

What's **NU**?

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



Highlights from AGM 2016

IN THIS ISSUE:

- AGM 2016 Recap

Minister of Health Predicts
Viable and Stable Future
for VON

- National Nursing Week
- Local Celebrations
 - Uniform donations for Fort McMurray nurses



President's Notebook

By Janet Hazelton, BScN, RN, MPA

Another Successful AGM

Another annual general meeting went off without a hitch as we observed our 40th anniversary in Truro from April 25-28. Over 260 members, staff and counterparts from across the country and throughout the province were in attendance to ensure that we dealt with the business of the day, debated nursing, labour and healthcare issues, appreciated a full day of educational sessions, and celebrated four decades of historic achievements for nursing in Nova Scotia.

We covered a lot of ground in three short days that included elections. Every two years members of the Board of Directors, Trustees and Committee representatives vie for positions. This year, several seats went uncontested while a few others we up for grabs, so to speak. I would personally like to thank those who re-offered and those who threw their hat into the ring for the first time. It is important for the growth of our organization that individuals show an interest in leadership roles. As vacancies become available, particularly through retirements, we look within our ranks for activists who have demonstrated genuine interest and participation in union activities.

When those nurses come forward, whether they are successful or not in their attempts, we should applaud their efforts. It takes courage to run for these positions. Each of you should be as proud of your efforts as we are of you.

On a personal note, I am very honoured to represent the Nova Scotia Nurses' Union as your president for another two-year term. It is with the greatest pleasure that I continue this work. Albeit challenging at times your commitment to the nursing profession, as well as your support for the NSNU, is what motivates and inspires me to give my best while representing your interests at the bargaining table, on the national and international nursing scene, and in government relations. I thank you for this opportunity to do a job I value, for a profession I have always loved and for a group of dedicated people I greatly respect and admire.

Throughout this newsletter you will see highlights from the AGM, but this overview only scratches the surface of what we do during the conference.

NSNU Board of Directors

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

NSNU Contact

30 Frazee Avenue
Dartmouth, Nova Scotia B3B 1X4
1-800-469-1474 / 902-469-1474
fax 1-902-466-6935
www.nsnu.ca

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NSNU Staff

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

On the cover: NSNU members line up to vote

I encourage each of you to talk with your local leadership about what happens during the Annual Meeting; the decisions we make on your behalf and the issues that come to light as we share experiences.

I would like to thank all those who helped organize the event including our amazing volunteers and staff. Once again you have outdone yourselves.

Although the weather is not yet indicative of a sunny summer ahead, let's remain hopeful that clear skies and warmer days await us. This is the last issue of *What's Nu?* before the fall; time for me to wish you all a relaxing and safe summer season with family and friends.

See you at the beach.

Annual General Meeting: Getting Down to Business

As is our practice, the NSNU once again invited government representatives to attend the opening ceremony of our event. This year, as in the past, the Minister of Health and Wellness was on hand to bring greetings and take questions from the floor at the convention. We were also pleased to welcome Cindy Cruikshank, Executive Director, Health System Workforce Branch with the DHW.

This year, the following questions were asked of the Honourable Leo Glavine:

1. On the issue of the *Public Sector Sustainability Act*, will government commit to removing the names and locations of nurses on the disclosure list so that scrutiny is directed to where it belongs?
2. With regard to the work being done by the NSNU on issues in long-term care, how does government plan to create a long-term care system that offers quality care and safe working conditions?
3. What is your government prepared to do to ensure that we have a viable and stable home care workforce to meet the demands of Nova Scotians?



Hon. Leo Glavine fields members' questions on April 26th in Truro

4. On the issue of workplace violence in Nova Scotia's health sector, what will the Department of Health and Wellness do to address the problem?
5. Will the government ask the College of Registered Nurses of Nova Scotia to reconsider use of the NCLEX-RN exam and, in the meantime, follow the example of other provinces and remove the cap on rewrite attempts to ensure that all qualified RNs are able to practice in this province?

One response in particular drew the attention and applause of nurses in the room and the leadership of our organization. When asked by Angela McKenna, a VON employee, how the government plans to maintain viable and sustainable community care in the province

the Minister replied that he expects more services will be done at home. He went on to say that he sees a vital role for VON nursing in the foreseeable future and that the government is committed to VON nursing in this province. VON nurses can be assured they will have employment over the next several years.

These comments are in contrast with plans last year to issue a Request for Proposal on work in that sector. The NSNU is pleased to hear that the government and the Minister of Health and Wellness are committed to preserving this vital service.

The minister's full responses to the other four questions were less committal. These answers will be available in a comprehensive document generated from the minutes of the 2016 AGM later this summer.



VON nurse, Angela McKenna, asks Minister Glavine about plans for community care in the province

AGM 2016 Event a Huge Success

The NSNU Annual General Meeting got off to a great start on Monday, April 25th when it welcomed nurses from across the province to Regional and Component meetings.

On Tuesday, April 26 the NSNU opened the business portion of the convention, welcoming guests from government, CFNU, and over 250 nurses from across Nova Scotia.

Throughout the day those in attendance heard financial reports, debated resolutions, and heard from special guests Linda Silas, president of the Canadian Federation of Nurses Unions, Marilyn Quinn, president of NBNU, Mona O'Shea, president of PEINU, Linda Haslam-Stroud, president of the Ontario Nurses' Association (ONA) and Vicki McKenna, VP of ONA. Each of these women shared insightful information and stories from their respective provinces.

Candidates running for the position of First Vice President of the NSNU gave their formal presentations to the assembly on April 26, in advance of the election on April 27.



ONA President, Linda Haslam-Stroud addresses NSNU members at the AGM



Members from the IWK Local caucus on a resolution before voting

On Wednesday, April 27th Board members and Committee Chairs were available for a question and answer period to report on their activities. Debate continued as the members worked through the lengthy list of interesting and relevant resolutions. NSNU Researcher/Educator and Government Relations Advisor, Dr. Paul Curry spoke to the group about the state of long-term care and the *Broken Homes* report, provided an update from the Nova Scotia Health Coalition, and gave a progress report on Clinical Capacity Reporting.

Alex Furlong, the Atlantic Director with the Canadian Labour Congress brought greetings and thought-provoking information from the CLC, the umbrella organization for Canada's national and international unions, the provincial and territorial federations of labour and district labour councils. We also heard from Danny Cavanagh, President of the Nova Scotia Federation of Labour, a familiar face and great friend of the NSNU.

On the evening of April 27th, we held our Ruby Red Banquet in recognition of our 40th Anniversary. At the Banquet the NSNU officially thanked Cheryl Barker, the retired VP of Central Region, for her many years of

service. Honorary Memberships were awarded to Heather Simpson, Charmaine Schofield, Elizabeth Chenell, Ada O'Connell, Kathleen MacIsaac and Nancy Keast for their union activism and many years as a stalwart NSNU supporters.

