



VON Multi-Site Meeting

In this issue...

VON RFP

Mediation fails – Arbitration before year end

President's Notebook

By Janet Hazelton, BScN, RN, MPA

Bill 1, Health Authorities Act - Accusations and Arbitration

Most health care workers are aware that the mediation process that began on November 6 with NSNU, Unifor, Cupe, and NSGEU and our mediator, Mr. James Dorsey, could not be bridged and therefore has been referred to arbitration.

The NSNU was a full participant in the mediation talks in November and with the other three health care unions during the summer as we prepared a Bargaining Association proposal that would maintain current union representation for all unions. Even as Bill 1 was being passed in the Legislature, the NSNU continued to support that particular Bargaining Association model.

As is common practice, when mediation began the parties were asked by the Mediator to agree from the outset that discussions would be "off the record", as are grievance meetings. This

agreement allows for full and frank dialogue between the parties without fear of reprisal. All but one Union agreed to this condition.

Before mediation officially ended at midnight on November 17, the NSNU, myself in particular, was accused of sabotaging the process. This is absolutely false. No one walked away from mediation. And, as the NSNU was not presented with an alternative bargaining association proposal that included the NSNU in any formal manner, any accusation that NSNU backed away from the Bargaining Association Model is also false.

Over the last several weeks many members have contacted the Nurses' Union office staff, Board and Local representatives



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On the cover...The VON Committee (left to right):

Angela McKenna, Tammy Woodland, Charlotte Kennedy, Debbie Doyle, Chris Albrecht, Janet Hazelton, Carolyn d'Entrement, Tom MacKenzie, Jennifer Chapman, Coleen Kelly, Tracey Polley.

NSNU is a proud affiliate of the Canadian Federation of Nurses Unions and the Canadian Labour Congress. NSNU is a member of the Canadian Association of Labour Media. NSNU adheres to all Privacy Legislation requirements.

regarding the negative discourse in mainstream media and social media regarding the mediation process.

As fellow professionals and members of the NSNU, we know it is inexcusable when cyberbullying and harassment take the place of respectful dialogue. As nurses, we have standards to uphold. When I speak to nursing students from across the province I caution them about the hazards of social media and remind them about the standards that they will be held to by the public, their licensing board and their fellow co-workers.

I believe that, as licensed professionals and role models, we must set an example for our future nurses. Innuendo, abuse, harassment, bullying and threats of physical violence are all cause for discipline – the very things that the Unions have worked hard to discourage.

The next step is arbitration, which has been scheduled to take place during the week of December 8, 2014 until December 14. The arbitration result is expected to be determined by January 1, 2015 but Mr. Dorsey may apply for an extension.

Bill 1 Presentation

In light of the complex nature of Bill 1, *Health Authorities Act*, Janet Hazelton and Board representatives have spent time with NSNU members discussing the implications of the new legislation. Prior to and post mediation Janet and

The NSNU is taking every measure necessary to ensure that nurses' rights are protected and the process in which we are currently engaged in is respectful.

The NSNU will continue to focus our attention on providing professional services to our membership but also encourage dialogue on Bill 1 and the upcoming arbitration process. Please continue to contact the NSNU with your comments about Bill 1 at the designated email address - nursesinfo@nsnu.ca.

We will remain respectful, professional, ethical and honest as we address any concerns you may have.

various NSNU Locals have met to review what has occurred since the passing of the Bill on October 3.



Janet Hazelton with nurses from the Aberdeen Hospital, October 29.

Zero Tolerance for Bullying and Harassment

As nurses, we have a tendency to make excuses for inappropriate and unacceptable behavior when someone is sick or grieving. Through many years of educational campaigns, nurses' unions have led the charge for zero tolerance of violence, harassment and bullying in our workplaces. I remember the first campaign within CFNU was in 1989. Since then, we speak up against violence in our workplace and in society. Today, in 2014, we know that this behavior, regardless of its form or forum, is unacceptable.

Over the last several weeks, I have seen shockingly derogatory comments and videos posted on social media platforms - evidence that a difficult situation in Nova Scotia, brought on by the introduction of health care legislation, has just escalated. Instead, we must all work together to in a constructive and collaborative manner to ensure that nurses remain one of the most respected workers in Canada.

Taunting and innocuous comments about which Union is better than the other do not warrant mention in this article. However, threats and slanderous comments about the NSNU and their president Janet Hazelton have caught the attention of many who are in disbelief about these tactics.

In my role as president of the Canadian Federation of Nurses Unions, I advocate for a society free of violence, free of harassment, free of bullying. In the next few weeks, I will be participating in advocacy activities in acknowledgement of the December 6th Day of Remembrance. I will attend the **Wear the Rose** and **Light the Night** campaigns to lobby for safeguards against such behaviour.

Yes my friends, what we advocate for others, we also need for ourselves and our families. It is inexcusable to attack the character of any individual, and real union leadership is needed to stop it. Nurses' unions, from across Canada, are standing in solidarity with the NSNU, which has demonstrated great strength and discipline while in the line of fire.

