



NSNU LTC Project

CLC Update on Activities

*Election 2013 ~ Party Leaders
Respond to health care questions*

NSNU Web Tips

DHA Debate

President's Notebook

Janet Hazelton, NSNU President



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Dismantling DHAs not good for Nurses or Communities

On October 8th, Nova Scotians will select a party to lead the province for the next four years. The NSNU was not inclined nor is it permissible under our constitutional to favour or promote one party over another. That said, we may be non-partisan but we are not apolitical.

As your bargaining agent, we enter into debates on issues, policies and legislation that may impede your job security and rights.

As in past elections, we publish responses to health care question posed to three of the party leaders in *What's NU?* (see pages 16-19). We give equal voice to political ideologies and, with varying degrees of success, have enjoyed working relationships with the Liberals, NDP and the Progressive Conservatives. We encourage our members to understand the issues that may affect their careers and cast their ballot on Election Day for the party of their choice.

In short, the NSNU supports public health care as well as the security and well being of nurses. At present, the Nurse' Union is asking members to seriously consider the ramifications of a campaign platform introduced by two of the candidates for premier.

If the Liberal or Conservative party is elected they have publicly committed to dismantling the District Health Authorities (DHA). Both parties believe that amalgamating the DHAs will deliver a cost saving to tax payers. In our informed opinion, this plan could have a significant impact on health care workers and communities. If these plans are implemented as proposed the changes will threaten workers' rights and hard earned benefits including seniority, job security and a say in where and perhaps when you work.

There will be job losses – that theme is central to saving money. It is also important to note that centralization of services (Superboards) has not provided a huge cost saving in other provinces but instead has led to major cost increases and significant workplace issues. One of the two DHAs in New Brunswick laid off 32 RNs this month with plans for further cuts.

During my nursing career at Colchester Hospital I've had three different employers – Colchester Regional Hospital, Northern Regional Health Board and now the Colchester East Hants Health Authority – all without

leaving the building. Over that time period my placement on the seniority list changed three times. We worked through the chaos this created - the changes in payroll, seniority lists and chain of authority. Nurses, as a whole, are accustomed and resilient to change but change for the sake of change is not reasonable. No cost saving has been evident in past restructuring efforts or else we would not be looking at additional reform.

The Nurses' Union believes it is necessary to challenge this unproven and potentially disruptive proposal for health care reform. If these plans go forward the Nurses' Union and other unions representing health care workers will be distracted by costly and time consuming run-off votes rather than focusing our efforts on patient and public health care advocacy and the salient rights of our members.

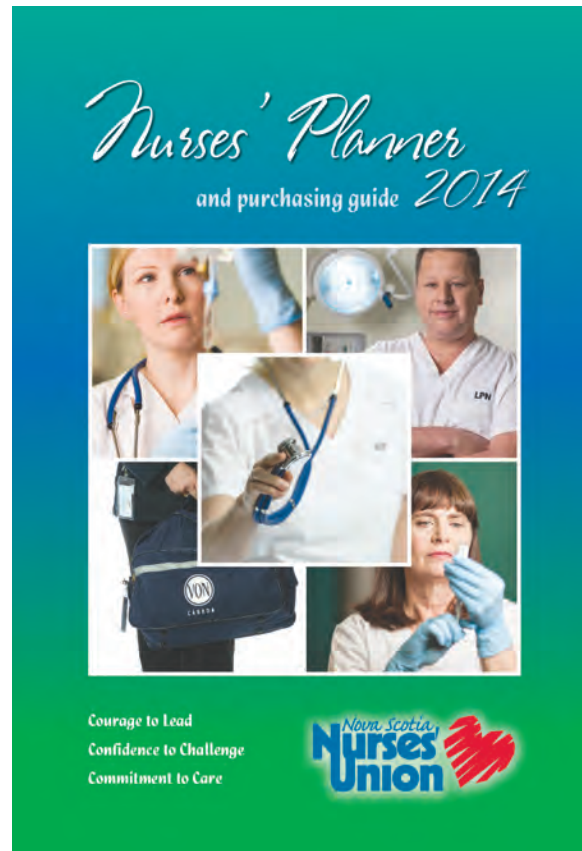
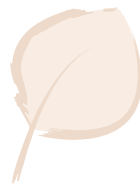
As an organization we appreciate the rationale behind fiscal responsibility however the Nurses' Union believes these plans, as they now stand, require second sober thought. The Board of Directors of the Nova Scotia Nurses' Union encourages you to learn more about this matter. We are concerned for your status as new employer groups are formulated should this plan proceed.

The NSNU is not telling members how to vote in this election. We encourage you to attend a meeting at your local to discuss the proposed amalgamation of the District Health Authorities before the election on October 8. Speak to all your political candidates in your constituency about their health care platforms.

If you have any questions or would like more information on this matter visit our website (nsnu.ca -Advocacy tab on the homepage), attend your local meeting or contact me directly - please see the directory on page 2 for contact details.

Nurses' Planner

The 2014 NSNU Nurses' Planner (pocket calendar) will be available for distribution in late October. Production is currently on schedule, we do not anticipate any delays. Once the booklets arrive at the NSNU office in Dartmouth they will be shipped to individual locals. The local executive at your place of employment will provide you with a copy at that time. The planners are popular so get yours hot off the press when they arrive at their final destination - your worksite.



Global Nurses United

June 26/13

SAN FRANCISCO – Leaders of the premiere nurses and health care workers unions in 14 nations in the Americas, Africa, Asia and Europe have announced plans to form a new international organization to step up the fight against the harmful effects of austerity measures, privatization, and cuts in health care services that they say are putting people and communities at risk across the planet.

Calling the new organization Global Nurses United (GNU), leaders at the inaugural meeting said they would work collectively to guarantee the highest standards of universal healthcare as a human right for all, to secure safe patient care, especially with safe nurse-to-patient ratios, and safe health-care workplaces.

Those attending the San Francisco declaration included top nurse and health care unions from Argentina, Australia, Brazil, Canada, Costa Rica, the Dominican Republic, Guatemala, Honduras, Ireland, Israel, the Philippines, South Africa, South Korea, and the United States.

