



AGM AT A GLANCE

SAFE STAFFING LANGUAGE IS WORKING

NLNU SELECTS A WHITE AND BLACK UNIFORM

# President's Notebook

By Janet Hazelton, BScN, RN, MPA

## Nurses make things happen

In recent weeks there has been some discussion about how organizations should behave in order to be heard, attain their goals or be taken seriously. Some members want me to be more visible in the media while others are content to know that a lot of our work is conducted directly with members, employers and other professional organizations. One of my nurse-union mentors once said she'd rather be on a first name basis with the nurses she represents than the anchor of the five o'clock news. She felt she was doing a good job if she wasn't on the front page of the morning paper. She's been the president of her nurse union for almost 20 years.

The NSNU has always relied heavily on our members and our nurse leaders for feedback and direction on any given concern. We conduct extensive research prior to bargaining to expose hot button issues and difficulties that exist in the workplace. We routinely conduct public and cultural polling to follow trends in healthcare which enables us to improve our advocacy work for nurses and patients. Our Board of Directors is comprised entirely of nurses from

across the province and our provincial president must always be a nurse which adds to our insight into what our members experience in the workplace.

Like all other union leaders in this province and elsewhere, the president of the NSNU, the Board of Directors and your local leadership are schooled over many years in labour and union affairs. The NSNU and the sister organizations of the Canadian Federation of Nurses Unions does an excellent job of hosting labour schools, workshops, lunch & learns, and seminars that enable us to move through the ranks of the labour movement with the knowledge we need to represent members' needs. That fact that we are all nurses within the NSNU leadership ranks provides additional perspective and expertise to our representation.

The Nova Scotia Nurses' Union is the only nurses union to have contract language that enables nurses to earn



### NSNU Board of Directors

|   |                                   |
|---|-----------------------------------|
| <b>Janet Hazelton</b> , President             | <i>janet.hazelton@nsnu.ca</i>     |
| <b>Christine VanZoost</b> , Vice President    | <i>christine.vanzoost@nsnu.ca</i> |
| <b>Lillian Fynes</b> , VP Finance             | <i>lillian.fynes@nsnu.ca</i>      |
| <b>Gerri Oakley</b> , VP Eastern Region       | <i>gerri.oakley@nsnu.ca</i>       |
| <b>Cheryl Barker</b> , VP Central Region      | <i>cheryl.barker@nsnu.ca</i>      |
| <b>Ann Marie Murdock</b> , VP Northern Region | <i>annmarie.murdock@nsnu.ca</i>   |
| <b>Teresa Ogilvie</b> , VP Western Region     | <i>teresa.ogilvie@nsnu.ca</i>     |
| <b>Sheri Gallivan</b> , VP Long Term Care     | <i>sheri.gallivan@nsnu.ca</i>     |
| <b>Maria Langille</b> , VP LPN/Grad           | <i>maria.langille@nsnu.ca</i>     |
| <b>Jennifer Chapman</b> , VP Community Care   | <i>jennifer.chapman@nsnu.ca</i>   |

### NSNU Contact

30 Frazee Avenue  
Dartmouth, Nova Scotia B3B 1X4  
1-800-469-1474 / 469-1474  
fax 1-902-466-6935  
[www.nsnu.ca](http://www.nsnu.ca)

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### NSNU Staff

|   |   |
|---|---|
| <b>Jean Candy</b> , RN                            | <i>Executive Director</i>   |
| <b>Chantale Whitney</b>                           | <i>Executive Assistant</i>  |
| <b>Cindy Herbert</b> , CA                         | <i>Director of Finance and Operations</i>   |
| <b>Paul Curry</b> , BA, MA, PhD                   | <i>Researcher Educator<br/>Government Relations Advisor</i>                         |
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| <b>Lilo Wessels</b> , RN CCNP                     | <i>Labour Relations Representative,<br/>Mental Health and Addictions Consultant</i> |
| <b>Chris Albrecht</b> , RN                        | <i>Labour Relations Representative,<br/>Chief Negotiator</i>                        |
| <b>Patti Humphries</b> , RN BScN                  | <i>Labour Relations Representative,<br/>Professional Practice Advisor</i>           |
| <b>Diane Bernard</b>                              | <i>Labour Relations Assistant</i>   |
| <b>Carol Crane</b>                                | <i>Paralegal, Professional Practice Liaison</i>                                     |
| <b>Coleen Logan</b> , BPR                         | <i>Communications Officer</i>   |
| <b>Kate Jamieson</b>                              | <i>Communications Assistant</i>   |
| <b>Verna Harrie</b>                               | <i>Accounts Receivable/Union Dues Services</i>                                      |
| <b>Cindy Wagner</b>                               | <i>Accounts Payable/Member Payroll Services</i>                                     |
| <b>Nancy MacDonald</b>                            | <i>Receptionist</i>   |

additional premiums for education on nurse union leadership in addition to practice premiums – that's how seriously we take the responsibility of informing and educating our members about their union and labour rights.

That's why, as we prepared to negotiate our last agreement and set our priorities, we were able to turn to the nurses of the NSNU because you have been schooled in the fundamentals of collective bargaining and your contractual rights and obligations. We trust that you as union members are knowledgeable and able to participate in member opinion polling, face-to-face meetings and conferences, with authority. Information gleaned from our labour relations representatives (four of our five LRRs are nurses) in their daily encounters with nurses is perhaps our greatest resource for feedback. Our Provincial Negotiating Committee and Board of Directors (all working nurses) are confident that when they chart a course for bargaining they understand the issues because they work in those environments alongside other nurses experiencing the same problems and concerns.