I reaffirm the CFNU's commitment to the NSNU and the nurses represented by that union. CFNU's leadership from coast to coast to coast will work with the NSNU to make any change resulting from the new legislation as smooth a transition as possible. All members of NSNU and CFNU will feel immense pride in belonging to a great part of the labour movement...the nurses' unions movement.



CFNU President Linda Silas speaking at NSNU Council of Presidents meeting, October 2014.

We are all in this together and I, like Janet Hazelton, believe that it is “in solidarity always”, not “whenever it is convenient”.

- Linda Silas, CFNU president



The VON/NSNU multi-site labour management meeting at the NSNU head office.

VON/NSNU Multi-Site Labour Management Meeting

On Monday, November 24th representatives from all 12 Victorian Order of Nurses (VON) locals from across Nova Scotia, NSNU Representatives and the VON employer group met at the NSNU office in Burnside for the VON/NSNU Multi-Site Labour Management Meeting. The groups convene up to three times a year to discuss issues relating to VON nurses.

The VON serves thousands of Nova Scotians with medical needs, many requiring daily health care services. Registered and Licensed Practical Nurses employed by VON are represented by the NSNU.

During the meeting, the group focused on several matters of relevance, including Leadership and Practice Premiums, Remote Location Policies, the February Holiday and more.

The representatives also discussed a suggestion made by the Minister of Health and Wellness, Leo Glavine, that the Liberal government would consider opening up the market to for-profit homecare in Nova Scotia to compete with the not-for-profit service offered by the VON.

Currently, there are 760 people on the waitlist for homecare in the province, in addition to the thousands already being served. The VON is the only publicly-funded source of homecare nursing in the province.

The government has suggested changes to the service may take effect as early as spring 2015. Before then, the NSNU intends to continue meeting with the VON but also plans to meet with representatives from the Department of Health and Wellness on this matter.

Conference on Violence in the Health Sector

NSNU President Janet Hazelton, and NSNU Researcher/Educator, Dr. Paul Curry, recently delivered a paper at the Fourth International Conference on Violence in the Health Sector held in Miami, October 22nd-24th, 2014. Workplace aggression and violence are major problems in the health sector that compromise both the quality of patient care and the work life of nurses and other health professionals.

The NSNU presentation centered on our work in the long-term care sector and our efforts at reforming staffing standards and workplace violence prevention programs. For the past two years the NSNU has been engaged in a research and lobbying effort with an aim to develop a new and improved *Homes for Special Care Act* that will better address the realities of LTC nursing as it exists now and into the future. It was extremely beneficial to hear from other conference participants who shared successful strategies used in their jurisdictions to address safe staffing standards and violence.



NSNU President Janet Hazelton presenting at the conference.



Educator/Researcher Paul Curry presenting at the conference.



Manitoba Nurses Union President, Sandi Mowat, was also at the conference and presented a paper on the successful anti-violence workplace strategy rolled out in that province over the past several years, following lobbying efforts by that Union.

Conference participants came from every continent and from a variety of professions, including nurses, doctors, clinical psychologists, forensic psychologists, health science researchers, workers' compensation professionals and many others.

National Day of Remembrance and Action on Violence Against Women



The rose is a symbol of the movement to end violence against women.

December 6, 2014 marks the 25th anniversary of the tragic Montreal Massacre, a shooting at École Polytechnique that claimed the lives of 14 women, simply for being women. Since that day, December 6th has been designated the National Day of Remembrance and Action on Violence Against Women, a day where we are asked to reflect on the prevalence of violence against women, and to commit to stopping it once and for all.

The Nova Scotia Nurses' Union is a strong supporter of the National Day of Remembrance and Action on Violence Against Women. Every day women experience violence, often perpetrated by those they are closest to. The National Day of Remembrance shines a stark light on these issues that continue to plague our country, and nations around the world.

For more information about the National Day of Remembrance and Action on Violence Against Women, visit women.gov.ns.ca.

Respectful Workplace Workshop



Carl Quinlan leading the Respectful Workplace Workshop.

Carl Quinlan, HR Consultant, focuses on respectful workplace initiatives, at Capital Health. Conflict is inevitable in the workplace, so it is important to have tools and resources in place to assist employees with day-to-day interactions.

Carl and Dwayne MacKinnon, NSNU Labour Relations Representative and Equity and Diversity Consultant, recently facilitated a "Respectful Workplace" session with Colchester County nurses, having been invited as a joint initiative between Colchester County and NSNU.

The session was very well received as employees openly discussed sources of stressful workplace situations, but also learned some tools and resources available to assist them in dealing with these situations before they escalate into something more traumatic.

We promote approaching conflict situations with curiosity and impact, instead of judgment; as well as focusing on self-awareness and self care so we put our best selves first.

