

# what's? nu.

September 2023

Nova Scotia  
Nurses  
Union



## International Arrivals



### HEADLINES

**Internationally Educated Nurses** - Making the Transition

**CFNU Summer Recap**  
Council of the Federation  
Complete the Recovery

**Bill C-18** - Obstructs  
Information Sharing

## Coming From Far Away



# Highlights

## PRESIDENT'S NOTEBOOK

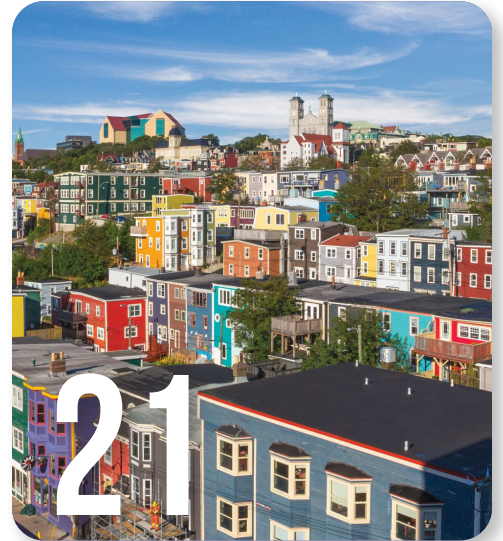
Welcoming IENs

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 Nova Scotia Nurses' Union

 @NS\_Nurses

 @NSNursesU

 NSNursesUnion

## MYNSNU APP

 Available in Apple App & Google Play stores  
OR: [nsnu.itacit.com](http://nsnu.itacit.com)

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## Staying in Touch

Working for a new employer or a different facility? Have you changed your surname, designation, address, phone number or email?

Not receiving NSNU emails?

To add or change any member information, the NSNU asks that you **fill out the following form**, which can be found by following the QR code or the link below:

**[forms.office.com/r/paX34P4cmY](https://forms.office.com/r/paX34P4cmY)**

After submitting the form, please allow at least 24 hours, during business days, for your info to be updated.



## 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

## *Welcoming Our “Come From Far Away” Nurses*



**JANET HAZELTON**  
BScN RN, MPA

When the news broke that Nova Scotia was removing some of the licensing barriers for internationally educated nurses to practice in this province, we all cheered, hoping this could be a plausible solution to the nursing shortage crisis.

Back in March, Nova Scotia's nursing regulator, the Nova Scotia College of Nursing's announced the implement a new first-in-Canada approach to registration and licensure that would establish a fast and predictable pathway. Registered nurses who demonstrate good standing and good character and are licensed in Canada, the Philippines, India, Nigeria, USA, UK, Australia, or New Zealand, are eligible for registration and licensure in Nova Scotia immediately with no additional requirements other than passing the entrance exam.

Since that announcement, scores (over 10,000) of IENs have applied to work here, to become Blue Nosers, with or without the understanding they'll sometimes encounter difficult working and weather conditions.

Imagine for a moment what it must be like to leave your home – the place where you were born and raised – in search of job security and stability. For some, it's the adventure of a lifetime, but for others it comes with immeasurable trepidation and uncertainty.

Currently, our freshest IENs are being introduced to our healthcare system. They are receiving orientation or “onboarding” at various sites. Over the summer, I held virtual sessions with enthusiastic IENs who wanted to know all about the NSNU and what we offer. These were enlightening and positive interactions.

But imagine if you will what it must be like to arrive in a region where the vacancy rate is substandard, the cost of living has skyrocketed, and access to personal healthcare is at a premium. That is the experience for many IENs who have chosen to work in Nova Scotia. It is not all rosy.

Housing shortages, limited access to primary care providers, unaffordable gasoline and food costs,





are harsh realities for locals and newcomers. They must also grapple with cultural differences and “our” way of doing things, both on the job and in their new community.

Government recently announced the purchase of a hotel in rural Nova Scotia that will house healthcare workers. That project will not be up-and-running until the summer of 2024. In the meantime, individual communities are seeking innovative ways to accommodate IENs and embrace them, making it a warm and welcoming homecoming.

Inviting IENs to work in Nova Scotia is not new. For decades, nurses from far and wide have been hopping on planes destined for our shores. It is the recent increase in the volume of IENs arriving that was unforeseen.

As they arrive, they need support and encouragement from their employers, their co-workers, their union, and their communities. Most have left families behind and are keen to build bonds at work and elsewhere.

Some are homesick and some are possibly second guessing their decision to come. Let’s give them every reason to stay.

As a society we must be gracious and empathetic as these nurses struggle to adapt. As fellow nurses, we must strive to understand the challenges they face, including racial discrimination. As Maritimers, we must live up to our reputation as being compassionate and kind so that our IENs choose to make Nova Scotia their permanent residence.

*Janet Hazelton*

See page 6 for IEN onboarding in the Northern Zone



Internationally Educated Nurses participated in an onboarding session in the Northern Zone, led by NSNU 1st VP Donna Gillis.  
Thank you for the photos Donna!



## INTERNATIONAL NURSES 'LEFT CRYING AND TRAUMATIZED' DUE TO RACISM

We need international nurses. They need **respect**.