When it came to issues related to staffing, we listened to what was happening here in Nova Scotia in addition to considering the national research we had conducted with the CFNU Member Organizations on the various models of safe staffing. Our leadership, your co-workers, and elected officers, chose the model that has a successful track record with our counterparts across the country.

The issue of workload and patient safety is complex and our nurses told us a rigid set formula would not work at this time,

perhaps never. They also told us they were not interested in a mandated formula that could result in mandated shifts and cancelled vacations that would be required to meet the formula quotas. We proposed our Safe Staffing model with its stringent accountability framework at the negotiating table which the employers accepted and our members ratified with over 95% approval province wide.

Both the Union and the employer have committed to make this process work and together we have developed forms, guidelines and an independent committee structure to deal with workload issues. Already we have achieved successes in alleviating workload issues by using the process we negotiated.

There have been numerous successes and pioneering achievements accomplished by the nurses of the NSNU over the last 38 years. Don't let anyone tell you otherwise. Don't allow others to berate your victories or diminish your power in an effort to bolster themselves. You are professionals with the knowledge to determine what best will bring perspective and resolution to issues in the workplace. We, as a collective group of nurses, have a reputation for collaborative, constructive and knowledgeable leadership.

In this last round of bargaining we had no take-aways by our employer group, we had no major concessions to contend with, and we had no reason to challenge the process since we were able to achieve exactly what we proposed at the table on your behalf.



*Diane Bernard*

## New Staff at the NSNU

**T**he Nurses' Union is very pleased to welcome two new staff members to our organization. Chantale Whitney joins us as our new Executive Assistant. She is already a very familiar face to our Board of Directors and many more of you will meet her at our Annual General meeting at the end of April.

Diane Bernard joins us after many years working in government as our new Labour Relations Assistant. Diane replaces Cherry Gauthier who retired on March 28, 2014 after 41 years of service.



*Chantale Whitney*

# Update on Safe Staffing Process Education – March 2014

Dr. Paul Curry, NSNU Researcher/ Educator/ Government Relations Officer

**N**urses across the province have shown great interest in taking advantage of the new safe staffing provisions in our collective agreements. I have had the opportunity to host education sessions on the new process at Ryan Hall, the Cape Breton Regional Hospital, Northside Harbourview, Buchanan Memorial (in conjunction with Highland Manor) and Valley View Villa. Upcoming sessions are planned for Hants Memorial, the IWK, St. Martha's and the Aberdeen Hospital.

The running theme from the sessions so far is that this process can be an incredible tool if nurses take advantage of it. Gerri Oakley, VP for the Eastern Region, offered several examples where Clinical Capacity Reports (and previously Workload Reports) provided a basis for change, from increasing ward clerk coverage for non-nursing duties in a medical-surgical unit, to increasing the nursing complement in CCU, ER, recovery and orthopedic units.

At all levels, the process is designed to ensure that employers are aware of and have to respond to workload concerns in writing, ensuring greater accountability at every step. The forms also provide evidence that nurses have done all in their power to provide safe patient care. In acute care, if employers are unwilling to address workload concerns raised in CCR reports, we now have the ability to take concerns to the CEO and even beyond to an Independent Assessment Committee (IAC). The IAC process offers an intelligent means to adjust core staffing needs and it has been hugely successful for the 60,000 nurses of the Ontario Nurses' Association. We plan to bring these additional steps to the Community and Long-term Care sectors in the future.

On behalf of the union, I encourage all nurses to take advantage of our safe staffing process and to fill out clinical capacity reports when necessary. Please be in touch if you are interested in booking an education session for your facility or region.



*Paul Curry with nurses employed at Ryan Hall*

## Clinical Capacity Reports success stories

### O.R / Day Surgery

Acute Care nurses were concerned that the range of their workload included cleaning rooms and instruments which they felt put them and their patients in unsafe situations. The nurses started filling out Clinical Capacity Reports and the Employer responded by implementing the following:

- A second General Worker will be hired for the OR / Day Surgery area. This will provide two supports to help assist the Nurses in the O.R / Day Surgery.
- Also there will be a panic button system to help support the nurses in recovery.

Linda Moore, Acting President District 5 of CUPE Local 2525 in Cumberland says that the NSNU language takes into account the collective team of health care workers which ultimately benefits both patients and workers.

“The fact that a CUPE member was recommended and hired under the new NSNU Safe Staffing model speaks volumes about the collaborative and comprehensive nature of this

language. Identifying a gap or a need that truly is all about patient safety and safe practice is the ultimate goal of health care providers and their unions,” says Moore.

This is a great success in a short time frame. We are pleased the Clinical Capacity Reports resulted in action items that promote safe staffing and safe practice in the O.R. Safe staffing will only work with your input.

In other areas of the province new grads continue to be hired to fill vacancies. Everyone, including their families, is grateful to see new grads hired in their home province.

### Long Term Care

In St Peter’s Nursing Home support has been shown for the standardized uniform as a method of identifying the nursing staff. With the employers backing, nurses there now wear the white and black providing ease of identification and access to residents and their families. This problem was reported under the new Safe Staffing language implemented in the recent contract.

