



## **NURSING LED BY NURSES**

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# President's Notebook

By Janet Hazelton, BScN, RN, MPA

Op/Ed Message from the Nova Scotia Nurses' Union for National Nursing Week

## Nurses working towards best practice for better patient outcomes



Across the country, nurses, health care professionals, patients and their families recognize National Nursing Week and the tireless work done by our nurses. As President of the Nova Scotia Nurses' Union, National Nursing Week presents a unique opportunity for us to celebrate the accomplishments of our members and to thank each and every one of you for the work you do.

For almost 40 years, the Nova Scotia Nurses' Union has represented nurses in the province of Nova Scotia. Today, we represent approximately 6700 Licensed Practical Nurses, Registered Nurses and Nurse Practitioners in Nova Scotia hospitals, long term care facilities, adult residential centres and community nursing practices.

As nurses in this province, we have witnessed constant change in health care. As a result, there is more emphasis on professional development throughout our careers to ensure our skills keep pace with medical advancements. As a union, we negotiated leadership and practice premiums to enable nurses to continue their education and update their skills throughout their careers. Our patients deserve the highest quality of care, and we want our members prepared to provide it.

Health care professionals of many disciplines are now working side-by-side in a collaborative environment. As nurses, we respect our colleagues and the invaluable work they do, but we also recognize that patients struggle to tell us apart. Patients need to identify their nurse in order to receive appropriate and timely care, ensuring optimal health outcomes.

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In 2011, we became the first nurse union in Canada to negotiate a distinctive white and black uniform policy for our members. Since then, five more provinces have followed our lead. While the uniform makes it easier for our patients and their families to identify nurses, it also gives our members an opportunity to demonstrate pride in our profession.

The standardized uniform is not a fashion statement. It is about visually demonstrating whether or not we have enough nurses working on a floor to safely administer care to patients. It is an instantaneous marker that enables nurses and patients alike to determine, while in a sea of scrubs, if the nurse quota is appropriate and accessible. Enhancing nurse identity with the standardized uniform was our first step towards addressing safe staffing concerns.

In November 2013, we became the first nurse union in Atlantic Canada to negotiate enhanced safe staffing language with an accountability framework to support nurses in their roles. This model has proven successful elsewhere in Canada and is a strategy to address many of the complicated issues surrounding nurse workload and patient care. Since implementation, the process has been successfully applied in a host of circumstances, including increasing nursing staff in high acuity areas, increasing support staff to ensure nurses focus solely on nursing duties, and improving orientation procedures for new hires. We are proud to be leaders in Atlantic Canada in implementing this process.

Nurses work tirelessly every day to provide the best patient care possible and we are proud to represent nurses in this province.

## Honouring 41 Years of Dedication to NSNU

**F**ormer Labour Relations Assistant, Cherry Gauthier, was honoured at the NSNU Annual General Meeting Banquet with regard to her recent retirement. Cherry was a fixture at the NSNU for 41 years making her a go-to person at the Union for just about anything.

Her wealth of knowledge and keen ability to recall NSNU members, both past and present, was a real asset.

On April 30, Cherry was inducted into our league of Honourary Members, only the third staff member in the history of the Nurses' Union to receive that distinction. The Nurses' Union wishes Cherry a very long and happy retirement. Congratulations!



*Cherry Gauthier with her husband Paul at the 2014 AGM Banquet*



# Mandatory Patient Testing in cases of Nurse Exposure

Questions have arisen about the recourse available when a nurse is exposed to a bodily substance in the workplace through a needle stick injury, and the patient refuses to consent to testing. There is currently no authority in Nova Scotia to require a patient to submit to testing in these circumstances.

The Safer Needles in Healthcare Workplaces Act, SNS 2006, c 7 which the Nova Scotia Nurses' Union was instrumental in lobbying for and establishing requires employers to comply with certain safety standards with respect to the use of needles in the workplace, but it does not place obligations on patients or other third parties. The Act does not require a patient to submit to testing if a nurse has been exposed.

The Mandatory Testing and Disclosure Act, SNS 2004, c 29 allows a court to issue mandatory testing orders in certain circumstances. It does not, unfortunately, apply to nurses who have been exposed in the course of their work. The Act only applies to:

- paramedics providing emergency healthcare;
- someone providing emergency first aid;
- firefighters, peace officers, police officers and corrections workers in the course of their duties; and
- persons who have come into contact with a bodily substance of another individual as a result of being a victim of crime (section 3(1)).

The Act allows these persons to apply to court for an order to test the exposing person. The orders are limited to testing for hepatitis B, hepatitis C and HIV (Mandatory Testing and Disclosure Regulations, NS Reg 75/2006, s. 3).

The Act also applies to anyone exposed, “while performing any prescribed function in relation to that individual.” This section would allow the Province to add more classifications of workers who can apply for an order by adding “prescribed functions” to the Regulations. Such an amendment could be made by the Governor in Council (i.e. Cabinet).

The NSNU has identified this issue as a concern to the Union and its members. The NSNU will be taking steps to lobby the Province to add nursing to the prescribed functions in the Regulations. This change could allow RNs and LPNs to apply for a testing order if exposed to a bodily substance in the workplace.

Nurses in Ontario are now able to apply for such orders. Ontario has a similar Act to Nova Scotia's Mandatory Testing and Disclosure Act, but it applies to more groups, including members of the College of Nurses of Ontario (*Mandatory Blood Testing Act, 2006, SO 2006, c 26*).



# The Survey Says...

In February and March of this year, the Nova Scotia Nurses' Union commissioned Market Quest Research to conduct an independent member satisfaction survey. The union commissions these surveys every few years, with the last one taking place in 2006. A total of 1100 members were polled, with broad representation across designation (RN, LPN, NP), sector (Acute, LTC, community), geography, age and other important demographic factors. The results are accurate to +/- 2.7% within the 95% confidence level. This means that, 19 times out of 20, for any reported finding, the actual result (i.e. if all members were polled) would be no more than 2.7% higher or lower than the reported finding.

Eighty-eight percent of members are satisfied or completely satisfied with NSNU, with no significant difference in the satisfaction levels of RNs and LPNs.

The top strengths listed by members were negotiating, communicating with members and being advocates for members, followed by strong leadership, and being a union for nurses only.

Eighty-one percent of members cited NSNU as good to excellent at protecting nurses' rights, 86% as good to excellent for advocating for nurses and patients and 89% as good to excellent for promoting and enhancing the identity of nursing.

The majority of respondents (78%) believe it is very important for the Provincial President and Board of Directors to be practicing nurses, and a full 92% claimed it was either important or very important. Only 2% of members believe this is not important.

A full 91% of members, if given the choice, would rather belong to a union than be non-unionized.

Ninety percent of members are satisfied or completely satisfied with the quality of local meetings.

Eighty-eight percent of members are satisfied or completely satisfied with the current NSNU contract.

In terms of issues that are important or very important for their union representation, 94% chose Leadership and Practice Premiums, 93% chose having key leadership roles filled by nurses, 93% chose belonging to a nurse-specific union, 86% chose belonging to the CFNU, 78% chose having RNs, LPNs and NPs in the same union and 74% chose having the distinctive nurse uniform.

