

# what's **nu?**

September 2019

It's time to

## **Stop Pretending**

health care isn't **under attack**

**Choose care, not cuts.**

[StopPretending.ca](http://StopPretending.ca)

## **What's At Stake October 21st?**

### Federal Election 2019

- Why Vote?
- CFNU Campaign Priorities

A first look at the new NSNU website, coming this fall

NSNU members take to the streets in Pride parades across the province

## ON THE COVER

The CFNU 2019 federal election campaign asks voters to "Choose Care, Not Cuts".

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**FACEBOOK:** Nova Scotia Nurses' Union

**YOUTUBE:** NSNursesUnion

**MYNSNU APP:** App and Google Play stores, [nsnu.itacit.com](http://nsnu.itacit.com)

**NSNU staff directory available at [nsnu.ca/staff](http://nsnu.ca/staff)**

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# President's Notebook

Janet Hazelton, BScN RN, MPA

## Reasons to Vote this October 21st



**T**his October 21st, there are many reasons to vote. According to the nurse unions across the country, headed by the Canadian Federation of Nurses Unions, it's a crucial moment for Canadians and an important time for nurses to consider what's at stake.

Nurses are facing overwhelming workloads, short-staffing, privatization and unacceptable violence. Across the country, there are threats of cutbacks to our health care that will only make things worse. Add to this the stress of caring for our children or ageing relatives.

Voting for the country we all want is both a right and a responsibility. Voting for candidates that will best represent our needs is crucial.

The Canada Labour Congress (CLC) and its affiliated unions (like CFNU/NSNU) want us to think about key ballot issues this coming election: Pharmacare, retirement security, climate action, equity and inclusion, and a stable workforce.

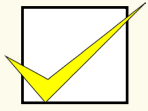
Canada's unions have successfully worked with governments and health experts to make universal Pharmacare a ballot box issue this fall.

Also, key to the well-being of Canadians is the assurance that they will be able to live in dignity in retirement.

We need a government that is committed to improving public pensions and protecting hard-earned private pensions. And, we need to vote for a government that clearly defines what it will invest towards creating good jobs for all Canadians.

As the CLC's Hassan Yussuff says, Canada's unions are cutting through the noise with a simple message to voters: Canadians must elect a government that is committed to a fair Canada for everyone.

## Here are eight great reasons to vote on October 21st.



### 1 Not everyone can do it.

Voting is a cherished right based on age, access to polling stations and citizenship. Once you're eligible, do it.



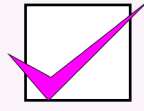
### 2 People fought for years to earn the right.

So many marginalized groups (women included) throughout the ages have fought for the right to vote through protests and civil rights movements. Not voting means these struggles were for naught.



### 3 It's your duty.

It's one of the easiest ways we can have a direct impact. If you don't exercise your vote, you give up your right to complain.



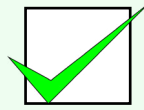
### 4 Your vote can actually be a deciding factor.

Every vote counts! Yours could be the one that makes the difference.



### 5 The results affect you.

Decisions made at the national level do impact you and your family. Make sure the people making the decisions represent your best interests.



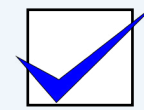
### 6 You have a better chance of being satisfied with the results.

If you vote rather than sitting an election out, there's a better chance that the results will be in your favour.



### 7 There are many interesting, new candidates.

Get to know who the candidates for MP are in your riding and see whose values and principles align with yours! Then do all you can to elect that candidate – voting helps do just that.



### 8 Chain reaction increases voter turnout.

If you go to the polls, it usually encourages — or guilties — those around you into doing the same. This chain reaction can increase voter turnout exponentially.

If you're thinking about skipping advanced polling or staying home or at work on Election Day, remember that there are more reasons to take 30 minutes out of your day to cast a vote than there are reasons not to.



# Stop Pretending

health care isn't **under attack**

**Choose care, not cuts.**  
[StopPretending.ca](http://StopPretending.ca)

## Federal Election 2019: Choose Care, Not Cuts

Crushing workloads, stressful and even violent workplaces, and the struggle of balancing this with raising kids and caring for older family members – sound familiar? Across the country, nurses and health care staff work against the odds every day to deliver the best care they can. But conditions are making it harder and harder to do right by patients.

Canada's public health care needs an upgrade. It's time to stop pretending there isn't a better way. When we choose care over cuts this federal election, we can make health care work for everyone. This is the message of the national campaign launched by the Canadian Federation of Nurses Unions to promote health care this election.

High-quality, universal, public health care is the only way we can make sure our system works for everyone. With national pharmacare on the agenda like never before, federal attention on workplace violence and safe staffing, increasing calls for better seniors care, and more, this election is a vital opportunity for us all to elect representatives committed to care, not cuts.

There are five key ways candidates can commit to upgrading health care.