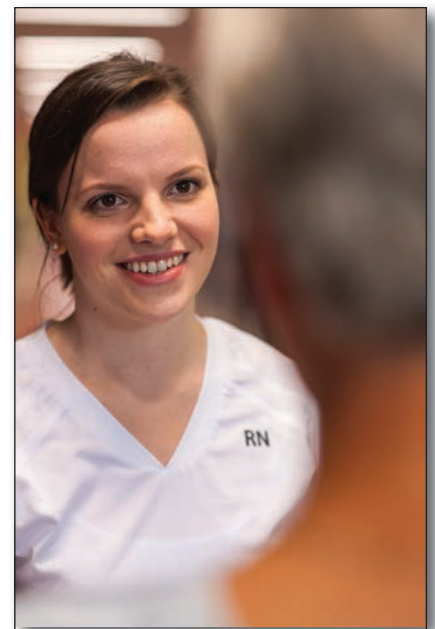
## National Nursing Week

**N**ational Nursing Week will take place May 12-18 this year. The theme for the week-long period of nurse appreciation and recognition is Nurses Leading Change. That statement rings very true for the nurses of the Nova Scotia Nurses’ Union. Members of the NSNU have led the change across this country and on an international scale with regard to nursing identity. With the standardized uniform, NSNU nurses have demonstrated their desire to increase their accessibility for patients and their families by calling attention to their visibility in a crowded sea of scrubs. Wearing white and black uniforms has taken hold of the country and Nova Scotia’s nurses started it all.

NSNU members also demonstrated their concern for patient safety and care when they chose to ratify their collective agreements by over 95% in acute care, long term care and community care sectors. NSNU was the first nurses’ union in Atlantic Canada to lead the charge for contract language that addresses shortages and inefficiencies in care via Safe Staffing language and Critical Capacity Reporting. Since its launch in January, The NSNU and our employers in all

nine DHAs and the IWK have successfully addressed numerous issues due to this new and more accountable method of reporting concerns.

Once again, the NSNU will be providing each Local with \$100 to contribute to National Nursing Week celebrations. We kindly ask you to share photos and stories about your celebrations by forwarding that information to NSNU Communications via [coleen.logan@nsnu.ca](mailto:coleen.logan@nsnu.ca).



# HAPPY PET. HAPPY YOU.

## Introducing pet insurance for NSNU members.

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# Global Nurses United ~ Wear White May 12

On May 12, nurses from across Canada will join in celebrating National Nursing Week with Global Nurses United in a Day of Action aimed at increasing visibility of nurses. Nurses from coast to coast to coast are being encouraged to wear white (White and Black in Nova Scotia, Newfoundland, New Brunswick, PEI and Saskatchewan) in solidarity of the nursing profession.

Global Nurses United (GNU) is an international network of nursing unions committed to working together to “protect our professions, our patients, our communities, our work, our health, our environment, and our planet”.

The Canadian Federation of Nurses Unions (CFNU, of which the NSNU is a Member Organization) has been a key partner in strengthening key international nurses’ unions’ relationships for many years. The new GNU network was founded in San Francisco on June 22, 2013 at a meeting where nursing union representatives from 14 countries discussed common concerns and interests.

Wear white on May 12 for you, your fellow nurses, your patients and their families.



# NLNU Selects White and Black Uniforms as their standard following in the footsteps of the NSNU

Message to NLNU members from NLNU president, Debbie Forward on March 7, 2014  
(NLNU represents only RNs in Newfoundland and Labrador)

*The time has come to announce the results of the RN uniform colour survey. I'd first like to thank you for your participation in the survey; the response from registered nurses across the province was tremendous! As the Board of Directors reviewed the results, we are confident in the colour option that came out on top with overwhelming support from members.*

*So without further ado, the colour option registered nurses have chosen to be their unique uniform identifier is...*

*White top, black bottom!*

*Congratulations! I am very proud of RNs for taking this big, courageous step forward to strengthen the RN identity and determine that we must be visible in health care settings.*



*RNs will no longer be lost in an indistinguishable sea of colour. Soon patients, clients, families, and other health care providers will know when the registered nurse is present and will recognize when registered nurses are scarce.*

*The white and black colour results acknowledge the practicality of dark coloured bottoms and the historical ties white has as a RN uniform colour, as well as the public's tendency to associate a white uniform with registered nurses. The results also reflect a nationwide movement to distinguish RNs with a white uniform element, with Nova Scotia, New Brunswick, Prince Edward Island, Saskatchewan and Alberta doing the same. Newfoundland and Labrador will be the 6th province to embrace this "stand up by standing out" approach.*

*We recognize the implementation process will require some time, and we are eyeing December 31, 2014 as the date by when all RNs are wearing white and black uniforms, but we encourage RNs to wear the new uniform colours as soon as possible! We are pleased to hear that many RNs are ready to start now, and that played a large role in our decision to announce the result of the uniform colour survey ahead of bargaining results.*

*The implementation of white and black uniform accompanies the ongoing work through our Clarity Project, and it goes hand in hand with a future campaign that will educate the public on RN value and the vital role RNs play in health care. These efforts are complimentary and each one requires the other to truly work: explain the incredible importance of RNs and show how they are different, and show how they can be found in health care settings. We cannot be invisible experts.*

*Debbie Forward, RN*

*President of NLNU*



# NSNU friend and member retires

**G**wen Busby, Cobequid Health Centre, has retired after many years as a devoted registered nurse and dedicated union activist.