Pledging to work together with all health care workers and other organizations committed to economic and social justice, the leaders of GNU said they are also unified in opposition to the adverse effects of income inequality, poverty, mal distribution of wealth and resources, attacks on public workers, and the ravages of climate change.

As participants noted, there are international union formations of other sectors ranging from teachers to steel workers. Now nurses have one as well, said enthusiastic GNU participants.

The founding meeting was hosted by National Nurses United, the largest U.S. union and organization of nurses, and chaired by NNU's executive director, RoseAnn DeMoro.

"The unity and determination of nurse and healthcare worker unions to come together and push to protect all our people is a profound expression of how deeply the neoliberal agenda is coordinating and devastating countries and lowering standards worldwide," DeMoro said.



Participating union leaders at the inaugural Global Nurses United Conference

Through the Canadian Federation of Nurses Unions, Canada's unionized nurses are very proud to be part of the founding of GNU. "It is about time we all join forces as nurses unions across the world. Patient safety, access to quality care and nurses professional work life are in jeopardy. Together and joining with other progressive voices, we will make the health of our citizens the number one priority of all governments," says Linda Silas, President of CFNU.

The GNU is focused on taking action. The focus of those actions will likely be austerity, privatization of health and other public services, and other attacks on health services, with specific actions and targets tailored to national priorities.

In the initial meeting held on June 22, 2013 participants in nearly every country described similar crises of erosion of health and other basic services and public protections, attacks on the rights, living standards, and even personal security of nurses and other workers.

In every nation the workers are in motion, challenging austerity measures imposed by governments or globalized corporate assaults, with strikes and other major protests. With Global Nurses United, the unions said they will be able to better coordinate such actions, provide international solidarity, and offer each other support and assistance.

As the participants said in their opening declaration, "We, the leaders of international nurses and healthcare unions affirm our intention to work collectively to protect our professions, our patients, our communities, our work, our health, our environment, and our planet."

Representatives of the following unions participating in the inaugural GNU meeting:

Argentina – Federación Sindical de Profesionales de la Salud de la República Argentina

Australia – Australian Nursing Federation, ANF Victoria Branch, New South Wales Nurses and Midwives Association, Queensland Nurses Union

Brazil – Sindicato dos Enfermeiros, Sindicato dos Enfermeiros of São Paulo

Canada – Canadian Federation of Nurses Unions, United Nurses of Alberta, Fédération interprofessionnelle de la santé du Québec

Costa Rica – Asociacion Nacional de Profesionales en Enfermeria

Dominican Republic – Sindicato Nacional de Trabajadores de Enfermeria

Guatemala – Sindicato Nacional de los Trabajadores de Salud de Guatemala

Honduras – Asociacion Nacional de Enfermeras/os Auxiliares de Honduras

Ireland – Irish Nurses and Midwives Organisation

Israel – National Association of Nurses

Philippines – Alliance of Health Workers

South Africa – Democratic Nursing Organisation of South Africa

South Korea – Korean Health and Medical Workers Union

United States – National Nurses United

Remembering Margaret

Many members of the NSNU will remember Margaret Dean and her tireless work on behalf of the Union and nurses across the province. Margaret passed away on August 30, 2013. Born in 1918, Margaret was a graduate of the RN program at Saint John General Hospital in New Brunswick in 1941. Marg was instrumental in establishing the Nova Scotia Nurses' Union and held the position of treasurer and secretary on the Board of Directors. She was also very active at her local – the Halifax County Rehabilitation in Cole Harbour. Those familiar with Margaret will remember her sunny disposition and contagious smile. She will be remembered fondly and missed by all who knew her.



NSFL seeks replacement for Labour Youth Committee Representative



In September 2010, the NSNU first sought a representative to fill a position on the newly formed Labour Youth Committee within the Nova Scotia Federation of Labour. Since that time, Monica Gibbon, LPN has been the Nurses' Union Rep. Unfortunately, she recently resigned from the position. She has this to say about the experience:

"I would like to take this time to thank the NSNU for this wonderful opportunity. It has given me the chance to learn so much about myself, the union, and especially what the union does for its members. I feel so blessed to have this experience at such a young age. I will carry with me what I've learned as I start my new adventure to get my BN. I'll never forget. Solidarity forever!"

The NSFL is the province's central labour body. It was established after the creation of the Canadian Labour Congress in 1956 to further the aims and objectives of its affiliated unions.

The Federation speaks on behalf of and represents the interests of organized and unorganized workers. It promotes decent wages and working conditions, improved health and safety laws and lobbies for fair taxes and strong social programs. It works for social equality, and to end racism and discrimination.

Anyone interested in advancing issues related to the youth labour movement by joining the Labour Youth Committee as the NSNU representative is encouraged to contact the NSNU (debbie.grady@nsnu.ca). It is vital to have the youth perspective and voice within the labour movement so as to address the needs of the younger generation.

Save the Date – Component Meetings & Council of Presidents

Notice of the Council of President's meeting which will be held on Monday, November 18 from 10 am until 4 pm has been distributed to each local of the NSNU. A Board Meeting will be held on Tuesday morning, November 19 followed by the Long Term Care Component Meeting and Community Care Component Meeting from 1 pm to 4:30 pm. The LPN/Grad Component Meeting will be held from 9am until 4pm on Wednesday, November 20th. All meetings will take place in Truro at the Best Western Glengarry Hotel. The deadline for registration is October 18. Please see your local executive in order to determine who is eligible to attend these meetings.

In the News....

VON a valued service

The Chronicle Herald-Voice of the People
August 22, 2013

In 1896, Lady Aberdeen, wife of the Governor General of Canada, while travelling across the country was appalled at the plight of so many Canadians who had no way of getting or affording medical aid. To address this major issue, she lobbied politicians, medical practitioners and key public organizations to address this problem. Out of this came the Victorian Order of Nurses.

I personally have come to realize how fortunate we are to have the VON in Nova Scotia. The VON have been providing home care to me for nearly four months following three surgeries. Visits were initially twice a day, reduced to then once per day, then once three days a week. As a retired nurse, I am impressed with the professionalism, teaching, and organization of, and by, all its members from the RNs, LPNs to the support staff. The care given was amazing.

