

June 2021



ESCAPE!

Great photos and moments shared
by NSNU members

HEADLINES

Immunization - Risks
vs. Responsibilities

CFNU Biennial
Convention Goes
Virtual

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President's Notebook

Janet Hazelton, BScN RN, MPA

Immunization - Risks vs. Responsibilities

We are now in our 16th month of the COVID-19 pandemic. In March of 2019, as businesses, educational institutions, events, retail and hospitality pivoted to provide only the essentials, no one imagined this new reality would persist for more than weeks or a couple of months, at best. We had no idea just how serious the health crisis was and how severe the impact would be on all aspects of life.

For healthcare workers and other frontline personnel, the impact was even more cruel. On the home front, nurses and others struggled to get groceries, oversee schooling and recreational activities with their children, secure childcare, and safely see extended family while coping with the challenges and undetermined risks they faced on the job.

The risks for those not working in Zoom or Teams or Facetime were real, but to what extent was still unclear in early 2020. We knew, based on the SARS 2007 precautionary principles, that ample access to appropriate personal protective equipment was paramount. Nurses had the right to perform point of care risk assessments allowing each to determine their PPE requirements. The right to refuse unsafe work is fundamental, enshrined in law under the *Occupational Health and Safety Act*. The NSNU urgently advocated



Janet Hazelton administers the vaccine to Ann Marie Murdock, former VP Northern Region

for PPE, safe working conditions and PCRA.

Nurses quickly re-examined their donning and doffing practices, requested N95 fit tests, and limited their contact with the outside world and colleagues – six-foot social and physical distancing became the norm. On the horizon were immunizations that would lead us out of the darkness and back to a more normal way of life.

Here we are today, with a variety of safe and effective vaccines to choose from, strong public health directives to guide us forward, and the willingness of multiple disciplines

and sectors to work together to make that happen.

As sporting and concert events south of the border open to tens of thousands of spectators and audiences, I shudder at the thought of so many people in a confined space, without masks and the uncertainty of their immunity to the virus. In recent months, variants cast a huge shadow on our recovery in 2021, sending infection rates, hospitalizations and death counts to record high numbers in some regions, including Nova Scotia.

Our masking and quarantining, isolation and safety precautions



Truro nurse Zoe Ahern gets her shot.

aside, historically the best way out of a pandemic is mass immunization. No other remedy has been as effective at eradicating this kind of highly transmissible disease.

Stifling efforts to reach herd immunity are access to vaccines in undeveloped countries and vaccine hesitancy. Access is not an issue for Nova Scotians, however there are many who, for whatever reason, are reluctant to get the immunized.

In a typical flu season, approximately 50% of healthcare workers get a flu shot. Again, the reasons why people choose not to get immunized against influenza are varied and personal. While getting the flu can have consequences for healthcare workers, contracting and spreading COVID-19 is viewed as an altogether other matter which may be met with low public tolerance.

For decades, while promoting flu vaccines, unions have maintained that mandatory flu immunization defies workers' rights. Again, south of the border and beyond, employers have made immunization a condition of employment – now, even more so in light of the pandemic.

The NSNU does advocate in favour of COVID-19 vaccination; I recently participated in the CFNU campaign *This is Our Shot, Canada!* NSNU rolled out a vaccine campaign early this year and the response was very positive. I've received both my doses of Pfizer for my own safety and that of my family, and in keeping with the campaign theme to reduce the pressure on our health care system.

Decisions made by individuals to not get a COVID vaccine should not be taken lightly or ridiculed. That is not constructive, nor does it respect the rights of others. Instead, we need to understand what factors lead to vaccine hesitancy and how we can dispel the myths, the fears and the shaming surrounding this issue.

Nurses who may still have doubts about the vaccines are encouraged to ask questions. Our staff OH&S Specialist, Justin Hiltz (justin.hiltz@nsnu.ca) is available to speak with members who have concerns for themselves and their family members who are not vaccinated. Justin and others in our organization want to talk to members, without judgement.

NSNU is eager to start a dialogue with our members about vaccines.

To that end, we will be launching a short survey to probe some of the questions that remain unanswered. We want to know your views on COVID-19 vaccine programs, future booster shoots, vaccine hesitancy, compulsory vaccines for workers and school-aged children, and more pertinent topics. We are seeking to better understand these complex issues and find solutions that work for all members we represent.

It is counterproductive to disparage co-workers and neighbours who have not gotten the vaccine. This is a sensitive subject with the potential to do harm. Experiencing self doubt can have equally harmful outcomes.

Ongoing dialogue is important. I encourage members to contact the NSNU if you have questions. Based on your feedback, I will continue to lobby government and your employers to ensure that you are protected while on the job. Please speak with your primary care provider; they know your medical history and can provide advice that's specific to your needs. Speak with your employer so that you understand their expectations.

When the NSNU poll is activated, please consider participating. Your answers will be confidential and anonymous and will assist the Nurses' Union and the labour movement in informing and developing policies that support workers.





This is Our Shot, Canada!

Further to the Canadian Federation of Nurses' Union's vaccine campaign, Trust Nurses, the federation joined *This is Our Shot, Canada!* on June 14th.

As a country, and as global citizens, we must come together on this vaccine program for us to safely emerge from the pandemic. As part of our collective, ongoing efforts to encourage vaccine willingness, the National Executive Board members sported campaign t-shirts and smiles to help get the message across. The posts were quickly shared on social media.

The leaders of Canada's nurses unions, including NSNU's Janet Hazelton, got their shots to help reduce the pressure on our health care system. We're asking health care workers and all Canadians to get the vaccine as soon as they are able!

Let's help spread the word NSNU members!

Go to trustnurses.ca to add your name to the digital vaccine sign-up sheet and receive updates from CFNU on the campaign.



#TrustNurses #thisisourshotCA @thisisourshotca

ACUTE CARE | PROVINCIAL NEGOTIATING COMMITTEE

All voting for the NSNU Acute Care PNC has concluded and your newly elected representatives to the bargaining team (NP and Members-at-Large) are now confirmed and included in the list provided here.

The NSNU wishes to thank everyone who put their name forward to sit on the PNC, as well as those who took the time to vote.