As internationally-educated professionals have been leaving the healthcare system in droves, a report by the Nursing and Midwifery Council found racism and discrimination to be a major challenge for international nurses and midwives working in the UK.

### RACISM & DISCRIMINATION

The report noted that racism and discrimination were the primary forces causing international nurses to leave the register. Internationally educated nurses told the regulator that they did not feel that they were respected or treated the same as their UK-educated colleagues, and they felt unable to trust these colleagues to be supportive and keep things confidential.

Internationally educated nurses and midwives experienced “poor culture, gossiping and being talked about behind their backs,” the report said.

It added: International nurses described “crying at the end of shifts, losing weight, feeling ‘traumatized’, feeling misled through the recruitment process, experiencing explicitly racist and derogatory comments, and being resigned to ‘that just being how things are here’.

Further, international nurses described the challenge of facing racism and discrimination from their patients.

### WORKLOAD & STAFFING

In addition, the report revealed that many internationally educated nurses were shocked by the pressures of the UK health system.

Nearly two-thirds of international professionals found staffing levels to be worse or much worse than they had expected. Further, nearly half of the respondents found the workload to be worse or much worse than expected.

### LACK OF GUIDANCE

The Nursing and Midwifery Council found a significant link between receiving little to no preceptorship and having feelings of being unable to practice safely and questioning whether or not they intended to remain in the UK.

The survey found that one in six internationally educated professionals did not receive preceptorship, which aims to support newly registered nurses with the transition into the workplace, helping them to develop their confidence and autonomy. Those who had not received an introduction or preceptorship were nearly twice as likely to leave the UK healthcare system.

### FINANCIAL INSTABILITY

Another reason for internationally educated nurses and midwives leaving the register was due to pay and benefits, according to the report.

One internationally educated nurse in England said the high cost of living in the UK was not proportional to the salary.

### INVALUABLE TO HEALTHCARE

Internationally recruited nurses are invaluable to health care services. In response to the report, Chief Nursing Officer, Professor Nicola Ranger said “This report is further evidence that the government must act on our call for regulated safe staffing levels as this is essential for the retention of nurses.”

Internationally recruited nurses must be properly supported through the specific challenges associated with coming to work in a new country.



# Nurses bring solutions directly to premiers at policy meeting

*CFNU delivered a strong message to premiers - fix the nursing shortage, end the health care crisis.*

Supporting nurses and health care workers to complete the recovery of our ailing health systems was the focus of meetings held this past summer in Winnipeg during the Council of the Federation policy meeting between Canada's premiers and nurse union leaders from across the country.

"Shifts that last 24 hours, overwhelmed ERs, dwindling access to care in rural areas - these are the realities of severe understaffing that nurses come face to face with every day," said Linda Silas, President of the Canadian Federation of Nurses Unions (CFNU). "As premiers focus on the critical work of solving Canada's health care crisis, listening to and working with frontline health care workers is crucial to creating concrete and sustainable change. Nurses' unions offered solutions to premiers today, and we're ready to work with provinces to end this crisis."

Canada's nurses, including NSNU's president Janet Hazelton, presented solutions to help alleviate the critical staffing shortage, speaking to premiers from Newfoundland and Labrador, Prince Edward Island, Nova Scotia, New Brunswick, Quebec, Ontario, Manitoba, Alberta, Saskatchewan, British Columbia, Nunavut and Yukon, along with representatives from the Northwest Territories.

As provinces develop action plans to support bilateral agreements with the federal government, Silas

emphasized the urgency of premiers meeting one-on-one with provincial nurses' unions - the direct link to Canada's frontline nurses. The CFNU is calling on premiers to use the recent increase to the Canada Health Transfer to bolster the nursing workforce by investing in strong retention initiatives, enabling a robust recovery of the country's health care systems.

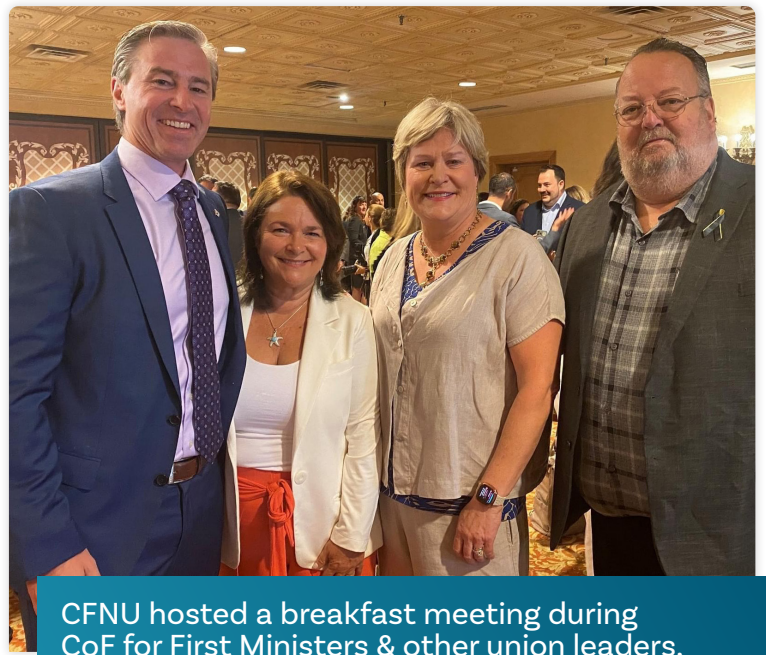
Canada's nurses are proposed investments in key areas to address the nursing shortage and end the dire crisis in health care:

- » Adopting minimum nurse-to-patient ratios
- » Enacting legislation and regulations around safe hours of continuous work
- » Strengthening mental health supports
- » Supporting nurses across their careers through initiatives such as credentialing programs and flexible schedules
- » Bolstering nursing programs to grow Canada's workforce and supporting students with paid preceptorships
- » Expediting registration and workforce integration for internationally educated nurses

"At the heart of this crisis is a nursing shortage, and we need to see real change, not temporary band aids, to stop the exodus from the profession," said Silas.



Canada's Premiers & Nurse Union Leaders (Presidents & Vice-Presidents)



CFNU hosted a breakfast meeting during CoF for First Ministers & other union leaders, including Danny Cavanaugh, NSFL President.



# Interest Based Negotiations

## Facilitated bargaining between the Nova Scotia Council of Nursing Unions, Nova Scotia Health and the IWK Health Centre

*In July of this year, members of the Nova Scotia Council of Nursing Unions voted in favour of a collective agreement that was reached via the processes of traditional face-to-face bargaining and interest-based negotiations (IBN). The following article is a summation of the IBN process, noting how both sides of the table gained a greater appreciation for each other's role and responsibilities.*

The events of the past few years have highlighted challenges within the healthcare system in Nova Scotia. While the needs of patients will always be at the forefront, employees' concerns, such as recruitment and retention, burnout, and safety have caused stakeholders to take notice and identify that change is needed, including in how bargaining is done.

In the winter of 2022-2023 Nova Scotia Health (NSH), IWK Health Centre (IWK), and the Nova Scotia Council of Nursing Unions (NSCNU) were preparing to bargain their collective agreement. They knew that, given the climate of healthcare and the needs of nurses, the focus needed to be on more than getting a deal—they needed to focus on improving labour relations between the parties.

The parties reached out to Conciliation and Mediation Services (CMS), a neutral third party that provides impartial conciliation and alternative dispute resolution services to labour and management in unionized private and public sector workplaces in Nova Scotia, to explore alternative forms of bargaining and were particularly interested in IBN. CMS partnered with the Federal Mediation and Conciliation Services (FMCS) to discuss this option with the parties. Regional FMCS Director, Barney Dobbin, FMCS Conciliator Robin MacLean, and CMS Conciliation and Mediation Officer Alexandra Connor facilitated an interactive workshop, bringing NSH, IWK, and the NSCNU (NSNU, NSGEU, CUPE and Unifor) together to prepare them for the interest-based approach to bargaining.

This training included activities to show the differences between position-based negotiating and IBN: practicing teamwork across the table to reach consensus; and focusing on the issue needing resolution while identifying multiple solutions and how this can allow them to reach a more thorough and successful outcome than when focusing solely on a position. From this workshop NSH, IWK, and NSCNU decided to move forward with IBN.

With Barney, Robin, and Alex facilitating, the parties began the IBN process in February 2023, tackling issues spanning from workplace safety to career pathing and mentorship to vacations to supporting diversity, and more. In June 2023 the parties completed the IBN process and moved forward with traditionally

negotiating the financial aspects of the agreement.

The parties reached an impasse on financials and made a request to the Minister of Labour, Skills, and Immigration for Conciliation. In July 2023 the parties were able to meet with CMS Conciliation Officers Rick Rose and Alexandra Connor and work through their impasse to a tentative agreement. This agreement was soon ratified by the membership.

Throughout the process nurses shared how valuable it was to hear directly from employer leadership their genuine concern for nurses, and employer representatives shared how valuable it was to hear from and have input by those who do the nursing work everyday. Leadership from NSH, IWK, and the NSCNU all spoke to the group thanking everyone for their hard work and collaboration through the process.

IBN allowed the parties to work together, have deep and meaningful conversations about the workplace and their mutual goals of improving collective agreement terms, and ultimately the work environment, for nurses. The commitment shown by all involved showed a desire to continue to work together to improve the workplace, work through challenges, and strengthen their labour relationship.



# THE USE OF AGENCY NURSING IS EXPLODING

CONTRIBUTED BY THE CANADIAN HEALTH COALITION

According to a recent article in the *Globe and Mail*, 78 Ontario hospitals used private agency nurses last year, compared with 31 in 2020-21.

Private agency nurses are not unionized and receive no benefits or pension.

Agencies charge an average of \$140 an hour for the services of a qualified nurse.

The highest hourly wage for a salaried nurse with seniority is around \$50 an hour. According to economist Armine Yalnizyan in a commentary for the *Toronto Star*, organizations throwing money at private nursing agencies is very expensive. “Costs to the public purse have more than quadrupled, to 174 million dollars from 38 million dollars,” wrote Yalnizyan.