The NSNU welcomed many labour leaders, health care stakeholders and friends of the NSNU to attend the banquet. Those in attendance included Shelley Morse, NSTU president; Kathleen MacMillan, Director of the Dalhousie University School of Nursing; Carmelle d'Entremont, NSHA Vice President of People and Organizational Development; Ann Mann, CLPNNS President; Alex Furlong, CLC Atlantic Director; Leah Carrier, CNSA Atlantic Regional Director; Sheren Anwar Siani, CNSA Vice President; Tom Patterson, Former Executive Director of the NSNU and Honorary Member; Dianne Geddes, Former Director of Finance and Operations at the NSNU and Honorary Member; as well as Honorary Members Ann Conway, Debi Osborne, Doreen Charman, Vivian Breen, Teresa Ogilvie, and Cherry Gauthier.

Members looking to obtain photos from the event are encouraged to contact the NSNU communications staff at 902-469-1474/1-800-469-1474.



NSNU member, Oluseye Akinkunmi offers his thoughts on a resolution

NSNU Commits to Support Worthy Cause



Lisa Mullin with Janet Hazelton

Members at the 2016 AGM voted in favor of a resolution that would commit to support funding to the Marguerite Centre, Nova Scotia's only recovery home for women battling alcohol, drug and gambling addictions. The centre

has been in danger of closing without adequate, sustainable funding.

The Centre serves between 30 and 35 women in recovery every year and operates on a budget of \$422,000 where most of that only covers salaries for seven counselors and two administrative staff. It receives less government funding per bed than recovery homes in Nova Scotia for men (each bed at male recovery centres gets about \$22,000 from government, while it is about \$16,000 for Marguerite Centre) and provincial funding for Marguerite Centre has been frozen since 2007-2008, even though the costs to run the home have risen by 15 per cent.

In light of these circumstances the NSNU will continue to lobby government to fund Marguerite Centre to a sustainable level while supporting the Centre with an annual donation from funds in lieu of sending holiday cards, proceeds from the AGM auction (over \$4000.00 raised at the 2016 Banquet Auction) and \$1,000 from the Johnson Inc. contributions, until their funding is sustainable.

Lisa Mullin, the Executive Director of Marguerite Centre was on hand as the resolution was passed on April 27th. The organization is overwhelmed by the generosity of the nurses from the NSNU.

Board Elections



The NSNU Board of Directors on April 27th, 2016

The NSNU is pleased to introduce your Board of Director's for the next term, 2016-2018.

Elections were held for the 1st VP position as well as the Licensed Practical Nurses/Grad and Long-Term Care VP roles. We wish to thank those who reoffered and those who were newly nominated to run.

The following members comprise the new Board of Directors:

Janet Hazelton	President / Trustee NSHEPP
Chris VanZoost	1st Vice President
Lillian Fynes	VP Finance

Jen Thiele	VP Central Region
Gerri Oakley	VP Eastern Region / LTD Trustee
Ann Marie Murdock	VP Northern Region
Michelle Lowe	VP Western Region
Maria Langille	VP LPN/Grad Component
Sheri Gallivan	VP Long Term Care
Jennifer Chapman	VP Community Care Component
Jayne Fryday	VP IWK

VPs will be assigned to Chair various provincial committees for the next two years during the June 28th Board of Director's meeting in Dartmouth.

2016 Scholarship and Bursary Recipients

During the Annual General Meeting the 2016 NSNU Scholarship and Bursary recipients were announced, as selected by the Education Committee. Congratulations to all of the recipients on this well-deserved recognition.

NSNU Family Scholarship - RN (\$500)

Joshua Jeremy C. Darit, son of Vera Daba Casanova, Heart of the Valley LTC, to study at St. FX

NSNU Family Scholarship - LPN (\$500)

John Snyder, son of Elizabeth Victoria Royles, Aberdeen Local, to study at NSCC

Elizabeth and Brittany MacPherson Scholarship (\$1000)

Kelda Hagell, VON Colchester, MA Dalhousie University

NSNU Annual Scholarship (\$1500)

Sherry Darlene Johnson, Cumberland Regional Health Centre, Post RN BScN, St. FX

Certificate Program (\$1500)

Katherine (Kaydee) Webber, Dartmouth General, Dalhousie, Train the Trainer Certificate

Dolores Chase Scholarship (\$1500)

Santina Weatherby, Master's NP Stream, Athabasca

CFNU Scholarship (\$1000)

Jessica Kehoe, attending Dalhousie University

Members Pass the Hat for HTU

As members know, the Nova Scotia Nurses' Union has been actively supporting employees of the Chronicle Herald, who have been on strike since January when they were unable to negotiate a fair collective agreement. The workers are members of the Communication Writers of America – Halifax Typographical Union (CWA-HTU).

During the NSNU annual meeting, members passed the hat to raise money for those who have now been on the picket line for close to 150 difficult days. In a moving display of solidarity, representatives from numerous NSNU locals stood up and pledged donations, raising a remarkable \$13,176.50.

Later that day, Ingrid Bulmer and Frank Campbell from CWA-HTU made the journey to Truro to personally thank members for their generosity, and pledged to continue the fight for a fair deal. They were welcomed by the nurses in attendance with a standing ovation.



Ingrid Bulmer and Frank Campbell from CWA-HTU accept the donation



Banquet attendees put their ballots in for auction items generously donated by locals and sponsors

Donations for a Cause

The auction is always one of the highlights of the annual meeting. This year, the auction was held during the banquet on April 27th, and the proceeds were donated to the Marguerite Centre, an organization that provides a home and resources for women recovering from abuse and addiction. The total amount raised for the Marguerite Centre was \$4,096.

As always, all of the auction items were donated generously

by NSNU locals and supporting organizations. Thank you to all locals that contributed, and to the following organizations:

- Allen Print
- Belmac
- Best Western Glengarry
- Cambridge Suites Halifax
- Divine Dishes
- Global News
- Johnson Inc
- Mark's Work Warehouse
- Pink Larkin

Day of Mourning

A Time of Reflection and Promise for a Safer Future

On April 28th, the National Day of Mourning, workers, employers, government and families take time to recognize those who have been injured or killed while on the job. This is a most solemn occasion but one that serves to remind us that these deaths and injuries are completely preventable and something we must strive to eradicate through perseverance, accountability and adherence to safe practice.

Workers' Memorial Day was started in Sudbury, Ontario in 1984, and the Canadian Labour Congress officially declared it an annual day of remembrance in 1985. It has since grown to be observed in over 80 countries. In December 1990, this day became a national observance with the passing of the *Workers Mourning Day Act*, so that now April 28th is officially the National Day of Mourning for persons killed or injured in the workplace.

Each year on April 28th, the Canadian flag on Parliament Hill flies at half-mast. Workers light candles, don ribbons and black armbands and observe moments of silence.

The numbers tell the story. In 2014, 919 workers died on the job, more than 2.5 deaths every single day. In the 20 year period from 1995 to 2014, 18,039 people lost their lives due to work-related causes (an average of 918 deaths per year). In 2015, almost 24,000 Nova Scotians were injured on the job, with more than 6,000 of them injured seriously enough to lose time from work. Sadly, there were 27 workplace fatalities in Nova Scotia last year, eight caused by

traumatic injuries and 19 due to occupational disease.