A heartfelt thank you to all serving the VON in Nova Scotia.

Kathleen A. Waller, Bedford

President's Manual

In order to provide our local representatives with the necessary information about union operations, the NSNU has traditionally given each local resource material in the form of a President's Manual. The Manual contains information about the NSNU; our services, policies, constitution, contact information and procedures. The NSNU will no longer be providing a copy in book format but rather a digital version posted on nsnu.ca under the Member Services tab (proceed to select Forms and Resources). A revised version of the Manual will be available online by the end of October, 2013.

Province to Increase Access to Parental Leave

News Release Premier's Office
September 2, 2013

More Nova Scotians will be able to take parental leave knowing their job will be waiting for them when they return.

On September 2, Premier Darrell Dexter announced plans to amend the Labour Standards Code to allow someone employed for six months with an employer to qualify for pregnancy/parental leave. That would guarantee the right to return to the same job or a comparable one. Right now, employees have to be in a job for a year before their job is protected.

"We want to make life better for families in Nova Scotia," said Premier Dexter. "We need to do a better job supporting young working families so they can continue to contribute to our economy and grow their family."

Laura MacDougall has a one-year-old son and works as a birth and post-partum doula for new mothers. She says she is thrilled to hear the province intends to expand parental benefits.

"As a young mom, it is great to hear that the province is extending benefits so people have the opportunity to have children and still maintain a career," said Ms. MacDougall. "As someone who would like a big family, but would still like the option to work and provide for my children, this is great news."

The federal government requires people to work at least 600 hours in a year to qualify for parental employment insurance benefits. The hours can be full-time, which works out to 15 weeks, part-time or other flexible work arrangements.

This change would more closely align Labour Standard Code rules with those of the federal government. The change is expected to be in place by 2015.

A new online experience - updates to NSNU online

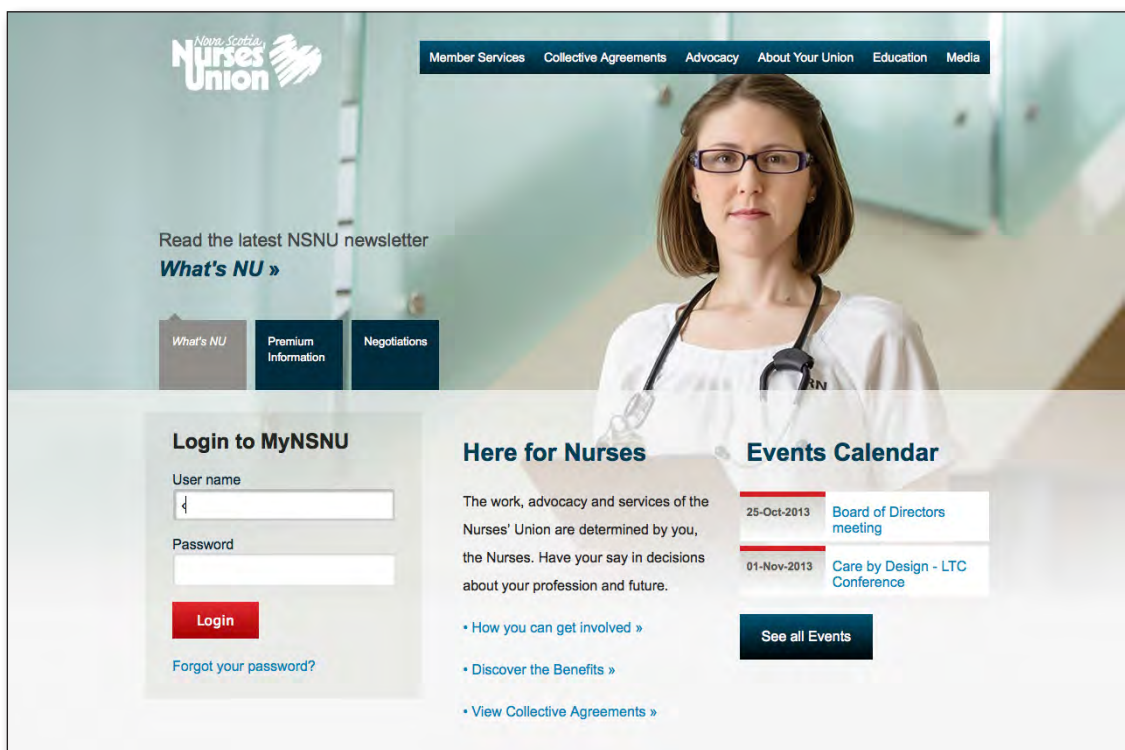
You may have noticed the “look” of our website has changed recently. Aside from our sleeker appearance, NSNU members are now able to view nsnu.ca from their phone or tablet device in a more user friendly manner. Since most smart phone owners use their phones or other mobile devices (such as tablets) to access the Internet, NSNU decided that nsnu.ca needed some technological enhancements.

The benefits of having a mobile site are plenty, especially since they are designed specifically with these devices in mind. The site itself is ‘lighter’ so they will load faster on your smaller and most often, less powerful device. Having a mobile site also means that NSNU members can access items such as union contacts or view their contracts more easily and on-the-go. It is now easier than ever to save an electronic copy of your collective agreement to your phone or tablet!

Based on member feedback, we have also updated the way NSNU members’ logon to the members-only portal, MyNSNU. Members were issued a new username via a letter in the mail. This letter gave you your permanent username, and a temporary password. Moving away from the numeric logon, NSNU members will now use their last name and first and middle initials as their username. Of course, since we have multiple members with the same name, there are some exceptions to this. If you did not receive your letter with your new username and temporary password, please call the NSNU office at 1-800/469-1474.

We hope you like the changes to our website. We feel that the new improvements help showcase our professional and dynamic union.

Please forward any comments or feedback to our communications team – Coleen Logan or Kate Jamieson.



Halifax Benefits from Union Wages

CLC report says union membership benefits workers, communities

Ottawa, August. 21, 2013 - Researchers at the Canadian Labour Congress have found that on average unionized workers in Halifax earn \$5.87 an hour more than do non-union workers and that benefits the entire community, says CLC President Ken Georgetti.

