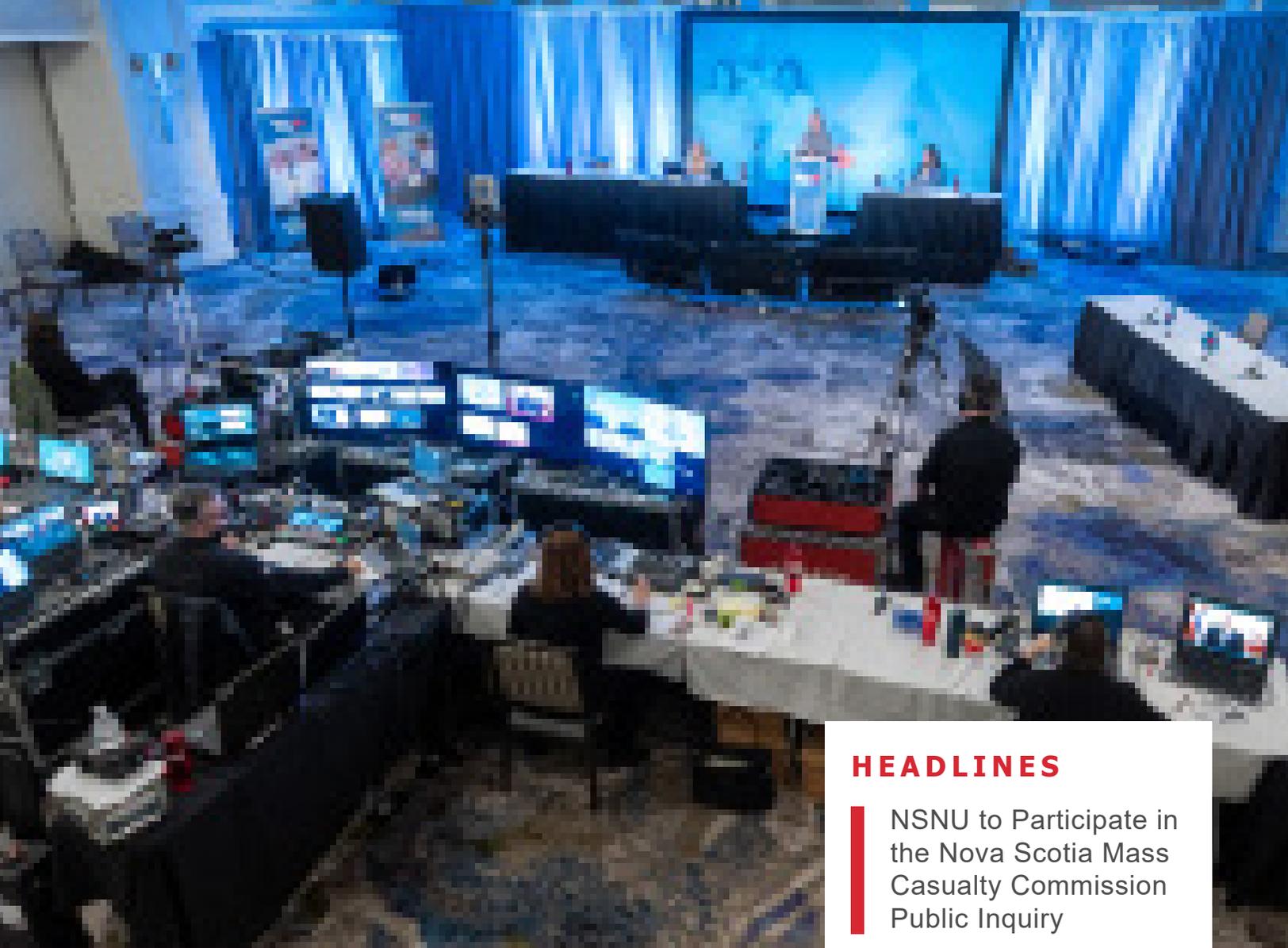


May 2021



## **NSNU AGM Goes Virtual**

**A new format, lively debate and messages of support round out a successful Annual Meeting**

### **HEADLINES**

NSNU to Participate in the Nova Scotia Mass Casualty Commission Public Inquiry

Introducing Your New Board of Directors

Celebrating National Nursing Week Across the Province

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**NSNU staff directory available at [nsnu.ca/staff](http://nsnu.ca/staff)**

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# President's Notebook

Janet Hazelton, BScN RN, MPA

## There's Much More to Be Done

Since October of 2002, I have been proud to represent the members of the Nova Scotia Nurses' Union. In April, I was officially acclaimed in my 9th term as president of this great organization. Ten other NSNU members were either acclaimed or elected to your Board of Directors to serve a two-year term.

If you know my story, you know that my personal concerns about childcare and workplace issues first drew me to union activism. I was a young mom working in Truro, struggling to balance proverbial shift work and childcare conflicts. Our local, along with CUPE, opened a daycare for hospital staff in the area.