Ontario Nurses' Association Holds Biennial Conference

During the week of November 17, 2014, the Ontario Nurses' Association (ONA) held their Biennial Conference. Janet Hazelton, president of the NSNU, was an invited guest, and was welcomed with open arms and respect. She was joined by CNFU president Linda Silas and ONA president Linda Haslam-Stroud, along with other leaders of nurse unions from across Canada.

The conference featured a number of engaging and thought-provoking plenary sessions, keynote speakers and discussions. Topics ranged from diversity in the workplace, to patient safety, to Ebola preparedness and more.

During the conference, Janet was asked to speak to the crowd of more than 1000 Ontario nurses. She received a warm welcome, and a standing ovation. She, along with the NSNU, was moved by the unwavering show of support from our fellow nurses.

During the conference it was announced that ONA would be joining the NSNU, SUN, NBNU, RNUNL (formerly NLNU) and PEINU as the most recent Canadian nurses' union to adopt the white and black uniforms championed by the NSNU. We welcome them into the fold, and look forward to seeing more of our sister unions join us in the future.



NSNU President Janet Hazelton addressing a crowd of more than 1000 ONA nurses and delegates.



ONA – Human Rights and Equity Conference

Dwayne MacKinnon, NSNU Labour Relations Representative and Equity and Diversity Consultant, was invited to participate in the Ontario Nurses' Association (ONA) conference – I'm In. Stronger Together - November 17-21. ONA is a member organization of the Canadian Federation of Nurses Unions.

ONA's AGM and educational workshops offered insight into the many nursing and workplace issues that concern nurses. They are universal themes that resonate as well in Nova Scotia as they do in Ontario.

While at the Conference, Dwayne attended a session on Human Rights and Equity to discuss the following:

- Members of Aboriginal Descent
- Members with Disabilities
- Francophone Members
- Lesbian/Gay/Bisexual/Transgendered Members
- Racialized Members

The sessions explored four strategies: They met with a view to increase members' awareness and access to human rights and equity resources and education; Increase and promote human rights and equity with members using technology; Increase membership engagement in the area of human rights and equity; and develop skills on the human rights and equity team.

With this in mind, the NSNU is asking members who wish to get involved in this area of importance to contact Dwayne at dwayne.mackinnon@nsnu.ca to discuss the future possibility of forming a working group.

Seasons Greetings from the Nova Scotia Nurses' Union

Each year we celebrate the holiday season with a donation to a worthy charity in our community. This year we have chosen The Marguerite Centre.

The Marguerite Centre is a society for women healing from addictions and abuse in Nova Scotia. We are happy to have the opportunity to support their important work.

On behalf of the Board of Directors and staff of the NSNU, we wish you a safe and healthy holiday season and a Happy New Year.





CFNU Biennial Convention Update

By Maddison Wilson, MSVU Co-op Student

The CFNU Biennial Event

Registration is finally open for the 2015 CFNU Biennial Convention! We are looking forward to celebrating the CFNU's 34th anniversary at the 17th Biennial Event focusing on nursing advocacy and education in our beautiful city of Halifax from June 1-5, 2015.

NSNU sponsored delegates must register at nsnu.ca/MyNSNU for the Biennial Conference. Non sponsored NSNU delegates must register at <https://nursesunions.ca/node/1449>.

NSNU delegates requiring assistance with hotels can contact clear.house@nsnu.ca.

Educational Sessions

At the 2015 CFNU Biennial Conference there will be several educational sessions, including workshops focusing on:

- Professional Responsibility
- Post-Traumatic Stress Disorder
- Nurses in the Labour Movement
- Psychologically Safe Workplaces
- Social Media

- Medicare
- Social Determinants of Health
- Addictions
- Retirement Planning
- Leadership
- Intergenerational Successorship
- Member Engagement
- Leadership through Change

Destination Halifax E-Portal

Our Communications Team has been working closely with Destination Halifax to create an e-Portal that provides all the information you need to know about Halifax during your stay. Delegates are invited to visit the e-Portal and browse all that Halifax has to offer for dining, discounts, virtual maps, entertainment, accommodations and more.

Along with facilitating a Maritime-themed photo shoot in preparation for the e-Portal, our Communications Team also facilitated a video shoot. The video features NSNU President, Janet Hazelton welcoming delegates to our city, as well as showing what Halifax has to offer during our beautiful Maritime summers. The e-Portal and the video can be accessed from the NSNU website.

Call for Volunteers

We're looking for members to join as volunteers for the upcoming CFNU Biennial Convention in June 2015. Volunteers will be responsible for a variety of tasks that will help us run the event smoothly and without a hitch.

If you're interested in joining us as a volunteer, please visit MyNSNU and fill out the virtual sign-up sheet. There you will find detailed descriptions of the various roles we are seeking volunteers for, and you can select which one you would like to take on.

Volunteer registration will be open until March 1, 2015. If you have any questions, please email Christie Blotnicky at christie.blotnicky@nsnu.ca or call 902-469-1474 ext. 305.