### Universal pharmacare

Millions of Canadians struggle to afford their prescription medications, and drug costs in Canada are almost the highest in the world. A national public pharmacare program could ensure universal access while saving our system up to \$11 billion every year.

### Improving seniors' care

A lack of appropriate care for seniors means more people end up in hospitals, adding to overcrowding and suffering. Everyone deserves to age with dignity, regardless of how much money they have.

### More staff, less violence

No one should go to work expecting violence. Short staffing leads to high tensions, staff burnout, and risks the safety of both patients and workers. We need better worker protections and more staff to meet patients' needs.

### Increasing federal health care funding

Federal health care funding has failed to keep pace with inflation and growing costs. Funding must increase year over year to prevent shortfalls that squeeze provincial resources.

### National child care

At a time when we need more nurses – not fewer – we must address the lack of appropriate and affordable child care options across Canada.

### Five things you can do:

1. Share the campaign video with your friends and family on social media.
2. Email your candidates and tell them you are voting for care, not cuts.
3. Sign up for email updates to get breaking news and analysis.
4. Talk to your co-workers, friends and family about the issues.
5. Vote for care.

To learn more and take action, visit [StopPretending.ca](http://StopPretending.ca)

# Policy Grievance on Overtime Withdrawn

As you may recall, on February 1st, changes in how acute care nurses are compensated for overtime came into effect. The contract language had not changed, rather the way in which the Nova Scotia Health Authority and the IWK interpreted and enforced the language had, requiring nurses to actually work greater than 75 hours bi-weekly before overtime will be triggered.

Nurses would continue to be paid overtime for working beyond their scheduled shift.

The NSNU, like the other three unions in the Council, filed a policy grievance on behalf of our members after the February 1st implementation of the new collective agreement.

On August 26th, the NSNU was informed that the grievance re: overtime, would be withdrawn on a without prejudice basis because the Employer has reverted to its practice in crediting overtime hours.

## Labour Relations Representative Assignments

As is our practice, the NSNU has made changes to Labour Relations assignments. Where there have been a number of NSNU staff changes and recent reforms to the Health Authority zoning, staff assignments for the Labour Relations Representatives have been modified

accordingly. This updated information is available on the NSNU website at [nsnu.ca/WhoIsMyLRR](http://nsnu.ca/WhoIsMyLRR). If you have any questions, please do not hesitate to contact your Labour Relations Representative.

### PATTI HUMPHRIES

Labour Relations Representative  
LPN/Grad Staff Advisor  
RN/LPN Professional Practice Advisor

*Former DHA #6*

- Aberdeen Hospital
- Sutherland Harris Memorial Hospital

### ACUTE CARE FACILITIES

#### Northern Zone

*Former DHA #4*

- Colchester Regional Hospital
- Lillian Fraser Memorial Hospital

*Former DHA #5*

- All Saints Springhill Hospital
- Bayview Memorial Hospital
- Cumberland Regional Health Care Centre
- North Cumberland Memorial Hospital
- South Cumberland Community Care Centre

### LONG TERM CARE FACILITIES

- Glen Haven Manor
- Maritime Odd Fellows
- Shiretown Nursing Home/Ivey's Terrace
- Valley View Villa
- GEM Locals
- Admiral, The
- Centennial/Gables
- Heart of the Valley
- Melville Gardens
- Melville Lodge
- Mira, The
- Whitehills LTC





### ANGELA MCKENNA

Labour Relations Representative  
Community Care Staff Advisor

#### COMMUNITY CARE FACILITIES

- Digby/Clare Home Support
- Yarmouth/Argyle Home Support

#### Provincial VON Locals

- VON Annapolis Valley
- VON Antigonish
- VON Cape Breton
- VON Colchester/East Hants
- VON Cumberland
- VON Digby County
- VON Lunenburg
- VON Greater Halifax
- VON Pictou County
- VON Queens
- VON Shelburne
- VON Yarmouth

#### LONG TERM CARE FACILITIES

- Annapolis Royal
- Bayside Home
- Hillside Pines
- Dykeland Lodge
- King's Regional Rehab
- Mountain Lea
- North Queen's Nursing Home
- Queens Manor
- Shoreham Village
- Surf Lodge
- Tideview Terrace
- Villa St. Joseph
- Windsor Elms
- Wolfville Nursing Home



### CARL QUINLAN

Labour Relations Representative

#### ACUTE CARE FACILITIES

- IWK Hospital

#### COMMUNITY CARE LOCAL

- Canadian Blood Services (CBS)

#### LONG TERM CARE FACILITIES

- High Crest Home
- Milford Haven
- Port Hawkesbury Nursing Home
- Richmond Villa
- RK MacDonald Nursing Home
- St. Anne Community & Nursing Care Centre

#### Shannex Locals

- Arborstone
- Bissett Court
- Blomidon Court

- Cedarstone
- Celtic Court
- Debert Court
- Elk Court
- Glasgow Hall
- Harbourstone
- Lewis Hall
- Maplestone
- Mary's Court
- Northumberland Hall
- Orchard Court
- Parkstone
- Ryan Hall
- Vimy Court



