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CFNU Biennial Convention Highlights Welcoming 1000 nurses to Halifax

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President's Notebook

By Janet Hazelton, BScN, RN, MPA

CFNU Biennial Convention – A Monumental Success

Though Mother Nature did not co-operate with our plan for the June 1-5 CFNU Biennial Convention – a plan that included warm temps and sunshine – overcast skies and buckets of rain did little to dampen the spirits of 1000 participants at this incredible event.

Once again, the Canadian Federation of Nurses Unions presented a world-class convention, jam packed with informative plenary and keynote speakers, including: The indomitable Maude Barlow; Wunderkind, Craig Keilburger; Labour leader, Hassan Yussuff; and so many more. Each told stories that informed and inspired us. Each presenter shared their unique experiences and points of view whether they came to us by way of the United States, Ireland, Africa, Canada's vast Northern Region, Brazil, Greece,

the Philippines or Nova Scotia. They challenged us to broaden our perspectives on nursing, the labour movement, and our social structures while making us feel united in a common goal – the betterment of the nursing profession.

There were twelve educational workshops to choose from, all presented by first-class instructors and facilitators from across Canada. I had the pleasure of participating in *The Social Determinants of Health Tour*. This workshop hit-the-road, so to speak, to examine the supports available to communities and people in need, and considered the social factors that affect our everyday life.

Each member organization of the CFNU reported on their provincial hot-button labour issues, political

impediments and the day-to-day challenges facing nurses in the workplace, illustrating that most themes are universal. Our struggles are often the same but by working together under the umbrella of the CFNU we offer each other a supportive network and safety net, a pool of resources, and the strength to break down barriers that restrain us.

We took care of business, including fourteen resolutions that were at times passionately debated on the floor. That is the nature of this convention – those who attend are deeply committed to their union, the labour movement and the nursing profession. We applaud those who spoke up, those who participated in the World Café – Federal Election session, and those who engaged in all the sundry conversations. Those

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On the Cover: 1000 nurses march down Barrington Street during the June 5th Federal Election Rally

who attended for the first time and those who quietly absorbed all that the convention environment had to offer returned to their workplaces and hometowns with the knowledge that they are not alone.

It was an honour to welcome nurses, student nurses, labour and nurse leaders from across Canada and beyond to our fair province. It is always an honour to work with the leadership of the CFNU especially the formidable Linda Silas and the presidents of the National Executive Board. This group of nurses is made of rock, with a soft centre. They are some of the strongest individuals, brightest labour leaders and most compassionate nurses in this country.

I am proud to call myself their sister. I am most proud to be part of the Nova Scotia Nurses' Union. Our nurses wore tartan scarves to identify them amid the sea of people in attendance at the Biennium. NSNU members stood out because of the tartan and because of their character. NSNU members are amazing - committed to nursing and to the Nurses' Union. It is a privilege to represent you at the NEB and here at home.

I would be remiss if I did not acknowledge the unbelievable contributions made by our board and staff at the NSNU. For many years NSNU staff and the Board of Directors have been planning this event alongside the incredible staff

at the CFNU. Our staff kicked things into high gear in the months leading up to the event which culminated in almost round-the-clock commitment the week of the convention. I simply cannot put into words how hard they worked and how grateful we all are to have such a dedicated team.

The next biennial convention is in Calgary, June 2017. Shine up your boots and your belt buckles, save up some cash, book time off, and make plans to be part of that western experience. Our friends and colleagues at UNA and the CFNU will not disappoint.

Federal Election World Café

One of the highlights of the 2015 Biennial Convention was the official launch of the CFNU federal election campaign. To help members prepare to be active during the campaign, the CFNU held a "World Café" to encourage candid conversations about how nurses can be confident and successful when discussing health care issues during the lead up to the election.

The set-up of a World Café includes several tables, each with their own topic and facilitator. The role of the

facilitator is to get people talking and keep track of emerging ideas so the group can explore them further. Groups move from table to table, picking up conversations where the last group left off, broadening the discussion and fostering an environment where ideas are free-flowing, and everyone has a voice.

During the Federal Election World Café, 160 pre-registered delegates took part in conversations about how they can get involved in various aspects of the election campaign.

Some of the discussions included using social media to enhance the conversation, and working on an "Elevator Pitch" to present ideas in a clear and concise way.

The World Café brought out many unique ideas and helped to engage enthusiastic nurses. Given the success of the event, we expect to see more than a few of our NSNU members becoming active as the federal election campaign ramps up.



NSNU members participated in the World Café, discussing ways to get involved in the federal election



A member of the NSNU joined in the conversation at the Federal Election World Café



1000 nurses from across Canada took to Barrington Street on June 5th, calling for health care to become a priority in the upcoming federal election

1000 Nurses March in Halifax for Health Care

On Friday, June 5th 1000 nurses from across Canada marched down Barrington Street in Halifax, calling for politicians to make health care a priority in the upcoming election.

The group finished their trek at Cornwallis Park where many labour leaders took the stage to affirm their commitment to stand with the Canadian Federation of Nurses Unions (CFNU) as they register to become publicly engaged during the upcoming election.

The event was kicked off by Linda Silas, president of the CFNU, who spoke about the need for health care to be a priority in the election, as

it continues to be the number one priority for Canadians. The issues of importance for the CFNU and its member organizations include the need for a National Prescription Drug Program, a National Seniors Strategy, a renewed Health Accord and Safe Staffing.

The CFNU has spoken with the leaders from the Liberal, NDP and Green parties, and is still seeking an audience with the leader of the Conservative party to present data and recommendations on the health care needs of Canadians. The CFNU is non-partisan, but they will encourage members to get engaged in the federal election process and cast an

informed vote on October 19th.

Over the next several months the public and nurse union members will hear the CFNU and NSNU speaking about these issues as the October election draws near, calling on nurses to speak out about health care. We encourage all of our members to ask MP candidates about their positions on these issues and use that information to inform your vote.



Janet Hazelton addressed the crowd of 1000 nurses during the rally at Cornwallis Park



Nurses called on Canadians to vote for the health care we deserve in the upcoming election

Why Canadian Politicians Don't Talk About Health Care

By Thomas Walkom

When pollsters ask Canadians to name the issue that concerns them the most, health care routinely tops the list.

It regularly outpaces jobs and the economy. It always trumps terrorism. It leaves issues like the Senate scandal in the dust.