Please note: Members wishing to volunteer their time will not receive any salary replacement but can claim meals and kilometer allowances on an expense report submitted to the provincial union office. Hotel rooms, if required, should be booked and paid by the member and can be claimed on an expense report if the cost falls within NSNU policy guidelines (travelling more than 100 km or required to stay past 10 pm). A maximum of \$170 will be reimbursed per night.



CFNU at a Glance

The NSNU is a proud and active member of the Canadian Federation of Nurses Unions (CFNU). We thought it would be valuable to offer some details about the organization that we are aligned with, and why it's so valuable for the NSNU to be involved.

What is the CFNU?

Lead by its elected officers and the National Executive Board, the CFNU represents the interests of almost 200,000 nurses and student nurses. They serve as a national information hub – keeping nurses abreast of the issues, creative strategies, tactics, and lessons learned is an important part of their job.

Top Priorities:

Advancing solutions to improve health care, working conditions and our public health care system.

Protecting the health of patients and our public health system.

Promoting nurses and the nursing profession at the national level.

What Do They Do?

The CFNU meets with Canadian Premiers, hosts discussion panels, organizes press conferences and releases position papers on national health issues. They bring the nursing voice to all federal and national tables. They make sure that the Prime Minister, the Minister of Health, other MPs and top-level bureaucrats know what nurses think.

Current Goals:

Influencing national party platforms to give priority to health care issues in the next federal election.

Informing and educating the federal government to recognize the professional skills and knowledge that nurses bring to our jobs.



Ensuring nurses' and patients' priorities are reflected in health and budgetary policy and when national politicians talk "health".

CFNU Partnerships

The CFNU is the national voice of unionized nurses within the Canadian Labour Congress and within the wider community of nurses in Canada and around the world. They are an active participant in the international nursing community as a founding member of Global Nurses United (GNU) and as key partner at the International Council of Nurses (ICN).

The CFNU works with other like-minded groups such as the Canadian Health Coalition (CHC) and Canadian Doctors for Medicare (CDM) to ensure protecting and expanding our publicly funded and delivered health care system is a priority for all.

CFNU Member Benefits

Working with other nursing unions from across the country.

Being a part of a unified pan-Canadian voice.

Sharing best practices, research, information and strategies related to negotiations, professional practice, occupational health and safety, and education.

For more information about the CFNU visit

www.cfnu.ca.

NSNU's 2014 Scholarship Recipient: Leah Churchill

By Maddison Wilson, MSVU Co-op Student

The NSNU was proud to award one of our 2014 Scholarships to LPN and St. Francis Xavier (St. FX) BScN student, Leah Churchill.

Leah grew up in Yarmouth, Nova Scotia and later moved to begin her educational journey at Truro's NSCC. She graduated from the LPN program in 2010, kick-starting her nursing career at Shannex's Cedarstone Enhanced Care. Leah worked at Cedarstone for four years before moving to acute care at Colchester East Hants Health Centre on the medical floor. She has been with Colchester for the past three years and still works there, on occasion.

Today, Leah is working with VON Antigonish while studying in her first year of St. FX's BScN program. Once Leah's son was a bit older she decided it was time to further her nursing education. She chose the small town experience at St. FX and, of course, their great BScN program. Leah's son is now seven years old and continues to motivate her to be the best nurse and mother she can be.

Leah heard about the NSNU Scholarship through a friend who directed her to our website. She says she is so thankful that her friend led her to this opportunity and she was elated and relieved to be this year's winner.

"I am so grateful of the Nova Scotia Nurses' Union for generously providing this opportunity to nursing students. As a single mother working multiple jobs during school,

words cannot describe how much winning this scholarship means to me."

Leah explained some of her worries about going back to school prior to winning this scholarship. "I was worried about moving and finances, this scholarship really helped ease the transitions of moving and gave me the reassurance and push that I needed to further my nursing education and take advantage of this great opportunity."

Leah looks forward to continuing her studies in the BScN program at St. FX. As for plans after graduation, Leah wants to continue exploring the various avenues a nursing career has to offer to see what she enjoys doing most. So far, her favorite nursing experiences have been working in hospitals and VON nursing.

Leah is unsure if she will choose between the two, work a combination of both, or work in a completely different area of the profession. However, she is eager to see where her educational journey will lead her, with high hopes of a long and fulfilling nursing career.

The NSNU is pleased to offer members and their family's scholarship and bursary opportunities. For more information please access the scholarship links for the criteria for each, as well as the application forms on our website under Education - Scholarships and Bursaries.

Discounts for NSNU Members

Be sure to visit our Discount List on the NSNU website for deals available exclusively to NSNU members. To take advantage of any of the deals listed, simply present your NSNU Discount Card and enjoy the savings.

Discounts on the NSNU website can be found under Member Services – Forms and Resources – Discounts.

Knowledge is Power - Clinical Capacity Report Tracking

The Clinical Capacity Reporting (CCR) process is gaining more and more traction across the province and continues to help provide much needed changes that improve safe staffing, from increased ward clerk coverage for non-nursing duties, to hiring more RNs and LPNs to reduce workload. The recent 4.2 FTE RN increase to the Cape Breton Regional ER provides just one example of a successful application of this process.

