

what's nu?

December 2020



Wall of Hope: How Nurses Have Coped with COVID

The Holidays and Our Health Concerns: COVID-19 and the Festive Season

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Year
of the
Nurse 2020

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President's Notebook

Janet Hazelton, BScN RN, MPA

The Holidays and Our Health Concerns

It might have been wishful thinking on our part to believe that we in the Atlantic Bubble might escape a second wave or an outbreak of community spread of COVID-19 in Nova Scotia, but here we are. At the time this newsletter went to print, our bubble had burst, and our province and elsewhere in neighbouring provinces were reporting daily and ominous increases of positive cases.

It's been discouraging to hear accounts from our public health officials about flagrant indoor gatherings of over 60 people, of individuals refusing to comply with masking and social distancing orders, and of retailers who are not adhering to safe capacity directives. All these things and more have put our province and people in peril.

My conversations with other nurse unions in this country and globally have been disheartening. Hospitals west of New Brunswick are struggling to keep pace with hospitalizations, staffing shortfalls, PPE supply and other crushing workplace and personal struggles. Since the outbreak at Northwood and the resolution of the disease at that facility, we have been largely exempted from the hardships that our fellow health care workers are facing beyond our borders. We had several months of COVID-19-free living with many more freedoms than other Canadians. It is now in our schools, in our communities and in the capital of our province at a time when we hope to gather to celebrate the holidays.

As restrictions are gradually put back in place to protect our seniors, students, teachers, our sick and those caring for them, it's important that we encourage each other so we can get through this together. Restrictions mean we won't be able to gather as we had hoped, or as often. It means that what we had thought was possible back in October may not come to fruition. The resurgence of the virus may not have life shattering consequences for most people, but it may be very different for seniors and those suffering with mental health issues.



Over the holidays, be sure to check in on those who are alone and those who are struggling. The pandemic has caused serious problems for our elderly population; they need our support, as do friends and family who are fearful and not coping well. Please look out for your co-workers and children as we enter this next phase so that they don't fall through the cracks. As the number of COVID-19 cases rises, so does our anxiety.

Please know that your union is working tirelessly to ensure that you have ample PPE and opportunities to conduct fit testing. We are having daily consultations with your employers and our counterparts across the country so that we are prepared, as best we can, to endure a potential shutdown of regular services to accommodate COVID-19 related hospitalizations. Nova Scotia Health and other employers are well aware of the situations in other provinces and it is that concern that is driving their efforts to protect our frontline and our citizens.

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The NSNU aims to provide you with information and advice that can help guide your practice. We are taking precautions to protect our staff but also maintain full services as we did during the first lockdown. We are monitoring the outbreak and hope to remain open for business at 150 Garland. Barring that, all services will be provided remotely without interruption.

In the meantime, it's important that you stay in touch with us, your labour relations representative, your local executive and your shop steward if you are concerned for your safety and wellbeing. We are here for you. Talk to your co-workers or your best sounding board if you are feeling vulnerable or if you recognize someone else is overwhelmed.

I hope that the holidays bring some comfort, rest and peace to you and yours. Please be safe, take care of yourself and stay healthy, and may 2021 be kind to all of us.



Free Mental Health Support Through Wellness Together Canada

Everybody needs support sometimes.

With the rise in mental distress as people grapple with the COVID-19 pandemic, a new publicly-funded service is providing free confidential resources and support. Wellness Together Canada is Canada's first and only online platform offering immediate, 24/7 mental health and substance use support for all ages, funded by the Government of Canada.

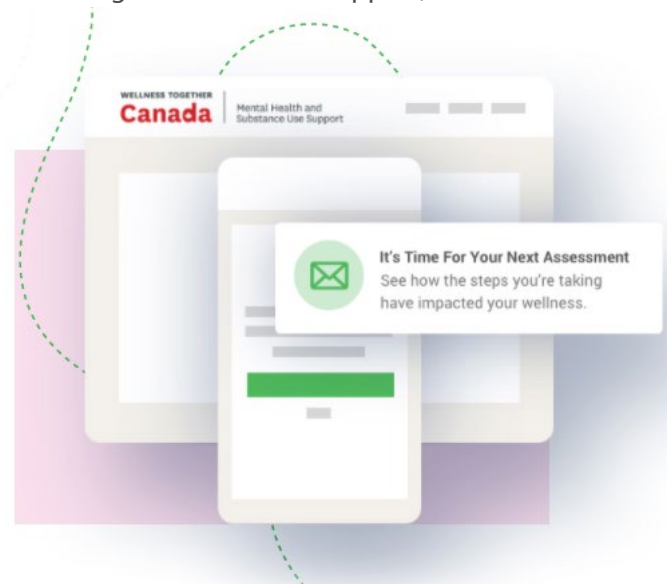
Frontline health care workers are facing heightened stress during the pandemic, often facing increased workplace demands and managing the fear and anxiety that accompany the risk of infection. The Canadian Federation of Nurses Unions is proud to partner with Wellness Together Canada to share this service with health care staff, their families and their patients.

Wellness Together Canada offers a "stepped care" approach where users can be instantly connected to virtual mental health services – from a mental health self-assessment to extensive support and resources, to live phone, video or text counselling with a mental health professional or crisis responder – all at no cost to them.

