



Council of the Federation Meetings

Undercover Boss

Bargaining Update

President's Notebook

Janet Hazelton, NSNU President



Janet Hazelton, General Colin Powell and Debbie Forward, NLNU president



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In early September I had the opportunity to attend *The Future of Corporate Reform Public Funds Forum* in Park City, Utah. Along with my CFNU counterpart, Debbie Forward, president of the NLNU I was sponsored by the conference organizers to attend the event.

Opening remarks at the conference focused on pensions and the evolving interpretation of “fiduciary risk” to pension fund trustees. As your Pension Trustee on the **Nova Scotia Health Employees’ Pension Plan**, or **NSHEPP** for short, I found this information to be beneficial, particularly given the state of global financial markets.

The conference wasn’t about nursing or the labour movement but what it did provide was varying insights and perspectives from keynote speakers like General Colin Powell who has spent his life in public service. Under President George W. Bush, Powell was appointed the 65th Secretary of State. Known for his diplomacy and ability to forge alliances, he also worked to advance economic and social development worldwide.

We also heard from inspirational speakers such as Aron Ralston. In 2003, his story made international headlines. After being pinned by a half-ton boulder for nearly a week in a remote canyon in southern Utah, he escaped death by severing his right forearm with a pocketknife. He then hiked and rappelled for five hours before being rescued. He documented his experience in his bestselling book, *Between a Rock and a Hard Place*. The Oscar-nominated movie *127 Hours* is based on his life story.

Before September 11, 2001, Rudolph W. Giuliani, the former Mayor of New York City, was known largely for his fight against organized crime, white-collar criminals, drug dealers and corrupt elected officials. In the wake of the horrific 9/11 terrorist attacks he was first praised for his prompt and stoic leadership then criticized for the city’s lack of preparedness. His presentation was also enlightening.

These presenters and many others at the conference told their personal stories and shared even their darkest hours. Their commentaries were, without a doubt, educational but it is the way that they conducted themselves while facing hardship that truly resonates.

Stories of strength and composure under pressure are common occurrences in the nursing profession. Nurses are leaders who often face adversity and harrowing experiences in the work place. There are countless stories that exemplify nurses’ courage and grace under fire.

The fact that I have had the opportunity in my role as president of the Nurses’ Union to meet famous leaders is not something I take for granted. However, it is in my day to day work with nurses and labour activists that I am reminded of the profound contributions being made by regular people – who are not regular by any means, but everyday heroes.

ON THE COVER... CFNU counterparts came to Halifax in late July for the Council of the Federation meetings. Premiers from across the country were in Nova Scotia to discuss health care, among other things. From left to right: Linda Silas, CFNU, Janet Hazelton, NSNU, Marilyn Quinn, NBNU, Bev Dick, UNA, Debbie Forward, NLNU, Christine Sorensen, BCNU, Rosalee Longmoore, SUN, Linda Haslam-Stroud, ONA, Vicki McKenna, ONA, Mona O’Shea, PEINU, Régine Laurent, FIQ, Pauline Worsfold, CFNU/UNA.

Eastern Labour School

In June, hundreds of nurses from across the Atlantic Provinces attended the Eastern Labour School in Charlottetown on the UPEI campus.

Sunny skies and bagpipes greeted nurses from far and wide, including 112 NSNU members. Together they had the opportunity to network and hear from experts in the fields of labour relations and labour law, social media and communications, and negotiations to name but a few.

On a rotational basis this event is hosted biennially by a nurse union in the Atlantic Provinces, assembling nurses for learning, local culture and a bit of levity.



Linda Silas at the 2012 ELS

Canadian Federation of Nurses Unions president, Linda Silas was on hand to speak at a plenary session and engage with nurses from this region including her home province of New Brunswick.

PEINU hosted this event with the hospitality and professionalism that Islanders are noted for.

Congratulations to PEINU on hosting a outstanding convention.



Above: Nurses Unons Presidents at ELS



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Undercover Boss Canada

If you're a fan of the W Network hit series, **Undercover Boss Canada** you will want to check out the October 4th episode featuring Dr. Judith Shamian, President and CEO of VON Canada.

Dr. Shamian artfully disguised herself while visiting and working in three Canadian VON sites including Truro, Nova Scotia.

At each site, she accompanied a volunteer, nurse, community worker or personal support worker during their shift. This allowed her to see firsthand (and hands on) the impact they have on the lives of their clients.