Gwen is a very familiar face to the Nova Scotia Nurses' Union. She has been actively involved in the Nurses' Union having served in many positions on the Local Executive level. She represented the Central Region on the Provincial Negotiating Committee through several tough rounds of bargaining. She has been a member of the DHA 9 (Capital District Health Authority) BUGLM and rarely has she missed a gathering of NSNU nurses – a guaranteed good time – like the CFNU biennium, labour school, NSNU AGM and education events.

Fellow nurses and co-workers at Cobequid Health Centre held a retirement tea for Gwen on Friday, February 14th at the Centre. Janet Hazelton, NSNU president and Chris Albrecht, NSNU Labour Relations Representative were very pleased to be able to attend the celebration.

We all wish Gwen well in her retirement but hope that her visits to the Burnside office with her darling Golden Retriever, Clyde will continue when she's in our neck of the woods.



*Chris Albrecht, LRR; Gwen Busby, Janet Hazelton*

## Come join the parade!

The Multicultural Festival is celebrating its 30th year in operation with a grand parade. The organizers would like to invite organizations like the Nova Scotia Nurses' Union that represents many people of many different cultural backgrounds to participate. There are various ways to participate in the parade, ranging from creating your own float, walking, dancing with or without a band, to carrying

a banner. The event will take place on Saturday, June 21st in Halifax. For more information contact the Parade Coordinator Emily Pettet at 423-6534. For assistance from NSNU staff and help coordinating an NSNU entry please contact Kate Parent at [kate.parent@nsnu.ca](mailto:kate.parent@nsnu.ca). or [Parade@mans.ns.ca](mailto:Parade@mans.ns.ca) /[www.multifest.ca](http://www.multifest.ca)



# Nova Scotia Nurses' Union Member Awarded 2013 Johnson Scholarship

Johnson is extremely proud to announce that Stephanie Hutt from Kentville, the daughter of NSNU member Dianna Hutt, a registered nurse employed at Valley Regional Hospital has been named a recipient of the 2013 Johnson Scholarship. Congratulations to Stephanie!

Stephanie will receive a \$1,000 bursary to use towards tuition, textbooks and other post-secondary expenses while attending university or college this year. She is a first year student at Acadia University in Wolfville, taking her BBA (Bachelor of Business Administration) with future plans of becoming a Chartered Accountant. She believes being involved in school and community are very important. She is a first year representative on both the Business Society and Accounting Society, she is on the organizing committee for Run for the Cure, and has accepted a position as a Resident Assistant (RA) next year to help others experience Acadia life and all it has to offer.

Through the program, Johnson Inc. awarded 50 scholarships worth \$1,000 each to children or grandchildren of Johnson affinity group members and other customers across the country. To be eligible for the program, students had to graduate high school in 2013 and attend post-secondary the following fall.

For many Canadian students, the jump from high school to post-secondary education signals a thrilling transition into adulthood. Along with the excitement and independence, however, come new responsibilities like paying for tuition, textbooks and basic daily essentials. To help Canadian students achieve their goals, Johnson has awarded 1400 scholarships valued at more than \$1 million since 1998.

For more information about the program, or to apply for a 2014 Johnson Inc. scholarship, please visit [www1.johnson.ca/scholarship](http://www1.johnson.ca/scholarship) or call 1-877-328-7878.

Applications for the 2014 Johnson Scholarship Program will open on May 1, 2014.



**JOHNSON** 

## Palliative Care Conference

A conference will be held in Halifax May 8-10 for nurses interested in palliative care. The Future of Dying: Hospice Palliative Care in the Next 10 Years, will take place at the Comfort Hotel, Bayer's Lake in Halifax. To register for the NS Hospice Palliative Care conference visit [www.nshpca.ca](http://www.nshpca.ca)

# Cape Breton medical volunteers made a difference in Guatemala

Courtesy of the Cape Breton Post

Published on March 07, 2014

**S**YDNEY — A group of Cape Bretoners packed surgical scrubs instead of bathing suits when they went south this winter.

Beach time was at a minimum from Feb. 8-15, when a team of Cape Breton doctors and nurses worked long days under hot and humid conditions, performing desperately needed surgical procedures on 61 of the poorest people in Guatemala City, capital of the impoverished Central American country of Guatemala.

"We had one day for triage and then we did what we could," said surgeon Dr. Rex Dunn, chief of staff for the Cape Breton District Health Authority. "We did things that could be done in a day or two — a lot of hernias, gall bladder (operations) and (removal of) lumps and bumps."

The Cape Breton team took part in a volunteer mission to Zone 1, one of the poorest neighbourhoods of Guatemala City, through a group called Partner for Surgery. Through the program, the costs of patients' treatments were completely

covered, including transportation from their homes and all necessary follow-up procedures and medications.

Making the trip were surgeons Dr. Rex Dunn and Dr. Elwood MacMullin, anesthesiologists Dr. David Sseguya-Lwanga and Dr. Etienne Prinsloo, and nurses Kim Cullen, Lisa MacDonald, Belinda Hillier, Elizabeth Hardy, Kate Hennessey and Janice Steele. Two nurses who used to work in the Cape Breton health authority, Tiffany Boudreau and Kendall Baxter, were also part of the team.

The cost of the mission was \$24,000, which included renting space at a local hospital and the equipment needed to perform the surgeries. The trip was funded through auctions and bake sales in the months leading up to the departure date, but the participants lightened the fundraising load by paying for their own airfare.