**SHANNON WARK**

Labour Relations Representative  
LTC Component Staff Advisor

**ACUTE CARE FACILITIES**

**Eastern Zone**

*Former DHA #7*

- Eastern Memorial Hospital
- Guysborough Memorial Hospital
- St. Martha's Hospital
- St. Mary's Hospital
- Strait Richmond

*Former DHA #8*

- Buchanan Memorial Hospital
- Cape Breton Regional Hospital
- Glace Bay Integrated Hospital
- Inverness Consolidated Hospital
- New Waterford Consolidated Hospital

- Northside Harbourview Hospital
- Sacred Heart Hospital
- Victoria County Hospital

**LONG TERM CARE FACILITIES**

- Alderwood Rest Home
- Breton Ability Centre (Braemore)
- Cove Guest Home
- Foyer Pere Fiset
- Highland Manor
- Inverary Manor
- MacGillivray Guest Home
- Maple Hill Manor
- Miner's Memorial
- Northside Community Guest Home
- Seaview Manor
- Victoria Haven

**LILO WESSELS**

Labour Relations Representative  
Mental Health and Addictions  
Consultant



**ACUTE CARE FACILITIES**

**Central Zone**

*Former DHA #9*

- Cobequid Community Health Centre
- Dartmouth General Hospital
- Eastern Shore Memorial Hospital
- Hants Community Hospital
- Musquodoboit Valley Memorial Hospital
- Twin Oaks Memorial Hospital

**Western Zone**

*Former DHA #1*

- Fisherman's Memorial Hospital (HSASS)
- South Shore Regional Hospital (HSASS)
- Queens General Hospital

*Former DHA #2*

- Digby General Hospital
- Roseway Hospital

- Yarmouth Regional Hospital

*Former DHA #3*

- Annapolis Community Health Centre
- Soldiers Memorial Hospital
- Valley Regional Hospital
- Western Kings Memorial Health Centre

**COMMUNITY CARE LOCAL**

- Quest

**LONG TERM CARE FACILITIES**

- Birches, The
- Braeside (Musq Valley)
- Ivy Meadows
- Ivany Place (Northwoodcare Bedford)
- Northwoodcare Halifax
- Oakwood Terrace
- Ocean View Continuing Care
- Sagewood Home
- St. Vincent's





Linda Silas presents at the event



The CFNU delegation with presentation speakers during the Council of the Federation

## Nurses to Premiers: Violence in Health Care Demands Action

In early July, a panel of experts on the mounting crisis of violence against health care workers presented to Canada's provincial and territorial premiers at an event coinciding with the Council of the Federation summit in Saskatoon.

Co-sponsored by Saskatchewan premier Scott Moe, the Canadian Federation of Nurses Unions (CFNU) and the Saskatchewan Union of Nurses (SUN), the panel outlined a clear imperative: urgent action is needed to protect health care workers from rampant violence.

"Every day, nurses are physically and verbally assaulted on the job," said Linda Silas, CFNU President. "Story after story of shocking attacks are reported in the news and to employers, authorities and politicians, yet the crisis is only getting worse. It's time for Canada's premiers to work with the federal

government to put a stop to this."

The event came on the heels of a report released in June by the parliamentary health committee, following its national study on violence against health care workers. The report – the first of its kind at the federal level – contains nine actions the federal government should take, in collaboration with provinces and territories.

The report's recommendations echo the measures the CFNU called for. These measures include creating a pan-Canadian prevention framework, amending the Criminal Code to hold perpetrators accountable, and providing targeted federal funding for violence prevention. Notably, the committee also called on governments to update Canada's health human resources strategy to address major staffing shortages across the country.

According to a national survey, 61% of nurses reported a serious problem with violence over a recent 12-month period, and two-thirds considered leaving their jobs as a result.

"The premiers were presented with clear, achievable solutions to stop the rampant violence against nurses and health care workers. The time to act is now," Silas concluded.

The expert panel featured Dr. Kevin Kelloway of Saint Mary's University, Dr. Maura MacPhee of the University of British Columbia, and Clint Hodges, Director of Security at Michael Garron Hospital in Toronto.

NSNU president Janet Hazelton participated in the CFNU initiatives while in Saskatchewan for the Council of the Federation.

# NSNU Participation in National Survey Meets Quota, Ahead of Schedule

The NSNU would like to thank all who participated in the national survey on occupational stress injuries among nurses. NSNU members rose to the occasion, exceeding our participation quota well before the deadline.

The research conducted by the University of Regina's Canadian Institute for Public Safety Research and Treatment aims to identify the prevalence, and root causes, of occupational stress injuries among nurses in order to provide recommendations for effective support and prevention. The survey was developed with the support of the Canadian Federation of Nurses Unions and its member organizations, including the NSNU.

We look forward to reviewing the final report on this ground-breaking research which would not be possible without the vital input and expertise of nurses like our members.