"That extra money in the pockets of unionized employees translates into an added \$15.5 million every week paid into the local economy," says Georgetti. "We know that unionized workers who earn a middle class, family-supporting wage spend their pay cheques close to home and that supports local businesses and the community."

CLC researchers surveyed wages in 30 Canadian communities and found that centres with more union members support a richer mix of businesses and services. "But it doesn't end there," says Georgetti. "Many of the things first won by unions are enjoyed by all workers today, including minimum wages, overtime pay, workplace safety standards, vacation pay and parental leaves."

Georgetti says that unions also advocate at local, provincial and federal government levels for things such as public health care and an improved Canada Pension Plan. "We believe in the old saying that what we want for ourselves we seek for all."

Georgetti adds that being in a union is especially important for women and younger workers. In Nova Scotia, women who belong to unions earn an average of \$7.31 an hour more than do women in non-unionized workplaces. In Canada as a whole, young workers aged 15 to 29 earn an additional \$5.53 an hour if they belong to unions.

"We in the labour movement take satisfaction in knowing that we have helped to build a stronger and more secure economy for everyone in Halifax

and all of Nova Scotia," says Georgetti. "When unions stand up for fairness, they raise the bar for everyone."

The Canadian Labour Congress, the national voice of the labour movement, represents 3.3 million Canadian workers. The CLC brings together Canada's national and international unions along with the provincial and territorial federations of labour and 130 district labour councils.

Web site: www.canadianlabour.ca ~ on Twitter @CanadianLabour



Union Dues Rebates

If you are working at more than one facility and paying union dues more than once in a pay period, you are eligible to receive a rebate of the additional dues you have paid over and above the regular bi-weekly rates.

If you are a casual member who has been paid "less than" 7.5 hours (applicable to acute care members) or 8 hours (applicable to long term care members) in a bi-weekly pay period you are eligible for a union dues rebate.

If either of the above applies to you, please contact Verna Harrie at 1-800-469-1474/469-1474 (ext. 304) or verna.harrie@nsnu.ns.ca.

CLC campaigns for workers equality in new campaign “Together Fairness Works”

The Canadian Labour Congress is launching a major effort to highlight the values of the union movement under the “Together Fairness Works” campaign. This fall, the CLC will roll out an extensive ad campaign, and special meetings of union leaders in 17 cities.

This is an ambitious program. It builds on lessons learned by unions in the U.S. and Australia – that labour must be pro-active in framing its role in society, before anti-union forces enact legislation that will inevitably weaken labour rights.

One of the goals of “Together Fairness Works” is to develop a common message for unions to use when defining what it is they do for their own members, and how union priorities match with those of most Canadian citizens. For example, instead of using the defending statement “remember unions gave you the weekend”, the narrative becomes:

“When workers get together and stand up for fairness, they get results. Together, working people have won decent wages, safer workplaces, fair treatment and benefits like paid vacation time, job training, and insurance coverage for things that keep them healthy and productive. Together, working people created a country with fairness as one of its fundamental values.”

This description will work not only for the general public, but reinforces the message for standing

union members as well. With anti-union sentiments a common theme, it is important to reinforce the need for one-on-one discussions with our workers and other union members on the importance of the labour movement.

“Together Fairness Works” is a timely message and aligns with the federal government’s attack on worker’s rights. Some of their actions have included:

- The massive cuts to EI, including loss of hiring hall protection;
- Abuse of the Foreign Temporary Worker Program;
- Bad trade deals and refusal to protect Canadians from predatory corporate behaviour
- Attacks on employee pension plans
- Reduced Old Age Security coverage
- Cut to public services

Critics have said these measures are to “discipline the workforce” and further reduce the expectations of working citizens. Therefore, unions must be at the forefront of the fight against exploitation of worker’s rights, in Canada and around the world.

For more information “Together Fairness Works” visit www.fairnessworks.ca



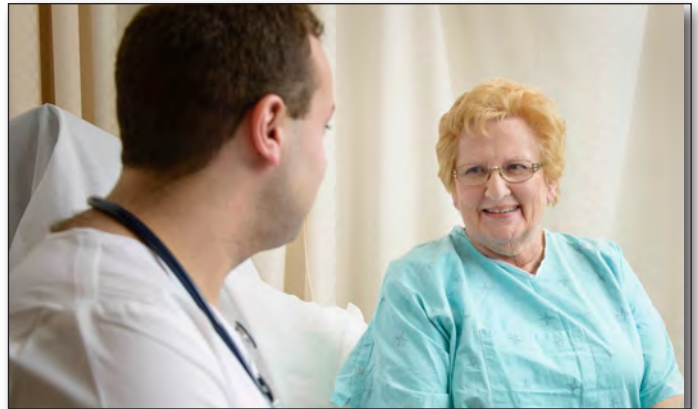
Long Term Care Conference

Interested in topical issues in Long Term Care and care of the elderly? Plan to attend Capital Health's 3rd Annual Care by Design Long Term Care Conference, November 1, 2013.

This conference will include interdisciplinary learning designed for physicians, nurses, pharmacists, other health care professionals and long term care facility administrators.

Conference themes:

- Polypharmacy
- Urinary tract infections
- Dementia
- Pain in the elderly
- Terminal delirium.
- Other hot topics in long term care.



The event will take place at the Canadian Museum of Immigration at Pier 21, 1055 Marginal Road, Halifax. For more information please contact Kim Lake, 902.494.1588, kim.lake@dal.ca

Transition House Association of Nova Scotia



Pamela Harrison, Provincial Coordinator (THANS) and Janet Hazelton

The Nova Scotia Nurses' Union is pleased to be able to offer assistance to Transition House Association of Nova Scotia.

Advertising sales procured through our Nurses' Planner and contributions made to the NSNU by Johnson Insurance enable the NSNU to support charitable causes and non-profit organizations like THANS.

On July 10, 2013, the NSNU was happy to present Pamela Harrison, Provincial Coordinator of THANS, with a cheque for \$6000.00. It is gratifying to contribute to this great cause in support of women and families across our province.

