

# what's **nu?**

October/November 2019



## #GetTheShotNS!

NSNU Campaign Kicks Off  
Another Flu Season

Dates, Deadlines and  
Reminders for the 2020  
NSNU Annual Meeting

Canada's Nurses Vote for  
Care, Not Cuts in the 2019  
Federal Election

## ON THE COVER

A scene from the new NSNU flu commercial has nurses, healthcare workers and patients in close quarters during flu season

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Five questions to help solve workplace issues



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**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

## To Immunize or Not to Immunize? *The Debate Heats Up*



Have you had your flu shot yet? That's what one Nova Scotia health care consultant wants the public to ask of nurses and others in the field. The consultant believes that's the best way to protect more Nova Scotians getting the flu. But is it?

If that question was posed to you while at work, how would you answer? Would you answer?

Asking any worker, regardless of where they are employed, to answer this question opens a proverbial can of worms. If health care workers are required to reveal whether they have received a flu shot, should they be required to disclose whether they've recently travelled to a foreign country, risking exposure to other viruses. Might the public have the right to ask whether you have other health issues? As extreme as this sounds, where do we draw the line if we abide by this consultant's recommendation?

What if the health care worker admits that they have not received their flu vaccine? What then? What are the consequences for the health care worker and what are the patient's options?

The patient can refuse treatment and may have to wait for another provider who is willing to admit they've been immunized. The reality is, there are no consequences for the worker. Flu vaccines are not mandatory for health care workers and that's a good thing. Influenza immunization is not a condition of employment in this province.

The Nova Scotia Progressive Conservative leader, Tim Houston, recently tabled amendments to the *Health Protection Act* that would require children entering the public system to have proof they've been vaccinated or given a medical exemption.

This bold measure has been bantered about in other provinces, largely to harsh criticism.

The truth is, both the consultant's recommendation to ask your health care provider if they've had their flu shot and Mr. Houston's amendment are well intended. At their core, the intention is to improve population health.

However, contrary to what the consultant suggests – that asking a worker if they have had their flu shot is the best way to protect the public – many would disagree. Getting the shot is better than asking. Staying home when you are sick is better than the public asking you if you've had your shot. Using personal protective equipment is better.

Nurses and other health care workers face immense pressure on the job. Encouraging the public to delve into their personal lives will do nothing to improve morale, improve care, or foster positive and trusting relationships.

NSNU still wholeheartedly advocates in favour of getting the flu shot in order to protect ourselves and the general population. In 2018-2019 only 36% of the population get the vaccine; the numbers for healthcare workers is slightly higher. Let's do better this year.

Get the shot!

# Roll Up Your Sleeves for the Flu Shot

Each year hundreds of thousands of people die from influenza, worldwide. Despite these numbers of epidemic proportions, many fail to treat the flu with the urgency it demands.

This number shouldn't be surprising. Every winter the news cycle is filled with stories of healthy, young, athletic people falling ill and being hospitalized due to complications from the flu. Every year we see photos of infants, too young to be vaccinated, who have passed away because they were exposed. Every year, nursing homes are quarantined because of a flu outbreak, or to protect their increasingly immunocompromised residents from becoming sick.

And yet in Nova Scotia, approximately 40% of the public and healthcare workers get the flu shot.

Getting immunized is one of the best preventative measures. It can keep you from getting and spreading the



The flu can be spread from up to six feet away. Be sure to keep tissues on hand!

flu, and even if you do contract the flu, it can help make it less severe. Simply put, getting the shot is better than not getting the shot.

The NSNU always encourages members to get immunized. Working in healthcare, nurses are routinely

exposed to influenza during the flu season. Getting vaccinated is an important tool for protecting yourself, your patients, your family and your friends.

On October 27th the NSNU set out to produce a new commercial advocating for nurses and members of the public to get the vaccine to reduce **everyone's** risk of getting sick with the flu. Thank you to all of those who participated in our flu commercial shoot, including nurses Amy, Rupinder, Ace and Susmy. We were lucky to be able to shoot on a sunny fall day on the beautiful campus of Mount Saint Vincent University. Thank you to the Mount for allowing us to film on site, and for being so accommodating to our cast and crew.

The commercials ran in mid-November on CTV, Global, in Cineplex Theatres across the province, and on digital and social media platforms.

Learn more about this year's vaccine, and our campaign, at [nsnu.ca/flu](https://nsnu.ca/flu).



