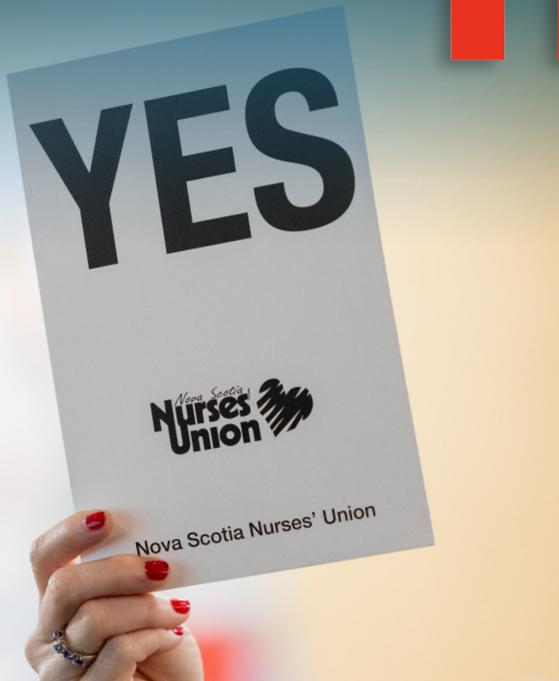


# what's **nu?**

MAY 2025

Nova Scotia  
**Nurses' Union**



## Highlights

Responding to Violence

Annual Meeting Recap

CFNU Member Survey

# Highlights

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## SOCIAL MEDIA

-  Nova Scotia Nurses' Union
-  @NS\_Nurses
-  @NSNursesU
-  NSNursesUnion

## MYNSNU APP

 Available in Apple App & Google Play stores  
OR: nsnu.itacit.com

# Board of Directors



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**NATALIE NYMARK**

IWK VP

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# Union Dues

If you work at more than one facility represented by NSNU 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 RNs** and **\$21.48 for LPNs**) 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**.

# Updating Info

NSNU members will now have access to their data which will allow them to update their contact information and union status. A button titled **Update Profile Info** has been added to **nsnu.ca/MembersOnly** (login credentials required). We thank members for keeping their names, addresses, emails, phone numbers, place of employment, work status and designations up to date. NSNU trusts that you will keep us informed.

New members to the NSNU will continue to complete an online form located at **nsnu.ca/education/orientation**.

Locals are encouraged to remind new grads and new members to complete the form so they will receive notices, promotions and other information.

# Land Acknowledgement

The NSNU sits on and operates in Mi'kma'ki, the traditional and unceded territories of the Mi'kmaq.

As settlers and visitors of Nova Scotia we acknowledge the importance of these lands, which we call home. We are all Treaty People.

We do this to reaffirm our commitment and responsibility to improve relationships between nations, to work towards healing the wounds of colonialism and to improve our own understanding of local Indigenous Peoples and their cultures.

We honour and offer gratitude to those ancestors of African descent. We recognize that African Nova Scotians are a distinct people whose histories, legacies and contributions have enriched that part of Mi'kma'ki known as Nova Scotia for over 400 years.

## PLEASE NOTE:

The NSNU Board of Directors Meeting scheduled for **June** has been cancelled due to the overlap of the CFNU Biennium.

# President's Notebook

## *Responding to Violence in Health Care*

The most likely professions to experience violence on the job are those in healthcare and social assistance. These sectors, including hospitals, nursing homes, and residential care facilities, report high incidents of workplace violence, and are often described as dangerous, high-stress environments.

Additionally, nurses are more commonly exposed to risk within the healthcare field. Nurses know that; nurses know violence.

Direct interaction with the public in healthcare settings, especially hospitals and emergency rooms, can potentially lead to frustration and aggression from patients, families, or visitors. Healthcare roles often involve working with vulnerable individuals who may be experiencing emotional and physical distress or behavioral issues, which can also increase the risk of violence.

Despite years of working towards eradicating violence from our healthcare workspaces the evidence is clear, the best offense is a good defense. By taking a proactive and offensive approach, we can gain a strategic advantage and make our own defense more effective.

Decades of building stronger safety protocols, violence prevention programs and reporting systems have resulted in greater awareness and recognition of the unacceptability of the problem.

During the 2023 acute care bargaining with the Nova Scotia Council of Nursing Unions, the province committed \$7 million for a Safety Innovation Fund to address violence in the workplace. Earlier this year, weapons related incidents reignited the urgency for a solution, also prompting Nova Scotia Health and the IWK Health Centre to increase security measures union members have long advocated for.

Under the agreement, the funds must be used by Oct. 31, 2025, for the improvement of the health and safety of the nursing workforce. Mission accomplished. The money is being spent.

In conjunction with NSNU representatives, site staff and employers, workplace violence risk assessments have been completed in all regional emergency departments to determine which form of weapon detection is appropriate. The inclusion of security personnel, nurses (the largest cohort of healthcare workers) and other healthcare professionals at the table ensured other viewpoints were considered and valued.