Your team includes:

NSNU President

- Janet Hazelton, RN

NSNU Vice President

- Jen Thiele, RN - Dartmouth General Hospital

LPN Representative and Alternate

- Dawn McKenna, LPN - St. Martha's Regional Hospital
- Daniel Scott, LPN - Colchester Regional Hospital (alternate)

Nurse Practitioner Representative and Alternate

- Santana Weatherby, NP - Sutherland Harris Memorial
- Robert Burrows, NP - Glace Bay Integrated Hospital (alternate)

Central Representative and Alternate

- Janis Ritcey, LPN - Dartmouth General Hospital
- Mitchell Procter, RN - Dartmouth General Hospital (alternate)

The NSNU will keep members apprised of the bargaining process as we prepare to go to the table. Please watch for e-memos, newsletter and web publications for updates.

The bargaining team wishes to thank members who took part in the online questionnaire. Your feedback will shape the bargaining proposals exchanged with your employers, NSHA and the IWK.

Northern Representative and Alternate

- Donna Gillis, RN - Aberdeen Hospital
- Daniel Scott, LPN - Colchester Regional Hospital (alternate)

Eastern Representative and Alternate

- Laura Lee Sharpe, RN - Cape Breton Regional Hospital
- David Fox, RN - St. Martha's Regional Hospital (alternate)

Western Representative and Alternate

- Sarah Lace, RN - Valley Regional Hospital
- Helen Uhlman, RN - HSAS Fishermen's/South Shore (alternate)

IWK Representative and Alternate

- Edson Castilho, RN - IWK
- Alanna Ferguson, RN - IWK (alternate)

Member-at-Large Representatives and Alternates

- Dianna Hutt, RN - Valley Regional Hospital
- Vicki Royles, RN - Aberdeen Hospital
- Alaine Halliday, LPN - Aberdeen Hospital (alternate)
- David Fox, RN - St. Martha's Regional Hospital (alternate)

Health Care Bargaining Council representatives had been in active negotiations but filed for conciliation to address outstanding items. At the time this newsletter went to print, the matter had not been resolved.

At present, the acute care Nova Scotia Council of Nursing Unions does not have confirmed bargaining dates or additional information to share with members.

AGM Committee and Other NSNU Committee Chairs Selected

Following the Annual General Meeting (AGM), at the first meeting of the newly elected and confirmed Board of Directors of the NSNU, the Board is tasked with selecting Directors to chair the Standing Committees of the Union and other committees.

The following Board members have been assigned Standing Committee responsibilities for the 2021-2023 term:

- AGM/Operations Chair: Anne Boutilier, VP Central Region (Dartmouth General Hospital)
- Finance Committee: Jamie Stewart, VP of Finance (Cobequid Community Health Centre)
- Education Committee: Gerri Oakley (Cape Breton Regional Hospital)
- Constitution and Resolutions: Donna Gillis (Aberdeen Hospital)

Other committee Chairs include:

- Union Discipline Committee – Natalie Nymark, VP IWK (IWK)
- Union Discipline Appeal Committee – Jamie Stewart, VP of Finance (Cobequid Community Health Centre)
- Personnel Committee – Michelle Lowe, VP Western Region (HSASS – Fishermen's /South Shore)

The AGM Committee Members-at-Large have been chosen via blind selection by the Board. They are Jayne Friday (IWK) and Tracey MacRae (St. Martha's Hospital). The 1st Alternate is Chanda MacDonald (Aberdeen Hospital) and the 2nd Alternate is Denise Elms (Aberdeen Hospital).

In September, the AGM Committee will meet to begin planning the 2022 general meeting. At that time, the Committee will review the remaining Expression of Interest forms and complete the blind selection process for the remaining Standing Committee Members-at-Large and alternates. These appointments will be announced following the AGM Committee meeting.

A date for the September AGM Committee meeting has not yet been set.

Congratulations to all and we look forward to working with you.



NSNU Launches New Safety Webpage and Form [NSNU.ca/Safety](https://nsnu.ca/Safety)

As part of the effort to support members in promoting health and safety in their workplaces, NSNU is launching a webpage with dedicated resources to help members navigate their rights and responsibilities in the occupational health and safety sphere. The webpage has links to various sites with valuable information, safety organizations, a safety guidebook, and soon a form for nurses to report safety concerns directly to the union.

The form is not meant to replace any employer-required reporting systems like SIMS, SafeLine or similar programs, but is an additional way for members to reach out and have their concerns addressed. In many cases, ensuring the union is informed about an incident can help mobilize additional resources to facilitate a safe resolution. All types of safety concerns can be reported on the form: hazards (biological, chemical, ergonomic, physical, psychosocial, safety), concerns about risk assessments, adverse health effects, and anything else you consider relevant to your workplace safety.

The safety webpage offers new ways for members to find assistance with occupational health and safety issues in their workplace. You can follow along with the newly published safety guidebook, file a safety report, or reach out to discuss your issue with NSNU's OHS Specialist at justin.hiltz@nsnu.ca.

Nurses deserve safe workplaces. Safe workplaces have a health and safety system that is founded on a strong internal responsibility system where everyone at the workplace shares the same goal of safety and wellness. The NSNU is here to help you understand your roles and responsibilities within the internal responsibility system, and to help you ensure your employer upholds theirs as well.



CFNU/2021

NO BACKING DOWN. RIEN NE NOUS ARRÊTE.

FCSII/2021

The Canadian Federation of Nurses Unions (CFNU) held their 2021 Biennial Convention online on June 7 and 8. This event brought together more than 1000 nurses from across Canada to discuss pertinent issues in the healthcare sector. The normally weeklong event was condensed to two days of digital content to make it possible for business to continue during these unusual times. Taking full advantage of the virtual format, CFNU made much of the event free and open to the public, streaming on Facebook Live. They also had exclusive content on their private virtual hub for registered attendees, including a celebration of the 40th anniversary of the CFNU.

For more than a year, the healthcare conversation has centred around COVID-19 and how the pandemic has affected every single part of the delivery of care. Occupational Health and Safety, PPE, understaffing and nurse burnout became hot topics, and although those themes are prevalent because of the pandemic, they are not new.

CFNU president Linda Silas gave her report on these issues, and the advocacy work being done by the national organization on behalf

of their nearly 200,000 members. Linda has been busy since COVID-19 made landfall in Canada, lobbying government for better access to PPE, national pharmacare, and so many other issues that affect nurses, patients and the provision of healthcare in Canada. The tireless efforts of the CFNU and its member organizations over the past year and a half informed the 2021 Biennium theme, **No Backing Down.**

To continue this conversation and bring in the provincial perspective, the CFNU National Executive Board (NEB) joined together for a panel discussion on these issues, explaining how nurses have been affected in each of the provinces.

