



**Courage to lead,  
Confidence  
to challenge,  
Commitment to care**



**Bargaining Update**

**AGM 2012 Highlights**

**NSNU Campaign**

**Scholarships, Draws and Contests**

**"What's NU?"**

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# President's Notebook

Janet Hazelton, NSNU President



## Bargaining Rights and Wrongs

The Nurses' Union will be entering into collective bargaining talks the third week of June for our acute and long term care members. Prior to negotiations, the Provincial Negotiating Committee (PNC) and the Board of Directors of the NSNU sought input from representatives attending the May 14 Bargaining Conference in Truro.

The consensus amongst participants at the Bargaining Conference was to seek wage parity (based on recent arbitration awards granted to the NSGEU) in a one year Agreement end-dated

October 31, 2012. Anything short of parity was not supported by Conference delegates leading them to recommend a strike vote should talks fail.

Strike action is not something the Nurses' Union takes lightly or without a mandate from the full membership of the organization. In fact, nurses within the NSNU have not been on strike since the mid 1970's. We do not use the threat of a strike as a bargaining tactic given the disruptive and stressful nature of an anticipated work stoppage.

Prompted by recent labour unrest in health care, Progressive Conservative Leader Jamie Baillie's proposed a private member's bill on May 12, 2012. The bill would take away the right to strike from health care workers and restrict meaningful dialogue between unions and management especially where improvements to contract language are concerned.

In theory, the proposed law sounds good - strikes would not be permitted in the health care sector thus preventing interruptions to patient services. In reality, provinces without the right to strike have less protection against service disruptions and no provisions for essential and emergency services in the event of a strike. Historically, legislation does not guard against labour unrest or the possibility of a strike.

The NSNU will be going to the table looking for wage parity. If the PNC is not successful, we will take a province-wide strike vote – a difficult decision for many.

Visit the President's Blog at MyNSNU to participate in this timely discussion. For more information about upcoming negotiations, see the Bargaining Update in this newsletter.

**ON THE COVER...** Delegates at the 2012 NSNU AGM in Truro, Nova Scotia.

Smaller Photo: NSNU Finance Committee AGM presentation, May 15

# In The News

## **OT for Nova Scotia nurses down, but still \$6.5 million**

***Chronicle Herald, May 23, 2012***

Provincial belt-tightening has cut into the number of nursing graduates hired into Capital Health's gradually aging nurse workforce, says the health authority's CEO.

The authority is able to hire about 20 new graduates this year, down from 60 to 80 in recent years, Chris Power said after appearing before the legislature's public accounts committee.

"Because of the restraint, or constraint on our budget, we don't have that extra money to do that this time around," Power told reporters.

"We're hoping in the long term there won't be a great effect, but it's something that we monitor constantly. ...We know it's happened in the past where you're short-sighted in terms of reducing your footprint of your staff and you pay the price for that later on."

The province gave the authority about the same amount of money last year, but the Health and Wellness Department has designated some of the money for new programs or services.

Capital Health has 2,787 nurses among its 9,937 employees, according to figures the authority presented to the committee. The submission also showed the average age has crept up over the last three years, though permanent nurses are still in the low- to mid-40s.

The committee heard that the rate of attrition, or voluntary departure, for registered nurses is 5.8 per cent, though it's close to 10 per cent in some other parts in the country.

Power said that relatively low rate and having more nurses working longer means the authority has a very skilled workforce, but there's also a balance to be found with providing opportunities for new graduates.

Liberal MLA Kelly Regan said hiring fewer graduates' means there will be more young people heading out of the province for work, and could lead to a knowledge gap within Capital Health.

Power and other Capital Health officials were at the committee to talk about overtime paid to nurses, expected to be \$6.5 million this year. That's down about 30 per cent over the past three years.

Officials said new scheduling software should whittle another \$640,000 off the total.

Progressive Conservative health critic Chris d'Entremont said the overtime amounts are still too high.

"Six million dollars can be used for a whole bunch of other things, whether they are primary care-based, or community care-based, that we could be using more effectively," he said. "There is a balance, though."

Power said overtime usually results when there's a surge in patients, or from staff shortages due to illness. She said about 71 per cent of nurses will work some overtime this year. Of those, about two-thirds work fewer than 25 hours of extra time for the year.

Kathy MacNeil, a Capital Health vice-president, said there's a high prevalence of overtime among nurses at the emergency departments at the Dartmouth General Hospital and Queen Elizabeth Health Sciences Centre.

She said the reasons include the unpredictability of the number of patients, extra work looking after patients who are waiting for a bed, and the specialized skills needed to work there.

Regan also asked them about the authority's business plan for this year, which includes spending reductions in areas such as outpatient and laboratory services.

Power said the authority's priority is to make sure the changes don't hurt patient services, as the province has directed, but she couldn't guarantee there won't be any impact.

## **It's right here, in black and white**

***Cape Breton Post / Hants Journal - May 2012***

This spring, spotting a nurse in Nova Scotia is about to get a whole lot easier thanks to the roll out of new, standardized uniforms. Nurses in acute care institutions across the province have already started wearing their new uniform of white tops and black bottoms, and more are following suit, every day.

In 2011, the Nova Scotia Nurses' Union negotiated a distinctive uniform for its members as part of collective bargaining. Now that all the details have been ironed out, the practical and easily-recognizable uniforms are arriving in nurses' hands.

*continued...*

“Patients and their families should be able to easily identify who’s providing their care,” said Janet Hazelton, NSNU President. “With the number of people coming and going in scrubs these days, we felt it would be helpful if our member nurses in acute care could be more easily seen.”