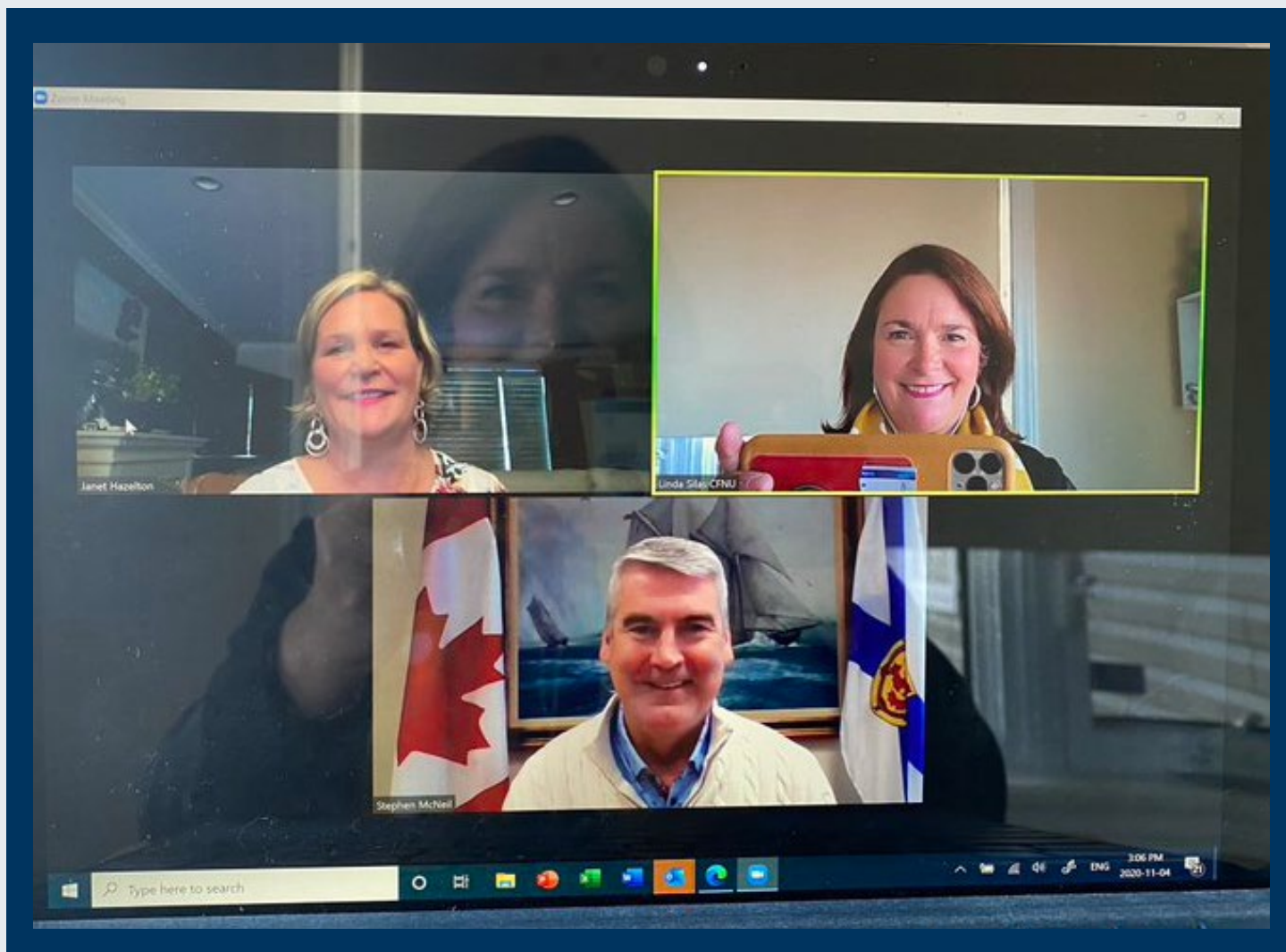
The model is supported by Kids Help Phone, Canada's

leading e-mental health solution for youth, and Homewood Health, one of Canada's leading providers of mental health and addiction treatment services and employee assistance programs; both of whom bring a wealth of knowledge and expertise in providing virtual mental health services.

Everybody needs support sometimes. Go to WellnessTogether.ca for free support, available 24/7.



Nurse Presidents Have Informal but Meaningful Conversation with Nova Scotia Premier



On November 4th, Janet Hazelton, president of the Nova Scotia Nurses' Union and Linda Silas, president of the Canadian Federation of Nurses Unions held a virtual hour-long meeting with Nova Scotia's Premier Stephen McNeil.

They talked about the need to increase federal health transfers, the importance of a publicly funded national drug plan (pharmacare), the urgent needs in long term care, and protecting health care workers during the COVID-19 crisis.

Safety is not negotiable according to these strong and outspoken presidents who put the premier through his

paces during the meeting, possibly one of the last the two will have together with him before he steps down in February.

Of paramount concern is access to and supply of PPE as well as point of care risk assessment, which Silas and Hazelton made abundantly clear. Both women plan to continue their advocacy work in this area, especially as we enter the second wave of the pandemic in Nova Scotia.

AGM 2021 Reminders



NSNU is preparing to host an in-person Annual General Meeting in 2021.

The following dates are important to note:

2021 AGM Tentative Schedule

Sunday April 18

Board of Directors Meeting

Monday April 19

9 am – 12:30 pm: Component & Regional Meetings

1:30 pm – 4:30 pm: AGM Business

Tuesday April 20

8:30 am – 4:30 pm: AGM Business

Wednesday April 21

8:30 am - noon: AGM Business

Registration Deadline

The deadline to register for the AGM and Regional and Component Meetings is March 12th. Registration will be live online starting Wednesday, February 10th.

One representative from your local (likely a member of the local executive) will be responsible for the online registration of all your delegates. Individual registration will not be possible.

Expression of Interest for Standing Committees

All Standing Committees are due for selection in 2021. The deadline for the Expression of Interest on Standing Committees is Wednesday, January 20th.

Resolutions

Resolutions submitted in 2020 will stand and the NSNU will continue to accept additional submissions. For guidance on how to prepare your submission, please visit the NSNU Members' Only page and click AGM 2021 - Forms and Deadlines to see "How to Write a Resolution". Submissions are due Wednesday, January 20th, 90 days prior to the commencement of the AGM.

Scholarship Applications

NSNU offers various union scholarships. Annual \$1,500 awards include 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 nurses 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. The deadline for submissions is Wednesday, March 24th.

All forms will be posted on the Members' Only page of nsnu.ca which requires login credentials to access.

NSNU Happy to Support Northwood Holiday Magic Fundraiser

In these unprecedented COVID-19 times, communities across Canada have demonstrated a spirit of determination and caring. In Nova Scotia, we've rallied together to support each other while we're apart. At Northwood, they have championed determination and resilience during this challenging time.

