

What's **NU**?

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Broken Homes NSNU Releases Long-Term Care Report

IN THIS ISSUE:

Bill 148 - Impact on
Bargaining Progress in Nova
Scotia

Health Ministers Meet in
Vancouver - What we have
learned from those early
meetings

NSNU Board of Directors
and Trustee Nominations



President's Notebook

By Janet Hazelton, BScN, RN, MPA

Uncomfortable Conversations Looking at Long-Term Care from a Critical but Constructive Point of View

The Nurses' Union has sounded the alarm with the long anticipated release of the long-term care study *Broken Homes – Nurses speak out on the state of long-term care in Nova Scotia and chart a course for a sustainable future*, much to the consternation of some. The public and health care stakeholders were piqued by the title but also interested to hear what frontline workers had to say about the state of LTC in our province.

Wait times and other issues related

to care, staffing and funding for nursing homes have been "headline making" topics of concern for decades. As expected, our study generated a great deal of media interest.

The report and the people behind the work, namely the NSNU's own Dr. Paul Curry and some of our members working in LTC who participated in the research, have respectfully put the system under a microscope in the hopes of creating a conversation that will

bring about positive change.

The report, which is online at nsnu.ca/BrokenHomes, is a seventy-page analysis of what ails LTC supported by firsthand accounts from frontline workers. Under the guidance of Dr. Curry, the NSNU developed fifteen recommendations that can be narrowed down into three categories: staffing, violence and aggression experienced by care providers and residents, and the lack of accessible data,

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On the cover: Paul Curry, Janet Hazelton, Sheri Gallivan and Gary MacLeod present at the news conference for the *Broken Homes* report

transparency and accountability in the sector.

Now that the media buzz has subsided and the government sound bites are yesterday's news, it is incumbent upon us, the Nurses' Union, to keep the spotlight on this issue. We did not spend our valuable resources over the last few years in exchange for one day of media exposure. We took on this issue so that real change in a troubled workplace/sector could one day be possible.

The NSNU has long been a steward of change as an advocate for workers, patients, residents and publicly funded - publicly delivered health care. Taking on this battle is not out of the norm for our union. However, our new challenge is about keeping the momentum and this conversation



Dr. Paul Curry introduces the long-term care report at the January 14th news conference in Halifax

going while engaging somewhat reluctant stakeholders to be part of the solution to problems that are not unique to Nova Scotia.

not to cast aspersions or shadows on a much needed institution which is, at times, pressured beyond reasonable limits. We want to work with our stakeholders who also have the best interests of residents, families and workers at heart for the betterment of those individuals.



Janet Hazelton presents the study findings and recommendations at the news conference

We are spurred on by our members working in long term care and the public, who are genuinely interested in fixing our faltering system. We are planning to meet with our members in LTC on May 25th to further discuss the problems and potential solutions before us. Armed with their feedback, the NSNU will hold a facilitated meeting in June with various LTC stakeholders – government, employers and academics.

These are, most certainly, uncomfortable conversations but the clock has run out and we can no longer wait for another study, another report or another unfortunate "mishap" to occur before we take action.

The long term care system is about to take on more seniors than any past generation. Now is the time to put into action a preparedness plan. And, whether we wish to admit it or not, there are imminent dangers lurking in the system that require our immediate attention.

I met with The Minister of Health and Wellness, The Honourable Leo Glavine, in Vancouver while at the Health Minister Meetings in early January where he made a commitment to sit down with me to continue these conversations. I am hopeful that we are now moving in the right direction and, with sustained pressure from the NSNU, our members, the public and our LTC stakeholders, we will achieve success.

Ultimately, the purpose in presenting this research has been to shine a light on the problems,

News Conference Launches Long-Term Care Report

On January 14th the NSNU held a news conference to launch the new report, *Broken Homes – Nurses speak out on the state of long-term care in Nova Scotia and chart a course for a sustainable future*. Leading the discussion was the author of the study, Dr. Paul Curry, Educator/Researcher and Government Relations Advisor for the NSNU. Dr. Curry provided an overview of the study and spoke about the research methodology behind the concerning trends detailed in the report. Nurses' Union president Janet Hazelton was on hand to present study findings and recommendations, and to field questions from the media.

Also invited to speak were two people with a more personal view of the crisis in long-term care: NSNU Board Member Sheri Gallivan, RN, presented the perspective of front-line workers. She currently works in long-term care, and is an advocate for nurses and residents. Gary MacLeod presented the perspective of family members and the community. He is the Co-Founder of Advocates for the Care of the Elderly, the ACE team, and has been a caregiver and guardian for many aging and ailing family members.

The news conference garnered a great deal of media attention, and in the hours and days that followed, the story was picked up by more than fifty local, provincial and national media outlets. Viewers of CBC, CTV and Global news channels were presented with video from the event and interviews with Hazelton, while readers of publications ranging from the New Glasgow News to the Huffington Post learned about the crisis unfolding in Nova

Scotia's long-term care facilities in their newspapers and online subscriptions.

On social media the discussion took on a life of its own. On Twitter, NSNU tweets and retweets related to the report were shared almost 150 times and favoured more than 100 times. On Facebook, posts about this topic were liked, shared and commented on more than 1,170 times, reaching approximately 43,500 people. Due in part to the tremendous response on social media, the state of long-term care is no longer an invisible crisis. People know about this issue and they care enough to call for action from the province.

Following the news conference members of the media made their way to One Government Place where they questioned Minister of

Health and Wellness Leo Glavine on the contents of the report. His responses were non-committal, disappointing considering the serious concerns of Nova Scotia's front-line nurses. He denied that the system is in crisis, citing his own experiences visiting long-term care facilities as evidence of their health. Despite this, he committed to meeting with the NSNU to discuss the recommendations of the report.

Broken Homes is not an indictment of any one government. It is a well-needed critique of a rapidly degrading system that seeks to find solutions to decades-old problems. It is a necessary first step in improving our long-term care system so it can adequately care for our aging population now and into the future.



