

what's nu?

December 2019



2020: Year of the Nurse

Acute Care Vacation
Requests, Deadlines and
Terms

Right to Refuse and Duty
of Care: What You Need to
Know

Celebrating Nurses Around
the World in 2020

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Appreciation Night!

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President's Notebook

Janet Hazelton, BScN RN, MPA

From 2019 to 2020

When each year comes to a close, we tend to appraise what we've achieved and consider the things we'd hoped to accomplish but didn't quite come full circle.

In 2019, the NSNU actively encouraged members to get involved in the federal election so that Pharmacare and other important issues were front and centre. Your engagement in twitter take-overs, digital promotions and other campaign activities helped keep universal drug plans,

improvements to senior care, overwhelming nursing workloads, short-staffing, privatization and unacceptable workplace violence on media and public radar during the election.

Our national campaign, Stop Pretending, was just the beginning. It is now incumbent upon organizations like CFNU and NSNU to continue to pressure government to follow through on their promise to make health care better for all Canadians.



NSNU members from across the province pledged to Vote for Care in the Federal Election

In the Spring of 2019, the NSNU proudly released the findings of our report, *Nursing Potential – Optimizing Nursing and Primary Health Care*.

Nurses on the front lines of care repeatedly say the same thing – patients need a system that addresses the social determinants of health while providing preventative care, chronic disease management, and health education, reducing the need for emergency and hospital care. Our year-long study revealed



The cover of the *Nursing Potential* report that, not surprisingly, nurses possess a tremendous wealth of knowledge about how our health system works, and plenty of ideas about how it could work better.

Our research resulted in a 127-page book and 35 recommendations on how we can build better access to primary care. The report and campaign were, and continue to be, a tribute to nurses' knowledge, and an opportunity to share it with the broader public. We will update members throughout 2020 as progress is made on the recommendations.

In late 2019, the Nova Scotia Health Authority unexpectedly



Janet was the CBC Newsmaker the evening of the report's release

announced changes to all four geographic zones in order to allow significant autonomy, including local control over budget decisions. This announcement is an acknowledgement of the cracks in the authority's centralized model.

Describing the current system as overly complex, bureaucratic, and confusing, the NSHA restructured the executive level of the organization to move executive-level operational and medical leadership, including budget, to each zone. The change is said to support timely local decision-making and accountability.

Only time will tell if this latest change of heart will lead to meaningful progress.

Looking ahead, 2020 already promises to be intriguing. We will be celebrating the Year of the Nurse at various events, and generally throughout the year. We will see the expiration of the first-ever Nova Scotia Council of Nursing Unions collective agreement. We expect to see the foundation of a national Pharmacare program. And, as always, we will continue to challenge governments to step up and enhance work-life conditions for nurses.

As we say goodbye to 2019, the NSNU wishes you and yours a safe and healthy holiday season. Your never-ending commitment to care does not go unnoticed or unappreciated.

wishing you all the best in



Vacation Reminders for Acute Care Nurses

Please be advised of the following deadlines and terms regarding vacation scheduling, carry over, and legacy vacation carry-over banks.

Scheduling of Vacation

As per Article 10.03 of the Acute Care Collective Agreements for the NSHA and IWK, vacation requests must be submitted by **February 1, 2020** for vacations in the period **April 1, 2020 to September 30, 2020** and include requests for vacations during the December holiday period (**December 16, 2020 to January 4, 2021**) and/or **March Break 2021** (the second and third calendar weeks of March) vacations for the following year. The employer is required to post approved vacations in writing by March 15, 2020. The request should also include three or more choices of vacation preference listed in order of priority.

Vacation Carry Over

As per Article 10.07 of the Acute Care Collective Agreements for the NSHA and IWK, vacation leave for a period of not more than five (5) days may, with the consent of the immediate management supervisor, be carried over to the following year, but will lapse if not used before the close of that year. Request for vacation carry over entitlement must be made in writing by the nurse to the immediate management supervisor no later than **January**



31, 2020 provided however that the immediate management supervisor may accept a shorter period of notice of the request. The immediate management supervisor will respond in writing within one (1) calendar month of receiving a nurse's request.

A nurse scheduled to take vacation and who is unable to do so within the vacation year due to illness, injury, or where operational requirements prevent the immediate management supervisor from scheduling vacation will be entitled to carry over this unused vacation to the subsequent year.