The Safe Staffing (CCR) process is designed to ensure that employers are aware of and have to respond to workload concerns, ensuring greater accountability at every level in the system. The forms also provide evidence that nurses have done all in their power to provide safe patient care according to their professional standards set out in the nursing colleges' standards of practice.

The NSNU has instituted a tracking system for all submitted CCR forms. When a nurse submits a CCR form, one copy is forwarded to the union office. The appropriate labour representative takes all submitted CCRs to the labour management committee (known as BUGLM in acute care, and UMCC in long-term care and community care) to discuss both with the union caucus and potentially with employers. Upon returning to the office, information from the forms is entered into the tracking system, regardless of whether the issue has already been resolved or not.

The tracking system allows NSNU staff to generate various reports in order to track trends or anomalies across the province. To invent a couple of examples, this will allow us to make determinations such as that long-term care facilities across the province have recruiting problems, or that inappropriate client assignment is typical across the VON, or that one particular hospital is having issues with violence and aggression because of its weak protocols.

Already, labour representative staff members have been able to use CCR victories in one district to help them pressure employers in other districts to implement the same solutions. As we continue to have more and more victories, the power of precedent will become an increasingly useful tool as we push for ever greater safe staffing standards.

One of the gains from the last acute care collective agreement was the establishment of an annual meeting between the NSNU and the employer representative group, with participation from the Department of Health and Wellness. Among other issues, this group will consider workload and safe staffing issues across the province. The NSNU's tracking tool will enable us to bring forward concrete data to help acquire appropriate province-wide solutions when necessary.

Pharmacare

Via CFNU Newsletter - Hot on the Hill

The CFNU has long been an advocate of a national pharmacare program in Canada. We have worked with leading Canadian academics and have taken the message directly to our elected representatives.

A wide range of advocates strongly support national pharmacare, including several provincial leaders. Initiative from the provinces has saved Canadians over 200 million dollars annually by relieving provinces from paying highly inflated prices.

Research done for the CFNU by Dr. Marc-André Gagnon has demonstrated how Canadians could save over 11 billion dollars a year by implementing a pharmacare program. This is money that could be reinvested in our health care system to ensure much needed services are available when Canadians need them.

Check out the CFNU Roadmap to a Rational Pharmacare Policy in Canada on the following page, which highlights four practical reforms that would improve our access to prescription drugs.

What could we do with that money instead?

HOME CARE

\$4 billion



could be allocated to home care, providing

80 million more home care visits

⊖ **220 000** more seniors could receive daily home care each year.

COMMUNITY HEALTH CENTRES

With another \$4 billion, we could build



x 725 community health centres, providing 2 million more Canadians with high quality integrated care to respond to both physical and mental health needs.

LONG-TERM CARE

\$0.5 billion could provide **10 000** more long-term care beds per year.

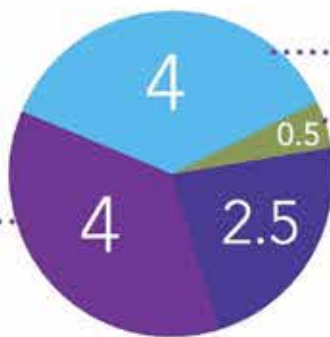


HUMAN RESOURCES

The last **\$2.5 billion** could hire

28 000 nurses

which would reduce overtime in our hospital sector and improve safety across the board.



\$11 billion

Nurses know that escalating drug costs threaten our ability to deliver quality care to our patients. Every developed country with national health care has national pharmacare, except Canada. The billions of dollars in lower drug costs achieved by pharmacare could be used to better treat patients.

The federal government must join in partnership with the provinces now!

A message brought to you by Canada's frontline nurses.

To find out more visit www.nursesunions.ca



#nationalpharmacare



IWK Chosen for Ebola Vaccine Trials

On November 14, 2014 it was announced that the IWK Health Centre has been chosen to perform clinical trials for one of the first potential Ebola vaccines. The hospital immediately began hearing from willing volunteers to take part in the trials. Although only 40 individuals were required to take part in the trials, more than 300 people volunteered.

The NSNU would like to congratulate to the IWK for earning the right to perform these clinical trials. It is a testament to the quality of care and service the hospital provides to each and every patient.

The IWK Health Centre is a world-class children's and women's health care facility in Halifax. They provide services to people throughout the Maritimes and beyond with their specialized equipment and expert staff.



National Day of Action

November 12, 2014 was the National Day of Action for Global Nurses United and National Nurses United, which led walk-outs and protests internationally to petition for the rights of nurses to adequate training and equipment in preparation for a potential Ebola outbreak. Although we did not stage walk-outs in Canada, the Canadian Federation of Nurses' Unions, the Nova Scotia Nurses' Union and other sister organizations from around the country offered their vocal support and solidarity.