Janet Hazelton was CBC's Newsmaker of the Day on January 14, and joined Tom Murphy in-studio for an interview about the LTC report

May 25, 2016 LTC Meeting – Follow up to NSNU Publication *Broken Homes*

The Nurses' Unions recent book, *Broken Homes – Nurses speak out on the state of long-term care in Nova Scotia and chart a course for a sustainable future*, sparked a large amount of interest from the media, the public, LTC operators and elected officials. On May 25th, 2016, the NSNU will host a province-wide meeting with our long-term care nurses in Truro to further discuss the publication as well as the reaction to it. The meeting will afford nurses the opportunity to discuss the recommendations together and to consider, as a collective, what role we can play in implementing them. Further details will be communicated to members in the next few weeks.

Bargaining Update

Negotiations and Essential Service Agreement Update

NSNU is part of a Council with the other healthcare Unions and we are collaborating in preparation for negotiations. The chief negotiators from the four Unions have been working together over the last several months to identify clauses in the existing collective agreements in order to prepare for the proposal writing phase. Even before the Unions get to the table, there will be a number of additional strategic steps ahead including things such as bargaining surveys, consensus training for negotiating committees and meetings to develop proposals for each negotiating council.

In the meantime, several other Unions have negotiated and are at varying stages such as ratification or rejection of tentative agreements as we have heard in the news. Two big issues further complicate the normal process of negotiations; Bill 148 and the legislated requirement for an essential services agreement.

The following is a synopsis of Bill 148 drafted by legal counsel to the Council of Unions, Ray Larkin:

Bill 148 in Detail

Bill 148 does two things. It mandates wage restraint in the public sector by requiring four year collective agreements with a wage freeze in the first two years and limited wage increases in the following two years and it prevents the use of any service earned after April 1, 2015 in calculating retirement allowances.

Two year Wage Freeze followed by two years of wage restraint

Bill 148 provides that any new public sector agreement must have at least a four year term with no increase in rates for the first two years, a maximum increase of 1% in the third year and maximum 1.5% increase in the fourth year, plus a .5% increase in rates of pay on the last day of the fourth year.

The freeze and the maximum increases apply to rates of pay. Employees whose collective agreements provide for step increases or merit increases can continue to advance to the next higher step or receive a merit increase.

The Bill permits collective bargaining on issues other than "salary, wages, stipends, honoraria, bonuses, fees, and commissions", but prohibits increases in rates of pay above the maximum permitted increases.

Some employees, such as civil servants and highway workers, and possibly acute care employees where essential services legislation makes it impractical to conduct a strike, can still refer disputes to binding arbitration. However, an arbitrator is prohibited from

awarding increases in rates of pay above the maximum rates in Bill 148.

Retirement Allowances

Many collective agreements provide for a severance payment at retirement based on years of service. The amount of the payment is usually calculated at the rate of one week's pay for each year of service. Payment is usually limited to 26 weeks pay and is made at the employee's rate of pay at the time of retirement.

Bill 148 prohibits payment of a retirement allowance or public service award using service accumulated after April 1, 2015. Years of service before April 1, 2015 are still included in the calculation of the allowance. It also requires that payment of the retirement allowance based on service before April 1, 2015 be made at the rate of pay immediately before April 1, 2015 not the wages rates at the time of retirement.



Signs during the Bill 148 rally call on the government to value workers' rights

How does Bill 148 become law?

Bill 148 does not become law just because it has been passed by the legislature and received Royal Assent. It must first be proclaimed. The Provincial Government can decide when and if Bill 148 is proclaimed and to whom it will apply.

If Bill 148 were proclaimed in full, it would apply to all public sector workers and their employers other than municipalities and universities.

The Government has indicated that it will only proclaim the Bill to if it is likely that there will be a settlement or arbitration award with wage rates higher than the maximums established in the Bill. Meanwhile, collective bargaining is permitted on issues other than wages, but Bill 148 will hang over the heads of union negotiating committees like a Sword of Damocles. If it looks like they might negotiate higher rates or keep their retirement allowance, the Bill will be proclaimed to stop this happening.

Breach of Constitutional Rights?

The Canadian Charter of Rights and Freedoms does not permit a government or legislature to infringe the guarantee of freedom of association unless the infringement can be justified as reasonable in a free and democratic society.

The Supreme Court of Canada has determined that freedom of association includes the right of employees to engage in collective bargaining with their employer and the right to strike. If a law substantially interferes with those rights, it infringes the right of employees to freedom of association.

A government can justify infringement of the right of employees to collective bargaining and the right to strike if it enacts a law for a purpose the Courts regard as valid and if it infringes the right only as much as needed to achieve that valid purpose.

Bill 148 interferes with public sector employees' right to collective bargaining by, in effect, imposing a wage pattern that is non-negotiable and by removing a negotiated right to accumulate service and earn a retirement allowance based on that service.

Bill 148 denies employees the right to negotiate wage rates for a four year period which is greater than the imposed wage pattern. As long as Bill 148 is in effect, unions will not be permitted to negotiate any accrual



Janet Hazelton joins other labour leaders in calling on the government to abandon Bill 148 on December 15

of service after April 1, 2015 to increase retirement allowances.

Similar issues which arose under the Harper government's Expenditure Restraint Act were pending at the

Supreme Court of Canada earlier this year but the Court referred those issues back to the Courts of Appeal to consider in light of its' decisions involving freedom of association for members of the RCMP. Those cases will likely find their way back to the Supreme Court to finally decide whether legislated wage restraint is a substantial interference with collective bargaining and, if it is, whether it can be justified in a free society.

We think that Bill 148 substantially interferes with collective bargaining and infringes freedom of association. To justify it, the Government must satisfy a court that this infringement has a valid purpose and that the infringement is the minimum interference possible to achieve that purpose.

There is no evidence that the Government cannot negotiate with public sector unions and find an agreement on wages that is acceptable to the employees and to the Government.

If the Government and other public employers negotiated in good faith, it is quite possible that an eventual agreement might be different than the pattern they seek to impose in Bill 148. The term might be shorter. Different rates of increases or different effective dates might be agreed. The purpose of Bill 148 is to prevent that negotiation. This is not a valid purpose.