From that point on, I was intrigued by what we could accomplish as a collective. I, like my other union friends, was a squeaky wheel, looking out for coworkers, our rights and our safety. I wanted a say in what I was paid, collective bargaining, and how my future investments, like pensions and benefits, would be managed and dispersed. I wanted to understand how unions worked – specifically the Nurses' Union – given how much influence NSNU had on improving my work life and my financial assets.

Since those early beginnings, I've worked with countless nurses who were strong, vocal healthcare and union advocates, and some who worked quietly behind the scenes. What I have learned through



Janet interacts with members virtually during the AGM

my years of experience on local executives and boards, is that not all union activists come with bullhorns and placards. Union activism is about knowing what your union offers, how it functions, and why it's important to participate, in some small way or all in.

I wish to thank all members who ran for positions on the board and those who were acclaimed. Your commitment to the NSNU is greatly appreciated. The contributions of all activists have tremendous value. We are making decisions and inroads that impact all nurses.

There is much more work to be done. The pandemic has made evident the changes required to keep healthcare workers safe; to allow us to practice with confidence. Among my goals is an assurance that our staffing

levels are adequate to provide relief for nurses and a system that is stretched to capacity. Recruitment and retention efforts must be reinvigorated, not just in rural and remote areas of the province, but also in our urban centres and long-term care.

Our acute care bargaining team will be going to the table soon, equipped with knowledge and information stemming from our COVID-19 experience. In addition, your feedback from the bargaining survey is vital in helping us determine priorities. I highly recommend that you take 15-20 minutes to complete the questionnaire. It is imperative that we negotiate an agreement that addresses your concerns and provides fair compensation.

I will continue to lobby government and your employers, imparting that nurses continue to give their all, in good times and in bad. Even though I'm approaching the twenty-year mark at the union, my enthusiasm and energy has not waned. I am always eager to take your calls, answer your email, speak with media and politicians, and promote the many contributions nurses make in our communities.

I thank you for allowing me the honour of being your president and promise to continue to keep up the good fight on your behalf.



## ***Congratulations Janet...***

I wanted to personally reach out with a quick note of congratulations on behalf of the Board and staff of NSCN on your announcement. Holding the role of President of the Nova Scotia Nurses' Union for nine terms running is a significant achievement and one that we celebrate with you. It is most certainly a testament to your unwavering commitment to nurses in our province, the nursing community at large and to all Nova Scotians. Congratulations on this historic accomplishment as longest standing NSNU President. It is a title well-earned and much deserved.

Sincerely,

Sue Smith and the Nova Scotia College of Nursing Team



## **To Better Serve You**

The NSNU is a service-oriented organization whose main objective is to provide information, assistance, guidance and support for our members.

As such, to better serve you and to expedite your requests of staff, we ask that you direct your correspondence to our executive director, Chris Albrecht at [chris.albrecht@nsnu.ca](mailto:chris.albrecht@nsnu.ca). As the executive director, Chris is able to assign specific tasks to available and appropriate staff.

Members seeking assistance from labour relations representatives, or with requests for merchandise and other tangible materials, accounting services, login and database-related matters, can maintain direct communications with those departments.

We thank you for your cooperation.

# **Acute Care Bargaining Update**

In the fall of 2020, the acute care collective agreements with the NSHA and the IWK expired. As the Nova Scotia Council of Nursing is readying to go to the table, the NSNU must round out its eleven-member team.

In April, a resolution put forward to include a nurse practitioner seat on the acute care provincial negotiating committee was supported. In order to accommodate the new position, one of the three Member-at-Large positions had to be eliminated. Voting for the NP representative will take place in June. The three Member-at-Large candidates who were elected in the fall of 2020 will run against each other in an election also to be held in June for those two remaining positions.

In the meantime, acute care members are asked to participate in an online bargaining survey. Information pertaining to the survey was sent to eligible members in a Campaigner e-memo. If you did not receive your instructions and link to the questionnaire, please reach out to [nsnubargaining@nsnu.ca](mailto:nsnubargaining@nsnu.ca). Your opinions are valuable and will help shape our bargaining proposals.

Bargaining within the Nova Scotia Council of Healthcare Unions got underway earlier this year. The Health Care Bargaining Council was first to begin talks but filed for

conciliation on May 12th as the Employers cancelled numerous dates due to the COVID-19 third wave and did not offer replacement dates.

Conciliation dates have been set for June 28th, 29th and 30th. The Conciliator has also asked the parties to identify dates for regular bargaining to resume prior to the conciliation dates. All is contingent on pandemic conditions and could be subject to change.

On May 14th, the NSHA provided the Council of Health Care Unions with part of its Essential Services staffing plan. The Employer tabled the remainder of the plan the end of May. The pandemic delayed the tabling of the full plan by two weeks. The parties now have dates in June to negotiate the level of essential services that would need to be provided in the event of a strike. If they cannot reach an agreement the outstanding differences may be referred to the Labour Board for resolution.

Please watch your email for regular bargaining updates so you stay current on the status of negotiations. If you have questions or comments, please email [nsnubargaining@nsnu.ca](mailto:nsnubargaining@nsnu.ca).