Nova Scotians support this move. In research conducted earlier this year, 74 per cent of those surveyed agreed it would be less confusing for patients if nurses wore a distinct uniform. And 82 per cent of those who supported the introduction of uniforms did so because they believe it’s hard to tell nurses from other members of the health care team.

Nurses were involved in the selection of the uniform colour. They chose the white and black combination from a number of other colour options in an online member vote carried out in the fall. In addition to the colours, uniforms will also include a silkscreen designation indicating Registered Nurse, Licensed Practical Nurse or Nurse Practitioner.

While most nurses will be wearing the white and black uniforms, some will not. This includes some nurses working in long-term care, nurses in the community who may require discretion and some nurses represented by other unions.

NSNU represents more than 6,500 RNs, LPNs and NPs across Nova Scotia in hospitals, long term care facilities, adult residential centers, VON branches and Canadian Blood Services Centres.

## Nurses union calls for equal wages across the province

May 15, 2012 – *Chronicle Herald*

Nova Scotia nurses working outside the Capital Health District are prepared to strike if they don’t get the same raise that metro nurses won last year.

Nova Scotia Nurses’ Union president Janet Hazelton was emphatic on this point during the group’s annual general meeting in Truro Tuesday morning. The union has been without a contract since Oct. 31 and tentative bargaining talks are scheduled for June 21-22.

“We would not be able to get a negotiated collective agreement with this government and our employers without (wage parity).”

Hazelton said NSNU members and the general public expect wage parity across the province. In the case of registered nurses, that means matching the 5.1-per cent increase some Capital Health nurses received.

Health Minister Maureen MacDonald, who attended the first session of the meeting, would not comment on the request for equal wages throughout the province.

“It’s inappropriate for me (to comment),” she said. “The employer and the union haven’t gone to the (negotiating) table yet.”

Premier Darrell Dexter has said in the past that wage increases could lead to layoffs.

## Mileage Claim Clarification

Per Article 28.06 of the Acute Care Collective Agreement, nurses attending Bargaining Unit Grievance and Labour Management Committee (BUGLM) meetings should claim their kilometre allowance from their Employer rather than including it on NSNU expense forms for reimbursement.

## Discount List

Special rates/discounts on goods and services are offered to NSNU members. Offers may vary depending on the season and existing discount offers. To take advantage of these offers present your Nurses’ Union card at all discount patrons as well as other retail and service outlets not listed on our site as you may be awarded benefits or rates the NSNU has not been made aware of.

Businesses and service organizations interested in offering discounts to NSNU members should contact the NSNU at 469-1474 or 1-800-469-1474, or visit our contact page online.

The Discount List can be found at [www.nsnu.ca](http://www.nsnu.ca) under the Advocacy & Promotions tab on the homepage.

# Executive Director's Report

I unfortunately was unable to attend this year's AGM due to a family illness so I was also unable to give my Executive Director's Report. The following is just a synopsis of some of the work currently being done and it certainly isn't an exhaustive list.

I would like to thank the staff of NSNU for the work they do every day and the commitment they have all shown to this organization.



## STRATEGIC DIRECTION 1

- **Develop and implement communications strategies that promote greater visibility and participation of members in the NSNU.**
  - ✓ Educate nurses about NSNU's value and services
  - ❖ Communications staff produce multimedia ads, newsletters etc
  - ❖ Researcher/Educator will assess needs and provide educational opportunities for all locals
- **Foster succession planning through a focus on developing new leaders.**
  - ✓ Develop a process to identify and encourage potential leaders and committee members
  - ❖ Staff such as LRRs interact with members and are aware of member capabilities and interests (either for leadership or staff positions)
  - ❖ Education is provided by staff to develop skills for future leaders
- **Educating our members at the local level in all aspects of the Union's values and objectives.**
  - ✓ Develop a series of "Leadership and Action" seminars as a feature of AGM/Component Education Days.
  - ✓ Hold interactive education sessions at the AGM, Council of Presidents, and Component Meetings, etc. aimed at building awareness and positive action.
  - ✓ Increase member participation, interest and involvement in local initiatives and the provincial nurses' union.
  - ❖ Education sessions developed/provided by staff at AGM and Component meetings
  - ❖ Researcher/Educator will connect with locals to assess educational needs and deliver the programs
- **Enhancing the respect and value of nursing in the workplace and in the eyes of the public.**

- ✓ Reinforce the importance of nursing within the healthcare system and to the general public.
- ✓ Develop a plan to clearly identify professional nursing staff (as per Resolution #2 from the 2011 AGM).
- ❖ Staff develop strategies such as the Identity Project as per membership direction from the 2011 AGM resolution
- ❖ Ads aimed at public to highlight the value of nurses as the "critical thinker"

## STRATEGIC DIRECTION 2

- **Strive for a bargaining structure that will ensure that improved benefits and conditions of work will apply equally to all nurses in every healthcare sector.**
  - ✓ Develop strategies and lobby the Department of Health and employers to achieve uniform benefits and conditions of work for all nurses in every healthcare sector.
  - ✓ Equip members with the information they need to locally lobby for equality of pay benefits and working conditions.
  - ✓ Prepare a communications plan and associated budget to support public relations initiatives.
  - ❖ Staff attend meetings with bureaucrats and Employer representatives to discuss centralized bargaining strategy
  - ❖ Negotiations planned and conducted on a provincial basis to ensure optimal advancements
  - ❖ Communications staff develops the plan to promote this initiative
- **Implement public relations initiatives and other measures aimed at influencing MLAs and Government decision-makers if parity objectives are not achieved through lobby efforts alone.**

