

Courage to lead,
Confidence to challenge,
Commitment to care



**Colchester Regional Hospital
opens its doors**

**Mandatory Immunization:
The debate continues**

Bargaining Bulletin

Happy Holidays



President's Notebook

Janet Hazelton, NSNU President



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The last edition of What's NU? reported that, in a Canadian first, British Columbia is requiring health-care workers to be vaccinated, or wear masks during flu season as of December 1st. On December 5th, the B.C. government backed away from its mandatory flu vaccination policy for thousands of provincial health care workers.

Instead of forcing workers to get flu shots, the B.C. Health Ministry says it will work towards getting compliance from workers in the first year of the program.

Several health-care unions launched a grievance arguing their workers are entitled to privacy and their own choice on the matter.

On November 28, the Canadian Nurses Association (CNA) took a bold and unprecedented position on influenza immunization of nurses.

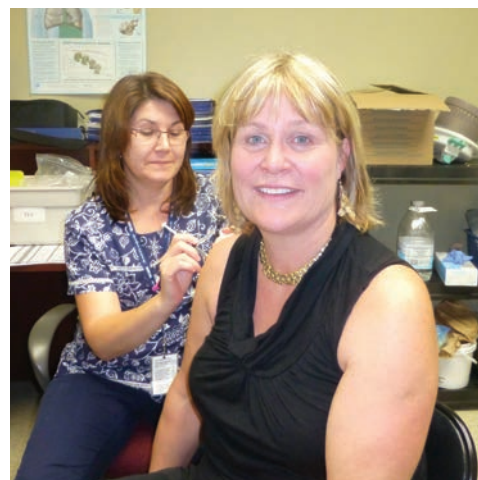
The CNA passed a motion to adopt the amended position statement supporting mandatory immunization programs for nurses. In our estimation, and that of our counterparts across the country, this decision (which was made without consultation with union stakeholders) broadly oversteps the mandate of the CNA.

The Canadian Federation of Nurses Unions has written to the CNA formally opposing any mandatory immunization program on the grounds that the new policy violates individual rights and, quite frankly, calls into question the judgment and safe practice of health care professionals.

The NSNU has advocated in favour of flu vaccines. We have participated in public campaigns with Doctors Nova Scotia and the Department of Health and Wellness to promote immunization of various populations, including health care workers. However, at no time has the NSNU believed that nurses should be forced to be immunized.

Over the past several years the NSNU has polled our members on the issue of mandatory immunization and the results have always been the same – nurses believe they should have the choice whether or not to receive the vaccine.

Society as a whole places an enormous amount of trust in nurses and other health care professions each and every day. Rightly so, we assume that those working within our hospitals, long term care facilities and in the community are providing patients and clients with appropriate and safe care, protecting them from harm while exercising informed decision making.



*Janet Hazelton receives her flu shot from the
VON, Antigonish Branch*

The NSNU continues to support and promote immunization for those who can tolerate the vaccine, but at the same time we maintain a respectful opinion of those professionals who choose otherwise.

This fall, I had the great pleasure of attending the United Nurses of Alberta Annual General Meeting and the Newfoundland and Labrador Nurses Union 23rd Biennial Conference. While attending the UNA Banquet I met Heidi Gould from Pictou County, and Kristen Thomas of Cape Breton. Both are activist/leaders with the United Nurses of Alberta, now living and working in Fort McMurray.

While in Alberta and Newfoundland I was asked to speak to the delegates about the NSNU identity campaign and our distinctive uniform policies. At both venues, standard uniforms become the small-talk topic of the day as more provinces across the country grappled with the issue of visibility and nursing profile. It was reassuring to receive such a positive reception from the nurses in those provinces who, in the near future, may embark on a similar initiative.

In closing, I wish all our members and their families a safe, healthy and happy holiday season.



Heidi Gould, UNA, Janet Hazelton and Kristen Thomas, UNA at the United Nurses of Alberta Banquet, October 2012

**To voice your opinions
about mandatory flu
vaccines, visit the
President's Blog on
MyNSNU at www.nsnu.ca**



Linda Silas, CFNU, Janet Hazelton, NSNU, Linda Haslam Stroud, ONA and Bev Dick, UNA at the United Nurses of Alberta AGM



Janet Hazelton at the UNA AGM speaking about nursing identity

Fall Component Meetings

On October 16, our LPNs and those working in Long Term Care and Community Care gathered in Truro to hold their Fall Component Meetings.