Improvements will include installing metal detectors, strengthening door security – potentially with police support – and providing additional safety training.

An AI-powered weapons detection system was installed to screen everyone entering the emergency department at the Colchester East Hants Health



**Emergency  
Urgence**

**Janet Hazelton**  
BScN RN, MPA, ICD.D



Centre, the first facility in Atlantic Canada to pilot this technology, from May 26-30.

The system specializes in non-invasive threat detection and uses artificial intelligence to identify potential weapons or dangerous items without disrupting care. If an item is flagged, additional screening or bag searches may occur. Items deemed unsafe will be securely stored and returned to the owner when they leave the property. All firearms and illegal weapons will be turned over to police.

Clinical departments at the IWK are also seeing increased cases of violence and aggression. Their workplace violence risk assessment identified a need for both training and a clinically led response team to help prevent situations from escalating.

The IWK funding allotment of 700k will be used on Non-Violence Crisis Intervention train-the-trainer and training materials to be delivered center wide. The fund will also be used to develop a Behavioral Emergency Response Team to support staff when situations escalate. To support the new Behavioral Emergency Response Team, fifty protection services and nursing staff will receive advance code white training.

Approximately \$240,000 of the \$700,000 will be invested in training and the development of the Behavioral Emergency Response Team.

While enhanced CCTV cameras and access control hardware have been installed in many locations throughout the IWK, there remain gaps in both systems which create a significant risk. As a further deterrent, the remaining \$460,000 will be used to enhance the security cameras and access control hardware.

NSNU will continue to monitor and improve systems and programs that protect and support our members, regardless of where they work. Our efforts in long-term and community care are also priorities for the Nurses' Union.

Nurses cannot predict the triggers behind acts of violence and aggression or determine when they will occur. Even the threat of criminal charges and consequences do not prevent these acts. The best we can do as healthcare providers is prepare for a situation and proactively engage in education to mitigate harm.

*Janet Hazelton*



**May 16, 2025 interdisciplinary group meeting at DGH on workplace violence risk assessment facilitated by Heather Matthews, NSNU OH&S Advisor**

# CFNU President

## Appointed Honorary Fellow of the Royal College of Nursing

Congratulations are in order!

Linda Silas, president of the Canadian Federation of Nurses Unions (CFNU), has been appointed an Honorary Fellow of the Royal College of Nursing (RCN) in the United Kingdom. Silas is being honoured in recognition of her outstanding contributions to nursing with the highest award made by the RCN.

Throughout her career, Silas has been a champion for nurse solidarity across borders. Notably, Silas was a part of the team of nurses who founded Global Nurses United in 2013 to step up the fight against the harmful effects of austerity measures, privatization and cuts to health care services that put people and communities at risk around the world. Now, the action-oriented Global Nurses United represents more than two million unionized nurses in 35 countries.

Most recently, Silas co-chaired Canada's first national Summit on Nurse-Patient Ratios, bringing together international nursing leaders for discussions on how to bring this vital tool for patient safety and nurse retention into more jurisdictions.

"I am absolutely humbled to be recognized on the international stage by my peers at the RCN, an

organization that for over 100 years has put nursing and nurses at the forefront of all decisions," Silas said. "Nurses know how critically important collaboration is, whether it's in your unit at your workplace or across the world. This award is a symbol of nurses partnering with each other, and this is an honour to receive it."

Silas noted the importance of solidarity amongst nurses around the world. "In the face of a global nursing crisis, nurses' voices, care and leadership are as important as ever in our continued fight for access to health care are a human right - not a luxury," Silas concluded.

The Royal College of Nursing is the world's largest nursing union and professional body, representing over half a million nursing staff and students in the UK and internationally.

The CFNU is Canada's largest nurses' organization, representing 250,000 frontline unionized nurses and nursing students in every sector of health care - from home care and LTC to community and acute care - and advocating on key priorities to strengthen public health care across the country.



# NSNU Union Dues Increase

During NSNU's recent Annual General Meeting, the membership approved a change to the bi-weekly union dues that will be effective September 1, 2025. Dues will be changed from flat rate, to 1.00% of salary. Percentage-based dues are the most common way unions collect dues, and is the method used by several other nurses unions across the country.

Like the method used for calculating vacation entitlement/sick leave accumulation, the 1.00% dues deduction is based on all hours paid to the maximum a fulltime nurse would pay (inclusive of paid sick leave, paid vacation leaves and the straight time hourly equivalent of overtime hours paid). It does not include overtime pay or premiums.

NSNU has achieved significant growth, incurred rising expenses, and negotiated salary rate increases for members over the last 15 years, without any dues increases in this time period. The Union has had operating losses in the last 3 years, and significant increases

in costs, the top three being office costs, legal fees (in defense of NSNU members) and staff wages. In 2024, our revenue was \$5.0 million, and expenses were \$5.5 million, resulting in a loss of \$0.5 million.

Going forward, NSNU requires revenue of \$5.75 – 6.0M annually to cover its costs and a change to the fee structure was the only way to achieve this.

