister of Health is Randy Delorey, replacing former Health Minister Leo Glavine. Labi Kousoulis became Minister of Labour and Advanced Education.

In early June, close to 75 NSNU board members, members at large and staff travelled to Calgary to attend the CFNU's 2017 Biennial Convention – Speak Up! The event welcomed over 1000 nurses from across the country, with guests from around the globe. Delegates heard from experts in health care, nursing, labour and policy – all with inspiring and educational information to share. We heard about the many problems facing our indigenous communities from women involved in the Truth and Reconciliation Commission.



Janet Hazelton speaks at the Bill 148 Rally September 26

Overall the Convention was another huge success, one I am sure will be repeated in 2019 when NBNU hosts the event.

A low point in the year came in the summer when government enacted Bill 148 which froze wages for two years, provided minimal increases after that, and freezes the retirement allowance retroactive to April 1, 2015. This legislation was proclaimed by the Provincial Liberal Government without warning but is being challenged on its constitutionality. We hope to have this piece of legislation repealed.

On another low note, we found ourselves fighting a familiar battle, this time with a private, for-profit company, Canadian Plasma Resources (CPR). CPR plans to establish a plasma collection clinic in Nova Scotia. The company pays donors for blood products, sells it in international markets, and threatens the supply of Canada's voluntary, safe and public blood system. Recent reports indicate that Health Canada has been complicit in this drive to privatize, a notion that is hard to comprehend.

On the bright side, we resurrected the Regional Education Sessions in September, bringing insightful and informative courses to members in each of the four regions, with events in Yarmouth, Halifax, Truro and Sydney. We saw a great turnout at all the events. Members who attended regional education received practice premium points for each of the courses, and certificates of completion. Each regional education day consisted of five courses: Violence in the Workplace; Respectful Workplaces; The NSNU App; Clinical Capacity Reporting/Safe Staffing Process; and Nursing and Social Media. We hope to repeat the sessions next fall.



NSNU was out in force for Pride 2017

In October, Keltic Clothing (formerly Belmac), a Cape Breton owned and grown company, became the official vendor of standardized uniforms for our members in acute care and those in LTC who wear the white and black. Katherine van Nostrand, BScN, and her husband are the proprietors. With very little notice, Katherine was tasked to schedule visits around the province. And, although there were a few minor bumps along the way, the visits have been very well received.

On October 19th, I joined our counterparts in the CFNU and provincial and territorial Health Ministers in Edmonton to talk about the growing demands for home care and concerns around safety, our overloaded system, and rising client acuity. CFNU recommends the creation of a safe-at-home policy; appropriate and timely nursing assessments and interventions; managerial continuity of care provided by primary nurses; and education and support for care teams. *Take Action on Home Care* was well received by the Ministers in attendance, which we hope will lead to some form of implementation.

In 2017 we marched in Pride parades around the province. We continued to challenge the NCLEX exam so that our young grads have a fair chance at obtaining their licenses. We

launched our MyNSNU App which is gaining popularity amongst our tech savvy members. We helped build a Habitat for Humanity home in Spryfield for a family in need of support. We participated in the first ever Mooseheads Nurse Appreciation Night. We hosted numerous meetings at our new office building on Garland Avenue – a source of practicality and pride for our organization.

Sadly, we lost nurse members in 2017, much too soon. Their contributions were numerous and their dedication to the profession immeasurable.

We also said goodbye to a former labour relations representative, John Yates. John began his career with the NSNU back in 1975 as an organizer for the union. He passed away at the age of 76 on September 7th. He will be remembered as a true pillar of the NSNU.

In closing, on behalf of the Board of Directors and staff of the NSNU, I wish you a very happy and healthy holiday and good things to come in 2018.

Janet Hageston

2018 Eastern Labour School: A New Twist on an Old Standard



From June 4 to the 6th, nurses from across the Atlantic provinces will gather at St. Francis Xavier University for Eastern Labour School (ELS).

Every two years ELS is hosted by one of the CFNU Atlantic counterparts – a practice that is decades old.

In 2018, the NSNU is happy to welcome our sisters and brothers from PEINU, NBNU and RNUNL in Antigonish for insightful workshops and a chance to meet with other nurses.

The sessions will begin bright and early on June 5th with a plenary panel of inspiring keynote speakers.

The NSNU has opted to present a new format, one that offers something for those who are new to the labour movement as well as a variety of workshops for those who have been attending this event for years.

ELS will be offering five foundation courses for beginners. The tentative schedule includes: General Labour Relations; Grievances and Arbitrations; Legal Realities of Nursing; Labour History; and a core foundation course offered to French-speaking attendees.

Those who register for one of these courses will attend that one class over the course of two days.