Maria Langille, VP for the LPN/Grad Component organized a full agenda for the morning session. The group welcomed Doug Bungay, Director of Professional Practice and Policy for the College of Licensed Practical Nurses who spoke on the subject of Scope and Standards of Practice, Continuing Competency and Developing Leadership Programs.

The group also elected their Provincial Negotiating Committee (PNC) representative, Janis Ritcey, a returning member of the Committee.



Jennifer Chapman, VP LPN/Grad Component at the October 16 meeting

The Long Term Care group met at 1pm to elect their PNC rep, Rhonda Church and discuss upcoming contract negotiations. Paul Curry, NSNU Researcher/Educator presented information about staffing ratios in long term care and how this growing concern is being addressed in other jurisdictions. That group also welcomed their new Board VP, Sheri Gallivan as she chaired her first event as their representative.

The Community Care Component also met in the afternoon, again to elect the PNC representative. Tom MacKenzie was re-elected to that position.



Lisa Briers and Phil Veniotte from VON presented an Occupational Health and Safety education session, specifically an initiative in partnership with WCB to address workplace safety.



NSNU members at the Community Care Component Meeting, October 16



Sheri Gallivan, VP LTC at the October Component Meeting



The Board VP, Jennifer Chapman also provided an update on the SAP issue indicating the most outstanding errors have or will be reconciled before the holidays, although the grievance is scheduled to proceed sometime in 2013.



Lois Briers and Phil Veniotte, VON present to the Community Care Component Oct 16



Doug Bungay, CLPNNS



Paul Curry, NSNU Researcher/Educator at the LTC Component Meeting, October 16



Dates and Deadlines

The following dates and deadlines have been determined. The NSNU would like to inform members that due to the increasing number of late submissions and the problems associated with extended deadlines, **at the direction of the Board, NSNU administration will no longer accept registration forms and submissions past due dates.**

AGM Dates and Deadline

The Annual Meeting, to take place at the Best Western Glengarry in Truro, is scheduled for three days, Monday, April 29 – May 1, 2013. Noted below is the tentative structure of the Annual Meeting for 2013:

Monday, April 29

- TBA - morning
- Component and Regional Meetings – afternoon
- Hospitality Event – evening

Tuesday, April 30

- AGM – all day
- Banquet – evening

Wednesday, May 1

- Education Day

The deadline for AGM/Education registration is April 3, 2013. Information packages, including registration forms, will be sent to all Table Officers in March.

Deadline for Resolutions

As per the NSNU Constitution, Resolutions must be submitted to the NSNU Office 90 days in advance of the Annual Meeting. The deadline for Resolutions for the 2013 Annual Meeting is Monday, January 28, 2013.

Deadline for Scholarship Applications

The Scholarship deadline for 2013 is Friday, April 12, 2013. Scholarship applications can be obtained by calling NSNU at (1-800) 469-1474 or accessing the forms online at www.nsnu.ca.

Honourary Members

If you wish to nominate a member as an honorary member, forms and criteria can be obtained online at www.nsnu.ca or by calling NSNU at (1-800) 469-1474. Per NSNU Policy, honorary member nominations must be submitted to the NSNU Office 90 days in advance of the Annual Meeting. The deadline for Nominations for the 2013 Annual Meeting is Monday, January 28, 2013.

CFNU Biennial Conference 2013

CFNU's 16th Biennial Convention is scheduled from June 3 - June 7, 2013 in Toronto, Ontario. The convention will be held at The Westin Harbour Castle.

A detailed agenda, registration, and seminar information can be obtained by accessing the CFNU Biennial link found on NSNU's home page (www.nsnu.ca). Please check the link frequently for updates and information.

Please note, NSNU has a block of 15 Single and 35 double rooms set aside with the hotel until February 28, 2013. Contact Debbie Grady at the NSNU to book these rooms. The cut-off date to book directly with the hotel is May 1.

Unless you are sponsored by the provincial union please note that all arrangements must be made by your Local or the member attending the Convention. These arrangements include registration, room reservations and flight bookings.

In order to ensure your participation in the Biennial, it is important to register early. The registration deadline is May 3, 2013; however, this does not ensure a position as the registration may reach its quota prior to the deadline.