Nurses are not immune to workplace injury. It's not often that a nurse dies on the job, but it does and has happened in other provinces. But nurses are being punched, hit, kicked, having their hair pulled, getting touched and grabbed, all at alarming rates. The Health and Social Service Sector has the highest overall rate of injury, and unlike other sectors, it's only getting worse. Home care has one of the highest WCB premiums overall, over four times the rate of the hospital sector.

The biggest source of injury is musculoskeletal injuries arising most often from repetitive strain. Violence-induced injuries are also on the rise. In 2013, there were 85 violence related claims in the acute sector and 113 in the long-term care sector – much higher than

any non-health related sector.

Nurses are now the "problem child" of the health and safety world and this has to change. A lot of that change involves safer staffing levels, appropriate equipment and adequate training. But we have a role to play too. Nurses have to learn to say no, to not accept violence as a part of our job, to take a stand against a workplace culture that expects us to get hit, punched, slapped, have your hair pulled, get spit on or be sexually assaulted, and then continue working as if nothing happened.

This year, NSNU members assembled for education sessions in Truro on April 28th took a safety pledge – a promise to work safe. The pledge has now been adopted by other provinces and will be part of Day of Mourning ceremonies across the country.



Nurse Safety Pledge

I, [Nurse Name], am a nurse. I strive to live up to my professional standards of practice and provide the highest level of patient care.

Physical assault, sexual assault, bullying and aggression are not an accepted part of my job. I deserve to return from work every day, safe and sound, and I should not live in fear of my workplace.

I pledge to take a stand against workplace violence. I will report it when I see it. I will work with my colleagues and employers to uproot it from the workplace and I will not accept it as a part of my job.

CBC Radio - Violence A Day-to-Day Job for Nurses Across Canada

On April 28, NSNU president, Janet Hazelton and NBNU president, Marilyn Quinn were featured on a CBC cross-country radio program about violence in health care produced and broadcast live that day. From Goose Bay to Iqaluit, for three hours, Janet and Marilyn spoke with over a dozen CBC radio hosts, reaching thousands of listeners with this message.

Janet and Marilyn addressed the issue of violence as it affects nurses on the job. Both nursing representatives said governments, employers and patients' families need to do more to better protect nurses because they face violence on a regular and escalating basis while on the job.

CBC radio hosts advised listeners that nurses in this country want more protection from violence they face, stating the problem

is regular and getting worse. CBC introduced the subject by saying, "Think for a minute about a profession where you might experience the most injuries. Believe it or not, up at the top of that list is nursing. Nurses say they face regular and often unreported violence from their own patients. It's an issue explored in a study published yesterday in The New England Journal of Medicine. And in this country, more nurses and health workers are speaking out about the problem and demanding better protection".

Nurses in Canada are fed up and organizing over the issue of violence they experience at work, often from their own patients.

The report explored how serious the problem is, the kinds of violence nurses are experiencing, the reasons why this violence



During the AGM, NBNU President, Marilyn Quinn spoke passionately about violence against nurses

is escalating, the kinds of compensation or protection available to nurses, as well as what governments and workplaces should be doing to improve the situation.

Janet and Marilyn are well experienced in dealing with media and any did an excellent job calling national attention to a growing problem.

Education Day



NSNU LRR Carl Quinlan shared his presentation on Building Respectful Workplaces

On April 28th the NSNU hosted a full day of educational sessions for close to 250 members (sporting bright pink 'Proud Nurse' T-shirts) in attendance at the AGM. The agenda was jam-packed with informative and motivational discussions on the subject of occupational health and safety.

Health care is a dangerous profession. Workers' Compensation premiums for this sector will reach \$61 million in 2016, higher than any other sector. In 2014, 395 full time employees were absent for the full year due to workplace injuries. One of the worst sources of injury is workplace violence. All too often, nurses' physical

and psychological well-being is put in jeopardy because we are understaffed and lack the resources and policies to deal with violent patients, residents and clients. For these reasons, the NSNU selected speakers who are experts in the fields of occupational health and safety, and workplace violence for our Education Day.

Our first presenters of the day were Carl Quinlan of the Nova Scotia Nurses' Union and Basia Solarz from the Nova Scotia Health Authority. Basia serves as Conflict Transformation Specialist for the Workplace Conflict Resolution Program at the Nova Scotia Health Authority,



Basia Solarz co-presents on Building Respectful Workplaces with Carl Quinlan

providing mediation, conflict coaching, and education and training across the province. Carl is a Labour Relations Representative at NSNU as well as our Respectful Workplace and Diversity Consultant. He also has considerable experience dealing with respectful workplace concerns and workplace harassment investigations. Both Carl and Basia provided invaluable insights into dealing with difficult workplace situations. Locals interested in hearing directly from Carl are urged to contact him to schedule a workshop.

The next presentation lifted everyone's mood. Tom Curry, an

accredited music therapist who works with adults with intellectual disabilities, youth with autism and youth-at-risk demonstrated the healing and therapeutic powers of music. His session was well received by all.

The final two speakers shared success stories on reducing workplace violence and assistance as we work towards reducing and eliminating workplace violence against nurses in Nova Scotia.

Clint Hodges, Manager, Protection Services and Chair, Emergency Procedures Committee, for Michael Garron Hospital (formerly Toronto East General Hospital) where he is responsible for managing operations for Security, Fire and Life Safety, and Emergency Procedures, was on hand to speak about his vast experience in dealing with workplace violence. He is also a member of the Workplace Violence Committee and Workplace Violence Response Team. For the past 14 years Clint has provided training and education in the fields of Crisis and Resistance Management as well as providing security consulting services around the globe.

Clint was joined by Erna Bujna, who is a Labour Relations Specialist in Occupational Health and Safety/

Worker's Compensation at the Ontario Nurses' Association (ONA). She is also the lead at ONA for Workplace Violence Prevention and works with numerous advisory committees on this subject throughout Ontario.

The NSNU would like to acknowledge the hard work done by the Education Committee Chaired by Cheryl Barker. The Committee members included Karen Eldridge from Hants Community Hospital, and Debbie Doyle, VON Antigonish. The Nurses' Union would also like to thank Paul Curry, Justin Hiltz, Coleen Logan, our Staff Advisors, and all of the other NSNU staff members who were instrumental in making this event happen.



Tom Curry demonstrates music therapy in his Education Day presentation



Education Day participants are a sea of pink in their "Proud Nurse" t-shirts

Students Show Their Appreciation for Nurses' Union Experience

Each year the NSNU welcomes nursing students from universities and NSCC to attend our AGM. This year, 19 students from Dalhousie, Cape Breton University, St. FX, NSCC Truro, NSCC Waterfront, NSCC Pictou, NSCC Marconi, NSCC Lunenburg, NSCC Kentville, and the NSCC Strait Area Campus attended our convention and participated in all aspects of our meetings.

