



ELDERCARE –

Working with Families to Make Care Work

In this issue...

BARGAINING UPDATE

SUMMER SAFETY CAMPAIGN

MENTAL HEALTH AND ADDICTIONS

President's Notebook

By Janet Hazelton, BScN, RN, MPA

Health Care Unions – Working Together



Over the next few months four health care unions, including the NSNU, will be working together to accomplish a joint bargaining unit for various tables in an effort to avoid disruption in representation. The amalgamation of the District Health Authorities has the potential to impact representation as the formation of employer groups will be vastly different.

The leaders of the four health care unions (UNIFOR, CUPE, NSGEU, and NSNU) met to discuss the DHA amalgamation in preparation for our meeting with the Minister of Health and Wellness on June 11th. We met again on June 23rd and remain committed to seeking a plan that will allow us to continue to represent our current members.

Several meetings have been scheduled throughout the summer to work on a process that could permit the four unions to work together with two employer groups. These discussions are preliminary, and a considerable amount of work needs to be done before there will be an outcome for all of the members to consider.

I will continue to keep you informed as progress continues.

In the meantime, I wish everyone a restful and safe summer. With any luck we will enjoy some real summertime weather, the kind we remember as kids but appreciate more as adults.

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Summer Safety for Our Kids



have a
safe
SUMMER

This summer, turn on your radio and tune in for summer safety tips for kids. The NSNU is sponsoring summer health tips that we can all take heed. Sun safety, proper hydration in warm temps and immunizations are important messages for everyone, but particularly our children. Our messages are:

1. Hydration

School is out, and it's time for kids to get away from their screens, and get outside. But warm, summer weather brings an increased need to keep your kids hydrated. Stopping them for a quick drink every twenty minutes or so, is a good rule of thumb. And try to avoid beverages that are high in sugar. Cold, fresh water will do the trick. This is a Kid's Summer Safety Tip from the Nova Scotia Nurses' Union. Nursing led by nurses.

2. Sun Screen

It's summertime, and that means your kids are spending more time outside enjoying the sunshine. But fun in the sun isn't fun if your child gets a sunburn. Research shows that even one serious sunburn can double a child's chances of developing skin cancer. To avoid the pain and risk associated with sunburns, always apply a water-resistant, SPF30 sunscreen before they head outside. This is a Kid's Summer Safety Tip from the Nova Scotia Nurses Union. Nursing led by nurses.

3. Pre-School Vaccination

Summer can breeze by in a flash, and before you know it, the kids are back in school. For preschool and primary-aged children, vaccinations are an important part of this exciting transition. Immunization is one of the easiest and safest ways to keep your child healthy. Before the school bell rings again, set up an appointment with your healthcare professional to get your child's pre-school vaccinations. This is a Kid's Summer Safety Tip from the Nova Scotia Nurses Union. Nursing led by nurses.

Our messages will also be promoted using our social media tools including our website, Twitter and Facebook. The NSNU is proud to sponsor health messages and be an advocate for safe and responsible summertime activity.



Janet Hazelton records radio message for Summer Safety Campaign, June 24, 2014

NLNU Members Ratify New Provincial Collective Agreement

Friday, June 13, 2014

Members of the Newfoundland and Labrador Nurses' Union (NLNU) ratified their provincial collective agreement reached in May with 97% in favour of the agreement.



“After a long negotiations process, we are pleased to have established a collective agreement that Registered Nurses support,” said NLNU President Debbie Forward. “Our negotiations team worked hard to achieve the best agreement possible in a challenging negotiations climate. The result was an agreement that acknowledges the priorities of Registered Nurses and provides new supports in areas of RN education and leadership.”

Highlights of the new collective agreement include:

- A four-year collective agreement for the period of July 1, 2012 through June 30, 2016. Salary increases of 2% effective July 1, 2014 and 3% effective July 1, 2015.
- A cash signing bonus of fourteen hundred dollars (\$1,400) for full time employees, prorated for those working less than full-time hours.
- No concessions.
- Significant new investments in professional development and leadership.
- Language to reserve the standardized uniform colors of white top and black bottom for registered nurses, plus an agreement that future orders of employer supplied uniforms, other than scrubs, will be in the RN colors.

This collective agreement will be in place until June 30, 2016 and applies to approximately 5,700 Registered Nurses in Newfoundland and Labrador.

(NLNU represents only RNs)

NSNU Safe Staffing shirts popular in Alberta!

Members of United Nurses of Alberta Local 33 pose with their nursing week table filled with treats for Nurses at the Royal Alexandra Hospital. Some of those nurses are wearing the NSNU Safe Staffing T-shirts they requested from us a few months ago. True solidarity!!!! Thank you to our sisters in Alberta



Union Dues Rebates

If you are working at more than one facility and paying union dues more than once in

a pay period, you are eligible to receive a rebate of the additional dues you have paid over and above the regular bi-weekly rates.

If you are a casual member who has been paid “less than” 7.5 hours (applicable to acute care members) or 8 hours (applicable to long term care members) in a bi-weekly pay period you are eligible for a union dues rebate. If either of the above applies to you, please contact Verna Harrie at 1-800-469-1474/469-1474 (ext. 304) or verna.harrie@nsnu.ns.ca.

Bargaining Bulletin

NEGOTIATIONS UPDATE

The Provincial Negotiating Committee (PNC) continues to negotiate the last contract of this recent round with Canadian Blood Services (CBS). The committee met for two days with the employer in early June and we have set the next date for early September. There are a number of important staffing issues that must be resolved with the employer.

As the collective agreements for all other sectors expire October 31st, 2014, members elected a new PNC at this year's AGM. Many of the PNC members were re-elected which will ensure a good mix of very experienced and issue-savvy people which will be great resources for new members. Here is the list of PNC members:

Central Acute Care-Janis Ritcey

Eastern Acute Care-Laura Lee Sharpe

Western Acute Care-Karen MacDonald

Northern Acute Care-Alaine Halliday

IWK-Edson Castilho

LPN-Vivian Starkey

LTC-Rhonda Church

Community Care-Tom MacKenzie

Vice President-Chris VanZoost

President-Janet Hazelton

Chief Negotiator-Chris Albrecht

Senior Advisor-Jean Candy

The upcoming round of negotiations will be very interesting with the realignment of the District Health Authorities therefore we are not sure who will be sitting across the table as the employer representatives. Once the government releases more details about their plan, we will provide an update.