Rupinder Mann and Laura Brunt

## More Support for Home Care, Improved Safety

In mid July, government announced steps to better ensure Nova Scotians who want to continue living at home have the support they need, while the people who care for them have the right tools to do their jobs safely.

Government will invest \$1.86 million into more safety equipment and training for home support workers. An investment of \$1.36 million will support education and training opportunities through groups like the Health Care Human Resource Sector Council and LearnSphere, and non-violent crisis intervention training for nurses.

Five-hundred-thousand-dollars will be used to buy equipment including slider sheets and transfer belts. This will help home support workers move and lift clients more easily and safely and help prevent workplace injuries.

Funding for this initiative comes from the Canada-Nova Scotia Home and Community Care and Mental Health and Addiction Services Funding Agreement.

NSNU's Vice President of Community Care, Tracy d'Entremont, was on hand for the announcement and spoke to media on behalf of the Nurses' Union. She also had the opportunity to speak with Laura Brunt and Rupinder Mann, nurses with the Greater Halifax branch of the VON who were present for the media event.



# Nurse Practitioners Needed in Emergency Departments



On July 25th, NSNU President Janet Hazelton, and Researcher Paul Curry, attended a meeting with municipality officials from the town of Shelburne, and other stakeholders in the health sector, including representatives from Doctors Nova Scotia, the Nova Scotia College of Physicians and Surgeons, the Nurse Practitioner Association of Nova Scotia, the Department of Health and Wellness and the Nova Scotia Health Authority.

Warden of the Municipality of Shelburne County, Penny Smith, invited the NSNU to the meeting following the Nurses' Union's advocacy for an increased role for nurse practitioners in emergency department settings. Roseway Hospital in Shelburne has seen frequent closures due to the lack of physician availability. The NSNU's recent publication, *Nursing Potential*, calls on government and employers to allow nurse practitioners to treat patients who present with non-urgent conditions.

Currently, Nova Scotia's *Hospitals Act* limits the type of practitioner that can admit and transfer patients in the acute sector. This could limit nurse practitioners' ability to operate an effective urgent care clinic out of the Roseway Hospital, an alternative to an emergency department when a qualified physician is unavailable. Government should consider amending this legislation as part of the process towards improving care options in the community. Shelburne will also aim to improve its ability to recruit and retain nurses, including nurse practitioners.

The NSNU will be following up with government concerning this legislation as part of its ongoing work to ensure that nurses are able to contribute to the full extent of their abilities to improve healthcare in Nova Scotia.

The *Nursing Potential* report can be found at [nsnu.ca/NursingPotential](https://nsnu.ca/NursingPotential).

# NSNU President Panelist at Workplace Harassment Symposium



On July 17th, NSNU's Janet Hazelton participated in a panel discussion at Saint Mary's. The University and the CN Centre for Occupational Health and Safety hosted the three-day Occupational Health Psychology-Summer Institute for practitioners and researchers.

The 8th Annual event was titled *Where Do We Go From Here: Creating an Agenda for Safe and Healthy Work*, featuring international speakers on the following subjects: Safety Programs; Psychologically Healthy Workplaces; Emails, Text and Stress; Respect vs. Incivility; Disability, Leadership and Inclusion; and more.

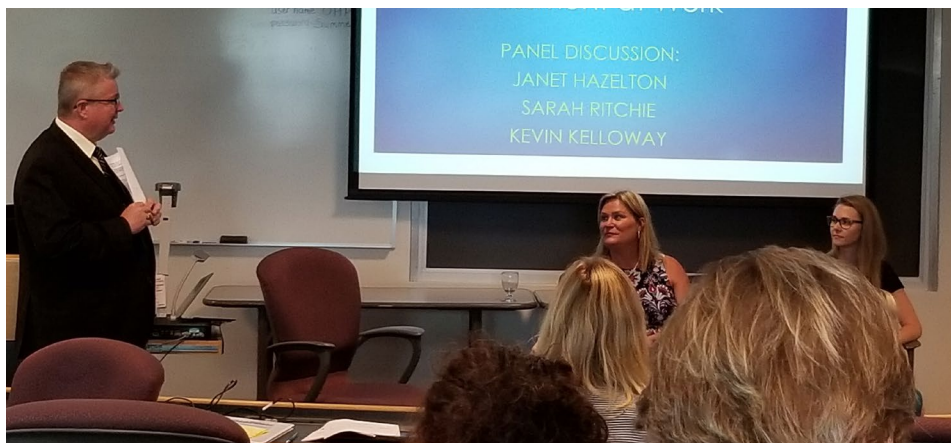
The panel deliberated on workplace harassment and the issues workers face from clients, patients, and the general public. The panel put a special emphasis on occupations like nursing that are often 'forgotten'.

Recent, and all too common media stories have illuminated the real and potential abuse nurses face daily from the public and patients.