In sum, NSNU members are very satisfied with the provincial and local union leadership and with the service provided by the NSNU. They believe strongly in a union led by nurses and in protecting nurses' identity.

The NSNU thanks all nurses who took the time to participate in the survey. Your input and feedback helps guide the union's future work and strategic planning.

# NSNU Welcomes Sagewood

The Sagewood ~ Continuing Care Community ~ located in Sackville, is the latest facility to become a Local of the NSNU. With a warm, home-like environment the facility opened its doors in May 2010 and accommodates 50 people in total, 37 who need Level II nursing care and 13 who require the supports of residential care.

The NSNU welcomes the registered nurses and the licensed practical nurses at Sagewood into the fold. We look forward to working alongside our newest members.



## VON Trivia for Charity

On April 10, a team of NSNU trivia buffs competed in the VON Trivia Challenge all in support of the future of home and community care in Nova Scotia. It was a fun and unique fundraising event that consisted of 10 rounds of 10 trivia questions where teams competed for the coveted VON Trivia Challenge trophy.

Along with an exciting night of trivia, silent auction, and musical entertainment, guests also enjoyed the MC and Quizmaster for the evening, John Dunsworth of Trailer Park Boys fame.

Team NSNU, who finished in third place, consisted of Labour Relations Reps, Chris Albrecht and Dwayne Mackinnon, Jill Houlihan from Pink Larkin, Janet Hazelton, NSNU president, Cindy Herbert, NSNU Director of Finance and Operations, and some additional “Trivia Ringers” with young brains!



VON TRIVIA CHALLENGE			
Team	Score	Team	Score
Misfits	41.5	7 Wonders	52
"11"	47	<b>NSNU</b>	<b>54.5(3)</b>
Women Warriors	51.5	Table 1	53
Shannex	9.5	<b>Densmore's Dudette's</b>	<b>63.5(2)</b>
Table 2-4	53		
Smartini's	35		
<b>Investors Group Scholars</b>	<b>66 (1)</b>		



# NSNU Salutes Our Nursing Students

Every year the NSNU invites nursing students from Cape Breton University, Dalhousie, St. Francis Xavier and the NSCC to attend our AGM – four days of meetings and educational workshops.

This year we were very pleased to welcome Lindsay Fraser, Sonja MacDonald and Kathleen Palmer from Dalhousie University; Timothy Harnish and Amanda MacLeran from St. F.X.; and Kristen Oliver and Renee Morrison from Cape Breton University. Unfortunately, no one was able to accept our invitation from the NSCC LPN program.

The NSNU, as a member organization of the Canadian Federation of Nurses Unions representing tens of thousands of nursing students from across Canada, is honoured to provide early labour and union education for our soon-to-be new grads. While their respective schools teach them how to be nurses, the NSNU would like to think that we help school them in how to be engaged and knowledgeable employees.

In addition to the work Janet Hazelton does with the nursing students before they graduate, the AGM opens up networking opportunities and an initiation into the labour movement before collecting a pay cheque.

We thank those who attended and understand that, based on their overwhelmingly positive feedback, they gained a great deal of insight from the experience.



## NSNU bidding farewell to VON Rep

**P**hil Veinotte, Regional Director of Labour Relations, VON Canada plans to retire effective September 26th, 2014. The NSNU has enjoyed a long and amicable relationship with Phil over the years. The success of the relationship is the result of collaborative and respectful dialogue and an eagerness to do right by nurses and clients alike. The NSNU wishes Phil much happiness and health in his retirement. He will be missed.

*Phil Veinotte, centre with NSNU Community Care VP Jennifer Chapman, right and LRR Dwayne MacKinnon, left.*





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# April 28th – National Day of Mourning



On April 28th, approximately 250 members of the NSNU were gathered in Truro for the start of our Annual General Meeting. But, at 11 am, all business stopped to observe the National Day of Mourning.

Annually on this date the NSNU joins labour groups, politicians, employers, media, fellow workers, friends and families at Province House or elsewhere in the province where a ceremony is held to commemorate workers who have been killed, injured or suffered illness due to workplace related hazards and incidents. This year, the NSNU held a special ceremony at our conference.

The purpose of Day of Mourning is twofold- to remember and honour those lives lost or injured and to renew the commitment to improving health and safety in the workplace to prevent further deaths, injuries and diseases from work.

In 2013, just over 25,000 Nova Scotians were injured on the job, with about 6,300 of them injured seriously enough to lose time from work. Tragically, there were 34 workplace fatalities in Nova Scotia last year. That's an increase from the previous year.



*Shelley Rowan, WCB*

The Nurses' Union welcomed Shelley Rowan, Vice President of Prevention and Service Delivery with the Workers' Compensation Board of Nova Scotia to speak and share a message of condolences and hope for a better and safer tomorrow.

Linda Silas, president of the Canadian Federation of Nurses Unions, also spoke at the ceremony, extolling words of caution and concern while reminding those present about the important work unions continue to do in the area of occupational health and safety.

# Nursing Advertisements Reflect Who We Are As An Organization

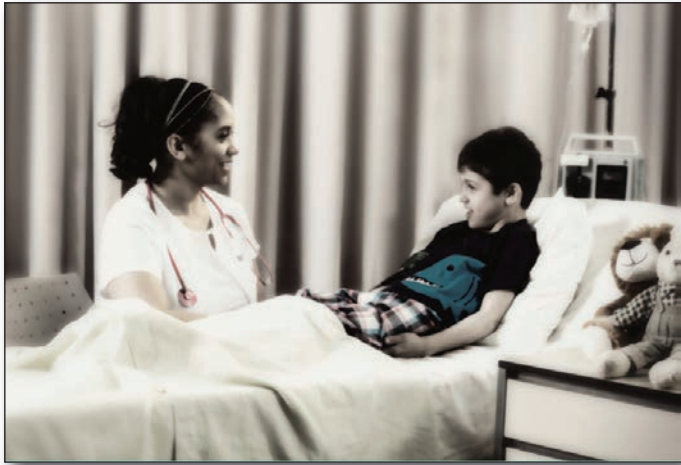
The Nurses' Union is pleased with the feedback we are receiving about our National Nursing Week advertisements. These ads feature nurses in various settings, both health care and union related. Our goal was to show how working lives of nurses and union activism are integrated to maximize professional practice and patient care. The NSNU thanks all of our members who participated in the video production and photo shoots.

Nursing Led By Nurses is a mantra for the NSNU. That is who we are and what we do. Our network from coast to coast to coast is comprised of nurses and nurse leaders. Our attention is focused fully on the nursing experience and how best to improve upon what we do as nurses and how we conduct ourselves as a labour organization.

The NSNU is proud of the hundreds of thousands of nurses from across the country who have built nurse unions in the past 50 years. We are fortunate to have the Canadian Federation of Nurses Unions as our conduit for information, support, shared values and knowledge. Our recent promotional materials speak directly to that pride in the profession and in our collective achievements as nurse unions.









# Charity Fundraiser for THANS

The NSNU would like to thank those who contributed to the charity draw at the AGM banquet, April 30. Each year all proceeds from our charity event are donated to a deserving organization or service within the province.