People in vulnerable groups, like young children, may not be able to get the shot, so more people need to be vaccinated to protect their health, in addition to our own



# The Uniform Policy – It's Black and White

## Keep it Courteous

Since the introduction of the standardized uniform, the NSNU has taken a moderate approach to talking about the enforcement of the policy. In short, it is the employer who must ensure nurses are adhering to the terms of the agreement.

The motivation behind the policy was transparent; nurses are easily identifiable to patients and their families when dressed alike, and, if there are too few white and black uniforms visible on a unit there is a possible nurse-staffing shortage.

The added bonus is the allowance NSNU negotiated to assist acute care nurses, and some long-term care nurses, with the purchase of uniforms. NSNU members are the only nurses in the country with this stipend.

After the initial wrinkles were ironed out of the uniform policy, the NSHA hired a skilled supplier and distributor, Keltic Clothing, to service the province. Their role is to provide white tops and dresses, and black skirts and pants. Only white tops, dresses and lab coats are to be stamped or embroidered with a nurse's designation. No other options are to be provided by Keltic Clothing. No other combinations of colours or layering styles follow the contract language.

If a nurse does not wish to abide by the terms of the agreement with Keltic Clothing, it is well within their right to shop elsewhere at their own expense. Any nurse may forego the allowance and future transactions with Keltic Clothing. It is, however, unacceptable for nurses to voice their frustrations in a disrespectful manner to the staff of the NSNU or Keltic Clothing regarding this program.

There are numerous avenues available to members who wish to file a complaint or provide constructive criticism. We routinely encourage members to send comments and concerns to [nsnuoffice@nsnu.ca](mailto:nsnuoffice@nsnu.ca). Every piece of correspondence we receive is addressed in a timely manner.

Keltic Clothing offers an affordable and stylish selection from which to choose, with online shopping and direct mail as part of their customer service assurance. They too are responsive to customer concerns.

Please be advised that, in the coming months, dietary

staff across the province will be wearing all black scrubs. Many nurses have been wearing black tops with their black pants. With this future change in attire for the dietary staff there may be some confusion.

To access contact information for Keltic Clothing, their discounts, events calendar and more visit [nsnu.ca/KelticClothing](http://nsnu.ca/KelticClothing).



# AGM 2020

## The Year of the Nurse



## Dates & Deadlines

NSNU is preparing to host our 2020 Annual General Meeting in Truro. It will be an extra special event as we celebrate **The Year of the Nurse** while conducting business on behalf of the organization.

The 2020 AGM is scheduled to take place, Monday April 20 – Thursday April 23 at the Best Western Glengarry Hotel in Truro.

### 2020 AGM Tentative Schedule

<b>Monday April 20</b>	Regional, Component & AGM Education Meetings
<b>Tuesday April 21</b>	AGM Business Day 1 Hospitality Event
<b>Wednesday April 22</b>	AGM Business Day 2 Banquet and Dance
<b>Thursday April 23</b>	Education Day

**The following are important AGM related submission deadlines which must be adhered to:**

#### **AGM / Education / Component Meeting Registration**

More information will be distributed to Locals in the New Year. However, please note the deadline to register for the AGM, Education Day, Regional and Component Meetings is March 13th. Registration will be live online starting Wednesday, February 12th.

Once again, one representative from your local (likely a member of the local executive) will be responsible for the online registration of all your delegates and observers. Individual registration will not be possible.

#### **Nominations**

In April, all positions on the Board of Directors and NSNU Long Term Disability Trustee will expire following a two-year term. All members of the Board and the Trustee representative must be members-in-good-standing to apply. Those interested in running for positions on the Board of Directors of the NSNU can find the Nominations/ Nominee Consent/Biography Form on our website, [www.nsnu.ca](http://www.nsnu.ca). All positions on the Board will be elected for a term of two years.

Thus, the NSNU AGM Operations and Nominations Committee is accepting applications for the following positions: President, Vice President, VP Finance, VP Central, VP Eastern, VP Northern, VP Western, VP Community Care, VP Long Term Care, VP LPN/Grad, and VP IWK.

The deadline for nominations is Wednesday, January 22nd.