Our more seasoned activists will choose their top five preferences from nine courses offered, including: Social Media and Nursing; Respectful Workplaces; Campaigns and Communications; Addictions; Violence in the Workplace; Domestic Violence; Facing Management Effectively; Nursing Technology; and Professional Practice and Workload. Each of these sessions will be 90 minutes in duration.

Once registration opens in 2018, we encourage members to sign up early to ensure you get the course(s) you hope to attend. Classes will be assigned on a first come, first served basis for all registrants from all four nurses unions. Registrants will be asked to rank courses in order of preference.

NSNU members will receive information about fees, deadlines, registration and other details in the new year via a Campaigner e-memo.



AGM 2018 Nomination Deadlines and Submissions

In 2018, all positions on the Board of Directors and NSNU Long Term Disability Trustee will expire. Those interested in running for positions can find the Nominations/ Nominee Consent/Biography Form on our website.

The deadline for nominations is Wednesday, January 24, 2018. A listing of all nominees will appear in the February issue of *What's Nu?* Please be sure to provide a bio, as well

as a photograph (not mandatory) with the nomination form to be included in that issue of our newsletter. Please forward this information to coleen.logan@nsnu.ca.

For a listing of all AGM deadlines, please see your October/November issue of *What's Nu?* or visit nsnu.ca.



Long Term Care and Community Care Provincial Negotiating Committee Elections

As we prepare well in advance for bargaining in the LTC and Community Care sectors, the NSNU is asking interested parties to put their names forward as potential representatives on these respective negotiating committees.

Voting by members in LTC and Community Care will take place at the Annual General Meeting on April 23rd at the component meetings.

Preparing to Submit Resolutions

The deadline to submit resolutions for the 2018 Annual General Meeting is January 24th. Although many members are well versed in writing resolutions, there is a standard format that must be followed for resolutions to be accepted.

A resolution is a proposed action or an amendment to an existing article within the Constitution that NSNU members would like the Union to implement. When preparing a resolution, it must include a call to action stated in the “Therefore Be It Resolved That” section, followed by supporting information included in the “Whereas” section. Appropriate wording and examples of how these terms are used can be found on MyNSNU.

All resolutions must be moved and seconded prior to being submitted to the Union.

Members who plan to submit resolutions for the 2018 AGM may wish to refer to the Guide for Writing Resolutions, which can be found at nsnu.ca/agmformsanddeadlines (MyNSNU login required). This guide provides further details about the types of resolutions that members may submit, required elements and appropriate wording. It also includes a sample resolution that members can use as a template for their own submissions.

Long Term Care Sector

The composition of the Long-Term Care Provincial Negotiating Committee is as follows:

- the President
- The Vice President Long Term Care
- four (4) members at large employed by employers in the long-term care sector, with one member at large from each of the four regions

Each region should also elect at least one (1) alternate member at large for this sector. If the member at large from this sector needs to be replaced, the alternate with the most number of votes will be appointed and so on.

Community Care Sector (Victorian Order of Nurses)

The composition of the Community Care (Victorian Order of Nurses) Provincial Negotiating Committee is as follows:

- the President
- the Vice President Community Care
- four (4) members at large employed by the Victorian Order of Nurses, with one member at large from each of the four regions.

Each region should also elect at least one (1) alternate member at large for this sector. If the member at large from this sector needs to be replaced, the alternate with the most number of votes will be appointed and so on.

Guidelines for voting

Members do not have to attend the meeting to be elected. Their name will be included on the ballot. Nominations can also be taken from the floor at the meetings (LTC and Community Care) on April 23rd.

If you are interested, please complete an Expression of Interest form found at nsnu.ca/formsandresources and return it to the NSNU via lorna.myers@nsnu.ca before February 23rd if you would like your notice of nomination to appear in the March issue of this newsletter. Otherwise, the NSNU will be accepting nominations up until April 18th.

Education Day 2018

The Balance Between Hurting and Humour

Based on an overwhelmingly positive response to the 2017 Education Day, planning for the 2018 event seemed like a daunting task to equal, let alone exceed. However, the Education Day Committee rose to the challenge when they met Friday, November 24th to plan yet another powerful agenda.

After some debate they selected a title for the April 26th meeting: Beneath the Surface - Courageous Conversations About Nursing Today. Based on this theme, presenters will explore team building, interpersonal violence, and mental health.

The day promises to inform and rouse you. You will be brought to tears, and left aching from a little too much belly laughter. On tap to speak are experts in their fields and those with firsthand experience on the subject matter, including professional facilitator Gerard Murphy and comedian, Big Daddy Tazz.