The VON episode marked the first time a health care organization was been featured on the show. The following is a synopsis of this episode:

Dr. Judith Shamian, VON

The health care system is at breaking point, as baby boomers age and put increasing demand on services. The Victorian Order of Nurses takes the pressure off hospitals by providing care for people in their own homes. It was once a unique service, but now hundreds of rival companies compete for cash and customers. CEO Judith Shamian decides to work in disguise so she can see for herself the pressure nurses are under in life and death situations. Just hours into her first day on the job, an unexpected encounter throws her undercover operation into chaos. At the end of the week, an exhausted Judith resumes her role as CEO and rewards the workers who showed such kindness and dedication. A couple with a heart-breaking story gets an emotional, double surprise. Their reward will benefit an entire community.

Congratulations to Dr. Shamian on her acting debut and on a job well done.



New Emergency Health Centre Opens in Tatamagouche

The province's third Collaborative Emergency Centre (CEC) opened on September 4, in Tatamagouche.

Politicians and representatives from the Colchester East Hants regional health authority were on hand to officially open the centre at the Lillian Fraser Memorial Hospital.

Collaborative Emergency Centres have also been opened in Parrsboro and Springhill. Others are planned for Musquodoboit Harbour, Annapolis Royal and Pugwash, and several more will be announced this year, according to the Department of Health and Wellness.

A New Beginning

It's never too late to start something new, or start over....



Janet Landry

Janet Landry knew her true calling from an early age was to help others. Her life had been entrenched in volunteering, organizing and participating in programs with the local YMCA and YWCA for people with disabilities.

By 19, she had already won several awards for her dedication to community service, involvement and leadership including the Eric Spicer Citizen of

the Year Award in 1974. Throughout her youth, Janet dreamed of continuing with her passion to help others by becoming a nurse. In 1976, her dream became a reality when she graduated from the VG School of Nursing.

Janet began her career as a RN at the Nova Scotia Hospital in 1977. Shortly thereafter she transferred to the recreation department of the facility. True to her passion and commitment to the YMCA and YWCA, Janet worked with the department on inclusion programs and recreation therapy.

Despite her love of nursing, Janet left her position as staff nurse with the hospital in 1980 when a job in municipal government was presented to her, where she began her career in government as the Recreation Coordinator for the City of Dartmouth. Using her specialty in inclusion management, Janet worked on city programs for citizens with disabilities, a role she felt especially capable of contributing to her community.

Janet spent the next 36 years of her career working in various roles within municipal government. After several decades of work, most people start to contemplate retirement. However, it was at this point that Janet found herself reconsidering the

career she left behind many years ago. Fortunate for her, she didn't believe her age or how long she had been out nursing practice would hinder her re-entrance to the profession.

"Some people might not do what I did because of society's perception of what is doable, and what isn't," said Janet. "That never crossed my mind."

So with a clear objective in mind, Janet set out to become a student once again. After enrolling in the RN re-entry program through Grant MacEwan University, she completed the 13-month full-time program and after nearly four decades, was reinstated as a registered nurse.

It was not without hard work that Janet fulfilled her dream of nursing, for the second time. Although Janet had studied the course material before, she found the second round of school to be just as big a challenge.

"Most of the other students had been out of nursing for 10-15 years, being a student was fresher to them – but for me, it was very challenging to be back in the classroom after such a long break," said Janet.

After graduation, Janet established herself in the long term care sector at Dykeland Lodge. At her current age of 57, Janet has been nursing again for the past year and a half, loving every minute of it.

"I was nervous about my proficiency, some technology had evolved so much, I felt behind," said Janet. However, this initial nervousness didn't last for long.

"The nurses I work with are amazing, they have been wonderful mentors, helping me feel comfortable in my role again and really coaching me when I am nervous about a new complex case," said Janet. "They are such a supportive team to work with."

Janet says the transition from community recreation back to nursing was not as different as she had anticipated, both being roles that are person-centred, involve a team approach and include advocacy and innovation.

The biggest difference Janet noticed in nursing now is how much the scope of practice has changed.

"Specifically, the role of the LPN on the care team has changed so much, they are so much more closely aligned with RNs in their roles and responsibilities," said Janet. "That gap and mind set between RN's and LPN's jobs really needs to close in my opinion."

When the question of retirement comes up, Janet says she is not even thinking about that day.

"The opportunity to re-enter nursing helped me realize that this is my true calling," said Janet. "There is no end in sight for my career, not yet."