Members are also reminded that various types of union dues and professional membership fees can be deducted when filing your taxes. You can claim dues related to your employment.

More information on the history of this decision and how the rate was determined can be found in the discussion paper in the member's section of the website, [nsnu.ca/MembersOnly](https://nsnu.ca/MembersOnly) (login credentials required), dropdown menu AGM 2025, NSNU Discussion Paper on Resolution #3.

## Health Summit Meetings Resume

On May 21st an in-person meeting was held between Premier Tim Houston and key healthcare leaders; the last health summit was held on September 11, 2024.

Since being elected in 2021, the Premier has made his promise to “fix” healthcare a priority. The Premier's Health Summit meetings began in January of 2023, bringing together key healthcare stakeholders from across the province to tackle tough topics and explore innovative solutions. These stakeholders come from various backgrounds including regulatory colleges, professional associations, educational institutions, unions and service providers.

Held at the Innovation Hub on Grafton Street, Halifax the group discusses a range of issues including internationally educated health workers, communications flow, interdisciplinary support, technology, administrative burden, collaborative practice and many other important matters.

According to the Premier, the summit is a chance to get “all the people who have an impact on how health care is managed in the province in one room so we can all talk about the same sense of urgency.”

As NSNU president, Janet Hazelton is an outspoken advocate at that table, bringing NSNU members' needs and concerns to the forefront including violence in the workplace and safe staffing requirements.

Following the May 21st meeting, Premier Houston stated, “These ongoing meetings make for valuable opportunities to hear what's working, and where we need to improve. There's more to do and we'll keep making it happen.”

NSNU President Janet Hazelton,  
Premier Tim Houston,  
NSGEU President Sandra Mullen  
May 21, 2025



# Dream. Dare. Deliver! And We Did!

NOVA SCOTIA NURSES' UNION ANNUAL GENERAL MEETING 2025



The 48th NSNU AGM, which took place in Truro **April 14-17**, was a fast paced and energetic event with close to 300 participants crowding the meeting spaces and dining rooms of the Glengarry Hotel.

The AGM provided an opportunity for members to review constitutional language and, through the **Resolution** process, enact change and introduce articles to better serve union members and the organization. In all, twelve resolutions were debated and voted on.

The outcomes of those debates can be found online at [nsnu.ca/MembersOnly](https://nsnu.ca/MembersOnly). Select the AGM 2025 tab in the dropdown menu, then Resolutions. All Resolutions were carried, none were defeated.



Once again, union leaders and labour representatives from across the province and Canada took part, including the dynamic **Linda Silas**, president of the Canadian Federation of Nurses Unions.



The Minister of Health and Wellness, the Honorable **Michelle Thompson**, and Premier **Tim Houston** paid a visit to bring greetings from the province and hear from President Hazelton and our members on issues of concern for nurses.





*Danny Cavanagh, NSFL President*

Thank you to our friends from the NSFL, CLC, WCC and NSHC for taking the time to contribute to our discussions.

Elections were held for the Western Zone and LPN Component. Alaine Halliday was returned as the VP of LPNs and Tracy d'Entremont won the Western VP election. Thank you to all who reoffered or put their names forward for the election process.

A highlight of the event was a presentation from the parents of Caleb MacArthur who passed at the tender age of four from Stage 4 High Risk Neuroblastoma. His dedicated parents, Nicole and Mike, celebrate his life, love, & legacy through a foundation they created, Caleb's Courage.



*Nicole + Mike MacArthur*

In 2015, **Caleb's Courage** was lovingly founded to support critically ill children and their families in Cape Breton. Their mission - Helping little superheroes fighting BIG battles.

NSNU members were moved to tears, and to act following the Caleb's Courage presentation. One by one, AGM attendees went to microphones to pledge funds on behalf of their Locals donating close to 27k in total to the foundation. It was inspiring.

The NSNU **Charity Draw and 50/50 Draws** raised \$4763.00 in support of Marguerite Centre and Hope House. Thank you to all who bought tickets.

Members did not disappoint as they dressed in their best **1950s Sock Hop** retro attire. It was a blast from the past. Of note, long-time NSNU activists and leaders, Janis Ritcey and Jo Anne Allen received NSNU Honorary Member distinctions for their service to the Union and nurses in Nova Scotia. Congratulations to Janis and Jo Anne.



*Siobhán Vipond, CLC Executive VP*



*Jennifer Beniot, NSHC Provincial Coordinator*



*Andrea Sheppard, WCB + Shawna Larade, Davis Pier*



*Brian Knockwood, Indigenous Elder*



*Janis Ritcey, Laura Lee Sharpe, Jo Anne Allen*

# Education Day

NSNU welcomed speakers offering a broad spectrum of topics on Education Day.

**JD Gilmour**, a PEI resident and an international consultant on psychological occupational risk presented on the overlooked emotional hazards of working in a helping profession.



That session was followed by a **panel discussion on nursing safety**. Led by Janet Hazelton, the panel featured Karen Adams, CEO of WCB, Dr. Kevin Kelloway, a Professor of Organizational Psychology at Saint Mary's University, Heather Matthews, NSNU OH&S Advisor, and Rachel Barbour, Office of the Worker Counsellor Representative.



