

What's **NU**?

COURAGE TO **LEAD** • CONFIDENCE TO **CHALLENGE** • COMMITMENT TO **CARE**



1200 Nurses Take Calgary By Storm

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President's Notebook

By Janet Hazelton, BScN, RN, MPA

CFNU Biennial Convention 2017 – Speak Up!



CANADA'S NURSES Speak Up

Once again the NSNU was very pleased to participate in the Canadian Federation of Nurses Unions Biennial Convention from June 5-9 in Calgary. The NSNU delegation was close to 70 in total, with representation in all sectors – acute care, long term care and community care – from one end of the province to the other. We also had three staff working as facilitators/instructors – Lilo Wessels, Carl Quinlan and Paul Curry.

Every two years, this Convention draws one thousand or more to the event. This year, 1200 nurses took part in five days of learning, listening, sharing and networking. In 2015, we welcomed 1000 nurses to Halifax to participate in this amazing gathering. Not unlike Calgary, it too was dynamic. One big difference; Mother Nature blessed CFNU and provincial host, the United Nurses of Alberta (UNA), with warm temps and sunny skies. As some of you will recall, the weather in Nova Scotia in June 2015 was cold, damp and dreary.

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On the cover: Members carry NSNU flags and signs during the Speak Up rally in Calgary



Members show their NSNU pride in Calgary

The weather wasn't the only bright spot in Alberta. Our sisters and brothers at UNA welcomed us with the warmest western hospitality imaginable. They did a tremendous job of making everyone feel at home in their beautiful province. We sampled their culture, their great food, their spirit and the landscape which made for an ideal backdrop to the heavy lifting to come as we tackled many weighty issues.

During the plenary sessions, workshops, keynote addresses, caucus meetings, business days and rallies, we debated the problems that threaten the nursing profession and our patients. Safe staffing and patient safety, PTSD, violence in the workplace, injuries on the job, publicly funded health care and a national Pharmacare program, mental health and indigenous health – to name a few – were topics we deliberated. On the first business day, I joined a panel discussion with my counterparts from across the country. The Game Changers Q&A allowed us to voice our concerns, hear from Canadian nurses who share the same concerns, and offer up remedies.

The theme this year was "Speak Up", which we did with abandon. We shook the rafters of the Calgary Telus Convention Centre. We inundated social media with our messages and data from the research conducted prior to the event, for the event. We talked amongst ourselves, we talked to media, we talked to politicians, and we came home energized and prepared to Speak Up again, whenever it's needed.

To say the CFNU Biennium is a first class convention is an understatement. CFNU staff, volunteers, speakers, member-organization staff, the educators and the

event planners do an extraordinary job of planning, executing and managing this enormous undertaking. They leave no stone unturned. From the very start, which began again with a healthy walk, every consideration is given to making the Convention completely about nurses. And when we leave, we are full of positivity towards the great community of nurses we have the privilege to be a part of.

For those who were not able to attend, I hope you will consider signing up for the next Biennium in 2019. It will be held in Fredericton, where our good Maritime friends at NBNU will do an equally outstanding job of hosting.

Thank you CFNU and UNA for making us so happy and proud to be part of this union of nurses.



Janet Hazelton joins the National Executive Board in addressing 1200 nurses during the Biennium Game Changers panel discussion

President's Address: Violence, Safe Staffing and Indigenous Health

CFNU president, Linda Silas delivered a passionate address to the 1,200 delegates, kicking off the first business day of the biennial convention.

Silas unveiled the results of a recent survey in which 2,000 nurses from across the country spoke up about important issues affecting health care, ranging from overtime to the rising incidents of violence.

"Nurses and policy-makers know that excessive overtime is eroding the safe, quality care of our patients," she said. "Our patients deserve the best nursing care, and to provide that care, nurses cannot be stretched to unhealthy limits."

Public health care employers paid

\$989 million in 2016 in illness- or disability-related absenteeism costs. The total cost of unpaid and paid nursing overtime was an additional \$968 million.

She added that as the acuity level of hospital patients continues to rise, cuts to nursing positions are driving nurses to rethink their career choice, just as they are needed most.

"Over the last year more than 60 per cent of nurses have had a serious problem with some form of violence at work," she said. "Enough is enough! We will not accept violence as part of the job and are calling for a zero-tolerance approach to violence in health care workplaces."



Linda Silas,
CFNU president

She went on to speak about closing the gaps between non-indigenous and First Nations health care, particularly when dealing with substandard care provided to First Nations children.

To see detailed research, news releases and more from the convention, please visit nursesunions.ca.

Enough is Enough

A new national survey of Canada's nurses, was released during the convention in conjunction with the CFNU's discussion paper, *Enough Is Enough: Putting a Stop to Violence in the Health Care Sector*. The study shows that workplace violence in health care is a serious and growing problem.

According to the survey, over the last 12 months more than 60 per cent of nurses have experienced workplace violence including physical assault, bullying, verbal abuse and racial/sexual harassment.

"Nurses are more likely to be attacked in the workplace than prison guards or police officers," said CFNU president Linda Silas. "How can we effectively care for our patients when we are constantly at risk of being attacked?"