Janet's perspectives on the issue of harassment of nurses were invaluable to the panel, and her knowledge and passion about the topic are important to better highlight these

issues to the public and decision makers.

Kevin Kelloway, a Tier 1 Canada Research Chair in Occupational Health Psychology at SMU took part in the session. Global TV's Sarah Ritchie, a news anchor and reporter, rounded out the panel discussion.



Janet Hazelton discusses workplace harassment during the July 17th panel



# NURSE APPRECIATION NIGHT



VS.



#GOMOOSEGO

## Mooseheads Nurse Appreciation Night 2020

With hockey season underway, we're getting excited for the next Mooseheads Nurse Appreciation Night, taking place on February 1, 2020 at the Scotiabank Centre. You don't want to miss the game, as the Moose take on the Shawinigan Cataractes in QMJHL play.

Stay tuned for more details about how to purchase your discounted tickets for what promises to be an exciting night of hockey, as the Mooseheads and their fans pay tribute to NSNU nurses.

## Are You Paying the Correct Amount of Union Dues?

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

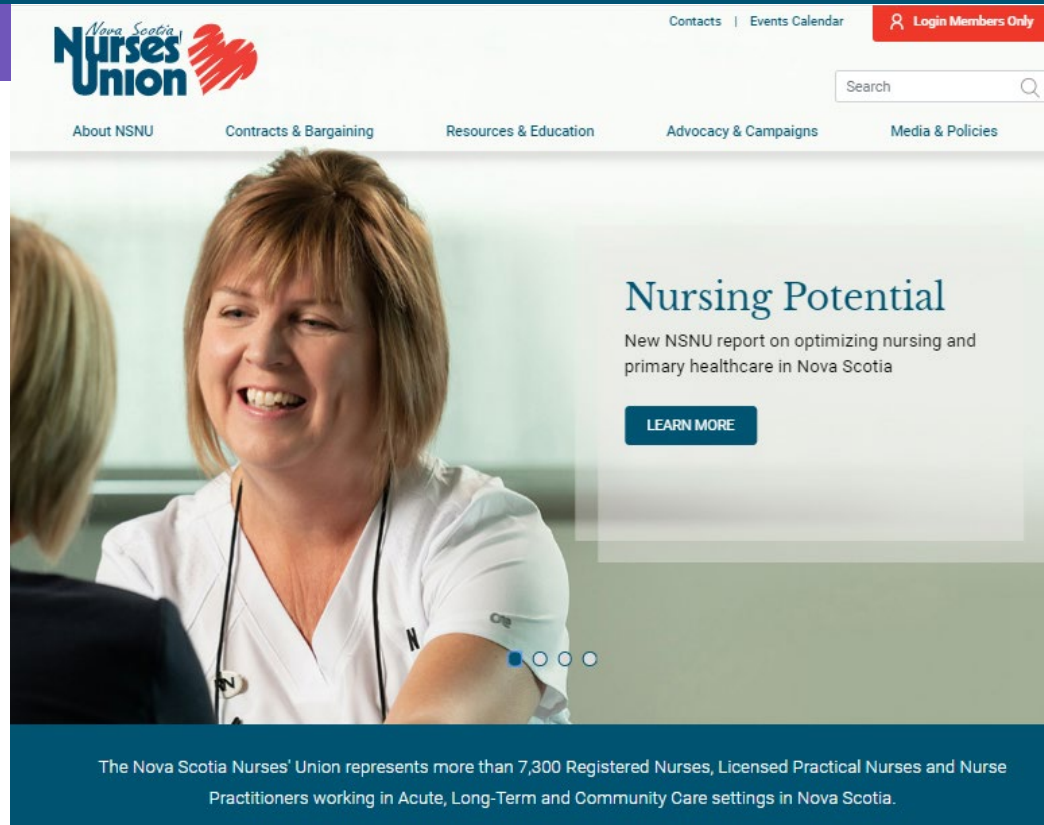
The Provincial portion of NSNU union dues (\$29.24 for RN's and \$21.48 for LPN's) will be refunded by cheque on a quarterly basis. Your rebate will only be retroactive for a period of up to 12 months prior to contact with the NSNU.

If either situation applies to you, please contact the NSNU Provincial Office c/o B.L. Moran at 902-468-6748 or [bl.moran@nsnu.ca](mailto:bl.moran@nsnu.ca).



This fall the NSNU will launch a new website that better serves the needs of our membership. The new and improved nsnu.ca will have a fresh look and feel, some fabulous new photos, and an enhanced user experience.

On the new website there are some changes to the way content is categorized, how you recover passwords, and new features. Here are a few things you should know as you prepare to discover the new nsnu.ca.



# explore the new nsnu.ca

## Recovering Login Information

When the new website launches, members will be required to provide the NSNU with an email address in order to recover lost passwords for the Members Only page and the MyNSNU App. In accordance with new privacy policies, NSNU staff will no longer be able to access member credentials, however they can assist by sending an email to reset your password.