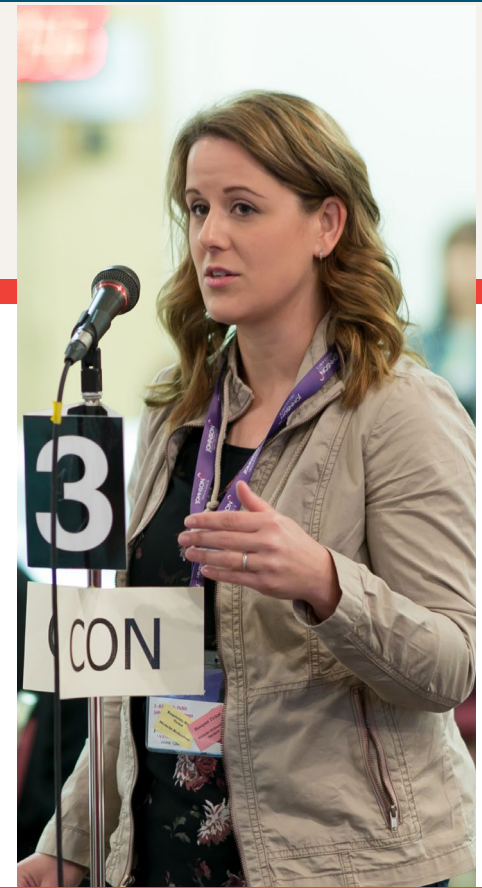
#### **Expression of Interest for Standing Committees**

All Standing Committees are due for selection this year. Expression of Interest forms can be found on our website, [www.nsnu.ca](http://www.nsnu.ca). The deadline for the Expression of Interest on Standing Committees is Wednesday, January 22nd.

#### **Resolutions**

Locals are encouraged to submit resolutions to assist the Board and leaders within the organization in making informed decisions on behalf of the membership. For guidance on how to prepare your submission, please visit the NSNU Members' Only page and click AGM 2020 - Forms and Deadlines to see "How to Write a Resolution". Submissions are due 90 days prior to the commencement of the AGM, which is Wednesday, January 22nd.





### **Honorary Members Submissions**

As per NSNU Policy, honorary member submissions must also be submitted to the NSNU Office 90 days in advance of the Annual Meeting. If you wish to nominate a nurse to become an honorary member, the criteria and the 'Honorary Member Nomination Form' can be found on the Members' Only page. The deadline to nominate a member is Wednesday, January 22nd.

### **Small Local Observer's Draw**

If you are a local with 100 members or less, you are eligible to register for the NSNU Small Local Draw. That deadline is March 13th. Application will be online at [nsnu.ca/MembersOnly](http://nsnu.ca/MembersOnly). We will know how many potential spots are available after registration is closed and will contact your local if it is drawn.

### **Scholarship Applications**

NSNU offers various union scholarship options. Annual \$1,500 scholarships available are the 'Dolores Chase Scholarship', 'Nursing Degree or Diploma Scholarship', 'Certificate Program Scholarship' as well as the \$1,000 'Elizabeth and Brittany MacPherson Scholarship'. For family members of NSNU members there are two (2)

'NSNU Family Scholarships' of \$1,000 each. There is also a CFNU scholarship for \$1,000.

Scholarship Applications can be found on the NSNU website at [nsnu.ca](http://nsnu.ca). The deadline for submissions is Wednesday, March 25th.

As mentioned, detailed information will be made available closer to the new year. All forms can be found on the Members' Only page. If you have difficulty with your login credentials, please contact [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca) before the deadlines indicated.







## Canada's nurses call on re-elected Liberal government to unite parties for pharmacare

The Canadian Federation of Nurses Unions, including the NSNU, is calling on Canada's newly elected Liberal minority government to build unity across party lines to implement a national universal pharmacare program for everyone in the country.

"Canada's nurses and voters across the country have chosen a progressive Canada that prioritizes the three Ps: people, planet and pharmacare," said Linda Silas, president of the CFNU. "Nurses call on Prime Minister Trudeau to make good on his promise and build the unity needed to finally implement a national universal pharmacare program for Canada."

National pharmacare received significant political support during the 2019 election campaign. The NDP and Greens made universal pharmacare central to their

election platforms, and the Liberals committed to negotiate with provinces and territories, guided by the recommendations in Dr. Eric Hoskins' expert report, released this past summer.

"For years, studies have shown that pharmacare will alleviate the suffering of millions of people and save our system billions of dollars every year – but only if we implement a universal single-payer model, as recommended by Dr. Hoskins' report," said Silas. "Canada's nurses call on all parliamentarians to show historic leadership by uniting to build the universal pharmacare program that Canada urgently needs."