Bargaining Bulletin

Many of the current collective agreements will expire at the end of October. In preparation for renewed talks with our employer groups, NSNU staff is working to establish meetings with the membership as well as the bargaining agents.

Notices to Bargain have been sent to all Employers for the next round of bargaining. Proposal development based on member feedback is currently underway as is the drafting of the Bargaining Survey that will be live on MyNSNU from October 29 until November 12, 2012.

Members are encouraged to have their login credentials (username and password) on hand prior to those dates in order to participate in the online survey. Please contact the NSNU if you have misplaced your credentials. Your input is imperative.

The Provincial Negotiating Committee (PNC) members are being selected in the coming weeks at acute care regional meetings, the IWK and the component meetings. This is required when negotiations have been concluded with successful votes in all sectors - the mandate of the current PNC ends.

On November 28, a Proposal Development Conference (aka Bargaining Conference) will take place at the Best Western Glengarry Hotel in Truro. Local Table Officers will be notified regarding the details of the meeting. The PNC will meet with the Board of Directors the following day to finalize the proposals in preparation for an exchange with our acute and long term care employers.

The following is a status overview of NSNU Collective Agreements:

CBS

Tentative Agreement vote count October 2, 2012.

VON

Agreement ratified July 16, 2012. Retroactivity paid out in July.

LTC

HANS Employers:

Bargaining was held June 22, 2012 and a tentative agreement was reached that day. The Agreement was ratified July 16, 2012.

All Memorandums of Agreement have been signed by Employers. Retroactivity is being processed site by site.

"Non-HANS" Employers:

A request was made to the "Non-HANS" Employers to sign off on the Memorandums of Agreement as agreed to by the HANS group and funded by the Department of Health and Wellness. Employers have been informed by the Department of Health and Wellness that funding is in place. Several Employers have signed the MOAs and are processing retro accordingly.

Northwoodcare Bedford Inc (Ivany Place):

The first agreement concluded in April with a signing date of August 10, 2012. Payroll personnel at that site are currently working on retroactivity and changes to reflect the terms and conditions of a first collective agreement.

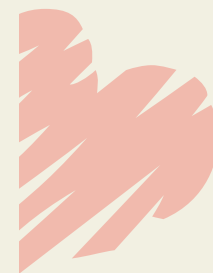
Acute Care

Bargaining was held June 21, 2012 and a tentative agreement was reached that day. The Tentative Agreement was ratified on July 16, 2012. Following ratification, documents were prepared for signing and circulated to the DHAs for final sign-off. Once the original documents were signed by all DHAs, the original signed documents were sent on August 24, 2012 to the NS Department of Health and Wellness; NS Department of Labour and Advanced Education. Salary adjustments and retroactivity calculations are now being processed. The anticipated date of completion is the first pay cycle in November 2012.

There has been much discussion that NSGEU Local 42 were paid their retro two weeks following their ratification in June. This is false. In fact NSGEU Local 42 received the payment of retro on September 6, 2012.

In addition to formal bargaining meetings, Janet Hazleton, NSNU president and Chris Albrecht, NSNU Chief Negotiator will be touring the province to obtain feedback regarding bargaining and the bargaining process. Meeting dates are not finalized but once they are coordinated notices will be posted on nsnu.ca and circulated via memorandum to all table officers for posting at your work site. These meetings will take place between now and the end of January in the following areas:

- Dartmouth (evening)
- IWK
- Yarmouth
- Sydney (evening)
- Truro (evening)
- Kentville (evening)
- Bridgewater
- Antigonish



And the iPad goes to.....

The NSNU is happy to announce that the first of three iPad "giveaways" has been awarded to Caroline Pease who works at the Dartmouth General Hospital.

Caroline submitted the following essay, making her eligible to win her coveted electronic device.

Congratulations Caroline.

Dear Nova Scotia Nurses' Union,

I am writing this letter to express the importance of nurses delivering valued healthcare in the province of Nova Scotia. Nurses practicing in our province encompass and represent what is unique about our population. They can be seen caring for persons through the whole life span from conception to death and providing health strategies to everyone regardless of socio-economic class.

"GREAT" nurses in our province demonstrate an advanced nursing vision by practicing and teaching the five C's.

What are the 5 C's you ask?