The NSNU requests that you notify Debbie Grady, executive assistant, if you are planning to attend. This information helps NSNU staff in preparing for our delegation's participation in various events and activities.

If you have any questions, please contact Debbie Grady at debbie.grady@nsnu.ns.ca

B.C.'s practical nurses join nurses' union

**CBC News
October 5, 2012**

British Columbia's licensed practical nurses have voted to join the B.C. Nurses Union in an effort to be recognized as professional employees.

BCNU president, Debra McPherson, says that 69 per cent of the province's licensed practical nurses who voted were in favour of the move.

McPherson says B.C. is now the fourth province, after Nova Scotia, Quebec and Manitoba, to have practical and registered nurses represented by the same union.

She says the campaign to join the nurses' union began about 10 years ago when licensed practical nurses approached the BCNU for membership.

McPherson says the BCNU initially rejected any such move because it may have been considered raiding.

There are about 7,200 LPNs in B.C.

Health-care system tops list, poll finds



OTTAWA — Canadians, it seems, love their universal health care.

A new national poll commissioned by the Montreal-based Association for Canadian Studies examined the pride Canadians place in a list of more than a dozen symbols, achievements and attributes.

The online survey of 2,207 respondents by Leger Marketing found universal health care was almost universally loved, with 94 per cent calling it an important source of collective pride — including 74 per cent who called it “very important.”

Canada’s “reputation in the world” also fared well in the survey.

Also placing high on the list — with 60 per cent calling it “very important” and nine out of 10 respondents deeming it important — was the Charter of Rights and Freedoms.



40 years at the NSNU – but who’s counting?

On November 6th, 2012 Cherry Gauthier, Labour Relations Assistant for the NSNU, marked forty years of service with the Nurses’ Union.

Cherry has been a fixture at the NSNU - even before it was formally founded. She began her career back in 1972, at a time when the College of Registered Nurses and the NSNU shared office space and some resources. In 1976, the NSNU became a separate entity and Cherry tagged along for the long, long ride.

Anyone who has ever had dealings with the Nurses’ Union is familiar with Cherry. And Cherry, who has a sharp memory and keen sense of organizational history, holds clear the names and faces of past presidents, activists, health and labour ministers, employers and others who have been associated with the NSNU over the last four decades.

Though we are pleased to wish Cherry a very happy 40th anniversary, we know that she is happily counting down the months, weeks, days and minutes until she can retire. Who could blame her!



Cherry Gauthier, NSNU Labour Relations Assistant, has earned the honour of Miss NSNU after 40 years with the organization, October 31, 2012



Bargaining Bulletin



From October 29 to November 27, NSNU president Janet Hazelton and Chief Negotiator Chris Albrecht, held seven meetings across the province to engage members in the bargaining process. Although attendance was low, the NSNU would like to thank those who took the time to attend and share their views regarding upcoming negotiations.

The NSNU would also like to thank those who participated in the bargaining survey hosted on MyNSNU from October 29th until November 12. Your responses provided the PNC and the Board with significant findings which were presented at the Proposal Development Conference (PDC) in Truro on November 28th.

The very positive and productive meeting was attended by approximately 130 participants, including the NSNU Board of Directors and some staff. Using the data collected from the Bargaining Survey and written feedback from members, NSNU Researcher/Educator, Paul Curry outlined the priorities and conveyed areas of concern voiced by the members who took part in the polling.

One such area of concern is workload. Paul's analysis of our research and reviews of studies conducted in other parts of the country indicate nurse/patient ratios are of considerable consternation for nurses. In his presentation on "safe staffing", it is clear the members want workload addressed.



Janet Hazelton addresses the delegates at the 2012 Proposal Development Conference, November 28th, 2012

Of note, members favoured three workload "models" - Nurse/Patient Ratios, Synergy, and Independent Assessment Committees - presented at the conference. No clear majority for one "model" over another was identified.

The PNC and Board of Directors met on November 29th to discuss the outcomes of the Proposal Development Conference and discuss broad-stroke strategies for the coming months.

The PNC will caucus on January 16 and 17 to fine tune the bargaining proposals in advance of face to face bargaining scheduled for February 12th (Acute Care) and 13th (LTC).

Of particular importance is the following information as these details may impact the sequencing of negotiations and the length of time it may take to reach an agreement.