To recover your own password, or to access it for the first time as a new member, navigate to the Members Only section of the website, select **“Forget Your Password?”** and follow the directions on the page. If your email address is in our system, you will receive a password reset email. If your email is not in the system, you will have to contact the NSNU before you can log in.

To update your email in our system, contact the Union at nsnu.office@nsnu.ca and include your full name, email and local (facility) in the message.

## New Features Online Grievances & Clinical Capacity Reports

Along with a new website, the NSNU is developing a secure online system for submitting and tracking **Grievances** and **Clinical Capacity Reports**. The new forms will be located on the Members Only section of the website, so members simply need to log in and select the form they would like to fill out. Those forms will be sent directly to the NSNU where they will be assigned to the appropriate Labour Relations Representative.

# Navigating the New Site

As you peruse the website you will notice that some of the options for site navigation have changed. New sections were created to house content in a way that improves the organization and flow of information. The changes will make navigating the site more intuitive for members.

**About NSNU:** Learn about your Union, our structure, constitution, affiliates and more.

**Contracts & Bargaining:** Don't get lost looking for your collective agreement, bargaining updates or grievance procedures – it all lives here.

**Resources & Education:** This is your hub for NSNU content that members use on a regular basis. Here, you will find all of our education and scholarship information, up-to-date issues of *What's Nu?*, forms, guides, FAQs, and more.

**Advocacy & Campaigns:** Check out our recent campaigns and reports, and keep up with what is being done to improve conditions for nurses and patients.

**Media & Policies:** Browse this section to stay on top of recent news and events. Members can find position statements from the Union on important issues, and keep tabs on regulations and legislation affecting nurses and health care.

**Members Only:** This page will continue to serve as the hub for event registrations and information relevant only to NSNU members. Stop here to learn about the uniform policy, what to do if you're paying double dues, LTD updates, the Member Discount List, NSNU merchandise and more.

Looking for more? At the top of your screen you will find a link for **Contacts**, which houses staff and board contact information and LRR assignments. Here, you will also find our **Events Calendar** which we fill with important dates and deadlines. If you have trouble finding the content you're looking for, try typing your query in the search bar at the top of the page. If you're still not finding what you need, contact [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca) and a staff member will be happy to assist you.

Happy Browsing!

## Uniforms

NSNU members in acute care wear white and black. Learn more about the uniform policy.



[READ MORE](#)

New feature banners help you find related content and navigate around the site

## Photo Galleries



NSNU AGM & Education Day  
2019  
April 15, 2019  
57 photos



Eastern Labour School 2018  
June 5, 2018  
24 photos

Browse photo galleries to see highlights from NSNU events

## June 2019



### The Continued Necessity of Unions

On the first day of the job, a young worker is asked, "Have you ever worked in a unionized position?"

[MORE](#)



### Celebrating Our History

For the past few years journalist Ann Silversides, with the cooperation and assistance of the CFNU and its member organizations, has been compiling the stories of nurse unions into the book, *Taking Our Place: Stories from Leaders of*

[MORE](#)

Read selected newsletter articles, or download the most recent version to your computer or device

# Education Committee

In June, the NSNU AGM Operations & Nominations Committee was tasked to select new members-at-large to sit on the Education Committee as the members selected in 2018 were unable to fulfill the 2-year term. Through an expression-of-interest and blind selection process, two members and an alternate were chosen to round out the Committee. Thank you to all who applied, and to those members who now serve on this Committee.

**Education Committee Chair**  
Jayne Fryday, NSNU VP IWK

**Members**  
Jennifer Greencorn, St. Martha's Regional Hospital  
Joanah Bernal, Parkstone Enhanced Care

**1st Alternate**  
Donna Gillis, Aberdeen Hospital



## Practice Premium Certificates for NSNU Related Education

If you have completed education with the NSNU since November 2018, you can retrieve certificates for your practice premium from the MyNSNU App. This includes certificates for the Annual General Meeting and Education Day. Certificates for regional education sessions coming up in October will also be available on the App before the October 31st deadline.

Looking for more ways to earn premium points? Check out online education available on the App. Courses eligible for premium points are clearly labeled and can be found in the Library.

Instructions on completing education on the MyNSNU App, and retrieving certificates there, can be found on our

website at [nsnu.ca/MyNSNUAppEd](https://nsnu.ca/MyNSNUAppEd). There you will find instructions for downloading the app on your device or using the web-based version on your computer.

If you have trouble retrieving a certificate, or believe there is a certificate missing or an error, please contact [justin.hiltz@nsnu.ca](mailto:justin.hiltz@nsnu.ca).

Please remember that employers provide the ultimate approval for points, and sometimes there are differences between employers and sectors. We encourage all members to speak with their managers regarding premium point values in advance of the October 31st deadline.