Nova Scotians have relied on Northwood for their knowledge, information and support in senior care for over 57 years. In times like these, they need to know Northwood will continue to be there for them; stronger than ever.

Last year, they began planning an inaugural Holiday Magic fundraiser in support of the Northwood Foundation. Created in the spirit of giving back to the community, the show will feature performances from local artists, musicians, and circus aerialists. Adapting to COVID-19 means the production is moving forward from a live staged event to a virtual format, because as the saying goes, the show must go on.

The show will be broadcast on **CTV Atlantic on Saturday, December 19th at 5pm**. The production will also be available on a virtual format for future viewing.

The Northwood Foundation delivers life-changing programs for over 7,000 vulnerable Nova Scotians each and every day, with 100% of every dollar they receive going directly to the Foundation.

The NSNU is pleased to support the production of Holiday Magic. Please be sure to watch for our promotional notices and tune in of December 19.

Year of the Nurse *The Celebration that Never Was*

It was supposed to be an important year for both nurses and midwives. 2020 was heralded by the World Health Organization as a time – all 366 days – to celebrate the profession and the selfless people who hold the title. This year has been dedicated to nursing and midwifery to mark what would have been Florence Nightingale's 200th birthday year. The NSNU, CFNU, CNA and so many other organizations representing nurses and their best interests were prepared to make 2020 a very special occasion.

NSNU had banners and posters made in late 2019 and a year-long plan of action that included a grand AGM celebration, ramped-up National Nursing Week acknowledgments, modified online branding and so much more. It was going to be BIG! And then 2020 happened.

The idea of pushing the event beyond 2020 has been proposed on

social media by key nursing leaders in light of the COVID-19 outbreak. By late April it was rumoured that extending the International Year of the Nurse and Midwife was officially being considered and could likely happen. No official word yet.

All health care and frontline workers need to be recognized and respected for their contributions during the pandemic. Although there were no grand gestures, no parties and no trinkets handed out at teas, we can take some comfort in the fact that the general public did witness and appreciate the work that nurses and others do, not just during a pandemic or the Year of the Nurse. Through media reports, regular conversations and online chatter, the public caught a glimpse of the realities of nursing.

Now more than ever, we need to stand up and acknowledge the role nurses were playing in the response to COVID-19. We cannot lose sight

of the fact that it was the Year of the Nurse at a time when the world needed nurses most.

Whether we extend the Year of the Nurse or we move on, the fact remains that 2020 and all its misery abruptly interrupted a well-meaning salute to some of the best and the bravest, but failed to eclipse the compassion, commitment and courage that nurses personify.

If in 2021 or even 2022 we're able to honour nurses, we'll pull out all the stops to make sure that nurses know just how much they are valued.



NSNU Hires Education and Technology Officer



The NSNU is pleased to welcome Chad O'Brien to the new position of Education and Technology Officer.

Chad has worked in the fields of education and technology for over two decades across numerous sectors including post-secondary education and the

K-12 system, various government departments and as a consultant supporting private industry. He lists his work with faculty and as a curriculum consultant, instructional designer, project manager, eLearning specialist, educational leadership consultant, and team lead as some of his employment experiences.

He has worked across Canada and internationally, having lived in South Korea, Doha Qatar and the United Kingdom for significant periods of time. Within Canada, he's been employed from Newfoundland to British Columbia, and as far north as Happy Valley Goose Bay in Labrador.

He completed his fourth degree in 2008 and continued his professional development, obtaining several certifications while pursuing additional professional development opportunities. His certifications include Quality Matters Peer Reviewer, Appreciative Inquiry Facilitator and Instructional Skill Workshop Facilitator.

He has been a Shop Steward, VP, and President of local unions. In those roles he worked with administration to address workplace matters.

Chad cites his most important role is as a husband, and as a father to his son and daughter, adding they are his sources of joy and are behind every decision he makes, every job he's had. They take precedence over any other activity, responsibility or task.

Second to his family, Chad says he now places his service and support to the NSNU. He sees his work with the Nurses' Union as an outstanding opportunity to support nurses across this province and looks forward to this next exciting chapter in his life.

NSNU Labour Relations Representative Takes a Bow

Five years ago, the NSNU hired Carl Quinlan to fill a gap in our LRR roster. He joined us as a Labour Relations Representative and Respectful Workplace and Diversity Consultant. At that time, he had sixteen years of experience in the public health care settings, including work with Capital Health as a Human Resources Consultant. The B. Commerce, Memorial University graduate and proud Newfoundlander brought with him his knowledge in labour relations, collective agreements and policy, and his specialized expertise in dealing with Respectful Workplace conflict complaints and in providing facilitated training sessions.

The NSNU was very pleased to welcome Carl and, in his words from back in 2015, "I have always been

passionate about working with employees in helping to make their workplaces safe, productive and contented places to be. In no other industry is this more important, than in healthcare."

Five years later, the avid fitness buff and musically gifted LRR is leaving our fold. Carl decided to resign from his position in November, his retirement is effective December 31, 2020. He is starting a new chapter, looking towards new opportunities.

Carl has been supportive of our membership and professional in his approach in dealing with the day-to-day concerns of nurses.

The Nurses' Union thanks Carl for his contributions, perspectives and sense of humour. The amateur, vocal



virtuoso often serenaded us as he made his way through the lobby and hallways to his office, much to the listening pleasure of staff. Watch for him again as he may appear on a Nashville stage or venue close by; his talents abound. All the best Carl.



As part of their role, NSNU Labour Relations Representatives often conduct member education sessions

Job Posting – Labour Relations Representative

Labour Relations is an intrinsic and integral part of the services provided to the Members of NSNU. Labour Relations Representatives are responsible for providing efficient and effective labour relations services to promote the short-term objectives, long term goals, policies and interests of the NSNU.

The successful applicant must have strong collective agreement interpretation and mediation skills, demonstrated leadership, and a high level of organizational and communications skills.

Assignments to any portion of the 123 locals of the NSNU shall be designated on a functional and/or geographical basis and will require the successful candidate to possess a valid driver's license and suitable vehicle.