The discussion paper, *Enough Is Enough*, raises the alarm and highlights the need for urgent action to increase nurse staffing levels and implement an action plan to keep nurses safe on the job.

"Enough is enough," said CFNU President Linda Silas. "We know that the cost of workplace violence in Ontario hospitals alone is \$23.8 million annually. These funds would be better invested in patient care and safety for both our patients and our nurses."

The CFNU is calling for a zero-tolerance approach to violence in health care workplaces.



Guest Speakers

CFNU welcomed many guest speakers throughout the Biennium. The following are just a few of the inspiring individuals who offered their insights to attendees during the week.

Thank you to all who made the journey to Calgary to share your stories with Canada's nurses.



CLC President Addresses Nurses on Opening Night

During the opening reception, Hassan Yussuff, Canadian Labour Congress (CLC) president, shared words of encouragement and solidarity from our brothers and sisters in the labour movement.

Yussuff opened with a clear and simple message, *"nurses are the heart and soul of the healthcare system in this great country."*

"You are the backbone of the system that makes the system what it is. If you go back through the history of our country, the history of the healthcare system, and how it has changed, how it has evolved and continues to change, nurses have been and will be leading change."

"The work you do every day, your commitment at the bargaining table, pushes others to do better....Your voice, your activism, your leadership has strengthened the labour movement...The work we are doing together, will make this country even better for the next 150 years."

Inspiring words to start what would be a phenomenal week.

Sir Robert Francis The Freedom to Speak Up

Being able to speak up for patient safety, for your profession, for health care issues and for yourself, without the fear of reprimand - this was the key theme of the keynote speech given by Sir Robert Francis QC on the last day of the Biennium.

In his address, Francis presented the findings from his 2015 report, *Freedom to Speak Up*, which examined the victimization of whistleblowers in the National Health Service (NHS).

"The freedom to speak up is not the freedom to be bullied by your manager, the public, or your colleagues," said Francis.

Francis' report identified 10 principles for building a culture of "Freedom to Speak Up", to create an environment where:

- Employees to feel confident to speak up.
- Employees to feel safe to speak up in the future.
- Employees have confidence in the investigation process.
- Employees see speaking up as a way to make a difference.
- Employees know their concerns are well received.

The full report can be found at freedomtospeakup.org.uk.



Plenary Discussions

Nursing in a Conflict Zone

During the morning plenary session on June 6th there was a panel discussion on what it's like to be a nurse in a conflict zone. The panelists included Captain Stephanie Smith, a military nurse who served in Afghanistan and other relief missions; Leonard Rubenstein, founder and chair of Safeguarding Health in Conflict Coalition; and Judith Kiejda, Assistant General Secretary with the New South Wales Nurses and Midwives' Association.

The experiences of the panelists were harrowing and inspiring.

"Nurses and hospitals have become targets for simply doing their jobs of providing impartial care," Leonard stated. He introduced delegates to the term "double-tap strike" – the act of bombing a hospital a second

time, while first responders are already inside providing care.

Rubenstein called on the 1,000 nurses in the room to speak up for change. "Nurses can and do lead the way," he said. "Let's educate people on the scope and catastrophic scale of the problem of violence on health care workers."



Cpt. Stephanie Smith, Leonard Rubenstein, Judith Kiejda

Next Steps Post-Truth and Reconciliation



Alice Blondin Perrin, Flora Simpson, Dr. Bernice Downey

Powerful, emotional, thought provoking and inspiring. Delegates heard stories of abuse, neglect, resilience, perseverance, forgiveness and triumph as we took a personal and in-depth look at what led us to the Truth and Reconciliation Commission (TRC) and what still needs to be done.

During this plenary, Flora Simpson (RN) shared her experiences growing up on an isolated reserve, while Alice Blondin Perrin discussed her childhood Canada's shameful residential school system. The panel was rounded out by Dr. Bernice Downey, who

spoke to the health care issues facing indigenous communities today.

Perrin explained during the discussion, why she had chosen to speak about her experiences: *"Only after I found the courage to tell my story, did I find peace of mind and begin to heal my insides. I had to forgive everyone, for that was true reconciliation to me,"*

We thank all of the panelists for sharing their stories and expertise with Biennium attendees. It was an emotional and thought-provoking session.

Workshops

Delegates had numerous workshops to choose from over the course of the convention that provided information, knowledge and skills participants could take back to their workplaces.

A few of the most memorable workshops included PTSD in the Nursing Profession, Sexual Minorities - Providing Respectful Nursing Care, Nursing and Technology Impact, Conversations at Work - Strategies for Speaking Up!, and the always popular Social Determinants of Health Tour, which is discussed in detail on the next few pages.

Thank you to all who travelled to Calgary to instruct the many workshops on the schedule for the Biennium, including NSNU's own Carl Quinlan, Lilo Wessels and Paul Curry.

