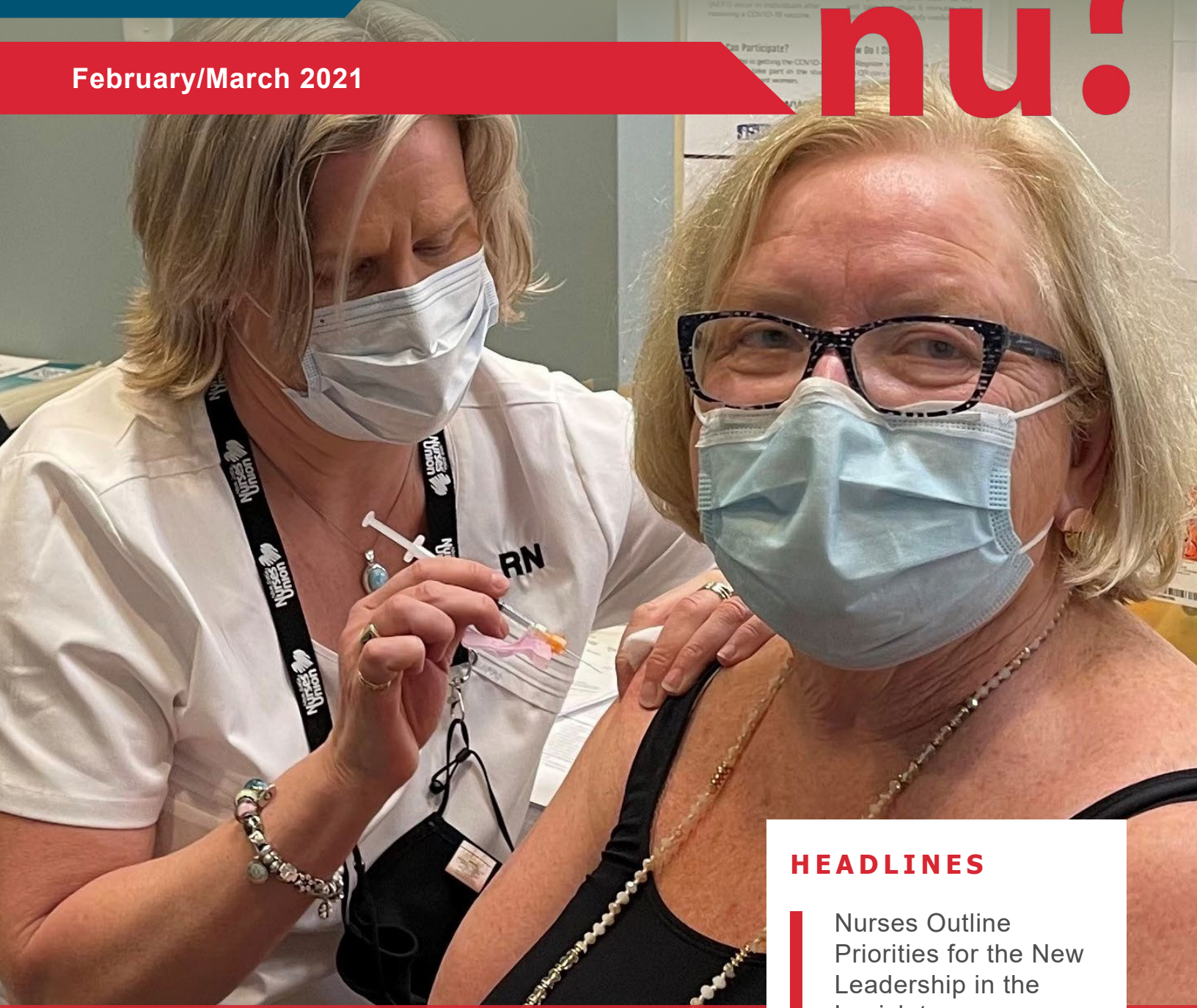


February/March 2021



Frontline Faces

As COVID-19 vaccines become available, healthcare workers get – and give – the shot

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RN Maggie MacInnis embraces active living as a stress reliever

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President's Notebook

Janet Hazelton, BScN RN, MPA

Nurses Outline Priorities for the New Leadership in the Legislature

On February 6th, the Liberal Party of Nova Scotia chose a new leader - the second youngest premier in our political history. Second to Rodney MacDonald.

The 37-year-old former minister of the environment won on a second ballot, beating out Halifax MLA and Labour Minister Labi Kousoulis and former Health Minister Randy Delorey.

In the weeks since the new premier officially took office, he has become intimately familiar with our mounting deficit, the intricacies of a daunting global pandemic, and the many moving parts associated with a vaccine rollout. In short, Premier Rankin hit the ground running at top speed, tasked with leading us out of this dark period. A job not for the faint of heart.

In his acceptance speech, Premier Rankin stated, "Whether you're a union member or a business owner, whether you live in downtown Halifax or in a rural community, whether you work in an office or on the land or on the sea, or you are a student or are retired, I'll be calling on your skills, your experience and your expertise to guide our decisions."

He had more to say about unions since taking the reins. In an interview



Premier Iain Rankin and Chief Medical Officer, Dr. Robert Strang provide a COVID-19 update on February 24th

with CBC's Information Morning on February 24th, radio host Portia Clark asked Premier Rankin about his approach to building bridges with public-sector unions. Saying, everyone has a role to play, the premier noted that unions have contributed to our way of life and workplace safety. He also said he respected the work unions do and that having dialogue with unions is important.

He anticipates there will be times we'll disagree on compensation increases (his words), something he called a point of contention in the past, but that he hopes unions and government can come together.

In keeping with one of his major campaign themes, the premier

developed an Office of Mental Health and Addictions. Beyond that, little else has been said about healthcare priorities, other than stamping out the COVID-19 pandemic. We have yet to hear from Zack Churchill, Minister of Health and Wellness and the minister responsible for the Office of Mental Health and Addictions, on healthcare matters.

As we prepare for our eventual negotiations, we'll be asking members to identify priorities via our bargaining survey. Information we'll eventually share with employers. However, the Nurses' Union will hold firm on our perpetual wish list; items that address issues across the sectors and designations.

Continued P.4

For example, we'll continue to press for improvements in long term care including an updated *Homes for Special Care Act* that would capture many of the problems we've identified over the past decade or so. Increased hours of care (licensed staff per resident), and appropriate and safe staffing are high on our list, as well as a plan to see nurse practitioners as a fixture in that sector. We want a timeline from government on enhancements in LTC that will make it safer for residents and employees to live and work there.

The NSNU acknowledges the tremendous contributions that paramedics make in our communities and knows that without their services our province would be in dire straits. That said, we believe that nurses should be providing care in homes, not paramedics. Our VON are trained to deliver services in the community. We must allow paramedics to respond to the urgent needs of Nova Scotians while nurses give care to

those in need in their homes. This is a strongly held position of the union and our VON members.

We want to see increases in overall funding in health care that would prevent Nova Scotians from falling through the cracks. Our *Nursing Potential* research study released in 2019 called on government and the NSHA to take measures to increase our nurse practitioner workforce based on projected needs in all sectors, with an initial goal to bring our NP numbers from the current 200 to 500 by 2028. We will encourage the new Minister to meet or exceed that goal.

The pandemic has shone a light on deficiencies in health care, including the procurement of personal protective equipment. As such, we need a memorandum of understanding that addresses access and supply of PPE and point-of-care risk assessment. This is imperative and non-negotiable.