NSNU president Janet Hazelton sits on the NEB, and brought the Nova Scotia perspective to this important conversation. Janet, like her counterparts across the country, has been a vocal advocate for nurses during the pandemic.

What became clear through the course of this discussion was that there is much more work to be done. Even as the world moves beyond the pandemic, these conversations will still be taking place to make sure there are immediate and lasting changes in the healthcare system, so that the next time a health crisis takes hold, we are prepared and our frontline workers are safe.

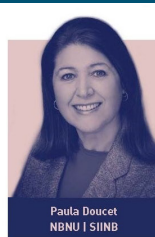


CFNU'S NEB DISCUSSION | DISCUSSION AVEC LE CEN DE LA FCSII

RESOLUTIONS



Janet Hazelton, Chair
NSNU | SIINE



Paula Doucet
NBNU | SIINB



Cathryn Hoy



Danielle Larivee



NSNU President Janet Hazelton chairs the Resolutions Committee

Like the NSNU Annual General Meeting, the main purpose of the Biennium is to review business, discuss and vote on resolutions. Janet Hazelton serves as Chair of the CFNU Resolutions Committee, and as such, was on tap to introduce each resolution for discussion and voting.

CFNU resolutions focus on nursing, health and labour issues with a national and international scope. Some of the resolutions passed this year focused on issues related to Equity and Human Rights, Pharmacare, Home Care and LTC Funding, Income Security,

the National Nursing Shortage, Workplace Violence, Supporting Nurses in Need, PTSD Legislative Frameworks, Addressing the Health Human Resources Crisis, and Declaring and Mobilizing around a National Nurses Day of Action.

These and other resolutions will guide the work of the CFNU for the next two years. To view all resolutions, visit nursesunions.ca/convention2021.



Bread & Roses Awards - Former NSNU 1st Vice President Honoured

Every two years the CFNU bestows four people with the Bread & Roses award. These awards honour outstanding contributions to policy, decision-making, patient advocacy and raising public awareness of issues important to nurses.

This year, four inspiring women were recognized, including NSNU member and former long-time 1st Vice President, Chris Van Zoost, RN.

Chris has held numerous positions at the local level and served as a regional representative on NSNU's Board of Directors before being elected Vice-President.

She has dedicated nearly two decades to the NSNU Board, sits on the executive of the Nova Scotia Federation of Labour, is a member of the Canadian Research Institute for the Advancement of Women, and fills numerous other distinguished roles advancing nursing and public health care.

Other recipients included Dr. Pat Armstrong, a prominent health care researcher and author, Donna Trainor and Denise Dick, high-profile leaders within the Saskatchewan Union of Nurses. Congratulations to all recipients of the 2021 CFNU Bread & Roses awards.

RACISM AND SYSTEMIC DISCRIMINATION IN CANADIAN HEALTH CARE



Guest Speakers & Panel Discussions

Like all CFNU events, this one was full of inspiring, entertaining and thoughtful speakers who used their personal and professional expertise to share ideas and inform online attendees. Some notable moments included a spoken word performance from Jamaal Jackson Rogers, Hassan Yussuff, then-President of the Canadian Labour Congress, who brought greetings from the national organization, and a discussion on COVID 19 around the world with speakers Howard Catton, RN, CEO, International Council of Nurses, and Deborah Burger, RN, President, National Nurses United.

The event featured a panel discussion entitled Racism and Systemic Discrimination in Canadian Health Care, moderated by Yasmin Gardaad, a government relations officer with the CFNU. Panelists included Cynthia Mascoll, RN, Ontario Nurses'

Association, Dr. Carrie Bourassa, Canadian Institutes of Health Research and Dr. Monika Dutt, Central and Western Health, who each provided a nuanced perspective on how racialized patients and healthcare workers are marginalized by systemic issues in healthcare. This discussion was timely, in the wake of an incident in Quebec in which an indigenous patient was mocked and dehumanized by nurses and other staff as she lay dying in the hospital. These cases are far too familiar to racialized people, and can affect the willingness of people within these communities to seek necessary medical care. It further affects the comfort of healthcare workers who are people of colour, who must go to work and provide the best care possible while knowing that they are working within a system that enables this kind of behaviour.

Continuing the conversation about diversity, albeit with a lighter tone, was comedienne and CBC personality Candy Palmater, a Mi'kmaw, LGBT2Q+ woman. Her presentation was moving, thought-provoking, at times frustrating, but always with an air of humour, which is how so many nurses also choose to cope with personal and professional trauma. Candy spoke about the valuable role nurses have played her in life, through her own health struggles as well as her family's, and reminded attendees of how important this profession is to each and every Canadian.

We thank all of the speakers for their insights and sharing their personal experiences with nurses and attendees from across the country. These different perspectives help shape nurses' practice and are the driving force behind the change that is so needed in healthcare and other industries in Canada.



Candy Palmater



Looking Ahead

CFNU and its member organizations are looking forward to coming together in person for the next Biennial convention. That event will be hosted by the Prince Edward Island Nurses Union as Canada's smallest province welcomes nurses, nursing and healthcare leaders to their beautiful island in June 2023. The NSNU looks forward to being there, and being able to see our friends and colleagues once again – in the flesh!



Emily Amero

CFNU Scholarship Recipient 2021

Every year the Canadian Federation of Nurses Unions awards a \$1,000 scholarship in each member organization's province. This scholarship is awarded to an unlicensed student enrolled in an accredited nursing education program in Nova Scotia. It is hoped that the recipient of this scholarship will one day show leadership within the CFNU.

To qualify, hopefuls must complete an application form and write a 1000-word essay on the following topic: Why is it important for a nurse to practice within a unionized environment?

The successful applicant is chosen by the NSNU Education Committee using a blind selection process and notified at the completion of the NSNU Annual General Meeting.

This year's recipient is Emily Amero. She is enrolled in the three-year accelerated nursing program at Dalhousie University, Yarmouth Campus and hopes to one day work in the neonatal unit at the IWK.

Congratulations Emily. We hope to see you at future union events.