Canadians approve heartily of medicare. An Ipsos-Reid poll released this week calculated that 75 per cent think Canada's health system is the best in the world — a fairly typical finding.

But these same polls also find that voters worry about Canada's health-care system falling behind, in areas ranging from prescription drugs to home care to nursing homes.

Yet so far in this unofficial federal election campaign — and with one important exception — health care has received barely a mention.

That exception comes courtesy of New Democrat Leader Tom Mulcair. Last year, he made a very public promise that he would "use any budget surplus" to reverse planned Conservative spending cutbacks on health care.

Those cutbacks, which the provinces say will cost their health-care systems \$36 billion over a decade, are not due to come into effect until next year, well after the October election.

In theory, all Canadian political parties are wedded to medicare. Even Conservative Prime Minister Stephen Harper, a former aficionado

of two-tier health, pays obeisance to Canada's publicly funded system.

But at the same time, federal politicians are wary of spending money on services like health that are delivered by provinces.

From its inception in 1968, national medicare has been bedeviled by this tension. From time to time, Ottawa cuts back its contribution in order to save money. Then, a few years later, it is shamed into upping it.

Finally, when the public furor subsides, it cuts back again — usually by making technical changes to the almost incomprehensible health transfer formula.

The last shaming occurred in 2004 when, under public pressure, then Liberal Prime Minister Paul Martin agreed to increase health-care transfers to the provinces by 6 per cent a year.

The last backtrack occurred in 2011 when Harper's Conservatives announced that, as of 2016, they would replace this flat 6 per cent annual hike with a formula designed to save Ottawa billions.

As the parliamentary budget officer later noted, the Conservative move would allow the federal government to shift more of its debt load to the provinces.

The downside of this shift, however, is that cash-strapped provinces either have to increase their health spending (and hence their debt loads) or cut back services.

In most cases, the provinces choose to cut back services such as home care, hospital care, physician care and nursing homes.

That, in turn, emboldens the critics of medicare. This fall, for instance, a

B.C. court is slated to hear yet another constitutional challenge to Canada's universal public health-insurance system.

This one was launched by British Columbia physician Brian Day, who says laws to limit extra-billing contravene the Charter of Rights and Freedoms.

A paper written for the Canadian Centre for Policy Alternatives concludes that the Day case, while not the first constitutional attack on medicare, is by far the most serious.

It would be interesting to know if any of Canada's federal political parties have an opinion about the issues in play here.

The parties will undoubtedly make some reference to health care when their formal platforms are released. It is not always clear what these references mean.

During the 2011 campaign, for instance, Harper's Conservatives promised to "renew" the existing federal-provincial health accord and "continue reducing wait times," pledges they arguably didn't keep.

In that same campaign, Jack Layton's NDP promised to reduce the price of drugs "as finances permit."

In this campaign, aside from Mulcair's bold promise to give the provinces more money, we've heard very little on health care. It would be useful to hear more.

For instance: All three major parties, including the Harper Conservatives, have flirted with the idea of setting up a national pharmacare program to provide sick people with necessary drugs. Are any of them willing to follow through?

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Biennium in Pictures



On June 2nd and 3rd delegates participated in plenary sessions where they heard about election issues, nursing and health care issues at home and abroad, and important CFNU business



Lilo Wessels, NSNU Labour Relations Representative, lead a workshop entitled: *Addictions: The Journey Belongs to All of Us*



CFNU members from across the country voted on several resolutions during the two business days



CFNU President Linda Silas warmed up 1000 delegates on the first morning of plenaries and workshops



Janet Hazelton spoke to a resolution during the business session on June 5th



Throughout the week delegates participated in caucus meetings for groups with similar interests, like this one for LGBTQ+ members



Plant a Seed, Harvest a Dream

Some of you may be familiar with the Hope Blooms products. The makers of the delicious dressings made it big a few years back on CBC's Dragon's Den and have since become a huge success story.

Hope Blooms was founded in 2008 by Jessie Jollymore, a community dietitian. Working on food security issues and helping people with chronic illness, Jessie saw that simply telling people about the importance of a healthy diet wasn't enough, and that if people cannot afford to buy healthy food, they were left feeling helpless. Walking past an abandoned garden site in Warrington Park, adjacent to Uniacke Square, Jessie saw an opportunity to begin a grass roots project led by youth that could enable the community to take ownership of their food sources and empower people to make a difference in their own lives and the community at large. Six years later, with a lot of perseverance and community support, the garden is thriving with over 40 youth and their families changing their community for the better.

In their own words:

More than a garden, surely a family. Over 40 youth from Halifax's inner city come together with a vision to be part of building a brighter future and making dreams a reality...where hope blooms.

Youth grow the herbs and produce dressings. The proceeds from these dressings are put into a scholarship fund for our young gardeners and entrepreneurs. Together we are cultivating positive environments where self esteem, leadership and grassroots philanthropy flourish.

"When you change the way you look at things the things you look at change."

On June 4th, CFNU Biennium attendees, who donated \$3000 at the event for the cause, each received Hope Blooms dressing as part of their registration fee in support of these young social entrepreneurs. It was a big hit with the nurses, some of whom visited their manufacturing site on Cornwallis Street in Halifax as part of a CFNU biennium workshop on the *Social Determinants of Health Tour*.

Janet Hazelton participated in that workshop on June 3. That day, Jessie invited Janet to become a Hope Blooms mentor - an honour and a privilege that Janet quickly accepted.

Visit hopeblooms.ca



On June 4th delegates were given a bottle of Hope Blooms salad dressing, supporting an important Halifax-based social enterprise



NSNU President Janet Hazelton joined Jessie Jollymore and teens from Hope Blooms on the *Social Determinants of Health Tour*

CFNU Member Organizations Support Solidarity Fund at Biennial Convention

Member organizations of the CFNU as well as NSNU locals contributed items to a silent auction held at the 2015 CFNU Biennial Convention – a tradition held at each Biennium. All proceeds raised at the event go to the CFNU Solidarity Fund.

CFNU and its member organizations have a long history of supporting international and Canadian organizations working for social and economic justice and for reconstruction and development. This fund helps mobilize resources to support initiatives that foster solidarity with those disadvantaged as a result of a natural disaster or unfair economic and social order.

The CFNU International Solidarity Fund supports worker-to-worker exchanges, provides humanitarian assistance, and builds the capacity of workers to advance the right to health.