- *Caring: Our nurses display a "genuineness" that is really hard to find. We help to develop the patient's ability to be courageous and confident in anything they attempt to achieve regarding their health. While the primary focus is the patient, we are truly concerned about the safety and wellbeing of students and colleagues in the environment.*
- *Compassion: In my opinion, our nurses are the calmest, most easy going and rationally thinking nurses I know. We haven't forgotten "the patient experience" and we often place ourselves in the shoes of the population we are caring for. We're the integral initial point of contact; we put their needs/requirements first and strive to optimize the opportunities presented to the patient.*
- *Consistency: We prepare the patient for "real world" and how to rationally deal with every possible situation, no matter the stage of life. Nova Scotians can comfortably rely on the care we supply and our leadership direction time and time again.*
- *Communication: We provide positive and timely feed back; we choose our words with care and understanding. In the most frustrating and trying environments the nurse's gentle but direct words of encouragement help ease tense situations.*
- *Continuing Education: We believe that every opportunity, big or small can be a teaching experience and advocate for the patient's learning. We often participate in conferences, lectures and workshops to further our nursing knowledge and we are quick to pass on new innovative ideas.*

I truly believe that the province of Nova Scotia has some of the most talented and brilliant nurses in the country. To provide the healthcare that Nova Scotians deserve and expect, we need to celebrate and remember what attracted us to nursing in the first place. The meaning of the word "value" in the dictionary states: the regard that something is held to deserve; the importance or preciousness of something. So with that being said, our nurses beyond doubt are the valued component to optimal care in Nova Scotia.

*Sincerely,
Caroline Pease, RN*



Caroline Pease and Jean Candy, NSNU Executive Director

Council of the Federation – July 2012

Canada's Premiers met in Halifax on July 25-27 to collaborate on health care and other matters of importance to Canadians at the Council of the Federation Meetings. Nurses Unions capitalized on this opportunity to focus some attention on the 2014 Health Accord.

In 2014, the current health care accord – the deal that sets funding and health care service delivery agreements between the federal and provincial and territorial governments – expires and must be renegotiated. In the lead-up to these negotiations it is necessary to remind federal politicians of how much Canadians need and value our public health care system.

Nurses union leaders from across the country gathered in Halifax to send a message to the Premiers that governments must pull together for public health care and bring the federal government back to the table in order to improve health care for all Canadians.



A "Clinic in the Park" took place later that day giving nurses a chance to speak with the public about personal health and the health care system. Nurses checked blood sugars and blood pressure, while representatives from The Lung Association of Nova Scotia tested lung capacity. The NSNU would like to thank Jen Thiele, RN of the IWK and Cedric Thibault, LPN of Ivany Place for their participation in the Clinic.

To lighten the mood, there was music, face painting, buskers and balloon animals for young and old alike!

The CFNU also hired a boat to cruise the Halifax Harbour displaying a large horizontal banner with the message, "Premiers, Prime Minister, We're Watching You. Pull Together for better Health Care!"

Linda Silas moderates the July 25 speaker's forum



Donna Denney, CRNNS, Janet Hazelton and Chris Power, President and CEO of CDHA

While the Premiers were in Halifax the CFNU organized a "lunch and learn" in Victoria Park on the morning of July 25. The forum, moderated by Linda Silas, included three speakers who are experts in the health care field: James D. Hughes, President of Graham Boeckh Foundation, Montreal; Kim McGrail, Associate Director of the UBC Centre for Health Services and Policy Research, Vancouver; and Chris Power, President and CEO of Capital Health, Halifax.



Cont. on pages 10 & 11...



Dave Wilson, Minister of Health and Wellness, Janet Hazelton, Premier Darrell Dexter and Linda Silas

To assist in delivering the message to the Premiers, the CFNU dropped a large banner on the historic Morris Tea building, a high profile, well-travelled area facing the hotel where the Premiers were meeting. Another ad was strategically placed in the ferry terminal.

Janet Hazelton and Linda Silas in front of the Morris Tea Building



CFNU Lunch and Learn audience

Earlier this year, CFNU submitted a brief to the Premiers Health Care Innovation Working Group, a group which includes representatives from the frontlines of health care, calling on Premiers to work in partnership to:

- ensure a culture of safe staffing in health care workplaces;
- make improvements in quality and access along the continuum of care;
- advance a national pharmacare plan;
- develop a plan of action to tackle the social determinants of health; and
- adopt a common position on increasing fiscal capacities of governments.

Nurses are asking the public and health care stakeholders to show support for public health care by sending a postcard to the Prime Minister, asking him to come to the table and participate in discussions on health care with the Premiers.