CFNU – Workshop Review

The Social Determinants of Health Tour

By Chris Van Zoost, NSNU 1st Vice President



In June, I was fortunate to attend the Canadian Federation of Nurses Unions Convention in Calgary, hosted by the United Nurses of Alberta. It was an amazing experience with lots of education and networking, sprinkled with a bit of fun. The highlight for me was the education workshop I attended on the The Social Determinants of Health.

We visited five facilities in total, and I would like to share with you some of the wonderful programs available to the homeless and disadvantaged citizens of Calgary.

The Calgary Alpha House Society was established in 1981 as a committed response to a marginalized population of men and women who were addicted to alcohol or drugs and living vulnerably on the streets of Calgary. They have four programs: shelter, outreach, detox and housing.

It is a safe house for clients and an alternative to incarceration for those affected. Alpha House is both a shelter and a detox facility housed in the same building.

Shelter entry is based on alcohol and drug use, with social detox provided by staff trained in withdrawal management. This combination of services has helped many to recover from drug and alcohol abuse.

Occupancy rate is 85-120% and there are 30 detox beds and 12 transition beds. There is a large room with rubber mats on the floor for clients to come in off the street and sleep. When we visited, there were 20 occupied mats and all clients appeared to be sleeping. Soup is provided once a day for the people in this area. We didn't visit the detox and transition units.

The next stop on our tour was the Sheldon Churm

Health Care Clinic. This clinic provides a mobile unit (van) under the program Safeworks.

Safeworks is a harm-reduction program for people who use drugs and others who experience a disproportionately high rate of sexually transmitted and blood borne infections. It is staffed with registered nurses and social workers. All services are free and do not require an Alberta health card. Some of the services provided are: immunization and flu clinics; needle exchange; condoms; STI, HIV, and Hepatitis C screening treatment and referrals; counselling and support; and overdose prevention and naloxone kits.

The needle exchange program dispenses approximately 500,000 needles per year. The week before our visit to the clinic there were two separate cardiac arrests in the washroom of the clinic from Fentanyl overdoses. The nurse responding had a naloxone kit and was able to successfully revive both individuals.

The mobile unit operates daily, staffed with two nurses. They cruise the streets and stop at designated areas. Some stops are made after being contacted by a client via cell phone. Most of the clients are street workers and drug addicts.

We were then treated to a lovely lunch at The Margaret Chisholm Resettlement Centre. This facility provides temporary accommodations to government-sponsored refugees as they begin the resettlement process in Calgary, assisting them in overcoming initial obstacles while adjusting to a new country. The centre can accommodate up to eighty clients at one time. They are brought directly from the airport and stay for three weeks until permanent



accommodations are found. Although they only stay for three weeks, they are monitored and assisted by the Centre's staff for a year and visits to the centre are welcomed.

The Centre traditionally handles 300 refugees per year but that number has increased to 500 in the last year with a commitment from government to accept even more refugees in the future. There are thirty-six working at the centre; four full time, some part time, and numerous volunteers. They provide programs such as: English language, daily living skills, shopping, banking, cooking, etc. They are assisted in applying for health cards, social security, permanent housing, jobs, etc. Daycare is also provided onsite.

The Centre has welcomed refugees from many nations, speaking 78 different languages. They have traditionally been accommodated in government camps while waiting for immigration to Canada. When our CFNU workshop group visited, there were two families that had arrived after spending two years living under ISIS rule. That brought new challenges as they had experienced a great deal of trauma and required more delicate care from those working at the Centre.

The goal of the Centre is to encourage independence and assimilation into life in Canada. It was truly an eye opener to the challenges that refugees face resettling in a new country.

Our workshop then toured a CUPS facility, which stands for Calgary Urban Project Society. It was established in 1989 with the aim of helping people overcome the challenges of poverty and attain brighter futures. It includes services in health, education and housing that are delivered to thousands of adults and families each year. Last year they worked with 10,000 struggling Calgarians. Their services include primary health, shared mental

health, Hepatitis C clinics, opioid substitution therapy and dental care, to name a few. I was most interested in their education programs.

CUPS also has a child development centre. This provides parents of children (prenatal to 35 months old) with support, education services and training related to parenting and child development. There is a self-referral process, but many parents and parents-to-be are referred by homeless shelters and social services. There is an onsite education center for children age 3-6 with early educational challenges and for those from low income and marginalized families. The program helps them reach their full potential. Many of these children would not survive in the public school system given their social and economic challenges. By providing a solid base in their developmental years, they have a chance at an education.

This year, six of the children who started in the initial program and graduated from high school have applied for bursaries (provided by the centre) for post secondary education.

Our last stop on this very full day was the Calgary Drop-In & Rehab Centre. It is a community of kindness focused on providing more than fifty programs and services to Calgarians who are experiencing homelessness, marginalization and extreme poverty.

In a city of 1.3 million people, there are nearly 4000 homeless in Calgary. The shelter provides beds for between 1200 to 1400 men and women per night. There is a large cafeteria and gathering area where people can read, socialize and seek protection from harsh weather. Three meals are provided daily and there are washrooms, showers, and laundry facilities. There is a health clinic, as well as counselling, employment and housing services. People who use the services are encouraged to volunteer their time as well.