This year the AGM/Nominations Committee selected Transition House Association of Nova Scotia (THANS) as the recipient of the fund. The NSNU raised \$5430.00 at our event this year.

The AGM/Nominations Committee would like to thank the list of sponsors and friends of the NSNU for their contributions to the charity event.



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CFNU

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Pink Larkin

Holiday Inn Harbourview

Best Western Glengarry Hotel

Kwik Kopy

All NSNU locals who donated  
items

NSNU staff

# ICD Maritimes ~ Stakeholder Boards - Considerations and Challenges

The Institute of Corporate Directors, Maritime Chapter invited three panelists to share their views at an event directed towards public sector boards and managers. The April 2nd event was jointly sponsored by ICD and the Province of Nova Scotia. The panelists were Janet Hazelton, NSNU president; Gary Mailman, Past President of the Nova Scotia Association of Realtors and a member of the South Shore Regional School Board for seven years where he served as Vice-Chair; and Greg Keefe, Director of Finance and Information and Communications Technology with the HRM and a member of the Board of the World Trade and Convention Centre.

The expert panel spoke to approximately 80 participants sharing their perspectives on how best to fulfill their

responsibilities to both a Board and their stakeholder organization. Janet Hazelton draws her experience from the several Boards she sits on throughout the province and the country.

The panelists discussed the following topics:

- The fiduciary obligations of stakeholder members
- Reconciling the interests of stakeholders and the public interest
- The role of the chair and management

Sherry Porter, the Chair of the NSLC Board of Directors and a Past Chair of the QEII Foundation, moderated the successful event.





# National Nursing Week Celebrations 2014

National Nursing Week is a time to celebrate the achievements and contributions nurses make in their communities each and every day.

The national theme this year was Nursing: A Leading Force for Change.

From May 12-18 the Nova Scotia Nurses' Union collaborated with our member organizations of the Canadian Federation of Nurses Unions, the Colleges, our Locals and other health care stakeholders. We collectively marked the week with our fellow nurses in Nova Scotia who strive each day to provide the best patient care possible, often under difficult circumstances.

Our job, as the Nurses' Union, is to work closely with nursing networks, nurse unions and nursing associations in Canada to resolve workplace issues and improve patient outcomes. Our job is listen to our members' concerns and act on them with a solid knowledge base and authority.

For the NSNU it's about providing valuable insights that will help guide the future of patient care. It's about responding to ongoing changes in healthcare.

Every year, the NSNU allots one-hundred dollars per local for National Nursing Week celebrations. Locals are asked to share their NNW stories so that other locals can be inspired or simply enjoy hearing about other local initiatives. These are some of the photos we received and posted on Facebook during nursing week 2014.

To share your story, email [coleen.logan@nsnu.ca](mailto:coleen.logan@nsnu.ca).



*Cape Breton Regional Hospital Nursing Week celebrations*



*Global TV Rep, Robert Murphy, presents NSNU with a Nursing Week Cookie Bouquet*

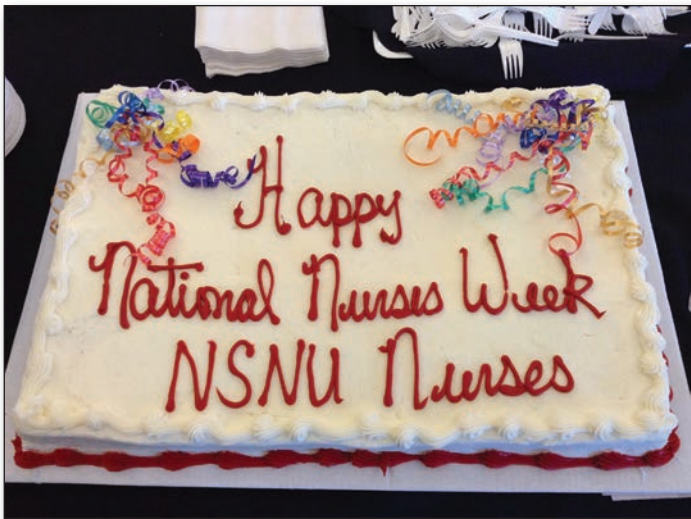


*Janet Hazelton at Colchester Hospital National Nursing Week*



*VON Tri County*





Anne McGuire, IWK CEO, centre, with Geoff Bennett, RN and Janet Hazelton at the IWK Tea



Cape Breton Regional Hospital Local at Nursing Week luncheon



Elk Court Local



VON Tri County team celebrate Nursing Week



# Nurses seek long-term solutions

Excerpts from April 8/2014 feature - The News

**A**fter 36 years in nursing, Maria Langille said she is pleased with her union's plan to improve patient safety.

As a licensed practical nurse, Langille is a member of the Nova Scotia Nurses' Union that finalized its own collective agreement in November 2013 and adopted a clinical capacity report strategy opening up the lines of communication while dealing with issues in a timely manner.

"It is respectful to everyone and gives the nurses the respect they deserve," she said, noting views expressed during the interview were her own personal thoughts and not necessarily those of the NSNU.

Langille said the clinical capacity report allows the nurse to file a report with a manager if she or he feels an issue needs to be addressed on her unit. After the reports are filed, the issues are dealt with in a timely manner, she said. The process looks at the bigger picture by tracking trends on a unit rather than offering quick Band-Aid solutions.

Langille said issues could be anything from problems with equipment to staffing numbers. The manager must address the nurses' concerns in a written report within a short period of time and if the nurse is not satisfied with the answer then the matter is moved to discussion between the management and the union.

Again, if the nurse who filed the report is not satisfied, the CEO is asked to look at the issue and if this answer is not satisfactory then it is brought before an independent advisory committee that is familiar with nursing but not directly involved with the unit that has the concerns. The committee's recommendation is brought back to the CEO and hopefully approved in a timely manner, she said.

"I see it working," she said. "Today, I had a meeting with management and the union and we had a really good discussion. It allows us to say, 'we have this problem, how can we fix it?' I felt good after today and sitting down and talking."

She said she is impressed by the fact that the nurse who filed the report is the person who deals with getting the issue resolved.

"If I filed the report, then I get the response," she said. "Everything goes back to the nurse."

Langille said clinical capacity reports are used by nurses across the country, including the



*Maria Langille, VP, LPN/Grad Component*

Ontario Nurses' Association, and the NSNU tweaked the process a bit to make it work in Nova Scotia.

The NSNU represents about 6,700 nurses in the province that include RNs, LPNs and nurse practitioners. Langille said management is supportive of its nursing staff at the Sutherland Harris Memorial Hospital's restorative care unit (where she works) and has called in extra staff in the past if a day is particularly busy. This is often a greatly appreciated quick solution, she said, but the clinical capacity report looks at a long-term fix by digging deeper into the issue and involving everyone in the discussions.

"It's not a blanket approach," she said, adding that demand on nursing staff can vary from day to day and sometimes one patient requires more attention than the accumulation of all the other patients on the unit.

She said there was a learning curve with the new process, but she is pleased to see that it is being used.

Nursing has changed considerably over the years, she added, but it's for the better as education opportunities are more readily available to staff and communication with management, through such things as the clinical capacity report, is improving the workplace.