NSNU Education Committee: Jamie Stewart, Ann Marie Murdock, Justin Hiltz, Stephanie Roberts and Paul Curry - missing is Coleen Logan, who snapped the photo

Tazz is often described as “one of the most talented comics in the business”. He is equal parts comedian and motivational speaker, who likes

to enlighten, educate and inspire. As a result, his one-man shows have drawn rave reviews and standing ovations from coast-to-coast.



Some NSNU members were introduced to Big Daddy Tazz at the CFNU Biennial in Calgary in June of this year. Now, many more NSNU members will have the opportunity to see him in person and hear his inspirational story.

Participation is open to those attending the AGM but also to members who wish to join only the Education sessions. The fee is \$50 if you are only attending on April 26th. Online registration (nsnu.ca/MyNSNU) for the AGM and Education Day opens on February 21st and closes March 23rd. Seating is limited so don't hesitate to sign up.



NSNU members participate in the first pre-retirement course in March 2017.



Larry Wark will be returning to present at the 2018 pre-retirement course.

NSNU Pre-Retirement Course

On Wednesday, March 28, the NSNU will be hosting a pre-retirement course designed for nurses who are approaching retirement. Last year, the event was very well attended and well received. We anticipate another great turnout for this session.

Online registration will open in late February for members who plan to attend in person and those who choose to participate in the live online webinar.

The course will consist of three sessions; members may attend any or all sessions.

8:45 – 9:00: Introduction

Janet Hazelton, President, Nova Scotia Nurses' Union

9:00 - 11:15: The Nova Scotia Health Employees' Pension Plan

Presenter: Judy Paul, Director of Client Services, Nova Scotia Health Employees' Pension Plan

Audience: NSNU members of the NSHEPP pension plan:

- All acute care nurses
- Most long-term care nurses

11:30 – 12:30: Health Related Benefits in Retirement

Presenter: Tina Snair, Benefits and Quality Assurance, Health Association of Nova Scotia

Audience: NSNU members with benefit coverage by HANS:

- All acute care nurses
- Most long-term care nurses

1:30 – 3:00: Living Well in Retirement

Presenter: Larry Wark, Chairperson, Nova Scotia Federation of Union Retirees

Audience: All NSNU members (acute, long-term care, community care) approaching retirement.

Registration details will be sent by e-memo to NSNU members. If you do not receive information from the NSNU via email, please contact our office at 902-469-1474 or email nancy.macdonald@nsnu.ca to provide us with your email address which will allow us to forward e-memos to you going forward.

This course will be held at the NSNU office at 150 Garland Avenue in Dartmouth. Refreshments and lunch will be provided.



NSNU 2018 Webinar Series

The NSNU will be hosting a series of webinars in 2018. To participate, members will be asked to register online. You can also attend the session in person, hosted at the NSNU office in Burnside. Registration details will be forwarded to all members via e-memo approximately one month prior to the event taking place.

Practice premium points will be awarded for each webinar (5pts each) for participation.

Monday, January 15, 1-3PM

Nursing and Violence (5 pts)
Janet Hazelton, RN, MPA, BScN - NSNU President
Paul Curry, PhD - NSNU OH&S

Tuesday, February 6, 1-3PM

Understanding the Social Determinants of Health (5 pts)
Christine Saulnier, PhD - Director, Nova Scotia Office of the Canadian Centre for Policy Alternatives

Wednesday, March 7, 1-3PM

Psychological Health and the Workplace (5 pts)
Arla Day, PhD - Professor, I/O Psychology, Director, CN Centre for Occupational Health and Safety, St Mary's University

Wednesday, April 4, 1-3PM

Nursing and Addictions (5 pts)
Lilo Wessels, RN - NSNU Labour Relations Representative and Mental Health and Addictions Consultant

Wednesday, May 9, 1-3PM

Assessing Capacity, Legal and Policy Perspectives (5 pts)
Marika Warren, PhD - Dalhousie Faculty of Medicine and Nova Scotia Health Ethics Network

Bargaining Update

The Nova Scotia Council of Health Care Unions, NSHA and IWK completed three days of conciliation in November and plan to meet again in January for another five days. The first three days provided good discussion and some important progress towards a new collective agreement.

The parties have held 27 bargaining dates in total as they work to conclude a very complex set of negotiations that require bringing together collective agreements from all four unions (NSGEU, CUPE, Unifor and NSNU) in the acute care and community care sectors. This was made necessary when the provincial Liberal government created a single provincial health authority.

Despite the progress, a number of very significant items remain outstanding including job posting, job security, sick leave, group benefits, retiree benefits, vacation scheduling, leaves, overtime, hours of work and more.