One of the many things the pandemic has taught us is the value of healthcare workers and other frontline and essential personnel. We are eager to hear Minister Churchill's views on health care and how he intends to build a productive working relationship with healthcare unions.

Nurses, like other healthcare workers, have made tremendous sacrifices throughout the pandemic. In return, we hope that our new government leaders will reflect on the contributions made by so many, valuing the professionalism, courage and dedication these workers personify.

We established good communications with previous ministers in the health and wellness portfolio and hope that the same will be true with Minister Churchill. As always, our aim is to work collaboratively and respectfully with government and employers to address the concerns of nurses.



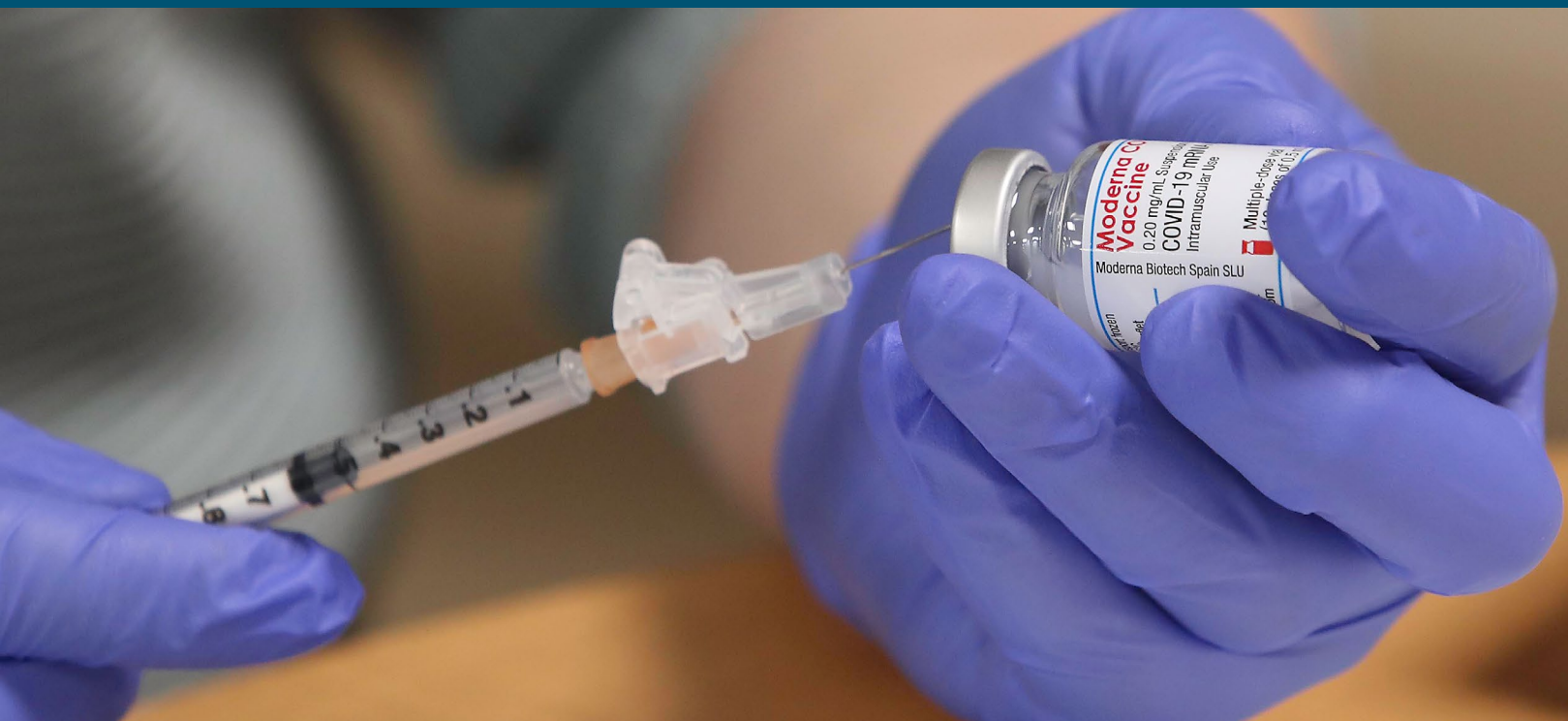
Meet the New Minister of Health and Wellness

On February 23rd, 2021, The Honourable Zach Churchill was sworn in as the new Minister of Health and Wellness. He is also the Minister Responsible for Office of Mental Health & Addictions.

Churchill was first elected to the Nova Scotia House of Assembly as MLA for Yarmouth in a by-election in 2010, becoming the first Lebanese Canadian to sit in the Nova Scotia legislature. He was re-elected in 2013 and 2017.

He has served as Minister of Natural Resources, Minister of Municipal Affairs, Minister of Communications Nova Scotia, and Minister of Education and Early Childhood Development.

The 36-year-old graduated from Saint Mary's University in 2007 with a Bachelor of Arts. He served as National Director of the Canadian Alliance of Student Associations from 2007 to 2009.



Access to Immunization for Nurses

Since Nova Scotia first announced that the COVID-19 vaccine rollout was to get underway, nurses have been eager to get the shot. Our members were some of the first to step up, exhibiting courage and leadership in the path of adversity.

Vaccine hesitancy has not been pervasive within the nursing community, but for individuals who question whether getting immunized is safe and effective, nurses have been role models and knowledge leaders. Nurses continue to champion public health directives, including immunization, while providing excellence in care and innovation for those in need.

At a time when nurses could have been celebrating the *Year of the Nurse*, our profession was called upon to demonstrate precisely why 2020 was awarded that distinction. We modified our practice and daily routines. In some cases, nurses volunteered to venture outside their comfort zone, entering uncharted territory and assuming new challenges. All the while, this global crisis unapologetically unbalanced both our work and personal lives.

Clearly, we want the vaccine in order to protect ourselves so that we can safely be there for our patients, residents and clients, as well as our family and friends. We must be healthy and able to do our jobs without the worry of inadvertently transmitting illness to those we love or those in our care – sometimes one in the same.

Your calls to the NSNU regarding the vaccine rollout have not fallen on deaf ears. We are inspired by the number of nurses who want to receive the vaccine and the urgency in which you are prepared to roll up your sleeves.

The Nurses' Union is a strong advocate for you, your safety and your rights. While our desire to see all nurses across all sectors and designations immunized as quickly as possible, determining or influencing the priority list is outside our purview.

Due to issues beyond the control of the chain of command, vaccine supply falls woefully short of the demand around the world. Thus far, close to 10,000 healthcare workers in Nova Scotia have received the full vaccine with thousands more waiting patiently for the call. Based on public health projections, all remaining healthcare workers (including nurses) will receive their vaccine in Phase 2, expected to begin in April.

Until that time, we'll remain vigilant, adhere to our safety protocols at home and at work, practice self-care, and support one another.

I thank you for your dedication, perseverance, resilience and hopefulness. There is a light at the end of this dark tunnel.

The vaccine is coming. Until then, stay safe.



AGM 2021 – An NSNU Meeting Like Never Before!

The 44th Annual General Meeting of the NSNU will take place online April 20-21 - our inaugural virtual AGM; a meeting you can join from the comfort of your own home!

Using an exciting, interactive, and secure online platform, the event promises to be interesting and engaging. It will be a virtual simulation of an in-person AGM. Delegates will be transported to a virtual meeting floor to elect leadership, debate resolutions, and determine the course of the Nurses' Union.

Here are a few details you'll need to prepare for the meeting.