"There have been big changes in the past 15 years, but there have been positive changes for all Nova Scotians," she said.



# O Canada

Those who have attended an event hosted by the NSNU, CFNU or a member organization of the CFNU are familiar with the practice of opening large-scale meetings with a video presentation of O Canada.

Over the years, CFNU member organizations have put their own twist on the classic National Film Board version, adding images of nurses to the goose bump inducing vocals that make O Canada an internationally adored anthem. The video the NSNU had been using for many years was looking very dated so an eager group of nurses got together to record a new version.

To view the video visit the NSNU Youtube channel.



Very special thanks to the following nurses who participated in the recording and taping:

**Karlene Pynch**, RN, Valley Regional

**Tom MacKenzie**, RN, VON Cape Breton

**Cheryl Barker**, RN, Cobequid

**Amanda Figuary**, RN, Glace Bay Integrated

**Jen Thiele**, RN, Dartmouth General

**Rebecca Earle**, RN, IWK

**Laurie Hirtle**, LPN, Dartmouth General

**Tracy D'entremont**, LPN, VON Yarmouth Tri-County

**John Pidgeon**, RN, Aberdeen

**Alaine Halliday**, LPN, Aberdeen

**Mary Gaudreault**, LPN, Dartmouth General

## PEINU AGM Welcomes Nurse Leaders

On May 8th the Prince Edward Island Nurses' Union (PEINU) welcomed registered nurses from across the Island to participate in their Annual General Meeting.

In addition to their member delegates were representatives from outside their province including Tom Patterson, former



NSNU Executive Director and labour negotiator; Jean Candy, RN and NSNU Executive Director; and Linda Haslam Stroud, RN, president of the Ontario Nurses' Association (union).

The member organizations of the Canadian Federation of Nurses Unions are staunch supporters of and contributors to the efforts of all nurse union initiatives across the country. We welcome the opportunity to share ideas and voice our concerns in a welcoming and collaborative environment.



*Jean Candy, NSNU Executive Director*





## Welcome Back to the Board!

The Board of Directors of the NSNU said farewell to Teresa Ogilvie, Area Vice President for the Western Region at the 2014 AGM. That vacancy was filled after an election between three candidates at the Western Regional Meeting on April 28. After the ballots were counted, Michelle Lowe emerged as the successful contender.

Michelle is no stranger to the Board; she held the same position over ten years ago. The Board and staff of the NSNU welcome Michelle back to familiar territory, while extending deep gratitude to Teresa for her years of services to the Nurses' Union.

## New Seat on the Board of NSNU

On April 29, delegates at the Nova Scotia Nurses' Union AGM passed a resolution to increase the number of seats on the Board of Directors. The resolution proposed that the IWK Health Centre will have a designated Area Vice President position on the Board of Directors of the Nurses' Union to represent the interests of nurses working at the IWK.

This constitutional amendment pursuant to Article 19 of the Constitution of the Nova Scotia Nurses' Union required a two third (2/3) majority vote of those who voted.

Jayne Fryday, a long-standing member of the NSNU and an employee of the IWK, was elected by her local as their Area Vice President. The Board and staff of the NSNU welcome Jane and look forward to working with her.



## Alberta Nurses Embrace Safe Staffing Model



Members of Local 33 of the United Nurses of Alberta sport the NSNU Safe Staffing shirts that were worn at the NSNU Safe Staffing Summit in January. The UNA local contacted the NSNU following our conference requesting the jerseys while offering support for the NSNU initiative. We were more than happy to comply.

United Nurses of Alberta is the union for more than 30,000 Registered Nurses, Registered Psychiatric Nurses and allied workers in Alberta. Since 1977, UNA has been an effective advocate for nurses, the nursing profession and Canada's fair and efficient public health care system.

The NSNU thanks UNA and all of our sister unions across the country for their continued support of this and other initiatives of the Nova Scotia Nurses' Union.

# A Tragic Loss ~ A Gesture of Remembrance

Each year, the NSNU education committee awards a series of bursaries to both members and non-members. This year, the VON Colchester/East Hants local instituted and funded a new scholarship in memory of Elizabeth and Brittany MacPherson. Tragically, Elizabeth and Brittany lost their lives to domestic violence late in 2013.

Elizabeth was a Registered Nurse with the VON for many years and held a Master's of Science in Nursing. Elizabeth was extremely proud of her daughter, Brittany, who only recently graduated from St. Mary's University in 2013 with a Bachelor's Degree in Psychology.

The new scholarship, valued at \$1000, is awarded to a resident of the Colchester/East Hants area pursuing a degree in nursing. Preference is given to single parents.

Elizabeth's brother, Mark MacPherson, briefly addressed the nurses assembled in Truro for the AGM Education Day on May 1st. Accompanied by two nurses from Elizabeth's VON local, Charlotte Kennedy and Jeffrey Higgins, Mark helped to symbolically present the new scholarship on behalf of his sister and niece and acknowledged a donation to Transition House Association of Nova Scotia (THANS) on behalf of NSNU members. THANS works tirelessly to eliminate violence against women in Nova Scotia. NSNU fundraising efforts brought in more than ever through the AGM auction and sponsorship funding allowing the NSNU to make a donation of over \$12,000.00 to THANS this year.



*Mark MacPherson*

In an emotional few minutes, Mark addressed the union members, speaking of his sister's passion for nursing, education, and her constant readiness to help her fellow nurses whenever she could. He spoke of both Elizabeth's and Brittany's love for life, and said they would be proud of the new scholarship and of the nurses' fundraising efforts on their behalf.

The NSNU will name the recipient of the Elizabeth and Brittany MacPherson Memorial Scholarship within the next month or so.

# AGM 2014 Events a Huge Success

The NSNU Annual General Meeting got off to a great start on Monday, April 28th when it welcomed Michael Balagus from the Ontario Nurses' Association. Michael has over 25 years of experience in politics at the provincial, national and international levels, including election campaigns, internal party operations and labour relations. He was the successful Campaign Director for the last two Manitoba provincial elections.



*Michael Balagus,  
ONA*

Michael provided the NSNU delegates with insights into member engagement and grassroots activism. Linda Silas, president of the Canadian Federation of Nurses Unions was on hand to update nurses on national and international matters the CFNU is directly involved in.



*Linda Silas, CFNU President*



*Board VP Northern Region,  
Ann Marie Murdock pipes  
in the procession at the 2014  
AGM*

Following Michael and Linda's presentations the NSNU held a ceremony in honour of the International Day of Mourning. The Regional and Component meetings were held after lunch where elections for numerous positions within the Nurses' Union took place.



*Minister Glavine addresses  
NSNU members during Q & A*

On Tuesday, April 29 the NSNU opened its first business day with a visit from the Minister of Health, the Honourable Leo Glavine. Members held a question and answer period with the Minister following his presentation on the topics of long term care, Collaborative Emergency Centres, Bill 37, community care and the Health Accord.



## AGM 2014



Throughout the day those in attendance heard financial reports, debated resolutions and heard from special guests including Marilyn Quinn, president of NBNU, Mona O'Shea, president of PEINU and Jane Sustik, 1st VP of the United Nurses of Alberta.