The afternoon kicked off with **Jim Yih** who delivered education on achieving financial stability in a light and approachable manner. The day ended in laughter as nurse-comedian, **Zabrina Douglas** brought her brand of nurse humour to the stage.





Another highpoint of the AGM is the announcement of the scholarship and grant recipients. The winners are as follows:

*belairdirect Grant of \$1000 - Ashley Rumley*

*NSNU Continuing Education Scholarship of \$2000 - Latitia Pelley-George*

*NSNU Degree/Diploma Scholarship of \$2000 - Cary-Ann MacKenzie*

*NSNU Delores Chase Scholarship of \$2000 - Angela Piche*

*NSNU Family Scholarship of \$2000 for a nursing degree student - Ellie McClean. Her mother is Roxanne Carli-McClean*

*NSNU Family Scholarship of \$2000 for an LPN student - Ashley Bowen. Her mother is Charlene Bowen*

*CFNU Annual Scholarship of \$1000 - Lacey Risser*

*The Elizabeth and Brittany MacPherson Annual Scholarship of \$1000 - Juliana Kirby*

Congratulations to all our winners. We wish them the best in their studies.



Thank you to all AGM and Education Day attendees for your commitment and interest in the labour movement, your dedication to fighting for nurses' rights, and for your passion for the nursing profession. NSNU thanks those who completed event evaluations. That feedback allows NSNU staff and Committees to better prepare things to come.



*MORE AGM 2025 SNAPSHOTS!*



# 2025-2027

## Nova Scotia Nurses' Union Board of Directors

The following have been acclaimed or elected to the NSNU Board of Directors to serve for a two-year term:

**Janet Hazelton**

*President (Acclaimed)*

**Donna Gillis**

*1st Vice President (Acclaimed)*

**Jamie Stewart**

*Vice President of Finance (Acclaimed)*

**Laurie Forrest**

*Eastern Vice President (Acclaimed)*

**Denise Elms**

*Northern Vice President (Acclaimed)*

**Anne Boutilier**

*Central Vice President (Acclaimed)*

**Tracy d'Entremont**

*Western Vice President (Elected)*

**Alaine Halliday**

*Vice President Licensed Practical Nurses (Elected)*

**Glenda Sabine**

*Vice President Long Term Care (Acclaimed)*

**Kim Williams**

*Vice President Community Care (Acclaimed)*

**Natalie Nymark**

*IWK Vice President (Acclaimed)*

Congratulations to the Board as they embark on a busy term which will include further contract negotiations, the enforcement of workplace violence policies and procedures, and the implementation of staffing language across our acute care facilities.



# BCNU Back In!

The British Columbia Nurses' Union (BCNU) has been reinstated into the Canadian Federation of Nurses Unions (CFNU). The reinstatement was announced this spring, more than a decade after the BCNU left the CFNU due to raiding activities in British Columbia.

The BCNU was sanctioned by the Canadian Labour Congress for raiding other affiliated unions. BCNU's actions were also seen as undermining solidarity on the front lines of healthcare. The union was suspended from the CFNU and other organizations.

In response to the CFNU's decision, BCNU President Aman Grewal expressed her sincere gratitude. "The fact is, there is a national staffing crisis that is plaguing nurses across the country. Now is the time for nurses to be fiercely united from coast to coast in our efforts to advocate for the changes required to protect nurses, our patients and the future of health care."

The CFNU and BCNU are committed to this momentous step forward, which will only strengthen their unwavering advocacy for nurses. The reinstatement of BCNU into the CFNU represents a move towards greater unity within the Canadian labour movement.

NSNU looks forward to seeing our BC counterparts at the CFNU Biennial Convention in Ontario this June. Welcome back!



2025

# CFNU Membership Survey

In late March, CFNU published the results of their annual member survey conducted by Viewpoints Research. The survey of nurses reveals the deplorable state of health care in Canada, and the pressing need for government to commit to enhancing patient and worker safety through concrete action.

“Nurses on the front lines share the same concerns year after year. They’re telling us loud and clear that this health human resources crisis is not getting better, they are not seeing the support they need at the bedside to provide the quality-of-care patients deserve,” said Linda Silas, CFNU President.

Most nurses report experiencing some form of violence related to their job over the past year. One in three nurses described the quality of care delivered in their workplace over the past year as fair or poor, with one in two nurses reporting that the quality of care in their workplace has deteriorated – trends in line with the last three years of national nursing surveys.

This inevitably leads to concerning outcomes for patients, and nurses more inclined to leave their jobs. Troublingly, 44% of nurses report at least one near-miss or patient safety incident within the last six months, with 23% reporting multiple near-misses or incidents over the same time.

These conditions drive nurses away from the bedside and away from patient care. The findings are stark for early-career nurses, revealing that one in three early-career nurses are considering leaving their current job within the next year.

