

# what's **nu?**

January 2020



## 2020 Looking Forward to a Busy Year Ahead

AGM 2020: Education  
Day, Board Nominations,  
Keynote Speakers and  
More!

Year of the Nurse: How  
to Get Involved in NSNU  
Celebrations

**Year**  
of the  
**Nurse**  2020

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

## NSNU BOARD OF DIRECTORS



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# President's Notebook

Janet Hazelton, BScN RN, MPA

## Looking Ahead in



This spring will mark my 9th term as president of the Nova Scotia Nurses' Union. I am the longest serving president of the NSNU, a distinction that I am genuinely honoured to hold. When I first considered a run for the position, I had concerns and misgivings. Would I be able to sit at the table with some of the more seasoned labour leaders across the province and the country? Would I be ready for the challenges?

It was a huge shift in focus to go from nursing practice to union leadership, but I was prepared to put in the hard work and sweat equity required to make the NSNU an undeniable voice for nurses. I sought out advice, learned the ropes from the best minds in the movement, held firm to my own beliefs and the knowledge that nurses deserve better, and I always made myself accessible. Through the years, I've learned many lessons and gained much experience as your advocate.

Quickly I discovered that the squeakiest wheel doesn't always get the grease. I've also learned when to make noise so that our issues are addressed. I will continue to work hard on your behalf, and I thank

you for your confidence in me. I feel privileged to represent nurses and the profession I love.

2020 promises to be an exciting time. It is the Year of the Nurse. This gesture, bestowed on nurses and midwives by the World Health Organization, is meaningful and symbolic. It doesn't come with a pay raise – not yet – and it doesn't make your work life less taxing. However, it is a nod to all that we do as health professionals. Let's wear this honour like a badge.

In June, the four Atlantic nurse unions, PEINU, NBNU, RNUNL, and NSNU will again gather for Eastern Labour School. This is an opportunity for nurses in the region to share their knowledge, gain more insight into labour relations, and celebrate. Details regarding the location, courses and registration will be circulated as soon as the plans are finalized. To be sure, you won't want to miss this educational opportunity.

The Canadian Labour Congress will hold their 29th Constitutional Convention in early May, hosted in Vancouver. Thousands of labour activists, many from Nova Scotia, will be in attendance.

This convention is important to nurses as Linda Silas, the president of the Canadian Federation of Nurses Unions, has thrown her hat in the ring for the position of CLC president. If she is successful, this will be the first time a nurse has been CLC president and only the second time in the organization's history that a woman has been at the helm. Nurses unions across the country are united in their support for Linda. She is a champion for all workers and a broad spectrum of causes. She is a passionate activist with boundless energy, and we wish her well.

In October of 2020, our acute care collective agreements will expire. Inevitably, this action will set in motion many months of negotiations. Prior to determining our priorities and exchanging proposals the NSNU will assemble a team of nurses to represent our interests at the bargaining table. How we go about that process will unfold over the next few months.

We have a busy and productive year ahead of us. We stand prepared to face down challenges and seize opportunities. After all, this is the Year of the Nurse.

# Nursing Council Provincial Negotiating Committee

## Expression of Interest

Our Acute Care Collective Agreement expires in late October 2020. As we prepare for bargaining, the NSNU must put forward eleven nurse representatives from within the acute care sector to form the NSNU portion of the Nursing Council.

The NSNU is accepting nominations from acute care members working in the four regions/zones and an LPN working in acute care. The vote for these PNC representatives will take place at the Regional and Component Meetings held in Truro on Monday, April 20th. Voting is restricted to acute care members only.

The IWK will select their PNC rep at a meeting of their scheduling. Automatically included on the team are the NSNU provincial president and vice president.

Nominations can be taken from the floor of each meeting on April 20th or you can submit an expression of interest form by Friday, April 17th to ensure that your name is put forward. This is particularly important if you are unable to attend the Regional or Component meeting but would still like to be considered for a position on the PNC.

The call for Expression of Interest forms and voting for the remaining acute care team members – three **Members At Large** - will take place in late spring. Those details will be forthcoming.

**Expression of Interest** forms can be found at [nsnu.ca/resources/forms-guides](https://nsnu.ca/resources/forms-guides).

A reminder will be sent via Campaigner e-memo to all acute care members prior the AGM.

Please forward your expression of interest forms to the attention of Lorna Myers ([lorna.myers@nsnu.ca](mailto:lorna.myers@nsnu.ca)). Fax and our mailing address can be found on the expression of interest form.

Thank you,

Janet Hazelton, NSNU President



The NSNU AGM/Education Day will take place in Truro, April 20 through the 23rd – a time to celebrate the Year of the Nurse and get down to business. Here are a few reminders you'll need to prepare delegates, observers and your local before that time.

### Registration

Registration for the AGM is open from February 12 until March 13. Once again, one representative from each local is responsible for registering each local's attendees. Registration details and a sample registration form will be emailed to all table officers prior to February 12th so that they have the information they need for each participant prior to completing the online forms. If a member is attending only the Education Day event, that individual is responsible for their own registration during that same time frame, February 12 - March 13.

### A New Addition to the AGM Itinerary

A special meeting will be held this year to help members – both first timers and regulars – better understand meeting rules of order. A panel discussion will take place on Monday, April 20th at 4:30 pm to review standard meeting procedures.

Discussions about the Constitution, resolutions, motions, adjournments and much more will be included in the session. It's important to know how we conduct meetings and how to join in. This meeting will prepare members for the business days ahead. We encourage all AGM participants to attend.

### Resolutions Reports, Financial Statements and AGM Minutes – Online and Accessible to All Members

A reminder that the Constitution and Resolutions Report, Financial Statements, and the minutes from the 2019 Annual General Meetings will be posted on the Members Only portal of [nsnu.ca](https://nsnu.ca). You will need your login credentials to access these documents. Once the reports are finalized, an e-memo will be sent to your local executive to notify them of the online posting.

## Election Voting

There are numerous candidates vying for positions on the Board of Directors this year. Elections for VPs of Regions and Components will take place at their respective meetings while in Truro. As per the Constitution, the IWK will hold the vote at their own facility prior to the AGM.

We remind delegates that all votes are private. We recommend that you arrive early or on time for your meetings in order to accommodate speeches, the voting process and any additional balloting. You will be voting for your Board representative, as well as PNC representatives in Regional and LPN Component meetings.

The candidates for VP of Finance and Vice President of the NSNU will speak to the full assembly on Tuesday, April 21. Voting for these positions will take place shortly before noon on Wednesday, April 22.