On Wednesday, April 30th Board members and Committee Chairs made their presentations. Executive Director, Jean Candy gave her report, discussing our grievances and arbitrations while commenting on our new Clinical Capacity Reports.



Janet Hazelton, NSNU President, provided a cross-country outlook on bargaining as well as other labour and nursing matters impacting unionized nurses across the country.

NSNU Researcher/Educator and Government Relations Advisor, Dr. Paul Curry spoke to the group about workload issues and the state of Long Term Care, which Paul has been researching. Paul and Janet then presented the NSNU survey results. Kate Parent, Communications Assistant, gave an insightful review of social media; both a how-to and a cautionary tale.

The NSNU welcomed James Hutt, Provincial Coordinator of the Nova Scotia Citizens' Health Care Network. The Nurses' Union is a long-time supporter of the Network and the work done by that organization to preserve publicly funded, publicly delivered health care. James is the son of Linda Hutt, IWK Local Executive. James made both his mom and the NSNU proud that day.



## AGM 2014



*James Hutt, Provincial Coordinator,  
NSCHCN*

Danny Cavanagh, CUPE President and Rick Clarke, President of the Nova Scotia Federation of Labour also spoke at our events. Jill Houlihan, legal counsel with Pink Larkin spoke to the members about Bill 37 and its impact on collective bargaining.



*Danny Cavanagh, CUPE President*



*NSFL president, Rick Clarke at the NSNU AGM 2014*



*Jill Houlihan, Pink Larkin*

In the evening of April 30th, the NSNU held its Banquet and Charity Draw raising over \$5000.00 for Transition House Association of Nova Scotia. A good time was had by all. At the Banquet the NSNU officially thanked Teresa Ogilvie, retired VP of Western Region, for her many years of service. A Honourary Membership was awarded to Gwen Busby, RN on her retirement and many years as a stalwart NSNU supporter.

The NSNU welcomed many labour leaders, health care stakeholders and friends of the NSNU to attend the banquet. Those in attendance included Shelley Morse, NSTU president and Tony Tracy of the CLC.

Members looking to obtain photos from the event are encouraged to visit our Facebook page or contact the NSNU directly at 469-1474/1-800-469-1474.



*Teresa Ogilvie and Janet  
Hazelton at the AGM Banquet*





*Gwen Busby receives her Honourary Membership at the AGM Banquet 2014*



*Tom Patterson, former NSNU Executive Director at the AGM Banquet*



*Shelley Morse, NSTU President brings greetings from the Teachers Union to the AGM Banquet*



*Pre-AGM Banquet 2014*



*Tony Tracy from the CLC at the NSNU 2014 Banquet*



# AGM 2014



*LPN Component Meeting 2014*



*NSNU Finance Committee gives their report*



*NSNU votes YES to IWK resolution*



*Regional Meetings AGM 2014*



*NSNU member debates issue*



*NSNU Board of Directors 2014*



# AGM Education Day Synopsis

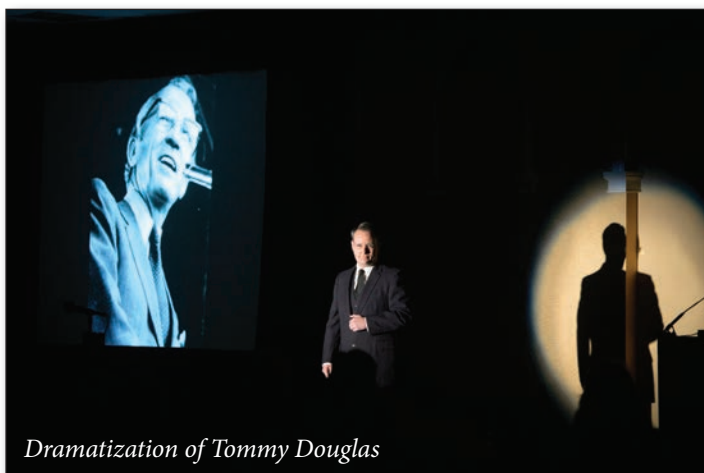
NSNU members participated in another successful education day on May 1st, 2014. Workplace culture continues to be top of mind among our members and so we constantly find ourselves being drawn back to this theme in some form or another. One extremely important aspect of healthy workplaces is ensuring respect for people from diverse ethnic, cultural and social backgrounds as well as people of all sexual orientations, hence the theme for this year was “Embracing Difference, Understanding Diversity: Building a Respectful Workplace”. The day’s presentations also looked at respectful workplaces from a broader perspective as well.

May 1st is celebrated as International Workers’ Day across the globe. In honour of this, the Education Day began with some speeches given by actors representing key figures in our own history as nurses, health care advocates and campaigners for social justice. After a thematic introduction, participants heard speeches from Tommy Douglas on the fight for a national medicare system, from Rosie the Riveter on the advancement of women’s rights and from Florence Nightingale on the value of the nursing profession.



*An actor portrays Florence Nightingale*

Following these theatrical presentations, NSNU members heard a presentation from Kapil Uppal and Donna Waldron from the Ontario Nurses’ Association. Kapil is a Labour Relations Manager and was the Project Manager for the Human Rights and Equity Team from 2009 to 2013. Donna is the current manager of this team as well as a Pay Equity Specialist and Litigator. Kapil and Donna presented on diversity and respect in unionized environments, with an emphasis on ethnic and cultural diversity.



*Dramatization of Tommy Douglas*



*Kapil Uppal, ONA*



*An actor portrays Rosie the Riveter at the NSNU 2014 Education Day*



*Donna Waldron, ONA*

Following this presentation, the members heard from Murray Billett, a prominent LGBTQ rights activist in the Edmonton region and an Educator with United Nurses of Alberta with over 30 years of experience in Labour Relations. Murray spoke of his personal experience coming out, and of the need to continue creating workplaces where people of all sexual orientations feel welcome and respected.



*Murray Billett, UNA*

After lunch, the morning's speakers reconvened as a panel to respond to questions from NSNU members. An animated discussion on combating prejudices and championing respect ensued.

Following the panel discussion, members heard brief video presentations from NSNU labour relations representatives who spoke of their work both in labour relations, and in their other portfolios, including negotiations, addictions counseling, occupational health and safety, professional practice, and equity and diversity. The goal of these brief presentations was to remind members of the various ways in which NSNU staff are there to help them build healthy workplaces.



*Jonathan Tyson, WCB*

The last talk of the afternoon featured Jonathan Tyson, Relationship Manager with the Health & Social Services Team at the Workers' Compensation Board of Nova Scotia. Jonathan brought the respectful workplace discussion to a broader level, emphasizing the importance of organizational culture and on the need for workers to have a say in the evolution of workforce redesign.

Apart from the presentations, the education committee announced the winners of the annual scholarships. The list of successful applicants will appear in the next newsletter after all details have been confirmed and the recipients have been contacted.

Videos from the Education Day can be found on the NSNU Youtube Channel.





# IWK Celebrates Nursing Week with prestigious award presentation

The Local Executive of the IWK once again hosted a time-honoured tea in celebration of National Nursing Week. A big part of their celebrations include the presentation of the Fran Harper Memorial Award.