“They are parachuted in and don’t know the patients or where anything is. This means we have to train them, knowing that they earn a lot more money than we do, and that they’re just going to take off. It’s not fair to the patients or the staff.”

## GOUGING

The 78 hospitals covered by the data provided by the Ontario Nurses’ Association spent more than \$168.3 million in taxpayer dollars on for-profit nursing agencies in the first three quarters of 2022 – that’s a 341% increase over the \$38.1 million hospitals spent on private agency nurses in all of 2020-21.

Private agency staff is increasingly showing up to work in the long-term care industry. In February, AdvantAge Ontario, which speaks for non-profit nursing homes, released a survey that found its members were being “gouged” by “predatory temporary staffing agencies.”

## NURSES VOICE THEIR DISPLEASURE

In June, during a rousing speech at the first convention of the Canadian Federation of Nurses Unions (CFNU) since the onset of the pandemic, CFNU President Linda Silas told the 1,100 delegates:

Nurses are working harder and working longer. Overtime hours hit a new high last summer.

Double shifts and cancelled vacations have become your everyday reality. And there’s no relief in sight for this summer. Meanwhile, governments have turned, more and more, to agency nurses.

In just four years we’ve seen up to a 550% increase in spending on agency nurses. Siphoning public funds into private pockets. Pulling more nurses out of the public system.”

Alan Drummond, an emergency physician in Perth, Ontario, told the *Globe and Mail*, his rural hospital is relying on temporary nurses – many of whom are living in hotels – to keep its emergency department open this summer. They are expressing their dissatisfaction, saying: “There’s no future there.”

As part of contract negotiations that led to arbitration, ONA asked the Ontario Hospital Association to disclose the scale of use of private agency nurses.

Arbitrator William Kaplan stated in his decision that “the vast expansion in the use of overtime and agency nurses – demonstrated by truly astonishing growth in both cases – creates a real recruitment and retention problem” for hospitals. The decision awarded ONA nurses an average pay rise of 11% over two years.

In 2022, the Ontario Health Coalition, which represents 500 organizations, denounced the same problem.

In April, Québec passed a law banning the use of private recruitment agencies in the health care system by the end of 2025.

The long-term goal is to completely ban the use of for-profit nursing agencies by December 2024 in cities such as Québec City and Montreal, and by December 2025 in the rest of the province.

The use of for-profit nursing agencies cost the Québec public system \$960 million in 2022, an increase of 380% compared with 2016, according to data from the Ministry of Health.



This represents 14.8 million hours worked, compared with 4.8 million six years ago, according to the *Montreal Gazette*.

The new law will set out the conditions under which the health care sector can use for-profit agencies, with fines of up to \$150,000 for non-compliance.

Agency nurses are well known, but less well known are agency orderlies, agency educators, agency occupational therapists, agency social workers and so on. All of them are growing rapidly in the Québec health care network.

“They are parachuted in and don’t know the patients or where anything is,” said a Montreal nurse, speaking on condition of anonymity. “This means that we have

to train them, knowing that they earn a lot more money than we do, and that they will simply fly away. It’s not fair to the patients or the staff.”

Nova Scotia is also witnessing a high volume of agency nurses working within our public system across all sectors. The reliance on these travel nurses greatly impacts financial resources and does not add to the long-term stability of our healthcare system.



CFNU, a member of the Canadian Health Coalition, has a very clear position on agency nursing. **CFNU recommends:**

- The federal government work with the provinces and territories to determine spending on private nursing agencies, including disclosure of total dollars spent, average wage rate, number of nurses, change in wages over the past five years, and how this compares across health care sectors, including hospitals, long-term care and home care.
- The federal government work with the provinces and territories to investigate and determine what Canadians receive in return for the money spent on agency nurses.
- The federal government work with the provinces and territories to limit the amount hospitals can spend on agency nurses.

### N.S. spending tens of millions of dollars on private nursing companies for long-term care

Shania Luck | November 17, 2022

### Travel nurse spending would be better spent keeping nurses in N.L., says NDP

CBC News | June 16, 2023

### Private ‘travel nurses’ in N.S. are earning almost double the wages of local public sector nurses

Shania Luck | November 2022

### Health authorities spent \$100M on travel nurse contracts in past year: documents

Daniel MacEachern | April 6, 2023

### P.E.I. Nurses’ Union criticizing the province’s use of travel nurses

CBC Radio | April 2023

# Labour Day Message from Linda Silas



## It's never too late to hear this message:

For me, Labour Day is always a reminder of how critically important health care workers are and the incredible respect you deserve.

A respected job in nursing – one that makes you proud, pays your bills and helps you build your future – shouldn't be too much to ask for.

For too many nurses, this is no longer the case. Amongst an affordability crisis, stagnant wages, untenable working conditions and increasingly long hours have become the norm not only for nurses but for many workers across sectors.

We are at a tipping point, and we have the power to shape our future. The future of health care can be bright. Focusing on the frontline workers delivering care is how we get there.

From primary care to how we care for our seniors, supporting nurses is the key to creating a healthier

future for everyone in Canada. This must be the priority of every government and employer – not creating more obstacles with privatization schemes.

The solutions are clear: employers who are focused on retaining their workers will become employers of choice and deliver the best care in our communities in the most efficient way.