Also in attendance from the Canadian Nursing Students' Association were Leah Carrier, CNSA Atlantic Regional Director, and Sheren Anwar Siani, CNSA Vice-President.

This exposure to the inner workings of the labour movement, nurse unions in particular, is an invaluable experience prior to embarking on a successful, lifelong career in the profession.

Throughout the AGM, and at the conclusion of the event, the students expressed their gratitude upon being invited while committing to stay energized in union activities.

This letter is a sample of what students had to say about their experience with the NSNU:

Hello,

My name is Mary Helen Hatfield. I am a Practical Nursing student from NSCC Kingstec and will be graduating in June. I recently had the pleasure of attending the NSNU Annual General Meeting in Truro. I would like to thank NSNU for this opportunity. I found the event interesting and informative.

I am a single parent of four, aboriginal and recently did my Mental Health placement on the Addiction Services Unit at Soldiers Memorial Hospital in Middleton. I was thrilled to hear so many topics dear to my heart being brought forward at the meeting. It is very encouraging to hear that the NSNU is taking positive action on these matters. I was very impressed by the professionalism of the union members, and also the realization that this powerful union has the ability to have an impact on the policies of employers and government. This impact will not only improve the health and lives of nurses but also of the patients in Nova Scotia. I truly believe that future involvement with NSNU will give me the opportunity to have my voice heard.

I am looking forward to sharing my experience with my classmates. I will be encouraging them to become active in the union upon graduation and employment.

Thank you once again for the opportunity to attend the NSNU Annual General Meeting. I very much appreciate the invitation to attend as a Student Observer and look forward to attending in the future as a member.

Sincerely,

Mary Helen Hatfield, SPN



Students were welcomed by NSNU members with a standing ovation



Several students got involved in the discussion during the AGM, bringing unique insights to the conversation



Nursing leaders from across Canada join two of the 19 student nurses in attendance

AGM 2016 Photo Gallery



Friends pose for a picture before departing on the last day



Farrah Allen from the Colchester Food Bank accepts donations of tampons and pads from NSNU members



Janet Hazelton thanks Cheryl Barker for years of service on the NSNU Board of Directors



Janet Hazelton speaks to the media following the Honourable Leo Glavine's Q+A with members



CFNU President, Linda Silas, addresses members on the first morning of the AGM



Nancy Keast (pictured above) was one of several members/activists who were named honorary members during the banquet



The talented Brian England Band provides entertainment for banquet attendees

Long-Term Care Forum Well Attended

On May 25th the NSNU extended the conversation around long-term care reform by inviting representatives from each of our 68 LTC sites in Nova Scotia to a full-day forum on that subject. The meeting took place in Truro, welcoming 100 nurses working in that sector.

Back in January of this year the NSNU released a report entitled *Broken Homes*, giving voice to the concerns of LTC front-line nurses while offering solutions to improve the system. Nurses at the front line, experts in this field, offered their insights in order to encourage the rehabilitation and a thorough examination of long-term care.

Those gathered at the forum reviewed the fifteen recommendations outlined in the book, providing a deeper analysis and validation of the study while considering how each recommendation could potentially be implemented.

Dalhousie University School of Nursing Professor, Gail Tomblin Murphy lead the discussion as breakout groups talked about the challenges inherent in LTC nursing. The groups discussed the acuity of residents living in nursing homes, staffing shortages (e.g. sick calls, vacancies), recruitment, violence/abuse/aggression in the workplace, Joint Occupational Health and Safety (JOHS), to name but a few of the pressing issues they face. Those assembled had plenty to say about long-term care standards in Nova Scotia, calling on government to amend the *Homes for Special Care Act* in order provide safer and more appropriate care in LTC.



Moderator, Gail Tomblin Murphy, oversees discussions among break-out groups

NSNU president, Janet Hazelton was pleased to see the high level of engagement. "These nurses are committed to their profession, the residents they care for and the success of the sector in which they work. They are here today to show they are serious about improving care and making their workplaces safer for all," said Hazelton. Janet thanked the NSNU members for their continued commitment to their residents, the nursing profession and the future of the long-term care sector in Nova Scotia.

NSNU members are eager to make improvements to a system they are deeply invested in and devoted to. They are eager to make improvements that will benefit workers, families and those living in our province's nursing homes.



Janet Hazelton speaks to assembled nurses about the crisis in LTC



LTC nurses discuss recommendations from the NSNU book *Broken Homes*



Janet Hazelton discusses the AG report with CTV News, June 8th, 2016

Auditor General's Report Addresses Long-Term Care and Hospital System Capacity

On June 8th, 2016, the Auditor General (AG) released a report covering the management of health and safety risks at homes for special care, the management of Nova Scotia's hospital system capacity, as well as the management of conservation and recovery of species at risk.

We hoped that the AG would take this opportunity to look into our concerns around staffing and violence in long-term care. Unfortunately, this did not happen. The Auditor's report focused on the licensing report process. Several points from the audit reflect concerns around transparency and accountability that the NSNU brought forward in our Broken Homes report.

The AG points out that the Department of Health and Wellness is inefficient at, and does not perform, regular data analysis. Contracts between LTC operators and the Department or the

Health Authority do not include performance evaluation processes, so it is difficult to determine if funding requirements are being met. The AG also noted that the Department has not completed a thorough evaluation of the long-term sustainability of funding for homes for special care.

Concerning hospital system capacity, the AG noted a large discrepancy between available funding (\$29 million) and the Department's estimated costs for urgent infrastructure spending (\$114 million). This last figure does not capture many of the regular ongoing costs around maintenance and upkeep.

The AG argues that Nova Scotia cannot continue to maintain all of its health care facilities, pointing to several hospitals that are a short distance (20 to 40 minutes) from larger hospitals. The AG also questions the overnight service in Collaborative Emergency Centres,

noting the facilities average from less than one to less than two patients in that timeframe.

Speaking to CTV's Sarah Ritchie, President Hazelton argued that communities outside of our larger, more populated areas deserve quality health care services and that government needs to consult with residents and providers in these communities. While infrastructure spending is an important consideration, quality of life and access to care for rural and all Nova Scotians should be a priority.

In his response to the AG's report, Minister of Health, Leo Glavine said the government does not plan to close hospitals, saying instead that some facilities may be "re-purposed". At this point, it remains unclear what that means for smaller acute care facilities and collaborative emergency centres around the province.