No progress has been made on reaching an essential services agreement with the IWK and NSHA since the Employers' essential services negotiators walked away from the table in the summer. However, the Council is hopeful that a plan can be completed before the end of the year.

The Council of Health Care Unions bargaining committee is made up of six members from NSGEU, three from CUPE and one from Unifor. The NSNU is also part of the Health Care Council, with 7 members in this bargaining unit. Health Care Bargaining Council is the lead table in this round of health care negotiations. The committees representing nursing (lead by the NSNU), administrative professionals, and support are preparing to start their bargaining once an agreement is reached in health care.

Have Your Say on MyNSNU App Polls



If you haven't yet logged on to the MyNSNU App, don't wait any longer. The App is your hub for exclusive content from the NSNU, including regular polls to determine where members stand on important issues that relate to nursing, health care and policy. Your responses help inform the Union on how to better serve members and achieve the goals of the organization.

Log to the App to view member responses to past poll questions, and be sure to have your say on future polls.

The App is available for download on your mobile device, or you can log in at <http://nsnu.itacit.com> using your MyNSNU member credentials. If you require your login information, please contact the Union office.

LTC survey comparing Canada to the Nordic countries

In the new year, CFNU member organizations will help launch a long-term care survey comparing the LTC system in Canada with services in Nordic countries. The study will be live in the field in January. Some of our members may recall a similar study conducted 10 years ago! Where does the time go?

CFNU is pleased to partner with York University on this research, *What's Past is Prologue: Comparing Long-term Care Workers and Working Conditions between Canada and the Nordic Countries Ten Years Later*.

CFNU concluded a different survey in September 2017 of our long-term care and community care nurses. That data, and the new information gathered in the 2018 study, will enable our organizations to confidently develop strong messaging on the realities of staffing and violence in the workplace.

For the upcoming study, approximately 30-40% of our long-term care members will receive the survey via Canada Post. Participants will be chosen through a randomized selection method. Those who do not complete the survey right away may receive reminders in the mail.

The NSNU will be sending Campaigner e-memos to members working in the long-term care sector prior to the launch of the survey. The memos will contain details about the study methodology, open and closing dates for participation, and our confidentiality policies.



Road Trip

Janet Hazelton, NSNU president made sure her winter tires were tuned-up as she hit the trail to Cape Breton in late November. Thankfully, she encountered sunny skies, no flurries, and a warm welcome.

She made stops in Sydney where she met with VON members in that area. Close to forty members of that local dropped by for conversation, cake and the chance to bend Janet's ear on issues that prevail on the island.

Later that same day she met with other nurses working in the Eastern Region when the Cape Breton Regional Hospital local hosted a social/meeting. These gatherings give Janet the opportunity to meet face-to-face with members to discuss issues that are important, and possibly unique to their practice.

On November 29th, Janet went back to school – the nursing school at Cape Breton University that is, to chat



Janet with the CBU Nursing Class on November 30th

with the class of 2018. She had the pleasure of meeting with sixty of the best and brightest up-and-coming nurses! Janet calls meeting with students one of the best aspects of her job. They are keen to understand the ins and outs of the labour movement, union activism and the realities of nursing. Listening to Janet allows firsthand accounts of the triumphs, trials and tribulations of being a nurse, but also strategies and education that will serve them well

throughout their careers.

The NCLEX entry to practice exam, professional practice issues, the role of the union, the structure of the Nurses' Union and the importance of getting involved in Union activities upon graduation are agenda items that make for great dialogue.

Janet is pleased to say that the future of nursing and our health care system are good hands.



Janet Hazelton joins VON Cape Breton nurses for their Christmas Social

Oh What a Night!

On December 2, the Halifax Mooseheads welcomed NSNU members for Nurse Appreciation Night as they took on Val-d'Or in QMJHL play. It was an exciting night of hockey as fans and the franchise showed their gratitude to nurses.

Over 400 NSNU members, their friends and family turned out for the game, and a whole lotta fun, as the Moose dominated the Foreurs 4-2 to take the win in front of a hometown crowd of over 7000 enthusiastic fans!

From the puck drop to intermission hijinks, the NSNU nursing theme was "blueline" and centre.

Janet had the pleasure of dropping the puck with Sue Henry, an LPN of 38 years and a stalwart NSNU supporter. Sue's son Brian was honoured later in the game for his military service and presented with a very special Mooseheads jersey.

Hunter Marsden and his family were special guests of the NSNU. The NSNU invited Hunter, who is a familiar face at the IWK, to help commandeer the Zamboni during the second intermission – a thrilling ride around the rink for the nine-year old. He did a great job. Thank you Hunter!

The NSNU would like to thank the Mooseheads franchise, staff, players and the fans for the warm reception and a great night of fun, which was our goal!