During the election campaign, the CFNU highlighted five key priorities: implementing pharmacare, better care for seniors, addressing rampant violence against health care workers,

serious investments in health care and national child care. The CFNU is calling on the federal government to take action in these five key areas.



NSNU members show their plans to vote for care on October 21



# Take over the debate!



Oct. 7, 7-9 p.m. ET | Tweet #vote4care & #elxn43



## CFNU Takes Over Twitter During Leaders' Debate

On October 7th leaders from six Canadian political parties came together for a televised debate on some of the most pressing issues during this election cycle. During the debate, NSNU president Janet Hazelton joined her provincial union counterparts and CFNU president Linda Silas on Twitter to take over the online conversation.

Although the Twitter Takeover was planned well in advance, it became an important tool for Canadians who wanted to have a discussion on one of the most pressing issues of the day, including health care, a topic that was omitted entirely from the debate itinerary.



Janet Hazelton  
@JanetHazey

Violence is not part of the job. Need to change criminal code. #Vote4Care

8:25 PM · Oct 7, 2019 from Yarmouth, Nova Scotia · Twitter for iPhone



Linda Silas  
@CFNUPresident

Pharmacare is not only the right thing to do it's the smart thing 93% of Canadians agree #vote4care #canadadebates2019 #elxn43 #cdnpoli #voteforhealth

8:48 PM · Oct 7, 2019 · Twitter for iPhone

16 Retweets 18 Likes

Using the hashtag #Vote4Care, the discussion on Twitter focused on multiple facets of health care, including national public pharmacare, improving care for older Canadians, addressing workplace violence, and the need for serious investments in public health care. So many tweets were sent using the hashtag that healthcare became a core theme of the online discourse during the debate, an impressive feat with so little of the actual debate focused on these important issues.

Thank you to all who joined in the Twitter Takeover and helped #Vote4Care become a trending topic, and a great success.

# CFNU National Executive Board Meets in Baddeck



The NEB visits members working at Victoria General Hospital during their visit to Baddeck

In the midst of a busy fall, NSNU welcomed members of the Canadian Federation of Nurses Unions National Executive Board (CFNU NEB) to beautiful Baddeck from September 30 - October 3. Throughout the week they heard presentations from knowledgeable speakers, discussed business for the year ahead, and looked at ways to maintain focus on the priorities of Canada's Nurses after the dust settled from the election.

As part of the CFNU's federal election campaign, they also held a Facebook Live informational session to discuss some of those priorities. NSNU president Janet Hazelton joined her provincial counterparts and CFNU president

Linda Silas in talking about national pharmacare, violence in the workplace, federal health funding and more. That video is available to view on the CFNU Facebook Page. Although the election is over, these issues are still top of mind for all Nurse Unions, as we now shift to putting pressure on our newly elected officials to keep promises and improve health care and access for all Canadians.

The NEB will meet again next February in Ottawa, at which time they will follow-up on the items discussed during their week in Baddeck and continue to plan for the future.



Janet Hazelton discusses workplace violence during the Facebook Live event on September 30th

## Outlook on Nursing Study



In a joint study with the University of Toronto, the Canadian Federation of Nurses Unions is examining the relationships between nurse staffing, nurses' work environment and nurse outcomes in Canada.

The Outlook on Nursing study is open to all currently practicing nurses across all employment sectors, including acute, long-term and community care. The NSNU encourages members to take some time to complete the survey and help paint a picture how nurse workload affects health outcomes here in Nova Scotia.

The survey can be completed at [nursesunions.ca/outlook](https://nursesunions.ca/outlook). Thank you to all who choose to participate.





# Win Your Dues!

## Participate in the NSNU communications survey to enter the prize draw

Do you follow the NSNU on Twitter or Facebook? Do you read your newsletter? How often do you visit the website? We'd like to know.

The NSNU will be conducting an online communications audit in late November, early December. We encourage you to take part and enter your name in the draw to win back your 2019 membership dues.

The audit will measure the performance of our internal and external communications initiatives. A review of our critical tools and communiques will help NSNU evaluate the frequency and effectiveness of messaging, the mediums used in our outbound communications and identify any

missed opportunities for interacting with you.

Members will be asked about their usage of our various modes of communication in order to determine our strengths and weaknesses, and assist us in optimizing our resources.