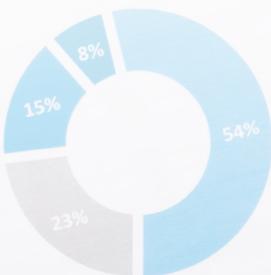
Enforced nurse-patient ratios is the top solution nurses say would influence them to stay in their job. Nurses overwhelmingly support a federal patient safety bill which would include key measures such as implementing nurse-patient ratios, setting limits on consecutive hours nurses can work, and mandating a minimum of 4.5 hours of direct care per patient in long-term care homes.

The Canada-wide survey of 4,736 nurses was conducted by Viewpoints Research in early 2025, The national results, including data about Nova Scotia, are aggregated in a PDF report by scanning the QR code, or visiting the link below.

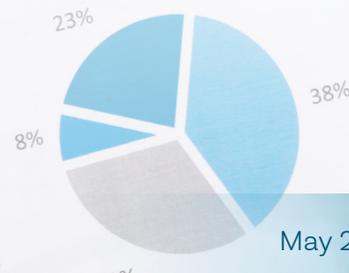
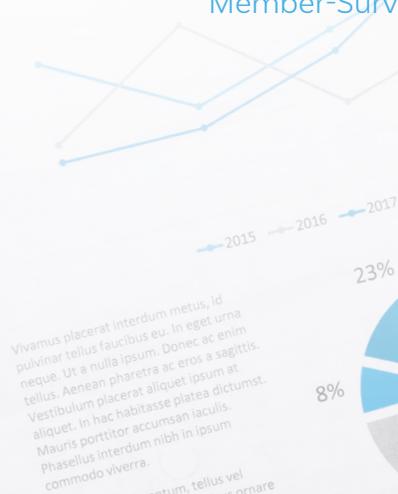
Thank you to the many NSNU members who participated in the study for your insights and valuable feedback.



[nursesunions.ca/wp-content/uploads/2025/03/CFNU-Member-Survey-Report](https://nursesunions.ca/wp-content/uploads/2025/03/CFNU-Member-Survey-Report)



Fusce sapien tortor, s... it ut vestibulum non, finib... mauris. Curabitur id ullamcor... Phasellus rhoncus nibh ut dolor sollicitudin condimentum. Aenean efficitur, neque eget ullamcorper consequat, orci elit volutpat odio, eget congue nunc augue non augue. Etiam hendrerit lectus vel nunc placerat tempus.



# in memory Kathleen Connors

Canada's frontline nurses mourn the passing of nurse and advocate, Kathleen Connors. Kathleen was integral to founding the Canadian Federation of Nurses Unions (CFNU) and shaping nurse advocacy as we know it today.

In 1979, she helped develop the constitution of the National Federation of Nurses Unions and was a delegate at the 1981 Founding Convention of what would later become the CFNU.

Elected president in 1983, Kathleen blazed the path for nurses to have a loud voice on the national stage. Under her leadership over 20 years, the CFNU grew to 125,000 members strong. Today, with more than 250,000 members, the CFNU stands as the largest movement of unionized nurses in North America.

Kathleen's tireless advocacy began with her nursing career in Manitoba, where she became an active member of the Manitoba Nurses Union, serving as a Local President for eight years and the provincial President for three.

Over her nursing and advocacy career, Kathleen brought unionized nurses into the house of labour, where she leant her expertise to the Executive Council of the Canadian Labour Congress. Passionate about public health care, Kathleen continued to be a bold advocate beyond her retirement as the Chairperson of the Canadian Health Coalition.

Kathleen inspired us to have bold voices as nurses, to stand up for our patients, our communities and public health care. Her legacy lives on in the strong voices of nurses and advocates across the country.

On behalf of Canada's nurses, NSNU offers condolences to Kathleen's family and loved ones, and we promise to honour her legacy in our work each and every day.



## New L'nu Nursing Website

The L'nu Nursing website is a resource designed to support Mi'kmaq and Indigenous students on their journey to becoming nurses. Whether someone is considering a nursing career, currently in school, or already working in healthcare, this site has a bit of everything, including inspiring stories from Mi'kmaq nurses who are making a difference in healthcare.

This initiative, supported by Tajikeimik (a new and developing health and wellness organization being created to lead health transformation for Mi'kmaw communities in Nova Scotia), is working to build a strong network of Indigenous nurses in Mi'kma'ki. Check out the site at [lnunursing.ca](http://lnunursing.ca).

If you're interested in sharing your story and having your photo taken, please reach out to Dawn Googoo at [dawngoogoo@dal.ca](mailto:dawngoogoo@dal.ca).

*L'nu Nursing Website is now live!*





# Day of Mourning

# April 28

Nova Scotians solemnly observed the National Day of Mourning across the province on Monday, April 28.

Each year, this day offers a moment to reflect on the lives lost due to workplace tragedies, and to acknowledge the injuries, illnesses, and long-term harm that continue to affect workers. It is a day to renew our commitment to safe and healthy work environments, and to honour those who can no longer stand with us.