The PNC team for CBS negotiations wore red on June 3rd in memory of the three fallen Moncton RCMP officers

Make time to check your personnel file

Submitted by Patti Humphries, BScN, RN, Labour Relations Representative and Professional Practice Advisor

Checking your personnel file is not something that nurses would think about very often. There may come a time where your practice and/or performance is under scrutiny and history on your file can have a negative impact as it relates to progressive discipline. The process to access your personnel file is under **article 25.03** and explains the process whereby you can make an appointment to review your file.

The NSNU has had discipline cases up to the point of termination where prior discipline, like a warning letter or a suspension, was included as part of the discipline letter even when the prior discipline was more than 5 years ago.

Protect yourself and advocate for yourself by requesting **in writing** that discipline letters and suspensions be removed as appropriate per the Collective Agreement.

As per **article 22.04** - Discipline other than suspension can be removed after 24 months if no further discipline. As per **article 22.05** - Unpaid Suspension may be removed after 5 years if the nurse has a clear record.

Disciplinary Record

22.04 A Nurse who has been subject to disciplinary action other than suspension may, after twenty-four (24) months of continuous service from the date the disciplinary measure was invoked, request in writing that the performance file be cleared of any record of the disciplinary action. Such request shall be granted provided the Nurse's file does not contain any further record of disciplinary action during the twenty-four (24) month period, of which the Nurse is aware. The Employer shall confirm in writing to the Nurse that such action has been effected.

22.05 A Nurse who has been subject to a period of paid or unpaid suspension, may after five (5) years of continuous Service from the date of the suspension request in writing that the performance file be cleared of any record of suspension. Such request shall be granted provided the Nurse's file does not contain any further record of disciplinary action during the five (5) year period, of which the Nurse is aware. The Employer shall confirm in writing to the Nurse that such action has been effected.



CNA Hosts a Successful Biennium

Dr. Karima Velji, RN, CHE, was officially installed as the 46th president of the Canadian Nurses Association (CNA) during the closing ceremonies at its highly successful biennial convention in Winnipeg. As president, she will represent 151,404 registered nurse (RN) members across Canada.

Velji is a health-care executive with more than 25 years of progressive leadership experience spanning the full continuum of care. Her expertise is in the development and implementation of innovative models of care, interprofessional practice and quality/safety systems.

The change of command comes as CNA concluded its annual meeting and biennial convention. CNA's presidents are elected to the volunteer position by CNA's voting membership. Velji replaces Dr. Judith Shamian, a strong advocate for nurses and a good friend of the NSNU.



Linda Silas, CFNU, Dr. Judith Shamain and Janet Hazelton

CNA is the national professional voice of registered nurses in Canada. A federation of 11 provincial and territorial nursing associations and colleges representing 151,404 registered nurses, CNA advances the practice and profession of nursing to improve health outcomes and strengthen Canada's publicly funded, not-for-profit health system.

CFNU National Executive Board meets in Winnipeg to coincide with the CNA Biennium



Eastern Labour School

Eastern Labour School was held this year in Moncton and enjoyed by hundreds of nurses from across the Atlantic Provinces from May 25 to 27.

A warm welcome from the host province greeted nurses from far and wide, including over 100 NSNU members. Together, they had the opportunity to network and hear from experts in the fields of labour relations and labour law, social media and communications, and negotiations, to name but a few.

On a rotational basis this event is hosted biennially by a nurse union in the Atlantic Provinces, assembling nurses for education, culture and a bit of levity.

Canadian Federation of Nurses Unions president, Linda Silas was on hand to speak at a plenary session and engage with nurses from this region in her home province of New Brunswick.

Lilo Wessels, RN, Labour Relations Representative and Mental Health and Addiction Consultant taught a General Labour



The presidents of the four Atlantic nurses unions at 2014 Eastern Labour School hosted by the New Brunswick Nurses Union. Janet Hazelton, NSNU, Debbie Forward, NLNU, Marilyn Quinn, NBNU, Mona O'Shea, PEINU

Relations course while Dr. Paul Curry, NSNU Researcher/Educator and Government Relations Advisor instructed a session on workload issues.

Congratulations to NBNU on hosting an outstanding convention.



Shutting the doors not the answer

The following opinion piece was jointly submitted to media outlets by Janet Hazelton, NSNU President and Danny Cavanagh, President CUPE Nova Scotia

There has been a great deal of dialogue surrounding the tragic events at Quest - Adult Support and Rehabilitation Centre in Lower Sackville where one resident caused the recent death of another.

The events that transpired are not trivial nor should they be ignored. Whenever there is harm or loss of life, staff, administrators and families are devastated. They are driven to look for every possible measure that could have prevented such an occurrence. Sometimes there are solutions and at times there is no amount of caution or anticipation that would have made a difference.

While those in authority continue to look for answers and ways to ensure that residents remain in a safe and supportive environment, we cannot forget about the good that is being done at this and other centres like it.

The reality is that there are very few options available to house and care for those in need of the very specialized services provided in these settings. Those living in these types of facilities have numerous conditions including, but not exclusive to, psychological, social and/or behavioural challenges.

Quest is staffed by caring and knowledgeable professionals working within interdisciplinary teams. Like all health care facilities, there are standards of practice and policies that guide and support each resident's individualized care plan. However, not unlike any other environment, unpredictable events can occur resulting in devastating outcomes. Does this mean that a facility with an overall history of quality care and expertise should shut its doors?

As unions representing those who work very hard to provide medical services

and protection for those in their care, we urge temperance and understanding at this difficult time. To consider closing a facility that offers specialized care to some of our most vulnerable citizens might be a knee jerk reaction. The investigation that's currently underway will hopefully result in recommendations to prevent another tragedy.

We fully support the families of those who are concerned about the recent events and we are hopeful that steps can be taken to avoid harm to or the death of another resident. We also support the invaluable services that Quest provides and the employees who are dedicated to their residents.

Shutting the doors should not be the answer when the services currently being provided may simply require improvement. Working together to keep these services in our communities and applying insights gained from difficult circumstances should be the goal.

Quest Regional Rehabilitation Centre is located in Lower Sackville



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Eldercare - When Mom needs a helping hand

Submitted by Patti Humphries, BScN,
RN Labour Relations Representative
and Professional Practice Advisor

Duty to accommodate - family status

We have had a successful accommodation in relation to Family Status. The Nurse works full time day shifts and is the main caregiver for her mother. Her mother has cognitive issues and must have supervision 24/7. There is some financial support which allows the Nurse to have care provided for her mother in order to attend her day shift duties at work.

The Employer put the Nurse on notice that her hours would change periodically where she would be required to attend work early and leave late due to meetings which are expected as part of her role. The Nurse was not able to attend work at these times as she has limited care provided to her mother and there was no appropriate family member to fill the gap.