For Hardy, the trip opened her eyes to a world she knew existed but never had the opportunity to witness first-hand.

"I just found that we are so lucky, so fortunate here," she said. "The trip reiterated that belief to me — they don't have the advantages we have, living in poverty and with poor access to health care."

According to Hardy, some patients travelled by bus for seven hours before arriving at the triage site, but always had a smile for the doctors and nurses waiting to help them, something Hardy found to be "very heart-warming, enlightening and inspirational."

Guatemala's medical system is a pay-as-you-go setup, which means poor people invariably suffer with their untreated ailments for years, with no hope of ever receiving meaningful treatment.

"What we did was vital for them," said MacDonald. "A lot of these people had to



*The volunteer medical mission team from the Cape Breton District Health Authority that travelled to Guatemala City in February 2014. From left, front row, Dr. Rex Dunn, Kim Cullen RN, Dr. David Sseguya-Lwanga, Tiffany Boudreau RN; back row, Janice Steele RN, Belinda Hillier RN, Lisa MacDonald RN, Dr. Etienne Prinsloo, Kendall Baxter RN, Kate Hennessey RN, Dr. Elwood MacMullin, Elizabeth Hardy RN.*

wait years for surgery — they had to wait for us to get there, so that someone could pay for their transportation and meals and things like that."

"A lot of these people couldn't work without this surgery," explained MacMullin, "and if they couldn't work, they wouldn't eat. Sometimes people (in Guatemala) go into debt for a lifetime to pay for medical services. Because it's so expensive, a lot of people wait for a long time before seeing a doctor."

Not long home from Central America, the team is already thinking about the next trip.

"It was a very gratifying mission, but humbling as well," said Cullen. "It made me realize how good my life was and how hard their lives are. I felt a huge sense of responsibility; I didn't want to disappoint anyone. So, yes, I'm going back and I can't wait."

The patients were grateful for what the team had done for them, she added.

"The thing that amazed me was they'd wake up in recovery, realize they were still alive and then they would say 'gracias' and then start to pray!"

That observation came as no surprise to Dunn, who noted that many of the poorer people of Guatemala don't trust the local medical system and haven't seen a doctor.

And that's where players like the CBDHA volunteer mission step in, added MacMullin.

"We owe it to the developing world to give back," he said. "We've won the birth lottery; we have privileges that so many are denied. We have to give back and it's the duty of every single Canadian to do this."

"It was a small mission, but it affected so many lives. If more people did this, the world would be a better place."

Added Dunn: "This is something we can do as a group of professionals working as a team. It was a very concrete thing that we did."

To help make the next trip to Guatemala a reality, the volunteer team will be hosting fundraising events over the next few months as well as taking any and all donations, be it money or medical supplies.

Anyone wishing to donate to the cause or learn more about the upcoming volunteer mission to Guatemala can do so by emailing [cullenk@cbdha.nshealth.ca](mailto:cullenk@cbdha.nshealth.ca).



*Janice Steele RN, Belinda Hillier RN and Dr. Elwood MacMullin are shown operating on a patient in one of the two operating rooms the mission used in Guatemala City*

# Essential Services Legislation - Bill 30

On February 28, 2014 the Nova Scotia legislature reconvened the government to introduce legislation to deal with the home support workers' strike that began the same day.

Four hundred home support workers employed at Northwood Homecare Inc. and VON walked off the job arguing issues over parity with acute care counterparts. The government and opposition deemed the services these workers provide to

Nova Scotians as an essential service thereby limiting their ability to strike.

NSNU president, Janet Hazelton, spoke at Law Amendments after the introduction of Bill 30 - The Essential Home Support Services Act. Janet presented the statement below in the Red Room of the Legislature and participated in a question and answer period at the conclusion of her presentation.



*Janet Hazelton presents at Law Amendments, February 28, 2014*

## Janet Hazelton, RN, BScN, MPA President, Nova Scotia Nurses' Union

*Thank you for the opportunity to speak to this legislation.*

*The Nova Scotia Nurses' Union is a professional union representing approximately 6700 Licensed Practical Nurses, Registered Nurses and Nurse Practitioners in Nova Scotia's hospitals, long term care facilities, adult residential centres, VON branches and Canadian Blood Services centres.*

*I am a nurse. I have been a nurse for 30 years, and every day I work and speak with nurses who are front line health care providers. I represent close to a thousand Registered Nurses and Licensed Practical Nurses, employees of the Victorian Order of Nurses, who work alongside and in collaboration with home care support workers. We respect these colleagues and their invaluable contribution to the health and well-being of many of Nova Scotia's most vulnerable and needy residents.*

*I also have a 20-year history as a trade union activist. I am extremely disappointed that the bargaining process for these workers has come to this. In all of my years as a union member and a union leader I have never been on strike and only once have we, the Nurses' Union, taken a strike vote.*

*I know that it is only with a heavy heart that health workers even contemplate such action. I continue to believe that collective bargaining, in an atmosphere of respectful collaboration, is always the best means of dealing with contract issues. I urge the government to commit to a process that continues to respect the rights of health care workers and to bargain in good faith with health care unions.*

# NSNU Annual Scholarship in memory of VON member and her daughter



A new annual scholarship of \$1,000 has been established by the VON Colchester/East Hants nurses in memory of Elizabeth MacPherson and her daughter Brittany MacPherson who lost their lives tragically to domestic violence. Elizabeth was a Registered Nurse with the Victorian Order of Nurses for many years having graduated with her Master's of Science in Nursing from McMaster University. She was very proud of her daughter Brittany and her accomplishments. Brittany was a 2013 graduate of St. Mary's University in Halifax with a Bachelors degree in Psychology. The NSNU will administer this for the Local. Applications can be found online at nsnu.ca login MyNSNU. This year the deadline for all NSNU scholarships is April 23rd.