*continued...*

- ✓ Take the necessary measures to ensure that employers from the community care and long term care sectors are represented at the provincial negotiating table.
- ❖ Staff develop and support NSNU initiatives and positions
- ❖ Staff develop strategies to lobby and promote central table bargaining

### STRATEGIC DIRECTION 3

- **Firmly establish the role of the NSNU as an important stakeholder and active and respected participant in public policy deliberations about nursing and the future of healthcare in Nova Scotia.**

- ✓ Refine and promote NSNU's position statement regarding the appropriate utilization of nurses' skills.
- ✓ Communicate current research regarding nursing skill mix.
- ❖ Staff support the political wing of NSNU by preparing information and attending meetings at bureaucratic, counterparts and political levels
- ❖ Communications/Research staff to develop strategies to support positions of NSNU
- ❖ Research staff to conduct appropriate research locally, nationally and internationally as directed

## AGM and Eastern Labour School Provincial Sponsorships

In order to develop the grassroots movement within the Nurses' Union, the NSNU held a draw for members to attend the 2012 Annual General Meeting in May and Eastern Labour School in June 2012. The following lists include the names and workplaces of our winners from the random draws (via expression of interest).

### AGM – Under 35

1. Monica Gibbons – VON Cumberland
2. Brandy Lyle – Northside Harbourview
3. Carolyn Hazel – Windsor Elms
4. Miranda Fraser – Strait Richmond
5. Chanda MacDonald – Aberdeen

### AGM – Never Attended

1. Michelle Lawless – Northside Harbourview
2. Michelle Swan – Celtic Court
3. Mable Smith – Windsor Elms
4. Allana Ivany – IWK

### Eastern Labour School – Under 35

1. Krista Smith – CBRH
2. Tracy Mundle – VON Cumberland
3. Carrie Yeaton – Blomidon Court
4. Audrey Cook – South Shore Regional
5. Monica Heisler – Guysborough Memorial

### Eastern Labour School – Never Attended

1. Gwen Mosher – HSASS
2. John Pidgeon – Aberdeen
3. Joy LeDrew – VON Lunenburg
4. Tamara Ballard – Ryan Hall
5. Jennifer LeFort – VON Antigonish

# NSNU Charity Draw



Janet Hazelton and Lisa Mullin, Executive Director, The Marguerite Centre

The NSNU would like to thank those who contributed to the charity draw for the AGM banquet, May 16, 2012. All proceeds from our charity events are donated to a deserving organization or service within the province.

This year the AGM/Nominations Committee selected The Marguerite Centre as the recipient of the fund. The Centre is a long-term residential facility for women in recovery from addictions and abuse.

This year, the event raised \$3091.00.

The AGM/Nominations Committee would like to thank the following sponsors and contributors to the charity draw.

Johnson Insurance	Burchell MacDougall
Global Television	The Printer
Pink Larkin	Super City
CTV	CBC Television
MT&L Public Relations Ltd.	Holiday Inn
Andrea's Jewelry Design	Pat Jamieson
Susan's Jewelry	

All participating NSNU Locals as well as NSNU staff

# NSNU Draw for CFNU Attendees

On May 16th, the NSNU held a random draw near the conclusion of the 36th Annual General Meeting to select eight local presidents to attend the 2013 CFNU Biennial Conference in Toronto. That conference takes place the week of June 3, 2013.

The following is a list of the locals drawn at random to attend the event. Two alternate locals were drawn in the event that one or more local president is unable to attend.

Glen Haven Manor	Kings Regional Rehab Centre	VON Queens	Soldiers' Memorial
Western King's Memorial	VON Yarmouth	The Birches	Seaview Manor
<i>Alternates:</i>	<i>The Mira</i>	<i>Miner's Museum</i>	

In addition to the draws that were held in Truro, two NSNU members-at-large will also have the opportunity to attend the conference. To enter your name for the random draw, contact Debbie Grady, NSNU Executive Assistant at [debbie.grady@nsnu.ns.ca](mailto:debbie.grady@nsnu.ns.ca). Please include your full name and local in your email. The deadline to enter is September 28, 2012. Only the two winners will be contacted on Monday, October 1 with the results of the draw.

# "What's in your Wallet?"

*Lilo Wessels, NSNU - LRR*

I recently became aware that when nurses return to work from a leave of absence, they may not have union dues deducted from their pay cheques.

Originally, when the SAP payroll system was initiated, it was not set up so that union dues would be automatically deducted when an employee returned from a leave of absence (such as Maternity Leave).

It is important to know that nurses could lose seniority and standing if they do not pay dues. Some of the nurses I have dealt with did not have any union dues deducted from their pay cheques for a year or more. This error was discovered when a nurse questioned why her T4 slip did not indicate the deduction of union dues. Subsequently, the Employer investigated and found that more nurses



were affected. Since that discovery, the errors have been corrected and the employer is currently recovering the unpaid dues from each nurse.

Remember to review your pay cheque in order for any errors to be discovered early and so you do not find yourself in the position of having to pay back a large sum of unpaid union dues.

## NSNU 2012 Scholarship Awards

The Education Committee of the NSNU recently selected the recipients of the 2011 NSNU Scholarships via blind selection. The winners are:

### **NSNU Scholarship: \$1500 each**

The Dolores Chase Scholarship is awarded to a Member enrolled in a nursing degree program. It was awarded to Marina Nixon, Post RN BScN program, Dalhousie. Marina works at Yarmouth Regional Hospital.