CANADA *beyond* COVID

During the recent convention, CFNU unveiled a new magazine: *Canada Beyond COVID*. The publication includes twelve articles focusing on health care, equity and policy, all with a view towards building a healthier and more equitable society. The magazine is framed in the introductory interview with Dr. Jim Stanford, one of Canada's leading economists, who argues passionately that Canada needs a 'New Deal' post-COVID.

The online magazine features plain language interviews with many of the researchers CFNU has worked with in the past and contains direct links to recent CFNU research publications, along with other resources.

Canada Beyond COVID includes Mario Possamai on pandemic planning, Dr. Pat Armstrong on LTC, Dr. Steve Morgan on pharmacare, Dr. Nick Carleton on nurses' mental health, Dr. Ivy Bourgeault on the health workforce and nurses' workloads and Dr. Courtney Howard on nurses and the environment.

The magazine also introduces you to Nicole Welch, RN, Chief Nursing Officer for Toronto Public Health, Alex Vincent, a community-based RN in Ottawa, Metis Senator and lawyer Yvonne Boyer, Morna Ballantyne, an advocate for universal childcare, and Sharmeen Khan, a migrants' rights activist.

CFNU hopes you will share this resource and encourage everyone to download the insightful 55-page magazine. Go to nursesunions.ca/research/canada-beyond-covid-magazine.

Together, we can build a healthier and more equitable Canada.



INTERNATIONAL SOLIDARITY FUND

CFNU

The Canadian Federation of Nurses Unions (CFNU) and its Member Organizations are proud to support international efforts toward social and economic justice, and sustainable reconstruction and development.

Labour unions have a long history of mobilizing resources to support initiatives that foster solidarity with disadvantaged areas affected by natural disasters, unfair economic structures and imbalanced social orders. For more than a decade the CFNU has invested in global initiatives through its International Solidarity Fund.



The fund is supported through member dues as well as generous fundraising efforts at the Member Organization level as well as CFNU conventions.

The International Solidarity Fund supports worker-to-worker exchanges, provides humanitarian assistance, and strengthens the capacity of workers to advance the right to health.

In recent years, the CFNU has maintained a longer-term partnership with the Stephen Lewis Foundation working to stem the tide of HIV/AIDS in Africa, and support the work of nurses and other health care workers.

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International Worker Exchanges

The CFNU values its members' interest in short-term compassion trips and the mutual benefit of providing health services in developing countries. The fund provides nominal support for members who participate in these experiences in a host community. Funding is allocated every spring. Applications must be submitted the year prior to travel. Members can apply online at nursesunions.ca/international before December 31.

Humanitarian Assistance

The CFNU supplies funding to organizations with proven track records aiding in relief and reconstruction following natural disasters, as well as in response to health or other emergencies. In order to ensure the most effective delivery of our support, the CFNU has been proud to partner with organizations such as; the Canadian Red Cross in delivering disaster relief in Canada and around the world, and Médecins Sans Frontières in responding to health emergencies.

Capacity Building

The international solidarity mandate seeks to develop long-term partnerships with workers or unions in developing countries. The CFNU forms partnerships with nurses or health care workers whose goals and objectives align with the CFNU, and whose programs increase healthcare and labour capacity. The CFNU supports sister unions and nurse-led organizations as they work to organize and mobilize. This has included the Ugandan Nurse and Midwives Union, and Filipino Nurses United.



Canadian Labour Congress Hosts Triennial Convention

The Canadian Labour Congress held their 29th Triennial Convention on a virtual platform from June 15-18. The event brought together labour leaders and activists from across the country for an event full of great speakers, business and elections. The theme, Defining the Future, was apt, as resolutions were passed and decisions made on the work to be done by the national organization over the next three years.

NSNU president Janet Hazelton and 34 members participated in the national conference, ensuring a strong presence for Nova Scotia nurses.

Resolutions of particular importance to nurses centred around the need for a national pharmacare program and increased sustainable funding for publicly delivered mental health programs and services. These are issues that the Canadian Federation of Nurses Unions and its member organizations, including the NSNU, have been working on for years.

Other resolutions spanned a myriad of topics, including equity

and inclusion, transparency and accountability, indigenous representation, eliminating harassment and discrimination, universal childcare, fighting austerity measures, climate action, minimum wage, the fight against privatization, and much more.



After seven years in the role, CLC president Hassan Yussuff passed the torch to new president, Bea Bruske, who was elected during the convention. For three decades, Bea has served workers and families as an activist, advocate, negotiator, community organizer and union labour leader. She has been a union representative for UFCW Local 832 in Manitoba for 25 years, most recently serving as Secretary-Treasurer. Her

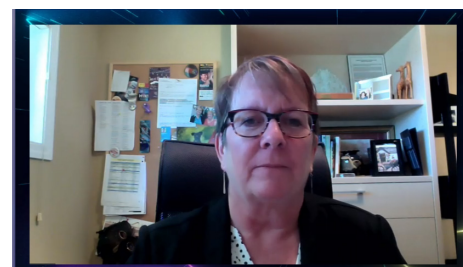
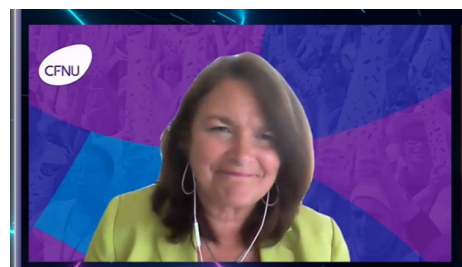
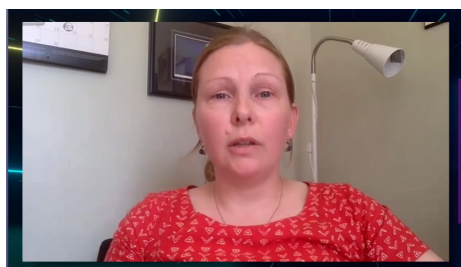
expertise will make her a formidable leader for CLC.

We thank Hassan for many years of bold leadership. He travelled extensively across Canada to stand with workers on the picket lines, and on many occasions made the trek to Nova Scotia to lend his support. His strong voice, kind demeanour and dedication to workers of all stripes will be missed.



The CLC represents diversity, and elevates the voices of those in marginalized communities. CLC has dedicated caucuses for workers who are indigenous, people with disabilities, women, people of colour, LGBTQ2SI and young workers. During the event, these caucuses met and held elections, promising strong leadership into the future.