Fran Harper was a dedicated and caring nurse who worked at the IWK Grace Health Centre until her retirement in 2001. Working in the MABLE program enabled Fran to work with mothers and families, ensuring a healthy transition to home during the postpartum period.

Fran understood the importance of continuing education, as evidenced by her graduation from St. Francis Xavier University shortly before her retirement. Fran's community service showed her commitment to improving the health of women and mothers. Fran also served proudly in the Nova Scotia Nurses' Union and was actively involved with her Local.

The Fran Harper Memorial Award is presented to a nurse who has demonstrated a commitment to improving the lives of women, children and families. The successful candidate must also show an eagerness to continue with education and be an active member in good standing of the NSNU, employed at the IWK Health Centre.



*From left to right, Ariel Beals, Angela Harper, Jayne Fryday, Kim Beals, Yasmine Harper and Linda Hutt, IWK*

This year, the award was presented to Jayne Fryday a very worthy patient advocate and labour rights champion for nurses. Congratulations to Jayne from the NSNU and her co-workers at the IWK.

## Schooled in Reality

At the height of the Bill 37 debates, NSNU Labour Relations Representative, Chris Albrecht was asked to address an eager class of Dalhousie University Master of Health Administration students enrolled in a Management/Union Relations course.

On April 2, not far from the protests and protracted deliberations, Chris engaged the students in discussions about labour relations and the impact Bill 37 will have on the collective bargaining process.

For many years the NSNU has been invited to present to these eager learners. Until recently, presentations have focused on the role of the Labour Relations Representative, but this year the opportunity to hold an open forum on the *Essential Health and Community Services Act* presented itself and made for enlightening dialogue.



*Chris Albrecht, second from left with Dalhousie University MHA students*

# Bill 37 – What Will it Mean for Collective Bargaining?

With the introduction on March 31 and subsequent passing of Bill 37 all unionized health-care workers, nearly 40,000 in the province, will require an essential services plan signed off by the employer guaranteeing stringent staffing levels before any labour disruption. Each employer and each bargaining agent must enter into an essential services agreement. No strike or lock-out under the *Trade Union Act* is permitted until an essential services agreement is concluded.

On April 3rd, Bill 37, the *Essential Health and Community Services Act* brought out Union activists to Province House who were concerned about the depth and breadth of this legislation.

Representatives from NSNU, NSGEU, PSAC, UNIFOR, CUPE, SEIU, the CLC and the Nova Scotia Federation of Labour took to the streets surrounding the Legislature in a show of solidarity against Bill 37.

Health care unions in the province, including the NSNU, are launching a constitutional challenge to the *Essential Health and Community Services Act*.

NSNU also showed support for our striking brothers and sisters, nurses in Local 97 of the NSGEU, who were in attendance that day as a result of Bill 37 and their legal strike action.



## Save the date

St. Martha's Alumnae Annual Dinner will be held Thursday, October 2  
at St. Ninian Place, Antigonish.

Please contact Winnie Lane, 902-735-2337 or Peggy McVicar, 902-  
863-3643 prior to September 26th, 2014 regarding tickets.



# Facebook and Social Media Use: A Note of Caution

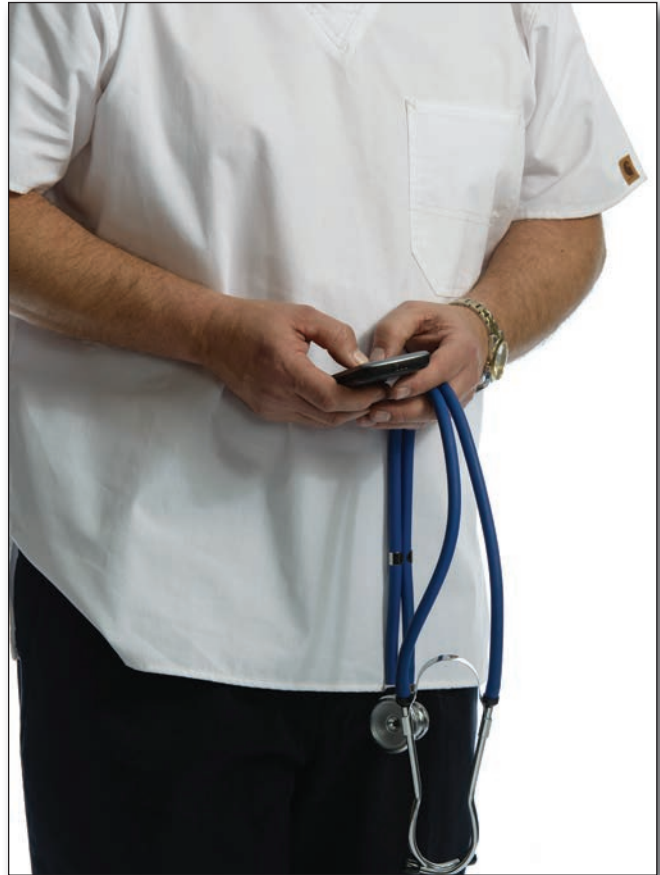
A number of recent arbitration decisions across Canada have highlighted the danger of discussing workplace issues on Facebook, Twitter, and other social media.

While it may feel natural for employees to vent workplace frustrations online, they should be aware that they could face discipline for certain comments. The most common of these “danger zones” are: criticisms of the employer and its policies, negative comments about supervisors or fellow employees, and disclosure of confidential information.

For example, in *Canada Post Corp. v. Canadian Union of Postal Workers (Discharge for Facebook postings)* (2012), 216 L.A.C. (4th) 207 (Ponak), a 31-year postal worker who had never before been disciplined was terminated for a series of Facebook postings that were insulting to her supervisors, and critical of the employer and its policies.

It is important to note that privacy settings do not matter. Arbitrators have found that even if an account has privacy settings engaged, postings on it may be seen by an unlimited number of people who are not in the control of the poster. This means they are not truly private, and can be the basis of discipline. What’s more, even comments posted during off-work time have been found to support disciplinary action.

The take-away? Avoid discussing specifics about your work or workplace on social media. If you do post, be mindful of what you say, and how you say it.



## NSNU Discount list

Special rates or discounts on goods or services are offered to NSNU members. The listing can be found on the homepage of our website, [www.nsnu.ca](http://www.nsnu.ca) - select the Members tab then Forms and Resources. Offers may vary depending on the season and existing discount offers.

Be sure to present your Union card at all discount patrons as well as other retail and service outlets not listed on our site as you may be awarded benefits or discounts that the NSNU has not been made aware of.

If you do receive a discount from a retailer or business not listed on our site, please let the Union know and we will add them to our list. Businesses and service organizations interested in offering discounts to NSNU members should contact the NSNU at 469-1474 or 1-800-469-1474.



# I'll Be Your Voice – A Nursing Anthem

John Gracie Pens Song for Nova Scotia Nurses

Multiple award winning Nova Scotia singer/songwriter, John Gracie recently wrote a song for the Nova Scotia Nurses' Union. *I'll Be Your Voice*, was performed for the first time at the NSNU Annual General Meeting on April 30th and was received with much emotion and a standing ovation.