Bill 148 has an especially negative effect on those employees who are forbidden to strike and required to use binding interest arbitration to resolve disputes. A very large group of employees who work for the Provincial Health Authority and the IWK Health Centre face the possibility that they will be prohibited from striking as a result of the essential services legislation. If a strike is impractical because of the number of employees who are not permitted to go on strike, there is an option for binding interest arbitration of those collective agreements.

The Supreme Court of Canada decided this year that the right to strike is protected as part of freedom of association and that right to strike cannot be justified unless there is a fair and neutral process for resolving disputes put in its place. Bill 148 requires arbitrators to impose the wage restraint and take away service credit after April 1 in paying retirement allowances; the process is not neutral.

What happens next?

Until Bill 148 is proclaimed, collective bargaining will take place in which the employers will refuse to move from the wage pattern and retirement allowance provisions in the un-proclaimed legislation. It will be

very difficult to conclude agreements acceptable to union members. Employers will have to offer other monetary or non-monetary changes to convince members to ratify agreements with Bill 148 wage restraint.

If a union does bargain a four year collective agreement in this context and the members ratify the agreement, the agreement would not be subject to challenge under the Constitution.



Janet Hazelton participates in the December rally against Bill 148



Despite rallies in opposition, Essential Services legislation was passed in 2014, requiring unions and employers to create Essential Services Agreements before collective bargaining could take place

Essential Services Agreement and Bargaining

Again the Liberal government has forced its hand in collective bargaining by legislating Essential Services Agreements. Representatives from the four healthcare Unions have been meeting regularly with employer representatives to work on ESA guidelines. There continues to be a number of outstanding issues yet to be concluded at this table. Eventually, if we are unable to reach an agreement at that table, the parties will be before the Labour Board to resolve our differences.

The Unions maintain the position that we can't begin bargaining until an ESA is reached despite the employers' position that all can be done in tandem. So what does all this mean for NSNU? At this point, we believe bargaining for the Nursing Bargaining Unit is not likely to happen any time soon. We realize this may be frustrating for many of our members but it is a dilemma created by the government and the Unions are doing their best to work together despite all the hurdles. We will of course provide updated information whenever we can.

NSNU Board of Directors and Trustee Nominations

This spring, all positions on the Board of Directors and NSNU Long Term Disability Trustee will expire following a two-year term. All members of the Board and the Trustee representatives must be members-in-good-standing and working nurses in order to apply. All but three positions on the Board have been acclaimed as well as the LTD Trustee position. There are multiple candidates vying for the positions of Vice President, LPN Grad and Long Term Care. Their biographies are below. Voting will

take place at the Annual General Meeting in Truro on April 27.

The current Vice President of the former Central Region (Zone 4), Cheryl Barker, has not reoffered. The NSNU received one nomination for that position – Jen Thiele – and therefore that position is also acclaimed. The following NSNU members are incumbents who will remain on the Board and the unchallenged candidate for VP of Central Region who also succeeds via acclamation:

Janet Hazelton – President & Pension Plan Trustee
Lillian Fynes – VP Finance
Gerri Oakley – VP Eastern Region
Jen Thiele – VP Central Region
Ann Marie Murdock – VP Northern Region
Michelle Lowe – Western Region
Jayne Fryday – VP IWK
Jennifer Chapman – VP Community Care Component
Gerri Oakley – LTD Trustee

Candidates

NSNU Vice President - Candidate

Chris Van Zoost, RN



Chris is a graduate of Halifax Infirmary School of Nursing. She has 40-plus years of experience in many acute care disciplines – OR, PACU, ICU, Emergency, Med-Surge, OBS, Pediatrics, and is presently working in the Pain Clinic at Hants Community Hospital in Windsor.

Chris has held all executive positions at the Local level as well as numerous provincial positions: Chief Shop Steward and Chair of BUGLM, Provincial Negotiating Committee (5 terms), Provincial Nominating Committee, Chair of the NSNU Education Committee, VP Central Region (5 years), 1st VP (4 years), Personnel Committee, Chair Union Discipline Committee.

She counts herself fortunate to have attended Eastern Labour School (ELS) on five occasions and was the recipient of the Glenna Rowsell Memorial Award in 2006. Chris has actively participated in five CFNU biennial conventions.

Chris is a member of the Board of the Nova Scotia Federation of Labour; the Nova Scotia Citizens' Health Care Network; the Chair of the Board of Health Care Human Resource Sector Council and the NSNU representative on the

Canadian Research Institute for the Advancement of Women (CRIAOW).

Personal Statement:

In the role of Vice President, I will be accountable, approachable and accessible to the members. I will be a continued support to the President and the Board of Directors.

I will participate actively in the work of the Board of the NSNU and its committees. As a member of the Board I will be a full participant in the discussion and consensus process that leads to fair and unbiased decision making.

I am privileged to be able to work in a profession I love and belong to a union I am passionate about and strongly believe in.

NSNU Vice President - Candidate

Alaine Halliday, LPN



Alaine is a Licensed Practical Nurse with 30 years experience in acute care and has been working in the palliative care unit at the Aberdeen Hospital in New Glasgow for the

last ten years.

She has been the president of the Aberdeen local for the last eight years. In the past she held the treasurer position and she now oversees the DTA committee. She has been the Chair/Secretary of the BUGLM for the last six years. She is a member NSNU's Provincial Negotiating Committee, currently on her second term on the Committee.

Alaine has been fortunate to attend many courses at Eastern Labour School over the past ten years, and has participated in education offered by NSNU's AGM, CFNU, and Lancaster House. She has attended the NSFL sponsored events.

Alaine continues to work on her education portfolio and

is exploring more educational opportunities offered for palliative care nurses.

Personal Statement:

I am a passionate activist member of the NSNU, currently holding the position of President of the Aberdeen Local for the past eight years, and acting chair of the BUGLM. As acting chair of BUGLM, I have had the opportunity to work collaboratively with the Labour Relations Representatives and other BUGLM members in our mission to uphold our preamble as per the collective agreement.