An artist's rendering of the new building facade

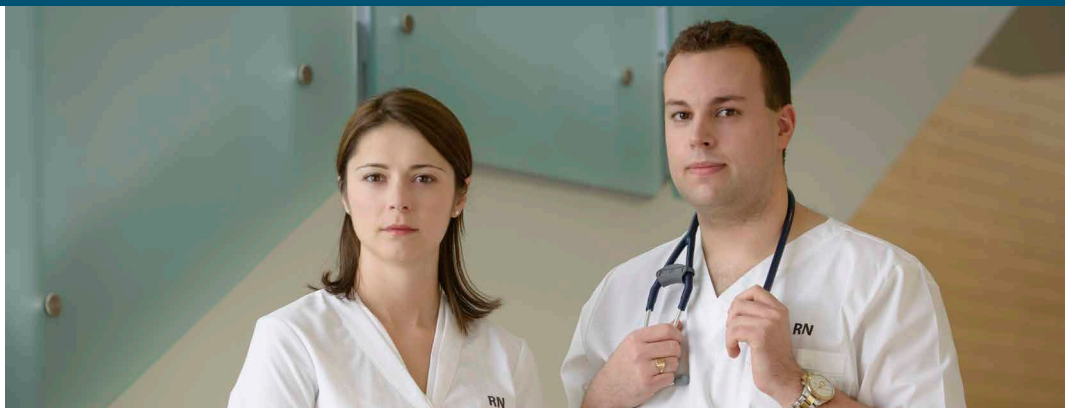
New NSNU Office Building

In May, Lindsay Construction broke ground on the new NSNU building. Since construction began, the NSNU has launched a new page on the Union website devoted to the new building. On that page you can view artist's renderings of the new space, photos from the site, and time lapse videos of the building process.

The new NSNU building is being located at 150 Garland Avenue, Burnside Industrial Park, Dartmouth, Nova Scotia. The move is expected to happen in the latter part of 2016. To keep up to speed on the building process, visit www.nsnu.ca/newbuilding.



NSNU President, Janet Hazelton and Executive Director, Jean Candy turn the sod on the new building site



Acute Care Bargaining Update

On June 6, 2016 the acute care employer in the province filed a complaint against the four unions representing almost 26,000 health care workers in the province (NSNU, NSGEU, Unifor and CUPE). This complaint alleges that the four new union negotiating councils (Health Care, Nursing, Administrative Professional, and Support Services), which were created as a result of the Health Authorities Act, have failed to start bargaining.

Over the last year NSNU representatives have been working diligently alongside our union counterparts to get to the bargaining table. However, the collective bargaining process has been significantly complicated – and therefore delayed – by the Liberal government's introduction of a number of pieces of legislation: namely Bill 37, Bill 1, Bill 69, and Bill 148. This legislation amalgamated the health authorities and bargaining units and forces the unions to develop essential service staffing levels for each workplace within the NSHA and IWK. As you can imagine, this has been a substantial undertaking, but one that is well underway.

This complaint is yet another distraction, putting us further away from reaching the bargaining table as we focus our attention towards

addressing this matter with the Labour Board.

As your bargaining agent, we have consistently communicated with you about the complexities we face under the new bargaining structure. As we prepare to bargain collectively as a Council of Unions for the first time it is imperative that we address all of the intricacies joint negotiations entail. This is a first for all of us. Even though there is little incentive to race to the bargaining table with Government's proposed concessions and zero increases for the first two years, the four unions involved in this process have worked in good faith under increasingly difficult circumstances. This is certainly not the first time we have started negotiations well past the expiry of the last contract and we've never seen this kind of retaliation from Government. For these reasons we are confident that the Labour Board will dismiss this complaint.

Please be assured that the terms and conditions of your employment, as well as your current collective agreement remain protected and intact. We appreciate the patience and support you have shown for your leadership as we navigate this unnecessarily complicated round of bargaining.

Eastern Labour School 2016

Every two years the Atlantic provincial nurse unions come together for Eastern Labour School, an event that draws hundreds of nurses from Nova Scotia, New Brunswick, Prince Edward Island and Newfoundland and Labrador for three days of advanced labour and professional practice education. This year's event was hosted by the Registered Nurses Union of Newfoundland and Labrador (RNUNL) from May 15-17.

More than 100 NSNU members made the journey for the event, which was held at Memorial University in St. John's. There, they were able to network with fellow nurses and engage in unique workshops led by industry experts, including NSNU staff. This year, NSNU Educator/

Researcher, Paul Curry, taught a course on occupational health and safety, while Labour Relations Representative and Respectful Workplace and Diversity Consultant, Carl Quinlan, led a course on respectful workplaces.

In addition to leadership from the Atlantic nurse unions, Linda Silas, President of the Canadian Federation of Nurses Unions was on hand to engage with members and offer greetings from nurses across the country. Heather Smith, President of United Nurses of Alberta, also made the long trip to join her colleagues from the east.

While in St. John's, attendees participated in a rally against cuts to health care services in NL, using the slogan "Health Care, We Care". In the wake of a heavy-handed

and damaging budget recently passed by the Government of Newfoundland and Labrador, the call from nurses received a good deal of media coverage in the following days.

Eastern Labour School is held biannually, and is hosted by each of the Atlantic nurse unions on a rotational basis. The next Eastern Labour School will be hosted by the Nova Scotia Nurses' Union at St. Francis Xavier University in May, 2018. We look forward to welcoming our friends from RNUNL, NBNU and PEINU back to our beautiful province in two years.

Congratulations to RNUNL on an excellent event, and thank you to all who helped to organize another successful Eastern Labour School. We'll see you in 2018.



NSNU LRR Carl Quinlan presents his Respectful Workplace workshop during ELS 2016



Part of the NSNU contingent at ELS 2016



Janet Hazelton (President, NSNU) and Marilyn Quinn (President, NBNU) participate in the Health Care, We Care rally in St. John's



Members show their NSNU pride on Signal Hill. From left: Valrie Suidgeest, Santina Weatherby, Stephanie Roberts, Samantha Jackson and Laura Berkvens

Celebrating National Nursing Week

National Nursing Week 2016 was held from May 9-15. This year's theme was "Nurses: With you every step of the way", which speaks to the vital role nurses play in the lives of their patients.

During National Nursing Week NSNU president, Janet Hazelton, made the rounds to several media outlets to talk about issues that



Janet Hazelton sits down with Global Morning News hosts Andrea Dion and Paul Brothers on May 13th

are important to nurses. The key theme of the week was the crisis in long-term care, a conversation that NSNU has taken the lead on and is a vocal advocate for.

In addition to the more traditional media that NSNU usually garners during National Nursing Week, Janet was also invited to be interviewed for "What a Woman!", a local radio show that celebrates women who have made great contributions to the community. The 30 minute interview, which aired on May 10, gave Janet an opportunity to talk about her life as a nurse and union activist, and to provide more depth to the conversation around issues that nurses are dealing with in Nova Scotia and across the country. Many thanks to host Duane Lowe and 97.5 Community Radio (CIOE-



Janet Hazelton joins Alyse Hand on CTV Morning Live on May 12th

FM) for inviting Janet to be on the program.

National Nursing Week provides us an opportunity to say thank you to nurses for your hard work and dedication. We hope that all of our members were able to enjoy the week, celebrate with colleagues, and feel appreciated.