The Committee on the International Solidarity Fund supports eight CFNU members annually to engage in missions abroad that provide humanitarian assistance or capacity-building to a host community. Consideration is given to requests arising from developing countries or other partners to support nurses from one developing country to participate in international missions or events.

This year the auction raised close to \$7,500 for the Solidarity Fund. Thank you to all our generous members who supported the auction.

The International Solidarity Fund was created by nurses at CFNU's 2005 Biennial Convention, and in 2007 nurses agreed to donate one cent per member per month as a minimum contribution to the Fund.



Delegates put their bids in for the silent auction, with proceeds going into the Solidarity Fund



Janet Hazelton and Linda Silas were interviewed by CTV's Rick Grant as they presented a joint donation of \$5000 to the IWK

CFNU Member Organizations Donate to IWK telethon

On May 31st, just as the CFNU Biennial convention was about to kick off, Janet Hazelton and Linda Silas made a quick stop at the fabulous IWK Health Centre.

The Centre was abuzz with entertainers, generous Maritimers, television personalities from CTV and, of course, the special staff, patients and families in attendance for the annual IWK Telethon for Children.

This annual tradition never ceases to amaze, reaching a record-breaking \$6,270,346.07 during the 31st annual broadcast.

Member organizations of the CFNU, including the NSNU, pledged \$5000 to the IWK at this year's event – support the IWK was very pleased to receive.

The IWK Telethon for Children on CTV is one of the longest running marathon broadcasts in North America.

Congratulations to the IWK, their Foundation, CTV and all those who gave generously to support this great cause.



Guest Speaker, Dr. Dawn Lavell-Harvard of the Native Women's Association of Canada gave an emotional address about the crisis of missing and murdered indigenous women in Canada on the second day of the convention



On the third day of the convention delegates welcomed international guests to speak about nursing and health care issues in their home countries. Linda Silas is pictured with Solange Aparecida Caetano (Federação Nacional dos Enfermeiros, Brazil), Pauline Worsfold (CFNU), Marios Pantzalis (PASONOP, Greece), David Hughes (Irish Nurses and Midwives Organisation), and Kenneth Zinn (National Nurses United/Global Nurses United).



On the last day Maude Barlow of the Council of Canadians was welcomed as a guest speaker



Hassan Yussuff, President of the Canadian Labour Congress gave an impassioned address following the Federal Election Rally on the final day of the convention



Craig Kielburger, co-founder of Free the Children and Me to We delivered his keynote address to Biennium delegates about the importance of getting everyone involved in world outreach causes



Gil McGowan from the Alberta Federation of Labour was on hand during the second day of the convention to speak during a plenary session

NSNU Leaders and Friends Honoured with Bread & Roses Awards

During the Biennial Convention the CFNU presented four inspiring women with the Bread & Roses Award. This award is given each year to nurse activists and activists within the community for outstanding commitment and advocacy for health care issues. During the convention, the awards for 2014 and 2015 were presented.

The nursing awards were presented to Vicki McKenna, Vice President of the Ontario Nurses Association for 2014, and Janet Hazelton, President of the Nova Scotia Nurses' Union for 2015.

The community awards were presented to Maude Barlow, National Chairperson of the Council of Canadians for 2014, and Jean Candy, Executive Director of the Nova Scotia Nurses' Union for 2015.

Janet and Jean were given these awards for their dedication to nursing issues including safe staffing and nurse identity, as well as their strength of leadership.



Janet Hazelton addressed the delegates to accept a Bread & Roses Award for 2015

Janet Hazelton, President of the Nova Scotia Nurses' Union

Janet is a registered nurse and has been President of the NSNU since October 2002. She graduated with her Bachelor of Science in Nursing from St. Francis Xavier University in 1984, followed by her Masters degree in Public Administration from Dalhousie University in 2010. She has been a labour activist for almost 30 years, and is a strong advocate for nurses working in Acute, Long Term and Community Care in Nova Scotia.

Jean Candy, Executive Director of the Nova Scotia Nurses' Union

Jean Candy graduated in 1974 from the Grace General Hospital in St John's, NL, and shortly afterward began her first job as a nurse at the IWK. She has long been a nurse activist with the NSNU. Rising up through the union ranks, Jean held the position of provincial president from 1994 - 1996. She later became a labour relations representative at the NSNU and now holds the position of executive director with the union. Jean is an animal rights activist and ardent nurse advocate.



Linda Silas and Pauline Worsfold presented the community Bread & Roses Award for 2015 to Jean Candy, Executive Director of the NSNU

Maude Barlow, National Chairperson, Council of Canadians

Maude is the National Chairperson of the Council of Canadians and chairs the board of Food and Water Watch. She is a board member of the International Forum on Globalization and a Councillor with the World Future Council.

Maude is the recipient of eleven honorary doctorates as well as many awards, including the Right Livelihood Award (known as the "Alternative Nobel"), the Citation of Lifetime Achievement at the Canadian Environment Awards, the Earth Day, the Planet in Focus Eco Hero Award, and the EarthCare Award, the highest international honour of the Sierra Club.



Linda Silas and Pauline Worsfold (CFNU) presented the community Bread & Roses Award for 2014 to Maude Barlow of the Council of Canadians



Linda Haslam-Stroud, President of the Ontario Nurses' Association, joined Pauline Worsfold and Linda Silas in presenting the Bread & Roses Award for 2014 to Vicki McKenna

Vicki McKenna, Vice President of the Ontario Nurses' Association

Vicki has been a member of the Ontario Nurses' Association for more than 30 years and a union activist for more than 20, with special responsibility in her elected role for political action and professional issues. She is a front line RN in the day surgery unit of London Health Sciences Centre, working with adult and pediatric patients and their families.



NOVA SCOTIA • CANADA

Following the Bread & Roses ceremony, Janet was surprised with the Ambassador Award from Destination Halifax, presented to individuals who demonstrate exceptional dedication to Halifax in their role as Ambassador.