I am currently an elected member of the PNC, I am a team player and look forward to taking this next step with the Provincial Board of Directors and the Provincial President of the NSNU.

VP Licensed Practical Nurses / Grad Component - Candidate

Maria Langille, LPN



Maria is a Licensed Practical Nurse of 37 years who has worked in acute care, long term care, Psych, Rehab, Medicine/Telemetry, and Float Nurse.

She began her work with the NSNU first as a treasurer in 1982 and has since held the positions of Shop Steward, President and Co-

President of her local, and has held the position of VP of LPN/Grad for several terms.

Her committee work includes the NSNU Political Action Committee, Occupational Health and Safety, and several LPN focused groups.

Maria has participated in Eastern Labour School on several occasions taking courses in leadership, the grievance and arbitration process, the legalities of a nurse, media training and communications. She has attended numerous CFNU educational sessions on dealing with difficult people, the promotion of nursing, working with new grads and sorting through issues in the various sectors of nursing. She has taken full advantage of all educational and leadership training offered by the NSNU, CFNU, NSFL and the CLC.

She has a strong knowledge of wages, collective agreement language, scope of practice and employment, and the legal responsibilities of the Board of Directors and of nursing.

Personal Statement:

I see the national picture in relation to LPNs and I also have a very good working relationship at the provincial level with the CLPNNs. This has increased my knowledge and capabilities to represent the LPN component on the Board of Directors.

My objective in running for the position of VP of LPN/Grad is to continue to promote open communication in the component and bring our concerns to the Board. I wish to provide support for our LPNs working in all sectors within the NSNU, wherever and whenever needed.

VP Licensed Practical Nurses / Grad Component - Candidate

Laurie Hirtle, LPN



Laurie has been an LPN for almost twenty years, starting at first in private home care, then long term care and in the last ten years she has been employed in acute care at the Dartmouth General Hospital.

She is the alternate for the current VP of LPN/Grad, Maria Langille. While in this position she has also been attending BUGLM meetings. Laurie is very actively involved in the union and her local, and has been a Shop Steward for three years.

In 2014 she attended Eastern Labour School and in 2015 she was a delegate at the CFNU Biennial Convention in Halifax. She has also attended the last three NSNU Annual General Meetings.

Laurie continues to seek out every possible opportunity to expand her knowledge of the labour movement.

Personal Statement:

Initially I started as Shop Steward of my unit and immediately took on the role of LPN representative

for our College. I have attended every AGM and labour school since my induction in 2012. In 2014 I accepted the position of alternate to the Regional Vice President of LPNs. Now after much consideration, and in discussing this with my local, I feel that a position on the Board is the next best step.

All of this has enabled me to grow as a front line worker and being a member of the Board will help me become a better role model for my nursing colleagues.

Over the last twenty years I've actively adapted to change and the expanded role of LPNs. I'd like to continue promoting LPN's scope of practice and our value and role in health care, as well as mentoring new LPNs and educating the public.

VP Long Term Care - Candidate

Sheri Gallivan, RN



Sheri has been working as a Charge Nurse in long term care for twenty-three years. Prior to that, she worked as a personal care worker in LTC while taking her

BScN at Dalhousie. She obtained her GNC(c) in 2012. She is currently employed by Shannex.

She has been the President of her local for the last five years but also held the Co-President position for a decade prior to that. Sheri has always been an active local member since the unionization of her workplace.

Sheri has attended two Eastern Labour School events, fully taking advantage of the leadership courses offered at those forums. She is planning to attend the 2016 ELS in St. John's, Newfoundland this May. She obtained her Geriatric Nurse Certificate in 2012.

She is a member of the committee that produces the Long Term Care – Care By Design education day

each November. She takes every opportunity possible to advance her education and is currently enrolled part-time at the Atlantic School of Theology.

Sheri has served on the Board of Directors as the VP of Long Term Care for two terms and is excited at the prospect of continuing in that role.

Personal Statement:

I wish to ensure that long term care remains a hot topic of discussion in the health care forum, looking for improvements to ensure quality care and satisfied and safe nurses.

I also wish to continue to work for parity in all areas with our counterparts in acute care.

VP Long Term Care - Candidate

Rhonda Church, LPN



Rhonda has been as a licensed practical nurse for thirty-five years, thirty-four of those years in long term care, and is currently

employed at Windsor Elms Village. She has been President of her local for ten years and has represented LTC for the last three rounds of bargaining on the Provincial Negotiating Committee of the NSNU. She is also a member of the UMCC in her area and Shop Steward for her local.

Rhonda has attended five Eastern Labour School forums, nine NSNU Annual General Meetings, two CFNU Biennial Conventions including the event held in Halifax in 2015, a Nova Scotia Federation of Labour Biennium and all educational components available at these sessions.

She has attended separate workshops at the NSFL on workers compensation as well as a political action session at CFNU last year.

Rhonda participated in national roundtable discussions on long term care in Ottawa in 2012 and has taken part in all surveys and discussion groups around issues in the LTC sector.

Personal Statement:

If elected to the Board of the NSNU as VP of LTC by my peers, I can only hope to do as good a job as my predecessors and represent each long term care nurse equally and fairly by bringing issues forth and communicating effectively.

Cheryl Barker Bids Farewell to Board Duties

It is with a heavy heart that I have decided not to reoffer for the position of VP Central Region. I would like to take this opportunity to thank all my members in DHAs 1, 2 and 3 for their support in my role over the past years.

I have enjoyed representing NSNU members and taking part in the exciting campaigns and events that the Nurses' Union is continuously involved in promoting. I have modeled for the NSNU, appeared in our TV commercials and video presentations. I have chaired fabulous committees that have brought education and awareness to our members. I have grown as a person and as a nurse while active in our Union. These are treasured memories for me about an organization that I have supported

passionately throughout my long and successful nursing career.