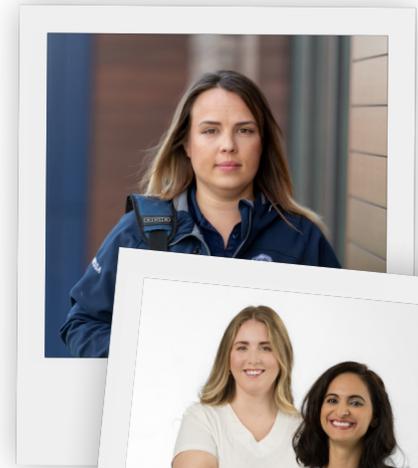
In 2024, 20 Nova Scotians died at work or because of their work, including seven from acute traumatic injuries and 13 from chronic injury fatalities. These are not just statistics - they represent real lives and families forever changed.

This year's ceremony at Province House, part of the long-standing Day of Mourning tradition organized by the Nova Scotia Federation of Labour, was once again supported by the Department of Labour, Skills and Immigration, WCB Nova Scotia, and Threads of Life.

Janet Hazelton, NSNU President and a member of the Workers' Compensation Board of Nova Scotia, attended the ceremony with WCB alongside other labour leaders, politicians and community members. Janet laid a wreath on behalf of the Nurses' Union.



NSNU President Janet Hazelton, Province House, April 28, 2025



# Collecting Dignity Donations at Dartmouth General Hospital

Once again, our dedicated members at Dartmouth General Hospital have gone above and beyond, collecting an incredible amount of dignity item donations for our annual drive at the Annual General Meeting. DGH had more than 5 units participate in their Dignity Donations competition. In total, they gathered 187 packages of pads, tampons, baby diapers, and adult products. DGH ICU won again this year with 69 donations. 5 East was not far behind with 52 packs!

Inspired by DGH's leadership, other Locals also organized their own collections. We encourage all of our Locals to follow suit and join this important initiative ahead of the AGM each year.

From menstrual hygiene products to adult and child incontinence items, the generosity of NSNU members continues to make a meaningful difference.

Upon picking up the donated products, the Colchester Food Network shared that they had just handed out their last box of tampons the day before. They expressed how much these donations are appreciated and anticipated each year, highlighting the very real and ongoing issue of period poverty.



## Keeping Images Up to Date!

The NSNU is not always aware of changes to our membership, in particular, those who have graciously allowed us to use their image to promote the Union and our initiatives.

We kindly ask members to notify NSNU if they recognize an outdated photo, such as retired or inactive members - or if a nurse's designation needs updating.

[Email communications@nsnu.ca](mailto:Emailcommunications@nsnu.ca)



# Podcast Picks *for nurses*



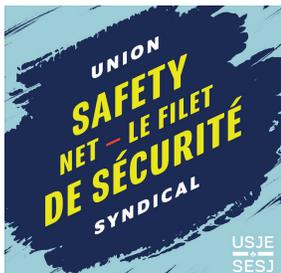
Looking for a podcast that speaks your language and tackles the real issues in healthcare?

**Shift Happens**, hosted by Manitoba Nurses Union's Darlene Jackson and Brandi Johnson, is exactly what you've been waiting for.

This isn't your typical healthcare commentary. **Shift Happens** brings you the raw, unfiltered voices of nurses on the frontlines - discussing everything from burnout and

understaffing to advocacy, solidarity and the realities of nursing in a strained system. With each episode, Darlene and Brandi dive deep into the challenges and triumphs nurses face, creating space for stories that are too often left untold.

It's real talk from people who've walked the halls, pulled the doubles and fought for better conditions.



Looking for a podcast that cuts through the noise and puts workers' voices front and centre?

**The Union Safety Net** is your monthly dose of insight, advocacy and real talk from the heart of Canada's labour movement.

Each episode tackles the issues that matter most to workers - from workplace safety and collective bargaining to mental health and public service funding.

With candid conversations featuring politicians, subject matter experts, union leaders, and frontline workers, **The**

**Union Safety Net** keeps union workers across Canada informed, empowered and connected.

Past episodes have explored everything from the impact of budget cuts to addressing trauma and burnout. Whether it's breaking down new legislation or amplifying the personal stories behind national headlines, this podcast doesn't just talk about the issues - it helps make sense of them.

When it comes to protecting workers' rights and shaping the future of work, knowledge is power.



Looking for a podcast that brings humour, heart and honesty to the nursing world?

Blending comedy with compassion, **I Beg Your Pardon** by Nurse John is just what you need.

Nurse John gives voice to the everyday chaos, joys and absurdities of life on the frontlines. From navigating difficult patients to calling out broken systems - with a

healthy dose of sass and raw storytelling - **I Beg Your Pardon** is a refreshing take on what it really means to be a nurse today.

Nurse John's podcast is a reminder that sometimes, humour is the best medicine.



# CUPE NS PRESIDENT STEPS DOWN

Nan McFadgen, president of CUPE NS for close to a decade, is retiring.

Nan, a Licensed Practical Nurse, was elected CUPE Nova Scotia President in 2016, representing over 20,000 members across the province.