What's Next

Registration for delegates and observers closed March 12. Now that we have names, numbers and contact details, you can expect to hear from us numerous times leading up to the AGM. We'll be sending you links to test the online platform before we go live on April 20. We'll let you know how you can participate in debates, voting, and presentations.

What to Watch For

Members participating in the meeting will receive an Annual Report and supporting documents in the mail that will guide your AGM experience. That report will contain financial summaries, resolutions, and updates.

Other documents you might typically find in this report will be found instead on the staging site and the live platform.

A reminder that the Agenda, Constitution and Resolutions Report, Financial Statements, and the Minutes from the 2019 Annual General Meetings will also be posted with other AGM related documents and information on the Members Only portal of nsnu.ca. You will need your login credentials to access these documents.

Election Voting and Resolutions

There will be one vote held live at the AGM for a Board position. The election for the VP of the NSNU will take place on Wednesday, April 21. You will hear from the two candidates via recorded messages on Tuesday, April 20. In an effort to provide equal opportunity to hear from candidates vying for all board positions, we've requested recorded messages for playback as not all nurses have the same access to stable live-streaming services.

Voting on resolutions and for the Vice President is open to delegates only. These members will receive unique logins or access to ballots and polls during the event. We remind you that all polls/ballots are open for a specific length of time. If you miss a vote, there will be no opportunity for a do-over.

Queueing to Speak

There's no standing at a microphone. You'll see display buttons that indicate where you should queue-up to speak for or against a resolution. A friendly technician will greet you (virtually of course) to prep you before you speak. That process will be described in greater detail in future e-memos.

Check Your Tech

To ensure that your experience is positive, check your tech. We strongly encourage members to test the area from which you plan to participate. Confirm the internet connection is strong and the WIFI will cooperate. You might need earphones, chargers, electrical plugs and cords at the ready. If you're sharing space with another NSNU participant, consider the implications. And, be sure to visit our "staging site" the week before the event to familiarize yourself with the platform contents.

Beyond your tech, how about your chair – will it still be comfortable three hours into the meeting? Should you have snacks, coffee and your favourite NSNU mug close by? These personal details are in your very capable hands.

Who You'll Hear From

On Tuesday, April 20 AGM participants will hear from the president of the CFNU, Linda Silas – live streamed from

our nation's capital - always a highlight of the meeting. Her passionate and engaging presentation is a crowd pleaser.

That same day, our time-honoured tradition of hearing from the Minister of Health and Wellness is expected to continue in this virtual realm. We expect the newly appointed minister, The Honourable Zack Churchill, will join us, unless he has a significant scheduling conflict.

Our president, Janet Hazelton will also make her address on the 20th. She'll recap the year in review – she'll no doubt have a lot to say about 2020 and our prospects for 2021. She will provide inspiration and encouragement to get us through the next twelve months.

On Wednesday, April 21st Mark Black will be our keynote speaker. Read more about Mark and his message, The Resilience RoadMap, below.

Our many friends in the labour movement will send virtual greetings, as well as some surprise guests. Hope that has piqued your interest.

To be sure, we may experience the odd technical difficulty and snafu, but we'll do our best to make this an AGM to remember – in a positive way.

Stay tuned!

AGM Keynote Speaker

On Wednesday, April 21 the AGM Committee will present Mark Black as our keynote speaker. Mark is a heart and double-lung transplant recipient turned 4-time marathon runner, author, coach and motivational speaker. We will hear his story about building resilience so we can Thrive in Challenging Times.

Born with a life-threatening heart defect, Mark underwent two open-heart surgeries before his first birthday. He battled his condition and its limitations successfully for twenty-two years before his heart failed again. Without a rare and dangerous heart and double-lung transplant, he would not likely see his 25th birthday.

On September 7th, 2002, after almost a year on a waitlist, Mark received a second chance at life.

Today, Mark is not only doing well, he is defying the odds. He has travelled the globe speaking to more than 150,000 people. The NSNU is happy he will join us virtually with his message of positivity and resilience; a message that resonates with nurses particularly well after the last twelve months.



NSNU Board Candidates and Acclaimed Nominees - 2021

In April, NSNU members will be chosen to sit on the Board of Directors of the NSNU for a two-year term. Seven positions on the Board have already been officially elected or acclaimed including the President, Janet Hazelton, VP of Finance, Jamie Stewart, VP Eastern, Gerri Oakley, VP Western, Michelle Lowe, VP of Long-Term Care, Glenda Sabine, and the VP Central, Anne Boutillier. Natalie Nymark was chosen VP of the IWK during an election conducted by that local in 2020.

Voting for regional and component VP candidates will take place during their respective virtual meetings between April 6-15. The VP of NSNU election will take place during the AGM on April 21.

Candidates for the upcoming elections are presented as follows in alphabetical order according to the category in which they are nominated. This same information can be found online on the Members Only portal of nsnu.ca.



David Fox Candidate Vice President

David graduated from the University of Windsor Nursing program with a BScN in 2006. He has worked in rural and remote acute care including emergency, med/surg, pediatrics, inpatient mental health, palliative care, and labour and delivery. He

has completed the emergency nursing course and is currently enrolled in the family practice nursing course. David currently works at St. Mary's Memorial Hospital as a family practice nurse.

David is the president of the St. Mary's Memorial Hospital local and currently a member of the NSNU finance committee. Previously he held the position of Weeneebayko Area Health Authority local president for four years with Ontario Nurses Association (ONA) and Weeneebayko General Hospital local president for three years with The Professional Institute of the Public Service of Canada (PIPSC). He was the lead member on the negotiation team for two collective agreements; one with PIPSC and the second a binding arbitration collective agreement merger between two collective agreements with ONA and PIPSC. David also served as a Co-Chair of the workplace JOHS committee for four years with ONA and two years with PIPSC.

David has attended education sessions on collective bargaining, grievance, and arbitration with PIPSC and ONA as well attending the ONA leadership summit in 2015. He has attended AGM's with PIPSC, ONA and NSNU as a voting delegate and has represented members' interest during multiple grievance arbitration hearings.

Personal Statement:

During the past fourteen years, David has had the privilege

of serving in three different unions each with a different perspective and structure of operation. This experience is an asset in working with our partners on the council of unions and lends a unique perspective to our ongoing work.

David believes that we are at a pivotal time in our profession where the demands placed on our members are continually increasing while under resourcing remains an obstacle to improving working conditions. If elected, he will make it his mission to ensure that all members have a voice at the Board of Directors' table. He says, it is time for us to refocus our efforts and existing resources toward member service to ensure that we are addressing the issues that matter within our province. Membership engagement is paramount in creating solutions for the challenges that we face and will be instrumental in shaping the future of the Union.



Jen Thiele Candidate Vice President

Jen Thiele, RN has been employed in the nursing profession for 17 years. She earned a BScN from the University of Memphis on a soccer scholarship. She has worked in various acute care departments including

paediatrics, ER and CVICU while working in Memphis, Edmonton and Halifax, often as a charge nurse or team leader in those positions.

Jen has been the VP of Central Region on the Board of Directors of the NSNU since 2016.

Her other labour relations experience includes four years on the IWK BUGLM, four years on the IWK Promotional Advisory Committee, shop steward at Dartmouth General

Hospital from 2010-2017, and treasurer at DGH from 2015 to 2020. Jen was on the NSNU Education Committee from 2011-2013, a provincial bargaining team member-at-large for the 2018 contract negotiations and is a Nova Scotia Federation of Labour general VP since 2019.