My plan now is to continue to work casually and spend more time with my family, therefore I cannot reoffer for another term at the next AGM. The members, Board and staff of the NSNU have been like family to me over the many years that I have been an activist. They have believed in me as I have counted on them to put the best interests of nurses at the forefront of what they do. My commitment to the Nurses' Union and all it stands for is forever unwavering.

I wish the best to all the candidates vying for very rewarding positions and experiences on the Board of the NSNU.



Cheryl Barker, RN

New to the Board - Jen Thiele

The NSNU welcomes Jen Thiele as the next VP of Central Region, a position that Cheryl Barker successfully filled for many years.

Jen is a registered nurse of thirteen years who attended the University of Memphis on a soccer scholarship. She is currently employed at the Dartmouth General Hospital.

She was a member of the BUGLM at the IWK for four years and sat on the Promotional Advisory Committee of the IWK from 2010-2014, as well as the NSNU Education Committee from 2011-2013. She was a Shop Steward at the IWK and is currently the Treasurer at the DGH.

Jen has been attending the NSNU AGM since 2009 and has participated in ELS on two occasions. In 2013 she was a panelist at the CFNU Biennial Convention in Toronto where she spoke on the Seeking Equity panel. She also attended the 2015 Biennial event in Halifax last June.

Jen is a familiar face to many, having appeared in various NSNU television commercials and promotional campaigns.

The Board of Directors of the Nurses' Union welcomes Jen to the position.



Jen Thiele, RN

Janet Hazelton Acclaimed Nurses' Union President, Her 7th Term

Janet Hazelton is now the longest serving president of the Nova Scotia Nurses' Union, founded in 1976. Once again, she has taken the position of President of the Board of Directors of the NSNU, representing nearly 7000 nurses in the province, by acclamation. This is the 7th consecutive term for Janet, a registered nurse who has held the position since October 2002.

This latest acclamation means she will hold the position for another two-year term during which time she will take the helm of the inaugural bargaining structure for nursing negotiations in the province.

Janet has enjoyed many victories on behalf of the 6900-plus registered nurses, licensed practical nurses and nurse practitioners she represents. In 2011, the Nova Scotia Nurses' Union introduced a standardized uniform to bolster the accessibility and identity of nurses across the province. To



Janet Hazelton, RN

date, this trend has been piloted by five other provinces in Canada and has garnered international attention from nursing and health organizations alike.

A long-time resident of Truro, Janet is a graduate of the school of nursing at St. Francis Xavier and in 2010 she completed a Masters degree in public administration at Dalhousie University. Janet currently sits on the Board of Directors for the Workers' Compensation Board of Nova Scotia, the Provincial Nursing

Network of Nova Scotia, and the National Executive Board of the Canadian Federation of Nurses' Unions. She is also a member of the Executive Council of the Nova Scotia Federation of Labour, as well as the NSNU Trustee for the Health Association of Nova Scotia Pension Plan.

She is a recipient of the National Bread and Roses award from the Canadian Federation of Nurses Unions for her work on behalf of nurses and health advocacy.



NOVA SCOTIA 
NURSES'
UNION 40
YEARS

AGM 2016

2016 Annual General Meeting and Education Day Information

We are excited to be formally celebrating our 40th anniversary – our Ruby Anniversary – this year, again at the Best Western Glengarry Hotel in Truro. It has been two years since we met for an AGM as we bypassed 2015 in order to participate in the national CFNU Biennial Convention here in Nova Scotia. That convention welcomed 1000 nurses from across the country while attracting much attention to the needs and concerns of Canadian and international nurses.

Registration for our 2016 AGM and Education Day will be online at MyNSNU.ca from February 24 until March 24. Select the Annual General Meeting tab located at the top of the menu bar to access the online registration forms. If you have any questions or require assistance with online registration call the NSNU Office at 902-469-1474.

Members interested in attending only the Education Day on April 28 will be required to complete a separate registration form this year. Members who have applied for the Education Day only will receive confirmation of their participation after the registration deadline of Thursday, March 24. Education Day registration forms can also be found on the password protected MyNSNU portal.

AGM Packages

The AGM packages will be mailed to your local executive the last week of February. It will contain your annual reports and all documentation pertaining to this year's event. Much of this information will be also posted online at nsnu.ca.

Please be advised that the AGM will begin on Monday, April 25 with registration starting at 11am. There will be no meetings on Monday morning.

Charity Auction

Locals are encouraged to once again solicit donations for our Auction held during the banquet on Wednesday April 27. While we appreciate receiving all types of donations, in previous years items such as gift certificates, purses, jewelry and theme baskets have been very well received. This year the Auction funds will be donated to the Marguerite Centre, a long-term residential facility empowering women to create their own path to healing and recovery from addictions and abuse.

40th Anniversary Video Tributes Welcomed from Locals

The NSNU is celebrating its 40th Anniversary and in that spirit we are asking locals to video tape messages for viewing at our AGM and on YouTube.

Grab your phone or your camera to record a short message wishing the Nova Scotia Nurses' Union a very happy 40th year of working on behalf of nurses' rights, free and collective bargaining, health care advocacy, occupational health and safety, and healthy work environments.

Record something on your own or with your co-workers. Sing, dance, rap or recite your tribute. We look forward to seeing your creative and inspirational messages.

The deadline for submission is April 8.

If you need additional information please contact coleen.logan@nsnu.ca. Please send all video clips to that same email address.



Lending a Helping Hand That Time of the Month

During the NSNU AGM we're asking members to bring tampons and pads that will be donated to local charitable organizations that provide sanitary products to women and girls in need.

Sanitary products are readily available in Canada, but costly. Even in this country women and girls are forced to stay home from school and work while they're menstruating, causing them to miss out on important opportunities to succeed and achieve.

The NSNU will donate the products we receive to shelters, food banks that provide these necessities, and other reputable distributors.

Thank you in advance for your kindness.