Nurse union leaders are facing this crisis head-on and taking it as an opportunity to drive forward solutions, from the ground up – and we're winning.

The future of health care in Canada rests within a stable and committed workforce. Nurses have said time and time again what we need: safe staffing, guaranteed time off, fair wages. What this really amounts to is simple: respect.

**In unwavering solidarity,**  
Linda Silas, CFNU President

*Nurses know, the health care crisis isn't over. Canada's leaders must finish the job – fix the nursing shortage and complete the recovery of our ailing health care systems. This is the message we brought to premiers in July, where CFNU President Linda Silas emphasized the importance of collaborating with frontline health care workers to enact sustainable solutions. In October, Canada's health ministers will be meeting, and we need them to focus on solving the nursing shortage.*



**HELP  
COMPLETE  
THE  
RECOVERY**



# + COMPLETE THE RECOVERY

CFNU

This past July, CFNU launched the Complete the Recovery Campaign. This new campaign brings frontline nurses' experiences to the forefront of the health crisis conversation, and aims to engage the premiers and public around solutions. The campaign featured nurses from across the country, including NSNU member Jamie Stewart.

Jamie Stewart is in his 29th year of nursing and currently works as a clinical lead at one of the largest ERs in Nova Scotia. Chronically understaffed, Jamie says the ER waiting room is often overflowing, and it can feel like working an assembly line.

"It's a real struggle for maintaining a good, safe environment," he says. "You don't have enough people to look after the people you need to look after.

"Pressures in the ER have grown so much that patients who can't fit in the waiting room end up sitting in their cars, waiting to be admitted to the ER. Short staffing can have a dire impact in ERs, particularly when there aren't enough staff to triage patients as they come in, reassess patients as they wait, and monitor their conditions.

"Someone did end up passing away in our waiting room. Unfortunately, people can deteriorate without someone knowing," Jamie shares. "It makes you feel like you've failed the people that you're there to look after. You want to do better, but if you don't have all the tools and resources to get there, you feel helpless."

Although the ER Jamie works in technically closes at midnight, the demand for patient care is so intense that nurses must stay on throughout the night when patients can't leave or are waiting to be admitted into another facility. "You didn't really plan to be here overnight because you were not an overnight nurse. You were just an evening nurse. And now you're here all night long," he explains.

"Then you come to your next shift and you're tired - imagine if you've been in a lot of those shifts in a row, how you would replenish yourself?"

Jamie says better wages for nurses are important - that's the respect nurses deserve for their professionalism and hard work. But better wages should go hand-in-hand with improved working conditions.

"You also need to look after making sure we get our days off, making sure we can get away, making sure our benefits are great and that we're looked after, too," he says. "We can only look after people for so long and then there's nothing left for us to give to ourselves."

You want to do better, but if you don't have all the tools and resources to get there, you feel helpless.

**Jamie Stewart** ER Nurse in NS

# STANDING COMMITTEES OF THE NSNU BOARD OF DIRECTORS

Following the NSNU Annual General Meeting, Board members are assigned to chair Standing Committees of the Union. The members-at-large of the AGM Operations and Nominations Committee are appointed by the Board of Directors after calling for and reviewing expressions of interest.

Following their selection, the members of that Committee review the remaining expressions of interest, typically in September of that same year, and select the members-at-large for all other Standing Committees of the Union via blind selection. Alternates are also chosen using the same process, when possible.

The term of appointment of the members-at-large to the Standing Committees of the Union is the same as that of the Board of Directors – two years.

Pursuant to Article 4:03(b), 4:03 (e) and Article 5:05 of the Constitution, there shall be Standing Committees of the Union as follows as Chaired for this upcoming term by:

## Constitution and Resolutions Committee

Chair, **Anne Boutilier**  
Central Vice-President, LPN

## Education Committee

Chair, **Tracy d'Entremont**  
Western Vice-President, LPN

## Personnel Committee

Chair, **Natalie Nymark**  
IWK Vice-President, RN

## Annual General Meeting and Operation Committee

Chair, **Donna Gillis**  
NSNU Executive Office - 1st Vice-President, RN

## Finance Committee

Chair, **Jamie Stewart**  
NSNU Executive Office - Vice-President Finance, RN

To view a complete listing of the committees, including staff and members-at-large, please go to [www.nsnuc.ca/about/committees](http://www.nsnuc.ca/about/committees).

## Action for Health

***The Houston government issues updated healthcare data on the Action for Health website. Action for Health, launched in April 2022, and is the government's plan to improve healthcare in Nova Scotia. The following is a highlight of the latest report, released in August 2023.***

"The most recent data shows continued progress in some areas, but also highlights areas where we need to do more," said Health and Wellness Minister Michelle Thompson. "Nova Scotians want and deserve to see evidence of the changes we're making to improve our healthcare system. There is still much more to do."

The latest data shows ongoing positive trends in some areas. The target for admissions to long-term care continues to be met, and the number of people removed from the surgical wait list has been larger than the number of patients added for five consecutive quarters.