Legacy Vacation Carry-Over Banks

As per MOA #10 in the NSHA

agreement and MOA #6 in the IWK agreement, nurses who have carried over vacation banks as of Feb 1, 2019 will retain their Legacy Carry-Over Banks until April 1, 2024, after which any vacation from their Legacy Carry-Over Banks that has not been used will be paid out.

For the purposes of this MOA, "Legacy Carry-Over Banks" includes all vacation credits earned but not taken under past terms and conditions of employment and collective agreements with any of the predecessor employers.

Please contact your Labour Relations Representative if you have any questions.



NSNU AGM 2020

The Year of the Nurse

NSNU is excited to host our 2020 Annual General Meeting again in Truro. It will be another great event as we gather to conduct business on behalf of the organization, develop strategies, make important decisions for the coming year, and inform members about past and future activities.

The theme, *2020 – The year of the Nurse!* sets the perfect tone to celebrate all that the profession stands for, the people who belong to this alliance, and the many contributions nurses make towards the general health and wellness of our communities.

The 2020 AGM is scheduled to take place Monday, April 20 – Wednesday, April 22 at the Best Western Glengarry Hotel in Truro, with our annual Education Day taking place on Thursday, April 23.

Here are some highlights, deadlines and things to know:

- Registration opens on February 12 and closes on March 13. One representative from each local is responsible for registering all the participants (delegates and observers) who will be attending from your local. Details to come.
- A new meeting has been added to the itinerary. An **AGM Education** meeting is being developed to educate members – old and new – on meeting protocols, rules of order, how resolutions are debated and administered, and much more. That meeting will take place on Monday, April 20. More details to come.
- This is an election year. All nominations for the Board and LTD Trustee positions must be submitted by Wednesday, January 22. Nominees are asked to provide a bio and headshot (photo) with their e-submission.
- Resolutions must be submitted by January 22. A guide on how to write a resolution is available on the Member's Only section of the NSNU website under AGM Forms and Deadlines.
- A link to the AGM and Education Day registration form will be available on the AGM Forms and Deadlines page beginning February 12.
- For those attending only the Education Day, there will be a separate online registration form, also available on this page.
- The hospitality event with a buffet-style meal will take place at the Engine Room the evening of Tuesday, April 21. Be sure to bring a big voice for karaoke, a contribution (one per local) for the door prize draws, and cash for the 50/50.
- Once again, the NSNU will be assigning seating for the AGM banquet and Education Day to better accommodate the needs of members and guests.
- Keltic Clothing will be on site selling uniforms and accessories.
- Andrea's Jewelry Designs will be back to sell popular jewelry items.



2020 EASTERN LABOUR SCHOOL PRINCE EDWARD ISLAND

June 1-3

pei nurses[®]

NBNU SUNB

Registered
Nurses'
Union
Newfoundland & Labrador

Nova Scotia
Nurses'
Union

- Johnson Insurance will be an exhibitor once again to support the NSNU AGM and our members.
- The NSNU will be selling a wide assortment of merchandise, perfect for sharing with your members during National Nursing Week. This year, NSNU will be accepting debit cards.
- We will be collecting dignity items once again to donate to the Truro Food Bank – please contribute if you can.
- The Banquet and Dance will take place the evening of Wednesday, April 22 at the Glengarry. The theme is semi-formal, Black and White! We are celebrating the Year of the Nurse – let's do it in style! Crowd favourite, Big Fish will perform live so wear comfortable dancing shoes.
- The NSNU Auction is back! Each local is asked to donate an item - whatever it can afford to contribute to the charity fundraiser. Donated items must be given to NSNU staff by 5pm, April 21 at the AGM in Truro. All proceeds from the 50/50 draw during the hospitality event and tickets sales for the auction go to The Marguerite Centre in Halifax and Hope Project in Sydney.
- Scholarship Applications must be submitted by Wednesday, March 25. Forms can be found on the NSNU website at nsnu.ca. The successful recipients will be announced at the AGM/Education Day event.
- Arrive rested, ready to take on the world, and have some fun. The event promises to celebrate the Year of the Nurse with panache and pride.

Additional information will be forwarded to table officers in the coming weeks. All forms can be found on the Members' Only page. If you have difficulty with your login credentials, please contact nsnu.office@nsnu.ca before the deadlines indicated.