## Spin4Kids fundraiser

On March 1, 2014, NSNU President Janet Hazelton participated in the Spin4Kids fundraiser at her local GoodLife Fitness in Truro. At her side were Tanya Earle LeBlanc, RN and Liz Vosman Smith, RN, both employees at Colchester Regional Hospital.

Janet is a huge supporter of a healthy and physically active life; as such, it was a no brainer that she would join the pack and hop on a bike. Along with club staff and members, Janet took to the imaginary route and rode out the grueling indoor cycling challenge as her commitment to those who supported her with donations. Janet proudly raised \$1,003.00 towards healthy initiatives in her community. Way to go, Janet!

Spin4Kids started three years ago to support the GoodLife Kids Foundation Grant Program. This program works to support and assist initiatives across Canada dedicated to develop, enhance and sustain long-term habits of physical activity for children ages 4-14. Money raised also stays in the community in which it was donated. Over 200,000 children have been impacted to date.



In its inaugural year, on a national level, the fundraiser raised \$184,029 and the second year totals came in at \$514,000. The 2014 event has been the most successful to date – amounts fundraised totaled an impressive \$813,000!

# Annual General Meeting Highlights 2014

|                     |              |  |
|---------------------|--------------|--|
| Monday, April 28    | 8:30 – 12:00 | Train the Trainer and Day of Mourning Ceremony   |
| Monday, April 28    | 1:00 – 5:00  | Regional and Component meetings  |
| Tuesday, April 29   | 8:30 - 4:00  | AGM Business Day (Wear White and Black/ VON Navy and White)  |
| Tuesday, April 29   | 6:30 – 11:00 | Ponderosa – Hospitality and Karaoke  |
| Wednesday, April 29 | 8:30 - 4:00  | AGM Business Day   |
| Wednesday, April 29 | 6:30 - 12:00 | Reception, Banquet and Dance<br>(Banquet Auction – proceeds to Transition House Association of Nova Scotia in memory of Elizabeth and Brittany MacPherson) |
| Thursday, May 1     | 8:30 – 3:30  | Education day (Scholarship announcements)  |

## AGM Education Day 2014

The NSNU Education Committee – Cheryl Barker (Cobequid), Jen Thiele (IWK) and Debbie Doyle (VON Antigonish) – have been working diligently in preparation for this year's Education Day entitled "Embracing Difference, Understanding Diversity: Building a Respectful Workplace". Office staff Coleen Logan, Kate Parent, Dwayne MacKinnon and Paul Curry have been working with the committee to help make the day a huge success.

The Day's speakers will provide both valuable education and a healthy dose of entertainment to boot. As is our custom, the winners of the NSNU Annual Union Scholarships, the NSNU Annual Family Scholarships and the CFNU Scholarship will be announced. As highlighted in this newsletter, a new scholarship in memory of Elizabeth and Brittany MacPherson will also be awarded.

We look forward to seeing you soon. And don't forget to pick up your education certificates at the end of the day.



# Eastern Labour School ~Université de Moncton



May 25-27, 2014

**T**he 2014 Nurses' Eastern Labour School will be held at the University of Moncton in Moncton, New Brunswick from Sunday, May 25 to Tuesday, May 27, 2014. Information can be found online at [nsnu.ca](http://nsnu.ca) (MyNSNU). Members will need to log on to the MyNSNU portal on the NSNU website and navigate to the Labour School section where there will be a link to the registration form. Details have also been distributed to your Local representatives. If you require any assistance please contact Kate Parent or Chantale Whitney at (902) 469-1474. Members must also register at the School on Sunday, May 25 between 3 pm and 7 pm.

**Please note:** The course list, agenda, map of the campus, and salary replacement forms are available on our website ([www.nsnu.ca](http://www.nsnu.ca)).

Online registration for Eastern Labour School 2014 closes on April 23rd.

Please find the course list below.

## Courses

### 1. & 2. General Labour Relations (two classes)

For new union members or activists, this course would provide information about the benefits of belonging to a nurses' union and how they make a difference to the workplace, our co-workers, the community and those in our care. The goal is to give newer members the opportunity to learn how the union fits with work life, leadership opportunities, understanding the benefit packages, cultural inclusiveness, and health and safety advocacy. Participants will learn about labour history; the role of a Union; the collective bargaining process; labour terminology; grievance and arbitration and duty to accommodate.

### 3. The Grievance and Arbitration Process

This course is designed to assist shop stewards, grievance officers, committee members and/or anyone else at the local level who files and processes grievances. Participants will examine the dispute resolution process available to them under their collective agreements. They will take an in depth look at the total grievance process.

### 4. & 5. The Negotiations Process (two classes)

This course is designed to give nurses a better understanding of the process that results in a Collective Agreement; it will examine all aspects of collective bargaining, including the steps in the process, preparation, construction of contract clauses, bargaining strategies and tactics. Participants will examine factors, both internal and external, which affect negotiations. This program will include a simulated bargaining session where all participants will be expected to put into practice the concepts presented to them.