One of 17 facilitated discussion groups hard at work at the 2012 Proposal Development Conference, November 28



Participants at the PDC, November 28th, 2012





Other Unions have expired (2011) agreements that may take precedence over NSNU bargaining:

- NSGEU Clerical and NSGEU Support Services at the CDHA conciliation held late November.
- NSGEU HC and Clerical at the IWK have not commenced bargaining.
- In addition there are some facilities that expired in March 2012 – NSGEU Public Health & Addictions and NSGEU Clerical and DHAs 1, 2, and 3 that also require attention.
- Within continuing care (again for agreements that expired in October 2011) – CUPE, CAW and SEIU are bargaining. CUPE uses a lead table process and it is anticipated that the lead table will be in bargaining in late November. CAW does individual bargaining but the first of the CAW facilities has applied for conciliation. SEIU has commenced bargaining. There are approximately 49 Nursing homes and 11 DSC facilities that HANS bargains for.



IWK nurse Geoff Bennett at the PDC, November 28, 2012

Newly elected PNC Representatives:

- Eastern - Laura Lee Sharpe
- Northern - Alaine Halliday
- Western - Karen MacDonald
- Central - Charmaine Schofield
- LTC - Rhonda Church
- LPN - Janis Ritcey
- CC - Tom MacKenzie
- IWK - Edson Castilho
- Janet Hazelton, NSNU president, Jean Candy, Executive Director and Chris Albrecht, Chief Negotiator round-out the NSNU team.

If you have comments or question about the bargaining process please contact the NSNU Provincial Negotiating Team at nsnubargaining@nsnu.ns.ca



Gwen Busby, Cobequid Health Centre reporting at the PDC facilitated discussion, November 28, 2012

And the second iPad goes to.....

The NSNU is happy to announce that the second of three iPad "giveaways" has been awarded to Rebecca Earle from the IWK.

Rebecca submitted the following essay, making her eligible to win the tablet.

Congratulations Rebecca.

Dear Nova Scotia Nurses' Union,

I was just in London (UK) for the 7th International Advanced Practice Nursing Network Conference and while there, paid a visit to the Florence Nightingale museum at the St. Thomas Hospital where the 1st secular nursing school was housed. Nightingale laid the foundation of professional nursing in 1860 and as I stood in the museum I reflected on our nursing profession in the year 2012.

When nursing began, it was all about promotion of health, prevention of illness and care of the ill, disabled and dying. As nurses we continue to providing bedside care to ill patients and their families but we also use our in-depth knowledge and expertise to meet the health needs of groups, communities and populations as well as shape healthcare policies and promote systems changes at a governmental level.

Health care in Canada is becoming increasingly challenging as new models of care are being tested to ensure we are able to meet the demands being placed on us due to rising costs, aging populations, access to care and new technology.

Nurses have never been more valuable as we try to navigate our way in this "new healthcare landscape". Today's nurses are clinicians, leaders, administrators, researchers, collaborators and educators and I have no doubt in my mind that we will continue to provide strong leadership through the changes that lie ahead, much like Nightingale did before us.

*Sincerely,
Rebecca J. Earle, RN, MSc(A), PhD(c)
Clinical Nurse Specialist for Complex and Medically Fragile Children, IWK*



Rebecca Earle, iPad Essay winner

FYI - Hamilton nurses soon to write an all-American exam

CBC News
Dec. 3, 2012

Nursing professors in Ontario are raising concerns about changes coming to the final registration exam for the nursing profession.

Ontario is moving to an all-American exam by 2015.

Catherine Tompkins, director of the School Of Nursing at McMaster University, says the new test will be available online, replacing the current written exam from the Canadian Nurses Association. The online exam will make sure students get their results back sooner, she said.

But the change is raising red flags from among in the Canadian medical community, who say the exam doesn't take into account the way nurses in Ontario are taught, or in some instances what they are taught.

According to Tompkins there are a few problems with the exam. She says the American exam has a very different purpose than the Canadian one.

The Canadian test measured competency for nursing practices and asked broad questions, she said, whereas the American exam is a practice-based exam and the purpose is to test the graduates on the skills and knowledge that they would need six months out in practice.



New date for Cardio Health Show

The Cardio Health Show advertised in the last edition of *What's NU?* has been postponed until February 8, 2013. The event was originally scheduled to be held November 16th at the WTCC in Halifax.

For more information please contact the organizers of the Cardio Health Show at 902-454-4714 or visit www.cardiohealthshow.ca.