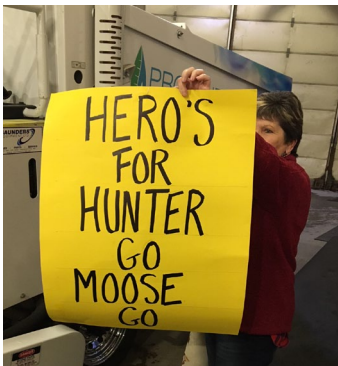
With any luck we'll head to Cape Breton soon to be guests of the Screaming Eagles. The request has been made. Fingers crossed.



NSNU, and its members, took centre ice during the second intermission hijinks



An incredible turnout of nurses, family and friends filled the NSNU section at the game, including Valrie Suidgeest (pictured with Janet)



Hunter, the Zamboni driver's side-kick for the evening, was supported at the game by family, friend and the fans



Thanks to our squad of volunteers who helped the NSNU during the game



The Holiday Spirit



The holiday spirit was alive and well during production shoots the NSNU coordinated in November. The result is a 2017 holiday greeting that will be seen across the province this festive season.

It has been five years since the NSNU produced a new greeting. We hope you enjoy the new commercial.

The NSNU wishes to thank Ocean View Continuing Care Centre for allowing us to shoot video in their facility. The staff and residents at Ocean View were very gracious,

understanding and filled with holiday cheer.

Members of the NSNU, as well as several special guest stars, also contributed to the success of the production and we are very grateful for their participation. Many thanks to the following:

- Duana d'Entremont
- Stephanie Roberts
- Laura Berkvens
- Angela McKenna
- Suzanne Sheppard-Jackman
- Manju Chackalayil

- Janis Ritcey
- Frances Scarlet Salcedo
- Pam Fawson
- Andrew Munroe
- Sherri Hiltz
- Michelle Gerrard
- Kyla Farnsworth
- Elizabeth Rose
- Kate Parent
- Hadley Parent
- Gordon Mathie
- Mona O'Brien
- Roy LeBlanc
- David Baber

Nova Scotia Federation of Labour 2017 Convention

The Nova Scotia Federation of Labour convened at the Halifax Marriott Harbourfront Hotel from November 5-8 for their 49th Biennial Convention. Twenty NSNU members were in attendance, including our Board of Directors and president, Janet Hazelton, who also serves as Vice President-at-Large for the NSFL.

The event this year was built around the theme “Mobilizing for the Province We Want”, and featured keynote speakers and panelists that discussed what can be done within the labour movement to improve life for workers in Nova Scotia. Topics of discussion included the fight for a \$15 minimum wage and National Pharmacare, among others.

On November 6th the NSFL hosted a rally at Province House to support initiatives to further women in our province. One of the main objectives of the rally, “Nova Scotia Women, Together for Change”, was to voice support for a bill that would assist women dealing with domestic violence.

NSNU president, Janet Hazelton spoke to media about the importance of a bill that would enable women to take time off work without financial penalty as they tackle the many difficult aspects of leaving an abusive relationship, often with kids in tow. She explained that it can be financially impossible for women to take time off to look for a new home or go to court. Legislation to support women through this time is a step in the right direction.



NSNU BOD channels Rosie the Riveter

Resolutions

Throughout the week attendees discussed and voted on resolutions. Janet Hazelton and NSNU first vice president, Christ Van Zoost tabled three resolutions that were passed, and will become part of the NSFL mandate going forward:

Child Poverty

The Nova Scotia Federation of Labour will support and collaborate with organizations committed to promoting and protecting the health, well-being and rights of all children, especially as it relates to poverty.

Safe at Home, Safe at Work – The Connection Between Domestic Violence and On the Job Safety

The NSFL and its Member Affiliates will lobby for this legislation and negotiate for paid leaves of absence for use by nurses and other health care workers who are victims of domestic violence.

Health in All Policies

The Nova Scotia Federation of Labour

and its Member Organizations will lobby government to apply a health lens to all legislation, regulations and policies. This health lens would analyze the potential impact of the proposed legislation, regulations or policies on the lives of people living in Nova Scotia, as well as account for the potential financial impacts on health care budgets.

Elections

During each Biennial Convention, the NSFL holds elections for positions on the Executive Council, which are two-year terms. Danny Cavanagh was re-elected as president of the NSFL, and NSNU president, Janet Hazelton retained her seat as Vice President-at-Large. Nurses' Union Board members Chris Van Zoost and Jennifer Chapman (VP Community Care) were also re-elected as General Vice Presidents.

The NSFL will convene again in 2019 for their milestone 50th Biennial Convention.