A CUPE member since 1999, Nan has been on the frontline of many union battles, staunchly defending her members' rights and advocating for change. She has stood shoulder to shoulder with Janet Hazelton and other NSNU representatives on issues and injustices.

The NSNU congratulates Nan on this milestone event, and wishes her a very happy, healthy and long retirement.

*Photo: Sandra Mullen, NSGEU President Nan McFadgen, Janet Hazelton, NSNU President*

## NSNU Welcomes New Local

Congratulations to Angela McKenna, NSNU Labour Relations Representative, on the successful ratification of a first collective agreement for approximately 53 licensed practical nurses, registered nurses, and nurse practitioners with Shannex Transitional Health Services!

West Bedford Transitional Health will serve patients of Nova Scotia Health's Central Zone (18 years and older) who no longer require a hospital stay, but need additional support before they return home.

This innovative model of care fills a need in the continuum of health services available to Nova Scotians between hospital care and community.

NSNU is pleased to welcome these new members and looks forward to seeing them at future gatherings of the Union.



# NSNU Safety Resources

Members are accustomed to finding safety forms on the Members Only section of our website.

Members wishing to file safety related concerns can locate an email address on our newly-revised Occupational Health and Safety webpage, which replaces the button on the Members Only page.

The email address, [safety@nsnu.ca](mailto:safety@nsnu.ca), allows members to detail their concerns in this format. Your email correspondence will prompt our system to send you the safety form to complete and instructions regarding next steps.

Members can access the NSNU Occupational Health & Safety webpage at:

[nsnu.ca/safety](https://nsnu.ca/safety).



## SUN Elects New President



Bryce Boynton is a registered nurse and the newly elected president of the Saskatchewan Union of Nurses (SUN), representing Saskatchewan's registered nurses, registered psychiatric nurses and nurse practitioners.

Bryce's path to becoming President of SUN began with an interest in how policy can improve Canada's healthcare system and population health.

During his nursing studies at the University of Saskatchewan, Bryce served on the Board of Directors and President of the Canadian Nursing Students' Association. He also lent his talents to the Canadian Nurses Association, where he collaborated with government to advance health policy at a national level. Bryce has served as a Senior Policy Analyst for the Public Health Agency of Canada, highlighting various public health issues within the prairie region and the impact of illness on Saskatchewan populations.

The Saskatchewan Union of Nurses represents approximately 10,000 nurses across that province and recently celebrated their 50th anniversary.

The NSNU congratulates Bryce and extends best wishes and thanks to outgoing president, Tracy Zambory, for her many years of service within the Canadian Federation of Nurses Unions.

# National Nursing Week

As another National Nursing Week wraps up, we want to express our appreciation for our members' unwavering commitment to patient care.

This year's theme, **The Power of Nurses to Transform Health**, chosen by the Canadian Nurses Association, highlights the incredible role nurses play in shaping health care, driving innovation and advocating for patient well-being. Through union activism and advocacy, nurses continue to raise their voices - not only for their patients, but also for themselves and the profession.

Despite long hours, complex challenges, and high-pressure environments, you continue to show up. Your efforts do not go unnoticed.

National Nursing Week resources, including the NSNU's 2025 Nursing Week commercial and a message from President Janet Hazelton, are available on our website at [nsnu.ca/NNW2025](https://nsnu.ca/NNW2025). The TV commercial was available on streaming services, digital platforms, social media, Cineplex Theatres and traditional broadcast media for viewing.

Thank you to Locals that took the time to share their celebrations in photo-form which the NSNU distributed on social media. Here are a few snaps from your fellow nurses and proud NSNU members this NNW!

MAY 12-18 2025



ABERDEEN HOSPITAL



WINDSOR ELMS



CAPE BRETON METRO VON



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QUEENS COUNTY VON



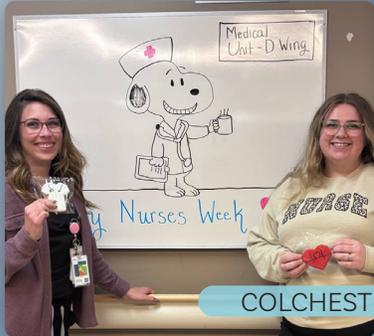
IWK HEALTH CENTRE



DARTMOUTH GENERAL HOSPITAL



LILLIAN FRASER MEMORIAL HOSPITAL



COLCHESTER EAST HANTS HEALTH CENTRE



VICTORIA HAVEN



STRAIT RICHMOND HOSPITAL



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NORTHSIDE/HARBOURVIEW



more photos on social:

- Nova Scotia Nurses' Union
- @NSNursesU
- @NS\_Nurses

# what's nu? with members + other nurses

To share what you or your Local is up to, send a photo & description to [communications@nsnu.ca](mailto:communications@nsnu.ca)

## Skills Sessions for IENs in Eastern Zone



In March, Clinical Nurse Educator Stacy Elliott, RN, facilitated in-person sessions with Internationally Educated Nurses in the Eastern Zone. These education days provided an opportunity to review and demonstrate a range of nursing skills and procedures.