NSNU Mo Bros get growing for a great cause

Tom Power and Robert Burrows, two of our dedicated nurses from the Cape Breton Regional Hospital, strike a formidable pose at an NSNU photo shoot on November 27th. Tom and Robert are just two of many men who took on the challenge to help in the fight against prostate cancer by growing moustaches during Movember. In Canada and around the world men raise vital funds and awareness for men's health, specifically prostate cancer.

On November 1st, men sign on with a clean-shaven face. For the rest of the month, these selfless and generous men, known as Mo Bros, solicit support from friends and family for the great cause.

Since its beginnings in Melbourne Australia, Movember has grown to become a global movement inspiring more than 1.9 Million Mo Bros and Mo Sistas to participate with formal campaigns in Australia, New Zealand, the US, Canada, the UK, South Africa, Ireland, Finland, the Netherlands, Spain, Denmark, Norway, Belgium and the Czech Republic.

Funds raised in Canada support men's health issues, specifically prostate cancer and male mental health initiatives.

In 2011, over 854,000 Mo Bros and Mo Sistas around the world got on board, raising \$125.7 million CAD. With the help of people like Tom and Robert, the 2012 campaign is shaping up to be as successful as the last.



Bursary Recipients



The following members of the NSNU were recipients of 2012 regional bursaries:

Central

Laurel MacIsaac - \$500

Northern

Vivian Starkey - \$250

Eastern

Donna Krasowski, Laurie Forrest, Dale Deering-Bert, Debbie Jessome, Laura Lee Sharpe, and Michelle Swan - \$200 each

Western

Irene Kendall (\$190), Cathy Sigrist (\$250), Crystal McCormack (\$250), Brenda Robichaud (\$250), Tresia Brown (\$125), Amy MacDermid (\$125), France Flamand (\$100) and Lorenda Davison (\$100).

Family Doctors and Nurses Can Get Canada Student Loan Forgiveness



Many rural and remote communities in Canada are lacking the primary health care they need. In spring 2013, the Government of Canada will offer Canada Student Loan forgiveness to eligible family doctors, LPNs, RNs and NPs who work for a year in designated rural or remote communities to help more Canadians get the health care they deserve.

A family doctor, or resident in family medicine, could receive up to \$8,000 per year in Canada Student Loan forgiveness to a maximum of \$40,000 over five years.

A nurse could receive up to \$4,000 per year in Canada Student Loan forgiveness to a maximum of \$20,000 over five years.

The eligibility criteria is still under development. Interested individuals are encouraged to monitor the website for updates:

<http://www.canlearn.ca/eng/after/forgiveness/index.shtml>



Christmas Donation

In lieu of sending Holiday cards to our many stakeholders, patrons, locals and friends the NSNU donates the cost of the professionally produced cards to a charity of the Boards choosing. This year the NSNU is pleased to donate those funds to the Marguerite Centre - The society for women healing from addictions and abuse, located in Halifax Regional Municipality.

Happy Holidays to you, our members, and your families.



Health Ministers Meet again in Halifax

Canada's health ministers met in Halifax the last week of September to discuss many issues, including a wide spectrum of health care topics.

The following message is taken from a CFNU news release.

On September 28, representatives from the CFNU Member Organizations met with the health ministers to present findings from a recent nursing workload study.

Excessive nursing workload is negatively affecting patient outcomes, says a new study released September 28th, 2012 by the Canadian Federation of Nurses Unions (CFNU), at a meeting with provincial health ministers. Nurses are calling on provincial health ministers to work with them to answer the question, just how many patients can one nurse safely care for?



Linda Silas, CFNU, Dr. Lois Berry, Minister of Health and Wellness, Dave Wilson and Deputy Minister of Health, Kevin McNamara at the September 28th presentation on nursing workloads

"Matching nursing levels to number and acuity of patients pays off. It pays off for patients in terms of improved health. It pays off for nurses in terms of reduced illness and injury in the workplace, and it pays off for governments by lowering costs of nursing overtime and turnover, less hospital readmission and shorter lengths of stay," says Canadian Federation of Nurses Unions president Linda Silas, RN.

The report, *Nursing Workload and Patient Care: Understanding the value of nurses, the effects of excessive workload and how nurse-patient ratios and dynamic staffing models can help*, surveyed Canadian and international evidence relating nurse staffing to patient outcomes, including mortality. It also captures the results from three consultations of experts and the experiences of frontline nurses.

