

what's **nu.**

May - June 2023

Nova Scotia Nurses' Union



HEADLINES

Annual General Meeting Review

CFNU Biennial Convention

NSNU Support For Wildfire & Fellow Unions

Spring 2023 Recap

COURAGE TO LEAD • CONFIDENCE TO CHALLENGE • COMMITMENT TO CARE

Highlights

PRESIDENT'S NOTEBOOK

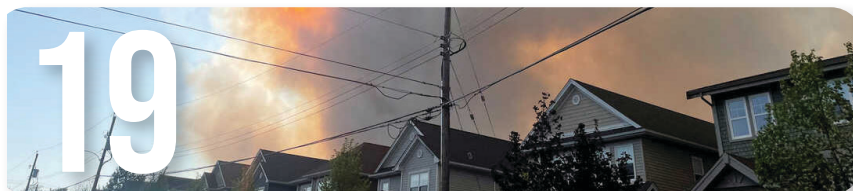
Thank You for Your Support

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SOCIAL MEDIA

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MYNSNU APP

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Map Corrections

We apologize for any confusion caused by the **regional map** in our February-March issue of *What's Nu?*

Our last issue featured incorrect hospitals and long term care facilities in the **Northern** and **Eastern** zones.

View the full map with regions in the Table Officer's Manual, by following the QR code provided here.



Your Data & Bargaining

As acute care bargaining nears a conclusion, we encourage all nurses within that sector (RNs, LPNs and NPs) to **reach out to the NSNU to ensure we have your most current contact information.**

It is essential that the information contained in our database be accurate and comprehensive in order for members to participate in the tentative agreement voting process.

We recommend that members in all sectors maintain an accurate record with the union at all times. However, once an agreement is reached, participating in information sessions and/or voting requires up-to-date details.

To update your data or if you are not receiving correspondence from the NSNU and require staff to build your profile/assign login credentials, please reach out to **nsnu.office@nsnu.ca**.

Are you paying the correct Union Dues?

If you work at more than one NSNU facility and pay union dues more than once in a pay period, you may be eligible for a refund from the Provincial Office.

Members who have been paid for less than 7.5 hours in Acute Care and less than 8 hours in Long Term Care in one bi-weekly pay period may also be eligible for a refund from the Provincial Office.

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

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



PRESIDENT'S NOTEBOOK

Thank You for Your Support

JANET HAZELTON
BScN RN, MPA

I'd like to express my sincere gratitude for the opportunity to again represent the 8600-plus members of the Nova Scotia Nurses' Union as your provincial president.

I extend my heartfelt thanks to those who support my leadership as I fulfill the duties and responsibilities of the role. I am both humbled and honored that you have again placed your confidence in me.

The 2023 Annual General Meeting of the NSNU saw the election of some familiar faces and some new. I congratulate all who put their names forward to run for positions on the Board of Directors. Your commitment to this organization speaks volumes about the importance and value of the work we do.

To all candidates, whether you were victorious or not, I commend you for your participation in our democratic process. Our community of nurses and our profession are better for it.

I want to thank members who engaged in this AGM and election, attended their Local meetings, expressed their views and preferences, attended the AGM, and participated at any level in the various processes. Whether you submitted resolutions, ran for a position within the NSNU, cast a ballot, raised your hand, or enabled someone from within your Local to attend, your support and involvement matters.

We can build on that support and the progress we've made to date to continue our fight for safer working

conditions, better wages and improved work-life balance. If we keep up that momentum and believe in the notion that collectively we make a difference, our struggles will become less insurmountable.

Even after many years in this role, I take on these responsibilities with renewed enthusiasm as I stand on the sturdy shoulders of our dedicated nurses, your Board, and our staff. I believe that I can further strengthen our relationships with other leaders in government, employer groups and elsewhere to advance your interests.

All representatives on your Board of Directors look forward to working with you as a team, listening to you and keeping you informed about our issues and solutions. As your Board, we know in our hearts that better days are ahead.

Currently, our focus is at the bargaining table as acute care talks continue and you select provincial negotiating teams for the other sectors, community care and long-term care. Please continue to watch for e-memos and updates on the bargaining and voting procedures.

Per usual, I encourage members to communicate with your labour relations representatives, the Board and with me regarding questions, concerns and recommendations. Your input is vital to the success of our efforts.



AGM 2023 HIGHLIGHTS

The Nova Scotia Nurses' Union held the 2023 Annual General Meeting from April 24-27 at the Glengarry Best Western Hotel in Truro. More than 230 members, students, staff and guests attended the event which featured routine union business, guest speakers, reporting, elections, resolutions and more.

PREMIER AND MINISTER OF HEALTH AND WELLNESS PAY A VISIT

The AGM began with an informal Q&A session with the Minister of Health and Wellness, Hon. Michelle Thompson. Minister Thompson, a registered nurse, brought greetings and offered updates on health care initiatives before she was asked to focus on specific issues identified by the NSNU.