### **Other highlights include:**

» added more nursing seats at Nova Scotia Community College and a new nursing program at Acadia University, in partnership with Cape Breton University

- » invested in 60 new and enhanced clinics to connect more people to primary care
- » launched the Care Coordination Centre, giving healthcare teams real-time information on things like hospital bed availability, wait lists, ambulance offloads and patient transfers to help them provide better, faster care to patients
- » more than 124,000 people on the Need a Family Practice Registry now have access to primary care clinics and everyone on the list is eligible for free virtual care
- » more than 66,000 Nova Scotians on the registry have signed up for VirtualCareNS

To learn more go to the Action for Health website: [novascotia.ca/actionforhealth/](http://novascotia.ca/actionforhealth/)



# Retired nurses returning to the frontlines under new program

Nova Scotia Health's new Retire-to-Rehire program has seen 73 retired nurses return to work since November 2022.

The program, which accelerated the hiring process and removed barriers, has been implemented across all four health care zones, with 39 nurses coming out of retirement in the Central zone, 15 nurses in the Eastern zone, 11 nurses in the Western zone, and eight nurses in Northern zone.

"We know recently retired nurses have so much to offer and getting them back providing care to patients and mentoring newly hired graduates is so valuable. The Retire-to-Rehire program streamlines that process and joins a number of initiatives to fill nurse vacancies across the province," said Department of Health and Wellness Minister Michelle Thompson. "As a former registered nurse, I know that each and every one of these returning nurses represents another set of experienced hands to help provide the care Nova Scotians deserve across the province."



As part of the Retire-to-Rehire program, **Nova Scotia Health has implemented a range of enhancements to ensure a seamless return for retired nurses, including:**

- »» Retirees are no longer required to provide a resume/cover letter and proof of education, streamlining the process and saving valuable time.
- »» Recruitment assistants are available to help retirees who express interest in returning, to guide them through the process and address any questions they may have.
- »» The onboarding process is now expertly handled by recruitment assistants on behalf of the retiree, making the transition smoother and more efficient.
- »» Retirees returning within 12 months of retirement are no longer required to submit a new Criminal Record Check and/or Vulnerable Sector Check. Moreover, if their immunization record and health assessment were up to date before retiring, they are exempt from completing a pre-placement health assessment.
- »» Orientation is now optional, unless there have been significant changes.

"The union has heard from retired nurses that the process to return to work was cumbersome," said Janet Hazelton, president of the Nova Scotia Nurses' Union. "Nova Scotia Health has listened and made the necessary adjustments to make the process less complicated."

Retired nurses who are considering returning to Nova Scotia Health can contact **[recruitment.services@nshealth.ca](mailto:recruitment.services@nshealth.ca)** to discuss options.

# 2024 NURSES' PLANNERS COMING SOON

We're excited to announce that the 2024 Nurses' Planners will be arriving in the near future!

NSNU understands the value of these pocket-sized calendars and how they help our members stay on top of their busy schedules. However, please note that we do not receive an over-stock of these planners, therefore we encourage members to reach out to a representative from their Local to secure a planner before they run out.

Nurses' Planners are partially designed in-house at NSNU and are printed free-of-charge by Quebec-based company, Efficom. The location-specific advertisements in the planner, provided by Efficom, generate revenue that is forwarded to various NSNU-supported charities.

Once again, proceeds from the 2024 planner will benefit the Transition House Association of Nova Scotia (THANS), an organization that provides invaluable assistance to women and children going through the process of leaving domestic violence. NSNU is proud to be a long-time supporter of their work.

We hope you enjoy your 2024 Nurses' Planner, and wish you all the best in the year ahead!



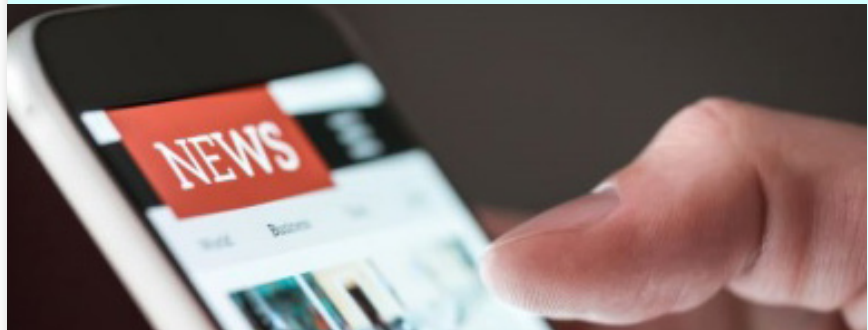
## THE IMPACT OF BILL C-18



This content isn't available in Canada.

Bill C-18 (the *Online News Act*) is a new law enacted by the Government of Canada, requiring media organizations to pay a fee for hosting links to Canadian news on their platforms.

As this law has recently taken effect, Meta (Facebook, Instagram and Threads) and Google have blocked content from Canadian news platforms. This includes any news articles, video and audio posted by Canadian news outlets. News publishers outside of Canada will still be able to post, but their content will not be visible to Canadian users.



Google notes that users will still receive their SOS Alerts, which provide relevant safety information in the event of crisis such as a forest fire, flood or earthquake.

It is important to comprehend the impact of this law on online communication, especially for those who rely on these platforms to stay up-to-date. The NSNU recognizes the need for alternative channels to ensure that our members stay informed on the latest healthcare and nursing industry news, including media coverage of NSNU activities.