NSNU members attend the women's rally



The NSNU caucus meets during the convention



Janet Hazelton speaks to media during the women's rally



NSNU caucus for the 2017 NSFL Convention



Newly elected NSFL Executive Council, 2017-2019

N.S. Federation of Labour holds 49th convention, wants to see workers respected by government

By Natasha Pace

Published by Global News, Nov. 6, 2017

Members of the Nova Scotia Federation of Labour (NSFL) are calling for change in the province at the federation's 49th annual convention this week in Halifax.

The event is an opportunity for unions from around the province that are members of the federation to talk about what they want to see in the future.

"When we talk about getting the kind of province we want, that's one where workers need to be respected by the government," said Danny Cavanagh, president of the NSFL.

"We need to do something to end precarious work," Cavanagh told Global News.

"Too many people are working making less than \$15 an hour, in part-time jobs, for not many hours a week. You know and they don't get treated very well and I'll point to the Sears workers as an example of how people can sometimes just get kicked to the curb when companies and the shareholders are raking in huge benefits and profits."

2017 has been another year of labour unrest in Nova Scotia with several controversial bills being passed by the provincial government, including Bill 75, which legislates a contract on 9,300 public school teachers and Bill 148, which imposes a four-year wage package on tens of thousands of public sector workers.

Cavanagh says private sector workers have also been impacted by recent government decisions to impose wage packages.

"We hear from people all the time that their employer is putting the same wage package on the table," said Cavanagh.

The federation recently had an influx of around 13,000 new members.

The bulk of the new members came from the Nova Scotia Teachers Union (NSTU) when they officially became part of the federation...

"Looking at the events of the past year and the support we've received we realized rather quickly that standing together...we're stronger and every union is facing the same issues with this government and it was time that we stepped in and joined the federation," said Liette Doucet, NSTU president.

Union leaders say they want to make a stronger Nova Scotia by talking about issues that impact everyone, such as the need for a fair minimum wage, domestic violence and safety in the workplace.

"The province doesn't belong to the unions, it doesn't belong to the people in the legislature, it belongs to Nova Scotians and Nova Scotians need to decide what kind of province they want to live in," said Janet Hazelton, president of the Nova Scotia Nurses' Union.

With a number of collective agreements still open in the province, unions say they will continue to put pressure on the government.

"I think the delegation just wants to show that hey, we're here and you need to listen to us and not only that, you need to change your way and start dealing instead of dictating," said Jason MacLean, president of the Nova Scotia Government and General Employees Union (NSGEU).



Janet Hazelton with Danny Cavanagh (NSFL), Hugh Gillis (NSFL) and Jason MacLean (NSFL)

Seniors Deserve Far More Than Provinces' Empty Platitudes



By Linda Silas, CFNU President
Published by *Huffington Post*,
Nov. 15, 2017

On talk shows, in news headlines, and in speaking with seniors, nurses hear the same stories: seniors who need care don't know where to turn. Most seniors want to "age in place," maintaining their independence for as long as possible. Home care is in short supply, and there are long wait times for long-term care. Access, expense, and safety are significant concerns for seniors seeking care.

As the number of seniors in the Canadian population continues to grow, the crisis of care is set to worsen. Data from Statistics Canada and the Canadian Institute for Health Information confirm that seniors are living longer than ever, with increasingly complex conditions. And yet, Canada's spending on long-term care as a percentage of GDP remains stagnant, lagging behind the OECD average.

The result: when the CFNU polled 1,116 nurses working in long-term care and home care, a large majority

said current staffing is insufficient to get the job done. About two-thirds of home-care nurses polled work involuntary overtime on a weekly basis. More than half of long-term care nurses say they usually don't have enough time at work to do their job well.

Staffing shortages have a direct impact on seniors' care. The CFNU's poll results show that on a monthly basis, essential care is being left undone "frequently" or "sometimes." About half, or more than half, of nurses working in long-term care reported omitting vital tasks such as toileting, foot care, and assistance with walking over the previous month. Other tasks often or intermittently left undone during the month included turning residents so that they don't get bed sores (44 per cent), bathing (35 per cent) and feeding (24 per cent). Falling — which often precipitates seniors' declines — was identified by close to 60 per cent of nurses as a "major problem" in long-term care, followed by lack of timely care.

What message are we sending to our parents — our loved ones — if we as a society neglect such basic human needs?

Minimum standards of care, such as those in Ontario's Bill 33 (Time to Care Act) which won all-party support in second reading, as well as the provincial average proposed by the Ontario government, would be a good start. While a minimum provincial average of 4.0 hours of direct care per resident per day would be an improvement, as nurses we feel that this standard serves as a minimum threshold, not a ceiling. Indeed, almost two decades ago, the U.S. Centers for Medicare and

Medicaid determined that 4.1 hours per resident-day (including 2.8 hours for non-licensed and 1.3 hours for licensed) was the threshold below which negative outcomes such as weight loss and pressure ulcers were more likely to occur.