The audit will be conducted using an online survey. The details of the audit and how to participate will be emailed to all members who have provided us with their email addresses in late November. If you do not receive it, please reach out to us to update your contact information

Your feedback matters. And, if you want to win back your dues, stay tuned.



## NSNU Regional Education Tour

In early October the NSNU education team and president Janet Hazelton embarked on a regional education tour of the province, bringing insightful and informative courses to members in each of the four regions, with events in Yarmouth, Dartmouth, Truro and Sydney.

At each of the events, the rooms were packed full of members ready to take what they learned in the sessions back to their workplaces. Members who attended regional education received practice premium points for several of the courses.

Courses offered during regional education change from year to year, to provide more opportunities for nurses

to earn premium points, and to offer a broad range of content to our members. This year's sessions included courses on Leadership in the Nursing Profession, Nursing and the Social Determinants of Health, Building Psychologically Healthy Workplaces, Cannabis and the Nursing Profession, and a look at the new online Grievance and Clinical Capacity Reporting processes.

Thank you to the nearly 300 members from around the province who helped make this year's regional education so successful. The sessions were highlighted by great questions and conversations amongst the nurses gathered, providing valuable insights for the union on the concerns and priorities of our members.



## IWK Nurse Wins *Nursing Potential* Survey Draw

During National Nursing Week, the NSNU released a report entitled *Nursing Potential - Optimizing Nursing and Primary Healthcare in Nova Scotia*. *Nursing Potential* examines how, when working to their full scope of practice, nurses can enhance capacity in primary healthcare.

Beginning in August the NSNU launched a follow-up survey on the MyNSNU App, asking members about their awareness of the report, and their opinions on the content and recommendations included therein. As an incentive for members to complete the survey, the NSNU offered a \$500 Visa Gift Card to one lucky respondent.

During the regional education session at the NSNU office in Dartmouth on October 7, NSNU president Janet Hazelton was pleased to announce that Heather Follett (RN, IWK) was the winner of our survey contest. Heather was in attendance for that day's education session, and was able to accept her prize in person.

Thank you to all who took the time to complete the *Nursing Potential* follow-up survey.



Janet Hazelton and Heather Follett

## New Treatment Equipment for the Cape Breton Cancer Centre Donations cover cost of \$300K stereotactic body radiation therapy machine

The NSNU was very pleased to contribute to the fundraising efforts of the Cape Breton Hospital Foundation and one of our amazing NSNU activists, Brenda McCarthy.

On October 11th, during the regional education session held in Sydney, Janet Hazelton presented Brenda with a cheque to assist in the purchase of stereotactic body radiation machine. This specialized therapy will be used to treat cancer patients by the spring of 2020.

Currently, patients require daily treatments for roughly three weeks. With this new therapy, the same can be achieved within three to five days. Traditional radiation treatment causes side effects. This treatment can help alleviate some of those side effects and has less impact on surrounding tissues.

The therapy is currently available in Halifax; presently, there are over 30 patients from Cape Breton who must travel there for treatment.

Brenda, a registered nurse employed at Northside Harbourview Hospital, has championed this fundraising drive while facing health challenges of her own.

Congratulations, Brenda, on this wonderful achievement.



Janet Hazelton and Brenda McCarthy





## NSFL Holds Milestone Convention



The NSNU caucus with NSFL leadership

### **“Solidarity forever, for the union makes us strong”**

These are the opening lines to the labour anthem “Solidarity Forever”, a tune that celebrates the camaraderie between members of the labour movement. It is the song that officially opened the milestone 50th convention of the Nova Scotia Federation of Labour at the Westin Nova Scotian hotel in Halifax on October 27th.

The NSFL serves as the provincial arm of the Canadian Labour Congress, and as a united body for labour groups across Nova Scotia. Together

under the NSFL banner, unions tackle issues facing workers and put pressure on governments to improve work-life for all Nova Scotians. At present, the NSFL represents approximately 70,000 workers in numerous industries across the province.

The Nova Scotia Nurses’ Union, a proud member of the NSFL for many years, sent 20 nurses to the convention. Attendees included some members of our Board of Directors, draw winners from various Locals, and NSNU president and NSFL Vice President-at-Large, Janet Hazelton.

Over the course of the four-day conference, attendees heard from speakers on issues important to the labour movement including the Westray Mine disaster, workplace safety, and unions under attack. They also conducted business, and voted on resolutions.

There were many highlights during the event, including a standout moment when Janet Hazelton spoke passionately on a resolution put forward by the NSTU to end violence in the workplace, an all too common plight that workers face every day while on the job. The audience responded to Janet’s comments with resounding support and a standing ovation.