Janet accepted the Destination Halifax Ambassador Award

Biennium in Pictures



NSNU members danced to the wonderful music of John Gracie, who performed "I'll Be Your Voice" during the opening reception, a moving song written about nurses



Guests had a good time despite the cold and rain at the Ceilidh on the Hill



Percussion group "Squid" began a night of wonderful music at the Ceilidh on the Hill



East coast band Signal Hill performed during the Banquet, June 4th



The Barra MacNeils performed during the Ceilidh on the Hill



NSNU Board member Cheryl Barker posed for a photo with members of her local - Cobequid - during the Banquet



Pirates descended on the World Trade and Convention Centre during the June 1st reception; they enjoyed it so much, they showed up for the Ceilidh, too



Janet Hazelton and Marilyn Quinn (NBNU) handed out Salt Water Taffy during registration on June 1st



Delegates took a break from the Biennium to join CUPE Halifax Water workers in solidarity on the picket line

Nurses' Unions Show Solidarity with Halifax Water Workers

On Tuesday, June 2nd Biennium delegates braved the cold and rain to show solidarity with their CUPE brothers and sisters. Halifax Water employees, represented by CUPE, have been locked out since May 19th over contract issues including proposed cuts to their pension plan.

At noon members of nurses' unions from across the country boarded a bus to the Halifax Water Upper Water Street location where they joined workers who had already been on the picket line for two weeks.

"People in the labour movement have to fight for workers rights, even when the cause does not directly affect them. Halifax has some of the best water in this country largely due to those who run the systems 24/7 – the workers. Our brothers and sisters represented by CUPE deserve our support," said Janet Hazelton, president of the NSNU.

During the rally both Janet and Linda Silas were on hand to share their words of support and solidarity. Earlier in the day, representatives from CUPE addressed delegates during the plenary session to speak about the plight of Halifax Water workers. CFNU delegates generously donated more than \$4000 to the CUPE strike fund.

Halifax Water is seeking to cut workers' pensions by 12 per cent, and up to 33 per cent for new employees. CUPE remains hopeful that further negotiations will result in a fair and equitable agreement for workers.

Contributions from Service Providers Much Appreciated

The NSNU and CFNU would like to thank the following service providers for their generous assistance during the CFNU Biennial convention.

Johnson Inc. has been a long and generous supporter of the NSNU, making numerous financial contributions to our organization which, in turn, are donated to charities like Transition House Association of Nova Scotia and other worthwhile causes.

This year, in addition to charitable funds, Johnson was the title sponsor at our Biennial welcome reception on June 1st.

AIL, American Income Life, provided support for the NSNU/PEINU caucus meeting on June 2. The breakfast meeting was attended by close to 200 nurses.

Belmac, one of the uniform providers in Nova Scotia, applied to exhibit at the convention. In addition to exhibiting, Belmac held draws for clothing and other items that many lucky winners enjoyed.

The NSNU wishes to thank Johnson, AIL and Belmac for their continued and much appreciated support.



AMERICAN INCOME LIFE
insurance company



Biennium in Pictures



An NBNU member took a selfie during the World Café to show her commitment to voting for health care in the next election



A little rain couldn't stop the nurses from buying local: East Coast Lifestyle pulled their mobile store up to the WTCC during the week so delegates could shop



NSNU member Jen Thiele greeted a friend from UNA during the Healthy Walk



A member of the band Squid received a warm welcome from the CFNU delegates after revealing she had just graduated with her degree in nursing



Linda Silas showed her CFNU pride during the CUPE rally



NSNU members were out in full force for the Federal Election Rally on June 5th



Volunteers wearing green NSNU vests were hard at work all week making sure delegates had everything they needed



An NSNU member took part in the “Laughter Yoga” session on June 4th



An artist painted a live portrait of the Ceilidh on the Hill during the June 2nd festivities



Delegates enjoyed the “Laughter Yoga” session on June 4th



A ceremonial blast of the iconic Citadel canon began the Ceilidh on the Hill



This aerial view of 1000 nurses marching down Barrington Street on June 5th was taken from a helicopter passing overhead



Fiddler Katie Gaetz entertained delegates as they participated in the healthy walk



NSNU members enjoyed their time together during the Biennium



Heather Smith, President of United Nurses of Alberta invited delegates to join them in Calgary for the 2017 CFNU Biennial Convention



NSNU members and friends participated in the 2014 Pride Parade

NSNU Pride 2015 - Parade Participation!

Halifax and Sydney Pride Festivals and Parades have become iconic summertime events that draw members of our LGBTQ+ communities and organizations from across the province. The Nova Scotia Federation of Labour is

sponsoring a float in the 28th Annual Halifax Pride Parade on Saturday July 25th, 2015, starting at 1:00 p.m. on Upper Water Street in Halifax and the August 8th 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 LGBTQ+ community and supporters. NSNU encourages participation in this event. If you are interested in taking part in either parade please contact Jen Graham, Executive Assistant (jennifer.graham@nsnu.ca) or Dwayne MacKinnon, Labour Relations Representative and Diversity and Equity Consultant (dwayne.mackinnon@nsnu.ca) to register. Members and their family/friends who participate will receive an NSNU Pride t-shirt to wear at the events.

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

A complete list of all Halifax Pride events is now available online at halifaxpride.com

Bargaining Update

Acute Care PNC

Under the Council of Unions structure, the Nova Scotia Nurses' Union will lead acute care nursing negotiations for the province with a team of eleven. Eight members of the NSNU Provincial Negotiating Committee (PNC) were elected to the Committee in May 2014, qualifying them to represent this sector.

Voting on the remaining three acute care PNC candidates was scheduled to take place June 17-18. Due to a technical glitch the vote was suspended. The vote will be rescheduled and may already be in progress as you receive this newsletter. The results will be announced shortly after we notify the successful candidates. Twelve NSNU members put their names forward for the three open positions on the acute care PNC. Thank you to all who put their names forward.

The Long Term Care and Community Care negotiating teams will be selected closer to their bargaining dates.

Bargaining Survey

Preparations will be underway in July for the Acute Care Bargaining Survey. The questionnaire will be developed based on past surveys and more recent nursing issues brought to light by our leadership, labour relations staff and Board of Directors.

At present the NSNU is debating whether the survey will reside on MyNSNU or be distributed by email to each acute care member with a one usage per member security feature. Those who do not receive email from the NSNU are asked to contact the Union if you wish to receive the survey link. The link cannot be shared from one member to another once it is deployed.

The NSNU hopes to have the survey distributed or posted on our extranet

before the end of the August.

We value your feedback and hope that you will take the time to complete the bargaining questionnaire.

Bargaining Conference

Typically the NSNU holds a bargaining conference prior to all negotiations. That is our hope once again. However, we are unable to secure a date and location for that meeting until we can confirm the availability of personnel and our leadership (PNC members, Local representatives and Board of Directors).