Included in her labour education portfolio is her participation in every NSNU AGM and Education Day event since 2009, CFNU Biennial Conventions 2013-2019, and the GNU Biennium 2016 in Dublin, Ireland. While at the 2013 CFNU convention in Toronto, Jen was chosen to speak on an equity seeking panel to a crowd of over 1000 delegates. She attended Eastern Labour School in 2010, 2012, 2016 and 2018, and was honoured with the Glenna Rowsell Book Award in 2018 for her contributions to the labour movement. She lobbied Members of Parliament and Senators while in Ottawa for a National Pharmacare Program during Lobby on the Hill, February 2019, an experience she describes as awesome.

Jen completed the Emergency Nursing Program through RNPDC in 2015 and holds current ACLS and CTAS certifications.

Personal Statement:

Jen has been a member of the Board of Directors since 2016 and has gained knowledge, experience, and confidence in representing the interests and challenges of nurses within the Central region and beyond. 2020 deemed to be an exceptionally challenging year for nurses and all healthcare workers. She was working alongside nurses in the emergency department during this time, experiencing the challenges faced by all and ensuring that nurses' needs and issues were being heard.

She is running for Vice President to continue advocating for nurses and safe workplaces and to ensure that nurses' voices are heard and acknowledged. Safety in the workplace is not negotiable and she will continue to make safety for nurses a priority as Vice President.

Jen wishes to thank all nurses in Nova Scotia for their courage, support, and contributions over the past year.

nursing. In 2012, Donna graduated from St. Francis Xavier University with her BScN.

She has spent much of her career in emergency nursing but has worked in multiple units at the Aberdeen including medicine & surgery units, PACU, endoscopy and the OR. She also worked in long term care, occupational health and at NSCC as a clinical instructor for the LPN program.

Donna is currently the Clinical Nurse Educator for the COVID-19 Response for the Northern Zone. This experience gives Donna the advantage of seeing the need for safe working environments and work-life balance over the Northern Zone in multiple areas of work with different scopes of practice.

Donna is the secretary of her local at the Aberdeen Hospital, a member of the NSNU Constitution and Resolutions Committee and an alternate for the NSNU Education Committee. She is the elected member of the PNC for the Northern Zone and has been shop steward in different areas at the Aberdeen. She was also a union representative for the Aberdeen Ethics Committee until it was dismantled. She also sits on local committees for scholarships and social events.

Donna describes herself as a life-long learner who participates in many educational sessions throughout the year. On the labour front, she has attended Eastern Labour School and AGM gatherings. She attended the NSFL convention in Halifax in the fall of 2019. She has participated in NSNU education sessions and webinars. She also took part in NSNU-sponsored focus groups for the purpose of Nursing and Primary Care/Emergency Department research.

She takes pride in maintaining and updating her nursing skills to provide optimal safe care to Nova Scotians. She has developed and offered various Power Point presentations for the nursing staff at the Aberdeen Hospital, including critical care nursing, medicine and surgical nursing, and navigating WCB in Nova Scotia.

In 2020, Donna participated in a NCLEX Review Panel in Chicago with the hope of improving the exam, making it fair and equitable for Canadian nurses. Donna is involved in her community in such events as the Children's Wishmaker Walk and Run for the Cure. She coordinated an NSNU presence in the first Light the Night Walk for Leukemia and Lymphoma in Pictou. She is also an executive member for Pictou County Lacrosse.

Personal Statement:

As an NSNU member she would be honoured to represent the Northern Region/Zone nurses on the NSNU Board - to be their voice and offer support to nurses in the area. Donna would bring her values, experience, education, conscientiousness and professionalism to the role.

If elected her focus would be the promotion of respect, unity and equity among nurses while maintaining the goals and objectives of the NSNU in a professional image.



Donna Gillis Candidate VP Northern Region

Donna Gillis, RN graduated from the VG School of Nursing in 1993 and has pursued continued education in critical care, occupational health and perioperative nursing, and obtained her CNA certification in emergency



**Stephanie Roberts
Candidate
VP Northern
Region**

Stephanie Roberts is an RN who graduated from St. Francis Xavier University in 2002. She began a full-time position as a staff nurse at the Colchester Regional Hospital

that same year on the medical unit. She transferred to the ER in August of 2009, completing her emergency nursing program four months later. She holds numerous certifications and is a mentor/preceptor for nursing students and new hires.

Stephanie has been the president of CEHHC for five years and was the secretary/treasurer from 2013-2014. She has been the chief shop steward since 2003 and sat on the NSNU Education Committee 2017/2018 and the AGM Committee 2019/2021. She was BUGLM co-chair from 2015 until 2019 and the ZLMC co-chair/member from 2019 until present.

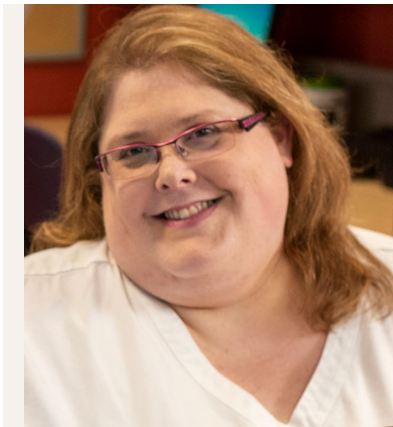
She attended Eastern Labour School (2014, 2016, 2018), the 2015 NSFL Convention, CFNU Biennial Conventions (2015, 2017, 2019), various NSNU AGM and Education Day events from 2011-2019, as well as Northern Zone Education Day 2018 and 2019.

Whenever possible, Stephanie attends union events, enrolls in NSNU education activities, telehealth, and e-learning courses to better her staff nurse position and local leadership role.

Personal Statement:

Stephanie is looking forward to becoming more involved in the Union, NSNU leadership, and Northern Zone activities. She is looking to improve patient care through union/management collaboration to enhance the working and personal lives of nurses.

**Laurie Hirtle
Candidate
VP Licensed
Practical Nurses /
Grad Component**



Laurie has been a practicing LPN since she graduated in 1996 starting in private home care, then long term care and, for the last 15 years, she has been employed in acute care at the Dartmouth General Hospital.

Since she started working in acute care, she has held various positions within her local and region. She's been shop steward and the LPN rep for her local. She is currently the local vice president. In the past she has been the 1st and 2nd alternate to the current VP of LPN/Grad Component, and alternate for the Central Region.

Laurie attended the last four NSNU Annual General Meetings and has participated in Eastern Labour School in Nova Scotia, New Brunswick and Newfoundland. In 2015, she was a delegate at the CFNU Biennial Convention in Halifax and returned to the event when it was held in Calgary in June of 2017 and New Brunswick in 2019.

Laurie continues to seek opportunities to expand her knowledge of the labour movement and her profession. In 2017, she took an LPN leadership course and has participated in NSNU education sessions. Laurie has also attended numerous lunch-and-learns at her facility.

She has been part of the Dartmouth General Hospital wound care committee; co-chair for the last several years. She helped create educational opportunities for her peers at DGH. She is chair of her unit's professional nursing council and has been a preceptor for many new grads.

Personal Statement:

As a member of the Board of Directors, Laurie states that she would continue to be a voice for LPNs in all areas of nursing. She commits to being open and transparent and will strive to be the best representative she can be as an active member on the Board of the NSNU.



Maria Langille
Candidate
VP Licensed
Practical Nurses /
Grad Component

Maria Langille is a Licensed Practical Nurse of over 40 years who has worked in acute care and long-term care as a psych, rehab, medicine/telemetry, and float nurse over the course of

her career. Maria is reoffering for the position of VP LPN/Grad Component, a position she has held for numerous consecutive terms. She is employed at Sutherland Harris Memorial Hospital.