During the convention members voted for members to serve on the Executive Council for the next two years. NSFL president Danny Cavanagh was re-elected to the position, a show of confidence for his hard work and leadership during his tenure. Janet Hazelton was pleased to be re-elected as Vice President-at-Large, and NSNU Board members Chris Van Zoost (VP) and Jen Thiele (VP Central Region) were also re-elected to their positions as General Vice Presidents.

Congratulations to the NSFL on another successful convention.



A standing ovation as Janet Hazelton speaks passionately about workplace violence





## NSNU President Travels to Edmonton for UNA AGM

During the week of October 21st, NSNU president Janet Hazelton was in Edmonton for the United Nurses of Alberta Annual General Meeting.

Alberta labour groups are going through a challenging time, with a new government targeting unions in a way that may be familiar to workers here in Nova Scotia. With an eye toward legislating wages, the United Conservative government has already flouted their contract with the UNA and other public sector unions. Nurse union leaders across the country provide support and advice to each other throughout periods like this, and as such, Janet was pleased to be able to make this trip as a show of solidarity with our brothers and sisters in Alberta.

During the convention, Janet brought greetings from the board, members and staff of the NSNU, and offered a fond farewell to outgoing UNA first-vice president Jane Sustrik.

Jane is a long-time nurse activist and has served her union for many years. She will be missed by the UNA, and by all of nurse unions across the country for her expertise and commitment to the cause, as well as for her kindness and sense of humour. We wish her a long and happy retirement.



Janet Hazelton addresses attendees of the UNA AGM

## Janet Hazelton Speaks to NSCC Nursing Students



Janet Hazelton with NSCC Practical Nursing students on September 17th

On September 17th NSNU president Janet Hazelton was invited to speak to students in the Practical Nursing program at the Strait Area campus of NSCC. It is always a pleasure for Janet to be able to meet nursing students and share her experiences, answer questions and make connections.

Typically during these visits, Janet discusses professional practice concerns, the value of becoming

involved with your union, the realities of nursing and other issues of the day. She enjoys taking questions and creating a dialogue with future nurses, many of whom will become members of the NSNU when they graduate and begin their careers.

Thank you to NSCC for welcoming Janet into your classroom once again. She looks forward to her next visit.

# Amplifying Your Voice

## Five questions to help solve workplace issues



**S**ignificant increases to workload, excessive overtime, and other issues are affecting nurses across the province. Many of these issues have been aggravated by government cuts and changes to health care, which have made it harder for nurses to provide the level of care our patients deserve.

Nurses have several options to address workplace issues. Some can be resolved simply by approaching management and discussing the issue. Nurses also have access to the grievance and arbitration process for violations of their collective agreement. For complaints that don't qualify as a grievance, other avenues are available including the Union-Management Committee, the Joint Occupational Health and Safety reps, or consulting with your local/worksite president.

When problems persist after these options have been exhausted, nurses can consider raising the issue in other ways. And when government or management decisions impact patient care and our ability to deliver it, nurses may feel a responsibility to speak out publicly in a responsible manner. In fact, the Canadian Nursing Association Code of Ethics says nurses have a responsibility to address "broad aspects of social justice that are associated with health and well-being" (Canadian Nursing Association, Code of Ethics, 2017, p. 18). This

includes "advocating for a full continuum of accessible health-care services" that meet the needs of the public.

Advocating publicly can be a powerful tool, however the manner in which concerns are brought to the public's attention is important to consider, as it can intersect with employer confidentiality rules and restrictions.

Nurses should first use all internal mechanisms to push employers, the health authority and government to take meaningful action. In fact, demonstrating that meaningful effort has been made to resolve an issue internally is critical for establishing credibility with the public and limiting potential repercussions from the employer.

Documentation is also critical to supporting your case. For example, if it is a workload or workplace issue, you should be filing Clinical Capacity Reports, which are shared with employer and NSNU representatives, and brought to the attention of your labour relations rep.

NSNU is here to assist you, and has staff with expertise in labour relations, communications and government relations. By pursuing appropriate internal options first, you may be able to resolve your issue and avoid a public confrontation. NSNU can help you determine how and when your concerns could be raised to a public audience.



Every issue is different, and sometimes it's difficult to know what to do. Here are five questions to consider when taking action on a workplace issue:

### QUESTION ONE:

Have you consulted with your colleagues?

