

# what's nu?

February/March 2022



## HEADLINES

AGM 2022

CFNU: Health  
Human Resources

Nurses for Peace

# WHAT'S NEXT?

## ISSUE HIGHLIGHTS

- 3 Making and Maintaining Connections
- 5 CFNU: Focus on Health and Human Resources
- 12 Podcasts for Nurses
- 15 IWD Recap

## Corrections

The NSNU would like to call attention to two errors that occurred in the January 2022 issue of What's NU?

The newsletter headers from page 4-23 should have been titled January 2022, not September 2021.

In the opening paragraph of Standing Committee on Health – Impact on Staffing Shortage in Long Term Care found on page 8, the article states, president Janet Hazelton attended the meeting of the Standing Committee on June 11th when in fact it was January 11, 2022.

## CONTACT THE NSNU

150 Garland Avenue  
Dartmouth, Nova Scotia B3B 0A7

**Telephone:** 1-800 / 902-469-1474

**Fax:** 1-902-466-6935

**Email:** [nsnu.office@nsnu.ca](mailto:nsnu.office@nsnu.ca)

**Website:** [www.nsnu.ca](http://www.nsnu.ca)

**TWITTER:** @NS\_Nurses

**FACEBOOK:** Nova Scotia Nurses' Union

**YOUTUBE:** NSNursesUnion

**INSTAGRAM:** @NSNursesU

**MYNSNU APP:** App & Google Play stores, [nsnu.itacit.com](http://nsnu.itacit.com)

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

## NSNU BOARD OF DIRECTORS



**Janet Hazelton, President**

[janet.hazelton@nsnu.ca](mailto:janet.hazelton@nsnu.ca)



**Jen Thiele, Vice President**

[jen.thiele@nsnu.ca](mailto:jen.thiele@nsnu.ca)



**Jamie Stewart, VP Finance**

[jamie.stewart@nsnu.ca](mailto:jamie.stewart@nsnu.ca)



**Gerri Oakley, VP Eastern Region**

[gerri.oakley@nsnu.ca](mailto:gerri.oakley@nsnu.ca)



**Anne Boutilier, VP Central**

[anne.boutilier@nsnu.ca](mailto:anne.boutilier@nsnu.ca)



**Donna Gillis, VP Northern Region**

[donna.gillis@nsnu.ca](mailto:donna.gillis@nsnu.ca)



**Michelle Lowe, VP Western Region**

[michelle.lowe@nsnu.ca](mailto:michelle.lowe@nsnu.ca)



**Maria Langille, VP LPN/Grad**

[maria.langille@nsnu.ca](mailto:maria.langille@nsnu.ca)



**Glenda Sabine, VP Long Term Care**

[glenda.sabine@nsnu.ca](mailto:glenda.sabine@nsnu.ca)



**Kim Williams, VP Community Care**

[kim.williams@nsnu.ca](mailto:kim.williams@nsnu.ca)



**Natalie Nymark, VP IWK**

[natalie.nymark@nsnu.ca](mailto:natalie.nymark@nsnu.ca)



# President's Notebook

Janet Hazelton, BScN RN, MPA

## Making and Maintaining Connections

By now, many of us are growing tired of zoom meetings and virtual everything!

It's not that the technology is cumbersome or has lost favour. Virtual meetings and chats were a way for us to connect at work, provide services, and stay in touch with loved ones down the street or a continent away while in lockdown.

This tech, which makes Facetiming seem like old tech, remains popular.

We celebrated baby and wedding showers on virtual platforms. Wedding guests participated in ceremonies via Zoom. Musicians and other artists shared their talents in virtual settings, keeping their art and their industries alive. Educators found a way to teach online, engaging younger and older learners alike. Friday Night Zoom Mixology sessions were a thing – a trend even NSNU staff enjoyed a couple of times during the pandemic.

While gathering limits are lifted and in-person meetings will resume, there's a lot to be said about maintaining our virtual connections, well into the future.

In the beginning, there were concerns about security and privacy that now pose less risk. Tech companies have worked hard to develop secure and reliable platforms we can employ for business or personal use.

In the past two years, the virtual event software industry has undergone a massive transformation. Before 2020, almost nobody was talking about virtual events. Webinars were available but on a less interactive scale.

Today, most organizations have a virtual event strategy in place – a way to reach members or stakeholders that allows us to conduct business-as-usual if challenged by a weather event or global health crisis.

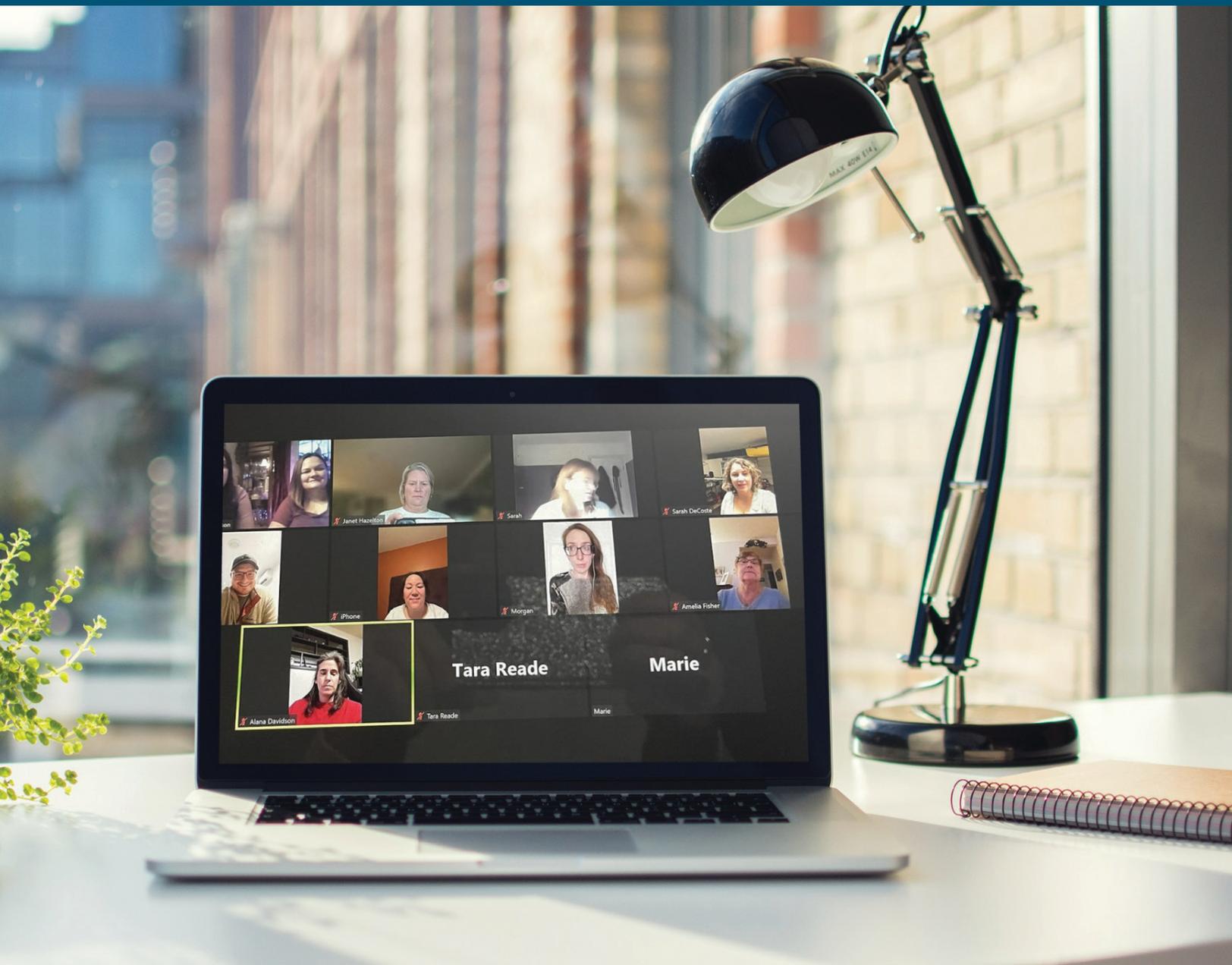
We've had to adapt to travel restrictions, social distancing, and remote work as a result of the COVID-19 pandemic. The shift was swift, and the solution was at our fingertips. I was proud to see how our profession embraced the technology and used it to our advantage. Nurses never cease to amaze.