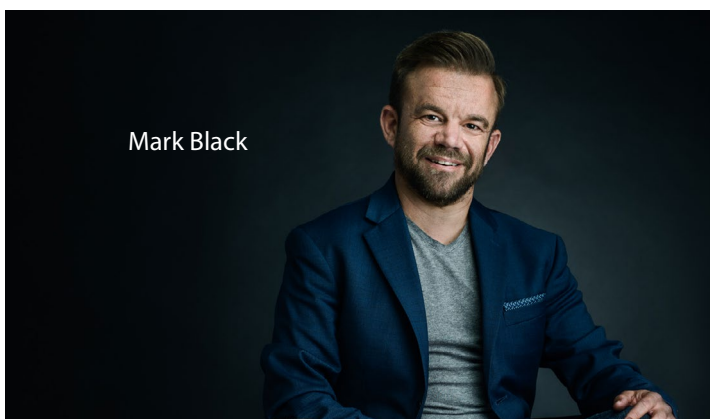
## AGM Keynote Speaker

On Wednesday, April 22 the AGM will present Mark Black as our keynote speaker. Mark is a heart and double-lung transplant recipient turned 4-time marathon runner, author, coach and motivational speaker. We will hear his story about building resilience so we can *Thrive in Challenging Times*.

Born with a life-threatening heart defect, Mark underwent two open-heart surgeries before his first birthday. He battled his condition and its limitations successfully for twenty-two years before his heart failed again. Without a rare and dangerous heart and double-lung transplant, he would not likely see his 25th birthday.

On September 7th, 2002, after almost a year on a waitlist, Mark received a second chance at life.

Today, Mark is not only doing well, he is defying the odds. He has travelled the globe speaking to more than 150,000 people. The NSNU is happy he will join us in Truro with his message of positivity and resilience.



Mark Black

## NSNU AGM Education Day 2020

### Resilience from Hurting to Healing

The nursing profession is both deeply challenging and incredibly rewarding. To reflect those truths, the theme of the 2020 Annual General Meeting Education Day is Resilience: from Hurting to Healing. The day is designed to help NSNU members appreciate the burden of grief they carry as health providers and offer them some resources and encouragement to increase their resilience.

Participants will learn what the Union does to help members dealing with workplace trauma. They will also hear from a panel of nurses on the experience of grief in nursing and

how nurses can best deal with this troubling reality.

Attendees will hear from Janice Landry, an award-winning journalist, author and advocate, who will share the lessons she has learned from the incredible stories she has covered on trauma, survival and resilience.

Lastly, Alvin Law will recount his incredible story as a survivor of the thalidomide tragedy and the extraordinary life he has come to lead, including the attitude that



Janice Landry



Alvin Law

helped him get there.

The NSNU Education Committee and staff look forward to seeing you in April and hope the day will contribute to building resilience and strength in our nurses.

Those attending only the Education Day (April 23) portion of the AGM must register by March 13th. The registration form is available on the Members Only section of the NSNU website under AGM Forms and Deadlines.

# NSNU Board Candidates and Acclaimed Nominees

This spring, all positions on the Board of Directors will expire following a two-year term. Four positions on the Board have been officially acclaimed including the President, VP Eastern, VP Western, and the VP of Long-Term Care. The NSNU Long Term Disability Trustee is no longer an elected position.

Resignations and retirements account for some of the changes on the Board. Voting for regional and component VP candidates will take place in Truro on Monday, April 20, at their respective meetings. As per the Constitution, the IWK membership will elect a Board of Directors representative at a meeting held at their facility prior to the AGM. The NSNU will report on the outcome of that vote in a future newsletter and e-memo. The VP of Finance and Vice President

votes will take place on the second business day of the AGM, April 22.

The current Vice President of the NSNU has not reoffered. Congratulations to Chris Van Zoost on her retirement. We thank Chris for her many years of service, leadership and for her dedication to the NSNU.

The NSNU also bids farewell to Ann Marie Murdock, VP of Northern Region. As Chair of this year's AGM, Ann Marie will help us celebrate the Year of the Nurse in style - a fitting salute to all nurses and Ann Marie's retirement from practice and Board service.

Our VP of the IWK, Jayne Fryday is also retiring from the Board. She has been a strong voice for members at our largest

facility. For her commitment, the union and the members thank Jayne and wish her the very best.

All our outgoing Board members will be missed. We will celebrate and thank them officially at the 2020 AGM banquet.

Submissions for the 2020-2022 term were received by January 22, the closing date for all nominations. Candidates are presented in alphabetical order according to the category in which they are nominated. Biographies are included for candidates in contested positions and for first-time Board members acclaimed to their roles. All content written in the biographies is provided by the candidates.



Chris Van Zoost



Ann Marie Murdock



Jayne Fryday



## **Janet Hazelton** **President** **RETURNING / ACCLAIMED**

Janet Hazelton, RN was the only nominee for the position of the President and is therefore acclaimed. Janet has been the president of the NSNU since October of 2003. She will continue to serve the Nurses' Union in this role for the next two-year term.

She is a consistent and experienced voice for the nursing profession and nurses in this province.

She intends to continue to lead with integrity and transparency and is very proud to represent the nurses in this province. Congratulations to Janet.



### **David Fox** **Candidate** **Vice President**

David Fox graduated from the University of Windsor Nursing program with a BScN RN in 2006. He has worked in rural and remote acute care including: emergency, med/surg, paediatrics, and labour and delivery. For the past five years, David has worked at

St. Mary's Memorial Hospital in emergency and med/surg.

David has been the president of the St. Mary's Memorial Hospital local for the past two years and is currently a member of the NSNU Finance Committee. Previously he held the position of Weeneebayko Area Health Authority local president for four years with Ontario Nurses Association (ONA) and Weeneebayko General Hospital local president for three years with The Professional Institute of the Public Service of Canada (PIPSC). He was the lead member on the negotiation team for two collective agreements; one with PIPSC and the second a binding arbitration collective agreement merger between two collective agreements with ONA and PIPSC. David also served as a co-chair of the workplace JOHS committee for four years

with ONA and two years with PIPSC.

David has attended education sessions on collective bargaining, grievance, and arbitration with PIPSC and ONA, as well as attending the ONA leadership summit in 2015. He has attended AGM's with PIPSC, ONA and NSNU as a voting delegate and has represented members' interest during multiple grievance arbitration hearings.

#### **Personal Statement:**

During the past twelve years, I have had the privilege of serving in three different unions, each with a different perspective and structure of operation. This experience is an asset in working with our partners on the Council of Unions as well as lending a different viewpoint to our ongoing work.

I believe that we are at a pivotal time in our profession where the demands placed on our members are continually increasing while under-resourcing remains an obstacle to improving working conditions. If elected, I will make it my mission to ensure that all members have a voice at the Board of Directors table. It is time for us to refocus our efforts and existing resources toward member service to ensure that we are addressing the issues that matter within our province. Membership engagement is paramount in creating solutions for the challenges that we face and will be instrumental in shaping the future of our Union.



### **Jen Thiele** **Candidate** **Vice President**

Jen Thiele, RN has been employed in the nursing profession for 17 years. She earned a BScN from the University of Memphis on a soccer scholarship. She has worked in various acute care departments including paediatrics, ER and CVICU while working in Memphis,

Edmonton and Halifax, often as a charge nurse or team leader in those positions.