# 2020 EASTERN LABOUR SCHOOL PRINCE EDWARD ISLAND

**June 1-3**

pei nurses<sup>®</sup>



NSNU hosted Eastern Labour School at St. FX in 2018

Every two years the Atlantic region nurse unions trade off hosting duties for Eastern Labour School (ELS), a multi-day education event designed to enhance labour knowledge and activism among nurses.

The next ELS will be hosted by our friends at the Prince Edward Island Nurses' Union (PEINU) from June 1-3, 2020. The event will include numerous courses taught by labour leaders, educators and nurse union staffers from across the country, as well as inspiring and knowledgeable keynote speakers.

Although ELS 2020 is many months away, it's not too early for members to start planning for their trip, including booking time off and fundraising to cover registration and travel costs.

Stay tuned for more details including registration, draws, scholarship applications and course information in the coming months.

We look forward to joining our sisters and brothers from PEINU, New Brunswick Nurses Union and Registered Nurses Union of Newfoundland and Labrador for yet another stellar ELS next June.

Members in Colchester put together an impressive float and showed up in force for the Truro Pride Parade



# PRIDE 2019

There was enthusiasm and excitement to spare as another Summer of Pride swept Nova Scotia. NSNU members from across the province walked in parades from June to August, celebrating diversity, acceptance and love.

Thank you to our members who organized local groups to attend events in Amherst, Truro, Halifax and Sydney, and thank you to the dozens of members, family and friends who painted their faces, made signs, decorated floats and walked the streets advocating for our brothers and sisters in the LGBT2Q+ community.

Please enjoy these great photos from this summer's Pride events. We look forward to doing it all again next year.

Musquodoboit Valley Memorial shows their support for the LGBT2Q+ community



Another great team of NSNU members, family and friends show up for the Halifax Pride Parade



# canada celebrates LABOUR DAY 2019



CFNU president Linda Silas brought their federal election message, "Choose Care, Not Cuts", to the Ottawa Labour Day parade



Mandy Wagner, president of the Queens General local, rides a train with her family at the South Shore Labour Day event



Cheryl Barker and Chris Van Zoost show off a Proud Nurse/ NSNU banner at the Labour Day event in Kentville

On September 2nd Canada celebrated Labour Day. So much more than just a long weekend, Labour Day provides an opportunity to reflect on the successes of the labour movement, and refocus on what still needs to be done to improve life for Canadians in and out of the workplace.

The labour movement has always been dedicated to improving work-life balance and health for Canadians. With a federal election on the horizon, the Canadian Federation of Nurses Unions joined in the Ottawa

Labour Day parade with signs calling for our leaders and voters to "Choose Care, Not Cuts".

Closer to home, Labour Day events were held across the province with activists and community members coming together to enjoy music, food and fun. NSNU Vice President Western Region, Michelle Lowe, was on hand for the Labour Day event in Bridgewater, where she snapped a photo of Mandy Wagner, president of the Queens General Hospital local, enjoying a day out with her family. Meanwhile, NSNU Vice President

Chris Van Zoost ran into former board member Cheryl Barker at the event in Kentville. It is heartening to see NSNU members joining the festivities, raising the flag, and showing solidarity with our brothers and sisters in the labour movement.

We hope our members enjoyed a wonderful Labour Day with their family and friends. Thank you to all who worked through the holiday.

# NSNU Discount List

# GREAT DEALS

## Just For Members

If you're looking for great deals you need look no further than the Discount List located on the Members Only page of the NSNU website.

Many local vendors offer discounts specifically to members of the NSNU. There is a broad range of offers including hotel stays, spa treatments, car rentals, dining, yoga and more. There truly is something for everyone.

In order to take advantage of these deals, members should keep their NSNU membership card on hand while out and about. Even if an offer is not listed on our website, members may wish to inquire about discounts for nurses, as some may be available that the NSNU has not been made aware of.

Offers are added to the list as they come in, so remember to check back every-so-often to see if something new has popped up that is of interest to you.

If you do not have a member card, please contact the Union office at 902-469-1474 or [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca).