The CLC advocates for healthcare workers at the national level, and the NSNU is pleased to affiliate with them and their provincial counterpart, the Nova Scotia Federation of Labour. We congratulate the CLC on another successful convention, and look forward to continuing our work together to achieve fairness and equity for all workers.



During the convention, nurse leaders spoke to resolutions and participated in debates on business and procedure. Pictured above, NSNU 1st Vice President Jen Thiele, CFNU President Linda Silas and CFNU Secretary-Treasurer Pauline Worsfold



NSNU member Santina Weatherby, NP, speaks to multiple media outlets during a press conference in 2019

Nurses in the News

Media Training for Nursing Professionals

On average, the Nova Scotia Nurses' Union receives several calls a week from media outlets across the province and the country. Their questions and concerns vary – from COVID-19 stress on nurses, to staffing shortages, PPE and much more. Sometimes the questions are very specific, but most run the gamut.

Journalists are eager to speak with Janet Hazelton, NSNU president and spokesperson. As part of her fulltime

role as president of the Nurses' Union, Janet is trained to field media inquiries that span government policy, negotiations, OH&S issues, professional practice and so on. On occasion, media also want to hear from our frontline members – those of you who are in the trenches. These requests are not easily accommodated.

Media typically must meet same-day deadlines. When they call, they are hoping to speak with someone within the next two to three hours in order to file a report. When the calls come in, nurses are either working, sleeping or attempting to enjoy a day off. In any case, it's difficult for NSNU to connect with members to fulfill media requests.

In the fall, the NSNU will be presenting Media Training for members who would like to be on reserve to speak with media. Our communications team will provide instruction and guidance for those interested. We are hoping to attract nurses from all sectors and disciplines, allowing us to access nurses who can speak about their areas of expertise.

Our goal is to compile a list of members we can reach out to, who are interested, trained and comfortable speaking with media. Please watch for more information on these sessions in the coming months and consider adding your name to our roster.

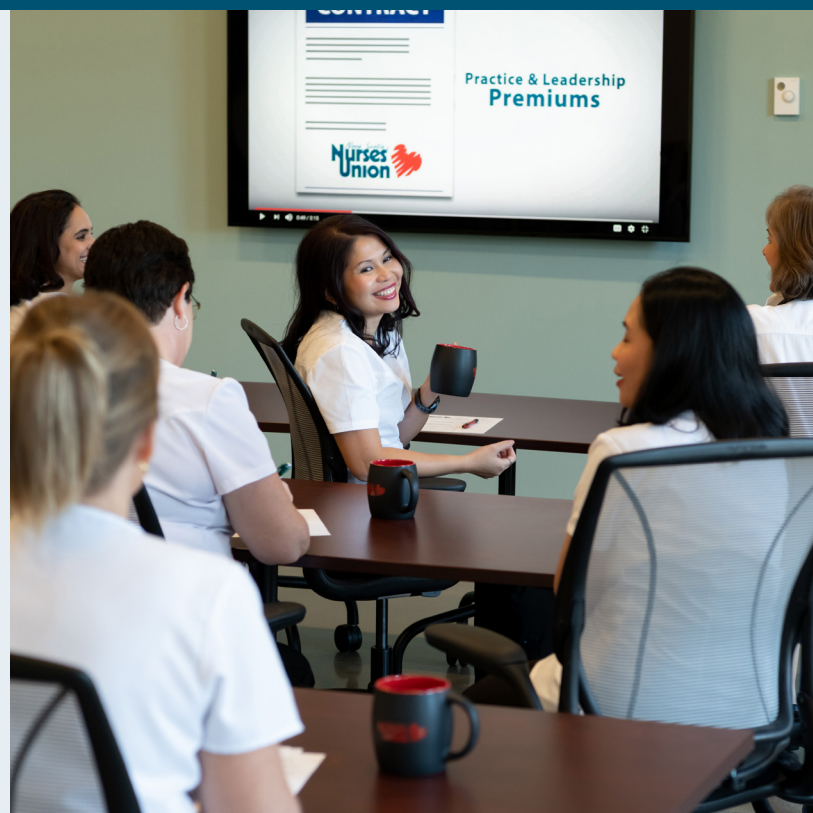
NSNU Practice and Leadership Premiums

Each year, NSNU members are eligible to receive Nursing Practice and Nursing Leadership Premiums. These premiums are offered to qualifying nurses to recognize and encourage nursing leadership activities.

In order to be eligible for one or both premiums, a nurse must earn a sufficient number of points for each premium. The list of activities eligible for points, along with the amount of premium paid, can be found in the article pertaining to Nursing Practice and Leadership Premiums in your Collective Agreement (<https://www.nsnu.ca/contracts-bargaining>).

The NSNU recognizes the challenges the pandemic has imposed on members as you seek out educational opportunities to earn points. We encourage members to contact the Nurses' Union if you have questions or if you require assistance. Our Education and Technology Officer, Chad O'Brien is eager to provide support and can be reached at chad.obrien@nsnu.ca.

The deadline to submit for leadership and practice premiums is October 31 of each year.





MyNSNU App – A Unique Tool Exclusive to NSNU Members

The Nova Scotia Nurses' Union employs many forms of communication to reach and interact with members. Two of those tools are the NSNU website and the MyNSNU App, a source for news, resources and education.

We are often asked how MyNSNU differs from the NSNU website and its Member's Only page. Although there is some crossover in content, these are two distinct tools with different purposes.

As a public site, the NSNU website provides content that is relevant to members, but with a broader scope. If you want info about our advocacy work, ongoing campaigns, current events, or are looking to learn more about the work done by the union, the website is the platform to explore. From the site members can access various resources, their collective agreements and learn about the bargaining process. NSNU.ca also includes a secure Member's Only page where voting takes place, registration forms are posted, and details about NSNU events are made available, like the Annual General Meeting. Member's Only is also home to our online Clinical Capacity Reporting, Grievance and Safety forms.

Where the website casts a broad net, the App content can be more sector and designation specific. MyNSNU

allows the Union to tailor news for specific audiences. This focus enables you, the user, to find what you're looking for quickly and easily.

The App is the NSNU's primary resource for online education. On MyNSNU members can take online courses and participate in webinars for premium points on topics with broad interest. Courses that are approved for leadership premium points are indicated under the course title, however there are many offerings that members may wish to take advantage of, whether or not points are applicable. Members can also access certificates for all NSNU-provided education, whether it occurred online or in-person. These certificates are required for verification when submitting your premium points to your employer at the end of October.

