



Identity Survey to launch in April

Bargaining Bulletin

LTC Study Underway

Alexa McDonough honoured at MSVU



President's Notebook

Janet Hazelton, NSNU President



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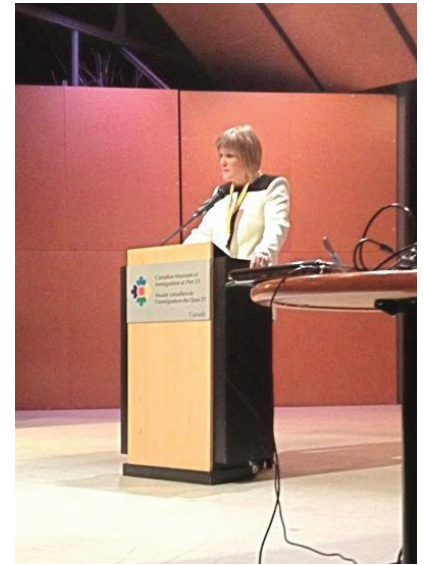
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In January I had the great pleasure of offering greetings to Canadian Nursing Students Association delegates attending their National Conference in Halifax, January 23-26.

The Conference, which offers professional development sessions and the opportunity to network with peers, was held at the Marriott Harbourfront. The theme for the conference was Cultivating Passion, Motivating Action - a great message for young and energetic nursing students as they prepare to enter the field of nursing.

The National Conference included a social event kick-off at Pier 21, followed by two days of speakers and panels, as well as a number of breakout sessions on a wide variety of topics. Career and Exhibit fairs featuring health authorities, allied health organizations, and nursing union personnel from across the country



including representatives from SUN, ONA, the NSNU and CFNU.

Included at the conference, attended by over 500 nursing students from across Canada, was a National Team presentation. A student from each region of CNSA was selected to debate an ethical issue facing nursing and nursing students.

Although I have been known to refer to nursing students as our future vacations, I say that with my tongue firmly planted



From Left to right: Tracey Zambory, Saskatchewan Union of Nurses, Janet Hazelton, an unidentified Ontario Nursing Student, Vicki McKenna, Ontario Nurses Association at the CNSA Conference in Halifax)

in my cheek. These young women and men are leaders and innovators. They are not only our future vacations but the future of our vocation.



Amanda Crupi of CFNU at the CNSA Conference, January 2013)

Each year at this time I meet with nursing students from across the province in an attempt to help prepare them for the realities of nursing. I have the good fortune of speaking with students at universities and colleges, all bright young nursing hopefuls eager to make their mark. From what I have witnessed, they appear to

possess great communications skills, compassion and confidence. Their impressive attitudes give me great comfort and certainty that the fate of our health care communities will be in capable hands as many nurses prepare for retirement.



Janet Hazelton speaking with students at the CNSA Conference in Halifax, January 2013)

Nursing History Nova Scotia (NHNS)

Submitted by Iris Shea

Nursing History Nova Scotia continues to add to its Book of Remembrance, collecting information from obituaries of nurses who have worked as a Registered Nurse in Nova Scotia. The Book of Remembrance includes all nurses, not just those who were educated in Nova Scotia and may be viewed on the NHNS website at www.nursinghistorynovascotia.com

Add your profile to the nursing database. A printable profile form has been added to the NHNS website to use as a guideline. Check the News page and click on Profile Guidelines. Profiles will not be published on the website but rather, be compiled in the Nursing History database.

Several history projects are underway on specific aspects of nursing in Nova Scotia. They include a history of ECT, Psychiatric Nursing, Cardio-Vascular Nursing (Intensive Care and Open Heart) and the Polio Clinic.



NSNU
Our Time, Our Terms



Hospitality Night – April 29

The Ponderosa will again be closed to all other patrons but the NSNU members for our hospitality night, April 29. Happy Hour will commence at 6:30 pm; a new feature includes hosted karaoke available throughout the evening. A buffet dinner will be provided starting at 7:00 pm and will be covered by

the NSNU for those who registered to attend. All beverages, alcoholic and non alcoholic, will be at the expense of the members. Please confirm your attendance at this event when you registration for the AGM. The door prizes donated by each local will once again be given out during this event instead of at the banquet.