The request was made for her to be accommodated for the next year and a half as this is approximately how long it will take to get placement for her mother in a facility. The Employer and the Union and the Nurse worked around this schedule issue and developed a plan to have the Nurse fulfill her duties in a modified manner until she is able to participate in the meetings. In addition she will attend some meetings by phone.

In the area of Duty to Accommodate (DTA) the Family Status cases are increasing not just in relation to child care and or dependent family disabilities but also in the care of elderly family members. These cases need to be assessed individually as do all DTA cases. The Nurse requesting the DTA may need to provide some documentation to support the request in the same manner as a medical accommodation.



In a recent workshop I attended there was discussion about this increasing need for DTA. There is increased pressure on adults to be a caregiver to their parent. With the aging demographic of the Nova Scotia population this area will continue to grow.

One of the Arbitration cases which highlights this process is a case called “Devaney vs ZRV Holdings LTD” - a ruling from the Human Rights Tribunal, Ontario. The worker was the son who was providing “Eldercare” while the family member was on a waitlist for placement. He had a good employment record and requested flexibility in scheduling of his work hours. The Employer was instructed to make the accommodation as there was no evidence of undue hardship for the Employer to do so.

As this area of DTA under Family Status grows, the Union will be asked to be involved in more of these types of accommodation. The Nurse must be willing to provide reasonable evidence to support the request and the Union needs to get guidance as to when a case should be supported to the point of accommodation.

NSNU member wins award at Eastern Labour School

NSNU sends out congratulations to member Helena Webb on winning the Glenna S. Rowsell award at the 2014 Eastern Labour School in Moncton, New Brunswick.

At every labour school the contributions of Glenna Rowsell are remembered and honoured through the giving of this award. Glenna was a pioneer in collective bargaining rights for Canadian nurses. Glenna worked in the operating room as a nurse supervisor and nursing instructor. She became very involved in professional practice concerns and working conditions that could jeopardize a patient's care. For many years Glenna criss-crossed the country sharing her extensive labour knowledge with nurses and their employers. She was well known for helping amend provincial legislation and for developing new legislation permitting collective bargaining in the nursing profession.

In keeping with the spirit of the award, one that celebrates a leader in the nursing profession, Helena was an obvious choice for nomination. Helena is a hardworking RN at the Colchester Regional Hospital. She is a leader in both her nursing practice and

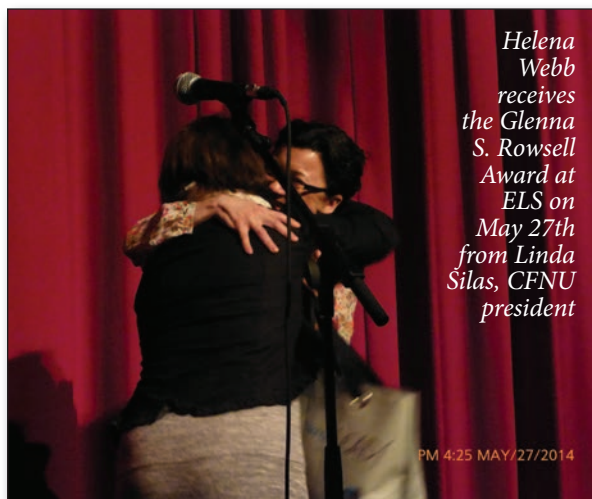


Helena Webb, RN

Union, as she is Vice-President on her Executive for the nearly 500 nurse-strong local.

As a union member Helena has attended Annual General Meetings, NSNU Safe Staffing Summit, regional meetings and Eastern Labour Schools. She is always willing to participate in NSNU video productions, promotional photo shoots and, in general, any request we throw her way. Members from her Local have loudly announced they are proud to have Helena as one of their Local leaders.

Thank you Helena for your contributions to nursing, the labour movement and the NSNU.



Helena Webb receives the Glenna S. Rowsell Award at ELS on May 27th from Linda Silas, CFNU president

PM 4:25 MAY/27/2014

Jennifer Chapman VP Community Care invites you to take part in VON Cumberland's first Run/walk. This is a chip timed event. They are also offering a student 5km challenge so bring out your kids and help promote a healthy, active lifestyle while supporting a great cause!

Register online at events.runningroom.com

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Join us August 16th at 9:00am at Dickey Park in Amherst for our first annual

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Registration now open!

Events

- 10 Km Run/Walk \$35.00 until August 1 or \$40.00 until August 7
- 5km Run/Walk \$30.00 until August 1 or \$35.00 until August 7
- 5K Student Challenge Run/Walk \$10.00 until August 7

Registration Options

Register online at events.runningroom.com

Or

In person at VON office 8:30-4:30 Mon-Fri (43 Prince Arthur St., Amherst, NS)

Or

On race day 7:30-8:30am

*Register by July 16th to be guaranteed T-shirt size

NSNU commercial made skin awareness a priority for one member

Ricardo Garcia is a NSNU member you have likely seen before. Whenever we ask, Ricardo is very generous with his time and in the past has agreed to be in NSNU commercial and video productions.

In 2012, Ricardo participated in a commercial production with an accompanying stills photography shoot. He appeared on television for several weeks in the commercial with a familiar tag-line, “Nova Scotians Need Nurses.” This was a stirring and memorable ad for the NSNU. The accompanying photos from the shoot appeared in many NSNU publications, meeting banners and posters.

Ricardo started to see his face everywhere and became critical of one feature. He was increasingly aware of a mole underneath his eye.

“I never paid as much attention to it, but when my face was magnified and on TV, all I saw was my mole,” said Ricardo. “Several friends back home (in the Philippines) started to mention it to me too and at first I brushed it off.”

To be on the safe side, he made the decision to see a doctor to have the mole removed. The doctor agreed to remove the spot and with that decided, due to its characteristics, that it should be biopsied. What Ricardo’s doctor found was that the mole was actually basal cell carcinoma, a type of skin cancer. Since that discovery his doctor has gone on to check additional suspicious spots and make sure Ricardo is cancer-free.

This story serves as an important reminder for everyone to be aware of their skin. Ricardo said he never took steps to protect his skin.

“I never put sunscreens or anything on my skin... no additional task, I’m a busy man,” he joked about his old skincare routine. But he treats his skin much differently now and protects himself accordingly.

In May 2014, the Canadian Cancer Society listed Nova Scotia as one of the provinces with the highest rates of skin cancer melanoma in Canada. With these new statistics they urge everyone to be proactive against skin cancer and practice safe-sun habits such as wearing sunscreen whenever you are outdoors.