With relevant content and access to education, MyNSNU is a resource that members should consider downloading and checking in on regularly. The App will work on your phone (Android and iOS/iPhone), tablet, and desktop/laptop computer. To download the App, visit either the Google Play Store on your Android phone, the App Store on your Apple device, or go online at nsnu.itacit.com. Visit nsnu.ca/mynsnuapp to learn more about what the app offers and why it's a valuable tool for members.

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.

Healthcare in Canada A System Bolstered by Retired Nurses



There were many headlining stories about nurses during the pandemic, but one that stood out was the return of so many retired nurses to the profession to aid in testing and vaccination efforts. When the call was put out for assistance, retired nurses answered in droves, helping to bolster the healthcare system during a time when their expertise was most needed.

Despite recent attention to this phenomenon, retired nurses returning to work is not a new trend, and it isn't just the pandemic that brought so many back into the fold.

Taking on a career based on helping people requires a particular kind of person, one with deep compassion and a drive to care for others. Even after 30, 40, 50-plus years in the profession, that drive does not diminish when the time comes to step away from the rigours of daily nursing care.

The truth is, the healthcare system has been propped up by retired nurses for a long time. Some clinics are run entirely by those who prefer the flexibility of working casually, but are not ready to hang up their stethoscope and scrubs for good.

When the pandemic began, there were many articles about retirees returning to work. One such nurse, Della O'Neill, said in an interview that she believes a nurse will never truly "lose that calling, even if you retire or change professions."

"If I can go back and help in some capacity, then that is great."

Lorraine Gonsalves, a retired nurse from Ontario, echoed that sentiment: "I just felt that I had something more to give... You can retire, but you can never stop being a nurse."

According to a 2019 report from the Canadian Institute of Health Information, 2.3% of nurses working across the country are 65 and older. Certainly, not all of these people are retired, and indeed, many younger nurses aged 55 and older are retired and working casually, but this speaks to the impact that older and retired nurses have on the overall healthcare system. That 2.3% accounts for more than 10,000 individual nurses, each one with decades of experience behind them, each one taking on a role that they are not obligated to do.

One of the best perks of having retired nurses in the workplace is the insight they offer new grads and established nurses alike. As working casually is often the last step before fully embracing retirement, it remains satisfying to the retiree, while also providing relief to an oftentimes struggling healthcare system. Once a retired nurse chooses to leave the profession for good, they leave a legacy of caring and expertise our younger workforce can build upon.

The impact of retired nurses working in Nova Scotia and across the country cannot be understated. The NSNU thanks all who continue to work or volunteer, either as a stop-gap measure during the pandemic, or on a consistent basis. Our healthcare system often relies on your contributions and generosity with your time, and your patients benefit from your experience and dedication to care.

Pandemic Spikes Interest in Nursing Programs

The pandemic may be playing a role in the number of students looking to pursue a career in nursing. Across the country, educational institutions are reporting that the total number of nursing applications submitted reached a 17.5 per cent increase over the last year.

Several university deans have spoken out in the media, attributing the increase to the public seeing firsthand how nurses contribute to the health of their communities.

“The pandemic publicly emphasized the critical role of nurses in our healthcare system and our value,” said NSNU President Janet Hazelton. “We’ve always been there, working hard and putting ourselves at risk, but the pandemic attracted incredible interest in the skill and knowledge required to work in the profession.”

Nurses unions, in particular, are eager to see expanded educational seats to accommodate the influx of keen nursing students.



PROUDLY
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DIVERSITY

Prepping for Pride 2021

The Nova Scotia Nurses’ Union is eagerly looking forward to Pride 2021. We are proud to represent many members within the 2SLGBTQ+ and QTBIPOC communities working in Acute, Long-Term and Community Care settings across the province.

Although we are sadly looking at another year without traditional parades, that doesn’t mean Pride can’t go ahead with aplomb. Halifax Pride, Cape Breton Pride and other organizations across Nova Scotia are working hard to bring Pride love and events all summer long. Through it all, works by and for Nova Scotia’s 2SLGBTQ+ community will be highlighted and celebrated.

Pride Cape Breton is planning their event for August 5-12, as usual. The Halifax Pride Festival, traditionally held in July, has been moved to August 12-22. In both cases, the Pride

teams are planning a mix of live and online events to ensure festivals that celebrate diversity in a safe and accessible way.

Even though a traditional Pride Parade won’t be happening this year, Halifax Pride is getting into the spirit by hosting a virtual Pride Photo Parade. People from across the province are encouraged to send in photos that feature events, efforts, and celebrations for the 2021 Pride season. The deadline for submissions is September 3rd, so whatever you do this summer to celebrate the 2SLGBTQ+ community, take a snapshot and share. Photos will be included in the virtual parade, and awards will be given out to the best shots. For all submission guidelines, visit halifaxpride.com/photo-parade.

The NSNU is proud to sponsor Pride events and performances across the province. Check out our webpage, nsnu.ca/pride to find resources and events in your area.

Happy Pride, Nova Scotia!

Nova Scotia
**Nurses
Union**



LOOKING AHEAD

Summer & Fall Preview



11th ICN NP/APN Network Conference **VIRTUAL** **2021**

August 29 – September 1, 2021

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. The deadline to register for the conference is August 9. Registration is open at npapn2021.com.



Helping the Helpers Awareness and Education Day **September 11, 2021**

Make plans to attend in the 7th Annual Helping the Helpers Awareness and Education Day this September. The event is intended for first responders and front-line professionals, as well as support persons of a front-line professional.

Nurses, Paramedics, Police Officers, Fire Fighters, Military Personnel, Social Workers, Correctional Officers, 911 Call Operators, Search and Rescue professionals, spouses and others are among those who may benefit from the sessions.

The program is designed to provide awareness and education; coping strategies and support for first responders, allied frontline professionals and their families who are impacted by or at risk for psychological workplace injuries such as PTSD/OSI. It will be co-facilitated by Starr Cunningham, President & CEO of the Mental Health Foundation of Nova Scotia and Janice Landry, Author and Journalist, and will feature presentations, stories and lived experiences from first responders, clinical specialists, front-line workers and family members. Join them as they share experiences, dispel the myths and breakdown the stigma connected to PTSD.