The value of face-to-face interaction will never diminish. That said, it's good to know that we can conduct business and make connections even when there are obstacles in our path. Even when the world is intent on keeping us apart.

The NSNU AGM will once again be offered on a virtual environment on April 26-27. In late January, the Board made the difficult decision to pivot from hosting our event in Truro to offering an online option only. Omicron derailed our efforts but our expertise in this area allowed us to make the change with confidence.

It is our plan to meet in person in April of 2023. Let's hope for the best.

Locals are using innovative means to stay in touch with co-workers. I have had the pleasure and privilege of attending numerous local meetings over the last few months. This is not something I would normally be able to do because of location and time constraints. Zoom and other tech make it possible to make those connections.



### **VON Colchester/East Hants Local Zoom Meeting on February 24, 2022, attended by NSNU President Janet Hazelton**

I have been able to stay in touch with nursing students at schools across the province by using virtual methods. I'm grateful for opportunities to speak with our future nurses.

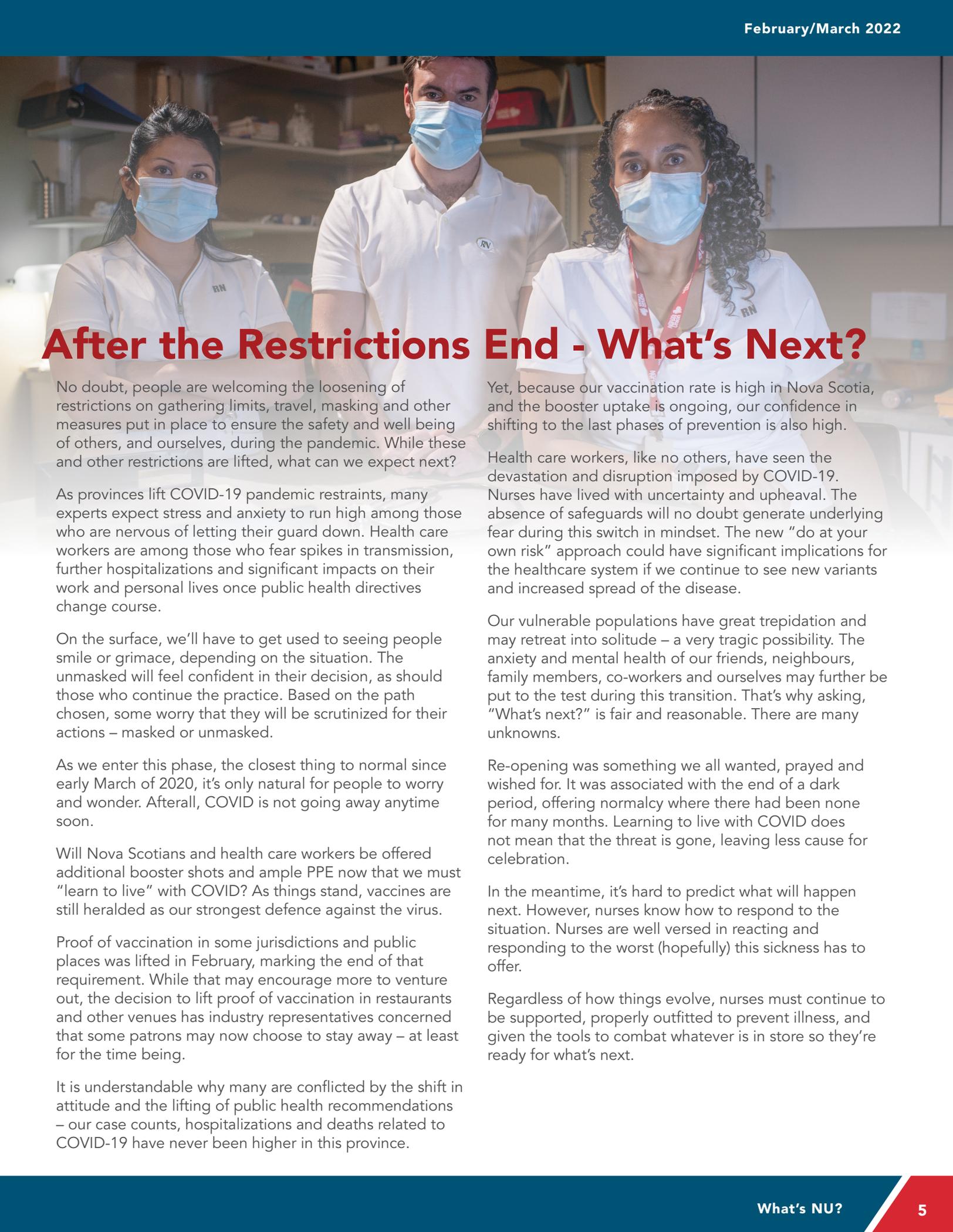
Our labour relations representatives at the NSNU have become experts in staying connected to members via Zoom at a time travelling throughout the province was discouraged.

Now, with gas prices through the roof and other resources also at a premium, having the ability to

conduct a meeting from the comfort of your own home or office holds great appeal.

Know that the connections we made on-screen during this dark period in history demonstrated our level of determination, resilience and innovation. We could not be quieted.

Until we meet again.



## After the Restrictions End - What's Next?

No doubt, people are welcoming the loosening of restrictions on gathering limits, travel, masking and other measures put in place to ensure the safety and well being of others, and ourselves, during the pandemic. While these and other restrictions are lifted, what can we expect next?

As provinces lift COVID-19 pandemic restraints, many experts expect stress and anxiety to run high among those who are nervous of letting their guard down. Health care workers are among those who fear spikes in transmission, further hospitalizations and significant impacts on their work and personal lives once public health directives change course.

On the surface, we'll have to get used to seeing people smile or grimace, depending on the situation. The unmasked will feel confident in their decision, as should those who continue the practice. Based on the path chosen, some worry that they will be scrutinized for their actions – masked or unmasked.

As we enter this phase, the closest thing to normal since early March of 2020, it's only natural for people to worry and wonder. After all, COVID is not going away anytime soon.

Will Nova Scotians and health care workers be offered additional booster shots and ample PPE now that we must "learn to live" with COVID? As things stand, vaccines are still heralded as our strongest defence against the virus.