Ricardo Garcia

As well, alert a physician if you have any changing moles or new lesions as they could be cancerous or precancerous. Skin cancer is the most common form of the disease but also the easiest to cure with early detection and diagnosis.



Shannex Blomidon Court NNW donation

The nurses at Shannex, Blomidon Court collectively decided that the money received from the NSNU for National Nursing Week (\$100) would be donated to Relay for Life.

This was a unanimous decision. Sadly, the Local lost a co-worker to cancer in 2013. A team was formed for Relay For Life called “Della’s Babies”. The team has been busy fundraising and raised over \$5000.00 for this great cause which took place this year on June 13. Relay For Life is the main volunteer-driven cancer fundraising event of the Canadian Cancer Society.



Blomidon Court would like to thank NSNU for this money. They believe the money was donated to a good cause.

Thank you from the nurses at Shannex, Blomidon Court.

Arborstone Celebrations for NNW!

The National Nursing Week fund that all locals receive from the Nova Scotia Nurses’ Union was put to good use at Shannex – Arborstone. Nurses at that site understand the significance of nursing identity and the standardized uniform. As an employer, Shannex supports the theory behind the distinctive identity for nurses. However, they have not yet endorsed the black and white uniforms to the point of accessing funding from the government to put the policy in motion.

In support of nursing week and the white and black uniform policy the Local decided to buy each member a white top and a black bottom.

“It went over fantastically. Belmac came directly to Arborstone Enhanced Care and each of us got to pick a uniform. We are planning another show in the fall,” says Sheri Gallivan, VP Long Term Care and an employee at Arborstone.



From left to right is Sheri Gallivan, Diane Cuyugan and Carol Ann Wade

Aberdeen Hospital Celebrates NNW 2014

Submitted by Chanda MacDonald, BScN, RN, CCNP
Clinical Educator, Interprofessional Practice and Education

The Aberdeen celebrated a very successful National Nursing Week with a social for members at their Local in New Glasgow.

Each member received a rose in appreciation of their dedication and hard work. Lots of food and beverages (of the non-alcohol variety) were on hand. The local played the numerous NSNU commercials on the overhead screen as an awesome promotion of NSNU. The local attracted new members and promoted the NSNU at the social event.

A great time was had by all!



Date Night - Oh, What a Night!

Those who have attended the Annual General Meeting Banquet are familiar with the auction or charity draw, as it is now known. We solicit items from locals and service providers in order to raise money for charity. At this year's event NSNU raised over \$5,000.00 for Transition House Association of Nova Scotia.

This year, NSNU's own Nancy MacDonald came up with the brilliant idea to auction off a "Date Night" with the hilariously funny Patti Humphreys, Labour Relations Representative (LRR) and Professional Practice Advisor. Needless to say, it was the most popular item at the event. If you know Patti, you know why.

Patti is a gifted nurse, LLR and Advisor. What some may not know is that she could have been a stand up comedienne if her day job hadn't panned out. Lucky for us, we get to experience her humour and positive, yet zany take on life on a pretty regular basis.

And, living up to her end of the deal, the *Big Date Night with Patti Humphries* took place the evening of June 11th.

Nancy Latimer, Janis Ritcey, and Heather Simpson, all from the Dartmouth General Hospital, were the lucky winners of the draw. Patti and Dwayne MacKinnon (another of our fabulous Labour Relations Representatives) had supper at Swiss Chalet and then saw *The Grand Seduction* at the Dartmouth Crossing Cineplex.

There were lots of laughs and, with the big bag of change collected by members at the AGM, they had a little mad money to pay for refreshments and amusement.

They played at the arcade, ate junk food and enjoyed a great Newfoundland comedy - how perfect is that? Oh to be a fly on the wall!

Thank you to all who supported the Date Night. We hear it was a real blast, and ultimately it all benefitted a great cause - Transition House Association of Nova Scotia.





Nova Scotia Nurses' Union

Cape Breton Resorts is pleased to offer you, the employees of Nova Scotia Nurses' Union, discounted rates at Inverary Resort on Baddeck Bay and Dundee Resort and Golf Club in West Bay, Cape Breton.

Inverary Resort

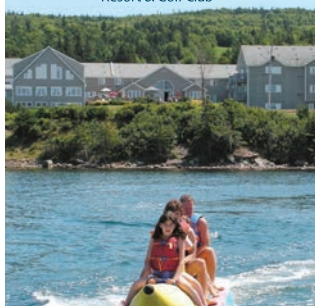
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\$109.00 May 15 – June 30
\$129.00 July 1 – September 1
\$109.00 September 2 – October 13
\$99.00 October 14 – December 31

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Save the Date....

Council of the Federation – National Executive Board members, CFNU member organization presidents and executive members will attend meetings this summer at the Council of the Federation in Charlottetown, August 26-30, 2014. The Council of the Federation is a congress that meets twice annually and comprises the premiers of each of our provinces and territories, the main function of which is to provide a united front amongst the provincial and territorial governments when interacting with Canada's federal government. The NEB has a briefing planned for August 27th with Premier Ghiz as well as other premiers and stakeholders. Other plans with the Canadian Health Coalition are in the works.

National Executive Board of the CFNU – NEB will meet in Halifax the week of October 6 to hold their national meetings and attend a sitting of the NSNU Council of Presidents.

Council of Presidents – NSNU local presidents will hold a Council meeting in Halifax on October 9, 2014 to coincide with the NEB gathering. More details will be announced in the coming weeks.

NSNU Board of Directors meeting dates are as follows:

- September 5
- October 14
- November 10
- December 1
- January 12 & 13

CFNU Biennium Conference 2015 – Where Nurses Shape the Future, will be held in Halifax and co-hosted by the Nova Scotia Nurses' Union. We are currently preparing to welcome close to 1000 nurses from across the country and internationally to this week-long event, June 1-5, 2015

Government poll for Canada's 150th birthday

Canadians had their say in a survey naming our country's greatest heroes and proudest moments. About 12,000 Canadians participated in the online exercise, which began Dec. 11 and closed last month.

The list, compiled from online consultations in the run-up to Canada's 150th birthday in 2017, includes Pierre Trudeau, Jack Layton, David Suzuki and Lester B. Pearson.

A five-part digital form included the question: Which Canadians have inspired you the most over the last 150 years?

The list was topped by former prime minister Pierre Trudeau, followed by marathon-of-hope runner Terry Fox; Medicare Champion, Tommy Douglas; prime minister Lester B. Pearson; astronaut Chris Hadfield; environmental activist David Suzuki; NDP leader Jack Layton; Sir. John A.; hockey legend Wayne Gretzky; and Romeo Dallaire, the soldier and Liberal senator who recently announced his resignation.