AGM ~ Our Time, Our Terms

The Board of Directors has set the dates for the 37th Annual General Meeting from April 29 – May 1, 2013 at the Best Western Glengarry Convention Centre, Willow Street, Truro, Nova Scotia.

An open forum with a very full agenda, as well as the Regional and Component Meetings will be held on Monday, April 29, 2013. The Business Day will take place on Tuesday, April 30, 2013 with the Minister of Health and Wellness, David Wilson, planning to attend.

Janet Hazelton and Paul Curry, NSNU Researcher/Educator, will be meeting with members attending the AGM for the first time and those under the age of 35 on Tuesday, April 30 from 3:00 pm – 4:30 pm. Members meeting the criteria are encouraged to participate and confirm their attendance at this meeting on the AGM registration form.

Calvin Jordan from the Nova Scotia Health Employees Pension Plan (NSHEPP, formerly NSAHO) will be holding a meeting to discuss the pension plan from 3:00 pm – 4:30 pm on April 30. Those interested in participating must confirm their attendance on their registration form as space is limited.

The deadline to register for the AGM is April 3, 2013. This deadline must be strictly adhered to in order for the Union to confirm arrangements with the hotel. There will be no acceptance of forms after the deadline. Registration forms MUST be returned to the NSNU.

For more details about the NSNU AGM please see your Local Table Officers who have received the Notice Kit.

Banquet – April 30 ~ Our Night to Shine

This year, the NSNU banquet will be semi-formal ~ so bring your best bling! The evening will feature our charity auction, a surprise special guest, a fine meal, DJ and dancing, and general camaraderie.

Seating assignments will be prepared in advance of the event but posted the evening of the banquet. This measure is to ensure that locals are able to sit together and that all other guests are provided with seating.

The AGM committee requests that any one who is available to help decorate the banquet hall please drop by Salons A-G at 4pm, Tuesday, April 30.

Education Day – May 1, 2013

The theme of this year's Education Day is "Pride and Prejudice: Challenging Our Fears, Reclaiming Our Place". The day will feature three speakers: Laura Archer, an artist, humanitarian and nurse who survived a kidnapping in the Darfur region of Sudan; Margo Watt, a Professor of Psychology at St. Francis Xavier University who specializes in understanding fear and misconceptions; and Barb Fry, a nurse and renowned speaker who specializes in providing practical advice on how to thrive in the work environment.

Together, these speakers will help dispel myths surrounding nurses and nurse unions, remind us of the care that is at the core of nursing, re-instill pride in the nursing profession and the rights we stand firm to protect as health care workers. The sessions will provide members with practical advice on how to make the most of our work life and develop as leaders in a most honourable profession.



LPN students prepare for workplace transition

NSNU President, Janet Hazelton, met with students of the Licensed Practical Nursing program at the Nova Scotia Community College to discuss the realities of their future careers, the challenges of being a new grad and the many intrinsic rewards to be gained by working in the nursing profession.

Making the transition from student to practicing nurse can be a stressful shift. A new graduate will be expected to develop professionally, intellectually and emotionally once starting their first nursing job.

Janet emphasized that their preceptors or nursing mentors are there to help bridge the gap between the comforts of the classroom environment to the intensity of professional practice. Many students expressed that they were nervous to leave school for the real world. Janet reassured the students that feelings of anxiety and nervousness are perfectly normal.

"If you don't know – ask! It's your responsibility to ask for guidance if you are unsure," said Janet. "It's up to you to protect your patient."

Janet also explained that nursing is not an easy job and that with the good will come days that test your patience, skills and emotions.

"Don't ever doubt your career choice because you have a rough day," said Janet. "The title of nurse is something you earned through hard work and perseverance, but being a nurse is more than just the title."