Proof of vaccination in some jurisdictions and public places was lifted in February, marking the end of that requirement. While that may encourage more to venture out, the decision to lift proof of vaccination in restaurants and other venues has industry representatives concerned that some patrons may now choose to stay away – at least for the time being.

It is understandable why many are conflicted by the shift in attitude and the lifting of public health recommendations – our case counts, hospitalizations and deaths related to COVID-19 have never been higher in this province.

Yet, because our vaccination rate is high in Nova Scotia, and the booster uptake is ongoing, our confidence in shifting to the last phases of prevention is also high.

Health care workers, like no others, have seen the devastation and disruption imposed by COVID-19. Nurses have lived with uncertainty and upheaval. The absence of safeguards will no doubt generate underlying fear during this switch in mindset. The new "do at your own risk" approach could have significant implications for the healthcare system if we continue to see new variants and increased spread of the disease.

Our vulnerable populations have great trepidation and may retreat into solitude – a very tragic possibility. The anxiety and mental health of our friends, neighbours, family members, co-workers and ourselves may further be put to the test during this transition. That's why asking, "What's next?" is fair and reasonable. There are many unknowns.

Re-opening was something we all wanted, prayed and wished for. It was associated with the end of a dark period, offering normalcy where there had been none for many months. Learning to live with COVID does not mean that the threat is gone, leaving less cause for celebration.

In the meantime, it's hard to predict what will happen next. However, nurses know how to respond to the situation. Nurses are well versed in reacting and responding to the worst (hopefully) this sickness has to offer.

Regardless of how things evolve, nurses must continue to be supported, properly outfitted to prevent illness, and given the tools to combat whatever is in store so they're ready for what's next.



# Why our focus is on health human resources

by **Linda Silas**, president of the Canadian Federation of Nurses unions

Throughout the pandemic, the CFNU has been countering a false narrative: that the pandemic caused our current nursing shortage. While COVID-19 has certainly affected and upended many areas of our lives – including health care – it is not the root cause of Canada’s nursing shortage.

**Let’s be clear: nurses have been working short for years. The pandemic only made it worse.**

More and more, we’re hearing of nurses looking for the exit sign. The pandemic not only increased nurses’ workloads, it also added to their psychological load. The prevalence of burnout is rising.

This isn’t just anecdotal; pre-pandemic, the CFNU promoted two different surveys. The first, a study conducted by University of Regina researchers Nicholas Carleton, PhD, and Andrea Stelnicki, PhD, revealed a high prevalence of mental health disorder symptoms with rates similar to those found among law enforcement. **More than 83 per cent of nurses felt that the regular core health staff was insufficient to meet the needs of patients.** Even pre-pandemic, 29.3 per cent of nurses were reporting clinically significant symptoms of burnout.

Similar findings were also revealed in the CFNU’s Outlook on Nursing study, led by Linda McGillis Hall, RN, PhD, at the University of Toronto. **That study found that 60 per cent of nurses intended to leave their job within the next year; a quarter of those intended to leave the nursing profession altogether.**

Both studies paint a picture of a health care system in crisis.

The pandemic struck at a time when the system was already stretched thin. Existing health care staff had to carry the weight of that shortage. According to Statistics Canada, nurses’ average weekly overtime hours increased by 78 per cent in May 2020, compared to the same time period in 2019.

Twenty months into the pandemic, nurses are finding it impossible to get any semblance of respite. Wave after wave, their vacations were cancelled or pushed back. Much needed time off, which would help alleviate symptoms of burnout, is still out of reach for many.

Immediate interventions are needed to help nurses, including proper psychological support and restorative vacation time. We need standards around safe staffing, such as nurse-patient ratios. And the bottom line is we need more data and data-driven decision-making to fix our broken system.

One of our central demands is for a federal agency tasked with health human resources planning. Our health care system accounted for 11.5 per cent of GDP in 2019, yet Canada is planning in the dark when it comes to this workforce. As wait times grow and the public becomes more dissatisfied with our public health care system, governments often resort to knee-jerk solutions that don’t consider the health care system as a whole. Hiring more doctors makes for a good political sound bite, but does it account for the nursing and support staff needed to provide safe patient care? If we are worried about the patient experience, we need to look at staffing.

There have been great strides in analytical and planning tools in recent decades. But without data, we can’t accurately forecast future staffing needs. This is key to building a responsive health care system. Imagine how different things could have been had governments been able to forecast the extent to which a pandemic, coupled with a nursing shortage, would bring our health care system to its knees.

Canada desperately needs data-driven health human resources planning. It’s key in addressing the nursing shortage, improving our working conditions and providing quality care through safe staffing.

As the saying goes: **“The conditions of work are the conditions of care.”**

# Mental Health & Wellness Survey for Nurses

The Nova Scotia Nurses' Union and other health care unions hope to launch a survey in the coming months with a focus on mental health and wellness to gather insights and experiences of nurses during the COVID-19 pandemic. Our hope is to reach as many nurses as possible who are willing to share how the pandemic impacted their overall mental health and wellness.

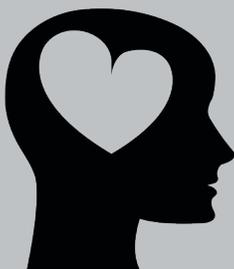
The goal of the survey is to take the pulse of our community of nurses – to find out how nurses are managing work, life and the intersection of the two during these challenging times.

These findings will be a resource to help advocate for nurses and inform the media, stakeholders and policymakers of the impact of the pandemic and chronic staffing shortages on the profession. As we enter a bargaining period, this data will be invaluable to unions and our efforts to improve your work-life and personal state of mind.

For the time being, the NSNU and others will be working on the methodology, how best to reach nurses and how to make it easy for you to participate given the increasing demands on your time. The survey, which will include all sectors and nursing designations, will be presented in a digital format with options for those not equipped to participate online.

We kindly ask that you consider taking part when the time comes. In preparation, we ask that you connect with the NSNU to ensure that we have your correct contact information on file so we can communicate with you and provide you with access the study tools.

***Thank you in advance for your consideration.***



# AGM 2022

The 45th Annual General Meeting of the NSNU will take place online **April 26-27** - our second consecutive virtual AGM; a meeting you can join from the comfort of your own home!

Using an interactive and secure online platform, the event once again promises to be interesting and engaging. Delegates will be transported to a virtual meeting floor to debate resolutions and determine the course of the Nurses' Union.

Here are a few details about the meeting:

## What's Next

Registration for delegates and observers closed March 14. Now that we have names, numbers and contact details, you can expect to hear from us via Campaigner email numerous times leading up to the AGM. We'll be sending links to the online platform before we go live on April 26.

## What to Watch For

Members participating in the meeting will receive an Annual Report and supporting documents via Canada Post that will guide your AGM experience. That report will contain financial summaries, resolutions, and updates. Other documents you might typically find in this report will be posted instead on the staging site of the live platform.

A reminder that the Agenda, Constitution and Resolutions Report, Financial Statements, and the Minutes from the 2021 Annual General Meeting are posted with other AGM related documents and information on the Members Only portal of nsnu.ca. You will need your login credentials to access these documents.

## Voting on Motions and Resolutions

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

## Queueing to Speak

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

## Check Your Tech

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

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

## Regional and Component Meetings

This year, your regional and component meetings will take place virtually the morning of April 26. By the time you read this article, registration will likely be underway. Participation includes all members, not just those registered for the AGM.