The second \$1500 scholarship is awarded to a Member enrolled in a nursing degree or diploma program. This scholarship was granted to Laurie Forrest, MA or NP program, Dalhousie. Laurie is employed at the Cape Breton Regional Hospital.

The third \$1500 NSNU scholarship is awarded to a Member enrolled in a certificate program. This scholarship was given to Susan MacKay-Falcitelli, RN, Certificate in Continuing Care at St. FX. Susan is employed at the Aberdeen Hospital.

### **Family Scholarships: \$500 each**

LPN family scholarship was awarded to Vanessa Khrystyna MacLean, LPN student at NSCC. She is the daughter of Janet MacLean, who works at Valley View Villa.

The RN family scholarship was awarded to Nicole Meagan Bedard, BScN student at CBU. Her application was submitted by her mother, Cathy Bedard who is employed at the Cape Breton Regional Hospital.

### **CFNU Scholarship: \$1000**

This scholarship is awarded to an unlicensed student enrolled in an accredited nursing education program in Nova Scotia. It is hoped that the recipient of this scholarship will one day show leadership within the CFNU. Mark E. MacKenzie, a BScN student at CBU is the recipient of the Canadian Federation of Nurses Unions Scholarship.

# BARGAINING Update

## Bargaining Conference

The Bargaining Conference took place in Truro on May 14, 2012 at the Glengarry Hotel. The Provincial Negotiating Committee (PNC) reviewed the results of the bargaining survey with delegates and discussed bargaining strategies for our next round of talks.

At the Bargaining Conference, the Board of Directors of the NSNU and the PNC, in consultation with delegates representing 67 of our 114 locals attending the Conference, reached a consensus for the process.

The PNC and our employer groups have agreed on dates for bargaining. Acute care will go to the table on June 21 with Long Term Care talks on June 22. These sessions are designated for **wage parity** only with the contracts set to expire on October 31 of this year.

The NSNU anticipates that the wage settlement awarded to the RNs working at the QEII will be extended to RNs of NSNU to maintain wage parity in Nova Scotia. The NSNU also anticipates that the successful wage increase negotiated for LPNs in other unions will be extended to NSNU LPNs.

## Information and Voting

Based on feedback from the bargaining survey, and the goals set for bargaining this round, the Board determined the appropriate tools for communicating the results of a tentative agreement and voting protocol.

Once the PNC reaches a Tentative Agreement (TA) with our employer group, the communications staff will take the following actions as quickly as possible:

- Post memos, a TA brief and all other relevant information on the homepage of [www.nsnu.ca](http://www.nsnu.ca)
- Distribute a general email to members and your Local Executives who, in turn, post all documents at your work site
- Distribute a Union Calling phone message to all members with valid phone numbers in our database regarding the TA and next steps (web posting, voting dates and protocol, etc.)
- Issue a news release to media throughout the province regarding the conclusion of bargaining
- Prepare to respond to member inquiries regarding voting procedures

Online voting via MyNSNU ([www.nsnu.ca](http://www.nsnu.ca)) for a tentative agreement will require that each member use their member identification number/username and password - these login credentials were mailed to members in August 2011. If you did not receive your username for MyNSNU (five digit number) please call the NSNU as soon as possible.

The NSNU anticipates that the vote will begin on **June 25 and conclude on July 8** if a deal is reached. Please visit [www.nsnu.ca](http://www.nsnu.ca) for confirmation of voting details.

## Neptune Theatre ~ Nurse Appreciation Contest WINNER!

On April 23 Neptune Theatre conducted a draw to reward a Nova Scotia Nurses' Union member with a VIP Healing Package sponsored by Neptune Theatre, Spirit Spa, The Carleton Bar & Grill and The Berkeley.

This prize package included:

- 2 tickets to Tempting Providence at Neptune Theatre April 25-May 6
- Spa Treatment courtesy of Spirit Spa on Salter Street [www.spiritspa.ca](http://www.spiritspa.ca)
- \$50 Gift Certificate to The Carleton Bar & Grill

The lucky winner, Vicki Dickson, was drawn at random. Vicki works at the IWK Health Centre.

*Congratulations Vicki!*

# Nurses ~ Superheroes of Healthcare

The theme for this year's banquet and dance was aptly themed Nurses ~ Superheroes of Healthcare. The majority of those who attended the May 16th event dressed as their favourite superhero (or a reasonable facsimile).

The winners were rewarded for their creativity. Our esteemed panel of judges included: Donna Denney (CRNNS), Bev Dick (1st VP, United Nurses of Alberta), Tony Tracey (Representative - Atlantic Region, Canadian Labour Congress), and Doug Bungay (Director of Professional Practice and Policy, CLPNNS).

- 1st Prize - \$100 SUPERstore Gift Card - Tammy Verran and Pam Walker from Mountain Lea Lodge (Super Syringe Duo)
- 2nd Prize - \$75 SUPERstore Gift Card - Jena McCarthy and Kristen Zahn nursing students from St. FX (Germinators)
- 3rd Prize - \$50 SUPERstore Gift Card – Carmella Gellately, Aberdeen Hospital (Perioperative Super Nurse)



*Super RNs*



*SAP Heros, and show MC Patti The Hulk Humphries*



*Contest Winners*



*AGM Super Girl!*



*Dartmouth General Super Healers*



*Daring Superheros*



*Cape Bretons Capped Cappers*

# NSNU global adventures

Many members are proud to flaunt their NSNU merchandise, especially when they travel. Christine VanZoost, Hants Community Hospital, is no exception. She joins a long list of members who have shared their vacation photos with the Nurses' Union.