For only the second time in NSNU history, a premier of the province made an in-person appearance. Premier Tim Houston spoke to nursing issues and again committed his government to addressing ongoing problems.

We thank Minister Thompson and Premier Houston for taking the time to speak with our members and address our concerns, while providing assurances that our issues are a priority of this government.



REPORTS, ELECTIONS AND RESOLUTIONS

One of the primary functions of the Annual General Meeting is to discuss important business and vote on resolutions that aid in the governance of the organization. This year, members were presented with nineteen resolutions submitted by the Board of Directors and members at large. To learn which resolutions were carried, defeated, or rescinded, go to nsnu.ca/AGM2023. You will require your login credentials to view content.

The resolutions sparked interesting and well deliberated debate – a nod to the process and the engagement level of NSNU membership.

Reports were tabled by the President, the Finance Committee, our counterparts within the CFNU, and Pauline Worsfold, Secretary Treasurer of the CFNU, as well as other affiliates.

Board elections were held during Regional and Component meetings. The results can be found on page 9 of this newsletter.

It was great to be **Together, Again** for the 46th meeting of the organization – time well spent getting reacquainted, making important decisions, and having a little fun.



Roaring 20s Costume Winner

The Roaring 20s is often remembered for its glitz and glamour. When our members were encouraged to dress to the theme, they filled the Glengarry's ballroom with beaded flapper dresses, feathered headbands, pearls, fedoras and zoot suits.

Amongst the feathers, fringe and glittering gold and silver, one member certainly stood out from the crowd.



*Sydney City Hospital
1920*

Debbie Jessome donned a vintage nurses' dress, cap and Sydney City Hospital 1920 badge. Showcasing the fashion of nursing from a bygone era, Debbie's costume stood out for its authenticity and overall impact.

Compliments to all who participated, but congratulations to Debbie Jessome on winning Best Costume 2023.

Between the fashion and décor, we were transported 100 years in time. We can hardly wait to see what the AGM Committee will come up with next year!

EDUCATION DAY 2023

RECAP

The NSNU Education Day, held on April 27th, was a hit with members and guests.

Gerri Oakley, Education Committee Chair brought opening remarks and introductions, followed by an Open Forum for members to share their successes, ideas, and stories, facilitated by President Janet Hazelton.

Dr. Sheri Lynn Price, a Professor with the School of Nursing, Dalhousie University, and an Affiliate Scientist at the IWK Health Centre, presented *Caring for Those Who Care*.

A Registered Nurse for 30 years, Dr. Price has dedicated much of her program of research to understanding how to best recruit and retain nurses within our healthcare system. She had NSNU members enthralled with her presentation. Her sincere, witty, and informative conversation was relatable and a great reminder of why nursing is the best profession!

Starr Cunningham, President and CEO of the Mental Health Foundation of Nova Scotia, shared her work knowledge and very personal journey with mental health during her *Mental Health is Health* presentation. Her insights on this important subject resonated with nurses who themselves have had a very emotional and trying few years on the job.

Recognizing the need for more financial support to this worthy cause, many Locals in attendance during Starr's session promptly donated funds to the Foundation – see page 19 for more details.

NSNU closed out the Education Day with Meg Soper – RN, humorist, motivational speaker. She's dazzled NSNU members with her finely tuned brand of hospital humour, the likes you seldom see.

A special thank you to the Education Day Committee – Gerri Oakley, Misty Hynes and Chanda MacDonald, as well as our staff advisor to the education committee, Chad O'Brien, and Coleen Logan, the staff assistant for the committee – for organizing a memorable and informative event.



NSNU Scholarship Recipients

On Wednesday, April 26th, Gerri Oakley, Chair of the Education Committee announced the names of the scholarship recipients at the conclusion of the second business day of the Annual General Meeting (AGM).

The Education Committee met a few weeks prior to the AGM to determine, via blind selection, the recipients of the scholarships.



The recipient of the NSNU Continuing Education Scholarship of \$2000 was **Bonnie Martell**.

The recipient of the NSNU Degree/Diploma Scholarship of \$2000 was **Sandra L. Dee**.

The recipient of the \$2000 NSNU Delores Chase Scholarship was **Tammy Jones**.

The winner of the \$2000 NSNU Family Scholarship for a nursing degree program is awarded to a child of an NSNU member. The winner is **Tristan Bourdages**. Tracey Bourdages, a registered nurse employed at the IWK, is Tristan's mom.

The winner of the \$2000 NSNU Family Scholarship for the Licensed Practice Nursing Program was **Abbey K.E. Connolly**. Heather J. MacLean, a registered nurse employed at the Valley Regional Hospital, is Abbey's mother.

NSNU received applications for the CFNU Annual Scholarship and the Elizabeth and Brittany MacPherson Annual Scholarship but, unfortunately, no one met the full criteria. NSNU will reopen those scholarships, clearly stating the criteria. We will do our best to award those scholarships before the fall school term begins.