# THE 45TH GATHERING NOVA SCOTIA NURSES'

## What and who to expect during the live event

During the AGM, participants will hear from the president of the CFNU, **Linda Silas** - always a highlight of our meeting. Her passionate and engaging presentations are crowd pleasers.

That same day, our time-honoured tradition of hearing from the **Minister of Health and Wellness** is expected to continue in this virtual realm.

NSNU president, **Janet Hazelton**, will also make her address on the 26th. She'll recap the year in review and discuss the organizations future as outlined in our new strategic plan.

On Wednesday, April 27th **Ann Divine** will be our keynote speaker. Learn more about Ms. Divine and her message for the NSNU in this issue of What's Nu?

Our many friends in the labour movement will send virtual greetings, and we'll hear shout-outs from other supporters. To be sure, we may experience the odd technical difficulty and snafu, but we'll do our best to make this another AGM to remember.



# OF THE UNION

# AGM Keynote Speaker

## *Diversity, Equity, and Inclusivity*

What do inclusion and diversity mean in an organizational setting? NSNU is eager to explore that question and how to include other areas beyond ethnicity and gender.

To that end, on April 27th the NSNU is pleased to offer delegates and observers attending the 45th Annual General Meeting of the Nurses' Union the opportunity to hear from one of Nova Scotia's foremost authorities on diversity and inclusion.

Ann Divine is a well-known inclusivity implementation expert. She is the founder and CEO of Ashanti Leadership & Professional Development Services Inc. Her consultancy provides extensive services in Leadership Development, Cultural and Organizational Change Management through a Diversity and Inclusion lens to create a sense of belonging in the workplace.

Her expertise lies in the area of human resource management and leadership at all levels. She is also known for providing training services in Unconscious Bias and Cultural Intelligence.

Her business works with people and organizations to strengthen their ability to become inclusive and work towards bringing a more diverse group of voices to the decision-making table. Her focus is on intentional inclusion and fostering a welcoming work environment where each team member feels that their voice is not only heard but valued.

Ann will provide an engaging ninety-minute address targeted at the needs and specifications of nursing. We look forward to welcoming Ann to our event.



*Ann Divine*

The NSNU wishes to provide members with a brief update on our bargaining efforts and that of our fellow health care unions in Nova Scotia.

To date, the NSNU has conducted a bargaining survey with members and our negotiating team is in place. Staff continue to perform research and cross-country comparisons while closely monitoring changes to compensation and contract language elsewhere.

Prior to commencing bargaining, the Nova Scotia Council of Health Care Unions (comprised of NSNU, NSGEU, CUPE and Unifor) determined that the Health Care Bargaining Unit would be first at the table, followed by Support, Administrative Professionals and then Nursing.

The Nova Scotia Health Authority (NSHA), IWK Health Centre and the Nova Scotia Council of Health Care Unions reached a new collective agreement for health-care workers in July of 2021. The Health Care Council of Unions represents lab techs, pharmacists and other regulated health professionals.

At present, Support Bargaining Unit is at the table. We anticipate the earliest the Council of Nursing Unions could exchange proposals with employers is June of this year.

As you can appreciate, COVID-19 outbreaks have delayed the bargaining process for all teams, setting us off course from our anticipated schedules.

Much has transpired during the pandemic, and we thank you for your dedication and patience. Rest assured that we are prepared for bargaining and have taken account of the changes impacting all health care workers since early 2020.

## ACUTE CARE BARGAINING UPDATE



# Nova Scotia Health partners with Sobeys & Lawtons Drugs on pharmacy walk-in clinic

*New program supports timely access to primary care for Nova Scotians*

In late February, it was announced that Sobeys and Lawtons Drugs and Nova Scotia Health are partnering on an innovative collaborative care model that will provide Nova Scotians in the New Glasgow and Truro areas with another option for timely, routine, non-urgent health concerns. Known as Lawtons Drugs Pharmacist Walk-in Clinic+, pharmacists and a **nurse practitioner** will provide primary care at walk-in clinics above Sobeys owned Lawtons Drug pharmacies through this unique partnership.

"We are committed to improving access to high-quality care for Nova Scotians, and through this innovative partnership, we are able to explore ideas and solutions that have never been done before in our province," said Karen Oldfield, Interim President and CEO, Nova Scotia Health. "This new model of care delivery will allow us to immediately improve access to primary care in these two communities; it's one of many tests and try opportunities we are moving forward with to improve our health system."

This collaborative concept is based on a pharmacist-led walk-in clinic that opened last year above Lawtons Drugs in Pictou County. Through this new partnership, Nova Scotia Health is adding a **nurse practitioner** to the existing New Glasgow clinic, who will also provide care and health advice to patients at a newly established clinic in Truro.

"We are pleased to launch this partnership with Sobeys and work toward improving access to primary care for individuals in the New Glasgow and Truro areas. Nurse practitioners provide valuable expertise and will work collaboratively with the pharmacists in these clinics while providing timely and appropriate access to high-quality care," says Dr. Gail Tomblin Murphy, Vice President, Research, Innovation and Discovery, and Chief Nurse Executive, Nova Scotia Health.

Patients will be seen in a private consultation room by a pharmacist or **nurse practitioner** who can assess and treat a variety of illnesses and health conditions and prescribe medications as needed.

## QUICK FACTS:

- A nurse practitioner can diagnose and treat health issues such as asthma, COPD, diabetes, heart disease, high blood pressure, and other ongoing health conditions.
- A nurse practitioner can also prescribe medications, order and interpret tests, including blood tests, X-rays, ultrasounds, and MRIs, and refer patients to a specialist or other health care provider, if needed.
- Pharmacists can assess, prescribe for, and treat a range of minor ailments and conditions including seasonal allergies, indigestion, minor joint pain, muscle sprains and skin conditions like eczema.
- Pharmacists are also able to renew prescriptions, prescribe birth control, coldsore medication, prescribe for uncomplicated UTIs and shingles, and they can manage chronic drug therapy for conditions such as diabetes, hypertension, and asthma.
- These pharmacist walk-in clinics offer virtual and in-person appointments for chronic illness management, regular prescriptions, and renewals.
- Each clinic has the capacity to provide care for approximately two hundred people per week.



# Podcast RECOMMENDATIONS: FOR NURSES; BY NURSES

Our nurses are a busy community, seeking the most up-to-date and reliable information available. Podcasting is one of the fastest growing industries in the world, offering cutting-edge opinions, facts, and entertainment. They are convenient, engaging and easy to consume on the go, making them a perfect media for healthcare workers like nurses.

The following podcasts, recommended by nurses, focus on helping nurses grow both professionally and personally.



**FreshRN** provides advice from experienced nurses regarding the basics of the first year on the job, offering discussions of personal experiences with time management, work-life balance, and tips for working night shifts. The hosts, with combined a combined 45 years of experience in nursing, provide professional insight into the initial stages of being a nurse to help new professionals build confidence and successfully survive their first year.

**Topics include** orientation, code blues, and tricks of the trade to help make that first year as a nurse flow as smoothly as possible.



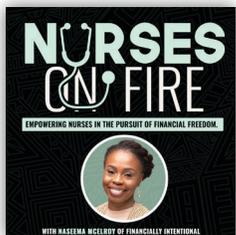
**SHIFT Talk** provides insight into the challenges nurses face both in and out of the workplace. Host Nacole Riccaboni, board-certified RN and nurse practitioner, strives to foster connections between nurses so they can share their experiences and figure out how to face nursing challenges together.