Supporting and welcoming IENs is vital to strengthening the healthcare workforce in Nova Scotia. These sessions help ensure a smooth transition into our healthcare system, promote confidence in clinical practice and foster a sense of belonging.

## An Honour to Speak

We are proud to share that NSNU President Janet Hazelton was recently invited to speak on Safe Nurse-Patient Ratios at the Royal Congress of Nursing. Being asked to address such a renowned organization - especially as a non-member - is an incredible honour and a powerful reflection of the respect and recognition the NSNU holds within the nursing profession.

We are grateful that Janet had the opportunity to represent Nova Scotia and our values in such an important global conversation.



## Nurse on the Run!

Congratulations to Stacy Elliott who recently completed the Toronto Marathon!

Balancing her dedication to nursing education with personal goals, Stacy's accomplishment is an inspiring example of perseverance and commitment - both on and off the job. Way to go, Stacy - we like your NSNU ballcap!



## Diving into AGM Downtime

From quick morning dips to impromptu water aerobics, members at the 48th AGM recharged in the hotel pool - a great way to relax and connect with colleagues outside the meeting rooms! Cathy Murphy and Christine Pitman of the IWK enjoyed their cozy NSNU swag blankets taking the chill off after their time in the pool!





## Supporting Future Nurses

Emily Ryan, the daughter of Pam Ryan, RN is the recipient of the VON Cape Breton \$500 bursary. Emily is a graduate of Riverview High and is pursuing nursing studies at CBU this fall.

Congratulations Emily! The NSNU wishes you all the best in your studies.

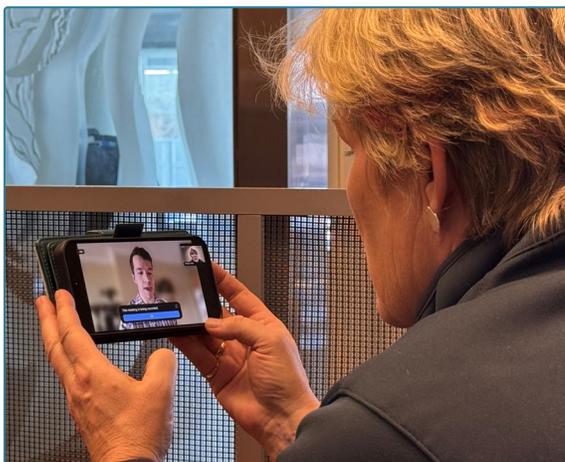


On March 25, NSNU President Janet Hazelton met with practical nursing students from NSCC's beautiful Ivany Campus. These visits are incredibly important, providing a meaningful opportunity to engage directly with the next generation of nurses.

Janet spoke with students about the vital role they will play in the future of healthcare, as well as the support and advocacy that the NSNU provides to its members. By building these early connections, we help students feel prepared, empowered and valued as they enter the workforce.

## NSNU Pride in Italy

Alice Chaisson and Chanda MacDonald, two proud RNs from the Aberdeen, brought a special touch of home with them on a recent trip to Italy. As chaperones for 104 Northumberland High School students, they took a moment to relax on a picturesque beach just outside Rome - wrapped in the cozy comfort of their NSNU blanket!



## Media Calls on the Road

Attending MNU's 50th Anniversary AGM in Manitoba didn't prevent NSNU President Janet Hazelton from taking media calls, as seen in this photo of her being interviewed by CTV reporter, Callum Smith.

Virtual media interviews became popular during the pandemic and continue to be an option for reporters to conduct business regardless of where an interviewee is situated.



Olivia Tower, RN +  
Angela Tower, NP



Chanel Perry, LPN +  
Lisa Bateman, RN

## When I grow up I want to be like Mom

For some, nursing is the family tradition. For others, it's a tribute - carrying on the memory of a mother who once wore the uniform or quietly inspired a life of caregiving.

Recently, NSNU featured these proud mother-daughter duos on our social media channels in celebration of Mother's Day and their shared commitment to care.

There are numerous members whose decision to enter the nursing profession was influenced by a mother or mother-figure, whether through example, encouragement or legacy. We honour those who may no longer be with us but whose impact lives on in the work nurses do.

To every nurse who celebrated Mother's Day on the job, and to every mother who continues to inspire both at work and at home: thank you. Your influence continues to shape the future of health care.



Kailey Taylor, LPN  
+ Amy Taylor, RN

# *Stoneman's Jewellery Inc.*

## THANK YOU

To show their appreciation for nurses, **Stoneman's Jewellery**, located in Sackville, donated a silver ring or silver pendant and chain to the AGM charity draw.

Participants at the AGM purchased draw tickets to win this prize, valued at approximately \$450.00.

The winner had a choice between the ring or the pendant and chain.

*Wear your nursing ring/pendant proudly.*

---

Congratulations Laurie Hirtle, Dartmouth General Hospital

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# Scholarship Program 2025

**Deadline: July 15th, 2025**



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