The Nova Scotia Nurses' Union is looking forward to heading to Charlottetown for the 2020 Eastern Labour School, taking place from June 1-3. This biennial event provides an opportunity for nurses to meet and network with colleagues from across the Atlantic provinces, while participating in courses and plenary sessions, and hearing from presenters on various issues.

Early in the New Year we will be releasing more details around registration, draws, Glenna Rowsell Scholarship applications and course information. In the meantime, members who plan to participate in ELS 2020 should start booking their time off to ensure they are able to attend. It's also not too early for members to start planning for their trip, including fundraising to cover registration and travel costs.

We look forward to joining with our Atlantic nurse union counterparts in June for what promises to be another fabulous Eastern Labour School, hosted by the Prince Edward Island Nurses Union. We hope to see you there!



We'll see you
in beautiful PEI
next June



20 | Year of the 20 | Nurse

The World Health Organization (WHO) is recognizing 2020 as the Year of the Nurse and Midwife. The year is significant, as it marks the 200th birthday of Florence Nightingale, a trailblazer and one of the founders of modern nursing.

Around the world, nurses are respected and revered for their commitment to patient care and advocacy. Approximately 50% of the global healthcare workforce is made up of nurses, representing the single largest group of health professionals.

Later next year, WHO will release the first ever State of the World's Nursing report, which will include data provided by member countries to create a profile of nursing around the world, and will describe ways in which nurses





can help deliver on worldwide Sustainable Development Goals.

With such an incredible worldwide focus on nurses in 2020, the NSNU is looking forward to celebrating Year of the Nurse and creating opportunities for members to be highlighted and their work to be acknowledged. Although we recognize and celebrate the contributions of midwives around the world, as the NSNU represents only nurses, they will be the primary focus of our campaign.

Beginning in January, members will be given access to a special Year of the Nurse Facebook frame to show your nursing pride. We will also be creating a dedicated Year of the Nurse page on our website, and posting shareable

content on our social media platforms celebrating nurses all year long.

As Year of the Nurse gets underway, NSNU members are encouraged to make videos answering the questions “Why I Became a Nurse” and “Why it’s Important to be Honoured” to share on social media, and send in to the union to be collected in a video dedicated to our members.

Our biggest celebration will come during the AGM, which is themed for the Year of the Nurse. More details about AGM initiatives will be released early in the new year. Stay tuned for that, and for more special projects and opportunities, as we embark on 2020.



Influenza Immunization in the News

On November 13th, Janet Hazelton chatted with media outlets and went live on social media about the importance of getting the flu shot. It's basically the same message we deliver annually at this time of year, and every year news anchors and journalists are curious to know why we feel compelled to talk about it.

In short, the Nova Scotia Nurses' Union is committed to extolling the benefits of immunization because the science supports it. Like all vaccines, herd immunization eradicates or lessens the effects of illness and disease. As professional health care providers, it's important to share this valuable message.

And, every year, we are asked why we feel nurses should have the final say in whether they get a flu shot. The NSNU does not support mandatory immunization but recommends everyone who can should choose to get the flu shot as a means of protecting themselves and the health of those around them. Ultimately, our duty is to do no harm.

Immunization as a condition of service or employment is invasive and denies individuals the opportunity and right to make decisions about their own health and welfare. In addition, nurses know they can wear personal protective gear to safeguard others or stay at home if they are not feeling well.

That said, immunization is the single most effective way to prevent the flu. The NSNU has been spreading the word for sixteen years in hopes that more Nova Scotians will get the shot, not the flu.



Janet Hazelton got the shot during the NSNU office clinic, broadcast live on Facebook, administered by NSNU member, Shannon Spratt (LPN, VON)



Global TV's Paul Brothers played it up for the cameras, but his shot live on air went off without a hitch



Shannon administers the shot to Sheldon MacLeod during Janet's interview on News 95.7



NSNU Research Associate Justin Hiltz leads an education session for members of various Shannex locals on November 19th

Union Education for Locals

One of the many benefits of being a member of the Nova Scotia Nurses' Union is the education available from staff at the Provincial Office. In November, members from the various Shannex facilities in the Halifax region participated in training sessions facilitated at the NSNU Office in Dartmouth.

Topics covered included a brief history of the NSNU, running a local executive, general labour relations, collective agreement rights, clinical capacity reports, and the roles and responsibilities of being a union representative.

Future sessions being planned for this group will cover workplace respect and incivility, as well as social media and nursing practice.