**Topics include** burnout, COVID-19, health equity, nurse relationships, professional development, and PTSD. Nurses are encouraged to serve as a podcast guest, participate in their SHIFT Talker spotlight, or to simply share their thoughts.



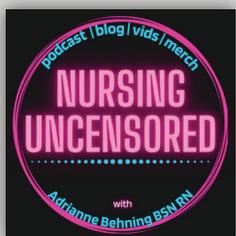
**See You Now** is produced in collaboration with Johnson & Johnson and the American Nurses Association, providing a behind-the-scenes look at the people changing the face of healthcare. Hosted by Shawna Butler, a nurse economist and health technology specialist, the podcast offers discussions with nurses who are committed to developing innovation in healthcare.

**Topics include** COVID-19; vaccinations; mental health; healthcare legislation; and conversations with medical professionals who are developing new devices, processes, and protocols, including researching infection prevention, infant health, maternal mortality, and palliative care.



**Nurses on Fire** provides financial advice for nurses looking to build generational wealth. Hosted by nurses along with certified financial planners, the podcast focuses on helping professionals gain financial freedom to avoid living paycheck to paycheck. Host Naseema McElroy utilizes her experience paying off her debt to provide nurses with actionable ways to set them on the right financial path.

**Topics include** advice on growing wealth, setting goals, investing appropriately, and transferring wealth. Other subjects include revolutionizing the nursing profession, changing the face of research, and promoting self care.



**Nursing Uncensored** provides educational information through humour and storytelling. The podcast focuses on the day-to-day life of a nurse rather than certain niches. It is geared toward nurses, nursing students, and health allies that are not only looking for education, but entertainment as well.

**Topics include** the tragedies and triumphs of real-life nursing, as well as subjects like activism, holistic wellness, burnout, and self-advocacy. While some content is not suitable for work, any explicit audio is identified.



**Straight A Nursing** is geared toward helping nursing students navigate their program. It features tips and topics not covered in nursing school and covers medical conditions from a nursing perspective. This is a great resource for nursing mentors and preceptors to pass along to their students, as each podcast includes a supplemental blog on the information discussed and study guides are offered for an additional fee.

**Topics include** clinicals, medical-surgical units, mental health, pediatrics, pharmacology and women's health. Each topic contains multiple episodes that provide additional detail on the subject.



**The Nurse Keith Show** provides career advice and inspiration for nurses and other healthcare professionals. Host Keith Carlson has spent the last 25 years in nursing, working in home health, community health, case management, public health, hospice, and nursing education. He focuses on providing coaching to nurses so they can find a balance between their personal and professional lives.

**Topics include** entrepreneurship, networking, improving relationships with coworkers, and maintaining physical and mental health.



## WHAT WILL YOU BE LISTENING TO ON THE WAY TO WORK?

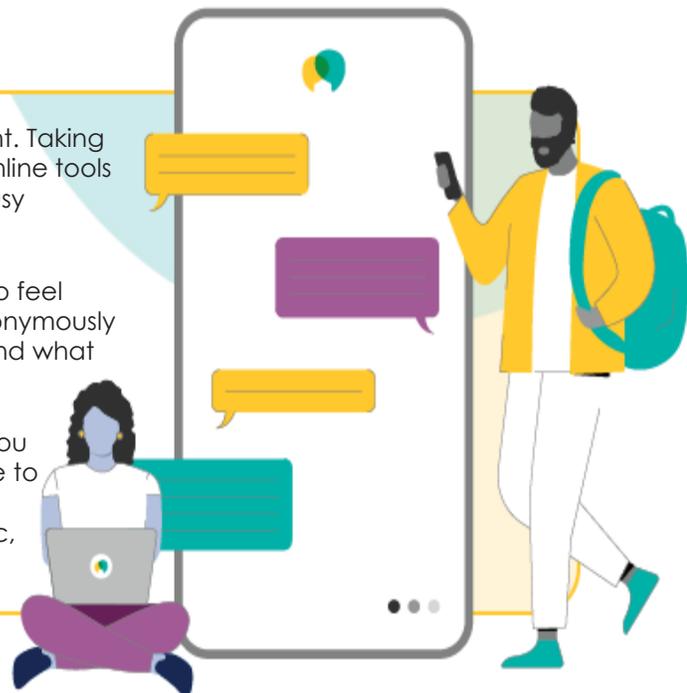
# togetherall

Nurses are feeling immense pressure on the job with little relief in sight. Taking care of your own mental health can get put on the back burner. Online tools make it easy to put your mental health first and fit self care into a busy schedule.

**Togetherall** helps you take control of your mental health and start to feel better. It is a safe, online community where NSNU members can anonymously connect with others and access a range of tools to better understand what you may be feeling.

This community, monitored by clinical professionals, is here to help you through any difficult feelings you're experiencing and offers a space to connect with others who can relate to how you're feeling. Whether you're struggling with feelings or need support for something specific, the Togetherall community is always there to help.

visit [togetherall.com](https://togetherall.com) to get started





## VON Multi-Site Meeting

On February 17, the VON Multi-site meeting was held with NSNU local representatives and the VON Management team.

Members discussed safety issues that are currently being faced across the province, including working alone, and On Call at night. At present, the biggest issue facing VON is staffing. Each site also presents its own challenges; from travelling, overtime and sick time; to COVID isolation protocols; to the volume of the workload.

These meetings allow all parties – the Union, employer and nurses - the opportunity to express what they are facing and the current initiatives that are being developed to address these identified challenges.

Though nurses across the country are facing similar issues related to staffing, the Union asks how nurses from VON are coping and what employers are doing to attract and retain nurses within VON. The NSNU remains committed to addressing the issues at hand.

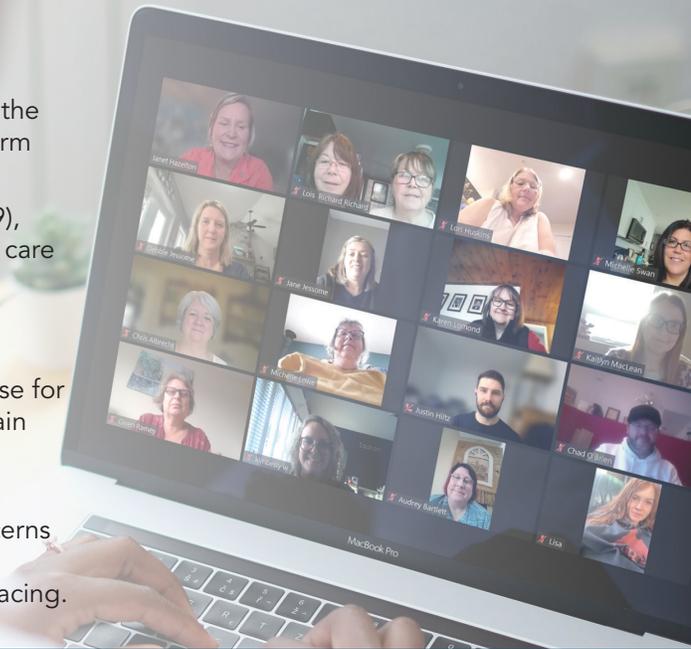
## LTC Zoom Meeting

On February 17, Nova Scotia Nurses' Union President Janet Hazelton met virtually with long term care nurses. This meeting was an important part of the ongoing conversation regarding the impact of staffing shortages in long term care.