The consultation also asked which of Canada's accomplishments of the last 150 years "make you most proud to be a Canadian?"

Medicare topped that list, followed by peacekeeping, then the 1982 Charter of Rights and Freedoms at No. 3.

The rest of the accomplishments list, in order: contribution to the Second World War; the Canadarm; multiculturalism; contribution to the First World War; bilingualism; space exploration; and the Constitution Act of 1982.

NSNU Merchandise Put to the Test!

Janis Ritcey, LPN, Dartmouth General, is the very proud Nana of Luke who will be three on August 4th. As you can see the NSNU apron doubles as a great spaghetti catcher (bib) – the red colour of the apron matches the tomatoe sauce dribbles perfectly. One proud Nana, one sweet little boy.

Thanks for sharing Janis.



NSNU Scholarship recipients 2014

NSNU FAMILY SCHOLARSHIPS (\$500 each)

Family member pursuing LPN diploma: Rally Lequigan, spouse of Agnes Lequigan, The Mira, Truro. Rally is pursuing a LPN diploma at NSCC Truro.

Family member pursuing RN degree: Luc Cloutier, son of Melissa Cloutier, IWK, Halifax. Luc is pursuing a BScN at Dalhousie University.

CFNU (Student pursuing nursing education, \$1000)

Erin Holt was the recipient and is obtaining a BScN at Dalhousie University.

Elizabeth and Brittany MacPherson Memorial Scholarship (resident of Colchester/East Hants area pursuing a nursing degree, \$1000)

The scholarship was awarded to Leah Churchill – LPN, Colchester. Leah is enrolled in the Bachelor of Nursing program at St. FX.

NSNU ANNUAL Scholarships

Certificate Program (member enrolled in a certificate program, up to \$1500): Sherry Darlene Johnson, RN, South Cumberland Community Care. Sherry is pursuing a Certificate in Continuing Care through St. FX.

Degree Program (member enrolled in a degree program, \$1500): Elaine Nicholson, RN, Inverness Consolidated Hospital is pursuing a Master's of Nursing – NP Stream through Dalhousie University.

Dolores Chase (member enrolled in a degree program, \$1500) – Santina Rushton, RN, Colchester Regional was awarded this fund and is pursuing a Master's of Nursing through Athabasca University.

EASTERN LABOUR SCHOOL (sponsored member)

Eleanor Mattinson , LPN, All Saints Springhill Hospital was funded to attend Eastern Labour School in Moncton.

NSNU Salutes New Grads at Dal Convocation

This year the nursing students at Dalhousie University graduated on Monday, May 26th with convocation at The Rebecca Cohn Auditorium. As part of the day's events the Dalhousie Nursing Alumni organized a convocation march from the Carleton Campus (Forrest Building) to the Rebecca Cohn led by a piper. Nurses from the IWK, including Local President, Deana Dixon and NSNU's own Kate Parent, Communications Assistant stood by early that morning as a show of support for the new grads. With flags in hand, they waved them on and cheered for them on their special day.



NURSES

By Chuck Thompson



An elderly couple shuffle in and out and the man looked at me and exclaimed, “Keep her steady with jerks!” The room burst into nervous laughter. It was a perfect description for what was happening.

The pre-op room at the Cape Breton Regional hospital was abuzz with activity. Young and old alike were all shuffling in and out, preparing for “Day Surgery.” People were leaving and returning for dressing and undressing, form signing, endless form signing, meeting with OR personnel and so on. It went on repeatedly.

We had arrived with the first wave around 7am. That wave continued in conveyor-belt fashion all day. I felt like a pop bottle moving along to be filled. Everyone exchanged polite greetings in the sense of everyone being in the same boat, like people boarding an airplane or waiting for the dentist. The commonality of place and purpose brought us an easy familiarity.

It was not a complaint just an observation. There was nothing to complain about. The Regional Hospital in Sydney is a big place and many, if not most people are intimidated when entering the facility.

Like ants, nurses scurry about with practiced efficiency getting people and machines ready for the day’s activity. As I waited and watched, I realized the hospital had learnt the art of making this mass of people feel very individual, almost personal in a very busy, crowded place. The key here, as in most places, was the nurses.

It has long been my feeling that you can be a mediocre to poor teacher or file clerk, but there is little chance of survival for mediocre nurses. You either love your work or you leave. There can be no in between.

The Tuesday previous, we had been scheduled to be at the Regional for blood work, x-rays, and pre-surgery instructions. The nurse in the registration room recognized us from 20 years ago as distant neighbours - a lifetime ago. When we were leaving she jumped up and gave us a hug with a “Good luck, you’ll be fine.” It was the first of many hugs and pats and little squeezes that week. Some say this is the Cape Breton way, and of course it is. Unique to Cape Breton, I am not so sure.

Nurses are a special breed and they are caring wherever you go. It doesn’t matter if it is Baddeck, or Sydney, or Yarmouth, they care. They are competent and it shows. All day I watched nurses coming and going, providing not only much needed TLC but expert help as well.

By coincidence, the next day I ended up at outpatients in Baddeck. I think by now, some people must have been wondering if I was a drug rep. Although this is a small, familiar, homey hospital the experience was the same; nurses working their skills at making us comfortable and well cared for. Little or big, it matters not when it comes to the competency of the nursing staff.

Just before the “day surgery” we got the quick, efficient visit from the surgeon and the anesthetist, but from then on it was nurses, nurses, and more nurses. It was their job to reduce the anxiety and they did it well. I watched all day as they talked to people going for surgery and those waiting for someone in surgery. There were a lot of whispered conversations, pats on the hand; whatever it took to help those people on that day. Yes, it was a learned art, but it was genuine.

I couldn’t call the whole experience wonderful but I can call it warm - as warm as the blankets that kept appearing all through the stages until I was released. We were in good hands.



This article was first published in the Cape Breton Post

She's Back - Sue Henry is Back

Back in February we told you about one of our stalwart members, Sue Henry. Sue is an active member of the Nova Scotia Nurses' Union who took very ill early in the New Year. Sue, president of the NSNU local at Eastern Shore Memorial and the Chair of the Bargaining Unit Grievance Labour Management Committee in DHA 9, told Janet Hazelton and others that she would be back – and she is.

After she told Janet Hazelton, NSNU President she would see her at the 2014 AGM, Sue made good on that promise. It was remarkable to see her there, and to see her in such good spirits and improving health.

Sue said it was special to be able to attend the Annual this year, especially with her niece Jennifer Mclaughlin seen in the photo below with Sue at the AGM in their white and black uniforms.