Jen has been the VP of Central Region on the Board of Directors of the NSNU since 2016.

Her other labour relations experience includes four years on the IWK BUGLM, four years on the IWK Promotional Advisory Committee, shop steward at Dartmouth General Hospital from 2010-2017, and treasurer at DGH from 2015 to 2020. Jen was on the NSNU Education Committee from 2011-2013, a provincial bargaining team member-at-large for the 2018 contract negotiations and is a Nova Scotia Federation of Labour general VP since 2019.

Included in her labour education portfolio is her participation in every NSNU AGM and Education Day event since 2009, CFNU Biennial Conventions 2013-2019, and the GNU Biennium 2016 in Dublin, Ireland. While at the 2013 CFNU convention in Toronto, Jen was chosen to speak on an equity seeking panel to a crowd of over 1000 delegates. She attended Eastern Labour School in 2010, 2012, 2016 and 2018, and was honoured with the Glenna Rowsell Book Award in 2018 for her contributions to the labour movement. She lobbied Members of Parliament and Senators while in Ottawa for a National Pharmacare Program during Lobby on the Hill, February 2019, an experience she describes as awesome.

Jen completed the Emergency Nursing Program through RNPDC in 2015 and holds current ACLS and CTAS certifications.

#### **Personal Statement:**

Jen has been a member of the Board since 2016. Since that time, she has gained knowledge, experience and confidence in representing the interests and challenges of nurses within the Central Region.

She is running for vice president in order to continue speaking up for nurses across the province.

The NSNU does an excellent job of advocating for nurses in Nova Scotia and their workplaces. Jen wants to continue to add her voice as Vice President of this organization.



**Alaine Halliday**  
**Candidate**  
**VP Finance**

Alaine Halliday is a licensed practical nurse of 32 years with twenty years of experience in acute care medicine and twelve in the palliative care unit at the Aberdeen Hospital in New Glasgow. She has seen many changes but remains very passionate about nursing.

She has been a union activist most of her nursing career. Her first experience with the NSNU was through the Aberdeen local where she was LPN grad rep, alternate to the Northern Region VP and alternate to the VP LPN Grad Component. She was the treasurer of her local and has been president of the Aberdeen local for the last 14 years. She was the co-chair/secretary of the BUGLM for close to ten years and is now on the Zone Labour Management Committee. She has sat on various provincial negotiating committees for the NSNU and was a member of the inaugural nursing council team during the last round of bargaining.

As an activist, Alaine is interested in learning more about the union through education. Alaine has attended many courses at Eastern Labour School, NSNU sponsored sessions, and Education Day events. She has also attended CFNU and NSFL workshops. She's organized education sessions with local members to assist shop stewards and provide training for Clinical Capacity Reporting.

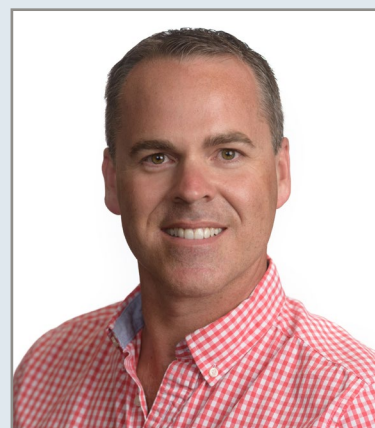
She feels there is always something new to learn, and it's important to stay up to date with union and labour matters. She has participated in focus groups, skills sessions, lunch and learns, webinars and literature reviews – all pertaining to nursing advancement and union activism. Palliative care is her passion in nursing. She is currently working with Pallum as an instructor for the Learning Essential Approaches to Palliative Care (LEAP) program.

**Personal Statement:**

Prior to taking her nursing program, she graduated with a diploma in secretarial studies which included accounting skills that she has used over the years. She ran a summer recreation program in her community that included budgeting,

bookkeeping, salaries and applying for grants. She also held the position of treasurer at Home and School, and at her local.

Her goal is to work with the NSNU Director of Finance and Operations to assist and oversee investments, financial policies and budgets, and present these to the members. She hopes to work closely with other Board members. If elected, she plans to serve the best interests of her union brothers and sisters and ensure that financial spending is open, transparent and in line with union members' wants and needs.



**Jamie Stewart**  
**Candidate**  
**VP Finance**

Jamie Stewart, RN graduated from the VGH School of Nursing in 1994. He obtained his CNA certification in Emergency Nursing in 2010 and graduated with honours from the St. Francis Xavier University post RN BScN program in 2018. For the last 20-plus years he has worked in rural, regional and central Nova Scotia. He has nursing experience in community, med/surg, PACU, supervisory, and for the last 19 years almost exclusively in emergency nursing. His varied geographical areas of work have given him a broad understanding of the unique needs that face rural and urban nursing environments.

Over the last 12 years he has held the positions of local president, co-president, treasurer and secretary. He was the secretary of the former Western Zone BUGLM, delegate for the South Shore Labour Council, and member-at-large for the NSNU Education Committee. He is currently a shop steward at the Cobequid Community Health Centre Emergency Department and sits on the nursing practice council. Jamie was an alternate for the Western VP and for the last two years has been honoured to hold the position of VP Finance on the NSNU Board of Directors.

Jamie attends local, regional, provincial, and national meetings and educational opportunities. He attended Eastern Labour School in Antigonish in 2018 and participated in education sessions at CFNU last year in Fredericton. He has been fortunate to facilitate the LGBTQ+ equity caucuses for the last two CFNU Biennial events; equity, equality, and diversity are issues very important to Jamie. He participated in news conferences,



campaigns, supported striking workers, and supported the development of a new executive at his local.

Prior to becoming VP of Finance, he attended many Board meetings, on his own time, to expand his knowledge of governance, finance, and policy. It was a great learning experience and he got to see, first hand, how the Board works on behalf of the membership. Over the last two years, he has attended every meeting, providing input on provincial, national, and international issues that face nurses.

Jamie continues to work closely with the finance team at NSNU, strengthening our working relationships, and ensuring spending is aligned with the values of the membership. He challenges proposals brought forward to ensure they are cost effective, transparent, and have future value. He's been instrumental in providing accountability of board and president activities by regular audits on spending, ensuring our budget is intact. Year-end reports from outside auditors support the meticulous records the finance team maintain, and the team continues to build our investment portfolio and strike fund.

Along with chairing the Finance Committee, the Personnel Committee has been added to the VP of Finance portfolio to provide input on financial implications of staffing related issues and negotiations.

**Personal Statement:**

Jamie strongly supports issues like pharmacare, improvements in long-term care, access to primary care by NPs, reducing violence of all forms, PTSD legislation and affordable childcare.

If re-elected he will continue to serve the membership fairly, openly, transparently, and consistently. He will continue to build on relationships with members, staff, and fellow board members. He plans to work closely with the new board to further develop the role of VP Finance, advance the scope, and serve the membership to the best of his ability.