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

NSNU Board of Directors

The NSNU Board of Directors was introduced to attendees at the 2023 Annual General Meeting near the conclusion of the meeting. **This Board will serve for a two-year term, 2023-2025.**

They are as follows:

Janet Hazelton, President (Elected)
Donna Gillis, 1st Vice President (Elected)
Jamie Stewart, Vice President of Finance (Acclaimed)
Laurie Forrest, Eastern Vice President (Elected)
Denise Elms, Northern Vice President (Elected)
Anne Boutilier, Central Vice President (Acclaimed)
Tracy d'Entremont, Western Vice President (Acclaimed)
Alaine Halliday, Vice President Licensed Practical Nurses (Elected)
Glenda Sabine, Vice President Long Term Care (Acclaimed)
Kim Williams, Vice President Community Care (Acclaimed)
Natalie Nymark, IWK Vice President (Elected)

Congratulations to the new Board as they embark on a busy term which will include further contract negotiations, a critical nursing shortage and difficulties retaining our current nursing workforce.

They have their work cut out for them, but they are up to the tasks at hand.



Thanks to Our Retirees

The NSNU bid farewell to two much admired and accomplished Board members while at the NSNU 2023 Annual General Meeting.

Gerri Oakley, a registered nurse employed for most of her career at the Cape Breton Regional Hospital, has served many terms on the Board of Directors.

Gerri has been an outspoken advocate for nurses across the province, having served on numerous Standing Committees of the Board and as a representative of the NSNU in various other capacities. She was the Chair of the Education Committee for the past two years.

Michelle Lowe, also a registered nurse, hails from the South Shore and has been working in that community for many years. Her soft-spoken, but shoot-from-the-hip manner has made her an effective representative for her colleagues and health care in general.

Michelle also served on a variety of Standing Committees, most recently as the Chair of the Personnel Committee.

We extend our extreme gratitude to both outgoing Board members for their dedication and innumerable contributions to the NSNU. We wish them the best in all future endeavours.



Gerri Oakley



Michelle Lowe

NURSES DECREE: TOGETHER, WE GOT THIS!

From June 5-9, more than 1,000 nurses from across Canada, and other nurse leaders as far as Australia, the UK and USA, descended on PEI (in person for the first time in four years) for the biennial convention of the Canadian Federation of Nurses Unions, hosted by the Prince Edward Island Nurses Union.

"After years of working short-staffed and overcapacity on the front lines of a deadly pandemic, nurses were riled up and ready to make a bold statement to governments while on the ground in PEI," said Linda Silas, CFNU President. "The energy of nurses from across the country ready to work together is incredible. The crisis in health care is real, and we need concrete action now. But nurses know, together, we got this."

The theme *Together We Got This* speaks to the crucial role solidarity plays in creating positive change in our communities and health care systems broadly.

On June 5th, hundreds of nurses participated in a Healthy Walk through the streets of Charlottetown before being welcomed by PEINU President Barbara Brookins at an opening night reception.

Tuesday's plenary session began with a discussion and video series focused on human rights and equity. The day's plenary speaker was Martha Chaves, an award-winning comedian, writer, and actor who describes her as "smart, sassy, provocative, and very funny." Her humour brought down the house from the minute she took the stage.

The laughs kept coming, courtesy of David Granirer, a presenter on Wednesday, June 7th. He's a counselor, stand-up comic, author, keynote speaker, and founder of Stand Up For Mental Health (SMH), a program teaching stand-up comedy to people with mental health issues. David, who lives with bipolar disorder, uses his award winning and sincere brand of humour and advocacy to share stories; important messages

with a lighthearted delivery. Also, that day, educational sessions focused on the global scale of the nursing shortage, with a panel discussion on nurses mobilizing around the globe by experts from Canada, Ireland, Australia, and the United States.

Over the two education days, convention delegates had the opportunity to attend workshops on topics ranging from psychological health and safety for nurses, the social determinants of health, truth, and reconciliation, and protecting and advancing public health care.

The business of the Biennium commenced on Thursday, June 8 with President Linda Silas's address and an open forum with nurse union leaders from across the country.

The CFNU National Executive Board panel then answered members' questions about workplace violence, agency nursing, unsafe staffing and so much more.

Following union business on Friday, nurses held a massive rally and die-in in downtown Charlottetown to highlight the urgency and seriousness of Canada's nursing crisis, and the impact decision-makers have on the lives of nurses and their patients. Hundreds of CFNU delegates took to the streets to underscore the need to improve staffing levels, stat!



📍 CHARLOTTETOWN, PEI

“Staffing shortages create unsafe situations for both nurses and patients. Nurses across the country are working record-high levels of overtime, doing their best to make sure patients get the care they need,” explained Linda Silas following the die-in; demonstrating the impact unsafe staffing has on nurses and patients.

Linda Silas was unchallenged in her role as CFNU president, and therefore acclaimed to serve for another two-year term. With Pauline Worsfold’s retirement as Secretary Treasurer of the CFNU, Angela Preocanin will take on that position. A big congratulations and thank you to Pauline for her years of dedication and commitment to the CFNU. She will be missed.