We are more than thrilled to know that Sue is on the mend and that she still makes time for NSNU activities.



CBRHA Events

Education Session on Duty to Accommodate for the Eastern Region - Presenter, Lilo Wessels, RN, Labour Relations Representative and Mental Health and Addiction Consultant.

September 9, 2014 1900-2030: To be held in the large classroom, Education Services, Cape Breton Regional Hospital

September 10, 2014 1400-1530: To be held in the large classroom, Northside General Hospital, North Sydney

3rd Annual Halifax Troublemakers Conference

Don't let the name scare you away - The Troublemakers Conference will be held on the evening of Friday October 24th and Saturday, October 25th. It will feature a speaker from Labor Notes in the United States as well as a variety of other presentations and workshops on building workers' power in the workplace. It will be held at the Italian Canadian Culture Centre on Agricola Street, Halifax.

You can pre-register and obtain more details by emailing halifaxtroublemakers@gmail.com. The cost to attend this year is \$40 per person.

You look after many people... Do you look after yourself too?

Now is the time to look at your health: do you suffer from frequent colds or have to take several days off work because you feel ill? Have you had your spinal alignment checked lately? How about your spouse or children? Common irritations like migraine, vertigo, carpal tunnel syndrome, headaches, fatigue, digestive disorders, anxiety, high blood pressure, sciatica and stiff neck (to name a few) can easily be addressed by a chiropractor, in a safe, non-invasive way. We are trained to assess and treat the body and as doctors, it is our focus to teach our clients how to make subtle changes that will have lifelong benefits. Nutritional and lifestyle modifications can assist the chiropractic treatment by decreasing low levels of inflammation and irritation in the body. This will help you feel better for much longer. Often chiropractors work with other health therapists to create a full picture of health for the patient. Treating tight, sore muscles with acupuncture, massage therapy, herbs, physiotherapy and/or exercise prescription can have a lasting effect on the gentle spinal treatments the chiropractor can provide.

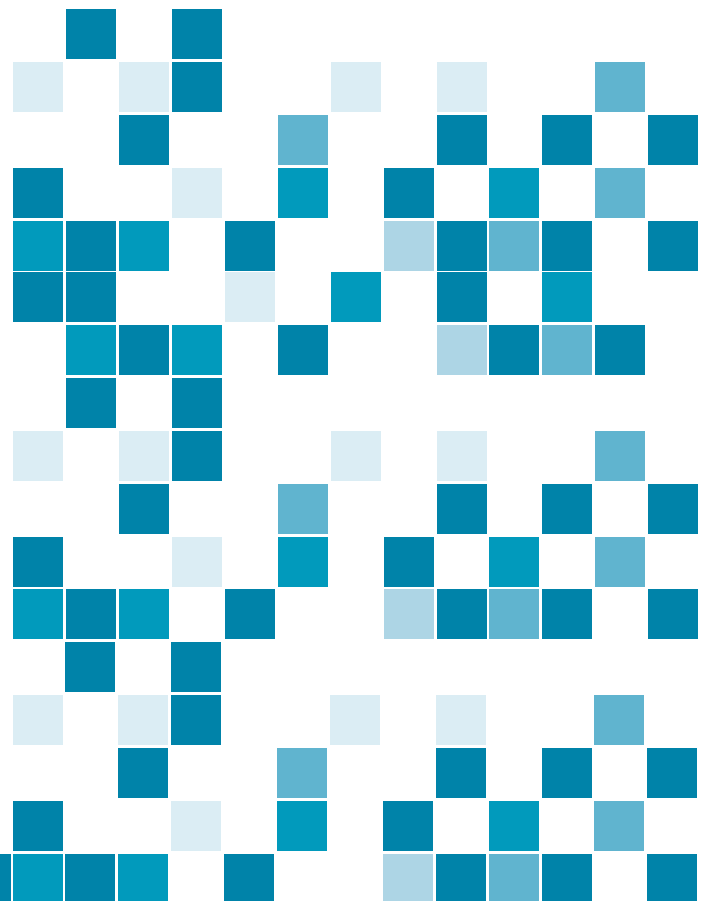
Each visit to a Chiropractor will be individual to you and your body. You can be given stretches to help you through a long shift, healthy snack ideas to pack and eat on busy shifts from our Naturopathic Doctor to help maintain your energy levels. As a nurse in Nova Scotia, you look after many in your daily life and we want to help you look after YOU!

This article was submitted by Sound Chiropractic and Health Science. See their advertisement for details.



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Maya Angelou 1928-2014





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A Family United in Labour Movement

Shannon Wark has been a familiar face at the Nova Scotia Nurses' Union for many years. Prior to taking the position of Labour Relations Representative at the provincial office, Shannon was a board member, president of the IWK local and shop steward at her workplace.

Shannon became involved in the labour movement during her first nursing job: a nurse at the non-unionized Grace Maternity Hospital (which merged with the IWK.) Shannon witnessed many unfair practices before the merger, but when the workplace became unionized, she knew it was her chance to step up to the plate. Never one to shy away from sharing her opinion, taking on a role with her local executive was a natural choice.

"I wanted to be a voice for those who weren't comfortable in questioning or challenging the employer," said Shannon. "I was never soft spoken, and always up for a challenge, so it was a great fit for me."

Shannon's ease with taking a stand definitely ties into her family. In fact, Wark family folklore indicates that Wark children's first lullaby was the popular union song 'Solidarity Forever.'

Shannon comes from a long line of labour activists. One of the most prominent being her father, Larry Wark. Currently, Larry is a member of the Nova Scotia Labour Board (appointed by the Governor in Council) and has an impressive 48 years (and counting) of labour involvement under his belt with various positions such as steward, committee member, executive member and national staff representative.

"It's not just labour issues, but social issues that are enhanced by the work we do as labour activists," said the senior Wark. "Things like employment insurance, health and safety and equality for equity groups."

Shannon and Larry are not the only outspoken labour activists in their immediate family. Shannon's younger brother, Shane Wark, has been involved in unions since 1996 in multiple roles. Shane says growing up in a labour savvy family definitely helped him develop his skills as an activist, but being in a unionized workplace and learning and observing from his own workplace leaders really solidified his involvement.



"I was very fortunate to get my start with a very progressive local at the Ford Essex Plant in Windsor, Ontario," said Shane. "It was a great place to start learning about labour and see first-hand how a union advocates and advances workers' rights."

Shane says he continues to work in labour because he is proud of the progressive change that unions provide to workers.

"Unions have proven and continue to prove that they help shape our society, creating one based on fairness, equality and justice," said Shane.

Shannon echoes Shane's sentiments and says that as a nurse on frontlines she felt it was a necessity to be involved in her union.