Depending on the issue, your colleagues may either be dealing with the same problem or one that's related. That's why it's important to check in, where appropriate. If other nurses are being affected, you can determine if an individual or group response is warranted. Having a sense of the frequency and scope of the issue is important for understanding its impact and if meaningful steps have yet to be taken by your colleagues to address it.

### QUESTION TWO:

Have you reported the issue to your employer?

First and foremost, the employer is responsible for hearing your concerns and taking meaningful action to resolving it. The employer must be made aware of the issue before it can be determined if further action is warranted. If further action is required, it can be proven that a clear attempt was made to raise the matter with those responsible for the oversight of health care delivery.

### QUESTION THREE:

Have you reported the issue to NSNU?

If the issue persists, your union can help. Depending on where you work, you should contact your labour relations representative, or your local/worksite president to discuss the matter and see what can be done. By advising your union representatives at the beginning of your advocacy efforts, they will be in a better position to advise you and other nurses about further steps that may be required to resolve the issue with the employer.

### QUESTION FOUR:

Do you have a plan?

Depending on the complexity and scope, an issue can take a long time to resolve. There are usually steps that ought to be followed, even though delays or inaction can lead to frustration for everyone affected. That's why it's important to have a plan, so that you and any others affected know what's being done, and what the next steps are. NSNU can help you determine the best course of action, and work through different scenarios and determine when and how an issue could be raised publicly, if necessary. It's also important to consider how your workplace issue connects to the health care system, and the scale of its impact. Health care is complex, which is why documentation and reporting are critical for ensuring NSNU has the necessary information to monitor the issue on your behalf and can advocate for you as required.

Ideally, the Union, nurses and management can come together to resolve an issue before it needs to go public. However, even in cases where other options are exhausted and an issue is made public, it's important to have measured expectations. Remember that publicity does not necessarily mean an issue will be resolved.

### QUESTION FIVE:

Are you following up?

As mentioned, there are often unfortunate delays when we seek to resolve issues. Sometimes, management or government officials need reminders to help move an issue forward. Moreover, the issue may be impacting workplaces beyond your own; if so, you could be raising a systemic issue that could take significant time to address.

It's important to get involved in union advocacy campaigns that help bring awareness to issues impacting nurses, such as workload and overtime.

As the most trusted spokespeople in health care, nurses can use their voice to effect real change for the benefit of all Nova Scotians. NSNU has proven that by working with members, we can generate significant public interest in health care issues, and force the government, health authority, and employers to act on our concerns.

*This article was first published by MNU and revised for the purpose of sharing this information with NSNU members.*

## 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).



## 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 International Solidarity Fund.

The Solidarity Fund supports worker-to-worker exchanges, provides humanitarian assistance, and builds the capacity of workers to advance the right to health care around the world. Members who are planning a volunteering trip are encouraged to apply.

The application deadline for travel in 2020 is December 31, 2019. Apply online at [nursesunions.ca/international](http://nursesunions.ca/international).



# Yarmouth Celebrates Pride

On September 29th a wonderful season of solidarity came to a close on the South Shore with the Yarmouth Pride Parade. Several NSNU members were on hand marching in the parade and cheering them on from the sidelines.

Thanks to Duana d'Entremont for sending in this fabulous photo of her colourful crew, and a photo of Team NSNU marching in the parade.



Duana hit the parade with Marni Lee, her grandson Max and her dog Breagh



## Delivery of 2020 Nurse Planners Delayed

The 2020 NSNU Nurse Planners will be arriving much later than expected. An unexplained delay on the part of the manufacturer means the Planners will not be delivered to the NSNU office until late November, and may not be received by some locals until late December due to the busy holiday mailing season.

We apologize for the inconvenience and will do everything we can to ensure the Planners are mailed out as quickly as possible once we have them in hand.

Thank you for your patience.



**Nurses' Planner  
2020**



## Recovering Login Information on the New NSNU Website

A reminder that members are now 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 are no longer 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](mailto:nsnu.office@nsnu.ca) and include your full name, email and local (facility) in the message.

# Holiday Shopping for Nurses at Stoneman's Jewellery

Just in time for the holidays, Stoneman's Jewellery in Lower Sackville is offering specialty jewellery for nurses, including rings, pendants and pins. Check out the price list and photos below, or visit their website at <https://stonemans.weebly.com> to see more of their inventory.