The NSNU will issue a notice regarding a Bargaining Conference as soon as we are able to confirm details.

Staff for all unions involved in the Council of Unions are busy reviewing collective and essential services agreements in preparation for collective bargaining.

Concern Continues Around Competitive Bidding in Home Care

Concern about the privatization of home care services will not ease this summer even after the Health Minister seemed to offer a reprieve, of sorts.

Last December, Health Minister Leo Glavine announced plans to open home care to a competitive bidding process. A competitive bidding process awards home care contracts to the lowest bidder, and would allow for the introduction of for-profit corporations in all regions of the province.

The Nova Scotia Citizens' Health Care Network organized a province-wide day of action on May 6th where supporters rallied in front of nine MLA offices and called on the provincial government to protect home care. The NSCHCN also scheduled town hall meetings across the province

to engage communities in this discussion. The continuing care branch of the Department of Health and Wellness then announced it would first look to collaborate with existing providers before contracting out, but that home care contracts may still need to be privatized in some or all regions of the province.

"The government has proposed privatizing home care with absolutely no consultation," said James Hutt, provincial coordinator of the Health Network. "We've launched this tour to bring people together to discuss how these changes will impact them and to think about what else the government should do to ensure patients get the care they need."

On June 15th the Network hosted a public meeting in Yarmouth with close to fifty people in attendance. Yarmouth MLA and cabinet minister Zack Churchill also attended and had this to say: "The status quo is not an option," he said several times – but he also said the home-care system in

the Yarmouth and Digby areas is well-managed.

"That doesn't mean that there's going to be an overhaul of the whole system across the province and the VON's going to be gone or all the jobs that we have are going to be gone or replaced with cheap, private labour," Churchill said. "That's not the case."

Churchill and Clare-Digby MLA Gordon Wilson met with event organizers prior to the Yarmouth meeting and it was a good discussion, said Hutt.

As for the idea of competitive bidding, Hutt said, "We're encouraged by this change of tone, but we'd like to see them (the government) take it off the table fully."

A meeting was also held in June in Kings County with residents who are equally concerned about the future of home care.



Governor General's Leadership Conference Delegates Meet with Program Alumni Janet Hazelton While Touring Nova Scotia

On Wednesday, May 27th new members of the Governor General's Canadian Leadership Conference (GGCLC) dropped by the Nova Scotia Nurses' Union to pay a visit with one of the program's alumni. Janet Hazelton participated in the program in 2004 and was eager to meet with the twenty-or-so members of the study group who came to learn in Nova Scotia.

Members of the GGCLC come from different regions of Canada, with different perspectives and in different careers. They share a commonality:

they are high potential individuals expected to achieve senior leadership positions in their organizations and communities.

Each study conference follows the same basic format of short introductory plenary sessions followed by study group tours and closing sessions to which each group reports back with its impressions and observations. The Nova Scotia study group met with Janet for over two hours to learn more about labour, the nursing profession, political influences on nursing and the labour movement,

as well as Janet's perspectives on leadership.

The GGCLC was developed in 1983 to broaden the perspectives of future leaders in business, unions and public administration so that their decisions are based on a practical understanding of the influence of their organizations on the general welfare of the community.

There are currently over 1000 alumni of the GGCLC in Canada.

Ontario Introduces Action Plan to Address Sexual Violence and Harassment: “It’s Never Okay”

June 1, 2015 - This year, the Ontario Government introduced a plan intended to reduce sexual violence and harassment in Ontario, entitled *It’s Never Okay: An Action Plan to Stop Sexual Violence and Harassment*. It provides insight into the causes of sexual violence and harassment, specifies measures for success, outlines a number of solutions to the problem, and provides additional support and resources for survivors.

The Plan is intended to challenge societal norms and beliefs, help survivors of sexual violence, strengthen laws, and challenge and change deep-rooted attitudes and behaviours that contribute to sexual violence and harassment.

One in three women will experience some form of sexual assault; there are 460,000 sexual assaults in Canada every year. For every 1,000 sexual assaults, only 33 are reported to police, only 12 lead to charges, only 6 are in fact prosecuted, and only 3 lead to a conviction. Women with disabilities are three times more likely to be forced into sexual activity by use of threats or force. Women under thirty-five are also victims of sexual assault five times more often than women over thirty-five.

The Ontario government will introduce legislation to strengthen provisions related to sexual violence and harassment in the workplace, on campus, in housing, and through the civil claims process. This will include enhanced workplace laws under the *Occupational Health and Safety Act*, increased supports and an enhanced prosecution model that will seek to improve the experience of survivors in navigating the criminal

justice system, and a large public education and awareness campaign across Ontario to raise awareness and challenge attitudes. The Health and Physical Education curriculum for grade one to grade twelve students will be updated to help pupils gain a deeper understanding of issues such as healthy relationships and consent. Increased funding and training will be provided to front-line workers in health and community services, including community-based sexual assault centres.

To ensure that the Plan delivers on its commitment there will be

performance metrics to measure outcomes, the province will conduct surveys and polls, and track reporting levels to gauge the effectiveness of the initiatives. The Plan will also use data analysis to determine whether more sexual assault and harassment survivors are reaching out for help, more people who are survivors tell their stories and feel supported in doing so, and more bystanders feel empowered to intervene in incidents safely and effectively.

The Ministerial Steering Committee on Violence Against Women, chaired by the Minister Responsible for



One of many vivid images from the “It’s Never Okay” Action Plan, depicting scenes of growth and change

"It's Never Okay" continued

Women's Issues, will oversee and monitor implementation of the Plan. A committee comprised of senior leaders within the Ontario Public Service will co-ordinate activities across ministries and ensure effective implementation at the highest levels of the public service. Further, a 10-member All-Party Committee will develop recommendations by December 2015 to prevent violence and harassment, improve the response to Ontarians who have experienced it, and consider ways to shift norms and barriers that prevent survivors from coming forward. Finally, the Joint Working Group on Violence Against Aboriginal Women is continuing to develop a separate long-term strategy to end violence against Aboriginal women.



Another image from the Action Plan

New Provincial Sexual Violence Strategy Unveiled

Breaking the Silence: A Co-ordinated Response to Sexual Violence in Nova Scotia

June 16, 2015 - Government unveiled the first sexual violence strategy on June 16th, committing \$6 million over 3 years which will pay for a 24/7 crisis line, 9 provincial hubs, provincial specialists, 2 committees, and public education.