NOVA SCOTIA
NURSES'
UNION 40
YEARS



AGM 2016

Bridging the Generational Divide

Nurses United in Providing Quality Patient Care

On January 28, 2016, the Canadian Federation of Nurses Unions published *Bridging the Generational Divide: Nurses United in Providing Quality Patient Care*, a report that demonstrates the dangers of an unstable health care model that relies on overtime to make up for chronic understaffing. The report draws attention to the difficulty nurses face in their efforts to administer quality care when they have excessive and untenable workloads, and management that is all too often removed from the frontlines of care.

In preparing the report, CFNU held focus groups for both established nurses and nurses in the early stages of their careers, including members of the NSNU. By gathering these groups, the CFNU was able determine common themes to see what could be done to improve the work-life of Canada's nurses. Ultimately, the study resulted in several recommendations focused around six themes common to both groups:


1. Work-life balance/health;
2. Evidence-based safe staffing;
3. Workplace relationships/leadership capacity;
4. Teamwork;

5. Student/new nurse graduates' transition programs; and
6. Continuing education/professional development training.

"As nurses, we must act to protect our patients and reverse dangerous trends. We must speak up for patients and make our voices heard so that everyone knows what is at stake. We must also work towards health care policies that focus on health care workers as individuals, and nurses as professionals with full lives, and not solely as angels of mercy," says Linda Silas, CFNU president.

This report offers a new approach for health human resources planning with the goal of safeguarding quality care for patients. We hope to see employers and the government take these recommendations to heart and enforce positive changes to improve a system that does not always operate in the best interests of patients or their care providers.


The full *Bridging the Generational Divide* report can be viewed at www.nursesunions.ca.



Bridging the Generational Divide

"...Just being able to keep doing what you love but being able to balance that with the life that you want outside of your career."

- Canada's Nurses



Canada's Nurses
STANDING UP FOR HEALTHCARE

NSNU member Jamie Stewart is among many Canadian nurses featured in the CFNU report

United Toward a Health Accord

CFNU Hosts Health Care Roundtable Discussion

On December 15, 2015 the Canadian Federation of Nurses Unions hosted a facilitated session in Ottawa to consult with high-level health care stakeholders on a new Health and Social Accord. In all, fifty organizations were invited to participate in the discussion, with the goal of developing common positions that could be presented to the federal, provincial and territorial health ministers at a meeting planned for January. President Janet Hazelton joined the discussion as a representative of the NSNU.

The Health Accord is designed to ensure equal access to quality health care for all Canadians, regardless of geographic or monetary circumstances. The most recent Health Accord expired in 2014, and was not renewed by the former Conservative Government. During the 2015 election, the Liberal party committed to bringing back an updated and improved version.

The roundtable discussion was inclusive of a variety of organizations that share a stake in the success of our Canadian health care system. Some of the invited groups included: Aboriginal Nurses Association of Canada, Canadian Association of Advanced Practice Nurses, Canadian Association of Social Workers,



Representatives from many different groups discuss ideas and share unique perspectives on ways the Canadian health care system can improve

Canadian Pharmacists Association, Canadian Health Human Resources Network, Canadian Doctors for Refugee Care, Canadian Nursing Students' Association, Mental Health Commission of Canada, Fédération interprofessionnelle de la santé du Québec – FIQ, National Union of Public and General Employees, Canadian Union of Public Employees, Dalhousie University, School of Nursing, the CLC, CNA, CMA, CHC, as well as CFNU member organizations like NSNU.

The CFNU and NSNU are committed to working with our fellow health care stakeholders as development of a new Health and Social Accord begins. We will continue to put pressure on political leaders to make this a priority moving forward.



Health care stakeholders from across the country come together to discuss the essential elements of a new Health and Social Accord



Janet Hazelton joins members of the CFNU National Executive Board and other health care stakeholders in Ottawa for the meeting

CFNU Calls on Health Ministers to Develop a New National Health and Social Accord

In January, Honourable Jane Philpott, Canada's Minister of Health, and the Honourable Terry Lake, British Columbia's Minister of Health, co-chaired meetings with federal, provincial and territorial Health Ministers in Vancouver. The Canadian Federation of Nurses Unions, including Janet Hazelton, president of the Nova Scotia Nurses' Union, was also in Vancouver to discuss current and emerging health care issues.

On January 20th the CFNU hosted the Ministers at a breakfast where national president Linda Silas presented a path toward a new Health and Social Accord. The presentation included common goals determined by multiple high-level health care stakeholders during a roundtable discussion held in Ottawa the month prior. The key elements they recommended for an Accord included:

- Stable Federal Health Care Funding (to a minimum of 25% by 2025);
- Coordinated Health Human Resources Planning;
- A National Prescription Drug Plan (Pharmacare);
- A Canadian Strategy for Healthy Aging;
- Improved Access to Health Services in Home and Community Settings;
- Improved Access to Mental Health Services.

The CFNU supported these recommendations with two documents: a detailed plan toward a new Health and Social Accord, and a strong rationale for why these elements are essential

for improving health care for all Canadians.