To learn more and view other materials go to nursesunions.ca/convention2023



Nova Scotia Health Coalition

In 1996, a group of Nova Scotians concerned with the future of Medicare created the Nova Scotia Citizens Care Network. Over the past 27 years, we've come a long way.

In 2023, we now operate under a new name, and we have grown into a coalition of local health committees, community groups, organized labour, social justice organizations, and individuals dedicated to protecting and expanding the public healthcare system to include services like pharmacare, dental care, long-term care, mental health care, and home care.

The Nova Scotia Health Coalition is comprised of like-minded individuals who are committed to defending and strengthening public healthcare in the province. We believe that everyone deserves equitable, high quality, timely, and compassionate healthcare, regardless of where they live or how much money is in their pocket.

We work closely with local community groups and organizations. We participated in the CCPA Alternative Budget Working Group for the healthcare portion and sat on the press conference panel for discussion, joined the Fight for Pharmacare Alliance with organizations based in Nova Scotia and all over the country, actively participating in a virtual care working group with other provincial health coalitions. This is of particular interest due to the increase we've seen in virtual care with the launch of the Virtual Care NS programs.

On the national level, we work with the Canadian Health Coalition and other provincial health coalitions to support the push for a universal pharmacare program. This included the opportunity to attend the Canadian Health Coalition's Lobby Days in Ottawa. Additionally, we exchange information and share strategies to prevent healthcare privatization in our respective provinces, while also supporting the push for adequate funding for our healthcare system.

What We're Fighting For

The NSHC is fighting to help all communities defend and improve local services, as well as increased healthcare funding from provincial and federal governments, while ensuring that all services are delivered free of charge and in the public sector.

In recent years, our campaigns have included advocating for legislated national standards to bring long term care into the universal, public healthcare

system and to ensure that everyone living in care can live not just safe, but also fulfilling and dignified lives. We're fighting to create a public national pharmacare program so all Canadians have adequate and equitable access to prescription medications as part of our national healthcare system. NSHC is working to ban exploitative pay-for-plasma collection centres by upholding the findings and recommendations of the Krever Inquiry. We're raising awareness and opposing the increasing forms of healthcare privatization such as private clinics and Public Private Partnership (P3) projects in the province to ensure that all services are delivered free of charge and in the public sector. These private options and financing schemes cost more and deliver less.

What the Future Holds

The past few years have been a time when the value of our public healthcare system has been on full display. Although we have seen increasing efforts to improve our healthcare system, there is still so much work to do. We anticipate our biggest fight being the push for a national pharmacare plan and increasing our efforts to stop privatization within our province.

The support of the Nova Scotia Nurses' Union and its Locals has been instrumental in the success of the Health Coalition. We look forward to continuing to work together with NSNU to increase funding, address staff retention, reduce wait times, add more beds in long term care, and proper support for healthcare professionals to alleviate and prevent burnout. Your support has truly enabled us to help protect and strengthen public healthcare in this province and nationally.

If you have any questions or comments for the Health Coalition, please email coordinator@nshealthcoalition.ca.



Submitted by Alexandra Rose,
NSHC Provincial Coordinator

nshec
NOVA SCOTIA HEALTH COALITION

CLC CONVENTION

THE POWER OF UNITY

The Canadian Labour Congress' held its 30th Constitutional Convention in Montréal from May 8 to May 12.

Thousands of workers convened to safeguard a future with secure jobs, paid sick leave, higher wages, and fairer benefits. A future inclusive of pharmacare, affordable housing, and dental coverage. A future where our loved ones are cared for, and healthcare is accessible to all.

As nurse leaders from across the country, including NSNU's president Janet Hazelton and Executive Director Chris Albrecht, gathered in Montreal, we're reminded of our struggles, our victories, and our collective strength. Through collective organizing into unions, we can build a better, brighter future. When workers organize together, we lift everyone up.

Bea Bruske was re-elected for a second term as President of the CLC. She was first elected to the position at the 29th Constitutional Convention, which was held virtually in 2021. She is only the second woman to hold the position.



Some CFNU representatives attending the 2023 CLC Convention included:

Paula Doucet
NBNU President

Darlene Jackson
MNU President

Jagmeet Singh
Leader of NDP

Yvette Coffey
RNUNL President

Janet Hazelton
NSNU President

Day of Mourning 2023

Each year on April 28th, Nova Scotia joins the rest of Canada and more than 80 countries worldwide to remember those who have lost their lives or suffered illness or injury in a work-related tragedy.

This is not only a day to honour those lives lost or injured at work, but also to acknowledge the daily risks and hazards many workers face and emphasize the importance of safety measures and legislation that can prevent these tragedies in the workplace.

Every day, nurses confront potential exposure to infectious diseases, toxic substances, and injury. Beyond these workplace hazards, nurses and other healthcare professionals are frequently subject to excessive stress, violence and harassment. All are unacceptable.