Public Health Care is on the Line

2014 Health Accord and public health care hang in the balance

Halifax, NS July 25/13 - The Nova Scotia Citizens' Health Care Network displayed a visual representation of what's at stake for public health care in Nova Scotia, outside the IWK Hospital on University Avenue on July 25th. The display was timed to coincide with the Council of the Federation meetings in Niagara-on-the-Lake, where Canada's premiers were meeting. The Health Network has been urging the premiers to discuss the 2014 Health Accord at length and take a stand against Harper's cuts.

To date, Prime Minister Stephen Harper has refused to meet with the premiers to discuss the 2014 Health Accord, and has announced that he intends to cut \$36 billion from public health care. For Nova Scotia, that means \$902 million in cuts, equivalent to 1319 nurses over the ten-year length of the funding plan. Put in perspective, the cut would mean more than 10% of the province's entire nursing staff (more than all the nurses in the Pictou and Guysborough Antigonish Straight Health Authorities).

"There is no way to make cuts like that without having a serious impact on patient care," says James Hutt, Provincial Coordinator of the Health Network. "It's clear that public health care is on Harper's enemy list. The federal government is abandoning its responsibilities towards public health care and putting patients at risk."

The Network's display of 132 sets of nursing scrubs, each representing 10 nursing jobs, was exhibited all along the boulevard of University Avenue. The true impact of Harper's cuts on the health care system can be seen in a startling visual representation.

"The display shows what's at stake. Nova Scotia has 12,995 nurses right now. What would happen if a full tenth of those jobs were lost to cuts?" says Lee Seymour, Chairperson of the Health Network. "Our display says it all: public health care is on the line."

"In the absence of federal leadership for public health care, we need our premiers to step up,"



Linda Hutt, IWK RN



Kevin McNamara, Deputy Minister of Health and Wellness, Janet Hazelton, Premier Darrell Dexter, Linda Silas president of the Canadian Federation of Nurses Unions in Niagara-on-the-Lake for the Council of the Federation meetings, July 2013

says Hutt. "These cuts will mean longer wait times and lower quality care for patients. We need our premiers to bring Harper back to the table, negotiate a strong 2014 Health Accord, and improve health care for all."

Canada's nurses' prescription for our health care system.

Name The Right Hon. Stephen Harper Date July 26, 2013

Rx

- Effective accessible prescription drugs for all Canadians ~~PRX~~ **(NOW)**
- Safe appropriate care for all seniors where they need it ~~Starting tomorrow~~ **(NOW)**
- Long-term Health Human Resource planning: Hire new health graduates before they leave our province ~~Next year~~ **(NOW)**
- Healthy lifestyle. Breakfast every morning, 8 portions of fruits and vegetables, water and exercise 20 to 30 minutes a day **(NOW)**
- Federal leadership on the next Health Accord **NOW**

Signature:

<input type="checkbox"/> MD:	<input type="checkbox"/> Hon. Alison Redford	<input type="checkbox"/> Hon. Darrell Dexter
<input type="checkbox"/> NP:	<input type="checkbox"/> Hon. Christy Clark	<input type="checkbox"/> Hon. Eva Ariak
<input type="checkbox"/> RN:	<input type="checkbox"/> Hon. Gregory Selinger	<input type="checkbox"/> Hon. Kathleen Wynne
<input type="checkbox"/> RPhm:	<input type="checkbox"/> Hon. David Alward	<input type="checkbox"/> Hon. Robert W. J. Ghiz
	<input type="checkbox"/> Hon. Kathy Dunderdale	<input type="checkbox"/> Hon. Pauline Marois
	<input type="checkbox"/> Hon. Bob McLeod	<input type="checkbox"/> Hon. Brad Wall
		<input type="checkbox"/> Hon. Darrell Pasloski

If politicians are truly concerned about Canada's economy, they should commit to ongoing leadership to provide quality health care for all.



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WHERE KNOWLEDGE
MEETS KNOW-HOW

New Waterford local celebrates NNW

In true Cape Breton fashion, the nurses at Glace Bay Integrated Hospital put on a “spread” for National Nursing Week celebrations. They put the NNW fund received from the provincial office to good use, buying cake and other delectables for their Nurses’ Week Tea (Cape Breton style tea – good and strong).

Many local members pitched in to present a social event enjoyed by all staff at the hospital.

Local president, Jennifer Watson Bray would like to extend special thanks to everyone who participated in the preparation of the event, as well as her gratitude to the NSNU for the financial support. As the saying goes, a great time was had by all.





Nova Scotia Federation of Labour, CLC Conference

Representatives from the NSNU Board of Directors, as well as eight local presidents (drawn randomly) and two members at large (drawn randomly from submissions) were selected to participate in the 47th Convention of the NSFL, CLC conference in Halifax from October 27-30. The Nurses' Union is an affiliate of the Federation of Labour and the CLC. The theme for this biennial event is: Together for Fairness ~ Representing Workers. Those NSNU representatives include:

NSNU Board of Directors

- Janet Hazelton**, President
- Christine VanZoost**, Vice President
- Lillian Fynes**, VP Finance
- Gerri Oakley**, VP Eastern Region
- Teresa Ogilvie**, VP Western Region
- Ann Marie Murdock**, VP Northern Region
- Cheryl Barker**, VP Central Region
- Jennifer Chapman**, VP Community Care
- Maria Langille**, VP LPN/Grad
- Sheri Gallivan**, VP LTC

Local President's Draw

- Charmaine Boudreau** - St. Anne
- Angela Dobson** - Northumberland Hall
- Karen MacDonald** - Valley Regional
- Tom MacKenzie** - VON Cape Breton
- Rhonda Church** - Windsor Elms
- Lisa Pothier** - Blomidon Court
- Melinda MacDonnell** - Inverness Consolidated
- Jason Doiron** - Strait Richmond

Members-at-Large Draw

- Catherine Fraser** - VON Pictou
- Dianna Hutt** - Valley Regional
- Cedric Thibault** - sponsored as well - is our representative on the NSFL Diversity Committee

Bargaining Bulletin

The Provincial Negotiating Committee (PNC) of the NSNU will meet on September 30th and October 1st with acute care employers, then again on October 2nd with the Long Term Care employer group. The bargaining teams have met on the following occasions since they exchanged proposals:

Nov 28/12	Proposal Development Conference	March 27 & 28/13	Acute Care bargaining
Jan 16 & 17/13	PNC Caucus	April 11 & 12/13	Acute Care bargaining
Feb 12/13	Acute Care bargaining	June 12/13	PNC Caucus
Feb 13/13	LTC bargaining	June 13/13	Acute Care bargaining
March 26/13	LTC bargaining		

The team will meet again on October 22 & 23/13 with the Acute Care Group.