Also announced was an innovation fund that will allow youth programs focused on consent and healthy relationships to apply for funding. During the consultation process there was an anonymous survey and youth consultation. The findings revealed a common theme, that victims are too uncomfortable to access services or don't know what services are available. The aim of the hub model is to help with these issues. The strategy also includes a focus on providing services for the LGBTQ community, African Nova Scotian community and

First Nations community.

Nine community support networks will co-ordinate counselling and support, boost the visibility of services and help with navigation. Better co-ordinated supports for victims, more public education and awareness and continued community engagement on prevention are among the approaches in Nova Scotia's first sexual violence strategy.

- Helping people get urgent support faster through existing crisis lines, online and other new technologies;
- Expanding the Sexual Assault Nurse Examiner program in Sydney and western Nova Scotia;
- Establishing a prevention

innovation fund to support best practices, research and evaluation.

Two provincial committees on training and public awareness have been appointed. A new provincial specialist has also been hired to co-ordinate work on the strategy.



Changes to Provincial Legislation Enables NP Discharge and RN Release

In Nova Scotia health care professionals, the Nova Scotia Health Authority (NSHA), the IWK Health Centre (IWK), and the Department of Health and Wellness all work together to ensure that Nova Scotians have timely access to the health care services they need. Reducing wait times for patients in our hospitals, emergency departments, and Collaborative Emergency Centres (CECs) will help us achieve this goal.

Health care providers in the NSHA identified the need for change in the way services were being delivered, specifically related to the unnecessary delays for patients waiting for discharge from hospital or to be released from emergency rooms and CECs.

In March 2015, the provincial government approved changes to the regulations under the *Nova Scotia Hospitals Act* that enable nurse practitioners (NPs) to discharge patients from hospital settings and registered nurses (RNs) to release certain patients from emergency departments and Collaborative Emergency Centres (CECs) following a comprehensive nursing assessment and the provision of nursing care. Before these changes were made only physicians, midwives and dentists could discharge patients from hospitals.

These activities are already in the scope of NP and RN practice and these new regulations enable nurses to use their knowledge, skill and ability to provide more timely discharge from all hospital settings or release of certain low acuity patients from emergency departments and CECs, which is good news for patients and providers.



Planning for implementation of these changes has been guided by the work of the Provincial Working Group for Implementation of NP Patient Discharge/RN Patient Release. This group is co-chaired by Cheryl Northcott, Operations Executive Director, NSHA and Mary Ellen Gurnham, Executive Director Learning / Chief Nursing Officer Halifax, Eastern Shore and West Hants, with physician, NP, and RN representatives from the NSHA Zones and the IWK, as well as representatives of the College of Registered Nurses and the College of Physicians and Surgeons.

Implementation of NP patient discharge will occur within the context of the collaborative practice agreements between physicians and NPs and implementation of RN assess, treat and release includes both educational and policy supports for RNs to assess, treat and release certain low acuity patients from emergency departments and CECs.

The pilot will begin in the early summer starting with NP patient discharge at the Dartmouth General Hospital

site and with RN assess, treat and release occurring in the emergency department of the Yarmouth Regional Hospital and continue into the fall of 2015 in the CEC in Springhill.

These changes bring Nova Scotia in line with similar approaches in British Columbia, Ontario and Manitoba, which have legislation in place to enable NPs to discharge patients and in line with New Brunswick which has had legislation in place to enable RNs to release certain patients from emergency departments since 2005.

The College of Registered Nurses of Nova Scotia has created resources specifically for NPs and RNs to support them as they incorporate this new authority into their daily practice, including: Assess, Treat and Release from Emergency Departments and Collaborative Emergency Centres: Professional Practice Guideline for Registered Nurses and Nurse Practitioner Client Discharge from Hospital Settings. These resources are available on the College website at <http://crnns.ca/>.



VON employers, NSNU representatives and local leaders meet during the VON Multi-Site Labour Management Meeting

VON/NSNU Multi-Site Labour Management Meeting

On Wednesday, June 17th, representatives from all 12 Victorian Order of Nurses (VON) locals from across Nova Scotia, NSNU Representatives and the VON employer group met at the NSNU office in Burnside for the VON/NSNU Multi-Site Labour Management Meeting. The groups convene up to three times a year to discuss issues relating to VON nurses.

Top of mind for those in attendance is the government's strong consideration of a competitive bidding process in home care. In response, VON has issued a directive in some areas stating that over the coming weeks and months, they will be working very hard to improve their service delivery, asking employees for a commitment to that change. The VON is essentially asking nurses to reduce on overtime and increase the number of patients they visit.

According to management changes do not include a shift in values. It does, however mean they must find ways to serve more people for the money we are paid by the funder, while maintaining quality standards. The proposed transformation has been met with mixed reaction.

NSNU president Janet Hazelton says there are inefficiencies within VON but that a unique characteristic of the work VON nurses do is spending more time with patients than they would if the patient were in a hospital room. Nurses going to homes need time to be able to learn about a patient and their issues. She is concerned there is a high probability for nurses to feel they are compromising care in the pursuit of cost saving. Janet contends that striking a balance is necessary in order to preserve the integrity of the care while achieving realistic expectations for employees.



Council of the Federation

In July, National Executive Board members, CFNU member organization presidents and executive members, will attend meetings at the Council of the Federation (CoF) in St. John's. The CoF is a congress that meets twice annually and is comprised of the premiers of each of Canada's provinces and territories. The main function of the CoF 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 the premiers and other stakeholders while in St. John's.

National Executive Board of the CFNU

The NEB will meet in Ottawa from October 5-8. They last met in Halifax on May 31, just prior to the commencement of the CFNU Biennial Convention.

Bargaining Conference

A bargaining conference will take place this fall to allow consultation and provide direction to the Provincial Negotiating Committee on upcoming bargaining talks. The Board of Directors is considering dates in October.