Many sessions like these qualify for points under Practice Premiums, with the point value dependent on the duration of the session.

Members are encouraged to arrange sessions like these through their Local President, or by contacting Paul Curry (paul.curry@nsnu.ca) or Justin Hiltz (justin.hiltz@nsnu.ca) at the NSNU Office. Union staff can help arrange to conduct the session at

your facility or host the session in one of the conference rooms available at NSNU's office in Dartmouth.

For a full list of courses available to members, please visit nsnu.ca/LocalEducation.



Right to Refuse

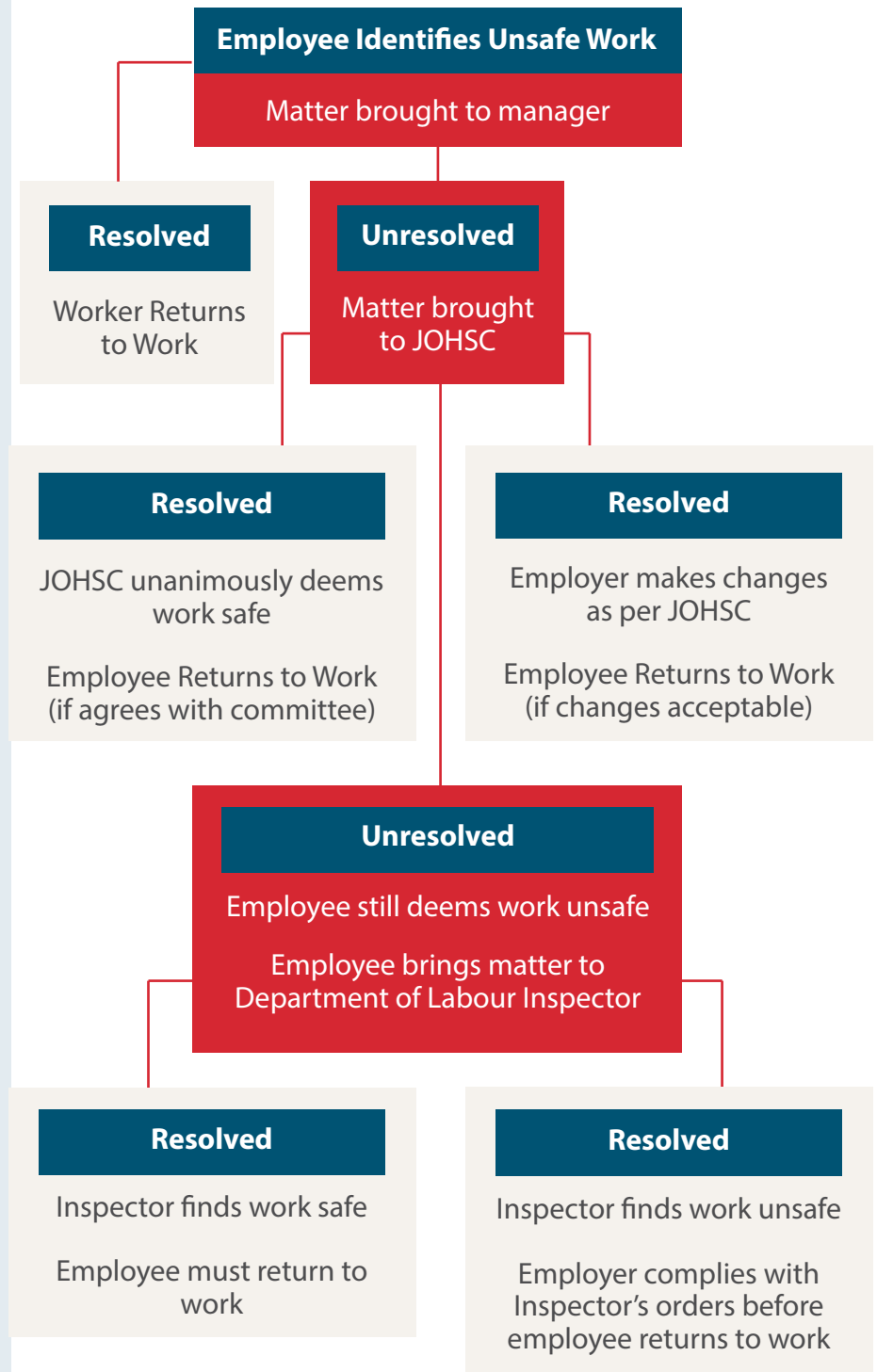
The Nova Scotia *Occupational Health and Safety Act* explicitly protects the right of workers to refuse unsafe work. Section 43 of the *Act* allows workers to refuse, “where the employee has reasonable grounds for believing that the act is likely to endanger the employee’s health or safety or the health or safety of any other person”. Conversely, an employee cannot refuse work where the refusal puts the life, health or safety of another person in direct danger.