Accountable to the Executive Director or designate and working independently within the scope of the position, Labour Relations Representatives will assist locals and members in the administration of collective agreements. This may include recruitment, negotiations, processing grievances, and College complaints and helping to resolve disputes and issues relating to a variety of employment matters.

Qualifications

- A strong labour relations background including negotiations
- Excellent human relations skills
- High quality verbal and written communication skills
- Familiar with operating computer programs within the Microsoft Office environment
- Able to travel extensively throughout the province
- Ability to demonstrate and maintain strict confidentiality
- A nursing background would be an asset

Please refer to the e-memo (Campaigner email) that was sent to all members listed in our database for the deadline, details and a link to submit your resume. You will require a cover letter, together with a resume outlining your qualifications, skills and experience as well as references



Global Nurses United Meets Virtually

Global Nurses United is an international solidarity movement between nursing leadership organizations in 29 nations, including Canada. The goal of the movement is to improve work life for nurses around the world by fighting harmful policies and bringing to light to the work being done by nurses at local and national levels to enact change.

On November 10th, members of the NSNU Board of Directors and CFNU National Executive Board participated in a virtual meeting of Global Nurses United. Like all of us, GNU wants the momentum of this international movement of nurses unions to continue to grow, especially during this global pandemic.

Approximately 170 nurses and other health care representatives took part, calling on the World Health Organization to adopt the precautionary principles, particularly as it applies to nurses using their professional, clinical judgement when performing point-of-care risk assessments, and various other measures to protect nurses and others who are dealing directly with COVID-19.

Insights were offered from numerous countries and continents. This meeting was a strong show of international solidarity.

COVID-19 has dealt a blow to nurses and nursing organizations around the globe. More than 1,500 nurses have died from COVID-19, and that number threatens to climb as second and third waves of the virus take their toll. The GNU and its member organizations seek to remember the lives lost, and fight for better working conditions to ensure the safety of those who continue to put themselves at risk in the name of caring for COVID patients in all corners of the world.



Nurses Unions Show Support for Two New Brunswick Nurses Assaulted in 2019

Nurse Union representatives including NSNU's Janet Hazelton showed support for two New Brunswick nurses who were victims of assault at the hands of Randy Van Horlick in Moncton in 2019. CFNU's Linda Silas, NBNU president Paula Doucet and Janet were in that city on November 16th for the sentencing hearing.

The assailant was charged with two counts of assault for physically and brutally attacking nurse manager Natasha Poirier and injuring nurse Teresa Thibeault when she tried to intervene. He was found guilty in September.

The Crown asked that Van Horlick serve up to six months in jail and two years probation for the crimes, which occurred at the Dr. Georges-L. Dumont University Hospital Centre. The prosecutor also asked that Van Horlick atone for the hard financial, physical and emotional impact on the women and be ordered to pay restitution, citing loss of wages. Van Horlick's lawyer asked for a sentence that could be served in the community.

As for the nurses involved in the incident, Poirier still hasn't returned to work after the assault that left her with a concussion, a broken nose and chronic pain. Thibeault was off work for six months.

Judge Yvette Finn said Van Horlick, who appeared aggressive during the hearing, has not taken responsibility for his actions, was not willing to attend any program directed by the court, and that he did not want to pay a fine or restitution.

Outside court, Poirier and Thibeault said they were disappointed with Van Horlick's behaviour. The abuser, who says he has no recollection of the attack, has never apologised for his actions.

At the time this newsletter went to print, the second sentencing hearing had not yet taken place.

Nurse unions have been lobbying for safe and violence and harassment-free workplaces for decades and want to see harmful behaviours perpetrated against nurses treated the same as any violent crime. Violence is not part of the job – nurses have been victims for far too long.



Anti-violence protests were held in Moncton, NB on November 16th during the sentencing hearing



NBNU members speak to media about workplace violence



NSNU President Janet Hazelton marches in solidarity with NBNU President Paula Doucet

What's Coming Up in 2021?



NSNU Board of Directors Meetings

January 25
February 17
March 12
April 18
May 25

The NSNU Board of Directors holds meetings throughout the year to discuss current issues and to work on Union business. In the event that these in-person meetings must be cancelled, virtual meetings will be scheduled in their place.

NSNU Annual General Meeting

April 19-21

The NSNU Annual General Meeting is a yearly event that brings together members from locals across the province with Union leadership to conduct business, discuss and vote on resolutions, and hear from inspiring speakers and leaders in the labour movement. This year's event is scheduled to take place in person with fewer attendees to abide by pandemic restrictions. In the event that large gatherings cannot take place in April, the meeting will be held on a virtual, secure format.



CFNU National Executive Board Meetings

January & June

The Canadian Federation of Nurses Unions National Executive Board consists of presidents and executive leadership from all eight member unions, including the NSNU. They meet throughout the year to discuss issues that affect nurses in their home provinces and federally, and to conduct business. During COVID-19 these meetings are being held virtually.

CFNU Biennial Convention

June

The 2021 CFNU Biennial Convention, which was originally set to be hosted by the Saskatchewan Union of Nurses, has been pre-emptively moved online. The pared-down event will focus on resolutions and national business. More information about this event will be made available in early 2021. Stay tuned for details on how to register.



Pending Dates

The NSNU is waiting for confirmation on other events that will be of interest to our members, including the Canadian Labour Congress Convention and the Nova Scotia Federation of Labour Convention. Once more information is made available about these events and others, the NSNU will relay that information to members.



Nurse Planners Have Arrived



NSNU Mask Lanyards

To reduce the spread of the novel coronavirus (COVID-19), experts recommend that you not touch your face or mask because the virus is transmitted through mucous membranes in the mouth, nose and eyes. This is in addition to other virus prevention steps such as washing your hands frequently, practicing physical distancing and wearing a mask.

Experts believe that the coronavirus is most commonly spread by droplets that are sneezed or coughed out and are then inhaled by someone else. Those droplets can land on surfaces, and when you touch that surface and then touch your face or mask the virus can enter your body.