The PNC urges each member to be prepared when the time comes to cast a ballot for or against accepting your contract. Please stay informed and understand the issues.

Following this set of bargaining dates, the NSNU will provide a full update on our bargaining progress via MyNSNU (www.nsnucan.ca). You will require your logon credentials to access this information.

Elections 2013

VOTE – October 8!

On Tuesday, October 8 Nova Scotians go to the polls to elect our next provincial government. Don't miss out on your opportunity to vote.

The NSNU is non-partisan but not apolitical. Decisions made by our elected officials can have a positive or negative impact on our lives and our future success. Please take the time to understand the issues that affect you.

Exercise your vote!

Nova Scotia Nurses' Union Election Questionnaire

The NSNU asked two questions of the three party leaders that are of great important to our organization and our members. The following questions were asked of the leaders of each party:

1) Health Board Amalgamation

There has been much public discussion over the past year concerning plans to amalgamate district health authorities. In the past, Nova Scotia has undergone several variations of health care reform, causing disarray in the system to the detriment of nurses and the patients they care for. Future changes threaten to invite labour unrest, employer instability, and challenges to job security as well as seniority levels – all distractions from real and pressing needs in health care. With this in mind, please explain your party's plan for the future structure of health boards in Nova Scotia.

2) Long-term Care Staffing

We can expect an increased demand for long-term care in the province with seniors set to represent 28-30% of the population by 2036. It is concerning that while the number and acuity of residents have changed dramatically, many of the regulations governing long-term care in the province have not been updated for over 35 years. Nursing and direct care staffing are the most important indicators of the quality of resident care and yet they are not covered by the regulations in any meaningful way. How will your party commit to enshrine meaningful, evidence-based staffing standards in a revised Homes for Special Care Act and its regulation, including timelines, implementation plans and enforcement of the Act?



Candidates Messages



Stephen McNeil
Leader, Liberal Party of Nova Scotia

Question #1

For the last two years, I have heard concerns from health care professionals around their inability to make decisions in the best interest of their patients. They feel over-administered and more importantly, they feel their voice isn't heard or doesn't matter. I would like to change the way health care is structured so we can empower workers and create a system that is clearly in the best interest of the patient.

Today, our health care system is fragmented. The DHA's plan and deliver to the best of their abilities, in isolation. This NDP government will tell us districts are doing a lot more joint planning and efficiency improvements together, as one entity. This then begs the question, why do we need ten overlapping executive leadership teams of CEO's and VP's to do this?

I am proposing one provincial leadership team working with four regional management zones which will mirror the four former regional health board boundaries. Site based management and decision making will be implemented and the role and voice of community health boards will be strengthened. Nominated board members from all across the province will work with the provincial leadership team to support the delivery, planning and integration of our health care system. Every cent of the \$13 million saved with this change will be re-invested back into front-line health care.

Today, under the NDP government, health care services and programs in rural Nova Scotia are disappearing. It's time for a plan where the voice of rural health care will be heard; one where we utilize all of our health care assets in all of the districts to the maximum benefit of all Nova Scotians. The IWK will remain its own distinct structure.

I did not make this decision without a great deal of thought as to the challenges which would be

encountered in doing so. In my view, It's time to have decisions made on the ground in partnership with health care professionals and community which then flows to the top instead of decisions made in executive board rooms and imposed downwards. It's time we put the needs of patients first and give a voice back to our hard working health professionals in a system designed to do just that.

Question # 2

In 1998, the Nova Scotia Auditor General recommended an update to the Homes for Special Care Act as it pertained to patient care. A Liberal government (with less than one year left in its mandate) and successive fifteen years of both Conservative and NDP governments failed to update this vitally important piece of legislation. Two years ago, we saw the impact on patients when staffing standards are not incorporated into regulation. In 2011, the Shiretown Nursing Home was replaced with two smaller facilities. While the number of patients and level of care they required stayed the same; the number of nurses to provide care was reduced as a result of a funding arrangement which was tied to the size of the facility and not the needs of the patient. A Liberal government would ensure the Homes for Special care Act was updated to ensure the needs of patients are being met when it comes to evidence based staffing standards.

A Liberal government would also work with the Provincial Nursing Network to review and update the Nova Scotia Nursing Strategy so that the existing financial resources are focused on initiatives that will support nurses throughout Nova Scotia.

I note with interest a pilot project which was undertaken in Saskatchewan in what is known as a Synergy Model. This model takes into account eight unique patient characteristics when determining staffing plans for facilities. While this model was originally piloted in acute care settings; it can be adjusted to fit the long term care sector. One way to ensure evidence is factored into the development of staffing ratios is to implement pilot projects and measure and analyze results. As a government, we want to utilize the Nova Scotia Nursing Strategy monies strategically to ensure we support nurses in our province. Should the Provincial Nursing Network prioritize the need to develop a pilot project which tests the Synergy Model then resources can be made available through the Nova Scotia Nursing Strategy budget line item to do so.

Candidates Messages con't



Darryl Dexter
Leader, NDP Party of
Nova Scotia, Current
Premier

Question #1

The NDP will not waste time and money creating a super-bureaucracy for the delivery of health services.

Your union, a growing group of health workers, and now community volunteers across the province are raising concerns and speaking out against Stephen McNeil and Jamie Baillie's schemes for creating a healthcare super-bureaucracy. The NDP agrees with nurses and other health care workers that creating a super-bureaucracy will throw health care into chaos by taking decisions away from Nova Scotia communities.

Stephen McNeil ran as a candidate and defended the last Liberal government when it closed 1,600 hospital beds and caused 1,000 nurses to leave the profession, while wasting time creating highly centralized regional health boards. Now Mr. McNeil and the Liberals are promising more of the same with a giant health bureaucracy.