To exercise this the right to refuse, a nurse should immediately report work they deem unsafe to their supervisor. If the supervisor does not remedy the situation to the nurse’s satisfaction, the nurse reports it to the workplace joint occupational health and safety committee. At least half of this committee must be made up of workers who are not connected to workplace management. If the nurse is not satisfied with the response from the committee, they may contact the Department of Labour and Advanced Education to have an Inspector investigate the matter and make a determination. The worker has the right to participate in any investigation (e.g. by the committee or Inspector) that seeks to determine the safety of the situation.

An employee who refuses unsafe work may be reassigned to complete other work until the situation has been remedied. Their pay must remain the same. Section 45 of the *Act* explicitly prohibits employers from taking action against employees who exercise their health and safety rights, including the right to refuse. Exercising this right, in other words, cannot result in a loss of pay, benefits, or other work-related privileges.

If an employer wishes to assign another employee to complete the work that has been refused, they must first inform this employee of the previous refusal, the reasons provided for it, and about their right to also refuse work they deem unsafe.

Work Refusal Procedure





Duty of Care and Abandonment

According to the Nova Scotia College of Nurses, nurses have a professional obligation and a legal requirement to provide clients with safe, competent and ethical care. Abandonment occurs when a nurse puts a patient at risk by discontinuing the nurse-client relationship without arranging for an alternative, or when the employer is not given a reasonable opportunity to arrange for this. The draft version of the Practice Guideline on Abandonment is available on the College's website.

Nurses in a management capacity can also contribute to abandonment. This could occur, for example, if they do not provide sufficient staffing or accurate information required for care, or if they fail to implement measures to protect the health and safety of employees. A nurse employee is not normally guilty of abandonment if they refuse an assignment with sufficient notice, such as refusing an offer of extra hours, or refusing an assignment due to a lack of competence or unfamiliarity with a situation.

Nurses are often and rightly concerned with balancing their professional responsibilities with their right to refuse

care that is dangerous. While it is difficult to provide a cut and dry rule to determine this balance on every occasion, nurses should remember the following:

- Harm is not a part of the job. If work involves an imminent threat to your life, health or security, you have the right to refuse to work in that moment.
- If care for a patient presents danger, and there is no pressing care need to address, it may be appropriate to have the patient wait for care until adjustments can be made to ensure your safety (e.g. additional staff, security, etc.).
- Whenever possible, adequate notice should be given to the employer so that the onus is on them to find an alternative treatment option that does not endanger employees.

If members have concerns around duty to accommodate and the right to refuse, they may contact their labour relations representative for help. They may also contact the NSNU's Occupational Health and Safety Advisor at paul.curry@nsnu.ca.

Multi-Union Zone Labour Management Committee

NSNU Central Zone committee members met on November 20th to caucus prior to the multi-union meeting held later that day at the NSGEU. Under the new NSHA zoning regions and Council formations, the unions (NSNU, NSGEU, CUPE and Unifor) are compelled to work collaboratively on matters that impact all nurses working in acute care across the province. These meetings allow the unions to address common issues face-to-face with employer representatives.

Prior to forming the Nova Scotia Council of Nursing Unions, NSNU's numerous Bargaining Unit Grievance and Labour Management Committees (BUGLMC) met regularly. There was one committee per district health authority which met between six and ten times per year to discuss workload concerns and other issues. The Central Zone Labour Management Committee, the multi-union committee, replaces our BUGLM format as a means of solving broad disputes for our members.



NSNU Caucus Group

Front Row: Jen Thiele, Martina Cejpova, Karen Eldridge, Jennifer McLaughlin.
Back Row: Kayla Dort, Lilo Wessels (NSNU Labour Relations Representative), Lynn Cragg, Janis Ritcey



Central Zone Labour Management Committee

Why Nurses Should be Concerned about the Climate Crisis

It's time for nurses to take action on climate change.