"Ensuring safe levels of nursing care is a win-win, so we all need to ask – why are we not there yet?" asks Dr. Lois Berry, RN, PhD, the author of the report. "In researching this report, I was struck both by the amount of evidence supporting safe nurse staffing to improve patient safety and quality of care, and the lack of progress toward better care for patients and families through improved nursing levels."

Inadequate nurse staffing has been proven to be associated with increases in mortality rates, hospital-acquired pneumonia, urinary tract infections, sepsis, hospital-acquired infections, pressure ulcers, upper gastrointestinal bleeding, shock and cardiac arrest, medication errors, falls, failure to rescue and longer than expected length of hospital stay.



The CFNU Member Organization presidents at the Health Ministers' Meeting in Halifax, September 28th



September 28, 2012 Health Ministers' Meeting in Halifax with CFNU Member Organizations

The reports call on governments to commit, now, to safe staffing models across the continuum of care, acute, long-term and community care.

"Patients, residents and clients are at risk due to excessive nursing workload," warns Silas. "We urge Health Ministers to work with us to improve patient, resident and client's safety by developing safe staffing plans and practices."

Nursing Workload and Patient Care can be downloaded from the CFNU website at nursesunions.ca.



Janet Hazelton and Minister of Health and Wellness, Dave Wilson, September 28, 2012

A message from
Canada's nurses
to the provincial **Health Ministers**

How many can one nurse care for?



Research shows that more nurses improve patient outcomes. Better outcomes actually save money.

Work with us to:

- Improve patient outcomes
- Increase patient satisfaction
- Reduce cost
- Improve retention and recruitment of nurses



For more information visit nursesunions.ca

Young nurse looks forward to a long future in community care and union activism

Monica Gibbons, LPN
Youth Workers Committee – NSFL

Monica Gibbons is a proud Licensed Practical Nurse (LPN) working for Victoria Order of Nursing (VON) in Cumberland County, Nova Scotia. She has been a community care nurse since her graduation from the LPN program at Nova Scotia Community College in June 2010. Although Monica originally wanted to work in a hospital setting, she found her true nursing calling during on-the-job training with VON.

"I did some training at VON, and community nursing had me hooked," said Monica. "Now I think I've found a lifelong job."

Monica says she enjoys being a nurse because it allows her to make a difference in people's lives when they need it most.

"I get to help people every day; by doing little things we all take for granted," said Monica. "If I can put a smile on someone's face when they are feeling ill, help them heal or make a family member feel like their loved one is safe, I know I've done my job."

Although Monica is relatively new to nursing, she was encouraged early on to get involved in her Union.

"I'm lucky in a sense because a lot of nurses at my Local are already union activists," said Monica. "They are very encouraging to all members to get involved, and are always available to answer any questions we (younger nurses) have."

Not only is Monica active within her NSNU Local, she sits on a committee which helps to encourage younger workers to be involved in their workplace unions and the labour movement.

"Another nurse at my Local told me about the Youth Workers Committee with the Nova Scotia Federation of Labour and I jumped at the opportunity to get involved," said Monica.

As the sole representative for the NSNU on this committee, Monica participates with other workers under the age of 35 years old from various unions across the province, discussing work-life issues and how to get younger members engaged in their respective unions.

"There is a huge generation gap in the work force right now," said Monica. "The younger generation can bring new ideas and another perspective to the labour movement but we need to work collaboratively with experienced activists in order to move forward."

Monica and the other youth committee representatives believe that awareness is the first step in getting a larger population of younger workers involved in their union. She herself was very unaware of the purpose of the Union when she first became a member.

"A lot of it may be the fear of the unknown," said Monica. "We as young workers don't know that our involvement and our voice can make a difference."

Monica feels that involvement in a union and workplace labour can show her generation that they have more than a job, but a strong network within their profession.

"As nurses, we are never alone, that gives me confidence when I go to work," said Monica.

Although Monica is still in the early years in her nursing career, she plans to stay active with the NSNU, and encourages more members to get involved, saying she has learned great lessons in responsibility, accountability and independence through her union participation.

"The Nurses' Union plays an important role in our profession – representing us during hard times, fighting for fair wages and safe working conditions.

"And as nurses we must stick together."