NSNU Board of Directors meetings have been confirmed for the following dates:

September 8
October 28* *Subject to change*
December 2
January 20

NSNU AGM 2016

April 25-28, Truro Best Western Glengarry Hotel

Eastern Labour School

May 2016, St. John's, NL

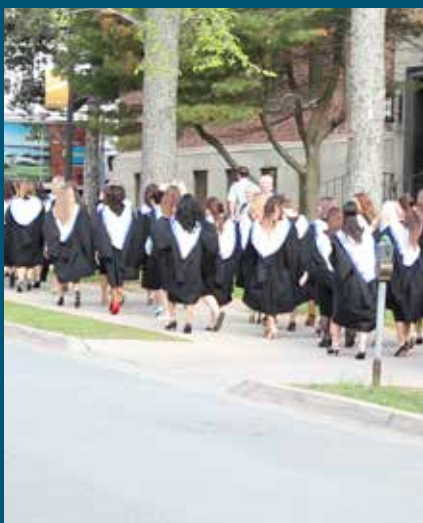
2017 CFNU Biennium Conference

Will be held in Calgary, June 2017

NSNU Salutes New Grads at Dalhousie Convocation

This year the nursing students at Dalhousie University graduated on Thursday, May 28th 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. Family, friends and NSNU's own Christie Blotnick, 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.

Congratulations to the Dalhousie School of Nursing class of 2015. We hope you enjoyed your day, and look forward to representing many of you who choose to begin your nursing careers here in Nova Scotia.



Dalhousie Nursing Class of 2015 makes the walk to the Rebecca Cohn for their graduation ceremony



Janet Hazelton, Les Holloway and Dr. Ramona Lumpkin

Unions Proud to Support MSVU

On May 28th Mount Saint Vincent University in Halifax welcomed honourees and special guests to a reception marking the official opening of the Margaret Norrie McCain Centre for Teaching, Learning and Research. The Centre is the only building on a Canadian university campus dedicated throughout to honouring women.

The architecturally stunning building also houses the Alexa McDonough Institute for Women, Gender and Social Justice. Several years ago labour unions in Nova Scotia joined

forces to raise funds in an effort to ensure Alexa's contributions on the political front and as an activist would be recognized in a permanent fashion. The result is the Institute at The Mount.

Janet Hazelton, NSNU president was photographed at the event with Les Holloway, former Atlantic Regional Director at CAW (now Unifor) and Dr. Ramona Lumpkin, President of MSVU. NSNU and Unifor were both involved in raising funds for Alexa's dedication.

St. Martha's Alumni Dinner Announcement

St. Martha's Alumni Annual Dinner will take place Thursday October 1, 2015. The celebration will begin at 6:00 p.m. with a reception for all, followed by dinner at 7:00 p.m. at St. Ninian Place, Antigonish.

Please contact Winnie Lane, 902-735-2337 or Peggy McVicar, 902-863-3643 prior to September 25, 2015 regarding tickets.

Dalhousie Graduate Student Explores the Challenges Faced by Internationally Educated Nurses in Nova Scotia

Damilola "Dammy" Iduye moved to Canada from her home country of Nigeria in February 2012 with the goal of advancing her education and gaining nursing experience. When she arrived, she applied to register as an RN, but quickly realized that the process would be a lengthy one. Not one to sit around waiting, she decided to focus on other educational pursuits.

"My primary reason for coming to Canada was to continue my education. Once I got permanent resident status in Canada, I started looking into the options that I have in furthering my education. Since applicants to graduate studies in the Dalhousie School of Nursing can be licensed to practise in Canada or in a foreign country, I just went for it," says Dammy.

Since beginning her program she's been inspired by her experiences as an Internationally Educated Nurse (IEN) to further explore the challenges faced by nurses transitioning to

Canada. She began a clinical project as part of her studies to look into the issue.

"The purpose of my project is to enhance the intake, transition, and integration of IENs in Nova Scotia," Dammy explains. "A common theme identified in my interviews with IEN participants was the differences in their expectations of becoming an RN in Nova Scotia and the reality of the hurdles they must overcome."

Some of Dammy's objectives with the clinical project include exploring the challenges that IENs face and identifying programs and supports that could ease the transition for IENs as they become accustomed to the Canadian health care system.

Ultimately, she says, "I would like to see the provincial government develop integration strategies that are specifically for IENs, and for employers to have tailored orientations for IENs as they have for new graduates."

Dammy points out that even though resources are limited in Nova Scotia for new IENs, there are some services in place to ease the transition. She highlights the Immigration Services Association of Nova Scotia and the Registered Nurses Professional Development Centre as organizations that offer assistance and orientation programs for new IENs. Further,



Dammy Iduye

Dammy has created an online peer support network on Facebook entitled "Internationally Educated Nurses in Nova Scotia" where IENs are invited to share their stories and show solidarity with one another.

Thank you to Dammy for sharing the story of so many IENs with the NSNU. We wish her great success as she continues her nursing education, and we look forward to seeing the impact that her project has for Internationally Educated Nurses who are new to our province and country.

Those who wish to get in touch with Dammy about her work can reach her at novascotia.iennetwork@gmail.com.

Ocean View Continuing Care Centre Honoured with Prestigious award

On Friday, May 22nd Ocean View Continuing Care Centre was honoured at the Canadian Over 50s Housing Awards in Toronto. The awards recognize those who lift and enhance through innovation client experience and enjoyment. Ocean View was selected as the most outstanding care team in Canada for 2014.

Ocean View Continuing Care Centre is located in Eastern Passage. The NSNU is proud to represent more than 70

RNs and LPNs who work there. Congratulations to all who work so hard at Ocean View to provide exceptional care, support and quality of life for your clients.



CRNNS Award Recipients

The College of Registered Nurses of Nova Scotia (CRNNS) recognized 11 registered nurses from across the province at its Celebration of Excellence in Nursing Awards Banquet on May 13th.

Nominated by their colleagues for their excellence in the nursing profession, the banquet was an opportunity for CRNNS and nurses from across the province to recognize and celebrate the unique and significant contributions of nurses from diverse nursing roles and practice settings. Janet Knox, CEO of the Nova Scotia Health Authority and registered nurse, was also part of the celebrations as special guest speaker.

The following NSNU members were presented with 2015 Excellence Awards:

- **Tracy Bourdages**, Staff Nurse & Eating Disorders Resource Nurse, IWK Health Centre - Recipient of the Excellence in Nursing Clinical Practice Award.
- **Jessica Wournell**, Staff Nurse & Eating Disorders Resource Nurse, IWK Health Centre - Recipient of the Excellence in Nursing Clinical Practice Award.
- **Christine Cassidy**, Registered Nurse, IWK Health Centre – Recipient of the Rising Star Award

Ellen (Ellie) MacFarlane, retired professor from St. Francis Xavier University, was also awarded the prestigious Honourary Life Membership Award, which recognized her lifetime of nursing accomplishments.