Nova Scotia  
**Nurses  
Union**

## NSNU to Participate in the Nova Scotia Mass Casualty Commission Public Inquiry

In mid-May it was announced that the Mass Casualty Commission will hear from nearly 30 individuals and several advocacy groups and organizations as part of its probe into the murders of 22 Nova Scotians in April 2020.

The commission received more than 60 applications from individuals and groups wanting to contribute to the public inquiry. Of those applications, the Commission is allowing families of the victims and various organizations to participate in the public inquiry, including two unions.

The Nova Scotia Nurses' Union and Nova Scotia Government and General Employees Union "can contribute significantly with recommendations on how to keep our communities safer and healthier." The unions will prepare reports, attend community

sessions and participate in roundtable discussions.

The Nurses' Union represents many community-based and emergency department nurses directly impacted by the mass casualty. The NSNU has and continues to play a key role in shaping policies that address workplace safety.

NSNU knows that violence in the community has an impact on those who provide care and wants to share this perspective with the aim of preventing future violence. The NSNU will represent the views of nurses working in the community and will speak specifically about those experiences.

Work is underway by the Commission's investigation team, gathering information on what

happened on April 18 and 19, 2020, when a gunman rampaged several Nova Scotia communities.

The tragic event, which started in Portapique and ended in Enfield more than 13 hours later, is the deadliest mass shooting in Canadian history. NSNU member and VON employee, Heather O'Brien was one of the victims, along with her co-worker, Kristen Beaton.

Since the shooting took place, the families of the victims have been seeking answers, but also want to ensure a similar tragedy never happens again.

The public inquiry is expected to conclude by November 2022.

*(With excerpts from the Chronicle Herald, May 14, 2021)*

# Introducing Your New Board of Directors

The NSNU is pleased to introduce your Board of Directors for the next term, 2021-2023.

Prior to the Annual General Meeting, elections were held for the positions of VP Northern Region, VP LPN/Grad Component and VP Community Care in virtual regional and component meetings. During the AGM, an election was held for the position of 1st Vice President. We wish to thank all those who offered and reoffered, and those who were newly elected.

Due to the constraints of the virtual format of this year's Annual Meeting, the new Board was sworn in during their first meeting on May 25th.



Many thanks to our retiring board members, Ann Marie Murdock (VP Northern), Chris Van Zoost (1st Vice President) and Jayne Fryday (VP IWK). We are grateful for your many years of dedicated service to the members of the Nurses' Union, and we are certain our paths will cross again as you continue with your advocacy work.



2018-2021 NSNU Board of Directors at the virtual AGM

## 2021-2023 Board of Directors



**Janet Hazelton**  
President



**Jen Thiele**  
1st Vice President



**Jamie Stewart**  
VP Finance



**Anne Boutilier**  
VP Central Region



**Gerri Oakley**  
VP Eastern Region



**Donna Gillis**  
VP Northern Region



**Michelle Lowe**  
VP Western Region



**Natalie Nymark**  
VP IWK



**Glenda Sabine**  
VP Long Term Care



**Kim Williams**  
VP Community Care



**Maria Langille**  
VP LPN/Grad Component



# NSNU AGM 2021

For two days, April 20-21, the NSNU presented a hybrid event that welcomed over 200 nurses to participate from the comfort of their homes. It offered many of the trappings of a regular AGM without the risks associated with prohibited gatherings.

COVID-19 once again sidelined any hope of hosting an in-person Annual General Meeting. But unlike 2020, the Nurses' Union powered on, providing a format that was accessible, interactive, informative and productive.

In all, fifteen resolutions were debated, full financial reporting was undertaken, our keynote-presenter captivated viewers, and we heard from some very special friends of our nursing community.

Messages of support and love were sent to the NSNU from Prime Minister Justin Trudeau, the Queen's representative in Nova Scotia, the Honourable Arthur J. LeBlanc, Lieutenant Governor, Premier Iain Rankin, The Barra MacNeils, the women of CTV's The Social, Nova Scotia's Chief Medical Officer, Dr. Robert Strang, Chief Public Health Officer of Canada, Dr. Theresa Tam, NSNU's founder Tom Patterson, award winning Cape

Breton singer/songwriter, Gordie Sampson, hockey idol Sidney Crosby, famed fiddler Natalie McMaster, local TV personalities including Steve Murphy, Paul Brothers, Alyse Hand, Tom Murphy and Amy Smith, multiple union allies in this province and beyond, and many more friends.

Check out the videos online at [nsnu.ca/AGM2021PhotosandVideos](https://nsnu.ca/AGM2021PhotosandVideos). You'll need your login credentials to view the messages.

In the coming weeks and months, the revised Constitution, Policy Manual and other documents will be posted online at [nsnu.ca](https://nsnu.ca), once staff have had an opportunity to make appropriate changes resulting from business conducted at the AGM.

Congratulations are in order for Janet Hazelton. She did an incredible job of chairing the meeting and making the daunting task of hosting 12-hours of live broadcasting look effortless.

Many thanks to the staff of the NSNU who worked tirelessly on the production, which was an overall success.