Provincial Ministers of Health met again in Halifax in late September. CFNU representatives (including Janet Hazelton, NSNU president) held an early morning meeting on September 28 with the Health Ministers on safe staffing, research that the CFNU recently concluded. *(More on the results of that meeting in the next What's NU?)*

The Premiers plan to return to Halifax in November to discuss the economy.

The NSNU would like to thank staff at HRM, Halifax Regional Fire and Emergency, Can Med, Bayer HealthCare, Scotia Atlantic Medical Supplies, The Lung Association of Nova Scotia, Glow Parties, Frischkorn Audio/Visual Rentals, The Printer, Royal Flush, Pattison Outdoor Advertising, and All Occasion Catering.



Linda Silas, Jen Thiele, Janet Hazelton and Cedric Thibault



Important Dates

Component Meetings (Truro)

Tuesday, Oct 16, 2012 - 8:30 – 12:00 LPN/Grad Component Meeting; 1:00 – 4:30 Community Care & LTC Component Meetings

Proposal Development Conference (Truro)

Wednesday, November 28 – 9am-4pm

Board Meeting Dates

(at NSNU office unless otherwise indicated):

Wed, Oct 17, 2012 (Truro)
Fri, Nov 30, 2012 (Truro)
Mon, Jan 7, 2013
Mon, Feb 18 & Tues, Feb 19, 2013
Mon, March 25, 2013
Sun, April 28, 2013 (Truro)
Mon, June 24, 2013

2013 AGM/Education Day (Truro)

Monday, April 29 - Wednesday, May 1, 2013

2013 CFNU Biennium (Toronto)

Monday, June 3 – Friday, June 7, 2013

NSFL Convention (Holiday Inn, Dartmouth)

Thursday, October 24 – Sunday, Oct 27, 2013

2014 AGM/Education Day (Truro)

Monday, May 5 to Thursday, May 8, 2014

2015 AGM/Education Day

To better enable NSNU members to attend the 2015 CFNU Biennial Conference taking place in Halifax, there will be no AGM in that year

2015 CFNU Biennium (Halifax)

Monday, June 1 – Friday, June 5, 2015

Nominations Sought for Royal Honour



If you are an RN, consider nominating a colleague for the prestigious Queen Elizabeth II Diamond Jubilee Medal. Two of these medals will be awarded to deserving RNs in Nova Scotia, in recognition of their outstanding contributions to nursing.

The Governor General has given the Canadian Nurses Association 30 Queen Elizabeth II Diamond Jubilee Medals to celebrate the outstanding work of registered nurses who have contributed to improving and advancing the health of Canadians and the nursing profession. Each of the provinces will receive a number of these awards, based on their nursing population. As a result, Nova Scotia can nominate two registered nurses to receive these prestigious medals.

Please, help the CAN pay tribute to some of the many great nurses working in our province. For more information, as well as to print off the nomination form, visit the homepage at crnns.ca.

The deadline to nominate a colleague, friend or family member is October 21st.

Flu Season

It's hard to believe it's time again to start thinking about influenza vaccines – but it is. Already, some Nova Scotians are feeling flu-like symptoms. As the Department of Health and Wellness prepares for the launch of their annual flu campaign, please consider the benefits of the vaccine.

This year, in a Canadian first, British Columbia is requiring health-care workers to be vaccinated, or wear masks during flu season.



UNA, Alberta Health Services Co-operate on First-in-Canada Locum

United Nurses of Alberta and Alberta Health Services have developed a pilot project to increase nursing resources throughout the province's north by inviting Registered Nurses to choose temporary assignments – locums – in such practice settings as emergency, obstetrics, acute care and continuing care.

Jointly announced by UNA and AHS in late August 2012, the program is the first of its kind in Canada. It will allow RNs to explore new opportunities by temporarily substituting for other RNs in remote northern communities.

“The benefits of the agreement will be seen in better health care throughout the region, as well as in improved morale both among nurses who take part in the program and those who already hold nursing positions in the region,” said UNA President Heather Smith. “This is a real innovation that will work for both new and experienced nurses.”

The locum assignments – short for “locum tenens,” which means a temporary substitute – will enable RNs working elsewhere in Alberta in positions represented by UNA to pick

a temporary assignment for a set period of time. After the assignment ends, they will return to their previous job.

There will be significant benefits for nurses who participate and also for those already working for AHS in the north. These include a premium payment of \$6 per hour and reimbursement for accommodation and travel expenses, plus the pay and benefits available to RNs under the collective agreement between UNA and AHS.