Locals Share Their Nursing Week Celebrations

Every year the NSNU sends \$100 to each local to put toward National Nursing Week celebrations. Some locals put that money into a cake and party, or purchase small gifts as tokens of gratitude for their members. We asked locals to send us photos of their National Nursing Week celebrations that we could share in *What's Nu?*. Here are a few that we received:



The NSNU IWK Local sent in this photo of the cake they enjoyed during their National Nursing Week celebrations



The Cape Breton Regional Hospital Local celebrated with delicious cupcakes and gifts for their members



Members from Sutherland Harris Memorial Hospital in Pictou show their NSNU pride during Nursing Week



The folks at Orchard Court enjoyed pizza, ice cream sundaes for all staff, and gifted NSNU merch to their nurses

Uniforms for Fort McMurray Nurses

On May 1st, Alberta began the fight against one of the most severe wildfires in Canadian history – one that is still raging out of control and is expected to take weeks, if not months to extinguish. The city that has borne the brunt of this disaster is Fort McMurray, which is home not only to Albertans, but to workers from all across Canada. The fire forced the evacuation of more than 80,000 people, and destroyed 2,400 homes and businesses.

In the days following the evacuation, stories of heroics from first responders and every-day citizens began to fill the news. One of those stories highlighted the nurses at Northern Lights Regional Health Centre in Fort McMurray, who, despite visible flames in the distance, stayed behind and helped their patients get to safety. Many of those nurses have now lost their homes and belongings to the fire.

During Nursing Week, the NSNU began collecting gently used uniforms from members to donate to our nursing sisters and brothers in Alberta who have lost so much. The outpouring of support from members was incredible, as each day more uniforms were dropped off to the office, and calls were received pledging more. By the time donations were closed, dozens of scrub tops, bottoms and jackets had been sent in by members.

As with any effort like this, there are people who work behind the scenes to make things happen. We must acknowledge MBW Courier, who agreed to transport uniforms from locals around the province to the NSNU office in Dartmouth free of charge, and Premiere Van Lines who donated the packing materials. Thanks also to NSNU Receptionist, Nancy MacDonald, for coordinating those efforts.

In June, NSNU packaged the clothes and shipped them off to the United Nurses of Alberta office in Edmonton, where staff have taken on the task of distributing donations to members displaced by the fire. Thank you to all members who joined in this effort for your generosity.

Thank you to the firefighters who put themselves in harm's way to extinguish the blaze. Our thoughts are with you as you continue to fight what remains of the fire in the days and weeks to come.



A mountain of uniforms donated by NSNU members



Boxes of uniforms ready to be sent out to Alberta



Fort McMurray RN, Heather Young (Local President, Northern Lights Regional Health Centre) recorded a video thanking Canadian nurses for their donations



Hassan Yussuff addresses the crowd on May 6th

Labour Leaders Rally for HTU

On Friday, May 6th, dozens of supporters from within the labour movement joined members of the Communication Writers of America – Halifax Typographical Union (CWA-HTU) on the picket line outside of the Chronicle Herald building in Halifax. The rally served as motivation for Chronicle Herald staff who had already been on strike for more than 100 days.

Hassan Yussuff, President of the Canadian Labour Congress (CLC), travelled from Ottawa to bring

messages of solidarity from workers across the country. While speaking to those assembled, Yussuff said, “When workers stick together, we can do some great things,” echoing the sentiments of the NSNU and all other labour organizations that have been standing with CWA-HTU since the strike began.

On May 27th, CWA-HTU met with the employer for the first time since the strike began in January. Unfortunately, the meeting was not successful and the parties were not able to come to an agreement. While both parties have indicated a willingness to return to the table, no further talks were scheduled by the time this article was published.



Supporters from numerous labour organizations joined in the May 6th rally for HTU

NSTU Celebrates 95 Years of Service at Council Meeting

On Friday, April 29 Janet Hazelton, NSNU president brought greetings from the Nurses’ Union to the 95th Annual NSTU Council. Their Council is the policy-making, democratic governing body of the Nova Scotia Teachers Union attended by delegates from across the province. The Council met in Halifax from April 29 - May 1.

Janet wished the over 400 delegates and observers in attendance a successful meeting and shared words of encouragement during these difficult times for the labour movement. She addressed delegates during the opening session and brought greetings on behalf of nurses and the Nova Scotia Federation of Labour, in which she serves as a vice president.

“I’m looking forward to a continued relationship with the Nova Scotia Teachers Union and wish you well,” stated Hazelton. “Given the current



Janet Hazelton addresses NSTU Council attendees

political climate we’re going to have to be committed and stay strong as union activists. Imposing collective agreements and wage restraints is not collective bargaining; it’s collective begging.”

Janet also thanked NSTU president Shelley Morse for her support over the past four years, as NSNU

was faced with legislation aimed at breaking health unions apart. Ms. Morse’s term as president of the NSTU ended in June with the election of Liette Doucet of Halifax.

Canada's Nurses Host Parliamentary Breakfast on Pharmacare

Filling the Prescription: The Case for Pharmacare Now

Provided by the Canadian Federation of Nurses Unions



Linda Silas address MPs attending the breakfast

On May 31, 2016, the Canadian Federation of Nurses Unions (CFNU) hosted a breakfast meeting on Parliament Hill, entitled *Filling the Prescription: The Case for Pharmacare Now* (Provincial and Expert Perspectives). Members of Parliament, Senators and a wide range of health and labour stakeholders came together to hear expert speakers make the compelling case for Canada implementing a universal pharmacare program as the next step in the evolution of our health care system.

"Canada's nurses are setting the table for pharmacare now," said CFNU president Linda Silas. "We have the evidence, and not only is a national pharmacare plan supported by 91% of Canadians, but it will also generate billions of dollars of savings that can be reinvested back into our health care system to tackle issues like our aging population, mental health, Indigenous health and health human resources issues."

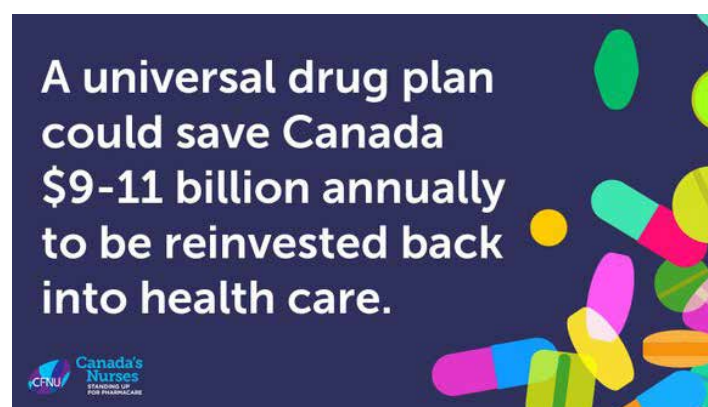
The event kicked off with Dr. Marc-André Gagnon providing a fiscal and comparative analysis on drug coverage in Canada. Dr. Gagnon explained that the Canadian pharmaceutical insurance system could be

considered an anomaly. Canada has a universal public health insurance system, but is the only country in the world to have excluded prescription drugs from that system, and if Canada paid the same official price for drugs as the OECD median, Canadians would save about 25% on patented drugs.