Janet called attention to the outdated *Homes for Special Care Act* (1989), which has not been updated in over 30 years. Those currently in long term care require a significant amount of care and the level of care that is needed is dramatically higher than it was 30 years ago.

The NSNU and other experts in LTC continue to advocate for the recommended 4.1 hours of care per patient. Given the recent salary increase for CCAs, there is hope that the system will be better suited to recruit and retain CCAs, therefore increasing the hours of care each resident receives and lightening the workload of nurses.

Janet addressed comments from LTC nurses who attended, including concerns about job postings and staffing mandates. As always, members are encouraged to attend these sessions and express the issues that they are facing.



## Re-subscribing to Campaigner and other important communications

It has come to the attention of the NSNU that some members have inadvertently unsubscribed or deliberately unsubscribed and would like to reverse that action.

If you do not receive Campaigner messages from the NSNU (digital memos via email) and would like to, simply reach out to nsnu.office@nsnu.ca. Our staff will check our records to determine if you have blocked NSNU email or unsubscribed.

We respect all decisions to monitor and control the receipt of information from the NSNU. However, we remind members that info contained in many of the communiques require your action and/or provide valuable details pertaining to collective bargaining, events, deadlines and other pertinent content.

We recognize that nurses receive an abundance of emails from various sources and we are mindful to limit what we send, but we are also cognizant of our duty to be transparent while providing timely communications.

We hope that, if you are not receiving Campaigner e-memos, you will reach out to nsnu.office@nsnu.ca so that staff may support you in your decision to re-subscribe or unblock correspondence from the union.



SUBSCRIBE

# International Women's Day

**March 8th** was International Women's Day and the Nova Scotia Nurses' Union was proud to host the Nova Scotia Labour Federation's 7th Annual International Women's Day Breakfast. Given the recent lightening of COVID-19 restrictions, the NSNU's boardroom became a beautiful breakfast venue and we couldn't be happier to have spent our International Women's Day welcoming so many inspirational women (and some appreciated male allies) to the office.

Honouring this year's campaign theme, we came together to **#BreakTheBias** and stand up against the gender bias which adversely affects women in their workplaces and personal lives across the world. We heard from the Breaking the Bias Panel – featuring Sharon Hubley, Andrea Hancock and Samantha Hamilton – who shared their experiences with identifying, combating and overcoming gender bias in their workplaces. These women are truly putting in the work to **#BreakTheBias**.

Associate Professor of Educational Mathematics at Mount St. Vincent University and lead negotiator and grievance officer for MSVUFA, **Dr. Genevieve Boulet**, delivered an incredible keynote. She spoke of the unprecedented criticisms, obstructive actions and questions she faced every step of the way as she broke down barriers and successfully negotiated a collective agreement that improves social responsibility; addressing feminism, equity and inclusion. After Dr. Boulet's presentation, it was clear to everyone how deserving she is to have received the Sister of the Year award for 2022.

On International Women's Day and every day, the NSNU is proud to represent thousands of inspiring women, whom we commend for their strength, commitment and determination.



*#BreakTheBias*



*#IWD2022*



*Dr. Boulet*



**Update:**

## Eastern Labour School Delayed

Eastern Labour School is a biennial educational event hosted by NSNU, NBNU, PEINU or RNUNL on a rotational basis. Nurses from all four provincial unions come together for two days of classes on various topics.

It's hard to believe, but ELS was last held in Nova Scotia in 2018 when NSNU hosted the event at St. Francis Xavier University. Had the pandemic not taken hold, the next ELS would have been held in 2020.

Unfortunately, due to scheduling of annual general meetings and the 2023 CFNU biennial convention, the next ELS will not take place until 2024.

The good news is our friends in Newfoundland and Labrador, the RNUNL, will welcome nurses with open arms and hearts to "the rock" that year. Nurses from across the Atlantic Provinces will travel to St. John's for this time-honoured event. Be prepared to learn plenty and maybe even kiss a cod or two!

Known for their hospitality and good fun, the event promises to be educational, enlightening and energetic.

**EASTERN  
LABOUR  
SCHOOL**

## PEINU to Host CFNU Biennial Convention in 2023

It may seem like a long way off, but in early June of 2023, nurses from across the country and beyond will be called to the red shores of beautiful Prince Edward Island to gather for the first in-person biennium since 2019.

More than 900 nurses from across Canada are expected to register for the long-anticipated return of face-to-face meetings with our national affiliate, the Canadian Federation of Nurses' Unions.

In the spring of 2021, CFNU presented an abbreviated, but highly productive and effective virtual conference. Nurses and others from far and wide tuned in to watch and engage in the online broadcast. In typical fashion, the event was topical, empowering and impassioned.

We encourage our locals and individual members to mark it on your calendar. Make plans to attend what promises to be a full and exciting agenda of activism, advocacy and comradery.

Given the current state of nursing, the CFNU biennium offers nurses an opportunity be part of the dialogue and solution. These moments of solidarity prove how influential nurses are as leaders.

Due to COVID, the Saskatchewan Union of Nurses missed their hosting duties in 2021. It is likely to be held in western Canada in 2025, so now is the perfect time to be thinking about signing up for a maritime biennium!

Look forward to lobster, sunshine and making new friends!



*A bird sitting on a tree is never afraid of the branch breaking, because its trust is not on the branch but on its own wings*

## KEEPING NSNU UP-TO-DATE HELPS KEEP YOU UP-TO-DATE

As the NSNU prepares for contract negotiations for our acute care members, it is imperative that we provide you with information pertaining to the process, regardless of the sector in which you work.

To that end, we ask that you reach out to the Union if your contact info has changed or will change in the coming weeks and months so you will have access to bargaining updates, surveys, ratification voting, etc.

Currently, our records show that the NSNU database stands as a good representation of the membership. It contains relatively current details that enable the Nurses' Union to contact members.

Our records are constantly evolving based on correspondence with members and employers who keep us apprised of new hires and changes in a member's working status. Changes to surnames, email, phone and mailing addresses are usually communicated directly by members.

In the coming weeks and months, we ask that you get in touch with [bl.moran@nsnu.ca](mailto:bl.moran@nsnu.ca) regarding your changes. We also ask that you share this information with new members and other co-workers who may not receive this newsletter because they are not in the NSNU database or they are listed incorrectly in the database. Table Officers from each local are asked to take a lead in encouraging co-workers to check with the NSNU on this matter.

We thank you for taking the time to address this matter, and all communiques from the Union. It is important that members stay up to date during bargaining. We wish to give every member equal opportunity to be informed and be heard.



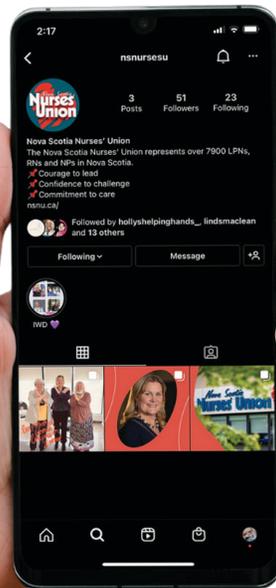
## We are excited to share that the NSNU is up and running on Instagram!

We love connecting with our nurses and we are happy to expand our reach, meeting members on a new platform.