The pilot project is expected to save taxpayers money by reducing the need for AHS to rely on contract nurses from expensive private agencies.

AHS agreed to negotiate with UNA for agreements covering other Alberta communities that face similar difficulty recruiting nurses.

UNA represents more than 25,000 RNs, Registered Psychiatric Nurses, student nurses and allied personnel. AHS is the province-wide health authority responsible for providing health services to more than 3.7 million Albertans.

Labour Movement Mourns

Greg Blanchard, the first full-time president of the Nova Scotia Government and General Employees Union died on August 25, 2012 at the age of 73.

Greg was well known in the labour movement and enjoyed six two-year terms as president of that Union.

The NSNU would like to formally extend sincere condolences to his family as well as his extended family at the NSGEU.

Long Term Care Meeting Deemed a Success

By Lilo Wessels,
NSNU Labour Relations Representative

I recently attended the first Regional Union Management Consultation Committee with the Colchester- Cumberland region for Shannex. The regional UMCC meeting is a new concept that was negotiated in the last contract along with a provision for a Provincial Shannex meeting with regional representatives.

This was the very first meeting for the nurses and I could see on their faces they did not know what to expect. We started from the "ground up" reviewing the process of how such an important meeting is to be conducted. The Union caucus elected the Secretary, Paula Miller and the Chair, Barbara Lyons- Cardinal. We also elected the representatives who will sit on the Provincial Union Management Consultation Meeting and these are Barbara Lyons-Cardinals with Paula Miller accepting the alternate position. Congratulations to both!

When we met with the Employer we discussed a number of critical issues, including working short staffed; increasing workload; and the negative effect on their nursing practice. We discussed and agreed to amend job postings to include the facility name where the vacancy occurs. We also discussed how CCAs could be more evenly distributed to provide



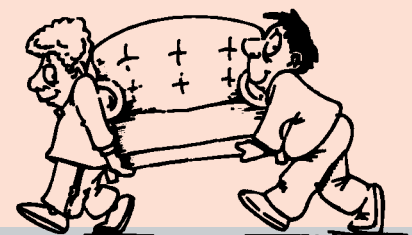
improved care to the residents. The Employer was amenable and is planning to take our proposal under advisement. We discussed staff scheduling (which is presently centralized) which presents a number of challenges such as staff who are still listed on the schedules that have long since left the facility. The Employer communicated that a trial is about to commence where scheduling staff will be responsible for scheduling for the region as opposed to the entire province. We anticipate the change and are hopeful that scheduling will improve.

In closing, I would say that we accomplished a lot during this day. My impression was that the Employer group is more than willing to work with us which in turn will improve the working conditions of the nurses and it will most certainly benefit the clients. To all, Job well done!

Are You Planning a Change?

If you are planning a change of address, name or contact information, please keep us in the loop! Make sure the NSNU has your most current contact information so you continue to receive important information regarding bargaining, voting and Union meetings.

Please forward your information to Nancy MacDonald at the NSNU office: 1-800-469-1474 or email nancy.macdonald@nsnu.ns.ca



NSNU Weighs In on Revised Health Services and Insurance Legislation

This past summer the Nova Scotia Nurses' Union seized the opportunity to make submission to the Department of Health and Wellness regarding proposed changes to the province's *Health Services and Insurance Act*.

The Health Services and Insurance Act (HSIA) is the legislation that establishes the rules for how insured health services are funded and delivered in Nova Scotia. This legislation was enacted in 1973.

The intent of this recent process is to update the current legislation to better reflect how the health care system operates. The Department of Health and Wellness carried out the public and stakeholder consultation from June 28th to August 17th of this year.

Some of the proposed legislative changes to the *Act* include: language that explicitly prohibits patients from receiving preferential access to treatment in return for payment or a benefit; provisions that strengthen and clarify the current conditions on direct billing, extra billing and user fees; update to legislation to strengthen the province's role in health human resource planning in an effort to strengthen the health care workforce; legislation to support payment for collaborative models of care; provisions to ensure future funding models aimed at improving how health care is delivered are supported by the legislation and; legislation to strengthen Nova Scotia's commitment to a single-tier publicly funded health care system.

"The NSNU was pleased to participate in this process and we're encouraged to see that many of the proposed changes reflect positions held by the Nurses' Union. The health care system has changed drastically over the past forty years. In our response to government we support many of the recommendations but we also advocated for things that were not considered. As frontline workers, nurses' input is imperative in order to preserve, improve and strengthen numerous elements of the *Act*," says Janet Hazelton, president of the NSNU.