As nurses, you know that constantly touching your mask to readjust it or touching the front when taking it off can be problematic. Our hands must be clean before touching it and we should touch as little of the mask as possible.

Bearing this in mind the NSNU was able to procure mask lanyards which allow you to keep your mask close when not wearing it, while also preventing it from touching surfaces. The lanyard also helps in donning and doffing a mask. Be sure to keep your lanyard clean as well.

The Nurses' Union will be mailing the lanyards to your worksites in the coming weeks where your local executive representative will distribute them to members. It's recommended that these masks be washed by hand and not put in the dryer.

A reminder that we now have more masks in stock and will be selling them at the cost of \$5.00 each. If you wish to buy more masks, please call 1-800-469-1474/1-902-469-1474 or email nsnu.office@nsnu.ca.

Stay safe everyone.

The 2021 Nurse Planners (pocket calendars) have arrived with the hope that the coming year will be better than the last. Fingers crossed.

The planners did arrive later than normal due to delays brought on by the pandemic, including workforce issues that impacted the printing and shipping process, and slow revenue sales encountered by the producer, Efficom, which is located in Quebec.

The Planners are developed and printed free of charge to the NSNU and distributed to our members each fall. Always a fan favourite, the planners have been around for almost three decades.

Please reach out to your local executive members to receive your copy. The Planners have been sent to your worksites for distribution.

Best wishes for a healthier and safer 2021.



WALL OF HOPE

Lamenting COVID-19 in a Regional Health Care Setting

Submitted by Rev. Dr. Debra Orton, Coordinating Chaplain, Valley Regional Hospital

"I don't know what else to do for my staff," was the cry of one nursing manager as the stress related to COVID-19 began to build on a variety of health care workers. Yes, we were all aware of the seriousness of the pandemic through media and social media reports coming from Asia and Europe. However, when it hit our own shores it brought a new reality to the soberness of the pandemic, especially when staff were asked to mask for their entire shift, trained for donning and doffing of PPE, and work with potential COVID-19 patients.

When Team Lavender (a newly formed peer-to-peer support team) heard the cry for help they put a plan together to support the emotional, spiritual and psychological well-being of health care workers. Due to the demands on staff, they found it hard to leave the floor. Helping their families to cope with and manage the realities of a lockdown made it challenging for them to come in on their days off for self care. Consequently, Team Lavender went back to the drawing board to see how they could support these vital workers. Thus, the "Wall of Hope" was born.

Two clinical nurse educators began to draw a huge heart in the center of a blank wall in the chapel. The plan was to invite health care workers to paint their hands on and around the heart. Team Lavender was hoping they might get a half a dozen people to participate. After painting their own hands on the wall to see what it would look like, the two nurses and the Spiritual Care Coordinator

So why did this informal debriefing activity become so important to our health care workers? It became a place where they could freely and safely shed their tears, express their emotional and spiritual pain, grief, despair, fear resulting from the uncertainty of the pandemic. The Wall of Hope was also a place where they could share their stories and find comfort in supporting one another.

It was a place where they could let their working partners know how much they meant to them and how much they appreciated one another, as the realities of the pandemic forced many of them to reflect deeply on their own mortality. For some health care workers, their caring hearts were hurting as they tried to answer questions from their children.



went to the washing stations on the Medical Unit to clean their hands. The nurses saw them and asked, "What are you doing?" When they were told, the nursing staff ran to the chapel to have their hands painted on the wall. Before we knew it there was a lineup from the chapel, and down the hallway. For several weeks, health care workers came from all over Valley Regional Hospital to put their hands on the wall.

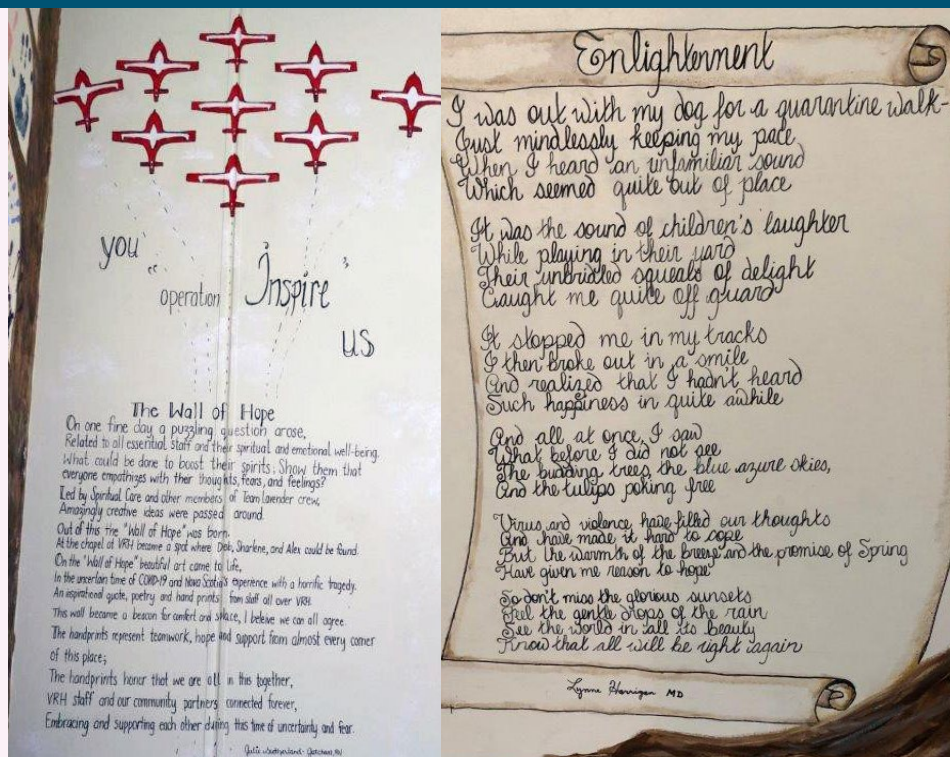
"Mommy are you going to die because of your work?" Some had discussions with their coworkers about the realities and possibilities of their colleagues or themselves dying from exposure to COVID-19, wondering how they would handle such a horrible situation.