Chris recently displayed her Nurses' Union colours while on holiday in the Sunshine State of Florida.

Many thanks to Chris for sharing her photos and proudly showing our friends south of border that she's a proud Nova Scotian nurse and member of the NSNU!



# Nurse Jackie

Fans of the HBO/Showtime Television program, **Nurse Jackie**, starring Golden Globe and Emmy Award winner Edie Falco recently contacted the NSNU to let the Nurses' Union know about a recent development on the series.

In a recent episode of the hit show, nurses at All Saints' Hospital in New York City moved to a standardized uniform. And they look wonderful.

Nurses at All Saints are now wearing navy blue to distinguish them from other health care workers, a trend that has been sweeping the United States for several years and has now taken hold in Canada.



According to the show's creators they made this policy part of the storyline because in real life patients, families and hospital workers themselves cannot identify nurses.

Simply art imitating life.



# Uniform Site Visits

The next round of uniform site-visits began in Cape Breton in early June and will continue throughout the summer months. Please monitor [www.nsnuc.ca](http://www.nsnuc.ca) for a complete list of dates, times and locations. Your Human Resource departments will also have this information available. Please watch for notices at your work site.

# National Nursing Week Celebrations

NSNU locals celebrated nursing week in various ways. Some of our locals shared their celebration stories with the NSNU.

## St. Mary's

On behalf of St. Mary's local, I would like to thank NSNU for the \$100 given to us for Nursing Week. We have purchased a Keurig Mini (as seen in photo) and will be enjoying lots of special hot drinks!! Once again, thank you very much!!

*Patricia Mackay*

*President St. Mary's Local*



## Aberdeen Hospital

This is a photo of some of the Aberdeen nurses in uniform at our Nurses' Week social. They are Jane Johnson, Kim Conley, Wanda Mackay, Sylvia Selfrige and Cindy Cameron. We had a great time and look great too!

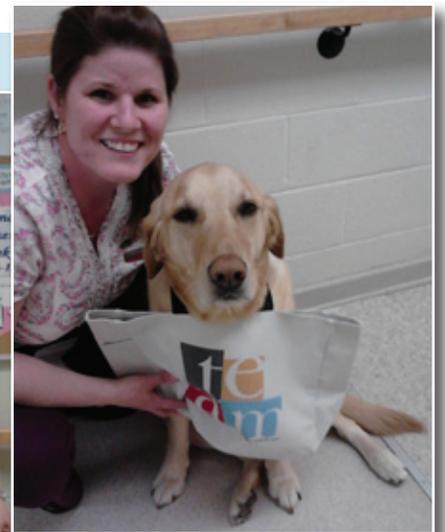
*Alaine Halliday, Aberdeen Local President*



## Mountain Lea Lodge

Just touching base to let you know what our local did with the 100 dollars given to us by the union. We added the money to the cost of buying some canvas bags for our members. Last year we gave each nurse a personalized pin but I don't believe a picture was sent to the Nurses' Union.

*Pam Walker, Secretary/Treasurer, MLL*



# National Nursing Week Celebrations



## Celtic Court

I had a wonderful time at the AGM. I learned a lot and enjoyed it very much. Thank you to the NSNU for giving me this wonderful opportunity.

Here are a couple of photos from our local Nurses' Week celebration. I am joined by Marlene Dawson, LPN along-side our NNW display.

*Michelle Swan, RN, Celtic Court*



## Cape Breton Regional Hospital

The nurses at the Cape Breton Regional took the new "white and black" dress code to heart and decided to make it part of the Nursing Week celebrations.

The theme for our Nursing Week social was black and white, as you can see in the photos.

It was a great time and everything looked very elegant.

*CBRH Local*



## Notice to BUGLM Committee members

Bargaining Unit Grievance Labour Management Committee members please note that in the course of your term on BUGLM or UMCC, you will have access to, and be entrusted with, confidential information concerning NSNU members.

The interests of NSNU members would be irreparably harmed if such confidential information were disclosed to, or used by, any person outside of NSNU's operations. As a condition of your election to your NSNU position, you acknowledge and agree to not use the confidential information in any manner save and except as reasonably necessary to discharge your obligations in your elected position.

Similar agreements have been struck with other NSNU personnel and committee members.

# NSNU 2012 AGM Highlights

The Nurses' Union celebrated 36 years of service at this year's Annual General Meeting.

On May 14 over 150 NSNU members and staff gathered at the Glengarry Hotel in Truro to discuss bargaining goals.

Regional and Component meetings were held later that same day. Aside from regular business related to each region and component, elections were held for representatives in the Capital District, Long Term Care and LPN Components. Maria Langille remains the VP of LPN/Grad Component, Cheryl Barker was elected the VP of Central Region and Sheri Gallivan is now the VP of the Long Term Care Component.

On June 15h, the AGM business began with messages from the now former Minister of Health and Wellness, Maureen MacDonald and Linda Silas, President of the Canadian Federation of Nurses Unions.