**Gerri Oakley**  
**VP Eastern**  
**Region**  
**RETURNING/**  
**ACCLAIMED**

Gerri Oakley, RN was the only nominee for the position of VP Eastern Region and is therefore acclaimed. Gerri is a returning member of the Board with

numerous consecutive terms under her belt. She is looking forward to continuing her work on behalf of nurses. She is employed at the Cape Breton Regional Hospital. Congratulations Gerri.



**Michelle**  
**Lowe**  
**VP Western**  
**Region**  
**RETURNING/**  
**ACCLAIMED**

Michelle Lowe, RN was the only nominee for the position of the VP Western Region and is therefore acclaimed. Michelle is a returning member

who has represented the Western Region on the Board of the Directors for several terms and is employed at the South Shore Regional Hospital in the oncology clinic. Congratulations Michelle.



**Anne Boutilier**  
**VP Central Region**  
**FIRST TIME BOARD MEMBER/**  
**ACCLAIMED**

Anne Boutilier, LPN was the only nominee for the position of VP Central Region and is therefore acclaimed. This will be her first term on the Board.

She has been a licensed practical nurse for 19 years, working fulltime at the Dartmouth General Hospital. She has been the DGH local secretary since 2007 until present day, and has held other positions including JOHS rep. She was

also the Central Region rep to the NSNU LPN Component.

Anne has been an active member of the NSNU for many years, attending Annual General Meetings, Eastern Labour School and the last two CFNU Biennial conventions.

Her goal is to be a voice for all working RNs, NPs and LPNs in the Central Zone, listening to nurses concerns and relaying them to the Board. As VP Central Region, she plans to play an active role in all meetings in order to represent her fellow nurses and the union to the best of her ability.



**Donna Gillis**  
**Candidate**  
**VP Northern Region**

Donna Gillis, RN graduated from the VG School of Nursing in 1993 and has pursued continued education in critical care, occupational health, and perioperative nursing, and obtained her CNA certification in emergency nursing. In 2012, Donna graduated from St. Francis Xavier University with her BScN.

She has spent much of her career in emergency nursing and most recently in the perioperative services at the Aberdeen Hospital. She also worked in long term care, occupational health and at NSCC as a clinical instructor for the LPN program.

Donna has been shop steward in two different areas at the Aberdeen, currently for the OR. She was secretary of her local for a two-year term and is currently a member of the NSNU Constitution and Resolutions Committee. She is an alternate for the NSNU Education Committee. She was also a union representative for the Aberdeen Ethics Committee until it was dismantled. She also sits on local committees for scholarships and social events.

Donna describes herself as a life-long learner who participates in many educational sessions throughout the year. On the labour front, she has attended Eastern Labour School and AGM gatherings. She attended the NSFL convention in Halifax in the fall of 2019. She has participated in NSNU education sessions and webinars. She also took part in NSNU-sponsored focus groups for the purpose of Nursing and Primary Care/ Emergency Department research.

She takes pride in maintaining and updating her nursing skills to provide optimal safe care to Nova Scotians. She has developed and offered various Power Point presentations for the nursing staff at the Aberdeen Hospital, including critical care nursing, medicine and surgical nursing, and navigating WCB in Nova Scotia.

Early this year, Donna is participating in a NCLEX Review Panel in Chicago. She hopes to improve the exam, making it fair and equitable for Canadian nurses. Donna is involved in her

community in such events as the Children's Wishmaker Walk and Run for the Cure. She coordinated an NSNU presence in the first Light the Night Walk for Leukemia and Lymphoma in Pictou. She is also an executive member for Pictou County Lacrosse.

**Personal Statement:**

As an NSNU member she would be honoured to represent the Northern Region nurses on the NSNU Board - to be their voice and offer support to nurses in the area. She would bring her values, experience, education, conscientiousness and professionalism to the role.

If elected her focus would be the promotion of respect, unity and equity among nurses while maintaining the goals and objectives of the NSNU in a professional image.



**Alaine Halliday**  
**Candidate**  
**VP Northern Region**

*Please refer to Alaine Halliday's biography published in the VP of Finance category. Her personal statement, as it pertains to the being a candidate for VP Northern Region, can be found below.*

**Personal Statement:**

Alaine's involvement in the NSNU, beyond her local contributions, includes her work on various provincial negotiating committees as a representative for the Northern Region, providing insight on the process for all sectors. Most recently, she was part of the inaugural nursing council bargaining team that negotiated an agreement with the NSHA and the IWK. Alaine was also elected the alternate for the VP of Northern Region.

If elected VP of Northern Region, she will be open and transparent and will communicate between locals in that zone. She will act as a liaison between locals and the Board of Directors and be responsible for and accountable to the membership with regards to the affairs and activities of the Nurses' Union when the NSNU is not meeting.



**Stephanie Roberts**  
**Candidate**  
**VP Northern Region**

Stephanie Roberts is an RN who graduated from St. Francis Xavier University in 2002. She began a fulltime position as a staff nurse at the Colchester Regional Hospital that same year in the medical unit. She transferred to the ER in August of 2009, completing her emergency nursing program four months later. She holds numerous certifications and is a mentor/preceptor for nursing students and new hires.

Stephanie has been the president of CEHHC for five years and was the secretary/treasurer from 2013-2014. She has been the chief shop steward since 2003 and sat on the NSNU Education Committee 2017/2018 and the AGM Committee 2019/2020. She was BUGLM co-chair from 2015 until 2019 and the ZLMC co-chair/member from 2019 until present.

She attended Eastern Labour School (2014, 2016, 2018), the 2015 NSFL Convention, CFNU Biennial Conventions (2015, 2017, 2019), various NSNU AGM and Education Day events from 2011-2019, as well as Northern Zone Education Day 2018 and 2019.

Whenever possible, Stephanie attends union events, enrolls in NSNU education activities, telehealth, and e-learning courses to better her staff nurse position and local leadership role.

**Personal Statement:**

Stephanie is looking forward to becoming more involved in the Union, NSNU leadership, and Northern Zone activities. She is looking to improve patient care through union/management collaboration to enhance the working and personal lives of nurses.



**Glenda Sabine**  
**VP Long Term Care**  
**RETURNING / ACCLAIMED**

Glenda Sabine, RN was the only nominee for the position of the VP Long Term Care and is therefore acclaimed. This will be Glenda's second term on the Board.

She graduated from Western Memorial Regional Hospital School of Nursing in Newfoundland in 1996. Since that time, she has made Halifax her home, working primarily in the long-term care sector.

Glenda is currently employed at Parkstone Enhanced Care where she has been president of that local for over ten years. Congratulations Glenda.



**Maria Langille  
Candidate**

**VP Licensed Practical Nurses /  
Grad Component**

Maria Langille is a Licensed Practical Nurse of over 40 years who has worked in acute care and long term care as a psych, rehab, medicine/telemetry, and float nurse over the course of her career. Maria is reoffering for the position of VP LPN/ Grad Component, a position she has held for numerous consecutive terms. She is employed at Sutherland Harris Memorial Hospital.