With emotions spinning like a tornado inside of them, the Wall of Hope became a place to lament and

yet celebrate one another and their family. Some health care workers whose life partners also work at the hospital wanted to paint their hands together on the wall, side by side. Others wanted to paint their hands on the wall with their working partners, while some painted each of their hands in a different colour - one representing them and the other representing their children.

Sadly, Nova Scotia faced more than the pandemic in the Spring of 2020. A mass shooting took the lives of 22 Nova Scotians, including two Victorian Order of Nurses staff, and members from our community partners - policing, volunteer fire fighters, and correctional officers. Further, a helicopter crash killed several military personnel overseas, including three Nova Scotians. Unfortunately, this was not the last of the tragedies. On their way out of the province Canada's Snowbirds flew over our hospital, Valley Regional. They had missed us on the first flyover and wanted to make sure our health workers were honoured. Proudly, we stood in the parking lot waving to our beautiful military personnel. A short time later, one of the Snowbirds crashed during their mission to "Inspire Us", all Canadians. The public affairs officer aboard, Capt. Jennifer Casey of Halifax, died in the crash - another loss of life for Nova Scotia.

Carrying all this pain in their hearts, health care workers asked if we could incorporate our community partners into the Wall of Hope. Many of them were connected to those who had died in these tragedies. Some have loved ones in the military, policing, correctional services, volunteer fire departments and community nursing. The grief from these tragedies and sense of helplessness was overwhelming. The nurses who created the Wall of Hope painted a fire hat, a red maple leaf for our



Artwork by Sharlene Van Roessel, RN, Clinical Nurse Educator, NSH, Western Zone and Alex Marcia, RN, Clinical Nurse Educator, NSH, Western Zone

RCMP Officers, two gold leaves for our correctional officers and two blue and white birds for our VON staff. More employees came to place their hands around the symbols on the Wall of Hope to hug those who had lost their lives, to thank them for their service and dedication, and to let them know they would never be forgotten.

The Wall of Hope is a piece of art and a symbol of inclusiveness. The artists painted two trees representing the Tree of Life, significant to some religions and cultures. A white dove sits on a branch on each tree, symbolizing hope. A white ribbon held by each dove weaves through the heart, holding our cherished community partners: policing, volunteer fire fighters, Emergency Health Services, Community Clergy and Spiritual Leaders, Correctional Services, and Victorian Order of Nurses. The hands of many health care workers are the leaves on the trees. Rainbow colors were chosen for the paint. Team Lavender wanted the Wall of Hope to represent as much of

our diverse health care family and the wider community as possible. As one health care worker said, "I have never seen our hospital so united as it is now with the Wall of Hope."

The Wall of Hope became a place where health care workers gathered in silence or sat by themselves to find solace or to eat their meals in peace. It became a place where their tender, loving and caring hearts could find healing, new strength and courage to continue serving those in need, regardless of the challenges or risks to their own health. The Wall of Hope was a place where pain and suffering could freely be released, where we were embraced in our wholeness and where the goodness of our common humanity shone like a bright light in the middle of the night.

In my tradition let me say, "Thanks be to God for gathering us in community so we could lament and find new hope in the midst of what felt like days of emotional and spiritual darkness."

Good News

“When I was a boy and I would see scary things in the news, my mother would say to me, ‘Look for the helpers. You will always find people who are helping.’”

This quote from Mr. Rogers has never been more timely. As we reflect on a year of untold challenges and indescribable loss, we turn our attention to those who made a difference: healthcare and essential workers, philanthropists, volunteers and regular people who cared enough to try.

Letting go of 2020 is something we are all ready to do, but let's not forget the people who helped us get through it by aiding in COVID relief efforts, or doing good work in their communities. Here are a few stories from this year to remind us of the good in the world.



Heart-Felt Thanks

The Colchester Wire | November 2020

For all they have done over the past months as COVID-19 changed the world, the Truro Jr. A Bearcats recognized first responders and emergency care workers prior to their recent home-opener. Representing their colleagues at the game were registered nurse Nicole Sibley (NSNU member, Colchester Regional), Bearcat alumnus Dr. Justin Blaauwendraat, and Sgt. Robert-John Hunka from Truro Police Service.



NSNU Member Selected for CNF #ThankANurse Initiative

In the wake of a global pandemic, organizations across industries have taken time to recognize first responders. This recognition comes in a variety of formats, like online shout-outs, awards and donations.

One such campaign is the Canadian Nurses Foundation's #ThankANurse initiative. Early in the pandemic, CNF began encouraging Canadians to send in the names of nurses they would like spotlighted on CNF social media pages. That campaign soon grew to become a national contest, in which nurses were nominated for a chance to win a ticket to their virtual gala on December 3rd where they would be recognized for their incredible efforts.

One of our own, Manju Kochukunju-Chackalayil, was among the nurses selected from the pool of nominees. Manju is an RN who works at Northwood, the facility hardest hit by COVID-19 in Nova Scotia.

Congratulations to Manju and to all nurses honoured through this campaign. Thank you to all nurses who continue to work tirelessly to care for patients and residents during these challenging times.



Dalhousie Medical Students Start Volunteer Service for COVID-19 Health Workers

Adapted from Global News | March 2020

Early in the pandemic, medical students at Dalhousie University joined a volunteer program to run errands and provide daily assistance for healthcare workers tied up in the midst of COVID-19.

Freddy Lee, a co-organizer of the program and president of the Dalhousie University Medical Students Society, told Global News, "We're hoping that healthcare professionals and students can come together during this especially difficult time to support and deliver the best healthcare to the patient."

Some of the services the group offered included childcare during school closures, walking pets, transporting items, visiting elderly relatives, making trips to the grocery store and other tasks at the request of health workers so they could focus on dealing with the pandemic at work.

RV Loans Helping Healthcare Workers Sleep Better

Adapted from CBC News | April 2020

Worried she would expose her family to COVID-19, Ontario nurse Barbie Allen was in need of a solution. Someone suggested Allen rent an RV trailer to park it in the driveway. That way she'd have a place to sleep with her family close, but not so close as to risk infection.