Merged Services Nova Scotia

The Nova Scotia Department of Health and Wellness has begun the process of amalgamating some of the administrative services of the province, the nine district health authorities and the IWK. The province projects that this will save up to \$8.8 million over 18 months. The services involved are General Administration, Supply, Finance and Laundry. It is expected that 97-128 positions across the province will be affected as a result. Human Resources and IT/ Telecommunications services are also being considered for possible merging in the future.

The Nova Scotia Nurses' Union, along with other health provider unions, has been involved in information sessions with representatives from the Department of Health and Wellness, the Health Authorities and the IWK, and from the new entity, Merged Services Nova Scotia. **NSNU, along with the other unions, have no part in the decision making process, and any involvement we do have should in no way be construed as a sign of approval.** Our purpose is to monitor the process as best we can to ensure the well-being of our members, and to ensure that our health system can provide the best care possible.

At this time, it does not appear that the merging of the aforementioned services will have a direct impact on our members. We are, however, concerned with job losses for other workers, and we want to ensure that processes followed are equitable and do not result in inferior health care for Nova Scotians. Any member who experiences negative effects associated with the process of merging these services is invited to contact your area Labour Relations representative at the NSNU office in Dartmouth (469-1474/1-800-1474).

More information is available from the Merged Services Nova Scotia website, www.msns.nshealth.ca. Access to the site is restricted, but is available from most worksite computers.



Regional Acute Care Meetings

The sole purpose of these meetings is to hold elections to select regional Provincial Negotiating Committee (PNC) Members and alternates. Members must be in attendance to vote. The components will elect their PNC member at their component meeting on October 16.

Central Acute Care Regional Meeting

Monday, October 22, 2012
7:00 pm
Nova Scotia Nurses' Union
Large Boardroom
30 Frazee Avenue, Dartmouth

Northern Acute Care Regional Meeting

Tuesday, October 23, 2012
7:00 pm
Maritime Inn Antigonish
Celtic Room
158 Main Street

Eastern Acute Care Regional Meeting

Tuesday, October 23, 2012
7:30 pm - 8:30 pm
Cape Breton Regional Hospital
Education Department
Room 3612
3rd Floor
Back of Building

Western Acute Care Regional Meeting

Tuesday, October 23, 2012
7:00 pm
Digby General Boardroom
75 Warwick St, Digby
(Main level of hospital; from front main door, turn left and the boardroom is down the hall on your right)

The IWK elected their PNC member at their September local meeting.



Workload Situation Reports

Article 17 of our acute care collective agreement states that employers agree "to make every effort to maintain or improve safe standards of patient care." When nurses feel that their workload prohibits the provision of safe patient care, they should bring this to the attention of their supervisor. When this does not resolve the issue, they can then fill out a Workload Situation Report.

Our last bargaining survey revealed that only 42% of nurses always or usually fill out Workload Situation Reports when warranted, while 15% sometimes fill them out and 43% rarely or never fill them out.

Workload Situation Reports are copied to the union, and provide concrete evidence that problems exist when we meet with employers. We encourage nurses to fill them out so that we can make the best case possible for redressing unreasonable workloads for the sake of patients and nurses alike.

Long Term Care Conference

2nd Annual Care by Design

Friday, November 2, 2012

Holiday Inn Halifax Harbourview Hotel & Conference Centre

Designed for physicians, nurses and other health care professionals, pharmacists and long term care facility administrators, the conference offers an opportunity to learn in a multidisciplinary setting, offer input into new programs and services, and share information with colleagues. The conference will focus on key issues in today's long term care sector: • Diabetes • Wound Care • Ethics • Management of End Stage CHF and COPD • Sexually Inappropriate Behaviour • Care by Design

Important Dates

- Register for a reduced rate on or before October 11, 2012
- Rooms reserved at the Holiday Inn Halifax Harbourview Hotel will be released on October 11, 2012

For more information

Please contact Kim Lake, 902.494.1588, kim.lake@dal.ca

The Cardio Show – *Understand the Risk Factors and What You Can Do About Them*



The Cardio Health Show is a one-day public health education show for people who want to prevent a cardiovascular event, or help support a loved one. On November 16th attendees will learn about their risk factors and what to do to take control of their health through seminar sessions, an exhibit showcase and demonstrations.