The facilities we visited get some government funding, with the balance provided by donations from business, fundraising and private donations.

I left Calgary with the impression the city is working very hard to help its citizens in need. I have a huge amount of admiration for all the paid and volunteer workers who dedicate themselves to this work every day.



A play area at the Calgary Urban Project Society child development centre.

Bread and Roses Awards

At each CFNU convention, the Bread and Roses Awards are given in recognition of outstanding contributions to policy and decision-making, and raising public awareness for nursing issues and patient advocacy.

Congratulations to Tracy Zambory, President of Saskatchewan Union

of Nurses (SUN), Jane Sustrik, First Vice-President of the United Nurses of Alberta (UNA) and David Harrigan, Director of Labour Relations for UNA on receiving this year's award. Mary Boyd of Prince Edward Island was recognized for her many contributions at a ceremony in her province prior to the CFNU Convention.

Their commitment, dedication and leadership inspire us to confront and conquer the serious challenges facing Canada's health care system.

Previous recipients of Bread and Roses awards include NSNU president, Janet Hazelton and Executive Director, Jean Candy.



Linda Silas and Pauline Worsfold present Bread and Roses awards to Tracy Zambory, Jane Sustrik and David Harrigan

Supporting the Stephen Lewis Foundation



During the Biennium it was announced that the Ontario Nurses Association, CFNU and its member organizations, including the NSNU, are teaming up to support the Stephen Lewis Foundation with a commitment of \$135,000 per year for three years.

The Stephen Lewis Foundation (SLF) works with community-level organizations who are turning the tide of HIV & AIDS in Africa

by providing care and support to women, orphaned children, grandmothers and people living with HIV & AIDS. Since 2003, they have funded over 1,400 initiatives, partnering with more than 300 community-based organizations in the 15 African countries hardest hit by the global AIDS epidemic. These grassroots groups provide counselling and education about HIV prevention, care and treatment. They distribute food, medication and other necessities; reach the sick and vulnerable through home-based health care; help orphans and vulnerable children access education and work through their grief; and support grandmothers caring for their orphaned grandchildren.

The work that will be supported by this investment includes two projects with a particular focus on health care, including health human resources. The first project

is the Panzi Hospital Mobile Outreach Clinic and Blood Bank in the Democratic Republic of Congo (DRC), which facilitates the safe collection of blood donations, and blood screening to ensure adequate supply of safe blood at the Hospital where they are much needed. The second project is the Swaziland Nurses Association for their mobile clinic, which provides health and wellness services to more than 10,000 health care workers.

CFNU and the member organizations are pleased to be able to direct our support through the Stephen Lewis Foundation to our sisters and brothers in the health care sector who are working tirelessly under very difficult conditions to turn the tide of HIV & AIDS, an epidemic which continues to disproportionately impact women and girls.

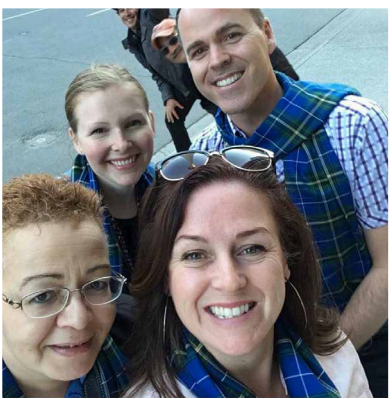
Speak Up Rally

What's the best way to end such an amazing week? With 1,200 nurses marching through downtown Calgary to celebrate 150 Years of patient advocacy!



Fun Stuff

Rodeos, healthy walks, friends and solidarity. It was a wonderful week for all who were able to make the trip to Calgary for the 2017 CFNU Biennium. These are just a few of the photos of NSNU members have a blast out west.



Local Education – We Deliver!

As more success stories accumulate from following the Clinical Capacity Report (CCR) process, education on NSNU's landmark safe staffing process is still in full swing. Recent sessions include Glen Haven Manor, Surf Lodge, Northwood Halifax, New Waterford Consolidated, Inverary Manor, Inverness Consolidated, and Celtic Court. The session at Celtic Court was attended by 100% of the local membership! It is important that we continue to use the process in all sectors of the health care system to show employers the importance of listening to nurses.

The value of the process is demonstrated through the various breakthroughs that we have had in addressing

nursing workload concerns. Such concerns can be addressed in a variety of ways, including increasing nursing staff, increasing non-nursing staff, ensuring the skills of nurses are appropriately utilized, and ensuring nurses are included in health care discussions. Any time a nurse believes their workload is too high, or that they lack sufficient resources, they are encouraged to trigger the Clinical Capacity Reporting process.

If your local is interested in education on the CCR process, or any other topic listed on the NSNU education website, please contact Paul Curry (paul.curry@nsnu.ca) or Justin Hiltz (justin.hiltz@nsnu.ca).



CCR course participants at New Waterford Consolidated Hospital



Nurses at Celtic Court in Sydney take part in NSNU CCR education

Regional Education Coming Your Way

In mid to late September of this year, the NSNU will be hosting education sessions in each region of the province (Northern, Eastern, Western, and Central/IWK). This follows up on a commitment by the Nova Scotia Nurses' Union to increase access to education for our members. The full-day sessions in each region will run from approximately 8:45am until 4pm.