Stay up-to-date on Union news by simply scrolling through your Instagram feed.

Head over to [@NSNursesU](https://www.instagram.com/NSNursesU) and give us a follow!

For your own protection, please do not send information regarding work situations through social media.



Of course, we will remain active on Facebook. You can find us there at [facebook.com/NovaScotiaNursesUnion](https://www.facebook.com/NovaScotiaNursesUnion)

## Social Media Commenting Policy:

It is important to the NSNU that our social media pages be a medium for respectful conversation and discussion about issues relating to Nova Scotia nurses and NSNU members. We invite all members and supporters to participate in that discussion and share their views.

However, as these are public pages for NSNU members, we will not tolerate disrespectful language, comments or bullying. In efforts to maintain a safe online space, anyone who violates this policy could be suspended, banned and their comments deleted.

Thank you for your cooperation.

# Preparing for National Nursing Week

National Nursing Week annual celebrations will take place from **May 9-15** this year. It is hard to believe that this week of much deserved celebration is right around the corner.

While the pandemic created immense challenges for healthcare workers, it also brought to light the courage and commitment that nurses bring to work every day and the important role that nurses play in their communities. The theme this year is **#WeAnswerTheCall** and was developed by the Canadian Nursing Association to showcase the many roles that nurses play in a patient's healthcare journey.

The NSNU offers sincere thanks to our nurses for all their hard work and dedication year-round, especially during these challenging times. As always, the NSNU is pleased to provide each local with \$100 to put toward your Nursing Week celebrations. We encourage local executives to use that money to recognize your members and raise morale.

Be sure to take lots of photos while celebrating and send them to [kaitlyn.maclean@nsnu.ca](mailto:kaitlyn.maclean@nsnu.ca) along with a description of your Nursing Week so we can feature your celebration in the next issue of What's Nu?

The Canadian Nurses Association encourages you to make use of their hashtags, sharing photos and stories that celebrate and create awareness about National Nursing Week.

**#CNA2022, #WeAnswerTheCall, #NationalNursingWeek, #IND2022, #Nurses2022, #VoiceToLead**

Use **#IKnowANurse** to share stories of exceptional nurses, because we all know a nurse who has left a lasting impression!



## NSGEU President Bids Farewell to Provincial Union



**Jason MacLean**, president of the Nova Scotia Government and General Employees Union is moving on after six years at the helm of Nova Scotia's largest union.

Earlier this year, Jason informed members of the NSGEU that he will not be putting his name forward for re-election when his term expires in May. Instead, Jason is running to become secretary-treasurer of the national affiliate, the National Union of Public and Government Employees (NUPGE), based in our nation's capital.

The change comes with an endorsement from the national executive board of NUPGE.

Since the inception of the Nova Scotia Council of Health Care Unions in 2015, NSNU and NSGEU, along with other healthcare unions in the province, have worked closely on bargaining and other issues of mutual interest and concern.

Throughout some turbulent times, including the pandemic and mass shootings of 2020, he has been a prominent voice. He has been a staunch advocate for publicly delivered services, a supporter of workplace safety, and an outspoken defender of workers' rights in Nova Scotia.

The Cape Breton native is sure to remain close to his contacts and strong alliances here at home even as he moves on to Ottawa.

The Nova Scotia Nurses' Union wishes Jason nothing but the best in his new pursuits.

## NSNU Mourns Passing of Passionate Local Leader

The NSNU is saddened to share that Shirley (Montague) Farrell passed away at the age of 59 on February 17th. Born and raised in Antigonish, she was a longstanding employee and local leader at St. Martha's Regional Hospital.

Shirley graduated with a diploma from St. Martha's School of Nursing in 1985. Her dedication to nursing and her pursuit of justice for her colleagues led her to many positions within the Nova Scotia Nurses' Union where she served as shop steward and local president. Her career in nursing and her involvement in the NSNU brought her great joy; she formed many friendships, loved representing her members, and showed great enthusiasm for her various roles.

A fixture at NSNU gatherings and events, she was known for her outspoken demeanour and strongly held beliefs. Shirley will also be remembered for her steadfast dedication to her family and her generosity.



*Shirley Farrell*

On top of her nursing career and union activism, she somehow found time to support her children in their schooling, hockey, and soccer endeavours, and did it all again with her grandchildren.

The NSNU extends sincere condolences to her husband Paul, her four children, her four cherished grandchildren, her beloved dog Bailey, and all her close family, friends and colleagues.

On Tuesday, February 23rd, a nurse-led honour guard, including NSNU President Janet Hazelton, paid their respects at her service held at St. Ninian Cathedral.

Shirley will be missed for her passion and dedication to the union and the profession she held so dear.



## #NursesForPeace

As war rages in Ukraine, countless innocent civilians have been caught in this unprovoked invasion, including health care workers and their health institutions.

Vulnerable targets, like hospitals, have been deliberately attacked leaving the sick and the elderly with nowhere to seek refuge. These attacks violate international regulations and the Geneva convention – a right that must be protected.

We must stand together against the war on Ukraine and the targeting of healthcare workers and facilities. On behalf of nurse unions across the country (including NSNU), CFNU made a donation to the ICN – International Council of Nurses Humanitarian Fund and Doctors Without Borders, to help those caught in this war.

We stand in solidarity with those dedicated to healing and care. We hope for their safety while they work through this crisis. As conflict grows, so must our resolve to stand united as a global community.



# Welcoming New Faces at the NSNU Office

## *Tom Daniels, Director of Finance*

On February 9th, Tom Daniels joined the NSNU as the Director of Finance and Operations, taking over from Cindy Herbert who retired at the end of February. Tom has fourteen years of professional experience, and has previously worked in the UK and Cayman Islands. Tom has worked with North American based health-care providers in the past, and is looking to use this experience to develop both short- and long-term strategic plans for the Union, along with process improvements and policy development. In his free time, Tom enjoys spending time with his family and golfing in the summer.

He came to the NSNU in the middle of the annual audit, the busiest week of the year for our accounting department – a hasty introduction to the Nurses' Union.

As Director of Finance and Operations, Tom's role is an intrinsic and integral part of the leadership team at the Nurses' Union and Tom has been an excellent fit for the job. We are thrilled to have him on the team!



## *Kaitlyn MacLean, Communications Assistant*

On February 14th, we welcomed Kaitlyn MacLean to the NSNU team as the new Communications Assistant. Kaitlyn is a true Cape Bretoner, a proud St.FX alumna, and an honours graduate of the Advanced Diploma in Public Relations program from Nova Scotia Community College (NSCC).

As Communications Assistant, Kaitlyn will work closely with Coleen Logan, providing support in the communications department. With a personal life surrounded by nurses, she is excited to put the work in to advocate for and support Nova Scotia nurses with the NSNU.

Kaitlyn joined the team at a busy time and has hit the ground running. We are excited to welcome her to the team!

## Don't Have Cash? No Problem NSNU Now Accepts Credit Card & Debit Payments

When locals and members shop the NSNU boutique – online or in-person - cash and cheques are no longer your only payment options.

It took until 2022, but NSNU is finally equipped to accept debit and credit cards on your merchandise purchases. Long overdue, but here at last!

With National Nursing Week just around the corner, May 9-15, staff at the NSNU are pleased to welcome plastic, paper or coins! You can even provide your account number if you place the order by phone or email.