It failed for the last Nova Scotia Liberal government and it is failing now in Alberta. Alberta's super-bureaucracy led to emergency room closures, doctors leaving the province and too little attention to patient care.

The Alberta Union of Public Employees represents Licensed Practical Nurses. They said about Alberta's super bureaucracy:

"...imagine their (the public's) outrage at the government when it's realized the reason their son or daughter or parents can't access the care they need is because of a massive bureaucracy

that's refused to address needs of the employees who make the services run – services entire communities rely on."

The Nova Scotia NDP is committed to community-based, sensible management of health services. The NDP will maintain community control over the delivery of health care.

Question #2

We can expect an increased demand for long-term care in the province with seniors set to represent 28-30% of the population by 2036. It is concerning that while the number and acuity of residents have changed dramatically, many of the regulations governing long-term care in the province have not been updated for over 35 years. Nursing and direct care staffing are the most important indicators of the quality of resident care and yet they are not covered by the regulations in any meaningful way. How will your party commit to enshrine meaningful, evidence-based staffing standards in a revised Homes for Special Care Act and its regulation, including timelines, implementation plans and enforcement of the Act?

The NDP will replace the outdated Homes for Special Care Act with legislation in the Spring 2014 session that provides the framework for modern, people-centred, community-focused care and support for persons with disabilities, seniors, and people with mental health issues. The NDP supports the use of meaningful, evidence-based standards for staffing – and other care issues – in the new Act and Regulations. The NDP will consult in depth with the NSNU as the legislation is prepared

More broadly, the NDP is taking a new, evidence-based approach to planning for both long-term care and services for people with disabilities, one which involves stakeholders and the community at large. Living Better: Nova Scotia's Plan for Seniors' Care is a comprehensive and balanced plan to expand home care support and improve long-term care options for seniors who are no longer able to live at home. The NDP will also work with nurses and other stakeholders to develop action plans to implement recommendations from Putting People First: What We Heard, and from the Joint Community-Government Advisory Committee on Transforming the Services to Persons with Disabilities.

Candidates Messages con't

Question #1

In order to free-up money to fund front line health care, we need change that works. A PC government would reduce spending on health care administration and reapply the savings to front line health care. We would reduce the number of DHAs to three as there are too many people for a province our size who are earning six-figure salaries in various health care head offices (some 640 by one count). The three boards would be for the capital district, the rest of Nova Scotia, and the IWK. Your point about distractions is a good one, but that cannot stop us from making reforms that will help patient care. We welcome any opportunity to talk with you about how to minimize disruptions.



Jamie Baillie, FCA
Leader, PC Party of Nova Scotia

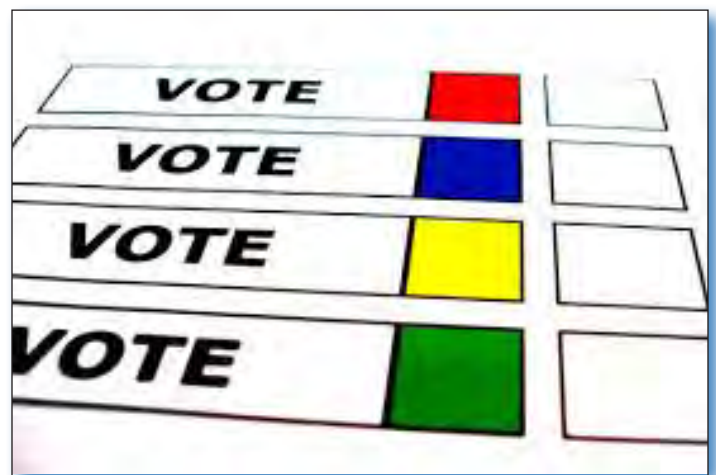
Question #2

Providing for adequate long term care is a massive challenge as our population ages. Standards have to be in place to meet those challenges. Your question is well thought out and is also specific as to the type of things that must be considered. You and your members, along with others, will likely have considerable advice on how we can proceed. So, looking at all the angles you mention will require dialogue to make sure we come up with something that will serve our seniors with quality care.

For more information on where, when and how to physically cast your ballot visit electionsnovascotia.ca. This site has a wealth of information you may find helpful come election day.

The Nurses' Union encourages members to speak with all party candidates in your constituency to learn more about their future plans and platforms for health care. As frontline workers, candidates appreciate your input and opinions in order to shape policies that work for everyone. You are the people they want to hear from.

Most importantly, exercise your right as a Nova Scotian to vote in this provincial election and play a significant role in how health care and other policies impact you and your community.





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32 nursing positions cut at Horizon hospitals

CBC News Sept 7, 2013

Thirty-two nurses at seven hospitals in the Horizon Health Network received layoff notices on September 6.

The province's largest health authority (there are two – one French, one English) said in a statement the layoffs are a result of Horizon's changes to "standardize models of care and staff skill mix" on its 22 family medicine units.

Most of the units will see a reduction in the number of registered nurses. In two units, the complement of registered nurses will increase. Several units will see an increase in the number of positions for licensed practical nurses.

Leslie Reid, the regional director of workforce relations for Horizon, said there are enough vacancies within the hospital authority for those receiving notices on Friday to move into other jobs.

However, more layoff notices will be coming for LPNs and patient care attendants, Reid said.

Marilyn Quinn, the president of the New Brunswick Nurses Union, said her union will watch the situation closely.

"The employer has a process to set the skill mix but NBNU has our own process to identify the effect of changes on patient care safety and the safety of our members," said Quinn in a statement.

"NBNU will monitor and report any changes that do not support safe patient care or practice environments for registered nurses."

The affected nurses work in the family medicine units at Saint John Regional Hospital, Charlotte County Hospital in St. Stephen, Sussex Hospital, the Dr. Everett Chalmers Hospital in Fredericton, Oromocto Public Hospital, Upper River Valley Hospital in Waterville and The Moncton Hospital.

Norma Robinson of the New Brunswick Council of Hospital Unions Local 1252, representing housekeepers and some other health-care workers, described the layoffs as "a scary thought."