She began her work with the NSNU first as a treasurer in 1982 and has since held the positions of shop steward, secretary, treasurer, president and co-president of her local, as well as OH&S rep.

Her committee work includes the former NSNU Political Action Committee, BUGLM/ZLMC, Occupational Health and Safety, NSFL Women's Committee, several LPN focused groups, and various other committees within the NSNU and CLPNNS, now NSCN.

Maria has participated in Eastern Labour School on several occasions taking courses in leadership, the grievance and arbitration process, the legalities of nursing, duty to accommodate, harassment and bullying in the workplace, and media training and communications. She has attended numerous CFNU educational sessions, and courses on intimate partner violence in the workplace and the promotion of nursing, while also working with new grads. She has taken full advantage of all educational and leadership training offered by the NSNU, CFNU, NSFL and the CLC.

Maria takes every opportunity to attend in-service sessions to further her nursing education with a concentration on communication, scope of practice/employment, and OH&S. She has participated in online learning modules and in-person sessions with NSNU, NSFL, CNA and CLPNNS/NSCN. She has a strong knowledge of collective agreement language, scope of practice and employment, and the legal responsibilities of the Board of Directors, and of nursing.

Personal Statement:

Maria says her proven activism, strong professional manner, knowledge base and experience are assets in the role of VP of LPN / Grad Component. As a Board member she looks at all the facts when decisions must be made.

She supports LPNs at all levels and is a strong advocate for

their concerns. She intends to continue to promote open communication and dialogue in the Component and in the workplace and hopes to increase communication and education amongst members of the Board of Directors.



Tracy
d'Entremont
Candidate
VP Community Care

Tracy d'Entremont, LPN has been working in community nursing since 1993, and has been with VON since 1999. She is a frontline nurse, and president of her local since 2008. She yearly participates in NSNU

Annual General Meetings and also attended the biennial Eastern Labour School events and NSFL conventions. Tracy is also a member of the occupational health and safety committee

For the past three years, she has been the VP of Community Care for NSNU. She has worked to enhance nurse identity, nurse safety, contract bargaining and JOHS initiatives on a provincial level. As a board member of AwareNS, an organization founded to help reverse the trend of injuries and illness within the sector, Tracy is committed to working with that organization to address these problems. She has attended ICD Maritime Chapter Board education sessions with AwareNS for Board development.

In 2020, she volunteered to work at Northwood for a month, providing pandemic relief. Within her sector, she champions improvements to the communication and technical issues that plague nurses and works diligently to ensure that nurses voices are heard. She ranks higher acuity of patient care, retention and recruitment, provincial home care contract challenges, and job dissatisfaction as serious issues that must be addressed. She is presently working on her McMasters labour certificate which she feels will give her additional knowledge to help support the labour movement.

Personal statement:

Tracy maintains she will continue to advocate, learn and support VON members if re-elected. She will continue to reach out to local executives on a monthly basis, or as needed, to keep lines of communication open. She states, her NSNU activism over the years has prepared her for the role of VP of Community Care - it has been a tremendous learning experience. She will continue to participate in events to represent community and all nurses' points of view. She is hopeful that nurses can adapt to change and support the new nurses coming to community nursing.

Continued on Page 12

Kim Williams
Candidate
VP Community
Care



Kim Williams, RN graduated from Saint Rita's Hospital in Cape Breton in 1992 and is presently working for the Victorian Order of Nurses. Her career started in community care, followed by acute care nursing for twelve years at the Cape Breton Regional Hospital working with CVA & Palliative clients.

Kim's journey with the Nurses' Union began five years ago when she actively took on the role as vice president of her local, which she held for one year, then assumed the role of President four years ago.

She is actively involved in a number of committees including VON Provincial Negotiating Committee, Nurse Safety & Night Shift, Wound Care, Orientation and is currently the co-chair for the JOHS VON Cape Breton site. Kim has also taken on the role of Co-Chair the provincial JOHS committee and is a member of the Risk Management committee.

Kim is passionate about nurses and safety and avails herself of every educational opportunity offered - online, lunch and learns, webinars and in-person sessions, to

name a few. Last year, per-COVID-19, she attended a NVCI two-day training session in Halifax.

She has attended three NSNU Annual General Meetings, the Eastern Labour School 2018 in Antigonish, and is planning to attend the next Eastern Labour School event. Her enthusiasm for education has resulted in offering many sessions to her members at local meetings, and by inviting guest speakers to present. Some topics have included: NSNU Social Media; Alley Center – Addictions; and Naloxone training.

Personal Statement:

Kim is an active NSNU member with a strong voice for the nurses she represents, readily available for calls and emails. Since becoming local president, her goal is to engage as many members as possible in union activities and activism.

Her local sponsors two additional members each year to attend the AGM. Each year, two scholarships are awarded to children of members in her local. With these measures in place, member attendance at meetings has significantly increased.

If elected, she pledges to be a passionate advocate for all community care members especially with the prevailing issues of today. Workload, staffing crisis, OT, and, most importantly, nurse safety are her priorities.

Kim says she will be present, approachable and available to hear all concerns.

Pharmacare **NOW**

The Canadian Federation of Nurses Unions (CFNU), Heart & Stroke and the Canadian Labour Congress have teamed up to raise awareness and urgency of a national pharmacare plan. The groups have launched a campaign calling on Canadians to tell the federal government that Canada deserves #PharmacareNow.

Through this online campaign Canadians can send a letter to the federal government urging it to take immediate action on its commitment

to implementing national, universal pharmacare. This includes allocating sufficient funding in the coming 2021 Federal Budget and implementing an initial common formulary of essential medicines by July 1, 2021.

"Support for pharmacare is strong. Over 90% of Canadians feel it is important for everyone to have equal access to prescription drugs, the federal government's own expert advisory council recommended a universal, public, single-payer

program, and the government has committed to it. We need action now," says CFNU president Linda Silas.

**To learn more and
take action go to
the CFNU website or
[heartandstroke.ca/
pharmacare](https://heartandstroke.ca/pharmacare).**



Silas to Remain at the Helm of the CFNU

Submitted by Linda Silas, CFNU President

Like many, COVID-19 has consumed my life over the past year, and it remains a pressing concern for people in Canada and around the world. As a nurse, I am hopeful that brighter days are ahead - but it will take time. As a union leader, I know how much work will be needed to rebuild our communities. The pandemic has revealed the flaws and the vulnerabilities in our economy, in our public services and in the way workers are treated, among other things. Addressing the challenges and stark inequities that COVID-19 has exacerbated will require the combined experience and expertise of all of us.

Having said that, the primary issue that keeps me awake at night is the state of Canada's health care system. What will our precious Canadian public health care – already stretched thin before the pandemic – look like once the emergency measures are lifted? Simply put, it will be sick and tired, just like the nurses and staff who have been holding it up this past year. With this huge challenge in front of us, I must stay focused on supporting Canada's nurses who have put their faith and trust in me to lead them for the last 18 years.

I remain proudly and staunchly committed to our house of labour, but I won't be the one leading it after the next convention. It is with some sadness but renewed resolve that I announce I am withdrawing my candidacy to become the next president of the Canadian Labour Congress. This decision has been difficult after dedicating nearly two decades to the work of the Congress, serving on its Executive Committee and Canadian Council, and working hard to advance our shared goals. I remain immensely proud of our collective work.