That's where the Thomson brothers come into the picture. Andy and Kirk own Can-Am RV Centre.

Allen called Kirk about renting an RV. Two days later, he was backing one into her driveway.

He said his family felt compelled to help after seeing stories about frontline healthcare workers treating COVID-19 patients while putting themselves, and their families, at risk of infection.

"I can't imagine going to work every day facing the kind of pressure they're under, and the risk that they're taking," said Thomson. "If we can do something small to help out, that's the least we can do."

Now, no less than 15 Can-Am RVs are being loaned out — completely free — to local healthcare workers.

Queen's University Students Are 3D Printing Face Masks, PPE For Health-Care Workers

Huffington Post Canada | May 2020

When Queen's University medical student Matt Snow's clinical rotation ended because of COVID-19, he knew he wanted to find a way to help those working on the health-care front lines.

Snow, along with two other Queen's students, got in touch with an ICU doctor at Kingston General Hospital and a technician at their university's Clinical Simulation Centre. The group of five 3D printed their first PPE prototypes, and then partnered with colleges, libraries, research labs, businesses and community members to make more.



Now the group, called 3D PPE Kingston, has overseen the printing of thousands of pieces of equipment for frontline health-care workers in Kingston, Ont.

Stay Connected with the NSNU

There are many ways for members to stay up to date on important news and events from the NSNU. Some of those methods include *What's Nu?*, the MyNSNU App, the Members Only page, email and telephone. In order for us to reach you using these mediums, we need your most up-to-date contact information.

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

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

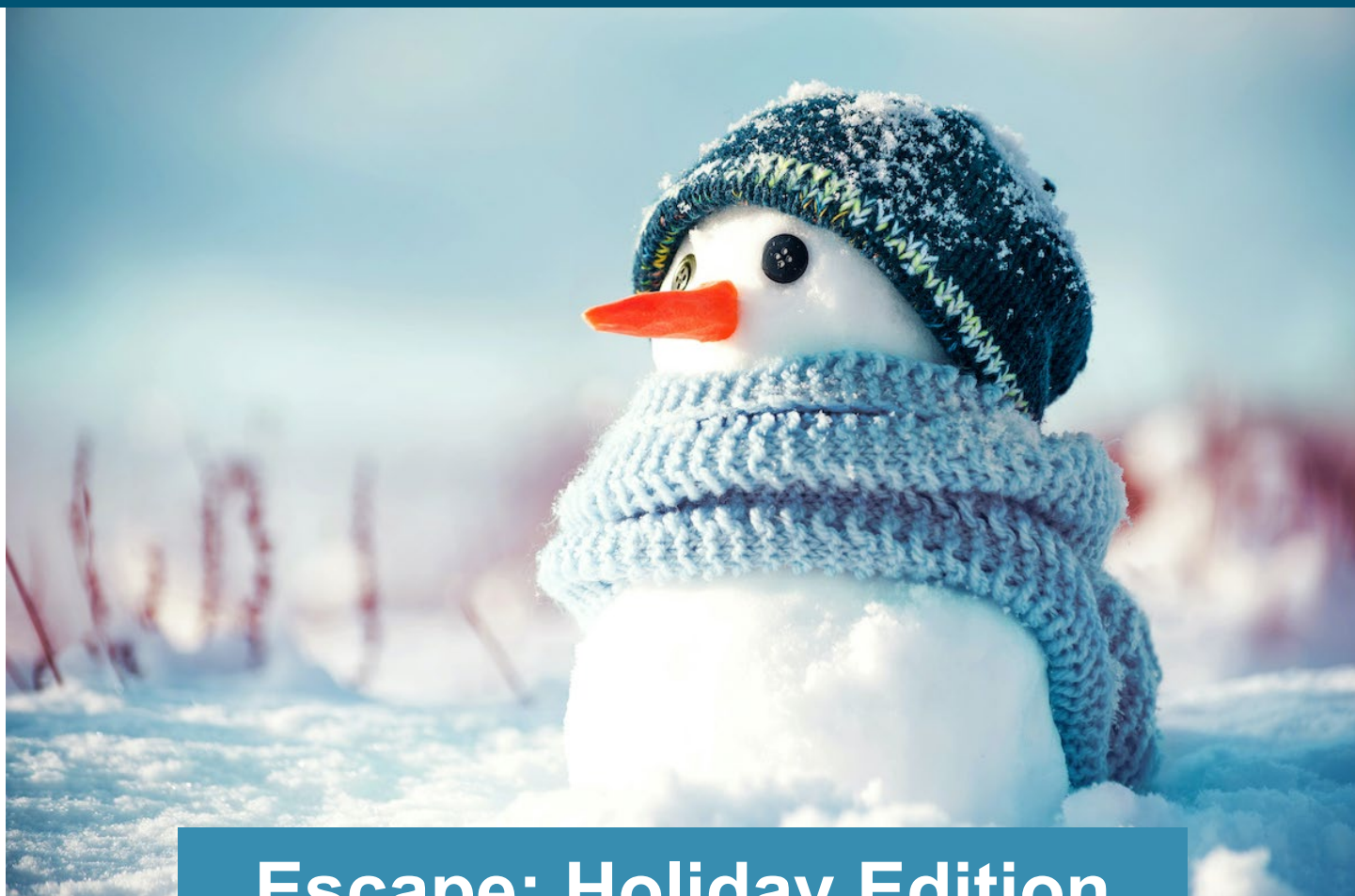


Are You Paying the Correct Amount of Union Dues?

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

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

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



Escape: Holiday Edition

Holidays can be stressful even under normal circumstances. As we aim to enjoy our traditions this year, we have new challenges to navigate to keep our loved ones safe and healthy.

We could all use some peace and relaxation this holiday season. In December the NSNU Escape Page was updated to feature winter and holiday themed videos, virtual tours, playlists, recipes, poems and more.

Here is a taste of the new content you can find on Escape:

- Links for Free Online Christmas Concerts
- Christmas, Hanukkah and Kwanzaa Music & Recipes
- Winter Virtual Tours of the Yukon Northern Lights, Prague, Iceland, China & More

- Majestic Winter Wildlife Videos
- Ice Skating and Sculpting Videos
- Inspirational Quotes
- Winter Myths – Busted!