The business meeting reconvened on Wednesday, May 16th with presentations from invited guests and the continuation of business. In the afternoon, NSNU members entertained delegates with a fashion show, previewing some of the newest lines that will be available to members in the next round of site visits which started in June. Special thanks to all of our members who sashayed the catwalk like seasoned models. Video highlights of the



*Janet Hazelton and Former Minister of Health and Wellness, Maureen MacDonald*



*Pauline Worsfold, Secretary/Treasurer, CFNU*



*Nursing students attend NSNU mini labour school*



*Former Board VP Debi Osborne inducted as an Honourary Member*



*NBNU Board Member, Shelley Duggan*



*Les Holloway, CAW Atlantic Area Director*



*Lisa Mullin, The Marguerite Centre*



*Back row – Jennifer Chapman (VP Community Care), Gerri Oakley (VP Eastern Region), Teresa Ogilvie (VP Western Region), Maria Langille (VP LPN/Grad Component), Ann Marie Murdock (VP Northern Region)*  
*Front row – Lillian Fynes (VP Finance), Chris VanZoost (1st VP), Janet Hazelton (President), Sheri Gallivan (VP LTC), Cheryl Barker (VP Central Region)*



*CFNU President, Linda Silas*



*Bev Dick, 1st VP of the United Nurses of Alberta*



*Barb Fry, mini labour school facilitator*

fashion show can be seen on the homepage of nsnu.ca. The NSNU would also like to thank Katherine van Nostrand of Belmac Uniforms in Cape Breton, and Brad MacCullum and Dana Smith from Maritime Textiles for their work on the fashion show and their exhibit at the AGM.

The Superhero themed banquet was held the evening of May 16 with just about everyone decked out in costume. We held our charity draw at the banquet, raising \$3091.00 for The Marguerite Centre.

On Thursday May 17 our mini-labour school took place.

Five options were offered overall, with each member able to attend two classes over the course of the day. This format was well received by those who participated.

Nursing students from Dalhousie University, St. Francis Xavier University and the NSCC attended the AGM and Education Day. They had the opportunity to attend all meetings and participate in discussions.

The NSNU would like to thank **Johnson Insurance** for sponsoring the coffee breaks at our four day event.

# NSNU 2012 AGM Highlights

# Transition House Association of Nova Scotia



The Nova Scotia Nurses' Union is pleased to be able to offer assistance to Transition House Association of Nova Scotia.

Advertising sales procured through our Nurse Planner and contributions made to the NSNU by Johnson Insurance enable the NSNU to support charitable causes and non-profit organizations like THANS.

On May 30, the NSNU was pleased to present Pamela Harrison, Provincial Coordinator of THANS, with a cheque for \$6000.00.

*Pamela Harrison, Provincial Coordinator  
(THANS) and Janet Hazelton*

## NSNU seeks volunteers to welcome Premiers to Halifax in July

The Council of the Federation is a council made up of the Premiers of Canada's thirteen provinces and territories. Its main function is to provide a united front amongst the provincial and territorial governments when interacting with Canada's federal government.

The Council of the Federation meets twice annually to discuss issues relating to Canadian intergovernmental relations – those between the provinces and territories and the federal government.

From July 25-27, the Premier's will meet in Halifax. The Canadian Federation of Nurses Unions (CFNU) and member organizations like the NSNU hope to encourage the Premiers to work together to find solutions that support the sustainability of our publicly funded/publicly delivered health care system. The federal-provincial health accord expires in 2014 but the provinces must unite to encourage the Harper government to strength federal transfers especially to provinces like Nova Scotia where an aging population heavily burdens health care.

On July 25, CFNU will host an information session and health clinic in Halifax. The NSNU is seeking volunteers to help with the clinic. If you are willing and able to participate, please contact Debbie Grady at [debbie.grady@nsnu.ns.ca](mailto:debbie.grady@nsnu.ns.ca).



## Enter to Win an iPad

The NSNU wants to hear from you! Enter to win one of three Apple iPads by telling us about the valuable role nurses play in delivering health care.

**The contest deadlines have been extended. The first draw is June 29th. The second draw is October 26th. The third draw is January 25th.**

All NSNU members are eligible to enter. Don't miss out on your chance to win! To enter the contest, please login to MyNSNU. Contest details can be found on the MyNSNU homepage.

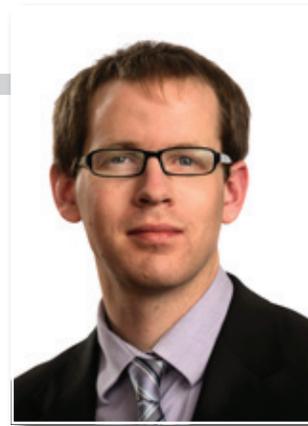
# NSNU Researcher/Educator

On April 2 the NSNU welcomed Paul Curry, an Educator/Researcher who has worked with CFNU for the last three years. Paul brings to the organization a wealth of knowledge and research skill that will enhance the work being conducted by the Nurses' Union.

Paul was instrumental in the development of the Research to Action Project. He is currently involved in the ongoing research for the Nurse Workload and Staffing Resolutions study with CFNU.

Originally from Nova Scotia, this father of three young children is a graduate of St. FX and the University of Ottawa. Paul expects to defend his doctoral thesis in political philosophy over the summer.

We are very pleased to welcome Paul to the organization.



## St. Martha's Annual Alumnae Dinner

St. Martha's Annual Alumnae Dinner will be held

Thursday, September 27, 2012 at St. Ninian Place.

Please contact Mary Foshay, 863-0887 or

Winnie Lane at 735-2337 prior to September 13, 2012 regarding tickets.



In August 2011, the NSNU launched a website with new and improved features including online surveys and a secure voting area intended for tentative agreement

balloting. The secure members' site streamlines the voting process making it easier for members to vote or participate in surveys at their own convenience over the voting period.

In order to successfully login to vote, NSNU members need their 5 digit identification number or username as well as a password. These credentials were mailed to every member who provided the NSNU with an accurate mailing address prior to this mailout in August 2011.