This is the take-home message of a discussion paper exploring the impacts of climate change and Canadian health. The paper was authored by nursing researchers Dr. Wanda Martin and Lindsey Vold and released by the Canadian Federation of Nurses Unions this year.

Climate change is on track to deliver dire and distinct challenges for everyone's health and wellbeing, particularly with Canada's ageing population and a health care system already stretched thin.

So, how exactly will our health care be affected?

In general terms, according to the World Health Organization, climate change will negatively impact the social and environmental determinants of health, including access to clean air, safe drinking water, sufficient food and secure shelter.

Some of the specific health impacts are expected to include higher rates of heatstroke and stress, increased allergens, exacerbated conditions for asthma

sufferers, physical displacement, mental distress, cardiorespiratory distress, more respiratory ailments and widespread food insecurity.

With such grave impacts on the way, the need for swift action is imperative.

Globally, it is estimated that we only have 12 years to prevent a catastrophic rise in temperatures, according to the Intergovernmental Panel on Climate Change. Meanwhile, a report on Canada's changing climate released this year found that temperatures our own country are rising more than two times faster than global averages, due to our large bodies of water and ice mass.

As children and young people lead a global movement for serious climate action to defend our future, how can nurses and health care workers act?

The report provides several recommendations that serve as a starting point.

Recommendations for nurses include: work with stakeholders for more sustainable workplaces; learn the science of climate change and help educate others; join the call

for meaningful government action; help plan for the emerging needs of patients resulting from climate change; be prepared for extreme



The cover of the CFNU report on nursing and climate change

weather events; and promote local healthy agriculture and food systems.

In 2020, look for information on how to get involved in new CFNU Green Teams, which aim to spark efforts to bring this issue to workplaces.

As the report notes, we all share the duty as health care workers, parents, community members and citizens to learn more about the coming challenges and do everything

possible to mitigate the negative impacts of the coming crisis.

The full paper, titled *Climate Change and Health: It's time for nurses to act*, is available on the CFNU website.

Additional resources on this

topic are available from the Canadian Association of Physicians for the Environment (<https://cape.ca/>).





Global Nurses United

Nursing News from Around the World

Global Nurses United is an international advocacy group comprised of nursing leaders and unions from 27 nations around the world.

The goal of GNU is to address the concerns of nurses around the world and encourage action on issues like austerity, privatization, attacks on public health, safe staffing, and improved patient care.

As part of their mandate, GNU keeps track of major issues that nurses are dealing with in their home countries, providing regular updates for their member organizations. The following are just a few examples of what nurses have been tackling around the world over the past several months.

Brazil

On October 26, nurses and other healthcare workers at a hospital in Boa Vista, Brazil participated in a one-day strike, protesting low salaries, poor working conditions, and changes to their scope of work. Approximately 70% of hospital workers took part in the walk-out, an incredible show of unity among a staff overworked and underpaid.

This was the second time workers at the Roraima General Hospital stepped out in 2019. In February they took action rallying against decreases in federal transfer payments into public health care, making it more difficult for them to provide safe and effective care for patients.

Ireland

Hallway medicine is a problem in Canada, as it is around the world. In Ireland, October marked the second worst month on record for overcrowding, seeing 11,452 patients waiting on gurneys in hallways without beds available for their care.

According to the Irish Nurses and Midwives Organisation (INMO), which regularly collects and releases this data, the issue of hallway medicine is compounded by a reduction in nurses and midwives, leading to understaffing in hospitals across the country.

Despite these warnings from the INMO, the Irish government is maintaining a freeze on nursing recruitment, further exacerbating the issue.

Japan

A recent study by the Health, Labor and Welfare Ministry of Japan indicated that the country could face nursing shortages of up to 270,000 by 2025. With a staffing crisis on the horizon, the Ministry is urging local governments to double-down on recruitment efforts, as well as improve wages and working conditions in all areas of health care. In its report, the Ministry indicated heavy workload and mass retirements as some of the reasons for the impending nursing shortage.

Japan expects to need 2.02 million nurses in 2025 in order to serve the needs of its rapidly aging population.



Spain

The organization that represents nurses in Spain, SATSE, is calling on government to reinforce staffing levels to ensure a successful influenza vaccine campaign, and a continued high level of care throughout the upcoming flu season.

Spain is planning a robust national vaccination campaign, which SATSE supports. But year after year, the campaign takes up valuable resources and makes it difficult for nurses to keep up with their patient load. Further to that, the strain on the health care system during the height of flu season inevitably leads to understaffing and increased nurse overtime.