"It's important to have input into your profession and your career," said Shannon. "Being involved in your union not only serves as education into your rights as a worker, but keeps you aware of changes that are coming and how they could affect you."

Born into a strongly opinionated family, especially when it comes to labour relations, has favoured both Shannon and Shane in their career development. Although both siblings started their tenures in labour relations as representatives at a Local level, they both work for Unions, helping workers on a daily basis.

Most recently, Shane Wark began working with Unifor, Canada's largest labour union as the assistant to the union President, Jerry Dias, a position which he will no doubt excel in.

In a family of strong, opinionated labour activists you can imagine the heated discussions that happen around their supper table. Not surprising, Shannon says most discussions usually turn towards the topic of labour relations. When asked, Shane coyly admits, "dad usually comes out ahead."

How Mental Health and Addictions Affect Nurses

From a Labour Relations Perspective

Submitted by Lilo Wessels, RN, Labour Relations Representative, Mental Health and Addictions Advisor

As a Labour Relations Representative, I represent nurses through the Grievance and Arbitration process, the CRNNS process under the NSNU Legal Assistance Policy before their respective Colleges, provide support in obtaining Long-Term Disability benefits, but also work closely with Nurses who are afflicted with Mental Health and Addictions Disorders.

The earliest sign that a nurse is ill with an addiction usually arises in the work place. The indicators range from a drastic change in the nurses previous work attendance and behaviours, to missing drugs or working while under the influence of drugs and alcohol. I become involved when I receive a call from a nurse indicating that he/she is requested to attend a meeting with Management, or I receive calls from the Employer expressing concern that a nurse's behaviour has become a safety matter. As you can imagine, attending such a meeting with the Employer can be very stressful for the nurse.

Following the Employer's investigation, nurses could receive discipline due to their actions while at work. The Employer has a duty to report to the College of Registered Nurses/Licensed Practical Nurses and a complaint will be filed with the respective College. In most cases where an Employer alleges inappropriate behaviour with substance abuse, the College will ask the Nurse to sign a voluntary Undertaking to suspend their license to practice until the complaint is dealt with by the College's Complaints Committee or Fitness to Practice Committee. This means that the nurse cannot practice nursing until the college is satisfied that the nurse is seeking appropriate treatment and has been in recovery and medically cleared to return to work. Should the nurse decide that she will not agree to sign the voluntary Undertaking of her license; the matter will be forwarded by the College Complaints Committee for consideration of an interim suspension of the nurse's license.

If narcotic medications have been misappropriated from work, the Employer may also file a complaint with the respective College, as well as, file criminal charges against the nurse for theft of narcotics. If a nurse finds his/her self in this

situation, the Union's advice on this matter is, that the Nurse should not discuss the situation with anyone until he/she obtains advice from a criminal lawyer.

How can one identify if a peer has a health issue such as an addiction? Some of the indicators that a nurse may be suffering from an addiction

are: changes in personal appearance, changes in personal hygiene, unpredictable mood changes, unusual nervousness or depression, mood changes after breaks and unusual illnesses.

Some of the performance concerns are: patterned absenteeism such as following paydays, absences on Mondays and Fridays, absences from evening and nightshifts, and returning late from breaks, misappropriating of narcotic drugs, etc. Many indicators could exist without being problematic and requiring support. When these behaviours persist, despite corrective measures which have been suggested, then the pattern signifies that help is required. People that are ill with an addiction have a brain disease and if this disease goes untreated, die on average ten years sooner than others. The disease is usually inherited, chronic, generally progressive and often fatal. Having said that, I want you to know that there is much hope in that early intervention and treatment can lead to a healthy life in recovery.

I provide labour relations support to the nurse during and after a meeting with the Employer. My advice to the nurse includes seeking treatment immediately through addictions counselling, mental health care providers, NA/AA, Gamblers Anonymous, EAP, psychologists, psychiatrists and family physician.



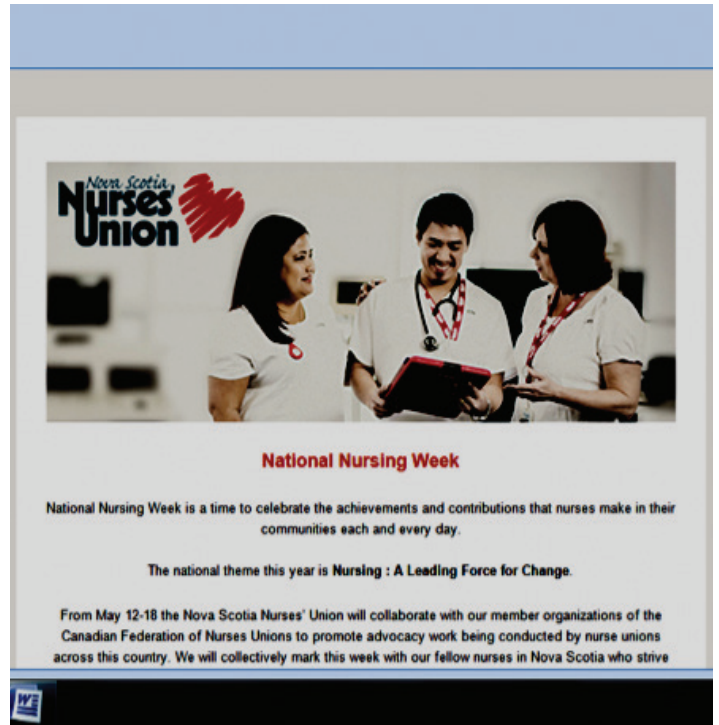
NSNU e-memo update

You may have noticed a new e-memo format from the NSNU in your inbox. We have revamped our e-memo and were able to use this new and improved format for the first time to send out Nursing Week greetings in mid-May.

NSNU uses e-memos to distribute information such as bargaining updates or other important and time sensitive material to our full membership, or specific member groups. NSNU believes that using electronic communication tools such as email is a great way to communicate with members in a timely manner and help preserve our environment.

By providing the NSNU your email address you are consenting to being contacted by the NSNU via email. We appreciate and value your consent. At any time, should you want to opt-out of receiving these emails there is an option to do so at the bottom of the email. Before choosing to unsubscribe, please keep in mind we may use this form of communication to provide members with information about collective bargaining or ratification voting on new agreements.

If you did not receive the latest e-memo and would like to be added to the list, please call the NSNU office at 1-800/469-1474 to have your email address added to your member profile.



We hope you enjoy the new email updates and will choose to continue to receive them.