NSNU President Janet Hazelton attended the National Day of Mourning Ceremony led by the N.S. Federation of Labour at Province House. The Federation of Labour and its members aim to promote a workplace safety culture and encourage employers to prioritize the health and well-being of their employees. On behalf of the Nova Scotia Nurses' Union, Janet laid a wreath to honour the lives of the 24 Nova Scotians who died at work or due to a work-related incident in 2022.

We recognize workers who have been killed, injured, or suffered illness due to workplace hazards, and we are saying enough is enough. The NSNU will continue to advocate for members' health and safety at all levels.

Workplace injuries and deaths are preventable.



NSNU President and Federal Minister of Health Make Visit to Cape Breton

In April, NSNU president, Janet Hazelton visited Cape Breton with the Honourable Jean-Yves Duclos, Minister of Health for a tour of Cape Breton Regional Hospital and the Redevelopment Project.

On April 5, they visited the Health Care Redevelopment Office in Sydney along with Brett MacDougall, Vice President of Operations for Eastern, Nova Scotia Health Authority. The walk-about through the redevelopment project site and the pedway to non-clinical areas of the Cape Breton Regional Hospital provided an opportunity to view the progress being made on healthy infrastructure and say hello to staff.



They then paid a visit to Glace Bay Hospital where they met with hospital staff onsite.

The Minister hosted the event in Sydney to highlight federal budget investments in a strong middle class, an affordable economy and a healthy future.



NATIONAL NURSING WEEK

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

This special week is a time to recognize the remarkable work that nurses do and the profound impact they have on patients, their families, and our communities. It's also a chance to raise awareness about the challenges they face and the importance of investing in the nursing profession – a time to support and advocate for nurses, ensuring they have the tools and resources needed to provide the best possible care.

Once again, we celebrated National Nursing Week during an incredibly difficult time for nurses. Despite the long hours, high stress and demanding work, you show up with compassion, expertise and a commitment to making a difference. Your tireless efforts to not go unnoticed.

Many media outlets take the opportunity to amplify nurses' voices during Nursing Week. NSNU President Janet Hazelton spoke to the Chronicle Herald regarding Nova Scotia's nursing shortage and the domino effect of problems it is causing for the healthcare system.





Along with President Hazelton, Saltwire Media spoke with several NSNU members to share their stories and perspective. Registered nurses Joannah Sigue and Zoe Francis discussed their experiences pursuing a nursing career in Nova Scotia after transitioning from the Philippines and the UK, respectively. LPN, Tammy Jones and NP, Santina Weatherby shared their journeys in healthcare and visions for the future. Both Jones and Weatherby, long-time nurses, have experienced a shift in their roles and responsibilities over the years as the scope of practice for NPs and LPNs has expanded.

Several locals took the time to send us photos from their #NNW2023 celebrations, which we excitedly shared on our social media platforms. National Nursing Week resources, including the NSNU's 2023 Nursing Week commercial and a message from Janet Hazelton remain available on our webpage, nsnu.ca/NNW2023.

We thank you for all that you do, not just this week, but every day. We are proud to represent our members as we strive to make a difference in the work-lives of Nova Scotian nurses and in the nursing profession.



CELEBRATING DEDICATION DURING VON WEEK

The Victorian Order of Nurses celebrated VON Week from May 21st to 27th - a time to recognize the hard work of their devoted staff. This special week highlights the significance of community care nurses and allows us to show our gratitude for their unwavering commitment.

The 2023 theme for VON week, chosen by the organization, was **Together We Are Making a Difference**. The intention was to honor the innovative and creative spirit of VON, as well as their desire to improve people's lives and make a positive impact on the healthcare system.

Home care services have become increasingly vital to the health and well-being of our communities, especially given various challenges in our healthcare system. VON, as a long-standing industry leader, has provided this important service to Canadian communities since 1897.

We salute our dedicated community care nurses for their compassion, courage, and commitment. They face a variety of challenges, including navigating wintry roads, working in the solitude of home-care nursing, and other job-related obstacles. NSNU is honored to represent and support our hardworking VON members each and every day.



Reigniting Healthcare: CFNU Livestream

Each year, National Nursing Week puts a greater focus on nurses and the challenges they are facing on the frontlines of healthcare. In celebration of the week, the Canadian Federation of Nurses Unions hosted a livestream panel with nursing leaders from coast to coast.

Featuring union leaders from across Canada, Reigniting Healthcare explored the most pressing issues facing Canada's nurses: nurse-patient ratios, recruitment and retention strategies, privatization and more.

Leaders from each nursing union shared updates - both challenges and achievements - from their home province. NSNU President Janet Hazelton spoke on recent initiatives in Nova Scotia, including bonus incentives, guarantees of full-time jobs for new grads, and the newly streamlined process for licensing internationally educated nurses.

Union leaders echoed concerns for the dangers of privatization in health care and the negative impact it has on the public health care system. Nursing unions know private clinics siphon provincial funding from public hospital care. Private clinics take staff away from public hospitals. Private clinics filter what patients they see, only accepting patients with the simplest conditions.