"It is about your knowledge, skill and unwavering commitment to care for others. Be proud of this."



REMINDER: Financial Reporting for Department of Labour and Environment

The Department of Labour and Environment requires that each Local Union Treasurer or table officer responsible for financial documentation prepare in writing a formal account of monies, expenditures with receipts, local dues received and general cash flow.

The forms have been sent to each local with your most recent dues cheque for completion. Please forward the

original to the Department of Labour and Environment and a copy to the provincial union office.

If you would like assistance in obtaining and/or completing the form please contact Verna Harrie in the NSNU accounting department @ 469-1474 or 1-800-469-1474 (extension 304).

New state-of-the-art Hospital opens in Truro

By Helena Webb, RN Colchester East Hants Health Centre

My name is Helena Webb. I'm a Registered Nurse in the intensive care unit at the new Colchester East Hants Health Center. Hard to believe the facility has been operational for just over three months now, feels like home already.

On November 25th, 2012 CEHHC opened its doors to the public. It is a modern, state-of-the-art health centre and is the main acute care facility serving residents of Colchester East Hants and operates 98 inpatient beds. Besides providing an abundant amount of working space this new facility boasts a new MRI machine, a helipad, a dedicated palliative care unit and the latest in healthcare technologies.

The design of the new CEHHC consciously supports effective infection control, the environment and patient/staff health and healing. Not only do the floor-to-ceiling windows provide lovely views to the facilities many gardens and courtyards, but they are also energy efficient.

Then there is my personal favourite - (I think many nurses will concur) - the Vernicare human waste disposal system. No more hopper, no more spraying out the bedpans. The Vernicare containers are made



Helena Webb

from recycled paper and are 100 % biodegradable. To dispose of the waste you just lift the lid, place the waste, container and all, close the lid, press the button and voila, you're done. This is my absolute favourite new piece of equipment.

Our new intensive care unit is amazing. Despite three ventilated patients and a full ICU on move day, the transition was seamless. We had an EHS team dedicated to ICU transfers who were very organized and efficient. The hospital movers, a group from Peterborough Ontario, were almost stealth-like in accomplishing the move. Finally, our manager, Kristine Carr worked tirelessly to ensure that we ICU nurses received as much orientation and hands on practice with our "new toys", I mean new Drager and Stryker equipment.



From left to right: Val Shaddick, Marcella Andres, Helena Webb and Laura Berkvens at the new Colchester East Hants Health Centre

con't on page 8

con't from page 7

We still have 8 beds but all private rooms, no more cubicles! We have two reverse isolation rooms, Stryker ICU beds, ceiling booms that hold electrical outlets, oxygen, suction, monitors, IV pumps and more! Each room also has its own toilet and two sinks. The unit now has a patient kitchen, expanded nurse's station, pneumatic tube system, a patient shower and did I mention the Vernicare system?



As expected, we are still finding and working out the bugs, but for the most part we are a very happy and proud ICU staff here at the new CEHHC.

I will carry my memories from the old Colchester Regional Hospital with me while I look forward to making many more new memories at our new site.

Bargaining Bulletin

A Provincial Negotiating Committee (PNC) Caucus was held January 16 and 17 in advance of bargaining dates set for February. The PNC met one last time before going to the bargaining table with NSNU employer groups to review the bargaining survey and feedback from the Proposal Development Conference (PDC) which was held in November.

Proposals developed with PNC input, direct member feedback (through provincial tour and NSNU Bargaining email), bargaining survey results and the PDC reflect the goals nurses hope to achieve in the next collective agreement.

Face-to-face bargaining took place February 12th (acute care) and 13th (LTC) with a simple exchange of proposals. The employer group presented their wish list, while the NSNU set to paper a list of priorities for this round of talks.

The following dates are scheduled for bargaining:

- March 26(LTC), March 27th and 28th (acute care)
- April 11, 12 (acute care)
- April 17 (LTC)
- June 11 and 12 (acute care)

The New Brunswick Nurses Union recently settled their provincial agreement resulting in these wages increases: 2011 - 0%, 2012 - 0%, 2013 - 2%, 2014 - 2%.