She began her work with the NSNU first as a treasurer in 1982 and has since held the positions of shop steward, secretary, treasurer, president and co-president of her local, as well as OH&S rep.

Her committee work includes the NSNU Political Action Committee, BUGLM/ ZLMC, Occupational Health and Safety, NSFL Women's Committee, several LPN focused groups, and various other committees within the NSNU and CLPNNS, now NSCN.

Maria has participated in Eastern Labour School on several occasions taking courses in leadership, the grievance and arbitration process, the legalities of nursing, duty to accommodate, harassment and bullying in the workplace, and media training and communications. She has attended numerous CFNU educational sessions, and courses on intimate partner violence in the workplace and the promotion of nursing, and has worked with new grads. She has taken full advantage of all educational and leadership training offered by the NSNU, CFNU, NSFL and the CLC.

She takes every opportunity to attend in-service sessions to further her nursing education with a concentration on communication, scope of practice/ employment, and OH&S. She has participated in online learning modules and in-person sessions with NSNU, NSFL, CNA and CLPNNS/NSCN. She has a strong knowledge of collective agreement language, scope of practice and employment, and the legal responsibilities of the Board of Directors, and of nursing.

**Personal Statement:**

Her proven activism, strong professional manner, knowledge base and experience are assets in the role of VP of LPN / Grad Component. As a Board member she looks at all the facts when decisions must be made.

Maria supports LPNs at all levels and is a strong advocate for their concerns. She intends to continue to promote open communication and dialogue in the Component and in the workplace and hopes to increase communication and education amongst members of the Board of Directors.



**Laurie Hirtle  
Candidate**

**VP Licensed Practical Nurses /  
Grad Component**

Laurie has been a practicing LPN since she graduated in 1996 starting in private home care, then long term care and, for the last 14 years, she has been employed in acute care at the Dartmouth General Hospital.

Since she started working in acute care, she has held various positions within her local and region. She's been shop steward and the LPN rep for her local. She is currently the local vice president. In the past she has been the 1st and 2nd alternate to the current VP of LPN/Grad Component, and alternate for the Central Region.

Laurie attended the last four NSNU Annual General Meetings and has participated in Eastern Labour School in Nova Scotia, New Brunswick and Newfoundland. In 2015 she was a delegate at the CFNU Biennial Convention in Halifax and returned to the event when it was held in Calgary in June of 2017 and New Brunswick in 2019.

Laurie continues to seek opportunities to expand her knowledge of the labour movement and her profession. In 2017, she took an LPN leadership course and has participated in NSNU education

sessions. Laurie has also attended numerous lunch-and-learns at her facility.

She has been part of the Dartmouth General Hospital wound care committee; co-chair for the last several years. She helped create educational opportunities for her peers at DGH. She is chair of her unit's professional nursing council and has been a preceptor for many new grads.

**Personal Statement:**

As a member of the Board of Directors, Laurie states that she would continue to be a voice for LPNs in all areas of nursing. She commits to being open and transparent and will strive to be the best representative she can be as an active member on the Board of the NSNU.



**Tracy d'Entremont**  
Candidate  
VP Community Care

Tracy d'Entremont, LPN has been working in community nursing since March 1993 and has been employed with the Victorian Order of Nurses in Yarmouth County since 1999. She is a

frontline nurse, president of her local, and has represented members interests on the VON negotiating team. For the past two years she has been the NSNU VP of Community Care.

She has participated in sessions on nursing identity, nurse safety and Joint Occupational Health and Safety. As a board member of AwareNS, an organization founded to help reverse the trend of injuries and illness within the sector, Tracy is committed to working with that organization to address these problems.

Within her sector, she champions improvements to the communication and technical issues that plague nurses. In addition, she ranks higher acuity of patient care, retention and recruitment, provincial home care contract challenges, and job dissatisfaction as serious issues that must be addressed.

**Personal Statement:**

Tracy will continue to advocate and support VON members if re-elected. She will continue to reach out to local executives on a monthly basis or when needed. She will always make herself available to staff and she tries to respond promptly to concerns. Being VP of Community Care for the past two years has been a learning experience. She attends events when available to represent community nurses and participate as needed.



**Kim Williams**  
Candidate  
VP Community Care

Kim Williams, RN graduated from Saint Rita's Hospital in Cape Breton in 1992 and is presently working for the Victorian Order of Nurses. Her career started in community care, followed by acute care nursing for twelve years at the Cape Breton Regional Hospital working with CVA & Palliative clients.

Kim's journey with the Nurses' Union began five years ago when she actively

took on the role as vice president of her local, which she held for one year, then assumed the role of President three years ago.

She is actively involved in a number of committees including VON Provincial Negotiating Committee, Nurse Safety & Night Shift, Wound Care, Orientation and is currently the co-chair for the JOHS VON Cape Breton site.

Kim is passionate about nurses and safety, and avails herself of every educational opportunity offered - online, lunch and learns, webinars and in-person sessions, to name a few. She recently attended a NVCI two-day training session in Halifax.

She has attended three NSNU Annual General Meetings, the 2018 Labour School in Antigonish and is planning to attend the 2020 Eastern Labour School. Her enthusiasm for education has resulted in offering many sessions to her members at local meetings, and by inviting guest speakers to present. Some topics have included: NSNU Social Media; Alley Center – Addictions; and Naloxone training.

**Personal Statement:**

Kim is an active NSNU member with a strong voice for the nurses she represents, readily available for calls and emails. Since becoming local president, her goal is to engage as many members as possible in union activities and activism.

Her local sponsors two additional members each year to attend the AGM. Each year, two scholarships are awarded to children of members in her local. With these measures in place, member attendance at meetings has significantly increased.

If elected, she pledges to be a passionate advocate for all Community Care members especially with the prevailing issues of today. Workload, staffing crisis, OT, and, most importantly, nurse safety are her priorities.

Kim says she will be present, approachable and available to hear all concerns.



## CLC Convention

# A Highlight of 2020

The 29th Constitutional Convention of the Canadian Labour Congress will be held from May 4th to 8th, 2020 at the Vancouver Convention Centre.

The Canadian Labour Congress is the largest labour organization in Canada, bringing together dozens of national and international unions, provincial and territorial federations of labour and community-based labour councils to represent more than three million workers across the country.

Representatives from the NSNU will be in attendance as the country unites to help elect the first nurse, and only the second woman to ever hold the position of president of the Congress.

There are many complex issues facing the labour movement at this time in history. Now, more than ever, we must stand united as we debate the best way forward to improve where we as Canadians live and work.

If you or someone in your local is interested in attending the convention, please reach out to [lorna.myers@nsnu.ca](mailto:lorna.myers@nsnu.ca) for forms and more information.



## LINDA SILAS FOR CLC PRESIDENT

### Linda Silas, President of Canadian Federation of Nurses Unions, Announces Bid to Lead Canadian Labour Congress

Linda Silas, President of the Canadian Federation of Nurses Unions, will be running for the position of President of the Canadian Labour Congress at its constitutional convention in Vancouver, this May.