The Escape page still includes great content that you can enjoy year-round, including virtual tours and concerts, a relaxation station, an exercise hub, as well as music, games, puzzles, recipes and lots more for a variety of interests.

We hope members continue to enjoy this page and use it as a stress reliever during the holidays and all winter long. If you have suggestions for items that could be added to this page to improve user experience, please send your ideas to nsnu.office@nsnu.ca.

Holiday Food Traditions

Food is an important part of all cultural traditions, and many of us have special recipes that we reserve for the holidays. These recipes were contributed by NSNU members and staff for you to bake and enjoy during the festive season.



Maple Pie

Chris Albrecht
NSNU Executive Director

For the butter pastry

2 ½ cups all purpose flour
½ tsp salt
1 cup butter (very cold & cut in small pieces)
1/3 cup ice cold water
1 tbsp white vinegar

For the filling

1 cup maple syrup
1 cup brown sugar
pinch salt
1/3 cup melted butter
2/3 cup whipping cream
2 tsp vanilla extract
1 ½ tbsp all purpose flour
3 eggs

Instructions

To prepare the pastry

1. Using a food processor or a pastry blender cut cold butter into the flour and salt until mixture resembles a coarse meal. Small pea sized pieces of butter should still be visible.

2. Pour vinegar into the cold water then pour over the mixture and work in by tossing with a fork until dough begins to form. Use your hands as little as possible and work the dough as little as possible, form the dough into a ball.

3. Divide dough into 2 balls, flatten into 2, 6 inch rounds, wrap in plastic wrap and place in the refrigerator to rest for a minimum of 20 minutes. You can make your dough the previous day but make sure you take it out of the fridge for 10 minutes to warm slightly before rolling out. (This pastry recipe makes sufficient for two pie crusts, so wrap one of the pastry rounds tightly in plastic wrap and freeze it for later.)

4. Roll the dough into a 12 - 14 inch round and place in the bottom of a 9 ½ inch pie plate.

5. Push the dough into the corners and ensure that it is not stretched at all or it will shrink from the edge.

6. Trim dough to a half inch past the edge of plate.

7. Fold the ends under and pinch with fingers or fork to shape the edges into whatever design you like best.

8. Place in freezer for 10 -15 minutes to chill before adding the filling.

To prepare the filling

1. In a small saucepan, combine the maple syrup, brown sugar butter and salt. Bring to a boil over medium low heat for 5 minutes.

2. Remove from heat and stir in the whipping cream and vanilla extract. Allow to cool to room temperature for about an hour.

3. Preheat oven to 375 degrees F.

4. When the boiled mixture is cool, whisk in the eggs and 1 ½ tbsp flour into the filling until smooth and pour into the chilled pie shell.

5. Bake on a low rack at 375 degrees for 15 minutes, then reduce the heat to 350 degrees and bake for an additional 35-45 minutes until the top is golden brown. The middle may still wobble a little at this point but should appear set.

6. Cool to room temperature before refrigerating until serving.

Great served with a dollop of whipped cream or a scoop of good vanilla ice cream.



Fruit and Oat Scones

**Chris Van Zoost, NSNU Vice President
RN, Hants Community Hospital**

- 1 ¾ cup flour
- 1 cup oats
- ½ cup brown sugar
- 3 tsp baking power
- ¼ tsp salt
- ½ cup cold butter
- ½ cup raisins or grated peel from 1 lemon
- ¾ cup milk

Mix dry ingredients, cut in cold butter, add fruit and then milk. Mix then knead a few times on floured board. Roll out on pizza stone, a circle about ½ inch thick. With raisins, sprinkle with cinnamon sugar. Cut into 16 wedges with pizza cutter, then separate. Bake at 400 for 15-17 minutes. For lemon scones, ice with mixture of lemon juice and icing sugar when still warm.



Lobster Dip

**Dana King
LPN, VON Colchester**

- 2 cups sour cream
- One can lobster meat
- One package of Knor dry vegetable soup mix
- 1 cup shredded cheese

Mix together and done!! I serve with Brenton vegetable crackers.

Perfect Peach Cake

**Jamie Stewart, NSNU VP Finance
RN, Cobequid Community Health Centre**

Topping

- ¼ cup unsalted butter
- ¾ cup golden brown sugar
- 4 ripe peaches, peeled and cut into 8 wedges each

Cake

- 1 ½ cups all-purpose flour
- 2 tsp baking power
- ½ cup unsalted butter
- 1 cup granulated sugar
- 2 large free-range eggs
- 2 tsp pure vanilla extract
- ½ cup 35% cream
- Preheat oven to 350 F.



Instructions

To make the topping, melt the butter in a small saucepan over medium heat. Add the brown sugar and cook for 2 minutes, stirring constantly until sugar is melted. Pour the mixture in to a 9" round cake pan with 2" sides. Spread carefully with a spatula to distribute evenly along the bottom of the pan. Place the peaches in a circular pattern to cover the bottom of the pan. Set aside.

For the cake, stir together the flour and baking powder in a small bowl. In a large bowl, beat the butter and sugar with an electric hand mixer for 2 to 3 minutes, until the mixture is light and fluffy. Add the eggs one at a time, beating well after each addition. Add the vanilla extract and cream, and beat well until combined. Gently stir in the dry ingredients until incorporated.

Spoon the batter evenly over the peaches in the cake pan. Place the pan on a baking sheet and bake on the centre rack of the preheated oven for 55 minutes, until the top is out and springy. Let the cake cool for 10 minutes before turning it upside down onto a plate. Allow to cool before serving. Serve with softly whipped cream if desired.

Season's Greetings from the Nova Scotia Nurses' Union

The Nova Scotia Nurses' Union celebrates the holiday season by making charitable donations to organizations doing good work in our communities. Donations are more important than ever to charities that may be struggling due to COVID-19.

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

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



Anatomy of a Nurse



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nsnu.ca/flu



Janet Hazelton



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