Monica Gibbons, LPN, VON

Recent Health Care Bills Draw Attention from Labour Groups

In late November, the NSNU made submissions to the Law Amendments Committee of the Nova Scotia Legislature concerning two bills of particular importance to nurses. The Law Amendments process provides a forum for individuals and interest groups to comment on and suggest changes to legislation that is before the House of Assembly.

Bill 144, the revised Insured Health Services Act, is a welcome piece of legislation that further protects public health care in this province. The Act reinforces protections against extra billing, private health care and queue-jumping, further ensuring that we have a system based on need and not ability to pay. A strong commitment to universal, public health care will allow us to turn our attention to the vast array of opportunities available within our public system to improve the health and well-being of Nova Scotians.

The NSNU expressed support for the legislation and made some suggestions to strengthen it, including placing the five

principles of the Canada Health Act (Universality, Accessibility, Portability, Comprehensiveness and Public Administration) within the body of the legislation. As it stands, the five principles are only mentioned in the preamble where they have no legal force.

Bill 147, the Regulated Health Professions Network Act, grants new powers and authority around resource sharing and the determination of scopes of practice to a body representing the 20 regulated health professions in the province. The new Act will allow the various colleges to collaborate on investigations and to share information and investigative material relating to a complaint. Given that the act has the potential to increase incidences of investigation of front-line health workers, the NSNU argued that further consultation with these workers' representatives is in order. While the regulatory bodies have the best interest of the public in mind, this must be balanced carefully against the rights and interests of health professionals.

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Lower Sackville	864-5225
Truro	843-5310
Yarmouth	742-7417

**Holly
Chatterton**
100 pounds lost.



NSNU 2012 Committees

Executive Committee

Janet Hazleton, Chair

Lillian Fynes

Christine VanZoost

Teresa Ogilvie

Jean Candy, Staff Advisor

Personnel Committee

Teresa Ogilvie, Chair

Janet Hazelton

Maria Langille

Jean Candy, Staff Advisor

Committees of the Union

The following are NSNU representative (members and staff) for the Standing Committees of the Nurses' Union:

AGM Operations and Nominations

Ann Marie Murdock, Chair

Vivian Starkey

Carmella Gellately

Coleen Logan, Staff Advisor

Cherry Gauthier, Staff Advisor

Debbie Grady, Staff Advisor

Constitution/Resolutions

Gerri Oakley, Chair

Janet Hazelton

Helen Uhlman

Heather Leadbetter

Jean Candy, Staff Advisor

Finance Committee

Lillian Fynes, Chair

Janet Hazelton

Penny Joudrey

Cindy O'Halloran

Cindy Herbert, Staff Advisor



Education

Cheryl Barker, Chair

Jen Thiele

Deborah Doyle

Paul Curry, Staff Advisor



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 12 extra NSNU members to attend the 2013 AGM.

NSNU will sponsor five members under the age of 35 as well as seven 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 you fall under.

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 on that date.





Bill C-377 unnecessary and costly for tax payers

In Early December the NSNU sent letters to our Members of parliament regarding Bill C-377.

Bill C-377 is premised on the false assumption that unions lack transparency. Legislation in most provinces, including Nova Scotia, requires that unions disclose financial information to their members. NSNU provides detailed financial information in written reports to members at each Annual General Meeting. NSNU locals provide financial updates during local meetings. In fact, very few organizations are as transparent as unions. Clearly, Bill C-377 is premised on a problem that does not exist.

The Canadian Bar Association says it is unconstitutional, and the Privacy Commissioner says it is an invasion of not only the personal privacy of Canadians, but also the commercial privacy of companies that do business with unions. Surprisingly, despite its faults, this Bill went forward without amendment.

The Bill will create a host of extra financial reporting requirements for the NSNU and its locals – this itself will take time and money; it will force us to make contract details with anyone, including legal counsel, public – this could mean privacy violations as well as jeopardizing the competitiveness of the companies with whom we work.

The Canada Revenue Agency (CRA) estimates it would cost taxpayers a minimum of \$21 million to develop and implement the new reporting system, and almost \$4 million a year to administer. These figures are based on less than 1,000 reports, while there are actually 25,000 union locals in Canada that would be required to report under this bill. This unnecessary cost to Canadian taxpayers is unwarranted.

If politicians and the public understood current union reporting standards they would never support this misguided piece of legislation.



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