Former Nova Scotia Deputy Minister of Health and Wellness, Kevin McNamara, provided provincial perspective. He believes that in order to reduce costs – everyone has a role to play, including patients, doctors, governments, Health Canada and private drug plans.

The final speaker, Dr. Steven Morgan, provided a political context, explaining that never before has there been as great an alignment of key players in support of pharmacare. Dr. Morgan contended that the lack of action on comprehensive public pharmacare is unacceptable, and Canadians are dying as a result. A 2012 study by researchers at the University of Toronto estimated that in Ontario alone, over 700 diabetic patients under the age of 65 died prematurely each year between 2002 and 2008 because of inequitable access to essential prescription drugs. That is like a plane full of Canadians crashing every year, perhaps every month, while governments refuse to take action because of concerns about costs and politics.

"We have done the studies, we have complied the research and we have heard resolutions from several parties, but what we need now is an action plan and a start date," said Silas. "The time for a national pharmacare plan in Canada is now."





Presidents Linda Silas (CFNU), Mona O'Shea (PEINU), Marilyn Quinn (NBNU), Janet Hazelton (NSNU)

PEINU Annual General Meeting

On Thursday, May 5th the Prince Edward Island Nurses' Union (PEINU) held their 29th Annual General Meeting at the Delta Prince Edward in Charlottetown. Nova Scotia Nurses' Union President Janet Hazelton made the trip to the Island to join the gathering to bring greetings from the NSNU and a message around safety in the workplace. Also in attendance was Marilyn Quinn, President of the New Brunswick Nurses Union, and Linda Silas, President of the Canadian Federation of Nurses Unions.

Throughout the day, PEINU members engaged in lively discussions around union matters and issues facing nurses in that province, and across Canada. The day closed out with a banquet and auction, the proceeds of which were donated to the Fort McMurray Fund, for those who have been affected by the wildfires in the region.

We congratulate our friends and nursing colleagues at PEINU, including President Mona O'Shea, the Board of Directors, staff and 1,150 members on another great AGM.

CLPNNS AGM Honours NSNU Activist

On May 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. The event featured a keynote address from Arlene Wolkowycski MEd, BN, RN, who spoke on the issue of documentation. The event was followed by a banquet in the evening.

The NSNU had a booth set up during the AGM to provide information to members looking to learn more about the NSNU. Many thanks to NSNU LPN Vice President, Maria Langille and Community Care Vice President, Jennifer Chapman for staffing the booth and providing valuable information throughout the day.

During the banquet in the evening, NSNU member Marilyn Greenwood was honoured with a Lifetime Achievement Award for her years of exemplary service and activism. Congratulations, Marilyn, on this well deserved recognition.

Congratulations to CLPNNS on another successful and enjoyable AGM. We look forward to doing it again next year.



NSNU President, Janet Hazelton and First Vice President, Chris Van Zoost congratulate Marilyn Greenwood (centre) on her Lifetime Achievement Award



Maria Langille and Jennifer Chapman staff the NSNU booth at the CLPNNS AGM



Marilyn Greenwood accepts a Lifetime Achievement Award from CLPNNS

NSNU Members Honoured at CRNNS AGM

On May 15th the College of Registered Nurses of Nova Scotia (CRNNS) held their Annual General Meeting at the Holiday Inn Harbourview in Dartmouth. The NSNU was on-site with a booth, helmed by First Vice President Chris Van Zoost, who spent the day chatting with fellow registered nurses and nurse practitioners about the work done by the Union.

During their annual meeting, CRNNS honoured nurses who have gone above and beyond in their field. The recipients of this year's "Excellence in Nursing" awards were each nominated by peers for excellence in their personal practise and positive contributions to the nursing profession. This year, four of the five award recipients were members of the NSNU.

Congratulations to all nurses who were recognized by their colleagues and their professional regulator. Once again, Nova Scotia nurses have proven their dedication to patient care and commitment to excellence.



First Vice President Chris Van Zoost helms the NSNU table at the CRNNS AGM



Lena MacDonald, NP

Clinical Practice Award

In her nomination letter, Lena was described as a role model for her fellow nurses. Some of her accomplishments including starting a Heart Health Clinical in 2006, and then expanding that clinic in 2008 to include stroke patients and rapid access for TIA patients.



Nancy Price, RN

Clinical Practice Award

Nancy has defined her career through her commitment to diabetic care, with a particular emphasis on foot care. She led the Diabetes Care Program project titled "My Foot Card" and presented her work at the 2013 Canadian Diabetes Association Conference.



Glenda Carson, RN

Clinical Practice Award

Glenda has had a remarkable career as a registered nurse. She is currently the program lead and expert on addictions in pregnancy, providing education and support to families and her colleagues. She has also completed doctoral studies in perinatal nursing.



Britney Benoit, RN

Rising Star Award

While Britney is a new graduate, she has made a tremendous impression on her colleagues who were motivated to nominate her for this award. In her practise she uses evidence-based methods of care, and she provides breastfeeding support to new moms. She is also in the process of completing her PhD in Nursing with a focus on pain management.



Janet Hazelton addresses program participants with Shannex President, Jason Shannon

Janet Hazelton Addresses Nursing Leadership Program Inaugural Class

On April 5th NSNU president, Janet Hazelton, was invited to speak to nurses participating in a new Nursing Leadership Program developed by Shannex, a long-term care and retirement living provider. The program includes three days of classes focused on helping nurses enhance their leadership and conflict resolution skills, and identify their personal leadership styles. The goal is for those who complete the program to be able to take what they learn in the classroom and incorporate it into their daily work lives.

The NSNU represents both RNs and LPNs who work in Shannex long-term care facilities, and Janet was pleased to be able to meet several members who made up the Program's first class. Thank you to Shannex for inviting Janet and the NSNU to be a part of your inaugural presentation.

More Regulated Nurses Entering the Profession than Leaving It

Provided by Canadian Institute for Health Information

The Canadian Institute for Health Information (CIHI) collects and analyzes information on health and health care in Canada and makes it publicly available. In May they released a report on the number of regulated nurses entering the profession, including RNs, NPs, LPNs and RPNs (Registered Psychiatric Nurses).

According to their data, the number of regulated nurses entering the profession in 2015 was the highest since 2002. In 2015, there was an inflow of 30,897 regulated nurses into the profession and an outflow of 22,534. This resulted in a net gain of 8,363 regulated nurses, following a net loss of 2,360 in 2014.

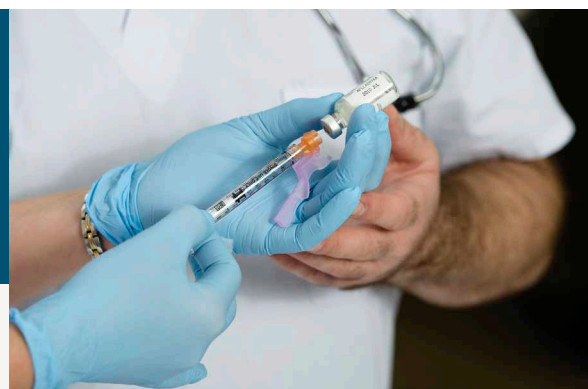
"The gain in the regulated nursing supply may be partially attributed to growth in the number of

graduates from entry-to-practice nursing programs in Canada in recent years," says Andrea Porter, manager of Health Workforce Information at CIHI. "Given the impact regulated nurses have on health care delivery, it is important to monitor and understand the factors that influence the regulated nursing supply."