To my many supporters I simply say: thank you. Thank you for your generosity and support and for joining me in the belief that, together, we could make big steps forward to build a stronger labour movement. Our work is not done. We have proven that the definition of essential workers goes much further than health care. We have proven that unions – no matter what sector – are stronger when we work together. It will be an honour to continue working alongside truck drivers, educators, electricians, construction workers, postal workers, public servants and all health care staff. Together we cannot fail in holding our governments to account, strengthening and making whole our house of labour, and improving the lives of every worker in Canada.

When I launched my election campaign I said, *Je suis prete*. I am still ready, but the challenge before me, before us all, has changed fundamentally. Nurses and health care workers need a strong and experienced hand to press for critically needed change. I have dedicated my life to improving nurses' work and our public health care system, and today is not the day for me to change lanes. Simply put, I cannot in good conscience abandon this fight to fix Canada's health care system in the middle of an ongoing pandemic.

To every union member, every affiliate, the new leadership of the CLC and its amazing staff team, I can promise you that I'll never be more than a Zoom call away. As the proud president of the Canadian Federation of Nurses Unions, I will always be on your side.

Stay safe, friends.

A Year Into the Pandemic, Nurses Exhausted and Concerned



The following message was submitted to media by Linda Silas, CFNU and Janet Hazelton, NSNU

March 11th was the anniversary of the World Health Organization's declaration of the COVID-19 global pandemic, and nurses across Canada remain on high alert. Many are exhausted, burned out – and deeply concerned.

Nurses are on the frontlines of the pandemic and our health care system every day. We see its problems in brutal detail, and we have the experience to confront it. We have repeatedly called on decision makers to address critical staffing shortages and provide basic protections to keep workers safe.

When nurses and other healthcare workers are disregarded, the results can be devastating.

As of January 15, 65,920 health workers had been infected with the COVID-19 virus, representing 9.5 percent of all infections in Canada. More than 40 health workers are known to have died from the illness.

In our troubled long-term care system, insufficient staffing and safety protocols have contributed to a national tragedy. About 25,000 health care worker infections are in long-term care. More than 14,000 vulnerable residents have died from COVID-19, representing about 70 percent of all deaths in Canada.

It didn't have to be this way.

As early as January of last year, the Canadian Federation of Nurses Unions began urging governments across Canada to heed the lessons of SARS and adopt a precautionary approach.

This meant assuming the virus was airborne and protecting health workers – potential vectors of transmission – accordingly.

In Nova Scotia, healthcare unions, including the Nova Scotia Nurses' Union launched a campaign the first week in March 2020 titled *Protect NS Frontline*, a joint effort emphasizing the importance of listening to the expertise of more than 40,000 health care workers in our province.

The campaign advocated for better access to Personal Protective Equipment (PPE) for all frontline healthcare workers, urging government to trust the clinical judgement of healthcare professionals allowing them to determine what PPE is required to do their job safely.

Despite our best efforts, healthcare workers in many provinces have been put at unacceptable risk, with implications for their families, patients and communities.

Initially, N95 respirators were often locked away due to supply and procurement concerns, and as the debate over viral transmission evolved. With an ever-increasing number of studies showing airborne transmission, the science now supports our view that airborne transmission is a significant contributing factor in the spread of the disease, and it is essential to adhere to the precautionary principle in the fight against COVID-19.

It took the Public Health Agency of Canada until January 2021 to acknowledge that healthcare workers are at risk of airborne transmission when in close proximity to an infected person. Yet even given this admission, PHAC still does not require healthcare

workers in COVID-19 units and 'hot zones' to wear protection from airborne transmission, such as N95 respirators.

Similarly, provinces across Canada have failed to update their guidance to adequately reflect what we now know about the virus and how it spreads.

Only Quebec has followed the scientific evidence to its natural conclusion: As of February 11, 2021, Quebec requires health care workers in COVID-19 hot zones to wear an N95 respirator or superior level of protection.

As new variants circulate in Canada, dramatically increasing the rate of transmission, healthcare workers are under even more pressure. Without action, health staffing, which is already in short supply, could become further depleted.

We must not let this happen. There is a desperate need for more staff, not less. Budgets cuts, fiscal restraints, short staffing, and higher workloads cannot be allowed to erode the healthcare workforce and quality of patient care. Investment in the retention and recruitment of nurses must be ongoing and meaningful to avoid an exodus from the profession as burnout takes its toll.

Governments across Canada must act now and show their respect and appreciation for healthcare workers by improving and enhancing job safety and safe staffing.

Acting on the recommendations of nurses and other frontline workers can lead to better outcomes for patients and workers alike where safety is paramount, and care is not compromised.

Parkstone Enhanced Care Pilots Project with GPS Manufacturer



Shannex and Tenera, a manufacturer of GPS tracking systems, have partnered in a federally funded 12-month project involving Tenera's wearable device and associated software at Parkstone Enhanced Care.

The system uses GPS technology to track the movements of individuals wearing the devices. While the system is designed and intended for use in monitoring and managing residents, employees also wear a device in order to realize the full capability and safety functions (i.e., notifications and alerts).

Shannex says the project at Parkstone will focus on the system's ability to contact trace and monitor physical distancing for infection prevention and control purposes.

To provide reassurance to the NSNU, Shannex has indicated they will not be using the technology to monitor the conduct of employees while on shift. Shannex does not intend to use the system to collect, monitor, or analyze information about employees for the purpose of managing employee performance.

In the event of an incident at Parkstone requiring investigation, whether it is a resident-to-resident incident or one that involves employees, the technology will be a source of data available to Shannex. Shannex may mine data from the system, accessing information about the location and movement of individual employees or a group of employees on a shift at the time of the incident.

Members with questions about this pilot are asked to email nsnu.office@nsnu.ca. Your inquiry will be directed to appropriate staff.

Statement T-shirt with a Powerful Message

The nurses at Dykeland Lodge in Windsor, along with other long-term care nurses across the province, love their messaged merchandise.

At Dykeland, in particular, 80% of the staff received their first dose of the COVID-19 vaccine by February 18th. NSNU members at that site are happy to brag about the high level of compliance, wearing statement t-shirts to celebrate this momentous occasion.

This shirt says it all – *I got the vaccine for you, for me, for all.* Apparel that tells a compelling story.

Other statement t-shirts in fashion right now include:

- Trust the Facts – get the Vax
- Peace, Love and Vaccine
- Celebrated Coz I Vaccinated
- Educated, Motivated, Vaccinated
- I Got My COVID Vaccine!

Thank you to Dykeland for sharing your great news and the photo.



Nurses Raise Privacy Concerns With Surge in Patients Recording Video in Hospitals

David Burke, CBC News - Feb 16, 2021

Nurses in Nova Scotia are becoming fed up with people using their cellphones to record them while they work, a growing problem that can distract health workers from their jobs and violates patients' privacy, according to the head of a nursing union.

From trying to film health-care staff delivering a baby to recording a family member waking up from anesthesia or narrating their wait times in hospital, people are constantly turning their phones on health-care workers.

It's making nurses "really uneasy," said Janet Hazelton, president of the Nova Scotia Nurses' Union.

"I think we'd all be that way, with someone taking pictures of you doing your job or videotaping you doing your job. You become very self-conscious," said Hazelton.

"And you worry, you know, what are they going to do with it? You worry about your patients because they have rights as well. It's just one more thing that we have to think about and potentially gets us a bit distracted."