Fortunately, Canadian users can still access news content from Canadian news outlets by visiting the news outlet's website directly, subscribing to their email newsletters, or using alternate platforms like X (formerly Twitter), that still have access to Canadian news content.

We will continue to keep our members informed on the work we are doing to promote and advocate for issues via broadcast media. We intend to include relevant news articles in our *What's Nu?* newsletter, which is available both in print and online, as well as using our regular e-memos to reach members.



## Dnipro city branch of the Union of Health Care Workers of Ukraine

The following letter was addressed to Linda Silas in recognition of the generous donation collected at the CFNU Biennium in P.E.I.

On behalf of the Dnipro city branch of the Union of Health Care Workers of Ukraine, I am expressing our sincere gratitude to you personally, to the CFNU NEB and to our sisters and brothers – Canada’s nurses – for the money collected for our medical workers during your convention.

The amount you raised is equivalent to USD 38,000 (CAD 51,000) for medical workers of Dnipro.

Your financial assistance will find those of them who chose to stay in Ukraine in the harsh conditions of the war, are continuing to care for their patients and suffered from the Russian aggression either physically or lost their homes.

Dear Linda, I am proud to know you and hope to meet you in Canada in the near future.

I am also grateful to Oxana Genina (CFNU staff) for her efforts for this fundraiser – something a person with a big heart would do. I am very happy that time and distance made our lifetime friendship even stronger.

*With respect and sincere gratitude,*

Head of the Dnipro city branch of the Union of Health Care workers of Ukraine

Halyna Zakharchenko



# DEADLINE FOR LEADERSHIP AND PRACTICE PREMIUM SUBMISSIONS

October 31

We would like to remind all NSNU nurses that the submission deadline for practice and leadership premiums is October 31st. Points can be collected up until that date. The premiums are open to all nurses in all units and sectors – NPs, RNs, LPNs, in acute care, long-term care and home care. Each premium is worth \$850 (pro-rated) and is paid out as a lump sum in late November or early December.

Nurses require 70 practice premium points to receive the Practice Premium. Activities include certification in a specialty (e.g. palliative care), courses in a specialty area, workshops/conferences (e.g. labour school, conflict resolution course), hospital in-services (e.g. lunch and learn sessions), university education and e-learning. Note that shorter e-learning courses can usually be combined to count towards points. Workshops and seminars offered by NSNU staff (e.g. Safe Staffing and CCRs, and Violence in the Workplace) also count towards your practice points, and members are encouraged to contact the Union any time they are interested in arranging such education for their local.

Nurses require 60 leadership activity points to receive the Leadership Premium. Activities include being involved on a committee or task force, being

involved in the professional association, publication in a journal or presentation at a conference, being involved in a research study, acting as a resource person (e.g. breast feeding champion), accepting special responsibilities (e.g. preceptorship), or being involved in special projects.

Please consult your collective agreement (Appendix B of most contracts) for further information and restrictions. If you are unsure about the point value of an activity you may wish to consult your manager. The NSNU has also produced a helpful video explaining the premiums which can be found on our YouTube channel, or in the Resource section of the new MyNSNU app under Online education and tutorial videos.

Submission forms are available under the Education tab on the NSNU website. Follow the link on the left to 'Education Premiums' and you will find links to the forms at the bottom of the page.

Practice and leadership premiums are a means of recognizing the value of professional development which benefits nurses, employers and patients alike. We encourage all nurses to take advantage of these premiums whenever possible.

## Attention Shoppers!

We would like to remind members that in order to shop at the NSNU Boutique, you should make an appointment with us beforehand. Making an appointment is easy, simply call us or send us an email with your preferred date and time, and we will do our best to accommodate your request.

You can browse a limited selection of our merchandise on the Members Only portal of our website. If you're planning on buying a large amount of a single item, please let us know ahead of time so we can check our stock.

We appreciate your cooperation and look forward to seeing you at the Boutique!

**nsnu.office@nsnu.ca 902-469-1474**





# Fall Photo Contest

We're excited to announce yet another Fall Photo Contest!

While a rainy summer may have dampened our spirits, the changing seasons bring new opportunities for fun. Whether you're apple picking, hiking, baking, or simply enjoying the autumn foliage, we want to see how you make the most of the crisp weather.

Participating is easy. Email us a photo of yourself enjoying your favorite autumn activity to enter. One lucky winner will be randomly selected to receive a **\$500 gift card**, just in time for holiday shopping.

Don't forget to check out past entries on our Escape page ([nsnu.ca/escape](https://nsnu.ca/escape)) to get inspired. We can't wait to see what you will share!





## Submissions from Fall 2022



Winner



## The Details

-  Email your photo & a brief description to [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca)
-  You must appear in the photo
-  Limit of one photo per member
-  **Deadline:** Tuesday, December 5th, 2023



# what's nu? with members

## Influential Women

NSNU President Janet Hazelton had the pleasure of meeting activist Malala Yousafzai while at a conference.

Malala began her campaign for education at the age of 11 and since, has become an international symbol of the fight for girls' education. It is an honour to meet such a young and influential activist.