Nursing supply up more than 18% over past decade

Between 2006 and 2015, the supply of regulated nurses grew by 18.5% — from 351,048 in 2006 to 415,864 in 2015. Over this period, the supply of LPNs grew by more than 50%, while that of RNs/NPs and RPNs grew by roughly 10%.

In 2015, the regulated nursing workforce reached 390,359, or 94% of the total supply of all



regulated nurses. The proportion of regulated nurses who were employed varied somewhat across the nursing professions: 96% of RNs, 94% of NPs, 89% of LPNs and 95% of RPNs.

Regulated nurse supply declines in rural areas

The proportion of regulated nurses working in rural and remote areas of the provinces declined more than the population of these areas.

Between 2006 and 2015, the proportion of regulated nurses working in rural and remote areas declined in the provinces from 14.0% to 11.7%. For the same period, the proportion of Canadians living in a rural or remote area of the provinces declined from 18.6% to 17.3%.



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.



The NSNU Pride 2015 group

Primed for Pride

It's time once again to start gearing up for the Halifax Pride Parade, taking place on Saturday, July 23 from 1-3 pm. The NSNU also participates in the Sydney Pride Parade in Cape Breton, which will take place on Saturday, August 6 from 12-4 pm.

The Halifax and Sydney Pride Festivals and Parades are iconic summertime events that draw members of our LGBTQ+ communities and allies from across the province. Last year the NSNU had a great turnout that included members, family, friends and staff,

despite a rainy day. This year we're looking forward to sunshine (we hope!), and great energy from all of those who join us in support of our LGBTQ+ nurses. The NSNU is proud to represent diversity.

If you would like to join us for the events in Halifax or Sydney, please contact Lorna Myers, Executive Assistant (lorna.myers@nsnu.ca). Members and their family/friends who participate will receive an NSNU Pride t-shirt to wear at the events. In Halifax, The NSNU marches alongside the Nova Scotia Federation of Labour Float.

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.

Watch our Facebook page and website (nsnu.ca) for more details about the Pride Parades as they become available. An up-to-date listing of Halifax Pride events is available on their website, halifaxpride.com. Details about Sydney event can be found on the Pride Cape Breton Society Facebook page.



A little rain couldn't stop NSNU board member Sheri Gallivan from participating in the Pride Parade



Janet Hazelton with then-president of CUPE, Danny Cavanagh



A large multi-organizational group showed up to represent NSFL

news & events

St. Martha's Alumnae Dinner

St. Martha's Alumnae Annual Dinner will take place Thursday, September 29, 2016. The celebration will begin at 6:00 p.m. with a reception, followed by dinner at 7:00 p.m. at St. Ninian Place, Antigonish.

Please contact Peggy McVicar at 902-863-3643 or Emma Lee MacDonald at 902-863-1402 regarding tickets. Tickets are \$35 and alumni dues are \$10.



NSNU staff, members and families enjoy the 2014 Labour Day rally and barbecue in Halifax

Celebrating Labour Day

Join the Nova Scotia Nurses' Union, Nova Scotia Federation of Labour, Labour Councils, fellow unions and social movement allies for Labour Day 2016 celebrations, taking place around the province on September 5th.

Bring union flags and banners and noisemakers, and be ready to show your NSNU pride and have some fun! Let's celebrate the gains the Labour Movement has made over the last century and commit to continuing the fight for progress.

Watch for more details on the NSNU Facebook page and website calendar (nsnu.ca) as festivities are scheduled around the province.

Scholarship and Bursary Opportunities

As the school year draws to a close, many young adults are walking across the stage and collecting their hard-earned high school diplomas. With sights set to post-secondary, there are many scholarships and bursaries still available for NSNU members and their families.



Johnson Insurance Scholarships

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 2016 and be entering into post-secondary education in fall, 2016. The deadline for applications is August 31, 2016.

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



NSFL Bursaries

The Nova Scotia Federation of Labour offers several \$1000 bursaries to help students who are returning to, or commencing post-secondary education. The

deadline to apply for all NSFL scholarships is July 15. Visit the NSFL website for details and application forms.

Congratulations to all 2016 graduates, and best of luck to those who are commencing university or college in the fall.

Letter from a Local

Every once in a while our locals share special stories that we pass along to you, our members and readers. NSNU locals consistently contribute to our communities, facilities, as well as for friends, neighbours and strangers. That is the spirit nurses embody – always giving. Please enjoy the letter we received on May 8, 2016 from one of our many fabulous members.



A local woman wins a Mother's Day basket, courtesy of the Musquodoboit Valley Local

Just wanted to share this with you at NSNU. Our little Local in Musquodoboit Valley has an annual Candice Taylor Archibald Memorial Nursing Scholarship that we offer to our MRHS grads pursuing a career in the nursing profession. It is in memory of a daughter of one of our staff nurses who was a nursing student at St. Francis Xavier University when she was killed in a motor vehicle accident a few years ago. We are very proud of this little scholarship. This tiny little lady (seen in the photo), who is a patient in our community and knew the student well, won this lovely Mother's Day basket today. It was a thrill and an honor for her to win this. It was a happy little Local moment that I thought you might like to share with your staff. I trust you will share it with all.

*Thank you
Cheryl Dickie
Musquodoboit Valley NSNU Local*

Changes in Labour Leadership

It has been a year of significant changes in the labour landscape of Nova Scotia. Over the past few months several provincial unions have elected new presidents. We would like to congratulate the following individuals, who have been chosen to lead their respective unions:

Nan McFadgen, President

Canadian Union of Public Employees - Nova Scotia (CUPE)

Jason McLean, President

Nova Scotia Government and General Employees Union (NSGEU)

Liette Doucet, President

Nova Scotia Teachers Union (NSTU)

As members know, some of these unions – CUPE and NSGEU – are part of the Nova Scotia Council of Nursing Unions, which also includes NSNU and Unifor. Through this connection and others, we look forward to working with these new leaders to promote the goals of nurses and all workers in Nova Scotia.



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

Bargaining Update

News from the Council of the Federation

“The Sunshine Law” - Update on the *Public Sector Compensation Disclosure Act*

NCLEX - After one year, where do we stand?



Return undeliverable Canadian copies to:
Nova Scotia Nurses' Union
30 Frazee Avenue, Dartmouth, NS B3B 1X4
Tel: 902-469-1474 | TF: 1-800-469-1474 | Fax: 902-466-6935
Email: coleen.logan@nsnu.ca Website: www.nsnu.ca