Despite promises of recruitment and retention, nurse shortages continue to be a challenge in every sector and province, affecting patient care across Canada. Manitoba Nurses Union President Darlene Jackson emphasized the importance of including nurses in decision-making processes to find effective solutions and utilize their wealth of knowledge.

Overall, the National Nursing Week livestream panel hosted by the Canadian Federation of Nurses Unions was an important discussion on the state of the health care system in Canada.



CFNU Solidarity Fund

NSNU member Marsha Tanner, an employee at the South Shore Regional Hospital, has used this CFNU Solidarity Fund several times to volunteer on the Mercy Ship missions. She recently spent seven weeks on a humanitarian mission in Senegal, funded and supported by the Solidarity Fund.

During that time, she worked on a new ship, Global Mercy, which was making her maiden voyage. This brand new, state of the art hospital ship is the largest civilian hospital ship in the world.

Imagine a floating hospital with one mission – to bring hope and healing through free surgery and training. A ship where hundreds of thousands of lives will be changed forever. It's a one-of-a-kind operation on a historic voyage.

In addition to providing surgeries, the Global Mercy is outfitted with top notch training spaces including a simulation lab with virtual and augmented reality, mannequins and other training tools and simulated post-op care space, which allow trainers to simulate local conditions and limitations to teach best practices in low-resource environments.

Marsha assisted with eye surgeries, culminating in a Celebration of Sight! Although this may be Marsha's last trip with the Mercy Ships, her memories of this rewarding work will not be forgotten. Bravo, Marsha.

Mercy Ships deliver a safe and clean environment to various African nations, providing help and resources from some of the most well-trained medical personnel in the world.

The CFNU Solidarity Fund supports nurses who share their skills abroad. The fund also provides humanitarian assistance in times of crisis and supports longer-term capacity-building projects.

To learn more, go to nursesunions.ca/international/



VIOLENCE IN THE WORKPLACE POSTER

A STEP IN THE RIGHT DIRECTION

The pandemic exposed many blemishes in our healthcare system. One such defect is the escalation of violence perpetrated against health care workers by patients, their families, and friends, with no real solution in sight.

Fighting for safe workspaces has long been a cause the NSNU, with President Janet Hazelton a steadfast lobbyist.

In January of this year, President Hazelton was invited to participate in the Premier's Healthcare Leadership Summit. The Summit was attended by NSNU, many regulatory colleges, Doctors NS, NSCC and university representatives, as well as other stakeholders.

The reduction of workplace violence was the main topic of discussion raised by Janet during the Summit, particularly the need to raise awareness of Bill C-3 which sought to amend the Criminal Code to enhance protections for health care workers, those who assist them, and those accessing health care services.

Janet brought forward the idea to post consistent messaging and signage in facilities regarding consequences for abuse of staff. Of particular importance to NSNU was that the signage should reinforce the criminal consequences of workplace violence and the potential involvement of police. The Premier instructed the NSH CEO to put signage and posters in place, immediately. The NSNU worked with NSH to develop posters.

A second Summit took place on March 20th. The week following that Summit the signs were finalized and distributed to NSH locations.

In short, the posters inform patients and visitors that NSH is committed to providing a safe, healthy, and supportive environment for team members, patients, and visitors. Disrespectful, offensive, or violent behaviour can cause physical and psychological harm and have negative effects on patient care and the health, safety, morale, and productivity of team members.

Nova Scotia Health deems these behaviours as unacceptable and will address such behaviour accordingly. Individuals engaged in inappropriate behaviour may be subject to restrictions when attending NSH facilities and may face action pursuant to the Criminal Code of Canada.

Although there's been no measure of the impact of this cautionary message, knowing that NSH has provided a clear directive on the issue is encouraging. Healthcare workers have the right to pursue criminal charges with the support of their employer and union.

OH & S SUPPORT FOR NURSES
nsnu.ca/safety

VIOLENCE: IT'S NOT PART OF THE JOB
nsnu.ca/advocacy-campaigns/anti-violence

NSNU Locals Give Generously to the Mental Health Foundation of Nova Scotia

They say a picture is worth a thousand words – and we think these photos are proof!

The President & CEO, Starr Cunningham, recently spoke at the NSNU 2023 Education Day in Truro. Her presentation, *Mental Health is Health*, truly resonated with the close to 300 nurses in attendance.

At the end of her talk, Starr was presented with a \$1,500 cheque for the Foundation from the NSNU. It's what happened next that is truly remarkable!

Dozens of Local representatives spontaneously stood and donated to the cause. This impromptu wave of support and generosity resulted in more than \$11,000 being raised for mental health in a matter of minutes.

Thank you to all of our amazing Locals, the Board and staff who continue to give so tirelessly to Nova Scotians and Nova Scotian causes. You continue to inspire us all!