Health Care Human Resources Sector Council AGM

On June 12, the Health Care Human Resources Sector Council held its annual general meeting. Chris VanZoost, NSNU Vice President, Chaired the event while Janet Hazelton, NSNU president, took part as a delegate.

A panel discussion took place on the subject of optimizing workplace capacity. The presenters were as follows: Susan Dempsey, Executive Director of Aware NS; Lisa Speigel, Research Manager – COR&D; Mohamed Yaffa, Coordinator, Diversity and Social Inclusion; Nichol Holland, Coordinator, Interpretation and French Language Services; and Lisa Purcell, HHR Navigator – Health Care Human Resources Sector Council.

The Minister of Health and Wellness, the Honourable Leo Glavine was an invited guest and spoke at the event. A keynote presentation was provided by Dr. Michael Leiter, Ph.D. Director, Centre for Organizational Research and Development at Acadia University.

The Council is committed to providing objective focus, research, innovation and collaborative linkages to assist others in addressing sector-wide health human resources challenges in Nova Scotia.



Nursing Graduates Preparing to Start Working in Cape Breton

June 24, 2014 Courtesy CBRHA

Helping to make her community a healthier place to live, is what made Emma Hillier want to work as a Registered Nurse in Cape Breton.

Hillier, a native of North Sydney, is one of 82 nursing graduates completing orientation this month in the Cape Breton District Health Authority. This is the largest group of Registered Nurses the District has hired at one time. Following orientation, the nurses will begin working on units and in facilities across the District.

“I feel fortunate to be able to work in the community I grew up in,” says Hillier a nursing graduate from St. FX University who will be working at Northside General Hospital in North Sydney. “Staying home, training here and working as part of the District’s team, gives me the ability to stay close to my family, do meaningful and rewarding work, and give back to the community that has given me so many opportunities.”

Since January, the District has hired a total of 90 Registered Nurses (RNs) who will be working in different practice areas within its hospitals. The new nurses will be working at the Cape Breton Regional, New Waterford Consolidated, Glace Bay, Northside General, Inverness Consolidated Memorial and Victoria County Memorial hospitals.

Clare Currie, Nursing Strategy Manager with the District’s Professional Practice Department, says the orientation process

is very much focused on the needs of the new nurse, and is evidence-based in order to help equip them for their new roles. “The orientation process will complement and support their transition,” she says. “It is very much a collaborative approach, based on months of planning with many stakeholders to ensure our new nurses feel safe and supported in beginning their transition from theory to practice. It’s exciting to be part of the process, and see a group of young nurses who are eager to start their careers in healthcare here in Cape Breton.”

Born in Cape Breton but raised in Quebec, Sarah Buckle decided to return to Cape Breton to get her degree in nursing from Cape Breton University (CBU) and to work as a Registered Nurse. She is in the process of completing orientation.

“Cape Breton has always been a second home to me for many reasons,” says Buckle. “I received my nursing degree from CBU and I was excited to be hired as an entry level nurse with the District. I look forward to working with other health care professionals and also to work with the people of Cape Breton.”

Since 2011, the District has hired 266 Registered Nurses. Besides hiring students from the CBU nursing program, District recruitment efforts have brought nurses from five other universities this year alone, including: University of Prince Edward Island, Dalhousie University, Memorial University, University of New Brunswick and St. FX University. There are currently more than 900 registered nurses working full-time in the District and 220 casual positions.

ONA Advanced Leadership Conference 2014

NSNU president, Janet Hazelton, participated in a panel discussion at the Ontario Nurses' Association Advanced Leadership Conference on June 5. She spoke on the subject of representing Licensed Practical Nurses. Few nurse unions in the country represent both RNs and LPNs – only British Columbia, Manitoba and Nova Scotia. Janet also spoke about nursing identity and the standardized uniform while at the conference.

MNU president, Sandi Mowat and Debra MacPherson, BCNU president also presented at the ONA Advanced Leadership Conference on the importance of all categories of nurses working together and the increased benefits this brings to the health care system.



(l-r) NSNU president Janet Hazelton, BCNU president Debra MacPherson and MNU president Sandi Mowat.

NSNU Pride 2014 – Parade Participation!

Halifax's and Sydney Pride Festivals and Parades have become iconic summertime events that draw members of our LGBT communities and organizations from across the province. The Nova Scotia Federation of Labour is sponsoring a float in the 27th Annual Halifax Pride Parade on Saturday July 26th, starting at 1:30 pm on Upper Water Street in Halifax and the August 9th, Sydney Pride Parade.

Nova Scotia Nurses' Union members and staff will be part of those parades. We are proud to represent diversity and show pride in our NSNU LGBT community and supporters. NSNU encourages participation from all groups within our membership.

If you are interested in taking part in either parade please contact Coleen Logan, Communications Officer (coleen.logan@nsnu.ca) or Dwayne MacKinnon, Labour Relations Representative/Diversity and Equity Consultant (dwayne.mackinnon@nsnu.ca) as soon as possible.

We look forward to hearing from interested NSNU members who wish to celebrate diversity of our communities while creating an inclusive experience for all. Watch our Facebook page and website (nsnu.ca) for more details.

UMCC Meetings Collaborative and Reaching Goals

Submitted by Chris MacNeil, RN and Glenda Hunt, RN

The Union Management Consultation Committee (UMCC) has been meeting quarterly since September 2012 with the local presidents of Arborstone, Parkstone and Maplestone along with their respective administrators and Labour Relations Representative, Lilo Wessels.

Working collaboratively, the UMCC has met and achieved many goals, including vacation guidelines, mentorship, scheduling difficulties and continuing education.

This Committee has proven to be invaluable. It serves as a venue to come together and develop viable solutions to work-related issues. The goal is to continue to work together to provide ideas and outcomes that will benefit NSNU members working in long term care, the employers, residents and their families.

The UMCC looks forward to many more years of collaborative thinking.



Celebrate Labour Day in Halifax – Monday, September 1st!

15th Annual Event!

Join the Halifax-Dartmouth & District Labour Council, affiliated unions (NSNU) and our social movement allies for Halifax Labour Day 2014!

When and Where:

Monday, September 1st

10:30 am - rally at Victoria Park (Across from the Public gardens)

11:30 am - march to the South Commons Triangle (by the pool on the Halifax Common)

12 noon - Free BBQ and picnic, entertainment and speeches on the Common

Bring union flags and banners, noisemakers and be ready to have some fun! Let's celebrate the gains the Labour Movement has made over the last century and commit ourselves to continue the struggle for a better world for all!

Watch for other Labour Day celebration announcements on the events calendar (nsnu.ca) and on the Nova Scotia Nurses' Union Facebook page.



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