SATSE is calling on government to plan ahead and take action before the casualties of flu season begin to be seen.

New Zealand

In a familiar story, a representative of the New Zealand Nurses' Organisation (NZNO) is calling for solutions to emergency department overcrowding after a patient spent 26 hours waiting for care. The national target is a six-hour turnaround for all patients to be admitted, discharged or transferred. This case highlights what NZNO says is an ongoing issue across the country.

In the past two years, less than half of the District Health Boards have consistently met the six-hour target, with only four of twenty meeting it in the last quarter.

United States

On November 2, National Nurses United, an organization representing nurses across the Union States, took to the streets of San Francisco calling for Medicare for All. More than 2000 people came out for the protest, many of whom were nurses who have seen first-hand what happens when people lack affordable health insurance and pharmacare.

Within the crowd, nurses shared stories of patients who had lost limbs, or their lives, as a result of delayed medical care or reducing their dosages of prescribed medications to make them last longer.

The NNU has since endorsed Bernie Sanders for leader of the Democratic Party, supporting his plan for a national Medicare program.



2020 NURSE APPRECIATION NIGHT

A great gift idea!

SATURDAY, FEB. 1 | 7:00PM



VS.



#GOMOOSEGO

It's time to dust off your noisemakers – on Saturday, February 1st the Halifax Mooseheads will once again welcome NSNU members to the Third Annual Nurse Appreciation Night as they take on the Shawinigan Cataractes in QMJHL play. Enjoy an exciting night of hockey as the fans and the franchise show their gratitude to nurses.

Special rates will apply for nurses and up to five family members or close friends. An exclusive Promo Code was emailed to members in late November. If you did not receive yours, please contact the union office at 902-469-1474 and we'll send it to you. Promo details are also available on the MyNSNU app at nsnu.itacit.com.

Tickets are \$12 per Adult/Senior (17 years and up) and \$8 Student/Youth (16 and under). As per any ticket purchase, Ticket Atlantic service charges are extra. For groups of 10 or more please contact Cody Cudmore at groups@halifaxmooseheads.ca.

From the puck drop to intermission hijinks, the NSNU nursing theme will be front and centre.

The game starts at 7pm. Be sure to get your tickets for a fun night before they're sold out - a great gift idea this holiday season!

Show your NSNU and Moosehead Pride – February 1st!





Stay Connected with the NSNU

The NSNU offers many avenues for staying connected with the Union and up to date on important news and events. Some of those methods include *What's Nu?*, email and telephone. In order for us to reach you using these mediums, we need your most up-to-date contact information.

If you have changed your facility, address, telephone number, email address or your last name, please contact the Union so we can update our database. If you have not been receiving communications from the Union, reach out to us so we can double check that the contact information we have for you is accurate.

To update the Union, please email nsnu.office@nsnu.ca or call 1-800/902-469-1474.



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.

Season's Greetings from the Nova Scotia Nurses' Union

Each year the Nova Scotia Nurses' Union celebrates the holiday season by making a charitable donation that supports organizations in need of a helping hand.

This year, the NSNU made contributions to The Marguerite Centre in Halifax and Hope Project in Sydney. Both centres provide long-term residential programs to women who are overcoming addictions, focusing on healing the mind, body and spirit. These programs help women return to their families, friends and work, feeling whole again. We are pleased to give to such worthwhile causes.

On behalf of the Board of Directors and staff of the NSNU, we wish all Nova Scotians, especially our dedicated nurses and their families, a safe and healthy holiday season and a Happy New Year.



Season of Giving at the NSNU Office

Every year the NSNU staff does something special for our community during the holidays. For many years, we participated in a Secret Santa gift exchange, with the bounty of toys going to children in need. This year we decided to begin a new tradition of collecting items for the Food Bank by participating in a "Reverse Advent Calendar".

A Reverse Advent Calendar is a spin on the old tradition of opening a small gift every day leading up to Christmas. In this version, items are put into a basket to be given to people in need. Non-perishable foods and other donations are collected. The holidays can be a difficult time, and any items that make it just a bit easier are always appreciated.

NSNU staff worked together fill up a donation basket for the Food Bank, to be brought in just in time for the holidays. We also provided a cash donation, the result of a year's worth of contributions to a Casual Friday fund, which staff pay into when they wear comfy clothes at the end of the work week. The Casual Friday donation to the food bank has been an ongoing office tradition for many years.