There is no one better to lead our national house of labour than Linda.

She has been at the helm of provincial and national nurses' unions for thirty years. We know and appreciate Linda for her passion, energy and deep commitment to making a difference for workers and everyone in Canada.

Among many accomplishments, Linda's advocacy work for national Pharmacare led the CLC to adopt the campaign three years ago and has brought the federal government to the threshold of implementing it. Linda is capable of seeing this historic expansion of our public health care to fruition.

CFNU member organizations are united in the belief that as CLC

President Linda will re-energize the labour movement, connecting with members and workers across the country.

It has been 37 years since CLC has had a woman president and Canada's nurses' unions are proud to support a true feminist leader who has shown her commitment and skill over decades of service.

Linda graduated in 1983 from the nursing program at the French-language Université de Moncton, working in critical care, emergency, and labour and delivery. Seven years later, she was elected leader of the New Brunswick Nurses Union, the youngest provincial nursing union president in Canada.

Her official biography describes her as "a five-foot feminist dynamo with a soft heart and strong stomach who is passionate about making a difference in people's lives."

NSNU will be at Linda's side at the CLC convention to see her to victory!



## NSNU Completes Communications Audit

The NSNU recently conducted a membership survey on Union communications. Thank you to the more than 850 members who completed the questionnaire, offering their opinions and insights on Union communications – what we do well and what we can improve upon. With such a strong response, we are confident we can continue to enhance the communications and information-sharing experience for members.

An overwhelming 82.24% of members who took part in the survey said they read some, most or all issues of *What's Nu?* when it arrives in the mail. It is a strong mandate for developing this magazine as a news source for members. We will continue to provide both the hardcopy newsletter and PDF files on our website.

Further good news – more than two-thirds of members who responded visit the NSNU website on a regular basis, making it the second most effective method for reaching nurses. We appreciate the comments on how to improve nsnu.ca and are making changes based on your feedback. For instance, the website now makes it easier to find your Labour Relations Representative via a permanent link on the homepage.

Other NSNU communications tools and practices received good reviews including Campaigner e-memos, which go directly to your email (52.22%) and the NSNU Facebook

page (44.04%). Almost 35% of members surveyed have used the MyNSNU App and many more of you want to learn more about it. Approximately 50% of the members surveyed use the Nurse Planners for shift-planning. The remaining 50% say they use their own scheduling apps or calendars.

Throughout the year, the NSNU engages in advertising campaigns. Members are well informed about the content and purpose of our campaigns, with nearly 75% indicating that they had seen the content, relaying which ads they were familiar with. Over 88% of members felt the ads were effective. It is good to know that our efforts to inform the public and raise awareness via our portrayal of

nurses is well received by our own constituents.

The survey gleaned more in-depth responses on each of these topics. We will review the results and look for ways to integrate some of the ideas into our communication planning. Check page 22 of this issue of *What's Nu?* for some more great ideas from our members who completed the survey!

As an incentive to participate in the survey, the NSNU held a draw for one lucky respondent to win their 2019 dues contributions. The winner was Amanda Baker, an LPN working at Ivany Place. Congratulations to Amanda and thank you to all who took part. Your feedback is invaluable.



Amanda Baker stopped by the NSNU office to collect her draw winnings - a good way to kick off a new decade!

# Keeping Current on the MyNSNU App

In the Fall of 2017, NSNU launched the MyNSNU App. Developed with members needs in mind, MyNSNU provides relevant and timely information about news and events, polling, educational opportunities and more. If you haven't yet discovered MyNSNU, here is a snapshot of what you will find there:

## Stay Current

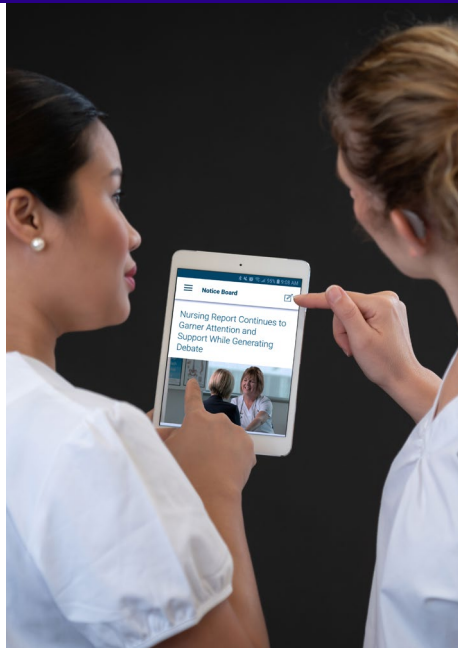
The NSNU communicates with members using many different tools, but MyNSNU is unique in that members are given access to information that is tailored for them, with content and details that are often only made available through private communications, like e-memos. It's one-stop shopping for event promo codes, important events and deadlines. Further, with push notifications, members know precisely when new content has been posted, making it easier to stay on top of Union activities as they happen.

## Participate in Online Education

There are several webinars and e-courses available through MyNSNU, which are not available anywhere else. Some courses are eligible for premium points, which can be accumulated throughout the year and submitted for income at the end of October each year. Members are encouraged to check back into the app every so often to see what's new.

## Download Your Education Certificates

Members who participate in NSNU education for points must now



go onto MyNSNU to retrieve their certificates indicating that they have completed the course. This includes both online learning and in-person events, like the AGM Education Day and Eastern Labour School.

Questions related to education on MyNSNU can be directed to [Justin.Hiltz@nsnu.ca](mailto:Justin.Hiltz@nsnu.ca).

## Respond to Polls

The NSNU conducts intermittent polling on MyNSNU, taking the temperature of our membership on issues that are important to nurses, health care and patients in Nova Scotia. Be sure to have your voice heard and participate in polls when they come up. We value your feedback.

For new users, the App can be accessed on your mobile devices by searching "MyNSNU" in the Apple or Google Play stores, or on your computer at [nsnu.itacit.com](http://nsnu.itacit.com). You can log in using your NSNU Members Only password. For more information, visit [nsnu.ca/MyNSNUApp](http://nsnu.ca/MyNSNUApp).

# 2020 NSNU Pre-Retirement Seminar

On April 1st, 2020, the NSNU will be hosting its annual pre-retirement seminar designed for nurses who are approaching retirement. Members will be able to participate both online and in person at the NSNU office (150 Garland Avenue, Dartmouth). Refreshments and lunch will be provided on site.

The agenda will run from approximately 9am until 3pm. The seminar will cover NSNU contract provisions related to retirement, the Nova Scotia Health Employees' Pension Plan (NSHEPP, the plan for all acute care nurses and most long-term care nurses), and health related benefits in retirement under the Health Association of Nova Scotia plan (HANS, the plan for all acute care nurses and most long-term care nurses). Lastly, nurses will get some advice from the Nova Scotia Federation of Union Retirees on living well in retirement.