In The News

Health Canada approves new blood donor screening model



'Multi-skilled clinic employees' will oversee blood donor screening instead of registered nurses

CBC News, February 10, 2013

Health Canada has quietly approved an application by Canadian Blood Services (CBS) to change their blood donor screening model after a two-year pilot project, CBC News has learned.

The new model, approved by Health Canada on Nov. 6, 2012 will see "multi-skilled clinic employees" perform all clinic functions –from inserting a needle into a vein to donor screening – instead of a registered nurse.

What began as a pilot project in 2009, the Donor Care Associate model, is intended to free up registered nurses, who are in short supply, to do other work.

According to the CBS, this model is in use by other blood operators in the U.S. and the U.K.

Debbie Rempel, the Manager of Donor and Clinic Services Support at Canadian Blood Services, told CBC News the blood donor screening standards haven't changed.

"We haven't changed how we screen a blood donor, all we've really changed is who's doing the work," Rempel said.

But Vicki McKenna, vice-president of the Ontario Nurses' Association's, told CBC News the new model raises public safety concerns.

A person's "health history is not as clearly defined as a questionnaire. Often the assessment of a donor is maybe a key word or phrase they use, which would cause a nurse to delve further into their health history," McKenna said.

Canadian Blood Services is a not-for-profit, charitable organization, whose mission is to manage the blood and blood products supply for Canadians outside of Québec.

CBS was created after the tainted blood scandal of the 1980's where thousands of Canadians contracted HIV and hepatitis C through blood transfusions from infected blood.

Report kept under wraps

Douglas Elliott who represented the Canadian AIDS Society, from 1993 to 1997, before the Krever Inquiry on the blood system in Canada pushed for a better and safer blood supply system then.

Today, Elliott is concerned about the motives behind these changes.

"I don't see how replacing [registered] nurses improves safety. It can reduce costs," said Elliott, now a founding partner with the litigation firm of Roy Elliott Kim O'Connor LLP based in Toronto.

"There's nothing wrong with an efficient, cost-effective blood system but you have to be sure that you're not putting cost-savings ahead of safety," Elliott said.

An analysis of the pilot project which included over 20,000 donors showed "there was no compromise of safety through the screening of donors with trained individuals other than an registered nurses," according to a press release by the CBS.

But the results of that analysis have not been made public and Health Canada has yet to make an official announcement about the donor screening changes.

"We have the safest blood supply system in place," Health Minister Leona Aglukkaq told CBC News in Iqaluit.

The new system "expands the scope of practice of other professionals who are just as capable as [registered nurses], and frees up the nurses in other areas," Aglukkaq said.

The new model is expected to roll out across the country over the coming months.

And the Third iPad goes to.....

The NSNU is happy to announce that the third and final iPad "giveaway" has been awarded to Benadicta Williams, VON Antigonish.

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

Congratulations Benedicta.



Benedicta Williams, iPad Essay winner

Why Nurses are Valuable...

Nurses are the people who are there in the beginning and end of life, and everything in between. Nurses are the friends who help you adjust to the joys of parenthood. Nurses are the saviours to a family with a dying relative - to support them in the journey of death. We are fundamental in the rehabilitation of patients who have had surgery and want to return to their 'old selves'. We do the job that not many people can or will do. We do this because we are nurses.

Sincerely,
Benedicta Williams, VON
Antigonish



National Nursing Week 2013 May 6-12

This year's theme, Nursing: A Leading Force for Change, celebrates the role of nurses at the forefront of effecting change in the quality of health care.

CNA would like to know how your workplace plans to celebrate this year's National Nursing Week. Visit their website to tell your story at www.cna-aiic.ca.