We will be offering courses on Nursing and Social Media, Building Respectful Workplaces, Addressing Workplace Violence, the CCR (Safe Staffing) Process, the Grievance Process and the new NSNU app.

Below are the dates for each region, with locations to be determined:

- Sept 18 – Central Region and IWK
- Sept 19 – Western Region
- Sept 26 – Eastern Region
- Sept 27 – Northern Region

The NSNU will cover travel and meals, but not salary or salary replacement. Lunch will be provided during the lunch-hour course. Nurses who are unable to attend the whole day are welcome to attend sessions they are available for.

With the exception of the NSNU App session, these courses will

contribute towards your Nursing Practice Premium. Attendance will be taken for each session and education certificates for premium points will be emailed to participants.

Please watch your email and our social media platforms for registration information in the coming weeks. In order to justify the use of resources, we require a minimum of 30 participants in each region. If this threshold cannot be met in a particular region, that event will be cancelled with due notice.



Janet Hazelton Visits NSCC Lunenburg

On May 18th NSNU president, Janet Hazelton visited the NSCC campus in Lunenburg to speak to students in the Practical Nursing Program. Janet always appreciates the opportunity to meet future nurses and share her experiences as both a nurse and labour activist.

During her visit to this Professional Practice class, Janet spoke about

the role of the Union and how it will impact their lives and careers. She discussed the importance of becoming involved with your union, and answered questions on issues relating to professional practice.

It is a great joy for Janet to be able to speak with nursing students and meet the future of nursing in Nova

Scotia. The NSNU has a strong relationship with local nursing schools and the Canadian Nursing Students Association, and always invites students to attend events like the Annual General Meeting. She looks forward to crossing paths with many of these students again as they graduate and become members of the NSNU.

VON Multi-Site Consultation Committee Meeting

The VON Multi-Site Consultation Committee meets face-to-face twice a year with representatives from all twelve VON bargaining units invited. The meetings are co-chaired by Chris Albrecht, NSNU Labour Relations Representative and Lorna Blair, Senior Director of People & Organization at VON Canada Eastern Region. Approximately 40 VON employer, employee and NSNU representatives, including Jennifer Chapman, NSNU VP Community Care, met on June 21 to discuss some of the following:

- WCB needle stick injuries and the need to review and reinforce sharp safety policies with nurses and clients
- Introduction of an NSNU Employee Reference Guide developed at NSNU's request – includes, but is not limited to information re: drawings from quota banks, end of employment, leaves of absence (sick leave, maternity/parental/adoption, personal leaves, compassionate leaves)

- Domestic abuse and education
- Newly introduced Attendance Review program – the NSNU has filed a grievance on the program



The multi-site meeting was hosted in the NSNU conference room to accommodate the large group

HAPPY LABOUR DAY

What better way to bid farewell to summer than joining your fellow labour activists in celebrating Labour Day?

On September 4th the NSNU will join the Nova Scotia Federation of Labour, District Labour Councils, fellow unions and allies of the labour movement for the Labour Day celebration in Halifax. Other events will take place around the province, and members are encouraged to attend the event that is most convenient for them.

If you plan to attend a Labour Day event, be sure to bring your NSNU gear – flags, banners, signs and noisemakers. Show your NSNU pride and help



Janet Hazelton carries the NSNU flag in the Halifax Labour Day celebration

celebrate the successes of the labour movement over the years, and recommit to fighting for a better future.

A full schedule of Labour Day events around the province will be available near the end of the summer. Keep an eye on the NSNU Facebook page and www.nsnu.ca/EventCalendar for details as they become available.

PRIDE 2017

It's time once again to start gearing up for the Halifax Pride Parade, taking place on Saturday, July 22 from 1-3 pm.

The Halifax Pride Parade is an iconic summertime event that draws members of our LGBT2Q+ communities and allies from across the province. Last year the NSNU had a great turnout that included members, family, friends and staff.

If you would like to walk with NSNU in the Halifax parade, please

contact Lorna Myers, Executive Assistant (lorna.myers@nsnu.ca) by July 14th. Members and their family/friends who participate will receive an NSNU Pride t-shirt to wear at the events. We ask all who are joining us to meet in the CFB Halifax Parking lot on Valour Way approximately 30 minutes before the parade is slated to begin.

While NSNU president, Janet Hazelton will be marching in the Halifax Pride Parade, we encourage members to participate

in whichever Pride event is most convenient for them, and let us know so we can outfit you with NSNU Pride signs and flags. This year the Truro Pride and Diversity Parade will be held on July 29th, and the Sydney Pride Parade will be held on August 5th.

Visit www.nsnu.ca/pride for more details about each of the Pride Parades and links to individual event pages.

ICN Advances Important Work on Behalf of Nurses Around the Globe



The CFNU National Executive Board in Barcelona, Spain

International Council of Nurses Congress 2017 met in Barcelona in May, welcoming 8000 other nurses including the National Executive Board (NEB) of the Canadian federation of Nurses Unions (CFNU).