*I'll Be Your Voice* is a song that describes the role of the nurse as one of great compassion and dedication and describes the journey with patients as a special one that often finds the nurse as a healer, protector, confidante and communicator.

Gracie pulled from his own experiences and was inspired by the care nurses gave to his own family members. "I was honoured to write this song and pay tribute to this profession. There were many times I turned to nurses for insight and compassion as I spent time with my parents and sister in hospital. This song will always be special to me," commented Gracie.

NSNU President, Janet Hazelton says the song and the performance struck a chord with the nurses she represents.

"John's song is a testament to this profession. His anthem speaks to the passion and calling that define nursing. John's performance of this song was overwhelming and heartfelt."

The song is recorded and will be used to promote and salute nursing and the invaluable role nurses play in our communities. It will be available on iTunes and will be featured on John Gracie's upcoming album or contact the NSNU to get a copy of the song.



## University of Windsor Wants Input from Nurses for Online Survey

The University of Windsor in Ontario is seeking input from nurses for a survey they are conducting entitled *Nurses in Canada: Fit, commitment, and satisfaction*. They are interested in nurses' experience in the work place with a focus on immigrant nurses; their experiences in their current job in Canada and the extent to which job tasks, experiences, and responsibilities are perceived by these skilled immigrants as being similar when comparisons are made between their current job in Canada and their previous job in their country of origin.

The researchers will explore the extent to which careers with similar titles across countries (i.e. nursing) are also similar in terms of the actual experiences encountered while on the job, and the extent to which successfully finding employment in a similar job in Canada meets immigrants' expectations. Their

second objective is to look at how perceived fit, acculturation, and career orientation affect career and organizational commitment, work and life satisfaction, and desire to stay and work in Canada as compared to non-immigrant nurses. This study has been approved by the University of Windsor Ethics Board.

The survey can be found here: <http://uwindsor.fluidsurveys.com/surveys/nkoustova/nursing-in-canada-fit-commitment-satisfaction>. This survey takes 30-40 minutes to complete. The researchers encourage all currently employed Canadian nurses to participate, but especially those who are immigrants that were trained and/or have experience in nursing in another country.

Survey closes September 30th, 2014.

# ITUC World Congress

Over 1500 trade unionists from 161 countries gathered at the Berlin City Cube in Berlin, Germany from May 18 to 23 for the 3rd International Trade Union Confederation (ITUC) World Congress which takes place every four years. The ITUC is the largest democratic organization in the world representing 325 national trade unions and working people all over the world. The 2014 theme was "Building Workers' Power".

Attending the conference from the CFNU were Janet Hazelton, NSNU president, Linda Silas, president of the Canadian Federation of Nurses Union, Marilyn Quinn, NBNU president.

Delegates debated organizing campaigns in multi-national companies, organizing in the informal sector, government action plans to address inequality including a minimum living wage and social protection, climate action and trade agreements.

There were also workers' hearings on discrimination as well as panel debates on indigenous rights and domestic workers.

The International Trade Union Confederation represents 176 million workers from 161 countries.



*From left to right, Janet Hazelton, Marilyn Quinn, NBNU, Lee Thomas, Federal Secretary of the Australian Nursing and Midwifery Federation, and Linda Silas, CFNU President*

*Janet Hazelton with Barb Byers, Executive VP, CLC*

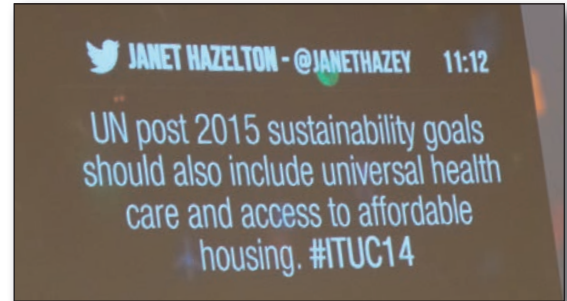


*Janet Hazelton, Marilyn Quinn, NBNU, Sharan Burrow, General Secretary of the International Trade Union Confederation and a former President of the Australian Council of Trade Unions, and Linda Silas, CFNU President*





*CLC President, Hassan Yussuff with Janet Hazelton at the ITUC Conference in Berlin*



## CFNU Notes

As the Health Accord expires nurses rally in support of public health care, Nurses and health care advocates across the country raised their voices against the federal government’s abandonment of health care. The 10-year Health Accord expired on March 31, 2014, allowing the federal government to implement health care transfer cuts to the provinces (reducing the rate of transfers by \$36 billion over the next 10 years).

There were nearly 50 events across the country, organized by the Canadian Health Coalition and supported by its partners including Canadian nurses’ unions. In Ottawa, Linda Silas, President of the Canadian Federation of Nurses Unions, joined CUPE President Paul Moist and the Canadian Health Coalition’s Mike McBane at a press conference on Parliament Hill. The three highlighted the concerns shared by many Canadians and frontline health care workers for the future of medicare.



*Linda Silas, President of the Canadian Federation of Nurses Unions*

The CFNU also supported the petition launched by Leadnow, which has gained close to 50,000 signatures. All of these responses show that health care is a key priority for Canadians. It should be a similar priority for our federal government. Instead we are witnessing the ‘slow strangulation’ of medicare, which Tommy Douglas warned of decades ago.

### The end of equalization in health care: Budget 2014

One critical aspect of health transfers has always been a recognition that not all regions are equal. Some provinces have greater challenges than others and need more financial assistance to ensure citizens have access to quality health care.

Changes to equalization reduce health care transfers by as much as \$16.5 billion more over the next five years. Worse still, this shift will benefit provinces with growing economies and younger, healthier populations at the expense of poorer, older and more rural parts of Canada. Alberta, already the country’s wealthiest province, ends up getting almost \$1 billion more in transfers under this new formula.

The result is a far more fragmented, patchwork system of health care where the level of care depends on where you live.

In the next edition of What’s NU? the CFNU and the NSNU will provide an update on preparations for the next Council of the Federation meeting taking place the last week of August in Charlottetown, PEI.



# NSNU Members Recipients of CRNNS Awards

As part of a successful Education Forum and AGM entitled *Leading the Way – Optimized Scopes for RNs and NPs*, the College of Registered Nurses of Nova Scotia also honoured three Nova Scotia Nurses' Union members with awards for their hard work and dedication to the profession.

Eleanore Howard won the College's Excellence in Nursing Clinical Practice Award. This award is given in recognition of registered nurses and nurse practitioners in Nova Scotia who have demonstrated excellence in the application of their standards and code of ethics, and who have made outstanding contributions to the nursing profession in the clinical practice domain. Eleanore is an Enterostomal Therapy Nurse at Annapolis Valley Health.

Dr. Marsha Campbell Yeo won the College's Excellence in Nursing Research Award. This award is given in recognition of registered nurses and nurse practitioners in Nova Scotia who have demonstrated excellence in the application of their standards and code of ethics, and who have made outstanding contributions to the nursing profession in the research domain. Dr. Campbell Yeo is a Clinician Scientist who works at the Dalhousie University School of Nursing and at the IWK Hospital for Women and Children.