Board members at the AGM



Board member Jamie Stewart



AGM nursing student attendees

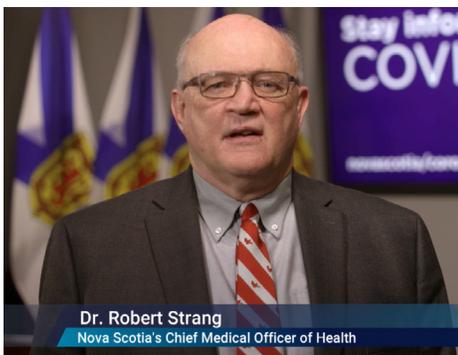


A complex set-up for the production team

A unique mix of virtual and in-person elements made for an Annual Meeting like never before. The event also included surprise greetings from many public figures, including politicians, healthcare officials, labour and nursing leaders, musicians, athletes and more. Enjoy these photos from the event as NSNU members came together for the 2021 AGM.



Board member Jen Thiele



Dr. Robert Strang



Prime Minister Justin Trudeau



Dr. Theresa Tam



Sidney Crosby



Premier Iain Rankin



Natalie MacMaster

# NSNU Scholarship Recipients

Every year, just prior to the AGM, the Education Committee reviews submissions received for NSNU scholarships and announces the winners at the annual meeting. With the exception of the CFNU Scholarship which will be confirmed in June, this year's scholarship recipients are:

## The Elizabeth and Brittany MacPherson Scholarship

**Madysen Pugsley**

Annual Family Scholarship  
LPN

**Shannon Clyburn**

Annual Family Scholarship  
Degree

**Morgan Lunn**

NSNU Annual Scholarship  
Dolores Chase

**Kayla Buckland**

NSNU Annual Scholarship  
Nursing Degree/Diploma

**Melissa Humphrey**

NSNU Annual Scholarship  
Certificate Program

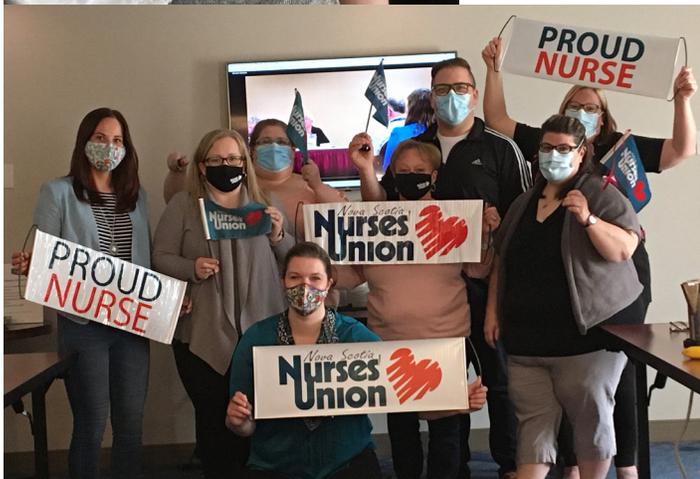
**OPeyemi Adeyi**



AGM attendees from the Aberdeen local socially distanced while attending together



The local from Cape Breton Regional Hospital (above) also included our youngest attendee, Jack, who participated at home with his parents, NSNU members Matthew and Jenna



The Dartmouth General local shows off their NSNU pride



# CFNU Hosts Meeting with Federal Minister of Health

On May 14th, as part of the National Nursing Week festivities, the member organizations of the Canadian Federation of Nurses Unions and the Canadian Nurses Association met virtually with Patty Hajdu, Federal Minister of Health.

Each member organization was given a window of time to voice their concerns, to go beyond the traditional platitudes of Nurses Week and talk about the harsh realities, all while discussing possible solutions.

NSNU president, Janet Hazelton spoke about the precarious nature of some nursing work, particularly in long term care, which has been problematic during the pandemic. She addressed staffing shortages,

referencing how only seventy-five COVID hospitalizations in Nova Scotia forced a shutdown of elective surgeries and disrupted other acute care procedures. She called for a national nursing network, similar to Nova Scotia's Provincial Nursing Network, complete with a Federal Chief Nursing Officer to maintain oversight, develop strategies and implement policy, set priorities, enforce standards, oversee the consistent application of initiatives, and promote communication and cooperation across the country.

The objective of the meeting was to inform the Minister, voice concerns that are shared, and some that are specific to each region.



The Honourable Patty Hajdu, Federal Minister of Health



A virtual event was held on March 8 in honour of International Women’s Day, hosted by the Nova Scotia Federation of Labour

## International Women’s Day 2021 “Rise Up, Resilient Women!”

On March 8th of each year, the contributions of women are recognized as the world observes International Women’s Day. The Nova Scotia Federation of Labour (NSFL) marked the day with a virtual event that celebrated women leaders in the Nova Scotia labour movement.

The event was themed “**Rise Up, Resilient Women**”, and featured women who represented resilience in their roles as union leaders and within the NSFL. One of the women tapped to speak was our own Janet Hazelton, president of the NSNU and advocate for nurses, women and workers everywhere. Janet was joined by Nan McFadgen, CUPE NS president and Karen Dean, an author who compiled the stories of 22 women in the book *We Are Unbreakable; Raw, Real Stories of Resilience From Women in Nova Scotia in 2020*.