The International Council of Nurses is a federation of national nursing associations representing nurses in more than 130 countries, including Canada. Founded in 1899, ICN is the world's first and widest-reaching international organization for health professionals. Operated by nurses for nurses, ICN works in the following areas:

- Professional nursing practice (e.g., advancing nursing knowledge to ensure quality nursing care for all and advocacy for sound health policies globally).
- Nursing regulation (e.g., credentialing, code of ethics, standards and competencies).
- Socio-economic welfare for nurses (e.g., occupational health and safety, human resources planning and policy, remuneration, career development).

While in Spain, NSNU president, Janet Hazelton had the opportunity to speak up for nurses on the international stage when the National Executive Board (NEB) of the Canadian Federation of Nurses Unions (CFNU) met with the Spanish Nurses' Union (SATSE) in Madrid. Nurses there, and around the globe, face problems that are familiar to us in Nova Scotia.

Headed by the CFNU president, Linda Silas, the NEB was provided a first-hand account of the current situation in the Spanish Health System, and labour and professional problems of its nursing professionals, as well as the activity and operation of SATSE and the Foundation for Nursing Development. The takeaway? Our challenges are the same but so are the solutions.

While in Madrid, Janet and other representatives of the CFNU were interviewed by Enfermería TV about nursing conditions in Canada.

In Barcelona at the ICN Convention, NEB members Linda Haslam-Stroud, ONA president and Sandi Mowat, MNU president led a session on Post Traumatic Stress Disorder, an issue that is gaining



Janet Hazelton speaks with local news outlet, Enfermería TV about health care issues in Nova Scotia

exposure for its growing prevalence and the lack of resources for those suffering from PTSD. SUN president, Tracy Zambory spoke about regularization of work hours and safe staffing, sharing important data and firsthand accounts of the issues with our international colleagues.

Though many valuable messages were voiced at the convention, Michael Riordan, Senior Advisor to the Queensland Minister of Health and a keynote at the event, made a profound statement that resonated with delegates the world over. He said, "It's not enough to value the work that nurses do, but also to value the nurse that does the work."

Our NEB does incredibly meaningful work on behalf of nurses in their respective provinces, but they are also world ambassadors. Their participation at events like ICN that bring together nursing leaders from around the world to share their expertise, and work together to strengthen the voice of nurses in the global conversation around health care, is invaluable.



The CFNU National Executive Board sits down with SATSE, the Spanish Nurses' Union



Marilyn Greenwood and Maria Langille staff the NSNU booth

CLPNNS Annual General Meeting

On May 25th and 26th the College of Licensed Practical Nurses of Nova Scotia (CLPNNS) held their Annual General Meeting and Professional Development Day at the Atlantica Hotel in Halifax. This year they were celebrating an impressive milestone – 60 years of serving Nova Scotia's Licensed Practical Nurses and their patients.

During the event, the NSNU had a booth set up with giveaways for attendees. NSNU member and activist Marilyn Greenwood joined Maria Langille, NSNU Vice President of LPN/Grad Component in staffing the booth.

Much like the NSNU AGM, the CLPNNS event provides a venue to update members on important College business, and discuss resolutions on issues relating to professional practice concerns for LPNs. On the evening of the 25th, the College held their annual awards banquet, during which they gave out a Lifetime Achievement Award and Award of Excellence in Nursing Practice to deserving LPNs.

Congratulations to CLPNNS on your 60th year of service, and another successful AGM and Professional Development Day.

Celebrating Canadian Labour Milestones

This summer we celebrate Canada's 150th birthday. In that time, Canadian labour activists have made incredible strides. These are just a few of the many advancements made by our fellow Canucks since Confederation.



CANADA 150

1967
Confederation

1872

Risking imprisonment, Toronto Typographical Union workers walk off the job, demanding a shorter work week. Prime Minister Sir John A. MacDonal introduces the *Trade Union Act* one month later, legalizing and protecting unions. This event launches Canada's first Labour Day.

1940

Canada becomes the last major country to adopt an Unemployment Insurance system, after workers during the great recession are forced to work in remote government camps to provide for their families. Today EI is considered an important economic stabilizer, keeping economies afloat during periods of recession.

1956

The Canadian Labour Congress is founded to create a strong, unified voice for Canadian workers. In the same year, the Nova Scotia Federation of Labour is established.

1971

In response to pressure from unions, Canada establishes paid maternity leave benefits. Benefits have since expanded to include adoption leave, paternity leave, and parental leave – available to both parents.

1965

The Canadian Union of Postal Workers stages an illegal two-week cross-country strike to fight for the bargaining rights of public service workers. Their efforts succeed in giving public sector workers the right to bargain collectively, the right to strike, and the right to fight for higher wages and better management.

1964

Canada introduces the *Industrial Safety Act* after a preventable workplace incident causes the deaths of five workers. Occupational Health and Safety has since become an important part of the Canada Labour Code.

1976

The Nova Scotia Nurses' Union is founded to represent nurses across the province.