The sessions are scheduled to take place at St. Francis Xavier University, Schwartz Auditorium and Barrick Auditorium September 11, from 7:30 am to 5:00 pm.

Visit the website to see detailed program information and to register: www.helpingthehelpers.ca. You can also contact the event registrar at 902-422-1886 or 1-877-731-1333, or email helpingthehelpers@agendamangers.com.

The cost is \$25.00 per person – refreshment breaks provided, but not lunch. The registration deadline is September 4, 2021.

NATIONAL DAY OF ACTION

22 SEP 2021

Mark your calendars: on September 22, nurses will take to the streets as part of a National Day of Action. The CFNU and its member organizations will mobilize members to demonstrate outside of their workplaces in solidarity with those impacted by unacceptable working conditions. This mobilization action will serve as an opportunity to highlight our demands on governments to take concrete actions to address nurses' unacceptable working conditions.



NSFL Convention October 25-26, 2021

The 51st Convention of the Nova Scotia Federation of Labour will be held on a secure virtual platform from October 25-26. During the convention, delegates will elect leadership, debate policy and determine the actions that will set the agenda for Nova Scotia's labour movement.

The Nova Scotia Nurses' Union, a proud member of the NSFL for many years, sends several nurses to the convention. Attendees for the 51st convention will include NSNU president and NSFL Vice President-at-Large, Janet Hazelton and some members of our Board of Directors. Watch for more details from the Union about observer participation.

For more information, visit nslabour.ca/2021-virtual-convention.

NSNU Board of Directors Fall Meetings

The NSNU Board of Directors holds meetings throughout the year to discuss current issues and to work on Union business. In May, the Board selected dates for their fall meetings, including a meeting and governance session from September Sept 22-24, and regular Board meetings on October 19 and November 30. More dates will be announced as they are scheduled. At present, the intention is to have these meetings in person at the NSNU office, however they may be held virtually if public health directives do not support in-person gatherings.

Members have the right to propose topics of discussion for the Board. If there is a particular issue you would like to be brought to attention, please email lorna.myers@nsnu.ca at least one month in advance of the meeting.

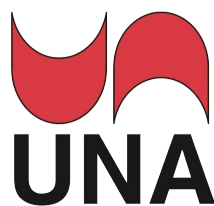
Meetings of NSNU Counterparts

Like the NSNU, our fellow nurse unions across the country hold annual or biennial meetings of their membership to conduct business, elect leadership, discuss issues pertaining to nurses in their home provinces, debate and vote on resolutions. 2021 events will primarily be taking place on virtual platforms.

Upcoming meetings of our counterparts will take place on the following dates:



**Saskatchewan Union of Nurses
Annual General Meeting**
Sep 28, 2021 - Oct 01, 2021



**United Nurses of Alberta Annual
General Meeting**
October 20-21, 2021



**New Brunswick Nurses Union
Annual General Meeting**
October 25-28, 2021



**Ontario Nurses Association
Biennial Convention**
November 16-19, 2021

Canadian Nurses Foundation Call for Nominations

The Canadian Nurses Foundation (CNF) is pleased to announce the call for nominations for this year's **Thank A Nurse** initiative in conjunction with their upcoming 2021 Nightingale MaskerAide virtual event taking place October 28, 2021.

They received an overwhelmingly positive response last year and hope to continue the momentum this year as they shine a much-deserved spotlight on nursing heroes! The initiative aims to recognize nurses from all domains of practice and every province and territory.

You're invited to nominate one or more Canadian nurses you'd like CNF to nationally recognize and celebrate. Each nominated nurse will have the opportunity to be:

- Gifted a complimentary ticket to this year's immersive CNF 2021 Nightingale MaskerAide virtual event
- Recognized nationally during the CNF 2021 Nightingale MaskerAide
- Spotlit in a #ThankANurse social post on CNF's channels this year

The first 65 nurses to accept their nomination will receive a custom-made gold face mask by Canadian fashion brand Diana Coatsworth Design and an accompanying frontline tote bag.



2020 Thank a Nurse honourees

To place your nomination(s), complete the form available at cnf-fic.ca/thank-a-nurse. All nominees must be nurses registered to practice in Canada, working in any domain - i.e., practice, education, research, administration and policy. The deadline is Thursday, July 29 at 6pm. Once nominations are submitted, CNF's team will reach out to each nurse to confirm their nomination.

If you have questions, please reach out to thankanurse@cnf-fic.ca.



HAVE YOUR SAY!



Take the **COVID-19 Nursing Workforce Survey**

Survey Participants Needed: *COVID-19, and Your Workplace and Wellbeing*

The Registered Nurses' Association of Ontario (RNOA) has requested our support promoting a survey on the nursing workforce and COVID-19. The RNOA has joined with Australia's Rosemary Bryant AO Research Centre at the University of South Australia to conduct the international survey. Similar surveys have gone out to nurses and midwives around the world as part of this

exercise, allowing comparisons of Canadian nurses' experiences with those in other jurisdictions.

Please consider participating in the 20-minute survey, available at redcap.link/nursewellbeingsurvey.

The deadline to participate is July 31.

A Lucky ESCAPE!



Sarah MacLeod, RN
(Kayaking)

Very early on in the pandemic the NSNU, and other organizations, recognized the immense potential for burnout and heightened stress amongst nurses and other first responders we relied on heavily to throughout the health crisis. The Nova Scotia Nurses' Union was the first in the country to respond with an outlet for selfcare and reflection – an ounce of prevention from the immeasurable strain and fatigue you were burdened with, and an escape from the small and isolating worlds you were confined to.

Our Escape webpage condensed simulated getaways to far off places, concerts in the comfort of your own home, readings to lift the spirits, tours of fascinating monuments and museums, and images to inspire the imagination. Recognizing that there was, and still is a higher degree of pressure on the job and perhaps on the home front due to the pandemic, the NSNU continues to refresh the webpage content for repeat visitors seeking escapism and relaxation.

In early 2021, we introduced the Escape Photo Contest, an opportunity for NSNU members to share their favourite "escape" or pastime with fellow members in the Union. It offered a chance for self-reflection about what allows each of us to stay focused, strong, healthy and mindful. The contest also offered a chance to win a \$500 Visa gift card. We're very happy to say that NSNU members, from one end of the province to the other, answered the call with beautiful and personal photos of preferred pastimes, activities and quiet moments.