It's a phenomenon that's grown as the popularity of cellphones exploded. Almost every day someone in the province is using their phone to snap a picture or record a video of nurses while they work, said Hazelton. She'd like to see a rule put in place restricting cellphone use, but so far that hasn't happened.

In the worst-case scenario, cellphone recordings can be so disruptive they actually delay people getting the care they need.

"If the recording or picture-taking is so intrusive that the care provider can't safely do their job, they may need to stop providing care in that instance, unless it's an emergency situation," said Karen Hornberger, the provincial director of privacy for Nova Scotia's health authority.

But there isn't much the health authority can do to stop it. Hornberger said a

health worker's main recourse is simply asking the person to put their phone away. If they refuse to do so, the health authority's hands are tied.

"There's very little we can do to actually get patients to stop recording the interactions. In Canada they do have the right to do that," said Hornberger. "That's my understanding from our legal services team."

However, that mainly applies to a patient recording their own interactions with medical staff. If they start recording other patients, the health authority can step in because the recording would violate other people's privacy.

"Capturing images of everyone who's there in the hospital at that time, that we would not allow and we would ask them to delete it and we would treat it like a privacy



breach and investigate it as such,” said Hornberger.

If that kind of video or image was put on social media, the health authority would contact the site’s administrators to have it removed.

Many nurses are discovering images and videos of themselves posted on social media, even though they never agreed to it, said Hazelton.

Physicians aren’t immune either, said Dr. Robyn MacQuarrie, an obstetrician and gynecologist who is president of Doctors Nova Scotia, an association that represents physicians in the province.

“I have the right not to be put on social media if that’s not something I’m comfortable with,” she said. “We certainly ask people in our labour and delivery rooms not to video us or photograph us as part of the experience.”

She said if people want a picture with her after she delivers a baby she’s fine with that, but they have to ask first. MacQuarrie said clear communication is key in helping people understand there are times when a cellphone shouldn’t be used.

MacQuarrie said people need to talk with their health-care providers about when and why they want to use their cellphones.

She said sometimes the devices can be helpful, like when a person wants to record a conversation with their doctor so they can recall important details later.

A person may also want a recording because they have trouble understanding English, or may feel uncomfortable with a health-care worker and want a record of their meeting.



Others may make recordings because they believe staff are not providing the level of care they believe is appropriate, said Hazelton.

Whatever the reason, MacQuarrie believes discussing cellphone use with patients and their loved ones will help.

“It would be better if we could all agree on the use of video and recordings, but I think we always need to look and understand why is that person recording that encounter? And find ways to work with them. So if they’re doing it in a way that isn’t safe for other patients, risks the confidentiality of others ... then we need to find ways around it,” she said.

Hazelton said the phones also help people have a vital link with the outside world while waiting for appointments or working to recover in hospital.

Most people don’t have any ill intent when they’re taking pictures or record videos of nurses, they’re only focused on seeing their loved one, and nurses just happen to be there, said Hazelton.

When asked, most people will put their phones away until staff can finish their work. Only a few refuse.

“Ask permission, ‘Can I take your photo?’ You know, ask the patient’s permission, you know, don’t assume. Ask the nurses’ their permission, and if people say, ‘No, I’d prefer you not,’ then respect that,” said Hazelton. “We want our health-care workers to be doing their job, not worrying about who’s taking their picture.”



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Your Purchases Pay it Forward with The Brick

The Brick offers an in-store only discount and rewards program to you, a member of the NSNU.

NSNU members receive a discount on furniture and mattresses that varies per item. It is available on most upholstery and leather products, bedroom and dining items, and mattress sets.

Included in the program is a rewards rebate that holds 2% of the furniture and mattresses purchased by NSNU

members in an account at the store. At the end of each calendar year the amount is donated in NSNU's name to Children's Miracle Network, which is directed to the **IWK** in Halifax. This donation is matched by The Brick.

At the end of 2020, NSNU member purchases saw a small but important donation of \$265.38 go to the IWK.

To take advantage of this program please call or email to make an appointment with Kristen at 902-536-0606 or kconrod@thebrick.com so that your purchase at The Brick adds to this reward program. Be sure to bring in your NSNU membership card when you shop. Upon entering the store, please identify yourself as a Nurses' Union member to be directed to the appropriate associates.

So, next time you need a sofa, chair, mattress... consider shopping at The Brick. Log in to the discount page at nsnu.ca/memberdiscounts for more details.



South Shore Local Gives Generously

These are difficult times and it's important for us to find ways to prop each other up while achieving self fulfillment.

The South Shore Regional/Fisherman's Memorial (HSASS) local of NSNU has been doing a great job of paying it forward. They recently gave \$50.00 gift cards from Atlantic Super Store to all their members as a pick-me-up and a way to say, "Thank you."

They also donated to Souls Harbour, Bridgewater, Lunenburg and North Queens food banks.

Well done HSASS!

11th ICN NP/APN Network Conference

From August 29 to September 1, Nurse Practitioners are invited to participate in the virtual ICN NP/APN Network Conference, an annual event with speakers, plenaries and workshops that focus on issues of importance to nursing leaders. With more than 1,000 attendees, this conference is among the largest international gatherings of advanced practice nurses and nurse practitioners.

The theme for this year's event is "Envisioning Advanced Practice Nursing Beyond 2020: Wider Reach, Bigger Impact". This theme is inspired by the United Nations' Sustainable Development Goals to examine progress and future directions for nurse practitioners towards addressing the health needs of populations.

The Nova Scotia Nurses' Union is pleased to be a sponsor of this event. Those who wish to attend are encouraged to register before May 31 to receive the Early Bird rate. The final deadline to register is August 9. Registration is now open at npapn2021.com.



Ten great reasons to attend the ICN NP/APN Network Conference



Content, Content, Content

With your registration you will have access to all 200+ scientific sessions including oral presentations, symposia, and clinical workshops and also more than 180 e-posters that allow you to interact with the authors. Session recordings and e-posters will be available for 6 months post conference.

Inspiring Keynote Presentations

Throughout the event there will be several keynote presentations. The event will begin with an address from Dr. Barbara Stilwell, Executive Director of the Global Nursing Now Campaign, who will speak about the "Year of the Nurse and Nursing Now: Implications for Advanced Practice Nurses".

Ask Away!

Engage in the interactive virtual environment. During the conference, attendees will have the opportunity to ask questions, participate in live chats and video calls.

Notes and Handouts

Take notes directly in the platform during presentations and export them at your convenience. Download handouts and resource documents from sessions and refer back to them whenever you need.

A Chance to Win

Take part in the NPAPN Scavenger Hunt, earn points throughout the conference and get the chance to win one of many amazing prizes.

Virtual Award Ceremony

The inaugural ICN NP/APN Network Excellence Awards 2021 will recognize outstanding advanced practice nurse (APN) achievements and honour outstanding APNs in Education, Research, Leadership and Clinical Practice. Nominate a peer at npapn2021.com.

Miss Travelling?

Although this year's event can't be held in person in Halifax, attendees will still get to experience that patented east coast hospitality. Stay tuned for more!

It's All About Connections

Throughout the conference you will have plenty of opportunity to connect and network with other attendees from around the globe, send private messages to speakers, sponsors and exhibitors and to exchange virtual business cards to stay in touch after the event.

Engage and Learn

Sign up for one of the live workshops on Sunday, August 29 and meet virtually in a small group format with advanced practice nurses and leading experts from around the world to gain practical knowledge and skills on a variety of practice and professional development topics.

Virtual Exhibition

Connect with sponsors and exhibitors in the virtual expo hall. Ask questions in chats or meet live with a representative over video call, access brochures and product videos.