1981

The Canadian Federation of Nurses Unions is founded, and becomes the national voice for provincial nurse unions, and an international leader in nursing research and advocacy.

2000's

Women's participation in the labour force reaches an all-time high, with over 70% of young women working, and 70% of women with children working.

2017

Nova Scotia Goes Red in Provincial Election

On May 30th Nova Scotians went to the polls for the 2017 Provincial Election. The Liberal Party was successful in obtaining a second majority mandate, by a narrow margin. Despite the Liberal win, the other parties made inroads, and the result is a legislative body that is more representative of a diverse province.

Following the election the Premier shuffled his cabinet, appointing new MLAs to the Health and Labour portfolios.



Hon. Labi Kousoulis

Labi Kousoulis is now the Minister of Labour and Advanced Education. Labour negotiations for health care workers, including nurses, will define his time in the role, although it remains to be seen how he will approach bargaining with the Council of Unions. Kousoulis is the MLA for Halifax Citadel-Sable Island, and was previously the Minister of the Public Service Commission and Minister of Internal Services.

With any new government, we have to look at what they have promised in terms of health care so we can hold them to their word moving forward, and be prepared to take a stand against detrimental legislation.

These are some of the health-related promises made by the Liberal party during the election campaign. See more from the Liberal Party Platform at liberal.ns.ca.



Hon. Randy Delorey

The new Minister of Health is Randy Delorey, the MLA for Antigonish, who previously held the Minister of Finance position. We hope to meet with Mr. Delorey soon to begin working on the issues that pose challenges for nurses and other health care workers.

Primary Care

- Creating or expanding more than 70 collaborative teams, so Nova Scotians receive the care they need when they need it from their primary health care providers
- Put 56 new family physicians into our communities each year
- Work with the NSHA to reduce waits for hip and knee surgeries
- Fully implement the One Person One Record (OPOR) project to modernize Nova Scotia's health information systems

Mental Health Care

- Develop a new central intake system that improves access to services
- Expand crisis services for those who require more than the regular community supports, but are not in need of an inpatient hospital bed
- Put mental health support workers in collaborative care clinics
- Develop an action plan to address opioid addiction
- Pass legislation that makes it easier for emergency response workers with Post Traumatic Stress Disorder (PTSD) to access benefits

Continuing & Long-Term Care

- Develop a new Continuing Care Strategy
- Target funding for food budgets and increased recreational opportunities
- Develop a Provincial Hospice Program

Pharmacare

- Work with other Atlantic provinces to explore an Atlantic Pharmacare model
- Ensure no premium increases in the Seniors Pharmacare program

PLANNING

What's Coming Up This Summer and Fall?

AHEAD

Janet Hazelton joins the CFNU National Executive Board in Whitehorse for the 2016 Council of the Federation meeting



Deadline to Apply for NSFL Bursaries

July 14

Each year the Nova Scotia Federation of Labour offers six \$1000 bursaries to help students who are returning to, or commencing post- secondary education. The deadline to apply for all NSFL scholarships is July 14. Visit <http://nslabour.ca/bursaries> for details and application forms.

Council of the Federation

July 17-19, Edmonton, Alberta

Council of the Federation is a meeting of the nation's premiers that happens twice annually. The Canadian Federation of Nurses Unions National Executive Board travels to the host city during CoF for the purpose of promoting the goals of nurses to provincial leaders and their teams.



March 2017 Atlantic Caucus meeting held in St. John's, Newfoundland

CFNU National Executive Board Meeting

October 2-5

Numerous times throughout the year the CFNU National Executive Board (NEB) meets to discuss issues of importance to Canadian nurses and tackle national initiatives. The next NEB meeting will be hosted by the New Brunswick Nurses Union in St. Andrews, NB.

Deadline to Apply for Johnson Insurance Scholarships

Date: August 31

Each year Johnson Insurance offers fifty \$1000 scholarships to children and grandchildren of Johnson Affinity group members and Home-Auto clients. Students must complete high school in 2017 and be entering into post-secondary education in fall, 2017. The deadline for applications is August 31, 2016.

For more details about the Johnson scholarships, visit <https://www1.johnson.ca/scholarship>.

Labour Day

September 4

Labour Day events are always a highlight for the Nurses' Union, as we join with fellow activists in celebrating the hard work done by the labour movement in the past, and turning our attention to our continuing goals. See page 13 of this newsletter for more on Labour Day 2017 celebrations.

NSNU Board of Directors Meetings

September 5; October 13; November 15; December 15

Each month the NSNU Board of Directors meets to discuss current issues and business relating to the Nurses' Union. Members have the right to attend meetings of the Board. If you would like to join the Board for a meeting, we ask that you state your intention to attend at least one month in advance by emailing lorna.myers@nsnu.ca.

Atlantic Caucus

November 2-3

The Atlantic Caucus is a meeting of leaders from the four Atlantic nurse unions, NSNU, NBNU, PEINU and RNUNL. The Union's take turns hosting the meeting, during which leaders discuss issues pertinent to nurses in the Atlantic provinces and share their insights to help improve work life for members and patient care. The meeting in November will be held at the NSNU office in Dartmouth.