Nurses work tirelessly for the health and safety of their patients. They deserve the same dedication from their employers and governments. Proper equipment and training is essential to prepare for a potential Ebola outbreak.



National Day of Action rallies taking place in the U.S.

Ebola Preparedness Questionnaire

The Nova Scotia Nurses' Union invites all members to participate in a short questionnaire about Ebola Preparedness in your workplaces. The questionnaire is only five questions long, and it is completely anonymous. The purpose is to gauge the perceptions and concerns of our membership so we can speak on your behalf moving forward.

Your input is important to us, especially as we meet with our stakeholders and members of the Nova Scotia Department of Health and Wellness to improve Ebola preparedness in our hospitals, facilities and workplaces.

To complete the Nova Scotia Nurses' Union Ebola Preparedness Questionnaire, log in to MyNSNU.



EBOLA
PREPAREDNESS
NURSES
RESPONSIBILITY
TRAINING
GOVERNMENT
LEADERSHIP
EQUIPMENT
EMPLOYERS
SAFETY

IS NOT NEGOTIABLE

@globalnursesU
@NationalNurses
#Solidarity
#Ebola
@CFNU

Nurses work tirelessly for the health and safety of their patients. They deserve the same consideration from their governments and employers. The Nova Scotia Nurses' Union supports nurses' rights to proper training, equipment and support in preparation for a potential Ebola outbreak.



Cancer Care N.S. Awards Recognize Cancer Health Professionals, Volunteers

Cancer Care Nova Scotia recognized a health administrator, a medical oncologist, a cancer patient navigator, and a volunteer on November 26, at its Celebrating Excellence event.

The annual Excellence Awards in leadership and patient care was presented to people who have helped further cancer prevention, treatment, and care for Nova Scotia cancer patients and families.

The Excellence Awards were introduced in 2009 to mark the 10th anniversary of Cancer Care Nova Scotia.

The 2014 Excellence Awards are presented in area of

leadership, patient care for volunteer, and patient care for a health professional.

Joanne Cumming, a registered nurse and NSNU member working at the Aberdeen Hospital in New Glasgow, received the award in the professional category.

Joanne has educated, supported and navigated more than 2,500 individual cancer patients and families in the Pictou County Health Authority in the last 12 years as a cancer patient navigator. She has been a nurse for 38 years.

Congratulations Joanne from your fellow nurses at the NSNU.

Pied Piper Motel

Your Home Away from Home

19038 Highway 2
Amherst NS
B4H 3Y4

Tel: 902 667-0330
Fax: 902 667-1650

Email: piedpiperhotel@eastlink.ca

The NSNU would like to apologize on behalf of Efficom, the company that designs our Nurses' Planner, for including an incorrect telephone number in the advertisement for Pied Piper Motel.

Open year round,
Pied Piper Motel is
owned and operated by
Gloria Stewart, a very
knowledgeable innkeeper
who will make your stay a
very pleasant experience.

We Offer:
Telephones with free local
calling
Free WI-FI
Cable TV
A pet friendly environment
And more!



Canadian Labour Congress Election Preparation Conference

With the 2015 Federal Election quickly approaching, the Canadian Labour Congress (CLC) will be hosting an Election Preparation Conference in Dartmouth, from January 30 – 31, 2015. Members of the NSNU are invited to register and join in on the engaging discussions and workshops.

If you would like to be actively involved in the next federal election, the Election Preparation Conference will help you gain the skills you need to be successful. Their sessions will offer the tools to help you build political support and capacity in your community through discussions with your colleagues and neighbours about issues that matter to workers.


For more information about the Election Preparation Conference, please contact atlantic@clc-ctc.ca.

Protecting Your Health This Flu Season: It's not too late!

By Maddison Wilson, MSVU Co-op Student

There are still many months left in this flu season. If you haven't already been immunized, there is still great opportunity to protect yourself from catching or spreading the flu. The flu shot is still very easy to get. Nova Scotians can get the shot free of charge by going to their family doctor, local pharmacy or any local clinic that will be available over the next several months. Most healthcare workers can get their shot at their place of employment. Be sure to check with your employer to see if they are still offering immunization clinics, and protect your health this flu season!

For more information visit: <http://novascotia.ca/dhw/cdpc/flu.asp>



Recently I attended a graduation at York University. You cannot help but be moved watching a parade of young people who have worked so hard march across the stage and pick up their bachelor of this or their masters of that. Young graduates filled with such hope, and such promise, and such crushing personal debt.

The last group to graduate were the nurses. They are a tribe unto themselves. They were, by far, the loudest of the bunch. They didn't care. They cheered each other on louder and harder than anyone else. They celebrated as if nobody was watching. They had the best shoes.

And as they strode across that stage I could not help but think: "What kind of occupation are they marching into?"

We've all seen the news. We live on a continent that is currently hysterical about a terrible disease that very few of us know anything about. And we've been here before. In my lifetime AIDS happened. Good people, decent people, family and friends were scared and ran the other way. Nurses, they went into the room, they held the hands. When SARS happened, when the city of Toronto was bathing in Purell, the nurses went to work every day. And when they got sick, other nurses, they replaced them.