Each year during this event the NSFL names one activist “Sister of the Year”. This award celebrates a union sister who has proven their dedication to the trade union movement and the

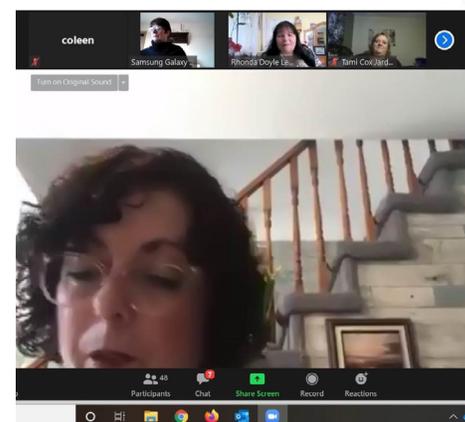
advancement of women’s voices. Congratulations to Robin MacLean, NSGEU Executive Director, who was named 2021 Sister of the Year for her longstanding contributions to the labour movement. She was awarded a plaque as well as Bread and Roses, a historical symbol of the fight for fair wages and dignified working conditions.

The theme song for the event, apropos of the overall theme, was *Rise Up* by Audra Day. The song is about strength and determination, the vow that she will rise up in spite of pain and adversity. This represents women well every year, but especially over the past year which saw women-led professions like nursing taking the charge against a cruel and unyielding pandemic.

The NSNU is proud to represent thousands of women who exemplify this ideal, who rise up to care for their patients and advocate for their profession. We commend you for your strength, commitment and determination.



NSNU President Janet Hazelton was among the speakers during the event who represented the resilience of women in the Nova Scotia labour movement



NSNU VP LPN/Grad Maria Langille serves on the NSFL Women’s Committee



Sister of the Year, Robin MacLean (NSGEU Executive Director)

# Celebrating National Nursing Week 2021

It has been over a year since the pandemic took hold. Since then, countless individuals, workers and organizations have worked tirelessly to keep us safer. For the second year in a row, Canada celebrated National Nursing Week in the midst of COVID-19, a sad but opportune time to draw attention to the largest group of healthcare heroes in the country.

Nurses have played a significant role in the fight against COVID-19. From testing, immunizing and treating those who are infected, to offering compassion and heartfelt care to patients and residents, they are helping to keep our healthcare system afloat.

During NNW, NSNU president Janet Hazelton spoke to numerous media outlets about the hard work being done



Janet Hazelton chats with CTV's Ana Almeida during National Nursing Week



#WeAnswerTheCall  
Please, stay home to help us save lives.



[nsnu.ca/nnw](http://nsnu.ca/nnw) | National Nursing Week: May 10-16, 2021

by nurses to care for patients during COVID-19, playing the role of caregiver, emotional support and family as the pandemic kept loved ones out of hospitals and long-term care facilities.

Janet's interviews were augmented by the NSNU Nursing Week campaign, which included print advertising, social media and a new commercial. All of those materials are available to view on the NSNU website at [nsnu.ca/NNW](http://nsnu.ca/NNW). Our campaign this year played off the Canadian Nurses Association theme, #WeAnswerTheCall.

Amid the third wave, Nursing Week was a bright spot – an opportunity to celebrate NSNU members and all nurses across the province, country, and around the world. We thank you for your unwavering commitment to your patients, clients and residents.

Despite not being able to celebrate Nursing Week as usual, NSNU locals still found ways to show their appreciation for their members. We thank all who shared photos of their celebrations with the Union. Please enjoy these Nursing Week images from across the province.



The Cape Breton Metro VON local celebrated National Nursing Week 2021 by gifting all their co-workers with NSNU water bottles, Tim Horton's and Sobeys gift cards and treats, all while maintaining social distancing.





The NSNU Local at Blomidon Court was celebrated in style. Nurses received gifts, were treated to snacks during the week, and a bulletin was posted displaying all the nurses names to thank them for their commitment to the residents and team. They also received Sable cookies from a very appreciative family member.



The NSNU local at Sacred Heart Community Health Center in Cheticamp provided each acute care nurse with a personalized water bottle using the National Nursing Week allowance from NSNU, as well as contributions from the physicians and management. A great acknowledgment of their skilled and courageous nurses and their commitment to health care.



NSNU members with the Health Services Association of the South Shore (HSASS) continue to care for others in their workplaces, and show support via acts of kindness in their community. They provided donations over an extended period of time to Queens Family Resource, Bridgewater Food Bank, Souls Harbour and the Lunenburg Food Bank.



Due to restrictions on social gatherings, The Sagewood local in Lower Sackville had to get creative for nursing week this year. For their members, they put together individualized packages with a key ring, notepad, pen and treats to let them know they are "key" to keeping us all safe.



## Superhero for a Day

Here is my 6 year old daughter Harper MacKinnon who chose a VON nurse as her superhero costume. She was a very proud NSNU member for the day! She thinks nurses are the new real-life superheroes.

Gillian MacKinnon, LPN  
VON Halifax

HAPPY NURSES WEEK!



THANKS A latte FOR ALL THAT YOU DO!