Stoneman's is located at 668 Sackville Drive in Lower Sackville.



RN Ring



LPN Pendant



LPN Ring

## Price List

### Nurses Rings

#### RN Black Band

14kt Gold - \$ 569.99

10kt Gold - \$ 499.99

Sterling Silver - \$ 329.00

Stainless Steel - \$ 249.00

#### LPN Blue Band

14kt Gold - \$ 569.99

10kt Gold - \$ 499.99

Sterling Silver - \$ 329.00

Stainless Steel - \$ 259.00

### Nurses Pendants and Pins

#### RN & LPN

14kt Gold - \$449.99

10kt Gold - \$349.99

Sterling Silver - \$ 225.99



# Warm Up the Holidays with NSNU Merchandise

It's about that time of year where one could just cuddle up under a nice warm blanket by the fire, turn on some holiday tunes, and drink a vat of hot cocoa. Yes, it seems like summer was just yesterday, but here we are at the precipice of another holiday season, and the NSNU is here for you with plenty of options for gifts and stocking stuffers for the activists in your life.

With another cold winter on the horizon, give the gift of comfort with our branded fleece blankets, toques, warm socks and barrel mugs perfect for wrapping your hands around to chase away the chill. Looking for something else? Check out our assortment of apparel, bags, lanyards, keychains and more.

A sample of our merchandise is available to view on the NSNU website at [nsnu.ca/merchandise](http://nsnu.ca/merchandise). To see more, make an appointment to come in to the NSNU head office in Dartmouth to view our inventory. Contact [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca) to set up a shopping date.

Please note the NSNU can not ship items out to members. Please drop by the NSNU office, or have someone drop in for you, to collect your purchases. The NSNU can only accept cash and cheques for purchases at this time.



Rosie the Riveter sweater



Fleece vests available in several colours



Barrel Mug



Fleece blanket



# 7 Reasons Why You Need Quiet Time



By Suzanne Kane (excerpts adapted for space from online)

The yearning for peace and quiet has more significance than just taking a well-deserved break. It's an important and integral part of growth and renewal.

When you're quiet and engaging in self-reflection, you're doing something much more profound.

Here are some thoughts.

## 1. You need to rest to renew

It's humanly impossible to just keep going without stopping to rest. Even machines need downtime for repairs and maintenance. The human body is no different, with the exception that the mind often tries to influence continued action at the expense of physical, emotional and spiritual needs.

## 2. Quiet time helps you discover what's important

When you're constantly doing things, you tend to forget or ignore what's important. You need quiet time to rediscover what you've neglected and to discover what is most

important to you if you've never done so.

## 3. When it's quiet, you can make order out of chaos

When you're deep in a flurry of activity is no time to prioritize tasks. Take time to examine your reasons for what you're doing and figure out some semblance of order that works for you.

## 4. There's grace and spiritual renewal in quiet time.

All the negatives in everyday life can overshadow the good and positive. Allow your thoughts to wander where they will and then draw back your attention. This is the core of mindfulness meditation.

## 5. Quiet time reinforces your sense of place in the universe

Since you are human and not a machine, you can put things into perspective. This is difficult when you're constantly multitasking. Think about your place in the universe, discover your purpose and find meaning in what you are fully capable of doing.

## 6. Reduce stress with regular quiet time

If you cannot escape stress, you can certainly do something to mitigate it. One quick and straightforward way to reduce stress is to carve out 10-15 minutes regularly to sit quietly, meditate, listen to music, go for a peaceful walk, take a brief nap. You'll return to the task at hand at work, home or elsewhere more energized and focused.

## 7. Quiet time helps you heal

It's no coincidence that caretakers and medical professionals encourage a darkened, quiet room for patients in recovery from surgery, illness or other chronic conditions that require constant management. Healing takes time and the body needs complete rest to jumpstart this process. Emotional wounds from anxiety and depression similarly benefit from quiet time. In a fast-pace world, stepping off the treadmill — as is necessary when sick or recuperating from serious illness — and allowing the quiet to envelope you are basic components in the overall healing process.



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# Have You Tried the MyNSNU App?

The MyNSNU app is your hub for NSNU news, education, resources, bargaining updates, polls and more.

The app is available to download the Apple and Google Play stores, and can also be accessed online at [nsnu.itacit.com](http://nsnu.itacit.com).

Learn more at [nsnu.ca/MyNSNUApp](http://nsnu.ca/MyNSNUApp).



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