And now? Now we have this terrible thing – Ebola. It has yet to and perhaps never will reach our shores, but if it does we know what will happen. We will run for the hills, they will run into the room. So let us take a moment and praise the nurses, and let it be known that in this country, in Canada, no nurse should be denied the equipment or training they need to do their jobs safely.

We should be there for the nurses, 'cause they're always there for us.

-Rick Mercer



Photo credit: the Digby County Courier

Angels of Mercy

Via the Digby Country Courier

In all, 3,000 women—200 of them from Nova Scotia—served with the Canadian Army Medical Corps during the four-year conflict. Most of them were single with an average age of 24 and, sadly, not all of those who went overseas returned home. By the time the war was over, 46 Canadian nurses had made the ultimate sacrifice for their king and country.

The story of the epic 1914-18 struggle in which these brave women served can be found at a major exhibition mounted by the Army Museum Halifax Citadel in Halifax. The exhibition is named “The Road to Vimy and Beyond” and runs until November, 2018. It honours the role that Canada, especially Nova Scotia, played in the Allied victory in 1918.

During the conflict, the Angels of Mercy were to be found at Canada’s 30 military hospitals and clearing stations at the major battlefields in Europe and eastern Mediterranean. Their official titles were nursing sisters – a nod to the fact many of the earliest volunteers were from religious orders—and they held the rank of lieutenant. Each woman wore a nun-like white head covering and a white apron over a distinctive blue dress.

Needless to say, it wasn’t long before the troops honoured them with another affectionate nickname— “bluebirds”.

The women were ill-prepared for the special hell awaiting them at the battlefields, compared to their nursing experiences in Canada. They had to adapt quickly to the horrors of modern warfare, not just in terms of the kinds of ghastly wounds suffered by the troops but also the sheer numbers of casualties. Nor were they spared discomfort because of their gender; they shared the same dangerous, unsanitary field conditions as their male colleagues and often went hungry and thirsty.

Wherever they nursed, the Angels of Mercy were never far from danger. Sometimes, death found them when they were aboard hospital ships transporting the sick and wounded home to Canada. One such incident occurred during the night of June 27, 1917, when a Canadian hospital ship was torpedoed in the Atlantic by a German U-boat. Of the 258 crew and medical staff aboard, only 24 lived to tell the story, an amazing escape considering the U-boat’s crew machine-gunned the lifeboats. All 14 nursing sisters aboard perished that terrible night, among them Matron Margaret Marjory Fraser, daughter of Lt.-Col. Duncan Cameron Fraser, the lieutenant-governor of Nova Scotia.

Other times, bombs and shells would rain down on the nurses as they went about their duties behind the front lines. In his

book, 'Nova Scotia's Part in the Great War', Capt. M. Stuart Hunt describes the scene during one bombing attack on the St. Francis Hospital Unit in France:

"The nursing sisters and hospital staff displayed great courage all through these trying times, remaining at their posts in the operating room and hospital wards. No pen can describe the nerve-testing and nerve-wracking experience of hearing the swish through the air of those terrible and deadly bombs, then the terrific explosions and rocking and trembling of the earth which meant destruction and death to many.

"The way those splendid young women carried themselves was magnificent. Without a quiver or the slightest hesitation, they kept right along with their work and soothed and encouraged and ministered to their patients. They were

the same living contradiction here as elsewhere to all logical relations, and the harmony of things. They would jump up on the operating table and scream at the suggestion of a mouse or trench rat; but would go out into the storm and darkness and fire to give a drink of water to a wounded soldier."

The contribution made by the Angels of Mercy to Canada's war effort was not forgotten, once hostilities ceased. A monument to them, and to the nursing profession itself, was erected in Ottawa in 1926. It can be found in the Hall of Honour in the Centre Block of Parliament.

The Angels of Mercy will be remembered for one other historic distinction as well. Their courageous wartime service helped convince the Canadian government that the time was long overdue to grant women the right to vote.

CFNU International Solidarity Fund Application Deadline is December 31st

A message of solidarity

These bursaries support members annually to engage in missions abroad that provide humanitarian assistance or capacity building to a host community. Applications must be received by December 31st, for travel in the following year. The International Nursing Bursary Application and Guidelines can be found [here](#).

Members are asked to submit their applications and upon support, to file a written report with the Committee on their experience. Annual decision-making criteria include strength of the application with preference given to first-time applicants. Balance will be sought between member organizations and projects.

Consideration will also be given to requests arising from a developing country or other partners to support nurses from developing country to participate in international missions or events.

CFNU member education and training or support to attend international conferences will not be funded from the International Solidarity Fund. For more details visit cfnu.ca.





For years the NSNU has enjoyed a wonderful relationship with Johnson Insurance. The company provides excellent service, deals and opportunities for our members, and for that we continue to be so appreciative. For their commitment, there is a dedicated Johnson Insurance page on our website, and until recently, a permanent link from the NSNU Homepage.