*Happy shopping.*



# Cindy's Farewell Poem

Well I can't believe it's my last day  
And I wasn't sure just what to say  
So I made a few notes and took some time  
To see if I could make it rhyme

I've been here for fourteen years  
Had a lot of laughs and shed a few tears  
I've enjoyed the work, it's hard to go  
But it's the people I'll miss most, I know

I still remember my interview  
I was nervous, not sure what to do  
I'd never worked for a union you see  
And I only knew Janet cause I saw her on TV

I've seen a lot during my time at NSNU  
We built a new building and our membership grew  
And the amalgamation of the DHAs  
There used to be nine in those early days

Lots of memories of fun times with you all  
Karaoke and dancing at the AGM ball  
And back at the office fresh baked cookie smell  
in the air  
But the weirdest thing I ever saw was Coleen cutting  
Cherry's hair!

We've roasted turkeys in the kitchen right here  
This staff knows how to have Christmas cheer  
We all exchanged silly gifts that day  
Even projected a fake fireplace in our Christmas café

Patti can tell funny stories you know  
And she was the Hulk in our AGM fashion show  
Angela was at VON before she took the LRR spot  
Back then she came and gave us all our flu shot

Lilo is German and sometimes says things the  
wrong way  
And now Shelley is here to teach us to parlez-vous  
français  
Shannon's the shopper, no one shops like she can  
I think she might get her own Amazon van

When I am retired I will miss you all so  
Without Lorna who will tell me what to get at Costco?  
And without Nancy I'll have to do my puzzles alone  
And without Justin how will I renew my phone?

If my computer at home is down for a while  
Chad won't send a dog picture to make me smile  
And I will worry about Carol –she can be accident prone  
So please Carol, don't break another bone

And to my finance team, it's hard to say so long  
With two Cindy's how could we go wrong?  
And speaking of names what does it stand for – BL?  
I have asked her but she won't tell!

Chris and I have been known to wear the same clothes  
And for shopping and TV advice I go to Debbie cause she knows  
All these memories are things I might want to  
come back for  
But when the alarm goes off – please don't call me anymore!

People ask what I will do when I'm gone  
Pretty much nothing, is that so wrong?  
Most days I don't really feel that old  
But I'm glad it's Tom's problem if this building is cold!

So just before I head off home  
I leave you with my little poem  
And now I'll pass the torch to Tom  
And go put my pajamas on



**Cindy Herbert, former Director  
of Finance and Operations at the  
NSNU retired on February 28, 2022**

# ATTACH STRONGER STRINGS TO FEDERAL HEALTH FUNDING FOR PROVINCE

By Pat Van Horne, USW member of the Canadian Health Coalition Board of Directors

In February of this year, Canada's largest health care unions said any increase in federal health funding transfers to the provinces and territories must be conditional, such as meeting strong national standards.

The four unions, Canadian Union of Public Employees (CUPE), **Canadian Federation of Nurses Unions (CFNU)**, National Union of Public and General Employees (NUPGE) and Service Employees International Union (SEIU), together represent 635,000 women and men employed in Canadian health care.

The unions say federal funding has fallen behind because of misguided austerity on the part of several governments.

A released issued by the unions stated provinces and territories should not be able to spend federal money in ways that weaken the absolute requirement that our health care system is universal, comprehensive, accessible, portable and publicly administered.

As well, provinces and territories must not be allowed to weaken or undermine the health care system while at the same time taking federal money for use on privatization, for-profit facilities, virtual health care, and other 'experiments' in private care.

We need to look no further than the patchwork in long term care to see the damage done by chronic underfunding, lack of national standards and profit-based care.

The unions cite the failure of all levels of government to invest adequately, which has resulted in what they call "alarming" rates of job vacancies in health care and social assistance, a total of 118,200 in the third quarter of 2021, leading directly to exhaustion, trauma and stress the people working in it.

While Canada's largest health care unions and the Canadian Health Coalition are calling for stronger national standards attached to funding transfers, premiers are asking Ottawa to increase funding, saying the current cost-sharing model is not sustainable.

In a report by The Globe and Mail on the premiers' Council of the Federation earlier in February, the premiers want an increase in funding but with no conditions attached.

This year, the provinces and territories will receive \$45.2-billion under the Canada Health Transfer, up 4.8 per cent from last year. The premiers say Ottawa must increase its share of every dollar they spend on health care to 35 cents from 22 cents.

According to The Globe and Mail, last April Prime Minister Justin Trudeau promised to approve increases to provincial health transfers once the pandemic came to an end. In January, he repeated his commitment that Ottawa will invest more in the Canada Health Transfer in the future, but for now, his government will deal with pandemic supports that are "immediately required."



**Canadian  
Health Coalition**

**Coalition canadienne  
de la santé**



## Jonson Insurance Education Grant

Our generous friends at Johnson Insurance are once again offering an education grant of \$1000 to an NSNU member enrolled in a post-secondary nursing program during the 2022-23 academic year. To be eligible, applicants must not have received another scholarship or bursary from the NSNU or CFNU.

The deadline to register for the education grant is end of day, June 17, 2022. The recipient will be selected in a random draw. Verification of enrollment is required prior to receiving the fund.

To apply, go to the following link for details:

[www.nsnuc.ca/resources/education/scholarships/johnson-inc](http://www.nsnuc.ca/resources/education/scholarships/johnson-inc).



## 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).



Nurses

# GIVE YOUR INSURANCE PREMIUMS A WHOLE NEW LOOK.



Johnson Insurance is pleased to provide NSNU members with helpful service and products that take care of your home and car insurance needs. With Johnson, members have access to:

up to **\$800.00**  
in savings when you bundle home & car insurance\*



- First Claim Forgiveness
- Flexible Payment Options
- Identity Theft Protection

Call for a no obligation quote and be entered for a chance to **WIN** a cash prize of **\$5,000\***

GROUP CODE FOR DISCOUNTS: NN

Call Johnson today at **1.877.732.6714**



Johnson Insurance is a tradename of Johnson Inc. ("Johnson" or "JI"), a licensed insurance intermediary. Home and car policies underwritten exclusively, and claims handled, by Unifund Assurance Company ("UAC"). Described coverage and benefits applicable only to policies underwritten by UAC in NL/NS/NB/PEI. JI and UAC share common ownership. Eligibility requirements, limitations, exclusions, additional costs and/or restrictions may apply and/or vary based on province/territory. \*As of March 1, 2021, \$800 combined savings available on home and car insurance if the following discounts are applicable: conviction free, multi-line (home and auto), multi-vehicle, long term, member (home and auto) select in NL, NS, PE, and winter tire in NB, NL, NS. Dollar savings may vary otherwise. \*NO PURCHASE NECESSARY. Open January 1, 2022 to April 30, 2022 to legal residents of Canada (excluding Quebec and Nunavut) who at the time of entry: (1) have reached the age of majority in their jurisdiction of residence and (2) are a member of a group in the healthcare sector with whom Johnson Inc. has an insurance agreement. One (1) prize available consisting of \$5,000 CAD payable by cheque in the name of the winner. Odds of winning depend on the number of eligible entries received. Math skill test required. Rules: [www1.johnson.ca/5000cash](http://www1.johnson.ca/5000cash)



Materials used to produce this document are Forest Stewardship Certified (FSC)

Return undeliverable Canadian copies to:  
Nova Scotia Nurses' Union  
150 Garland Avenue, Dartmouth, NS B3B 0A7