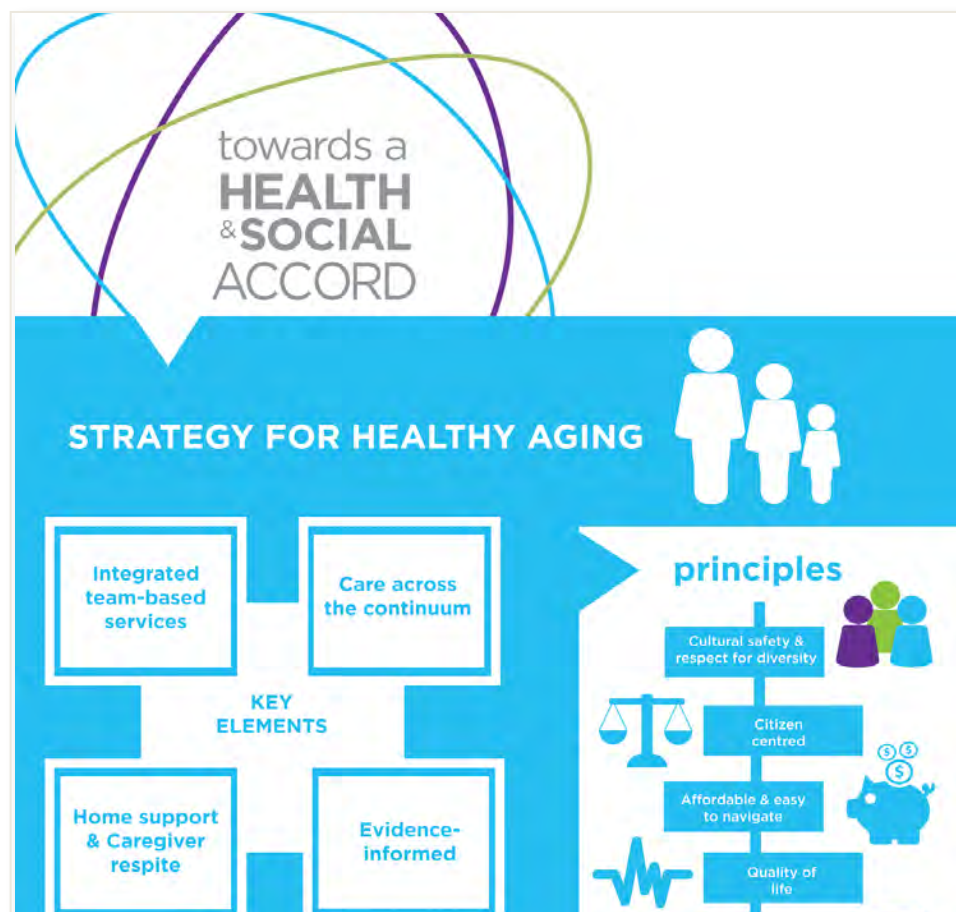
"We need leadership. Canadians pay more for prescription drugs than nearly every other developed country, our seniors don't have access to the care they need, and nurses are working millions of overtime hours each year, with no rational plan in sight," said Silas.

"It's time for co-ordinated action between governments, we need to break the silos in health care and understand that cutbacks at the local hospital, reduced home care services and children who go hungry all impact health status

and health care costs. Having only a narrow focus on delivery of health care in hospitals does not go far enough."

During the breakfast CFNU urged Ministers to work with health care stakeholders and take a collaborative approach in the development of a new Health and Social Accord. Both CFNU and NSNU look forward to continuing this dialogue with our federal and provincial Health Ministers as this process continues.

To read CFNU's full plan toward a new Health and Social Accord, visit www.nursesunions.ca.



The CFNU offers detailed strategies and rationales for several aspects of their plan for a new Health and Social Accord

Update: Anti-Labour Bills C-377 and C-525 to be Repealed

In June, 2015 the federal Conservative Government passed Bill C-377, a private members bill that was widely admonished for provisions that were blatantly and aggressively anti-labour. The Bill would require trade unions to report on any transaction of \$5,000 or more, to be published on the Canada Revenue Agency website. Those expenses included, but were not limited to pensions, health plans, salaries, bargaining expenditures and lobbying activities.

On January 28, 2016, the Liberal Government tabled legislation to repeal Bill C-377 along with another anti-union bill, C-525, which would alter the union certification and decertification process for federal public servants, and change the thresholds required to trigger a vote.

In the December edition of the CFNU newsletter *Hot on the Hill*, they wrote:

“The CFNU and other unions are very encouraged by these assertions and will be following up with [Minister of Employment, Workforce Development and Labour, MaryAnne Mihychuk] and the new federal government to ensure that these commitments are kept. Beyond signaling this new approach with labour, it will be important to have legislation and programs that substantively improve the lives of working people in Canada, with big improvements possible in areas related to public health care.”

The NSNU is committed to a policy of openness and transparency with our membership. If Bill C-377 had been upheld, it would have been an expensive and intrusive process to obtain information that is only relevant, and readily available to our members. We're pleased to see these changes taking effect quickly and decisively, and are eager to work with the CFNU to continue fighting for Canada's Nurses.

Solidarity: Chronicle Herald Workers On Strike

Following a tumultuous bargaining process with The Chronicle Herald, workers represented by the Communication Workers of America - Halifax Typographical Union have gone on strike. According to the Union, which represents 61 reporters, editors, photographers, columnists and support staff, workers offered major concessions, only to have them rejected by the employer. The concessions included an immediate five percent wage cut, a two-year wage freeze, a reduced starting salary, a cap on severance pay, a reduced mileage rate and a reduced vacation allotment.

In a show of solidarity, NSNU president Janet Hazelton and vice president Chris Van Zoost have both taken the time to join workers on the picket line outside The Chronicle Herald offices in Halifax. The NSNU has also made a contribution to the workers' strike fund.

Although Chronicle Herald journalists are on strike, it is important to them that they continue reporting local news. To keep Nova Scotians informed, they have launched www.localxpress.ca, a news website that features new stories every day.



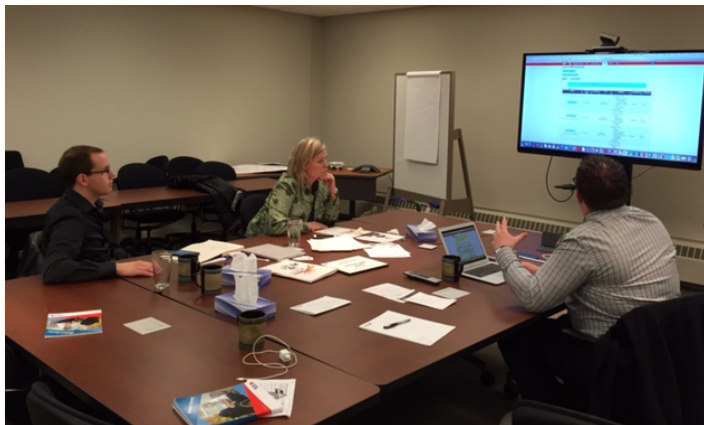
Janet Hazelton joins Chronicle Herald workers on the picket line on January 27



Chris Van Zoost hoists the NSNU flag in support of striking Chronicle Herald workers

United Nurses of Alberta Provides Safe Staffing Clinic for NSNU

On Friday, January 22nd, Janet Hazelton and NSNU Researcher Paul Curry had the opportunity to meet with Jane Sustrik, first Vice President, and Chris Axtell, Professional Practice Specialist, with the United Nurses of Alberta (UNA). The purpose was to get a first-hand look at UNA's state-of-the-art workload tracking system and learn how the Alberta Union has been able to leverage technology to its advantage in several ways as they push for safer staffing levels across the province. The NSNU is constantly looking for ways to improve its own safe staffing procedure (Clinical Capacity Reports, or CCRs).