However, with so many local and international issues that affect NSNU members, Johnson and the NSNU have decided

together to repurpose the space on the homepage previously reserved for Johnson. From this point forward, all of the tabs on the homepage will be used for news items that are important to our members.

The Johnson Insurance page is still maintained on the NSNU website under Member Services – Forms and Resources.

We thank Johnson for their continued support, and we encourage everyone to visit the Johnson page and see all of their great offers for NSNU members.

IN THE NEXT ISSUE OF WHAT'S NU?

*AN UPDATE ON ARBITRATION

*NEW FEBRUARY HOLIDAY

*APRIL 1, 2015 CHANGES TO THE DISTRICT HEALTH
AUTHORITIES

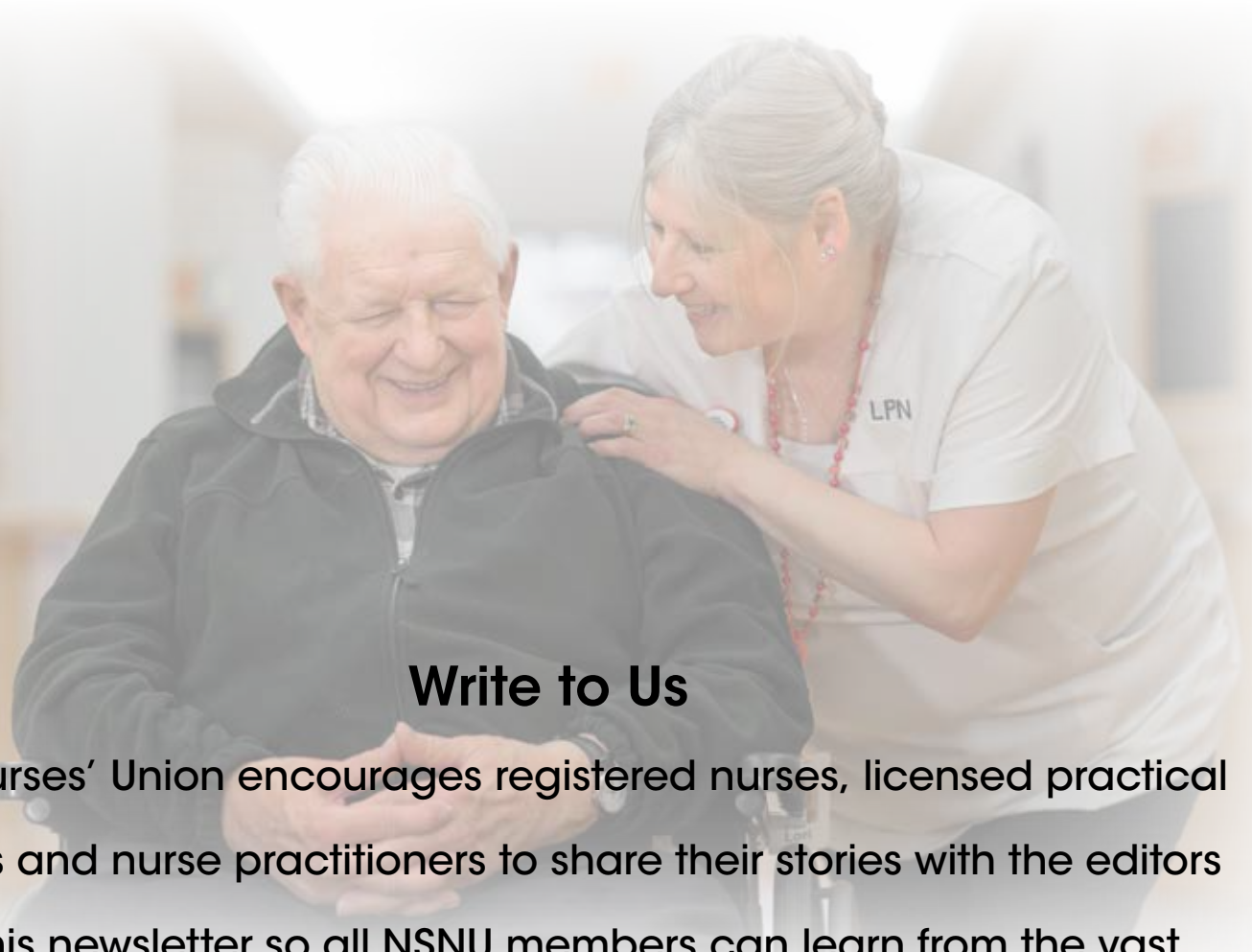


Happy Holidays

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Write to Us

The Nurses' Union encourages registered nurses, licensed practical nurses and nurse practitioners to share their stories with the editors of this newsletter so all NSNU members can learn from the vast degree of nursing experiences and practice in this province. Just send your news to nursesunion@nsnu.ca.



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