Preparing for National Nursing Week

It's hard to believe, but National Nursing Week is right around the corner. Happening from May 10-16, Nursing Week is an opportunity to celebrate nurses for their hard work and dedication to patient care.

As always, the NSNU is providing \$100 to each local to put toward nursing week celebrations. Like last year, we know this year's celebrations may be pared down to ensure adherence to social distancing, masking and other health and safety protocols. Even with these precautions, we can still make this time special for nurses.

Locals that wish to purchase NSNU merchandise for their members are asked to put in your orders by May 4. Appointments to pick up pre-ordered merchandise or to shop in person should be made at least one week in advance.

The following COVID-19 guidelines have been put in place by the NSNU for the protection of members and staff when dealing with merchandise requests and sales:

- Members wishing to shop at the NSNU Boutique at 150 Garland Avenue in Burnside must do so by appointment only.
- In-person shopping will be restricted to one member/one staff in the NSNU Boutique at a time.
- All members and staff will be required to wear a mask while on the NSNU premises for a merchandise transaction.
- Cash or cheque only – NSNU does not have debit or credit services on site.
- Locals will be invoiced for merchandise purchases, which must be paid by cheque or by cash.
- Members requesting that merchandise be sorted and mailed to their local by NSNU staff must understand that return policies will vary depending on the purchase (broken item, sizing issues).
- The NSNU does not pay shipping fees on large orders. If possible, please make arrangements for pick-up.

Contact nsnu.office@nsnu.ca to put in a Nursing Week merchandise order, make an appointment to shop or schedule a pickup. A selection of NSNU merchandise is available to browse at nsnu.ca/merchandise. Please note, you will have to log in to view this page.



Escape Contest

Early in the pandemic, the NSNU launched an Escape webpage – a reminder to make mindfulness and selfcare a priority during these difficult and isolating times.

To reward your efforts, the NSNU will be holding a draw for a \$500 Visa gift card. To enter, send us a photo of yourself engaged in your favourite and relaxing pastime. Baking, photography, hiking, crafting, home décor and more! Your photos will be posted on our Escape page, nsnu.ca/escape, our newsletter, and your name entered in the draw. Enter as often as you wish!

Send your entries to nsnu.office@nsnu.ca including a photo and a brief description of your go-to hobby. We look forward to seeing your submissions. The winner will be selected via random draw on June 30th.



RN Jessica Gillis enjoys running year-round and snowshoeing in the winter.



RN Maggie McInnis finds active living to be the best stress reliever. Here she is snowboarding.



LPN Lisa Rockey embraced her wild side, hopping on the 4-wheeler with her son. She says he sure enjoyed scaring the wits out of her!



RN Venus Sorizo's go-to hobby is hiking, seen here with her partner at Humes River Falls in Cape Breton.



NP Lenora Brace finds joy through mindful wellness activities. She says, "I can breathe better with the trees. I absolutely must have nature around me to have peace."



NP Dawn Lowe's favourite relaxing activity is hot tubbing with a glass of wine.



RN Kyla Neary Griffiths enjoys snowshoeing with her son.



Crystal Anne Leblanc, president of VON Greater Halifax local



Ann Marie Murdock, RN, NSNU BOD member



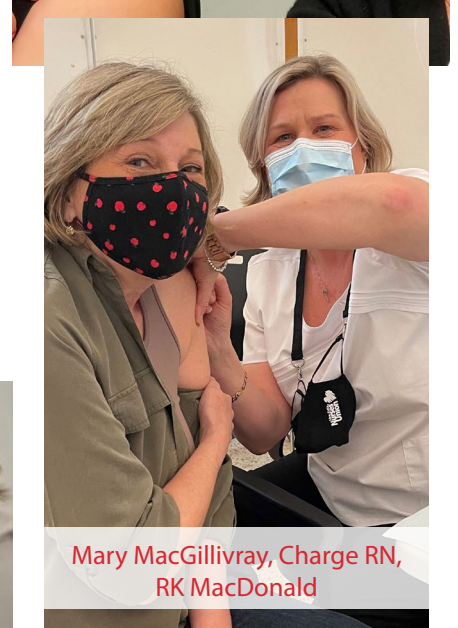
Latitia Pelley-George, RN, Colchester Regional



Kayla McCulloch, NP

Frontline FACES

Healthcare workers get the shot, including some administered by NSNU president, Janet Hazelton

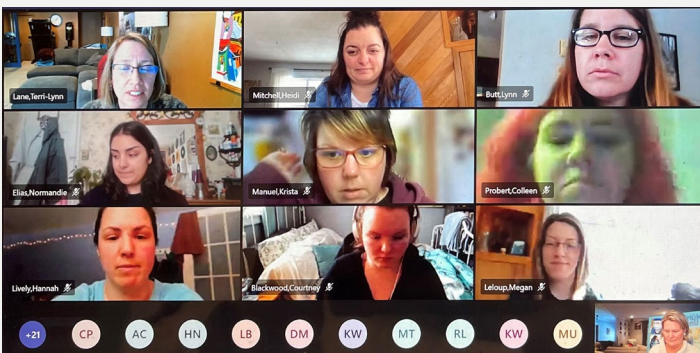


Mary MacGillivray, Charge RN, RK MacDonald



Dr. Farrukh Suhail

Janet Hazelton Guest of NSCC Nursing Program



On February 23rd, NSNU president Janet Hazelton paid a virtual visit to students in the NSCC Licensed Practical Nursing program to discuss professional practice in nursing.

She talked about the importance of conducting oneself in a professional manner while upholding the standards

of ethics, performance, competence, accountability and responsibility, evidence-informed decision making, and so on, that must be met in order to remain within the profession. The main purpose of speaking with students about this issue is to direct them towards maintaining safe and clinically competent nursing practice.

Janet often speaks to students in the NSCC programs across the province, as well as nursing students enrolled in classes at Dalhousie, St. Francis Xavier and the University of Cape Breton.

Janet imparts the knowledge she has gained as a practicing nurse as well as the experience she's acquired as a nurse-union leader. Her messages speak to the realities of nursing, the importance of being an active and aware member of the union, and the many intrinsic and extrinsic rewards of being a nurse.



New Designation? Let Us Know!

The NSNU often sends communiques to segments of our membership. Depending on the news of the day, bargaining updates and other issues of selective importance, it may be necessary to reach just LPNs, RNs or NPs at any given time.

If you have changed your designation, we ask that you please contact the NSNU to update our records so you receive all communications relevant to you. It is also important for us to know if you have changed employers or facilities, as we often segment messaging according to the area and sector in which nurses work.

In general, we need you to tell us about any pertinent changes to your nursing practice.

To update your designation, or any other relevant contact information, email [nsnu.office@nsnu.ca](mailto:office@nsnu.ca) or call 902-469-1474.



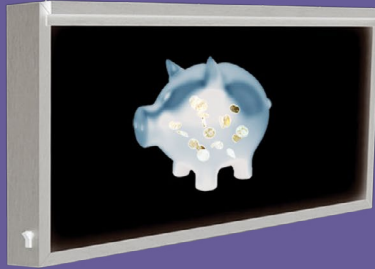
Are You Paying the Correct Amount of Union Dues?

If you work at more than one NSNU Facility and pay union dues more than once in a pay period, you may be eligible for a refund from the Provincial Office. Members who have been paid for less than 7.5 hours in Acute Care and less than 8 hours in Long Term Care in one bi-weekly pay period may also be eligible for a refund from the Provincial Office.

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

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

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