Joanne Cumminger won the College's Health Advocacy Award. This award is given in recognition of registered nurses and nurse practitioners (individually or collectively) who have demonstrated excellence in the application of their standards and code of ethics, and made outstanding contributions to preserve, protect, or improve the health, safety and wellbeing of a group of individuals or a significant segment of our population. She is a Patient Navigator in the Chemotherapy Department in the Pictou County Health Authority.



*NSNU 1st VP, Chris VanZoost and Janet Hazelton, NSNU President at the CRNNS AGM*

The NSNU would like to congratulate all the award winners on their achievements and their recognition.

The Nova Scotia Nurses' Union was very pleased to participate as an exhibitor at the CRNNS AGM which provided an opportunity to network with nurses and health care stakeholders, and connect with our members who were in attendance at the conference.



*CRNNS President, Peter MacDougall and Dr. Marsha Campbell-Yeo*



*Eleanore Howard, RN, CRNNS award recipient*



*Peter MacDougall, CRNNS President with Joanne Cumminger*

# Fitting Fitness and Balance into the Life of a Shift-Working Nurse

All too often nurses naturally place an emphasis on the needs of everyone else first. Somewhere in the time crunch between career, family and community, the time left over for one's wellbeing is sacrificed.

This was no exception for Dorinda MacIsaac, RN. Working permanent full-time 12-hour backshifts with Northwood Continuing Care Inc., means balance was just wishful thinking. Juggling home, schedules for two athletic teens, a husband and work, she recognized that her weight gain was an indicator of a life out of balance.

“Turning 50 later this year, I just decided I needed to make the changes now or ‘give in’ to the feeling of being out of shape and unhappy with myself,” says MacIsaac,

MacIsaac also recognized that working nights is hard on the mind and body.

“Being almost 50 and not a natural night person didn't help either. I had read an article in Canadian Nurse about another night shift RN who made sure she exercised daily. At the time, I had no idea how she managed that!”

MacIsaac tried joining a well-known, national gym in Halifax but that didn't work out. Her schedule was out of sync with the rest of the world meaning she could not attend classes. She felt she was just wasting money and feeling more guilt. Fast forward several months later and a few pounds heavier, a friend mentioned how she was working out at home but had a support group through Facebook. That was a “light bulb” moment for Dorinda.

This solution was flexible, offered support and provided a roadmap to success. By working out on her own (no fancy equipment needed) MacIsaac lost 14 pounds and went from a size 12 to a size 6 in four months. Enthused by her increased energy at work, improved quality of sleep and the positive feedback she was hearing, MacIsaac approached her Director of Care, Margaret Szabo to ask if it was feasible to allow her night staff of twenty-one CCAs and LPNs to use their breaks for exercise time. Szabo embraced the idea with enthusiasm.

“Being able to exercise during my break on nights really has made a huge difference in my ability to do my job well. Energy begets energy and as anyone who has done nights knows, that can be very tough when your body thinks it is time for sleep. Exercise is not just a factor for night staff; it is a serious factor for all of our fellow workers in the health care field. When we

incorporate regular exercise we simply feel better. We are able to be our best for our clients, colleagues, employers.”

MacIsaac is very thankful for having a workplace where this is encouraged. Day staff has had exercise classes in the “Great Room” at Ivany Place as well. It is recognized that fitness for staff is an integral part of a healthy workforce.

Enthusiastically leading by example for her coworkers is just another role for this charge nurse. Now MacIsaac is doing the same for others outside of her work.

“I so appreciate the support I received through my online Challenge group that I am now doing the same for others. We all want to be our best and do our best. Sometimes we just need a path and a push to get there! It would be wonderful to help other nurses to improve their health for themselves, their work and their families. Isn't improving lives what nurses naturally want to do?”

Currently, there are twenty participants in her group with another five starting this month in a second group. MacIsaac may be contacted at [dorindamacisaac@hotmail.com](mailto:dorindamacisaac@hotmail.com) if you would like to learn more about her journey to better health.



*Dorinda MacIsaac, RN*



# CLC Convention Informative and Intriguing

The 27th Constitutional Convention of the Canadian Labour Congress was held May 5 to 9 in Montréal. The Canadian Federation of Nurses Union had a very strong presence with representation from across the country including Nova Scotia.

The NSNU Board of Directors and one member at large, Tracey Mundle of the VON, attended the event. CLC conventions are a wonderful time for union members from across Canada to share successes and find new ways to strengthen the labour movement. Delegates discussed building on the Fairness Project and the labour movement's commitment to reaching out and reconnecting with union members. The Canadian Labour Congress Convention happens only once every three years. It is a rare opportunity for the house of labour to find itself together under one roof.

The plight of young people has become a key issue for the labour movement and many unions are addressing this issue internally, recognizing the fact that they need to engage this generation if they want to stop the decline in union density.

Hassan Yussuff was elected the new President of the CLC at this convention defeating long time President, Ken Georgetti. The former Secretary-Treasurer defeated Georgetti by only 40 votes making it a tight race. On April 20, 2012, Yussuff was elected to a four-year term as President of the Trade Union Confederation of the Americas (TUCA).



*NSNU Board members at CLC Convention 2014, Chris VanZoost, Ann Marie Murdock, Michelle Lowe and Lillian Fynes*



*CFNU Student Rep, Sonya McDonald from Dalhousie University, Janet Hazelton and CFNU's Linda Silas with newly elected Hassan Yussuff, president of the CLC*

# CLPNNS Annual General Meeting, Education Day and Awards Banquet

The 2014 College of Licensed Practical Nurses of Nova Scotia AGM, Education Day and Award Banquet were held May 22-23, 2014. All events were held at the Holiday Inn Harbourview in Dartmouth.

The event organizers welcomed Teresa Bateman, LPN MA, Director of Professional Practice, College of LPNs of Alberta. Her presentation entitled *Leader-Ship: Are You on Board or Walking the Plank?* was well received.

NSNU Board members Maria Langille VP LPN/Grad and Jennifer Chapman, VP Community Care attended the event along with numerous NSNU members.



# CAMP GOODTIME SEEKS NURSES TO HELP MAKE THE SUMMER A SUCCESS

**N**urses at Camp Goodtime play an essential role in ensuring the health and safety of the campers and counsellors attending camp. Nurses at Camp Goodtime work collaboratively with other Camp medical professionals to ensure a safe and fun-filled week for campers and volunteers.

The camp is seeking Registered Nurses, Licensed Practical Nurses or recent graduate nurse (License Pending), preferably with clinical experience with pediatric hematology, oncology and brain tumor patients; experience working with children and youth in a camp setting; a member in good standing with the provincial registration body; and team-oriented, enthusiastic and creative.

Successful applicants must have current Standard First Aid / CPR-C or HCP training; a Criminal Record Check and Child Abuse Registry Check with Vulnerable Sector Screen; and Hepatitis B vaccination recommended.



In recognition of the specialized nature and time commitment involved with this position, the Canadian Cancer Society provides an honorarium. Email [campgoodtime@ns.cancer.ca](mailto:campgoodtime@ns.cancer.ca) or visit the NSNU Facebook page link for more details.

Camp Goodtime runs from August 17-22 at Brigadoon Village on Aylesford Lake.



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