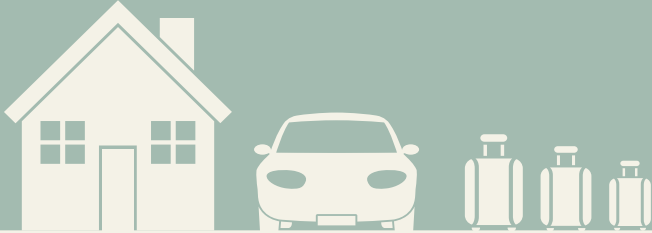
Each year the NSNU provides each local with \$100 to help with National Nursing Week celebrations. Plan now for the weeklong event in May and tell us how you made

that time period special for you and your co-workers. Email your story and photos to coleen.logan@nsnu.ns.ca. We'll profile your local in the June newsletter.



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NSNU staff get in the holiday spirit

Staff at the NSNU gave to three charities this past holiday season. In place of a typical gift exchange, staff drew names and purchased toys for each other. The toys were then given to the Empire Theatre toy drive for charity. It was a fun experience as each gift was purchased with the recipient in mind, reflecting the personality, hobbies or activities of the co-worker. A great time was had by all who attended the lunchtime event.

Throughout the year, NSNU staff enjoys casual Friday – but at a cost. NSNU employees donate to a coin drive each Friday in order to wear casual-chic attire. At the end of the year, that money is given to Feed Nova Scotia.

The small staff of 16 also collects funds and pet supplies for the SPCA during the holiday season.



Long Term Care Study underway at NSNU

The NSNU recently conducted a survey in order to better determine the priorities and concerns of nurses in long-term care. This survey presented an opportunity to gather more detailed data about the state of health care in this sector beyond what was collected in the bargaining survey last fall.

The government is considering opening the *Homes for Special Care Act*. In order for the NSNU to provide accurate feedback on staffing levels, we required member input. Once the data from this survey is analysed, representatives from the NSNU will meet with our primary stakeholders in LTC to discuss our findings.

Further research may be required in order to provide a comprehensive picture of staffing ratios, which would again involve input from our members working in long term care.

A report will be provided to attendees of the 2013 AGM at a Monday, April 29 assembly.

The NSNU wishes to thank the LTC nurses who completed the survey, providing staff with invaluable information.

Television Commercial features NSNU nurses

Members of the Nova Scotia Nurses' Union took part in a commercial production shoot on December 17. The advertisement, which is currently broadcast on CBC, CTV and Global Television, calls attention to the important role nurses play in our health care system.

Part of the Better Care Sooner campaign, the commercial is expressed in the following script:

Hospitals. Collaborative Emergency Centres. In the air, in our homes and communities, even at the end of phone lines. From working with patients to identify health needs to delivering comprehensive care at family health clinics, Nova Scotia nurses fill countless roles in countless settings. They face each and every day ready to take on new roles, new technologies and new responsibilities. Nova Scotia Nurses. Part of the larger healthcare team dedicated to delivering better care... sooner.

The NSNU would like to thank our members who proudly and professionally represented nursing and the NSNU:

Dawn Lowe - NP	Lorna Talbot - RN
Alaine Halliday - LPN	Tony Adams - LPN
Catherine Paul - RN	Erin Thibault - RN
Helena Webb - RN	Bruce Reeves - RN
Sue Henry - LPN	



Alexa honoured by MSVU and Labour Groups

The NSNU was one of twelve labour organizations to contribute to dedicating Mount Saint Vincent's Institute for Women, Gender and Social Justice to Alexa McDonough. The honour was announced January 16, 2013, at a surprise gathering at the Institute.

"ProjectTWENTY12" at Mount Saint Vincent University is a tribute to the former federal NDP leader for her life's work in the social democratic movement in this country.

"Alexa is a tremendous example of strong leadership and commitment to social activism. As she broke down barriers, she left her inspirational mark on the women's movement, politics and our general sense of decency, fairness and accountability," says Janet Hazelton, NSNU president.

Alexa's biography describes her as an advocate for strengthening public education and health care: advancing pay equity, workers' rights, worker health and safety; protecting human rights; eliminating nuclear arms; and is a prominent leader in the peace movement.