DONATION TO THE CANADIAN RED CROSS

3X
IMPACT

Matched by
The Government
of Canada and
the Government
of Nova Scotia

On May 28, a wildfire was reported in Upper Tantallon, about 25 kilometers northwest of downtown Halifax. It moved east and grew to over 800 hectares, displacing more than 16,000 individuals at the height of evacuations. Vehicles, daycares and at least 150 homes were destroyed in the fire, while some structures remain standing with significant damage.

Amid the extraordinary efforts to fight the fire in Halifax, the largest wildfire in the province's history burns in the Shelburne area, forcing over 6,000 out of their homes and destroying over 200 structures (including 60 homes and cottages).

In response to this devastation and the lasting impact of the Nova Scotian wildfires, the Nova Scotia Nurses' Union made a financial donation to the Red Cross Wildfire Response in Atlantic Canada.

The Canadian Red Cross is on the ground providing support to those evacuated and dealing with the loss of their homes, belongings and pets. **The NSNU contributed \$5,000 to the wildfire response**, which was matched by the Government of Canada and the Government of Nova Scotia, **bringing the total donation to \$15,000.**

Donations to the Canadian Red Cross will be used for assisting those most impacted in the most affected areas with immediate and ongoing relief, recovery and resilience efforts, as well as supporting community preparedness and risk reduction for future all-hazard disaster events within Atlantic Canada.

Many Nova Scotians have been impacted, including nurses represented by the NSNU. We hope that this donation helps to make a difference.

NSNU Demonstrates Support for Striking Unions

On May 18, NSNU president, Janet Hazelton joined other union leaders and Halifax-area school support staff including Assistive Technology Support Workers, Child and Youth Care Practitioners, Mi'kmaq and Indigenous Student Support Workers, African Nova Scotian School Support Workers, Schools Plus Community Outreach Workers, Educational Program Assistants, Early Childhood Educators and School Library Specialists at a rally in downtown Halifax.

Members of CUPE Local 5047, 1800 in total, had been on the picket line since May 10th. At issue is the wage package offered to those workers.

On April 20th, President Hazelton visited picket lines throughout Halifax in solidarity with striking PSAC members. Those workers and their union have since resolved their labour dispute.

Janet made donations to PSAC's and CUPE's strike funds on behalf of the NSNU. Lori Walton, PSAC Regional Representative accepted the cheque on her members' behalf.

As always, NSNU stands in solidarity with our fellow unions and their dedicated members.



April 20, 2023



May 18, 2023



GREAT DEALS ON THE NSNU DISCOUNT LIST

We are excited to remind you of our Members Only Discount List! As a valued NSNU member, you have access to exclusive discounts from a variety of local vendors and businesses.

Whether you're looking to refresh your walls with a fresh coat of paint this spring or sweat out your toxins with some hot yoga, there's something for everyone on the NSNU Discount List. Offers are added as they come in, so be sure to check back in periodically. Recently, we have had the opportunity to share a 20% discount on Halifax Wanderers tickets - a thank-you from the team in honour of nursing week, this discount for NSNU members will apply for the remainder of the 2023 season.

To take advantage of these discounts, simply visit the Discount List on the Members Only section of our

website and browse the list of participating businesses. We have discounts on everything from restaurants and entertainment to fitness and legal services.

To benefit from these deals, it's important to keep your NSNU member card handy while you're out and about. Some companies may offer additional discounts for healthcare workers that are not captured on our list. It's recommended that members inquire about discounts for nurses, as there may be some discounts available that the NSNU has not been made aware of yet.

If you do not have a member card, please contact the Union office at 902-469-1474 or nsnu.office@nsnu.ca. If you come across a deal that we don't have captured on our list, please let us know so we can share with your fellow members.

Use the following link to purchase discounted Wanderers Tickets:

am.ticketmaster.com/hfxwanderers/promotional-page?filterType=ODE=

Coming Up...

LABOUR DAY



September 4th

Each Labour Day weekend, unions and other labour organizations take time to acknowledge hard-working members, and the countless contributions they make in our communities. Labour Day celebrations will be taking place across the province on Monday, September 4th, inviting workers and their families to join in the events. Parades, picnics, entertainment and more are slated to take place.

Visit nslabour.ca for Nova Scotia Federation of Labour events this Labour Day.

MEETINGS OF NSNU COUNTERPARTS



October 2nd-5th

CFNU National Executive Board Meeting, Ottawa



October 16-19th

New Brunswick Nurses' Union AGM, Fredericton



November 6-10th

Ontario Nurses' Association Biennium, Toronto

BARGAINING



Acute Care

Ongoing



Long-Term Care

Upcoming



Continuing Care

Upcoming

Dates for Continuing Care & Long-Term Care Bargaining are yet to be announced.

EDUCATIONAL OPPORTUNITIES



Ongoing

The NSNU believes that educating and informing our members is the best way to defend working conditions, enhance members' understanding of their rights at work and develop leadership skills. Our education staff is committed to delivering quality education sessions to NSNU members, including Education Days, Eastern Labour Schools and local workshops.