Nurses are invited to share their expertise and help improve those numbers. Nurses are a vital partner in patient health right from the first presentation in a primary care setting through to hospital and afterwards.



Show location:

World Trade and Convention Centre
1800 Argyle Street, Halifax, NS

For more information or to learn how you can contribute to the event:

call Alberte at (902) 454-4714

Color Codes Help Patients Better Identify Hospital Staff Roles

As another step toward patient safety and satisfaction, clinical staff members of Franciscan Alliance Northern Indiana Region hospitals are wearing designated colors to help visitors better know who's-who.

Color codes are designed to make it easier for patients and other hospital personnel to identify nurses and to distinguish between aides, nurses and unit clerks. Pat Halfman, patient representative for St. Margaret Health – Dyer and Hammond, said the policy, which was effective in June, has been well received by patients.

“I have heard several family members comment on how many nurses we have, or, even if we have hired more – that they never saw so many nurses here before,” she said, adding. “When I explain that we have the same staff, but it’s now easier to see who the nurses and aides are, they just scratch their head in disbelief.

I also have heard several patients comment they can tell the staff is proud of what they do and have great teamwork.”

Other patient satisfaction surveys echo the same sentiment.

Color codes include:

- Registered nurses, licensed practical nurses — dark navy blue, midnight blue. They may wear solid white scrub-type uniforms alone or in combination with navy blue tops or bottoms.
- Patient care technicians, patient care externs, medical assistants, technicians, paramedics who assist nursing staff – dark cranberry, wine.
- Unit clerks – sandstone, khaki.
- Staff in areas that require hospital-issued and laundered scrubs — “ceil blue” scrub-type uniforms.

“We were excited to join such health care industry leaders as Cleveland Clinic and the University of Michigan Health System as we standardized our uniform colors and have already received patient comments related to the standardized uniform colors improving the professional appearance of our staff,” said Carol Schuster, Franciscan Alliance regional chief nursing officer. “We also expect that the color standardization



will allow physicians and patients quicker recognition of our staff that in turn will improve our patient safety and quality.”

Linda Kraiko, Franciscan St. Margaret Health senior director of patient services, agreed. “The new uniform policy is a win for both our patients and the hospital. The patients and their families can identify who is a nurse, versus a patient care technician or a clerk,” she said. “The staff can be identified at a distance rather than having to look for a badge. This also enhances the communication between our patients and staff.”

Trish Weber, vice president of operations and chief nursing officer at Franciscan St. Anthony Health-Michigan City, also praised the policy.

“In part, the standardized uniforms were implemented in response to patient feedback/confusion about caregiver roles, in addition to similar standardization taking place at our sister hospitals and hospitals across the state,” she said, adding, “We are very excited about our new standardized uniform colors as patients and their family members are now able to more easily identify nursing from other support staff, which facilitates improved patient communication and care and enhances the professional image of nursing.”



AGM Sponsored Seats

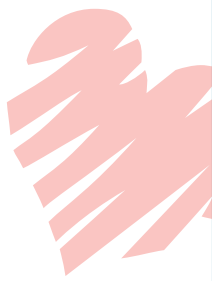
The Board of Directors of the Nova Scotia Nurses' Union would like to remind everyone about the Union Sponsored seats available to ten extra NSNU members to attend the 2013 AGM.

NSNU will sponsor five members under the age of 35 as well as five members who have never attended the AGM.

This is above the usual sponsorship complement. The 37th Annual General Meeting will take place April 20 – May 1, 2013 in Truro at the Best Western Glengarry Hotel. Event details will be available at a later date.

Interested members meeting the criteria are encouraged to send their expression of interest to Debbie Grady via email at debbie.grady@nsnu.ns.ca. Please indicate the category in which you are eligible to apply.

The deadline to apply is January 16, 2013. A random draw to select the successful applicants will take place on January 18th. Only those selected will be contacted.





LTC in White and Black

Nurses at Braeside Home in Middle Musquodoboit have been busy shopping for their new “distinctive uniforms”. Nurses at the long term care site have been provided with vouchers to purchase the white and black styles initially provided only to nurses working in acute care.

This trend seems to be catching on at other sites as well. The acute care uniform policy was negotiated in April 2011. The long term care employers did not sign-on at that time but are slowly recognizing the value in distinguishing nurses in standardized uniforms – a development that is largely seen as a benefit to both residents and their families.



Return undeliverable Canadian copies to:
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