To keep their road warriors well caffeinated, the VON Yarmouth local gave each of their co-workers a gift card – a "virtual" warm hug-in-a-mug in celebration of National Nursing Week. A special "Thanks a Latte" for all you do!



Linda Silas, President  
Canadian Federation of Nurses Unions

## Finding a Way Forward

By: Nicole Gnazdowsky | Published in the Chronicle Herald, May 8, 2021

It's no secret that what unfolded in 2020 following the emergence of the global COVID-19 pandemic has placed an unprecedented weight on the shoulders of health-care professionals.

This weight is one that Canadian Federation of Nurses Unions president Linda Silas describes as a crushing burden, with no light at the end of the tunnel.

"It's been 14 months and there hasn't been any reprieve," she says. "Even in areas where the numbers were not always heavy, our nurses are now always on edge. We watch the news, things can change so quickly."

Silas explains that the issue has been amplified by a lack of nursing professionals nationwide. With a pre-existing standard and expectation for workers to put in overtime weekly, even those hours have increased more than 100 per cent in provinces like Ontario and Quebec following the implementation of emergency measures to fill the gaps.

But overtime hours seem like a small price to pay compared to the 85,000 healthcare workers who have contracted the virus — 52 who have lost their lives — fighting on the front lines to protect their communities.

Silas says that of those 52 workers, 70 per cent made an annual salary of less than \$25,000.

"There is a registered nurse who passed away — he had volunteered to go work in the vaccination clinic. But because he wasn't full-time, he wasn't eligible for a shot, contracted the virus and died," she says.

As we move forward through 2021 toward a post-pandemic future, Silas says it is essential for governments to step up in order to address the issues that ultimately lead to low nurse retention and attraction numbers.

"Nova Scotia took a handle of the nursing shortage before the pandemic creating the Nursing Advisory Committee. They know they have to develop a strategy," says Silas.

Silas says this may have come too late to avoid existing issues she and other healthcare workers had been discussing. However, she hopes the recognition of these existing shortfalls within the system will improve working conditions and healthcare services as a whole for Canadians.

"If you acknowledge that we have a crisis and you're willing to work with us to fix it, that's a first step," she says.

Until then, Silas hopes the number of those infected will begin to decrease as the public remains vigilant, safe and aware of the risks around COVID-19. She says this will offer some much-deserved reprieve for our country's dedicated nurses.

"You stay home, you wear your mask, you run to get your vaccination and then you run to get your second," says Silas.

# New Perspectives

By: Sara Ericsson | Published in the Chronicle Herald, May 6, 2021

If there were a nightmare year to start a new job, this may have been it. It certainly doesn't sound like a dream to start work during a global pandemic, but that hasn't stopped many young professionals from embarking on new careers.

For some, that career has been within health care and, more specifically, nursing. New nurses in Nova Scotia have experienced a final school year and first year on the job like no other, but have learned a lot because of it.

This cohort includes Madison Brow, who says this year has been full of challenges and surprises.

"It is always scary starting a new job, especially one where others are relying on you to care for them during their most vulnerable times. I feel empowered though, seeing how everyone as a community has come together during these challenging times," she says.

Finishing school either right before or during the COVID-19 pandemic was no easy feat for these nurses. Miriam Macewan, who's just graduated, says her final months in school were incredibly overwhelming but left her more prepared for the job than she'd perhaps realized.

"I feel a lot more prepared than I thought I would, given everything, because we had those six months of clinical practice. That time meant I got to see what it's like to work as a nurse," she says.

Brow's degree started before the pandemic, which meant it was during her third year when whisperings of a new virus began. Starting her new career was temporarily stressful, but she says she too realized she was more prepared than she'd first thought.

"The pandemic has taught me the importance of collaboration and communication between team members, empathy and having a strong support system," she says.

Brae Greencorn was hired as a new nursing graduate at the Aberdeen Hospital in New Glasgow. She says her career goals remain the same despite this year looking very different than she'd expected.

"They remind you in school to always be prepared and to put your best foot forward, regardless of the circumstance. But only when I began working did I realize how flexible and adaptable nurses are," she says.

After working in long-term care facilities during her summer breaks, Greencorn realized her passion for neonatal nursing had grown to include another area of focus in working with elderly, vulnerable populations.



Madison Brow (left) says the past year of working as a nurse in the COVID-19 pandemic has only reaffirmed her passion for the profession.

"I learned a lot about hard work, time management, patience and compassion during my four years as a student nurse working in long-term care. Although I enjoy working with patients at all stages of life, my passion lies with caring for our tiniest and most vulnerable patients," says Greencorn.

And she is not alone in having expanded her original career plans. Zoe Hartwell's second-last clinical placement was cancelled during COVID-19's first wave in Nova Scotia, which meant she completed her final placement on a psychiatric floor. This is also where she now works.

"It's amazing to see how each of the different nursing career paths have taken a role in this pandemic. I work as a psychiatric nurse and I have seen firsthand how the pandemic not only effects individual's physical health, but their mental health too," she says.

Macewan is now working in Amherst and says her new world of nursing feels like a new normal to some extent, as it has made up the entirety of her experience in nursing.