Finally, in an office full of animal lovers, staff donations could not be limited to two-legged recipients. This year, as we have done in the past, staff brought in pet food and supplies to donate to the SPCA for our furry friends looking for their forever homes. We wish them, and all Nova Scotians, a wonderful holiday season and a Happy New Year.



Left to right: Linda Betts, Catherine Sorrey, Norah Anderson and Kathy MacDonald

Nurses and Others Partake in the Annual Boston Tree Cutting Ceremony

Although now retired from nursing, Catherine Sorrey, a long-time NSNU member in good standing, wanted to share her experience at the 2019 Boston Tree Cutting ceremony with our readers. This is the 48th year that Nova Scotia has shown its thanks to the city of Boston by gifting a Christmas tree. The 2019 tree is a 60-year-old, 45-foot white spruce, donated by Desmond Waithe and Corina Saunders of Black Point, Pictou County.

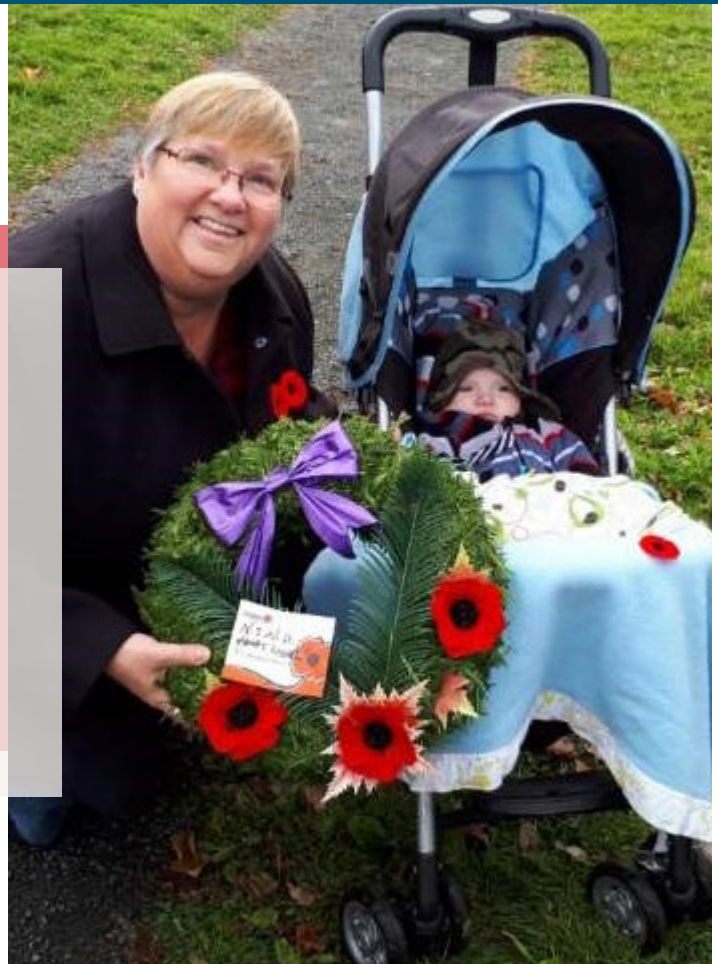
Since 1971 a tree has been sent to Boston by the people of Nova Scotia in thanks for their assistance and compassion after the 1917 Halifax Explosion. The tree is lit in the Boston Common throughout the Holiday season. This grand act of kindness is very popular with Bluenosers and Bostonians alike.

Catherine and her fellow colleagues and friends enjoyed being a part of the annual tradition, a kick-off to the festive season.

Paying Tribute

NSNU activist Sue Burgess attended a Remembrance Day ceremony in Hants with her sweet grandson. They brought a beautiful wreath on behalf of the NSNU Hants local to pay tribute to those who have served, and those who are currently serving.

Thank you, Sue, for sending in this wonderful photo.



Ending 2019 on an Adorable Note

Seen here sporting his “My Daddy is a Nurse” onesie is Finley, the first child of NSNU members Nancy Hewitt (RN, Valley Regional) and Neil Hewitt-Barney (RN, HSSAS). Not pictured is his “My Mom’s a Nurse” bib, which is still just a bit too big for our littlest activist.

Welcome to the NSNU family, Finley!





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