Your submissions featured hobbies, fitness routines, adventures with your favourite canine companions, serene connections with nature, and playtime with your children and other loved ones. Your commentaries were insightful, and again, personal. You shared how nature opens you up to fresh perspectives, how fitness makes you mentally and physically strong to take on challenges, and how your families and friends ground you.

Ultimately, your submissions illustrate how nurses can be both vulnerable and stoic; reliable pillars of strength with

big human hearts. There is no doubt that the photos and captions we received were selfless acts of kindness meant to inspire others, as well.

On June 30th, the NSNU will make a random draw to select the winner of the \$500 prize, but – without sounding too cliché – all the entries are winners. An enormous thank-you to all who entered the contest.

At the time this newsletter went to print, the draw had not yet taken place. Members will have since received an announcement by way of an e-memo and the winner notified directly by NSNU staff. The entries we received past the newsletter print deadline but before noon on June 30th were entered in the contest, published online, and will appear in the September issue of *What's Nu?*

We hope that you will continue to visit the webpage when you need to engage in non work-related virtual activities. The NSNU Escape webpage has something for everyone.

Since it was launched in late March of 2020, countless NSNU members and others have found respite in the content on the webpage, and other nurses unions have followed our lead in providing a similar outlet for members and staff to while away time without distraction.

This page is dedicated to our hardworking nurses; a thank you for all you have done to keep us safe and provide care.

Please enjoy the videos, music, recipes, virtual tours, quotes and other activities. Some of the content automatically refreshes, while staff seek out new content as it is available. If you have suggestions for items that could be added to this page to improve user experience, please send your ideas to nsnu.office@nsnu.ca.

We hope to hold another contest in the near future, so stay tuned! To read more about our members' stories, visit nsnu.ca/escape.



Judith Rudderham, RN (Horsing around)



Elizabeth Enserink, NP (Hiking with her dog, Zeiss)



Samantha Nickerson, LPN (Golfing)



Magen Martin, LPN (Family fishing adventures)



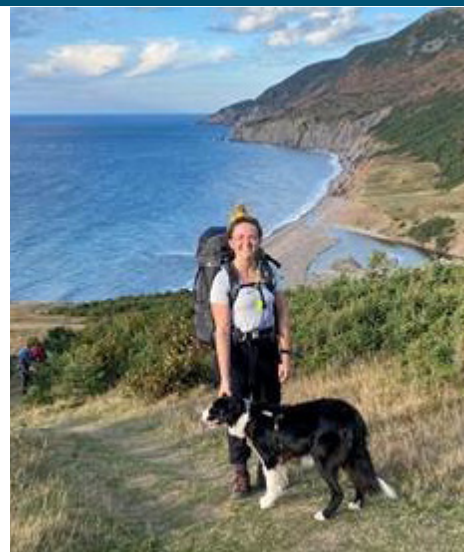
Tiah Skutnik, RN (Canoeing with her husband)



Vicki Royles, RN (Motorcycling)



Paula Nickerson, RN (Taking a hike with her nephew)



Emma Fuller, RN (Back-country camping in Pollett's Cove with pup, Anya)



Ashley Potter, RN (Equestrian sports)



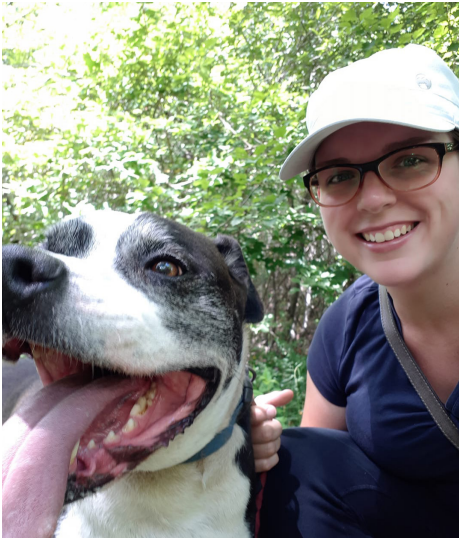
Susan Savage, NP (Getting immunized)



Kat Mills, RN & Joan Conrad, LPN (Mom and daughter travel partners)



Marie-Pier Dion, RN (Hiking the highlands with her puppy, Madeline)



Jenilee Parker, RN (Hiking with her buddy, Jerry-Lee)



Julie Sutherland-Jotcham, RN (Hockey photography)



Kailee McCarron, NP (Baking with her son)



Stephanie Hudson, LPN (Paddle board yoga!)



Joanah Sigue-Bernal, RN (Hiking to Wentworth Falls)



Jessica Gillis, RN (Hiking, bonfires and sunsets enjoyed with family)



Jennifer Rose, LPN (Fitness training)



Janet Purdy, RN (Reading)



Gerly Enriquez, RN (Family time)



Marlene Murphy, RN (Walks with family)



Laurie Gove, RN (Cycling)



Holly Rafuse, NP & Glenna Gallant, NP
(Hiking the bunny trail in Oxford)



Suzanne Sheppard-Jackman, RN (Staying fit and healthy)



Lesley Fraser, RN (Hitting the slopes at Martock with friends and family)



Perry King, RN (Zoo adventures)



Marge Ancliffe, NP (Hiking with Ollie)



Robin Whooten, RN (Long-distance running)



Sue Ellen Morrison, RN (Spa day!)



Mennie Alba, RN (Gardening)



Amy MacDonald, LPN (Spending time with son, Jase)



Nelli Zatserkovna, RN (Outdoor adventures at Ontree Park)



Tracy Gates, LPN (Exploring with her granddaughters)



Marlene Murphy, RN (Collecting shells to make jewelry and decorations)



Dorothy Smith, LPN (Playing with her rescue pup, Arabella.)



Sue Atkinson, LPN (A walk on the beach with Tater)

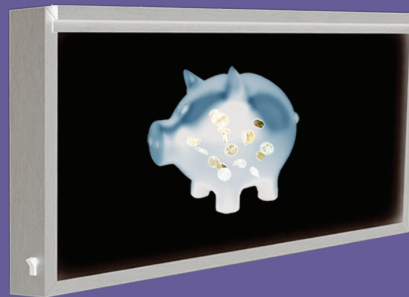


Michelle Grosvenor, LPN (Hiking)



Crystal Francis, LPN (Spending time in nature)

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