"It's surprising to see more of this happening, but it's not surprising considering that a few months ago we were told there's going to be a thousand jobs being eliminated out of Horizon Health and Vitalité, so I guess we'll have to wait and see what this new model is going to look like."

Horizon Health and Vitalité Health Network have both announced significant layoffs this year as they attempt to reduce spending by tens of millions of dollars.

In April, Horizon announced a cut of 131 jobs as part of its efforts to reduce spending by \$22-million this year. Vitalité said it was eliminating the equivalent of 400 full-time jobs in an effort to save \$24-million dollars a year.

NSNU Long Term Care Project

Following upon the long term care member survey and the subsequent preliminary research report, the NSNU has held member consultations in the Central, Northern and Western regions and a meeting is slated for the Eastern region in early October. The consultations provide an opportunity to delve deeper into the survey findings and to hear first-hand stories about the working conditions and quality of care in Nova Scotia's LTC facilities.

In July, NSNU President Janet Hazelton met with the Deputy Minister of Health and Wellness, Kevin McNamara to discuss the findings of our preliminary

research report and to consider how a revised Homes for Special Care Act might better reflect the reality of life and nursing in long term care, a reality which has changed considerably over the past 35 years.

The NSNU plans to advocate for enforceable, evidence-based staffing standards in long-term care that allow nurses and allied health workers to deliver the high quality care that residents deserve. We will also be pushing government and employers to review the unacceptable levels of abuse and violence experienced by LTC nurses and to implement meaningful policies that protect workers and residents alike.

NSNU continues to monitor expansion of Collaborative Emergency Centres

Nova Scotia's new Collaborative Emergency Centres (CECs) provide same and next-day appointments from a team of health professionals, including doctors, nurse practitioners, nurses and paramedics. The centres have been largely viewed as "good news" stories for communities since they offer a replacement for rural emergency rooms that are struggling to keep open.

The Nova Scotia Nurses' Union has been closely monitoring the development of CECs. On June 26, 2013, NSNU president Janet Hazelton and NSNU staff met with nurses working in the various CECs across the province to discuss their concerns. Many nurses expressed anxiety over the overnight staffing model which typically consists of an RN/paramedic team with a doctor available over the phone. The nurses appreciate the considerable skills and training of paramedics but were unsure as to whether the CEC was the most efficient

setting for them. Among the concerns cited were nurses' unfamiliarity with the scope of practice of paramedics, the lack of opportunity for experienced nurses to mentor newer nurses in emergency care, and paramedics' inability to help care for inpatients (since they are not employees of the hospital).

The NSNU will continue to monitor the development of CECs and is interested in hearing from nurses working in these settings. We will continue to advocate for an RN/RN staffing model that will maximize the use of our health human resources and provide the opportunity to continue mentoring newer nurses in emergency care.



NSNU President meets with NSCC students

Janet Hazelton, NSNU president met with nursing students at the NSCC Strait Area Campus on Thursday September 5, 2013. The Practical Nursing faculty at NSCC and students across the province welcome Janet's perspective as a nurse and as a labour leader for these "pep and prep" talks.

Janet's "tell it like it is" approach to the realities of nursing is informative and eye opening. The students in the Strait Area Campus walked away from the discussion saying they enjoyed Janet's insight and her trademark humor. Students understand they have a huge responsibility to provide ethical, safe and skilled practice. In their words, it's a scary world out there for new practical nurses and everything that can be done to ease their transition, like Janet's encouraging visit, is a bonus for them.

The school and the students expressed their gratitude to the Nurses' Union president for taking the time to share her knowledge and experience with the group.



Labour Day Festivities

This Labour Day, unions celebrated the important contributions workers make to the economy and to communities across our province. Janet Hazelton, NSNU president and Christine VanZoost, NSNU Vice President attended the Labour Day Festivities on September 2.

The Halifax-Dartmouth & District Labour Council (HDDLC) held their Labour Day march, rally, free BBQ picnic & concert on the South Commons. The Honourable Darrell Dexter, Premier of Nova Scotia as well as Rick Clarke, President of the Nova Scotia Federation of Labour were in attendance. Janet also participated in this event.



Christine attended the Annapolis Valley Labour Council Labour Day at Exhibition Park in Kentville. There were games and face painting for kids, a dunk tank and a free BBQ – plenty for all to do and see.

Union members should feel a great sense of accomplishment each and every day for the victories we have won for all workers, not just unionized employees. Labour Day is a significant day of recognition for all workers regardless of their place of employment.



Browse Happy

As with any website that you are viewing from a traditional computer, in order to get the best experience users should be up-to-date with their version of the Internet browser.

Your browser is the program you use to view the Internet. They include Internet Explorer (IE), Google Chrome, Mozilla Firefox and Safari, among others.

Outdated browsers do not perform tasks as well as new browsers; this makes your experience on the Web considerably slower and can even cause your computer to crash or freeze. Ever try to view a website and it is taking forever to load? Maybe you blamed it on your Internet provider, or your computer, when that was not the case.

Since Web technologies change frequently, old browsers simply do not display newer websites as well. Items such as graphics, text and videos could function improperly, frustrating you and harming your Web experience. Not only is using an outdated browser frustrating, it can make your computer unsafe. Old browsers are less stable and much more vulnerable to viruses, spyware, malware and other security issues. If you are shopping online, or using your banking institutions convenient online banking applications, you need to make sure that you are not at a risk to have valuable information stolen from you.

Newer versions of browsers now have automatic updates built in. This means you will be prompted upon opening your browser that the latest version is ready for you to install. Some types of browsers will automatically install the update for you.

In particular, Internet Explorer 6 and 7 are ancient in comparison to current web technology but many users continue to use these very outdated browsers. The Web has changed significantly in the past decade, and these versions of IE are ridden with bugs, have major security issues and do not follow the web standards of 2013.

NSNU uses an online voting system via the members-only portal MyNSNU. Since we have updated the technology of our website, we would like to ensure members are up-to-date with their browsers to ensure our voting application, and entire website, performs the way it is designed and provides a seamless web and voting experience for NSNU members.

To determine which browser you are using, visit www.whatbrowser.org.



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