Janet and Paul learn about UNA's web portal that enables nurses to upload their version of Clinical Capacity Reports

The UNA's system includes a portal on their website that enables nurses to upload reports. It also provides local executive members with access to related information and statistics, and allows them to request help from UNA staff. As a sister union in the Canadian Federation of Nurses Unions, UNA has offered to provide ongoing support as we at the NSNU enhance our safe staffing system.

Janet Hazelton Visits CBU Nursing Class of 2016

On January 6th, NSNU president Janet Hazelton spoke to the next graduating class of the Cape Breton University Bachelor of Science, Nursing program - sixty students in total - about the realities of nursing.

Several times each year nursing schools across the province invite Janet to speak to students about professional practice issues, the role of the union, the structure of the Nurses' Union and the importance of getting involved in Union activities at the grassroots level upon graduation.

Discussions around collective bargaining, contract language, professional ethics, respectful and safe workplaces, the value of the white and black standardized uniform, as well as planning and preparing for the NCLEX, rounded out the presentation topics.



Janet joins sixty CBU nursing students on January 6th to discuss the realities of life as a Nova Scotia nurse

We are pleased to hear that all sixty of these students have been offered nursing positions in Nova Scotia. On behalf of the NSNU Janet welcomed them to the nursing profession.



Nine of the 2015 Ambassadors: Front row (L to R): Johane Robitaille, Sandra Starratt, Jennifer MacLellan, Cristian Suteanu; Back row (L to R): Hugh Millward, Sara Iverson, Fred Whoriskey, Paul Pettipas, Janet Hazelton

NSNU President Recipient of an Ambassador Honour

The Halifax Ambassador Program is an alliance of individuals who through their association and influence promote Halifax as a premier destination for meetings and conventions.

Ambassadors are people who are proud of their city and its institutions and want to showcase Halifax to their friends and colleagues from around the world.

NSNU president Janet Hazelton was a recipient of

the award in late 2015 for her work in bringing the Canadian Federation of Nurses Unions biennial convention to Halifax in June of last year. The NSNU became involved in attracting the biennial meetings to the city back in 2008, with staff working tirelessly alongside the CFNU to make it the huge success that it was. The convention was co-hosted by NSNU, bringing more than 1000 nurses and advocates from across the country and around the world to the capital of Nova Scotia.

Updated President's Manual – New Name, New Information

The Nova Scotia Nurses' Union has recently updated the President's Manual, and given it a new name: Table Officer Manual. Available on the NSNU website, this document is a great resource for Table Officers, as it contains information that is essential to all roles within local union leadership.

The Manual includes nineteen sections related to the role of a Table Officer, including Managing a Meeting, Occupational Health and Safety, Grievances, Confidentiality and more. All Table Officers, new and returning, should become familiar with the contents of the Manual, which contains new information, and important updates to existing documents. The information contained within the Manual will help Table Officers provide the best service possible to members of their locals.

The Table Officer Manual can be found at www.nsnu.ca/tableofficermanual. If you have questions about the contents of the Manual, please contact NSNU.Office@nsnu.ca.



This year the Victoria General Hospital Class of 1986 will be celebrating their 30th anniversary with a class reunion. The event will take place at Old Orchard Inn in Wolfville, NS, from September 30 – October 1, 2016.

Graduates of the class of 1986 who wish to attend the 30th Nursing Reunion are asked to contact Annette. Parker-Smith at Parker-Smith@nshealth.ca or junecoote37@icloud.com to register. The Old Orchard Inn has offered a special room rate of \$129 per night for attendees who book by August 30, 2016.

More details about this event can be found on the Facebook page for the class, titled "Victoria General Hospital Class of 1986". Please note: the page is only open to graduates, so those who wish to view the information will have to request to join the group.

Happy 30th anniversary, Class of 1986!

Table Officer Manual NURSING LED BY NURSES



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 1-800-469-1474/902-469-1474 (ext. 304) or verna.harrie@nsnu.ca.

Eastern Labour School

Please be advised that Eastern Labour School will take place in St. John's this May. All NSNU locals interested in sending participants are asked to contact the NSNU – jennifer.graham@nsnu.ca - by February 29th.

Each NSNU local is eligible to send one provincially sponsored attendee. Registration from non-sponsored attendees will be \$400 which includes accommodations, meals and courses.

As details are finalized and received from the Registered Nurses' Union of Newfoundland and Labrador, we will share that information.

ELS takes place on the following dates and times:

Sunday, May 15th

2 PM - Registration Begins

7 PM - 9 PM - Opening Reception

Monday, May 16th

8:30 AM - 4 PM - Classes

6:30 PM - Banquet

Tuesday, May 17th

8:30 AM - 4 PM - Classes



Members of the NSNU, NBNU, PEINU and RNUNL join together for the last Eastern Labour School, hosted by NBNU in 2014



Keep Up with the Nurses' Union on Social Media

Did you know the NSNU is active on social media?

The best way to keep up to date with your union news is to follow us on Twitter, like us on Facebook and subscribe to our YouTube channel. We post timely updates about union activities, share videos, provide event updates, offer messages around special events and much more. We also share pertinent information around bargaining, voting and other important news that members should be aware of.

If you're not following us on social media, come find us and join our online community.



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

Bargaining Updates from
Across the Labour Sectors

Cross-Country Check-In
Updates from Nurses' Unions across Canada

Countdown to the 2016 AGM



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