To look at our selection of workshops and courses - from social media to memory care and promoting residents' rights - check out the [MyNSNU](#) app. As always, keep an eye out for your Campaigner e-memos

BOARD OF DIRECTORS MEETINGS



Upcoming

At the time of publication, upcoming dates for Fall NSNU BOD meetings are yet to be announced.

Visit the NSNU's Calendar of Events for meeting dates as they are added over the summer:

nsnu.ca/calendar

Pride 2023:

NSNU's Commitment to Diversity, Equity & Inclusion

With Pride celebrations taking place all summer long, it's a time for festivities, remembrance and advocacy for the LGBTQ+ community.

Participating in Pride is one of the ways that the Nurses' Union shows our ongoing support for the diversity of our membership. We celebrate our LGBTQ+ members and the valuable work they do for Nova Scotians each and every day. It is important that LGBTQ+ nurses are visible and that the profession is considered a safe place for all. It is equally as important that nurses know the Union supports them.

Pride celebrations are a wonderful opportunity to show support for the LGBTQ+ community and

celebrate diversity. We are fortunate to have several Pride events organized across the province.

If you're looking for a way to get involved in your local Pride festivities, consider volunteering, attending events, or simply showing up to support the cause. By participating in Pride, you can help create a more inclusive and accepting world for all. Whether it's wearing a rainbow pin or attending a local parade, every little bit helps to spread love and acceptance.

Join in on the fun, continue the fight for equality and acceptance, and let's make this year's Pride celebration one to remember!



Visit nsnu.ca/Pride for more information & events near you!

NSNU Staff Changes

The NSNU has staffing news to share with members.

In August of last year, Priscilla Hardy joined the NSNU as our Executive Assistant (EA). She has since moved on to pursue other opportunities.

We wish Priscilla all the best in her future career endeavors, as we welcome Debbie Grady back to that role.

You may recall that Debbie was our EA from 2008 until 2014, parting ways briefly before returning to the Nurses' Union in early 2015 as the Labour Relations Assistant. Debbie has been an invaluable member of the LLR department, leaving behind large shoes to fill.

Debbie's change in position is effective immediately. Efforts will soon get underway to hire her replacement as the Labour Relations Assistant.



Debbie



Priscilla

SCHOLARSHIP PROGRAM

Johnson Insurance is proud to offer 50 scholarships, valued at \$1000 each, to eligible students completing high school in 2023 & starting post-secondary education in the fall of 2023.

Since Johnson Insurance is our preferred home and car insurance provider, any qualifying child/grandchild of an NSNU member is eligible to apply.

Johnson Insurance has awarded over 1500 scholarships valued at more than \$1 million to support young Canadians in pursuit of their post-secondary education.



Deadline to Apply:
July 27, 2023

For More Information:
johnson.ca/scholarship



Johnson Insurance and their Continued Support

We would like to extend a big thank you to Johnson Insurance for their continued support of the NSNU and its members throughout each year. Listed below are a few of the ways Johnson Insurance has supported NSNU nurses in the past year.



Johnson Education Grant

Johnson sponsors the NSNU/Johnson Educational Grant, providing an eligible NSNU member with \$1000 for their studies. *Hannah Richards was the 2022 Grant recipient.*



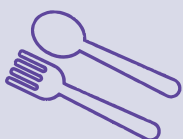
Coffee Breaks

Johnson sponsors coffee breaks at each of our Annual General Meetings, keeping NSNU members fuelled for important meetings.



Door Prize

Johnson Insurance provided a \$100 door prize during our Annual General Meeting, in the form of a gift card chosen by the lucky member. *Susan Dobbin was awarded this prize at our 2023 AGM.*



Nursing Week Giveaways

Johnson Insurance distributed thank-you gifts to interested locals during National Nursing Week. These practical tokens of appreciation were enjoyed by all who received them.

\$10,000

NURSES APPRECIATION GIVEAWAY

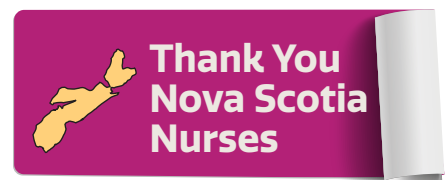


Johnson Insurance understands our busy lives and the challenges we rise to every day. That's why they've developed special insurance products just for us. They respect all we do and show it by giving our members access to:

- **Up to \$800 in savings when you bundle home and car insurance***
- **24 Hour Emergency Claims Service**
- **First Claims Forgiveness**

You go the extra mile to care for others and Johnson would like to express their gratitude and show their appreciation. That's why they're excited to present the **\$10,000 Nurses Appreciation Giveaway**.

Visit [Johnson.ca/nurses2023](https://johnson.ca/nurses2023) for your chance to win one of ten \$1,000 cash prizes*.



Enter for a chance to
WIN one of ten
\$1,000 CASH PRIZES!*



**Scan here to
get started**

[Johnson.ca/nurses2023](https://johnson.ca/nurses2023)



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