Given the increase in both the numbers and intensity of home care and long-term care needs, the CFNU supports the expert recommendation of 4.5 hours of direct care per resident each day (with a minimum percentage provided by regulated nurses, including registered nurses), if the goal is to improve seniors' quality of life.

The reality is that improvements in home care and long-term care cannot be achieved without additional staffing to meet increasing demand. Provinces need to stop issuing platitudes about seniors' care and invest in seniors as a priority.

Seniors in both home care and long-term care with increasingly unstable and complex conditions require the clinical assessments that a registered nurse can provide to ensure that necessary care services can be identified, coordinated and delivered seamlessly to seniors in a timely fashion.

Investments in education and training for all members of the health care team are also essential to better serve seniors' care needs.

Seniors deserve safe, quality care. To achieve this, we need the right staff mix, the right numbers of staff, increased education and training, and minimum standards of care to ensure our parents and loved ones receive the care they need, and the dignity we all deserve.

MYTH

To save health care dollars,
we need to cut nursing budgets.

REALITY

Increasing nursing care hours saves health care dollars.



New Report Debunks Myth that Nurse Staffing is Too Costly

Provided by the Canadian Federation
of Nurses Unions

At bargaining tables across the country, nurses and nurses unions are used to hearing that familiar refrain: cuts to skilled nursing are necessary to save health care dollars.

The high quality care that nurses provide is pitted against the reality of scarce funding in a losing equation for nurses and their patients.

There are often not enough public dollars to go around, forcing many health care facilities to resort to belt-tightening measures that cost tax payers more and hurt patients.

A recent report by the Canadian Federation of Nurses Unions (CFNU), *Nurse Staffing: More for Less*, debunks persistent myths about the cost of nurse staffing having a negative impact on health care bottom lines.

Nurse Staffing examines a broad range of recent research on nursing and system costs, finding that investing in nursing budgets actually results in system savings. Indeed, the report finds that nurse-led models of care in the community are as effective and equally or less costly than traditional care. In acute care settings, a study of nearly 800 hospitals revealed that increasing the proportion of RNs was associated with significant short-

term savings and US \$1.8 billion in savings over the long term, even with no increase in total nursing hours.

Investments in skilled nursing in acute care, primary care, nursing homes and community-based care are shown to have the potential to result in long-term system savings in the hundreds of millions.

On the other hand, the CFNU report notes that “global evidence links lower nurse staffing and skill mix to adverse patient outcomes such as increased mortality, falls, infections, and longer lengths of stay – all of which increase health care costs.”

In other words, cutting skilled nursing means higher costs and lower quality care. A far cry from the savings such cuts are meant to achieve.

As Canada’s population ages, demand will only increase and patients will be sicker with more complex health concerns. Nurses have the skills, expertise and clinical judgement needed to prevent adverse events from occurring, both saving the health care system money and ensuring better outcomes for patients.

Governments need to move past their short-sighted focus on cuts as a means to balance the books. A longer range view reveals that high quality care and real system savings are not in conflict – instead they are mutually reinforcing.

In this context, the question is no longer whether our health care system can afford to invest in highly skilled nursing care, but whether we can afford not to.

To read the report and view the infographics, visit www.NursesUnions.ca and click on “Research.”

Bidding Farewell to Linda Haslam-Stroud on Her Retirement

After serving seven terms and fourteen years as the president of the Ontario Nurses' Association, Linda Haslam-Stroud, RN, is retiring. Her storied career has included 38 years as an activist, speaking out on issues that affect nurses in Ontario, across Canada, and around the world.

As president of ONA, an organization that represents 64,000 nurses and health care professionals, Linda has championed causes close to her heart. During her tenure, she spearheaded campaigns tackling issues like chronic understaffing, violence against nurses and the elimination of registered nurse positions in Ontario hospitals. She is a passionate advocate for nurses and all health care workers, and has used her strong voice and vision to improve work-life for Ontario nurses for decades.

On the national stage, Linda has sat alongside NSNU president, Janet Hazelton on the Canadian Federation of Nurses Unions National Executive Board for many years. She is also joined on that board by ONA First Vice-President, Vicki McKenna. During their 2017 Biennial Convention, Vicki was acclaimed the new president of ONA, and will be succeeding Linda in the New Year.

Thank you to Linda for decades of service to the causes of nurses and patients. We wish you a long, happy and healthy retirement.