## Featured Discount



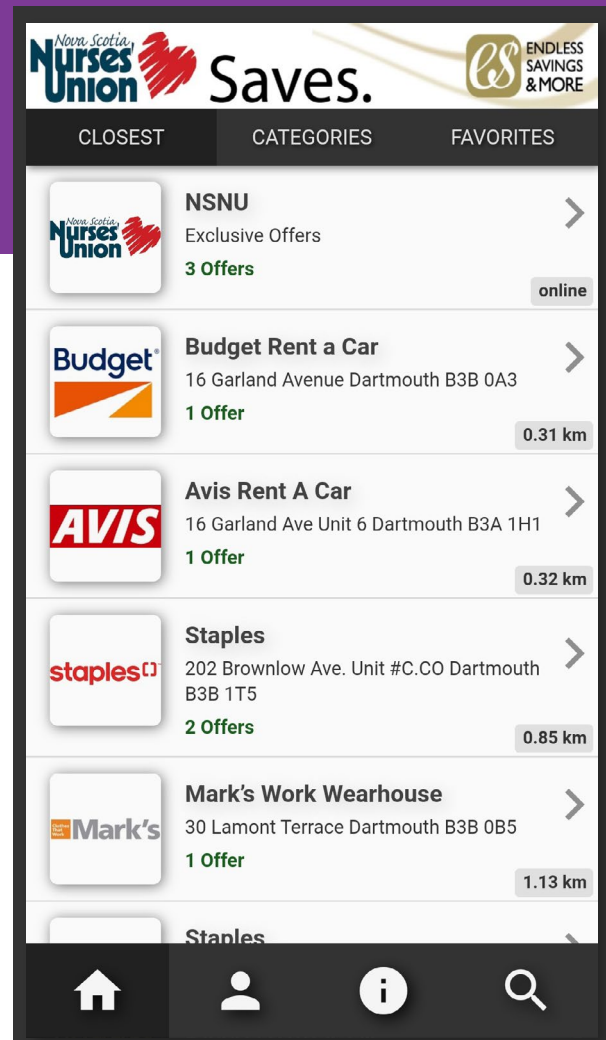
**ENDLESS SAVINGS & MORE**

Discounts on your smart phone for NSNU Members.

Download the NSNU version of the ESM App to save on everyday purchases from hundreds of businesses including national chain retailers, service and travel providers.

To get the ESM App, go to the Google Play or App Store. When you first download the ESM App, you will enter the unique Organization Code for the NSNU - it is **nsnu**

For complete details, view the NSNU Welcome Letter at [nsnu.ca/MemberDiscounts](http://nsnu.ca/MemberDiscounts).



## It Was One Hot Summer!

This past summer, we experienced record breaking temperatures – heat and humidity that, quite frankly, Nova Scotians are not accustomed to or well equipped to deal with.

While more and more homes, businesses and health care facilities are becoming better prepared to manage scorching temps, many remained unbearably hot. For nurses and other health care workers, keeping themselves, their patients, and their residents cool and hydrated was a priority during the months of July and August.

In Cape Breton, health care unions banded together to provide creative and delicious ways to stave off the effects of sweltering conditions.

Tracy Rideout, LPN is pictured in this photo making a “hot-shift” special delivery to 3A at CBRH – a refreshing and welcomed bundle of joy!

This is all just a memory now as sweater-weather approaches and watermelons are scarce at the supermarket.

Happy Autumn everyone!



All you need is a sense of humour - and some fresh produce - to beat the heat!

## 1-800 Confusion

It has come to our attention that some members have attempted to contact the NSNU executive director using an outdated 1-800 number. When Jean Candy retired, her line was deactivated by the NSNU, and has since been reassigned to another organization that appears to be a travel agency.

If you're trying to reach the new NSNU executive director, Chris Albrecht – not trying to book a cruise – you can reach her direct line at 902-468-0286, toll free at 1-800-576-5381, and by email at [chris.albrecht@nsnu.ca](mailto:chris.albrecht@nsnu.ca).



This looks pretty good though...

# NSNU swag in the most unusual places



Can you spot the NSNU swag? These sought-after NSNU items came in handy for our Michelle Lowe, VP of Western Region, and her son Cameron at the Big Ex South Shore Exhibition in Bridgewater.

Looks like Cameron's camera shy Limousin heifer was also a winner at the Ex, based on the ribbons above his stall.

FYI - Limousin cattle are a breed of highly muscled beef cattle originating from the Limousin and Marche regions of France. The breed is known as Limousine in France.

Thanks for sharing Michelle.

If you would like to purchase your own NSNU merchandise, contact [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca) to set up a shopping date, or go online at [nsnu.ca/merchandise](http://nsnu.ca/merchandise) to see a selection of our inventory. Please note, all merchandise must be picked up from the NSNU office in Dartmouth.



Janet Hazelton accepts the donation from Johnson Inc. representative, Trish Harkin

## Johnson Insurance Pays it Forward

Johnson Insurance is grateful for the opportunity to offer preferred services to members of the Nova Scotia Nurses' Union. Each year, Johnson makes a financial contribution to our organization based on revenue generated from mail-outs and uptake on policies. The Nurses' Union donates those funds to charities like Transition House Association and The Marguerite Centre. This partnership has been long standing and supportive.

On July 23rd Janet Hazelton accepted a cheque from Johnson Insurance, which will be donated to worthy organizations. We thank Johnson for their continued service, generosity and partnership with the NSNU and our members.

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## Is your Insurance due for a check-up?

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For details and your quote:

**1.877.732.6714**

**[Johnson.ca/healthcare](http://Johnson.ca/healthcare)**



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# International Solidarity Fund

## YOU CAN MAKE A DIFFERENCE

Are you going abroad to provide humanitarian assistance? You could be eligible for a travel subsidy from CFNU. Apply online at [www.nursesunions.ca](http://www.nursesunions.ca)

**Application deadline is December 31, for travel the following year.**



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