### 6. Safety Committee Basics

This interactive course covers duties and responsibilities of people in the workplace. Details regarding the role and function of the health and safety committee will be covered including procedures and requirements for meetings, hazard recognition and control, inspections and right to refuse scenarios. Setting up a well trained safety and health committee is the first step in achieving a good safety and health culture.

### 7. Obligation de prendre des mesures d'adaptation (FRENCH language class on Duty to Accommodate)

La législation actuelle sur les droits de la personne rend à la fois le syndicat et les employeurs responsables des mesures d'adaptation devant être prises afin de tenir compte des incapacités des membres blessés. Ces responsabilités entrent souvent en conflit avec les conventions collectives, et pourraient avoir des répercussions sur les droits des autres employés en vertu de leur convention collective. Les obligations juridiques des employeurs, du syndicat et des collègues de travail feront l'objet d'examen à la lumière des décisions récentes du Tribunal des droits de la personne ou autre tribunal.

### 8. Legal Realities of the Nurse

This course will introduce participants to the legal responsibilities, rights and standards developing for the nurse. As well, participants will discuss nurse-union related legal issues including work situation reporting systems. This course will also examine the various judicial proceedings in which a nurse may become a participant.



## 9. Duty to Accommodate

Current Human Rights legislation places responsibilities on both Unions and Employers to accommodate the disabilities of injured members. These responsibilities often conflict with collective agreements and may impact on the contractual rights of other employees. The legal obligations of employers, union and co-workers will be examined in light of recent human rights tribunal and/or court decisions.

## 10. End the Silence on Workplace Bullying: Standing up for a Healthy Workplace

The nature of our particular duties, our working conditions, the demands and stresses of the job, the compensation and reward systems, the workplace climate, and our relationships with our bosses, co-workers and patients/clients/ residents all have a huge impact on our well-being. Most of us enter the workforce eager, enthusiastic and energetic. If we lose that commitment and sense of possibility along the way, then we would do well to analyze what has happened to cause that, and what could be done to keep the workplace-relationship healthy and productive. Humiliation, intimidation and harassment should not be part of our workday. We need to learn to identify workplace bullying when it happens and we need better tools to deal with it.

## 11. Personalities and Generations at Work

Curious about understanding what motivates behavior in yourself and your colleagues? Interested in exploring tools and techniques for working with different personalities and generations in the workplace? During this highly interactive course, participants will do a personality self-assessment, recognize their own unique blend of strengths and qualities, and appreciate the personality traits of others. They will be able to identify the most critical generational influences, identify potential workplace motivators and irritants for each generation and describe strategies for adapting to different personality styles at work. This knowledge of self and others will improve interpersonal relations and communication.

## 12. Communication and Social Media

Got something to say? Who should you tell and how should you spread the word? The media, internet and social media present enormous opportunities and obstacles when we attempt to get our messages across. In this course, participants will acquire practical experience that can be used by health care and labour activists in order to survive in a hyper-media era. We will look at the elements of a successful trade union public relations campaign. We will look at “netiquette” the dos and don’ts of social media and how to use social media at the local level to reach our members.

## 13. Délégué(e) Efficace (FRENCH language class on Effective Representation)

Cet Atelier renforce les compétences de défense des droits dans une atmosphère dynamique et un environnement de soutien. A l’aide d’études de cas réelles, les participants analyseront et mettront en pratique l’enquête et la présentation de griefs. Cet atelier hautement participatif démystifie l’interprétation de la convention collective et permet à chacun d’acquérir plus de confiance pour défendre les droits syndicaux. Parmi les sujets couverts : obligation de juste représentation, discipline, principes d’interprétation de la convention collective, enquête et présentation de grief.

## 14. Nursing Workload

We now know there is a clear relationship between inadequate nurse staffing and poor patient outcomes, including mortality, hospital acquired pneumonia, falls, medication errors, length of stay and many more. With appropriate staffing levels, we can improve the lot of nurses while at the same time improving patient care. Relying on evidence-based research, this course will help nurses better articulate their own value and will highlight the danger of not addressing the problem of nurse workload. The focus will be on proven solutions, including workload reporting systems, independent assessment committees, and nurse-to-patient ratios and dynamic staffing tools.

## 15. & 16. “Together Fairness Works” (two classes)

Unions in Canada are under attack. Politicians are musing openly about introducing “right-to-work” legislation. We know that policies that make our country great have been won by unions first and then extended to everyone – pensions, health and safety in the workplace, minimum wage, public health care, child care and more. We need to tell our story to engage members in their workplaces in conversations about unions and to take those conversations to the public. Let’s start the conversation! Let people know that we want what is fair and just for all!

## 17. Private vs Public Health Care

The debate on public versus private health care in Canada is not new but it has never been so important. More and more we are seeing the emergence of privately run centres. These centres differ in that their services are not only privately delivered but also privately funded. The debate regarding privatization of health care is really one of privately funded health care of essential services. There is already a significant component of private care under our current system: drugs,

cosmetic surgeries, dental services, etc. How does privatization impact our publicly funded system? How much privatization is good for the Canadian system, to achieve sustainability in the long term

## Glenna S. Rowsell Scholarship

The union provides a scholarship for one randomly selected member to attend Eastern Labour School. In order to qualify for selection it must be a member's first time attending Labour

School, they must be active in their Local, and interested in attending the General Labour Relations course. The Glenna S. Rowsell Scholarship criteria and application form is posted on the NSNU website. Please fax (902)466-6935 or email Chantale Whitney at [chantale.whitney@nsnu.ca](mailto:chantale.whitney@nsnu.ca) if you want to be considered for the draw. Make sure you include your name, Local, and current position held or activities involved in at the Local level. Please also indicate whether you will attend as a locally sponsored member if you are not selected. The deadline for the draw is April 23, 2014.