If you are unsure about your participation in either the NSHEPP pension or the HANS benefit plan, please contact them.

Please note that the NSNU is investigating the potential to have someone from the VON pension plan and health benefits plan to come speak as well, either on April 1st or another date.

Watch for an e-memo from the NSNU in the coming weeks when registration opens for both in-person and online participants.



# Year of the Nurse 2020




## Lights! Camera! Action!

NSNU members are encouraged to make videos answering the questions “Why I became a nurse” and “Why it’s an honour to be recognized” to share on social media, and send in to the union to be collected in a video dedicated to our members. Videos can be sent to [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca) with the subject line “Year of the Nurse Video”.

## Monthly Merch Draws

Beginning in February, the NSNU is going to be conducting monthly draws for merchandise until the end of 2020. Members only need to enter once to be included in all of the draws until the end of the Year of the Nurse.

Enter by February 27th to be included in the first draw, and log on to the MyNSNU App each month to see what new merchandise item one lucky member will be taking home. The link to enter the draw is available at [nsnu.ca/yearofthenurse](http://nsnu.ca/yearofthenurse).



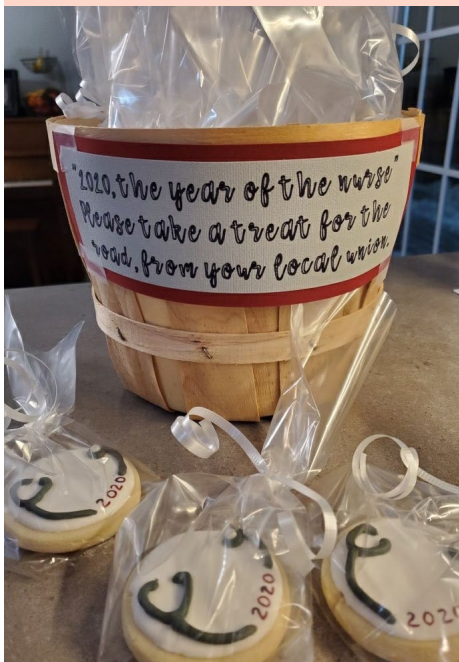
## ARTS & CRAFTS

It’s time to bust out your glitter, sharpies and hot glue guns. Locals attending the 2020 Annual General Meeting are asked to create Year of the Nurse banners, with a nod to your local or region. Be sure to bring your masterpieces along to the AGM for photos and celebrations.

## Sweet-Tooth Surprises

Yarmouth VON is celebrating Year of the Nurse with monthly treats for members of their local. These beautiful cookies were baked by Brooke Banks, daughter of LPN Kimberly Banks. They look delicious!

To share your local Year of the Nurse celebrations in future issues of *What’s Nu?*, send photos and captions along to [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca). We look forward to seeing how members are celebrating across the province.





Lois Hall

## Former NSNU Provincial President Passes Away

Lois Ruth (Dewar) Hall passed away in Camp Hill Veterans' Memorial Building, QEII, January 10, 2020. She was 92.

Lois grew up in Truro, graduating from Colchester Academy in 1945. Lois entered nursing school at St. John General Hospital the following year and graduated in 1949. For most of her career, she worked in the operating rooms of hospitals in both Truro and Halifax.

After postgraduate studies in Psychiatry, Lois worked in this area of nursing for several years prior to retirement. Lois was President of the Nova Scotia Nurses' Union for several years in the early '80s and was a founding member of the national federation of nurses unions.

Our thoughts are with her family.

# Life & Career Journey Together Inspires Young Couple

By Kimberly Dickson

Director of Communications, Glen Haven Manor

**A**rlie and Patrice Adolfo, who come from very close-knit families in the Philippines, both work at Glen Haven Manor as LPNs. They remain very connected and proud of their homeland, yet their journey to Canada has given them another special place they have grown to love and are proud to call home – Pictou County. They appreciate that Canada is a family-oriented country, and that people are respectful and kind. They said Pictou felt like home right away.

They describe Glen Haven as the perfect place to land, as the people there have been so welcoming and supportive. Both were registered nurses in their home country and began their career knowing they could not enter as nurses without Canadian qualifications. They loved their work as CCAs and have since earned their Canadian LPN designation while now studying for Canadian RN credentials, juggling work and studies.

"Staff here are great," says Arlie. "We have worked with both rotations and they are really kind to us. They told us it will be like family, and it is!"

"The scariest thing is worrying about how people will treat you," says Arlie. "We are accepted here by our co-workers and they help us. The residents are also, very accepting. Coming from a foreign country is a big adjustment. We are fortunate our workplace is Glen Haven. It is a welcoming work environment and very accommodating"

When asked why they chose the nursing profession, Patrice's smile lights up the room and it is easy to see that nursing is the perfect fit. "In the Philippines we are close to the elderly in our families. It is part of the culture. Often, they live with your family or very close by. I also want to be more knowledgeable, and to be able to take care of my family."

Arlie says he wanted to be an engineer or accountant but because of his mother's encouragement he decided on nursing. "She knew the field was booming and that we wanted to go abroad. I find it a fulfilling job. Canada has good health care. I liked helping patients and now residents. I love it!" he says with both pride and gratitude.

"We wanted to take care of people," adds Patrice. "There is a manageable workload here. In the Philippines the workload is very heavy."

A person who enjoys meeting a wide variety of people, Arlie finds it difficult to say goodbye. "When a resident transfers or passes, I miss them," he says. It is easy to see they have touched his heart.

Patrice and Arlie also agree that the hardest part of moving to a new country is being away from family. "We can adjust to the weather," Arlie says chuckling, shaking his head about the snow and cold. "Technology helps to keep us in contact with family. We hope they might come here in the future."



Patrice and Arlie Adolfo, originally from the Philippines, are both LPNs at Glen Haven Manor. The two say they have found inspiring career opportunities at Glen Haven as well as a wonderful new home in Pictou County.

Relatives from other parts of Canada and the US have travelled to Pictou County to check in on the Adolfos' new home, bringing things for them to use in the winter.

"My aunt and uncle in Brampton were worried about us but we found a home we love," says Patrice. "Canada is very beautiful in many different ways," adds Arlie. "People have been good to us. Coming from a foreign country is a big adjustment." Both miss their families, and say being

around residents makes them think of their "sweet grandparents."

The two say they are together 99% of the time, whether it is working, watching TV, driving, having meals with friends, or exploring. "It's perfect to be together," says Arlie.

"If it has been a hard day, he is my strength," Patrice adds, holding her hand to her heart and looking at her husband. She says without hesitation the best part about being in Nova

Scotia is being on the journey with Arlie. "I wouldn't ask for anyone else to ever share it with."

The two recently bought a 2019 Outlander, a big purchase but one they both wanted, as it will enable safe driving in Canadian winters and allow them to do lots of exploration. During their time off, they enjoy exploring their new home province and country and have visited the South Shore, Cape Breton, PEI, New Brunswick and Quebec in addition to Pictou County since their arrival last August.