At that time, members were asked to safeguard this information. If you do not have your MyNSNU username, please call the NSNU office at 469-1474. Your username is your permanent access to MyNSNU.

Please note, it is particularly important to end your MyNSNU session when using a shared computer in your workplace. Ensure your security by ending your session and logging out after each login.

# Johnson Inc. Offers Scholarships to Canadian Post-Secondary Students

Being a student and experiencing student life can be exciting. There can also be some challenges along the way. Paying for tuition, textbooks and the basic daily essentials are just a few matters students must contend with.

Johnson Inc. understands the challenges faced by students during their pursuit of higher education, and are proud to offer scholarships to help them achieve their dreams.

Canadian students graduating high school in spring 2012 and attending Canadian post-secondary institutions in the fall are eligible to apply for a Johnson Inc. scholarship, regardless of whether they are a Johnson policyholder.

Annually, Johnson is pleased to offer 100 scholarships, each valued at \$1,500. Johnson founded the scholarship program 14 years ago and has since awarded over \$1.4 million in scholarships and grants to students across Canada.

The deadline for submitting applications is August 31, 2012.

**For more information, or to apply for a Johnson Inc. scholarship, please visit: [http://www.johnson.ca/root/about/johnson\\_community/about\\_scholarships.jsp](http://www.johnson.ca/root/about/johnson_community/about_scholarships.jsp) or call: 1-877-328-7878**



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# Day of Mourning



*Rick Clarke, NSFL, Janet Hazelton, Vicki and Patrick Dickson*

On Saturday April 28, Nova Scotians gathered across the province with their fellow workers, labour representatives, politicians, friends and family to remember those killed or injured on the job, and to re-commit to making workplaces safer for everyone.

Tragically, 27 workers lost their lives while on-the-job in 2011, four more souls than 2010.

Janet Hazelton, NSNU President attended the ceremony in Halifax along with NSNU member, Vicki Dickson (IWK) who lost her husband, Kevin, on March 10, 2010 as a result of a workplace accident. Her son Patrick was also in attendance.



*27 flags representing 27 lives lost on the job in 2011*

All workers, regardless of where you work, are reminded to **Mourn for the dead. Fight for the living, now more than ever!**



## Nova Scotian Federation of Labour Bursaries

The Nova Scotia Federation of Labour is pleased to offer five bursaries of \$1000 each to full-time students who are going to university or trade school or community college in 2012/2013 for the first time or as a returning student. For more information about the bursaries please visit [www.nsf1.ns.ca](http://www.nsf1.ns.ca). The deadline for application is July 13, 2012.

# Public Awareness Campaign~

The NSNU has launched a campaign to promote nursing awareness in Nova Scotia. This campaign will help patients and their families identify nurses and call attention to the value of nursing.

On May 7, the Nurses' Union kicked off the public awareness campaign with a TV commercial and other advertisements.



The campaign launch coincided with National Nursing Week, the perfect opportunity to premier a new commercial that acknowledges the critical thinking skills of nurses.

In addition to the television ads, the NSNU campaign features newspaper and online advertisements, as well as a micro-site ([NovaScotiansNeedNurses.ca](http://NovaScotiansNeedNurses.ca)) designed to support the campaign throughout the rest

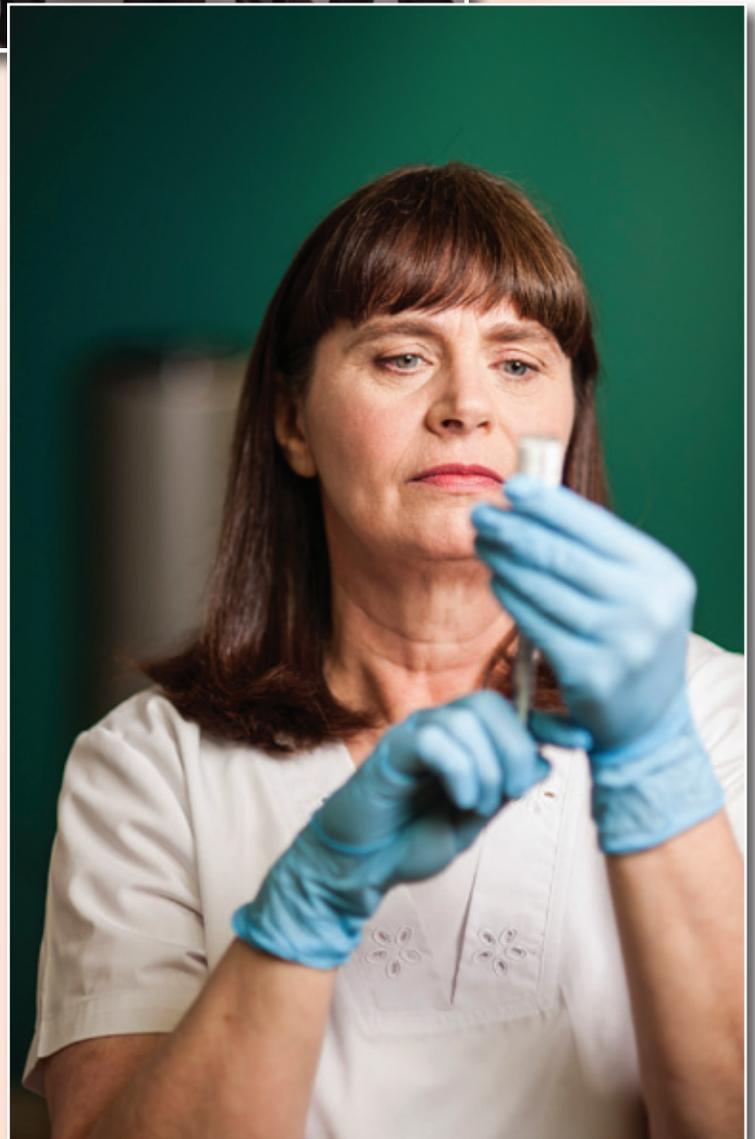


# Nova Scotians Need Nurses



*The Nurses' Union would like to thank all the members who participated in the commercial and photography shoots:*