"Learning to do this job in health care within a pandemic setting is all that I've known," she says. "But my clinical term has prepared me to work in different settings."

The past year has certainly been full of challenges for all nurses. These young nurses each feel proud to have made it through and say that it has reaffirmed their certainty that nursing is the right career choice for them.

"If I wasn't proud to be a nurse before, I certainly am now. The way that nurses and other health care professionals and essential workers have stepped up to aid those in need during this pandemic is truly admirable," says Greencorn.



## NSNU says goodbye to a wonderful nurse and friend

NSNU member, Emelita Leoncio, passed away on April 22, 2021, after a brief but unforgiving illness.

She was a good friend of the NSNU, always eager to attend the next meeting or event. She was the Secretary/Treasurer and JOHS rep at her local and, in typical fashion, had made plans to participate in this year's virtual AGM in April.

Born in Manilla, Philippines, she came to Antigonish 12 years ago and worked at the R.K. MacDonald Nursing Home since that time. She was loved by both her co-workers and the residents, and the R.K. became her second home. She was a breath of fresh air and a ray of sunshine. Emelita was full of life and loved by all she met.

We will miss the energy and enthusiasm, her boundless spirit and her magnificent smile.

Our thoughts are with her family, co-workers, residents and friends.



# WRITING INTO THE WOUND

by ROXANE GAY

*"To change the world, we need to face what has become of it," she writes. "To heal from a trauma, we need to understand the extent of it."*

These are the words of critically acclaimed, New York Times bestselling author, Roxanne Gay.

In her latest book, she writes about some of the harsh realities of the last year. Nurses and other healthcare professionals know all too well of the harm and strain that's been inflicted since March 2020.

Trauma is a common thread for so many, from personal experience to the collective trauma of racism, climate change, and a global pandemic. Roxane Gay's personal trauma has shaped her life and work. In her new book,

*Writing into the Wound*, she presents a skillful guide to sharing, processing, and healing from trauma.

Gay not only talks openly about trauma in her personal life but also about the collective trauma we've experienced this past year. COVID-19, racial and economic inequality, political strife, imminent environmental disaster, and more. To make sense of our pain, she suggests, we need to explore it fully, even as we're still in the midst of it.

She urges us to take a long, hard look at the wounds we all share: "The world as we knew it has broken wide open. There is a before and an after, and the world will never again be what it once was. That sounds terrifying, but it is an opportunity."

## NSNU Continues to Support Transition House Association of Nova Scotia

On April 14th, Nova Scotia Nurses' Union President Janet Hazelton presented Shiva Nourpanah, Provincial Coordinator of Transition House Association of Nova Scotia (THANS) with a donation on behalf of our members.

THANS is dedicated to assisting women and children through the process of leaving domestic violence. They provide an invaluable service in communities across Nova Scotia, and the NSNU is proud to be a long-time supporter of their work. Donations like this are made possible by partnerships that the NSNU maintains with various organizations, including Johnson Insurance and Efficom (Nurse Planner publisher), which enable us to contribute to several non-profits and charities each year.

Transition House includes eleven-member organizations in thirteen locations across Nova Scotia; Sydney, Waycobah, Port Hawkesbury, Antigonish, New Glasgow, Amherst, Truro, Millbrook, Halifax, Bridgewater, Yarmouth, Digby and Kentville. Learn more about their services at [thans.ca](https://thans.ca).



Janet Hazelton and Shiva Nourpanah



## 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](mailto:bl.moran@nsnu.ca).



## Johnson Insurance 2021 Scholarship Program

Since 1998, Johnson Insurance has awarded over 1500 scholarships and academic grants valued at more than \$1 million to support young Canadians in pursuing their post-secondary education.

This year, they're offering 50 scholarships worth \$1000 each to students who fall into at least one of the following categories:

- if you, your parent/guardian or grandparent have a home or car insurance policy through Johnson, or MEDOC travel insurance policy, or group benefits plan (such as health, dental or life insurance) through Johnson
- if you, your parent/guardian or grandparent are a member or employee of a Johnson recognized group (policy not required)

Students must complete high school in 2021 and must be beginning post-secondary education this fall.

Applications for the Scholarship Program must be submitted by July 15th, 2021 and must include a transcript for the period of September 2019 to December 2020. NOTE: Recognizing the impact of COVID-19, unofficial transcripts will be accepted – bearing the student's name and date – from student accounts where official transcripts are not available.

Please see the online application form and Scholarship Program Guidelines to obtain full requirements and submission instructions, or please visit [johnson.ca/scholarship](http://johnson.ca/scholarship).

Elaine Nicholson, NP

# WHAT'S YOUR ESCAPE?

NSNU members are sharing their favourite ways to relax and pass the time when they're off the clock. From home decor, cooking, paddling, high flying acrobatics, and just relaxing with your kids, you all find ways to escape.

On June 30th, the NSNU will give away a \$500 Visa gift card to one lucky member. To enter the draw, send a photo of yourself engaged in your favourite pastime to [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca). You can enter as many times as you'd like.

Visit [nsnu.ca/escape](https://nsnu.ca/escape) to see all of the entries.