She became the first woman to lead a recognized political party in Canada when she was elected leader of the Nova Scotia New Democratic Party in 1980, a position she held for 14 years. Alexa is the

only woman who has served as a leader of a provincial and federal political party in Canada.

Other Labour supporters of the tribute include: Canadian Auto Workers Union (CAW); CAW/Marine Workers' Local 1; NS Government and General Employees' Union (NSGEU); Mainland Nova Scotia Building and Construction Trades Council; Canadian Union of Public Employees (CUPE); United Food and Commercial Workers (UFCW) Canada; UFCW Eastern Provinces Council; Public Service Alliance of Canada and the Communications, Energy and Paperworkers' Union of Canada (CEP).



Class reunion - not to be missed!

The St. Martha's School Of Nursing, Class of 1978, will be hosting a 35 Year Reunion on September 21, 2013.

The event will take place at The Inverary Resort, in Baddeck.

The theme of the gathering is ~ Retirement, "Job well done".

For more information contact Jennifer Pertus at jenniferpertus@ns.sympatico.ca.

Regional Meeting Confirmed

The Eastern Region meeting has been booked for April 3, 19:30-21:30. That meeting will take place in the education department, room 3612 at the Cape Breton Regional Hospital. That room is located on the 3rd floor at the back of the building. Gerri Oakley, Vice President of the Eastern Region, encourages members to attend in order to participate in discussions related to the AGM which will be held in Truro at the end of April.

The Northern Region will hold their meeting Thursday, March 28 at 7:00 pm at the Glengarry Hotel in Truro. That meeting will take place in Salons A/B.

The VP of the Central Region has scheduled the Central Region Meeting on Tuesday, March 26 at 7:00 pm. That meeting will take place at the NSNU Office Boardroom, 30 Frazee Avenue in Burnside.

The Western Region has not yet confirmed a meeting date prior to the AGM. Please watch for notices on the NSNU web calendar or at your Local.

Union Dues Rebates

If you are working at more than one facility and paying union dues more than once in a pay period, you are eligible to receive a rebate of the additional dues you have paid over and above the regular bi-weekly rates.

If you are a casual member who has been paid "less than" 7.5 hours (applicable to acute care members) or 8 hours (applicable to long term care members) in a bi-weekly pay period you are eligible for a union dues rebate.

If either of the above applies to you, please contact Verna Harrie at 1-800-469-1474/469-1474 (ext. 304) or verna.harrie@nsnu.ns.ca.



Identity Survey - April 1, 2013

Members are reminded that an online survey will be launched on MyNSNU in early April to gather feedback on the identity campaign.

The NSNU is committed to evaluating the uniform policy, which is part of our overall identity movement, after the current uniform contract expires in Spring 2013. The comprehensive survey dedicated exclusively to the uniform policy will follow a public opinion poll that was executed in February on the same issue.

Distinctive nurse uniforms were introduced in the acute care setting as a means to emphasize nurse identity and value, and to help the public access nurses.

We encourage members to participate in the survey. If you require login credential for MyNSNU we ask that you contact the NSNU at 1-800 (469-1474) at your earliest convenience.



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RELIABLE **LOYAL**
DETERMINED **DEDICATED**
SELFLESS **LOVING**
COMPASIONATE
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CANADIAN FEDERATION
 OF NURSES UNIONS
 LA FÉDÉRATION CANADIENNE
 DES SYNDICATS D'INFIRMIÈRES
 ET INFIRMIERS

CANADIAN FEDERATION OF NURSES UNIONS

2013 CONVENTION

June 3-7, 2013
 Toronto, Ontario

LA FÉDÉRATION CANADIENNE DES SYNDICATS D'INFIRMIÈRES ET INFIRMIERS

CONGRÈS 2013

Du 3 au 7 juin 2013
 Toronto, Ontario

The CFNU Biennium Conference entitled Taking the Lead, will take place in Toronto, Ontario from June 3-7, 2013. Those interested in registering for the nursing conference are encouraged to visit CFNU.ca to obtain registration forms and details. The deadline to register is May 3rd.



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