Janet Hazelton with Linda Haslam-Stroud at the 2016 NSNU AGM



NSFL Committees Call for Nominations

The Nova Scotia Federation of Labour is now accepting nominations for committee positions. Members of the labour movement who wish to participate on a committee must be nominated by their union or labour council; as well, those who are currently serving on a committee must be re-nominated if they wish to continue.

Applications are being accepted for the following committees:

- Anti-Racism/Human Rights Committee
- Committee on Political Action
- Education Committee
- International Solidarity Committee
- Occupational Health and Safety/Workers' Compensation Committee
- Women's Committee
- Young Workers' Committee (35 years old and younger)

Letters of nomination must be submitted by your affiliated organization and not the individual person. Please note that all nominations must include the complete contact information of the submitting body. It must also include the nominees' complete contact information including address, postal code, email and telephone contact numbers.

Submissions are due to the NSFL by the end of day on January 4th, 2018, and will be approved at the first executive council meeting of the New Year. If you have any questions, please contact the NSFL at 902-454-6735.

Season's Greetings from the Nova Scotia Nurses' Union

Each year the Nova Scotia Nurses' Union celebrates the holiday season with a donation to a local charity that supports individuals in our community who need a helping hand.

The Marguerite Centre supports women who are overcoming addictions, offering a long-term residential program that focuses on healing the mind, body and spirit. We are pleased to give this year's donation to such a worthwhile cause helmed by a hard-working and inspiring staff.

On behalf of the Board of Directors and staff of the NSNU, we wish all Nova Scotians, especially our dedicated nurses and their families, a safe and healthy holiday season and a Happy New Year.



NSNU Office Holiday Closure

The Board of Directors has decided that the NSNU office will close for the holiday season on December 25th and reopen on January 2nd. While technically the building will be closed to the public and members, some staff will be working on site while others will be using vacation or lieu time during the closure. That said, staff will be available via email should you have an urgent need to speak with your Labour Relations Representative or other members of the team. Emails for all staff can be found at www.nsnu.ca/staff.

Thank you and Happy Holidays.



Stay Connected with the NSNU

The NSNU offers many avenues for staying connected with the Union and up to date on important news and events. Some of those methods include *What's Nu?*, email and telephone. In order for us to reach you using these mediums, we need your most up-to-date contact information.

If you have changed your facility, address, telephone number, email address or your last name, please contact the Union so we can update our database. If you have not been receiving communications from the Union, please reach out to us so we can double check that the contact information we have for you is accurate.

To update the Union, please contact Verna.Harrie@nsnu.ca, or call the main line at 1-800/902-469-1474.

Are You Paying the Correct Amount of Union Dues?

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

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

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

Find Something for Everyone on the NSNU Discount List

One of the many perks of being a member of the NSNU is having access to a list of discounts from local businesses. Members who wish to take advantage of these deals should show their NSNU member cards at participating vendors to qualify for the discount. However, members may also wish to inquire about discounts at businesses not included on the list, as nurses occasionally qualify for discounts that the NSNU has not been made aware of.

In the past the discount list resided on the public NSNU website, but because these discounts are exclusive to members, the decision was made to move the list to our secure member portal, MyNSNU. If you require your login information for MyNSNU, or a new member card, please contact NSNU.Office@nsnu.ca or 902-469-1474/1-800-469-1474.

The following businesses have standing offers available to members of the NSNU. The full list with discount details and contact information is available at www.nsnu.ca/memberdiscounts.

LET'S GO SHOPPING!

- Ace Pest Control
- Avis Rent-a-Car
- Century Computer Sales & Service Ltd.
- Comfort Inn
- Dalplex
- Daniel Daniel Dentistry
- DoubleTree by Hilton Halifax Dartmouth
- Dulux Paints
- First Impressions Medical Aesthetics & Rejuvenation Clinic
- Frame Plus Art
- Halifax Quit Smoking Clinic
- Halifax Yoga
- Hollis Halifax – a DoubleTree Suites by Hilton
- Imperial Oil - Esso Business Card Program
- Jennifer Allan Interiors
- Maritime Physiotherapy
- Mark's Work Wearhouse
- Mighty Auto
- PINPOINT Acupuncture / Fall River Chiropractic
- Shanti Hot Yoga
- Simply For Life
- Sound Chiropractic and Health Services Centres
- The Floatation Centre
- The Homburg Centre for Health and Wellness
- Wandlyn Inn
- Vibe Salon / Medi-Spa

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

AGM Nominations
What you need to know

Eastern Labour School
All the details

What's Ahead in 2018?



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Nova Scotia Nurses' Union
150 Garland Avenue, Dartmouth, NS B3B 0A7
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Email: coleen.logan@nsnu.ca Website: www.nsnu.ca