Jenna Macphail, RN



Mary Fast, RN



Carolyn Adams, LPN

Carol Kirby, RN



Becky O'Connell, LPN



Lisa Gardiner, LPN



Melissa Theriault, LPN

Fatima Cribby, RN



Julie Buchanan, LPN



Cindy Howard, RN



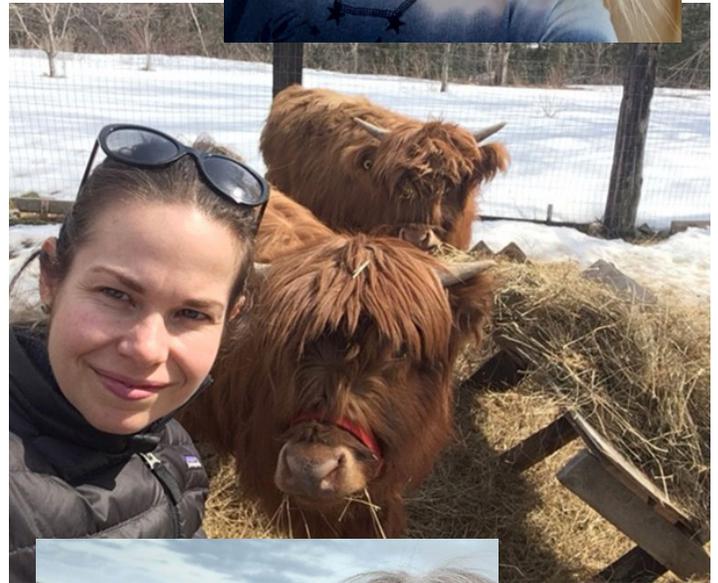
Lisa Jackson LPN



Jennifer Kirk, RN



Leona Wilneff, RN



Lisa Dorion, RN



Shelby Davis, LPN

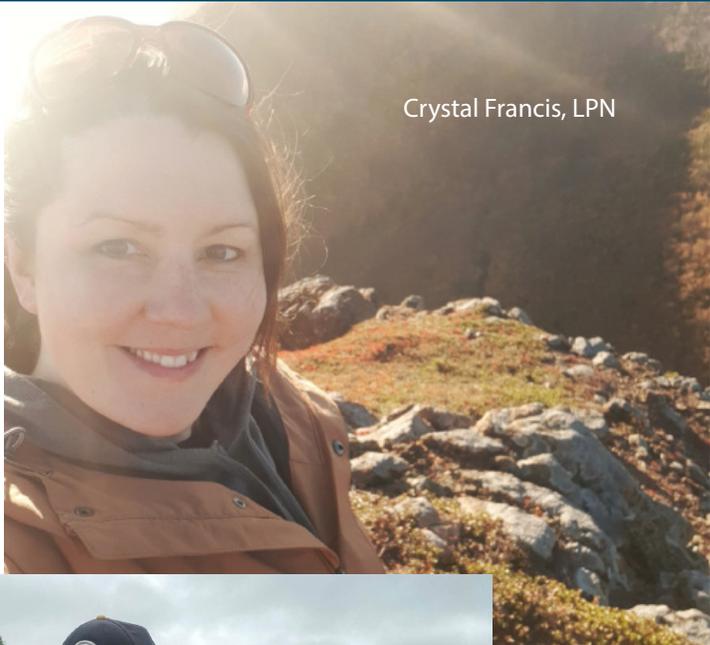


Andrea Casey, LPN

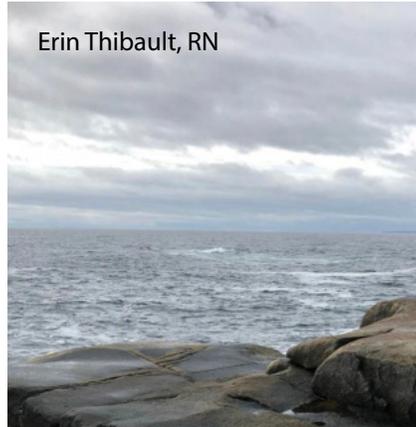
Yvette Muise, LPN



Crystal Francis, LPN



Wendy Beaton, RN



Erin Thibault, RN



Audra McNeil, LPN



Katheryne-Anne Mills, RN & Joan Conrad, LPN

Debbie Morris, RN

*"Teacher's pet? That's me."*

# Scholarship Program 2021



**Johnson Insurance is proud to offer 50 scholarships, valued at \$1000 each, to eligible students completing high school in 2021 and starting post-secondary education in the fall of 2021.**

Johnson Insurance has awarded over 1500 scholarships valued at more than \$1 million to support young Canadians across Canada in pursuit of their post-secondary education.



**Open:** April 15, 2021  
**Deadline:** July 15, 2021



To learn more, visit  
**Johnson.ca/scholarship**  
scholarshipfund@johnson.ca



Universities Canada Toll Free:  
**1-844-567-1237**

Johnson Insurance is a tradename of Johnson Inc. ("Johnson"), a licensed insurance intermediary, and operates as Johnson Insurance Services in British Columbia and Johnson Inc. in Manitoba.



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