Arlie and Patrice also take notice of how a positive work environment has helped to make their transition and ability to enhance their Canadian education. "We were very eager to pursue continuing care careers," says Patrice. Patrice and Arlie are looking to the future and hope to someday have a baby and want to assure stability to provide for their child.

The young couple appreciate both the big things and the small things in life. "Patrice is my best friend. I am blessed," says Arlie. "It means a great deal to have a partner that listens. I can tell him anything," Patrice says beaming. "I am also thankful for our families, the residents and my work."

Arlie sums it up nicely. "We are our own family and our families are proud of us. It is a good journey to be on together. We know we can make it!"



# Cape Breton cancer patient who raised \$55,000 earns nod from Alex Trebek

By Ryan MacDonald

Originally published by CTV News on January 10, 2020

Brenda McCarthy, a former nurse of more than 30 years, was diagnosed with Stage 2 pancreatic cancer last year – her second diagnosis since 2017.

McCarthy decided to fundraise to try and bring a treatment called stereotactic body radiation therapy to the Cape Breton Regional Hospital – it's a treatment that could have benefited her after her first diagnosis, had it been available.

When McCarthy found out Alex Trebek, famed game show host, had been diagnosed with the same disease, she wrote him a letter to let him know he wasn't alone.

She hoped they could share their cancer stories, and thought a call from the "Jeopardy!" star would boost her spirits – and her fundraising efforts.

Her dream came true when she received a call from Trebek himself.

"That was two survivors reaching out to each other, talking," says McCarthy, who lives in Georges River.

"The conversation lasted all of maybe five minutes, but I could tell that he was very sincere and genuine. He commended me on my efforts, raising money for the community."

McCarthy's sister, Nancy Boutilier, was part of her fundraising team. She says hearing from Trebek lifted her sister's spirits during what has been a trying time.

"She was quite touched by that. She's very humble, he was very humble, and they are both in the same boat, and they both want to be survivors," says Boutilier.

McCarthy has managed to raise more than \$55,000 for the Cape Breton

Regional Hospital Foundation, mostly through a fundraising event held at the Emera Centre in North Sydney in November.

"It certainly has given me strength to know that I am capable of doing something good for other people," says McCarthy.

McCarthy is still undergoing chemotherapy and is determined to keep fighting – a sentiment she and Trebek shared during their phone conversation.

Trebek told McCarthy that he had visited Cape Breton a few years ago and hopes to make a trip back to the island.

If he does, she hopes they can meet, but if not, she has no regrets.



NNSU member Brenda McCarthy (Photo courtesy of CTV News)



Jeopardy host, Alex Trebek

# Snapshots from Members



Little Benjamin spotted his granny on the cover of our December issue of *What's Nu?* - and then, we assume, read it from start to finish! Thanks to "Granny" Duana d'Entremont (NP, Yarmouth Regional) for sending us this sweet photo.

Catherine Sorrey (RN, Cape Breton Regional) must have been thinking of us while enjoying the snow over the holidays. Do we see some snowman prep happening here with NSNU merchandise? Make sure Frosty stays warm and cozy in that fleece hat and scarf.



Members from the VON Colchester local show off their NSNU pride in this great team photo taken just before the holidays. Thanks to Vanessa Richardson (LPN, VON Colchester) for sharing it with us.

Do you have an NSNU inspired photo or story you would like to share in an upcoming issue of *What's Nu?* Send it to us by email at [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca).

# Year of the Nurse Trivia

**2020 was designated the Year of the Nurse as a way of honoring which major event in the life and service of nursing pioneer Florence Nightingale?**

- A)** 160 years since she established St. Thomas's Hospital and Nightingale's Training School for nurses
- B)** 165 years since her service in the Crimean War
- C)** 200 years since her birth
- D)** 110 years since her death



## Did You Know?

Florence Nightingale was known affectionately as "The Lady with the Lamp". The moniker was the result of an anecdote in a newspaper article about her service, explaining that she could often be "observed alone," checking up on the wounded "with a little lamp in her hand."

*Correct Answer: C - The year of the Nurse honors the 200th birthday of Florence Nightingale*

## Promote Local Meetings on the NSNU Web Calendar



The NSNU web calendar is a great resource for members who wish to stay on top of NSNU activities. There, you will find information about upcoming board meetings, UMCC and ZLMC meetings, special events, educational opportunities and more.

Moving forward, the NSNU will also be promoting local meetings on the web calendar. Members of local executives from across the province can send in meeting details to encourage more members to attend and get involved in Union activities at the local level.

To submit a local meeting, please send an email to [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca) that includes the name of the local, date, time, meeting location and purpose or theme. All local meetings should be submitted at least two weeks prior to the event to allow time for posting, and to give members ample time to see the notice and make arrangements to attend.

If you know of any other events or educational opportunities that you would like to see promoted on the NSNU web calendar, please also send those items in via email for consideration.

# Johnson Insurance Post-Secondary Education Grant for NSNU members<sup>†</sup>

**A \$1,000 Grant could be yours!**

Johnson Insurance is proud to offer you a chance to win a \$1,000 post-secondary educational grant.<sup>†</sup> This opportunity is exclusive to NSNU members and immediate family (spouse and/or children) enrolled in a nursing program at a post-secondary educational institution during the 2020-2021 academic year.

**The deadline for entry is March 31, 2020.**

**Enter today at [Johnson.ca/nsnugrant](https://www.johnson.ca/nsnugrant)**



*"Imagine how many squishy toys that could buy."*

Johnson Insurance is a tradename of Johnson Inc. ("JI"), a licensed insurance intermediary. Home and car policies underwritten, and claims handled, by Unifund Assurance Company ("UAC"). Eligibility requirements, limitations, exclusions, additional costs and/or restrictions may apply, and/or vary by province/territory. Travel insurance products are underwritten by Royal & Sun Alliance Insurance Company of Canada ("RSA"). Valid provincial or territorial health plan coverage required. The eligibility requirements, terms, conditions, limitations and exclusions are as set out in the policy. Policy wordings prevail. JI, UAC and RSA share common ownership. <sup>†</sup>NO PURCHASE NECESSARY. Open January 1, 2020 to March 31, 2020 to legal residents of Canada (excluding Quebec and Nunavut) who are: (i) a member of the Nova Scotia Nurses' Union ("Member"), or a spouse or child of a Member, and (ii) enrolled in a post-secondary educational nursing program on a part-time or full-time basis at a recognized Canadian university or college for the 2020-2021 academic year. One grand prize available: \$1,000 post-secondary education grant. Odds of winning depend on number of eligible entries received. Math skill test required. Rules: <https://www1.johnson.ca/nsnugrant-rules>.



# NSNU Scholarships & Bursaries

The Nova Scotia Nurses' Union and Canadian Federation of Nurses Unions offer several annual scholarships and bursaries to NSNU members and their families. Learn more:

[www.nsnu.ca/scholarshipsandbursaries](http://www.nsnu.ca/scholarshipsandbursaries)



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