*Bonnie Gagnon  
Cheryl Barker  
Angus Hinkson  
Angus Brenner  
Karen Eldridge  
Maria Langille  
Gwen Busby  
Ricardo Garcia  
Jessica Duncan  
Emma Roberts  
Meredith Dignan  
Katherine Karganilla  
Ellen Gregor  
Cathy Parker  
Jen Theile  
Penny Joudrey*



# Governor General's Dinner

The Red Chamber in Province House was transformed into an elegant dining hall for a reception and dinner in celebration of the opening of the 2012 Governor General's Canadian Leadership Conference, May 31.

Their Excellencies, The Right Honourable David Johnston Governor General of Canada and Mrs. Sharon Johnston, The Honourable Darrell Dexter Premier of Nova Scotia and Ms. Kelly Wilson welcomed guests, including Janet Hazelton, NSNU President to the dinner.



*The Governor General of Canada, David Johnson and Janet Hazelton*

His Excellency the Right Honourable David Johnston, Governor General of Canada, officially opened the 2012 Governor General's Canadian Leadership Conference (GGCLC) on Friday, June 1 at the Westin Nova Scotian.

The GGCLC was created in 1983, by then-governor general Edward Schreyer, and is held every four years. It brings together Canada's future leaders from business, labour, government, non-governmental organization, education and cultural sectors for a unique, two-week experience aimed at broadening their perspectives on work, leadership, their communities and their country.

Ms. Hazelton is a 2008 alumnus of the GGCLC program and was seated with the Governor General at the May 31st dinner.



*Back row: Brian MacLeod of MacLeod Group, Administrator Bonnie Linkletter, MacLeod's wife Irene Macleod, Justice Minister Ross Landry and Trenton Mayor Glenn MacKinnon. Front row: Connie Baird, Vivian Morton and Vivian Breen.*

# Official Opening of LTC Facility

Vivian Breen, LPN, NSNU Honourary Member and President of the Shiretown local took part in the ribbon cutting ceremony at the opening of the new MacLeod long term care facility in Trenton.

Ivey's Terrace resident Vivian Morton is helped by business manager Connie Baird, left, and staff member Vivian Breen during this special event.

Vivian, a longstanding member and activist with the Nurses' Union, has dedicated many years of service within the LTC sector and was a natural selection for the dedication of the new site.

# NSNU Executive Assistant Honoured

Debbie Grady, NSNU Executive Assistant was paid a surprise visit on April 25th from Griff and Caroline of Kool 96.5 FM. The hosts of the popular morning show dropped by the Nurses' Union Dartmouth Office to recognize Debbie on Administrative Professionals Day. The notoriously humble and hard-working staffer was also honoured with a prize package from 96.5 FM. Congratulations Deb!



# Doctors Nova Scotia Recognizes Nova Scotia's Nurses

May 2, 2012

Physicians in Nova Scotia would like to take the opportunity to acknowledge the province's dedicated nurses during National Nursing Week from May 6 to 12.

Registered nurses, nurse practitioners and licensed practical nurses play an essential role in our health-care system and are a critical part of the overall health-care team. Beyond the patient-centred care they continually provide, nurses in Nova Scotia often offer the needed emotional support to patients and their families.

Whether in hospitals, community clinics, schools, private homes, doctors' offices, nursing homes, rehabilitation centres, business/industrial workplaces, the province's nurses remain committed to providing safe, compassionate, competent care to patients.

Doctors and nurses work as a team to provide the best possible care to patients across Nova Scotia. This partnership contributes to improving the health outcomes and quality of life for all Nova Scotians.

The doctors of Nova Scotia would like to thank the province's nurses for their continued commitment and contributions to public safety, the health and well-being of Nova Scotians, and to the health-care system.

*John Chiasson, B.Sc., M.D.  
Former President,  
Doctors Nova Scotia*

## Former NSNU Labour Relations Rep Honoured



Many NSNU members will remember John Yates as a dedicated Labour Relations Representative with the Nurses' Union but to his community of Middle Cornwall, his 30 years as a volunteer firefighter are what make him a hero.

This September, John will be honoured with the Queen Elizabeth II Diamond Jubilee Medal at a ceremony in Ottawa.

The Medal marks the 60th anniversary of Queen Elizabeth II's accession to the throne and serves to honour significant contributions and achievements of Canadians.

The NSNU would like to congratulate John on this auspicious award.

# NSNU Board Retiree Welcomes New Board Member

After many years of nursing in the long term sector and many years of service to the Board of Directors of the NSNU, Doreen Charman has retired from her job at Arborstone and her position on the Board.



Stepping into her tiny, but sturdy shoes (figuratively speaking) is her friend and co-worker at Arborstone, Sheri Gallivan.

Sheri has been an active member of the Nurses' Union for many years and brings with her a wealth of knowledge and commitment.

The NSNU welcomes Sheri and wishes Doreen a very happy and long retirement.



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