Team NSNU at the 2015 NSFL Biennial Convention

NSFL Biennial Convention

November 5-8

The Nova Scotia Federation of Labour's Biennial Convention pairs labour business with a celebration of the hard work done within the province to improve conditions for unionized and non-unionized workers. The NSNU Board of Directors will be attending the convention, along with NSNU members selected in a draw earlier this year. Locals who wish to send a member to the convention can contact Joan Wark at 902-454-6735, joan@nslabour.ca, or visit the NSFL website at nslabour.ca.



As Nurses Know...Summer Safety Tips to Keep the Good Times Rollin'

It's summertime, and the livin' is easy. We're sure our members are getting ready for long, lazy days at the beach, barbecues, invigorating hikes on Nova Scotia's beautiful trails and sleeping under the stars.

However, even though summertime is the funner time, as nurses know, it's also a time of year that we have to put in a little extra effort to ensure our health and safety, and that of our loved ones.

Here are a few quick tips to help make summer safe and fun for everyone.

1) Stay Hydrated

With more time spent outside exploring, swimming and enjoying the beautiful weather, staying hydrated is one of the most important things to remember during the summer. Drinking cold, fresh water every twenty minutes or so can make the difference between a great day, and heat exhaustion.

2) Wear Sunscreen

Parents recognize the need for their children to wear sunscreen on a hot summer's day, but it's not unusual for adults to forget to wear it themselves.

Experts recommend applying a water-resistant, SPF 30 sunscreen generously before heading out, and reapplying every two hours to make sure the coverage lasts all day.

3) Pre-School Vaccination

As much as we don't like to admit it, 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 provider

to get your child's pre-school vaccinations.

4) Car Safety

On a 26-degree day, the heat in your vehicle can easily soar to 43-degrees or higher.

Every year we hear about children and pets being left in hot cars; this can have tragic consequences. Let's keep everyone safe this summer; children and pets should never be left unattended in a vehicle.

Although nurses are well versed on how to safely enjoy this beautiful season, as an advocate for safe and responsible summertime activity, the NSNU will be sharing our Summer Safety Tips on social media throughout the season for members of our online community. We have also dedicated a page on our website to this issue - nsnu.ca/summersafetytips.

Happy summer from the NSNU.



Gear Up for Summer with NSNU Merchandise

The Nova Scotia Nurses' Union has a wide array of branded merchandise to help get you and your local ready for a long and beautiful summer.

These are just a few of the great summer essentials we have in stock: hats, visors, water bottles, gym bags, light vests, t-shirts, hair scrunchies, Survivor-style "buffs", arm-flashers for runners and walkers, and much more.

Come by the NSNU office to see our new additions, or email coleen.logan@nsnu.ca or christie.blotnicky@nsnu.ca to learn about some of the items we have for sale. You can also visit www.nsnu.ca/merchandise to view a sample of our merchandise online.

The NSNU does not profit financially from the sale of branded materials.

Colchester Local Holds Orientation for New Hires



New NSNU members in the Colchester Hospital Local

Dan Scott, Vice President of the Colchester East Hants Health Centre NSNU Local, shared a photo from a June orientation session the executive held for new members.

It is that time of year when employers are hiring new grads, and others, to fill vacancies. It's also time to put them through their paces in preparation for a busy summer, and a lifetime of union activism!

Congratulations to the Colchester Local, and so many other Locals that invest time and energy in providing orientation sessions. The union plays an important role throughout your career and with your informed input we'll have many more successes.

The NSNU looks forward to seeing many of these new faces at local meetings, the AGM, Education Workshops, Labour Day weekend and so many other union events.

Are You Paying the Correct Amount of Union Dues?

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

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

If either situation applies to you, please contact Verna Harrie at 902-468-6748 or verna.harrie@nsnu.ca.

CLC Women's Leadership Summit

The Canadian Labour Congress is preparing to host the first ever Women's Leadership Summit. The theme for the event is "Sisters Rising Together".

The Summit will celebrate the power of women in the labour movement and provide encouragement, wisdom and advice for attendees who are involved, or are looking to become involved in labour activism. The

three-day agenda includes forums, social events, panel discussions, plenary sessions and inspiring women keynote speakers.

The Women's Leadership Summit will take place from September 29 - October 1 at the Delta Halifax, and the fee to attend is \$225. For more information or to register, please visit <http://sms.clc-ctc.ca/atlanticschool.htm>.

St. Martha's Alumnae Dinner



St. Martha's Alumnae Annual Dinner will take place Thursday, September 28, 2017. The celebration will begin at 6 pm with a reception, followed by dinner at 7 pm at St. Ninian Place in Antigonish. This year's event will honour the class of 1967.

Tickets for the event are \$35 and can be purchased at Janet's Canteen at St. Martha's Hospital, or by calling Peggy McVicar at 902-863-3643 or Emma Lee MacDonald at 902-863-1402.



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

Fall Educational Opportunities

NSNU App Update
It's Coming Soon!

Bargaining
Where Do We Stand?



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