Congratulations to all of the much deserving award recipients.



Jacquelyn Garden-Jayasinghe and Tracy Bourdages



CRNNS President Jacquelyn Garden-Jayasinghe and Jessica Wournell



Jacquelyn Garden-Jayasinghe and Christine Cassidy

Celebrate Labour Day in Nova Scotia, Sept. 7: 16th Annual Event!

Join the Nova Scotia Federation of Labour, District Labour Council, affiliated unions and our social movement allies for Labour Day 2015 celebrations!

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 more details on the NSNU website events calendar and Facebook page as locations and festivities scheduled throughout the province are confirmed.

NSNU Discount List

Special rates or discounts on goods or services are offered to NSNU members. The listing can be found on our website at www.nsnu.ca on the homepage under the Members tab then select Forms and Resources. Offers may vary depending on the season and existing discount offers.

Be sure to present your Union card at all discount patrons as well as other retail and service outlets not listed on our site, as you may be awarded benefits or discounts that the NSNU has not been made aware of.

If you do receive a discount from a retailer or service provider not listed on our site, please let the Nurses' Union know and we will add them to our list. Businesses and organizations interested in offering discounts to NSNU members should contact the NSNU at 902-469-1474 or 1-800-469-1474, or visit our contact page online, nsnu.ca.



On May 20th Education Committee members Paul Curry (Staff Advisor), Cheryl Barker (Chair), Debbie Doyle and Karen Eldridge took part in the blind selection process for scholarship recipients

NSNU Scholarship Recipients 2015

NSNU FAMILY SCHOLARSHIPS (\$500 each)

Family member pursuing LPN diploma
Erica Strong, daughter of
Vanessa Strong

Family member pursuing RN degree
Maria Chalker, daughter of
Carol MacDougall

CFNU

Student pursuing nursing education,
\$1000 - Emma Swaine

ELIZABETH AND BRITTANY MACPHERSON ANNUAL SCHOLARSHIP

Resident of Colchester/East Hants area
pursuing a nursing degree, \$1000
Leah Churchill

NSNU ANNUAL SCHOLARSHIPS

Certificate Program (member enrolled
in a certificate program, up to \$1500)
Courtney McCool-Law

Degree Program (member enrolled in
a degree program, \$1500)
Sarah Scott

Dolores Chase (member enrolled in a
degree program, \$1500)
Jamie Stewart

Seniority Rights

What You Should Know

The NSNU recognizes seniority as a fundamental right within every collective agreement. The NSNU strives to ensure that as nurses gain seniority, their opportunity for promotion or to choose a preferred position also increases.

In the Acute Care Collective Agreement, seniority is given particular recognition in the process for awarding vacant positions. Under Article 12.11, there are two ways the Employer may fill a vacancy through a job posting:

12.11 Filling Vacancies

(a) Subject to the displacement, lay off and recall provisions of this Agreement, in determining the successful candidate when filling a Regular position, Regular Seniority shall be the determining factor where two or more candidates are relatively equal in skills, ability and qualifications to perform the required duties of the position.

(b) The job process used by the Employer may result in the awarding of the position to the most Senior qualified applicant without an interview being conducted.

(c) Where two or more candidates are relatively equal, Regular Seniority takes precedence over Casual Seniority.

Under Article 12.11(a), the Employer may assess all candidates and grant the position to the candidate with the greatest skills, ability and qualifications. Seniority is applied as the determining factor only if two or more candidates are relatively equal in skills, ability and qualifications. The Employer also has the option,

however, to simply award the position to the most senior, qualified nurse (Article 12.11(b)). In that case, the Employer does not need to assess all the candidates to determine who has the greatest skills, ability and qualifications. If the most senior nurse is qualified, the Employer may grant the position to that nurse.

Job posting grievances often come up when the Employer gives a position to a less senior nurse. These grievances can be difficult because the Union has to prove that the senior nurse is relatively equal in skills, ability and qualifications to the less senior nurse.

If the Employer appoints the senior nurse under Article 12.11(b), however, this subjective comparison is not necessary. If the Employer chooses to award the position to the senior nurse, the nurse does not need to be more qualified than the other applicants.

This means that if the Employer awards a position to the most senior nurse, the NSNU will not pursue a grievance on behalf of an unsuccessful, less senior applicant. This is true even if the less senior applicant is arguably more qualified.

The process under Article 12.11(b) represents an important recognition of seniority rights in the collective agreement. The intention is to encourage the Employer to award positions to the most senior, qualified applicant. This helps to ensure that all nurses under the Acute Care Collective Agreement will see a greater advantage in job competitions as their seniority increases.



NSNU Draw for Members-at-Large

Per the policy of the Board of Directors with regard to member attendance at the Nova Scotia Federation of Labour (NSFL) Conference, the Board has determined that NSNU will fund eight local presidents to attend the conference in addition to two members-at-large which are drawn at random from expression of interest applications.

This year, the NSFL convention will take place at the Holiday Inn Harbourview in Dartmouth. The convention convenes

with registration on Sunday, October 25th at 6:30 p.m. and meetings will run daily until Wednesday, October 28th at approximately 2 p.m.

The draw for the eight local presidents to attend the NSFL Conference took place on June 18th. The following locals were randomly selected: St. Mary's Hospital, Tideview Terrace, Buchanan Memorial Hospital, Surf Lodge Community Care Centre, VON of Greater Halifax, Roseway Hospital, Cumberland Regional Health Care, Guysborough Memorial Hospital.

The NSNU is also looking for two members-at-large to participate in the NSFL Conference. This draw is open to all members. Interested members are asked to contact Jen Graham (jennifer.graham@nsnu.ca) at the NSNU via email to submit your name for the draw.

The deadline to submit your name is July 22nd. The draw will be made July 24th.

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

Federal Election Update

Nurses continue to speak up

Nova Scotia Federation of Labour Biennium

NSNU team, topics and NS Forecast on Labour

International Council of Nurses

2015 Conference in Seoul, South Korea



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Farewell from Nova Scotia

For many of the 150-plus Nova Scotia delegates at the 2015 CFNU Biennial Convention, this was a chance of a lifetime to experience such an exceptional national conference. On the final day of the convention, all of the NS delegates joined together for a group photo - a memento of a memorable week right here at home.



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