# What is a Union Activist – Are you one?

On many union forms and surveys the question is asked, “Are you active in your union?”

The immediate response for most union members is no, they do not consider themselves to be union activists. Research supports this theory.

Cultural research conducted for the Nova Scotia Nurses' Union in February 2014 suggests that about 33% of our members consider themselves to be active in the union. However, once you crunch the numbers it becomes apparent that many members are engaged in some form of unionism.

A vast majority of our members read their newsletter, respond to our Union Calling telephone messaging, have visited our website and are confident in their knowledge of their collective agreement. For a union, this news is encouraging.

Members may not always agree with the policies and positions of the union but one of our primary goals is to inform, educate and reciprocate. We want to provide members with information that is pertinent to their professional practice and work-life. We want to educate members about issues that impact their future (pensions, benefits, retirement) and advocacy so they can make informed decisions for themselves



and their family. Finally we hope for dialogue – two way communication that puts nurses in the driver's seat of the union movement.

The NSNU understands that not everyone can attend a meeting or sit on a committee – nurses live very full and busy lives. So, if you read the newsletter, vote on collective agreements, participate in surveys and polls, attend a meeting or two, pursue leadership premiums, follow negotiations, and have a working knowledge of your contract and pension plan, guess what – you're an active union member.

# NS Government to Create Client Advisory Council to Improve Home Care, Long-term Care and Protective Services

The NSNU has been calling on government to revise the *Homes for Special Care Act*, the legislation governing long-term care in the province, and to renew the **Continuing Care Strategy** such that both documents may serve to improve the quality of community care and long-term care in this province. In long-term care, our own research has shown that fewer nurses with fewer support staff are taking care of more residents with higher levels of acuity, more behaviour problems and greater complexity of care. VON nurses in many regions are also reporting increases in workload. Many are working vast amounts of overtime, putting in extra hours on almost every shift. Furthermore, it is very difficult to recruit nurses to the community sector given that nurses are often required to work alone and there is little or no time to provide orientation for new hires.

The Nova Scotia Government is now inaugurating an advisory council of clients and care providers that will provide first-hand insight on the long-term care and community care sectors, as well as protective services. Please see below for further details.

We hope that this is a first step towards instituting the reforms our nurses are calling for. In the meantime, we will continue speaking with the government, employers, the public and other stakeholders to promote safe client/resident care and appropriate nurse staffing.

## **HEALTH/WELLNESS--Government Seeks Input from Care Recipients, Caregivers**

*The province wants to hear from Nova Scotians who use continuing care services or care for a friend or family member.*

*Health and Wellness Minister Leo Glavine announced on March 24 that government will create a client advisory council to help improve home care, long-term care and protective services.*

*"I want to hear from the people who rely on our services. They have valuable and unique perspectives that will help us as we continue to develop continuing care programs," said Mr. Glavine.*

*I look forward to hearing a broad range of experiences, perspectives and knowledge." Eight people will be selected to make up the council. Four will be current or former clients and four will be caregivers. Each person will serve a two-year term.*

*Mr. Glavine said about 36,000 Nova Scotians access continuing care services in homes, nursing homes or residential care facilities each year.*

## Mark's Work Warehouse discount cards

Mark's Work Warehouse is once again offering discount cards to our members on their Health Pro merchandise (20% off) and a 10% discount off Denver Hayes and most Imagewear fashions. Once the cards are received at the NSNU office in Dartmouth, staff will make arrangements to distribute them to our locals. If you would like a card sent directly to you, please contact our office at 469-1474 / 1-800-1474.

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# NSNU Nurses – where are we next?

|  |                              |
|--|------------------------------|
| NSNU AGM .....   | April 28-April 30            |
| NSNU Education Day .....   | May 1                        |
| CLC Congress Montreal .....  | May 5-9                      |
| National Nursing Week .....  | May 12-18                    |
| Eastern Labour School.....   | May 25-27                    |
| International Trade Union<br>Confederation Conference, Berlin.....               | May 19-23                    |
| Council of the Federation of Premiers,<br>Charlottetown .....                    | August 26-30                 |
| Global Nurses United/California<br>Nurses Association Conference, Las Vegas..... | September 26                 |
| NSNU President's Council<br>and Component Meetings.....                          | October/November (dates TBD) |

Watch for details on the CFNU Biennial Conference to be held in Halifax, June 1-5, 2015 hosted by the Nova Scotia Nurses' Union. NSNU will host 1,000 nurses from across Canada and beyond. If you would like to volunteer to help with event planning and organizing, please contact Coleen Logan at [coleen.logan@nsnu.ca](mailto:coleen.logan@nsnu.ca)



Return undeliverable Canadian copies to:

**Nova Scotia Nurses' Union**

30 Frazee Avenue, Dartmouth, NS B3B 1X4

Tel: (902) 469-1474 | TF: 1-800-469-1474 | Fax: (902) 466-6935

Email: [coleen.logan@nsnu.ns.ca](mailto:coleen.logan@nsnu.ns.ca) Website: [www.nsnu.ca](http://www.nsnu.ca)