## Premier Houston

Former Western Vice President Michelle Lowe ran into Premier Tim Houston and MLA Susan Corkum-Greek while they were in the area to survey flood damage.

Michelle had the chance to thank them for their role in the then-proposed Collective Agreement.



## It's a girl!

1st Vice-President Donna Gillis, and husband Tim, welcomed beautiful granddaughter Theo. Congratulations to Donna & family!



## Celebrity Sighting!

NSNU member Jackie Pratt had the chance to meet Nurse Blake at his show in Toronto in early September, and sported her NSNU pride swag for the occasion.

## Fore!

There's nothing like a summer activity that gets the blood pumping!

When Janet Hazelton, NSNU President, has time off, she's teeing off on the Links with friends!



**Thank You all for sharing!**

Let us know What's Nu by emailing [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca)



# Coming Up...

## Board of Directors Meetings



Tuesday, October 17th



Tuesday, November 28th

The BOD holds meetings throughout the year to discuss current issues and work on Union business. Members may propose topics of discussion for the Board and attend meetings. If there is a particular issue you would like to be brought to attention, please email [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca) at least one month in advance of the meeting.

2024 meeting dates are not yet scheduled and will be shared when available.

## NSFL 52nd Convention



Sunday, November 5th to Tuesday, November 7th

## 47th Annual General Meeting



Monday, May 6th to Wednesday, May 8th

## Education Day 2024



Thursday, May 9th

## NSNU Educational Opportunities



Ongoing

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.

## Eastern Labour School 2024



Sunday, June 2nd to Tuesday, June 4th Tentatively

### It's not too early to start planning!

Eastern Labour School is a biennial educational event hosted by NBNU, NSNU, PEINU or RNUNL on a rotational basis. Nurses from all four provincial unions come together for three days of networking and education sessions on various topics.

This year the Registered Nurses Union of NL is proud to host the event which will take in St. John's, tentatively scheduled from June 2-4, 2024. The exact location will be determined closer to the event.

Approximately 300 Atlantic Canadian nurses, of all designations, will focus on building strong nursing leadership and activism. It's a valuable opportunity

for our nursing workforce to connect and build new skills to improve the workplace and the work lives of nurses. The nursing workforce is the backbone of health care and Eastern Labour School is an empowering learning experience.

Eastern Labour School provides delegates with a chance to participate in courses such as labour relations, workplace safety, duty to accommodate, workload, and communications and social media.

Plan now and watch for details in upcoming Campaigner e-memos from NSNU regarding draws, registration and participation.



It takes a Village to give extraordinary kids a chance to be ordinary - and nurses are a foundational part of that.

This summer, NSNU proudly partnered with Brigadoon Village to provide some funding for nurses who help care for kids attending the Guts and Glory camp. These nurse-volunteers ensure campers receive care from appropriate, qualified professionals while enjoying a worry-free camp experience. NSNU helped make this possible by paying a small honorarium to these big-hearted nurses. Brigadoon wishes to thank both NSNU and our amazing members who volunteer at the camp. Thank YOU!

Summer camp has ended but family camps, school groups and corporate partners will continue to experience the joy of “camp” throughout the autumn! Their campers want to say thank you to NSNU and members. Hope this video makes you smile as broadly as they are!



**SCAN ME  
TO WATCH**



# Nurse Appreciation Award Winners

NSNU and Johnson Insurance are happy to report that four of this summer’s Nurse Appreciation Contest prizes were awarded to NSNU members. **Each winner received \$1000** (ten prizes awarded nationally).

## THE WINNERS ARE:

- Jan Taylor
- Alicia Martin
- Arielle Pettipas
- Tiara Graham

## CONGRATULATIONS TO OUR WINNERS!

NSNU represented almost 40% of the entries received **NATIONALLY!** Way to go, Nova Scotia nurses! This number speaks volumes to the communications tools and messaging NSNU and Johnson have put in place to engage and inform members. That relationship continues to serve our nurses very well.

Johnson Insurance and NSNU thank you for your continued interest in our programs and your enthusiasm.





# Recapping Pride 2023

During Pride month, and every month, the Nova Scotia Nurses' Union is proud to represent many members and allies of the 2SLGBTQIA+ community, working in acute, long-term care and community settings across the province. This year, our members wore new, more inclusive Pride gear and proudly carried our new Pride banner.

The NSNU is proud to show our support by attending events and donating to Pride organizations across Nova Scotia. Alongside other NSNU members, 1st Vice-President Donna Gillis and VP Finance Jamie Stewart celebrated at Truro's Pride Parade in late June. Central VP and NSFL Pride Representative, Anne Boutilier was also able to lead our members in several parades, including Cape Breton Pride, where NSNU

marched alongside our affiliate, the Nova Scotia Federation of Labour. Many other NSNU members found the time to participate in Pride events in their communities throughout the summer.

The presence of healthcare professionals, like our nurses, at Pride events can help to promote health equity and access to healthcare for a population that often faces health disparities due to stigma and discrimination.

By actively supporting and advocating for 2SLGBTQIA+ members and patients, we can work to create a safe and inclusive environment in which everyone can access healthcare.







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